

To be approved at the Board of Education meeting December 11, 2018.

MINUTES OF THE NOVEMBER 14, 2018 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Wednesday, November 14, 2018, at 6:00 p.m. in the upper cafeteria of Shaker Heights High School, 15911 Aldersyde Drive, Shaker Heights, Ohio 44120.

1. OPENING OF MEETING

1.1 CALL TO ORDER

At 6:03 p.m. Board President Jeffrey Isaacs, who presided over the meeting, called the meeting to order

1.2 ROLL CALL

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

Members present:

William L. Clawson II, Lisa Cremer, Ayesha Bell Hardaway, Heather Weingart, and Jeffrey Isaacs.

After the roll was called, President Isaacs welcomed the audience and shared the following statement on the Board's behalf with regard to recent events involving District personnel:

It's probably an understatement for me to say that recent events and personnel issues have attracted quite a bit of public attention.

I know. I live here too, as does every board member at this table. We get your emails, and we read them.

The discussions in meetings and on social media involve our friends, our neighbors, the teachers who teach our children and the coaches who coach our teams—and most importantly, our children.

We understand the urgency.

We understand that we've got a large problem.

The buck stops with us. You elected us to lead.

So lead we will.

We know we can do better, and we are working to do better.

We understand that our community is looking for action, not more words.

To that end, we have taken action.

We have students here at the High School who believed they were being bullied by a teacher.

Those complaints were investigated.

We as a board value all of our teachers. We know that they do the most important work in the District.

And, we have to balance that knowledge with the concerns raised by our students and families.

In fact, we have a moral and legal responsibility to do so.

We have to listen.

It harms our students to insinuate publicly that they are not telling the truth.

I personally have been discouraged by social media posts questioning the character of our students.

Any one issue is challenging enough, but this is so much more complicated because there have been several issues at the High School within a few weeks.

We also had a problem with the football team. A guy serving as an assistant coach was not on the payroll. He has a criminal record and never would have passed a background check.

He's gone. So is the head coach. We eliminated the entire coaching staff and we're starting over.

We had an assistant cheerleading coach accused of body-shaming. We'll have a new team installed shortly.

We have a high school principal who has been placed on leave, pending a review.

The bottom line—when we found out about a problem, we acted.

Not always as fast as we should. Not always perfectly. But we acted the best we could for our students.

There is often a conflict between the rights and privacy of employees and the rights of parents to know what is going on.

In none of these instances were students in any danger.

So we will deal with these situations, one by one, and get our house in order.

You have my word on that.

1.3 PRINCIPAL AND STUDENT WELCOME

At this time, Anjum Reddy, a 6th-grade student from Woodbury School, gave a welcome presentation followed by brief remarks on school events/projects from H. Danny Young, Woodbury School 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 October 9, 2018 Regular Meeting and the October 4, 18, 22, 27 and 29, 2018 Special Meetings.

Motion by Ayesha Bell Hardaway, second by William Clawson II.

Final Resolution: Motion Carries

Yes: William Clawson II, Lisa Cremer, Ayesha Bell Hardaway, Heather Weingart, Jeffrey Isaacs

18-11-156

1.5 PUBLIC COMMUNICATION TO THE BOARD

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.

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 those who attend Board meetings. The section on the agenda for public participation shall be indicated. Noted at the bottom of each agenda shall be a short paragraph outlining the Board's policy on public participation at Board meetings.

From 6:15 p.m. until 7:08 p.m., the Board heard comments from 17 audience members including District residents, parents, teachers, staff and students. Comments pertained to issues related to Shaker Heights High School teacher Jody Podl's recent administrative leave or plans for the renovation of Fernway Elementary.

1.6 HONORS AND RECOGNITION OF STUDENTS AND STAFF

At this time, Interim Superintendent Wilkins acknowledged staff and/or students for special recognition and/or honors listed as follows:

Adapted Ice Breaker Challenge Raises \$6,000

The Shaker Heights High School Hockey Program hosted its third annual Adapted Ice Breaker with Youth Challenge, a nonprofit that provides athletic opportunities to students with physical disabilities. The event is a fundraiser for Youth Challenge and a hands-on community service opportunity for our high school athletes. This year's event raised \$6,000 for Youth Challenge. Since 2016, the Adapted Ice Breaker has raised \$17,500.

Senior Emet Celeste-Cohen Named NSPA Reporting Finalist

Congratulations to Shaker Heights High School senior Emet Celeste-Cohen, who was named a 2018 Social Justice Reporting Finalist by the National Scholastic Press Association. Emet was honored for his March 5, 2018 article in The Shakerite, "Extending the Power of Preschool," which considered kindergarten readiness among Shaker students and examined the District's tuition-based PreK program, Shaker's First Class. Emet was one of ten student-journalist Social Justice Reporting Finalists from around the country. Well done, Emet!

2018 Measuring What Matters is on the Street

Our annual report to the community, Measuring What Matters, appeared in resident mailboxes last week. This is the largest MWM we have ever published and contains several new features, including a rip-out palm card about school funding and a special page devoted to Fernway. You can also access MWM on our website. Thanks to the communications department for their excellent work on this year's issue!

Spaghetti Dinner Raises Funds to Alleviate Poverty

Thanks to all who participated in the annual Youth Ending Hunger (YEH) Spaghetti Dinner last Thursday. The event---with assistance from the Mano en Mano club---raises funds for the club's KIVA fund, which allows its students to lend money via the internet to low income entrepreneurs and students in more than 80 countries. Kiva's mission is to "connect people through lending to alleviate poverty." We give a special thanks to high school teacher Bill Scanlon for his tremendous work on this project.

