

To be approved at the Board of Education meeting August 11, 2015.

MINUTES OF THE JULY 1, 2015 SPECIAL BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in special session on Wednesday, July 1, 2015, at 4:00 p.m. in the upper cafeteria of Shaker Heights High School, 15911 Aldersyde Drive, Shaker Heights, Ohio 44120.

1. OPENING OF MEETING

1.1 CALL TO ORDER

At 4:11 p.m., President William L. Clawson II, who presided over the meeting, called the meeting to order.

1.2 ROLL CALL

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

Members present:

Alex L. Dykema, Amy H. Fulford, Reuben Harris, Jr., Annette Tucker Sutherland and William L. Clawson II.

2. BOARD OF EDUCATION

2.2 OTHER BUSINESS (see items 2.3 and 2.4)

At this time, the Board of Education addressed the following business matters listed in Subject Items #2.3 and 2.4.

2.3 DECLARING URGENT NECESSITY REGARDING THE WOODBURY ELEMENTARY SCHOOL CUPOLA

At the recommendation of Superintendent Gregory C. Hutchings, Jr., and upon receiving a motion and a second, the Board of Education voted on approving the Urgent Necessity resolution pertaining to the emergency removal of the Woodbury Elementary cupola and clock tower due to existing structural weaknesses.

WHEREAS, Section 3313.46 of the Revised Code requires boards of education to advertise for bids for a period of two weeks when they determine to make certain improvements, the cost of which will exceed \$25,000, and to award contracts to the lowest responsible bidder, except in cases of urgent necessity and/or for the security and protection of school property; and

WHEREAS, it was recently discovered that the Woodbury Elementary School cupola is structurally unsound and presents an immediate safety danger; and

WHEREAS, the District has been advised that in order to ameliorate the safety danger, removal of the Woodbury Elementary School cupola must commence at the earliest opportunity; and

WHEREAS, in order to best preserve the health, safety and welfare of the students, employees and visitors of the School District, and in order to provide for the security and protection of School District property, this Board finds that such circumstances warrant the declaration of a case of urgent necessity and the awarding of a contract for the removal of the Woodbury Elementary School cupola

outside of the two-week bid advertisement and other procedures otherwise required under Section 3313.46 of the Revised Code.

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

Section 1. Finding of Urgent Necessity and Protection of School District Property. For the aforesaid reasons, this Board hereby finds, determines and declares that in order to provide for the security and protection of School District property, and in order to provide for the safety and protection of District students, personnel and visitors, an urgent necessity exists with respect to the removal of the Woodbury Elementary School cupola as set forth in the preambles to this Resolution, that compliance with the relatively lengthy procedures prescribed by Section 3313.46 of the Revised Code could endanger public safety, school property, and compromise the educational mission of the District, and that said Section 3313.46 does not apply to the contract approved under Section 2 herein.

Section 2. Approval of Contract. The Treasurer of this Board is hereby authorized and directed to enter into a contract with Precision Environmental Co. in order to complete the work in an aggregate amount not exceeding \$54,400 which amount is hereby appropriated for the purpose and authorized to be advanced.

Section 3. Approval and Execution of Related Documents and Related Actions. The President or Vice-President and Treasurer of this Board and the Superintendent, or such other School District officials as shall be designated by those officials, as appropriate, are each authorized and directed to sign any certificates or documents, and to take such other actions as are desirable, advisable, necessary or appropriate, to consummate the transactions and carry out the work contemplated by this Resolution and the contract.

Section 4. Prior Acts Ratified and Confirmed. Any actions previously taken by School District officials or agents of this Board in furtherance of the matters set forth in and related to this Resolution are hereby approved, ratified and confirmed.

Section 5. Compliance with Open Meeting Requirements. It is hereby found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this Resolution were taken, and that all deliberations of this Board of Education that resulted in such formal actions were held in meetings in compliance with the law.

