

To be approved at the Board of Education meeting August 11, 2015.

MINUTES OF THE JULY 14, 2015 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Tuesday, July 14, 2015, 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 6:01 p.m., President William L. Clawson II, who presided over the meeting, called the meeting to order.

1.2 PLEDGE OF ALLEGIANCE

Superintendent Gregory C. Hutchings, Jr., led the Board of Education in the pledge of allegiance.

1.3 ROLL CALL

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

Members present:

Alex L. Dykema, Amy H. Fulford, Annette Tucker Sutherland and William L. Clawson II. Reuben Harris, Jr., joined the meeting in progress at 6:03 p.m.

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 being none, the meeting continued.

1.5 APPROVAL OF BOARD MEETING MINUTES

At the recommendation of Board President Clawson, and upon receiving a motion and a second, the Board of Education voted on approving the unofficial minutes for the June 16, 2015 Regular Board Meeting as presented in the attachment below.

Motion by Annette Tucker Sutherland, second by Alex Dykema.

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

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:

- Seventeen students from the High School and Woodbury competed last month in the National History Day competition at the University of Maryland, College Park. We had participants bring home a first place award in the Senior Group Exhibit category; fifth place in Senior Group Documentary; and fifth place in Junior Group Documentary.
- A rising High School senior is one of fifty young women from throughout the country to receive a fellowship from the ANNpower Vital Voices Initiative, a partnership between the parent company of national clothing retailers Ann Taylor and LOFT, and Vital Voices, a global organization dedicated to empowering women.

1.7 RECOGNITION OF BOARD MEMBER'S SERVICE

As this was her last meeting before moving to Seattle, Board member Amy Fulford was recognized at this time for her service to the District.

Dr. Hutchings thanked Mrs. Fulford for her leadership and dedication to Shaker Heights City Schools. On behalf of the District, Superintendent Hutchings presented the traditional gift to a departing Board member, a Shaker chair.

Each Board member expressed their affection and appreciation to Mrs. Fulford for her dedication and expertise, and lamented the loss of her as a Shaker Board member, community citizen and friend.

Mrs. Fulford gave a heartfelt message of thanks for the opportunity to have served with such outstanding colleagues. She also wished all well and thanked them for the gift.

1.8 GLOBAL EDUCATION CONFERENCE PRESENTATION

From about 6:20 until 7:00 p.m., Superintendent Hutchings and rising Shaker Heights High School senior, Max Markey, gave a presentation and answered questions on their recent educational tour to Europe and their participation in the Global Student Leaders Summit in Davos, Switzerland.

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. Note-section Categories 3. Personnel and 4. Addendum-Personnel of the agenda may be acted on in one motion. Note-all personnel actions are for the 2015-2016 school year unless otherwise noted.

3. ACTION ITEMS AND REPORTS-PERSONNEL

3.1 APPOINTMENTS

Austin, Mark – (Special Education Aide/Boulevard) – Step 13 of the Teacher Aide/Assistant Salary Schedule – effective September 1, 2015

Bourisseau, Mary – (Guidance Counselor/High School) – Class M.A., step k of the Teacher's Salary Schedule – effective August 17, 2015

Brown, Kimberly - (Instructional Coach/District) - Class B.A., step i of the Teacher's Salary Schedule - effective August 17, 2015

Burrington, Wanda – (Science Teacher/Middle School) – Class B.A. +15, step j of the Teacher's Salary Schedule – effective August 17, 2015

Clawson, Kyle – (Intervention Specialist Teacher/High School) – Class B.A., step a of the Teacher's Salary Schedule – effective August 17, 2015

Dickson, Christine - (KRP Aide/Mercer) - step 12 of the Teacher Aide/Assistant Salary Schedule - effective August 17, 2015

Gillombardo, Valerie – (Special Education Aide/Onaway) – Step 5 of the Teacher Aide/Assistant Salary Schedule – effective August 17, 2015

Glasper, Maureen – (Special Education Aide/Fernway) – Step 6 of the Teacher Aide/Assistant Salary Schedule – effective August 17, 2015

Goble, Denise - (Library Media Teacher/Mercer/Fernway) - Class M.A., step e of the Teacher's Salary Schedule - effective August 17, 2015

Inman, Ramsey – (Assistant Principal/High School) – Class L, grade 1 of the Certified Administrative Salary Schedule – effective July 13, 2015

Johnson, Terri – (Administrative Assistant II/Boulevard) – Step 4 of the OAPSE Local 149 Salary Schedule – effective August 13, 2015

Klimek, Kathryn - (Grade 1 Tutor/Fernway) - Class M.A, step 4 of the Non/Bargaining Non/Administrative Certificated Salary Schedule - effective August 17, 2015

Knebel, Sarah – (Social Studies Teacher/Middle School) – Class B.A. +15, step c of the Teacher's Salary Schedule – effective August 17, 2015

Lasheen, Jill – (ELL Tutor/Boulevard) – Class B.A., step 1 of the Non/Bargaining Non/Administrative Certificated Salary Schedule – effective August 17, 2015

Mason, Elaine – (English Teacher/High School) – Class M.A. +15, step k of the Teacher's Salary Schedule – effective August 17, 2015

McInnerney, Lori – (Intervention Specialist Teacher/Mercer) – Class B.A. +15, step a of the Teacher's Salary Schedule – effective August 17, 2015

McNeal, Crystal – (Special Education Aide/Onaway) – Step 5 of the Teacher Aide/Assistant Salary Schedule – effective August 17, 2015

Mintz, Ariel – (Intervention Specialist Tutor/Middle School) – Class M.A., step 1 of the Non/Bargaining Non/Administrative Certificated Staff Salary Schedule – effective August 17, 2015

Peake, David – (Guidance Counselor/High School) – Class M.A. +30, step j of the Teacher's Salary Schedule – effective August 17, 2015

Perry, Juliet – (Science Teacher/High School) – Class M.A., step b of the Teacher's Salary Schedule – effective August 17, 2015

Rainier, Susan - (Intervention Specialist Teacher/Mercer) - Class M.A., step b of the Teacher's Salary Schedule - effective August 17, 2015

Reed, James – (Interim Principal/High School) – Class AAA, grade 5 of the Certified Administrative Salary Schedule – effective July 13, 2015

