

To be approved at the Board of Education Organizational and Regular meeting on January 14, 2020.

MINUTES OF THE December 10, 2019 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Tuesday, December 10, 2019, 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 6:01 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, Heather Weingart and Jeffrey Isaacs. Board Member Ayesha Bell Hardaway was unable to attend.

1.3 PRINCIPAL AND STUDENT WELCOME

Joshua Dunnings, a 4th-grade student from Boulevard School, gave a welcome presentation followed by brief remarks on school events/projects from Principal Neal Robinson.

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 7, 2019, Regular Meeting.

Motion by William Clawson II, second by Heather Weingart.

Final Resolution: Motion Carries

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

19-12-147

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.

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.

Sylvester Moore of 3470 Norwood Road spoke of his dissatisfaction with the District's performance and feels we can do better.

Kim Harris of 3578 Ludgate is a member of SAMS – the Shaker Heights African American Moms Support group. Ms. Harris requests that Dr. Glasner and the Board consider using the term "Black Empowerment" instead of "Black Excellence" as it pertains to the District's equity work.

Rochelle Obuji of 18975 Van Aken Blvd is a member of SAMS and would like to have a discussion related to the suspension rate at the High School and whether or not suspensions are dominated by African American students. Ms. Obuji shared that Dr. Glasner has reached out to the SAMS group to schedule a meeting with them.

Ms. Obuji also represents Community Chaplains and Champions and is concerned that the District's emphasis on encouraging academic excellence in our students contributes to a general lack of empathy and compassion among our student body. She feels that this lack of basic kindness combined with the ease of making hurtful comments through text and social media is creating a dangerous environment among our student body that undermines the important equity work the District is doing.

Anglea "Angel" Chapman of 13400 Shaker Blvd is a Shaker graduate, parent and grandparent who represents a new non-profit organization called New 1 Shaker which is designed to promote educational equity in shaker schools and to support the District, the Board, the teachers, and principals. They are implementing a three tiered approach to their work which is comprised of community advocacy, communicate action, and community awareness.

Vicki Elder resides at 3559 Hildana Road and is a parent of a 2010 Shaker graduate. Ms. Elder encourages audience members to fill out and submit the strategic plan and equity work feedback cards made available at the meeting. As she feels our community is unsure of our definition of equity, she advises that the sooner we agree on a common language the sooner we can be on the same page and work together toward improvements.

Monica Boone of 3585 Hildana Road works in community theater and has had several Shaker Heights High School students participate in her productions. She has heard these students share their feelings of powerlessness and of not being heard. Ms. Boone would like to know what forum is available to these students to make complaints, voice concerns, and participate in solutions.

Public Comment lasted from 6:06 p.m until 6:22 p.m.

1.6 HONORS AND RECOGNITION OF STUDENTS AND STAFF

At this time Dr. David Glasner, Superintendent, acknowledged staff and/or students for special recognition and/or honors as follows:

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, which came out last week, and on our website, www.shaker.org.

Here are some selected highlights:

Congratulations to the eight art students from Shaker Heights High School whose artwork was selected for inclusion in the Cleveland Clinic's eXpressions exhibition. The eXpressions program is an educational initiative that engages middle and high school students in the creative exploration of science and medicine. This year, Shaker Heights High School had more student works selected than any other school in the exhibition. Award-winning projects will be displayed in the 2020 eXpressions Art, Language and Math eXhibition at the Clinic's Health Education Campus. The opening, including a formal program and reception, will be held on Thursday, February 13, 2020.

Last month, students who participated in the "Publish Your Own Book" camp over the summer received bound copies of their stories. "Publish Your Own Book" is a part of Shaker's Summer Exploration, Learning and Fun (SELF) program offerings. These student authors also lent their autograph to copies of their books that will be donated back to their school libraries for their peers to enjoy.

On November 13 and 14, all Fernway students and staff had the opportunity to sign a steel beam- --presented by the construction firm Gilbane and Van Auken Akins Architects---which will be the last one put into place at Fernway Elementary. The beam is part of a construction tradition, known as "topping out." Fernway Principal Chris Hayward explained the tradition to each class before they signed the beam, and told the students their names will be on the beam behind the walls of Fernway forever. Thank you to our friends at Gilbane and Van Auken Akins for carrying on this tradition, and thank you to COO Jeff Grosse for making it happen.

Congratulations to the following High School seniors who signed their NCAA Letters of Intent: Calvin Brown, baseball, University of Pennsylvania; Lora Clarke, field hockey, University of Michigan; and Ryan Skall, soccer, University of Illinois at Chicago. Great job, athletes and best of luck next year!

