

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

Regular Meeting of May 4, 2010

The Board of Education of the Cleveland Heights-University Heights City School District, Cuyahoga County, held its regular meeting at Frank L. Wiley Middle School, 2181 Miramar Boulevard, University Heights, Ohio, on Tuesday, May 4, 2010, at 7:00 p.m.

Preceding the Regular Meeting, the Board held a Tenure Reception at 6:30 p.m. in the cafeteria of Frank L. Wiley Middle School.

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

Ms. Nancy Pepler, President, called the meeting to order at 5:36 p.m.

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

Also Present: Mr. Douglas Heuer, Superintendent
Mr. Jeffrey Talbert, Assistant Superintendent
Members of the Central Office Staff
Patrons of the School District
Representatives of the News Media

MOTION TO MOVE INTO EXECUTIVE SESSION

It was recommended that the Board move into Executive Session pursuant to Ohio Revised Code Section 121.22(G)(4) to prepare for negotiations or bargaining sessions with employees concerning compensation and other terms and conditions of employment.

No. 10-05-064 It was moved by Ms. Jones, seconded by Mr. Coble, 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 5:36 p.m. with the following members present:

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

Also Present: Mr. Douglas Heuer, Superintendent
Mr. Jeffrey Talbert, Assistant Superintendent
Mr. Paul Gnatowski, Assistant Treasurer
Dr. Nylajeon McDaniel, Director of Human Resources

The Executive Session ended at 6:38 p.m.

Following the Executive Session, a Tenure Reception was held in the cafeteria of Frank L. Wiley Middle School at 6:30 p.m.

The Board reconvened in public session at 7:03 p.m. with all members present.

APPROVAL OF MINUTES

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

- Special Meeting – March 16, 2010
- Regular Meeting – April 6, 2010

No. 10-05-065 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

Superintendent Doug Heuer introduced the new principal of Bellefaire, Mr. Michael Woods. Mr. Woods is currently the Director of Special Services at the Field Local Schools in Mogadore, Ohio. Mr. Woods will replace Odessa Johnson who is retiring at the end of the 2009-2010 school year.

Next, Superintendent Heuer introduced Mr. Joseph Nohra, Jr., who will become principal of P.R.I.D.E. School at Cleveland Heights High School this fall. Mr. Nohra has been an administrator for seven years and is finishing his third year as a freshman principal at Austintown Fitch High School. Current P.R.I.D.E. Principal Patrick McNichols will move to Roxboro Middle School in the fall.

Superintendent Heuer announced the resignation of eight-year Noble Principal Julie Beers. Mr. Heuer acknowledged Ms. Beers' high quality work and her model of leadership. Ms. Beers will be the director and creator of the new Cleveland State University Laboratory School. The Board wished her the best in this new experience.

CHHS National Merit and Achievement Scholarship Finalists, Commended Students, and Outstanding Participants

Superintendent Doug Heuer congratulated the following students and their families for outstanding accomplishments.

National Merit Scholarship Recipient

Matt Zucker

National Achievement Scholarship Finalist

Natajah Roberts

National Merit Scholarship Commended Students

Alexandra Miller

Lewis Pollis

National Achievement Scholarship Outstanding Participants

Erin Morris

Jaiye Sampson

2010 U.S. Presidential Scholars Program Semifinalist

Lewis Pollis

2010 Martin W. Essex School for the Gifted of Ohio State Summer Participant – Carlin Jackson

Superintendent Heuer congratulated 11th grade CHHS REAL School student, **Carlin Jackson**, who was selected to participate in the 2010 Martin W. Essex School for the Gifted at Ohio State University. **Carlin** will spend one week this summer in the residential program at Ohio State.

Power of the Pen Award – Mikale Thomas

Ninth grade P.R.I.D.E. student, **Mikale Thomas**, competed in the state writing tournament, Power of the Pen, last year as an 8th grader at Roxboro Middle School. Judges were so impressed with **Mikale's** writing that she was awarded the prestigious Promising Young Talent Award from Power of the Pen. Superintendent Heuer congratulated **Mikale** and her family on this accomplishment.

