

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

**Regular Meeting of November 3, 2015**

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 November 3, 2015 at 7:00 p.m.

Ms. Nancy Pepler, President, called the meeting to order at 7:00 p.m.

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

Mr. Ron Register, Board Vice President, was absent.

**APPROVAL OF MINUTES**

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

- Special Meeting of September 15, 2015
- Special Meeting of October 1, 2015
- Regular Meeting of October 6, 2015

**No. 15-11-152** It was moved by Mr. Silverman, seconded by Mr. Zucker, that the above Minutes be approved.

Vote on the motion was as follows:

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

Nays: None

## **AWARDS/RECOGNITIONS**

### **National Merit Commended Scholars**

Dr. Talisa Dixon, Superintendent, recognized seniors **Graham Ball, Aviva Klein** and **Hannah Smith** for being named National Merit Commended scholars. These students placed among the top five percent of more than 1.5 million students who entered the 2016 competition. Graham, Aviva, and Hannah are all involved in many extra-curricular activities at Heights High and plan to apply to top colleges and universities.

### **CTE Student of the Month**

Dr. Talisa Dixon, Superintendent, recognized our very first Career/Technical Education student of the month, **Tapash Sharma**, a senior in the Clinical Health Careers program. Tapash was born in a refugee camp in Nepal, where he lived until coming to the United States two and a half years ago. When he arrived in Cleveland Heights, he spoke very little English and “didn’t think he was going to make it” in his new country. Through his own hard work and with the help of the ELL teachers at Heights High, Tapash is now thriving. His English skills have progressed to the point that he now volunteers to translate for others in his community. He plans to become a Registered Nurse and eventually a Physician’s Assistant.

### **CTE Program of the Month – Audio Engineering Program**

Each month, the District will begin to highlight a different CTE program. For November, Dr. Talisa Dixon, recognized the Audio Engineering program. Audio Engineering is one of the newest programs offered by the Tri-Heights Consortium. Students learn the skills they need to be successful in an entry-level position in the audio industry. Some of those skills include music theory, piano skills, digital audio theory, digital signal processing, composition, acoustics, electronic music, recording technology, mixing, and microphone design & application.

The audio engineering program boasts professional-level resources for the students to utilize. Each student in the program receives an iMac computer with industry-standard recording software. They use a full recording studio with professional instruments and microphones.

There are many job opportunities in the audio industry, and Superintendent Dixon said she is proud to have this program available to our students.

## **Options Student Global Ambassadors**

Dr. Talisa Dixon, Superintendent, recognized several students in the Options Program who will be traveling to London for seven days in February 2016. Students **Aaron Hemphill, Cherronn Hodges** and **Nathan Jolly** were selected to the Options Global Ambassadors Initiative, created to provide African American male students the opportunity to participate in a mind-broadening international experience. To be selected, students had to be in good academic standing, on course for graduation, demonstrate leadership qualities, and serve as mentors in the Odyssey Program.

The three students will study at Evelyn Grace Academy in London and will also participate in panel discussions and visit Stonehenge and Oxford University. The trip is largely funded through generous donations from community members and businesses.

## **SUPERINTENDENT'S REPORT**

### **Approval of Field Trips**

It was recommended that the Board of Education approve the following field trips:

- Heights High School Students of Promise Field Trip to Washington, DC, scheduled for November 5-7, 2015
- Heights High School Girls Varsity Basketball Team Field Trip to the Newark High Holiday Basketball Tournament, Newark, NJ, scheduled for December 27-28, 2015
- Monticello Middle School 8<sup>th</sup> Grade Students Field Trip to Washington, DC, scheduled for May 11-13, 2016

### **No. 15-11-153**

It was moved by Mr. Silverman, seconded by Mr. Coble, that the above Field Trips be approved.

Vote on the motion was as follows:

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

Nays: None

### **Update on Gifted Data Presentation**

Toia Robinson, Coordinator of Educational Services, provided an updated to the Board's on gifted student data. She discussed gifted representation by ethnic group over a three-year period (see official minutes).

**PERSONNEL**

**Approval of Resignation**

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

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Date</u></b>
<b><u>Certificated/Licensed Staff</u></b>		
Mendes, Joseph	Teacher	10/30/2015
<b><u>Classified Staff</u></b>		
Anders, Kathy	Administrative Assistant-Benefits	1/29/2016
Singleton, Jackie	Educational Aide-MS/CONNECT	9/25/2015

**Approval of Termination**

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

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Reason</u></b>
<b><u>Classified Staff</u></b>		
Townes, Taleemah	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**

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Salary</u></b>
<b><u>Certificated/Licensed Staff</u></b>		
August-Harris, Kelly	Long-term Substitute-R	\$254/Day
Effective: 11/9/2015	Fourth Grade	Step 1 MA+30
Assignment: Gearity Professional Development		

**Classified Staff**

Bochik, Jennifer Effective: 11/3/2015 Assignment: Board of Education	Sub Bus Driver-R	\$15.00/Hour
Dunner, Nichelle Effective 11/2/2015 Assignment: Roxboro Middle School 90- Day Probation Ends: 3/24/2016	Educational Aide-MS-R 195 Days/ Year	\$13.99/Hour 2.75 Hours/Day Step 1, NDEG
Johnson, Christian Effective: 11/3/2015 Assignment: Board of Education	Sub Bus Driver-R	\$15.00/Hour
Johnson, Deborah Effective 11/2/2015 Assignment: Fairfax Elementary School 45- Day Probation Ends: 1/20/2016	Food Service-Assistant Cook-R 195 Days/ Year	\$11.77/Hour 1.5 Hours/Day Step 2, CLII
Laney, Jacqueline Effective 11/3/2015 Assignment: Board of Education	Sub Bus Driver-R	\$15.00/Hour
Lang, Lucretia Effective 11/2/2015 Assignment: Roxboro Middle School 90- Day Probation Ends: 3/24/2016	Educational Aide-MS-R 195 Days/ Year	\$13.99/Hour 2.75 Hours/Day Step 1, NDEG
Smith, Andre' a Effective 10/26/2015 Assignment: District 45-Day Probation Ends: 1/12/2016	Nurse Aide-R 195 Days/ Year	\$13.99/Hour 3.0 Hours/Day Step 1, NDEG

