

**MINUTES OF THE CLEVELAND HEIGHTS-UNIVERSITY HEIGHTS
BOARD OF EDUCATION**

Special Meeting of December 2, 2008

The Board of Education of the Cleveland Heights-University Heights City School District, Cuyahoga County, held its Special meeting in the public meeting room of the Board of Education building at 2155 Miramar Boulevard, University Heights, Ohio, on Tuesday, December 2, 2008, at 7:00 p.m.

Mr. Michael Cicero, Board President, called the meeting to order at 7:02 p.m.

Present at Roll Call: Mr. Michael Cicero, President
Mr. Kal Zucker, Vice-President
Mr. Eric Coble, Board Member
Ms. Nancy Pepler, Board Member
Mr. Ron Register, Board Member

Also Present: Mr. Scott Gainer, Chief Financial Officer
Members of the Central Office Staff
Patrons of the School District
Representatives of the News Media

PERSONNEL

Approval of Appointment

Resolution to Appoint Christine Fowler-Mack as Interim Superintendent of Schools for the Cleveland Heights-University Heights City School District

It was recommended that the Board approve a Resolution to appoint Christine Fowler-Mack as Interim Superintendent of Schools for the Cleveland Heights-University Heights City School District.

WHEREAS, pursuant to Section 3319.01 of the Ohio Revised Code, the Board of Education is taking steps to appoint Christine Fowler-Mack, as Interim Superintendent of Schools;

WHEREAS, the Board of Education and Christine Fowler-Mack have had discussions regarding her prospective terms of employment;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Cleveland Heights-University Heights City School District, that the Treasurer and the Board President be

directed to enter into a Contract of Employment with Christine Fowler-Mack as Interim Superintendent of Schools, effective December 3, 2008 subject to legal counsel's advice and review;

BE IT FURTHER RESOLVED, that the Board President and the Treasurer be and are hereby authorized and directed to take such actions as are necessary to effectuate the terms and intent of this resolution.

No. 08-12-151 It was moved by Mr. Register, seconded by Mr. Coble, that the above Resolution be approved.

Vote on the Motion was as follows:

Ayes: Mr. Cicero, Mr. Register, Ms. Pepler,
Mr. Zucker, Mr. Coble

Nays: None

Nancy Pepler, Board Member, clarified that Mrs. Fowler-Mack will be eligible to apply for the position of permanent Superintendent. Earlier communications from the Board of Education stated that the Interim Superintendent would not be eligible for the permanent Superintendent position.

Board President Michael Cicero commented:

“Over the past two years, the District has focused its efforts on preparing our students to be college ready, life prepared and competent in 21st century technology and skills. To that end, we have instituted and continued critical programs that are producing results. Superintendent Deb Delisle was the architect of much of this effort; and with her departure to become Ohio's State Superintendent, it is crucial that the District continue on the same course and not veer from our desired goals. This Board's role is to set District policy and hire a Superintendent and Treasurer to carry out and administer the work of the school district. We recognize the magnitude of our selection of both an interim and permanent replacement for the superintendent's position. I personally have previously stated that the Board would seek an interim superintendent from outside the District and that this person would not be a candidate for the permanent replacement position. The Board's rationale was to minimize any disruption and reallocation of duties to administrators and staff. However, time has been a very big obstacle in making this decision since it is always extremely difficult to fill the superintendent's position, especially so during the middle of the school year. Since the announcement of Superintendent Delisle's departure, the Board has sought as much information as possible about potential candidates who could fill the position on an interim basis. We also understand, however, that it is extremely important that our selection keeps the District moving forward and maintain continuity in leadership as soon as possible. Therefore, the Board is very pleased to announce that Christine Fowler-Mack will assume the position

of Interim Superintendent effective immediately for the duration of the 2008-2009 school year. We greatly appreciate Christine's willingness to take on this responsibility. She will continue the work of advancing our students and schools. As Assistant Superintendent since 2004, she has been a key member of the District's leadership team, and we are confident she will bring the continuity our District needs at this critical time. Mrs. Fowler-Mack will keep the District on course for the remainder of the school year and continue the furtherance and planning of ongoing initiatives. As we saw at the Board's academic achievement work session last month, we have an outstanding group of educators at every level of our District. We were presented with data that illustrates growth, school-based academic achievement plans exemplifying accountability, and specific goals and a strategy to reach high quality teaching and learning that yields substantial increases in student achievement. These plans will continue and drive the work of our educational team. The Board is proud of the successful launch of the One to One teaching and learning with technology initiative at Monticello Middle School and wants to ensure this program continues. In addition, it is essential that our District deepen the work of our professional development schools underway at Gearity and Wiley. This collaboration with John Carroll University has benefited our students and helped our staff enhance classroom teaching and learning. The District will also continue planning the opening of a bilingual international academy in the Fall of 2009. Students will be taught in both English and Mandarin Chinese to provide them with enhanced skills and understanding of cultures that are critical for success in the 21st century. It is the Board's plan to continue our search for possible candidates for a permanent replacement in the superintendent's position. Lastly, the timing of our meeting's schedule proposed an additional challenge for tonight's announcement. Therefore, the Board will introduce our new interim superintendent again at the regular meeting on December 16."

