

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

**Regular Meeting of May 3, 2011**

The Board of Education of the Cleveland Heights-University Heights City School District, Cuyahoga County, held its Regular meeting in the cafeteria of Frank L. Wiley Middle School, 2181 Miramar Boulevard, University Heights, Ohio, on Tuesday, May 3, 2011, at 7:00 p.m.

Preceding the Regular Board Meeting, a Tenure Reception was held at 6:30 p.m.

Preceding the Tenure Reception, the Board met in Executive Session at 5:30 p.m.

Mr. Eric Coble, President, called the meeting to order at 5:40 p.m.

**Present at Roll Call:** Mr. Eric Coble, Board President  
Ms. Nancy Pepler, Board Member  
Mr. Kal Zucker, Board Member

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

**MOVE INTO EXECUTIVE SESSION**

It was recommended that the Board move into Executive Session pursuant to Ohio Revised Code Section 121.22(G)(1) for the purpose of considering the appointment, employment, dismissal, discipline, demotion, or compensation of an employee or official of the School District.

The following members were present at the Executive Session:

**Present at Roll Call:** Mr. Eric Coble, President  
Ms. Nancy Pepler, Board Member  
Mr. Kal Zucker, Board Member

**Also Present:** Mr. Douglas Heuer, Superintendent  
Mr. Scott Gainer, Chief Financial Officer  
Dr. Nylajeane McDaniel, Director of Human Resources  
Ms. Sherry Massey, Board Legal Counsel  
Ms. Sarah Moore, Board Legal Counsel

**No. 11-05-065**

It was moved by Ms. Pepler, seconded by Mr. Zucker, that the Board move into Executive Session.

Vote on the motion was as follows:

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

Nays: None

The Board moved into Executive Session at 5:41 p.m.

Board Member Karen Jones arrived at 5:45 p.m.

Board Vice President Ron Register arrived at 6:10 p.m.

The Executive Session ended at 7:00 p.m. and the Board reconvened in public session at 7:08 p.m. with all members present.

**APPROVAL OF MINUTES**

It was recommended that the Board of Education approve the following minutes:

- Special Meeting – March 15, 2011
- Board Retreat – March 22, 2011
- Regular Meeting – April 5, 2011

**No. 11-05-066**

It was moved by Ms. Jones, seconded by Mr. Zucker, that the above Minutes be approved.

Vote on the motion was as follows:

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

Nays: None

## AWARDS/RECOGNITIONS

### Thank You to Roxboro Middle School Quintet

Board President Eric Coble recognized students from the Roxboro Middle School Quintet (**Thomas Pharis, Trenton Bulucea, Maya Fields, Mason Spencer, and Miriam Bennett**) and their director **Eric Richmond**. These students will also be joining the Instrumental Music Program at the High School next year.

### Partnership Between CH-UH Schools and Heights Libraries/READ Posters

Superintendent Doug Heuer acknowledged a new partnership between the CH-UH School District and Heights Libraries in the form of our new reading promotion posters. Our Communications Department reached out to local photographer Alan Ext of Focus One Photography. Mr. Ext donated the READ posters which feature Heights High student athletes. Superintendent Heuer thanked Mr. Ext for his generous donation to our District. The posters will be displayed at each school, at the Heights libraries, and at many local businesses.

### State Communications Awards/OHSPRA

Superintendent Doug Heuer announced that Cleveland Heights-University Heights School District received two achievement awards from the Ohio School Public Relations Association. The first award was a video media award covering the Heights High Singers vocal music tour to Charleston, South Carolina and Savannah, Georgia. The second award was a special publications award for the 2010-2011 District calendar. Mr. Heuer acknowledged Jeff Glass, interactive media teacher at Heights High, and Angee Shaker, Director of Communications.

### Continuing Contract Status Awards

Director of Human Resources, Dr. Nylajeon McDaniel, acknowledged educators who have earned continuing contract status. A total of 37 teachers received tenure.