Continuing Contract Status Awards

Director of Human Resources, Dr. Nylajeon McDaniel, acknowledged educators who have earned continuing contract status. These teachers were recommended for tenure by their principals or supervisors and have been approved by the Board.

Boulevard Elementary

Lawrence Swoope, Principal
Lauren Eaton
Lisa Loveland
Laura Preston
Katherine Sferry

Canterbury Elementary

Kevin Harrell, Principal
Carla Huter

Fairfax Elementary

Jacky Brown, Principal
Dana Bogus
Liz McKinley

CHHS-REAL

Marc Aden, Principal
Ian Miller

Wiley Middle

Octavia Reid, Principal
Gerardo Castillo
Dianna Neal
Colleen Thomas

Gearity Professional Development School

Sherry Miller, Principal
Brianna Merrill
Margaret Sohnlein

CHHS-Legacy

Marc Engoglia, Principal
Samantha Greene
Hollis Munoz, Supervisor
Steven Warner

CHHS-PRIDE

Patrick McNichols, Principal
Lorna Coffey

Roxboro Elementary

Tara Grove, Principal
Amy Miracle
Jennifer Polanco
Monica Rogers

CHHS-Renaissance

James Reed, Principal
Matthew Meister
Karla Melika
Kathleen Scully

Monticello Middle

Sheldon Smith, Principal
Mark Hach
Antoinette Scott

Noble Elementary

Julie Beers, Principal
Charles Brickman

Roxboro Middle

Brian Sharosky, Principal
Kimberly Kolecki
Caitlin McGrath
Darnell Robinson

PUBLIC ADDRESS

Statements from Audience

<u>Name</u>	<u>Topic</u>
Jason Stein	Millikin Property
Sholom Schonfeld	Millikin Property
Esther Feldman	Millikin Property

SUPERINTENDENT'S REPORT

Renhill Update

Dr. Nylajeane McDaniel, Director of Human Resources, provided the Board with a first quarter update on the Renhill Group, which has been providing substitute staffing services to the District since January 2010. The Renhill Group, Dr. McDaniel stated, has done an outstanding job of advertising, getting candidates, screening and hiring quality substitutes.

With the implementation of the District's new absence reporting software, Aesop, also in January 2010, Renhill has provided us with ongoing assistance and training as needed. Since partnering with Renhill, our substitute teacher fulfillment ratio has increased to over 98%. Principals are satisfied with the quality of substitutes and with their ability to be selective when choosing substitutes. In addition, Renhill has almost doubled the substitute classified pool of employees.

The overall cost savings for the District associated with the Renhill Group through April 2010 is \$3,818.65. Dr. McDaniel indicated that a more summative assessment will be available in July.

Approval of School Calendars for 2011-2012 and 2012-2013

It was recommended that the Board of Education approve the school calendars for 2011-2012 and 2012-2013.

No. 10-05-066

It was moved by Mr. Coble, seconded by Ms. Jones, that the above School Calendars be approved.

Vote on the motion was as follows:

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

Nays: None

Approval of Grants

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

- *Urb2Burb Collaborative*, to the Martha Holden Jennings Foundation - **\$67,000.00**
- *Alternative Education Challenge*, to the Ohio Department of Education - **\$94,996.00**

No. 10-05-067

It was moved by Mr. Zucker, seconded by Mr. Coble, that the above Grants be approved.

Vote on the motion was as follows:

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

Nays: None

Superintendent Heuer remarked that negotiations are continuing with Local 795 regarding development of Letters of Understanding involving the elementary, middle and high school day. Mr. Heuer expects to have something conclusive for the Board to take action on within the next two-week period.

Superintendent Heuer expressed condolences to Chief Financial Officer Scott Gainer and his family on the passing of his sister.

