

To be approved at the Board of Education meeting January 12, 2021.

MINUTES OF THE DECEMBER 8, 2020 REGULAR BOARD OF EDUCATION MEETING.

Boards of Education must weigh the risks associated with the available options for balancing their governance obligations and remaining in compliance with Ohio's Open Meetings Act (OMA) in light of the COVID-19 pandemic and emergency orders put in place for the public's health and welfare. Additionally, with the passage of Ohio House Bill (HB) 197, public bodies have been granted the authority through uncodified language, during the period of the emergency declared by Executive Order 2020-01D, issued March 9, 2020, but not beyond December 1, 2020 (subsequently extended to July 1, 2021 by the passage and enactment of the provisions of Ohio House Bill No. 404), 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 two resolutions to that effect in Section 1.3 of the April 7, 2020 and section 1.3 of the December 8, 2020 Board meeting agendas, which will apply to the Board of Education and any Committees of the Board.

The Shaker Heights Board of Education met in regular session on Tuesday, December 8, 2020 at 6:00 p.m. The meeting was held electronically via Zoom webinar at the following link: <https://shaker.zoom.us/j/96824026022>.

1. OPENING OF MEETING

1.1 CALL TO ORDER

At 6:00 p.m., Board Vice President Ayesha Bell Hardaway, who presided over the meeting, called the meeting to order.

1.2 ROLL CALL

Vice President Hardaway directed Treasurer Bryan C. Christman to call the roll.

Members present: Lisa Cremer, Jeffrey Isaacs, Emmitt Jolly, and Ayesha Bell Hardaway. Board President Heather Weingart was unable to attend.

1.3 AUTHORIZING THE BOARD TO CARRY OUT BOARD AND BOARD COMMITTEE MEETINGS VIA ELECTRONIC MEANS DURING THE COVID-19 STATE OF EMERGENCY

Upon receiving a motion and a second, the Board of Education voted on the following resolution authorizing the Board to carry out Board and Board Committee meetings via electronic means during the COVID-19 State of Emergency.

WHEREAS, on March 9, 2020 the Governor of the State of Ohio issued Executive Order 2020-01D (the "Order"), declaring a state of emergency to protect the well-being of the citizens of the Ohio from the dangerous effects of COVID-19; and

WHEREAS, subsequent to issuance of the Order, the legislature put in place uncodified emergency provisions via passage of Ohio House Bill (HB) 197 ("HB

197”) providing public bodies the authority to hold and attend meetings by means of teleconference, video conference, or any other similar electronic technology (“electronic means”) in lieu of carrying out such meetings in person; and

WHEREAS, HB 197 provides public bodies the authority to carry out meetings by such electronic means during the period of the emergency declared by the Order issued March 9, 2020, but not beyond December 1, 2020; and

WHEREAS, HB 197 provides that board members attending meetings by electronic means are considered present as if they were attending in person, are permitted to vote, are counted for quorum, and any public action taken by such electronic means under such emergency provisions has the same effect as if it were taken in an open meeting of the public body; and

WHEREAS, the Ohio legislature extended HB 197’s virtual meeting authority for public bodies through July 1, 2021 by passing Ohio House Bill 404 (“HB 404”), which was signed by the Ohio Governor and became immediately effective on November 22, 2020; and

WHEREAS, the important governance functions and public business of public bodies still must continue even in the exigent circumstances created by the COVID-19 outbreak; and

WHEREAS, the Board, in an effort to continue the important public business of the public body while still safeguarding the health and well-being of the all members of the school district community, wishes to avail itself of the opportunity to hold and attend meetings by electronic means in order to carry out such important governance functions and public business in compliance with HB 404 and all other requirements set forth by Ohio’s Open Meetings Act (“OMA”) that are not in conflict with the provisions of HB 404; and

WHEREAS, pursuant to Board policy BFF, Suspension of Policies, Ohio Revised Code (RC) 3313.20 and HB 404 (or any subsequently enacted legislation), and due to challenges created by the necessity to carry out such meetings by electronic means, the Board wishes to temporarily modify 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 for the duration of the applicability of such emergency provisions; and

WHEREAS, pursuant to Board policy BFF, Suspension of Policies, Ohio Revised Code (RC) 3313.20 and HB 404 (or any subsequently enacted legislation), and due to challenges created by the necessity to carry out such meetings by electronic means, the Board wishes to temporarily suspend relevant provisions of its policy BDDF, Voting Method with regard to in-person voting requirements, with regard to being physically present requirements, and any and all other provisions of Board policies and procedures that are in conflict with the provisions of HB 404 (or subsequently enacted legislation) for the duration of the applicability of the emergency provisions; and

WHEREAS, the Board strongly agrees with and abides by the standards set forth by OMA, including such emergency provisions as set forth by HB 404, and endeavors to fully comply with its requirements to the extent possible in light of the exigent public health and safety circumstances created by the COVID-19 epidemic

through compliance with OMA provisions not in conflict with the provisions of HB 404.

