

To be approved at the Board of Education meeting November 10, 2020

MINUTES OF THE OCTOBER 13, 2020 REGULAR BOARD OF EDUCATION MEETING.

Boards of Education must weigh the risks associated with the available options for balancing their governance obligations and remaining in compliance with Ohio's Open Meetings Act (OMA) in light of the COVID-19 pandemic and emergency orders put in place for the public's health and welfare. Additionally, with the passage of Ohio House Bill (HB) 197, public bodies have been granted the authority through uncodified language, during the period of the emergency declared by Executive Order 2020-01D, issued March 9, 2020, but not beyond December 1, 2020, to hold and attend meetings and conduct and attend hearings by teleconference, video conference, or any other similar electronic technology ("electronic means"). Members attending meetings or hearings by electronic means are considered present as if they were attending in person, are permitted to vote, and are counted for the purpose of determining quorum. Additionally, any public action taken by electronic means under these provisions has the same effect as if it were taken in an open meeting or hearing of the public body.

The Shaker Heights City School District Board of Education is availing itself of such provisions and has adopted a resolution to that effect in Section 1.4 of the April 7, 2020, Board meeting agenda, which will apply to the Board of Education and any Committees of the Board.

The Shaker Heights Board of Education met in-person for the October 13, 2020 Board meeting in the Large Auditorium of the Shaker Heights High School. In accordance with the District's COVID-19 protocol, no visitors were permitted at the in-person meeting, however in compliance with the above referenced Ohio Revised Code provisions, the Board meeting was live-streamed to the public and available at the following links:

Location #1: <https://www.shaker.org>

Location #2: <https://www.shaker.org/live.aspx>

1. OPENING OF MEETING

1.1 CALL TO ORDER

At 6:09 p.m., Board President Heather Weingart, who presided over the meeting, called the meeting to order.

1.2 ROLL CALL

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

Members present: Lisa Cremer, Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, and Heather Weingart.

1.3 PRINCIPAL AND STUDENT WELCOME

Superintendent Dr. David Glasner welcomed the Board and attendees with the following:

Good evening and welcome to the October Board of Education meeting. As Board President Weingart said, this is the first meeting in which we have met in person since early last March. This meeting will be live-streamed, and I want to thank Mr.

Chuck Tisdale, Mr. John Rizzo and Ms. Kristen Miller for their help in making this happen. Tonight's introduction will be led by Middle School Principal Miata Hunter.

At this time, B'Lise Bradley, an 8th grade student from Shaker Heights Middle School, gave a virtual welcome presentation followed by brief remarks on school events/projects from Miata Hunter, Principal.

1.4 APPROVAL OF BOARD MEETING MINUTES

At the recommendation of the Board President, and upon receiving a motion and a second, the Board of Education voted on approving the unofficial minutes for the September 8, 2020 regular meeting and the September 22, 2020 special meeting.

Motion by Jeffrey Isaacs, second by Lisa Cremer.

Final Resolution: Motion Carries

Yes: Lisa Cremer, Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, Heather Weingart

20-10-138

At this time, Superintendent Dr. David Glasner read the following statement:

With Board President Weingart's permission, I'd like to say a few words about our teachers returning to their classrooms this week in preparation for the start of onsite instruction.

Earlier today, SHTA leaders and I walked through our schools. We conducted our walk-throughs at every school except the High School.

We saw classrooms with desks and tables spaced to ensure physical distancing. We saw plexiglass dividers installed to reinforce physical distancing. We saw signs posted giving instructions for appropriate traffic flow in the hallways and reminding students and staff to wear their masks. We saw hand sanitizer dispensers strategically located throughout our buildings.

We saw buildings that are clean, safe and great looking. Our custodians, administrators, administrative assistants and everyone else in our buildings have done a tremendous job preparing our district for onsite instruction. This has been a real team effort, and I want to thank them publicly for the outstanding job they have done.

During our walk-through with SHTA leaders, we also had the opportunity to discuss, and work through, some outstanding issues and concerns. I want to thank the SHTA leadership for their spirit of cooperation and collaboration, and I am confident that these collaborative efforts will continue.

We in the district are continuing to prepare for the return of teachers and students.

Tonight, you will learn more about our health and safety protocols.

This week, we began a Daily COVID-19 Update to give our school community and the Cuyahoga County Board of Health any latest updates regarding positive cases in

our school community. This is part of our overall effort to ensure that our staff, students and community have the most up to date information and to continue to ensure the implementation of our District health and safety protocols.

Thank you to the Board, our staff, our families and our students. We look forward to continuing to support student learning as we move forward with this transition.

1.5 PUBLIC COMMENT

Following Board Policy KD, all meetings of the Board and Board-appointed committees are open to the public.

In order for the Board to fulfill its obligation to complete the planned agenda in an effective and efficient fashion, a maximum of 30 minutes of public participation may be permitted at each meeting. During the period of the State Emergency declared by Executive Order 2020-01D, issued March 9, 2020, but not beyond December 1, 2020, the District will be availing itself of the ability to conduct Board and Board Committee meetings through the use of "electronic means". During this period the Board has temporarily modified its policy BDDH, Public Participation at Board Meetings (also KD) to allow for pre-submitted public comment to be read at the Board meeting and/or virtual public comment during the meeting, or in the event that technology does not allow such public participation, the temporary suspension of this policy. At this time, the Board is only providing for public comment through pre-submitted public comment forms that can be accessed at the pre-published link.

Whether pre-submitted or virtually through electronic means, each person addressing the Board shall give his/her name and address. Each person is allotted three minutes until the total time of 30 minutes is used. During that period, no person may speak twice until all who desire to speak have had the opportunity to do so. Persons desiring more time should follow the procedure of the Board to be placed on the regular agenda. The period of public participation may be extended at the discretion of the Board president. Priority will be given to individuals desiring to speak on agenda items, after which time individuals may speak on non-agenda items if time permits.

Agendas are available to all via BoardDocs, the District's online agenda and meeting management system located at <https://go.boarddocs.com/oh/shaker/Board.nsf>. The section on the agenda for public participation is indicated in Section 1, where a short paragraph outlining the Board's policy on public participation is noted.

Currently, the Board is only providing for pre-submission of public comment forms. At this time, Board Vice President Ayesha Bell Hardaway read the following written pre-submitted public comments:

Emily Shrestha of 2939 Huntington Road has concerns over inaccuracies in the District's ventilation study with regard to the High School.

Valerie Doersen, Shaker Heights High School, Room 109, is a SHHS teacher who is concerned with the inaccuracies in the District's ventilation study with regard to the High School.

Dave Vondriska of 3293 Chalfant Road asks for clarification on the long-term hybrid plan and advises that a week of in-person learning followed by a week of online learning is best for families with 2 parents/guardians who both work full time.

Carson Fowler 2937 of Drummond Rd is a Senior at the Shaker Heights High School and would like to issue a public request for candidates who would be interviewed about their experiences with online school and other activities they are engaging in during the pandemic.

Amy Hannah 3537 of Ludgate Rd inquires as to whether the District will consider not proceeding with a return to in-person learning if the number of local COVID-19 positive cases increases. Ms. Hannah also asks that the District communicate to families that registration for an online-learning option is open and available and asks the District to encourage families to take advantage of the online-learning option as it will reduce the number of students filling the classrooms for in-person learning. Ms. Hannah advises the District to institute a program that might allow teachers to monitor student activities on Chromebooks in real time. Finally, Ms. Hannah asks for more transparency from the District as to what a day of in-person learning will look like.

Lauren Kirchenbaum of 20675 Almar Drive asks what the District's plan is if number of COVID-19 positive cases continues to rise and also inquires as to whether the online learning option will still be available to those students who return to in-person learning but stay home one day for a reason such as a mild cold, etc.

Azadeh Hardiman of 16100 Aldersyde Drive cautions the District not to mistake parents' selection of in-person learning as a sign of their increased comfort level. Rather, she and other families have selected to return their students to in-person learning as they feel the online option will be a degraded version of what is offered currently. She would prefer that the District opt to continue in the current online format which is designed well for the remote student.

Robert Bognar of 9259 Wyant Drive proposes that socialization is currently the only possible benefit for a return to in-person learning. Mr. Bognar cites instances of other local schools who returned to in-person instruction only to see Coronavirus outbreaks force them to quarantine students and/or return to online learning. Mr. Bognar is concerned that a similar situation in our District will erode students' sense of safety and security and inhibit their learning, growth and the sense of belonging and connection that was the reason for returning them to in-person learning in the first place.

