

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

Regular Meeting of February 7, 2017

The Board of Education of the Cleveland Heights-University Heights City School District, Cuyahoga County, held its Regular meeting in the public meeting room of the Board building at 2155 Miramar Boulevard, University Heights, Ohio, on February 7, 2017.

Present at Roll Call: Mr. Ron Register, President
Mr. Kal Zucker, Vice President
Mr. James Posch, Board Member
Mr. Eric Silverman, Board Member
Ms. Beverly Wright, Board Member

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

APPROVAL OF MINUTES

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

- Special Meeting of October 18, 2016
- Regular Meeting of November 1, 2016
- Special Meeting of December 3, 2016
- Special Meeting of December 6, 2016
- Regular Meeting of December 20, 2016

No. 17-02-018 It was moved by Mr. Zucker, seconded by Mr. Silverman, that the above Minutes be approved.

Vote on the motion was as follows:

Ayes: Mr. Posch, Mr. Register, Mr. Silverman,
Ms. Wright, Mr. Zucker

Nays: None

AWARDS/RECOGNITIONS

Winners of the East View United Church of Christ MLK Jr. Essay Contest

Superintendent Talisa L. Dixon recognized **Ruby Tugeau** (Roxboro Elementary), **Sophia Muller** (Fairfax Elementary), and **Julianna Madlock** (Fairfax Elementary), for their winning essays in the annual MLK Jr. essay contest held by the East View United Church of Christ. Each student read a portion of her essay written on the theme, “What advice would Martin Luther King give President-Elect Donald Trump on making the United States truly united?”

PUBLIC ADDRESS

Statements from the Audience

<u>Name</u>	<u>Topic</u>
Malia Lewis	CTE Advocacy Group

SUPERINTENDENT’S REPORT

Superintendent Dr. Talisa L. Dixon reported that hundreds of parents, educators, and activists spent several weeks protesting the confirmation of Betsy DeVos as U.S. Secretary of Education. In an historic tie-breaking vote, Ms. DeVos was confirmed. Dr. Dixon indicated that there is some worry about the \$20 million President Trump has said will be diverted to school choice and private schools. Superintendent Dixon thanked all the community members and other supporters who took a stand and protested this nomination. She especially acknowledged the Heights Coalition for Public Education for continuing to advocate for the end of state and federal policies that harm children and public education.

Dr. Dixon also provided an update on the new graduation requirement for 2018. The new system of single-subject tests is more rigorous than the previous exit exam and relies heavily on standardized tests. Ohio superintendents are advocating for a more balanced system. Our high school team is currently working to develop success plans for students that need to retake exams. Parents, teachers and students are working hard to ensure students graduate with their cohort in 2018.

February is Black History Month. Superintendent Dixon announced that several activities are happening throughout the District in recognition of Black History. She also encouraged reading the book, “Between the World and Me,” recommended as a District read by Student Services employee Joan Webster. The book discusses race issues and should spark some courageous conversations about race.

February is also American Heart Association Month. In the 2015 school year, our District raised \$22,000 to fight heart disease and stroke, a 30% increase over the previous year. Our goal this year is to raise more awareness and engage staff, students, and families to learn about healthy heart living. Each building will host events to collect and donate funds to the American Heart Association. Dr. Dixon will speak at the Heart Association’s “Go Red for Women” luncheon on Friday, February 10th.

Dr. Dixon commended Assistant Superintendent Felisha Gould and her team for organizing the District's Professional Development Day on Friday, February 10th. The theme is "Building to New Heights: Fostering Community, Culture, Collaboration & Creativity."

Superintendent Dr. Talisa Dixon announced that Board President Ron Register will be awarded the OSBA's 2017 Award of Achievement and the Master Board Member Award. These awards are given to recognize the commitment to training and leadership in serving on the Board and to acknowledge board members who are dedicated to improving their boardmanship skills and knowledge. Mr. Register is the first ever CH-UH board member to be named an OSBA Master Board Member since the award began in 1998. He will be honored with the awards on March 22, 2017, at the OSBA spring conference in North Olmsted.