1.7 RECOGNITION OF BOARD MEMBER

At this time, outgoing Board member, William L. Clawson, II was recognized by Superintendent David Glasner, Board President Jeffrey Isaacs, Board Vice President Heather Weingart and Board Member Lisa Cremer. Mr. Clawson was presented with the traditional rocking chair which included an engraved plaque with his name and dates of service. This presentation, which included remarks from Mr. Clawson, lasted from 6:25 p.m. until 6:50 p.m.

In honor of his service, Mr. Clawson was asked by President Isaacs to preside over the remainder of the meeting. At this time, Mr. Clawson took the chair and the meeting continued.

1.8 FERNWAY UPDATE

At this time Jeffrey Grosse, Chief Operating Officer, provided an update on Fernway Elementary as outlined in the attachment. Mr. Grosse was joined by Todd Gerber of Gilbane Building Company. The update, which included questions, answers and discussion with the Board, lasted from 6:50 p.m. until 7:00 p.m.

1.9 SHAKER HEIGHTS PUBLIC LIBRARY STATUS UPDATE

At this time, Shaker Heights Public Library (SHPL) Director, Amy L. Switzer, and SHPL Board of Trustees Vice President, Michael J. Bertsch, provided a status update on SHPL design and construction. Ms. Switzer and Mr. Bertsch were joined by District Chief Academic Officer Dr. Marla Robinson who shared additional information related to the District's collaboration with SHPL to relocate the District's Family & Community Engagement and Student Registrar offices to the 2nd floor of the SHPL Main Branch after the completion of the renovation. The update, which included questions, answers and discussion with the Board, lasted from 7:00 p.m. until 7:27 p.m.

1.10 UPDATE ON ADMINISTRATIVE PROCEDURES FOR EMPLOYEE MISCONDUCT

At this time Jeffrey Grosse, Chief Operating Officer, provided an update on administrative procedures for employee misconduct. The update, which included questions, answers, and discussion with the Board, lasted from 7:27 p.m. until 7:51 p.m.

1.11 STRATEGIC PLANNING UPDATE

At this time Dr. Marla J. Robinson, Chief Academic Officer, provided an update on the District's Strategic Planning process. The update, which included questions, answers, and discussion with the Board, lasted from 7:51 p.m. until 8:06 p.m.

1.12 EDUCATIONAL EQUITY PARTNER UPDATE

At this time, Equius Group Founder, Erica Merritt, provided an update on Educational Equity as presented in the attachment. The update, which included questions, answers, and discussion with the Board, lasted from 8:06 p.m. until 8:20 p.m.

2. APPROVAL OF ALL ACTION ITEMS AND REPORTS - PERSONNEL

2.1 APPROVAL OF ALL CERTIFIED AND CLASSIFIED PERSONNEL ITEMS

At the recommendation of Superintendent Dr. David Glasner, and upon receiving a motion and a second, the Board of Education voted on approving all personnel items included in Category Sections 3 and 4 below. Note-Category Sections 3. Personnel and 4. Addendum-Personnel of the agenda may be acted on in one motion. Note-all personnel actions are for the 2019-2020 school year unless otherwise noted.

3. ACTION ITEMS AND REPORTS-PERSONNEL

3.1 APPOINTMENTS

McGrady, Terry - (Permanent Part Time Bus Driver/Transportation) - step 10 of the Local 200 Salary Schedule - effective November 13, 2019

Washington, Gayle - (Paraprofessional/High School) - step 10 of the OAPSE 153 Salary Schedule - effective January 6, 2020

3.2 CHANGES IN ASSIGNMENT

Bomberger, Dora - (Temporary Kindergarten Teacher/Onaway) - from Skills Support Teacher/Onaway to Temporary Kindergarten Teacher/Onaway - Class M.A.,

step c of the Teacher's Salary Schedule - effective December 2, 2019 through June 4, 2020 (revision to the November 7, 2019 board agenda)

Carpenter, Holly - (Paraprofessional/Boulevard) - from Temporary Grade 3 Teacher/Boulevard to Paraprofessional/Boulevard - effective January 6, 2020

3.3 TEMPORARY EMPLOYEES

Substitute Bus Driver

Davis, Jerome

Substitute Custodian

Head, Je'Land

Substitute Nurses

Harrison, Jacqueline

Substitute Security Monitor

Head, Je'Land

Lunch Aides

Colon, Mozella
Oden, Deborah
Robinson, Lamari

Saunders-McDaniel, Nicole
Shorter, Tanisha
Willams, Glenda

Proctors

Morgan, Thomas

Off Duty Police

LaGruth, Joseph

Tutoring Center Study Assistants (High School)

