

To be approved at the Board of Education meeting January 12, 2016.

MINUTES OF THE DECEMBER 7, 2015 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Monday, December 7, 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 6:04 p.m., President William L. Clawson II, who presided over the meeting, called the meeting to order.

1.2 ROLL CALL

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

Members present :

Todd C. Davidson, Alex L. Dykema, Annette Tucker Sutherland and William L. Clawson II. Reuben Harris, Jr., joined the meeting in progress at 6:36 p.m.

1.3 PLEDGE OF ALLEGIANCE

Superintendent Gregory C. Hutchings, Jr., introduced a 4th grade student from the Fernway Elementary School who led the Board of Education in the pledge of allegiance, after which Principal Chris Hayward gave an update on Fernway Elementary School. Mr. Hayward reported that Fernway is having a fabulous year. They just completed two days of professional development with staff. Staff is also taking part of a self-study which is being done at all the elementary buildings. Third grade American Institute for research testing just finished up also. They are all working together to put the action plans as set in Strategic Plan Goal 1 helping students with creating a homework club. This will help students build study habits and skills needed as it relates to their homework.

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 November 4, 2015 Regular Board Meeting and the November 17, 2015 Special Board Meeting as presented in the attachments below.

Motion by Todd Davidson, second by Alex Dykema.

Final Resolution: Motion Carries

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

Not Present at Vote: Reuben Harris, Jr.

15-12-149

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:

MYP Academy

We had an extremely successful MYP Academy November 24 for all of our 5th through 12th grade faculty. The academy offered 24 sessions and 16 focus groups to choose from, and our teacher leaders from around the District worked hard to make sure that there was something valuable for everyone who participated! I want to give special thanks to our MYP coordinators, John Moore, Amy Brodsky and Kevin Thomas, for their work on this outstanding event.

Ohio Senate Democratic Caucus Visit

Members of the Ohio Senate Democratic Caucus visited our District on November 19 as part of its "Columbus to the Classroom" listening tour. The caucus included Sen. Sandra Williams, whose district included Shaker Heights, and Senate Minority Leader Joe Schiavoni. The senators and caucus staff spoke separately with Shaker administrators, teachers, parents and students. They discussed a wide range of topics, from school funding to standardized assessments. They also toured two schools—Onaway and Woodbury. The legislators were so impressed with our students that they encouraged them to apply for internships at the Statehouse!

Shakerite Wins Honors

Congratulations to our excellent student newspaper, The Shakerite, for The Shakerite won top accolades at the National Scholastic Press Association's annual fall convention in Orlando, FL. A Shakerite editorial was named Opinion Story of the Year by the NSPA, and a Shakerite sports story garnered fourth place nationally in the competition.

The March 4, 2015, editorial, "District Let Down Lomond Students," written by 2015 graduates Marcia Brown, editor-in-chief, and managing editors John Vodrey and Abby White, claimed top honors amid a field of 10 finalists that featured no other Ohio publications. Senior Raider Zone Editor Ned Weingart's November 17, 2014, story, "Will Shaker Ever Let There be Light?" earned fourth place in the NSPA Sports Story of the Year category.

More than 6,100 scholastic journalists from across the country attended the NSPA convention this year.

Shaker Students to Perform with Jim Brickman

Members of the SHHS Mixed A Capella Ensemble, directed by Mario Clopton, will have a chance to shine alongside pianist Jim Brickman, SHHS '79, and vocalist Anne Cochran, SHHS '77, when they perform with them in Brickman's "Comfort and Joy" holiday show at Playhouse Square on Saturday, December 19 at 7:30 p.m. Friends, families and employees of the [City of Shaker Heights](#) and the Shaker Heights City School District can purchase discounted tickets to the event. To receive the discount, visit our web site, click on the Playhouse Square link, and enter the promotional code SHAKER to receive a 15% discount.

High School Students Plant Red and White Tulips for Spring

Finally, the High School Seeds Club and other students dug into the [Shaker Heights High School Learning Garden](#), planting 1,000 red and white tulip bulbs in preparation for next spring. The [Shaker Schools Foundation](#) provided a grant to the

garden which enabled the purchase of the bulbs. Be sure to check out the results of their hard work after the winter thaw!

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.

Shaker Heights City, Mayor Leiken spoke briefly about Mr. Harris and his dedication to the school Board and students of Shaker Heights. Along with dedication to the school Mr. Harris has been a huge part of the community. Mayor Leiken looks forward to Mr. Harris's on going involvement in the community.