NOW, THEREFORE, BE IT RESOLVED that pursuant to Ohio House Bill (HB) 404 ("HB 404"), the Board shall carry out its meetings (and its Board-appointed Committee meetings) either by a combination of in-person attendance (with appropriate social distancing, limitation on the number of in-person attendees, and safety precautions to the extent possible) paired with electronic attendance, or solely by the electronic means set forth in the emergency provisions of the declared state of emergency created by the COVID-19 pandemic, for the time period from the date of this official action through July 1, 2021 and through such additional extension as may be made by the Ohio Legislature and approved by the Governor.

BE IT FURTHER RESOLVED, that the Board hereby temporarily amends 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 for the duration of the applicability of such emergency provisions.

BE IT FURTHER RESOLVED, that the Board hereby temporarily suspends relevant provisions of its policy BDDF, Voting Method with regard to in-person voting requirements, with regard to being physically present requirements, and any and all other Board policies and procedures in conflict with the provisions of HB 404 (or subsequently enacted legislation) for purposes of compliance with Ohio's Open Meetings Act ("OMA") for the duration of the applicability of such emergency provisions.

BE IT FURTHER RESOLVED, that the Board President, the Superintendent (or his designee), Chief Operating Officer, and/or the Treasurer are authorized and directed to take all other such actions as are necessary or appropriate to accomplish the objectives of this Resolution.

BE IT FURTHER RESOLVED, that it is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an electronic meeting of this Board in full compliance with the provisions of HB 404, and that all deliberations of this Board and any of its committees that resulted in such formal action took place in a meeting open to the public by electronic means or in executive session as permitted by Ohio law.

BE IT FURTHER RESOLVED, that this Resolution shall take effect and be in force from and after the earliest period allowed by law.

Motion by Emmitt Jolly, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

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

20-12-163

1.4 PRINCIPAL AND STUDENT WELCOME

Emmy Thomas, a 4th grade student from Boulevard Elementary School, gave a recorded welcome presentation followed by brief remarks on school events/projects from Neal Robinson, Principal.

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, (subsequently extended to July 1, 2021 by the passage and enactment of the provisions of Ohio House Bill No. 404), 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 Member Jeffrey Isaacs read the following written pre-submitted public comments:

Martinique Future of 3162 Becket Road is concerned about the amount of time students are spending online between attending classes virtually and additional time spent on homework assignments. Ms. Future is also concerned about the effects that so much time online – and very little time socializing with other children – is having on the mental health of our students as well as the stress felt by parents/guardians who are working from home while helping their children manage online learning.

Brian Yusko of 2895 Brighton Road, the parent of a Shaker Heights High School Senior, would like to see more attention paid to creating a "Senior Year" experience for all members of the Senior class who are feeling the loss of the typical Senior experience due to the pandemic and related restrictions. Mr. Yusko feels there is a message being sent to students that there are different rules for different groups citing District efforts made to proceed with athletics, cap/gown distribution for Class of 2020, PTO plant sale, textbook distribution, etc. but SHHS Student Council was not permitted to distribute t-shirts to the Senior Class of 2021.

Stacy Jones of 21149 Colby Road asks if the District will change the plan to return to in-person learning on January 4, 2021 due to the CDC revised recommendations on self-quarantining post-holidays.

Jennifer Liston Dykema of 2832 West Park Blvd was pleased to see the District took the advice of the Cuyahoga County Health Department on November 18, 2020 and went to remote learning following the Thanksgiving break. However, she is disappointed to see that the District plans a return to the optional hybrid model on January 4, 2021 and finds it very disheartening to see the District and Board seemingly following a course not based on science but perhaps rather on pressure from various community groups. Ms. Liston Dykema suggests that a return to a hybrid model at the beginning of spring semester, after at least two weeks of post-holiday time has passed – as the Ohio Education Association recommended – is a better plan and one guided by science and scientific professionals.

