

To be approved at the Board of Education meeting December 8, 2020

MINUTES OF THE NOVEMBER 17, 2020 RESCHEDULED 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 November 17, 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/BoardLive>

Location #2: <https://boxcast.tv/view/shaker-heights-board-ofeducation-meeting-401849>

1. OPENING OF MEETING

1.1 CALL TO ORDER

At 6:05 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 (attended via telephone conference call), Ayesha Bell Hardaway, Jeffrey Isaacs, Emmitt Jolly, and Heather Weingart.

1.3 PRINCIPAL AND STUDENT WELCOME

Maleke Sullivan, a 6th grade student from Woodbury Elementary School, gave a virtual welcome presentation followed by brief remarks on school events/projects from Douglas Myles, Assistant Principal.

At this time, Superintendent Dr. David Glasner remembered Woodbury Elementary School teacher Ms. Aisha Fraser and acknowledged the two-year anniversary of her death.

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 13, 2020 regular meeting and the October 5, 2020, October 21, 2020 and October 27, 2020 special meetings.

Motion by Jeffrey Isaacs, second by Emmitt Jolly.

Final Resolution: Motion Carries

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

20-11-151

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:

Jane Arnoff Logsdon of 3592 Lindholm Road inquires as to why the District's youngest students return to in-person learning first when it seems as though they would be the most likely to spread germs. Additionally, Ms. Arnoff Logsdon inquires as to why the High School students are returning for two days a week only and whether or not that will eventually increase.

Anandhi Gunder of 3147 Chadbourne Road inquired as to the plan to keep classroom windows open during in-person learning and whether or not that is possible during the colder winter months. Ms. Gunder also asked if the District has sought guidance from a local hospital as we plan for return to in-person learning; and has there been a sharing of best-practices with other districts with regard to managing older HVAC systems as students return to an in-person learning environment.

Berttina Walker of 3725 Sudbury Road asks if the Board plans to address the concerns of the Shaker Heights Teachers' Association.

Jason Linder of 3316 Aberdeen Road expressed appreciation for the sharing of information regarding the return to in-person learning. However, Mr. Linder feels there has been a lack of communication explaining the timing of the return to in-person learning and why this is planned during a time when Covid-19 positive cases are at a record high in Ohio.

Richard Mauch of 2927 Warrington Road feels that the District is prioritizing the in-person learning experience over that of the students who have opted for the online learning plan. Mr. Mauch cites poor camera quality which detracts from online learning as well as the fact that online students cannot benefit from the use of the outdoor tents that the school buildings have set up for outdoor learning spaces. Mr. Mauch points out that 2/3 of students are learning online while 1/3 are in-person and yet the emphasis is on the quality of the in-person learning experience which is not equitable.

Karen Gillooly of 19636 Scottsdale Blvd. suggests that when the District posts the Board meeting announcement and link to submit public comments, including a link to the meeting agenda would be helpful so that comments can be relevant to agenda topics.

Jacob Peterson of 2915 Ludlow Road feels that the Board has made reckless, rushed decisions with regard to a return to in-person learning during the pandemic. Mr. Peterson feels that these decisions have been made in response to a small group of vocal, well-resourced community members who reference inconclusive, misleading information. Mr. Peterson advises that corrective action be taken to return all students to remote learning until the community spread is back at an orange level or better.

Matt Miller of 3672 Traynham Road appreciates the Board's efforts during this difficult time but questions the decision to return to in-person learning when health risks are still high and the recent ventilation study showed potential issues with providing a safe environment. Mr. Miller advises that the Board reconsider plans for a return to in-person learning at this time and make the health and safety of our community members the highest priority.

Erin Mauch of 2927 Warrington Road advises that a return to remote schooling until the 2nd semester would provide the opportunity to minimize cross-contamination both in school and at family gatherings, and will allow the 2-week period after the

New Year holiday to enable detection of any illness acquired during the winter break.

Emily Shrestha of 2939 Huntington Road asks what system the District has in place to follow up with students who are not completing the daily COVID-19 health assessment.

Ryanne Mucha of 3007 Courtland Blvd. requests greater transparency with regard to the number of staff that are unable to work in person, resulting in the need for substitute teachers; and an accurate accounting of the number of students actually attending in-person.

Monteya Ford of 3440 Avalon Road hopes the District will work on transportation for Kindergartners walking to school in the winter months.

Jennifer Liston Dykema of 2832 West Park Blvd. asks why the High School is moving forward with the hybrid model given the current high rate of community spread and is it a responsible, science-based decision to ask teachers to return to the High School to teach. Ms. Liston Dykema also asks if the District has concerns about college students returning at Thanksgiving and potentially spreading coronavirus to household members which include younger students who might then expose other students and staff when returning to classrooms.

Molly Berger of 19744 Chagrin Blvd. feels the District is placing students and staff at risk by returning High School students to in-person learning after Thanksgiving recess. Ms. Berger questions the logic of proceeding with this plan when current COVID-19 numbers are so high and references the fact that students were kept online when numbers were relatively low. Ms. Berger also believes that the Board and Administration are contributing to an adversarial relationship with the Shaker Heights Teachers' Association who has voiced grave concerns about a return to in-school instruction.

Sarah Davis of 3266 Warrington Road is concerned that keeping the schools open where multiple groups are interacting due to school activities and schedules, will end up increasing the spread of Covid within our city. Ms. Davis cites the fact that area private schools have recently announced closings, and last week's Cuyahoga COVID-19 positivity rate was at 14.9%.

Julie Kaufman of 3299 Chalfant Road advocates for educational equity through the science of reading and encourages the Board to understand how reading is currently taught in our schools.

Maria Yanes of 18675 Parkland Drive asks if the District has a medical advisory panel or is consulting with infectious disease experts. Ms. Yanes would like to understand the rationale for a return to in-person learning when risk of exposure and transmission of COVID-19 is so high. Furthermore, Ms. Yanes feels that the District's decision-making process has been swayed by the most vocal community members and does not understand how decisions had been made for months with everyone's safety in mind and then, all of sudden, the district plans to open no matter the dire circumstances.

Joseph Yanes of 18675 Parkland Drive advises that Cuyahoga County and the state of Ohio numbers of positive cases of COVID-19 are skyrocketing with no plateau in sight. Mr. Yanes suggests that, with Thanksgiving and the Winter holidays looming,

returning to in-person learning now is highly irresponsible, even unconscionable and the District should pivot to remote instruction until at least January 4, 2021.

Reading of the submitted public comments lasted from 6:14 p.m. until 6:37 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:

The Shaker Heights High School Varsity Girls Cross Country runners took an impressive third place at the OHSAA State Cross Country Championships on November 8 in Obetz, Ohio. This was the team's highest place finish ever at the State Cross Country Championships. Junior Mia Compton-Engle led the Raider girls, placing 12th overall. She was followed by senior Avery Blaszak (22nd), junior Anna Carpenter (45th), freshman runners Darby Murlin (73rd), Cami Blaszak (81) and Elizabeth Murlin (87th), and senior Andrea Harrison (140th). Senior Deandre Hall finished 70th in the boys race. In addition, Avery Blaszak became the first runner in Shaker Heights High School history to compete in four State Cross Country Championships. Congratulations to all of the runners and Head Coach Dave Englander on an amazing season.

Congratulations to Shaker Heights High School Varsity Volleyball player Chloe Brown, named Lake Erie League Volleyball Player of the Year and to Varsity Volleyball Coach LaToia Gaiter, named Lake Erie League Volleyball Coach of the Year! Both Chloe and Coach Gaiter had an amazing season—this year, the team went an undefeated 12-0 in the Lake Erie League.