**Abiola Adeyemon**  
Roxboro Middle

**Patrick Althof**  
Wiley Middle

**Tamara Bishko**  
Gearity Prof. Dvlp.

**Amanda Blazetic**  
Bellefaire School

**John Boris**  
Heights High – Legacy

**Jodie Burke**  
Monticello Middle

**Malik Daniels**  
Roxboro Elementary

**Joellen Denk**  
Noble & Oxford Elementary

**Carrie DePrima**  
Monticello Middle

**Faith Gordon**  
Heights High & Wiley Middle

**Gretchen Grabowski**  
Gearity Prof. Dvlp.

**Karen Hansen**  
Heights High

**Jennifer Hollender**  
Roxboro Middle

**Heidi Kaye**  
Heights High – PRIDE

**Lisa Leftstein-Berusch**  
Heights High – REAL

**Beverly Metzger**  
Gearity Prof. Dvlp.

**Adriana November**  
Monticello Middle

**Joni Reier**  
Bellefaire School

**Mikia Searcy**  
Oxford Elementary

**Leonard Tabaj**  
Heights High

**Cheryl Zawacki**  
Bellefaire School

**Margaret Hull**  
Heights High

**Brendan Kilbane**  
Heights High – PRIDE

**Johnnie Lemons II**  
Heights High – REAL

**James Miller**  
Heights High – PRIDE

**Joseph Onk**  
Heights High – Legacy

**Daniel Russell**  
Roxboro Middle

**Robert Seton**  
Heights High – Renaissance

**Quata Tucker**  
Roxboro Middle

**Huikai Karol**  
Roxboro Elementary

**Janett Korb**  
Heights High – Legacy

**Monica Lewis**  
Canterbury Elementary

**Imhotep Morgan**  
Bellefaire School

**John Parrino**  
Roxboro Elementary

**Melissa Schwartz**  
Boulevard Elementary

**Kathryn Smoker**  
Canterbury & Gearity

**April White**  
Monticello Middle

## **PUBLIC ADDRESS**

### **Statements from Audience**

Name

Valerie Thompson  
Ed Kelce  
Chuck Lamb  
Barbara Fluellen

Topic

Barry Egan  
Barry Egan  
Barry Egan  
Barry Egan

## **SUPERINTENDENT'S REPORT**

### **Approval of Resolution for the Financial Literacy and College and Career Readiness**

It was recommended that the Board of Education approve a Resolution for Financial Literacy and College and Career Readiness (see official minutes).

**No. 11-05-067** It was moved by Ms. Pepler, seconded by Mr. Zucker, that the Board approve the above Resolution.

Vote on the motion was as follows:

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

Nays: None

### **Second Reading of the following NEOLA Board Policy Modifications:**

- 3000 – Professional Staff
- 4000 – Classified Staff

Dr. Joseph Micheller, Director of Special Programs/Compliance answered questions from the Board and acknowledged modifications made to policies recommended at the first reading.

### **RttT (Race to the Top) Update – Joseph Micheller**

As part of our requirements for Race to the Top, a monthly public report must be presented to the Board on progress with RttT funding. Dr. Joseph Micheller, Director of Special Programs/Compliance, reviewed the targets set for RttT and where we are on the path to reach those targets. CH-UH School District selected a RttT pathway designed to lead us to higher performance and higher learning by our students.

A curriculum revision team was formed to analyze the new standards in English language arts. The team will determine which curriculum areas need to be modified. The assessment management system to be used beginning in 2011-12 has been loaded with two years of District data and initial training has begun. The goal is to have the assessment system fully operational by August.

Three applications are being prepared for the RttT innovation competitive grant program. While we may not receive multiple grants, we can expect to receive at least one of them.

### **Options Center Update – Jeffrey Johnston**

Dr. Jeffrey Johnston provided an update on steps taken regarding the Options Complex. There is a real opportunity with the introduction of options to expand the use of online curriculum and to integrate it with the Moodle platform we currently use. Dr. Johnston has held meetings with Northcoast Academy to ease the transition of our students back into the District. Increased instructional time as well as increased social/emotional support will be available to Success Connections students through the Options Complex. Sue Pardee, Coordinator of School Improvement/Federal Programs, is working to secure grants for the Options programs. Options programs will be available in Fall 2011.

### **Recommendation to Rename the Taylor Academy Building**

In honor of her contributions to education within our District and to the State of Ohio, Superintendent Doug Heuer recommended to the Board of Education to rename the Taylor Academy building the **Deborah S. Delisle Educational Options Center**.