Public comment continued later in meeting.

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

Clemons, DeAndre - (Permanent Part Time Bus Driver/Transportation) - step 1 of the Local 200 Salary Schedule - effective November 17, 2015

Fagan, Kara - (ELL Tutor/Woodbury/Onaway) - Class M.A, step 3 of the Non-Bargaining/Non-Administrative Certificated Salary Schedule - effective December 14, 2015

Miller, Heath - (Maintenance Mechanic/Service Center) - step 11 of the Local 200 Salary Schedule - effective December 7, 2015

Phillips, William - (Permanent Part Time Bus Driver/Transportation) - step 1 of the Local 200 Salary Schedule - effective November 17, 2015

Spevak, Erin - (Assistant Supervisor of Transportation/Transportation) - Class XX, grade 3 of the Classified Administrator Salary Schedule - effective December 1, 2015

Williams, Shaquan - (Permanent Part Time Bus Monitor/Transportation) - step 1 of the Teacher Aide/Teacher Assistant Salary Schedule - effective December 7, 2015

Woods, Marcus - (Building Assistant/Boulevard) - step 9 of the Local 200 Salary Schedule - effective November 30, 2015

3.2 CHANGES IN ASSIGNMENT

Harris, Jerome (Day Head Custodian III) - from Building Assistant/Mercer to Day Head Custodian III/Lomond, step 8 of the Local 200 Salary Schedule - effective December 8, 2015

Pelc, Jason (Custodian) - from Custodian/Onaway to Custodian/Service Center, step b of the Local 200 Salary Schedule - effective December 14, 2015

Mahoney, Kevin (Grounds Maintenance Worker) - from Custodian/Boulevard to Grounds Maintenance Worker/Service Center, step 11 of the Local 200 Salary Schedule - effective December 7, 2015

Varricchio, Christine - (KRP Aide/Boulevard) - from Special Education Aide/Boulevard to KRP Aide/Boulevard, step 6 of the Teacher Aide/Assistant Salary Schedule - effective January 4, 2016

3.3 TEMPORARY EMPLOYEES

Blended Learning Tutor

Allen, Nancy
Stead, Kathryn

Williams, Arnetta

Lunch Aide

Agee, Kevin
Niemi, Kim

Tyler Michelle

Proctor

Berggrun, Michelle
Finney, Dollye
Glaros, Margie
Grannis, Nancy

Husband, Theo
Lawrence, Sheri
Romano, Joe
Sauerland, Leanne

Student Aide

Calhoun, Cydney
Hamilton, Autumn

Johnson, Xavier
Wang, Yiyin

Substitute Custodian

Corrao, Karen

Fumich, Trenton

Substitute Secretary

Rodgers, Lucia

Substitute Special Education Aide

Friedman, Wendy
Grimes, Joseph

Lynch, Jerome
Melchoir, Steve

Howard, Betty

Zavelson, Nancy

Tutoring Center Tutor

Muttillio, Carmelina

Steiner, Cynthia

3.4 SUBSTITUTE ADMINISTRATOR/SUPERVISOR

Patterson, Barbara

Roulette-McIntyre, Ovella

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.

Additional Days Beyond the Number of Contractual Days

Ng, Jane - 6 days per diem (correction to the August 11, 2015 board agenda)

Strategic Plan Quarterly Chats Program Planning

Up to 1 unit per individual

Abraham, Jeremy

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.

English Language Arts (ELA)

Up to 4 units per individual

Richards, Catherine

Social Studies and Science Committee

Up to 3 units per individual

McClaine, Yvette

3.7 SUPPLEMENTAL CONTRACTS

Boulevard

Varricchio, Christine - Extended Day Supervisor - 3.5 x 1

High School

Ashcroft, Patrick - Pre Season Football Assistant Coach (Fall) - 2.75 x 1 (rescind)

Barker, Reginald - Basketball Assistant Coach (Women) (Winter) - 6.5 x 1

Barker, Reginald - Pre Season Basketball Assistant Coach (Women) (Winter) - 2.5 x 1

Gibson, Jarvis - Football Study Table Advisor - 2.75 x 1

Lamovec, Matthew - Baseball Assistant Coach (Spring 2014-2015) - 2.2 x 1

Lamovec, Matthew - Varsity Baseball Assistant Coach (Spring 2014-2015) - .10 x 5

Moorehead, Jon - Basketball Junior Varsity Coach (Women) (Winter) - 6.5 x 1

Moorehead, Jon - Pre Season Basketball Junior Varsity Coach (Women) (Winter) - 2.5 x 1