Congratulations to the Shaker Heights High School eSports team members who will advance to the eSports Ohio state competition today and tomorrow! The Varsity Overwatch team of Blaise Johnson, Ethan Byrnes, Baker Pidcock, AJ DeLong, Charlie Ockner, Jackson Ball, and Reggie Jackson took on Buckeye Central today at 4 p.m. in the state Overwatch quarterfinals. At 4 p.m. on Wednesday, the Varsity Smash Bros. Ultimate team of Gabriel Conn, Adam Hicks, Nick Robinson, Rudy Collins and Noah Snipes-Rea will play Perrysburg in the quarterfinals and the JV Smash Bros. Ultimate team of Nate Collins, Oliver Painter, Jesus Estrada, and Jeremiah Jackson will play New Albany in the semifinals. In addition, nine members of the eSports team will receive ESO All-Ohio Academic Awards for maintaining a GPA of 3.25 or higher.

Mr. David Saluga, a seventh-grade Individual & Societies teacher at Shaker Heights Middle School is one of only 58 teachers selected for a National History Day (NHD) fall professional development program. This new course focuses on using online Library of Congress primary and secondary sources to develop and support student research skills and is a feature of NHD's membership in the Library of Congress Teaching with Primary Sources Consortium. The 58 teachers selected represent 40 of National History Day's affiliates across the country and around the world. Mr. Saluga has been the NHD advisor at the Middle School for six years and this year, he incorporated NHD into all of his Individuals & Societies classes.

Last week, November 9-13, was National School Psychology Week. Thank you to all of the District's School Psychologists who support and encourage our students every day. We appreciate you!

The Theatre Arts department has announced two virtual productions for this fall. Under the direction of Marina Wasserman, a group of 10 young actors will perform "Almost, Maine" written by John Cariani. Another group of 13 Shaker Theatre artists, under the direction of Scott Sumerak, will present Qui Nguyen's "She Kills Monsters: Virtual Realms". Performances will take place the 2nd and 3rd weekends of December. We want to thank and acknowledge our theatre department for finding new and creative ways to share their dramatic talents during the pandemic.

Aisha Fraser

Today, we remember our former colleague Aisha Fraser, who died two years ago today. Aisha was a devoted mother to her daughters Ava and Audrey and a longtime committed teacher to Woodbury students. She touched so many of our children's lives. The impact of her death on our entire school community was both unimaginable and profound. We will remember Aisha always and carry her spirit and her smile in our hearts.

1.7 UPDATE FROM SCHOOL NURSES

At this time school nurses, Paula Damm and Stephanie Smith provided the Board with an update on a campaign to stop the spread of COVID-19. The update included questions, answers and discussion with the Board and lasted from 6:40 p.m. until 7:03 p.m.

1.8 LEARNING AND TEACHING UPDATE

At this time Dr. Marla J. Robinson, Chief Academic Officer, and Jeffrey Grosse, Chief Operating Officer, provided the Board with an update about learning and teaching. The update included questions, answers and discussion with the Board and lasted from 7:03 p.m. until 7:45 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

Davis, Jerome - (Permanent Part Time Bus Driver/Transportation) - Step 13 of the Local 200 Salary Schedule - effective November 3, 2020

Tuggle, Arthur - (Part Time Lifeguard/Woodbury) - \$11.00 per hour - not to exceed 30 hours per week - effective November 11, 2020

Wilson, Eddie - (Permanent Part Time Bus Driver/Transportation) - Step 4 of the Local 200 Salary Schedule - effective November 16, 2020

The following appointments are due to the COVID-19 Pandemic.

Alexander, Evette- (COVID-19 Permanent Building Certified Substitute/All Schools, home school Woodbury Elementary School) - \$175.00 per day - effective November 16, 2020 through June 3, 2021

Austin, Consuela - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Middle School) - \$175.00 per day - effective October 19, 2020 through June 3, 2021

Griffin, Sara - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Onaway Elementary School) - \$175.00 per day - effective February 8, 2021 through June 3, 2021

Gyerman, Monika - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Mercer Elementary School) - \$175.00 per day - effective November 9, 2020 through June 3, 2021

Hansberry, Pequita - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Middle School) - \$175.00 per day - effective November 9, 2020 through June 3, 2021

Haren, Abigail - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Middle School) - \$175.00 per day - effective November 16, 2020 through June 3, 2021

Hervey, Miranda - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Fernway Elementary School) - \$175.00 per day - effective October 22, 2020 through June 3, 2021

Jenkins, Mercy - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Boulevard Elementary School) - \$175.00 per day - effective October 22, 2020 through June 3, 2021

McCants, Giakia - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Woodbury Elementary School) - \$175.00 per day - effective November 2, 2020 through June 3, 2021

Mercsak, Cory - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Onaway Elementary School) - \$175.00 per day - effective October 26, 2020 through June 3, 2021

Oden, Debra - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Lomond Elementary School) - \$175.00 per day - effective November 2, 2020 through June 3, 2021

Yulish, Lynne - (COVID-19 Permanent Building Certified Substitute/All Schools, home school Woodbury Elementary School) - \$175.00 per day - effective October 27, 2020 through June 3, 2021

3.2 CHANGES IN ASSIGNMENT

Ames, Nicholas - (Building Assistant/Boulevard) - from Custodian/Middle School to Building Assistant/Boulevard - Step 4 of the Local 200 Salary Schedule - effective October 19, 2020

McKinney, Stephanie - (Custodian/High School) - from Custodian/Middle School to Custodian/High School - Step 14 of the Local 200 Salary Schedule - effective November 2, 2020

Tolliver, Kwandrell - (Building Assistant/Lomond) - from Custodian/Middle School to Building Assistant/Lomond - Step 7 of the Local 200 Salary Schedule - effective October 19, 2020

Tucker, Shaunetta - (Paraprofessional/High School) - from 50% Paraprofessional/Woodbury to 100% Paraprofessional/High School - Step 14 of the Local 153 Salary Schedule - effective October 19, 2020

Wurvey, Lawrence - (Maintenance Custodian/High School) - from Custodian with license/High School to Maintenance Custodian/High School- Step 17 of the Local 200 Salary Schedule - effective October 19, 2020

The following change in assignment is due to the COVID-19 Pandemic and will be for one-year.

Wright, Andrea - (Temporary Intervention Specialist/Middle School) - From Paraprofessional/High School to Temporary Intervention Specialist/Middle School - Class M.A., step a of the Teachers' Salary Schedule - effective October 12, 2020 (one-year position)

3.3 TEMPORARY EMPLOYEES

Substitute Clerical

Bishop, Laura

Substitute Custodians

Barkley, Michael
Jackson, Keith

Johnson, Kenneth
Pope, James

Lunch Aides

Ali, Ahmyrah
Anderson-Wallace, Sondra
Bauer, Harriet
Beasley, Claudia
Bell, Tay'Asia
Booze, Patricia
Breckenridge, Melissa
Buchanan, Lee
Campbell, Betty
Cargile, Michael
Churn, Inez
Cobbs-Bradley, Amier
Cole, Kim

Mallory, Iman
McCamey, Carolyn
McCants, Brenda
McDaniel, Nicole
McGrady, Michelle
McKinney, Jasmine
Mmah, Sylla
Moore, Frenchie
Murray, Henry
Newell, John
Noia, Antoinetta
Parrish, Phyllis
Peacock, Mary