High School Art Club Installs Chalk Mural at the Van Aken District

Earlier last month, members of the Shaker Heights High School Art Club installed a beautiful chalk mural at the Van Aken District, just west of Tuttle Road. Each member of the club sketched a drawing visualizing imagery based on the prompt "My heart sings when... ." After individual sketches were complete, the Art Club members voted on the design they felt would best fit the site. They voted to install freshman Jana Chow's design. Be sure to visit the chalk wall on your next stop to the Van Aken District.

Two Seniors Named National Hispanic Recognition Program Scholars

Seniors Lia Gomez-Perez and Kevin Lamonica were named Scholars in the College Board's National Hispanic Recognition Program. Each year, the program recognizes approximately 5,000 of the 250,000 Hispanic/Latino students who take the PSAT. Lia Gomez-Perez is also a National Merit Semifinalist. Recognized students are from the United States, Puerto Rico, the U.S. Virgin Islands, Guam, the Mariana Islands, and the Marshall Islands, as well as other students attending schools abroad.

Raider Rower Finishes Fourth at Head of the Charles

Congratulations to Senior Sophie Calabrese, who placed fourth in the Women's Youth Singles at the Head of the Charles Regatta in Boston last weekend. She covered the winding three-mile course in a speedy 21:40! Job well done also by

Nathan Murray, Lincoln Luzar, Maxim Ehlers and Aidan Baker, who competed in the the Men's Youth 4. Way to go Shaker Crew!

See Pippin at the High School November 15-17!

Shaker Theatre Arts and Music Departments proudly present Pippin, with music and lyrics by Stephen Schwartz, book by Roger O. Hirson, playing November 15, 16, and 17 at 7 p.m., in the High School Large Auditorium. Tickets are \$10 for adults, \$5 for students and senior adults and are on sale now at www.shaker.tix.com. Tickets may also be purchased in person from the Box Office one hour prior to curtain (6:00 pm) on performance nights.

MAC Scholars attend MSAN Student Conference

Members of the High School Minority Achievement Committee (MAC) Scholars Program recently attended the Minority Student Achievement Network (MSAN) Conference held in Newton, Mass., October 24-27. The trip included visits to a variety of colleges and universities in Massachusetts. Shaker Heights Schools is one of the founding districts of the Minority Student Achievement Network (MSAN), a network of school districts across the country working to close the achievement gap.

1.7 EQUITY TASK FORCE UPDATE

At this time, a brief Equity Task Force update was provided by committee members Philip Rowland-Seymour and Heather Torok.

1.8 FERNWAY UPDATE

At this time, Director of Operations Dave Boyer provided an update on Fernway Elementary School. Mr. Boyer was joined by Chris Dewey of Van Auken Akins Architects. Mr. Dewey reviewed with the Board the option matrix which indicated the specific project scopes that might be funded in accordance with the various additional improvement funding options being considered ranging from \$2 million to \$5 million. At the request of the Finance & Audit Committee, Treasurer Christman also briefly outlined procedures undertaken to ascertain the amount of bond funds (beyond any insurance settlement funds) available for the Fernway improvement project. The analysis concluded that approximately \$2 million from the Bond Fund plus an estimated \$100,000 per year for up to 10 years, or \$1 million of projected General Fund savings arising from having a newly-renovated Fernway building could be allocated to the improvement project, for a grand total of \$3 million. Board President Isaacs recommended that \$3 million be dedicated to the Fernway building improvement project, upon which the Board reached consensus. Mr. Dewey will develop a plan in accordance with such recommendation.

The update, which lasted from 7:16 p.m. until 7:43 p.m., included questions, answers and discussion with the Board.

1.9 FACILITIES CONSTRUCTION UPDATE

At this time, Director of Operations Dave Boyer provided a status update on the district capital plan's 2018 projects and reviewed a list of anticipated summer 2019 construction projects. The update, which lasted from 7:44 p.m. until 7:52 p.m., included questions, answers and discussion with the Board.

2. APPROVAL OF ALL ACTION ITEMS AND REPORTS - PERSONNEL

2.1 APPROVAL OF ALL CERTIFIED AND CLASSIFIED PERSONNEL ITEMS

At the recommendation of Interim Superintendent Dr. Stephen M. Wilkins, 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 2018-2019 school year unless otherwise noted.

3. ACTION ITEMS AND REPORTS-PERSONNEL

3.1 APPOINTMENTS

Ames, Nicholas - (Custodian/Middle School) - step 2 of the Local 200 Salary Schedule - effective October 22, 2018

Howard, Ivy - (Custodian/High School) - step 2 of the Local 200 Salary Schedule - effective November 15, 2018

Nash, Meshelle - (Permanent Part Time Bus Driver/Transportation) - step 9 of the Local 200 Salary Schedule - effective October 29, 2018

Neff, Ellen - (Part-time Lifeguard/Woodbury) - \$9.00 per hour - not to exceed 30 hours per week - effective October 29, 2018

Pastrick, Jessica - (Paraprofessional/Fernway) - step 2 of the OAPSE 153 Salary Schedule - effective November 7, 2018

Schwartz, Georgeta - (Paraprofessional/Fernway) - step 14 of the OAPSE 153 Salary Schedule - effective October 22, 2018

White, Robert - (60% Latin Teacher/Middle School) - Class M.A., step t of the Teacher's Salary Schedule - effective November 15, 2018 (one year position)