Teela Patterson of Winslow Road encourages the District to support the PTO Council's effort in making the celebration of the legacy of Dr. Martin Luther King, Jr. an engaging and meaningful community event.

Reading of the submitted public comments lasted from 6:08 p.m. until 6:18 p.m.

1.6 APPROVAL OF BOARD MEETING MINUTES

At the recommendation of the Board Vice President, and upon receiving a motion and a second, the Board of Education voted on approving the unofficial minutes for the November 17, 2020 regular meeting and the November 24, 2020 special meeting.

Motion by Jeffrey Isaacs, second by Lisa Cremer.

Final Resolution: Motion Carries

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

20-12-164

1.7 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:

Shaker Heights Middle School presented the contemporary play "4 AM" last Friday on Zoom. "4 AM" presents the struggles of middle school and high school students as they navigate the strange new world of the pandemic. This play was created for a digital platform.

Likewise, the Shaker Theatre Arts Department will be presenting its first-ever virtual plays beginning this week. Due to the current climate, our theatre department thought it best to produce an entirely virtual show in order to keep our students and staff as safe as possible. A group of 30 students have come together, rehearsing entirely over Zoom. The play "She Kills Monsters: Virtual Realms" will be performed December 9-12. The play "Almost, Maine" will be performed December 17-19. Both plays will be performed at 7:30 p.m. Live Streaming and ticket information is available at shaker.org.

The Shaker Heights High School Youth Ending Hunger Club recently baked treats for both Shaker Heights Fire Stations and for front line workers on a COVID-19 floor at the Cleveland Clinic. The club also sent Thanksgiving cards for local nursing home residents. Kudos to these students and to their advisors Bill Scanlon and Amy Knisley for continuing to find ways to serve the community.

Congratulations to the Shaker Heights High School Hockey Program, which marked its 50th anniversary December 3. Since the program began in 1970-71, the program has earned seven state titles, most recently in 2013, and was a three-time state runner-up. In a related note, Rogers Sportsnet in Toronto, a large sports media station, featured legendary Shaker Hockey Coach Mike Bartley in a story recently on hockey trading cards.

Congratulations to two Shaker Field Hockey players who celebrated Virtual Signing Day by announcing commitments to play collegiate Field Hockey: Eliza Bennett will attend the University of Rochester, and Maggie Carter will attend Indiana University. Congratulations to both of these student-athletes.

Onaway third-grade student Matilda Starinsky was featured in a cleveland.com story about her IB project that resulted in the city easing traffic code restrictions to allow ice cream trucks on city streets. You will recall that Matilda started a petition drive when she was a first-grader and eventually met with Mayor David Weiss to discuss her project. Her teacher, Mrs. Thornton, turned Matilda's petition drive into a class project.

Congratulations to Shaker Heights Board of Education member Dr. Emmitt Jolly, recipient of the Tuskegee University's College of Arts and Sciences 2020 Most Distinguished Alumni Award. Dr. Jolly is an associate professor of biology at Case Western Reserve University, where his National Institutes of Health-funded research focuses on infectious parasitic worms.

After 17 years as the principal of Mercer Elementary School, Mr. J. Lindsay Florence has announced that he will retire from Shaker Heights Schools following the end of this school year. Mr. Florence, who joined the District in 1992, is a beloved leader and a career educator. We thank Mr. Florence for his years of great service and wish him well on his next adventure. A search for Mr. Florence's successor will begin shortly. The District will post the principal position and include Mercer stakeholders in the selection process.

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

Anderson, Noel - (Custodian/High School) - Step 3 of the Local 200 Salary Schedule - effective November 2, 2020

Calzado, Javier - (Part-Time Lifeguard/Woodbury) - \$11.00 per hour - not to exceed 30 hours per week - effective November 25, 2020

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

Hairston, Sophronia - (COVID-19 District Permanent Certified Substitute Intervention Specialist/Home School-High School) - \$175.00 per day - effective January 4, 2021 through June 3, 2021

Kelley, Victoria - (COVID-19 District Permanent Certified Substitute Teacher/Home School-High School) - \$175.00 per day - effective November 30, 2020 through June 3, 2021

O'Brien, Shelagh - (COVID-19 District Permanent Certified Substitute Teacher/Home School- Fernway Elementary) - \$175.00 per day - effective November 16, 2020 through June 3, 2021