Colon, Mozella	Pless, Celesta
Corbin, Jackie	Potts, Darnesse
Corbin, Pamela	Reynolds, Yvette
Daniels, Marilyn	Robinson, Lamari
Darling, Lillie	Rogers, Ernestine
Dawkins, Carol	Roth, Sue
Deering, Pamela	Sharp, Linda
DiFranco, Angelarae	Shepard, Shirley
Drake, Beverly	Shorter, Tanisha
Eason, Stephanie	Sinclair, Bernadette
Ezell, Linda	Smith, Hattie
Fox, Barbara	Smith, Jacqueline
Gates, Yvette	Spivey III, Calvin
Giovanni, San	Strickland, Joshua
Greene, Debra	Tate, Lessa
Henderson, Ryan	Taylor, Lenarthia
Hicks, Latasha	Tufts, Esther
Hite, Tammie	Turner, Lashawnda
Hobson, David	Vokes, Stuart
Jones, Meredith	Walker, Berttina
King-Biggins, Evelyn	Walker, Juanita
Lewis, Marquita	Wallace, Maurice
Lozier, Nicole	Williams, Glenda
	Wyatt, Yantee

Lunch Aides In Service (Woodbury)
4 hours at their current hourly rate

Bell, Tay'Asia	Potts, Darnesse
Booze, Patricia	Sharp, Linda
Buchanan, Lee	Shorter, Tanisha
Daniels, Marilyn	Sinclair, Bernadette
Moore, Frenchie	Tate, Lessa
Newell, John	Walker, Juanita

3.4 SALARY RECLASSIFICATIONS-CERTIFIED STAFF

SALARY RECLASSIFICATIONS - CERTIFIED STAFF

Reclassification in accordance with SHTA contract, section 27.10, effective August 13, 2020

Abraham, Jeremy - from M.A., step L, to M.A.+15, step L
 Adams, Jaclyn - from M.A., step I, to M.A.+15, step I
 Albrecht, Melissa - from M.A.+15, step P-3, to M.A.+30, step P-3
 Bailey, Jayce - from B.A.+15, step J, to M.A., step J
 Clopton-Zymler, Mario - from M.A., step K, to M.A.+45, step K

Doersen, Valerie - from M.A.+15, step P-2, to M.A.+30, step P-2
 Ely, Juliann - from B.A.+15, step K, to M.A., step K
 Forquer, Ellen - from B.A.+15, step F/G, to M.A., step F/G
 Goble, Denise - from M.A., step J, to M.A.+15, step J
 Gosses, Anna Jo - from M.A., step L, to M.A.+15, step L
 Holmes, Katrina - from B.A.+15, step K/L, to M.A., step K/L
 Kane, Molly - from M.A.+15, step L, to M.A.+30, step L
 Kempton, Caitlin - from M.A., step F, to M.A.+15, step F
 Kline, Brenda - from M.A.+15, step S-3, to M.A.+30, step S-3
 Kolaczko, Jamison - from B.A.+15, step E, to M.A., step E
 Konopinski, Joseph - from M.A.+15, step J, to M.A.+30, step J
 Konopinski, Megan - from M.A.+30, step J, to M.A.+45 step J
 Kunchik, Kelly - from M.A., step R-1, to M.A.+15, step R-1
 Muttillo, Carmelina - from B.A.+15, step H, to M.A., step H
 Nuti, Marissa - from B.A.+15, step D, to M.A., step D
 Owens, Kimberly - from M.A.+15, step R-3, to M.A.+30, step R-3
 Radefeld, Ann Marie - from M.A., step J, to M.A.+45, step J
 Reese Jr., Nathaniel - from M.A.+30, step R-4, to M.A.+45, step R-4
 Roche, Ashley - from B.A.+15, step G, to M.A., step G
 Saluga, David - from M.A., step F, to M.A.+15, step F
 Shrestha, Emily - from M.A.+15, step P-4, to M.A.+30, step P-4
 Thomas, Adam - from M.A., step L, to M.A.+15, step L
 Tyrrell, Gianna - from B.A.+15, step I, to M.A., step I

Reclassification in accordance with SHTA-ST contract, section 27.10, effective August 13, 2020

Bradford, Alison - from B.A.+15, step H, to M.A., step H

3.5 SPECIAL ASSIGNMENTS

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

Black Teacher Task Force, 2020-2021 School Year

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

Al Amin, Donita	Lockhart, Justin
Anderson, Angela	Manuel, Renee
Bailey, Jayce	McClaine, Yvette
Bonner, Shaunna	Morgan, Adam
Boyer, Selena	Nims, Shyla
Brooks, Lloyd	Patterson, Nicole
Buckner, Patricia	Reese, Nathaniel
Carter, Desmarie	Roberts, Kimberly
Farmer, JaiCynthia	Royal, Alexandria
Garrison, Darlene	Shaw, Stacie
Goodrum, Angela	Simmons, Virginia
Hamilton, Lisa	Thomas, Chante
Harden, Jamie	Tribble, Jarryd
Hardiman, Lisa	Vazquez, Jr., Anastacio Tito
Harrell, Angela	Vazquez, Enid
Hill, Sharita	Warren, Joia
Hitchens, Patricia	Webb, Brittany
Holliday, Keaf	White, Derek

Jennings, Jerren
Lewis, Gwendolyn

Wright, Andrea

Classroom Relocations
\$200 per individual

Lasheen, Jill
Patterson, Nicole
Triozi, Monica

Local Professional Development Committee (LPDC) 2020-2021

Up to 20 units per individual. A unit refers to approximately one-half day of service at \$65.

Bailey, Jayce

Peer Evaluators for the 2020-2021 School Year

District

Damm, Paula - \$100
Exum, Vanessa - \$100
Haffke, Louise - \$100
Klausner, Paula - \$100

Meinhard, Janet - \$100
Micochero, Iris - \$100
Smith, Stephanie - \$100
Tritt, Karen - \$100

Boulevard

Chung, Carmen - \$300
Grieshop, Cathleen - \$100
Kline, Brenda - \$300
Krantz, Stacey - \$300
Kunchik, Kelly - \$100

Loomis, Megan - \$300
Patterson, Nicole - \$300
Rollins, Lauren - \$100

Fernway

Boyer, Selena - \$300
Hannah, Amy - \$300
Harden, Jamie - \$100
Konopinski, Megan - \$300
Lewis, Adrian - \$300

Morris, Sean - \$100
Paskewitz, Lena - \$100
Vail, Jennifer - \$100
Wiescinski, Jennifer - \$100
Zucca, Matthew - \$300

Lomond

Mortus, Adam - \$100
Smith, Steven - \$300

Mercer

Daberko, Laura - \$300

Onaway

Clark, Kristin - \$300
Koenigsberger, Kristin - \$300

Lever, Jennifer - \$300

Woodbury

Andrzejewski, Erin - \$100
Bognar, Robert - \$300
Brindza, Betsy - \$300
Chumney, Jessica - \$100
Clemente Milne, Deanna - \$300

Jarvie, Sherri - \$300
Lewis, Gwendolyn - \$300
Litterst, Nicole - \$300
Miller, Larry - \$300
O'Leary-Stark, Marie - \$100

De Young, Stacey - \$100
 DeJohn, Daniel - \$300
 Englander, David - \$100
 Farren, Christine - \$100
 Garrison, Darlene - \$300
 Goodrum, Angela - \$100
 Hayward, Kristina - \$100

Pincoe, Heather - \$300
 Portner, Bethamie - \$300
 Scanlon, Jacqueline - \$300
 Shapero, Cheri - \$300
 Shepherd, Aquita - \$100
 Thomas, Chante - \$100
 Turoff, Debra - \$300

Middle School

Anderson, Kelly - \$300
 Bishko, Jeremy - \$300
 Canady, Regina - \$100
 Freeman, Laura - \$300
 Grosel, Ronald - \$100
 Manning, Katherine - \$100
 Nagal, Matthew - \$300
 Quarles, Debra - \$100

Roth, Linda - \$300
 Schwenn, Michael - \$100
 Sears, Michael - \$300
 Thomas, Kevin - \$300
 Tobey, Addie - \$300
 Warren, Tracey - \$100
 Weisbarth, Jennifer - \$300

