

To be approved at the Board of Education meeting January 8, 2019.

MINUTES OF THE DECEMBER 11, 2018 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Tuesday, December 11, 2018, at 6:00 p.m. in the small auditorium of Shaker Heights High School, 15911 Aldersyde Drive, Shaker Heights, Ohio 44120.

1. OPENING OF MEETING

1.1 CALL TO ORDER

At 6:02 p.m. Board President Jeffrey Isaacs, who presided over the meeting, called the meeting to order

1.2 ROLL CALL

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

Members present:

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

After the roll was called, President Isaacs welcomed the audience and shared a statement regarding the recent devastating loss of Woodbury teacher Ms. Aisha Fraser. Ms. Fraser, who was a graduate of our schools, a lifelong resident and a parent of two young daughters who are Shaker students, tragically lost her life on November 17, 2018. President Isaacs asked that we as a community commit to nurturing Aisha's daughters, supporting her uncle Dr. George Frasier in his work toward related legislation, and modeling healthy relationships for our young people. Mr. Isaacs then asked for a moment of silence in honor of Aisha Fraser before beginning the meeting.

1.3 PRINCIPAL AND STUDENT WELCOME

At this time, Christopher Cunningham, a 4th-grade student from Boulevard School, gave a welcome presentation followed by brief remarks on school events/projects from Neal Robinson, Boulevard School Principal.

1.4 APPROVAL OF BOARD MEETING MINUTES

At the recommendation of the Board President, and upon receiving a motion and a second, the Board of Education voted on approving the unofficial minutes for the November 14, 2018 Regular Meeting and the November 3, 2018 and November 20, 2018 Special Meetings.

Motion by William Clawson II, second by Heather Weingart.

Final Resolution: Motion Carries

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

18-12-167

1.5 PUBLIC COMMUNICATION TO THE BOARD

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

In order for the Board to fulfill its obligation to complete the planned agenda in an effective and efficient fashion, a maximum of 30 minutes of public participation may be permitted at each meeting.

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

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

Kathleen O'Connell Sauline resides at 3711 Avalon and is a former Assistant Principal at the Shaker Heights High School. Ms. Sauline feels that the best source of truthful information regarding the District is the "Shakerite". Ms. Sauline also believes that there are many gifted and talented teachers at Shaker however, as no teacher is perfect, there needs to be safe and healthy processes and communication in place when mistakes occur. Finally, Ms. Sauline feels that the District is not responding to requests for information in a timely manner as is dictated by the State of Ohio Sunshine Laws.

Lisa Vahey resides at 18915 Oxford Road and is the co-chairperson of the District's Equity Task Force. Ms. Vahey commented on the recent loss of Ms. Aisha Fraser, the harm resulting from this and the work many are doing to repair that harm. Ms. Vahey also reported that the Leading for Equity Cohort continues to meet and work to affect change, and members of the Cohort were recently invited by SGORR to join High School Community Builders to participate in a community meeting focused on race related issues affecting our District. Ms. Vahey urges everyone to continue to be relentless in the work we are all doing to move the District forward in matters of equity.

Bill Scanlon is a teacher at Shaker Heights High School. Mr. Scanlon urges everyone to support the GoFundMe campaign which is raising money to be placed in a trust to be used for the care and future of Aisha Fraser's two daughters. Mr. Scanlon also commented on the recent situation involving one of his former students who complained about a teacher which resulted in that teacher's being placed on administrative leave. Mr. Scanlon feels that, although the student handled herself well, the adults involved in the situation managed the process poorly. The issues surrounding this need to be resolved soon so that teachers, students and administrators can all move forward.

1.6 HONORS AND RECOGNITION OF STUDENTS AND STAFF

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

ONAWAY STUDENTS PARTICIPATE IN FOSTERING HOPE

Right before Thanksgiving Break, Onaway and our Fernway students who are attending Onaway began the school's PTO-sponsored three-part service project for Fostering Hope, a Cleveland nonprofit that enriches the lives of children living in foster care. Over the next four months, students will assemble and create items to include in journey bags---small duffel bags, backpacks or suitcases filled with toiletries, clothing items, pens, paper, small toys and other items---which are given to children when they enter foster care. For part one of the service project, students hand-colored and assembled journals and bookmarks with inspirational messages for the journey bags. On December 21, students will make no-sew blankets and on March 29, students will assemble toiletry kits to include in the bags.