Marci Cohen of 3616 Traynham Road inquires as to why the District is not allowing immunocompromised teachers to take sick leave or FMLA when they have documented ADA covered conditions as defined by federal law as well as recommendations to remain home from their doctors.

Celina Cunanan-Kelly of 3306 Kenmore Road is concerned about the handling of a recent COVID-19 positive test of an employee of Champions Childcare which is contracted by the District. Ms. Cunanan-Kelly questions the protocols in place as well as the methods of communicating the information to families.

Kyle Stimpert of 3280 Kenmore Road cites the "Scenario 2" (orange level) measures that the Cuyahoga County Board of Health advises be implemented and asks how the District plans to comply with these.

Jennifer Mears of 3352 Kenmore Road references a PowerPoint presentation shown at the September 22, 2020 Board of Education work session. The presentation showed images of students with sneeze guards and protective barriers for the "office staff". Ms. Mears feels that, if the District is not providing sneeze guards for

every student, then the images presented at the meeting were misleading. Furthermore, Ms. Mears feels the protective barriers provided for the office staff should also be provided for teachers who will have more prolonged contact with other people (students) each day. Finally, the PowerPoint also showed images of a custodian using a CLOROX 360 machine without adequate protective gear. Ms. Mears would like to know if the District is protecting their employees by providing proper training on these machines.

William Scanlon of 3012 Woodbury Road references the Cuyahoga County Board of Health Level Two guidelines and asks if the District is adhering to these as indicated in the Board of Education's September 22, 2020 work session. Furthermore, Mr. Scanlon asks what the District's plan is when teacher's feel ill and cannot report to work; and why teachers with severe medical conditions are being asked to risk their lives by coming to work during a global pandemic. Mr. Scanlon also inquires as to whether any of the teachers are expected to teach in rooms with no windows and a 50-year old ventilation system.

Jennifer Lewis of 3365 Ingleside Road inquires as to whether or not the members of the District's Board of Education have toured each of the school buildings to ensure that proper safety precautions are in place; and, are the Board members planning to have their own children return to in-person learning. Ms. Lewis also asks if the Board has yet to hold an in-person meeting and, if not, feels the Board cannot then expect students and staff to share the same space all day when they themselves have not done so.

Chris Wozniak of 17427 Fernway Road feels it is critical to the overall health of our community to return students to in-person learning noting that the goal is risk-minimization not elimination.

Reading of the submitted public comments lasted from 6:17 p.m. until 6:32 p.m.

1.6 HONORS AND RECOGNITION OF STUDENTS AND STAFF

At this time Dr. David Glasner, Superintendent, acknowledged staff and/or students for special recognition and/or honors listed below.

Shaker students and staff have been busy since our last meeting. You can read details about these and many other accomplishments in the Shaker Schools Connection newsletter and on our website, www.shaker.org.

Here are some selected highlights:

Congratulations to the 13 members of the High School Class of 2021 who were named National Merit Semifinalists in the 2021 National Merit Scholarship Program in September. This group represents the largest number of Semifinalists from Shaker Heights High School since 2016 and the second largest number of Semifinalists among Northeast Ohio public high schools.

Congratulations also to the nine members of our High School Class of 2021 who were named National Merit Commended Students! Both Semifinalists and Commended Students qualified for their respective programs by taking the 2019 Preliminary SAT (PSAT)/National Merit Scholarship Qualifying Test. The names of all the students are posted on www.shaker.org.

I wanted to thank our administrators and teachers who participated in our very successful *Shaker Rising Roundtable: Detracking* earlier this month. The virtual

panel discussion addressed a variety of questions and concerns on detracking and course consolidation. Special thanks to Dr. JeffriAnne Wilder, our Executive Director of Diversity, Equity and Inclusion, who planned and moderated the event, as well as panelists Dr. Marla Robinson, our Chief Academic Officer; Ms. Micki Krantz, our Director of Secondary Education; Dr. Erin Herbruck, our Director of Primary Education; Ms. Elizabeth Kimmel, our Director of Exceptional Children, and; Dr. John Moore, the District IB and IB Diploma Programme Coordinator. And thank you, of course, to all who watched and asked questions. A video of the event is available on our website.

1.7 FACILITIES UPDATE

At this time Jeffrey Grosse, Chief Operating Officer, provided an update on facilities as outlined in the attachment. The update included questions, answers and discussion with the Board and lasted from 6:34 p.m. until 7:27 p.m.

1.8 SPECIAL EDUCATION UPDATE

At this time Elizabeth Kimmel, Director of Exceptional Children, along with Jennifer Currie, Special Education Supervisor, Secondary, Eileen Sweeney, Special Education Supervisor, PK-6, Kristen Koenigsberger, Early Childhood Intervention Specialist/Preschool Liaison, and Tanya Chaney, Intervention Specialist, provided an update on special education as outlined in the attachment. The update included questions, answers and discussion with the Board and lasted from 7:28 p.m. until 8:19 p.m.

1.9 LEARNING AND TEACHING UPDATE

At this time Dr. Marla J. Robinson, Chief Academic provided an update about learning and teaching. Dr. Robinson was joined by Dr. Erin H. Herbruck, Director of Primary Education; and Ms. Micki Krantz, Director of Secondary Education. The update included questions, answers and discussion with the Board and lasted from 8:19 p.m. until 8:55 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 Dr. David Glasner, and upon receiving a motion and a second, the Board of Education voted on approving all personnel items included in Category Sections 3 and 4 below. Note-Category Sections 3. Personnel and 4. Addendum-Personnel of the agenda may be acted on in one motion. Note-all personnel actions are for the 2020-2021 school year unless otherwise noted.

3. ACTION ITEMS AND REPORTS-PERSONNEL

3.1 APPOINTMENTS

The following appointments are due to the COVID-19 Pandemic and will only be for one-year from the effective date through the end of the 2020-2021 school year:

Banks, Richelle - (Temporary Intervention Specialist/High School) - Class M.A.+30, step G of the Teacher's Salary Schedule - effective September 21, 2020 (one-year)

Hannan, Daniel - (Temporary Intervention Specialist/High School) - Class M.A.+30, step K of the Teacher's Salary Schedule - effective September 8, 2020 (one-year)

Malchesky, Angela - (Temporary 100% Math Teacher/Middle School) - from Temporary 80% Math Teacher/Middle School to Temporary 100% Math

Teacher/Middle School - Class M.A.+45, step h of the Teacher's Salary Schedule - effective August 31, 2020 through June 3, 2021 (one-year position) (correction to September 8, 2020 board agenda)

3.2 CHANGES IN ASSIGNMENT

Diemand-Yauman, Katelyn - (83% Art Teacher/High School) - from 80% Art Teacher/High School to 83% Art Teacher/High School - from August 31, 2020 - October 30, 2020

Milligan, Kristine - (Long-Term Sub Grade 2 Teacher/Fernway) - from Paraprofessional/Fernway to Long-Term Sub Grade 2 Teacher/Fernway - Class M.A., step a in accordance with the applicable Unit and Rate Schedule - effective August 31, 2020 through October 2, 2020 (correction to the September 8, 2020 board agenda)

Scott, Brenda - (Paraprofessional/Boulevard) - from Paraprofessional/Mercer to Paraprofessional/Boulevard - step 15 of the OAPSE 153 Salary Schedule - effective August 13, 2020

Siggers, Shenita - (Paraprofessional/Boulevard) - from Paraprofessional/Lomond to Paraprofessional/Boulevard - step 11 of the OAPSE 153 Salary Schedule - effective August 13, 2020

Welsh, Lisa - (Temporary Kindergarten Teacher/Onaway) - From Paraprofessional/Onaway to Temporary Kindergarten Teacher/Onaway - Class M.A., step a of the Teachers' Salary Schedule - effective August 13, 2020.

