

To be approved at the Board of Education meeting October 13, 2015.

MINUTES OF THE SEPTEMBER 8, 2015 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Tuesday, September 8, 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 6:00 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., introduced a 12th grade student from the Shaker Heights High School who 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 :

Todd C. Davidson, Alex L. Dykema, Reuben Harris, Jr., Annette Tucker Sutherland and William L. Clawson

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 August 11, 2015 Regular Board Meeting, as presented in the attachment below.

Motion by Reuben Harris Jr., second by Annette Tucker Sutherland.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-117

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:

- Many of our Shaker students had incredible summers, but one student I want to bring to your attention tonight is Lyle Yost, one of our great student-athletes.
 - Lyle is a diver who went to the AT&T USA Diving National Championships, held August 1-13 in Orlando, Fla.
 - He did so well there that he won a spot on the Junior Pan-American Team. This is a big, big deal---only 24 divers from across the country made it!
 - He will be representing Team USA in Mantanzas, Cuba, next month.
 - He will be flying to Cuba October 4 and will not be returning to Shaker until October 14.
 - Those of you who know Lyle know he's a great kid who comes from a great family that has five young people in our schools—the youngest just started to kindergarten at Lomond.
- Shaker Heights Marching Band was featured in a story on Cleveland.com that featured photos and videos.
 - With 400 members, the band is the biggest in Shaker history—and the biggest in the state!
 - Shaker's band is nearly twice the size of Ohio's beloved Ohio State University band.
 - The story noted that one reason band is so popular in Shaker is that students in fifth and sixth grade are required to play instruments and at our Middle School, half the students play in the band.

1.7 BEGINNING OF SCHOOL UPDATE

At this time Superintendent Hutchings introduced Christopher Hayward, Principal, Fernway Elementary and Jean Reinhold I B Coordinator, Neal Robinson, Principal, Boulevard Elementary, Carina Freeman, Principal, Lomond Elementary, Lindsay Florence, Principal, Mercer Elementary, Amy Davis, Principal, Onaway Elementary, Danny Young and Betsy Brindza, Woodbury Elementary, Miata Hunter, Assistant Principal and Jennifer Currie, Intervention Specialist, James Reed, High School Principal, and John Morris, Shaker Heights Teacher Association, President, who all gave updates on the beginning of the school year at their respective buildings lasting until 7:32 p.m. In closing Dr. Hutchings commented on the professional leadership of all the building leaders.

1.8 STUDENT GROWTH MEASURES UPDATE

At this time Superintendent Hutchings introduced Dr. Dale Whittington, Director of Research and Accountability, who gave a student growth measures update.

A question, answer and discussion session followed the presentation until 7:46 p.m.

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

Ayers, Michele – (Educational Support Specialist/Woodbury) – Class EE, grade 10 of the Supervisor, Classified Specialist, and Administrative Secretary Salary Schedule – effective October 1, 2015

Barney, Kathryn-Anne – (Special Education Aide/Middle School) – Step 11 of the Teacher Aide/Assistant Salary Schedule – effective September 9, 2015

Engbert, Melanie – (Intervention Specialist Tutor/High School) – Class B.A., step 0 of the Non Bargaining/Non Administrative Certificated Salary Schedule – effective September 3, 2015

Goldfarb, Victoria – (Grade 4 Teacher/Fernway) – Class M.A., step a of the Teacher's Salary Schedule – effective August 31, 2015

Hatcher, Carol – (Permanent Part Time Bus Driver/Transportation) – step 1 – effective September 9, 2015

Knisely, Amy – (50% CAS/40% Science Teacher/10% Academic Lab/High School) – Class M.A., step f of the Teacher's Salary Schedule – effective September 1, 2015

Maric, Jason – (Special Education Aide/High School) – Step 7 of the Teacher Aide/Assistant Salary Schedule – effective August 25, 2015

Rao, Anjali – (Intervention Specialist Tutor/Middle School) – Class M.A., step 10 of the Non Bargaining/Non Administrative Certificated Salary Schedule – effective August 19, 2015

Sanders, Gina – (Accounting Specialist/Administration) – Class I, step 4 of the OAPSE Salary Schedule – effective September 15, 2015

Scanlon, Jacqueline – (50% Grade 6 Design Science Teacher/Woodbury) – Class M.A., step j of the Teacher's Salary Schedule – effective August 31, 2015

Skandul, Sandra – (Kindergarten Teacher/Mercer) – Class M.A.+45, step p3 of the Teacher's Salary Schedule – effective August 24, 2015

Spector, Ian – (Building Assistant/Onaway) – Step 4 of the Custodian Salary Schedule – effective September 8, 2015

Thomas, Maureen – (Special Education Aide/Lomond) – Step 5 of the Teacher Aide/Assistant Salary Schedule – effective September 15, 2015

Wells, David Michael – (KRP Aide/Lomond) – Step 11 of the Teacher Aide/Assistant Salary Schedule – effective August 26, 2015

3.2 APPOINTMENTS NON-PUBLIC SCHOOL FUNDS

Amaddio, Maureen – (21% School Nurse/St. Dominic School) – Class B.A., step j of the Teacher's Salary Schedule – effective August 26, 2015 – Non public funds

Ford, Trina – (100% Learning Specialist/University School) – Class M.A. +15, step d of the Teacher's Salary Schedule – effective August 25, 2015 – Non public funds

Gelehrter, Ann – (62.3% Reading Teacher/36.7% Reading Tutor/Laurel) – Class M.A., step t of the Teacher's Salary Schedule and Class M.A., step 14 of the Non Bargaining/Non Administrative Certificated Staff Salary Schedule – effective August 26, 2015 – Non public funds

Leahy, Kristen – (99.3% Learning Specialist/Hathaway Brown) – Class B.A., step l of the Teacher's Salary Schedule – effective August 27, 2015 – Non public funds

Pearlman, Ilissa – (75.7% School Psychologist/Laurel) – Class Ph.D., step j of the Teacher's Salary Schedule – effective August 26, 2015 – Non public funds