Khatri, Leela

Student Aide (High School)

Hart, James

Lowery, Kayla

3.4 SALARY RECLASSIFICATIONS

Maenner, Renee - (Administrative Assistant I/Service Center) - from Administrative Assistant II/Service Center to Administrative Assistant I/Service Center - step 13 of the OAPSE 149 Salary Schedule - effective December 16, 2019

Reclassification in accordance with SHTA contract, section 27.10, effective August 15, 2019

Konopinski, Joseph - from M.A., step i to M.A.+15, step i (correction to the November 7, 2019 board agenda)

Shepherd, Aquita - from M.A., step p-4 to M.A.+15, step p-4 (correction to the November 7, 2019 board agenda)

Reclassification in accordance with SHTA-ST contract, section 27.10, effective August 15, 2019

Anderson, Cinnamon - from M.A+15, step g to M.A.+30, step g (correction to the November 7, 2019 board agenda)

3.5 ADDITIONAL DUTIES

Gougler, Carl - (20% Math Teacher/Middle School) - Class B.A., step d of the Teacher's Salary Schedule - effective December 2, 2019 through June 4, 2020

Manary, Sarah (20% Reading Teacher/High School) - effective October 28, 2019 through January 16, 2020 at current daily rate

Steggert, Stacey (20% Intervention Specialist Teacher/High School) - effective October 28, 2019 through January 16, 2020 at current daily rate

3.6 SPECIAL ASSIGNMENTS

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

District Liaisons, 2019 - 2020 School Year
\$2,873.00 per individual

Gosses, Anna Jo - Art, grades PreK - 4

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

Learning & Teaching Work Team Member per Project

Last Name	First Name	Building	Project Name	Stipend
Baker	Maria	Mercer	Kindergarten Grade Level Leader - Math Curriculum Review	\$600.00
Baker	Maria	Mercer	Mercer 1st Grade - First Grade Writers	\$600.00
Baker	Maria	Mercer	Mercer 2nd Grade - Math Enrichment	\$600.00

Bates	Elisabeth	Lomond	Grade One Grade Level Leader - Math Curriculum Review	\$600.00
Bendersky	Mara	Onaway	Preschool Grade Level Leaders - Math Curriculum Review	\$600.00
Benton	Denise	Boulevard	Kindergarten Grade Level Leader - Math Curriculum Review	\$600.00
Bloch	Cori	Mercer	Preschool Grade Level Leaders - Math Curriculum Review	\$600.00
Brazalovics	Elizabeth	Lomond	Kindergarten Grade Level Leader - Math Curriculum Review	\$600.00
Brooks	Kandice	Woodbury	Grade Five Grade Level Leader - Math Curriculum Review	\$600.00
Brown	Denise	Onaway	Grade Two Grade Level Leader - Math Curriculum Review	\$600.00
Chickering	Rachel	Woodbury	Grade Five Grade Level Leader - Math Curriculum Review	\$600.00
Chumney	Jessica	Woodbury	Grade Five Grade Level Leader - Math Curriculum Review	\$600.00
Cicconetti	Nicole	Mercer	Grade One Grade Level Leader - Math Curriculum Review	\$600.00
Cicconetti	Nicole	Mercer	Mercer 1st Grade - First Grade Writers	\$600.00
Clark	Kristin	District	Grade Three Grade Level Leader - Math Curriculum Review	\$600.00
Colvin	Allison	Onaway	Preschool Grade Level Leaders - Math Curriculum Review	\$600.00
Conkey	Ellen	Onaway	Grade Three Grade Level Leader - Math Curriculum Review	\$600.00
Dang	Libby	Woodbury	Grade Five Grade Level Leader - Math Curriculum Review	\$600.00
Denton	Marcie	Onaway	Kindergarten Grade Level Leader - Math Curriculum Review	\$600.00
Devine	Tanutda	Lomond	Grade Two Grade Level Leader - Math Curriculum Review	\$600.00
Dietz	Joceyln	District	Grade One Grade Level Leader - Math Curriculum Review	\$600.00
Discenna	Al	Mercer	Grade Two Grade Level Leader - Math Curriculum Review	\$600.00