3.3 TEMPORARY EMPLOYEES

Off Duty Police

Palm III, David

Substitute Nurses

Banks, Crystal
Bell, Christine
Bermel, Valerieine
Bissett, Katherine
Harrison, Jacqueline
Knapik, Kathryn
Oliver-Wachira, Shiesha

Petre, Mary
Richardson, Tanesha
Stevenson, Patricia
Taeusch, Sonja
Tate, Susan
Taylor, Heather
Woods, Maria
Zuik, Jessica

Tutoring Center Tutors (High School)

Bradley, Susan
Curran, Judith

3.4 SPECIAL ASSIGNMENTS

Authorization is requested for individuals to participate in the following activities.

Classroom Relocation

\$200 per individual

Albrecht, Melissa

Lewis, Gwendolyn

Andrzejewski, Erin
 Bednar, Jason
 Bynum, Mary
 Dang, Libby
 Fagan, Kara
 Goodman, Lauren
 HuYan, Jen
 Kane, Molly
 Kippen, Nancy
 Lapp, Mary Jo

Litterst, Nicole
 Meek, Lauren
 Montgomery, David
 Muttillio, Carmelina
 Pham, Elisabeth
 Scanlon, Jacqueline
 Szalay, Keith
 Tribble, Jarryd
 Tobey, Addie
 Turoff, Debra

District Liaisons (2020-21 School Year)

\$3,126.50 per individual

Anderson, Kelly - School Counselors
 Deep, Thomas - Music
 Ponce de Leon, Kimberly - Language Acquisition
 Quarles, Deborah - Library
 Senior, Robert - Physical Education
 Stouffer, Christina - Art

IB Extended Essay Supervision (2019-2020 School Year)

Up to the units specified per individual. A unit refers to approximately one-half day of service at \$65.

Owens, Kimberly (3)

Learning & Teaching Work Team Member per Project

Name	Building	Project Name	Stipend
Bailey, Jayce	High School	Geometry	\$600.00
Grahl, Kelly	District	District Remote Learning Site Creation/Maintenance	\$1,000.00
Tritt, Karen	District	Health and Wellness Fall Opening Workgroup	\$600.00

Teacher Advisory Group, 2020 - 2021 School Year

Up to 4 units per individual. A unit refers to approximately one-half day of service at \$65.

Anderson, Angela
 Bailey, Jayce
 Boyer, Selena
 Brindza, Elizabeth
 DiPiero, Jill
 Goldfarb, Victoria
 Goodrum, Angela
 Hardiman, Lisa
 Klausner, Paula

Koenigsberger, Kristin
 Paskewitz, Lena
 Richards, Cathy
 Rollins, Lauren
 Roth, Linda
 Royal, Alexandria
 Schmidt, James
 Wells, David
 Wyman, Matthew

3.5 SUPPLEMENTAL CONTRACTS

2020-2021 SCHOOL

YEAR SUPPLEMENTALS

DISTRICT

SUPPLEMENTALS

BRYANT, KEESHA	331	MENTOR -YEAR 1	4	x	1
CARTER, DESMARIE	368	SCHOLARS COORDINATOR	3.75	x	1
COOK-FUENTES, ELIZABETH	363	SCHOLARS COORDINATOR	3.75	x	1
HAMILTON, LISA	367	SCHOLARS COORDINATOR	2	x	1
HARDEN, JAMIE	2510	SCHOLARS COORDINATOR	2	x	1
HARDIMAN, LISA	370	SCHOLARS COORDINATOR	2	x	1
JOHNSON, DENISE	382	SCHOLARS COORDINATOR	3.75	x	1
LOCKHART, JUSTIN	375	SCHOLARS COORDINATOR	3.75	x	1
MCNEAL, CHRYSTALER	322	SCHOLARS COORDINATOR	2	x	1
MORGAN, ADAM	2012	SCHOLARS COORDINATOR	2	x	1
WHITE, DEREK	371	SCHOLARS COORDINATOR	2	x	1
ZEIGLER, DAINA	381	SCHOLARS COORDINATOR	3.75	x	1

BOULEVARD

SUPPLEMENTALS

BENTON, DENICE	1217	GRADE LEVEL LEADER	3	x	1
EAGLETON, KATHERINE	1218	GRADE LEVEL LEADER	1.5	x	1
MONTGOMERY, LAURA	1219	GRADE LEVEL LEADER	3	x	1
PATTERSON, NICOLE	1220	GRADE LEVEL LEADER	3	x	1
ROLLINS, LAUREN	1221	GRADE LEVEL LEADER	3	x	1
STRACHAN, TARA	1222	GRADE LEVEL LEADER	1.5	x	1

FERNWAY

SUPPLEMENTALS

GOLDFARB, VICTORIA	2014	GRADE LEVEL LEADER	3	x	1
HARDEN, JAMIE	2015	GRADE LEVEL LEADER	3	x	1
HILDEBRANDT, SHANNA	2016	GRADE LEVEL LEADER	3	x	1
KONOPINSKI, MEGAN	2017	GRADE LEVEL LEADER	1.5	x	1
PASKEWITZ, LENA	2018	GRADE LEVEL LEADER	1.5	x	1
ZUCCA, MATTHEW	2019	GRADE LEVEL LEADER	1.5	x	1

HIGH SCHOOL

SUPPLEMENTALS

BABCOCK, ERIC	668	COMMON PLANNING TIME (CPT) LEADER	1	x	1
BABCOCK, LAUREN	651	COMMON PLANNING TIME (CPT) LEADER	1	x	1
BARTLEY, MATTHEW	671	COMMON PLANNING TIME (CPT) LEADER	1	x	1
BERGER, BRIAN	650	COMMON PLANNING TIME (CPT) LEADER	1	x	1
BERNDT, VICTORIA	0681-3	COMMON PLANNING TIME (CPT) LEADER	0.14	x	1
BULLARD, BRADLEY	0681-4	COMMON PLANNING TIME (CPT) LEADER	0.14	x	1
COX, TRAVIS	8521	SCIENCE OLYMPIAD	4	x	1
DAVIS, SARAH	658	COMMON PLANNING TIME (CPT) LEADER	1	x	1
DORA, MEGAN	675	COMMON PLANNING TIME (CPT) LEADER	1	x	1
ERSEK, AMANDA	0681-6	COMMON PLANNING TIME (CPT) LEADER	0.14	x	1
FOGERTY, AMY	659	COMMON PLANNING TIME (CPT) LEADER	1	x	1
GLASIER, ANDREW	0681-1	COMMON PLANNING TIME (CPT) LEADER	0.14	x	1
HARRELL, ANGELA	666	COMMON PLANNING TIME (CPT) LEADER	1	x	1
HORSTMAN, YVONNE	657	COMMON PLANNING TIME (CPT) LEADER	1	x	1
JELLEN, DONNA	653	COMMON PLANNING TIME (CPT) LEADER	1	x	1
KELLY, PAUL	0681-5	COMMON PLANNING TIME (CPT) LEADER	0.14	x	1
KLAPHOLZ, DAVID	8639	STUDY CIRCLE	7.15	x	1
KOLACZKO, JAMISON	665	COMMON PLANNING TIME (CPT) LEADER	1	x	1
KONOPINSKI, JOSEPH	0681-7	COMMON PLANNING TIME (CPT) LEADER	0.14	x	1
KYLE, FLEMING	0681-2	COMMON PLANNING TIME (CPT) LEADER	0.14	x	1
MAUCH, ERIN	662	COMMON PLANNING TIME (CPT) LEADER	1	x	1
MCGONNELL, JONATHAN	661	COMMON PLANNING TIME (CPT) LEADER	1	x	1
MURPHY, NORA	660	COMMON PLANNING TIME (CPT) LEADER	1	x	1

NOCKENGOST, KEVIN	652	COMMON PLANNING TIME (CPT) LEADER	1	x	1
PERRY, JULIET	8640	STUDY CIRCLE	7.15	x	1
RICE, JEFFREY	667	COMMON PLANNING TIME (CPT) LEADER	1	x	1
STEGGER, STACEY	680	COMMON PLANNING TIME (CPT) LEADER	1	x	1
STOUFFER, CHRISTINA	655	COMMON PLANNING TIME (CPT) LEADER	1	x	1
TURNER, BENJAMIN	676	COMMON PLANNING TIME (CPT) LEADER	1	x	1
WALKER, JASON	673	COMMON PLANNING TIME (CPT) LEADER	1	x	1
WALTER, KRISTINA	654	COMMON PLANNING TIME (CPT) LEADER	1	x	1
WASSERMAN, MARINA	664	COMMON PLANNING TIME (CPT) LEADER	1	x	1
WHITE, LORI	669	COMMON PLANNING TIME (CPT) LEADER	1	x	1
WOODARD, JILL	670	COMMON PLANNING TIME (CPT) LEADER	1	x	1