High School

Berger, Brian - \$300
 Bonner, Shaunna - \$300
 Clopton-Zymler, Mario - \$100
 Coffey, Mary - \$300
 Crain, Daniel - \$300
 DeMauro, Karen - \$300
 Doersen, Valerie - \$100
 Ersek, Amanda - \$300
 Fleming, Kathleen - \$300
 Genillier, Suzanne - \$300
 Glasier, Andrew - \$300
 Grey, Aimee - \$100
 Haring, Meryl - \$100
 Holliday, Keaf - \$300
 Isaacs, Roy - \$100
 Jelen, Donna - \$100
 Konopinski, Joseph - \$100
 Kovach, Carole - \$300
 Lawlor, Cathy - \$100
 Manuel, Renee - \$300
 Mauch, Erin - \$100
 McGuan, Martin - \$300
 Moio, Mitchell - \$300
 Moore, John - \$300
 Morris, John - \$300
 Owens, Kimberly - \$100

Patel, Sagar - \$300
 Peterjohn, David - \$300
 Ponce de Leon, Kimberly - \$100
 Rathbone, Joel - \$300
 Roberts, Ellen - \$300
 Roberts, Kimberly - \$300
 Rodems, James - \$300
 Sekicky, Natalie - \$100
 Sheppard, Silvia - \$100
 Shiner, Windy - \$300
 Shrestha, Emily - \$100
 Slovikovski, Walter - \$100
 Steggert, Stacey - \$300
 Stouffer, Christina - \$300
 Sumerak, Scott - \$300
 Thompson, Tana - \$300
 Torrence, Tod - \$300
 Vazquez, Anastacio - \$300
 Vazquez, Enid - \$100
 Vokes, Elizabeth - \$300
 Walter, Kristina - \$100
 Wilkes, Jessica - \$300
 Willis, Eileen - \$300
 Young, H. Danny - \$300

3.6 SUPPLEMENTAL CONTRACTS

2020-2021 SCHOOL YEAR SUPPLEMENTALS

DISTRICT

SUPPLEMENTALS

BABCOCK, LAUREN	362	MENTOR - YEAR 1	4 X 1
AIKEN, TERRI	417	RESIDENT EDUCATOR MENTOR - YEAR 2	0.8 X 1
BROWN, DENISE	413	RESIDENT EDUCATOR MENTOR - YEAR 2	1.5 X 1

GREY, AIMEE	415	RESIDENT EDUCATOR MENTOR - YEAR 2	1.5 X	1
HORVAT, KARA	415	RESIDENT EDUCATOR MENTOR - YEAR 2	1.5 X	1
JARIVE, SHERRI	416	RESIDENT EDUCATOR MENTOR - YEAR 2	1.5 X	1
MURPHY, NORA	414	RESIDENT EDUCATOR MENTOR - YEAR 2	0.8 X	1

**BOULEVARD
SUPPLEMENTALS**

EAGLETON, KATHERINE	1218	GRADE LEVEL LEADER	3 X	1	Correction to the October 13, 2020 Board Agenda
STRACHAN, TARA	1222	GRADE LEVEL LEADER	1.5 X	1	Rescind

**FERNWAY
SUPPLEMENTALS**

ZUCCA, MATTHEW	2019	GRADE LEVEL LEADER	1.5 X	1	Rescind
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**MERCER
SUPPLEMENTALS**

MARTIN, LARISSA	4216	GRADE LEVEL LEADER	1.5 X	1	
RICHARDS, CATHERINE	4212	GRADE LEVEL LEADER	1.5 X	1	Correction to the October 13, 2020 Board Agenda

**HIGH SCHOOL
SUPPLEMENTALS**

ALLEN, TERRELL	9182	BASKETBALL ASSISTANT COACH (GIRLS)	5 X	1
BARTLEY, MATTHEW	9390	ICE HOCKEY HEAD COACH	15 X	1
BARTLEY, MICHAEL J.	9401	ICE HOCKEY ASSISTANT COACH	6 X	1
DRIESEN, PAUL	9504	SOCCER ASSISTANT COACH (GIRLS)	10 X	1
EWING, RASHUAN	9401	ICE HOCKEY JV COACH	6 X	1
FOSTER, KEVIN	9165	BASKETBALL ASSISTANT COACH (BOYS)	10 X	1
HEAD, JE'LAND	9155	BASKETBALL ASSISTANT COACH (BOYS)	10 X	1
HOWERY, FREDRICK	9175	BASKETBALL HEAD COACH (GIRLS)	14 X	1
JOHNSON, DENISE	9221	WINTER CHEERLEADING HEAD COACH	8 X	1
KNIGHT, WILLIAM	9900	WRESTLING HEAD COACH	14 X	1
LEWIS, ADRIAN	9156	BASKETBALL ASSISTANT COACH (BOYS)	11 X	1
LINDSAY, SCOTT	9490	SOCCER HEAD COACH (BOYS)	13 X	1
MCILDUFF, EDWARD	9612	SWIMMING ASSISTANT COACH (BOYS AND GIRLS)	10 X	1
MOTT, ADAM	9915	WRESTLING ASSISTANT COACH	10 X	1
OKICKI, ALEX	9917	ICE HOCKEY GOALIE COACH	5 X	1
PARKER, MICAH	9190	BASKETBALL ASSISTANT COACH (GIRLS)	10 X	1
PETERSON, ERIC	9600	SWIMMING HEAD COACH (BOYS AND GIRLS COMBINED)	17 X	1
READANCE, DONALD	9181	BASKETBALL ASSISTANT COACH (GIRLS)	10 X	1
RUDELL, JOHN	9916	WRESTLING ASSISTANT COACH	10 X	1
SCHULZ, NICHOLAS	9405	ICE HOCKEY ASSISTANT COACH	6 X	1
SHERRILL, KHADEJA	9222	WINTER CHEERLEADING ASSISTANT COACH	6 X	1
SRAIL, MORGAN	9645	DIVING COACH	5 X	1
STACK, BENJAMIN	9610	SWIMMING ASSISTANT COACH (BOYS AND GIRLS)	9 X	1
STRANG, CARSON	9400	ICE HOCKEY ASSISTANT COACH	6 X	1
WATKINS, ANTHONY	9092	EQUIPMENT MANAGER WINTER	6.5 X	1

YOUNG JR, DANNY 9150 BASKETBALL HEAD COACH (BOYS)

15 X 1

3.7 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTES

Davis, Melonee - (School Psychologist/Boulevard & Fernway Elementary) - Class B.A., step A in accordance with the applicable Unit and Rate Schedule - effective January 4, 2021 through April 6, 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 June 3, 2021 (Correction to October 13, 2020 Board Agenda)

Griffin, Sara - (Long Term Certified Substitute-1st Grade Teacher/Onaway Elementary School) - Class. B.A., step A in accordance with the applicable Unit and Rate Schedule - effective October 22, 2020 through February 5, 2021

Hairston, Sophronia - (Long Term Certified Substitute - Intervention Specialist/High School) - Class. M.A., step A in accordance with the applicable Unit and Rate Schedule - effective October 22, 2020 through December 18, 2020

Haren, Abigail - (Reading/Middle School) - Class B.A., step A in accordance with the applicable Unit and Rate Schedule - effective August 31, 2020 through November 13, 2020 (Correction to September 8, 2020 Board Agenda)

McCray, Renee - (Long Term Certified Substitute - English Teacher/High School) - Class. B.A., step A in accordance with the applicable Unit and Rate Schedule - effective October 22, 2020 through February 2, 2021

Ray, Shari - (Long Term Certified Substitute-Intervention Specialist/High School) - Class. M.A., step A in accordance with the applicable Unit and Rate Schedule - effective September 29, 2020 through November 17, 2020 (Correction to October 13, 2020 Board Agenda)