Discenna	Al	Mercer	Mercer 2nd Grade - Math Enrichment	\$600.00
Feinstein	Robyn	Mercer	Mercer 2nd Grade - Math Enrichment	\$600.00
Flynn	Penny	Onaway	Grade Two Grade Level Leader - Math Curriculum Review	\$600.00
Gerstenberger	Tracey	Mercer	Mercer 2nd Grade - Math Enrichment	\$600.00
Goulden	Jennifer	Boulevard	Grade Three Grade Level Leader - Math Curriculum Review	\$600.00
Grieshop	Cathy	Boulevard	Grade One Grade Level Leader - Math Curriculum Review	\$600.00
Hannah	Amy	Fernway	Grade Four Grade Level Leader - Math Curriculum Review	\$600.00
Harden	Jamie	Fernway	Grade One Grade Level Leader - Math Curriculum Review	\$600.00
Hassell	Andy	Fernway	Grade Two Grade Level Leader - Math Curriculum Review	\$600.00
Hess	Gretchen	Lomond	Grade Three Grade Level Leader - Math Curriculum Review	\$600.00
Hildebrandt	Shanna	Fernway	Kindergarten Grade Level Leader - Math Curriculum Review	\$600.00
Horvat	Kara	Mercer	Grade Four Grade Level Leader - Math Curriculum Review	\$600.00
Iannone	Kelly	Lomond	Grade Two Grade Level Leader - Math Curriculum Review	\$600.00
Isaacs	Shifa	Lomond	Grade One Grade Level Leader - Math Curriculum Review	\$600.00
Jaryga	Elizabeth	Woodbury	Grade Five Grade Level Leader - Math Curriculum Review	\$600.00
Kendall	Katie	Onaway	Grade Three Grade Level Leader - Math Curriculum Review	\$600.00
Kippen	Nancy	Woodbury	Grade Five Grade Level Leader - Math Curriculum Review	\$600.00
Koenigsberger	Kristin	District	Preschool Grade Level Leaders - Math Curriculum Review	\$600.00
Krantz	Stacey	Boulevard	Grade One Grade Level Leader - Math Curriculum Review	\$600.00
Lapp	Mary Jo	Woodbury	Grade Five Grade Level Leader - Math Curriculum Review	\$600.00

Lehman	Benjamin	District	Grade Two Grade Level Leader - Math Curriculum Review	\$600.00
Leibovich	Rick	Mercer	Kindergarten Grade Level Leader - Math Curriculum Review	\$600.00
Litterst	Nicole	Woodbury	Grade Five Grade Level Leader - Math Curriculum Review	\$600.00
Malone	Veronica	Lomond	Grade Four Grade Level Leader - Math Curriculum Review	\$600.00
Meek	Lauren	Woodbury	Grade Five Grade Level Leader - Math Curriculum Review	\$600.00
Montgomery	Laura	Boulevard	Grade Three Grade Level Leader - Math Curriculum Review	\$600.00
Motelka	Cara	Onaway	Preschool Grade Level Leaders - Math Curriculum Review	\$600.00
Nosse	Marge	Mercer	Mercer 1st Grade - First Grade Writers	\$600.00
Ouellette	Anne	Onaway	Grade Four Grade Level Leader - Math Curriculum Review	\$600.00
Paskewitz	Lena	Fernway	Grade Three Grade Level Leader - Math Curriculum Review	\$600.00
Patterson	Nicole	Boulevard	Grade Four Grade Level Leader - Math Curriculum Review	\$600.00
Reinhold	Jean	Fernway	Grade Four Grade Level Leader - Math Curriculum Review	\$600.00
Richards	Cathy	Mercer	Grade Four Grade Level Leader - Math Curriculum Review	\$600.00
Rose	Barbara	Mercer	Grade Three Grade Level Leader - Math Curriculum Review	\$600.00
Schlein	Laurie	Mercer	Mercer 1st Grade - First Grade Writers	\$600.00
Strachan	Tara	Boulevard	Grade Two Grade Level Leader - Math Curriculum Review	\$600.00
Thornton	Cayce	Onaway	Grade One Grade Level Leader - Math Curriculum Review	\$600.00
Tobey	Addie	District	Grade Five Grade Level Leader - Math Curriculum Review	\$600.00
Vail	Jennifer	Fernway	Kindergarten Grade Level Leader - Math Curriculum Review	\$600.00
White	Derek	Mercer	Mercer 2nd Grade - Math Enrichment	\$600.00