HIGH SCHOOL ATHLETIC SUPPLEMENTALS

BRNADA, NIKOLA	9530	SOCCER ASSISTANT COACH (GIRLS)	9	x	1
DRIESEN, PAUL	9504	SOCCER ASSISTANT COACH (GIRLS)	10	x	1
DURBAN, RAYMOND	9380	GOLF HEAD COACH (GIRLS)	9.5	x	1
GAITER, LATOIA	9830	VOLLEYBALL HEAD COACH	13	x	1
GRANT, DERRIA	9481	VOLLEYBALL ASSISTANT COACH	10	x	1
HENDERSON, DELMAR	9319	FOOTBALL ASSISTANT COACH - JV	4.5	x	1
HURLE, APRIL	9522	SOCCER ASSISTANT COACH (GIRLS)	9	x	1
HUSSEIN, YASSER	9520	SOCCER HEAD COACH (GIRLS)	13	x	1
MCDERMOTT, DELIA	9256	FIELD HOCKEY ASSISTANT COACH	9	x	1
MONROE, DEMARCUS	9314	FOOTBALL ASSISTANT COACH - VARSITY	12	x	1
OLIVER, MASON	9501	SOCCER ASSISTANT COACH (BOYS)	9	x	1
PARK, DAVID	9317	FOOTBALL ASSISTANT COACH - JV	4.5	x	1
POTOCZAK, SAMANTHA	9500	SOCCER ASSISTANT COACH (BOYS)	9	x	1
READANCE, DONALD	9540	VOLLEYBALL ASSISTANT COACH	10	x	1
SANCHO, RAYMOND	9511	SOCCER ASSISTANT COACH (BOYS)	9	x	1
TOWNSEND, LYNN	9316	FOOTBALL ASSISTANT COACH -FRESHMAN	6	x	1

Correction to
the 8.11.20
board agenda

Correction to
the 8.11.20
board agenda

LOMOND SUPPLEMENTALS

BATES, ELISABETH	3226	GRADE LEVEL LEADER	1.5	x	1
BRAZALOVICS, ELIZABETH	3227	GRADE LEVEL LEADER	1.5	x	1
DEVINE, TANUTDA	3228	GRADE LEVEL LEADER	1.5	x	1
MALONE, VERONICA	3229	GRADE LEVEL LEADER	3	x	1
MARSCHALL, MARIE	3230	GRADE LEVEL LEADER	1.5	x	1
MAUSER, SHARON	3231	GRADE LEVEL LEADER	1.5	x	1
MORTUS, ADAM	3232	GRADE LEVEL LEADER	1.5	x	1
PETSCHKE, LAUREN	3233	GRADE LEVEL LEADER	1.5	x	1
SMITH, STEPHEN	3234	GRADE LEVEL LEADER	1.5	x	1

MERCER SUPPLEMENTALS

GERSTENBERGER, TRACEY	4211	GRADE LEVEL LEADER	3	x	1
RICHARDS, CATHERINE	4212	GRADE LEVEL LEADER	3	x	1
ROSE, BARBARA	4213	GRADE LEVEL LEADER	3	x	1
SCHLEIN, LAURIE	4214	GRADE LEVEL LEADER	3	x	1
TUTTLE, NICOLE	4215	GRADE LEVEL LEADER	3	x	1

MIDDLE SCHOOL SUPPLEMENTALS

BAIN, STACEY	7015-1	DEPARTMENT CO-CHAIRPERSON: ENGLISH	4.73	x	1
FARMER, JAICYNTHIA	7015-2	DEPARTMENT CO-CHAIRPERSON: ENGLISH	1.62	x	1
HITCHENS, PATRICIA	7286	SCHOLARS	3.75	x	1
KATZ, BEATRICE	7340	SPRING PLAY PRODUCTION DIRECTOR	4	x	1

KATZ, BEATRICE	7315	FALL PLAY PRODUCTION COORDINATOR	3	x	1
KNEBEL, SARAH	7055	DEPARTMENT CO-CHAIRPERSON: SOCIAL STUDIES	8	x	1
SCHWENN, MICHAEL	7040	DEPARTMENT CHAIRPERSON: DESIGN/TECHNOLOGY	8	x	1
SUMMERS, MICHAEL	7287	SCHOLARS	3.75	x	1
SWEIGERT, KARLEE	7026	DEPARTMENT CHAIRPERSON: MATH	8	x	1
WHEATLEY, MARLA	7056	DEPARTMENT CO-CHAIRPERSON: SPECIAL EDUCATION	5	x	1

**MIDDLE SCHOOL
ATHLETIC
SUPPLEMENTALS**

CHUMNEY, JESSICA	7590	CROSS COUNTRY ASSISTANT COACH	8	x	1
KEMPTON, CAITLIN	7610	FIELD HOCKEY HEAD COACH	7.92	x	1
MILLER, MARY JANE	7810	TENNIS HEAD COACH (WOMEN)	7.5	x	1

**ONAWAY
SUPPLEMENTALS**

GILLETTE, BRADLEY	5735	GRADE LEVEL LEADER	1.5	x	1
KENDALL, KATHRYN	5738	GRADE LEVEL LEADER	1.5	x	1
KOENIGSBERGER, KRISTIN	5739	GRADE LEVEL LEADER	3	x	1
MURPHY, KARIE	5740	GRADE LEVEL LEADER	3	x	1
OUELLETTE, ANNE	5741	GRADE LEVEL LEADER	3	x	1
THORTON, CAYCE	5742	GRADE LEVEL LEADER	3	x	1
WEISS-FLYNN, PENNY	5736	GRADE LEVEL LEADER	3	x	1

3.6 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTES

Clarke, Evelyn - (Language and Literature Teacher/Middle School) - Class B.A., step A in accordance with the applicable Unit and Rate Schedule - effective September 25, 2020 through January 11, 2021

Griffin, Renauta - (French Teacher/Middle School) - Class. M.A., step A in accordance with the applicable Unit and Rate Schedule - effective September 30, 2020 through November 2, 2020

Ray, Shari - (Intervention Specialist/High School) - Class. B.A., step A in accordance with the applicable Unit and Rate Schedule - effective September 22, 2020 through November 17, 2020

3.7 LEAVES OF ABSENCE

Bain, Stacy - (Language and Literature Teacher/Middle School) - November 24, 2020 through January 11, 2021 (caregiver)

Billington, Lori - (Math Teacher/Middle School) - October 9, 2020 through December 10, 2020 (caregiver)

Blue, Mario - (Building Assistant/Lomond) - September 30, 2020 through November 15, 2020 (medical)

Chengelis, Sara - (Assistant Principal/High School) - October 2, 2020 through January 5, 2021 (caregiver)

Jackson, Dwayne - (Security/High School) - September 24, 2020 through October 16, 2020 (medical)

Krawczak, Colleen - (School Psychologist/Mercer) - October 26 through January 1, 2021 (medical)

Lockhart, Barbara - (Paraprofessional/Woodbury) - October 2, 2020 through October 23, 2020 (general)

Sexton, James - (Custodian/Woodbury) - October 6, 2020 through November 11, 2020 (medical)

Sterby, Heather - (Reading Teacher/Middle School) - August 21, 2020 through November 9, 2020 (caregiver)

Watson, David - (ATS Supervisor/Middle School) - October 26, 2020 through October 28, 2020 (medical)

Wilson, Seretta - (PPT Bus Driver/Transportation) - September 17, 2020 through October 19, 2020 (medical)

3.8 RESIGNATIONS

Atchison, Susan - Paraprofessional/High School - effective September 14, 2020 - 1 year of service (resignation)

Lewis, Jameisha - Permanent Part-Time Bus Driver - effective September 21, 2020 - 1 year of service (resignation)

4. ADDENDUM – PERSONNEL (no items)

Motion by Ayesha Bell Hardaway, second by Emmitt Jolly.

Final Resolution: Motion Carries

Yes: Lisa Cremer, Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, Heather Weingart

20-10-139

2.2 APPROVAL OF SUSPENSION WITHOUT PAY

At the recommendation of Superintendent Dr. David Glasner, and upon receiving a motion and a second, the Board of Education voted on approving the following resolution.