Perin, Mary – (100% School Nurse/University School) – Class B.A. +15, step p3 of the Teacher's Salary Schedule – effective August 25, 2015 – Non public funds

Stepnowsky, Kelly – (99.3% Learning Specialist/Hathaway Brown) – Class M.A., step g of the Teacher's Salary Schedule – effective August 27, 2015 - Non public funds

Stevenson, Jennifer – (100% Learning Specialist/Hathaway Brown) – Class B.A. +15, step s1 of the Teacher's Salary Schedule – effective August 27, 2015 – Non public funds

Wonderly, Eric – (98.8% Upper School Learning Specialist/Hathaway Brown) – Class PhD, step p1 of the Teacher's Salary Schedule – effective August 27, 2015 – Non public funds

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:

Allen, Carol (Spec Ed Aide)

Anderson, Scott (Proctor)

Babcock, Eric (Blended Learning Tutor)

Bane, Loren (Blended Learning Tutor)

Bergren, Kristin (Proctor)

Jones, Vanessa (Blended Learning Tutor)

Kelly, Ellen (Proctor)

Kim, Amy (Sub Spec Ed Aide)

Landi, Susan (Proctor)

Muhammad, Safiyyah (Spec Ed Aide)

Booze, Patricia (Lunch Aide)	Peeples, Cotrina (Sub Bus Driver)
Burgess, Holly (Proctor)	Petsche-Sims, Audrey (Proctor)
Curran, Judith (Proctor)	Potts, Darnice (Lunch Aide)
Douglas, Theresa (Blended Learning Tutor)	Raynor, Mary (Tutoring Center Tutor)
Emlaw, David (Off-Duty Police)	Rosemond, Vincent (Proctor)
Freeman, Portia (Lunch Aide)	Rosemond, Victoria (Lunch Aide)
Grigsby, Alan (Proctor)	Sankovich, Sharron (Proctor)
Grispino, Daniel (Off-Duty Police)	Scalabrino, Susan (Leadership Institute)
Gross, Rachel (Sub Spec Ed Aide)	Schmidt, Susan (Proctor)
Guerrero, Homero (Off-Duty Police)	Schmidt, Victoria (Blended Learning Tutor)
Hart, Fred (Special Education Aide)	Sharp, Linda (Lunch Aide)
Hassanali, Muizz (Lab Assist-Student)	Smith, Tyler (Off-Duty Police)
Hillman, Jennifer (Sub Secretary)	Thomas, Rebecca (Sub Library Tech)
Homans, Leslie (Proctor)	Thomas, Shondor (Off-Duty Police)
Jones, Sandra (Sub Library Tech)	Wheeler, Zachary (Summer IT-Student)

3.4 CHANGES IN ASSIGNMENT

Andrzejewski, Erin – (Grade 5 Teacher/Woodbury) – from Skills Tutor/Woodbury to Grade 5 Teacher/Woodbury, Class B.A., step g of the Teacher’s Salary Schedule – effective August 24, 2015

Brodsky, Amy – (District IB Coordinator/District) – from Science Teacher/Woodbury to District IB Coordinator/District, Class M.A. +15, step I of the Teacher’s Salary Schedule – effective August 24, 2015

Cohen, Heidi – (50% Teacher/50% Skills Improvement Tutor/Woodbury) – from 50%Teacher/50% Aide/Woodbury to 50% Teacher, Class B.A. +15, step b of the Teacher’s Salary Schedule and Class B.A., step 1 of the Non/Bargaining Non/Administrative Certificated Salary Schedule – effective September 8, 2015

Gardner, Nicole – (Student Attendance Officer/High School) – from Educational Support Specialist/Woodbury to Student Attendance Officer/High School, Class EE, grade 6 – effective August 21, 2015

Harrison, Margaret – (100% Bus Monitor/Transportation) – from 67% Bus Monitor/Transportation to 100% Bus Monitor/Transportation, step 8 of the Teacher Aide/Assistant Salary Schedule – effective August 24, 2015

Kerr-Thome, Amelia – (Skills Improvement Tutor/Woodbury) – from 50% Tutor/Woodbury to 100% Tutor/Woodbury, Class M.A., step 8 – effective August 17, 2015

Morgan, Billie – (Educational Support Specialist/Lomond) – from Educational Aide/Lomond to Educational Support Specialist, Class EE, grade 3 – effective August 17, 2015

Mugridge, Edwin – (Study Hall Tutor/High School) – from 50% ISS Monitor to 100% Study Hall Tutor, Class M.A., step 11 of the Non Bargaining/Non Administrative Certificated Salary Schedule – effective August 31, 2015

Patrick, Michelle – (Permanent Full Time Bus Driver/Transportation) – from 5 hours per day to 8 hours per day, step 20 – effective August 24, 2015

Steindler, Jonah – (Assistant Head Custodian II/Woodbury) – from Building Assistant/Onaway to Assistant Head Custodian II/Woodbury – step 8 – effective September 30, 2015

Ugrinic, Anthony – (Supervisor of Facilities and Grounds/Warehouse) – from Head Custodian/Middle School to Supervisor of Facilities and Grounds/Warehouse, Class X, grade 11 of the Classified Administrator Salary Schedule – effective October 1, 2015

Wilson, Seretta – (Permanent Full Time Bus Driver/Transportation) – from 5 hours per day to 8 hours per day, step 20 – effective August 24, 2015