Zucker, Richard - (COVID-19 District Permanent Certified Substitute Teacher/Home School-Mercer Elementary) - \$175.00 per day - effective November 19, 2020 through June 3, 2021

3.2 CHANGES IN ASSIGNMENT

English, Michelle - (Temporary Grade 1 Teacher/Mercer) - From KRP Support Teacher/Mercer to Temporary Grade 1 Teacher/Mercer - Class M.A., Step F of the Teacher's Salary Schedule - effective November 12, 2020

Singleton, Tyler - (Custodian/High School) - from Custodian/Lomond to Custodian/High School - Step 6 of the Local 200 Salary Schedule - effective November 2, 2020

Weed, Lindsey - (Temporary KRP Support Teacher/Mercer) - from Paraprofessional/Mercer to Temporary KRP Support Teacher/Mercer - Class M.A., Step A of the Support Teacher's Salary Schedule - effective November 12, 2020

3.3 TEMPORARY EMPLOYEES

Lunch Aides

Katz, Elise

Lunch Aide Supervisors

Sharp, Linda

Substitute Clerical

Bauer, Harriet

3.4 SPECIAL ASSIGNMENTS

District Liaisons, 2020 - 2021 School Year

\$3,126.50 per individual

Durkalski, Mary Ann - Library, grades PreK - 4 (correction to the August 11, 2020 Board Agenda)

New Permanent Substitute Staff Orientation - November 2020

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

Kelley, Victoria

3.5 SUPPLEMENTAL CONTRACTS

DISTRICT

MORRIS, SEAN	412	RESIDENT EDUCATOR MENTOR - YEAR 2	1.5	X	1
WHITE, DEREK	418	RESIDENT EDUCATOR MENTOR - YEAR 2	1.5	X	1

HIGH SCHOOL

BONNER, SHAUNA	8104	GUIDANCE - VOCATIONAL SUPPORT	1.5	X	1	
PETERJOHN, DAVID	8104	GUIDANCE - VOCATIONAL SUPPORT	1.5	X	1	RESCIND
SUMERAK, SCOTT	8325-2	FALL PRODUCTION DIRECTOR	3.25	X	1	
WASSERMAN, MARINA	8325-1	FALL PRODUCTION DIRECTOR	3.25	X	1	

HIGH SCHOOL

ATHLETICS

BECERRA, CARLOS	9866	HEAD GYMNASTICS COACH - WINTER	3	X	1
LATTAL, SEAN	9402	ICE HOCKEY JV COACH	8	X	1
LOCKHART, COURTNEY	9182	BASKETBALL ASSISTANT COACH (GIRLS)	5	X	1

MIDDLE SCHOOL

ATHLETICS

ABRAHAM, JEREMY	7540	8TH GRADE BASKETBALL BOYS HEAD COACH	10	X	1	
ECKFORD, JOSHUA	7555	7TH GRADE BASKETBALL BOYS HEAD COACH	9	X	1	
ORYL, CHRISTOPHER	7321	MEN'S LOCKER ROOM SUPERVISOR- WINTER PART 1	4.5	X	1	
RICHARDS, TIMOTHY	7500	ATHLETIC MANAGER	6.5	X	1	REVISION TO 9.8.20 BOARD AGENDA
SUMMERS, MICHAEL	7500	ATHLETIC MANAGER	14.75	X	1	

WOODBURY

CROSS, GEOFFREY	6324	TESTING COORDINATOR	1.25	X	1	
KIPPEN, NANCY	6615	DEPARTMENT CO-CHAIR SPECIAL EDUCATION	5	X	1	
RADEFELD, ANN	6322	TESTING COORDINATOR	1.25	X	1	
SHAPERO, CHERI	6614	DEPARTMENT CO-CHAIR SPECIAL EDUCATION	5	X	1	
TUCKER, SHAUNETTA	6320	GIRLS CLUB	0.5	X	1	RESCIND
TUCKER, SHAUNETTA	6312	KIDS CLUB	0.5	X	1	RESCIND

3.6 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTES

Berglund, Ellen - (Long Term Certified Substitute - Intervention Specialist/Fernway Elementary) - Class. M.A., step A in accordance with the applicable Unit and Rate Schedule - effective December 7, 2020 through March 2, 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 1, 2020 (Correction to November 17, 2020 Board Agenda)