Schnurr, Michael - (Long Term Certified Substitute-Math Teacher/Middle School) - Class. M.A., step A in accordance with the applicable Unit and Rate Schedule - effective October 9, 2020 through December 11, 2020 (4 days a week)

3.8 LEAVES OF ABSENCE

Blue, Mario - (Building Assistant/Lomond) - November 16, 2020 through January 12, 2021 (medical)

Fisher, April - (Paraprofessional/Onaway) - December 2, 2020 through March 25, 2021 (medical)

Jackson, Dwayne - (Security/High School) - October 16, 2020 through November 4, 2020 (medical)

Jennings, Bruce - (Paraprofessional/High School) - September 30, 2020 through December 4, 2020 - (general)

Nosse, Margaret - (Grade 1 Teacher/Mercer) - November 12, 2020 through June 3, 2021 - (general)

Roan, Latonya - (Permanent Part-Time Bus Driver/Transportation) - August 13, 2020 through December 31, 2020 (caregiver)

Seymore, Mark - (Security/High School) - August 31, 2020 through November 13, 2020 (medical)

Sexton, James - (Custodian/Woodbury) - November 12, 2020 through December 21, 2020 (medical)

Watson, David - (Alternative to Suspension Supervisor/Middle School) - October 29, 2020 through November 20, 2020 (medical)

Wilson, Seretta - (Permanent Part-Time Bus Driver/Transportation) - October 20, 2020 through December 7, 2020 (medical)

3.9 TERMINATIONS

BE IT RESOLVED by the Board of Education of the Shaker Heights City School District, Cuyahoga County, Ohio, that Marcus Woods, a Building Assistant at Boulevard, is hereby terminated from employment effective June 16, 2020 for just cause per Article XX of the Local 200 Collective Bargaining Agreement and per O.R.C. 3319.081 for violation of Board Policy.

3.10 RESIGNATIONS/RETIREMENTS/END OF CONTRACTS

Retirements

Hannan, Daniel - (Intervention Specialist/High School) - Effective at the end of the 2020-2021 school year - 1 year of service (retirement)

Nosse, Margaret - (Grade 1 Teacher/Mercer) - Effective at the end of the 2020-2021 school year - 17 years of service (retirement)

4. ADDENDUM – PERSONNEL (no items)

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

20-11-152

5. ACTION ITEMS AND REPORTS – BUSINESS

5.1 RESOLUTION DECLARING AN URGENT NECESSITY EXISTS TO REPAIR THE STEAM LINES AT WOODBURY SCHOOL

At the recommendation of Superintendent Dr. David Glasner, and upon receiving a motion and a second, the Board of Education voted on approving the resolution authorizing urgent necessity to repair the steam lines at Woodbury School. Chief Operating Officer Jeffrey Grosse provided explanation of this item.

A RESOLUTION DECLARING AN URGENT NECESSITY TO REPAIR THE STEAM LINES AT WOODBURY SCHOOL IN AN AMOUNT NOT TO EXCEED \$125,000.

WHEREAS, the Administration has discovered that a steam line at Woodbury Schools needs to be repaired which requires extensive outside work and associated lines to be repaired or replaced in order to provide for the health and safety of students and staff; and

WHEREAS, due to the pending heating season, there is insufficient time to allow for competitive bidding the steam trap work.

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

Section 1. This Board hereby declares that the repair of the steam trap at Woodbury School is an urgent necessity.

Section 2. The Board authorizes an amount not to exceed \$125,000 for the repair of the steam lines at Woodbury School.

Section 3. This Board finds and determines that all formal actions of this Board and of any of its committees concerning and relating to the adoption of this resolution were taken, and that all deliberations of this Board and of any of its committees that resulted in such formal actions were held, in meetings open to the public, in compliance with the law.

Section 4. This resolution shall be in full force and effect from and immediately upon its adoption.

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

20-11-153

5.2 RESOLUTION APPROVING EXPENDITURES FOR CAPITAL IMPROVEMENTS RELATED TO REDUCING THE RISK OF COVID-19 SPREAD IN SCHOOL FACILITIES

At the recommendation of Superintendent Dr. David Glasner, and upon receiving a motion and a second, the Board of Education voted on approving the resolution authorizing urgent necessity for capital improvement expenditures related to reducing the risk of COVID-19 spread in school facilities. Chief Operating Officer Jeffrey Grosse provided explanation of this item.

A RESOLUTION DECLARING AN URGENT NECESSITY AND AUTHORIZING EXPENDITURES FOR CAPITAL IMPROVEMENTS RELATED TO REDUCING THE RISK OF COVID-19 SPREAD IN SCHOOL FACILITIES IN AN AMOUNT NOT TO EXCEED \$250,000.

WHEREAS, the Administration may need to provide additional capital improvements to reduce the risk of Covid-19 spread in school facilities which may not allow time for competitive bidding.

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

Section 1. This Board hereby declares that the need to reduce the risk of Covid-19 spread in school facilities is an urgent necessity.

Section 2. The Board authorizes the administration to engage in capital improvements to reduce the risk of Covid-19.

Section 3. In the event the District is engaging in capital improvements to reduce the risk of Covid-19, then: The Treasurer is authorized to sign purchase

orders in an amount not to exceed \$25,000. The Treasurer and Chief Operating Officer may jointly sign purchase orders in an amount not to exceed \$50,000. The Treasurer, Superintendent of Schools and Chief Operating Officer of this Board jointly are hereby authorized to sign purchase orders in an amount not to exceed \$100,000. All spending over \$100,000 will be presented to the Board of Education for its consideration. All spending is subject to certification of funds by the Treasurer and the total dollar amount that the Administration may sign under this authority is capped at \$250,000 unless they seek additional approval from this Board.

Section 4. This Board finds and determines that all formal actions of this Board and of any of its committees concerning and relating to the adoption of this resolution were taken, and that all deliberations of this Board and of any of its committees that resulted in such formal actions were held, in meetings open to the public, in compliance with the law.

Section 5. This resolution shall be in full force and effect from and immediately upon its adoption.

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

20-11-154

5.3 AUTHORIZING THE EXECUTION AND DELIVERY OF A MASTER ELECTRIC ENERGY SALES AGREEMENT BETWEEN THE DISTRICT AND POWER4SCHOOLS' ENDORSED ELECTRIC SUPPLIER, ENGIE RESOURCES LLC.

At the recommendation of Superintendent Dr. David Glasner, and upon receiving a motion and a second, the Board of Education voted on authorizing the execution and delivery of a master electric energy sales agreement between the District and Power4schools' endorsed electric supplier, Engie Resources, LLC. Chief Operating Officer Jeffrey Grosse provided explanation of this item.

Power4Schools Electric Program:

The Power4Schools (P4S) program is a partnership between the Ohio Schools Council (OSC), the Ohio Association of School Business Officials (OASBO), the Ohio School Boards Association (OSBA) and the Buckeye Association of School Administrators (BASA) offering electric generation savings for Ohio school districts. The current P4S program began in 2020 and expires at the end of calendar 2021. The District has been a participant during the entire program. Under the new program which begins January 2022, the District will pay a fixed \$.03129/kWh for 24 months for the energy generation component only. Other charges are billed to the District along with the energy generation component by the District's electric utility, CEI.

AUTHORIZING THE EXECUTION AND DELIVERY OF A RENEWAL AGREEMENT TO THE MASTER ELECTRIC ENERGY SALES AGREEMENT BETWEEN THE DISTRICT AND POWER4SCHOOLS' ENDORSED ELECTRIC SUPPLIER, ENGIE RESOURCES LLC.

