

To be approved at the Board of Education meeting May 10, 2016.

## MINUTES OF THE April 12, 2016 REGULAR BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in regular session on Tuesday, April 12, 2016 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 6:00 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 :**

Todd C. Davidson, Alex Liston Dykema, Jeffrey Isaacs, Annette Tucker Sutherland and William L. Clawson II.

#### **1.3 PLEDGE OF ALLEGIANCE**

Superintendent Gregory C. Hutchings introduced a sixth grader from Woodbury Elementary School who led the Board of Education in the pledge of allegiance. This was followed by brief remarks on school events/projects from H. Danny Young, Jr., Woodbury Elementary School Principal. Mr. Young had recently conducted a tour of the Woodbury clock tower for two Woodbury fifth graders and took the boys to lunch at Yours Truly. This was part of a Red & White auction package purchased by the students' parents. He had also led CPT (Common Planning Time) earlier that day for 6th Grade Science and felt they had a great dialogue with regard to pacing of curriculum, study guides and reviewing positive results of CAP testing data. Also, Woodbury is very busy preparing for orientation for incoming 5th grade students.

#### **1.4 PUBLIC COMMUNICATION TO THE BOARD**

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. The Board heard remarks from the following:

- Kathleen Sauline, Assistant Principal, Shaker Heights High School – spoke to request that the board consider the fact that 93% of Shaker Heights teachers wish to see the Board consider Mr. James Reed in the role of principal of the High School while placing Mr. Jonathan Kuehnle in the currently unfilled role of Director of Curriculum and Instruction.

- 16 year resident Floyd Keller of 3618 Palmerston Road expressed gratitude for the high quality of the schools, teachers and unique experiences offered by Shaker Schools especially with regard to arts programming. He is concerned that these programs may be minimized in the coming years.
- 16 year resident Maura Berkelhammer of 3026 Warrington Road echoed Mr. Keller's concerns and expressed her appreciation of the unique topics and instruction methods of smaller course offerings at the Shaker schools, specifically at the High School. These courses set Shaker Heights apart from other school districts and she hopes that these programs will continue to be valued and supported as much as other programs.
- 15 year resident Kate Burleigh of 3306 Glencairn Road is concerned about the possibility of combining grades 5-8 in one building. She advised that the larger Shaker Heights community needs to be reached and included in discussions regarding the Master Plan. Also, she hopes that if a plan is submitted to secure the maximum amount of state funding that the plan can still be changed at some point to include the future input from a larger representation of the Shaker Heights community.
- 9+ year resident Charles Davis of 23801 Hazelmere commends the Board on their work with the Master Plan process and in involving the community. He hopes the Board will continue to consider the importance of small class size and advises that any plan for new facilities be able to support small class sizes.
- 10 year resident Holly Cavanaugh of 18029 Fernway Road hopes to see evidence of the education and social benefits for students impacted by a potential combining of grades 5-8 if a plan for this moves forward.
- Denise Keller spoke in support of the arts programs at Shaker Heights High School. She feels it is these programs – specifically the theater program – and the outstanding teachers of these diverse and unique offerings that set Shaker Heights schools apart from any other.
- Sarah Scavoni of 2940 Morley Road has devoted a substantial amount of time to attending the Community Master Planning meetings and was frustrated that those meetings did not reflect the "Instruction Drives Construction" slogan being used to encourage participation by the community. She would like to see less conversation about the mechanics of the new facilities and more inclusive conversation about the possibility of a grade 5-8 building and discussion as to what situation will provide the best learning environment for our students.

### **1.5 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 March 8, 2016, Regular Board Meeting and the Special Board Meeting on March 22, 2016 as presented in the attachments below.

Motion by Todd Davidson, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Liston Dykema, Jeffrey Isaacs, Annette Tucker  
Sutherland, William Clawson II

16-04-50

### **1.6 RECOGNITION/HONORS OF STAFF AND STUDENTS**

At this time Superintendent Hutchings acknowledged staff and/or students for special recognition and/or honors as follows:

#### **Twelve Teachers Receive Continuing Contract Status**

Later in our meeting, the Board will consider granting continuing contract status to 12 of our teachers. I asked those teachers to attend this meeting—if they were able to—so that we can recognize them and congratulate them on this significant accomplishment. I ask that those who are attendance to please come forward and be recognized as I read your names: Krystal Allen- Jackson; Jenna Baldarelli; Kristin Clark; Jevette Collier; Daniel Crain; Abigail Goldstein; Anna Jo Gosses; Yvette McClaine; Cara Motelka; Catherine Richards; Scott Sumerak; and Kevin Thomas. Thank you all for your outstanding work and your dedication and commitment to your craft!