3.7 SUPPLEMENTAL CONTRACTS

DISTRICT SUPPLEMENTALS

ZUCCA, TANIA	0605	BUILDING TECH	2.2	x	1
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HIGH SCHOOL SUPPLEMENTALS

ALLEN, TERRELL	9182	BASKETBALL ASSIST COACH (GIRLS)	5	x	1
ENDRE, MARGARET	9610	SWIMMING ASSISTANT COACH	9	x	1
GENILLIER, SUZANNE	0685	QUEBEC TRIP	2.25	x	1
GENILLIER, SUZANNE	8359	FRENCH EXCHANGE	1.13	x	1
KARAKUL, EDWARD	9500	SOCCER ASSISTANT BOYS	9	x	1
PARKER, MICAH	9190	BASKETBALL ASSIST COACH (GIRLS)	10	x	1
SRAIL, MORGAN	9645	DIVING COACH	5	x	1
WHITE, LORI	8692	ACADEMIC CHALLENGE	2.5	x	1
WILLIS, EILEEN	8361	FRENCH EXCHANGE	1.12	x	1

MERCER SUPPLEMENTALS

FREEMAN, MARGARET	2019	MERCER TUTORING CENTER	1.28	x	1
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MIDDLE SCHOOL SUPPLEMENTALS

HILL, RAY	7631	FOOTBALL ASSISTANT COACH	10	x	1
WARD, TARHONDA	7475	DRILL TEAM CO-ADVISOR	3	x	1

WOODBURY SUPPLEMENTALS

CLEMENTE-MILNE, DEANNA	6601	MAKERSPACE CLUB	1.2	x	1
BEDNAR, JASON	6602	MAKERSPACE CLUB	1.2	x	1
BOGNAR, ROBERT	6606	MAKERSPACE CLUB	1.2	x	1
KAMINSKI, ROBERT	6607	MAKERSPACE CLUB	1.2	x	1
SCANLON, JACQUELINE	6605	MAKERSPACE CLUB	1.2	x	1

SUPPLEMENTAL CORRECTIONS

BISHKO, JEREMY	0627	BUILDING TECH	0.78	x	1	Correction- 7/16/2019
MCINNERNEY, LORI	2018	MERCER TUTORING CENTER	2.55	x	1	Correction- 7/16/2019
MOSS, SHANITA	7475	DRILL TEAM CO-ADVISOR	3	x	1	Rescind- 7/16/2019
ROBERTS, ELLEN	8692	ACADEMIC CHALLENGE	2.5	x	1	Rescind- 11/7/2019
SCANLON, JACQUELINE	6580	SCIENCE OLYMPIAD COORDINATOR	3	x	1	Rescind- 7/16/2019
SRAIL, MORGAN	9610	SWIMMING ASST. COACH	5	x	1	Rescind-11/7/2019

3.8 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTES

Petrak, Victoria - (Music Teacher/Woodbury) - Class B.A., step a in accordance with the applicable Unit and Rate Schedule - effective December 9, 2019 through June 4, 2020

3.9 LEAVES OF ABSENCE

Blue, Mario - (Building Assistant/Lomond) - December 6, 2019 - February 22, 2020 (medical)

Brown, Ordenia - (Bus Driver/Transportation) - October 3, 2019 - December 3, 2019 (medical)

Campbell, Elizabeth - (Grade 1 Teacher/Mercer) - November 7, 2019 - December 16, 2019 (medical)

Doles, Rebecca - (Reading Teacher/Middle School) - December 9, 2019 - December 20, 2019 (medical)

Harrison, Terri - (Library Technician/High School) - January 6, 2020 - June 4, 2020 (general)

Ivey, Laurence - (Head Custodian/Fernway) - October 17, 2019 - December 6, 2019 (medical)

LeSure, Chandace - (Paraprofessional/High School) - November 8, 2019 - January 10, 2020 (medical)

Myers, Keith - (Custodian/Woodbury) - December 11, 2019 - March 2, 2020 (medical)

Schrump, Diane - (Paraprofessional/Mercer) - January 6, 2020 - June 4, 2020 (general)

Sexton, James - (Custodian/Woodbury) - December 3, 2019 - December 30, 2019 (medical)

3.10 RESIGNATIONS

Folkman, Rachel - (School Psychologist/Lomond) - effective January 3, 2020 - 3 years, 4 months of service (resignation)

Harvey, Gary - (Paraprofessional/High School) - effective December 19, 2019 - 1 year, 4 months of service (resignation)

Hoyt, Matthew - (Maintenance Grounds Foreman/Service Center) - effective December 31, 2019 - 38 years of service (retirement)

Wright, Deborah - (Accounting Specialist/Service Center) - effective December 31, 2019 - 35 years of service (retirement)

3.11 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 \$8.70 per hour effective January 1, 2020, increasing the current rate from \$8.55 to \$8.70 per hour for the Student Aide and the Tutoring Center Study Aide positions; and increasing the current rate from \$9.05 to \$9.20 per hour for the Student Technology Aide and the Tutoring Center Study Assistant positions.