Thompson, Shanna - Basketball Freshman Coach (Women) - 6.5 x 1 (rescind)

Thompson, Shanna - Pre Season Basketball Freshman Coach (Women) - 2.5 x 1 (rescind)

Middle School

Coleman, Chelsea - Cheerleader Advisor - 2.0 x 1

Hill, Jeremy - 7th Grade Basketball Coach (Winter) - 6.0 x 1

Hines, Ryan - Interscholastic 7th Grade Basketball Coach (Winter) - 6.0 x 1

Hodges, James - Interscholastic Wrestling Coach (Winter) - 4.5 x 1

Ratcliffe, Ray - Interscholastic Wrestling Coach (Winter) - 4.5 x 1

Woodbury

Ayers, Michelle - Girls Support - .05 x 10

Rashid, Patricia - Girls Support - .05 x 10 (rescind)

3.8 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTES

Antol, Rayna - (Intervention Specialist Teacher/Middle School) - Class M.A. - effective November 19, 2015

Schmuck, Jessica - (Intervention Specialist Teacher/Lomond) - Class B.A. - effective December 4, 2015

3.9 LEAVES OF ABSENCE

Green, Andrea - (Special Education Aide/High School) - effective November 12, 2015 through June 3, 2016 (medical)

Haffke, Louise - (Nurse/Fernway) - effective January 19, 2016 through June 3, 2016 (caregiver)

Kolakowski, Michele - (Special Education Aide/Middle School) - effective November 13, 2015 through June 3, 2016 (medical)

Reid, Jewel - (English Teacher/High School) - effective January 19, 2016 through June 3, 2016 (general)

3.10 RESIGNATIONS

Auginas, Christine - (Director of Shaker Schools Foundation/Liaison of Alumni Relations/Administration) - effective June 30, 2016 (retirement)

Candel, Charles - (Grade 5 Teacher/Woodbury) - effective at the end of the 2015-2016 school year - 8 years of service (retirement)

Demetro, Joyce - (ELL Tutor/Onaway/Woodbury) - effective November 20, 2015 - 4 years, 4 months of service (resignation)

Roan, Latonya (Permanent Part Time Bus Driver/Transportation) - effective December 18, 2015 - 2 years of service (resignation)

Santoro, Gabriella - (KRP Aide/Boulevard) - effective December 18, 2015 - 4 months of service (resignation)

3.11 OTHER

Christman, Bryan - (Treasurer/Administration Building) - In conjunction with the Board's Fiscal 2015 annual performance evaluation of the Treasurer, an increase in base salary of 4.5% effective August 1, 2015, plus a \$2,500 one-time performance bonus payment.

4. ADDENDUM-PERSONNEL

4.1 TEMPORARY EMPLOYEES

Lunch Aide

Shorts, Micah

Motion by Alex Dykema, second by William Clawson II.

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

Not Present at Vote: Reuben Harris, Jr.

15-12-150

5. ACTION ITEMS AND REPORTS-BUSINESS

5.1 A RESOLUTION AUTHORIZING A FIRST AMENDMENT TO AGREEMENT FOR ARCHITECTURAL SERVICES WITH VAN AUKEN AKINS ARCHITECTS LLC IN CONNECTION WITH THE WOODBURY ELEMENTARY SCHOOL CLOCK TOWER REPLACEMENT

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 authorizing a first amendment to agreement for architectural services with Van Auken Akins LLC in connection with the Woodbury Elementary School clock tower replacement.

WHEREAS, the District entered into an architectural agreement with Van Auken Akins Architects LLC (the "Architect") for various facilities improvements including programming for the replacement of the Woodbury Elementary School Clock Tower; and

WHEREAS, the Architect has completed the programming phase for the Woodbury Elementary School Clock Tower Replacement; and

WHEREAS, the District intends to amend the architectural agreement so that the Architect may now provide basic services for the Woodbury Elementary School Clock Tower Replacement.

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 First Amendment to 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, the First Amendment to Agreement for architectural services with Van Auken Akins Architects LLC substantially in the form now on file with the Treasurer. The form of the First Amendment to 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 First Amendment to 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 First Amendment to 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: Todd Davidson, Alex Dykema, Annette Tucker Sutherland, William Clawson II

Not Present at Vote: Reuben Harris, Jr.