McCray, Renee - (Long Term Certified Substitute - English Teacher/High School) - Class. M.A., step A in accordance with the applicable Unit and Rate Schedule - effective October 29, 2020 through November 20, 2020 (Correction to the November 17, 2020 board agenda)

3.7 LEAVES OF ABSENCE

Birt, LaWanda - (Bus Monitor/Transportation) November 17, 2020 through November 20, 2020 (general)

Birt, LaWanda - (Bus Monitor/Transportation) December 3, 2020 through December 18, 2020 (general)

Clemons, Felita - (Bus Driver/Transportation) October 26, 2020, to November 30, 2020 (medical)

Krawczak, Colleen - (School Psychologist/Mercer) - October 26 through December 16, 2021 (caregiver) (Correction to October 13, 2020 Board Agenda)

Sexton, James - (Custodian/Woodbury) - November 12, 2020 through December 4, 2020 (medical) (Correction to the November 17, 2020 Board Agenda)

Tatum, Valerie - (Paraprofessional/Middle School) - November 5 through November 20, 2020 (general)

Watson, David - (Alternative to Suspension Supervisor/Middle School) - November 20, 2020 through December 22, 2020 (medical)

3.8 TERMINATIONS

BE IT RESOLVED by the Board of Education of the Shaker Heights City School District, Cuyahoga County, Ohio, that Tevin Howard, a Custodian at Shaker Middle School, is hereby terminated from employment effective November 3, 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.

3.9 RETIREMENTS

Deep, Thomas - (Music-Band Teacher/Woodbury) - effective May 28, 2021 – 24 years of service (retirement)

Florence, J. Lindsay - (Principal/Mercer) - effective June 30, 2021 - 28 years of service (retirement)

Hassell, Andree - (Grade 2 Teacher/Fernway) - effective June 30, 2021 - 29 years of service (retirement)

Kalich-Paley, Roberta - (Intervention Specialist/Lomond) - effective end of 2020-2021 school year - 23 years and 7 months of service (retirement)

3.10 PERSONNEL ACTION FOR EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING AGREEMENT

Board approval is requested for amending the Hourly & Unit Rate Schedule to reflect:

- the new Ohio mandated minimum wage rate of \$8.80 per hour effective January 1, 2021, increasing the current rate from \$8.70 to \$8.80 per hour for the Student Aide and the Tutoring Center Study Aide positions; and increasing the current rate from \$9.20 to \$9.30 per hour for the Student Technology Aide and the Tutoring Center Study Assistant positions.

4. ADDENDUM – PERSONNEL (no items)

Motion by Emmitt Jolly, second by Lisa Cremer.

Final Resolution: Motion Carries

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

20-12-165

5. ACTION ITEMS AND REPORTS – BUSINESS (no items)**6. ADDENDUM – BUSINESS (no items)****7. ACTION ITEMS - BOARD OF EDUCATION****7.1 ADDITIONAL HOLIDAYS-OAPSE LOCAL #149-SECRETARIAL/CLERICAL MEMORANDUM OF UNDERSTANDING**

Treasurer Bryan C. Christman provided explanation of this agenda item as well as agenda items 7.2 and 7.3.

At the recommendation of Superintendent Dr. David Glasner and upon receiving a motion and a second, the Board of Education voted on approving the Additional Holidays-OAPSE Local #149-Secretarial/Clerical Memorandum of Understanding (see attachment).

Motion by Lisa Cremer, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

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

20-12-166

7.2 ADDITIONAL HOLIDAY-LOCAL #200-MEMORANDUM OF UNDERSTANDING

At the recommendation of Superintendent Dr. David Glasner and upon receiving a motion and a second, the Board of Education voted on approving the Additional Holiday-National Conference of Firemen and Oilers, Local 200, SEIU, AFL-CIO, CLC (Local 200) Memorandum of Understanding (see attachment).

Motion by Lisa Cremer, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

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

20-12-167

7.3 ADDITIONAL HOLIDAYS-NON-BARGAINING

At the recommendation of Superintendent Dr. David Glasner and upon receiving a motion and a second, the Board of Education voted on approving Christmas Eve and New Year's Eve (December 24th and December 31st, respectively) as Additional Holidays for the 2020 calendar year for year-round Non-Bargaining employees.

Motion by Emmitt Jolly, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

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

20-12-168

7.4 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 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 October 13, 2020 and the second reading was November 17, 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

Motion by Lisa Cremer, second by Emmitt Jolly.