3.2 CHANGES IN ASSIGNMENT

Bomberger, Dora - (Temporary Kindergarten Teacher/Onaway) - from Paraprofessional/Onaway to Kindergarten Teacher /Onaway - Class B.A, step b of the Teacher's Salary Schedule - effective November 5, 2018

Glasner, David - (Substitute Principal/High School) - from Executive Director of Curriculum to Substitute Principal/High School - effective November 5, 2018

McQueen, Michael - (Custodian/Onaway) - from Custodian/Woodbury to Custodian/Onaway - effective November 15, 2018

Nims, Shlya - (Temporary Skill Support Teacher/Woodbury) - from Paraprofessional/Woodbury to Skills Support Teacher/Woodbury - Class M.A., step a of the SHTA Support Teachers Salary Schedule - effective October 23, 2018 through February 4, 2019

Schmidt, Victoria - (80% English Teacher/High School) - from 60% English Teacher/High School to 80% English Teacher/High School - effective October 22, 2018 through December 21, 2018

Wasserman, Marina - (100% English Teacher/High School) - from 80% English Teacher/High School to 100% English Teacher/High School - effective October 22, 2018 through December 21, 2018

Change in Assignment in accordance with the recently-approved OAPSE No. 149 collective bargaining agreement, effective November 1, 2018:

Johnson, Terri - (Administrative Assistant II/Boulevard) - from 80% to 100%

Kerns, Maria - (Administrative Assistant II/Mercer) - from 80% to 100%

Rice, Karen - (Administrative Assistant II/Onaway) - from 80% to 100%

Seman, Janet - (Administrative Assistant II/Fernway) - from 80% to 100%

Smith, Shonte - (Administrative Assistant II/Lomond) - from 80% to 100%

3.3 TEMPORARY EMPLOYEES

Lunch Aide

Ezell, Linda

Moore-Thomas, Stephanie

Spivey III, Calvin

Story, Carl

Strickland II, Winfrid

Thorpe, Chanel

Turner, Lashonda

Substitute Administrator

Kendall, Carl

Patterson, Barbara

Substitute Bus Driver

Alert, Wilfred

Substitute Nurse

Zuik, Jessica

Substitute Paraprofessional

Arnstine, Miriam

Arrington, Michael

Freeman, Sherida

Goldfinger, Alyssa

Grayson, Ashley

Halle, Wendy

Isaacson, Lawrence

Palumbo, Shari

Perry, Charlene

Substitute Secretary

Creel, Lavonda

Grayson, Ashley

Hughes, Holly

Oden, Jada

Palumbo, Shari

Perry, Charlene

Smith, Patricia

Taylor, Ashley

Wilkins, Dawn

Student Aide

Anderson, Janae

De Lima, Lucas

Dionndricca, Lewis

Douglas, Antenisha

Hunter, Aaron

Range, Alexa

Rogers, Mariah

Range, Alexa

Tutoring Center Tutor (Woodbury)

Candel, Charles

Tutoring Center Tutor (High School)Baltan-Brunet, Melis
Homans, Julia

Witt, Michaela

3.4 SALARY RECLASSIFICATIONSReclassification in accordance with SHTA contract, section 27.10, effective August 16, 2018

Agee-Barney, Kendra - from M.A.+15, step j to M.A.+45, step j
 Becerra, Melissa - from M.A., step r-2 to M.A.+15, step r-2
 Beney, Susan - from M.A., step r-4 to M.A.+15, step r-4
 Bihuniak, Bethany - from M.A.+30, step r-1 to M.A.+45, step r-1
 Brindza, Elizabeth - from M.A.+15, step r-2 to M.A.+30, r-2
 Campbell, Elizabeth - from B.A., step e to M.A., step e
 Clark, Kristen - from M.A.+15, step m to M.A.+30, step m
 Colquitt, Elizabeth - from M.A.+15, step r-5 to M.A.+30, step r-5
 Conkey, Ellen - from B.A., step d/e to B.A.+15, step d/e
 Eagleton, Katherine - from B.A., step f to M.A., step f
 Heben, Michael - from M.A., step g to M.A.+30, step g
 Kelly, Paul - from M.A., step r-4 to M.A.+15, step r-4
 Kempton, Caitlin - from B.A.+15, step d to M.A., step d
 Kendall, Kathryn - from M.A., step i to M.A.+15, step i
 Kerr, Nichole - from B.A.+15, step i to M.A., step i
 Krzywicki, Anne - from B.A.+15, step k to M.A., step k
 Marschall, Marie - from B.A., step f to B.A.+15, step f
 Mauch, Erin - from M.A., step l/m to M.A.+15, step l/m
 Montgomery, Laura - from M.A., step i to M.A.+15, step i
 Quarles, Debra - from M.A.+30, step p-3 to M.A.+45, step p-3
 Roche, Ashley - from B.A., step e to B.A.+15, step e
 Scanlon, Jacqueline - from M.A., step l/m to M.A.+45, step l/m
 Sharpe, Rebekah - from M.A., step i to M.A.+15, step i
 Stouffer, Christina - from B.A.+15, step i to M.A., step i
 Sumerak, Scott - from B.A.+15, step p-5 to M.A., step p-5
 Thomas, Adam - from B.A.+15, step j to M.A., step j
 Tyrell, Gianna - from B.A., step g to B.A.+15, step g
 Weiss-Flynn, Penny - from M.A.+30, step p-4 to M.A.+45, step p-4
 Wolenski, Jeanne - from B.A., step i to B.A.+15, step i

Reclassification in accordance with SHTA-ST contract, section 27.10, effective August 16, 2018

