

To be approved at the Board of Education meeting June 16, 2009.

#### MINUTES OF THE MAY 12, 2009 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Tuesday, May 12, 2009 at 8:05 p.m. at the Shaker Heights High School cafeteria, 15911 Aldersyde, Shaker Heights, Ohio 44120.

Members present: Mr. Norman A. Bliss, Ms. Freda J. Levenson, Mr. Peter A. Robertson, Ms. Annette Tucker Sutherland, and Mr. F. Drexel Feeling.

President F. Drexel Feeling presided.

Upon the presentation of the Minutes of the April 14, 2009 regular meeting, Ms. Levenson moved, seconded by Mr. Bliss to approve the minutes as presented.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-55

Upon the presentation of the Minutes of the April 21, 2009 special meeting, Ms. Sutherland moved, seconded by Ms. Levenson to approve the minutes as presented.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-56

#### **BOARD OF EDUCATION**

At this time President Feeling welcomed his colleagues on the Board, the Superintendent and the Treasurer, the staff and community members who chose to attend the meeting. Mr. Feeling also announced that there would be a deviation from the order in which the agenda items would be presented due to the item pertaining to the reemployment of the Superintendent. Thirty minutes have been allotted for public comments.

President Feeling then read a statement regarding the reemployment of the Superintendent and advised the public to refer to the *shaker.org* website for detailed information concerning the Board's decision relative to the reemployment.

At this time President Feeling opened the floor for comments from the public audience. He requested each person state their name and address for the record and address all comments to the Board. Mr. Feeling further stated that it is not the practice to respond immediately to comments, but rather to listen.

- Chris Ramsay – Chadbourne Road – First time involved with this kind of process. Disappointed in the Board who did not engage in community. He believes that this is the wrong decision to make and has not been quiet about it. He would be the first person to admit if he is wrong, but unless the vote turns around, he is not. Prove me wrong.
- Judy Stenta – Falmouth Road – In her current professional position she deals with multiple school districts and child care agencies throughout the county. Most of the superintendents and agency directors see Superintendent Freeman as an educational leader who leads the Shaker District with solid essentials, basic programming, as well as creative and innovative new initiatives which keep Shaker attracting new families. She agrees with the editorial in the Sun Press which was not an endorsement but stated that this is not a district that needs new leadership. Change for the sake of change would not be wise.

- Fritz Neil, School Law Attorney – The two options presented are not the only options. There is a third option, and that option is to wait until next year to make this important decision. He believes that the Board should conduct a search.
- Craig Austin – Warrington Road – She has concerns about the climate of the schools and challenges being faced in terms of educating a broad range of children both in behaviors and academics. Requests the community and Board to work together to solve these problems.
- Ken Butze – Ingleside – Concerned that the District is eroding while status quo policies prevail and covertness with Board actions. Request the Board to dig deep for answers to what they have done during their term to make a positive difference in the community.
- Helen Sheehan- Weybridge – Pleased with public turn out and spoke in support of the renewal of the Superintendent's rehire.
- Jay Morgan – Fontenay Road – Formally going on record to having submitted to the Board a list of residents petitioning to defer action on the Superintendent's contract. The Board is convinced that Dr. Freeman is the only person who is capable of leading the system in the various programs, and that it takes at least three years to tackle these objectives. It is his hope that if the Board truly believes that there is only one person capable of accomplishing these initiatives that they ensure that the system enjoys 4 productive years of service from the Superintendent and does not find itself in the situation where they would be forced to consider some form of a contract buy-out within the next two years after a new Superintendent has been identified.
- Normella Walker – Fairmount Boulevard – What has been heard over the past weeks is not anger, but frustration. People are frustrated with the declining performance of students when 25% of the graduating class has a less than 2.0 grade average.

Upon the recommendation of Board President Feeling, Mr. Robertson moved, seconded by Mr. Bliss that the Board approve the reappointment of the contract for the Superintendent of Schools pursuant to Item A of the Board of Education agenda, for 3 years effective August 1, 2010.

At this time President Feeling recognized Board members to comment on the resolution:

- Ms. Levenson commented that she would vote for the renewal of the contract because the District, although not perfect, is in very fine shape and that in spite of the obvious challenges of our region and time. Not to renew now would create uncertainty of Dr. Freeman's continuing service. It is now legally within the statutory time period for the Board to act to renew the contract and to not act would suggest that there was some uncertainty of continuity. Our District is a very dynamic organization and constantly improving and adapting to meet challenges. Succession planning is a constant focus on the whole leadership team. It is not sure at this point that this new contract could be the final contract, but is possible. However, if it is, the last year or two of that contract period will provide time to identify and prepare a successor in an orderly fashion.
- Mr. Robertson thanked everyone who had invited Board members to talk and has reached out and shared thoughts and arguments over the last couple of months. There are different needs for different groups of students within this wonderfully diverse and complex system. There is no suggestion that our challenge in meeting the needs of the students who are increasing in numbers in the community coming from educational disadvantage and living in poverty. We are trying and have been working with the administration to continue to try. Mr. Robertson continued by stating that he ran for the Board and joined the Board as an advocate of public engagement and openness and never had it occurred that actions regarding the employment of a superintendent and personnel matters should be part of that transparency and public engagement. Mr. Robertson thanked the Superintendent

for his endurance and continuing to serve the collective future and referenced the letter that has been posted to the District's website regarding decisions to renew the contract. Mr. Robertson stated that he is supporting the action the Board is taking to continue to be the Superintendent and work together to strengthen the committed and capable staff in the face of significant local state and national upheaval. His vote is in the best interest of students, schools and community and continues to look forward to all working together to continue to support the children's futures.

- Mr. Bliss commented that the renewal of the Superintendent's contract is vital for the continued success of the School District. His decision is based on six factors:
  - analysis of all relevant objective information available;
  - discussions with the Superintendent and Board regarding the contract renewal;
  - a real assessment of what alternatives exist and examining the down side of potential pitfalls;
  - listening to different points of view;
  - using own rational judgment; and,
  - uppermost concern and well being for the children of this school district.

Mr. Bliss also commented regarding Board development and Board self assessment. A variety of tools are available to help support a Board self assessment process, which will allow each Board member to engage in some self reflection on how the Board is governing. This can only help to lead towards improvement. Mr. Bliss lastly commented on connecting with the community. The internal community consists of teachers, administrators, assistants, aides, specialists, support staff, bus drivers, security guards and other and is a critical constituency group. We need to figure out a way to maintain an open ongoing dialogue with the internal community and make sure we obtain their feedback and input and be able to explain and communicate our actions as a Board. With respect to the external community, identify new opportunities for structured community participation on emerging issues.

- Ms. Sutherland commented that voters in Shaker are not averse to change and that it is the hope to change the way in which the Board interacts with the public. Hope that the panel can be more relaxed as it conducts business in public and to have more informal meetings with members of the public. Ms. Sutherland thanked Dr. Freeman and the Board for how they have worked together to become better informed, more articulate, more patient and better as a team. The Board decision has been careful and thoughtful and, the Board is required to exercise its own informed judgment to make the decision. We are choosing to move forward with a seasoned executive who knows Shaker, Cleveland, and Ohio and has the experience to help weather difficult times. Public education in Shaker Schools faces many challenges and we look forward to working with the community to improve the schools.
- Mr. Feeling concurred with the statements made by the other members of the Board regarding the reemployment action, and commented that he is basing his vote on past District performance and leadership needs in the near term. Under the leadership of Dr. Freeman the District implemented judicious budget cuts enabling the District to continue offering its academic programs and its award winning co-curricular activities while neighboring districts are announcing layoffs and pay cuts. The District continues to move forward with new courses and programs such as engineering, the Chinese language and international baccalaureate, that will enrich students' education and help Shaker remain competitive. To achieve not only financial stability but program enrichment in a difficult economic time is no small accomplishment. The Board is not immune to

the problems that plague this nation and we are working toward doing more for students. Many challenges face our future leader, and we are confident that Dr. Freeman is the leader to lead the District through these challenges.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-57

At this time Superintendent Freeman thanked the Board for their comments of support and expressions of confidence. He also thanked the public for their comments. He views the comments as an indicator of interest and support in the school district and a willingness to help. Dr. Freeman further stated that he intends to reach out and talk with the public to make sure he understands the issues and concerns so as to better serve the children of Shaker Heights and the community.