WHEREAS, the Board of Education (the "Board") of this School District (the "District"), as a member of one of the Associations, pursuant to this resolution desires to authorize the execution and delivery by the District of Renewal Agreement to the Master Electric Energy Sales Agreement between the District and

ENGIE (the "Power Sales Agreement"), pursuant to which the District, will purchase electricity generation for its school facilities; and

WHEREAS, the Ohio Schools Council, Ohio School Boards Association, Ohio Association of School Business Officials, and the Buckeye Association of School Administrators (the "Associations") each carries out cooperative purchase programs and promotes cooperative arrangements and agreements among its member school districts and government agencies or private persons; and

WHEREAS, the Associations collectively do business under the trade name "Power4Schools" ("P4S") for the purpose of endorsing competitive retail electric service ("CRES") providers to supply retail electric energy services to the Associations' members; and

WHEREAS, the members of, and other participating public schools associated with, the Associations desire to purchase retail electric energy services from the CRES provider that has received the endorsement of P4S, ENGIE Resources LLC ("ENGIE"); and

WHEREAS, the Board of Education (the "Board") of this School District (the "District"), as a member of one of the Associations, pursuant to this resolution desires to authorize the execution and delivery by the District of a Master Electric Energy Sales Agreement between the District and ENGIE (the "Power Sales Agreement"), pursuant to which the District, will purchase electricity generation for its school facilities; and

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

Section 1. The Board authorizes and directs the Treasurer to execute and deliver, in the name of the District and on its behalf, the Power Sales Agreement, substantially in the form now on file with this Board, with any changes that are not inconsistent with this resolution and that may be acceptable to the Treasurer whose acceptance shall be conclusively evidenced by the execution of such document by the Treasurer.

Section 2. Monies adequate to pay amounts due under the Power Sales Agreement for the current fiscal year are hereby appropriated for that purpose.

Section 3. It is hereby found and determined that all formal actions of the Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board, and that all deliberations of the Board and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

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

20-11-155

6. ADDENDUM – BUSINESS (no items)

7. ACTION ITEMS - BOARD OF EDUCATION

7.1 ADOPTION ITEMS AND/OR REVISION OF BOARD POLICIES - NO ACTION

Dr. Chris Rateno, Director of Student Data Systems & Accountability, provided explanation of this item.

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.

SECOND OF THREE READINGS

(Note: In accordance with Board Policy, no action is required at this time for this the second of three required readings of these policies. The first reading was October 13, 2020.)

GCPD – Suspension and Termination of Certified Staff Members

JGD – Student Suspension

GDPD - Suspension, Demotion and Termination of Classified Staff Members

JGDA – Emergency Removal of Student

JEGA – Permanent Exclusion

JGE – Student Expulsion

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

KLD – Public Complaints About District Personnel

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

KLD-R – Public Complaints About District Personnel

7.2 APPROVING RESOLUTION ENDORSING THE OHIO FAIR SCHOOL FUNDING PLAN

Upon receiving a motion and a second, the Board of Education voted on approving the following resolution Endorsing the Ohio Fair School Funding Plan.

A RESOLUTION TO ENDORSE THE FAIR SCHOOL FUNDING PLAN, AS INTRODUCED IN THE SENATE COMPANION BILL TO SUBSTITUTE H.B. 305, AND TO ENCOURAGE THE 133RD GENERAL ASSEMBLY TO EXPEDITE THE PASSAGE OF THE BILL.

WHEREAS, the Ohio Supreme Court ruled in *DeRolph v. State of Ohio* (1997) that Ohio's method for funding schools through the state's school foundation program was unconstitutional under Article VI, Section 2 of the Ohio Constitution; and

WHEREAS, in *DeRolph*, the Ohio Supreme Court declared that Ohio's school funding system was over-reliant on local property taxes, and as such, was

inherently discriminatory to children based on where they reside for disparities exist between communities of affluence and impoverishment; and

WHEREAS, since the *DeRolph* decision, the Ohio General Assembly has failed to create a funding system that meets Ohio's constitutional standard of securing "... a thorough and efficient system of common schools throughout the state"; and

WHEREAS, Ohio's solution to satisfy the Ohio Supreme Court's order has been to pass a series of biennial budgets containing politically expedient remedies that have not eliminated the over-reliance on local property tax or mitigated the discriminatory nature inherent in the series of "funding fixes" legislated over the last 23 years; and

WHEREAS, Ohio's previous biennial budget crafted by the 132nd Ohio General Assembly, and effective July 1, 2018, through June 30, 2019, created a funding system with "capped" districts, and districts receiving a minimum level of funding referred to as the "guarantee"; and

WHEREAS, the previous biennial budget identified 503 school districts out of 610, or 82%, either "capped" in their funding, or on the "guarantee," which is a testament that Ohio's funding model is not effective; and

WHEREAS, Ohio's current biennial budget crafted by the 133rd General Assembly, froze foundation funding for Ohio schools at 2019 fiscal year levels (effectively placing all districts on "the guarantee"), which funding levels have subsequently been cut due to the economic impact of the Coronavirus pandemic; and

WHEREAS, the current school funding system in Ohio lacks a rational basis for determining both the cost of educating students and how the funding of education is shared between the state and local taxpayers; and

WHEREAS, Representative Robert Cupp (R) and Representative John Patterson (D) convened a statewide workgroup, made up of eight practicing school district CFO/Treasurers and eight practicing Superintendents (the "Cupp-Patterson Workgroup"), to devise a new formula, and recognizing that Ohio needs an overhaul to its school funding system, have spent the last three years determining the inputs necessary to fund a "thorough and efficient system of common schools" that reduces the over-reliance on local property tax and creates equity in the state foundation system; and

WHEREAS, the Cupp-Patterson Workgroup carefully analyzed national research, best practices, actual Ohio school district spending data, and drew on their own extensive experience in educating students and operating school districts to make recommendations for a school funding system that meets the needs of all Ohio's students in the 21st century; and

WHEREAS, the Cupp-Patterson Workgroup developed recommendations that laid out a rational, transparent, comprehensive and – most of all – fair system for funding schools based on the actual cost of providing a basic education for all students in Ohio (the "Base Cost"); and

WHEREAS, the Cupp-Patterson Workgroup developed a method of sharing the funding of the Base Cost between the state and local taxpayers that is easy to understand and based on a fair, defensible measure of the capacity to generate funds locally; and

WHEREAS, the Cupp-Patterson Workgroup identified and provided a framework for providing additional resources to meet needs beyond those of basic education, including the areas of the social, emotional, safety, and mental health of students, the additional challenges driven by students living in poverty, with special needs, with limited English proficiency, and who are academically gifted; and

WHEREAS, the Cupp-Patterson Workgroup developed recommendations for properly funding Career Technology Centers, Educational Service Centers, and Charter and Community schools; and

WHEREAS, based on the research and work outlined above, the Cupp-Patterson Workgroup produced and recommended the Fair School Funding Plan, which was introduced in House Bill (H.B.) 305, and is currently incorporated into and improved upon in a companion bill in the Senate, Senate Bill (S.B.) 376; and

WHEREAS, the Ohio General Assembly and the Governor of Ohio have an opportunity to devise a funding formula, as outlined in the Fair School Funding Plan, that is an investment in Ohio's children and Ohio's future.

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

Section 1. It is necessary to formally endorse the Fair School Funding Plan, as introduced in S.B. 376 of the 133rd General Assembly (the Senate companion bill to Substitute H.B. 305), to ensure that K-12 schools in Ohio are funded using a rational school funding system that meets the needs of all Ohio's students in the 21st century.

Section 2. The Treasurer is authorized to deliver or cause to be delivered a certified copy of this Resolution to community leaders; to members of the Ohio House of Representatives and the Ohio Senate, including Representative Janine R. Boyd and Senator Sandra R. Williams; and to the office of Governor Michael DeWine.