Bradford, Alison - from B.A., step p to B.A.+30, step p
 Filippakis, John - from B.A., step h to M.A., step h
 Gordon, Bonnie - from M.A.+15, step g to M.A.+30, step g
 Varricchio, Christine - from B.A., step e to M.A., step e

3.5 SUPPLEMENTAL CONTRACTS

	TYPE	DESCRIPTION				
HIGH SCHOOL SUPPLEMENTALS						
BABCOCK, ERIC	0653	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
BARTLEY, MATTHEW	9390	ICE HOCKEY HEAD COACH-WINTER	15	x	1	
BILLUPS, BRITTANY	8322	SANKOFA ASSISTANT	2.17x		1	
BROWN, SIDNEY	9340	FOOTBALL ASSISTANT COACH-FRESHMAN-FALL	9	x	1	
CRAIG, SHARON	0664	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
DAVIS, SARAH	0650	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
DEMAURO , KAREN L	0668	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
DEWEERD, JAMISON	0670	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
DORA, MEGAN	0656	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
ELSAESSER, BRYAN	0661	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
FLEMING, KYLE	0666	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
FOGERTY, AMY	0665	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
FRANKLIN, ANTHONY	9310	FOOTBALL ASSISTANT COACH-VARSITY-FALL	12	x	1	
HARRELL, ANGELA	8360	EDUCATORS RISING	3.75x		1	
JELLEN , DONNA	0658	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
JOHNSON, DENISE	9221	CHEERLEADING HEAD COACH-WINTER	7	x	1	
MAUCH, ERIN	0655	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
NGOZI, HASANI	9314	FOOTBALL ASSISTANT COACH-VARSITY-FALL	12	x	1	
OWENS, KIMBERLY	0662	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
RATHBONE, JOEL	0659	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
RICE, JEFFREY	0660	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
ROUTH, RYAN	0663	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
STEGGERT, STACEY	0654	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
STRANG, CARSON	9400	ICE HOCKEY ASSISTANT COACH-WINTER	6	x	1	
SUMERAK , SCOTT	0657	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
WALKER, JASON	0675	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
WALTER, KRISTINA	0671	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
WHITE, LORI	0676	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
WILKES , JESSICA L	0669	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
WOODARD, JILL	0667	COMMON PLANNING TIME (CPT) LEADER	1	x	1	
MIDDLE SCHOOL SUPPLEMENTALS						
MOSS, SHANITA	7475	DRILL TEAM CO-ADVISOR	3	x	1	
SUPPLEMENTAL CORRECTIONS						
HARRISON, MICHELLE	9221	CHEERLEADING HEAD COACH-WINTER	7	x	1	Rescind-Oct. 9, 2018
JOHNSON, DENISE	9222	CHEERLEADING ASSISTANT COACH-WINTER	5	x	1	Rescind-Oct. 9, 2018
LONG, VIKKI	8322	SANKOFA ASSISTANT	2.17x		1	Rescind-July 17, 2018

3.6 SPECIAL ASSIGNMENTS

Authorization is requested for the following staff members to receive units from grant funds from the Jennings Foundations for participation in the Bridges Program. This will be aligned with our unit allocation procedures. A unit refers to approximately one-half day of service at \$65.

Staff Name	Units from Jennings Bridges grant	Units from Jennings Bridges Team Teaching grant
Babcock, Eric	5	1.72
Bailey, Jayce	5	1.72
Berger, Brian	33	1.72
Bonner, Shaunna	3	1.72
Craig, Sharon	7	1.72
Davis, Sarah	66	1.72
DeWeerd, Jamison	6	1.72
Ersek, Amanda	0	1.72
Harrell, Angela	5	1.72
Keener, Lauren	6	1.72
Konopinski, Joseph	33	1.72
Peake, David	3	1.72
Vokes, Elizabeth	9	1.72
White, Lori	0	1.72
Whitsett, Ciera	3	1.72

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

Calendar Committee

Up to 2 units per individual. A unit refers to approximately one-half day of service at \$65.

Shrestha, Emily

Classroom Relocation

\$200 per individual

Lapp, Mary Jo

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

Last Name	First Name	Building	Project Name	Stipend
Abrams	Chamaine	District	I3 CILC Work Group	\$400.00
Baker	Maria	District	I3 CILC Work Group	\$400.00
Bednar	Jason	District	I3 CILC Work Group	\$400.00
Brooks	Lloyd	District	I3 CILC Work Group	\$400.00
Brown	Denise	Onaway	Onaway Instructional PLC	\$200.00
Brown	Denise	Onaway	Onaway Math Vertical Team	\$400.00
Burns	Cissy	Onaway	Onaway Math Vertical Team	\$400.00
Clark	Kristin	Onaway	Onaway Instructional PLC	\$200.00
Clark	Kristin	District	I3 CILC Work Group	\$400.00