Section 6. Captions and Headings. The captions and headings in this Resolution are solely for convenience of reference and in no way define, limit or describe the scope or intent of any Sections, subsections, paragraphs, subparagraphs or clauses hereof. Reference to a Section means a section of this Resolution unless otherwise indicated.

Section 7. Effective Date. This Resolution shall be in full force and effect from and immediately upon its adoption.

Motion by Amy Fulford, second by Alex Dykema

Final Resolution: Motion Carries

Yes: Alex Dykema, Amy Fulford, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

2.4 AUTHORIZING AN AGREEMENT FOR ARCHITECTURAL SERVICES WITH VAN AUKEN AKINS ARCHITECTS LLC (Item tabled to the July 14, 2015 Regular Board meeting)

2.1 WORK SESSION-ROUNDTABLE DISCUSSION WITH SHTA

After a brief introduction about the meeting by President Clawson, the meeting continued with one recess break from 5:50 to 6:00 p.m. In addition to the five Board of Education members and the Superintendent, the discussion panel included the following High School Shaker Heights Teachers' Association members: Tony Cuda, Andrew Glasier, Elizabeth Vokes, Bill Scanlon, John Morris, Jody Podl and James Schmidt.

The following is a jointly-prepared synopsis of the work session discussion:

The Shaker Heights Board of Education and Shaker Heights Teachers' Association are pleased to share with the community the outcome of our July 1 meeting. As SHTA President Dr. John Morris noted, with a new administration after 25 years of continuity, this is an historic time for the district, its staff and its students. In an open letter dated May 11, SHTA members from the high school shared their concerns with the school board, the central administration, and the community. In response to the letter, school board President Bill Clawson proposed a public roundtable discussion between teachers, the school board, and Superintendent Gregory C. Hutchings, Jr. This unprecedented discussion was detailed, thoughtful, and collaborative, based upon the shared passion for our city, our schools, and lost importantly, our students.

The meeting lasted nearly five hours, during which time each of the points of the open letter was discussed. More than 200 teachers, parents, students, and members of our community listened as high school SHTA representatives shared details of their concerns. School board members and Dr. Hutchings listened and asked detailed questions of their own all of which fostered an engaged dialogue with everyone at the table. At the end of the discussion, community members shared their questions and comments, again illustrating overwhelming support for our schools and an appreciation of the constructive and respectful dialogue taking place.

The overall consensus was that, although challenging, the discussion of these issues was extremely valuable. SHTA representatives from the high school stated that they felt that the meeting was productive and an encouraging step toward better communication and trust between all parties. School board members also expressed satisfaction with the process and appreciation to everyone for the thoughtful discussion and insight on these issues. The parties documented targeted areas for improvement, and outlined the next steps for addressing outstanding issues.

As a result, we look forward to working together in meaningful and collaborative ways to address the issues that were discussed. At a time of extraordinary change both within our District and within public education throughout Ohio, the meeting was a critical step forward in strengthening relations and communications among all stakeholders in our District. We wish to thank everyone who attended for their willingness to listen, their passion, and their deep belief in the exceptional nature of the Shaker Schools.

Discussion lasted until 7:40 p.m. at which time a public comment session began, lasting until 8:17 p.m. President Clawson reminded the audience of the established public comment protocol.

Board policy permits the President to invite public comment. The President designates the time for any comment and will limit the time to three minutes per speaker so as to be respectful of all who desire to offer public comment. Extensions to the three minute limit may be granted by the President. Anyone who wishes to speak at the time designated by the President should raise his or her hand and, when called upon, stand and state his or her name and address for the record. Because comments sometimes concern complex topics requiring research, an immediate response should not be expected. Board and staff members may be contacted for follow-up.

Fifteen audience members including residents, parents and former students spoke briefly individually concerning items discussed during the work session.