15-12-151

6. ADDENDUM-BUSINESS (no items)

7. ACTION ITEMS-BOARD OF EDUCATION

7.1 SHAKER HEIGHTS PUBLIC LIBRARY BOARD OF TRUSTEES APPOINTMENT

At the recommendation of the Board of Education's Shaker Heights Public Library Board Liaisons, and upon receiving a motion and a second, the Board of Education voted to appoint the recommended candidate to the Shaker Heights Public Library Board of Trustees for a seven-year term commencing April 1, 2016 and ending March 31, 2023.

Board of Education Policy BCJ states in part as follows:

Trustee vacancies for full terms or unexpired terms will be publicized by the Board of Education so that all residents may have an opportunity to apply. All trustees are eligible for reappointment which may be made by the Board of Education in consultation with the Library Board of Trustees, without posting a vacancy. All applications will be kept on file for one year. Should an additional vacancy occur during that time, the vacancy may be filled by a current applicant mutually agreed upon by the President of the Board of Education and the President of the Library Board.

Recommended Appointee: Michael Bertsch (resume attached), currently serving an unexpired term ending March 31, 2016.

Motion by Alex Dykema, second by Annette Tucker Sutherland.

Final Resolution: Motion Carries

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

Not Present at Vote: Reuben Harris, Jr.

15-12-152

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 Schools' Strategic Plan as follows:

Brown Bag Lunch

We held our second Brown Bag Lunch with PTO leaders November 17. We had another good turnout, and another great conversation with PTO presidents from each of our schools.

As you will recall, the Brown Bag Lunches are an opportunity for me to meet monthly with our PTO leaders and share with them news and initiatives that affect our schools. Likewise, it gives our PTO leaders an opportunity to bring issues and concerns to me.

In our November meeting, we discussed a variety of issues including gifted education and the high school principal search process.

Communications Advisory Council

We also had our second monthly Communications Advisory Council meeting in November. The Council consists of about a dozen community members who have a wide variety of communications experience, including marketing, public relations and journalism.

The Council really serves as a consultant to our Executive Director of Communications and me, providing us advice and insights.

At this past month's meeting the Council critiqued "Measuring What Matters," shared some ideas about our future web site redesign, and shared their thoughts about our Safe Schools Summit.

By definition, these are very busy people, and we appreciate them donating their time and considerable expertise to our District.

PTO Community Chat

I wanted to thank the PTO Co-Presidents, Candith McMillan and Missy Sherwin, for putting together an excellent Community Chat here in the High School Small Auditorium on November 30.

Those of you who attended know that we covered a variety of topics and answered questions from many parents. We had principals or assistant principals present from all of our schools, as well as members of our administrative team, to help answer questions and address concerns.

You will recall that last year, we held one Community Chat in the spring. This year we will have two—the one that was held last week, as well as one in May.

If you missed the chat, it was videotaped and can be found on YouTube. There is a link in the most recent PTO newsletters.

Realtors Breakfast

I was very pleased last week to have the opportunity to address a large group of area Realtors and share with them news about our District. The City of Shaker Heights puts this event together each year, and I believe this year's event was one of the best ones yet.

Upwards of 70 Realtors who do business in Shaker Heights attended the breakfast. This year's breakfast included members of the "Realists," a group of African-American Realtors who do business in Shaker Heights.

The Realtors heard from Mayor Leiken, who gave them an overview of the development taking place in our community. They also heard presentations about the Van Aken District Redevelopment and the Moreland District Development.

I gave a 30-minute presentation on the state of our schools, and shared several of our new initiatives, including our Shaker's First Class preschool program and our African-American Male Teachers Initiative. I believe the presentation was well-received, and the group asked a lot of insightful questions.

Hanna Perkins

We are in the process of developing a partnership with Hanna Perkins Center for Child Development in several key areas. First, Hanna Perkins is submitting a \$50,000 grant to the Abington Foundation to create a partnership with the Shaker Heights City School District around bullying and family engagement.

The grant will provide programming for students and will focus on a bullying prevention program that emphasizes the development of appropriate skills to cope with angry feelings. Engagement groups for parents will be led by a Hanna Perkins therapist and will focus on various aspects of early childhood development. Teacher education sessions will also be conducted by a Hanna Perkins therapist and will address the developmental needs of early childhood students with regard to their academic, social and emotional growth.