PERSONNEL

Approval of Retirement

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

Classified Staff

<u>Name</u>	<u>Position</u>	<u>Date</u>
Fetherson, Diane	Food Service – Assistant Cook	6/30/2017
Ritchey, Donna	Lunchroom Supervisor/Aide AM/PM	6/2/2017

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>Classified Staff</u> Colvin Mack, Joyce Effective: 2/8/2017 Assignment: Noble Elementary School 45-Day Probation Ends: 4/20/2017	Lunchroom Aide-Brfst-R 195 Days/Year	\$12.41/Hour Step 1, AIDE

Knox Taylor, Yulander Effective: 2/8/2017 Assignment: Noble Elementary School 45-Day Probation Ends: 4/20/2017	Lunchroom Aide-Brfkst-R 195 Days/Year	\$12.41/Hour Step 1, AIDE
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Supplemental Assignments-Coaches-2016-2017

Roxboro Middle School

Johnson, David	HC Girls Basketball-Gr 7	\$5,085
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Supplemental Assignments-Advisors-2016-2017

Askew, Lorna	Intervention Support Coach	\$1,356
Bennett, Jennifer	Intervention Support Coach	\$1,356
Bergman, Ellen	Intervention Support Coach	\$1,356
Bishko, Tamara	Intervention Support Coach (split)	\$678
Buckley, Deborah	Intervention Support Coach (split)	\$678
Bukovac, Joyce	Intervention Support Coach	\$1,356
Carpenter, Patrick	Intervention Support Coach	\$1,356
Egre, Julie	Intervention Support Coach	\$1,356
Garcar, Melissa	Intervention Support Coach	\$1,356
Kiss, Anna	National Technical Honor Society Advisor	\$2,373
Sa'ad, Karlene	Intervention Support Coach	\$1,356
Taylor-Ware, Teresa	Intervention Support Coach	\$1,356
White, Courtney	Intervention Support Coach	\$1,356

Approval of Change of Status

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

<u>Name</u>	<u>From:</u>	<u>To:</u>
<u>Classified Staff</u>		
Battiste, Darla Effective: 8/19/2016 Assignment: Probation Ended: 1/12/2017	Probation	Lunchroom Aide \$12.41/Hour, Step 1, AIDE Boulevard Elementary School 195 Days/Year
Benjamin, Vasilika Effective: 9/6/2016 Assignment: Probation Ended: 1/30/2017	Probation	School Bus Aide \$13.11/Hour; Step 1 ASST District 205 Days/Year
Carder, Michelle Effective: 2/13/2017 Assignment: 45-Day Probation Ends: 4/25/2017	Lunchroom Aide \$13.43/Hour Step 4 AIDE Oxford Elementary School	Lunchroom Aide \$13.43/Hour Step 4 AIDE Gearity P.D. School 195 Days/Year

Chmura, Shelley Effective: 9/7/2016 Assignment: Probation Ended: 1/31/2017	Probation	General Office-Attend. \$9,989.85/ Yr.*p.r., Step 1 GENO Monticello Middle School 205 Days/Year (0.5 fte)
Colvin Mack, Joyce Effective: 8/22/2016 Assignment: Probation Ended: 1/13/2017	Probation	Lunchroom Aide \$12.41/Hour, Step 1, AIDE Noble Elementary School 195 Days/Year
Harrold, Shawn Effective: 8/22/2016 Assignment: Probation Ended: 1/13/2017	Probation	Interpreter Educational Aide \$14.59/Hour, Step 3, NDEG Noble Elementary School 195 Days/Year
Hatchette, Brandon Effective: 8/19/2016 Assignment: Probation Ended: 1/12/2017	Probation	Before School Associate \$11.61/Hour, Step 1, BAAS Boulevard Elementary School 195 Days/Year
Jones, Terron Effective: 8/26/2016 Assignment: Probation Ended: 1/20/2016	Probation	General Office-Attend \$10,414.95*p.r. (.5fte), Step 1 GENO Noble Elementary School 205 Days/Year, *\$10,893.19/Ann.
Jones, Terron Effective: 8/22/2016 Assignment: Probation Ended: 1/13/2017	Probation	Lunchroom Aide \$12.41/Hour, Step 1, AIDE Noble Elementary School 195 Days/Year
Lee, Shenequa Effective: 9/6/2016 Assignment: Probation Ended: 1/30/2017	Probation	Full Day Preschool Associate- \$12.56/Hour; Step 3, ASDG Oxford Elementary School 195 Days/Year
Mathews, Marty Effective: 8/19/2016 Assignment: Probation Ended: 1/12/2017	Probation	Special Education Aide \$15.80/Hour; Step 1, DEGR Roxboro Middle School 195 Days/Year
Panford, Diamanta Effective: 8/22/2016 Assignment: 90-Day Probation Ends: 1/13/2017	195 Days/Year	Nurse Aide Paraprofessional \$15.80/Hour; Step 1, DEGR Gearity P.D. School 195 Days/Year