#### **Band Returns from Successful Tour of Spain**

I want to extend my congratulations to our Marching Band, our band directors, our administrators and our chaperones for a very successful spring tour of Spain. Many of you have seen the videos and photographs of our incredible young people in concert and exploring the sites. I am very proud of how they conducted themselves, and what fine ambassadors they were for Shaker Heights. It's incredible to think that a total of 450 students and adults, including our families on the shadow tour, got over to Spain and returned home safely without serious incident. I believe that trips such as this are much more than a musical experience—they are also a cultural exchange between people and nations that fosters understanding and respect that lasts for generations. One result of this kind of cultural exchange is the potential of a sister city relationship with the community of Leganes near Madrid, where our band performed during the halftime of a soccer game. Both the president of the soccer club and the mayor of the community have expressed an interesting in having a sister city relationship with Shaker, and we are in the midst of discussing how that might happen.

#### **High School Students Excel on National Roman Civilization Exam**

Sixteen Shaker Heights High School students earned medals for their top scores on the National Roman Civilization Exam, a test of the history and culture of the ancient Romans from 753 BC to the end of the reign of Constantine the Great. Nineteen Shaker Heights students took the exam. Students answered 50 questions on such Roman Civilization topics as clothing, living arrangements, food and meals, Roman theater, gladiatorial games, chariot races, religion, holidays and festivals, political and public career, roads, military, baths, geography, Roman slavery and travel and communications.

#### **Shakerite Captures Top Honors**

Once again, The Shakerite has been awarded a Gold Crown for overall excellence in scholastic journalism from the Columbia Scholastic Press Association. Of 1,186 eligible student newspapers, websites, yearbooks and literary magazines from across the United States, only 19 percent, or 234 publications, earned a Silver or

Gold Crown at the March 18 awards ceremony at Columbia University in New York City. Of those, only 76 publications received the highest award, the Gold Crown. Only one other Ohio high school news organization earned crown recognition this year.

### **Shaker Senior Awarded Princeton Prize for Race Relations**

Princeton Prize for Race Relations for the Cleveland Branch will be presented this Thursday, recognizing high school students who volunteer to improve race relations. This year's winner is Shaker High School senior Amani Hill. Amani put together a series of discussion events, which came up with several areas that can help improve the minority achievement gap in Shaker Heights schools. Cleveland's Princeton Prize was established in 2011. The honor is currently awarded in more than two dozen regions throughout the country. Winners get \$1,000 plus a trip to Princeton for a race-relations symposium. This year's finalists included another Shaker student, Mica Jordan, as well as a student from Gilmore Academy. We are so proud of both Amani and Mica for this outstanding accomplishment.

### **The Death of Dr. Jack Lawson**

Finally, we were saddened to learn of the passing of Dr. Jack Lawson, former superintendent of the Shaker Heights City School District, who died March 30 in Sarasota, Fla. Dr. Lawson, who was 92 years old, was superintendent from 1965 to 1976 and led the effort for implementing a voluntary integration plan for Shaker Schools. He was a visionary leader who was truly ahead of his time, and I am grateful to have had the opportunity to speak with him at length. Appropriately, Dr. Lawson's last interview is included in the Spring 2016 issue of Shaker Life Magazine and reflects on his tenure and the history of social justice within the schools.

### **1.7 FACILITIES UPDATE**

At this time Stephen Wilkins, Assistant Superintendent of Business and Operations, gave an update on the Master Planning Facilities Project. Also present were Jeff Tuckerman of OSFC, Robin Randall from Legat KingScott, Paul Garland from Legat KingScott, and Chris Dewey and Jill Akins of Van Aukin Akins Architects. The presentation lasted from about 6:30 p.m. until 8:25 p.m.

## **2. REGULAR MEETING SECTION**

### **2.1 APPROVAL OF ALL CERTIFIED AND CLASSIFIED PERSONNEL ITEMS**

At the recommendation of Superintendent Gregory C. Hutchings, Jr., 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 2015-2016 school year unless otherwise noted.

## **3. ACTION ITEMS AND REPORTS-PERSONNEL**

### **3.1 APPOINTMENTS**

Bell, Brandon (Permanent Part Time Bus Driver/Transportation) – step 2 of the Local 200 Salary Schedule – effective March 14, 2016

Kuehnle, Jonathan - (Principal/High School) - Class AAA, grade 6 of the Certified Administrative Salary Schedule - effective July 1, 2016

### **3.2 CHANGES IN ASSIGNMENT**

Gillombardo, Valerie - (Temporary Long Term Substitute/Onaway) - from 100% Special Education Aide/Onaway to Temporary Long Term Substitute Teacher/Onaway - effective March 10, 2016

McCauley, Tina - (Assistant Principal/Lomond) - from Staff Assistant/Lomond to Assistant Principal/Lomond, Class O, grade 8 of the Certified Administrative Salary Schedule - effective July 1, 2016

Varricchio, Christine - (Temporary Long Term Substitute/Boulevard) - from KRP Support Teacher/Boulevard to Temporary Long Term Substitute Teacher/Boulevard - effective February 24, 2016