We are also working with Hanna Perkins on a preschools referral program for students who have emotional needs greater than those that can be addressed in a typical preschool setting. As we identify students for our Early Childhood Expansion Program, Shaker's First Class, we will partner with Hanna Perkins to refer students who are more suited for their preschool program.

We are also working with Hanna Perkins to develop an articulation program for students currently enrolled in the preschool and kindergarten classes at Hanna Perkins who will become students in the Shaker Schools during the 2016-2017 school year. The articulation will focus on bringing together parents, educators in the Shaker Schools, and educators at Hanna Perkins together to insure the success of each student.

Finally, the Associate Director of Community Relations at Hanna Perkins has expressed a willingness to share strategies with our new Coordinator of Family and Community Engagement, so we will make sure that occurs when our new person comes on board.

At this time, there was a second opportunity for public comment, which was combined with the recognition of Board Member Harris.

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.

1.7 RECOGNITION OF BOARD MEMBER'S SERVICE

As this was his last meeting before retiring from the Board, Board member Reuben Harris, Jr. was recognized at this time for his service to the District.

Members of the audience including Tres Roeder, Doug Wang, Mark Joseph, Jermaine Sargeant, Jenny Kaplan and John Morris, SHTA President spoke to and about Mr. Harris, his service to the community and schools. Mr. Harris has been a true advocate for the children and school district as a whole.

Each Board member then expressed their affection and appreciation to Mr. Harris for his dedication and look forward to his continued involvement in the community.

Dr. Hutchings thanked Mr. Harris for his 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.

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

1.8 FACILITIES UPDATE

At this time Superintendent Hutchings introduced Stephen Wilkins, Assistant Superintendent of Business and Operations, and the Facilities Assessment team, consisting of Chris Dewey and Jill Akins of Van Auken Akins Architects and Robin Randall of Legat King Scott who gave an update on the Master Planning Facilities Project which lasted from about 7:10 p.m. through 7:40 p.m.

1.9 SAFETY AND SECURITY UPDATE

At this time Superintendent Hutchings introduced Stephen Wilkins, Assistant Superintendent of Business and Operations, and Vic Ferrell, Security Supervisor who gave an update on Safety and Security which lasted from about 7:40 p.m. through 8:30 p.m.

7.2 ADOPTION AND/OR REVISION OF BOARD POLICIES

At this time Board and Policy Committee member Dykema provided the following introduction and explanation of the process to date:

As you all know this is the third public reading of these Policies, with a vote slated for final approval tonight. There are a few items which I know of to discuss, but before we get into discussion, I want to back up and provide some context. I am a person who believes in the importance of Policy, it's how any organization addresses issues with a broad scope outside the tensions of any particular situation. I have personally been very impressed with the all of the time and effort put into this process by the Board, by the members of the Committee including Board members, administrators and many others who have been asked to share their perspectives and expertise on specific topics. There are far too many people to thank individually, but I do want to specifically thank Dr. Robinson for her enormous efforts at keeping this process remarkably transparent and efficient.

We started this process last year in an effort to build off of our strong base of Policies and work with the Ohio School Board Association to update our Manual and create a system of ongoing updates. One thing I have learned in two years on the Board is that our Legislature never seems to sleep, so there are constant changes in state law, which need to be reflected in District policy. What this means is that while our vote tonight signifies an end to one part of the Policy process, it is really just a starting point. The committee will continue to meet. Updates come forward on a quarterly basis and our goal is to review the OSBA suggestions and bring any relevant changes or updates to the Board in a manageable and ongoing process.

In terms of our current status, I believe our Committee started formally meeting in November of 2014 and have had more meeting than I could easily count between then and now. We have met multiple times with our OSBA consultant, Kenna Haycox, and tried to draft polices which reflect the heart of Shaker within the guidelines of state law. Wherever possible we worked from our existing polices and build from that base, adding new required and recommended policies as appropriate. Those were the drafts which came before the Board in our September meeting with Kenna. We also established an easy link to the proposed polices for the public and quick mechanism to receive input. From that point to now, our Committee has met after each Board meeting to consider any suggestions from the Board or the Public. The drafts we all have are the results.

We are now at the final reading, but as I said before, we are really at the start of an ongoing process. These are living documents and they are met be updated and refined. As noted in the Board materials, the current drafts include changes to

reflect recent legal determinations and recommendations from the Ohio Department of Education relating to incarcerated students who have IEPs. As long as our Legislature is in session there will be more updates and more changes. The committee will be meeting again this month to consider the OSBA's most recent quarterly reports and changes from the legislature. We will be coming back to the Board again with updates.