LOMOND STUDENTS TO HOST STEM EXPO On December 18, 22 Lomond students from grades 1-4 will host their first-ever STEM expo called Mission Moon, a showcase of team models and presentation boards the students have brought to life, thanks to support from the Shaker Schools Foundation and Rockwell Automation for the after-school program FIRST LEGO League, Jr. The Expo is open from 6-8 p.m. The students have been meeting since early October, building LEGO models using LEGO Education WeDo 2.0, collaborative software that introduces students to computational thinking and engineering principles, and creating posters to show what they've learned.

FOUR SENIOR STUDENT-ATHLETES SIGN LETTERS OF INTENT

Congratulations to our four senior Raiders who signed their National Letters of Intent last month during the High School's Signing Day event. Sophie Calabrese will attend the University of Texas (women's crew); Chachi Gustafson will attend The Ohio State University (men's swimming); Nathan Rose will attend Bowling Green State University (baseball); and Lyle Yost will attend The Ohio State University (men's diving). Best of luck to each of these student athletes in their final seasons as Raiders!

"PIPPIN!" CAST TO PERFORM AT STATE CONFERENCE Congratulations to the High School cast of "Pippin!" which was invited by the Board of Directors of the Ohio Educational Theatre Association to perform the musical during the Ohio Thespian State Conference. The conference will take place March 29-31 at Akron School of the Arts Firestone. Theatre Arts Chair Scott Sumerak says this is the first time a group from Shaker has attended the conference, and the first time Shaker students will perform there.

MIDDLE SCHOOL ROBOTICS CLUB QUALIFIES FOR STATE COMPETITION

In only its third year, the Shaker Heights Middle School Robotics Club qualified for the VEX IQ Robotics State Competition on February 23, 2019 and the 2019 CREATE U.S. Open Robotics Championship-VEX IQ, Middle School Division from April 4-6, 2019 in Council Bluffs, Iowa. The students who advanced to these competitions represent the best from Ohio and around the United States.

MR. FORMAN, MS. MCCAULEY TRAVEL WITH DELEGATION TO CHINA

From November 2-11, Onaway Principal Eric Forman and Lomond Assistant Principal Tina McCauley traveled to China with the Chinese Bridge Delegations for American Principals, a group of 150 teachers, administrators and school board members from around the country. The trip was sponsored by the College Board and the Confucius Institute. Both Mr. Forman and Ms. McCauley spent time in Beijing with the larger group, visiting many sites including the Great Wall of China, and learning more

about the College Board and the Confucius Institute. The pair then broke off with a smaller group and took the bullet train to visit two cities and six elementary schools in the Shandong province, a coastal province in eastern China on the Yellow Sea.

SHAKER GRAD ATTENDS CONFUCIUS INSTITUTE CONFERENCE

Last week, I had the honor of representing the District at the 13th Confucius Institute Conference in Chengdu, Sichuan Province, China. I was joined by Chinese teacher Raina Li, who was instrumental in bringing the Confucius Classroom to Shaker Heights High School, and Class of 2018 graduate Ose Arheghan. Ose was invited to attend the conference for writing a winning People-to-People essay, "Thank you, Confucius!", last year as a senior in Chinese IB IV at the High School. Shaker is one of only ten independent Confucius Classrooms in an American PreK12 school district

1.7 EQUITY TASK FORCE UPDATE

At this time, President Issacs announced that although there would not be a formal presentation by the Equity Task Force, there will be conversation around developing Equity policy later in the meeting's agenda. Mr. Isaacs also asked all members of the Task Force who were in attendance to stand and be recognized in appreciation of their time and efforts.

1.8 FERNWAY UPDATE

At this time, Director of Operations Dave Boyer provided an update on progress being made with Fernway Elementary as outlined in the attachment. Mr. Boyer was joined by Executive Director of the Shaker Schools Foundation Holly Coughlin who gave an update on the Fernway campaign, and Van Auken Akins Architects representative Chris Dewey. The update, which lasted from 6:24 p.m. until 6:41 p.m., included questions, answers and discussion with the Board.

1.9 FACILITIES CONSTRUCTION UPDATE

At this time, Director of Operations Dave Boyer provided an update on the district capital plan and the summer construction projects as outlined in the attachment. Mr. Boyer made clear that, as the big high priority projects such as waterproofing get underway and the scope of work for each project becomes more defined, it is very possible that costs for specific projects may exceed what was initially projected during the planning phase. Accordingly, actual costs for high priority projects may affect budgets for other anticipated projects. President Isaacs expressed appreciation for these reminders and confirmed that it is the understanding of the Board that there will be a continual evaluation of actual project costs and how those ultimately affect the District's ability to proceed with other projects. The update, which lasted from 6:41p.m. until 6:50 p.m., included questions, answers and discussion with the Board.