### **3.3 TEMPORARY EMPLOYEES**

#### Lunch Aide

Boyes, Tiffany  
Melton, Jacqueline

Mueller, Craig

#### Proctor

Castillo, Aaron  
Barden, Emily  
Gellert, Chris

Johnson, Jerome  
Schmdit, Susan

#### Substitute Bus Driver

Dunlap, Roy  
Lumpkin, Sha-Rhonda

Muhammad, Regina

#### Substitute Custodian

Mock, Diamond

Reid Jr., Kenneth

#### Substitute Nurse

Amaddio, Maureen

#### Substitute Secretary

Rice, Karen

#### Substitute Security Monitor - effective March 24, 2016

Baugh, Ashley  
Bradley Jr., Alan  
Carlisle, Torrence  
Broughton, Rayshawn  
Higdon, Giorgio  
McHenry, Gerald

Morrison, Elaine  
Stevens, Pharris  
Thurmond, Theresa  
Wade, Duan  
Zdanowicz, Michael

### Substitute Special Education Aide

Beyer, Ashley  
D'Amico, Michael  
Davidson, Melanie  
Evers, Alexander  
Gesing, Maureen

Kantz, Paul  
Mears, Rachel  
Sanders, Rosetta  
Rose, Laura

### **3.4 SALARY RECLASSIFICATIONS**

Reclassification in accordance with SHTA contract, section 27.10, effective January 19, 2016

Burrington, Wanda – B.A.+15, step j to M.A., step j  
Coffey, Mary - M.A.+30, step o to M.A.+45, step o  
Filippakis, John – B.A., step e to B.A. +30, step e  
Gainford, Geoffrey – M.A.+15, step p3 to M.A.+30, step p3  
Hayduk, Crystal – M.A.+15, step p3 to M.A.+30, step p3  
Knisely, Amy – M.A., step f to M.A.+15, step f  
Kortemeyer, Laura - B.A.+15, step f to M.A., step f  
Kovelan, Scott - B.A.+15, step h to M.A., step h  
Lockhart, Kelly – M.A.+15, step k/l to M.A.+30, step k/l  
Loomis, Megan – M.A., step r1 to M.A.+15, step r1  
Lowe, Allison – B.A.+15, step c to M.A., step c  
Rice, Jeffrey – B.A.+15, step h to M.A., step h  
Schlein, Laurie – M.A., step p1 to M.A.+15, step p1

### **3.5 SPECIAL ASSIGNMENTS**

Authorization is requested for staff members to participate in the following activities. A unit refers to approximately one-half day of service at \$65.

#### Coordinator of Summer Exploration Learning & Fun (SELF)

McCauley, Tina - up to 10 days per diem

#### Grading Prompts for Classroom Placement

Up to 2 units per individual

Andrzejewski, Erin  
Appel, Lee  
Brewster, Katherine  
Brindza, Elizabeth  
Brooks, Lyndon  
Candel, Charles  
Carter, James  
Deblock, Heather  
DeJohn, Daniel  
DeYoung, Stacey  
Englander, David  
Farinacci, Daniel  
Farinacci, Nicole  
Farren, Christine  
Garrison, Darlene  
Goodrum, Angela

Heide, Ruth  
Jarvie, Sherri  
Keitlen, Todd  
Lewis, Gwendolyn  
Libman, Valerie  
Mason, Aisha  
Meek, Lauren  
Miller, Larry  
O'Leary-Stark, Marie  
Pincoe, Heather  
Portner, Bethamie  
Reese, Nathaniel  
Santos, Amy  
Shepherd, Aquita  
Thomas-Taylor, Chante  
Webb, Brittany

Harnish, Sean  
Hayward, Christina

Wylie, Antonia

International Travel Preparation

Up to 5 units

Morgan, Billie

Strategic Plan Quarterly Chats Program Planning

Up to 1 unit

DeJohn, Daniel

Tutoring Center Manager

Porta, Kathryn - Elementary - \$1,382.75

**3.6 SUPPLEMENTAL CONTRACTS**

High School

Cuda, Tony - Jr. Council on World Affairs - 2.0 x 1 (rescind)

Henning, Mark - Tennis Assistant Coach (Men) - 5.0 x 1

Wadsworth, Amy - Jr. Council on World Affairs - 2.0 x 1

Middle School

Abraham, Jeremy - Baseball Coach (Men) - 6.0 x 1

Hindesmiller, Sylvester - Boys Locker Room (Spring) - 4.0 x 1

Koppitch, John - 7th Grade Team Leader Semester - 2.0 x 1

Long, Angela - Interscholastic Softball Coach (Spring) - 3.0 x 1

Oryl, Christopher - Interscholastic Baseball Coach - 6.0 x 1

Roddy, Brian - Assistant Wrestling Coach (Winter 2014-2015) - 2.25 x 1

Shenkelman, Nolan - Interscholastic Softball Coach (Spring) - 6.0 x 1

Woodbury

Kangas, Kenneth - Ski Club - .52 x 1 (rescind)

Segesdy, Donna - Ski Club - .52 x 1

**3.7 CHANGES IN RATES FOR INDIVIDUAL LONG TERM SUBSTITUTES**

Sauerland, Alena - (KRP Support Teacher/Boulevard) - Class B.A. - effective February 29, 2016

**3.8 TEACHERS RECOMMENDED FOR CONTINUING CONTRACT STATUS**

New Continuing Contract law requires 7 years of service for any teacher who receives his/her initial license after January 1, 2011.

