

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

Special Meeting of September 20, 2016

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 Building at 2155 Miramar Boulevard, University Heights, Ohio, on September 20, 2016 at 6:00 p.m.

Mr. Kal Zucker, President, called the meeting to order at 6:00 p.m.

Present at Roll Call: Mr. Kal Zucker, Board President
Mr. Ron Register, 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

MOVE TO EXECUTIVE SESSION

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

No. 16-09-155 It was moved by Mr. Silverman, seconded by Ms. Wright, that the Board move into Executive Session.

Vote on the motion was as follows:

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

Nays: None

Present at Executive Session: Mr. Kal Zucker, President
Mr. Ron Register, Vice President
Mr. James Posch, Board Member

Mr. Eric Silverman, Board Member
Ms. Beverly Wright, Board Member
Dr. Talisa L. Dixon, Superintendent
Mr. Scott Gainer, Chief Financial Officer
Mr. George Petkac, Director of Business Services
Ms. Lindsay Gingo, Squire Patton Boggs

The Board moved into Executive Session at 6:02 p.m.

The Executive Session ended at 7:00 p.m., and the Board reconvened in public session at 7:01 p.m.

SUPERINTENDENT'S REPORT

Approval of the Standard-Based School Counselor Evaluation Policy

The third and final reading was held regarding the state directed standard-based school counselor evaluation policy. It was recommended that the Board of Education approve the Standard-Based School Counselor Evaluation Policy.

No. 16-09-156

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above School Counselor Evaluation Policy be approved.

Vote on the motion was as follows:

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

Nays: None

Approval of Educational Service Center of Cuyahoga County – Inter-District Service Area Contract

It was recommended that the Board of Education approve the Educational Service Center of Cuyahoga County Inter-District Service Area Contract for the 2016-2017 school year (see official minutes).

No. 16-09-157

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

Vote on the motion was as follows:

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

Nays: None

PERSONNEL

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>Classified Staff</u>		
Hatchette, Brandon	Before School Associate	9/15/2016
Laboda, Cheryl	Lunchroom Aide	9/7/2016
Thomas, Mary K	Before School Lead/After School Assoc.	6/8/2016
Numan, Brei	Lunchroom Aide	9/23/2016

Approval of Termination

It was recommended that the termination 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>		
Hicks, Tracie	Lunchroom Aide	Unsuccessful Probation
Bland, Kylena	Lunchroom Aide	Unsuccessful Probation

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>
Carson, Alexis Effective: 9/19/2016 Assignment: Roxboro Middle School 90-Day Probation Ends: 2/10/2017	Connect Paraprofessional-R 195 Days/Year	\$15.80/Hour Step 1, DEGR
Horton, Lashownda Effective: 9/19/2016 Assignment: Fairfax Elementary School 90- Day Probation Ends: 2/10/2017	Afterschool Associate-R 195 Days/Year	\$11.61/Hour Step 1, BAAS

Mayti, Bianca Effective: 9/19/2016 Assignment: Roxboro Middle School 90-Day Probation Ends: 2/10/2017	Connect Paraprofessional-R 195 Days/Year	\$15.80/Hour Step 1, DEGR
Moore, Dominique Effective: 9/26/2016 Assignment #1: Canterbury Elementary School 90- Day Probation Ends: 2/17/2017	Lunchroom Aide-R 195 Days/Year	\$12.41/Hour Step 1, AIDE
Moore, Dominique Effective: 9/26/2016 Assignment #2: Canterbury Elementary School 90- Day Probation Ends: 2/17/2017	Before/ Afterschool Associate-R 195 Days/Year	\$11.61/Hour Step 1, BAAS
Newton, Willie Effective: 8/22/2016 Assignment: Heights High School	ALCAncillary-R 192 Days/Year	\$23,263/Ann.*p.r. Step 1, ANCI (\$26,723/ Annual)
Pradham, Draupadi Effective: 9/19/2016 Assignment: Noble Elementary School 90-Day Probation Ends: 2/10/2017	Peer 2 Peer Paraprofessional-R 195 Days/Year	\$13.99/Hour Step 1, NDEG
Strong, Brooke Effective: 9/19/2016 Assignment: Noble Elementary School 90-Day Probation Ends: 2/10/2017	Peer 2 Peer Paraprofessional-R 195 Days/Year	\$13.99/Hour Step 1, NDEG

Supplemental Assignments-Advisors--2016-2017

Boulevard Elementary

Watson, Todd	Instrumental Music	\$1,356
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Canterbury Elementary

