

To be approved at the Board of Education meeting January 9, 2018.

MINUTES OF THE DECEMBER 11, 2017 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Monday, December 11, 2017, at 6:00 p.m. in the small auditorium of Shaker Heights High School, 15911 Aldersyde Drive, Shaker Heights, Ohio 44120.

1. OPENING OF MEETING

1.1 CALL TO ORDER

At 6:00 p.m. Board President Alex Liston Dykema, who presided over the meeting, called the meeting to order.

1.2 ROLL CALL

President Dykema directed Treasurer Bryan C. Christman to call the roll.

Members present:

William L. Clawson II, Todd C. Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, and Alex Liston Dykema.

1.3 PLEDGE OF ALLEGIANCE

A fourth grade student from Boulevard Elementary School led the Board of Education in the Pledge of Allegiance followed by brief remarks on school events/projects from Neal Robinson, Boulevard Elementary School Principal.

1.4 PUBLIC COMMUNICATION TO THE BOARD

Board policy permits the President to invite public comment. The President designates the time for any comment and will limit the time to three minutes per speaker so as to be respectful of all who desire to offer public comment. Extensions to the three minute limit may be granted by the President. Anyone who wishes to speak at the time designated by the President should raise his or her hand and, when called upon, stand and state his or her name and address for the record. Because comments sometimes concern complex topics requiring research, an immediate response should not be expected. Board and staff members may be contacted for follow-up.

There was no public comment.

1.5 APPROVAL OF BOARD MEETING MINUTES

At the recommendation of the Board President, and upon receiving a motion and a second, the Board of Education voted on approving the unofficial minutes for the November 8, 2017, Regular Board Meeting and the November 30, 2017 Special Board Meeting as presented in the attachments.

Motion by William Clawson II, second by Todd Davidson.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-12-121

1.6 RECOGNITION/HONORS OF STAFF AND STUDENTS

At this time Superintendent Hutchings acknowledged staff and/or students for special recognition and/or honors as follows:

Shaker Excels at Model U.N.

Six Shaker Heights High School students participating in the Senior Ohio Model United Nations in Columbus, Ohio from December 3-5 were awarded Outstanding Resolution by the Senior OMUN Committee for their resolution, "Inter-European Trade Agreement". This resolution scored in the top 20 out of approximately 200 resolutions submitted. Each member of the team received a medal, and the team was awarded a trophy that will be displayed at Shaker Heights High School.

Senior Lori Mack Captures Shining Star Award

Congratulations to Shaker Heights High School senior and field hockey standout Lori Mack, who was recently named an Ohio Lottery Partners in Education Shining Star. The program honors students who excel in athletics and academics. Lori Mack will attend Michigan State next fall and play field hockey for the Spartans.

Shaker Senior Honored for Chinese Language Accomplishments

Shaker Heights High School senior Ose Arheghan joined nine other outstanding students from across the country to receive national honors for her Chinese language learning and cross-cultural experiences. Ose traveled to Washington D.C. on November 18 to be recognized at the National Honors Gala, hosted by the Confucius Institute U.S. Center. Ose has studied Mandarin for six years and is currently enrolled in Mandarin 5 in the high school's Confucius Classroom.

Rotary Club Delivers Dictionaries to Third-Graders

The Rotary Club of Shaker Heights has provided every third-grade student in the Shaker Heights City School District with a copy of *A Student's Dictionary & Gazetteer*, which includes facts about the solar system, biographies, the U.S. Constitution, the Declaration of Independence, maps and sign language. Members of the organization distributed dictionaries in person at Boulevard, Fernway, Lomond, Mercer, and Onaway schools as part of Rotary International's Literacy Project. During each visit, students participated in a dictionary exercise.

Shaker Student-Athletes Sign National Letters of Intent

Congratulations to these Raider student-athletes who have made their college selections and will sign their National Letters of Intent during the NCAA's Early Signing Period (Nov. 8-15): Dale Bonner (Basketball), Fairmont State University; Sophie Carrier (Cross Country/Track), University of Kentucky; Josie Lowell (Lacrosse), University of Vermont; Lori Mack (Field Hockey), Michigan State University; and Macie Madden (Swimming), Long Island University.

1.7 FLEXIBLE FURNITURE UPDATE

At this time Stephen Wilkins, Assistant Superintendent of Business and Operations, Amy Hannah, Fernway 4th Grade Teacher, Chante Thomas-Taylor, Woodbury 5th Grade Teacher, and Jim Sweeney, Onaway 3rd Grade Teacher gave an update on the Pilot Flexible Furniture Program as presented in the attachment. The presentation lasted from 6:13 p.m. until 6:48 p.m. and included questions, answers and discussion with the Board.