PERSONNEL

Approval of Retirement

It was recommended that the retirement of the following named personnel be accepted, effective on the date indicated:

<u>Name</u>	<u>Position</u>	<u>Date</u>
<u>Classified Staff:</u>		
Gail, Wilma	Kindergarten Aide	7/1/2010
Watson, Sarah	Kindergarten Aide	7/1/2010

Approval of Resignation

It was recommended that the resignation of the following named personnel be accepted, effective on the date indicated:

<u>Name</u>	<u>Position</u>	<u>Date</u>
<u>Administrative Staff:</u>		
Beers, Julie	Elementary Principal	7/1/2010
<u>Classified Staff:</u>		
Henry, Erika	Food/Serv./A.S. Assoc.	4/9/2010
Hilton, Carrie	Administrative Assistant	4/30/2010

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

<u>Name</u>	<u>Position</u>	<u>Salary</u>
<u>Administrative Staff</u>		
Nohra, Jr., Joseph Effective 7/1/10 Assignment: Heights High – Pride School	Principal-Pride School 220 Days-2 Years	\$100,077 Step 1+\$2,692
Woods, Michael Effective 7/1/10 Assignment: District/Bellefaire School	Principal-Bellefaire School 220 Days-2 Years	\$101,693 Step 2 +\$4308
<u>Certificated/Licensed Staff</u>		
Perttu, Raimo Effective 8/31/10	German Teacher-2/5 Time-R 190 Days (<i>Recall</i>)	\$30,520 12M1, p.r.

Approval of Change of Status

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

<u>Administrative Staff</u>		
<u>Name:</u>	<u>From:</u>	<u>To:</u>
McNichols, Patrick Effective 7/1/10 Assignment: Middle School Principal-220 Days	HH-Pride School \$104,173 (Step 3)	Roxboro Middle School \$102,664 (Step 3)
Micheller, Joseph Effective 5/3/10	Interim Asst. Supt. \$113,520	Dir. Of Educ. Services \$109,838
Sharosky, Brian Effective 7/1/10 Assignment: Middle School Principal-220 Days	Roxboro Middle	Monticello Middle
Talbert, Jeffery-Assistant Superintendent Effective Date: 5/4/2010		5/3/2010

<u>Classified Staff</u>		
Rowe, Tina Assignment: Fairfax Probation Ended 4/20/2010	Probation	Special Ed Parapro-MH \$13.18/Hr.

Approval of Re-employment of Administrators

It was recommended that the following administrative contracts be renewed, effective July 1, 2009.

<u>Name:</u>	<u>Contract</u>	<u>Days</u>
Stukus, Kelly	1 year (1/2 time)	110

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 2010-2011 school year:

<u>Name:</u>	<u>Building:</u>
Sferry, Katherine	Boulevard

Approval of Staff Re-appointments Effective 2010-2011 School Year:

It is recommended that the appointments of non-administrative personnel presently under contract with the Board, with the exception of those being non-renewed at end of the 2009-2010 school year, be approved at current Board authorized salary rates.

Approval of Leave of Absence

<u>Name</u>	<u>Reason</u>
McMahon, Meghan Effective 4/12/10-6/30/10	Child Care

Approval of Extended Time

It was recommended that the Board of Education approve to compensate the following personnel at the following rate up to the indicated number of days for extended time:

<u>Name</u>	<u>Position</u>	<u># Days</u>	<u>Rate</u>
Nohra, Joseph	PRIDE School Principal	10	85% per diem
Woods, Michael	Bellefaire Principal	10 days	85% per diem

Resolution to Suspend without Pay Employee A (correction of dates)
(In hands of Board Members only)

**RESOLUTION TO SUSPEND WITHOUT PAY EMPLOYEE A
CORRECTION OF DATES
(EMPLOYEE A, COOK MANAGER)**

WHEREAS, the Superintendent of Schools and members of his staff recommend a seven-week suspension of **Employee A**, Cook Manager, of Cleveland Heights-University Heights City School District; and