At this time President Feeling asked for a Strategic Planning update from Board Members Sutherland and Bliss. Ms. Sutherland began by stating that they are pleased to announce that they have a tentative agreement to proceed with strategic planning under the leadership of an internationally recognized expert in organizational behavior. Professor Ronald Fry of the Weatherhead School of Business at Case Western Reserve University has designed and facilitated a strategic plan for a wide variety of organizations all over the world. He is best known for the Appreciative Inquiry technique. For Shaker's project Professor Fry expects to work with a team including current and former mentees, Ph.D. students and graduates. Professor Fry advised that he wants to exercise strategic leadership and be continuously involved in the entire project although he would be delegating most of the facilitation to his former and current students. One of the aspects about Appreciative Inquiry is its emphasis on training members of the community to listen to each other and interview each other to share experiences. A Design Team meeting is being scheduled in early June for Professor Fry and his team members to walk through our initial plan. Tentatively the discovery and data phase will start this summer and scale down in the fall when school resumes and conclude around winter break. Professor Fry will give a report on the data and lead a Strategic Planning Summit meeting in February 2010. There will be plenty of room for volunteers. The work will culminate with the SMART Plan which will be revisited on an annual basis with analysis on what has been accomplished and how the Plan should be tweaked for the following year. In summary the Committee is very pleased that this project will have outstanding leadership and it offers a valuable opportunity to seek input from hundreds of people and engage their sentiment on many topics. The action plan should show what the community wants our schools to look like in the near future as well as in the longer term, and what long term goals we should be working towards.

Mr. Bliss offered additional comments about the Appreciative Inquiry method stating that it ties in with community engagement. Appreciative Inquiry offers a fresh perspective toward Strategic Planning by elevating and accentuating strengths, opportunities and aspirations and getting involved in multiple stakeholder groups. A typical Strategic Plan uses the SWOT analysis, strength, weaknesses, opportunities and threats; however, Appreciative Inquiry uses the acronym SOAR, strengths, opportunities, aspirations and results.

Ms. Sutherland named the members of the Design Team: Mark Joseph, Sharon Midura, Derek Green, Colleen Longo, John Morris, Jim Sweeney, Peggy Caldwell, Superintendent Freeman and Jim Paces.

## **BOARD POLICIES**

Upon the request of President Feeling, Ms. Levenson explained that the Board policies are being methodically reviewed for action to be taken on policies that have changes recommended by the Committee. Changes are made only to the policies where law has changed or where current circumstances would require change.

### **APPROVING REVISIONS TO BOARD POLICIES – SECOND READING**

(Action required by State Law) (Note: In accordance with Board Policy, no action is required at this time for this, the second of three required readings of these Policy amendments. First reading was April 14, 2009.)

ACAA	PROHIBITION OF HARASSMENT
EGAAA	COPYRIGHTING CURRICULUM MATERIALS

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 reviewed such Board Policies and has a preliminary set of revisions 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 recommended revisions to existing Board Policies as delineated in attached Item C.1. be hereby approved.

Upon the recommendation of Superintendent Freeman, Mr. Robertson moved, seconded by Ms. Levenson that the Board approve the third reading of the following Board policies.

### **APPROVING REVISIONS TO BOARD POLICIES – THIRD READING**

(Action required by State Law) (Note: In accordance with Board Policy, this is the third of three required readings of these Policy amendments. First reading for ACA was October 7, 2008, and the second reading was April 14, 2009. First reading for AFI, IBCD and LEB was January 13, 2009, and the second reading was April 14, 2009.)

ACA	NONDISCRIMINATION
AFI	EVALUATION OF EDUCATIONAL RESOURCES
IBCD (LEB)	EDUCATIONAL OPTIONS
LEB (IBCD)	EDUCATIONAL OPTIONS

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 reviewed such Board Policies and has a preliminary set of revisions 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 recommended revisions to existing Board Policies as presented below be hereby approved.

File: ACA

## **NONDISCRIMINATION**

The Shaker Heights Board of Education will not engage in or condone any unlawful discriminatory practices. To accomplish this goal the Board will promote the rights and responsibilities of individuals as set forth in state and federal law.

Adoption date: October 13, 1987

Revised date: May 12, 2009

LEGAL REFS.: Civil Rights Act, Title VI; 42  
USC 2000d et seq. Civil Rights  
Act, Title VII; 42 USC 2000e et  
seq.  
Education Amendments of 1972, Title IX; 20  
USC 1681 et seq.  
Executive Order 11246, as amended by  
Executive Order 11375  
Equal Pay Act; 29 USC 206  
Ohio Const. Art. I, Section 2  
ORC Chapter 4112

Shaker Heights City School District, Shaker Heights, Ohio

File: AFI

## **EVALUATION OF DISTRICT RESOURCES**

The Superintendent will develop and implement an assessment procedure to evaluate the effectiveness of the resources used by the District to achieve the District's educational goals and objectives.

The individual resource areas will be evaluated on an ongoing basis while the overall program shall be periodically assessed according to professionally recognized criteria and procedures.

Some of the District resources to be evaluated include: certificated and classified staff; instructional materials, textbooks, and equipment; facilities; pupil health and safety programs; pupil cumulative records; pupil admission, placement, and withdrawal; pupil attendance and conduct; school guidance services; pupil activity programs; community relations program.

The Superintendent is instructed to keep abreast of current research and successful practices and to employ suitable and reliable methods and measures in the evaluative process.

Adoption date: April 15, 1987

Revised date: May 12, 2009

LEGAL REFS.: OAC 3301-35-03; 3301-35-04

Shaker Heights City School District, Shaker Heights, Ohio

File: IBCD (Also LEB

### **EDUCATIONAL OPTIONS**

The Shaker Heights Board of Education realizes that an effective educational program is one that provides opportunities for student learning both within the classroom and, for specific reasons, beyond the traditional classroom and school day. These expanded opportunities are viewed as educational options to supplement the regular school program.

The intent of educational options is to allow educators, other professionals, parents, and others to work together to provide opportunities for students to learn in an independent or individual setting and to study or work with recognized experts in specific fields. Educational options are seen as additional curricular opportunities to improve, expand, and enrich student learning experiences and perspectives.

Independent study, tutoring, travel, mentoring, correspondence courses, night school, and college courses are representative of what the Board views as educational options supplementing the regular school program.

The Superintendent shall develop appropriate criteria.

Adoption date: April 15, 1987

Revised date: May 12, 2009

LEGAL REFS: OAC 3301-35-01(B)(6); 3301-35-06

File: LEB (Also IBCD)

### **EDUCATIONAL OPTIONS**

The Shaker Heights Board of Education realizes that an effective educational program is one that provides opportunities for student learning both within the classroom and, for specific reasons, beyond the traditional classroom and school day. These expanded opportunities are viewed as educational options to supplement the regular school program.