1.8 RECOGNITION OF BOARD MEMBERS

At this time, Superintendent Hutchings expressed appreciation for each of the outgoing board members and their years of dedicated service. Todd Davidson, Alex Liston Dykema and Annette Tucker Sutherland were all presented with the traditional gift of a personalized Shaker wooden captain's chair.

Mr. Dykema, as outgoing Board President, also thanked Dr. Davidson and Ms. Sutherland for their valuable contributions and Mr. Clawson and Mr. Isaacs echoed his sentiments. Further comments were deferred to the Board Report section 10.1.

2. APPROVAL OF ALL ACTION ITEMS AND REPORTS - PERSONNEL

2.1 APPROVAL OF ALL CERTIFIED AND CLASSIFIED PERSONNEL ITEMS

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving all personnel items included in Category Sections 3 and 4 below. Note-Category Sections 3. Personnel and 4. Addendum-Personnel of the agenda may be acted on in one motion. Note-all personnel actions are for the 2017-2018 school year unless otherwise noted.

3. ACTION ITEMS AND REPORTS-PERSONNEL

3.1 APPOINTMENTS

Adams-Driscala, Toya - (40% Study Center Support Teacher/High School) - Class M.A.+15, step k of the Support Teacher Salary Schedule - effective December 18, 2017

Cavucci, Lois - (Interim Director of Human Resources) - \$387 per day - effective December 5, 2017 through June 30, 2018

Lee, Nikkiya - (Security Monitor/High School) - step 7 of the OAPSE 152 Salary Schedule - effective December 18, 2017

Tucker, Michael - (Security Monitor/Middle School) - step 5 of the OAPSE 152 Salary Schedule - effective November 27, 2017

3.2 CHANGE IN ASSIGNMENT

Verderber, Erica - (100% Sr. Administrative Assistant/Administration) - from 60% Sr. Administrative Assistant/Administration to 100% Sr. Administrative Assistant/Administration - effective January 1, 2018

3.3 TEMPORARY EMPLOYEES

Lunch Aides

Buchanan, Lee
McCoy, Tracee
Noia, Antonietta
Patton, Marcus

Stuart, Catherine
White, Reginald
Willis, Belinda

Substitute Special Education Aides

Czarnecki, Amy
Gross, Perita
Matticoli, Anthony

Shaw, Stacie
Zucca, Tania

Tutoring Center Study Assistant

Freeman, Margaret

Substitute Custodians

Johnson, Marvin

Proctors

Greer, Morgan
Moorehead II, Jon

Sowell, Frank

Substitute Administrator
Patterson, Barbara

3.4 SALARY RECLASSIFICATIONS

Reclassification in accordance with SHTA contract, section 27.10, effective August 17, 2017

Harnish, Sean - from M.A., step e to M.A.+30, step e

3.5 SPECIAL ASSIGNMENTS

Authorization is requested for staff members to participate in the following listed activities. A unit refers to approximately one-half day of service at \$65.

Classroom Relocation Summer 2017
\$200 per individual

Brooks, Lloyd
Lewis, Gwendolyn

Patterson, Nicole
Wylie, Antonia

Curriculum and Instruction Leadership Council (CILC) Work Team Member per Project

<u>Last Name</u>	<u>First Name</u>	<u>Building</u>	<u>Team</u>	<u>Stipend</u>
Conkey	Ellen	Onaway	3rd Grade	\$300.00
Grant	Beven	Onaway	4th Grade	\$300.00

Flexible Furniture Pilot
Up to 4 units per individual

Chung, Carmen (2)
Hannah, Amy
Manning, Kathryn
Morris, Shannon
Rodems, James (2)

Sweeney, James
Thomas-Taylor, Chante (2)
Townsend, Donita (2)
Turner, Ben (2)

Grade Level Leaders Professional Learning Preparation/Facilitation
Up to one unit per individual

Deep, Debra
DiLeo, Jennifer
Feinstein, Robyn
Hannah, Amy
Hassell, Andree
Kempton, Caitlin
Mohney, Kathleen

Paskewitz, Lena
Patterson, Nicole
Petsche, Lauren
Richards, Cathy
Schlein, Laurie
Vail, Jennifer

Response to Intervention (RTI) Committee Meetings
Up to 3 units per individual

Allen-Jackson, Krystal
Bendezu, Mallory
Bonner, Shaunna
Bourisseau, Mary
Bradford, Allison
Currie, Jennifer
Dang, Libby