Bell, Chris	Student Council (split)	\$678
Bowman, Karly	Vocal Music	\$1,356
Salvatore, Kimberly	Student Council (split)	\$678
Sisto, Amy	Instrumental Music	\$1,695

Fairfax Elementary

Cohen, Eric	Team Leader-Gr 4	\$2,712
Cohen, Eric	Student Council	\$1,356
Friedland, Jessica	Peer Mediators	\$678
Gee, George	Crossing Guard	\$1,356
Gee, George	Ski Club	\$678
Gee, George	Instramurals	\$1,356
Gray, Tamar	Vocal Music	\$1,356

Gearity Elementary

Adamson, Bob	Instrumental Music	\$1,695
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Cleveland Heights High School

Heim, Daniel	Musical Orchestra Director	\$2,373
Lange, Jesse	Musical Director	\$5,085

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>Certificated/Licensed Staff</u>		
Zivanchev, Stephen Effective: 8/18/2016	\$86,530 (14 MA10) Physical Education + Additional Assignment	\$94,837 (14 MA10+9.6%)

<u>Classified Staff</u>		
Nelson, Kiearra Effective: 9/5/2016 Assignment: 45-Day Probation Ends: 11/9/2016	After School Associate \$13.32/Hour, Step 6 BAAS Fairfax Elementary School	Before School Lead \$13.80/Hour, Step 1 LEAD Roxboro Elementary School

Szanislzo, Charles Effective: 9/19/2016 Assignment: 45-Day Probation Ends: 11/22/2016	Cleaner \$15.93*/Hour, Step 11 CLNR Boulevard Elementary School *includes longevity	Cleaner \$15.93*/Hour, Step 11 CLNR Monticello Middle School *includes longevity
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Supplemental Assignments-Coaches-2016-2017

Roddy, Shannan	Girls Cross Country HC (\$3,390)	Boys/Girls Cross Country AC (\$2,712)
Wilson, Jason	Football AC (\$2,712)	Freshman Football HC (\$3,390)

Supplemental Assignments-Advisors-2016-2017

Coleman, Thomas	Crossing Guard	Declined Offer
MacDonald, Nancy	Team Leader-Gr 4	Declined Offer

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/Activity</u>	<u>Days</u>	<u>Rate</u>
<u>Certificated/Licensed Staff:</u>			
Vigh, Danielle	Prog. Spec. Early Child	5	60% per diem

Approval of Changes in Salary

The following personnel are eligible for a change in salary effective August 18, 2016 (Semester I) 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>
<u>Certificated/Licensed Staff:</u>		