The teachers listed below received their initial license before January 1, 2011 and therefore qualify for Continuing Contract status under the previous requirements, which include the following:

Licensure:

The teacher must have a professional, 5 year license

Coursework:

- a) If the teacher did not hold a master's degree when the initial license was received, 30 semester hours of relevant graduate coursework must have been completed since the receipt of the initial teaching license.
- b) If the teacher did hold a master's degree upon the receipt of the initial license, 6 semester hours of relevant coursework must have been completed since the receipt of the initial teacher license.

Service:

- a) Three years of service within the last five years or
- b) Two years of service if the teacher previously held a continuing contract in another Ohio school.

**Krystal Allen-Jackson**

Krystal was hired at the beginning of the 2013-2014 school year as a Speech Language Pathologist at Lomond School. Prior to coming to Shaker, Krystal worked with Bedford School students grades 4-7. Krystal earned her Bachelor of Science degree in Hearing and Speech Science from Ohio University. She completed her Master's degree at the University of Akron with a major in Speech Language Pathology. She is recommended for continuing contract status by Mrs. Carina Freeman, Principal at Lomond Elementary.

**Jenna Baldarelli**

Jenna began her teaching career at Shaker Heights City School District at the beginning of the 2007-2008 school year as a Science Teacher at the Middle School. She earned her Bachelor of Arts degree in Education from John Carroll University. She recently achieved her Master of Education degree from Cleveland State University. She is recommended for continuing contract status by Mr. David Glasner, Principal of Shaker Middle School.

**Kristin Clark**

Kristin was hired at the beginning of the 2013-2014 school year as an Instructional Math Coach for the District. She came to us with 7 years of experience as a math teacher in several Ohio school districts. Kristin earned her Bachelor of Science degree from Ohio State University with a major in Middle Child Math and Science as well as her Master of Education degree. She is recommended for continuing contract status by Dr. Erin Herbruck, Director of Professional Learning.

**Jevette Collier**

Jevette began her teaching career in Euclid City School District and South Euclid/Lyndhurst City School District as a Social Studies and Math Teacher. She accepted a Social Studies Teacher position in the Shaker Heights City School District at the beginning of the 2012-2013 school year at the Middle School. Jevette earned her Bachelor of Arts in Political Science from Hiram College. She has earned a Master of Public Administration degree and a Master of Education degree from Cleveland State University. She is recommended for continuing contract status by Mr. David Glasner, Principal of Shaker Middle School.

**Daniel Crain**

Daniel was hired as a Band Director at the High School at the beginning of the 2013-2014 school year. He came to us from Mentor High School where he was head Concert Band Director. He has a rich background in music, working with the Cleveland Institute of Music, Perry Local Schools and Youngstown City Schools. He



is a member of the National Association for Music Education, the Ohio Music Education Association and the National Band Association. Daniel earned his Bachelor of Music degree from Bowling Green State University and his Master of Arts degree in Music Education from Case Western University. He is currently working on his PhD in Music Education. He is recommended for continuing contract status by Mr. James Reed, Interim Principal at Shaker Heights High School.

### **Abigail Goldstein**

Abigail was appointed to a Math Teacher position at the beginning of the 2013-2014 school year. She is a Shaker graduate currently teaching Math at Shaker High School. Abigail came to us after 8 years of experience in the New York City Department of Education teaching Honors Math and Integrated Algebra. She earned her Bachelor of Arts in History and Jewish Studies from Tulane University and her Master of Education in Secondary Math from City College of New York. Abigail is recommended for continuing contract status by Mr. James Reed, Interim Principal at Shaker Heights High School.

### **Anna Jo Gosses**

Anna Jo was hired at the beginning of the 2013-2014 school year as an Art Teacher at Mercer Elementary School. Anna Jo taught Art in the Mentor School District before moving out of town where she held various art therapy positions. Anna Jo earned her Bachelor of Arts degree in Art Education from Capital University in Columbus and her Master of Arts degree in Art Therapy from School of the Art Institute of Chicago. She is recommended for continuing contract status by Mr. Lindsay Florence, principal of Mercer Elementary.

### **Yvette McClaine**

Yvette came to the Shaker Heights City School District from Euclid City Schools where she held teaching and administrative positions. She was hired as a Science Teacher at Shaker Middle School at the beginning of the 2014-2015 school year. Yvette earned her Bachelor of Science degree in Marketing from Ursuline College. She also earned a Master of Arts in Education degree and a Master of Arts in Educational Administration from Ursuline College. Yvette is recommended for continuing contract status by Mr. David Glasner, Principal at Shaker Middle School.