#### **No. 11-05-068**

It was moved by Mr. Zucker, seconded by Ms. Jones, that the above Building Name be approved.

Vote on the motion was as follows:

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

Nays: None

### **Common Elementary School Schedule – Jeffery Talbert**

Superintendent Doug Heuer and Assistant Superintendent Jeff Talbert met with elementary teachers to discuss changes in the elementary schools for the 2011-2012 school year. Teachers were asked earlier this school year to identify what they thought were hurdles to our pursuit of academic excellence for our students. The Educational Services team reviewed the comments and narrowed them down to ten of the most frequent concerns. A proposal of changes in the elementary schedule for next year was created.

The emphasis for elementary education, adds Superintendent Heuer, is literacy. If a student cannot read, all the other plethora of problems that arise during the course of their academic career become apparent. When students can read, a tremendous number of those problems disappear without any further consideration. Our goal is to have every student in the District reading at or above grade level by the end of third grade.

Assistant Superintendent Jeff Talbert emphasized the District's focus on elementary literacy. One of the first steps to be taken toward this goal is to reduce the student-teacher ratio during the literacy block.

Teachers will be provided professional development around literacy instruction. A schedule will be created with an uninterrupted literacy block.

At the end of this process, two years down the road, Mr. Talbert said we would begin to see the fruits of our labor. Board members were provided with a proposed elementary schedule.

**PERSONNEL**

**Approval of Appointments**

It was recommended that the Board of Education offer employment pursuant to ORC Section 3319.02 to the following individuals, for the positions listed, for the period of time identified, and at the rate of pay specified. It was recommended that the following appointments to the staff of the Cleveland Heights-University Heights City Schools be approved, pending successful completion of the pre-employment procedures including criminal history checks, effective on the dates indicated, with limited contracts and with the understanding that such personnel are subject to all the rules and regulations of the Board of Education and to all of the provisions of law pertaining to their employment.

If the pre-employment procedures are not successfully completed, it was understood that, pursuant to Board policy, the Board of Education may immediately release the employee from employment and rescind a conditional offer of employment.

**Key: N=New R=Replacement T=Transfer**

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Salary</u></b>
<b><u>Certificated/Licensed Staff</u></b>		
Pollutro, Marisa	K-3 Teacher-R	\$57,000
Effective 8/29/2011	190 Days	7M
Assignment: To be determined		
<b><u>Classified Staff</u></b>		
Colvin, Mark	Lunchroom Nonparapro-R	\$11.99/hr.
Effective 4/18/2011	195 Day	Step 1
Assignment: Gearity Professional Development School		
90 Day Probation Ends 11/14/2011		
Mombo, Lachonna	Lunchroom Nonparapro-R	\$11.99/hr.
Effective 4/25/2011	195 Day	Step 1
Assignment: Noble Elementary		
90 Day Probation Ends 11/18/2011		
Williams-Harris, Tamelita	Bus Driver Assistant-R	\$12.54/hr.
Effective 4/25/11-6/9/11	200 Day	Step 1
Additional Assignment: District		
90 Day Probation Ends 11/18/2011		

**Supplemental Assignments-Advisor**

**Heights High**

Nitzsche, Christopher Ski Club Advisor

\$ 648

**Summer School: Books-A-Go-Go (\$41.00/Hour)**

Bischof, Kimberly	Coordinator – Fairfax
Uszak, Katie	Librarian – Noble
Brunner, Molly	Librarian – Fairfax
Huber, Ranelle	Coordinator – Canterbury
Husain, Lisa	Librarian - Gearity
Lawrence, Kathy	Librarian Substitute
Bogus, Dana	Librarian – Canterbury
Loretz, Feleisha	Coordinator – Oxford
McGrath, Caitlyn	Librarian – Noble
Preston, Laura	Coordinator - Boulevard
Sell, Amanda	Coordinator - Gearity
Steiss, Jennifer	Coordinator – Noble
Warner, Sharlene	Librarian – Oxford
Zoldak, Chrissy	Librarian – Boulevard