With all of that in mind I want to move towards our chance to discuss what is before us now and in doing so thank another Board member who spent countless hours working on the earlier iteration of our Policy Manual and has still be willing to read through all of these drafts with great care and attention to detail right up to now. Annette brought a few items to our attention last week. Some of these were either grammatical or formatting which will be addressed after the approved polices are sent to a professional proofreader for that purposes. Some are very straightforward and I believe could be added now as amendments to the drafts we are approving. These include:

In JFCA, changing the wording of paragraph 3 from "Dress and grooming are not such as to disrupt the teaching/learning process." To a much more readable "Dress and grooming shall not disrupt the teaching/learning process"

IN JFG changing the title from "Interrogations and Searches" to "SAFETY AND SEARCHES", and in the second sentence change "administration is to make an effort" to "administration shall make an effort".

These seem to me to be common sense clarifications of unwieldy language. Annette also raised a more substantive point in JFG which I will let her explain and I believe we should all discuss.

Ms. Sutherland spoke briefly about her concerns with policy JFG; after a brief discussion it was determined, however, that all proposed changes will be tabled for further consideration at the next Policy Committee meeting.

At this time, at the recommendation of the Board Policy Committee, and upon receiving a motion and a second, the Board of Education voted on approving the resolution below approving the entire set of revised/updated Board Policies as published in the agenda.

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

WHEREAS, the Board Policy Review Committee has conducted a complete review of all existing Board policies working with the Ohio School Boards Association to revise and compile a new all inclusive set of Board policies, and has a complete set of such proposed policies to be submitted for the approval of the Board;

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

THIRD OF THREE READINGS

(Note: In accordance with Board Policy, this is the third of three required readings of this policy. The first reading was October 13, 2015 and the second reading was November 4, 2015.)

Complete policies delineated in attachments below.

Motion by Todd Davidson, second by Annette Tucker Sutherland.

Final Resolution: Motion Carries

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

15-12-153

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 October 31, 2015 (attached Exhibit T-1 in Subject Section 8.2) and the Interim Investments for November 2015 (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.

8.2 FINANCIAL STATEMENTS

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

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

OCTOBER 2015 FINANCIAL OVERVIEW

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

- The real estate tax advances and the settlement received in July, August & September this year were \$2.4 million higher than last year's advances and settlement received July through October of 2014 due to collections on the new levy in effect for calendar 2015;
- The Homestead Exemption & Rollback was received in October this year, but not until November last year, resulting in \$4.5 million more revenue than last YTD through October;
- 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; resulting in a
- Combined net increase of \$6 million in revenue this vs. last YTD.

The expenditure activity for the month and for the fiscal year-to-date October 2015 was \$0.6 million higher than the prior year amount due primarily to timing differences, including an increase of \$0.7 million of sick leave severance payments this year-to-date under the terms of the new Fiscal 2015 Severance Pay Deferral

Pay Plan, which no longer allows the option to defer such payments into subsequent calendar years. Other differences are in line with budgetary expectations. In summary the District's overall finances are on target with expectations at this time.

GFOA, ASBO and Auditor of State Awards:

The District has recently received notification that it has been awarded the Certificate of Achievement for Excellence in Financial Reporting award from the Government Finance Officers Association (GFOA) and the Certificate of Excellence in Financial Reporting award from the Association of School Business Officials (ASBO) for the fiscal year ended June 30, 2014 Comprehensive Annual Financial Report (CAFR) that was submitted in December 2014. We will again be submitting this year's CAFR at the end of December. Such awards tend to be viewed by the investment community as an indicator of an entity with a higher level of financial sophistication thereby improving the entities rating, which in turn results in reduced interest costs associated with the issuance of general obligation bonds.

The District also was recently awarded the Auditor of State Award with Distinction which recognizes excellence in financial reporting for the District's Comprehensive Annual Financial Report for the fiscal year ended 2014.

School District Tax Levy Unofficial Results:

Of the 110 Ohio school district funding issues (104 districts) on the November 3rd ballot, unofficial results show 93 or 84.5% of the issues passed. 77 or 96.3% of the 80 renewal levies passed and 16 or 53.3% of the 30 new tax levies passed. In Cuyahoga County 2 of 4 issues or 50.0% passed, including 0 of 2 or 0.0% of new issues and 2 of 2 or 100% of renewal issues.