The intent of educational options is to allow educators, other professionals, parents, and others to work together to provide opportunities for students to learn in an independent or individual setting and to study or work with recognized experts in specific fields. Educational options are seen as additional curricular opportunities to improve, expand, and enrich student learning experiences and perspectives.

Independent study, tutoring, travel, mentoring, correspondence courses, night school, and college courses are representative of what the Board views as educational options supplementing the regular school program.

The Superintendent shall develop appropriate criteria.

Adoption date: April 15, 1987

Revised date: May 12, 2009

LEGAL REF: OAC 3301-35-01 (B)(6); 3301-35-06

Shaker Heights City School District, Shaker Heights, Ohio

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-58

At this time Mr. Feeling called for Board Committee reports.

- Ms. Levenson reported a supplement to a Committee report from last month regarding Dr. Rebitzer, Chairman of the F&A Committee, and his report on the annual State Auditors and that Shaker did receive a clean audit with no citations or comments and the work of the Treasurer and his staff was regarded by the State Auditor as exemplary. Mr. Feeling also commented that the State Auditors commended the District's Treasurer for such a huge accomplishment, one that not many districts achieve.
- Ms. Levenson also reported on the proposed State education budget and how the stimulus package might impact the District. The stimulus package has two main parts that pertain to primary and secondary education: the Formula Grant programs; and the State Fiscal Stabilization Funds. The Formula Grant programs are the funds that the Federal government allocates to each school district in the country. For Shaker, this comes in the form of additional money for IDEA Special Education – estimated at \$1.2 million over 2 years; and for Title I – estimated at \$419,000 over 2 years.

The State Fiscal Stabilization Fund gives a lot of new leverage to the U.S. Department of Education as the funds come with strings attached. This fund is \$53.6 billion and is the largest pot of money for education in the recovery act for which the bulk of is intended to help states avoid budget cuts to education. State Governors need to apply for the grants and provide congressionally mandated assurances to the Department of Education that they are complying with federal education laws.

## **SUPERINTENDENT'S REPORT AND RECOMMENDATIONS**

Upon the recommendation of Superintendent Mark Freeman, Ms. Levenson moved, seconded by Ms. Sutherland that the following personnel items be approved:

### **PERSONNEL**

#### **Certified**

#### **Appointment for the 2008-2009 School Year**

Thomas, Lorna – (Intervention Specialist Teacher/Lomond) – Class M.A.+45, step e of the Teachers' Salary Schedule – Effective April 28, 2009

#### **Appointment for the 2009-2010 School Year**

Plautz, Elizabeth – (Social Studies/High School) – Class M.A.+45, step d of the Teachers' Salary Schedule – Effective August 24, 2009

### **Temporary Employees: Lunch Room Supervisors, Substitute Tutors, Home Instructors, Substitute Teachers, Substitute Nurses, Substitute Library Aides, Tutoring Center Tutors for the 2008-2009 School Year**

Bergren, Kristen  
Blair, Ruth  
Capelletti, James

Schwartz, Sally  
Urbanek, Jileen  
Wynne, Martin

**Salary Reclassification for the 2008-2009 School Year**

(pursuant to collective bargaining agreement)

Effective January 28, 2009 (correction to April 14, 2009 board agenda)

Jons, Kelly - M.A.+30, step s-2 to M.A.+45, step s-2

Smith, Karen – M.A.+30, step s-5, to M.A.+45, step s-5

Zucker, Adrienne – M.A., step i, to M.A.+15, step i

**Curriculum Writing and Instructional Planning for the 2008-2009 School Year**

Authorization is requested for staff members to participate in curriculum writing and instructional planning. A unit refers to approximately one-half day of service at \$65.

**International Baccalaureate Course Development**

Johnson, Erik (15)

**Special Assignments for the 2008-2009 School Year**

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

**Commencement Supervision**

1 unit per individual

Babinec, Michael

Baker, Sharon

Berger, Brian

Black, Shana

Blakeslee-Vokes, Elizabeth

Blattner, Eileen

Bradd, Andrea

Cotton, Christopher

Dehn, Donna

Glickman, Andrea

Green, Andrea

Hsu, Nathanael

Klapholz, David

Longo, Charles

Morris, John

Reid, Jewel

Rossi, Julia

Scanlon, William

Schneider, Robert

Steggert, Stacey

Torrence, Tod

Tournoux, Gene

Vazquez, Anastacio

Vazquez, Enid

White, Lori

**District Leadership Team**

Up to 2 units per individual

Beney, Susan

Brindza, Elizabeth

Brodsky, Amy

Clemens, Jason

Corbin, Susan

Denton, Marcia

Flox, Cari

Hunter, Miata

Kline, Brenda

Lindsey, Dexter

Reinhold, Jean

Romano, Joseph

Steggert, Stacey

Turoff, Debra

White, Derek

**Sixth Grade Camping Project**

Up to 2 nights

Adie, Jeffrey

Candel, Charles

Farinacci, Dan

Farinacci, Nicole

Farren, Christine

Garrison, Darlene

Goodrum, Angela

Heide, Ruth

Hitchens, Patricia

Keitlen, Todd

Mason, Aisha

Orosz, Gregory

Pincoe, Heather

Reese, Nathaniel

Wells, Judith

Sixth Grade Camping Coordinators

Up to 15 nights

Lipovic, Darlene

Sakowski, Mark

Sixth Grade Camping Nurse

Up to 12 nights

Madeja, Karen

Sixth Grade Camping Science Specialist

Up to 11 nights

Brodsky, Amy

Technology Facilitator (Teacher Quality Grant – Title II-A)

Up to 2 hours

McCauley, Tina

**Supplemental Contracts for the 2008-2009 School Year**Middle School

Anderson, Kelly- Scheduling Coordinator – 6.5 x 1

Nagal, Matthew - Lacrosse Coach (Men) – 6.0 x 1

High SchoolRathbone, Joel – 9<sup>th</sup> Grade Theater Experience - .1 x 7.2

Sundra, Steve – Assistant Coach Tennis (Men) - 5.0 x 1

**Extensions to Leave of Absence for the 2009-2010 School Year**

Dickson, Christine – (Kindergarten/Mercer School) – Effective August 24, 2009, through June 11, 2010 (caregiver)

Miller, Candace – (Physical Education/High School) – Effective August 24, 2009, through June 11, 2010 (caregiver)

**Leave of Absence for the 2008-2009 School Year**

Luther, Rachel – (Music/Mercer School) – Effective June 1, 2009, through June 12, 2009 (caregiver)

**Resignations**

Hendricks, Raymond – (Mathematics/Middle School) – Effective end of the 2008-2009 school year – 40 combined years of service (previously retired)

Knisely, Amy – (Science/High School) – Effective end of the 2008-2009 school year – 6 years of service

**Classified****Change in Assignment for the 2008-2009 School Year**

Zbytowski, Raelyn – (Accounting Specialist/Administration Building) – From District Courier, Class DD, Grade 2 to Accounting Specialist, Administration Building, step 7 – Effective April 27, 2009

**Temporary Employees: Building Monitors, Head Lunchroom Aides, Lunchroom Aides, Off-Duty Police Officers, Student Technology Aides, Student Aides, Substitute Bus Drivers, Substitute Bus Monitors, Substitute Cafeteria Workers, Substitute Custodians, Substitute Secretarial Technicians, Substitute Security, Substitute Teacher Aides, Technology Interns, Tutoring Center Study Assistants for the 2008-2009 School Year**