### **Cara Motelka**

Cara was hired by the Shaker Heights City School District at the beginning of the 2014-2015 school year. She held the position of Pre-Kindergarten Integrated/Intervention Specialist Teacher at Cleveland Metropolitan School District for 16 years. She earned her Bachelor of Science degree in Social Science from Eastern Michigan University and her Master of Education degree from Cleveland State University. She is recommended for continuing contract status by Mrs. Amy Davis, Principal at Onaway Elementary School.

### **Catherine Richards**

Catherine came to us from Brooklyn City School District where she held tenure. She was hired at the beginning of the 2014-2015 school year as a Grade 4 Teacher at Mercer Elementary. Catherine earned her Bachelor of Science in Education degree from The University of Akron. She was awarded a Master of Education degree in Curriculum and Instruction from Cleveland State University. Catherine is recommended for continuing contract status by Mr. Lindsay Florence, Principal of Mercer Elementary School.

**Scott Sumerak**

Scott was appointed Theatre Teacher at Shaker Heights High School at the start of the 2013-2014 school year. Scott spent 2 years at Parma City School District before moving to Illinois for 10 years to teach Creative Dramatics in the Skokie School District. Scott graduated from Bowling Green State University with a Bachelor of Science degree in Education. Scott is completing his Masters Degree at the Central Washington University in Theatre Production this summer. Scott is recommended for continuing contract status by Mr. James Reed, Interim Principal at Shaker Heights High School.

**Kevin Thomas**

Kevin came to the Shaker Heights City School District from Oberlin City Schools where he taught Math for 12 years. Kevin was hired at the beginning of the 2013-2014 school year as a Math Teacher at Shaker Middle School. Kevin earned his Bachelor of Arts in Music from Binghamton University in New York. He completed his Master of Arts in Teaching from Towson University in Maryland. Kevin is recommended for continuing contract status by Mr. David Glasner, Principal at Shaker Middle School.

**3.9 NON RENEWALS****Non-Public Schools**

Effective at the end of the 2015-2016 school year

**Hathaway Brown**

Leahy, Kristen  
Stepnowsky, Kelly

Stevenson, Jennifer

Wonderly, Eric

**Laurel**

Gelehrter, Ann

Pearlman, Ilissa

**St. Dominic School**

Amaddio, Maureen

**University School**

Ford, Trina

Perin, Mary

**3.10 LEAVES OF ABSENCE**

Bailey, Michael - (Custodian/High School) - effective April 1, 2016 through June 5, 2016 (medical)

Hsu, Nathanael - (Biology Teacher/High School) - effective for the 2016-2017 school year (general)

Johnson, Erik - (Theater Teacher/High School) - effective for the 2016-2017 school year (general)

Reid, Jewel - (English Teacher/High School) - effective for the 2016-2017 school year (general)

### **3.11 RESIGNATIONS**

Gamiere, Anthony – (Grounds Maintenance Worker/Service Center) effective July 1, 2016 – 17 years and 6 months of service (retirement)

Carfagna-Gilbride, Alyson - (Grade 2/Boulevard) - effective at the end of the 2015-2016 school year - 2 years of service (resignation)

Fisco, Carol Ann - (Reading Support Teacher/Woodbury) - effective May 31, 2016 - 22 years, 6 months of service (retirement)

Garber, Sue - (Accounting Specialist/Administration) - effective June 1, 2016 - 34 years of service (retirement)

Hardaway, Michael - (Special Education Aide/Lomond) - effective at the end of the 2015-2016 school year - 3 years of service (resignation)

Kolakowski, Alma Michele - (Special Education Aide/Middle School) - effective January 1, 2016 - 9 years of service (disability retirement)

Myles, Beverly – (Administrative Assistant I/Middle School) – effective at the end of the 2015-2016 school year – 17 years and 7 months of service (retirement)

Rutledge, Stephanie - (Permanent Part Time Bus Driver/Transportation) - effective March 1, 2016 - 11 years of service (disability retirement)

## **4. ADDENDUM - PERSONNEL**

### **4.1 APPOINTMENTS**

Kuehne, Jonathan - (Principal/High School) - Class AAA, grade 6 of the Certified Administrative Salary Schedule - effective July 1, 2016; plus up to 10 days between April 15 and June 30, 2016 at the new contract per diem rate (correction to the April 12, 2016 board agenda)

### **4.2 TEMPORARY EMPLOYEES**

#### Secretary

Miller, Cynthia

Toney, Denise

#### Special Education Aide

Crook, Curtis

Schweitzer, Marike

Frank, Stacy

Spears, Zellinndia

Kerecman, Beverly

Worth, Michael

### **4.3 SPECIAL ASSIGNMENTS**

#### International Baccalaureate Diploma Program Self-Study Preparation

Up to 2 units per individual

Bauer, Halle

Mitchell, Timothy

Davis, Sarah

Neil, Myriam

Kelly, Charles

Schmidt, James

McCandless, Christine

Willis, Eileen

#### **4.4 CHANGES IN RATE FOR INDIVIDUAL LONG TERM SUBSTITUTE TEACHERS**

Wang, Yunzhen – (Chinese Teacher/High School) – Class B.A. – effective April 18, 2016

#### **4.5 RESIGNATIONS**

Repasy, Paul - (Science Teacher/Middle School) - effective April 12, 2016 - 25 years of service (resignation)

Motion by Todd C. Davidson, second by Alex Liston Dykema.