4. ADDENDUM – PERSONNEL (no items)

Motion by Jeffrey Isaacs, second by Heather Weingart

Final Resolution: Motion Carries

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

19-12-148

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

6. ADDENDUM – BUSINESS

6.1 FERNWAY SUBROGATION INSURANCE SETTLEMENT AGREEMENT

Upon receiving a motion and a second, the Board of Education will vote on approving the resolution below authorizing the Fernway Subrogation Insurance Settlement Agreement.

WHEREAS, the District on July 10, 2018, experienced a major fire at the Fernway Elementary School Building, which was determined to have been caused by the District's roofing vendor rendering the school unusable; and

WHEREAS, the District experienced costs to mitigate and remediate during the pre-construction phase and to restore the building in excess of its fire insurance policy coverage limits; and

WHEREAS, the District sought additional compensation in conjunction with the insurance subrogation case brought by the District's insurance company by joining with the insurance company in a Joint Prosecution Agreement; and

WHEREAS, the settlement of the subrogation case will require District approval of the settlement;

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

Section 1. In the event the subrogation case is tentatively settled at a gross amount of \$9.5 million or more, then the Board hereby authorizes the approval of the Subrogation Settlement Agreement in accordance with the terms of the Joint Prosecution Agreement, which calls for a payment of 15% of the gross settlement amount to the District as full settlement of their uninsured losses.

Section 2. The Board hereby authorizes the President, Superintendent and Treasurer to execute such settlement agreement including any other agreements, documents or certificates, and to take all other actions necessary to accomplish the purposes of this Resolution.

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

Motion by Heather Weingart, second by William Clawson II
 Final Resolution: Motion Carries
 Yes: Lisa Cremer, Jeffrey Isaacs, Heather Weingart, William Clawson II

19-12-149

7. ACTION ITEMS - BOARD OF EDUCATION

7.1 ADDITIONAL HOLIDAYS-OAPSE LOCAL #149-SECRETARIAL/CLERICAL 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 Holidays-OAPSE Local #149-Secretarial/Clerical Memorandum of Understanding (see attachment).

Motion by Heather Weingart, second by Jeffrey Isaacs
 Final Resolution: Motion Carries
 Yes: Lisa Cremer, Jeffrey Isaacs, Heather Weingart, William Clawson II

19-12-150

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 William Clawson II
 Final Resolution: Motion Carries
 Yes: Lisa Cremer, Jeffrey Isaacs, Heather Weingart, William Clawson II

19-12-151

7.3 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.)

AC - Nondiscrimination	IKF – Graduation Requirements
ACA/ACAA – Nondiscrimination on the Basis of Sex/Sexual Harassment	JEDA – Truancy
EEA – Student Transportation Services	JFCG – Tobacco Use by Students
EFG – Student Wellness Program	JGD – Student Suspension
GBK – Smoking on District Property by Staff	JGE – Student Expulsion
IGBE – Remedial Instruction (Intervention Services)	KGC – Smoking on District Property
IKE – Promotion and Retention of Students	

Dr. Chris Rateno, Director of Student Data Systems & Accountability, provided a brief update on the proposed policy revisions.

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, 2019 (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 October 31, 2019 (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 2019 FINANCIAL OVERVIEW

The revenue activity for the month and for the fiscal year-to-date October 2019 has been similar to the same reporting period for the prior year with the following exceptions:

- Real estate tax revenue received YTD through September of this year was \$4.2 million or 15.0% more than prior year, due to a return to a normalized receipt pattern of real estate tax revenue. After receiving increased property tax amounts in Fiscal 2018 due to the accelerated tax payments made in advance of the January 1, 2018 federal income tax law changes that limited state and local tax deductions and subsequently followed by a reduction in Fiscal 2019, we are now returning in Fiscal 2020 to a normalized property tax receipt pattern. September receipts in both years includes Shaker/Van Aken Plaza TIF payments. The September 2018 receipt included catch-up payments from the beginning of the TIF period.
- The District is expected to receive approximately the same State Foundation funding in Fiscal 2020 as in Fiscal 2019 in accordance with the new State biennial budget using the same school funding formula that continues the funding "guarantee".
- Other Local revenue was \$221,871 or 37.6% more than prior year, due primarily to \$165,062 more received from the State for the SF-6, SF-14 & SF-14H payments, as compared to the prior fiscal year for the same time period. Also included in this line item are receipts in July 2019 of \$12,000 and \$2,000 in September 2019 for Energy Star rebates in connection with the Fall 2019 associated purchase and implementation of 1:1 Chromebooks for Grades 5 through 12 students.