3.5 SPECIAL ASSIGNMENTS

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

Classroom Relocations

\$200 per individual

Baker, Maria

Program Planning

Up to .5 unit per individual

Andrzejewski, Erin

DeYoung, Stacey

Program Planning – Professional Learning Leader Preparation

Up to 2 units per individual

DeJohn, Daniel

Loomis, Megan

Santos, Amy

TBT Leaders

Up to 4 units per individual

Agee-Barney, Kendra

Brown, Susan

Child, Michelle

Cohen, Adam

Cole, Kady

Cox, Travis

Davis, Sarah

Doersen, Valerie

Durban, Raymond

Elsaesser, Brian

Ersek, Amanda

Harrell, Angela

Harter, Kristen

Horstman, Yvonne

Hsu, Nathaniel

Jelen, Donna

Li, Luling

Manary, Sarah

Mauch, Erin

Murphy, Nora

Owens, Kimberly

Rathbone, Joel

Schmidt, James

Shrestha, Emily

Steggert, Stacey

Stouffer, Christina

Wadsworth, Rebekah

Wiemer, Jeane

Wilkes, Jessica

Willis, Eileen

Teacher Evaluation Team – Facilitator - (2015-2016)

Up to 10 units

Glasier, Andrew

Transition Support Days – at final per diem rate of pay for 3 days between August 1, 2015 through September 30, 2015

Hochman, Carol

Tutoring Center Manager

McIntyre, Hubert Secondary \$1,727.65

3.6 CURRICULUM WRITING AND INSTRUCTIONAL PLANNING

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

Music

Up to 3 units per individual

James, Kara

Physical Education

Up to 4 units per individual

Davros, Sally
Krzywicki, Anne

Lowe, Allison

3.7 SUPPLEMENTAL CONTRACTSSpecial District Supplementals

Glasier, Andrew – Area Studies - .20 x M.A+45, step 15

Podl, Jody – Area Studies - .20 x M.A.+15, step 15

District IB Per Diem Supplementals

Brodsky, Amy – 8 days

Moore, John – 8 days

Lomond Per Diem Supplemental

McCauley, Tina – 16 days

Woodbury Per Diem Supplemental

Lenczewski, Mark – Guidance – 13.5 days

Districtwide First Semester – MentorsAlbrecht, Melissa – 2.0 x 1
Bourisseau, Mary – 2.0 x 1
Hannah, Amy – 3.0 x 1
Morris, Shannon – 2.0 x 1Santos, Amy – 2.0 x 1
Thomas, Kevin – 2.0 x 1
Wilkes, Jessica – 2.0 x 1

High School

Bartley, Matthew – Student Council – 8.0 x 1
 Bartley, Matthew – Senior Advisor – 16.0 x 1
 Berger, Brian – Mano y Mano (Spring) - .10 x 20
 Berger, Brian – Freshman Class Advisor – 2.5 x 1
 Bonner, Shaunna – MAC Coordinator (Women) – 5.0 x 1
 Cuda, Tony – Junior Council on World Affairs – 2.0 x 1
 Dawson, Donald – Football Assistant Coach (Fall) – 6.5 x 1
 Dawson, Donald – Pre Season Assistant Football Coach – 5.5 x 1
 Doerson, Valerie – Literary Magazine – 4.0 x 1
 English, Stephan – Varsity Baseball Assistant (Spring) - .10 x 7.5
 English, Stephan – Baseball Freshman Coach (Spring) – 3.25 x 1
 English, Stephan – Football Assistant Coach (Fall) – 6.5 x 1
 English, Stephan – Pre Season Football Assistant Coach (Fall) – 5.5 x 1
 Freeman, Sharmayne – Modern Dance (winter) - .10 x 30
 Freeman, Sharmayne – Modern Dance Advisor – 8.5 x 1
 Holliday, Keaf – Sankofa (Winter) - .10 x 77
 Hsu, Nathanael – Interact Advisor - .10 x 40
 Klapholz, David – Study Circle - .10 x 77.7
 Kriss, Wendy – Ensemble Consultant (Fall) - .10 x 40
 Lewis, Cliff – Pre Season Football Position Coach (Fall) - .10 x 55
 Lewis, Cliff – Football Freshman Coach (Fall) – 6.5 x 1
 Lorentz, Kimberly – Cross Country Assistant Coach (Men) (Fall) – 1.25 x 1
 Mitchell, Timothy – Study Circle - .10 x 77.7
 McBurney, Christine – Director of Fall Production (Fall) – 6.5 x 1
 McBurney, Christine – New Stages Director (Spring) - .10 x 30
 McBurney, Christine – Ensemble Production (Spring) - .10 x 16
 McBurney, Christine – Production Support (Spring) - .10 x 9
 McBurney, Christine – Shakespeare Competition Boot Camp Coach (Fall) – 1.5 x 1
 McBurney, Christine – Shakespeare Competition (Fall) - .10 x 7.5
 McBurney, Christine – Productions Consulting (Spring) - .10 x 15
 McIntyre, Hubert – MAC Coordinator (Men) – 5.0 x 1
 McGovern, Mary Lynn – MAC Coordinator (Men) – 5.0 x 1
 Murphy, Nora Jean – Latin Club - .10 x 40
 Naigeon, Alan – Pre Season Soccer Head Coach (Men) (Fall) – 4.5 x 1
 Naigeon, Alan – Soccer Head Coach (Men) Fall) – 8.5 x 1
 Ngozi, Hasani – Pre Season Assistant Football Coach (Fall) – 5.4 x 1
 Podl, Jody – Faculty Senate Chairperson – 4.0 x 1
 Ponce de Leon, Kimberly – Mano y Mano - .10 x 20
 Rainier, David – Baseball Assistant Coach (Spring) – 6.5 x 1
 Rathbone, Joel – Junior Class Advisor – 2.5 x 1
 Reid, Jewel – Future Teachers Advisor – 4.0 x 1
 Roberts, Tana – MAC Coordinator (Women) – 5.0 x 1
 Rodems, James – Yearbook Advisor – 6.0 x 1
 Scanlon, William – Interact Advisor - .10 x 40
 Sekicky, Natalie – Newspaper Advisor – 6.0 x 1
 Slovikovski, Walter – Sophomore Grade Class Advisor – 2.5 x 1
 Sumerak, Scott – Fall Play Assistance (Fall) - .10 x 30
 Sumerak, Scott – 9th Grad Theatre Exper. Director (Spring) - .10 x 42
 Sumerak, Scott – Alumni, Patrons, Promotions - .10 x 41
 Sumerak, Scott – New Stages Co-Producer (Spring) - .10 x 42
 Sumerak, Scott – 9th Grade Theatre Experience Workshop (Spring) - .10 x 20
 Sumerak, Scott – Spring Ensemble Show Director (Spring) - .10 x 30