A RESOLUTION OF THE BOARD'S DISCIPLINARY ACTION AGAINST BUS DRIVER CATHERINE MAY

WHEREAS, the Board employs Catherine May ("Ms. May") as a bus driver;

WHEREAS, Ms. May's employment is subject to a collective bargaining agreement ("Negotiated Agreement") entered into between the Board and the National Conference of Firemen and Oilers, Local 200, SEIU, AFL-CIO, CLC (the "Association");

WHEREAS, the CBA Article XX ("Discipline"), Section 20.01 provides that the Administration reserves and has the right to discipline or discharge employees for just cause and such discipline shall include warnings, reprimands, and suspension;

WHEREAS, Article XX of the Negotiated Agreement ("Discipline"), further provides that "while accumulation of warnings slips, reprimands, repeated suspensions, failure to meet job responsibilities or serious breaches of conduct may result in dismissal, written reprimands or warning slips which are more than twelve (12) months old shall not be considered in imposing suspension or discharge, if not

additional written reprimands or warning slips have been issued within that twelve (12) month period;"

WHEREAS, Ohio Revised Code Section 3319.081 provides that a board of education may suspend nonteaching employees for a definite period of time for "a violation of written rules and regulations as set forth by the board of education or for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, or any other acts of misfeasance, malfeasance, or nonfeasance;"

WHEREAS, Board Policy GBCB ("Staff Conduct") provides:
"All staff members have a responsibility to make themselves familiar with, and to abide by, the laws of the state of Ohio and the negotiated agreement, the policies of the Board and the administrative regulations designed to implement them. The Board expects staff members to conduct themselves in a manner that not only reflects credit to the District, but also presents a model worthy of emulation by students. Unless otherwise required by law, staff members are not permitted to bring a deadly weapon or dangerous ordnance into a school safety zone."

WHEREAS, Board Policy GBCB ("Staff Conduct") further provides in relevant part:
"All staff members are expected to carry out their assigned responsibilities. Essential to the success of ongoing operations and the instructional program are the following specific responsibilities, which are required of all personnel: support and enforcement of policies of the Board and regulations of the administration; care and protection of District property; and concern and attention toward their own and the District's legal responsibility for the safety and welfare of students, including the need to ensure that students are under supervision at all times;"

WHEREAS, Board Policy EEAC ("School Bus Safety Program") provides, in part that
"the primary consideration in all matters pertaining to transportation is the safety and welfare of student riders;"

WHEREAS, Board Policy EEAC ("School Bus Safety Program") further provides, in part that "safety precautions shall include the following: the transportation program meets all state requirements regarding the testing and approval of bus drivers, standards for buses and safe speeds;"

WHEREAS, Ohio Administrative Code Section 3301-83-20(k) provides that "except in cases of extreme emergency, cellular telephones, including hands-free and wireless devices, or other portable communication devices shall not be used by the driver while the school bus is in motion or while the driver is supervising the loading or unloading of students;"

WHEREAS, on August 24, 2020, the District conducted a fact finding meeting to gather details related to the allegations against Ms. May in connection with her alleged misconduct on August 19, 2020. Ms. May appeared with Association representation and was given the opportunity to make any statement or ask any questions regarding the incident;

WHEREAS, on September 14, 2020, Ms. May, appeared with Union representation before the Superintendent's designee, the Chief Operating Officer, for a mandatory pre-disciplinary *Loudermill* hearing, during which she was given the opportunity to refute the allegations and show cause why she should not be disciplined;

WHEREAS, by letter dated September 21, 2020, the Superintendent provided Ms. May written notice that he was recommending she be suspended without pay for a period of ten (10) days;

WHEREAS, upon consideration of the evidence, the Superintendent, based on the Loudermill hearing conducted by Mr. Grosse, the Chief Operating Officer, has indicated his recommendation that the Board suspend Ms. May without pay for a period of ten (10) days; and

WHEREAS, the Board believes that Ms. May's conduct, as described below, and its resulting effect on the Shaker Heights City School District (the "District") warrants a suspension without pay for a period of ten (10) days under the Negotiated Agreement, the Ohio Revised Code and Board policy.

NOW, THEREFORE, BE IT RESOLVED by the Board:

1. This Board suspends Ms. May without pay for a period of ten (10) days under the Negotiated Agreement, the Ohio Revised Code and Board policy.
2. The grounds for suspending Ms. May are as follows:
 - a. Ms. May demonstrated misfeasance/malfeasance, neglect of duty, a failure to meet the duties of her job, unprofessional behavior, and poor judgment in connection with an incident on August 19, 2020 in which she used her cellular phone to talk on video chat while simultaneously operating a school bus and driving at excessive speed.
 - b. On August 19, 2020, Ms. May was observed by two passing motorists using her cellular phone while operating a District school bus. The motorists also claim Ms. May was driving "unprofessionally" and weaving through traffic. After receiving the motorists' complaints, A review of the video and GPS from bus #73, which had been operated by Ms. May that morning indicated that Ms. May was using the video chat feature on her cellular phone while driving through traffic, merging lanes on a freeway, and driving through residential streets, and making multiple phone calls.
 - c. During fact finding meeting on August 24, 2020, Ms. May admitted to using her cellular phone while operating bus #73 the morning of August 19, 2020, a fact that is supported by the aforementioned video recordings from inside bus #73. Ms. May also admitted that she is aware that using a cellular phone while operating a school bus is prohibited by Ohio Administrative Code Section 3301-83-20(k), including using hands-free and wireless or other portable communication devices.
 - d. Further, GPS tracking of bus #73 of the aforementioned morning showed that Ms. May was driving at speeds up to forty-four (44) miles per hour in a thirty-five (35) mile per hour zone and thirty-four (34) miles per hour in a twenty-five (25) mile per hour zone along Lee Road.
 - e. These substantiated allegations constitute serious misconduct and violate Board Policy GBCB ("Staff Conduct"), Board Policy EEAC ("School Bus Safety Program"), State laws and regulations, including but not limited to Ohio Administrative Code Section 3301-83-20(k) and Ohio Revised Code Section 3319.081, and constitute a serious incident for which disciplinary actions is warranted.

- f. Ms. May previously received a camera speeding citation on November 4, 2019 for going thirty-five (35) miles per hour in a twenty-five (25) mile per hour zone while operating a District vehicle.
 - g. Thus, Ms. May's conduct warrants the proposed disciplinary action pursuant to Article XX of the Negotiated Agreement.
3. The Board concludes that the grounds specified in this Resolution, as set forth above, whether taken together or standing alone, constitute sufficient grounds to suspend Ms. May without pay for a period of ten (10) days under Board Policy, the Ohio Revised Code, and the Negotiated Agreement.
 4. This Resolution constitutes a full specification of the grounds considered by the Board in resolving to suspend Ms. May without pay.
 5. The Board hereby finds that the character of the charges against Ms. May warrant her suspension, without pay, from all duties for a period of ten(10) days, to be effective and implemented at a time to be specified by the Superintendent or the Chief Operating Officer or their designee.
 6. The Treasurer, after consultation with legal counsel, is directed to prepare and hand deliver to Ms. May a notice of this action, which notice shall include a full iteration of the grounds for the suspension stated above, along with a copy of this Resolution.
 7. The Board President, the Superintendent (or his designee), and/or the Treasurer are authorized and directed to take all other such actions as are necessary or appropriate to accomplish the objectives of this Resolution.
 8. It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public or in executive session as permitted by Ohio law.
 9. This Resolution shall take effect and be in force from and after the earliest period allowed by law.

May, Catherine - (Bus Driver/Transportation) - 10 days suspension without pay - dates TBD

Motion by Ayesha Bell Hardaway, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: Lisa Cremer, Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, Heather Weingart

20-10-140

2.3 APPROVAL OF SUSPENSION WITHOUT PAY

At the recommendation of Superintendent Dr. David Glasner, and upon receiving a motion and a second, the Board of Education voted on approving the following resolution.