Section 3. This Resolution shall be in full force and effect immediately upon its adoption.

Motion by Emmitt Jolly, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

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

20-11-156

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, 2020 (attached Exhibit T-1 in Subject Section 8.2); ADDENDUM CHANGE: and the Financial Statements and Interim Investments for the month and year-to-date ended October 31, 2020 (attached Exhibit T-2 in Subject Section 8.4).

8.2 FINANCIAL STATEMENTS – SEPTEMBER 2020

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

SEPTEMBER 2020 FINANCIAL OVERVIEW

The revenue activity for the month and for the fiscal year-to-date September 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 \$71,538 or 0.2% less than last year; the previous month variance from prior year due to timing difference in advance amounts paid out by the County in July and August of this year as compared to the prior year caused by the Coronavirus Pandemic one-month delay in the due date for the second half of taxes to August 13, 2020, has now been resolved; \$477,900 above budget as projected through the end of the fiscal year.
- 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 \$261,886 or 36.2% less than prior year due to the refunds. The State's double payment has been fully repaid as of the end of August.
- 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 State Foundation receipts were \$257,997 or 6.0% less than prior year. The District is expecting 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.
- Homestead Exemption & Rollback (HERB) receipts this year are \$4.3 million or 100.0% less than prior year due to the Coronavirus Pandemic one-month delay in the due date for the second half of taxes to August 13, 2020 thereby delaying the HERB settlement payment.
- Other State Revenues were \$54,385 or 39.5% less than prior year, due primarily to the COVID-19 closure impacted \$66,043 reduction in the Casino tax, partially offset by the \$11,658 increase in the Ohio fuel tax refund attributable to the July 2019 State increase in fuel tax rates, resulting in larger amounts eligible for refund to the District.
- Federal Receipts were \$367,246 more this fiscal YTD than last due to the receipt in September of the Fiscal 2018 Medicaid settlement payment which was originally to have been paid last June.

The expenditure activity for the month and for the fiscal year-to-date September 2020 was \$0.7 million or 2.7% less than the prior year amount, due primarily to reduced expenses due to the Coronavirus Pandemic closure partially offset by increases and timing differences in some of the various expense categories. **While the District's overall finances are on target with expectations at this time, the total amount of expenditures required during the rest of the fiscal year attributable to COVID-19 is still an unknown variable at this time.**

8.4 ADDENDUM - FINANCIAL STATEMENTS - OCTOBER 2020

It is recommended that the attached monthly financial statements for the month and year-to-date ended October 31, 2020 (Exhibit T-2A) 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.

OCTOBER 2020 FINANCIAL OVERVIEW

The revenue activity for the month and for the fiscal year-to-date October 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 \$5,024 or 0.0% more than last year; \$477,900 above budget as projected through the end of the fiscal year.
- Investment Earnings are \$244,903 or 48.4% less than prior year, due to lower cash balances coupled with lower interest rates resulting from the Coronavirus Pandemic. \$0 above budget as projected through the end of the fiscal year.
- 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 \$302,257 or 37.2% less than prior year primarily due to the \$278,948 of repayments.
- 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 State Foundation receipts were \$357,543 or 6.2% less than prior year. The District is expecting 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. \$125,000 below budget as projected through the end of the fiscal year due primarily to the offset of a higher Community School transfer amount.
- Other State Revenues were \$5,264 or 2.1% less than prior year, due primarily to the COVID-19 closure impacted \$66,043 reduction in the Casino tax, mostly offset by the \$49,122 increase in the Student Wellness & Success Funds combined with the \$11,658 increase in the Ohio fuel tax refund (attributable to the July 2019 State increase in the fuel tax rates resulting in a larger amount eligible for refund).
- Federal Receipts were \$370,379 more this fiscal YTD than last due to the \$357,367 receipt in September of the Fiscal 2018 Medicaid settlement payment that was originally to have been paid last June.

The expenditure activity for the month and for the fiscal year-to-date October 2020 was \$1.0 million or 3.0% less than the prior year amount, due primarily to reduced expenses due to the Coronavirus Pandemic closure partially offset by increases and timing differences in some of the various expense categories. **While the District's overall finances are on target with expectations at this time, the total amount of expenditures required during the rest of the fiscal year attributable to COVID-19 is still an unknown variable at this time.**

1. Bureau of Workers' Compensation:

The District received the second BWC rebate of the year totaling \$442,000 in early November. A Governor-requested \$5 Billion rebate, the third of this year,

is being approved by the BWC. The District's rebate is estimated at \$1.6 million and is expected to be paid out in mid-December.

2. **Covid-19 Suburban Grant:**

The District has submitted an initial request for reimbursement of \$200,000 of the total \$240,000 COVID-19 Suburban Grant. The Grant will be fully utilized before the spending deadline at the end of December.

3. **School District Tax Levy Unofficial Results-Nov. 2020:**

Of the 123 Ohio school district funding issues (102 districts) on the November 3rd ballot, unofficial results excluding the nine decrease ballot initiatives for Mason Schools, show 83 or 72.8% of the issues passed. 73 or 89.0% of the 82 renewal levies passed and 10 or 31.3% of the 32 new tax levies passed. Of the 114 issues (excluding the decrease initiatives), 57 or 71.3% of 80 operating levies passed and 26 or 76.5% of 34 capital levies passed. In Cuyahoga County 7 of 9 issues or 77.8% passed, including 4 of 6 or 66.7% of new issues and 3 of 3 or 100.0% of renewal issues. Those passing included Chagrin Falls, Cleveland Heights-University Heights, Cleveland Municipal, Euclid, Fairview Park, Richmond Heights Permanent Improvement, and Warrensville Heights. Those failing included Parma and Richmond Heights Current Expenses.

Issues of note include: Cleveland Municipal Schools levy of 20 mills (15 renewal and 5 new) passed easily with a 61.4% margin; Cleveland Heights-University Heights levy has tentatively passed with a margin of only 65 votes; GahannaJefferson tentatively passed by only 2 votes; and Mason City which had nine decrease ballot initiatives that all failed (so no rollback).

Mr. Christman also reported on the following legislative items:

- **State Budget Status:** State General Revenue Fund revenues for the FYTD through September ended with a \$154 million favorable variance while expenditures ended with a \$316 million favorable variance, for a net favorable variance of \$470 million.
Tax revenues FYTD through October were \$8.62 billion, which was \$347.2 million or 4.2% above budget. Sales taxes represented the bulk of the overage. The OBM Director has stated that COVID-19 has created significant uncertainty for the State for the coming months.
- **Ohio General Assembly:** The Ohio Fair School Funding Plans Substitute House Bill No. 305 and its companion Senate Bill No. 376, have been introduced in the Ohio General Assembly, with the intent of enacting such Plan by the end of the current lame-duck session.
- **BWC Refund:** In early November, the Bureau of Workers' Compensation formally approved the Governor-requested \$5 Billion additional rebate to Ohio employers. The rebate, the third in this calendar year, will approximate 372% of the employers' 2019 premium and will be paid in mid-December.
- **ECOT Testimony Agreement:** The Ohio Attorney General is seeking court approval of a settlement agreement with the former Treasurer of ECOT, who has agreed to testify against the ECOT founder.