1.10 INSTRUCTIONAL TECHNOLOGY UPDATE

At this time, John Rizzo, Executive Director of Technology & Media Services, and Casey Ailiff, Network Manager, provided an update as outlined in the attachment. The update, which lasted from 6:51 p.m. until 7:18 p.m., included questions, answers and discussion with the Board.

1.11 STUDENT ENROLLMENT UPDATE

At this time, Chris Rateno, Director of Student Data Systems and Accountability, provided an update on student enrollment trends as outlined in the attachment. The update, which lasted from 7:18 p.m. until 7:29 p.m., included questions, answers and discussion with the Board.

1.12 STAFFING UPDATE

At this time, Dr. Terri Breeden, Assistant Superintendent of Curriculum & Instruction, provided an update on staffing as outlined in the attachment. The update, which lasted from 7:29 p.m. until 7:32 p.m., included questions, answers and discussion with the Board.

2. APPROVAL OF ALL ACTION ITEMS AND REPORTS - PERSONNEL

2.1 APPROVAL OF ALL CERTIFIED AND CLASSIFIED PERSONNEL ITEMS

At the recommendation of Interim Superintendent Dr. Stephen M. Wilkins, and upon receiving a motion and a second, the Board of Education voted on approving all personnel items included in Category Sections 3 and 4 below. Note-Category Sections 3. Personnel and 4. Addendum-Personnel of the agenda may be acted on in one motion. Note-all personnel actions are for the 2018-2019 school year unless otherwise noted.

3. ACTION ITEMS AND REPORTS-PERSONNEL

3.1 APPOINTMENTS

Royster, Tennille – (Permanent Part-Time Bus Driver/Transportation) – step 2 – effective November 26, 2018

3.2 CHANGES IN ASSIGNMENT

Burrell, Jonathan - (Custodian/Woodbury) - From Paraprofessional/Lomond to Custodian/Woodbury - step 7 of the Local 200 Salary Schedule - effective January 7, 2019

Rudell, John - (Temporary Grade 1 Teacher/Onaway) - from KRP Support Teacher/Onaway to Temporary Grade 1 Teacher/Onaway - Class B.A., step d of the Teacher's Salary Schedule - effective December 10, 2018 through March 18, 2019

Schmidt, Victoria - (80% English Teacher/High School) - from 60% English Teacher/High School to 80% English Teacher/High School - effective October 22, 2018 through January 31, 2019 (Extension to the November 14, 2018 Board Agenda)

Schmuck, Jessica - (Intervention Specialist Teacher/High School) - from Test Coordinator Support Teacher/High School to Intervention Specialist Teacher/High School - Class B.A., step c of the Teacher's Salary Schedule - effective December 3, 2018

Tournoux, Gene - (100% Math Teacher/High School) - from 60% Math Teacher/High School to 100% Math Teacher/High School - effective January 7, 2019 through April 9, 2019

Wasserman, Marina - (100% English Teacher/High School) - from 60% English Teacher/High School to 100% English Teacher/High School - effective October 22, 2018 through January 31, 2019. (Extension to the November 14, 2018 Board Agenda)

3.3 CONTINUATION OF ASSIGNMENT

Contract Renewal for 3 years - effective July 1, 2018

Chengelis, Sara - Assistant Principal - High School
Florence, Lindsay - Principal - Mercer

Freeman, Carina - Principal - Lomond
 Hayward, Christopher - Principal - Fernway
 Herbruck, Erin - Director of Professional Learning - Administration
 Rashid, Patricia - Assistant Principal - Woodbury
 Robinson, Neal - Principal - Boulevard
 Robinson, Marla - Chief of Staff - Administration
 Stephens, Scott - Executive Director of Communications - Administration
 Young, H. Danny - Principal - Woodbury

Reissue 3 year contracts - effective July 1, 2018

Beaumont, Ryan - Assistant Principal - Middle School
 Clark, George - Assistant Principal - High School
 Coughlin, Holly - Executive Director of Shaker Schools Foundation - Administration
 Forman, Eric - Principal - Onaway
 Kimmel, Elizabeth - Director of Pupil Services - Administration
 McCauley, Tina - Assistant Principal - Lomond
 Myles, Douglas - Assistant Principal - Woodbury
 Rateno, Christopher - Director of Student Data Systems & Accountability - DLMO
 Rizzo, John - Executive Director of Technology & Media Services - DLMO