Phoneix, Regina Effective: 8/19/2016 Assignment: Probation Ended: 1/12/2017	Probation	Lunchroom Aide \$12.41/Hour, Step 1, AIDE Noble Elementary School 195 Days/Year
Pradhan, Draupadi Effective: 8/19/2016 Assignment: Probation Ended: 1/12/2017	Probation	Lunchroom Aide \$12.41/Hour, Step 1, AIDE Noble Elementary School 195 Days/Year
Raheem, Shahada Effective: 10/31/2016 Assignment: Probation Ended: 1/30/2017	Probation	Extended Day Preschool \$11.61/Hours; BAAS Noble Elementary School
Rozier, Sherelle Effective: 9/6/2016 Assignment: Probation Ended: 1/30/2017	Probation	Administrative Assistant \$29,94.48/ Ann* p.r Heights High School 225 Days/Year *33,868.13/Ann.
Terry, Jazmyn Effective: 8/29/2016 Assignment: Probation Ended: 1/23/2017	Probation	Preschool Full Day \$12.53 /Hour, Step 3 ASDG Noble Elementary School

Supplemental Assignments-Advisors-2016-2017

Monticello Middle School

November, Adrianna	Team Leader-\$2,712	Team Member-\$1,017
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Approval of Changes in Salary

The following personnel are eligible for a change in salary effective January 13, 2017 (Semester II) in accordance with the regulations contained in the negotiated agreement. It was recommended that salary changes be approved as follows:

<u>Name:</u>	<u>From:</u>	<u>To:</u>
Ammon, Benjamin	\$59,622 (06 MA)	\$62,037 (06 MA+20)
Cook, Christopher	\$85,894 (14 MA)	\$86,530 (14 MA+10)
Greenberg, Robyn	\$74,495 (14 BA+20)	\$85,894 (14 MA)
Johnson, O'Dasha	\$59,622 (06 MA)	\$61,105 (06 MA+10)
Korb, Janett	\$75,767 (11 MA)	\$76,784 (11 MA+10)
Marbury, Kristie	\$87,674 (14 MA+20)	\$89,030 (14 MA+30)
Miller, James	\$78,690 (11 MA+20)	\\$79,623 (11MA+30)
Sisto, Amy	\$62,969 (08 MA)	\$65,088 (08 MA+10)
Strine, Katherine	\$66,741 (11 BA+20)	\$75,767 (11 MA)
Thomas, Sherice	\$80,125 (11 MA+30)	\$80,845 (11 MA+40)

Approval of Leave of Absence

Name:

Ambroz, Heidi
Effective: 1/10/2017- 4/14/2017

To:

Unpaid Leave of Absence for Reasons Other Than Illness or Disability

Jackson, Erica
Effective: 1/23/2017- 3/17/2017

Family Care Leave

Longstreet, Rachael
Effective: 1/16/2017- 2/5/2018

Unpaid Medical Leave

Mitchell, Nicole
Effective: 1/25/2017- 5/19/2017

Unpaid Medical Leave

Raheem, Shahada
Effective: 1/19/2017- 2/6/2017

Unpaid Medical Leave

Approval of Employment Contract for Dr. Talisa Dixon as Superintendent of Schools for the term August 1, 2017 to July 31, 2022

(in the hands of Board members)

Approval of Employment Contract for A. Scott Gainer as Chief Financial Officer / Treasurer for the term August 1, 2017 to July 31, 2022

(in the hands of Board members)

No. 17-02-019

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Personnel items be approved.

Vote on the motion was as follows:

Ayes: Mr. Register, Mr. Silverman, Ms. Wright, Mr. Zucker, Mr. Posch

Nays: None

BUSINESS SERVICES

Recommendation to Approve Change Orders for Cleveland Heights High School

It was recommended that the Board of Education approve the following change order for Cleveland Heights High School (see official minutes):

- Change Order No. 86 with a total value of \$62,434.00
- Change Order No. 87 with a total value of \$80,734.00
- Change Order No. 88 with a total value of \$259,100.00

Change Order No. 89 with a total value of \$7,320.00
Change Order No. 90 with a total value of \$141,641.00
Change Order No. 91 with a total value of \$34,292.00
Change Order No. 92 with a total value of \$32,690.00
Change Order No. 93 with a total value of \$17,294.00
Change Order No. 94 with a total value of \$44,975.00
Change Order No. 95 with a total value of \$55,436.00
Change Order No. 96 with a total value of \$61,472.00

No. 17-02-020

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Business item be approved.

Vote on the motion was as follows:

Ayes: Mr. Silverman, Ms. Wright, Mr. Zucker,
Mr. Posch, Mr. Register

Nays: None

Pat O'Brien, PMC, was present to discuss the change orders that covered existing unforeseen conditions, added work scope, and design clarifications.