Lehman, Ben
Lenczewski, Mark
Loomis, Megan
Luce, Cara
Meek, Lauren
Moisio, Mitchell
Moses, Leanne

Folkman, Rachael
 Goldfarb, Victoria
 Holmes, Katrina
 Keener, Lauren
 Kerr, Nicole
 Kerr-Thome, Amy
 Krantz, Stacey
 Krawczak, Colleen

Motelka, Cara
 Patel, Sagar
 Roach, Jocelyn
 Shapero, Cheri
 Smyth-Morrow, Noreen
 Steggart, Stacey
 Stoller, Stacey
 Wiescinski, Jennifer

Stipend and corresponding benefits funded by the sponsoring college or university after receipt of funds from sponsor.

Student Teacher Mentor

Allen-Jackson, Krystal	Cleveland State University	\$258.00
Bain, Stacey	John Carroll University	\$37.00
Deep, Debra	John Carroll University	\$73.00
Farmer, JaiCynthia	John Carroll University	\$37.00
Grieshop, Cathleen	John Carroll University	\$73.00
Jelen, Donna	Baldwin Wallace	\$129.00
Knebel, Brock	John Carroll University	\$37.00
Knebel, Sarah	John Carroll University	\$37.00
Miller, Meredith	Grand Canyon University	\$230.00
Nagal, Mark	John Carroll University	\$108.00
Porta, Kathryn	John Carroll University	\$73.00
Rollins, Lauren	John Carroll University	\$73.00
Sweeney, James	John Carroll University	\$73.00
Sweigert, Karlee	John Carroll University	\$108.00
Townsend, Donita	Notre Dame College	\$258.00
Weiss-Flynn, Penny	John Carroll University	\$73.00

Other

Richard Evans - up to 10 transitional days at the final per diem rate

3.6 SUPPLEMENTAL CONTRACTS

BOULEVARD SUPPLEMENTALS

PAINE, ADRIENNE	1310	AFTER SCHOOL COORDINATOR	3.75 x 1
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HIGH SCHOOL SUPPLEMENTALS

ANDERSON, ERICK	9453	LACROSSE ASSISTANT COACH-SPRING	9 x 1
BABINEC, MICHAEL	9100	BASEBALL HEAD COACH-SPRING	14 x 1
BOYER, DONNELL	9123	BASEBALL ASSISTANT COACH-SPRING	9 x 1
DUNCAN, SHERRY DENISE	9175	BASKETBALL HEAD COACH-GIRLS-WINTER	14 x 1
ENGLANDER, DAVID J	9730	TRACK ASSISTANT COACH- SPRING	9.5 x 1
ENGLISH, STEFAN	9120	BASEBALL ASSISTANT COACH- SPRING	9 x 1
GAINFORD, GEOFFREY	9476	RUGBY HEAD COACH BOYS-SPRING	3.5 x 1
HARTLEY, CONSTANCE A	9782	TRACK ASSISTANT COACH-SPRING	7 x 1
HUBBARD, DOUGLAS	9432	LACROSSE ASSISTANT COACH-SPRING	8 x 1
MOOREHEAD, JON	9180	BASKETBALL ASSISTANT COACH-WINTER	10 x 1
RAINIER, DAVID	9121	BASEBALL ASSISTANT COACH-SPRING	9 x 1

RUCKER, EMILY	9561	SOFTBALL ASSISTANT COACH-SPRING	10	x	1
SCHWARTZ, JOHN	9370	GOLF HEAD COACH (BOYS)-FALL	9.5	x	1
SLAWSON, ALLAN H	9670	TENNIS HEAD COACH (BOYS)-SPRING	10	x	1
WATKINS, ANTHONY	9720	TRACK HEAD COACH-SPRING	15	x	1

MIDDLE SCHOOL SUPPLEMENTALS

HARRIS, AARON	7695	LACROSSE ASSISTANT COACH- SPRING	7	x	1
SENROR,ROBERT	7691	LACROSSE HEAD COACH- SPRING	9	x	1

SUPPLEMENTAL CORRECTIONS

CANADY, REGINA	7841	TRACK HEAD COACH GIRLS-SPRING	9.5	x	1	Correction-Nov 8, 2017
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3.7 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTES

Schwartz, Georgeta - (Intervention Specialist Teacher/Fernway) - Class M.A. - effective December 1, 2017

Routh, Ryan - (60%Math Teacher/High School) - Class B.A., step a in accordance with the applicable Hourly and Unit Rates Schedule - effective January 22, 2018

3.8 PERSONNEL ACTION FOR EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING AGREEMENT

Board approval is requested for amending the Hourly & Unit Rate Schedule (see revised schedule attached) to reflect:

- the new Ohio mandated minimum wage rate of \$8.30 per hour effective January 1, 2018, increasing the current rate from \$8.15 to \$8.30 per hour for the Student Aide, Student Technology Aide, the Tutoring Center Study Aide and the Tutoring Center Study Assistant positions.