A RESOLUTION OF THE BOARD'S DISCIPLINARY ACTION AGAINST PPT BUS DRIVER CHARI RUDOLPH

WHEREAS, the Board employs Chari Rudolph ("Ms. Rudolph") as a PPT bus driver;

WHEREAS, Ms. Rudolph's employment is subject to a collective bargaining agreement ("Negotiated Agreement") entered into between the Board and the National Conference of Firemen and Oilers, Local 200, SEIU, AFL-CIO, CLC (the "Association");

WHEREAS, the CBA Article XX ("Discipline"), Section 20.01 provides that the Administration reserves and has the right to discipline or discharge employees for just cause and such discipline shall include warnings, reprimands, and suspension;

WHEREAS, Ohio Revised Code Section 3319.081 provides that a board of education may suspend nonteaching employees for a definite period of time for "a violation of written rules and regulations as set forth by the board of education or for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, or any other acts of misfeasance, malfeasance, or nonfeasance;"

WHEREAS, Board Policy GBCB ("Staff Conduct") provides:
"All staff members have a responsibility to make themselves familiar with, and to abide by, the laws of the state of Ohio and the negotiated agreement, the policies of the Board and the administrative regulations designed to implement them. The Board expects staff members to conduct themselves in a manner that not only reflects credit to the District, but also presents a model worthy of emulation by students. Unless otherwise required by law, staff members are not permitted to bring a deadly weapon or dangerous ordnance into a school safety zone."

WHEREAS, Board Policy GBCB ("Staff Conduct") further provides in relevant part:
"All staff members are expected to carry out their assigned responsibilities. Essential to the success of ongoing operations and the instructional program are the following specific responsibilities, which are required of all personnel: support and enforcement of policies of the Board and regulations of the administration; care and protection of District property; and concern and attention toward their own and the District's legal responsibility for the safety and welfare of students, including the need to ensure that students are under supervision at all times;"

WHEREAS, Board Policy EEAC ("School Bus Safety Program") provides, in part that "the primary consideration in all matters pertaining to transportation is the safety and welfare of student riders;"

WHEREAS, Board Policy EEAC ("School Bus Safety Program") further provides, in part that "safety precautions shall include the following: the transportation program meets all state requirements regarding the testing and approval of bus drivers, standards for buses and safe speeds;"

WHEREAS, Ohio Administrative Code Section 3301-83-20(k) provides that "except in cases of extreme emergency, cellular telephones, including hands-free and wireless devices, or other portable communication devices shall not be used by the driver while the school bus is in motion or while the driver is supervising the loading or unloading of students;"

WHEREAS, on August 24, 2020, the District conducted a fact finding meeting to gather details related to the allegations against Ms. Rudolph in connection with alleged misconduct on August 19, 2020. Ms. Rudolph appeared with Association representation and was given the opportunity to make any statement or ask any questions regarding the incident;

WHEREAS, on September 14, 2020, Ms. Rudolph, appeared with Union representation before the Superintendent's designee, the Chief Operating Officer, for a mandatory pre-disciplinary *Loudermill* hearing, during which she was given the opportunity to refute the allegations and show cause why she should not be disciplined;

WHEREAS, by letter dated September 21, 2020, the Superintendent, based on the *Loudermill* hearing conducted by Mr. Grosse, the Chief Operating Officer, provided Ms. Rudolph written notice that he was recommending she be suspended without pay for a period of ten (10) days;

WHEREAS, upon consideration of the evidence, the Superintendent has indicated his recommendation that the Board suspend Ms. Rudolph without pay for a period of ten (10) days; and

WHEREAS, the Board believes that Ms. Rudolph's conduct, as described below, and its resulting effect on the Shaker Heights City School District (the "District") warrants a suspension without pay for a period of ten (10) days under the Negotiated Agreement and Board policy;

NOW, THEREFORE, BE IT RESOLVED by the Board:

1. This Board suspends Ms. Rudolph without pay for a period of ten (10) days under the Negotiated Agreement, the Ohio Revised Code and Board policy.
2. The grounds for suspending Ms. Rudolph are as follows:
 - a. Ms. Rudolph demonstrated misfeasance/malfeasance, neglect of duty, a failure to meet the duties of her job, unprofessional behavior, and poor judgment in connection with an incident on August 19, 2020 in which she used her cellular phone to talk on video chat while simultaneously operating a school bus.
 - b. During the review of video from bus #73 for a similar incident, the assistant transportation supervisor was able to identify Ms. Rudolph's voice through another bus driver's cellular phone while the other bus driver was talking on her cellular phone through video chat on August 19, 2020. Upon further review, it was found that both the video hard drive from bus #10 and the GPS module were not working properly and did not transmit any information regarding movements of bus #10 that day. As a result, the speed and driving habits that may have occurred from bus #10 at the time of the reported incident could not be confirmed.
 - c. Further, through CCTV cameras from outside the bus garage, the assistant transportation supervisor was able to observe that Ms. Rudolph was the driver of bus #10 on the morning in question, and was able to observe from bus #73's video when Ms. Rudolph met up with bus #10 off of Interstate 271 near Macedonia.
 - d. Further, during the aforementioned fact finding meeting, Ms. Rudolph acknowledged that she was on her cellular phone through video chat while operating bus #10 the morning of August 19, 2020. Ms. Rudolph also admitted that she is aware that using a cellular phone while operating a school bus is prohibited by Ohio Administrative Code Section 3301-83-20(k), including using hands-free and wireless or other portable communication devices.

- e. These substantiated allegations constitute serious misconduct and violate Board Policy GBCB ("Staff Conduct"), Board Policy EEAC ("School Bus Safety Program"), State laws and regulations, and constitute a serious incident for which disciplinary actions is warranted.
 - f. Ms. Rudolph's conduct violates the aforementioned Board Policies and state laws and regulations, including but not limited to Ohio Administrative Code Section 3301-83-20(k) and Ohio Revised Code Section 3319.081, and, as a result, the proposed disciplinary action is appropriate pursuant to Article XX of the Negotiated Agreement
3. The Board concludes that the grounds specified in this Resolution, as set forth above, whether taken together or standing alone, constitute sufficient grounds to suspend Ms. Rudolph without pay for a period of ten (10) days under Board Policy, the Ohio Revised Code and the Negotiated Agreement.
 4. This Resolution constitutes a full specification of the grounds considered by the Board in resolving to suspend Ms. Rudolph without pay.
 5. The Board hereby finds that the character of the charges against Ms. Rudolph warrant her suspension, without pay, from all duties for a period of ten (10) days, to be effective and implemented at a time to be specified by the Superintendent or the Chief Operating Officer or their designee.
 6. The Treasurer, after consultation with legal counsel, is directed to prepare and hand deliver to Ms. Rudolph notice of this action, which notice shall include a full iteration of the grounds for the suspension stated above, along with a copy of this Resolution.
 7. The Board President, the Superintendent (or his designee), and/or the Treasurer are authorized and directed to take all other such actions as are necessary or appropriate to accomplish the objectives of this Resolution.
 8. It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public or in executive session as permitted by Ohio law.
 9. This Resolution shall take effect and be in force from and after the earliest period allowed by law.

Rudolph, Chari - (Bus Driver/Transportation) - 10 days suspension without pay - dates TBD

Motion by Emmitt Jolly, second by Lisa Cremer.

Final Resolution: Motion Carries

Yes: Lisa Cremer, Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, Heather Weingart

20-10-141

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

6. ADDENDUM – BUSINESS (no items)

7. ACTION ITEMS - BOARD OF EDUCATION

7.1 ADOPTION OF REVISION NO. 2 TO THE 2020-2021 SCHOOL CALENDAR

At the recommendation of Superintendent Dr. David Glasner, and upon receiving a motion and a second, the Board of Education voted on approving the following resolution adopting Revision No. 2 to the 2020-2021 School Calendar.

A public hearing on the following Revision No. 2 to the School Calendar for the 2020-2021 School Year is not required since there is no change in the number of instructional hours from the previous revision to the 2020-2021 school calendar as adopted August 18, 2020. Attached for reference are: a) the original school calendar for the 2020-2021 school year adopted by the Board on February 12, 2019; b) the first revised school calendar for the 2020-2021 school year adopted August 18, 2020; c) the most recent Revision No. 2 to the School Calendar for the 2020-2021 School Year; and d) an updated calendar memo documenting the hours and other pertinent calendar information reflecting both revisions to the school calendar for the 2020-2021 school year.