Rice, Karen - (Administrative Assistant II/Onaway) - Step 7 of the OAPSE Local 149 Salary Schedule - effective August 14, 2015

Rudell, John – (KRP Aide/Onaway) – Step 5 of the Teacher Aide/Assistant Salary Schedule – effective August 17, 2105

Sauline, Kathleen – (Assistant Principal/High School) – Class L, grade 7 of the Certified Administrative Salary Schedule – effective July 27, 2015

Stoller, Stacy – (Grade 4 Teacher/Boulevard) – Class M.A., step e of the Teachers' Salary Schedule – effective August 17, 2015

Turner, Benjamin – (Science Teacher/High School) – Class B.A., step g of the Teacher's Salary Schedule – effective August 17, 2015

Varricchio, Christine – (Special Education Aide/Boulevard) – Step 6 of the Teacher Aide/Assistant Salary Schedule – effective August 17, 2015

Webb, Brittany – (Math Teacher/Woodbury) – Class B.A., step a of the Teacher's Salary Schedule – effective August 17, 2015

3.2 CHANGES IN ASSIGNMENT

Ballard, Clarence - (.625% Security Monitor/Woodbury and High School) - from .375% Security Monitor/Woodbury and High School to .625% Security Monitor/Woodbury/High School - effective August 17, 2015

Conkey, Ellen - (100% Tutor/Onaway/High School) - from 50% Special Education Aide/50% Tutor/Onaway to 100% Tutor/Onaway/High School, Class B.A., step 1 of the Non/Bargaining Non/Administrative Certificated Salary Schedule - effective August 17, 2015

Goulden, Jennifer - (IB Coordinator/Boulevard) from Grade 4 Teacher to IB Coordinator - effective August 17, 2015

Haffke, Louise – (100% Nurse/Fernway) – from 60% Nurse/Fernway to 100% Nurse/Fernway – effective August 17, 2015

Karenke, Michael - (Technology Support Analyst/District) - from Technology Support Specialist/DLMO to Technology Support Analyst/District, Class Y, grade 6 of the Supervisor, Classified Specialist, and Administrative Secretary Salary Schedule - effective July 15, 2015

Keener, Lauren - (Intervention Specialist Teacher/High School) - from 60% Intervention Specialist Teacher and 40% Interventional Specialist Tutor to 100% Intervention Specialist Teacher - Class M.A., step b - effective August 17, 2015

Kempton, Caitlin – (ELL Tutor/Boulevard) – from Special Education Aide/Boulevard to ELL Tutor/Boulevard – Class B.A., step 0 of the Non/Bargaining Non/Administrative Certificated Staff Salary Schedule – effective August 17, 2015

Kline, Brenda - (Grade 4 Teacher/Boulevard) - from IB Coordinator/Boulevard to Grade 4 Teacher/Boulevard - effective August 17, 2015

Lapp, Mary Jo – (50% Intervention Specialist Teacher/50% Special Education Aide/Woodbury) – from 100% Special Education Aide to 50% Special Education Aide and 50% Intervention Specialist Teacher, Class B.A., step a of the Teacher's Salary Schedule – effective August 17, 2015

McCauley, Tina – (Staff Assistant/Lomond) – from Physical Education Teacher/Boulevard to Staff Assistant/Lomond, Class M.A.+30, step o of the Teacher's Salary Schedule – effective August 17, 2105

Montgomery, David – (Intervention Specialist Tutor/Fernway) – from Intervention Specialist Tutor/High School/Onaway to Intervention Specialist Tutor/Fernway – effective August 17, 2015

Piro, Sam - (Head Security Monitor II/Middle School) - from Security Monitor/Middle School to Head Security Monitor II/Middle School, step 6 - effective August 17, 2015

Seymore, Mark - (Head Security Monitor I/High School) - from Security Monitor/High School to Head Security Monitor I/High School, step 6 - effective August 17, 2015

Slovikovski, Karen - (9-12 Testing Coordinator/District) - from Tutor/Tutoring Center to 9-12 Testing Coordinator/District - Class XX, grade 4 of the Classified Administrator Salary Schedule - effective August 17, 2015

Slusar, Megan - (Intervention Specialist Tutor/Mercer) - from KRP Aide/Mercer to Intervention Specialist Tutor/Mercer - Class M.A, step 3 of the Non/Bargaining Non/Administrative Certificated Staff Salary Schedule - effective August 17, 2015

Speigner, Effrem - (Part-Time Night Head Security Monitor II/High School) - from Part-Time Security Monitor/High School to Part-Time Night Head Security Monitor II/High School, step 6 - effective August 17, 2015

Storms, Deirdre – Administrative Assistant II/Woodbury) – from Administrative Assistant I/Administration to Administrative Assistant II/Woodbury, step 2 – effective July 20, 2015

3.3 TEMPORARY EMPLOYEES

Building Monitors, Head Lunchroom Aides, Lunchroom Aides, Off-Duty Police Officers, Student Technology, Aides, Student Aides, Substitute American Sign Language Interpreters, Substitute Bus Drivers, Substitute Bus Monitors, Substitute Custodians, Substitute Secretarial Technicians, Substitute Security, Substitute Teacher Aides, Technology Interns, Tutoring Center Study Assistants, Blended

Learning Tutors, Proctors, Lunch Room Supervisors, Substitute Tutors, Home Instructors, Substitute Teachers, Substitute Nurses, Substitute Library Aides, and Tutoring Center Tutors:

2014-2015 School Year

Agee, Kenneth
Brozak, Joseph
Byrd, Renee
Hartley, Matthew

McClellan, Tonia
Morgan, Thomas
Spacek, Hannah

2015-2016 School Year

Day, Elizabeth
Johnson, Terri

Sislak, Colette

3.4 SUBSTITUTE ADMINISTRATORS

Shalhoup, Fred - per diem

3.5 RESCIND RESIGNATION

This action rescinds the following action approved on the April 14, 2015 board agenda

Cole, Sara - (Special Education Supervisor/Secondary/Middle School) - effective at the end of the 2014-2015 school year - 10 years of service (resignation)

3.6 SALARY RECLASSIFICATIONS

Cole, Sara - (Special Education Supervisor/Secondary) - from 185 days, Class OO, grade 5 to 201 days, Class O, grade 5 - effective August 11, 2015