3.9 LEAVES OF ABSENCE

Biggar, Rebecca - (Learning Specialist/Hathaway Brown) - effective November 29, 2017 through January 29, 2018 (caregiver) (non-public)

McQueen, Michael - (Custodian/Woodbury) - effective December 1, 2017 through December 29, 2017 (caregiver)

3.10 RESIGNATIONS

Henry, Willie - (Day Head Custodian/Woodbury) - effective December 31, 2017 - 29 years of service (retirement)

O'Keefe, Mark - (District Courier/Administration) - effective January 30, 2018 - 29 years of service (retirement)

Willis, Belinda - (Special Education Aide/Mercer) - effective December 1, 2017 - 2 months of service (resignation)

4. ADDENDUM – PERSONNEL

4.1 RESIGNATIONS

Wagner, Keith – (Director of Operations/Service Center) – effective February 16, 2018 – 25 years of service (resignation)

Motion by William Clawson II, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland,
Alex Liston Dykema

17-12-122

2.2 PUBLIC MEETING ON THE ISSUE OF REEMPLOYMENT

Reemployment guidelines have been established by Ohio law in House Bill No. 95. Under this bill, when a board of education wants to consider reemploying a retiree in the same position held prior to retirement, a prescribed process must be followed. First, a public notice announcing a public meeting considering the reemployment must be placed at least sixty days prior to the reemployment action. The Treasurer has certified that such notice was placed in the November 9, 2017 edition of the Sun Press. Second, such public meeting must take place between 15 and 30 days before the reemployment action (expected to be on January 9, 2018).

As announced in that notice, the meeting this evening satisfies the second requirement for any member of the public to provide input on the reemployment of:

- Mr. Mark O'Keefe, District Courier

At this time, Mr. Christman provided a brief explanation of the legal requirements of this process, after which the public was invited to provide input on the issue of his reemployment.

There being no comments, the meeting continued

5. ACTION ITEMS AND REPORTS – BUSINESS (no items)

6. ADDENDUM - BUSINESS (no items)

7. ACTION ITEMS - BOARD OF EDUCATION

7.1 ADOPTION AND/OR REVISION OF BOARD POLICIES – NO ACTION

WHEREAS, a Board Policy Review Committee was appointed to review the District's entire set of Board Policies and present suggested revisions as appropriate to the entire Board; and

WHEREAS, the Board Policy Review Committee has conducted a complete review of all existing Board policies working with the Ohio School Boards Association to revise and compile a new all-inclusive set of Board policies which were adopted on December 7, 2015; and

WHEREAS, the Board Policy Review Committee was also charged with reviewing and editing newly-required or recently-revised proposed policies, and has a set of such proposed policies to be submitted for the approval of the Board;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education that the Board Policy Review Committee's recommended proposed policies be hereby approved.

SECOND OF THREE READINGS

(Note: In accordance with Board Policy, no action is required at this time for this the second of three required readings of these policies. The first reading was November 8, 2017.)

DI – FISCAL ACCOUNTING AND REPORTING
 EBBA – FIRST AID
 EBBA-R –FIRST AID REGULATIONS
 IGCH-R – COLLEGE CREDIT PLUS REGULATIONS

JFG – INTERROGATIONS AND SEARCHES
 JFG-R – INTERROGATIONS AND SEARCHES REGULATIONS
 JN – STUDENT FEES, FINES AND CHARGES

8. ACTION ITEMS AND REPORTS - TREASURER - FINANCE & BUDGET

8.1 MONTHLY FINANCIAL REPORT

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Monthly Financial Report consisting of the Financial Statements and Interim Investments for the month and year-to-date ended November 30, 2017 (attached Exhibit T-1 in Subject Section 8.2).

8.2 FINANCIAL STATEMENTS

It is recommended that the attached monthly financial statements for the month and year-to-date ended November 30, 2017 (Exhibit T-1) be accepted and placed on file for audit, and that in accordance with Section 135.14 of the Ohio Revised Code, the interim investments also included with the monthly financial statements (Exhibit T-1) be ratified.