A RESOLUTION ADOPTING REVISION NO. 2 TO THE 2020-2021 SCHOOL CALENDAR

WHEREAS, at its regular meeting held on February 12, 2019, the Board adopted a school calendar for the 2020-2021 school year;

WHEREAS, subsequent to the adoption of the 2020-2021 school calendar and in the spring of the 2019-2020 school year, the Governor of the State of Ohio issued an executive order declaring a state of emergency to protect the well-being of the citizens of Ohio from the dangerous effects of COVID-19;

WHEREAS, on March 14, 2020 the Director of the Ohio Department of Health issued an Order closing all school buildings to students in the State of Ohio, including the Shaker Heights City School District (the "District"), beginning March 17, 2020, with such Order having been extended through July 7, 2020, for the purpose of preventing the spread of COVID-19;

WHEREAS, on July 2, 2020 the Governor released the COVID-19 Health and Prevention Guidance for Ohio K-12 Schools emphasizing the importance of local decision-making and flexibility for Ohio school districts in reopening school buildings;

WHEREAS, on August 18, 2020, in response to the ongoing COVID-19 outbreak, the Board adopted a revised 2020-2021 school year calendar;

WHEREAS, Ohio law grants school boards the authority to control their school calendars and establish start and end dates for the school year so long as the minimum number of hours of instructional time are met pursuant to Section 3313.48 of the Ohio Revised Code;

WHEREAS, Section 3313.48(A) of the Ohio Revised Code requires that at a minimum school districts be open for instruction each school year for not less than four hundred fifty-five (455) hours in the case of pupils in half-day kindergarten, nine hundred ten (910) hours in the case of pupils in all-day kindergarten through grade six, and one thousand one (1,001) hours in the case of pupils in grades seven through twelve, which may include time for parent-teacher conferences,

reporting periods, professional meetings and recess periods for pupils in grades kindergarten through six;

WHEREAS, Ohio House Bill 164 provides that, for the 2020-2021 school year only, a school district that implements a remote learning plan shall be considered to have complied with the minimum number of hours required under Section 3313.48 of the Ohio Revised Code;

WHEREAS, the District has implemented a remote learning plan for the 2020-2021 school year and as such, the calendar modifications provided herein will be considered to be in compliance with the minimum hours requirements;

WHEREAS, Board Policy IC/ICA ("School Year/School Calendar") provides that the Superintendent shall prepare the school calendar and present it to the Board for approval;

WHEREAS, after analyzing and addressing all necessary factors, the Superintendent has prepared and presented additional recommended modifications (Revision No. 2) to the school calendar for the 2020-2021 school year to the Board for its consideration and approval which will not impact the number of scheduled hours of instruction from the previous revision to the 2020-2021 school calendar as adopted August 18, 2020;

WHEREAS, the proposed modifications and District remote learning plan implementation allow the District to remain in compliance with the Ohio Revised Code Section 3313.48 minimum instructional hour requirements while accommodating for ongoing issues related to the COVID-19 outbreak;

WHEREAS, the District remains committed to fulfilling the minimum instructional hour requirements set forth in Section 3313.84 of the Ohio Revised Code and the Board has considered topics that include, but are not limited to, the total number of hours in a school year, length of school day, and beginning and end dates of instruction;

WHEREAS, all statutory requirements with respect to transportation and scheduling needs for students at joint vocational school districts, community schools, and chartered nonpublic schools have been addressed and will be satisfied; and

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

Section 1. The Board has considered and hereby approves and adopts the following modifications (Revision No. 2) to the 2020-2021 school year calendar, which will not impact the number of scheduled hours of instruction from the previous revision to the 2020-2021 school calendar as adopted August 18, 2020:

1. The Parent-Teacher conference days originally scheduled to be held on October 15-16, 2020 will be held on November 23-24, 2020; and
2. The PreK-12 Professional Days originally scheduled to be held on November 23-24, 2020 will be held on October 15-16, 2020.

Section 2. The Board hereby determines that a public hearing on this calendar change is not required since there is no change in the number of instructional hours

from the previous revision to the 2020-2021 school calendar as adopted August 18, 2020.

Section 3. The Board President, the Superintendent, and/or the Treasurer/Chief Financial Officer are authorized and directed to take all other such actions as are necessary or appropriate to implement the adopted and approved modifications set forth herein.

Section 4. It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an electronic open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public or in executive session as permitted by Ohio law.

Section 5. This Resolution shall take effect and be in force from and after the earliest period allowed by law.

Motion by Lisa Cremer, second by Emmitt Jolly.

Final Resolution: Motion Carries

Yes: Lisa Cremer, Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, Heather Weingart

20-10-142

7.2 ADOPTION AND/OR REVISION OF BOARD POLICIES - NO ACTION

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

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

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

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

FIRST OF THREE READINGS

(Note: In accordance with Board Policy, no action is required at this time for this the first of three required readings of these policies.)

GCPD – Suspension and Termination of Certified Staff Members

GDPD - Suspension, Demotion and Termination of Classified Staff Members

JEGA – Permanent Exclusion

JFCF – Hazing and Bullying (Harassment, Intimidation and Dating Violence)

JFCF -R - Hazing and Bullying (Harassment, Intimidation and Dating Violence)

JGD – Student Suspension

JGDA – Emergency Removal of Student

JGE – Student Expulsion

KLD – Public Complaints About District Personnel

KLD-R – Public Complaints About District Personnel

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

8.1 MONTHLY FINANCIAL REPORT

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Monthly Financial Report consisting of the Financial Statements and Interim Investments for the month and year-to-date ended August 31, 2020 (attached Exhibit T-1 in Subject Section 8.2).

8.2 FINANCIAL STATEMENTS

It is recommended that the attached monthly financial statements for the month and year-to-date ended August 31, 2020 (Exhibit T-1) be accepted and placed on file for audit, and that in accordance with Section 135.14 of the Ohio Revised Code, the interim investments also included with the monthly financial statements be ratified.

AUGUST 2020 FINANCIAL OVERVIEW

The revenue activity for the month and for the fiscal year-to-date August 2020 has been similar to the same reporting period for the prior year with the following exceptions:

- Real estate tax revenue received this year-to-date was \$14.2 million or 44.9% less than last year due to timing differences in advance amounts paid out by the County caused by the Coronavirus Pandemic one-month delay in the due date for the second half of taxes to August 13, 2020;
- Due to the reduction in the Fiscal 2020 allocation in accordance with the State's Coronavirus Pandemic budget cut implemented in May, the year-to-date receipts were \$171,445 or 6.0% less than prior year. The District is expected to receive approximately the same funding in Fiscal 2021 as in Fiscal 2020 in accordance with the State biennial budget using the same school funding formula that continues the funding "guarantee", net of the Coronavirus Pandemic budget reduction.
- Other Local receipts for July and August were both negative due to a \$139,474 refund in both July and August representing repayment of a double payment received from ODE in June for the Fiscal 2019 SF-6 settlement. Accordingly, this item was \$348,759 or 216.9% less than prior year due to the refunds. The State's double payment has been fully repaid as of the end of August.

The expenditure activity for the month and for the fiscal year-to-date August 2020 was \$1.2 million or 6.9% less than the prior year amount, due primarily to reduced expenses due to the Coronavirus Pandemic closure partially offset by timing differences in some of the various expense categories. In summary, the District's overall finances are on target with expectations at this time.

Investment Earnings: At its September 16, 2020 meeting, the Federal Reserve's Federal Open Market Committee decided to maintain the target range for the federal funds rate at 0 to 1/4 percent.

Casino Revenue: Included in August 2020 Other State Revenue was the District's share of the sixteenth casino tax distribution to school districts. \$67,215, which because of the COVID-19 casino closures, was only 50.4% of the previous August payment received, is included in line 10, Other State revenue on the financial

summary in Section 4 of this monthly financial report. This is compared to the fourteenth payment received in August of 2019 that amounted to \$133,258. Such payments are distributed to school districts twice per year in January and August. The amount of such payments is contingent upon the amount of the gross casino revenue (gross revenue net of payments to winners) during the previous six-month period. The total received in Fiscal 2020 was \$261,269 and in Fiscal 2019 \$256,655.

Grant Fund Funding: Included in Section 4 of the current Treasurer's Report is an historical summary of State and Federal grant funding allocations to the District from Fiscal 2013 through Fiscal 2020 as well as the estimate for the current year Fiscal 2021.

eFinancePlus Conversion System Status Update: We continue to process all payroll and accounting transactions on the eFP system. We are currently working to provide "easy access budget information" to the budget managers.