Gesing, Timothy – (Special Education Supervisor/Elementary) – from 185 days, Class OO, grade 5 to 201 days, Class O, grade 5 – effective August 11, 2015

3.7 SPECIAL ASSIGNMENTS

Authorization is requested for staff members to participate in the following activities:

Local Professional Development Committee (LPDC)

Up to 20 units per individual unless otherwise noted

Becerra, Melissa (10)
Benton, Denise (10)
Dang, Libby
Hayduk, Crystal
Nosse, Margaret
Rashid, Patricia (25)
Roberts, Ellen

Roth, Linda
Smith, Steve
Sweeney, Eileen (25)
Walker, Jason
Walter, Kristina
Weiss-Flynn, Penny

Middle School Leadership Institute

Up to 6 units per individual

Bishko, Jeremy
Grosel, Ronald

Lambert, Sara

Special Education

Up to 24 units per individual

Crowley, Valerie
Keener, Lauren

Roberts, Tana

Student Teacher Mentor

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

Becerra, Melissa	John Carroll University	\$288.00
Chengelis, Sara	John Carroll University	\$1,463.00
Feinstein, Robyn	John Carroll University	\$1,353.00
Florence, Lindsay	John Carroll University	\$1,807.00
Morris, Shannon	John Carroll University	\$1,353.00
Sweeney, Jim	John Carroll University	\$288.00
Walker, Jason	John Carroll University	\$1,353.00
Weiss-Flynn, Penny	John Carroll University	\$288.00
White, Derek	John Carroll University	\$1,353.00
Hardiman, Lisa	Kent State University	\$323.00
Brazalovics, Beth	Notre Dame	\$258.00
Strachan, Tara	Notre Dame	\$258.00

Transition Consulting days-at final per diem rate of pay for the period from July 1, 2015 through December 31, 2015, up to 20 days as needed:Chris Auginas
Michael Griffith
Patty OttFred Shalhoup
Bernice Stokes**3.8 CHANGES IN RATE FOR INDIVIDUAL SUBSTITUTE TEACHERS**

Illes-Johnson, Beth - (Language Arts Teacher/High School) - Class M.A. - effective April 20, 2015

3.9 SUMMER WRITING AND INSTRUCTIONAL PLANNING

Authorization is requested for staff members to participate in summer writing and instructional planning. A unit refers to approximately one-half day of service at \$65

English/Language Arts

Lambert, Sara (1)

Pfeiffer, Erika (1)

MusicLuther, Rachel (3)
Steiner, Cynthia (3)

Telencia, Allison (3)

Program PlanningBaker, Maria (4)
Brown, Denise (4)
Brown, Kimberly (10)
Goulden, Jennifer (4)Henry, Jim (3)
Kline, Brenda (4)
Reinhold, Jean (4)
Rose, Barbara (4)

Reading

Grosel, Ronald (1)

Science

Bishko, Jeremy (10)

Social Studies

Hitchens, Patricia (5)

Sears, Michael (5)

Special Education

Currie, Jennifer (8)

Levine, Sara (8)

Patel, Sager (3)

Tuschman, Karen (3)

3.10 SUMMER SCHOOL APPOINTMENTS

Authorization is requested for staff members to tutor in the following programs at the rate of \$18.89 per hour (\$19.27 effective July 1 2015) per Hourly & Unit Rate Schedule:

High School Blended Learning Program (19/4 hour sessions)

Anderson, Thomas

Babcock, Eric

Bane, Loren

Schmidt, Victoria

Authorization is requested for staff members to participate in the following program at the rate of \$24.95 (\$25.45 effective July 1, 2015) per hourly and unit rate schedule:

Project Coordinators

Up to 30 hours per individual

Lindsey, Dexter (24)

Morgan, Billy

Authorization is requested for staff members to work as aide at the rate of \$17 per hour per the hourly and unit rate schedule:

Special Start K-12 Program (24/5 hour sessions)

Adams, Steve

Special Start Pre-K Program (24/4 hour sessions) Correction to the June 16, 2015 Board Agenda

Boris, Laura

Special Start Program (24/5 hour sessions) Correction to the June 16, 2015 Board Agenda

Devey, Emily

Hill Britton

Hill, Ray

Hughes-Lewis, William

Kempton, Caitlin

Thompson, Vicky

Shlomo, Bialo

Tatum, Valerie

Summer Enrichment Camp – Grades 1-4 (16/6.5 hour sessions)

Morgan, Billie

Summer Prep Academy – Grades 1-4 (24/5 hour sessions)

Bryant, Denise
O'Connor, Maureen

Shinn, Stephen

Authorization is requested for staff members to teach in the following programs at the rate of \$30.82 per hour (\$31.44 effective July 1, 2015) per hourly and unit rate schedule:

Summer Prep Academy – Grades 1-4 (24/5 hour sessions)

Santoro, Gabriella

3.11 LEAVES OF ABSENCE

Haffke, Louise – (Nurse/Fernway) – from August 17, 2015 through January 22, 2016

3.12 RESIGNATIONS

Ayers, Michelle – (Assistant Principal/Woodbury) – effective at end of the day July 31, 2015 – 11 years of service (retirement)

Creel, Damion – (Physical Education Teacher/Middle School) – effective at the end of the 2014-2015 school year – 2 years of service (resignation)

Drost, Bryan - (Assistant Principal/High School) - effective at the end of the day July 2, 2015 - 1 year of service (resignation)

Krohn, Christa – (Math Coach/Mercer) – effective at the end of the 2014-2015 school year – 5 years of service (resignation)

Majka, Kaylee – (KRP Aide/Boulevard) – effective at the end of the 2014-2015 school year – 2 years of service (resignation)

McCreary, Colleen – (Communications Specialist/Administration) – effective at the end of the day September 30, 2015 – 12 years of service (resignation)

McDermott, Shelley – (Accounting Specialist II/Administration) – effective at the end of the day July 15, 2015 – 3 years of service (resignation)

Miller, Carolyn – (Special Education Teacher/Mercer) – effective at the end of the 2014-2015 school year – 7 years of service (resignation)

Milton, Candice - (Intervention Specialist Tutor/Middle School) - effective at the end of the 2014-2015 school year - 1 year of service (resignation)

Patty, Lauren – (Intervention Specialist Tutor/High School) – effective at the end of the 2014-2015 school year – 2 years of service (resignation)