Janowicz, Darlene

Scholl, Deborah

**Temporary Employees: Building Monitors, Head Lunchroom Aides, Lunchroom Aides, Off-Duty Police Officers, Student Technology Aides, Student Aides, Substitute Bus Drivers, Substitute Bus Monitors, Substitute Cafeteria Workers, Substitute Custodians, Substitute Secretarial Technicians, Substitute Security, Substitute Teacher Aides, Technology Interns, Tutoring Center Study Assistants for the Summer of 2009**

Komp, Renee  
Spivey, Brenda

Wemer, Nancy

**Special Assignment for the 2008-2009 School Year**

Sixth Grade Camping Project  
Up to 2 nights

Adebesin, Hassan

**Special Assignment for 2009**

Districtwide/Project Manager Payroll - \$7,000

Getson, Karyl

**Extension to Leave of Absence for the 2008-2009 School Year**

Kulgowski, Bruce – (Custodian with License/High School) – Effective April 23, 2009, through June 22, 2009 (medical)

**Suspension**

Freeman, Eunice – (Head Cook/Woodbury) – Five (5) days without pay – Effective April 23, 2009 through April 29, 2009

**Leave of Absence for the 2008-2009 School Year**

Konover, Lisa (Special Education Aide/Woodbury School) – Effective May 13, 2009, through June 12, 2009 (FMLA)

**Resignations**

Grayson, Kevin - (Security/Middle School) – Effective March 27, 2009 – 7 months of service (correction to April 14, 2009 Agenda)

Mapp, Aljarone – (Special Education Aide/Mercer School) – Effective May 12, 2009 – 2 years of service

**ADDENDUM****Certified****Temporary Employee: Lunch Room Supervisors, Substitute Tutors, Home Instructors, Substitute Teachers, Substitute Nurses, Substitute Library Aides, Tutoring Center Tutors for the 2008-2009 School Year**

Hoynacke, Corey

**Change of Rate for Individual Substitute Teacher for the 2008-2009 School Year**

Simmons, Beverly – (Spanish/High School) – Class M.A. – Effective May 18, 2009

**Special Assignments for the 2008-2009 School Year**

Program Planning/Sixth Grade Camp  
Up to 10 units per individual

Lipovic, Darlene

Sakowski, Mark

**Supplemental Contract for the 2008-2009 School Year**

High School Special Supplemental

Fellinger, Lewis – Diving Assistant Coach - .1 x 50

**Classified****Change in Assignment for the 2008-2009 School Year**

Lee, Nicole – (Custodian without License/Administration Building) – from Cashier/Cook's Helper, Mercer, step A1, to Custodian without License, Administration Building, step 3 – Effective May 12, 2009

**Temporary Employees: Building Monitors, Head Lunchroom Aides, Lunchroom Aides, Off-Duty Police Officers, Student Technology Aides, Student Aides, Substitute Bus Drivers, Substitute Bus Monitors, Substitute Cafeteria Workers, Substitute Custodians, Substitute Secretarial Technicians, Substitute Security, Substitute Teacher Aides, Technology Interns, Tutoring Center Study Assistants for the 2008-2009 School Year**

Guerrero, Homero

Jones, Lisa

**Termination**

Scott, Kevin – (Custodian/Woodbury) – Effective at the end of the day May 12, 2009

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-59

At this time Superintendent Freeman introduced Lisa Howell, Personnel Administrator, who in turn introduced Neal Robinson, teacher and Lead Mentor, Susan Mears and Lauren Rollins, teachers, who gave an overview of the Mentor/Teacher Entry Year Program to support teachers who are new to the District. The presentation was followed by questions, answers, comments and discussions from the Board.

### **DISTRICT HIGHLIGHTS**

- The National Merit Scholarship Corporation recently announced that High School seniors **Joshua Curry** and **Katherine Peter** have been named National Merit \$2500 Scholarship winners while **Margaret Green** and **Brent Grossman-McKee** are the recipients of corporate-sponsored Merit Scholarship awards. **Adria Kinney** had previously been named a National Achievement \$2500 Scholarship winner.
- Shaker Heights High School students had their most successful showing ever at the state-level National History Day competition held in Columbus on April 25, capturing thirteen out of Ohio's sixteen slots for the national competition at the high school level. Students honored at the state competition are as follows: **National Finalists** - **Hannah Carlson, Ellen Jackson, and Isabella McKnight**, Group Performances, *May You Find Hope Who Enter Here: The Life and Legacy of Jane Addams*; **Gabe Gordon** and **Kayla Pincus**, Group Documentaries, *Introducing America to Americans: Roy Stryker*; **Nathaniel Henry, Isaac Hoffman, Leo Katz, Jacob Miller, and Jack O'Halloran**, Group Documentaries, *Tom Johnson: Progressive Reform for the Common Man*; **Anirudh Jayanti** and **Ayush Sood**, Website, *Simon Wiesenthal: One Man's Search for Justice*; **Robin Meiksins** and **Harper Sutherland**, Group Performances, *Larger Than Any of Us Alone: A Story of the Norwegian Resistance*; **Cecelia Mercer** and **Natalie Vicchio**, Group Exhibits, *Dr. Seuss: The American Conscience*; **Nikki Niehoff**, Individual Exhibits, *Frances Crick and the Building Blocks of Life*; **Emily Nosse-Leirer**, Research Papers, *Tomorrow Will Be a Great Struggle*; **Ilana Polster** and **Michelle Scharfstein**, Group Exhibits, *Kim Phuc: The Pain that Seared America*; **Heidi Reis**, Individual Exhibits, *Her Cry for Nature: Rachel Carson, Silent Spring and the Rise of the Environmental Movement*; **Brendan Ryan**, Individual Documentaries, *A Black Box of Vanity: George Eastman's Kodak Camera and the Privacy Issue*; **Danielle Swales**, Individual Documentaries, *Harry Hopkins: Social Revolutionary of the Great Depression as Seen through the WPA*; and **Laura Wadsworth**, Individual Performances, *A Voice That Could Not Be Silenced*; **National Alternate** - **David Wemer**, Individual Performances, *Serving Two Masters: The Diary of John Colville, 1940*; **Honorable Mention** - **Alyssa Binczyk** and **Emily Longman**, Group Exhibits, *Pray for the Dead and Fight Like Hell for the Living: Mother Jones and the Unionization of Miners in West Virginia*; **Rita Bole** and **Julia Kim**, Group Documentaries, *John Lennon: All I'm Saying is Peace*; **Brienne Einstein** and **Lisa Setrakian**, Group Exhibits, *Never Give In: The Charisma of Winston Churchill and His Influence on the British People*; **David Gabriel, David Neary, and Matthew Neary**, Group Exhibits, *John Muir: Guardian of the Yosemite*; **Carol Hundert**, Individual Exhibits, *Hard Times: Charles Dickens and the Industrial Revolution in Britain*; **Tamar Kodish** and **Rachel Licina**, Group Documentaries, *No One Needs to Know Who I Really Am—Leni Riefenstahl*; **Julie Kogan**, Individual Exhibits, *The True Suffragist*; **Alice Paul Upholding the Spirit of Democracy**; **Brian Plautz**, Individual

Documentaries, *When Ambassadors Had Rhythm*; **Zofia Prochoroff**, Individual Documentaries, *Edward Bernays: How America Became a Society of Spin*; and **Annabel Wang**, Individual Exhibits, *Rich and Ruthless: The Impact of Rockefeller and the Standard Oil Trust*. **Nathaniel Henry, Isaac Hoffman, Leo Katz, Jacob Miller,** and **Jack O'Halloran** also received special recognition, winning the Society of Ohio Archivists Award and the Ohio Humanities Council 20th Century History Award.