Final Resolution: Motion Carries

Yes: Todd C. Davidson, Alex Liston Dykema, Jeffrey Isaacs, Annette Tucker  
Sutherland, William L. Clawson II

16-04-51

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

### **6. ADDENDUM - BUSINESS (no items)**

### **7. ACTION ITEMS - BOARD OF EDUCATION (no items)**

### **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 for the month and year-to-date ended February 29, 2016 (attached Exhibit T-1 in Subject Section 8.2); the Interim Investments for March 2016 (attached Exhibit T-2 in Subject Section 8.3); and the Supplemental Appropriations in Subject Section 8.4. Note-Subject Sections 8.2, 8.3 and 8.4 of the agenda may be acted on in one motion.

#### **8.2 FINANCIAL STATEMENTS**

It is recommended that the attached monthly financial statements for the month and year-to-date ended February 29, 2016 (Exhibit T-1) be accepted and placed on file for audit.

At this time, Mr. Christman reported on the following financial items:

#### **FEBRUARY 2016 FINANCIAL OVERVIEW**

The revenue activity for the month and for the fiscal year-to-date February 2016 has been similar to the same reporting period for the prior year with the following exceptions:

- The real estate tax advances and the settlement received in July, August & September this fiscal year were \$2.4 million higher than last year's advances and settlement received July through October of 2014 due to collections on the new levy in effect for calendar 2015; January and February 2016 advances were \$67,000 above January and February 2015, for a net \$2.5 million higher collections through February this fiscal YTD;
- The Personal Property Taxes are \$181,460 below prior year due to the non-recurring delinquent property tax case settlement received in the prior year;

- The Homestead Exemption & Rollback was received in October this year, but not until November last year, resulting in \$4.5 million more revenue than last YTD through October, which reversed in November, for a net \$47,432 higher receipts through February this fiscal YTD;
- Investment Earnings are \$157,300 this fiscal YTD higher than last year, reflecting improving interest rates on higher balances;
- Other Local receipts are \$59,910 below last fiscal YTD through February, due primarily to lower first half SF-14 tuition settlements received from other districts;
- State Foundation payments are \$0.8 million higher than last year in conjunction with an expected increase over the prior year in accordance with the State allocation;
- Other State revenue was \$1.0 million lower than the prior year attributable to the catastrophic aid reimbursement for Fiscal 2013 delayed by the State and paid in July 2014, while the Fiscal 2014 reimbursement was received in June 2015;
- As discussed in previous month's financial briefs, Federal receipts in November included the four-year interim period (2005-2009) settlement from the Ohio Department of Medicaid amounting to \$437,171, which accounts for the favorable variance over last year's actual. This year's actual revenues are only \$116,508 higher YTD as compared to the YTD budget amount due to the expected receipt of the F2012 Medicaid settlement payment of \$318,000, not yet received;
- The above differences combine for a net increase of \$2.7 million in revenue this vs. last YTD, but are projected through yearend to only exceed projections by a little less than \$600,000 (see page 2 of section 4 of this report).

The expenditure activity for the month and for the fiscal year-to-date February 2016 was \$1.8 million higher than the prior year amount due to differences, including an increase of \$0.7 million of sick leave severance payments this year-to-date under the terms of the new Fiscal 2015 Severance Pay Deferral Pay Plan, which no longer allows the option to defer such payments into subsequent calendar years. Other differences are in line with budgetary expectations. In summary the District's overall finances continue to be on target with expectations at this time.

#### **Favorable Auditor Reports for Fiscal 2015:**

A representative of the District's audit firm, the Ohio Auditor of State, met with the Finance & Audit Committee on February 25th to review the final audited financial statements for the fiscal year ended June 30, 2015. The audit reports, which were all "unmodified" or "clean", noted that there were NONE of the following identified as a result of the Auditors work:

- Material Control Weaknesses at the financial statement level;
- Significant Internal Control Deficiencies at the financial statement level;
- Instances of Material Non-Compliance at the financial statement level;
- Material Internal Control Weaknesses for Major Federal Programs;
- Significant Internal Control Deficiencies for Major Programs;
- Reportable Findings under OMB Circular A-133;
- Findings related to the financial statements required to be reported in accordance with Generally Accepted Government Auditing Standards (GAGAS); and
- Findings and Questioned Costs for Federal Awards.

This year's Comprehensive Annual Financial Report has again been submitted for award consideration to both the Association of School Business Officials (ASBO) and the Government Finance Officers' Association (GFOA). Each of our last seventeen CAFR's was awarded both of these awards as well as (at least each year since 2006) Auditor of State awards for excellence in financial reporting, now entitled "Ohio Auditor of State Award with Distinction". The District recently received the Auditor of State Award for the fiscal year ended June 30, 2015 CAFR.