Final Resolution: Motion Carries

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

20-12-169

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 November 30, 2020 (attached Exhibit T-1 in Subject Section 8.2)

8.2 FINANCIAL STATEMENTS

It is recommended that the attached monthly financial statements for the month and year-to-date ended November 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 (Exhibit T-1) be ratified.

NOVEMBER 2020 FINANCIAL OVERVIEW

The revenue activity for the month and for the fiscal year-to-date November 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 \$331,530 or 44.6% 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 were \$661,364 or 74.3% more than prior year due primarily to a \$1 million property valuation settlement agreement payment received in November, partially offset by a \$278,948 repayment of an erroneous double payment received from ODE in June for the Fiscal 2019 SF-6 settlement. \$875,000 above budget as projected through the end of the fiscal year.
- 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 \$363,078 or 5.0% 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. \$43,000 below budget as projected through the end of the fiscal year due primarily to the offset of a net higher Community School transfer amount.
- Other State Revenues were \$4,673 or 1.8% 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 \$12,249 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). \$100,000 below budget as projected through the end of the fiscal year due to reduced Casino payments received and anticipated.
- Federal Receipts were \$364,293 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. \$0 above budget as projected through the end of the fiscal year

The expenditure activity for the month and for the fiscal year-to-date November 2020 was \$0.7 million or 1.7% less than the prior year amount, due primarily to reduced operating expenses due to the COVID-19 hybrid/remote/closure partially offset by increases attributable to COVID-19 expenditures and timing differences in some of the various expense categories. Expenditures are \$130,000 below budget as projected through the end of the fiscal year. **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.**

Mr. Christman also reported on the following legislative items:

- **State Budget Status:** State General Revenue Fund revenues for the FYTD through October ended with a \$26 million unfavorable variance while expenditures ended with a \$726 million favorable variance, for a net favorable variance of \$700 million. Tax collections were up 2.3% or \$46.3 million in November and are ahead by 3.8% or \$393.5 million so far this fiscal year through November. Of the tax collections, sales taxes represented the bulk of the overage and were up

6.6% or \$306.9 million compared to budget generating a total of \$4.93 billion this FYTD.

- **Ohio General Assembly:** The Ohio Fair School Funding Plan (H.B. No. 305/S.B. No. 376) approved last week in the Ohio House (84-8) is unlikely to pass during the lame duck session in the Senate, says Senate Finance Committee Chair Matt Dolan (R-Chagrin Falls).
- **BWC Face Mask Distribution:** The Bureau of Workers' Compensation will be distributing a second round of face masks to Ohio's employers in December. The first shipment was sent out in May.
- **ECOT Testimony Agreement:** A Franklin County judge overseeing the remaining assets for the defunct ECOT has approved the Ohio Attorney General's request for a settlement agreement with the former Treasurer of ECOT, who has agreed to testify against the ECOT founder.
- **Sports Gaming Legislation:** Joint Senate sponsors of sports gaming legislation unveiled the contents of a proposed substitute bill that would earmark 98% of all tax proceeds for education, specifically for extracurricular activities including arts, music and athletics.
- **EdChoice Voucher Program:** The Ohio General Assembly passed an overhaul to the EdChoice voucher program in Senate Bill No. 89 the week before Thanksgiving and sent the bill to the Governor for signature. The plan designates 473 buildings in 87 districts as EdChoice eligible and also increases to 250% from 200% the poverty threshold for the income-based expansion of the program.

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, OFCC, permanent sub contracts, pending tax matters, estimated millage for possible bond issue levy, audit, capital assets/leases, technology upgrades, arbitration discussions, Fair School Funding Plan, operations plans during resumed building closures, Coronavirus preparedness, preparing for/review of students return to in-school learning, processing payments for District Capital Projects.
- attended First Ring Treasurers Meeting (electronic);
- met with potential new Finance & Audit Committee member (electronic);
- met with Board Member Emmitt Jolly re: F&A Committee & BOE matters (electronic);
- attended OASBO Legislative Committee meeting (electronic);
- CAFR tasks;
- audit tasks;
- submitted Public Notice for the Annual Financial Report FY20;
- submitted letters of support for the Ohio Fair School Funding plan to legislators;
- prepared department to return to work-at-home until Jan 4, 2021.

Motion by Jeffrey Isaacs, second by Lisa Cremer.