3.4 TEMPORARY EMPLOYEES

Lunch Aide

Hereford-Hite, Tammie

Royster, Tennille

Proctor

Jones, Karen

Substitute Administrator

Hungate, Katherine

Washington, Kelly

Substitute Paraprofessional

Bradt-Perry, Raven
 Meyer, Patricia

Schaefer, Katherine
 Whyte, Mariama

Tutor

Janke, Lynette

Tutoring Center Student Tutor (Middle School)

Baltan-Brunet, Melis

3.5 SALARY RECLASSIFICATIONS

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

Filippakis, John - from B.A.+30, step h to M.A., step h (correction to the November 14, 2018 board agenda)

3.6 SPECIAL ASSIGNMENTS

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

Evaluation Committee Co-Facilitator

Up to 20 units. A unit refers to approximately one-half day of service at \$65.00.

Paskewitz, Lena

Evaluation Committee

Up to 10 units. A unit refers to approximately one-half day of service at \$65.00.

Clemente-Milne, Deanna
Dora, Megan
Glasier, Andrew

Kalan, Timothy
Tobey, Addie

Student Teacher Mentor Fall 2018

Stipend and corresponding benefits funded by the sponsoring college or university after receipt of funds from sponsor.

Allen-Jackson, Krystal	Cleveland State University	\$258
Andzejewski, Erin	John Carroll University	\$215
Boris, Laura	Kent State University	\$344
Child, Michele	John Carroll University	\$65
Discenna, Alfred	Kent State University	\$323
Haring, Meryl	Kent State University	\$129
Holmes, Katrina	Ursuline College	\$430
Jarvie, Sherri	Kent State University	\$344
Kalan, Timothy	Kent State University	\$129
Paskewitz, Lena	John Carroll University	\$65
Vail, Jennifer	Ursuline College	\$430
Weiss-Flynn, Penny	John Carroll University	\$65

3.7 SUPPLEMENTAL CONTRACTS

	TYPE	DESCRIPTION			
DISTRICT SUPPLEMENTALS					
HALAPY, JENIFER	0339	MENTOR- YEAR 1	4	x	1
HIGH SCHOOL SUPPLEMENTALS					
HEAD, JE'LAND	9155	BASKETBALL ASST COACH - BOYS	10	x	1
HULME, ERIC	9402	ICE HOCKEY JV COACH - WINTER	8	x	1
TOURNOUX, GENE	8051	DEPARTMENT CHAIRPERSON: MATH	5.12	x	1
MIDDLE SCHOOL SUPPLEMENTALS					
CANADY, REGINA	7550	7TH GRADE BBALL COACH- WINTER	10	x	1
MCILLDUFF, EDWARD	7781	SWIMMING ASST COACH-WINTER	7.5	x	1
MCKENNEY, TERRELL	7640	FOOTBALL ASSISTANT COACH-FALL	10	x	1
SUPPLEMENTAL CORRECTIONS					
BELK, JAMES	2210	AFTER SCHOOL INITIATIVES COORD	3.75	x	1Correction-July 17, 2018
MARKEL, CAROLINE	8050	DEPARTMENT CHAIRPERSON: MATH	10.88	x	1Correction-July 17, 2018

3.8 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTES

Candel, Charles - (Grade 6 Teacher/Woodbury) - Class M.A., step a in accordance with the applicable Hourly and Unit Rate Schedule -effective November 26, 2018

Dynys, Marilyn - (Physical Education/Onaway) - Class B.A., step a in accordance with the applicable Hourly and Unit Rate Schedule - effective November 26, 2018

Schaefer, Katherine - (Intervention Specialist/Lomond) - Class B.A., step a in accordance with the applicable Hourly and Unit Rate Schedule - effective December 17, 2018

Wallin, Jordan - (Grade 6 Teacher/Woodbury) - Class B.A., step a in accordance with the applicable Hourly and Unit Rate Schedule - effective December 10, 2018

3.9 PERSONNEL ACTION FOR EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING AGREEMENT

Board approval was requested for amending the Hourly & Unit Rate Schedule (see revised schedule attached) to reflect:

- the new Ohio mandated minimum wage rate of \$8.55 per hour effective January 1, 2019, increasing the current rate from \$8.30 to \$8.55 per hour for the Student Aide and the Tutoring Center Study Aide; and increasing the current rate from \$8.80 to \$9.05 per hour for the Student Technology Aide and the Tutoring Center Study Assistant positions.