Ushiroda, Holly – (Spanish Teacher/High School) – effective at the end of the 2014-2015 school year – 3 years of service (resignation)

4. ADDENDUM-PERSONNEL

4.1 APPOINTMENTS

Campbell, Jason - (Skills Tutor/Lomond) - Class B.A., step 0 of the Non Bargaining/Non Administrative Certificated Staff Salary Schedule - effective August 17, 2015

De Young, Stacey - (Grade 5 Teacher/Woodbury) - Class M.A. +15, step b of the Teacher's Salary Schedule - effective August 17, 2015

Krzywicki, Anne - (Physical Education Teacher/Elementary) - Class B.A. +15, step h of the Teacher's Salary Schedule - effective August 17, 2015

Lowe, Allison - (Physical Education Teacher/Elementary) - Class B.A. +15, step c of the Teacher's Salary Schedule - effective August 17, 2015

Mazzie, Elizabeth - (80% Spanish Teacher/High School) - Class M.A., step n of the Teacher's Salary Schedule - effective August 17, 2015

Tomasik, David - (School Psychologist/District) - M.A. +45, step a of the Teacher's Salary Schedule - effective August 17, 2015

4.2 SALARY RECLASSIFICATIONS

Cole, Sara - (Special Education Supervisor/Secondary) - from 185 days, Class OO, grade 5 to 201 days, Class O, grade 5 - effective July 1, 2015 (correction to the July 14, 2015 board agenda)

Gesing, Timothy - (Special Education Supervisor/Elementary) - from 185 days, Class OO, grade 5 to 201 days, Class O, grade 5 - effective July 1, 2015 (correction to the July 14, 2015 board agenda)

4.3 SPECIAL ASSIGNMENTS

Authorization is requested for staff members to participate in the following activities:

Moodle Administration

Up to 10 units per individual

Mary Coffey

Recertification Training/On-Board Bus Instructor Training

Campbell, Shelia
Clemons, Felita

Schroeder, Kenneth

4.4 SUPPLEMENTAL CONTRACTS

2014-2015 School Year

High School

Bartley, Matthew - Lacrosse Assistant Coach - 6.5 x 1

Middle School

Dynys, Anne - Interscholastic Softball Coach (Spring) - 3.0 x 1

Miller, Mary Jane - Tennis Coach (Men) - 6.0 x 1

Motion by Amy Fulford, second by Reuben Harris, Jr.

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland,
William Clawson II

15-07-88

5. ACTION ITEMS AND REPORTS-BUSINESS

5.1 RESOLUTION APPROVING FOOD SERVICES AGREEMENT WITH AVI FOODSYSTEMS, INC.

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving the resolution to accept the food services agreement with AVI Foodsystems, Inc.

WHEREAS, pursuant to its Food Service Management Company Request for Proposals ("RFP"), the District solicited proposals from food service management companies for the purpose of obtaining services for the operation and management of the District's food service program; and

WHEREAS, the District received one proposal in response to its RFP; and

WHEREAS, pursuant to that process, the District ranked AVI Foodsystems, Inc. as the most qualified and responsible food service management company submitting a responsive Proposal; and

WHEREAS, this Board therefore desires to enter into an agreement with AVI Foodsystems, Inc. for the management of the District's food service program; and.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Shaker Heights City School District, Cuyahoga County, Ohio, that:

Section 1. Approval and Execution of Food Service Management Agreement.

Subject to the approval of the Ohio Department of Education, the President or Vice-President and Treasurer of this Board are hereby authorized to sign, acknowledge and deliver, in the name of and on behalf of the School District, the Food Service Management Agreement substantially in the form now on file with the Treasurer. The form of the Agreement is approved with such changes therein that are not materially inconsistent with this Resolution and not substantially adverse to the School District and that are permitted by law and shall be approved by the Superintendent and Treasurer. The approval of such changes, and that such changes are not materially inconsistent with this Resolution and not substantially adverse to the School District, shall be conclusively evidenced by the signing of the Agreement by those officials.

Section 2. Approval and Execution of Related Documents. The President or Vice-President and Treasurer of this Board and the Superintendent, or such other School District officials as shall be designated by those officials, as appropriate, are each authorized and directed to sign any certificates or documents, and to take such other actions as are desirable, advisable, necessary or appropriate, to consummate the transactions contemplated by this Resolution and the Agreement.

Section 3. Prior Acts Ratified and Confirmed. Any actions previously taken by School District officials or agents of this Board in furtherance of the matters set forth in this Resolution are hereby approved, ratified and confirmed.

Section 4. Compliance with Open Meeting Requirements. This Board finds and determines that all formal actions of this Board and any of its committees concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board or committees, and that all deliberations of this Board and any of its committees that resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 5. Captions and Headings. The captions and headings in this Resolution are solely for convenience of reference and in no way define, limit or describe the scope or intent of any Sections, subsections, paragraphs, subparagraphs or clauses hereof. Reference to a Section means a section of this Resolution unless otherwise indicated.

Section 6. Effective Date. This Resolution shall be in full force and effect from and immediately upon its adoption.

Motion by Annette Tucker Sutherland, second by Alex Dykema

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-07-89

5.2 RESOLUTION APPROVING ARCHITECT SERVICES AGREEMENT WITH VAN AUKEN AKINS ARCHITECTS

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving the resolution to accept the architectural services agreement with Van Auken Akins Architects.

WHEREAS, pursuant to its Request for Qualifications for Professional Design Firm, the District solicited statements of qualifications from professional design firms in accordance with Sections 153.65 to 153.71 of the Ohio Revised Code in connection with the District-Wide Parking Lot/Paving Improvements, Restoration of the High School Tennis Courts, and such additional improvements as deemed necessary by the District; and

WHEREAS, the District received responses to its Request for Qualifications, and pursuant to that process, short-listed three of those firms for further consideration for the Improvements; and

WHEREAS, the District interviewed or otherwise evaluated the short-listed professional design firms and ranked them; and

WHEREAS, pursuant to that process, the District ranked Van Auken Akins Architects LLC as the top professional design firms to provide the professional design services for the District-Wide Parking Lot/Paving Improvements, Restoration of the High School Tennis Courts (the "Improvements"); and

WHEREAS, the District has since been advised of the need for additional improvements consisting of classroom renovations at the Shaker Heights Middle