Recommendation Authorizing the Execution of Turner Construction Company Amendment No. 1

It was recommended that the Board of Education authorize the execution of Turner Construction Company Amendment No. 1 between the Board of Education of the Cleveland Heights-University Heights City School District and Turner Construction Company (see official minutes).

No. 17-02-021

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Business item be approved.

Vote on the motion was as follows:

Ayes: Ms. Wright, Mr. Zucker, Mr. Posch,
Mr. Register, Mr. Silverman

Nays: None

Recommendation to Approve the Agreement between the Board of Education of the Cleveland Heights-University Heights City School District and Cleveland State University

It was recommended that the Board of Education approve the agreement between the Board of Education of the Cleveland Heights-University Heights City School District and Cleveland State University (see official minutes).

No. 17-02-022 It was moved by Mr. Silverman, seconded by Mr. Zucker, that the above Business item be approved.

Vote on the motion was as follows:

Ayes: Mr. Zucker, Mr. Posch, Mr. Register,
Mr. Silverman, Ms. Wright

Nays: None

Resolution Authorizing Ohio Schools Council Cooperative Advertising and Receiving Bids for School Bus Chassis and Bodies

It was recommended that the Board of Education approve the resolution authorizing Ohio Schools Council Cooperative Advertising and Receiving Bids for school bus chassis and bodies for school year 2017-2018 (see official minutes).

No. 17-02-023 It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Business item be approved.

Vote on the motion was as follows:

Ayes: Mr. Posch, Mr. Register, Mr. Silverman,
Ms. Wright, Mr. Zucker

Nays: None

Recommendation to Accept Donations

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

- \$50.00 to Noble Elementary School Clothes Pantry by Mrs. Perrino of North Ridgeville
- \$100.00 to Noble Elementary School Clothes Pantry by Stamy S. Paul of Cleveland
- \$196.60 to Oxford Elementary School by Box Tops for Education
- \$400.00 to Roxboro Elementary School Chinese Program by Cleveland State University

- \$556.80 to Roxboro Elementary School by Box Tops for Education
- \$325.00 to Monticello Middle School Chinese Program by Cleveland State University
- \$420.00 to Delisle Options for the Options Global Ambassadors Initiative by:
 - Vaughn and Nicole Hill of South Euclid - \$20.00
 - Clarence Williams of Cleveland Heights - \$100.00
 - Susan Kaeser & Jerry Blake of Cleveland Heights - \$200.00
 - Radiah Douglas of Cleveland - \$100.00
- \$735.00 to Heights High Robotics Club by Andrea Corbett of Cleveland Heights
- \$50.00 to Heights High Men’s Barbershoppers by Daryl & Meredith Flinn of North Canton
- \$100.00 to Heights High Vocal Music Department by James D. & Debra A. Vail of Cleveland Heights
- \$250.00 to Heights High Chinese Program by Cleveland State University
- Trumpet (value \$300.00) to Heights High Instrumental Music Department by Joseph Ammon of Brooklyn, NY
- Trumpet (value \$200.00) to Heights High Instrumental Music Department by Tamara Ammon of Brooklyn, NY
- \$125.00 to the Faith’s Alive Fund by Sts. Constantine & Helen Philoptochos Society

No. 17-02-024

It was moved by Mr. Zucker, seconded by Mr. Silverman, that the above Donations be approved.

Vote on the motion was as follows:

Ayes: Mr. Register, Mr. Silverman, Ms. Wright,
Mr. Zucker, Mr. Posch

Nays: None

FINANCE

Audit Update/CAFR

Scott Gainer, CFO, reported that the audit for FY16 has been completed, and again for the 2015-2016 school year received an unmodified (“clean”) audit opinion. He commended all those involved in getting information to the auditors in a timely manner. The audit went well and is available on the District website and the Auditor of State website. In addition, we completed the Comprehensive Annual Financial Report, also available on the District website. The CAFR has been submitted to receive awards for excellence in financial reporting. While we will continue to produce the CAFR, the District is also developing a Popular Annual Financial Report (PAFR), which will be available in April. The PAFR will be a summary document containing the financial information the community would be most interested in.

Mr. Gainer mentioned a comment made about the five-year forecast. He stated, “the Governor recently proposed a biennial budget that would result in a \$1 million increase in funding to the District in both

FY18 and FY19 – those increases have not been included in this forecast, as historically this initial proposal is significantly changed as the budget goes through the legislative process.”