The expenditure activity for the month and for the fiscal year-to-date October 2019 was \$1.0 million or 3.1% more than the prior year amount, due primarily to timing differences in payments and expected growth in certain expenses, primarily salaries, fringe benefits and purchased services as described below. In summary, the District's overall finances are on target with expectations at this time.

School District Tax Levy Unofficial Results: Of the 154 Ohio school district funding issues (141 districts) on the November 5th ballot, unofficial results show 113 or 73.4% of the issues passed. 86 or 93.5% of the 92 renewal levies passed and 27 or 43.5% of the 62 new tax levies passed. Of the 154 issues, 77 or 77.8% of 99 operating levies passed and 36 or 65.5% of 55 capital levies passed. In Cuyahoga County 1 of 3 issues or 33.3% passed, including 0 of 2 or 0.0% of new issues and 1 of 1 or 100.0% of renewal issues.

eFinancePlus Conversion System Status Update: Staff continue to work toward the targeted "go live" date of January 1, 2020, on the conversion process, including completion of the seventh and final parallel payroll as of 11/16/19; working on coordination of ancillary programs currently utilized with the eFP product including Timeware, Aesop, and My Learning Plan. Training of Treasurer staff for payables was held in November, with training for District staff in December before break and in January after return from break for both originators and approvers of purchase orders. NEOnet staff are scheduled for onsite support in December to begin processing the 1/1/20.

Mr. Christman also reported on the following legislative items:

- **State Budget Status:** State tax revenues were 1% ahead of projections through November.
- State General Revenue Fund revenues FYTD through October 2019 ended with a \$78 million favorable variance while expenditures ended with a \$128 million favorable variance, for a net favorable variance of \$206 million.
- **Homestead Exemption Annual Increases:** Representative Jason Stephens of Kitts Hill, Ohio will be introducing legislation that would annually increase the amount of the state's homestead exemption to account for inflation. The Homestead Exemption, which is calculated using a fixed property tax value at the local current tax rate, provides a discount for senior citizen residential property owners that earn below a specific income threshold.
- **ECOT:** The attorney for the ECOT founder, William Lager, recently found tens of thousands of documents to turn over to the State in the lawsuit discovery, prompting an extension being granted by the presiding judge in the case, extending discovery from the end of January to the end of June 2020.
- **Cupp-Patterson House Bill No. 305:** The proposed new school funding system is currently being reviewed by the House Finance Committee. They are focusing on the various categorical areas, which are added monies for specific needs.

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 City of Shaker Heights TIF Agreement; Pre-School Task Force; CAFR/Audit; Retire-Rehire; payroll; EMIS/school funding; auxilliary schools; digital records; property tax valuation; Lease agreement – 3620 Lee Road; processing payments for District Capital Projects; Fernway Elementary Fire - insurance, legal, financial aspects.
- attended annual review meeting with Huntington Bank;
- attended Policy Review Committee meeting;
- held Finance & Audit Committee meeting;
- continued with NEOnet trainings/transitions;
- attended OSBA Capital Conference;
- attended First Ring Treasurer's meeting;
- phone call with Treasurer's Liaison Board Member;
- submitted 5-Year Forecast.

Motion by Heather Weingart, second by William Clawson II

Final Resolution: Motion Carries

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

19-12-152

8.3 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.

It is recommended that the following supplemental appropriation be approved.

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 10, 2019, adopted annual appropriations for the 2019-2020 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	9902	Var.	Var.	Var.		\$22,000

Motion by Jeffrey Isaacs, second by Lisa Cremer

Final Resolution: Motion Carries

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

19-12-153

8.4 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 is a resolution to approve the renewal for the District's medical self-insured rates for calendar 2020. We are continuing with the self-insured option for calendar 2020 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, 2020 will be our third year with Medical Mutual of Ohio (MMO) having switched from Anthem effective January 1, 2018. The total 2020 administrative cost component will reflect an increase due to a 12.0% increase (approximating \$72,700) in the Specific Stop Loss (SSL) coverage premium at the same \$200,000 current deductible level; and an 8.7% 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 \$994,000 for calendar 2020.