Bond Rating Update:

In October we were contacted by Standard & Poor's Rating Services to submit to a ratings update of the District's outstanding general obligation debt. The District's underwriter, Al Bauccho of Stifel Nicolaus helped facilitate the process. We provided written responses to their inquiries and reviewed with S&P on a conference call in late October.

Although it is unusual for ratings services to "upgrade" ratings during an update (as opposed to when issuing new debt), we made the push for the upgrade to "triple A" status given our strong financial position (FYI-we are rated Aaa by Moody's, which is their triple A equivalent).

On November 3, 2015, S&P issued their update of the existing rating of the District's outstanding general obligation debt. They affirmed the District's "AA+" long-term rating, with an outlook of "stable". Their report further clarifies "The stable outlook reflects our expectation that the district will continue to make the necessary budgetary adjustments to maintain at least strong reserves, on a cash basis, so we do not expect the rating to change during our two-year outlook period."

Their report also included the following pertaining to possible future changes in the rating.

Upside Scenario-"A higher underlying rating is possible if the district's economic indicators (including income levels and market values per capita) were to improve

to levels we view are commensurate with higher rated peers. Though the district is currently experiencing economic expansion, we believe this improvement would occur beyond the two-year outlook horizon."

Downside Scenario-"A lower rating is possible if the district were to substantially draw down its general fund balance to levels we feel are inconsistent with the current rating. Based on historical performance and future projections, we do not view this as likely."

The full report is posted to the Library/General section of BoardDocs.

Mr. Christman also reported on the following legislative items:

State Budget Status: State revenues for the first four months of FY16 through October are a \$36 million favorable variance, while expenditures are a \$390 million favorable variance, for a net favorable variance of \$426 million;

State Board of Education: The State Board of Education will name interim Superintendent to take over after Dr. Ross' departure at the end of December. A permanent appointment is hoped by spring 2016;

School Finance: New analysis released by school finance expert Howard Fleeter reinforcing earlier findings that Ohio's achievement assessment results track closely to poverty.

Ohio Public Employees Retirement System: OPERS is mobilizing its half million membership to lobby to repeal the ACA "Cadillac Tax" that takes effect in 2018. OPERS estimates their liability at \$25 million. The District could also be subject to such tax in 2018. The tax is paid by the employer. We will continue to monitor the situation.

Right-to-Work Legislation: House Bill No. 377 begins the General Assembly hearing process.

Elementary & Secondary Education Act: Congress is working on reaching a compromise regarding reauthorizing the Elementary & Secondary Education Act "ESEA", expected to be sent to the President in December.

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

- Various administrative meetings;
- Tutor negotiations and cost analysis;
- Attended the OSBA Capital Conference;
- Master Facilities Planning kick-off session;
- Policy Committee meeting;
- Special Board meeting;
- Senate Democratic Caucus visit;
- Audit and CAFR preparation/coordination;
- Van Aken Plaza TIF;
- Investment Advisor meeting;
- Transportation expenditure review;
- Strategic Plan quarterly chat;
- Attended Wellness Fair;
- F & A Committee Meeting and
- Attended PTO Community chat.

President Clawson congratulated the Treasurer and his staff for again receiving the financial reporting awards as described above.

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 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

15-12-154

8.4 ANTHEM BLUE CROSS & BLUE SHIELD MEDICAL, HOSPITAL & DENTAL SERVICES AGREEMENT RENEWAL & SELF-INSURED RATES APPROVAL **Health Insurance Renewals:**

On tonight's agenda is a resolution to approve the renewal for Anthem medical, hospital and dental self-insured rates for calendar 2016. We are continuing with the self-insured option for calendar 2016 and we will be funding our reserve utilizing the expected liability amounts to fund the reserve to the expected liability level. Both individual family and aggregate stop loss coverages are an integral part of our self insurance option.

The administrative cost component of the Anthem health renewal includes a 5.0% decrease in the medical administrative fee; a 14.9% increase in the Specific Stop Loss (SSL) (\$150,000 max) coverage premium (for which we again selected the less risky unlimited SSL limit); and a 0.0% increase in the Aggregate Stop Loss (120%) coverage premium. Including an estimated \$54,000 reinsurance fee and a \$4,000 PCORI fee in accordance with the Affordable Care Act, the administrative costs are estimated to approximate \$1.6 million for calendar 2016, for a total increase of \$110,000 or 7.9%.