Mr. Cicero extended congratulations to Mrs. Fowler-Mack and her family.

LIBRARY BOARD INTERVIEWS

The Cleveland Heights-University Heights School Board members interviewed four (4) candidates for Cleveland Heights-University Heights Public Library Board Trustee.

Following the interview process, Mr. Cicero, Board President, asked for nominations for Library Board Trustee.

Nomination of Candidate for the Cleveland Heights-University Heights Public Library Board Trustee

Nancy Pepler, Board Member, nominated CarDala Carter to the Cleveland Heights-University Heights Public Library Board Trustee vacancy.

No. 08-12-152

It was moved by Ms. Pepler, seconded by Mr. Coble, that the above nomination be approved.

Vote on the Motion was as follows:

Ayes: Mr. Register, Mr. Coble, Ms. Pepler,
Mr. Zucker, Mr. Cicero

Nays: None

Ms. CarDala Carter was approved as the Cleveland Heights-University Heights Public Library Board Trustee for a seven-year term commencing January 2009.

Superintendent Search

Mr. Cicero, Board President, asked for a report from Kal Zucker and Nancy Pepler, Board Members, on their meeting with search groups for the permanent superintendent position.

Nancy Pepler stated she and Kal met with Jack Marsick of Marsick & Associates and with Kathy LaSota from OSBA. Informal conversations were held with Mr. Marsick and Ms. LaSota regarding the services each would provide during the search for a replacement for the superintendent. Representatives from the other two search companies being considered were not present at the OSBA Capital Conference. Both representatives that Ms. Pepler and Mr. Zucker met with seemed very knowledgeable and had significant experience doing these types of searches. Their rates were similar (approximately \$7500), and each said it would take approximately three months to conduct a search. Ms. Pepler recommended that each search group be invited to present to the Board.

Kal Zucker mentioned that both Mr. Marsick and Ms. LaSota suggested creating focus groups in terms of how to involve the community and different constituents in making this decision. Information received from the focus groups would help to inform the Board's decision.

Mr. Cicero recommended having Dr. Nylajeon McDaniel contact the following search groups: Finding Leaders, Hudepohl & Associates, OSBA, and Marsick & Associates. Dr. McDaniel should request written proposals to be submitted on or before January 12, 2009. The Board members agreed to have selected search groups make a one-half hour presentation to the Board at the January 20, 2009 work session.

MOVE TO EXECUTIVE SESSION

It was recommended that the Board move into Executive Session pursuant to Ohio Revised Code Section 121.22(G)(3) for the purpose of discussing disputes involving the Board and/or the School District that are the subject of pending or imminent court action.

No. 08-12-153

It was moved by Mr. Zucker, seconded by Mr. Coble, that the Board move to Executive Session.

Vote on the Motion was as follows:

Ayes: Mr. Register, Mr. Coble, Ms. Pepler,
Mr. Zucker

Nays: None

Mr. Cicero abstained from voting on this motion and participating in the executive session due to a conflict of interest.

The Board moved into Executive Session at 9:00 p.m.

Present: Mr. Kal Zucker, Vice-President
Mr. Eric Coble, Board Member
Ms. Nancy Pepler, Board Member
Mr. Ron Register, Board Member

Also Present: Mr. Scott Gainer, Chief Financial Officer

The Executive Session ended at 9:55 p.m.

MOTION TO ADJOURN

It was recommended that the meeting be adjourned.

No. 08-12-154

It was moved by Ms. Pepler, seconded by Mr. Coble, that the meeting be adjourned.

Vote on the motion was as follows:

Ayes: Mr. Register, Mr. Coble, Ms. Pepler,
Mr. Zucker

Nays: None

The meeting was adjourned at 9:56 p.m.

Michael Cicero, President

Scott Gainer, Chief Financial Officer