- One hundred Shaker Heights High School students and 50 Shaker Heights Middle School students received recognition for their outstanding performance on this year's National Latin Exam. **Terry Conlon, Michael Cowett, Isaac Hoffman, Leo Katz,** and **Matt Krantz** of the High School and **Clara Kao, Isabel Robertson,** and **Emma Snape** of the Middle School received perfect scores.

High School students who earned Summa Cum Laude (gold medal awards) were: from Latin I, **Rachel Jensen** and **Ecenur Kahrman**; from Latin II, **Grace Clements, Terry Conlon, Grace Gerhart, Jiawei He, Matt Krantz, Claire Lo, Hannah Lyness, Kirby Rayburn, Rachel Shafran, Rachel Shands, Cara Sutherland, Martin Thomas, Joan Thompson, Cassie Torrence,** and **Lauren Vandebroek**; from Latin III, **David Gabriel, Isaac Hoffman, Leo Katz, Seamus Leahy, Kathy Lin, Miriam Rabinowitz, Gabe Rothman, Walter Stamm, Eric Super, Danielle Swales, Evan Tuttle,** and **Allyson Yoder**; from Latin IV, **Richard Edwards, Sarah Leonard,** and **Cara Murphy**; and from Latin V, **Michael Cowett, Melissa Freilich,** and **Zachary Silberman**. Students receiving Maxima Cum Laude (silver medal awards) were: from Latin I, **Angie Brooks, Olivia Oreh,** and **Shayla Wiley**; from Latin II, **Ian Bartimole, Barbara Craig, Noah Eisen, Caroline Hatch, Emily Hirsch, Katie McFarlane, Shoumik Pennathur, Aaron Sadholz, Leo von Seckendorff, Brianna Stack, Audrey Steiner-Malumphy,** and **Colin Sweeney**; from Latin III, **James Berick, Alyssa Binczyk, Ian Brody, Cora Jackson, Heidi Reis, Jennifer Smith, Christopher Sommers, Emma Weitzner,** and **Lindsay White**; and from Latin IV, **Noah Collin, Ben Davis, Samantha Goldfarb, Anirudh Jayanti, Julie Weiner,** and **David Wemer**. Students who earned Magna Cum Laude were: from Latin I, **Dylan Doyle**; from Latin II, **Savanna Klein, Ian Limoli, Alexis Moten, Alena Payne,** and **Alex Wagner**; from Latin III, **Hanna Catlett, Emily Longman, Isabella McKnight, Haley Rayburn,** and **Brendan Ryan**; from Latin IV, **Tim Dixon, Victoria Goldfarb, Scott Piraino, Owen Shelton,** from Latin V, **Alex Almasan** and **Adam Maraschky**. Students receiving Cum Laude were: from Latin I, **Sydney Echols**; from Latin II, **Sullivan Boecker, Alec Coughlin, Libby Dixon, Connor Hall, Shuqi Liang, Shuya Liang, Lailah Moore, Abby Sheeran**; from Latin III, **Jacob Miller, Austin Murray, Stephen Shapero, Tivon Sterin, Melanie Wheeler**; and from Latin IV, **Zachary Hopkins, Rebecca Kimmelfield, Caitlin Muron,** and **Kathryn Rownd**.

At the Middle School, Summa Cum Laude honors went to: **Leighton Albrecht, James Egelhoff, Christina Harris, Nicholas Haubrich, Samuel Hertz, Paul Hilbert, Clara Kao, Matthew Langhinrichs, Rachel Marek, Daniel Murphy, Nicholas Murray, Aaron Rabinowitz, Isabel Robertson, L. J. Shelven, Ana Sinicariello, Heather Smith, Kai Smith, Emma Snape, Alexa Steiber, Evelyn Ting, Lauren Vavruska,** and **A.J. Yule**. Maxima Cum Laude honors went to: **Shelby Bauer, Anne Brockett, Adam Friedman, Kristen Leonard, Megan Mathur, Katherine O'Donnell, Bridget Phelan, Rebecca Smith,** and **Eric Sterin**. Magna Cum Laude honors went to: **Juliet Bellin-Warren, Alessandra Bliss, Sophie Borione, Vita Brown, Anna (Kate) Connors, Zoe Davidson, Clayton Elliott, Katherine Friedman, Annie Helffrich, Sarah-Jane Lorenzo, Masato Miyagi, Florence (Tia) Morrison, Daniel Reed, Nathan Steinberg, John Tonon,** and **Donald (Peyton) Turner**. Cum Laude honors went to: **Grant Baltes, Ifeolu Claytor,** and **Reginald Lowery**. The Latin teachers at the High School and Middle School are **Lynda Ackerman, Nora Murphy, Jane Troha,** and **Robert White**.

Senior **Michael Cowett** is among just eight students from around the world who recently earned the distinction of achieving four perfect scores on the National Latin Exam during their years as students of the classical language. Michael earned his first perfect score on the National Latin Exam after taking the Latin I test as an eighth grader. He is currently a student in Latin V.

- Shaker Heights High School senior **Gabriel Weinstein** is one of just eight students chosen this year to receive a Manasseh Cutler Scholarship from Ohio University (OU). He has also been admitted to OU's Honors Tutorial College, a program that provides a unique undergraduate educational experience to a select number of qualified students. The four-year Jeanette Grasselli Brown-Manasseh Cutler Scholarship provides tuition and room and board plus stipends to cover structured summer internships and study or work abroad. Students selected for this merit-based scholarship program must excel both in the classroom and at extracurricular activities. Students who are admitted to the Honors Tutorial College complete a substantial portion of the core curriculum in their fields of study through a series of tutorials that consist of a full-time faculty member meeting with students either singly or in small seminars. The program has a distinguished 30-year history and draws upon the educational traditions of such British universities as Cambridge and Oxford. Admission to the program is highly competitive.
- Shaker Heights High School senior **Sophia Bellin-Warren** is the recipient of a Principal's Leadership Award Scholarship granted by the National Association of Secondary School Principals and Herff Jones, Inc. Nationally, 100 students were chosen as winners from among more than 4,500 applicants, and Sophia is one of three students in Ohio to receive the award. Winners of the scholarship were selected on the basis of their leadership skills; participation in service organizations and clubs; achievements in the arts and sciences; employment experience; and academic record.
- High School mathematics teacher **Lori White** has been selected to receive the *Plain Dealer's* Crystal Apple Award, an honor bestowed on 12 outstanding teachers each year. She was nominated by students and parents for the honor. Ms. White, now in her 25th year on the Shaker faculty, currently teaches 11th grade college preparatory mathematics and Advanced Placement calculus. The official announcement of her selection appeared in the April 19 edition of the *Plain Dealer*.
- The Shaker Heights City School District has been named one of the nation's best communities for education by the NAMM Foundation. For the past ten years, the NAMM Foundation has been acknowledging school districts for their commitment to and support of music education. This year, 124 school districts from across the nation earned the distinction on the basis of the strength of their music curriculum, student participation, and community support for music. The NAMM Foundation is a non-profit organization dedicated to advancing active participation in music making across the lifespan by supporting scientific research, philanthropic giving and public service programs from the international music products industry.
- The Ohio State University K-12 Chinese Flagship Program has selected Shaker Heights as one of four sites in the state to host Chinese language immersion camps this summer. Students in grades 6 through 12 are eligible for the camp, which will be held at Shaker Heights High School. The application deadline is May 15; further information and an application form are available at [www.shaker.org](http://www.shaker.org).
- In response to the identification of H1N1 influenza infections in humans in the United States (including one in Elyria), the School District activated the initial steps of its protocol for dealing with epidemics, taking steps to inform parents, students and staff of precautionary measures. The protocol consists of daily use of appropriate disinfectants in school buildings and on buses; acquiring extra supplies of gloves, face masks, and hand sanitizer; close monitoring of advisories from federal, state, and local public health authorities; and monitoring student and staff attendance. Further steps as outlined in the District protocol will be taken if necessary, with the guidance of public health authorities.