3.10 LEAVES OF ABSENCE

Albrecht, Melissa - (Spanish Teacher /Woodbury) - effective 2019-2020 school year (sabbatical)

Bridges-Robinson, Sharon- (Security Monitor/High School) - effective October 16, 2018 (Medical)

Dobbins, Terry- (Custodian/High School) - effective November 12, 2018 - January 9, 2019 (Medical)

Leftridge, Dimon- (Paraprofessional/High School) - effective October 12, 2018 - January 15, 2019 (Medical) (Correction to the November 14, 2018 board agenda)

Lowe, Allison- (Teacher/Woodbury)-effective November 7, 2018 - December 7, 2018 (Medical) (Correction to the November 14, 2018 board agenda)

3.11 RESIGNATIONS

Crowley, Valerie - (Intervention Specialist Teacher/High School) - effective November 28, 2018 - 8 years of service (resignation) (correction to the November 14, 2018 board agenda)

McGhee, Jillian - (Paraprofessional/Boulevard)- effective December 7, 2018 - 1 year, 4 months of service (resignation)

4. ADDENDUM – PERSONNEL

4.1 TEMPORARY EMPLOYEES

Lunch Aide

Massey, Sherrill

Tutoring Center Study Aides (High School)
(Correction to October 9, 2018 Board Agenda)

Abdullah, Khalil
Balasubramaniam, Nikhila
Brown, Elizabeth
Balton-Bryant, Melis
Crampton-Hayes, Henry

Gomez-Perez, Lia
Homans, Julia
Manning, Corin
Meyer, Trent

4.2 SPECIAL ASSIGNMENTS

Peer Evaluators for the 2018-2019 School Year

Lomond

Cohen, Marci - \$100

Project Coordinator/Administration

from August 15, 2018 through August 31, 2018

Fowler, Amity

4.3 SUPPLEMENTAL CONTRACTS

HIGH SCHOOL SUPPLEMENTALS	TYPE	DESCRIPTION			
MCBURNEY, CHRISTINE	8382	SHAKESPEARE COMPETITION BOOTCAMP COACH	1.5	x	1
MCBURNEY, CHRISTINE	8387	STUDENT DIRECTOR'S WORKSHOP/NEW STAGES	1.1	x	1

4.4 LEAVES OF ABSENCE

Dobbins, Terry- (Custodian/High School) - effective November 12, 2018 - December 5, 2018 (Medical) (Updated Return Date)

Motion by Ayesha Bell Hardaway, second by Lisa Cremer.

Final Resolution: Motion Carries

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

18-12-168

5. ACTION ITEMS AND REPORTS – BUSINESS

5.1 APPROVING CHANGE ORDER WITH TAP CONSTRUCTION FOR MERCER WATERLINE REPLACEMENT

At the recommendation of Interim Superintendent Stephen M. Wilkins, and upon receiving a motion and a second, the Board of Education voted on approving the change order with TAP Construction for the Mercer Waterline Replacement.

Change Order No.	Description	Amount
2	New double-check backflow in crawl space below gym storage room	\$ 11,573.00
3	New sewer pipe and clean out to existing	<u>\$ 18,488.00</u>
	Total	\$ 30,061.00

Motion by William Clawson II, second by Heather Weingart.

Final Resolution: Motion Carries

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

18-12-169

6. ADDENDUM – BUSINESS (no items)

7. ACTION ITEMS - BOARD OF EDUCATION

7.1 ADOPTION AND/OR REVISION OF BOARD POLICIES – no action

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

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

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

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

FIRST OF THREE READINGS

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

BDDG – Minutes	GBQ - Criminal Records Check
DBD - Budget Planning (Five-Year Forecast)	GCD - Certified Staff Hiring
DJ – Purchasing	IGDF - Student Fundraising Activities
DJB - Petty Cash Accounts	IGDJ - Interscholastic Athletics
DJC - Bidding Requirements	JECBB - Admission of Interdistrict Transfer Students
DJH - Credit Cards	JECBD - Intradistrict Open Enrollment
DJH-R - Credit Cards	JED - Student Absences & Excuses
EBBA - First Aid	JFCF - Hazing & Bullying (Harassment, Intimidation & Dating Violence)
EFF - Food Sale Standards	JFCJ - Weapons in the Schools
EE - Educational Equity	JGD - Student Suspension
EFG - Student Wellness Program	JGDA - Emergency Removal of a Student
GA - Personnel Policies Goals	JGE - Student Expulsion
GBI - Staff Gifts and Solicitations	JHCA - Physical Examinations of Students
GBIA - Online Fundraising Campaigns/Crowdfunding (Also IGDF)	JP - Positive Behavioral Intervention & Supports (Restraint & Seclusion)

From 7:36 p.m. until 7:50 p.m., the Board discussed several of the proposed policy amendments including a question and answer session addressed by Chief of Staff Dr. Marla Robinson.