Lastly, the Auditor of State's Management Letter to the District included only one minor suggestion for improvement that will be addressed by the District in the months to come.

Mr. Christman also reported on the following legislative items:

**Ohio Medicaid School Program (OMSP)**

The Ohio Department of Medicaid (ODM) announced that OMSP is out of compliance with federal rules and effective August 1, 2016 all Occupational and Physical Therapy and Speech and Hearing Therapy services will have to be "prescribed" or "provided" by a physician, physician's assistant, or an advanced practice nurse. State ODM is requesting a one-year extension to the effective date.

**State Budget Status:** State revenues for the first seven months of FY16 through February are an unfavorable variance of \$324 million, while expenditures are a favorable variance of \$659 million, for a net favorable variance of \$336 million;

**Joint Education Oversight Committee:** They met for the first time last week and will take their meetings on the road with suggested topics to include school funding, poverty & achievement gap, charter school oversight, transportation, Early Childhood Education, local flexibility, and other areas, including a possible response to the *Every Student Succeeds Act* (ESSA), Pay-to-Play, and unfunded mandates.

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

- Various administrative meetings;
- Collective Bargaining Agreement matters;
- Facilities Assessment Planning;
- Technology Update matters;
- Support Teacher contract implementation;
- Administrative Assistant interviews; and
- Cuyahoga County tax settlement.

**8.3 INTERIM INVESTMENTS**

It is recommended that in accordance with Section 135.14 of the Ohio Revised Code, the interim investments listed in the attached Exhibit T-2 be ratified.

**8.4 SUPPLEMENTAL APPROPRIATIONS**

It is recommended that the following supplemental appropriations 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 8, 2015, adopted annual appropriations for the 2015-2016 budget year, which in part this appropriation will either replace or amend;

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

1. **Funding Agency:** Martha Holden Jennings

**Funding:** Local

**Project:** Grants to Educators - My Choice, My Read

<b>FUND</b>	<b>SPCC</b>	<b>FUNC.</b>	<b>OBJ.</b>	<b>OPU</b>	<b>DESC.</b>	<b>APPROP.</b>
007	9979	Var.	Var.	Var.		\$3,000

2. **Funding Agency:** Martha Holden Jennings

**Funding:** Local

**Project:** Shaker's First Class

<b>FUND</b>	<b>SPCC</b>	<b>FUNC.</b>	<b>OBJ.</b>	<b>OPU</b>	<b>DESC.</b>	<b>APPROP.</b>
007	9980	Var.	Var.	Var.		\$30,000

Motion by Alex Liston Dykema, second by William Clawson II.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Liston Dykema, Jeffrey Isaacs, Annette Tucker

Sutherland, William Clawson II

16-04-52

### **8.5 ADOPTION OF TAX RATE RESOLUTION**

At the recommendation of Treasurer Bryan C. Christman, and upon receiving a motion and a second, the Board of Education will vote on adopting the Tax Rate Resolution for the ensuing tax year.

**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, 2016; and

**WHEREAS**, the Budget Commission of Cuyahoga County, Ohio, has certified its action thereon to this Board, together with an estimate by the County Fiscal Officer 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 each 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 Fiscal Officer's Estimated Tax Rates**

<b>FUND</b>	<b>COUNTY FISCAL OFFICER'S ESTIMATE OF TAX RATE TO BE LEVIED</b>	
	<b>INSIDE 10 MILL LIMIT</b>	<b>OUTSIDE 10 MILL LIMIT</b>
Bond Retirement		3.30
General	4.10	179.33
Library		4.00
Total	4.10	186.63

**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 Fiscal Officer.

Motion by William Clawson II, second by Todd Davidson.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Liston Dykema, Jeffrey Isaacs, Annette Tucker  
 Sutherland, William Clawson II

16-04-53

## **9. SUPERINTENDENT'S REPORT**

### **9.1 SUPERINTENDENT'S REPORT**

At this time, the Superintendent provided a report on various district matters including a status update on the Shaker Heights Schools' Strategic Plan, as listed below:

- Goal 1 - The Shaker Experience
- Goal 2 - Continuous Improvement
- Goal 3 - Policy
- Goal 4 - Human Resources and Facilities
- Goal 5 - Communication
- Goal 6 - Finance

### **IBO Workshop**

The International Baccalaureate Organization (IBO) conducted its first workshop at The Hague this past Friday, Saturday and Sunday, and I was privileged and honored to be one of three workshop leaders. My sessions stretched over 2 ½ days and covered issues such as understanding leadership, culture and context. All of the attendees were from Europe and Africa, which caused me to reflect on how small the world of education truly is. Regardless of where we live and work, we all share common challenges around student achievement and we all use the same research to provide effective pedagogical practices in our classrooms. The experience confirmed my belief that IB's philosophy and framework is exactly what we need in Shaker to prepare our young people to be successful global citizens and global leaders.