WHEREAS, said suspension has been recommended on the grounds of violation of food safety standards, unprofessional conduct, insubordination, poor work performance, and poor attitude in failing to fulfill the responsibilities of Cook Manager, as set forth in a letter dated April 16, 2010 to **Employee A** from the Director of Business Services, Stephen Shergalis; and

WHEREAS, **Employee A** has been afforded the opportunity to meet with the Director of Dining Services, Allison Hager; Assistant Director of Business Services, George Petkac; and Assistant Director of Human Resources, Patricia Horton, on March 16, 2010 in response to various issues surrounding her job duties at Cleveland Heights High School.

NOW, THEREFORE, be it resolved by the Board of Education of the Cleveland Heights-University Heights City School District, Cuyahoga County, Ohio that the Board does hereby find and determine that there has been good and just cause for the seven-week suspension of **Employee A's** employment without pay in the School District for the reasons aforesated.

BE IT FURTHER RESOLVED that on the grounds and for the reasons aforesated, a seven-week suspension without pay be imposed upon **Employee A**, effective April 21, 2010 through June 11, 2010 at the April 22, 2010 meeting of the Board of Education in the School District.

Approval of Personnel to be Granted Continuing Contract

It is recommended that the following certificated/licensed personnel with limited contracts be granted Tenure effective for the 2010-2011 school year:

<u>Name</u>	<u>Building:</u>
Miller, Ian	Heights High-Real

No. 10-05-068 It was moved by Mr. Coble, seconded by Ms. Pepler, that the above Personnel Items be approved.

Vote on the motion was as follows:

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

Nays: None

BUSINESS

Recommendation to Approve the April 14, 2010 Bid for the Cleveland Heights High School North Entry Project (#10C-010-004)

It was recommended that the Board of Education approve the April 14, 2010 Bid for the Cleveland Heights High School North Entry Project (#10C-010-004) and award a contract (see official minutes).

No. 10-05-069 It was moved by Mr. Zucker, seconded by Mr. Coble, 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 14, 2010 Bid for the District (Cleveland Heights High School and Monticello Middle School) Paving Project (#10C-000-001)

It was recommended that the Board of Education approve the April 14, 2010 bid for the District (Cleveland Heights High School and Monticello Middle School) Paving Project (#10C-000-001) and award a contract (see official minutes).

No. 10-05-070 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. Coble, Ms. Jones, Ms. Pepler,
Mr. Register, Mr. Zucker

Nays: None

Recommendation to Approve the April 14, 2010 Bid for the Fairfax Elementary Emergency Power Upgrade Project (#10C-035-001)

It was recommended that the Board of Education approve the April 14, 2010 Bid for the Fairfax Elementary Emergency Power Upgrade Project (#10C-035-001) and award a contract (see official minutes).

No. 10-05-071 It was moved by Mr. Coble, seconded by Ms. Jones, 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

Approval of the April 14, 2010 Bid for the Roxboro Elementary Emergency Power Upgrade Project (#10C-040-001)

It was recommended that the Board of Education approve the April 14, 2010 bid for the Roxboro Elementary Emergency Power Upgrade Project (#10C-040-001) and award a contract (see official minutes).

No. 10-05-072 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. Peppler, Mr. Register, Mr. Zucker,
Mr. Coble, Ms. Jones

Nays: None

Approval of the April 22, 2010 Bid for the Cleveland Heights High School Snack Shop Remodel Project (#10C-010-006)

It was recommended that the Board of Education approve the April 22, 2010 bid for the Cleveland Heights High School Snack Shop Remodel Project (#10C-010-006) and award a contract (see official minutes).

No. 10-05-073

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

Vote on the motion was as follows:

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

Nays: None

Approval of the April 22, 2010 Bid for the Roxboro Elementary Auditorium Floor Replacement Project (#10C-040-002)

It was recommended that the Board of Education approve the April 22, 2010 bid for the Roxboro Elementary Auditorium Floor Replacement Project (#10C-040-002) and award a contract (see official minutes).