- Staff members who are retiring or observing 15 or 25 years of service to the District, as well as those who have been awarded tenure this year, will be honored at the annual Service Recognition Reception on May 28. Co-sponsored by the District and the Shaker Heights Teachers' Association, the reception will start at 3:45 p.m. in the High School cafeteria.

### **UPCOMING EVENTS**

May 12	Grade 5 Band Concert, SHMS Auditorium, 7 p.m.
May 13	Grade 6 Band Concert, SHMS Auditorium, 7 p.m.
May 14	Shakescenes, SHHS, 7 p.m.
May 14	Boulevard Grade 3 & 4 Art Show & Grade 4 Musical
May 18	Mercer Kindergarten – Grade 3 Open House, 7 p.m.
May 19	Woodbury Orchestra Concert, SHMS Auditorium, 7 p.m.
May 21	Spring Choral Concert, SHMS Auditorium, 7:30 p.m.
May 26	Grade 8 Academic Awards, SHMS, 7 p.m.
May 27	Fernway Open House, 7 p.m.
May 27	Mercer Grade 4 Concert and Open House, 6:30 p.m.
May 28	Service Recognition Reception, SHHS Cafeteria, 3:45 p.m.
May 28	High School Junior/Senior Honors Program, 7 p.m.
June 2	Lomond Grade 4 Reception, 7 p.m.

### **TREASURER'S REPORT AND RECOMMENDATIONS**

Upon the recommendation of Mr. Bryan Christman, Treasurer, Ms. Levenson moved, seconded by Mr. Robertson that the financial statements for the month ended April 2009 be accepted and placed on file for audit.

President Feeling asked Mr. Christman to review the highlights of the financial statements. He commented on items as delineated in the financial and miscellaneous briefs and as follows:

- Homestead Exemption & Rollback - The first half 2009 Homestead Exemption & Rollback reimbursement was received a month earlier than usual (April this year vs. May last year). The HERB payment was \$1,637 higher than last year's payment and \$317,126 higher than budget. The YTD budget variance for total Real Estate and HERB tax collections is a favorable \$805,103 through April.
- Investment Earnings – Interest rates remain low. There was no change in the Federal funds rates at their most recent meeting on April 29<sup>th</sup>.
- Ohio Medicaid School Program (OMSP) - The District received in April its first reimbursements under the long-awaited new Ohio Medicaid School Program (OMSP). The \$78,916 received pertains to various service dates in this and the prior fiscal year. Prior year reimbursements will be phased in over time.

- Salaries & Wages – We continue to experience a favorable budget variance in this expense category amounting to \$582,898 as of the end of April. In addition to the \$255,722 decrease in sick leave severance payments from the prior year, we have also experienced a \$142,216 decrease in certificated temporary salaries, but an \$83,423 increase in classified temporary salaries YTD through April.
- Fringe Benefits – On a budgetary basis fringe benefits are \$340,368 below budget YTD.
- Purchased Services – Total purchased services are \$366,867 below budget YTD. Utilities are \$321,539 below budget YTD.
- Total Expenditures – On a budgetary basis, total expenses were \$1,479,905 or 2.1% less than the YTD budget amount, while encumbrances were \$522,905 or 10.9% more than the YTD budget amount, combining for a net \$957,000 favorable variance to budget YTD through April.
- LNOCA Stabilization Reserve Assessment – As you may recall, the District out-sources many of its computer operational systems (accounting, payroll, student information, internet, library media, etc.) to a third party, Lakeshore Northeast Ohio Computer Association (LNOCA) a council of governments computer consortium whose membership is comprised of 17 area school districts.

LNOCA's operations have been increasingly difficult during the last few years, resulting in a decreased fund balance below that of the recommended State standard. In 2008 the Board of LNOCA initiated additional procedures including the creation of a Treasurer Conservatorship Committee (of which I am a member) in order to evaluate and make recommendations pertaining to the finances of LNOCA. The result of such reviews resulted in a recommendation to assess all current members a one-time \$10 per pupil beyond the normal annual fee arrangement. The LNOCA Assembly (one representative per district member) approved such recommendation at their February meeting. The Shaker District's share of such assessment is \$55,360 and is scheduled for payment at the end of May.

Superintendent Freeman and I have had much discussion about this matter and have worked together through our respective roles, he as the Shaker District representative member to the LNOCA Assembly, and me as a member of the Treasurer's Committee, to institute these changes needed to ensure the continuing viability of LNOCA. We both feel that this action was necessary and will benefit the District in both the near and long-term.

Mr. Christman also commented on the following legislative item:

- The State budget deficit for this fiscal year is now estimated at up to \$900 million which will most likely be shored up by use of Rainy Day Fund less a portion to be funded by miscellaneous items recently identified. The Rainy Day Fund was to be used to help balance the 2010-11 biennium. Rep. Randy Gardner has renewed his call for a one-year budget and Senate President Harris has suspended most committees, dividing his members into working groups to comb through the budget. The Senate will utilize OBM's original revenue forecasts—meaning the need to trim the House-passed budget which used higher Legislative Service Commission estimates will be left to the House/Senate Conference Committee.
- School District Levy Results – 158 issues on the ballot; 104 or 66% passed; 4 out of 5 in Cuyahoga County passed, all were operating levies. Parma was the only loser.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-60

Upon the recommendation of Mr. Bryan Christman, Treasurer, Ms. Levenson moved, seconded by Ms. Sutherland that in accordance with Section 135.14 of the Ohio Revised Code, the interim investments listed below be ratified.

**SHAKER HEIGHTS CITY SCHOOL DISTRICT**

**INTERIM INVESTMENTS  
April 2009**

<b><u>FEDERAL &amp; OTHER SECURITIES:</u></b>						
<b><u>Purchase Date</u></b>	<b><u>Maturity Date</u></b>	<b><u>Investment Amount</u></b>	<b><u>Bond Equiv. Yield</u></b>	<b><u>Type of Investment</u></b>	<b><u>Interest to be Earned</u></b>	<b><u>Dealer/Issuer</u></b>
3/1 - 3/31/09	Each Business Day	\$98,000 - \$898,000	0.150%	Overnight Sweep	\$40.13	National City Bank (Payroll)
04/16/09	03/01/10	\$1,000,000.00	1.430%	CD	\$12,494.17	Charter One
04/23/09	04/22/10	\$1,000,000.00	1.926%	CD	\$19,211.11	Huntington-CDAR's
<b><u>OTHER DEPOSIT ACCOUNTS:</u></b>						
<b><u>Account</u></b>		<b><u>Balance at 04/30/09</u></b>	<b><u>Avg. Annual Interest Rate for Month</u></b>		<b><u>Interest Earned</u></b>	
Star Ohio - General		\$16,364.87	0.39%		\$10.97	
Charter One - High Balance Ckg		\$72,639.67	0.25%		\$8.02	
Charter One - Money Market		\$9,122,288.47	0.50%		\$3,889.74	
Huntington - DVP S/K		\$10,082.35	0.09%		\$5.92	

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-61

Upon the recommendation of Mr. Bryan Christman, Treasurer, Ms. Sutherland moved, seconded by Ms. Levenson that the Board of Education approve the following supplemental appropriations 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 9, 2008, adopted annual appropriations for the 2008-2009 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:

- 1. No Exhibit – To amend previous appropriation  
Funding Agency: Ohio Department of Education  
Funding: State of Ohio  
Project: Auxiliary Services**

**HATHAWAY BROWN SCHOOL**

<b><u>FUND</u></b>	<b><u>SPCC</u></b>	<b><u>FUNC.</u></b>	<b><u>OBJ.</u></b>	<b><u>OPU</u></b>	<b><u>DESC.</u></b>	<b><u>INC./(DEC.) APPROP.</u></b>
401	9951	3260	Var.	220		\$22,715.85

**LAUREL SCHOOL**

<b>FUND</b>	<b>SPCC</b>	<b>FUNC.</b>	<b>OBJ.</b>	<b>OPU</b>	<b>DESC.</b>	<b>INC./(DEC.) APPROP.</b>
401	9952	3260	Var.	221		\$16,178.70

**ST. DOMINIC SCHOOL**

<b>FUND</b>	<b>SPCC</b>	<b>FUNC.</b>	<b>OBJ.</b>	<b>OPU</b>	<b>DESC.</b>	<b>INC./(DEC.) APPROP.</b>
401	9953	3260	Var.	222		\$ 5,373.00

**UNIVERSITY SCHOOL**

<b>FUND</b>	<b>SPCC</b>	<b>FUNC.</b>	<b>OBJ.</b>	<b>OPU</b>	<b>DESC.</b>	<b>INC./(DEC.) APPROP.</b>
401	9954	3260	Var.	223		\$13,820.55

**HANNA PERKINS**

<b>FUND</b>	<b>SPCC</b>	<b>FUNC.</b>	<b>OBJ.</b>	<b>OPU</b>	<b>DESC.</b>	<b>INC./(DEC.) APPROP.</b>
401	9955	3260	Var.	225		\$ 298.50

**GRAND TOTAL                    \$ 58,386.60**

- 2. No Exhibit – To amend previous appropriation**  
**Funding Agency: Local**  
**Funding: Local**  
**Project: Food Service Fund**

<b>FUND</b>	<b>SPCC</b>	<b>FUNC.</b>	<b>OBJ.</b>	<b>OPU</b>	<b>DESC.</b>	<b>INCREASE IN APPROP.</b>
006	0000	Var.	Var.	Var.		\$150,000.00

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-62

Upon the recommendation of Mr. Bryan Christman, Treasurer, Ms. Levenson moved, seconded by Mr. Bliss that the Board of Education approve the following Transfers between Funds:

<b>FROM:</b>						
<b>FUND</b>	<b>SPCC</b>	<b>FUNC.</b>	<b>OBJ.</b>	<b>OPU</b>	<b>AMOUNT</b>	
001	0000	7200	910	000	\$250,000	

  

<b>TO:</b>				
<b>FUND</b>	<b>SPCC</b>	<b>REC.</b>	<b>OPU</b>	<b>AMOUNT</b>
006	0000	5100	000	\$250,000

Reason: To provide funds for the Food Service Fund to cover operating costs.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-63

Upon the recommendation of Mr. Bryan Christman, Treasurer, Ms. Levenson moved, seconded by Mr. Robertson that the Board of Education adopt the following resolution:

Mr. Christman provided the following brief explanation of the resolution.

On this month's agenda is the tax rate resolution for the upcoming tax collection year (calendar 2010). As you may recall, the tax rates are required to be approved by the Board of Education on at least an annual basis, so as to provide authority to the County Budget Commission to levy the voter-approved tax rates.

The stated millage for the General Fund includes all previously voter-approved mills at their original amount. Unfortunately, all of the operating voted millage is subject to reduction under the House Bill No. 920 provisions. Consequently, the 166.63 General Fund mills currently only generate approximately 67.0 residential and 94.7 commercial effective mills after the impact of H.B. No. 920 for tax collection year 2009.

The Bond Retirement Fund millage is not subject to H.B. No. 920, but is adjusted annually to reflect the rate necessary to generate sufficient taxes to cover the annual debt service requirements. The preliminary rate for calendar 2010 will remain unchanged at 3.97 mills.

WHEREAS, this Board of Education in accordance with the provisions of law has previously adopted a Tax Budget for the next succeeding fiscal year commencing July 1, 2009; and

WHEREAS, the Budget Commission of Cuyahoga County, Ohio, has certified its action thereon to this Board, together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part within, the ten mill tax limitation; now

THEREFORE, BE IT RESOLVED, by the Board of Education of the Shaker Heights City School District, Cuyahoga County, Ohio that the amounts and rates as determined by the Budget Commission in its certification, be and the same are hereby accepted; and

BE IT FURTHER RESOLVED, that there be and is hereby levied on the tax duplicate of said School District the rate of tax necessary to be levied within and without the ten mill limitation as follows:

**SCHEDULE A**  
**Summary of Amounts Required from General Property Tax Approved**  
**by Budget Commission, and County Auditor's Estimated Tax Rates**

FUND	COUNTY AUDITOR'S ESTIMATE OF TAX RATE TO BE LEVIED	
	INSIDE 10 MILL LIMIT	OUTSIDE 10 MILL LIMIT
Bond Retirement		3.97
General	4.10	162.53
Library		4.00
Total	4.10	170.50

AND BE IT FURTHER RESOLVED, that the Treasurer of this Board be and is hereby directed to certify a copy of this resolution to the Cuyahoga County Auditor.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-64

Upon the recommendation of Mr. Bryan Christman, Treasurer, Mr. Robertson moved, seconded by Ms. Levenson that the Board of Education approve the H.B. No. 412 Five-Year Financial Forecast (Exhibit T-3) and further that the Treasurer be directed to file a copy of such forecast with the Ohio Department of Education.

Mr. Christman commented on the Five-Year Forecast as follows:

- Required two times per year, last one approved in October 2008. The second filing must be by the end of May 2009;
- Can be amended and submitted at any time during the year;
- Reflects the projected fiscal 2009 revenue and expenses;
- Basic format requires three years of historical and five years of projected data;
- The forecast is simply a planning tool used in long-term strategic planning for the District;
- It is designed to help identify issues and circumstances that need to be addressed in advance of occurrence;
- This represents but one approach to balancing the District's finances;
- Does not necessarily reflect the exact layout of future events; and
- Other events will occur that will likely have an impact on this forecast e.g.
  - Governor's Educational Reform Proposal;
  - General Economy of Ohio and the Nation;
  - Continuing disruption in the real estate and financial markets;
  - Other market forces that impact our expenditure base.
- The only thing about this forecast for which we can be assured, is that almost all of the numbers will be different.

Mr. Christman also discussed in detail the major assumptions and highlights of the Forecast, as well as the significant changes from the prior forecast.

**Major Assumptions and/or Highlights:**

- The first item to note is that there is good news. We anticipate favorable variances in both revenue and expenditures for the current fiscal year ending June 30, 2009. As indicated in the forecast, we anticipate total revenues of \$86.8 million, about \$1.7 million, or 2.1% better than budget. Secondly, we expect expenditures to approximate \$85.5 million, or about \$1.5 million lower than budget, offset partially by an estimated \$0.9 million higher encumbrance balance, netting to a \$0.7 million, or 0.7% favorable expenditure variance. These combined revenue and expenditure estimated favorable variances total \$2.4 million for the year, which drops to the bottom line fund balance.
- The elimination of the tangible personal property tax is reflected as declining collections ending in Fiscal 2010. Replacement payments from the State are reflected in the Restricted Grants-In-Aid, Line 1.04. Commencing in Fiscal 2008, such direct replacement payments are subject to reduction for any increases in State Foundation payments caused by a reduced "chargeoff" resulting from the House Bill No. 66 declining assessed value percentages applied to tangible personal property. Because this forecast continues to assume either reducing or flat-lined State Foundation payments, we have accordingly also assumed that such tangible personal property tax replacement payments will be unaffected by such annual reduction adjustments. Such replacement payments (which are detailed in Note 6 of the Forecast footnotes) are scheduled to peak in Fiscal 2011 at just below \$2.1 million.