Final Resolution: Motion Carries

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

20-12-170

8.3 MEDICAL MUTUAL OF OHIO MEDICAL & HOSPITAL SERVICES AGREEMENT & SELF-INSURED RATES APPROVAL

At this time, Mr. Christman gave the following overview of the health insurance renewal process.

Included on tonight's agenda are resolutions to approve the renewal for the District's medical, prescription drug, and dental self-insured rates for calendar 2021. We are continuing with the self-insured option for calendar 2021 and we will be funding our reserve utilizing the expected liability amounts to fund the reserve to the expected liability level. Both individual family and aggregate stop loss coverages are an integral part of our self-insurance option.

As you may recall, 2021 will be our fourth year with Medical Mutual of Ohio (MMO) having switched from Anthem effective January 1, 2018. The total 2021 administrative cost component will reflect an increase due to a 15.5% increase (approximating \$105,000) in the Specific Stop Loss (SSL) coverage premium at the same \$200,000 current deductible level; and an 8.0% increase (approximating \$2,300) in the Aggregate Stop Loss coverage premium at the same aggregate limit of 125% of expected claims. The administrative costs in total are estimated to approximate \$1,151,000 for calendar 2021.

Unfortunately, our two-year run without an increase has ended and rates will increase 5% effective January 1, 2021 for our medical coverage. The increase takes into account the current status of our health insurance reserve account, as otherwise a larger increase would have been necessary.

Additionally on the December Board meeting agenda is a resolution authorizing the self-insured Express Scripts, Inc. (ESI) (coordinated through MMO) prescription drug premium rates for calendar 2021. Similarly, our three-year run without an increase in our prescription drug insurance premiums has also ended and rates will increase 5% effective January 1, 2021.

The funding rates for the Anthem dental coverage will remain unchanged for calendar 2021, making for a 6th year without an increase.

On a combined basis, health insurance, dental and prescription drug rates for calendar 2021 reflect a composite 4.67% increase from the current rates.

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the new Medical Mutual of Ohio Medical & Hospital Services Agreement and self-insured rates effective January 1, 2021 through December 31, 2021. The monthly funding rates will be as follows:

<u>Medical Mutual of Ohio</u>	<u>Estimated Count</u>	<u>Pr.Yr. MMO Cal 2020</u>	<u>NewYr. MMO Cal 2021</u>	
Health PPO-Self Insured:	Single - 285	\$ 501.01	\$526.06	
	Family - <u>427</u>	\$1,317.65	\$1,383.53	
Annual Estimated	Total - 712	\$8,465,093	\$8,888,333	5.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2021. The premium amounts will be accumulated in the District's self-insured Fund 024, from which all

claims and processing fees will be paid. Both individual family and aggregate stop loss coverages are an integral part of the self-insurance option.

Motion by Emmitt Jolly, second by Lisa Cremer.

Final Resolution: Motion Carries

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

20-12-171

8.4 ANTHEM BLUE CROSS & BLUE SHIELD DENTAL SERVICES AGREEMENT RENEWAL & SELF-INSURED RATES APPROVAL

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Anthem Blue Cross & Blue Shield Dental Services Agreement renewal & self-insured rates effective January 1, 2021 through December 31, 2021. The monthly funding rates will be as follows:

<u>ANTHEM</u>	<u>Estimated Count</u>	<u>Pr.Yr. Anthem Cal 2020</u>	<u>NewYr. Anthem Cal 2021</u>	
Dental-Self Insured:	Single - 300	\$ 38.76	\$ 38.76	
	Family - <u>455</u>	\$111.24	\$ 111.24	
Annual Estimated	Total - 755	\$746,906	\$746,906	0.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2021. The premium amounts will be accumulated in the District's self-insured Fund 024, from which all claims and processing fees will be paid.

Motion by Jeffrey Isaacs, second by Lisa Cremer.

Final Resolution: Motion Carries

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

20-12-172

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

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the MMO-Express Scripts, Inc. prescription drug self-insured rates effective January 1, 2021 through December 31, 2021. The monthly funding rates will be as follows:

MMO-ESI Self-Insured:

	<u>Estimated Count</u>	<u>Pr.Yr. Cal 2020</u>	<u>NewYr. Cal 2021</u>	
	Single - 281	\$ 123.21	\$129.37	
	Family - <u>421</u>	\$ 327.12	\$343.48	
Annual Estimated	Total - 702	\$2,068,074	\$2,171,497	5.0% increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2021. The premium amounts will be accumulated in the District's self-insured Fund 024, from which all claims and

processing fees will be paid. Aggregate stop loss coverage is an integral part of the self-insurance option.