Sumerak, Scott – Production Showcase & Touring Season - .10 x 30
 Sumerak, Scott – Thespian Advisor – 1.5 x 1
 Sumerak, Scott – Thespian Advisor - .10 x 7.5
 Sumerak, Scott – STS Liason (Fall) - .10 x 15
 Thoennes, Bernadette – AFS Advisor – 4.0 x 1
 Tournoux, Gene – Study Circle - .10 x 77.7
 Zuzik, Evan – Improv Program Support – 2.7 x 1

Mercer

Horvat, Kara – Computers – 1.5 x 1 (correction to the August 11, 2015 board agenda)

Middle School

Bennett, Megan – Interscholastic Field Hockey Coach (Fall) – 6.0 x 1
 Bishko, Jeremy – Science Olympiad Coordinator – 5.0 x 1
 Burrell, Jonathan – Interscholastic Track Coach (Spring) – 6.0 x 1
 Burrington, Wanda – Science Olympiad Coach - .10 x 40
 Calhoun, Charles – Cross Country Assistant Coach (Fall) – 3.0 x 1
 Clark, Kristen – Interscholastic Volleyball Coach (Fall) – 6.0 x 1
 Collier, Jevette – Student Council – 4.0 x 1
 Doles, Rebecca – Homework Tutoring Center Coordinator – 4.95 x 1
 Goldman, Todd – Interscholastic Soccer Coach (Fall) – 6.0 x 1
 Hanna, Nichole – Homework Tutoring Center Coordinator – 4.95 x 1
 Hindesmiller, Sylvester – Interscholastic Soccer Coach (Fall) – 6.0 x 1
 Kempton, Caitlin – Interscholastic Field Hockey Coach (Fall) – 6.0 x 1
 Klodor, Matthew – Department Chairperson: Social Studies – 4.25 x 1
 Lindsey, Dexter – Men's Locker Room Supervisor (Fall) – 4.0 x 1
 Mitchell, Timothy – Department Chairperson: Physical Education – 6.5 x 1
 Reese, Nathaniel – Interscholastic Football Coach – 6.0 x 1
 Richards, Timothy – Men's Locker Room Supervisor (Spring) – 4.0 x 1
 Richards, Timothy – Men's Locker Room Supervisor (Winter) – 4.0 x 1
 Roche, Ashley – Science Olympiad Coach - .10 x 40
 Rodgers, Carol – Women's Locker Room Supervisor (Winter) – 2.0 x 1
 Rodgers, Carol – Women' Locker Room Supervisor (Spring) – 2.0 x 1
 Sharpe, Rebekah – Drill Team Co-Advisor – 3.0 x 1
 Snyder, Morgan – Science Olympiad Coach - .10 x 40
 Sweeney, Eileen – Cross Country Assistant Coach (Fall) – 3.0 x 1
 Uth, Jason – Interscholastic Soccer Coach (Fall) – 6.0 x 1
 Washington, Shanita – Drill Team Co-Advisor – 3.0 x 1
 Weisbarth, Jennifer – Interscholastic Volleyball Coach (Fall) – 6.0 x 1 (correction to the August 11, 2015 board agenda)

Onaway

Grant, Emily – Before & After School Activities Coordinator – 4.0 x 1

Woodbury

Farinacci, Dan – Drama Club – 1.62 x 1 (correction to the August 11, 2015 board agenda)
 Halapy, Jenifer – Drama Club – 1.62 x 1 (correction to the August 11, 2015 board agenda)

3.8 CHANGES IN RATE FOR LONG TERM SUBSTITUTES

Babcock, Eric – (Math Teacher/High School) – Class B.A., effective August 25, 2015

Gisondo, Michael – (Math Teacher/High School) – Class B.A., effective August 20, 2015

Roche, Ashley – (Grade 8 Science Teacher/Middle School) – Class B.A., effective August 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.

ELL (English Language Learners)

Up to 4 units per individual

Demetro, Joyce
Lasley, Francine

Triozzi, Monica

MSAN (Minority Student Achievement Network) (2014-2015)

Up to 4 units per individual

Bonner, Shaunna
Brooks, Lyndon
Hicks, Richard
Hitchens, Patricia
Langford, Keith
McGovern, Mary Lynne
McIntyre, Hubert

Moore, Laura Ann
Peake, David
Quarles, Debra
Rashid, Patricia
Ratcliffe, Ray
Roberts, Tana
Summers, Michael

Physics

Up to 5 units per individual

Klapholz, David
Marencik, Joseph

Schmidt, James

Professional Development Planning

Up to 2 units per individual

Brown, Selena
Hannah, Amy
Harden, Jamie
Morris, Sean
Moses, Leanne

Paskewitz, Lena
Reinhold, Jean (4)
Vail, Jennifer
Whalen, Kathleen
Zucca, Matthew

Social Studies

Up to 10 units per individual

Knebel, Sarah (5)
Glasier, Andrew

Podl, JoEllen
Saluga, David (5)

Special Education – MH Unit Transitioning
Up to 2 units per individual

McInnerney, Lori
Miller, Carolyn (.5)

Rainer, Susan
Sweeney, John (.5)

3.10 LEAVES OF ABSENCE

Stepnowsky, Kelly – (Learning Specialist/Hathaway Brown) – effective August 27, 2015 through December 4, 2015 (medical) (non-public)

3.11 NON RENEWALS

Ackley, Bryant – effective at the end of the 2014-2015 school year

3.12 RESIGNATIONS

Blair, John – (Intervention Specialist Tutor/High School) – effective at the end of the 2014-2015 school year – 3 years of service (resignation)