After the public comment session, a summary of follow-up items identified during the meeting was read by Dr. Erin Herbruck, Director of Professional Learning. The list of follow-up items included:

Item #1

1. Determine if Shared Attribution vs. Student Learning Objectives (SLOs) is preferred for 2015/16 academic year (Teacher Evaluation Team)
2. Lobby legislature (SLO letter) from Board to state requesting the discontinuation of SLOs (School Board)
3. Work to improve and streamline the SLO creation process (Central Office/Principals)
4. Deeper conversation about principal and associate principals time spent within buildings (Admin team will discuss at end of July)
5. Determine if Wixey is the right substitute teacher provider for Shaker. Understand if our substitute pay is competitive (wage rates, additional classes with no pay, etc.). Explore options beyond Wixey including using an in-house approach (Central Office)
6. Recent practice of rotating high school counselors to cover classes (Superintendent to research)
7. Need to look at process of how recommendations of candidates for open positions are handled. Specifically, ensuring that recommended candidates are reviewed and Principals get appropriate information from teachers and are able to efficiently get the appropriate information to HR to get candidates in front of interview panels (Principals/Central Office)
8. Need to work on way to have conversations earlier with Principals/HR about anticipated openings, especially for those that retire early vs. waiting to post in April postings. (Principals/Central Office)

Item #2

1. Lobby legislature (letter) related to common end-of-course exams (School Board)
2. Need conversation about how to address building level conduct and behavior standards for students (Principals and building staff with support of Central Office)

3. Better communicate the Strategic Plan including the linkage between building level plans, the fluidity of timelines, and a general comprehension of what is or is not included in the plan (Central Office through collaboration with Principals, Teacher Leaders, and Administrators at Leadership Institute)
4. Communicate and simplify the flow chart for Innovative Center (IC) approval process to Central Office (Collaboration with high school administration, school counseling and IC Coordinator)
5. Ensure efficient pacing and correct collaboration regarding placement and processes at IC (HS Principal)
6. Define the strategy to incorporate Community Service and Scholarship opportunities at IC to match a beneficial aspect of the North Coast Academy experience (IC Director, HS Principal/Central Office)

Item #3

1. Examine the amount of collaborative time in HS teachers' schedule. Do they need more or will efforts to remove other work be adequate? Make effort to simplify/reduce paperwork to allow more time for student interaction. (Collaboration with high school administration and faculty/staff)
2. Actively work to create a respectful culture in the hallways. We need consistency in application of any expectation among adults, central administration, building administrators and relationships/teams supporting kids (Collaboration with high school administration, school counseling, and faculty/staff)

The panel leaders ended the work session with some final closing comments.

3. EXECUTIVE SESSION

3.1 EXECUTIVE SESSION

At the recommendation of Board President Clawson, and upon receiving a motion and a second, the Board of Education voted on recessing the meeting and entering into executive session to discuss employee personnel matters under Ohio Revised Code (ORC) Section 121.22(G)(1) and to discuss matters relative to the preparation for collective bargaining negotiations under ORC Section 121.22(G)(4).

Motion by Reuben Harris, Jr., second by Amy Fulford

Final Resolution: Motion Carries

Yes: Amy Fulford, Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II

15-07-81

The Board of Education recessed the public session at 8:26 p.m. After a short break, the executive session convened at 8:50 p.m. including Treasurer Christman and Superintendent Hutchings.

Board member, Amy Fulford, Treasurer Christman and Superintendent Hutchings departed the executive session at 9:55 p.m.

At 10:57 p.m., President Clawson declared the end of the executive session, at which time the public session reconvened.

4. ADJOURNMENT

4.1 NEXT MEETING

The next regular meeting of the Shaker Heights Board of Education will take place on Tuesday, July 14, 2015, at 6:00 p.m. in the Shaker Heights High School small auditorium.

4.2 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 Annette Tucker Sutherland, second by Reuben Harris, Jr.

Final Resolution: Motion Carries

Yes: Alex Dykema, Reuben Harris, Jr., Annette Tucker Sutherland, William Clawson II.

15-07-82

The special meeting of the Shaker Heights Board of Education adjourned at 10:58 p.m.

William L. Clawson II, President

Bryan C. Christman, Treasurer