Clark	Kristin	Onaway	Onaway Math Vertical Team	\$400.00
Cox	Travis	District	I3 CILC Work Group	\$400.00
Denton	Marcie	Onaway	Onaway Math Vertical Team	\$400.00
DiLeo	Jennifer	Onaway	Onaway Math Vertical Team	\$400.00
DiScenna	Alfred	District	I3 CILC Work Group	\$400.00
Gartner	Mark	Middle School	SMS Individuals & Societies (Intervention Specialists)	\$600.00
Gest	Kenya	Onaway	Onaway Instructional PLC	\$200.00
Gest	Kenya	Onaway	Onaway Math Vertical Team	\$400.00
Gillette	Bradley	Onaway	Onaway Math Vertical Team	\$400.00
Harlow	John	District	I3 CILC Work Group	\$400.00
Hegele	Robyn	District	I3 CILC Work Group	\$400.00
Holliday	Keaf	District	I3 CILC Work Group	\$400.00
Holmes	Katrina	Middle School	SMS Individuals & Societies (Intervention Specialists)	\$600.00
Kendall	Kathryn	Onaway	Onaway Instructional PLC	\$200.00
Kendall	Kathryn	District	I3 CILC Work Group	\$400.00
Koenigsberger	Kristin	Onaway	Onaway Math Vertical Team	\$400.00
Lever	Jennifer	Onaway	Onaway Math Vertical Team	\$400.00
Manuel	Renee	District	I3 CILC Work Group	\$400.00
Marencik	Joseph	District	I3 CILC Work Group	\$400.00
Miles	Molly	District	I3 CILC Work Group	\$400.00
Moore	John	District	I3 CILC Work Group	\$400.00
Ouelette	Anne	Onaway	Onaway Instructional PLC	\$200.00
Peterjohn	David	District	I3 CILC Work Group	\$400.00
Priestley	Lauren	District	I3 CILC Work Group	\$400.00
Reinhold	Jean	District	I3 CILC Work Group	\$400.00
Scott	Connie	Onaway	Onaway Instructional PLC	\$200.00
Sweeney	James	District	I3 CILC Work Group	\$400.00
Sweeney	James	Onaway	Onaway Math Vertical Team	\$400.00
Thornton	Cayce	Onaway	Onaway Instructional PLC	\$200.00
Tobey	Addie	District	I3 CILC Work Group	\$400.00
Weisbarth	Jennifer	District	I3 CILC Work Group	\$400.00

Evaluation Team Report/Individualized Education Program Best Practices Internal Monitoring Team

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

Brooks, Kandice
Gainford, Karen
Hilderbrandt, Shanna
Holmes, Katrina

Krawczak, Colleen
Smyth-Morrow, Noreen
Steggert, Stacey

IB Professional Learning - Held Locally

Up to 4 units per individual

Ouellette, Anne

Preschool Family Literacy Nights Planning

Up to 3 units per individual

Bendersky, Mara
Colvin, Allison
Koenigsberger, Kristin

Motelka, Cara
Skandul, Sandra

Preschool Family Literacy Nights

Up to 7 units per individual

Bendersky, Mara

Bomberger, Dora

Cole, Anne

Colvin, Allison

Diemer, Susan

Gandolfo, Marianna

Hamilton, Lisa

Koenigsberger, Kristin

Langhinrichs, Julie

Matteson, Monica

Motelka, Cara

Price, Jennie

Schrump, Diane

Shinn, Stephen

Skandul, Sandra

Summer IEP Meeting - Middle School

Up to .5 unit per individual. A unit refers to approximately one-half day of service at \$65.

Bishko, Jeremy

Woodbury Master Schedule

Up to 2 units per individual. A unit refers to approximately one-half day of service at \$65.

Ambrozic, Ashley

Bednar, Jason

Bognar, Robert

Brindza, Elizabeth

Clemente-Milne, Deanna

Clouser, Nicole

Deep, Thomas

DeJohn, Daniel

Doerner, Jacylyn

Garrison, Darlene

Goodrum, Angela

Harnish, Sean

Hayward, Kristina

Hicks, Richard

Jarvie, Sherri

Kaminski, Robert

Kippen, Nancy

Lenczewski, Mark

Lipovic, Darlene

Meek, Lauren

Montgomery, David

Scanlon, Jacqueline

Tobey, Addie

Turner, Vivia

Turoff, Debra

3.7 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTES

Novak, Elizabeth - (Art Teacher/Middle School) - Class B.A., step a in accordance with the applicable Hourly and Unit Rate Schedule - effective September 28, 2018

3.8 LEAVES OF ABSENCE

Billington, Lori- (Teacher/Middle School)-effective September 20, 2018 - November 13, 2018 (Medical)

Bradd, Andrea- (Teacher/High School)-effective December 3, 2018- January 17, 2019 (Medical)

Fagan, Victoria- (Teacher/Boulevard)-effective September 20, 2018-December 14, 2018 (Medical)

Leftridge, Dimon- (Paraprofessional/High School) - effective October 2, 2018 - January 15, 2019 (Medical)

Lowe, Allison- (Teacher/Woodbury)-effective November 7, 2018-December 21, 2018 (Medical)

Middlebrook, Robert- (Custodian/Woodbury)-effective October 30, 2018-December 30, 2018 (Medical)

Troupe, Sandra-(Paraprofessional/Middle School)-effective September 25, 2018 - June 5, 2019 (Medical)

3.9 RESIGNATIONS

Boyd, Carol - (English Teacher/High School) - effective at the end of the 2018-2019 school year - 21 years of service (retirement)

Crowley, Valerie - (Intervention Specialist Teacher/High School) - effective November 26, 2018 - 8 years of service (resignation)

Gibson, Jarvis - (Head Football Coach/High School) - effective October 26, 2018 - 7 years of service (resignation)

Griffin, Renauta - (20% Teacher/Woodbury) - effective at the end of the 2018-2019 school year - 38 years of service (retirement)

Siegel, Elizabeth - (Intervention Specialist/Mercer) - effective at the end of the 2018-2019 school year - 22 years of service (retirement)

4. ADDENDUM – PERSONNEL

4.1 APPOINTMENTS

Stone, Kenneth - (Paraprofessional/High School) - step 2 of the OAPSE 153 Salary Schedule - effective November 15, 2018

4.2 TEMPORARY EMPLOYEES

Lunch Aide

Deering, Pamela
Gates, Evette

McIlduff, Edward

Student Aide

Witt, Michaela

Substitute Custodian

Terry, James

Substitute Paraprofessional
DeBramaletta, Destine

Substitute Security Monitor

Lodge, Joseph

4.3 SPECIAL ASSIGNMENTS

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

Peer Evaluators for the 2018-2019 School YearHigh School

Glasier, Andrew - \$400
 Morris, John - \$100
 Owens, Kim - \$100
 Torrence, Tod - \$100

Planning for November 20 Professional Day

Up to 1 unit per individual. A unit refers to approximately one-half day of service at \$65.00.