School and the removal and replacement of the Woodbury Elementary School Clock Tower (the "Additional Improvement"); and

WHEREAS, this Board may contract with Van Auken Akins Architects LLC pursuant to Section 153.71 of the Revised Code to provide professional design services for the Additional Improvements as additional improvement deemed necessary by the District for the reason that the professional design services fees for the Additional Improvements are less than \$50,000; Van Auken Akins Architects LLC has submitted a statement of qualifications within the last year; and Van Auken Akins Architects LLC is the firm most qualified to provide the professional design services for the Additional Improvements; and

WHEREAS, this Board therefore desires to enter into an agreement with Van Auken Akins Architects LLC for the purpose of obtaining professional design services in connection with the Improvements and the Additional Improvements; and.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Shaker Heights City School District, Cuyahoga County, Ohio, that:

Section 1. Approval and Execution of Agreement for Architectural Services. The President or Vice-President and Treasurer of this Board are hereby authorized to sign, acknowledge and deliver, in the name of and on behalf of the School District, an agreement for architectural services with Van Auken Akins Architects LLC substantially in the form now on file with the Treasurer. The form of the Agreement is approved with such changes therein that are not materially inconsistent with this Resolution and not substantially adverse to the School District and that are permitted by law and shall be approved by the Superintendent and Treasurer. The approval of such changes, and that such changes are not materially inconsistent with this Resolution and not substantially adverse to the School District, shall be conclusively evidenced by the signing of the Agreement by those officials.

Section 2. Approval and Execution of Related Documents. The President or Vice-President and Treasurer of this Board and the Superintendent, or such other School District officials as shall be designated by those officials, as appropriate, are each authorized and directed to sign any certificates or documents, and to take such other actions as are desirable, advisable, necessary or appropriate, to consummate the transactions contemplated by this Resolution and the Agreement.

Section 3. Prior Acts Ratified and Confirmed. Any actions previously taken by School District officials or agents of this Board in furtherance of the matters set forth in this Resolution are hereby approved, ratified and confirmed.

Section 4. Compliance with Open Meeting Requirements. This Board finds and determines that all formal actions of this Board and any of its committees concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board or committees, and that all deliberations of this Board and any of its committees that resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 5. Captions and Headings. The captions and headings in this Resolution are solely for convenience of reference and in no way define, limit or describe the scope or intent of any Sections, subsections, paragraphs, subparagraphs or clauses hereof. Reference to a Section means a section of this Resolution unless otherwise indicated.

Section 6. Effective Date. This Resolution shall be in full force and effect from and immediately upon its adoption.

Motion by Reuben Harris, Jr., second by William Clawson II

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-07-90

5.3 RESOLUTION AUTHORIZING THE EXECUTION OF AN AGREEMENT FOR THE LEASING AND SERVICING OF COPIER EQUIPMENT WITH MERITECH, INC.

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving the resolution to accept the agreement for the leasing and servicing of copier equipment with Meritech, Inc.

WHEREAS, pursuant to its Request for Copier Equipment Service Proposal ("RFP"), the District solicited proposals for the replacement and servicing of copiers within the District; and

WHEREAS, the District received six proposals in response to its RFP; and

WHEREAS, pursuant to that process, the District determined the proposal submitted by Meritech, Inc. to be the best value; and

WHEREAS, this Board therefore desires to enter into an agreement with Meritech, Inc. for the leasing and servicing of copier equipment.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Shaker Heights City School District, Cuyahoga County, Ohio, that:

Section 1. Approval and Execution of Agreement. The President or Vice-President and Treasurer of this Board are hereby authorized to sign, acknowledge and deliver, in the name of and on behalf of the School District, the Agreement for leasing and servicing of copier equipment substantially in the form now on file with the Treasurer. The form of the Agreement is approved with such changes therein that are not materially inconsistent with this Resolution and not substantially adverse to the School District and that are permitted by law and shall be approved by the Superintendent and Treasurer. The approval of such changes, and that such changes are not materially inconsistent with this Resolution and not substantially adverse to the School District, shall be conclusively evidenced by the signing of the Agreement by those officials.

Section 2. Approval and Execution of Related Documents. The President or Vice-President and Treasurer of this Board and the Superintendent, or such other School District officials as shall be designated by those officials, as appropriate, are each authorized and directed to sign any certificates or documents, and to take such other actions as are desirable, advisable, necessary or appropriate, to consummate the transactions contemplated by this Resolution and the Agreement.

Section 3. Prior Acts Ratified and Confirmed. Any actions previously taken by School District officials or agents of this Board in furtherance of the matters set forth in this Resolution are hereby approved, ratified and confirmed.

Section 4. Compliance with Open Meeting Requirements. This Board finds and determines that all formal actions of this Board and any of its committees concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board or committees, and that all deliberations of this Board and any of its committees that resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 5. Captions and Headings. The captions and headings in this Resolution are solely for convenience of reference and in no way define, limit or describe the scope or intent of any Sections, subsections, paragraphs, subparagraphs or clauses hereof. Reference to a Section means a section of this Resolution unless otherwise indicated.

Section 6. Effective Date. This Resolution shall be in full force and effect from and immediately upon its adoption.

Motion by Annette Tucker Sutherland, second by Alex Dykema

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-07-91

5.4 ACCEPTANCE OF BID TO PURCHASE SCHOOL BUSES

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving the resolution to accept the bid for the purchase of four school buses.

WHEREAS, the Shaker Heights City School District Board of Education has previously, on April 14, 2015, authorized the Ohio Schools Council to advertise and receive bids on behalf of said Board as per the specifications submitted for the cooperative purchase of three (3) 71-passenger buses and one (1) 65-passenger bus with wheelchair lift; and

WHEREAS, Cardinal Bus Sales has submitted the lowest, most responsive, most responsible bid (see bid summary attached) of \$257,253 for three (3) 71-passenger buses and \$101,174 for one (1) 65-passenger bus with wheelchair lift, less a total trade-in allowance of \$16,000; now

THEREFORE, BE IT RESOLVED that the Shaker Heights City School District Board of Education accepts the bid by Cardinal Bus Sales of \$257,253 for three (3) 71-passenger buses and \$101,174 for one (1) 65-passenger bus with wheelchair lift, less a total trade-in allowance of \$16,000 for a net total of \$342,427.