NOVEMBER 2017 FINANCIAL OVERVIEW

The revenue activity for the month and for the fiscal year-to-date November 2017 has been similar to the same reporting period for the prior year with the following exceptions:

- The real estate tax advances received in July & August this year were \$0.5 million lower than last year. This difference less the \$126,000 favorable timing difference in the early 2nd half advance received in May, nets to a \$345,176 permanent 2nd half settlement unfavorable variance.
- State Foundation funding in Fiscal 2018 is expected to be the same as in Fiscal 2017 due to the District's transition to being on the "guarantee" since having reached the previous "gain cap" limit now no longer in effect due to declining enrollment.

The expenditure activity for the month and for the fiscal year-to-date November 2017 was \$3.3 million or 8.8% more than the prior year amount, partially due to \$1.8 million of payments related to the Middle School roof project along with expected increases in costs as well as timing differences in payment of expenditures. Expenditures were \$2.0 million or 5.2% more than budget fiscal year-to-date, but only \$252,774 more than budget as projected through fiscal yearend. In summary the District's overall finances are on target with expectations at this time.

School District Tax Levy Unofficial Results:

Of the 122 Ohio school district funding issues (118 districts) on the November 1st ballot, unofficial results show 88 or 72.1% of the issues passed. 65 or 94.2% of the 69 renewal levies passed and 23 or 43.4% of the 53 new tax levies passed. Of the 122 issues, 58 or 76.3% of 76 operating levies passed and 30 or 65.2% of 46 capital levies passed. In Cuyahoga County 1 of 2 issues or 50.0% passed, including 1 of 1 or 100.0% of new issues and 0 of 1 or 0.0% of renewal issues.

American Express Credit Card Rebates:

In accordance with our Strategic Plan objective of generating non-tax revenues, we have been using American Express Credit Cards for our District credit card program. We also pay for certain centrally-managed purchases using an AMEX, thereby qualifying for a percentage rebate of total annual spend on the District's account. We received \$11,280 for the first two quarterly payments (\$5,981 in August and \$5,298 in November) of this fiscal year, as compared to \$13,351 for the first six months of last fiscal year (\$5,073 in August and \$8,278 in November).

Mr. Christman also reported on the following legislative items:

- **Tax Amnesty Program:** The Ohio Department of Taxation (ODT) announced a limited time tax amnesty program beginning January 1, 2018 and ending February 15, 2018. The program calls for taxpayers to pay all unpaid taxes, but no penalties and only one half of the normal interest charges associated with the unpaid taxes.
- **ECOT:** The Ohio Supreme Court ruled 5-1 on Wednesday last week to deny ECOT's emergency request to grant an injunction or to expedite ECOT's case that they filed in October pertaining to its ongoing dispute over the State's demand that ECOT return \$80 million of tuition received.

Mr. Christman also updated the Board on the Treasurer's Department activities since the last meeting:

- administrative meetings covering various matters including insurance, legal, contract reviews and executions, policy review, employee benefits, payroll processing and public records requests;
- various other meetings including Connect/Tyler Munis, property taxes, special board meetings, and note & bond issuance;
- SHTA Negotiations planning and meeting;
- participated in interviews for HR Interim Director;
- attended OSBA Capital Conference;
- worked with SHPL on their presentation to Board and Finance & Audit Committee;
- working with state auditors re: year-end audit;
- held Finance & Audit Committee meeting.
- conducted professional development with OAPSE 149 building staff;
- planning discussions regarding bond anticipation note issuance;
- preparation for calendar year end payroll reporting.

Motion by Annette Tucker Sutherland, second by Todd Davidson.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-12-123

8.3 SUPPLEMENTAL APPROPRIATIONS

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the following supplemental appropriation resolution.