Devine, Tanauta
 Dipiero, Jill
 Gest, Kenya
 Grahl, Kelly
 Kline, Brenda
 Lewis, Adrian
 Martin, Larissa

High School Swim Team Lifeguard - \$9.00 per hour maximum of 136 Hours – effective August 16, 2018

Tuggle, Arthur

High School Swim Team Lifeguard - \$9.00 per hour maximum of 120 Hours – effective August 16, 2018

Neff, Ellen

Middle School Swim Team Lifeguard - \$9.00 per hour maximum of 70 Hours – effective August 16, 2018

Calzado, Claudio

4.4 SUPPLEMENTAL CONTRACTS

	TYPE	DESCRIPTION	
HIGH SCHOOL SUPPLEMENTALS			
COHEN, ADAM	9475	SKI CLUB HEAD	3.75 x 1
PERRY, JULIET	8639	STUDY CIRCLE - \$3,300	
SHERRILL, KHADEJA	9222	CHEERLEADING ASSISTANT COACH-WINTER	6 x 1
MIDDLE SCHOOL SUPPLEMENTALS			
HINES, RYAN	7540	7TH GRADE BBALL BOYS HEAD COACH-WINTER	9 x 1
WOODBURY SUPPLEMENTALS			
BRINDZA , ELIZABETH B	6572	BEFORE SCHOOL BOYS BOOK CLUB	0.75 x 1
DEJOHN, DANIEL	6577	BEFORE SCHOOL BOYS BOOK CLUB	0.75 x 1
KENDALL, KATHRYN	6604	HOMEWORK TUTORING CENTER	5 x 1

4.5 RESIGNATIONS

Lewis, Jameisha - (Permanent Part Time Bus Driver/Transportation) - effective October 29, 2018 - 1 year of service (resignation)

Motion by Heather Weingart, second by Ayesha Bell Hardaway.

Final Resolution: Motion Carries

Yes: William Clawson II, Lisa Cremer, Ayesha Bell Hardaway, Heather Weingart, Jeffrey Isaacs

18-11-157

5. ACTION ITEMS AND REPORTS – BUSINESS

5.1 APPROVING CHANGE ORDER WITH STERLING PROFESSIONAL GROUP FOR DISTRICT PILOT CLASSROOM RENOVATIONS

At the recommendation of Interim Superintendent Stephen M. Wilkins, and upon receiving a motion and a second, the Board of Education voted on approving the change order with Sterling Professional Group for the District Pilot Classroom Renovations project.

Change Order No. 1 Credit for Multiple Changes (\$15,894.00)

Motion by William Clawson II, second by Lisa Cremer.

Final Resolution: Motion Carries

Yes: William Clawson II, Lisa Cremer, Ayesha Bell Hardaway, Heather Weingart, Jeffrey Isaacs

18-11-158

5.2 APPROVING CHANGE ORDER WITH GARLAND/DBS, INC. FOR WOODBURY ELEMENTARY SCHOOL ROOF REPLACEMENT

At the recommendation of Interim Superintendent Stephen M. Wilkins, and upon receiving a motion and a second, the Board of Education voted on approving the change order with Garland/DBS, Inc. for the Woodbury Elementary Roof Replacement.

Change Order No. 5 Credit for 1/2 cost of Woodbury music room carpet replacement (\$4,579.68)

Motion by William Clawson II, second by Ayesha Bell Hardaway.

Final Resolution: Motion Carries

Yes: William Clawson II, Lisa Cremer, Ayesha Bell Hardaway, Heather Weingart, Jeffrey Isaacs

18-11-159

5.3 PAYMENT IN LIEU OF TRANSPORTATION

At the recommendation of Interim Superintendent Stephen M. Wilkins, and upon receiving a motion and a second, the Board of Education voted on approving the Payment in Lieu of Transportation resolution listed below.

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

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

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

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

1. The time and distance required to provide the transportation;
2. The number of pupils to be transported;
3. The cost of providing transportation in terms of equipment, maintenance, personnel, and administration;
4. Whether similar or equivalent service is provided to other pupils eligible for transportation;
5. Whether and to what extent the additional service unavoidably disrupts current transportation schedules; and
6. Whether other reimbursable types of transportation are available

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

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

SCHOOL

STUDENT/GRADE

Cleveland Montessori
12510 Mayfield Road
Cleveland- 44106

Yoonseon Cho (1)
Benjamin Eilbeck (3)
David Subauste (5)

Gilmour Academy
34001 Cedar Road
Gates Mills- 44040

Simon Akkus (6)
Kendall Long (8)
John Newman (3)

Fuchs Mizrachi
26600 Shaker Boulevard
Beachwood- 44122

Bennett Hoffman (6)
Haeli Serels (8)

Motion by William Clawson II, second by Ayesha Bell Hardaway.