The increases in the medical administrative fees coupled with the expected increases in medical claims costs have resulted in an increase of 10.0% in the funding premium rates for Anthem health insurance effective January 1, 2016, while the new funding rates for the dental coverage remain unchanged, for a combined Anthem overall increase in funding rates of 9.0%.

Also on tonight's agenda is a resolution to approve the renewal for HealthSpan (formerly known as Kaiser Permanente) group medical and hospital services and related rates for calendar 2016, which call for a 13.4% increase from the current rates.

Additionally on tonight's agenda is a resolution authorizing the self-insured Express Scripts, Inc. prescription drug premium rates for calendar 2016, which call for a 10.0% change from the current rates.

On a combined basis, Anthem and Kaiser health insurance, Anthem dental and Express Scripts, Inc. prescription drug rates for calendar 2016 reflect a composite 9.4% increase from the current rates.

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Anthem Blue Cross & Blue Shield Medical, Hospital & Dental Services Agreement renewal & self-insured rates effective January 1, 2016 through December 31, 2016. The monthly funding rates will be as follows:

<u>ANTHEM</u>	<u>Est. Count</u>	<u>Former Cal 2015</u>	<u>New Cal 2016</u>	
Health PPO-Self Insured:	Single - 254	\$ 403.51	\$443.86	
	Family - <u>414</u>	\$1,061.23	\$1,167.35	
	Total - 668			
Annual Estimated		\$6,502,089	\$7,152,280	10.0% Increase
Dental-Self Insured:	Single - 287	\$ 38.76	\$38.76	
	Family - <u>457</u>	\$ 111.24	\$111.24	
	Total - 744			
Annual Estimated		\$743,530	\$743,530	No Change
Anthem Combined Annual Estimated		\$7,245,619	\$7,895,810	9.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2016. The premium amounts will be accumulated in the District's self-insured Fund 024, from which all claims and processing fees will be paid. Both individual family and aggregate stop loss coverages are an integral part of the self insurance option.

Motion by Todd Davidson, second by Reuben Harris, Jr.

Final Resolution: Motion Carries

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

15-12-155

8.5 HEALTHSPAN GROUP MEDICAL & HOSPITAL SERVICES AGREEMENT RENEWAL

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the HealthSpan Group Medical and Hospital Services Agreement Renewal effective January 1, 2016 through December 31, 2016. The monthly premiums will be as follows:

<u>HealthSpan-HMO</u>	<u>Est. Count</u>	<u>Former Cal 2015</u>	<u>New Cal 2016</u>	
Single	19	\$ 546.37	\$619.50	
2- Person	6	\$1,092.74	\$1,239.00	
Family	<u>14</u>	\$1,639.11	\$1,858.50	
	39			
Annual Estimated		\$478,620	\$542,682	13.4% Increase

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

15-12-156

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

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Express Scripts, Inc. prescription drug self-insured rates effective January 1, 2016 through December 31, 2016. The monthly funding rates will be as follows:

<u>ESI-Self-Insured:</u>	<u>Est. Count</u>	<u>Former Cal 2015</u>	<u>New Cal 2016</u>
Single	266	\$ 104.19	\$114.61
Family	<u>438</u>	\$ 276.64	\$304.30
	704		
Annual Estimated		\$1,786,594	\$1,965,236 10.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2016. The premium amounts will be accumulated in the District's self-insured Fund 024, from which all claims and processing fees will be paid. Aggregate stop loss coverage is an integral part of the self insurance option.

Motion by 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

15-12-157

8.7 ESTABLISHING FISCAL YEAR 2017 TAX BUDGET HEARING DATE

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving Tuesday January 12, 2016 as the date for the fiscal year 2016-2017 tax budget hearing. The meeting will be held at 6:00 p.m. at the Shaker Heights High School small auditorium.

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

15-12-158

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 spoke briefly about attending a program at the OSBA Capital Conference regarding a TIF agreement with a school district that gave her insight to the agreement discussion taking place.

Mr. Harris made a few final departing comments thanking the Board and community members.

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 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

15-12-159

The Board of Education recessed the public session at 9:10 p.m.

After a short break, the executive session convened at 9:25 p.m. including Treasurer Christman and Superintendent Hutchings. Superintendent Hutchings and Treasurer Christman departed the executive session at 10:42 p.m.

At 10:49 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, January 12, 2016 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 Reuben Harris, Jr., second by William Clawson II.

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

15-12-160

The regular meeting of the Shaker Heights Board of Education adjourned at 10:50 p.m.

William L. Clawson II, President

Bryan C. Christman, Treasurer