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

- administrative meetings covering various matters including insurance update & renewal process, legal, contract reviews and executions, personnel, policy

- review, collective bargaining, public record requests, strategic planning, Capital Projects, Fernway Task Force.
- various other matters addressed including departmental budgets, bus driver hours/pay, BWC employee matters, Medicaid, open enrollment, health insurance renewal, FFRCA, continuation of procurement review, pending tax matters, property tax/jurisdiction dispute, Forecast 5 – forecasting, Everstream contract matters, e-Rate, SHTA grievance/ADA considerations, Coronavirus preparedness, preparing for/review of students return to in-school learning, processing payments for District Capital Projects.
 - attended First Ring Treasurers Meeting (electronic);
 - attended multiple Fair School Funding Plan webinars/info sessions (electronic);
 - attended OSBA Capital Conference 2020 (virtual);
 - attended OASBO Legislative Committee meeting (electronic);
 - visited Strategic Solutions to review District's stored records (in-person);
 - met with CHUH community member to discuss school district finance topics (electronic);
 - met with Board President Weingart and Board Member Emmitt Jolly re: Finance & Audit Committee matters (electronic);
 - finalized F&A Subcommittee Report and held Finance & Audit Committee meeting via Zoom;
 - met with UH Team re: "Healthy Restart" Program (in-person);
 - CAFR tasks;
 - year-end financial audit tasks;
 - submitted GCSSA-Forecast 5 salary survey;
 - filed Auxiliary Services Final Expenditure Report with ODE;
 - completed the District's 5-Year Forecast;
 - reviewed and filed annual T-1 Transportation ridership report;
 - finalized Food Service procurement review;
 - completed renewal process for the health insurance rates for calendar 2021;
 - finalized tax valuation PILOT agreement for a Shaker Square apartment complex;
 - assembling documentation to submit request for reimbursement of the Fernway fire insurance replacement cost differential amounts.

Motion by Emmitt Jolly, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

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

20-11-157

8.3 HOUSE BILL NO. 412 FIVE-YEAR FINANCIAL FORECAST

At the recommendation of Treasurer Bryan C. Christman and the District's Finance & Audit Committee (which reviewed and approved the forecast on November 12, 2020), and upon receiving a motion and a second, the Board of Education voted on approving the House Bill No. 412 Five-Year Financial Forecast (attached Exhibit T-2) and directing the Treasurer to file a copy of such forecast with the Ohio Department of Education.

Prior to the vote, Mr. Christman reviewed the attached five-year forecast with the Board and audience.

House Bill No. 412 requires districts to submit a five-year forecast to the Ohio Department of Education by the end of November and then again before May 31st. Accordingly, the current updated version is included on tonight's agenda for approval. The Finance & Audit Committee reviewed and approved the Forecast at their November 12th meeting.

Mr. Christman shared the following forecast basic background information with the Board:

- Required two times per year, last one approved in May 2020. The first of the fiscal year is due by the end of November, and the second filing must be by the end of May;
- Can be amended and submitted at any time during the year;
- Reflects the actual fiscal 2020 revenue and expenses;
- And the projected fiscal 2021 through fiscal 2025 revenue and expenses based upon final fiscal 2020 data and fiscal 2021 year-to-date data;
- Basic format requires three years of historical and five years of projected data;
- The forecast is simply a planning tool used in long-term strategic planning for the District;
- It is designed to help identify issues and circumstances that need to be addressed in advance of occurrence;
- This represents but one approach to balancing the District's finances;
- Does not necessarily reflect the exact layout of future events; as
- Other events will occur that will likely impact this forecast e.g.
 - Current and ongoing COVID-19 impact on both instruction and operations;
 - Ohio's current and future biennial budgets;
 - Continued recovery of the Ohio economy from COVID-19;
 - COVID-19 impact on real estate markets and valuations; and
 - Other market forces that impact our expenditure base.
- The only thing about this forecast for which we can be assured, is that most all of the numbers will be different.

Other significant points including changes in assumptions from the last forecast highlighted by Mr. Christman included:

- fiscal 2020, which was originally projected to generate a slight operating surplus of \$450,000, ended with a \$3.3 million operating surplus due primarily to reduced expenditures resulting from the COVID-19 school closure in March combined with favorable property tax collections;
- thereby, adding to the District's healthy fund balance (\$54.5 million at 6/30/20);
- accordingly, this forecast delays the next operating levy originally planned for calendar 2021 to calendar 2022 as was recommended by the Finance & Audit Committee; the operating deficit to be funded by drawing down our fund balance (our "rainy day reserve"), but not below 15% of operating expenditures;
- this forecast assumes COVID impact-increased property tax delinquencies of up to 3.0%/year, \$0.9 million net reduction in estimated revenues over the forecast period (due to anticipated loss of some as uncollectible);
- state revenues are projected to return to pre-COVID-19 levels in fiscal 2022;
- fiscal 2021 expenses are assumed to return to pre-COVID-19 spending levels and include an additional \$2.5 million (net of amounts reimbursed by federal grants) in COVID-19 expenses;
- this forecast assumes lower CBA increases in years beyond the current CBA agreements (0.0%, 0.5%, and 1.0% thereafter vs originally 2.0% per year);

- this forecast assumes unidentified targeted budget savings of \$475,000/year over year beginning in fiscal 2022 totaling \$4.8 million over the forecast period;
- this forecast projects operating deficits for each of the years in the forecast period, even when including new revenues from projected future new operating levies;
- fringe benefits include health insurance at a 7.25% increase in fiscal 2021, whereas the very recent rate renewal is 5.0% effective 1/1/21;
- the updated projected enrollment figures, while still trending downward in future years, reflects a slight improvement due to the slightly higher fiscal 2020 total (increased from 4,811 in fiscal 2019 to 4,823 in fiscal 2020-note these enrollment numbers exclude pre-school); and
- our current assessed valuation (\$881 million) is still not back up to our previous high of \$957 million in 2007, thereby impacting future levy potential.

Mr. Christman also reviewed and discussed information included in the forecast including the following:

- pie charts and line graphs imbedded in the report representing historical and projected information about the various revenue and expense items;
- key assumptions about revenues, expenses, enrollment, assessed valuation, targeted budget savings; and
- projected timing of the next operating levy.

Motion by Jeffrey Isaacs, second by Emmitt Jolly.

Final Resolution: Motion Carries

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

20-11-158

The Treasurer's report, including questions, answers and discussion with the Board, lasted from 8:00 p.m. until 8:54 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 the Teachers' Advisory Group, the Superintendent's Student Advisory Council, and the Equity Policy Implementation Team. Dr. Glasner also recently attended the Ohio School Boards' Association's annual Capital Conference which was held virtually this year. Additionally, Dr. Glasner continues to attend and participate in various legislative meetings which allow him to advocate for our District relative to school funding and EdChoice.

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.

Jeffrey Isaacs reported that he recently toured several District school buildings including the Shaker Heights High School and Boulevard Elementary School as they prepare for a return to in-person learning. Mr. Isaacs also reported that work is being done by the District and the Shaker Schools Foundation to restore Elena's Garden, which was inadvertently removed during recent construction work at Boulevard.

Heather Weingart reported that she continues to benefit from bi-weekly virtual meetings with the group of Northeast Ohio school board presidents. Ms. Weingart also attended the recent Ohio School Boards' Association's annual Capital Conference as well as information sessions related to Ohio Fair School Funding.

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 Ayesha Bell Hardaway.

Final Resolution: Motion Carries

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

20-11-159

President Weingart announced that the Board would be adjourning from the Executive session without any further action to be taken.

The Board recessed the public session at 8:58 p.m.

After a brief break, the Board members convened the executive session via a non-public Zoom meeting at 9:24 p.m. with Superintendent Dr. David Glasner, Treasurer Mr. Bryan C. Christman, and Director of Human Resources Ms. Barbara Maceyak in attendance.

At 10:01 p.m., President Weingart declared the end of the executive session.

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 8, 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 Ayesha Bell Hardaway, second by Lisa Cremer.

Final Resolution: Motion Carries

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

20-11-160

The rescheduled regular meeting of the Shaker Heights Board of Education adjourned at 10:02 p.m.

Heather Weingart, President

Bryan C. Christman, Treasurer