Final Resolution: Motion Carries

Yes: William Clawson II, Lisa Cremer, Ayesha Bell Hardaway, Heather Weingart, Jeffrey Isaacs

18-11-160

6. ADDENDUM – BUSINESS (no items)

7. ACTION ITEMS - BOARD OF EDUCATION

7.1 ADOPTION AND/OR REVISION OF BOARD POLICIES

At the recommendation of the Board Policy Committee and upon receiving a motion and a second, the Board of Education voted on approving the Adoption and/or Revision of Board Policies as listed and attached below.

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.

THIRD OF THREE READINGS

(Note: In accordance with Board Policy, this is the third of three required readings of these policies. The first reading was September 11, 2018 and the second reading was October 9, 2018.)

AFC-1 - Evaluation of Professional Staff IGCH - College Credit Plus
AFC-2 - Evaluation of Professional Staff JECAA-R – Admission of Homeless Student
GBQ - Criminal Records Check

Motion by William Clawson II, second by Heather Weingart.

Final Resolution: Motion Carries

Yes: William Clawson II, Lisa Cremer, Ayesha Bell Hardaway, Heather Weingart, Jeffrey Isaacs

18-11-161

7.2 REAPPOINTMENT OF THE TREASURER AND APPROVAL OF TREASURER'S BOND

Upon receiving a motion and a second, the Board of Education voted on approving the following resolution reappointing Bryan C. Christman as Treasurer.

WHEREAS, the current employment contract with Treasurer Bryan C. Christman and the Board of Education of the Shaker Heights City School District ("Board") expires July 31, 2019; and

WHEREAS, the Board wishes to enter into a new employment contract with Mr. Christman, the terms of which shall be consistent in all material respects with the terms of the currently existing employment contract;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Shaker Heights City School District, Cuyahoga County, Ohio that in accordance with Section 3313.22 of the Ohio Revised Code, the Board of Education hereby reappoints Bryan C. Christman as Treasurer for the period commencing August 1, 2019 through July 31, 2024; and

BE IT FURTHER RESOLVED that the Board President is hereby authorized and directed to enter into a new five-year employment contract with Bryan C. Christman, and to take such other steps as are necessary to effectuate the purposes and intent of this resolution; and

BE IT FURTHER RESOLVED that in accordance with Section 3313.25 of the Ohio Revised Code, the Board of Education shall approve a faithful performance bond for the Treasurer in the amount of \$250,000 to cover the term of the employment contract.

Board members expressed appreciation for Mr. Christman's past and future service. Mr. Christman thanked the Board for their expression of confidence and noted that his efforts and successes are very much the product of a team effort and collaboration.

Motion by William Clawson II, second by Lisa Cremer.

Final Resolution: Motion Carries

Yes: William Clawson II, Lisa Cremer, Ayesha Bell Hardaway, Heather Weingart, Jeffrey Isaacs

18-11-162

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 September 30, 2018 (attached Exhibit T-1 in Subject Section 8.2).

8.2 FINANCIAL STATEMENTS – SEPTEMBER 2018

It is recommended that the attached monthly financial statements for the month and year-to-date ended September 30, 2018 (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.

SEPTEMBER 2018 FINANCIAL OVERVIEW

The revenue activity for the month and for the fiscal year-to-date September 2018 has been similar to the same reporting period for the prior year with the following exceptions:

- Real estate tax revenue received in July & August this year was \$2.8 million less than last year due to timing difference in advance amounts paid out by the County earlier this year due to accelerated tax payments in advance of the January 1, 2018 federal income tax law changes limiting state and local tax deductions.
- Other Local revenue was \$303,461 or 37.1% less than prior year due primarily to \$328,392 less receipts from the State for the Fiscal 2018 SF-6, SF-14 & SF-14H payments as compared to the prior fiscal year for the same time period.
- The District is expected to receive approximately the same State Foundation funding in Fiscal 2019 as in Fiscal 2018 due to being on the "guarantee" funding method.
- The Homestead Exemption & Rollback payment of \$4.4 million was received in September this year, but not until October last fiscal year, accounting for the difference.

The expenditure activity for the month and for the fiscal year-to-date September 2018 was \$0.4 million or 1.5% less than the prior year amount due to timing differences in payments, expected growth in certain expenses, primarily salaries and fringe benefits, offset by a reduction in capital outlay expenditures. In summary the District's overall finances are on target with expectations at this time.

- **Shaker Plaza TIF First Payment Received:**
Included in the September Real Estate Taxes was the first payment received from the City of Shaker Heights related to the Shaker Plaza Tax Increment Financing (TIF) agreement amounting to \$386,036 representing 76% of the TIF payment amount covering part of the first half and the full second half of the 2017 tax year.
- **eFinancePlus Conversion System Status Update:**
A combination of Human Resource and selected Treasurer Department staff attended multiple day-long conversion sessions at the NEOnet office in Cuyahoga Falls during the last month in furtherance of the conversion setup process which is in accordance with the published conversion schedule included in the last financial brief report.

Mr. Christman also reported on the following legislative items:

- **Lame Duck Session:** The Ohio General Assembly's post-election session is to convene beginning this week.
- **State Biennial Budget:** The State's biennial budget process is already beginning to get underway given the election of the new Governor and State administration effective in January. It is thought that the discussions over the last year by Representatives Cupp and Patterson, which have focused on devising a new formula that is equitable and also more easily explained to policy makers and the public, may be incorporated in the upcoming budget bill. Items for possible consideration regarding the formula are:
 - Replacing State Share Index;
 - Minimizing districts on the guarantee and eliminating the gain cap;
 - Funding economically disadvantaged students;
 - Increasing Pre-K resources;
 - Direct funding of charter schools; and
 - Replacing payments for tangible personal property tax which is currently scheduled for phase out.
- **Academic Distress Commission:** the East Cleveland City School District lawsuit challenging the Academic Distress Commission has been transferred to Franklin County Common Pleas Court at the request of the State.
- **State Budget Status:** Preliminary OBM figures indicate that revenues are about \$100 million ahead of estimates for the fiscal year to date as of the end of October.
- **Ohio School Ballot Issues:** Unofficial results indicate that 121 of 175 school district issues passed for a 69% passage rate at the November 6, 2018 general election.