7.2 ADDITIONAL HOLIDAYS-OAPSE LOCAL #149-SECRETARIAL/CLERICAL MEMORANDUM OF UNDERSTANDING

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

Motion by Heather Weingart, second by Ayesha Bell Hardaway.

Final Resolution: Motion Carries

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

18-12-170

7.3 ADDITIONAL HOLIDAY-LOCAL #200-MEMORANDUM OF UNDERSTANDING

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

Motion by William Clawson II, second by Lisa Cremer.

Final Resolution: Motion Carries

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

18-12-171

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 October 31, 2018 (attached Exhibit T-1 in Subject Section 8.2) and November 30, 2018 (attached Exhibit T-2 in Subject Section 8.3).

8.2 FINANCIAL STATEMENTS – OCTOBER 2018

It is recommended that the attached monthly financial statements for the month and year-to-date ended October 31, 2018 (Exhibit T-1) be accepted and placed on file for audit, and that in accordance with Section 135.14 of the Ohio Revised Code, the interim investments also included with the monthly financial statements (Exhibit T-1) be ratified.

OCTOBER 2018 FINANCIAL OVERVIEW

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

- Real estate tax revenue received YTD this year was \$2.8 million less than last year due to timing difference in advance amounts paid out by the County earlier this year due to accelerated tax payments in advance of the January 1, 2018 federal income tax law changes limiting state and local tax deductions. The first Shaker Plaza TIF payment of \$386,036, including a catch-up payment for part of last year was received in September.
- Other Local revenue was \$244,765 or 29.3% less than prior year due primarily to \$332,736 less receipts from the State for the Fiscal 2018 SF-6,

SF-14 & SF-14H payments as compared to the prior fiscal year for the same time period.

- The District is expected to receive approximately the same State Foundation funding in Fiscal 2019 as in Fiscal 2018 due to being on the "guarantee" funding method.
- The Homestead Exemption & Rollback payment of \$4.4 million was received in September this year, but not until October last fiscal year. This year's payment was \$981 more than last years.

The expenditure activity for the month and for the fiscal year-to-date October 2018 was \$0.7 million or 2.1% less than the prior year amount due to timing differences in payments, expected growth in certain expenses, primarily salaries and fringe benefits, offset by a reduction in capital outlay expenditures. In summary the District's overall finances are on target with expectations at this time.

8.3 FINANCIAL STATEMENTS - NOVEMBER 2018

It is recommended that the attached monthly financial statements for the month and year-to-date ended November 30, 2018 (Exhibit T-2) 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-2) be ratified.

NOVEMBER 2018 FINANCIAL OVERVIEW

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

- Real estate tax revenue received YTD this year was \$2.8 million less than last year due to timing difference in advance amounts paid out by the County earlier this year due to accelerated tax payments in advance of the January 1, 2018 federal income tax law changes limiting state and local tax deductions. The first Shaker Plaza TIF payment of \$386,036, including a catch-up payment for part of last year was received in September.
- Investment Earnings were \$230,197 or 68.2% ahead of last fiscal year-to-date.
- Other Local revenue was \$196,454 or 22.3% less than prior year due primarily to \$332,736 less receipts from the State for the Fiscal 2018 SF-6, SF-14 & SF-14H payments as compared to the prior fiscal year for the same time period.
- The District is expected to receive approximately the same State Foundation funding in Fiscal 2019 as in Fiscal 2018 due to being on the "guarantee" funding method.

The expenditure activity for the month and for the fiscal year-to-date November 2018 was \$0.9 million or 2.2% less than the prior year amount due to timing differences in payments, expected growth in certain expenses, primarily salaries and fringe benefits, offset by a reduction in capital outlay expenditures. In summary the District's overall finances are on target with expectations at this time.

eFinancePlus Conversion System Status Update:

A combination of Human Resource and selected Treasurer Department staff attended multiple day-long conversion sessions at the NEOnet office in Cuyahoga Falls during the last month in furtherance of the conversion setup process which is in accordance with the published conversion schedule.