Lamovec, Matthew – (Grade 6 Teacher/Woodbury) – effective at the end of the 2014-2015 school year – 1 year of service (resignation)

Lazio, Sara – (KRP Aide/Lomond) – effective at the end of the 2014-2015 school year – 1 year of service (resignation)

4. ADDENDUM-PERSONNEL

4.1 SPECIAL ASSIGNMENTS

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

International Baccalaureate Activities, effective July 7, 2015

Isaacs, Shifa (15)

Snyder, Morgan (2)

4.2 SUMMER SCHOOL APPOINTMENTS

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

Summer Academy/Rising 9th Graders (3/6 hour sessions) (Shaker Schools Foundation Funds)

Darlene Lipovic

Authorization is requested for staff members to participate in the following programs at the rate of \$75.75 per hour (June 2015) per hourly and unit rate schedule:

Summer Academy Overnights (Shaker Schools Foundation Funds)

Darlene Lipovic

4.3 RESIGNATIONS

Calvert, Judy – (Security Monitor/Woodbury) – effective July 1, 2015 – 13 years of service (resignation)

Motion by Annette Tucker Sutherland, second by Reuben Harris, Jr.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-118

5. ACTION ITEMS AND REPORTS-BUSINESS

5.1 APPROVING SCHOOL BUS STOPS FOR THE 2015-2016 SCHOOL YEAR

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 attached School Bus Stops, as amended for the three changes described by the Superintendent, for the 2015-2016 school year in accordance with Ohio Administrative Code No. 3301-83-13.

Motion by Todd Davidson, second by Alex Dykema.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-119

5.2 PAYMENT IN LIEU OF TRANSPORTATION

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board voted on approving the Payment in Lieu of Transportation resolution listed below.

This resolution to declare transportation impractical for certain identified student(s) is presented pursuant to the requirements of Ohio Revised Code Chapter 3327 and the procedures set forth by the Ohio Department of Education. The resolution follows careful evaluation of all other available options prior to consideration of impracticality.

WHEREAS, the student(s) identified below have been determined to be residents of this school district, and eligible for transportation services; and

WHEREAS, after a careful evaluation of all available options, it has been determined that it is impractical to provide transportation for these student(s) to their selected school(s); and

WHEREAS, the following factors as identified in Revised Code 3327.02 have been considered:

1. The time and distance required to provide the transportation;
2. The number of pupils to be transported;
3. The cost of providing transportation in terms of equipment, maintenance, personnel, and administration;
4. Whether and to what extent the additional service unavoidably disrupts current transportation schedules; and

WHEREAS, the option of offering payment in lieu of transportation is provided in Revised Code;

NOW THEREFORE, BE IT RESOLVED that the Shaker Heights City School District Board of Education hereby approves the declaration of "impractical to transport" for the identified student(s), and offering them payment in lieu of transportation. The state per pupil annual reimbursement amount is estimated to approximate \$250.00.

<u>SCHOOL</u>	<u>STUDENT/GRADE</u>
Parma Heights Christian Academy 8971 W. Ridgewood Drive Parma Heights OH 44130	Jordan Ramsey (7)
Sacred Heart of Jesus Academy 4478 Rushton Road South Euclid, OH 44121	Sonia Arndt (4)
Summit Academy 5868 Stumph Road Parma, OH 44130	Russell Besson (5)
Fuchs Mizrachi 26600 Shaker Boulevard Beachwood OH 44122	Ezekiel Ratner (7) Dov Ratner (8)
Cleveland Montessori 12009 Mayfield Road Cleveland OH 44106	Julienne Avril (2) Christopher Keating (1)
Northfield Baptist Christian School 311 West Aurora Road Northfield, Ohio 44067	Emani Dix (1) Robert Dix III (6)

Motion by Alex Dykema, second by William Clawson II.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-120

5.3 ANNUAL AGREEMENT FOR SERVICES WITH GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY FOR THE 2015-2016 SCHOOL YEAR

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 attached agreement with the Greater Cleveland Regional Transit Authority (RTA), which provides for reduced fares for District students utilizing RTA's regular bus or rapid transit service for the 2015-2016 school year.

Motion by Annette Tucker Sutherland, second by Alex Dykema.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-121

5.4 RESOLUTION AUTHORIZING AN AGREEMENT FOR MASTER FACILITIES PLANNING CONSULTING SERVICES WITH VAN AUKEN AKINS ARCHITECTS LLC.

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving a resolution authorizing an agreement for Master Facilities Planning consulting services with Van Auken Akins Architects LLC.

At this time, Dr. Hutchings introduced Stephen Wilkins, Assistant Superintendent of Business and Operations, who gave an update on Master Facilities Planning.

A question, answer and discussion session followed the presentation until 8:11 p.m.

WHEREAS, pursuant to its Request for Qualifications for Master Planning and Facilities Assessment Services, the District solicited statements of qualifications for master facilities planning consulting services in connection with the District's possible participation in the Classroom Facilities Assistance Program of the Ohio Facilities Construction Commission; 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; and

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

WHEREAS, pursuant to that process, the District ranked Van Auken Akins Architects LLC as the top firms to provide the master facilities planning consulting services; and

WHEREAS, this Board therefore desires to enter into an agreement with Van Auken Akins Architects LLC for the purpose of obtaining master facilities planning consulting services.

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 Master Facilities Planning Consulting 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 master facilities planning consulting 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, provided that if the Superintendent and Treasurer are unable to negotiate mutually acceptable final terms and conditions of the agreement, then the Superintendent and Treasurer may proceed to negotiate an agreement with the next most qualified firm as provided in Revised Code 153.69.

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 Todd Davidson, second by Alex Dykema.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-122

6. ADDENDUM-BUSINESS (no items)

7. ACTION ITEMS-BOARD OF EDUCATION

7.1 DUES COLLECTIONS-OAPSE LOCAL #149-SECRETARIAL/CLERICAL 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 Dues Collections-OAPSE Local #149-Secretarial/Clerical Memorandum of Understanding (see attachment).