Motion by Reuben Harris, Jr., second by Amy Fulford

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-07-92

6. ADDENDUM-BUSINESS (no items)

7. ACTION ITEMS-BOARD OF EDUCATION

7.1 RESOLUTION TO AMEND THE EMPLOYMENT CONTRACT OF THE SUPERINTENDENT

At the recommendation of Board President Clawson, and upon receiving a motion and a second, the Board of Education voted on approving the attached resolution to amend the Superintendent's employment contract. The proposed contract amendment is attached for reference.

WHEREAS, the Board of Education and Dr. Gregory C. Hutchings, Jr., entered into an employment contract for Dr. Hutchings to serve as the Superintendent of Schools; and

WHEREAS, the employment contract contained a provision for base salary and the related STRS salary pickup to be treated as a "salary reduction"; and

WHEREAS, the Board of Education and Dr. Hutchings desire to change such provision to alter such benefit so as to be in alignment with all other District administrators;

NOW THEREFORE, BE IT RESOLVED that the Employment Contract entered into by and between the Board of Education of the Shaker Heights City School District and Dr. Gregory C. Hutchings, Jr., on April 9, 2013, is hereby amended, as follows:

1. Section 4.C., Salary, STRS Salary Pickup contained in the Employment Agreement entered into on April 9, 2013 by Dr. Gregory C. Hutchings, Jr., and the Board of Education of the Shaker Heights City School District is amended to read, as follows:

The Board shall pick up and pay up to a maximum of 10% of the Superintendent's employee share of retirement contributions to the State Teachers Retirement System on all qualifying compensation under this Agreement. The Board also agrees to treat such amounts as compensation, to pay the employer share of such amounts and to pick up and pay, on behalf of the Superintendent, the employee STRS contributions on such amounts. The Superintendent will be responsible for any employee share of retirement required above 10% of qualifying compensation, which will be treated in accordance with Internal Revenue Code (IRC) Section 414(h)(2), as a "salary reduction" pick-up. Should the Board-paid employee share of retirement provision included in this employment contract become impermissible under law, then the employee's current existing base salary shall be increased by 11.11% as of the effective date of such legislation.

2. This Amendment to the Employment Contract of Dr. Hutchings shall be effective August 1, 2015.
3. The Board President and Treasurer are authorized to execute an agreement with Dr. Hutchings to implement this resolution.

Motion by Alex Dykema, second by Amy Fulford

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

7.2 REDUCED TIME CONTINUING CONTRACT TEACHERS-SHTA MEMORANDUM OF UNDERSTANDING

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving the Reduced Time Continuing Contract Teachers-SHTA Memorandum of Understanding as follows:

The Board of Education of the Shaker Heights City School District (the "Board") and the Shaker Heights Teachers' Association (the "SHTA") have previously entered into a collective bargaining agreement effective January 1, 2015 through December 31, 2017, known as the Agreement between the Shaker Heights Board of Education and Shaker Heights Teachers' Association (the "CBA"). This Memorandum of Understanding ("MOU") between the Board and the SHTA supplements the terms of the CBA with respect to Reduced Time Continuing Contract Teachers.

Specifically, the CBA will be modified to include the following Reduced Time Continuing Contract Teachers MOU as follows:

Section 1. Continuing contract teachers currently teaching or on leave, with at least three (3) consecutive school years of full-time teaching in the Shaker Heights City School District, who are interested in working a reduced time schedule for the following school year must notify the school principal prior to March 1st. The principal will consider the request based upon factors including, but not limited to, the percentage the teacher is requesting to teach, the needs of the building, student enrollment, student course selections, and staffing levels. If the principal believes the requested reduction in the teaching schedule is feasible, the principal will forward the request for final review and approval by the Human Resource Director.

Section 2. All teachers making application for a reduced time schedule for the following year shall receive notification of acceptance or denial no later than June 1st.

Section 3. A reduced time schedule shall be for one academic year and at the conclusion of the year, the teacher will resume full-time status in a position similar to that held prior to the reduced time schedule. Teachers who wish to continue their reduced time schedule for a subsequent school year must reapply and begin the process set forth in Section 1 above.

Section 4. Teachers assigned to a reduced time schedule shall be entitled to the salary and benefits on a prorated basis consistent with Article XXIII, Section 23.01. Reduced time schedule teachers shall retain continuing contract status and maintain seniority. Advancement on the salary schedule shall be granted in half step increments.

This MOU supplements the 2015-2017 CBA.

Motion by Annette Tucker Sutherland, second by William Clawson II

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-07-94

7.3 APPROVING A TAX INCREMENT FINANCING COMPENSATION AGREEMENT FOR SHAKER PLAZA

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving the resolution below authorizing the proposed Tax Increment Financing (TIF) Compensation Agreement for Shaker Plaza (see attachments).

WHEREAS, Shaker Plaza, Ltd., an Ohio limited liability company (“Owner”) is considering the renovation and reconstruction of an existing shopping center in connection with the re-tenanting thereof (the “Project”) at a location within the School District, provided that certain incentives can be provided to contribute to the economic viability of the Project; and

WHEREAS, the Project will result in substantial economic improvement within the School District and within the City of Shaker Heights, Ohio (the “City”) if it is completed; and

WHEREAS, the City intends to pass an ordinance that finds that private improvements to be constructed as part of the Project and the proposed public infrastructure improvements will benefit the property upon which the Project is located; and

WHEREAS, the City further intends that the ordinance declare the public infrastructure improvements to be a public purpose and to exempt for thirty (30) years 100% of the real estate taxes resulting from the increase in the assessed value of the Project; and

WHEREAS, Ohio Revised Code (R.C.) 5709.40 permits the City to exempt the taxes associated with the increase in value of the Project in excess of 75% of the increase in value for periods in excess of 10 years if approved by the affected school district, which approval may contain conditions under which the board of education of such school district would approve the abatement; and

WHEREAS, pursuant to R.C. 5709.40 through 5709.43 and 5709.82, the City may negotiate with the Board to compensate the School District for a portion of the taxes that it would have received with respect to the Project but for the exemption to be provided in the proposed ordinance; and

WHEREAS, R.C. 5709.40 and 5709.83 require that the City give notice of its proposed action with respect to the Project to each school district affected by the proposed exemption not less than 45 business days, or 14 days, respectively, prior to approving the exemption, unless the board of education has adopted a resolution waiving its right to receive the notice; and

WHEREAS, the District has received copies of the proposed ordinance and wishes to approve conditionally the incentive addressed in those documents, and further desires to waive the 45 business days’ notice required by R.C. 5709.40.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE SHAKER HEIGHTS CITY SCHOOL DISTRICT, CUYAHOGA COUNTY, OHIO:

Section 1. In the event that the proposed ordinance is passed by the City, the Board approves a tax exemption for 100% of the increase in value from the Project for a period not to exceed thirty (30) years, substantially in the form of the

proposed ordinance previously submitted to the Board, provided that the School District and the City enter into a Compensation Agreement as provided in Section 3. This resolution shall be deemed the conditional approval provided by R.C. 5709.40.