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

- administrative meetings covering various matters including update and renewal process for insurance, legal, contract reviews and executions, policy review, collective bargaining, public records requests, strategic planning, Capital Project bidding matters, and the Fernway Task Force;

- various other meetings addressing legal invoices, payroll analysis, Finance & Audit Committee Meeting, Finance & Audit Committee new member orientation, Fernway copiers, Policy Review Committee meeting, 1:1 device planning, State auditor review, accounting of funds raised by cheerleading program, processing payments for District Capital Projects, and the Fernway fire including insurance, legal and financial aspects.
- attended First Ring Treasurer's Meeting;
- attended SHHS Community Meeting;
- Assistant Treasurer and Accounting Supervisor attended OASBO Treasurer's Clinic;
- met with Treasurer's Liaison Board Member;
- preparation and summary of capital projects spreadsheet for Finance & Audit Committee;
- attended OSBA Capital Conference;
- participated in information-gathering/strategizing related to Fernway Elementary fire.

The Treasurer's report including questions, answers and discussion with the Board lasted from about 8:00 p.m. until 8:08 p.m.

Motion by Jeffrey Isaacs, second by William Clawson II.

Final Resolution: Motion Carries

Yes: William Clawson II, Lisa Cremer, Ayesha Bell Hardaway, Heather Weingart, Jeffrey Isaacs

18-11-163

9. SUPERINTENDENT'S REPORT

9.1 SUPERINTENDENT'S REPORT

At this time, Interim Superintendent Dr. Stephen M. Wilkins incorporated by reference his November 13, 2018 message:

Dear Shaker Heights Schools Families,

I want to express my position on recent events and circumstances at the High School.

First, I want to apologize to longtime High School English teacher Ms. Jody Podl. The review process was meant to be conducted promptly but those leading the work did not respond as timely as desired. As the leader of Shaker Heights Schools, I am genuinely sorry for that. (As shared last week, Ms. Podl was cleared to return to work on November 7.)

Second, I want to apologize to the impacted students and their families. The students did what we ask them to do when they feel something is wrong—namely, to speak up. We should have quickly reviewed the matter and immediately implemented restorative practices. We did not do that, as many of you expressed during last week's community meeting. To all of our students, I am sorry and promise that we will do better.

In addition, I am reviewing the performance of Principal Kuehnle and Assistant Superintendent Breeden in regards to this important matter. They did not live up to my expectations for how to process such reviews. I will take any appropriate corrective actions pending a thorough examination. We are also revamping our football and cheerleading programs to ensure our students come first.

One of the things that we must strive to do every day is to get better. Our work is to prepare young people for the future both intellectually and emotionally. Let's all pledge to learn from this, to get better, and to deliver what we promise—excellence, equity and exploration for all.

*Sincerely,
Dr. Stephen M. Wilkins
Interim Superintendent*

Dr. Wilkins expressed confidence in the District's ability to work through these matters and chart a positive path forward.

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 including on their respective Committee and Liaison Role assignments.

Mr. Clawson reported that the City of Shaker Heights Communication and Marketing Committee has put meetings on hold due to the fact that an Economic Development Director has not yet been hired.

Mr. Isaacs and Ms. Cremer will be attending the Joint Shaker Heights Public Library/Shaker Heights City School District Task Force meeting. Mr. Isaacs understands there is a possibility of a facilitator to discuss a city-wide vision.

Ms. Weingart will attend the upcoming Heights Career Tech meeting.

Ms. Cremer and Ms. Bell Hardaway attended the recent Policy Review Committee meeting.

Ms. Cremer was unable to attend the meeting of the Shaker Heights Youth Center as it conflicted with this Board meeting. However, she reports that the "Getaway" program is seeing growing success. "Getaway" is an after-school retreat collaboration among the Heights Christian Church, the Shaker Heights Youth Center, the For Shaker Schools organization, and the Shaker Heights Public Library. Mr. Clawson suggested an update by the students involved in this program be added to a future Board meeting agenda.

Ms. Bell Hardaway attended the meeting of the Shaker Schools Foundation and reported that, under the leadership of Executive Director Holly Coughlin, they continue to work to find ways to support the Shaker Heights community and, specifically, the needs of Fernway Elementary School.

Mr. Isaacs coordinated calendars with the other Board members to schedule a meeting with the Superintendent search consultant for 8:00 a.m. November 20, 2018.

11. EXECUTIVE SESSION – none needed

12. ADJOURNMENT**12.1 NEXT MEETING**

The next regular meeting of the Shaker Heights City School District Board of Education will take place on Tuesday, December 11, 2018, at 6:00 p.m. in the small auditorium of the Shaker Heights High School.

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 Ayesha Bell Hardaway, second by Heather Weingart.

Final Resolution: Motion Carries

Yes: William Clawson II, Lisa Cremer, Ayesha Bell Hardaway, Heather Weingart, Jeffrey Isaacs

18-11-164

The regular meeting of the Shaker Heights Board of Education adjourned at 8:17 p.m.

Jeffrey Isaacs, President

Bryan C. Christman, Treasurer