Motion by Alex Dykema, second by Annette Tucker Sutherland.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-123

7.2 DUES COLLECTIONS-OAPSE LOCAL #152-SECURITY 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 Dues Collections-OAPSE Local #152-Security Memorandum of Understanding (see attachment).

Motion by Alex Dykema, second by William Clawson II.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-124

7.3 TEMPORARY ASSIGNMENT PAY-OAPSE LOCAL #152-SECURITY 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 Temporary Assignment Pay-OAPSE Local #152-Security Memorandum of Understanding (see attachment).

Motion by Annette Tucker Sutherland, second by Alex Dykema.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-125

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 for the month and year-to-date ended July 31, 2015 (attached Exhibit T-1 in Subject Section 8.2) and the Interim Investments for August 2015 (attached Exhibit T-2 in Subject Section 8.3) and the Transfer and Advances Between Funds listed in Subject Section 8.4. Note-Subject Section 8.2, 8.3 and 8.4 of the agenda may be acted on in one motion.

8.2 FINANCIAL STATEMENTS

It is recommended that the attached monthly financial statements for the month and year-to-date ended July 31, 2015 (Exhibit T-1) be accepted and placed on file for audit.

At this time, Mr. Christman reported on the following financial items:

JULY 2015 FINANCIAL OVERVIEW

The revenue activity for the month and for the fiscal year-to-date July 2015 has been similar to the same reporting period for the prior year with the following exceptions:

- The real estate tax advances received in July this year were \$2.6 million higher than last year due to collections on the new levy in effect for calendar 2015;
- Other State revenue was \$1 million lower than the prior year attributable to the catastrophic aid reimbursement for Fiscal 2013 delayed by the State and paid in July 2014, while the Fiscal 2014 reimbursement was received in June 2015.

The expenditure activity for the month and for the fiscal year-to-date July 2015 was \$0.7 million below the prior year amount due primarily to timing differences. In summary the District's overall finances are on target with expectations at this time.

Annual Financial Audit

The annual financial audit has already begun. The process consists of two stages, including a conversion from cash basis to Generally Accepted Accounting Principles (GAAP) basis (which continues to be performed by Rea & Associates), and the audit of the financial statements and financial operations to be performed by the Auditor of State. We will update you on the status of the audit as it progresses.

School District Tax Levy Unofficial Results

Of the 3 Ohio school district funding issues (3 districts) on the August 5th ballot, unofficial results indicate that 2 or 66.7% passed, including 2 of 3 or 66.7% of operating issues passed. There were no capital or income tax issues. 1 of 2 or 50.0% of new issues passed, while 1 of 1 or 100.0% of renewal issues passed. There were no Cuyahoga County issues on the ballot.

Recent media articles are reporting on the Cuyahoga County release of the triennial update of proposed tax valuations for the 2015 tax year to be used for tax bills payable in calendar 2016, indicating that most of Shaker Heights' residential property valuation is increasing between 5-10%, with an overall average approximating 6%. Mr. Christman reminded the Board about the impact of House Bill No. 920 and its leveling effect on District tax collections as relates to changes in property valuations.

The vast majority (about 92.4% in calendar 2015) of the District's tax millage is subject to the provisions of House Bill No. 920, which was enacted in 1976 as a real property tax anti-inflationary measure. The bill contains a tax reduction factor designed to prevent revenues from voted tax levies from increasing even though the assessed valuation of property may rise. In other words, when property owners vote for a levy, they are voting for a continuous fixed dollar amount rather than for a set number of mills.

Although the majority of your property taxes benefit the school district (about 74.0% in calendar 2015), also included in your total bill are property taxes that are assessed by the City (7.4%), the County (10.6%), and other entities (8.0%) such as the Library, the MetroParks, and Cuyahoga Community College (CCC). Of the total tax bill, about 85% in calendar 2015 is subject to the reduction factors of House Bill No. 920, while the remaining 15% is not, consequently, when the assessed value increases every three (update) or six (reappraisal) years, only the 15% portion of your tax bill will increase in accordance with the valuation increase percentage, while the remaining portion stays approximately the same.

Mr. Christman also reported on the following legislative items:

- **State Budget Status:** State revenues on target for FY16 through August; \$14.2 million or 0.4% above projections.
- **November Ballot:** Issue 1 on the November ballot would change the way Ohio draws their general assembly districts, requiring at least two votes from the minority party in order to be in effect for a full decade, otherwise, a map would only last four years.
- **Constitutional Modernization Commission** considers a proposal to lengthen term limits by four years, a group has submitted a proposed constitution amendment to the Attorney General that would add a lifetime limit of Ohio legislators – eight in same office, no more that twelve in any combination.
- **Bureau of Workers Compensation** is proposing rate cuts effective January 1, 2016 including on average 7.9% for school districts.

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

- various Administrative meetings;
- NCC regarding ITC fee structure and the Treasurers’ Conservatorship Committee;
- Staff Convocation;
- meeting with Board candidate
- meetings with new administrators;
- NEOASBO August meeting;
- Ohio Civil Rights filing;
- expense report reimbursement process meeting;
- gathering information for planning negotiations with tutors and;
- gathering information for submission to the online benefits system.

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.

8.4 TRANSFERS BETWEEN FUNDS

It is recommended that the Board of Education approve the following Transfers Between Funds:

TRANSFERS BETWEEN FUNDS

FROM:

<u>FUND</u>	<u>SPCC</u>	<u>FUNC.</u>	<u>OBJ.</u>	<u>OPU</u>	<u>AMOUNT</u>
001	0000	7200	910	000	\$90,000

TO:

<u>FUND</u>	<u>SPCC</u>	<u>REC.</u>	<u>OPU</u>	<u>AMOUNT</u>
300	9601	5100	120	\$45,000
300	9603	5100	120	\$30,000
300	9602	5100	100	\$15,000

Reason: To provide funds for the athletic departments at the High School and Middle School.