WHEREAS, the Shaker Heights Board of Education has received grants and awards from various funding sources; and

WHEREAS, the Shaker Heights Board of Education on September 12, 2017, adopted annual appropriations for the 2017-2018 budget year, which in part this appropriation in addition to others adopted since September will either replace or amend;

NOW THEREFORE, BE IT RESOLVED that the Shaker Heights Board of Education amend its previously adopted appropriation accounts:

Funding Agency: Ohio Department of Education

Funding: State

Project: Title III LEP / Immigrant

FUND	SPCC	FUNC.	OBJ.	OPU.	DESC.	APPROP.
551	Var.	Var.	Var.	Var.		40,000.00

Funding Agency: Hanban

Funding: Hanban

Project: Confucius Classroom

FUND	SPCC	FUNC.	OBJ.	OPU	DESC.	APPROP.
007	Var.	Var.	Var.	Var.		48,039.00

Funding Agency: Ohio Department of Education

Funding: State

Project: Title IV Student Support & Academic Enrichment

FUND	SPCC	FUNC.	OBJ.	OPU	DESC.	APPROP.
599	Var.	Var.	Var.	Var.		19,093.62

Motion by William Clawson II, second by Todd Davidson.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-12-124

8.4 MEDICAL MUTUAL OF OHIO MEDICAL & HOSPITAL SERVICES AGREEMENT & SELF-INSURED RATES APPROVAL

At this time, Mr. Christman gave the following overview of the health insurance renewal process including the switch from Anthem to Medical Mutual of Ohio (MMO) and the financial effects of the renewal/switch.

Included below on the agenda is a resolution to approve the renewal for the District's medical and hospital self-insured rates for calendar 2018. We are continuing with the self-insured option for calendar 2018 and we will be funding our reserve utilizing the expected liability amounts to fund the reserve to the expected liability level. Both individual family and aggregate stop loss coverages are an integral part of our self-insurance option.

As previously announced, the District has decided to make the switch to Medical Mutual of Ohio (MMO) from Anthem effective January 1, 2018. MMO's quote represents a nearly \$450,000 reduction in admin/fixed costs from current levels (\$310,000 less than Anthem's quote).

The administrative cost component of the MMO medical health insurance reflects a 50.5% decrease in the medical administrative fees from current levels (approximating \$252,000 in savings); a 21.6% decrease (approximating \$156,000 in savings) in the

Specific Stop Loss (SSL) coverage premium at the same \$200,000 current deductible level; and a 61.2% decrease (approximating \$39,000) in the Aggregate Stop Loss coverage premium which also includes an increase in the aggregate limit from 120% to 125% of expected claims. The administrative costs in total are estimated to approximate \$839,000 for calendar 2018, for a total decrease approximating \$447,000 or 34.8%.

Even with the overall decrease in the medical administrative fees, the expected medical claims costs combined with the reserve requirements call for an increase of 5.0% in the funding premium rates for health insurance effective January 1, 2018.

Additionally, included on this agenda is a resolution authorizing the self-insured Express Scripts, Inc. (ESI) prescription drug premium rates for calendar 2018. Integral to the switch to MMO for the medical coverages, the District is also switching to MMO's prescription drug program which also utilizes ESI as its pharmacy benefit manager (PBM). Accordingly, there should be no disruption of service to the participating employees as a result of this change (e.g. no need for obtaining new scripts and no interruption in the processing of existing mail order scripts). As a result of the change to the MMO plan, we will save approximately \$469,000 due to lower script processing administrative costs as compared to what they would have been under our current RxOC ESI plan. Consequently, we are able to avoid an increase and instead maintain the existing funding rates for the prescription drug coverage for 2018.

Also included on this agenda is a resolution authorizing the Anthem Dental Services agreement renewal and self-insured rates for calendar 2018. The new dental funding rates remain unchanged from calendar 2017.

On a combined basis, health insurance, dental and prescription drug rates for calendar 2018 reflect a composite 3.72% increase from the current rates.

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the new Medical Mutual of Ohio Medical & Hospital Services Agreement and self-insured rates effective January 1, 2018 through December 31, 2018. The monthly funding rates will be as follows:

<u>Medical Mutual of Ohio</u>	<u>Estimated Count</u>	<u>New MMO Cal 2018</u>	<u>Former Anthem Cal 2017</u>	
Health PPO-Self Insured:				
	Single - 298	\$ 501.01	\$477.15	
	Family - 442	\$1,317.65	\$1,254.90	
	Total - 740			
Annual Estimated		\$8,780,427	\$8,362,278	5.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2018. The premium amounts will be accumulated in the District's self-insured Fund 024, from which all claims and processing fees will be paid. Both individual family and aggregate stop loss coverages are an integral part of the self-insurance option.