Section 2. The Board waives the 45-day notice requirement of R.C. 5709.40 and the 14-day notice requirement of R.C. 5709.83, but only with respect to this proposal.

Section 3. This Board authorizes the President, Superintendent, and Treasurer to execute a Compensation Agreement, substantially in the form and under the terms and conditions set forth in the attachment to this resolution, with the City.

Section 4. The President and Treasurer of this Board and the Superintendent of the School District are authorized to deliver the Compensation Agreement and any other agreements, document or certificates or take all other actions necessary to accomplish the purposes of this Resolution, with such completions and changes which are not adverse to the School District and which shall be approved by those officials authorized to execute the Compensation Agreement, or such other documents or agreements, as the case may be.

Section 5. It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 6. The Treasurer is directed to certify a copy of this resolution to the City.

Motion by Amy Fulford, second by Alex Dykema

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-07-95

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 preliminary financial statements for the month and year-to-date ended June 30, 2015 (attached Exhibit T-1 in Subject Section 8.2) and the Interim Investments (attached Exhibit T-2 in Subject Section 8.3). Note-Subject Sections 8.2 and 8.3 of the agenda may be acted on in one motion.

It is recommended that the attached preliminary monthly financial statements for the month and fiscal year ended June 30, 2015 (Exhibit T-1) be accepted and placed on file for audit.

JUNE 2015 PRELIMINARY FINANCIAL OVERVIEW

We are still in the process of closing the fiscal yearend books, and thus the attached report is very preliminary at this time. We continue to do better than budget overall as we have been reporting on a monthly basis. Preliminarily, our revenues exceed budget by about \$0.9 million, primarily due to a \$0.6 million higher than anticipated property tax advance in May that is believed to be an unintended acceleration of the July advance. The other major difference from budget is attributable to a \$0.5 million higher than expected State Foundation net receipt from the increased annual allocation from the new fiscal year "gain cap" adjustment.

As we have also been reporting in previous monthly financial reports, the expenditures continue to track below budget estimates for the year, and including the increase in encumbrances as of yearend, are running a net \$2.5 million below budget.

Mr. Christman also reported on the following legislative items:

- **Governor Signs State's Biennial Budget:** As anticipated, the Governor signed the General Assembly's Conference Committee-approved version of the State's new biennial budget. He did, however, veto provisions of the Tangible Personal Property Supplemental payments, resulting in reduced funding for many Districts that had been relying on the continuation of a "guarantee" of such reimbursement payments. Shaker will not be affected by such vetoes as we lost our reimbursement payments under the phaseout provisions under a past biennial budget. Some of the key provisions of the new budget bill include an increase in the per pupil core aid amount from the current \$5,800 to \$5,900 and \$6,000, respectively in fiscal years 2016 and 2017. The Gain cap was knocked down to 7.5% from the proposed 10%, as compared to the current 10.5% in fiscal year 2015.

Mr. Christman also shared with the Board a summary chart of the projected school foundation funding for the Shaker School District beginning with the initial Governor's proposal from last winter through the final approved budget bill amount. He also explained that while the District does stand to receive approximately \$1.3 million more in F2016 and another \$0.5 million in F2017 above the F2015 allocation, Shaker has been subject to the "gain cap" for many years, which simply means that we got less than the formula calculated amount due to the legislated limit of annual increases allowed, while other districts were subject to a "guarantee" which means they were getting more than what the state formula calculated they should get. With the Governor vetoes, that situation will reverse over time.
- **State Budget Status:** The State ended FY15 on June 30th flush with cash of \$1.7 billion. After several specific set asides including an amount to offset the first year of permanent income tax cuts enacted as part of the overall budget bill (H.B. No. 64), the State contributed \$425 million to the budget stabilization fund, otherwise known as the "rainy day fund". Combined with another \$101 million from Medicaid savings, the rainy day fund now exceeds \$2 billion.
- **Constitutional Amendment:** Issue No. 1 on the November ballot would provide for changes to the General Assembly's decennial redistricting process.

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

- The annual Records Commission Meeting with the Superintendent and the Board President;
- various Administrative meetings;
- workers' compensation program matters;
- employee severance pay matters;
- OT/PT contract matters;
- TIF agreement;
- Health Insurance coverage and process matters;
- Collective bargaining agreement matters; and
- Budget matters.

8.3 INTERIM INVESTMENTS

It is recommended that in accordance with Section 135.14 of the Ohio Revised Code, the interim investments listed in the attached Exhibit T-2 be ratified.

Motion by Amy Fulford, second by Reuben Harris, Jr.

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-07-96

9. SUPERINTENDENT'S REPORT

9.1 SUPERINTENDENT'S REPORT

At this time, Superintendent Hutchings reported on various district matters including a status update on the Shaker Heights Strategic Plan as follows:

Goal 1: The Shaker Experience

International Baccalaureate (IB) Middle Years Programme (MYP) Authorization

We have received positive results from the Middle Years Programme (MYP) verification. Woodbury, the Middle School and the High School are officially recognized IB MYP world schools. The partnership between these three buildings now bridges the IB programme across all buildings and at each grade level in the District. With this authorization, the Shaker Heights City School District has become one of the very few in the nation to engage students in the IB from preK-12, offering the IB programme in each building and for every child.

Summer School

We are offering a variety of summer school programs for our students. They serve different populations and purposes.

Elementary

Our basic elementary summer school is being housed at Onaway and Woodbury. Kindergarten through fourth grade students attend summer school at Onaway regardless of where they attended school during the school year.