\$1.5 Billion Bureau of Workers' Compensation Rebate: The BWC has approved a \$1.5 billion rebate to the state employers. The District's rebate is estimated at \$430,000, and is expected to be distributed in late October or early November.

Fernway Fire Insurance Receipts: The District received in August the insurance policy limit of \$1 million for the "code" coverage that covers costs associated with code upgrades required when rebuilding. We were also successful in obtaining final approval for the insurance policy limit of \$1 million for the "extra expense" coverage. We previously had received \$750,000 of that coverage limit, and received the remaining \$250,000 in early October. We continue to work on compiling detailed expenditure documentation for all of the replaced contents of the building in order to obtain the replacement vs depreciated cost differential from the insurance company.

Mr. Christman also reported on the following legislative items:

- **State Budget Status:** State General Revenue Fund revenues for the month and FYTD through August ended with a \$304 million favorable variance while expenditures ended with an \$85 million favorable variance, for a net favorable variance of \$389 million.
- **Ohio General Assembly:** House Representatives John Patterson and Gary Scherer unveiled Substitute House Bill No. 305 that is an updated version of the school funding reform bill believed by some to be considered for approval during the lame duck session.
- **U.S. Census:** the Ohio self-response rate was 70.5% in 2020 as compared to 69.0% in 2010. Non-response follow up procedures in 2020 have resulted in another 29.3% for a combined 99.8% rate for the State. Census operations are scheduled to cease at the end of October.
- **United States Department of Agriculture (USDA):** The USDA announced Friday that it is extending regulatory flexibility due to the pandemic to allow schools to offer free meals to all children through the end of the current academic year. Previously they had only approved the provision through December.

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

- administrative meetings covering various matters including legal, contract reviews and executions, policy review, collective bargaining, public records requests;
- various other meetings including departmental budgets, grants, continuation of the food service procurement audit, Forecast 5 – forecasting, Broadband Ohio Connectivity grant, FFCRA, transportation pay, ArbiterPay, Coronavirus preparedness, Everstream, SHTA negotiations, auxiliary services, supplemental contracts, employment contracts for support teachers, one-year COVID-19 positions for 2021 school year, Uniform guidance for procurement procedures for COVID-19 purchases, preparing for 2020-2021 school year, Processing payments for District Capital Projects, Fernway Elementary Fire - insurance, legal, financial aspects;
- held daily electronic Treasurer's Department meetings via Google Meet;
- continued processing payments and payroll remotely;
- attended First Ring Treasurers Meeting (electronic);
- attended Auditor of State's School Treasurer's Roundtable (electronic);
- attended OASBO Legislative Committee meeting (electronic);
- attended OASBO Fall School Finance Workshop (electronic);
- attended Policy Review Committee meeting (electronic);
- attended Forecast Five forecasting workshop (electronic);
- held Finance & Audit Levy Planning subcommittee meeting via Zoom meeting;
- held Finance & Audit Cost Center Analysis subcommittee meeting via Zoom meeting;
- met with Superintendent Glasner, Board President Weingart and Board Member Jolly re: Finance & Audit status update (electronic);
- held Finance & Audit Committee meeting via Zoom meeting;
- continued with NEOnet/eFP trainings, demos and transition;
- CAFR tasks;
- prepared for FY20 auditors;
- filed final appropriation budget with County Budget Commission;
- transitioned department back to working at Admin Building as of 10.5.20.

Motion by Jeffrey Isaacs, second by Emmitt Jolly.

Final Resolution: Motion Carries

Yes: Lisa Cremer, Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, Heather Weingart

20-10-143

8.3 REQUEST FOR TAX ADVANCES FROM THE COUNTY TREASURER

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Request For Tax Advances From the County Treasurer for which the resolution is listed below.

Prior to the vote, Mr. Christman explained that without the advance request, the District would receive all of its tax collections in the two semiannual settlement payments normally paid in March/April and September/October. By requesting the advances, the District improves both cash flow and investment income.

BE IT RESOLVED, by the Board of Education of the Shaker Heights City School District, County of Cuyahoga, State of Ohio;

Section 1. That the Fiscal Officer of Cuyahoga County be and is hereby requested to issue an order to the Treasurer of Cuyahoga County to pay to the Treasurer of this Board of Education such funds as may be available for distribution by said County Treasurer.

Section 2. That the Treasurer be and hereby is authorized to sign the appropriate documents to secure such advances, as well as the secondary documents to secure the semi-annual settlement with the County Treasurer during the calendar year 2021.

Section 3. That such authorization shall extend to all advances requested during the calendar year 2021.

Section 4. That the Treasurer of the Board, be and hereby is authorized and directed to certify a copy of this resolution to the County Treasurer and make such other certifications and reports to the County Fiscal Officer or Treasurer as may be necessary to make this resolution effective.

Motion by Ayesha Bell Hardaway, second by Lisa Cremer.

Final Resolution: Motion Carries

Yes: Lisa Cremer, Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, Heather Weingart

20-10-144

The Treasurer's report, including questions, answers and discussion with the Board, lasted from 9:01 p.m. until 9:28 p.m.

9. SUPERINTENDENT'S REPORT

9.1 SUPERINTENDENT'S REPORT

At this time, Superintendent Dr. David Glasner reported that he had participated in recent meetings of the Superintendent's Student Advisory Council, the Teachers' Advisory Group, Black Teachers' Task Force and a group of PTO officers. Dr. Glasner also reported that he continues to be an active advocate with Ohio State Legislators with regard to various issues. He has also been recently designated as an advocacy point person with the First Ring Collaborative. Dr. Glasner was also joined by Board President Heather Weingart in a recent meeting of the joint facilities task force, *Forward Together*.

10. BOARD MEMBERS' REPORTS AND HIGHLIGHTS

10.1 BOARD MEMBERS REPORTS AND HIGHLIGHTS

At this time, the Board Members may provide reports on various district matters. As there were no reports, the meeting continued.

11. EXECUTIVE SESSION

11.1 EXECUTIVE SESSION

At the recommendation of the Board President, and upon receiving a motion and a second, the Board of Education voted on recessing the meeting and entering into executive session to discuss employee personnel matters under Ohio Revised Code (ORC) Section 121.22(G)(1) for the purpose of considering the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee; and in accordance with Ohio Revised Code (ORC) Section 121.22(G)(4) to discuss matters relative to collective bargaining.

Motion by Emmitt Jolly, second by Lisa Cremer.

Final Resolution: Motion Carries

Yes: Lisa Cremer, Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, Heather Weingart

20-10-145

The Board recessed the public session at 9:31 p.m.

After a brief break, the remaining Board members convened the executive session via a separate non-public Zoom meeting at 9:55 p.m. with Superintendent Dr. David Glasner, Treasurer Mr. Bryan C. Christman, Chief Academic Officer Dr. Marla J. Robinson, Chief Operating Officer Mr. Jeffrey Grosse, Director of Human Resources Ms. Barbara Maceyak and District legal counsel Mr. Eric J. Johnson of Walter Haverfield in attendance.

At 11:49 p.m., President Weingart declared the end of the executive session, at which time the Board members, Dr. Glasner, Mr. Christman, Dr. Robinson, Mr. Grosse, Ms. Maceyak and Mr. Johnson exited the executive session non-public Zoom meeting and rejoined the public Zoom webinar and immediately moved to adjourn the public session.

12. ADJOURNMENT

12.1 NEXT MEETING

The next special meeting of the Shaker Heights City School District Board of Education will take place on Tuesday, October 27, 2020, at 5:00 p.m. Location details are still to be determined and will be provided at a later date via a revised/updated Sunshine Report and various District communication outlets.

The next regular meeting of the Shaker Heights City School District Board of Education will take place on Tuesday, November 10, 2020, at 6:00 p.m. Location details are still to be determined and will be provided at a later date via a revised/updated Sunshine Report and various District communication outlets.

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 Jeffrey Isaacs, second by Emmitt Jolly.

Final Resolution: Motion Carries

Yes: Lisa Cremer, Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, Heather Weingart

20-10-146

The regular meeting of the Shaker Heights Board of Education adjourned at 11:50 p.m.

Heather Weingart, President

Bryan C. Christman, Treasurer