Motion by Annette Tucker Sutherland, second by William Clawson II.
 Final Resolution: Motion Carries
 Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

8.5 ANTHEM BLUE CROSS & BLUE SHIELD DENTAL SERVICES AGREEMENT RENEWAL & SELF-INSURED RATES APPROVAL

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Anthem Blue Cross & Blue Shield Dental Services Agreement renewal & self-insured rates effective January 1, 2018 through December 31, 2018. The monthly funding rates will be as follows:

<u>ANTHEM</u>	<u>Est. Count</u>	<u>New Anthem Cal 2018</u>	<u>Former Anthem Cal 2017</u>	
Dental-Self Insured:				
	Single - 310	\$ 38.76	\$38.76	
	Family - <u>458</u>	\$ 111.24	\$111.24	
	Total - 768			
Annual Estimated		\$755,562	\$755,562	No Change

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2018. The premium amounts will be accumulated in the District's self-insured Fund 024, from which all claims and processing fees will be paid.

Motion by Todd Davidson, second by Annette Tucker Sutherland.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-12-126

8.6 SELF-INSURED EXPRESS SCRIPTS, INC. PRESCRIPTION DRUG RATES APPROVAL

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Express Scripts, Inc. prescription drug self-insured rates effective January 1, 2018 through December 31, 2018. The monthly funding rates will be as follows:

<u>ESI-Self-Insured:</u>	<u>Est. Count</u>	<u>New Cal 2018</u>	<u>Former Cal 2017</u>	
Single	282	\$ 123.21	\$123.21	
Family	<u>434</u>	\$ 327.12	\$327.12	
Total	716			
Annual Estimated		\$2,120,584	\$2,120,584	No Change

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2018. The premium amounts will be accumulated in the District's self-insured Fund 024, from which all claims and processing fees will be paid. Aggregate stop loss coverage is an integral part of the self- insurance option.

Motion by Annette Tucker Sutherland, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-12-127

8.7 ESTABLISHING FISCAL YEAR 2019 TAX BUDGET HEARING DATE

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving Tuesday January 9, 2018 as the date for the fiscal year 2018-2019 tax budget hearing. The meeting will be held at 6:00 p.m. at the Shaker Heights High School small auditorium.

Motion by Todd Davidson, second by William Clawson II.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-12-128

8.8 AUTHORIZATION TO ISSUE BOND ANTICIPATION NOTES

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the following attached resolution (Exhibit T-2) authorizing the issuance of bond anticipation notes.

Attached is the signed Fiscal Officer's Certificate as well as the proposed Bond Anticipation Note resolution prepared by District Bond Counsel, John Larson of Squire Patton Boggs, for Board approval.

Mr. Christman briefly reviewed the bond issuance plan as discussed in previous Treasurer' reports and at the joint Board of Education and Finance & Audit Committee meeting held on November 30th. The following resolution authorizes the District to issue bond anticipation notes in the principal amount of \$9.9 million that will mature in July 2018. Such notes will be repaid with the proceeds of the issuance of long-term general obligation bonds this coming spring.

Motion by William Clawson II, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-12-129

9. SUPERINTENDENT'S REPORT

9.1 SUPERINTENDENT'S REPORT

At this time, the Superintendent Hutchings introduced and welcomed interim Human Resources Director Lois Cavucci who was present in the audience. From 7:21 p.m. until 7:32 p.m. Dr. Hutchings provided the following report on various district matters including a status update on the Shaker Heights Schools' Strategic Plan:

MSAN Governing Board Holds Retreat

The Governing Board of the Minority Student Achievement Network (MSAN) held its retreat in Chicago in late November. This retreat gave the Governing Board an opportunity to set an agenda for the coming months and allowed superintendents to share the things they were doing in their home districts.

As you may recall, I was elected earlier this year as the new president of the Governing Board. Shaker is, of course, a founding member of MSAN dating back to 1999. This national coalition of suburban, multi-racial school districts was formed to understand and eliminate achievement/opportunity gaps that persist in their schools. MSAN districts have student populations between 3,000 and 33,000, and are most often well-

established first-ring suburbs or small to mid-size cities. Additionally, the districts share a history of high academic achievement and connections to major research universities.

City Hosts Annual Realtors Appreciation Breakfast

The city of Shaker Heights hosted its annual Realtors Appreciation Breakfast last Thursday. This is always a great opportunity to meet with a large group of Realtors face-to-face and talk about what we are doing in the Shaker Schools and how we can assist their efforts to sell homes. Our focus this year was on testimonials from families who recently moved to Shaker in large part for our school system. We also shared some plans we have in early 2018 for a Realtors-focused event involving our schools. This year's event attracted more than 100 Realtors, and we thank Vicki Black and her staff for making this great event possible.