No. 10-05-074

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

Vote on the motion was as follows:

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

Nays: None

Stephen Shergalis, Director of Business Services, stated that all the bid projects are expected to be completed before the start of school in fall 2010. Due to the current economic climate, Mr. Shergalis commented that bids have been very competitive and have been below our estimates for these projects. This has worked to our advantage and puts the District's overall capital budget in a good position.

Recommendation to Accept Donations

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

- \$500.00 to the Robert Soltz Scholarship Fund, from Ms. Anne M. Burgess
- A Truck Frame Section to the Automotive Technology Program at Cleveland Heights High School from Valley Ford Truck, Inc.

No. 10-05-075

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

FINANCE

Financial Reports

It was recommended that the Board of Education confirm the Cash Position Reports and Budget Transfers for March 1, 2010 through March 31, 2010 (see official minutes).

No. 10-05-076

It was moved by Mr. Zucker, seconded by Mr. Coble, that the above Finance Item be approved.

Vote on the motion was as follows:

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

Nays: None

Five-Year Forecast

It was recommended that the Board of Education approve the Five-Year Forecast for fiscal years ending June 30, 2010 through June 30, 2014 (see official minutes).

Paul Gnatowski, Assistant Treasurer, provided commentary on the five-year forecast. The Cuyahoga County Budget Commission estimated that we will continue with a 92.6% collection rate for FY11, which results in lower revenues to the District than normally anticipated. Recently approved personnel reductions of \$1.6 million, as well as reductions in overtime and supplemental contracts, have been included in this forecast. Aggressive budget reductions and ongoing cost savings measures will afford the District a possibility of delaying a new operating levy until calendar year 2011, as opposed to continuing on the 3-year levy cycle with a levy in 2010.

No. 10-05-077 It was moved by Mr. Register, seconded by Mr. Coble, that the above Five-Year Forecast be approved.

Vote on the motion was as follows:

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

Nays: None

Resolution Accepting the Amounts and Rates as Determined by the Budget Commission and Authorizing the Necessary Tax Levies and Certifying Them to the County Auditor

It was recommended that the Board of Education approve the Resolution accepting the amounts and rates as determined by the Budget Commission and authorizing the necessary tax levies and certifying them to the County Auditor (see official minutes).

No. 10-05-078 It was moved by Mr. Zucker, seconded by Ms. Jones, that the above Finance Item be approved.

Vote on the motion was as follows:

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

Nays: None

BOARD PRESIDENT'S REPORT

Board President Nancy Pepler commented that she was pleased with all the District's initiatives to increase instructional time.

Ms. Pepler expressed appreciation to the community for their interest in the Millikin property and having it returned to public use. All the District's properties will be on the agenda for discussion in June.

Students from the District participated in a poetry celebration on April 24, which Board President Pepler attended.

Members of the Board, Superintendent Heuer and Ohio Teacher of the Year Natalie Wester (Gearity Professional Development School) will participate in the University Heights Memorial Day Parade.

BOARD COMMITTEE REPORTS

Board Vice President Kal Zucker spoke at a meeting of a group of area realtors hosted by the City of Cleveland Heights.

CORRESPONDENCE AND ANNOUNCEMENTS

Board member Karen Jones congratulated the Board members who participated in the Reaching Heights Spelling Bee on April 21. The Board team competed until the sixth of eight rounds.

UPCOMING MEETINGS

Tuesday, May 18, 2010 – Special Board Meeting

Tuesday, June 1, 2010 – Regular Board Meeting @ Wiley Middle School

MOTION TO ADJOURN

It was recommended that the meeting be adjourned.

No. 10-05-079

It was moved by Mr. Zucker, seconded by Ms. Jones, 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 8:33 p.m.

Nancy Peppler, President

Scott Gainer, Chief Financial Officer