Financial Reports

It was recommended that the Board of Education confirm the Summary of Cash Balances by Fund for the month ending December 31, 2016 and approve the Five-Year Forecast for fiscal years ending June 30, 2017 through June 30, 2021 (see official minutes).

No. 17-02-025

It was moved by Mr. Zucker, seconded by Mr. Silverman, that the above Finance item be approved.

Vote on the motion was as follows:

Ayes: Mr. Silverman, Ms. Wright, Mr. Zucker,
Mr. Posch, Mr. Register

Nays: None

BOARD PRESIDENT’S REPORT

Board President Ron Register and Superintendent Dixon attended the National School Board Association (NSBA) Equity Symposium on January 28, 2017, in Washington, D.C. The symposium’s featured speakers were Kati Haycock, CEO of the Education Trust, and Dr. Leslie Fenwick, Dean Emerita-School of Education, at Howard University.

Ms. Haycock spoke about the growing economic inequality in the United States along with the widening achievement gap for impoverished and minority students. She pointed out that our professional development programs and practices should be focused on narrowing this gap. One example Ms. Haycock gave of addressing this issue is to assign the most talented teachers to the district’s most struggling schools and students.

Dr. Fenwick stated that the gap is a function of weak family and community structures. Perceptions about Black people persist because she believes they are reinforced by negative statistics in research, literature, and media. Dr. Fenwick stated that data reveals that there are more African American males in college than there are in jail and that the participation of African American parents in PTAs is higher than that of White families in PTAs. Her speech concentrated on dispelling myths and disseminating the many positive aspects of Black culture which she believed was lacking. Dr. Fenwick also pointed out that Historically Black Colleges & Universities produced over fifty percent of African American teachers in the country.

Dr. Dixon and Mr. Register also attended the NSBA Advocacy Institute which highlighted effective advocacy strategies in relating with Congress. The Institute also presented legislative priorities before the 115th Congress.

On Wednesday, February 1st, Board President Register attended the Ohio School Boards Association Regional Executive Committee meeting, where he serves as a member. He will also attend the Board Leadership workshop on Saturday, February 11th. Mr. Register encouraged fellow Board members to become more involved in similar professional development and training opportunities.

NEW BUSINESS

Resolution to Authorize Litigation for Recovery of Fees and Costs

It was recommended that the Board of Education authorize litigation for the recovery of fees and costs associated with claims levied against the District in due process complaints (see official minutes).

No. 17-02-026

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Resolution to Authorize Litigation be approved.

Vote on the motion was as follows:

Ayes: Ms. Wright, Mr. Zucker, Mr. Posch,
Mr. Register, Mr. Silverman

Nays: None

BOARD COMMITTEE REPORTS

CTE

Board Member Beverly Wright met with CTE Director Brad Callender and his team last week. The team is rolling out a Championship Program and Teachers Wish List. Ms. Wright contacted a University Hospitals representative to come out to speak to the students and has encouraged the Board to recruit other professionals to come into the classrooms to tutor students.

Ms. Wright also attended Case Western Reserve University on February 3rd where keynote speaker Margo Shetterly, author of *Hidden Figures*, presented. Roxboro Middle School Ladies of Leadership also attended the presentation and had books given to them by Superintendent Dixon signed by the author.

PTA

Board President Kal Zucker announced that PTA had to cancel its meeting due to schools being closed. The meeting will be rescheduled.

Heights Schools Foundation

Board President Kal Zucker reported that the Foundation held an organizational meeting to obtain its non-profit status. This Foundation has absorbed the work that the Alumni Foundation had done over the years.

CORRESPONDENCE AND ANNOUNCEMENTS

Board Member Eric Silverman acknowledged the passing of Jim Scullen, long-time videographer for CH-UH Schools and the Alumni Hall of Fame. He will be missed.

Board Member James Posch thanked the (Nancy) Dietrich Family for their generous funding of the CH-UH Schools new marketing campaign centering on support for public schools. Parts of the project were also funded by independent grants.

UPCOMING MEETINGS

Thursday, February 16, 2017 – Special Board Meeting
Tuesday, February 21, 2017 – Special Board Meeting
Monday, February 27, 2017 – Special Joint Board Meeting

MOTION TO ADJOURN

It was recommended that the meeting be adjourned.

No. 17-02-027 It was moved by Mr. Silverman, seconded by Ms. Wright,
that the meeting be adjourned.

Vote on the motion was as follows:

Ayes: Mr. Posch, Mr. Register, Mr. Silverman,
Ms. Wright, Mr. Zucker

Nays: None

The meeting was adjourned at 8:55 p.m.

Ron Register, President

Scott Gainer, Chief Financial Officer