Middle School

Our middle school summer program is designed to support students whose data indicate they would benefit from additional instruction. Targeted students are invited to participate. We do not allow students to complete summer school in order to be promoted to the next grade level. Summer School is an added support; it cannot address students who, based on many data points, were unsuccessful in mastering course content.

High School

We provide a series of math sessions for students to prepare them for math courses they will take in the fall. The purpose is to reinforce the concepts learned during the school year.

Ohio Graduation Test Preparation

Though the state is transitioning to End-of-Course exams, we have some students who entered high school under the former rules and still need to pass all of their Ohio Graduation Tests. By law, we are required to offer these students sessions to help them prepare to take the test after failed attempts.

Shaker Summer Academy

Our programming funded by the Class of 1950/51 continues this summer. We now have four cohorts of students. The original cohort is rising to their senior year. We are serving all four groups this summer with programs which vary in content and length.

Blended Learning Summer Program

We are offering credit recovery for students who should have graduated in June (Class of 2015) or June of 2014. Should they complete their requirements, these students will count for our four-year and five-year graduation rates. Highly motivated, disciplined Innovative Center students are also participating in this program. The model for this blended learning program is based on the structure at the Innovative Center. Blended learning tutors provide students with instructional support for their online courses.

Special Education

a. Credit Recovery

As you may recall, special education regulations allow special needs students to attend high school more than four years. Our special education students are being offered credit recovery opportunities to help them pass courses they did not pass during the school year. Unlike the general education program described above, this is a program based on face-to-face instruction.

b. Extended School Year

This program provides services to special education students who qualify based on a need for a program to prevent significant summer learning loss.

Partnership Programs

Techie Camp

Tech Corps created a Techie Camp solely for Shaker students. The camp, which is held at Case Western Reserve University, serves rising eighth

graders. A limited number of scholarships is available. Transportation is also available using neighborhood pick up points.

Effective Leadership Academy

Effective Leadership Academy created a camp for Shaker's rising ninth graders. This program, which includes check-in sessions during the school year, will be housed at our high school. A limited number of scholarships are available.

Goal 4: Human Resources and Facilities

Annual Report of Teacher Substitute Management Services/NCSSA

The 2014-15 school year was the first year of comprehensive substitute management services provided via NCSSA/Wixey and Associates. These services included:

- Recruitment and promotion of open opportunities for employment
- Qualifying substitutes
- Managing compliance and licensure
- Training substitutes
- On-boarding / Hiring of substitutes
- Scheduling and Aesop software administration
- Payroll and retirement
- Personnel management
- Risk management (unemployment, worker's compensation, Affordable Care Act reports)

Repair of Woodbury Clock Tower

On June 23, 2015, we discovered that the Woodbury clock tower cupola was leaning slightly from its vertical setting. As a safety precaution, the school building was placed off limits pending a safety review. All summer activities were temporarily relocated to Onaway ES.

On June 24, 2015, we completed a safety assessment. The structural engineer found the cupola to be at risk of immediate failure and recommended its removal. The engineer also advised the District to review the complete repair and replacement of the entire clock tower structure.

Last week, the bell and cupola were removed and the area was sealed off. The main building will be reopened pending any additional findings with the remaining clock tower structure.

Recommendation of Vendor for Copier Services – Cost Savings

The Department of Business and Operations recommends the selection of Meritech as the District service provider for copier services.

Based on Meritech's proposal of \$12,739.00 a month versus the current contract of \$16,714.45 per month, the change to Meritech will generate a savings of \$3,935.00 per month, \$47,225.40 per year or a savings of \$141,676.20 over the life of the lease (3-year lease, option for 4th year). Meritech also agreed to bill only for copies

made during the low-use months of June, July, and early August, instead of the monthly lease payment. This will also translate into a dollar savings.

Revised On-boarding

With the beginning of our new fiscal year on July 1, planning is well underway for the upcoming school year. One of the assignments was to take our on-boarding process to the proverbial next level, by creating a more robust process for our administrators. Our on-boarding focuses on administrators at the principal and central office levels. This work aligns with Strategic Plan Goal Number 4, which is to recruit and retain high-quality staff with diverse cultural experiences and backgrounds.

While there are basic aspects that are the same for all new staff, we also customized the activities to each particular position. These varied and expanded slates of experiences are based on comprehensive conversation with members of the Superintendent's Cabinet to ensure that the new team member is connecting with the appropriate internal and external stakeholders.

As we know, the cost of compensating staff is typically one of the highest costs for any school district. This more robust on-boarding is an investment in our staff. We must deliberately and strategically help them make the transition so they can perform their best. The overall goal is to enhance employee performance and promote retention.

Goal 6: Finance

Cathy Mitro, who was a vital employee of the Foundation, has taken a full time job in the district as the Assistant to the Director of Curriculum. During the week, Cathy worked half time with the district and half with the Foundation. Therefore, she left a void in two positions.

To that end, the District has employed a consultant, Sharon Galin, for the next school year to work primarily with reunions, the alumni database and other alumni liaison activities. Ann Cutler will work in the Foundation office to process and acknowledge donations, run reports and assist with other administrative projects.

10. BOARD MEMBERS' REPORTS AND HIGHLIGHTS

10.1 BOARD MEMBERS' REPORTS AND HIGHLIGHTS

At this time, the Board Members provided reports on various district matters.

Ms. Sutherland reported that she attended a State Legislators' town hall meeting at the Stephanie Tubb Jones Center, where the legislators presented the proposed State biennial budget as well as an update on other proposed legislation. The meeting lasted approximately two hours and was very well attended.

11. EXECUTIVE SESSION

11.1 EXECUTIVE SESSION

At the recommendation of Board President Clawson, 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 under Ohio Revised

Code (ORC) 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 Alex Dykema second by Amy Fulford

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-07-97

The Board of Education recessed the public session at 8:02 p.m. After a short break, the executive session convened at 8:15 p.m. including Treasurer Christman and Superintendent Hutchings.

At 9:15 p.m., President Clawson 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 Board of Education will take place on Tuesday, August 11, 2015 at 6:00 p.m. in the Shaker Heights 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 Amy Fulford, second by Alex Dykema

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-07-98

The regular meeting of the Shaker Heights Board of Education adjourned at 9:16 p.m.

William L. Clawson II, President

Bryan C. Christman, Treasurer