**Approval of Change of Status**

It was recommended that the following change be made in the contract status of the following personnel:

<b><u>Name:</u></b>	<b><u>From:</u></b>	<b><u>To:</u></b>
<b><u>Certificated/Licensed Staff</u></b>		
Hardin, Glenn	\$62,700 (8M1+500)	\$75,240 (8M1+500+\$12,540)
<i>Effective 3/15/11 (correction of 4/5/11 agenda) + 6<sup>th</sup> Assignment</i>		
Assignment: Monticello–Intervention Specialist		
Lemons, Johnnie	\$64,100 (9M2)	\$76,920 (9M2+\$12,820)
<i>Effective 1/24/11 (correction of 4/5/11/ agenda) +6<sup>th</sup> Assignment</i>		
Assignment: HHS-Career/Tech Ed.-Criminal Justice		
Onk, Joseph	\$54,800 (8B2+500)	\$65,760 (8B2+500+10,960)
<i>Effective 3/23/11 (correction of 4/5/11 agenda) +6<sup>th</sup> Assignment</i>		
Assignment: HHS-Legacy-Intervention Specialist		
Seton, Robert	\$49,100 (4M1+500)	\$58,920 (4M1+500+\$9,820)
<i>Effective 1/24/11 (correction of 4/5/11 agenda) +6<sup>th</sup> Assignment</i>		
Assignment: Heights High–Intervention Specialist		
Swider, Gary	\$82,100 (14M)	\$98,520 (14M+\$16,420)
<i>Effective 3/1/11 (correction of 4/5/11 agenda) + 6<sup>th</sup> Assignment</i>		
Assignment: Heights High-English		



**Classified Staff**

Byansi, Etan R.                      Probation                      Middle School  
Assignment: Wiley                      Ed Parapro  
90 Day Probation Ended 4/15/2011                      \$15.26/hour

Nelson, Keiarra J.                      Probation                      Food Service  
Assignment: Roxboro Middle                      \$11.05/hr.  
90 Day Probation Ended 4/25/2011

Steele, Belinda                      Step 5 NonDegreed                      Step 5 Degreed  
Assignment: Bellefaire                      \$14.67/hr.                      \$15.26/hr.  
Effective 4/4/2011

Tucker, Jessica                      Probation                      \$11.05/hr.  
Assignment: Canterbury  
90 Day Probation Ended 4/25/2011

**Approval of Personnel to be Granted Continuing Contract**

It was recommended that the following certificated/licensed personnel with limited contracts be granted Tenure effective for the 2011-12 school year:

<b><u>Name:</u></b>	<b><u>Position:</u></b>	<b><u>Building:</u></b>
Daniels, Malik	Grade 1	Roxboro Elementary

**No. 11-05-069**                      It was moved by Ms. Peppler, seconded by Ms. Jones,  
that the above Personnel Items be approved.

Vote on the motion was as follows:

Ayes: Mr. Register, Mr. Zucker, Mr. Coble,  
Ms. Jones, Ms. Peppler

Nays: None

## **BUSINESS**

### **Recommendation to Approve the April 19, 2011 Bid for the Wiley Middle School Rear Parking and Drop-Off Improvements Project**

It was recommended that the Board of Education approve the April 19, 2011 bid for the Wiley Middle School Rear parking and Drop-off Improvements Project (No. 11C-023-001) and award a contract (see official minutes).

**No. 11-05-070** It was moved by Ms. Pepler, seconded by Ms. Jones, that the above Business Item be approved.

Vote on the motion was as follows:

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

Nays: None

### **Recommendation to Approve the April 27, 2011 Bid for the Coventry School Projects**

It was recommended that the Board of Education approve the April 27, 2011 bid for the Coventry School Projects (#11C-034-001) and award a contract (combined plumbing and HVAC) (see official minutes).

**No. 11-05-071** It was moved by Mr. Zucker, seconded by Ms. Jones, that the above Business Item be approved.

Vote on the motion was as follows:

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

Nays: None

Director of Business Services, Stephen Shergalis, said renovations are necessary at the Coventry building in order to accommodate a variety of current and future tenants.