## **New High School Principal**

As everyone is aware, just before spring break we announced that Jonathan Kuehnle had accepted our offer to become the next principal of Shaker Heights High School. We are very excited about Mr. Kuehnle's commitment to our district, and we are putting a process in motion to help ease his transition into his new position. Dr. Terri Breeden, our Assistant Superintendent of Curriculum and Instruction, has been working with Mr. Kuehnle on his principal pre-entry and entry plan. We are offering Mr. Kuehnle the opportunity to work 10 days before his July 1 start date to prepare for his new position. During this period he will conduct interviews with staff members, meet his administrative team, review the District's Five-Year Strategic Plan, review the High School budget, meet with stakeholders and begin the on-boarding process with the chief of staff. Dr. Breeden is also assembling a Pre-Entry Advisory Team to provide feedback and counsel to Mr. Kuehnle. The team will begin meeting later this month as well as in May, June and July. The team will consist of two students from the Superintendent's Student Advisory Council, four parents (one for each grade level), one SHTA representative, one Faculty Senate representative, two community members, one Board of Education member, one principal from another Shaker school, the assistant principals of the High School, a representative from Safety and Security, a senior administrative assistant from the High School and the Head Custodian at the High School.

## **ESSA Task Force**

We have had the second meeting of our steering committee of the Every Student Succeeds Act (ESSA) Task Force and will soon present a white paper to the Ohio Department of Education reflecting our thoughts and recommendations around implementation of the new federal Every Student Succeeds Act (ESSA). We have been working with community leaders as well as educators to ensure Shaker is an important advocate and voice for all public school children across our state. One of our main priorities is to make sure our state utilizes multiple data points and differentiated ways to determine mastery of state learning standards to ensure that our students progress every year.

## **SELF Update**

The response to the District's new Summer, Exploration, Learning and Fun (SELF) program continues to be very good. As of this morning, 446 slots for summer programs were filled and the seats for six programs are completely filled. SELF will provide our families with a wide array of summer program options for our young people. It is important to know that in addition to camps, SELF will include summer enrichment for students who have not mastered grade level objectives. We are excited about the program because it marks the first time the District has partnered with museums, the Great Lakes Science Center, the Shaker Heights Recreation Department and other community assets to give our students challenging and enjoyable summer opportunities right here in Shaker.

## **10. BOARD MEMBERS' REPORTS AND HIGHLIGHTS**

### **10.1 BOARD MEMBER'S REPORTS AND HIGHLIGHTS**

At this time, the Board Members provided reports on various district matters as follows:

Ms. Sutherland thanked her colleagues William Clawson, Jeffrey Isaacs, Dale Whittington, and Stephen Wilkins for participating in the Lake Erie Ink benefit "Bananagrams" tournament in March, 2016.

Ms. Sutherland also gave an update about the Eastside Board of Ed, a loosely organized group of representatives from several Eastside school districts which meets occasionally to discuss mutually interesting topics. They recently met at Orange High School where they were given a tour of their recent renovations. Seven districts participated in a discussion related to facility planning. Each district shared best practices as to financing methods, community engagement, and determining what defines a 21<sup>st</sup> century classroom. Ms. Sutherland felt that Shaker Heights City School District is extremely fortunate to have an opportunity for a 24% contribution from the state. She also learned from the group that renovation costs are always higher than estimated and that it is advisable to hire experts in the areas of risk and swing space.

Mr. Clawson reported that the next Finance & Audit Committee meeting will be held on Thursday, April 28, 2016.

## **11. EXECUTIVE SESSION**

### **11.1 EXECUTIVE SESSION**

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

Motion by Alex Liston Dykema, second by Annette Tucker Sutherland.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Liston Dykema, Jeffrey Isaacs, Annette Tucker Sutherland, William Clawson II

16-04-54

The Board recessed the public session at 9:01 p.m.

After a brief break, the executive session convened at 9:10 p.m. and included Superintendent Hutchings and Treasurer Christman.

Superintendent Hutchings departed at approximately 9:35 p.m.

At 10:25 p.m., President Clawson declared the end of the executive session.

## **12. ADJOURNMENT**

### **12.1 NEXT MEETINGS**

The next regular meeting of the Shaker Heights Board of Education will take place on Tuesday, May 10, 2016 at 6:00 p.m. in the Shaker Heights High School small auditorium.

The Shaker Heights Board of Education will hold a special work session on April 26, 2016 at 5:00 p.m. in the Shaker Heights 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 Todd Davidson, second by Jeffrey Isaacs.

Final Resolution: Motion Carries

Yes: Todd Davidson, Alex Liston Dykema, Jeffrey Isaacs, Annette Tucker  
Sutherland, William Clawson II

16-04-55

The regular meeting of the Shaker Heights Board of Education adjourned at 10:26 p.m.

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William L. Clawson II, President

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Bryan C. Christman, Treasurer