As a result of the combination of 1) better than expected claims experience; and 2) the healthy balance of our self-insurance reserve, we are able to avoid an increase for a second year in a row and will maintain the existing funding rates for the medical insurance coverage for calendar 2020.

The funding rates for the Anthem dental coverage will also remain unchanged for calendar 2020, making for a 5th year without an increase.

Additionally on tonight's agenda is a resolution authorizing the self-insured Express Scripts, Inc. (ESI) (coordinated through MMO) prescription drug premium rates for calendar 2020. 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 avoid an increase for a third year in a row and will maintain the existing funding rates for the prescription drug coverage for calendar 2020.

On a combined basis, health insurance, dental and prescription drug rates for calendar 2020 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, 2020 through December 31, 2020. The monthly funding rates will be as follows:

<u>Medical Mutual of Ohio</u>	<u>Estimated Count</u>	<u>NewYr.MMO Cal 2020</u>	<u>Pr.Yr. MMO Cal 2019</u>	
Health PPO-Self Insured:	Single - 286	\$ 501.01	\$ 501.01	
	Family - <u>427</u>	\$1,317.65	\$1,317.65	
	Total - 713			
Annual Estimated		\$8,471,105	\$8,471,105	0.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2020. 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 Heather Weingart, second by William Clawson II

Final Resolution: Motion Carries

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

19-12-154

8.5 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, 2020 through December 31, 2020. The monthly funding rates will be as follows:

<u>ANTHEM</u>	<u>Estimated Count</u>	<u>NewYr. Anthem Cal 2020</u>	<u>Pr.Yr. Anthem Cal 2019</u>	
Dental-Self Insured:	Single - 300	\$ 38.76	\$ 38.76	
	Family- <u>454</u>	\$111.24	\$111.24	
	Total - 754			
Annual Estimated		\$745,572	\$745,572	0.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2020. 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 William Clawson II

Final Resolution: Motion Carries

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

19-12-155

8.6 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, 2020 through December 31, 2020. The monthly funding rates will be as follows:

<u>MMO</u>	<u>Estimated Count</u>	<u>NewYr. Cal 2020</u>	<u>Pr.Yr. Cal 2019</u>	
ESI Self-Insured:	Single - 278	\$ 123.21	\$123.21	
	Family - <u>421</u>	\$ 327.12	\$327.12	
	Total - 699			
Annual Estimated		\$2,063,639	\$2,063,639	0.0% Increase

The premium amounts above represent the expected loss funding rates. The District will continue with the self-insured option for calendar 2020. 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 Heather Weingart, second by Lisa Cremer
 Final Resolution: Motion Carries
 Yes: Lisa Cremer, Jeffrey Isaacs, Heather Weingart, William Clawson II

19-12-156

8.7 ESTABLISHING FISCAL YEAR 2021 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 14, 2020 as the date for the fiscal year 2020-2021 tax budget hearing. The meeting will be held at 6:00 p.m. at the Shaker Heights High School small auditorium.

Motion by Jeffrey Isaacs, second by William Clawson II
 Final Resolution: Motion Carries
 Yes: Lisa Cremer, Jeffrey Isaacs, Heather Weingart, William Clawson II

19-12-157

9. SUPERINTENDENT'S REPORT

9.1 SUPERINTENDENT'S REPORT

At this time Dr. David Glasner, Superintendent, updated the Board as to several events he has attended recently. These include meetings of the Superintendent's Transition Advisory Team; the Cultivating Skillfull Instruction (CSI) Cohort; and the Shaker Schools Foundation (SSF) Board. Dr. Glasner also continues to participate in the statewide steering committee of public school leaders who are advocating for change in the state's EdChoice Scholarship program.

10. BOARD MEMBERS' REPORTS AND HIGHLIGHTS

10.1 BOARD MEMBERS REPORTS AND HIGHLIGHTS

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

Mr. Clawson acknowledged that the meeting was Mr. Isaacs' last as Board President and he thanked him for his two years of service in that leadership position. Mr. Clawson also mentioned Board members' attendance at the November 2019 OSBA Capital Conference.

11. EXECUTIVE SESSION

11.1 EXECUTIVE SESSION – none needed

President Isaacs advised that there was no need for an executive session and the meeting continued.

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 14, 2020, 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 Heather Weingart, second by William Clawson II

Final Resolution: Motion Carries

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

19-12-158

The regular meeting of the Shaker Heights Board of Education adjourned at 8:59 p.m.

Jeffrey Isaacs, Board President

William L. Clawson II, Board Member

Bryan C. Christman, Treasurer