### **Recommendation to Approve the April 27, 2011 Bid for the Coventry School Projects**

It was recommended that the Board of Education approve the April 27, 2011 bid for the Coventry School Projects (#11C-034-001) and award a contract (general trades) (see official minutes).

#### **No. 11-05-072**

It was moved by Ms. Jones, seconded by Ms. Pepler, that the above Business Item be approved.

Vote on the motion was as follows:

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

Nays: None

### **Resolution Declaring an Urgent Necessity Exists for the Procurement, Outside of Statutory Competitive Bidding Procedures, of the Electrical Contractor for the Coventry Elementary School Improvements and Appropriating Funds Therefor**

It was recommended that the Board of Education approve a resolution declaring an urgent necessity exists for the procurement, outside of statutory competitive bidding procedures, of the electrical contractor for the Coventry Elementary School improvements and appropriating funds therefor.

#### **No. 11-05-073**

It was moved by Ms. Jones, seconded by Mr. Register, that the above Resolution be approved.

Vote on the motion was as follows:

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

Nays: None

### **Recommendation to Accept Donations**

It was recommended that the Board of Education accept the following donations:

- A Piano to the School District and a Table Saw to the Trades Department from:  
Dr. Abram Stavitsky
- \$1,000.00 to the Esther and Milton Moss Scholarship Fund from:  
Milton and Esther Moss Philanthropic Fund of the Jewish Federation of Cleveland

- \$500.00 to the Ruth E. Friedman Scholarship Fund from:  
Ruth E. Friedman Philanthropic Fund of the Jewish Federation of Cleveland
- \$100.00 to the Dorothy Icové Krause Memorial Scholarship Fund from:  
Edward A. Icové

**No. 11-05-074** It was moved by Ms. Jones, seconded by Mr. Register, that the Board accept the above Donations.

Vote on the motion was as follows:

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

Nays: None

## **FINANCE**

### **Financial Reports**

It was recommended that the Board of Education confirm the Cash Position Reports and Budget Transfers for March 1, 2011 through March 31, 2011 (see official minutes).

**No. 11-05-075** It was moved by Mr. Register, seconded by Ms. Jones, that the above Finance Item be approved.

Vote on the motion was as follows:

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

Nays: None

## **BOARD PRESIDENT'S REPORT**

Board President Eric Coble said the Facilities Committee Meeting held at Monticello Middle School on Tuesday, April 26, was very successful with two subcommittees reporting on options/use of facilities to further 21<sup>st</sup> century learning and funding for these options. A follow-up meeting for community input will be held on May 12 at Heights High at 7:00 p.m.

## **BOARD COMMITTEE REPORTS**

### *Alumni Foundation*

Board Member Kal Zucker announced that the Alumni Foundation Pancake Breakfast was a success with 453 in attendance. Over \$4,000 was raised.

Mr. Zucker also announced that the annual Alumni Hall of Fame event will be held on Thursday, May 5, 2011 at 6:30 p.m.

## **CORRESPONDENCE AND ANNOUNCEMENTS**

Board Member Karen Jones congratulated 2006 Heights High graduate Jason Kelce who was drafted by the Philadelphia Eagles.

## **UPCOMING MEETINGS**

Tuesday, May 17, 2011 – Special Board Meeting

Tuesday, June 7, 2011 – Regular Board Meeting @ Wiley Middle School

## **MOVE INTO EXECUTIVE SESSION**

It was recommended that the Board move into Executive Session pursuant to Ohio Revised Code Section 121.22(G)(1) for the purpose of considering the appointment, employment, dismissal, discipline, demotion, or compensation of an employee or official of the School District.

The following members were present at the Executive Session:

**Present at Roll Call:**

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

### **No. 11-05-076**

It was moved by Ms. Jones, seconded by Mr. Zucker, that the Board move into Executive Session.

Vote on the motion was as follows:

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

Nays: None

The Board moved into Executive Session at 9:10 p.m.

The Executive Session ended at 9:42 p.m.

**MOTION TO ADJOURN**

It was recommended that the meeting be adjourned.

**No. 11-05-077**

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

Vote on the motion was as follows:

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

Nays: None

The meeting was adjourned at 9:43 p.m.

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Eric Coble, President

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Scott Gainer, Chief Financial Officer