Motion by William Clawson II, second by Alex Dykema.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-126

8.5 ADOPTION OF THE 2015-2016 ANNUAL APPROPRIATIONS

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education will vote on rescinding Resolution No. 15-06-76, the Temporary Annual Appropriations for 2015-2016, and adopting the 2015-2016 Annual Appropriations as listed in the attachment (Exhibit T-3).

At this time Treasurer Bryan Christman presented to the Board of Education the Fiscal 2015-2016 Annual Appropriations.

He reviewed each of the major funds and provided the following general fund budget appropriation highlights. The presented budget reflects:

- An estimated net \$0.9 million increase in State Foundation revenues attributable to the provisions of House Bill No. 64, the State's biennial budget for fiscal years 2016 & 2017;
- An expected net increase in tax revenues of \$2.6 million, attributable to the new revenues representing the second half of the first full year's collections from the new 6.9 mill levy that began January 2015;
- A \$1 million decrease in Other State Revenues attributable to the return to only receiving one payment for catastrophic aid reimbursements;
- The Fiscal 2016 budget is \$92.7 million which is \$4.4 million or 5.0% greater than Fiscal 2015 actual expenditures (including the Fiscal 2015 net change in encumbrances).

The remainder of the appropriation document included:

- Various line and bar charts reflecting historical and Fiscal 2016 projected revenues and expenses;
- Various pie charts depicting revenues and expenses by major categories for Fiscal 2015 actual results; and
- Detailed breakdown of actual Fiscal 2014, actual Fiscal 2015, and budgeted Fiscal 2016 expenses by function, operating unit and object, including dollar and percentage change from Fiscal 2015 to projected/budgeted Fiscal 2016.

Motion by Annette Tucker Sutherland, second by Alex Dykema.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-127

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

College Credit Plus

Our high school is transitioning from the Post-Secondary Enrollment Options Program to the newly-mandated College Credit Plus Program. Parents are taking advantage of the opportunity for their students to take courses at local colleges and universities. We have a total of thirteen high school students taking courses at John Carroll, Cleveland State University, Case Western Reserve University, Cuyahoga Community College, and Notre Dame. We continue to work with Kenyon College by offering two of their courses at our high school.

Innovative Center Flowchart

In the 2014-2015 school year, we opened the Innovative Center for Personalized Learning and Family Engagement at the Stephanie Tubbs Jones Center on Lee Road. In partnership with the City of Shaker Heights and Shaker Foundation, the Innovative Center provides Shaker Heights High School students a high-quality alternative and accelerated learning opportunities for those who are not experiencing success at the high school.

After a thriving first year, we have reviewed and refined the process by which students are identified, referred to, and accepted into the Innovative Center. Implementation of this process, with refinements as needed, will ensure the most effective placement and successful learning outcomes for our high school students.

A flowchart was created, detailing how we determine which option will best serve the student. The process for students to be transferred to the Innovative Center begins when a student demonstrates a need for an alternative pathway for obtaining a high school diploma. The Guidance/Assistant Principal team for that student goes through the steps of the Response to Intervention (RtI) process to implement supports at Shaker Heights High School. If the supports do not address the needs and the Innovative Center is determined to be a possible placement, the Guidance/Assistant Principal team meets with Dr. Spurrier. Dr. Spurrier and the Guidance Counselor complete the tentative enrollment form and prepare a list of courses the student needs to graduate. Dr. Spurrier forwards the student's information to Principal Reed for review and consideration. For students with special needs, the Individualized Education Plan (IEP) team must meet to change their IEP, and Gina Eaton, IC Coordinator, must receive the revised IEP before the student can attend the Innovative Center.

Finally, a conversation among the counselor, Assistant Principal and Gina Eaton will take place, to orient the Innovative Center team to the new student's needs, strengths and opportunities to grow. Once the student starts their studies at the Innovative Center, the team will continue to support the student's success through communication about their progress and on-site guidance counseling.

Goal 2: Continuous Improvement

August 17-21, 2015 Staff Professional Days

The Staff Professional Days agendas for the week of August 17-21, 2015 reflected increased collaboration among principals and staff including, but not limited to:

- initial discussions regarding format and structure among principals and central office last spring
- ongoing discussions with principals and myself over the summer and during the Leadership Institutes in July
- multiple collaborative meetings with building staff and administration over the summer

These collaborative efforts resulted in agendas and activities that exemplify and reflect the theme of professional learning for this year: *Colleagues effectively collaborating and reflecting to positively impact instruction and student learning.*

Urban Superintendents Academy

On August 28, I had the honor of participating in a panel discussion as part of the inaugural conference of the Urban Superintendents Academy, an academy in which I am a member of its steering committee. The conference was sponsored by AASA, the School Superintendents Association, and Howard University, and took place in Alexandria, Va., and Washington DC.

I was honored to be on a panel with Dr. Pedro Noguera of UCLA, who also gave the keynote address. Much of Dr. Noguera's research focuses on ways in which schools are influenced by social and economic conditions as well as demographics.

I shared some of the positive work we are doing here in Shaker to eliminate barriers to success, including:

- Equity is part of our Five Year Strategic Plan – it is embedded in all we do.
- All students get IB and enrichment programs —that helps level the playing field
- We meet kids where they are, and give them what they need to succeed
- We foster a culture that believes every student can achieve at or above grade level.
- We identify barriers that exist to achievement and engagement, whether they are practical, cultural or systemic, and find ways to remove them.
- We continue to evaluate assessments and ensure that assessments inform and improve instruction, rather than sort and punish students.

African-American Male Teachers Initiative

We are working with the U.S. Department of Education on an initiative that I believe could be a real game-changer. There is a critical shortage of African-American male teachers—nationally, the percentage stands at less than 2 percent. We plan to partner with Howard University to create a program in which Shaker trains, develops and nurtures African-American male teachers. The program details are as follows:

- Howard students would work a one-year residency here.