School District Tax Levy Unofficial Results:

Of the 175 Ohio school district funding issues (165 districts) on the November 6th ballot, unofficial results show 121 or 69.1% of the issues passed. 78 or 96.3% of the 81 renewal levies passed and 43 or 45.7% of the 94 new tax levies passed. Of the 175 issues, 72 or 67.9% of 106 operating levies passed and 49 or 71.0% of 69 capital levies passed. In Cuyahoga County 4 of 8 issues or 50.0% passed, including 2 of 5 or 40.0% of new issues and 2 of 3 or 66.7% of renewal issues

Mr. Christman also reported on the following legislative items:

- **Academic Distress Commission**: The East Cleveland City School District Academic Distress Commission met for the first time in early December and appointed a chairperson, the action which begins the clock giving the District 60 days to hire a CEO. East Cleveland CSD and the Ohio Department of Education are arguing about a scheduled hearing requesting to halt the state takeover. Currently being considered is House Bill No. 626 which would place a 3-year moratorium on the creation of any new academic distress commissions.
- **Lame Duck Session**: Subsequent to the November 6th election, the General Assembly is now in full "lame duck" session.
- **House Bill 343**: Also being considered is the substitute version of House Bill No. 343, which would place additional restrictions on school districts' filing of tax valuation complaints against residential properties.

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

- administrative meetings covering various matters including update and renewal process for insurance, legal, contract reviews and executions, policy review, collective bargaining, public records requests, strategic planning, Capital Project bidding matters, and the Fernway Task Force;
- various other meetings addressing staffing, internet/CONNECT, student enrollment, processing payments for District Capital Projects, and the Fernway fire including insurance, legal and financial aspects.
- attended First Ring Treasurer's Meeting;
- met with Fernway Community member re: Fernway Elementary project;
- working with auditors re: audit/CAFR;
- meeting re: student activity accounting processing enhancements;
- continued with NEOnet trainings/transitions;
- Treasurer's Department staff attended Excess Cost Update with IT staff.

The Treasurer's report including questions, answers and discussion with the Board lasted from about 7:55 p.m. until 8:10 p.m.

Motion by Ayesha Bell Hardaway, second by Heather Weingart.

Final Resolution: Motion Carries

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

18-12-172

8.4 SUPPLEMENTAL APPROPRIATIONS

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the following supplemental appropriation resolution.

WHEREAS, the Shaker Heights Board of Education has received grants and awards from various funding sources; and

WHEREAS, the Shaker Heights Board of Education on September 11, 2018, adopted annual appropriations for the 2018-2019 budget year, which in part this appropriation in addition to others adopted since September will either replace or amend;

NOW THEREFORE, BE IT RESOLVED that the Shaker Heights Board of Education amend its previously adopted appropriation accounts:

Funding Agency: State of Ohio / Attorney General's Office

Funding: State

Project: School Safety Grant

FUND	SPCC	FUNC.	OBJ.	OPU	DESC.	APPROP.
499	9901	Var.	Var.	Var.		\$28,000.00

Motion by William Clawson II, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

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

18-12-173

8.5 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 below on the agenda is a resolution to approve the renewal for the District's medical and dental self-insured rates for calendar 2019. We are continuing with the self-insured option for calendar 2019 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, 2019 will be our second year with Medical Mutual of Ohio (MMO) having switched from Anthem effective January 1, 2018. As part of the agreement reached last year with MMO, there will be no increase in the administrative claims processing rates in our second year. The total 2019 administrative cost component will however, reflect an increase due to a 10.0% increase (approximating \$57,000) in the Specific Stop Loss (SSL) coverage premium at the same \$200,000 current deductible level; and a 10.0% increase (approximating \$2,000) 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 \$989,000 for calendar 2019.

As a result of the combination of 1) no increase in the administrative claims processing costs; 2) better than expected claims experience; and 3) the healthy balance of our self-insurance reserve, we are able to avoid an increase and instead maintain the existing funding rates for the medical insurance coverage for calendar 2019.

Additionally, included on this agenda is a resolution authorizing the self-insured Express Scripts, Inc. (ESI) (coordinated through MMO) prescription drug premium rates for calendar 2019. As a result of the combination of 1) the lower script processing administrative costs achieved with the switch to the ESI program through MMO effective January 1, 2018; 2) better than expected claims experience; and 3) the healthy balance of our self-insurance reserve, we are able to once again avoid an increase and instead maintain the existing funding rates for the prescription drug coverage for calendar 2019.

Also included on this agenda is a resolution authorizing the Anthem Dental Services agreement renewal and self-insured rates for calendar 2019. The new dental funding rates remain unchanged from calendar 2018.