First Ring Collaborative Hosts Mayor's Summit

This morning, the First Ring Superintendents Collaborative hosted our first summit with local mayors to discuss the implications of the state report card ratings on economic development and how city officials can leverage their authority with policymakers and government officials on behalf of schools. One of the biggest topics of conversation today was the state report card, which impacts economic development, the perception of our school districts, financial stability and even local control of our schools.

State Superintendent Paulo DeMaria notes that while the report cards contain important data, letter grades aren't the only factor that determines good schools. He says a lot of things, such as arts and music and school climate, can't be measured accurately in the state report card. He said fewer than 4 percent of public school districts got A's for how their students scored on 26 state tests, and more than 80 percent got F's. His suggestion: don't let the report card define you, but rather inform you. We also discussed the fact that there have been four different assessments in four consecutive years. The consensus was that we can meet the requirements of the Every Child Succeeds Act (ESSA) without the grading comparison component now contained in the State Report Card.

The collaborative includes superintendents of 16 school districts surrounding Cleveland that collectively serve more than 65,000 students. My thanks to Mayor Leiken for attending. I think all participants found the summit useful and are committed to making this an annual event.

Dr. Brazer to Update Board of Education

You will recall that we are in the process of crafting a gifted education plan and policy based on new state guidelines that will also reflect Shaker's aspirations. The District is planning on submitting its plan and policy by June 30, 2018. To guide Shaker through this process, Dr. S. David Brazer has been selected as our consultant. Dr. Brazer is an Associate Professor at Stanford University Graduate School of Education and a co-author of the 2016 book, Striving for Equity: District Leadership for Narrowing Opportunity and Achievement Gaps. (Harvard Education Press). At this time, I would like to introduce Dr. Brazer, who would like to give an update to the Board.

9.2 GIFTED EDUCATION UPDATE

At this time Dr. S. David Brazer, Associate Professor at Stanford University, gave an update on Gifted Education as outlined in the attachments. The presentation, which included questions, answers and discussion with the Board, lasted from 7:33 p.m. until 7:50 p.m.

10. BOARD MEMBERS' REPORTS AND HIGHLIGHTS

10.1 BOARD MEMBERS' REPORTS AND HIGHLIGHTS

Mr. Clawson , Mr. Isaacs and Mr. Christman each recognized and expressed gratitude for the contributions and years of service of the three outgoing Board Members Todd Davidson, Alex Liston Dykema, and Annette Tucker Sutherland. Ms. Sutherland shared her appreciation for the efforts and contributions of the other outgoing Board Members.

Ms. Sutherland reported that the Shaker Schools Foundation is still selling street signs as a fundraiser for the schools. Street signs will continue to be for sale until December 13, 2017 and has already raised approximately \$70,000.

11. EXECUTIVE SESSION

11.1 EXECUTIVE SESSION

At the recommendation of the Board President, and upon receiving a motion and a second, the Board of Education voted on recessing the meeting and entering into executive session to discuss employee personnel matters including the Treasurer's annual evaluation under Ohio Revised Code Section 121.22(G)(1); and to discuss matters relative to the preparation for collective bargaining negotiations under ORC Section 121.22(G)(4).

Motion by Todd Davidson, second by Annette Tucker Sutherland.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland, Alex Liston Dykema

17-12-130

The Board recessed the public session at 8:06 p.m.

After a brief break, the executive session convened at 8:20 p.m. with Superintendent Hutchings, Treasurer Christman and Eric Johnson of Walter Haverfield in attendance. Board Members-Elect Ayesha Bell Hardaway and Heather Weingart were also in attendance.

Mr. Johnson departed at 10:15 p.m.

Superintendent Hutchings, Ms. Hardaway and Ms. Weingart departed at 10:30 p.m.

Mr. Christman departed at 10:50 p.m.

At 10:59 p.m., President Dykema declared the end of the executive session, at which time the public session reconvened.

12. ADJOURNMENT

12.1 NEXT MEETING

The next regular meeting of the Shaker Heights City School District Board of Education will take place on Tuesday, January 9, 2018 at 6:00 p.m. in the High School small auditorium.

12.2 ADJOURN THE MEETING

There being no further business to come before the Board, and upon receiving a motion and a second, the Board of Education voted on adjourning the meeting.

Motion by Todd Davidson, second by Alex Liston Dykema.

Final Resolution: Motion Carries

Yes: William Clawson II, Todd Davidson, Jeffrey Isaacs, Annette Tucker Sutherland,
Alex Liston Dykema

17-12-131

The regular meeting of the Shaker Heights Board of Education adjourned at 11:00 p.m.

Alex Liston Dykema, Board President

Bryan C. Christman, Treasurer