- The forecast now reflects a full fiscal year of expanded and increased homestead exemption that became effective in calendar 2008. The increase in this reimbursement reduces local tax collections by the same amount, as the reduction is granted to the local taxpayer, then made up by the State payment to the District.
- We continue to reflect an anticipated reduction in the State Foundation revenues from the levels received for fiscal years 2006 through 2009 due to the Governor's original directives for all State agencies to prepare fiscal 2010 and 2011 budget requests at 95% of the prior year budget (nearly a 10% reduction over the two-year biennium). We have not reflected a lesser reduction of only 2% in the second year of the new biennium as is proposed in the Governor's new educational program, because the legislation authorizing and funding such program has not yet been approved. Additionally, the recent revelations about additional revenue shortfalls in the current fiscal year, has generated a new level of skepticism about the passage of the program at the proposed funding levels.
- Estimated increasing revenues from the new Medicaid reimbursement program that was approved during the summer of 2008, which has just recently resulted in the District receiving its first reimbursements under the new program;
- Continuation of the Public Utility Reimbursement payment beyond the guaranteed five-year payment period ended fiscal 2007;
- Continuation of the shift to the General Fund 001 of costs for salaries and wages previously funded by Federal Fund 516, IDEA. The reduction in federal funds beginning in fiscal 2009 was the result of the end of a four-year (fiscal 2008 was year four) payout of excess funds accumulated by the State from prior years federal allotments;
- A shift to the General Fund 001 in fiscal 2012 and beyond, of costs funded by anticipated Federal Stimulus Package monies that are expected to expire after fiscal 2011;
- Continuation of the shift to the General Fund 001 of costs previously funded by the Cleveland and Gund Foundations' Achievement Gap grants;
- An increase in the current 14% employer contribution to the STRS retirement system by 0.5% per year for 5 years in anticipation of the passage of a current STRS proposal (House Bill No. 315), starting in second half of fiscal 2010 (pushed back a year from the last forecast);
- A projected annual growth rate of 12.5% for health insurance costs coupled with an annual 1% increasing employee shared premium payment for fiscal 2009 and beyond;
- Natural gas budget of \$68,000 per month beginning in fiscal 2010, which is reflective of a 5% increase over the current year modified average budget of \$65,000, with a 5% increase per year thereafter;
- Electricity budget increases of 4% per year for fiscal years beyond fiscal 2009, after the approximately 30% increase in fiscal 2009 reflecting the anticipated end of deregulation and the advent of open electricity markets. We anticipate some savings from what we are currently paying CEI, when the new consortium to be created by the Ohio Schools Council is established.
- An additional \$150,000 allocated for new textbook adoptions in fiscal year 2010, respectively, and \$150,000 every two years beyond that;
- A projected annual growth rate averaging 8% for out-of-district tuition costs;
- A 5% annual growth rate for out-of-district tuition transportation costs;
- A 15% annual growth rate for fuel costs in fiscal 2010 based upon the much lower than expected fiscal 2009 actual expense due to the modification of fuel prices earlier in the fiscal year. We have allotted an additional \$100,000 as a precaution that fuel prices experience wild fluctuations during the next fiscal year;
- A 5% annual growth rate for County Auditor and Treasurer's fees due to expected increases resulting from planned levies;
- Property insurance growth rate of 7.5% per year due to expected insurance industry fallout from recent years overall claims experience;

- After a 10% reduction over the next two-year state biennium (fiscal years 2010 and 2011), a continuation of the State biennial budget “guarantee” with regards to State Foundation funding for the District and no substantial reductions in District funding pertaining to the Homestead Exemption and Roll Back, or the tangible personal or the public utility property reimbursement payments during the forecast period;
- The approval of a continuing property tax levy with a projected yield equivalent of at least 9.9 mills in calendar 2010 and again in 2012; and
- A net annual budget savings of \$3.0 million each year commencing in fiscal year 2011.

### **Significant Changes from the prior Forecast:**

- **Delay of Property Tax Levy:** Although the revenues from projected property tax levies are not allowed to be counted toward the certification of contracts or budgets, this forecast reflects the Board’s decision late last fall to delay the property tax levy originally planned for 2009 one year until 2010. This fact is reflected in the forecast on line 13.02 whereby the assumed initial collection of property tax revenue from the next levy have been pushed back one year from fiscal 2010 to fiscal 2011. At this point in time, an additional levy would still be needed in 2012 the next date in the original three-year cycle. Many things can and will happen that may change the timetable for either or both of the next two levies. We of course continue to monitor and report those matters as they unfold.
- **State Foundation Revenues:** We have not adopted the Governor’s proposed education reform funding levels, which are slightly more favorable, since the proposals are not yet in law. Additionally, the recent revelations of additional State revenue shortfalls in this fiscal year could jeopardize the funding for the proposed new programs. Accordingly, we have continued with the original Governor’s directive to all State agencies to prepare Fiscal 2010/2011 biennial budget requests at a 95% of prior year basis, we have reduced our guarantee amount of \$14.6 million per year to \$13.1 million per year over the next biennium, with a level payment of \$13.1 million throughout the remainder of the forecast period.
- **Real Estate Property Tax Revenues:** In anticipation of increasing delinquencies and other property valuation and/or exemption matters, the estimate for Fiscal 2010 and beyond has been reduced by \$500,000 from the Fiscal 2009 level. Fiscal 2010 collections of the Homestead Exemption & Rollback (HERB), aka Property Tax Allocation (line 1.05 in the forecast) has also been lowered from the fiscal 2009 levels to account for the pass-through effect of the concerns listed above.
- **Medicaid Reimbursement Revenues:** Due to the final approval by both State and Federal authorities during the summer of 2008, we have added increasing estimates for reimbursement payments beginning with the actual receipts in Fiscal 2009, including the \$230,000 settlement for all open prior years received earlier this year in February.
- **Natural Gas Budget Payment:** Only a slightly higher (5%) monthly budget payment amount (\$68,000 vs. \$65,000) was used beginning in Fiscal 2010 due to the softening of the market.
- **Transfers Out:** An increase of about \$100,000 per year in estimated amounts needed to support the operations of other funds.
- **Total Revenues:** Total revenues during the five-year forecast period have increased a total \$2.7 million, \$1.7 million of which is attributable to the fiscal 2009 favorable variances.
- **Total Expenditures:** Total expenditures during the five-year forecast period have decreased a total \$563,500, \$1.5 million of which is attributable to the fiscal 2009 favorable variances. After taking into account the net increase in estimated encumbrances, the five-year expenditures have increased \$298,913 for the five-year period, with an estimated \$0.7 million net decrease attributable to the fiscal 2009 favorable variances.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-65

At this time President Feeling inquired as to whether there were any questions or comments from the audience. There being none, Mr. Robertson moved, seconded by Ms. Levenson that the meeting be adjourned.

Roll Call: Ayes: Mr. Bliss, Ms. Levenson, Mr. Robertson, Ms. Sutherland, Mr. Feeling.  
The motion carried.

09-05-66

The regular meeting of the Shaker Heights Board of Education adjourned at 10:30 p.m.

---

F. Drexel Feeling, President

---

Bryan C. Christman, Treasurer