- They would receive IB training.
- They would receive mentoring.
- They would stay for at least 5 years.

We believe this program not only will help our students succeed, but will also help further diversify our community and serve as a national model.

Goal 4: Human Resources and Facilities

Update: Monthly Agenda of School District – Police Meeting

The School District meets every 4-6 weeks with the Shaker Heights City Police Department to communicate and collaborate on topics of interest. This memorandum informs of the recent agenda as we work to open schools. On August 13, 2015, the group met to discuss the following topics:

1. Lines of communication regarding sensitive information
2. Organizational structure of school security monitors
3. Meet-and-greet session with new principals at the High School
4. Manpower at sporting events and special events
5. Role of off-duty police details
6. Woodbury-Onaway traffic plan
7. School District Convocation on August 17
8. First-day of school on August 24
9. Emergency drill schedules and coordination
10. School emergency operations plans
11. Working group to develop classroom activities for students to learn about law enforcement fields
12. Next meeting date for police and school district

Administrative Onboarding

We have completed most aspects of Onboarding of our new school and district administrators. We continued to alter the activities based on the background of the administrators. We also made a change in terms of whom we included in the Onboarding activities. Initially, the plan was to work with administrators at the principal and central office levels. As a result of the first set of activities, we decided to also provide certain components to our three new assistant principals and the staff assistant at Lomond. While these four administrators come from a variety of backgrounds such as two first-year administrators, a veteran administrator in her first year at Shaker and a long-time Shaker teacher in her first quasi-administrative role, their feedback was that they appreciated the activities and were seeing very familiar things in a different light due to their new roles and responsibilities.

Update: Woodbury/Onaway Traffic Meeting at Onaway School

The City of Shaker Heights implemented a one-way designation of Woodbury Road during student pick up (8 am – 9:30 pm) and drop off times (2:30 pm – 4 pm) to increase the safety of students beginning August 24. There is notification of the change on the City and School websites. Door-to-door flyers were delivered to the residents on Woodbury Road and Huntington Road by the Office of Safety and

Security. The City has already installed one-way, traffic signs on Woodbury Road. A traffic-speed display is also set up on Huntington Road.

During the first week of school, the District monitored the traffic change and found that traffic safety steadily improved throughout the week. The flow of traffic has become consistent, less hectic and more predictable for all concerned. The Shaker Heights Police patrols did fine work to warn drivers that turned left out of Woodbury School's driveway or left onto Woodbury Road from Woodland. The crossing guard at Huntington Road also performed well. Local residents and staff report great satisfaction with the improved traffic safety along the road.

Transition Support

Earlier this year, the Board approved a few retirees to work a limited number of days to assist with transitioning projects and knowledge to the current staff member holding the position or completing that project. The approved retirees are: Christine Auginas, Michael Griffith, Patricia Neville, Fred Shalhoup, Patricia Ott, and Bernice Stokes.

We have created a process to ensure we know who is working, what they are doing, and when they are working. The process includes monitoring and oversight of the approved hours so we are cognizant of not exceeding the number of approved days. A summary of the process is provided below.

Any person on Superintendent's Cabinet may complete the request to have one of the approved persons to work. Available and utilized hours are tracked by staff in the Department of Business and Operations. Approval requires the signature of a member of the Senior Executive Team and the Superintendent. If the request is approved, the person in need contacts the retiree and schedules the time to do the work. After the work has been completed, the requester and the person sign off and submit paperwork to payroll for the person to be compensated.

Goal 5: Communications

Alumni Association Hall of Fame – SAVE THE DATE

Several events have been scheduled to celebrate the Shaker Heights Alumni Association Hall of Fame Induction.

First, an induction dinner has been scheduled for Sunday, 10/11/2015, at the Cleveland Skating Club. The flyer will be forthcoming for you to make a reservation for dinner with the Alumni Association.

Activities on Monday, 10/12/15, include a breakfast sponsored by the Shaker Schools Foundation and a student assembly at which the inductees give a brief talk. The breakfast begins at 8:15 a.m. in the Egress and the assembly at 8:59 a.m. in the large auditorium. There is no need to RSVP for either of these activities. Please feel free to attend.

Brown Bag Lunch Program

We continue to look for new and improved ways to connect with our parents, especially through our PTO. This year, we will conduct monthly brown-bag lunches with PTO building presidents and with one of our two PTO Council presidents.

These will be regular, informal 90-minute conversations between me and our PTO. We will provide drinks and snacks, and they will bring their own sandwich. The goal is for me to better understand what is going on in our buildings, and for them to be aware of the initiatives and issues we are working on.

In addition, we will have our Open Chat with the PTO Council. This year, we will do two chats, one in October and one in May. Again, the goal is to address issues and concerns in a timely manner, and to work together in a collaborative fashion to solve challenges.

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 gave an update on the Shaker Foundation which is in transition due to various items including the upcoming retirement of Christine Auginas. She also reported on the Tri Heights consortium report, which was e-mailed to the Board.

Mr. Dykema gave an update on the work of the Policy Committee; a special Board meeting worksession will be held September 16, 2015 to present and review the draft of the updated policy manual.

Mr. Clawson announced that the OSBA Capital Conference will be held in Columbus in early November.

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, including the Superintendent's annual evaluation under Ohio Revised Code (ORC) Section 121.22(G)(1); and to discuss matters relative to collective bargaining negotiations under ORC Section 121.22(G)(4).

Motion by Annette Tucker Sutherland, second by Todd Davidson.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-128

The Board of Education recessed the public session at 9:06 p.m. After a short break, the executive session convened at 9:15 p.m. including Treasurer Christman and Superintendent Hutchings. Superintendent Hutchings and Treasurer Christman departed the executive session at 9:57 p.m.

At 11:19 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, October 13, 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 Alex Dykema, second by Todd Davidson.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-09-129

The regular meeting of the Shaker Heights Board of Education adjourned at 11:20 p.m.

William L. Clawson II, President

Bryan C. Christman, Treasurer