On a combined basis, health insurance, dental and prescription drug rates for calendar 2019 reflect a composite 0.0% 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, 2019 through December 31, 2019. The monthly funding rates will be as follows:

<u>Medical Mutual of Ohio</u>	<u>Estimated Count</u>	<u>New MMO Cal 2019</u>	<u>Former MMO Cal 2018</u>	
Health PPO-Self Insured:	Single - 295	\$ 501.01	\$501.01	
	Family - <u>441</u>	\$1,317.65	\$1,317.65	
	Total - 736			
Annual Estimated		\$8,746,579	\$8,746,579	0.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2019. 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 William Clawson II, second by Lisa Cremer.

Final Resolution: Motion Carries

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

18-12-174

8.6 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, 2019 through December 31, 2019. The monthly funding rates will be as follows:

<u>ANTHEM</u>	<u>Est. Count</u>	<u>New Cal 2019</u>	<u>Former Cal 2018</u>	
Dental-Self Insured:	Single - 306	\$ 38.76	\$ 38.76	
	Family - <u>462</u>	\$ 111.24	\$ 111.24	
	Total - 768			
Annual Estimated		\$ 759,041	\$ 759,041	0.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2019. 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 Ayesha Bell Hardaway, second by Heather Weingart.

Final Resolution: Motion Carries

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

18-12-175

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

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education voted on approving the Express Scripts, Inc. prescription drug self-insured rates effective January 1, 2019 through December 31, 2019. The monthly funding rates will be as follows:

<u>MMO/ESI-Self-Insured:</u>	<u>Est. Count</u>	<u>New Cal 2019</u>	<u>Former Cal 2018</u>	
Single	287	\$ 123.21	\$123.21	
Family	<u>437</u>	\$ 327.12	\$327.12	
Total	724			
Annual Estimated		\$2,139,753	\$2,139,753	0.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2019. The premium amounts will be accumulated in the District's self-insured Fund 024, from which all claims and processing fees will be paid. Aggregate stop loss coverage is an integral part of the self-insurance option.

Motion by William Clawson II, second by Lisa Cremer.

Final Resolution: Motion Carries

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

18-12-176

8.8 ESTABLISHING FISCAL YEAR 2020 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 8, 2019 as the date for the fiscal year 2019-2020 tax budget hearing. The meeting will be held at 6:00 p.m. at the Shaker Heights High School small auditorium.

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

Final Resolution: Motion Carries

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

18-12-177

9. SUPERINTENDENT'S REPORT

9.1 SUPERINTENDENT'S REPORT

At this time, the Interim Superintendent Dr. Stephen M. Wilkins provided a report on various district matters including his recent participation in the Confucius Institute Conference in China.

10. BOARD MEMBERS' REPORTS AND HIGHLIGHTS

10.1 BOARD MEMBERS REPORTS AND HIGHLIGHTS

At this time, the Board Members provided reports on various district matters including on their respective Committee and Liaison Role assignments.

Mr. Isaacs reported that the Board is set to proceed with the public engagement portion of the Superintendent search process. Thus far, 571 people have taken the online survey and there are 30 meetings and focus groups scheduled over the coming days. Mr. Isaacs expressed gratitude for the efforts of Ms. April Abbott, Senior Administrative Assistant for the Business & Operations Department as Ms. Abbott has been instrumental in the coordination and execution of these events. Ms. Weingart added her appreciation as well.

11. 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) and to discuss matters relative to the preparation for collective bargaining negotiations under ORC Section 121.22(G)(4).

Motion by Ayesha Bell Hardaway, second by Heather Weingart.

Final Resolution: Motion Carries

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

18-12-178

The Board recessed the public session at 8:14 p.m.

After a brief break, the Board convened the executive session at 8:29 p.m. with Interim Superintendent Wilkins, Treasurer Christman, Chief of Staff Dr. Marla Robinson, Executive Director of Curriculum & Instruction Dr. David Glasner, and District Counsel Eric Johnson of Walter Haverfield in attendance.

At 10:15 p.m., President Isaacs declared the end of the executive session.

The public session reconvened in the small auditorium at 10:17 p.m.

12. ADJOURNMENT

12.1 NEXT MEETING

The next organizational and regular meeting of the Shaker Heights City School District Board of Education will take place on Tuesday, January 8, 2019, at 6:00 p.m. in the High School small auditorium.

12.2 ADJOURN THE MEETING

There being no further business to come before the Board, and upon receiving a motion and a second, the Board of Education voted on adjourning the meeting.

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

Final Resolution: Motion Carries

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

18-12-179

The regular meeting of the Shaker Heights Board of Education adjourned at 10:18 p.m.

Jeffrey Isaacs, President

Bryan C. Christman, Treasurer