Baker, Marc	\$87,674 (14 MA+20)	\$89,030 (14 MA+30)
Ballou, Nancy	\$85,894 (14 MA)	\$86,530 (14 MA+10)
Bergen, Zakiyyah	\$89,030 (14 MA+30)	\$90,301 (14 MA+40)
Berkovitz, Joanne	\$55,020 (13 MA+10)	\$55,706 (13 MA+20)
Bondarenko, Bridgette	\$78,690 (11 MA+20)	\$79,623 (11 MA+30)
Boyles, Alexia	\$55,766 (08 BA+10)	\$56,825 (08 BA+20)
Braun, Jennifer	\$77,285 (11 MA10+500)	\$79,192 (11MA20+500)
Brown, Kennethian	\$65,088 (08 MA+10)	\$65,385 (08 MA+20)
Campbell, Darren	\$85,894 (14 MA)	\$86,530 (14 MA+10)
Daniels, Malik	\$76,784 (11 MA+10)	\$78,690 (11 MA+20)
Delagrang, Amanda	\$53,054 (06 BA)	\$53,689 (06 BA+10)
Dixon, Sandra	\$86,530 (14 MA+10)	\$87,674 (14 MA+20)
Friedman, Margaret	\$89,030 (14 MA+30)	\$90,301 (14 MA+40)
Gleba, Patrick	\$56,825 (08 BA+20)	\$62,969 (08 MA)
Goldberg, Joshua	\$62,115 (07 MA+500)	\$62,877 (07 MA10 +500)
Greene, Samantha	\$76,268 (11 MA +500)	\$77,285 (11 MA10+500)
Hadjabed-Woods, Melha	\$87,674 (14 MA+20)	\$89,030 (14 MA+30)
Heldman, Tamara	\$66,020 (09 MA+10)	\$67,080 (09 MA+20)
Holdeman, John	\$86,396 (14 MA+500)	\$87,032 (14 MA10 +500)
Honey-Dixon, Linda	\$85,894 (14 MA)	\$86,530 (14 MA+10)
Jackson, Takisha	\$61,613 (07 MA)	\$62,376 (07 MA-10)
Lawson, Dejunee	\$58,393 (10 BA+10)	\$59,240 (10 BA+20)
McPhee, Margaret	\$45,511 (04 BA)	\$46,655 (04 BA+10)
Musgrave Postma, Jennifer	\$84,538 (13 MA+20)	\$86,021 (13 MA+30)
Nelson, Gregory	\$86,396 (14 MA+500)	\$87,032 (14 MA10 +500)
Nobles, David	\$85,894 (14 MA)	\$86,530 (14 MA+10)
Odeen, Debra	\$89,030 (14 MA+30)	\$90,301 (14 MA+40)
O'Deens, Robert	\$86,530 (14 MA+10)	\$87,674 (14 MA+20)
Parrino, John	\$85,894 (14 MA)	\$86,530 (14 MA+10)
Ribic, Joni	\$65,590 (09 MA+500)	\$66,522 (09 MA10+500)
Riolo, Ashley	\$75,767 (11 MA)	\$76,784 (11 MA+10)
Russell, Marquiza	\$69,283 (12 BA+20)	\$79,114 (12 MA)
Salvatore, Kimberly	\$75,767 (11 MA)	\$76,784 (11 MA+10)
Scully, Kathleen	\$85,894 (14 MA)	\$86,530 (14 MA+10)
Sell, Amanda	\$59,240 (10 BA+20)	\$66,656 (10 MA)
Shoup, John	\$66,656 (10 MA)	\$67,164 (10 MA+10)
Strine, Katherine	\$66,020 (11 BA+10)	\$66,741 (11 BA+20)
Wheeler, Megan	\$66,656 (10 MA)	\$67,164 (10 MA+10)

Approval of OSCES Credentialed Evaluators

It was recommended that the Board of Education approve the following certificated current regular employees as evaluators under the Ohio School Counselors Evaluation System having passed and met the appropriate standards adopted by the state board of education and are considered credentialed evaluators:

Name:

Hicks, Katrina
Jenkins, Michael
Lombardo, Paul
Moore, Deborah
Nicklos, Joseph
Pronty, Brigitte
Pulling, Michelle

Approval of Leave of Absence

Name:

Karmazyn, Charly
Effective: 3/1/2016- 2/28/2018*
*(Revised from 9/6/16 Agenda)

To:

SERS Disability

No. 16-09-158

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

Nays: None

WORK SESSION

Educational Services Presentation: Special Education Programs

Dr. Jeffrey Johnston, Director of Student Services, provided the Board with an update on the Special Education program goals and items of focus for the 2016-2017 school year. Dr. Johnston discussed how the program aligns with the District's strategic plan. The Student Services Department focuses on both the academic and social-emotional needs of all students in our District. The students receiving special education in our District range from 16%-18% of our total student body. Dr. Johnston explained the difference between special education laws versus 504 plan laws. There is no funding for Section 504, and this is becoming a significant need among our student population.

As the District graduation rate increased, so did the graduation rate for students with special needs. In order to close the achievement gap and meet the Value Added indicator on the local report card, Student Services plans to focus on increasing teacher and student access to core curriculum and on supporting general and special education teachers with inclusion strategies. Dr. Johnston pointed out that in order to increase student success the Department has expanded community work experience opportunities for students with special needs along with adding Career Based Intervention (CBI) courses at the High School specifically for these students.

Dr. Johnston discussed fiscal resources available for students with special needs and how these resources impact our District. He anticipates that the number of students eligible for Jon Peterson scholarships will continue to increase, which means staff time to create and support IEPs for non-public students will also increase.

Lisa Hunt and Amy Kerr-Jung, Reaching Heights Exceptional Children’s Advocacy Group (ECAG), spoke about parent and community engagement related to special needs services in the District.

In conclusion, Dr. Johnston commented that he is proud of the commitment our staff makes to serve students. He also thanked Superintendent Dixon and the Educational Services team for creating a positive environment that understands the needs of students and staff in the District.

UPCOMING MEETINGS

Tuesday, October 4, 2016 – Regular Board Meeting

MOTION TO ADJOURN

It was recommended that the meeting be adjourned.

No. 16-09-159

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 8:38 p.m.

Kal Zucker, President

Scott Gainer, Chief Financial Officer