Motion by Lisa Cremer, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

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

20-12-173

8.6 ESTABLISHING FISCAL YEAR 2022 TAX BUDGET HEARING DATE

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving Tuesday January 12, 2021 as the date for the fiscal year 2021-2022 tax budget hearing.

The Tax Budget hearing will be held during the regular Board meeting on Tuesday, January 12, 2021 at 6:00 p.m. Eastern Standard Time. This meeting is currently planned to be held in the Shaker Heights High School Large Auditorium, and in accordance with the District's COVID-19 protocol, no visitors will be permitted at the in-person meeting, however in compliance with Ohio Revised Code provisions, the Board meeting will be live-streamed to the public and available at the following links at the designated date and time:

#1: <https://www.shaker.org/BoardLive.aspx>

#2: <https://boxcast.tv/view/shaker-heights-board-of-education-meeting-819526>

In the event that this meeting changes to a Zoom webinar, a link to join the meeting will be available on the District's website at <https://www.shaker.org>

The public is invited to ask questions or comment on the Proposed Tax Budget for the 2021-2022 fiscal year. At this time the Board is only providing for public comment through pre-submitted *Proposed Tax Budget for the 2021-2022 Fiscal Year* public comment forms, which can be submitted up to 5:00 p.m. on Monday, January 11, 2021 using the Google Form at the link below. Public comments submitted will be read into the official record during the Tax Budget Hearing on Tuesday, January 12, 2021, at 6:00 p.m., after which the Board will take action on adopting the Proposed Tax Budget.

Public Comments can be submitted in advance by using this [Google Form](#).

Motion by Lisa Cremer, second by Emmitt Jolly.

Final Resolution: Motion Carries

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

20-12-174

The Treasurer's report, including questions, answers and discussion with the Board, lasted from approximately 6:30 p.m. until 6:56 p.m.

9. SUPERINTENDENT'S REPORT

9.1 SUPERINTENDENT'S REPORT

At this time, Superintendent Dr. David Glasner reported that he continues to participate in advocacy efforts related to education legislation such as the recent EdChoice legislation as well as the pending legislation regarding the Ohio Fair School Funding Plan. Dr. Glasner and other administrators also recently welcomed a visit from the University Hospital "Healthy Restart" team who is offering guidance

to our District as we prepare for a safe return to in-person learning. Dr. Glasner has participated in recent meetings of the Shaker Schools Foundation Board, Superintendent's Student Advisory Council, the Equity Policy Implementation Team and the PTO Council. A recent topic of discussion with PTO Council Presidents included the annual celebration around Martin Luther King Day and the combined efforts of the District and the Shaker Schools Foundation in planning this event.

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 thanked Dr. Glasner for sharing the letter he sent to Senator Dolan advocating for the Ohio Fair School Funding legislation. Mr. Isaacs is engaged in similar outreach to the Senator and other parties in an attempt to move this legislation along.

Lisa Cremer reported that she attended the Shaker Heights Youth Center Board meeting and finds that they are doing great work partnering with the District to serve the Shaker Heights community. Ms. Cremer also joined Dr. Glasner in attending the recent Shaker Schools Foundation Board meeting.

Ayesha Bell Hardaway reported that she participated in the recent meeting of the Northeast Ohio school board presidents and finds the collaboration and engagement with this group very valuable to the Greater Cleveland community.

11. EXECUTIVE SESSION

11.1 EXECUTIVE SESSION

At the recommendation of the Board Vice 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 Lisa Cremer, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

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

20-12-175

The Board recessed the public session at 7:01 p.m.

After a brief break, the Board members convened the executive session via a non-public Zoom meeting at 7:05 p.m. with Superintendent Dr. David Glasner in attendance.

At 7:18 p.m., Vice President Hardaway declared the end of the executive session, at which time the Board members and Dr. Glasner exited the executive session non-public Zoom meeting and rejoined the public Zoom webinar at 7:19 p.m.

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, January 12, 2021, 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 Emmitt Jolly, second by Lisa Cremer.

Final Resolution: Motion Carries

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

20-12-176

The regular meeting of the Shaker Heights Board of Education adjourned at 7:20 p.m.

Ayesha Bell Hardaway, Vice President

Bryan C. Christman, Treasurer