**Supplemental Assignments-Coaches 2015-2016**

Coughlin, Kelly (Martin)	Boys Volleyball HC 7th Gr-Rox Mid	\$2,712
Dillard, Eric	Boys Basketball HC 8th Gr -Monticello	\$5,085
Lambert, LaShawn	Girls Basketball AC-CHHS	\$5,085
Walker, Madison	Swim Cadets Advisor	\$2,373
Wilson, Anthony Rashod	Football AC-CHHS (split)	\$2,543
Zidlicky, James	Girls Tennis HC-Roxboro Middle	\$2,712
Smith, Reggie	Football HC 7th Gr-Roxboro Middle	\$3,390
Petraska, Megan	Cross Country HC-Roxboro Middle	\$2,712

**Supplemental Assignments-Advisors 2015-2016**

**Monticello Middle School**

Ammon, Benjamin                      Instrumental Music                      \$2,034

**Oxford Elementary**

Schlafer, Sarah                      Vocal Music                      \$1,356

**Roxboro Elementary**

Musgrave Postma, Jennifer                      Team Leader-Grade K                      \$2,712

**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>Classified Staff</u></b>		
Bonner, Barbara Effective: 11/2/2015 Assignment: 45-Day Probation Ends: 1/20/2016	Food Service-Assistant Cook 1.5 Hours/Day Fairfax Elementary School	Food Service-Assistant Cook 2.0 Hours/Day Heights High School
Jakab, Greg Assignment: Canterbury Elem. School Probation Ended: 10/14/2015	Probation \$24.08/Hour, Step 4	Head Custodian-Grade III \$24.48/Hour, Year 8 8.0 Hours/Day (260 Days)
Kaserman, Gary Effective: 10/19/2015 Assignment: 260 Days/Year 45-Day Probation Ends: 12/22/2015	Head Custodian Grade-II \$25.64/Hour (Year 20) Monticello Middle School	Head Custodian-High School \$25.94/Hour (Step 4) Heights High School
Sakacs, Maria Effective: 10/26/2015 Assignment: <i>Recalled from 2014 RIF</i>	Food Service-Assistant Cook 3.5 Hours/Day Heights High School	Food Service-Assistant Cook 4.0 Hours/Day Roxboro Middle School
Walker II, Keith Assignment: Gearity P.D. School Probation Ended: 10/14/2015	Probation \$22.42/Hour, Step 2	Head Custodian-Grade III \$22.42/Hour, Step 2 8.0 Hours/Day (260 Days)

**Supplemental Assignments-Advisors 2015-2016**

**Canterbury**

Bowman, Karly                      Challenge Choir-(\$1,356)                      Vocal Music-(\$1,356)

**Fairfax**

Gray, Tamar                                      Challenge Choir-(\$1,356)                                      Vocal Music-(\$1,356)

**Noble**

Hall, Jenna                                      Challenge Choir-(\$1,356)                                      Vocal Music-(\$1,356)

**Roxboro Elementary**

Miracle, Amy                                      Team Leader-Grade K                                      did not accept

**Supplemental Assignments-Coaches 2015-2016**

Fleshman, Clinton                                      Football AC                                      split stipend \$2,543

**Approval of Changes in Salary**

The following personnel are eligible for a change in salary **effective August 27, 2015 (Semester I)** in accordance with the regulations contained in the negotiated agreement. It was recommended that salary changes be approved as follows:

<b><u>Name</u></b>	<b><u>From:</u></b>	<b><u>To:</u></b>
Cohen, Eric	\$50,850 (4 MA+10)	\$53,054 (4 MA+20)

**Addendum-Personnel**

**November 3, 2015**

**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>Classified Staff</u></b>		
Shemo, Kim Effective 11/2/2015 Assignment: District	AVID Tutor-R 190 Days/ Year	\$15.00/Hour 16 Hours/Week Step 1, AVID

**Supplemental Assignments-Coaches 2015-2016**

Babcox, Edward	Ice Hockey HC	\$5,085
Holmes, Jeremy C.	Ice Hockey AC	\$3,390
Basit, Branella	Cheerleader Advisor Varsity	\$3,390
Gober-Woodson, Angela	Cheerleader Advisor JV	\$3,390
Bell, Janice	Cheerleader Advisor Freshman	\$3,390
Beavers, Keith	Bowling HC	\$5,085
Dorsanvail, Abigail	Girls Basketball JV	\$5,085
Lewis, James	Boys Basketball Freshman	\$5,085
Chapman, Mark	Boys Varsity Basketball AC	\$5,085
Bryant, Oourtney	Boys Basketball JV	\$5,085
Budin, Daniel	Swimming Boys HC	\$5,085
Arnold, Theodore	Swimming Boys AC	\$3,390
Newton, Willie	Wrestling HC	\$5,085
Jackson, Vonte	Wrestling AC	\$3,390
Munn, Brett	Boys Basketball-7th Gr. HC Monticello	\$5,085
Duncan, Sherry	Girls Basketball-8th Gr. HC Monticello	\$5,085
Young, Jason	Wrestling HC- Monticello	\$3,390

**Approval of Leave of Absence**

**Name:**

**To:**

Thomas, Colleen                      Medical Leave  
Effective: 11/02/2015-6/10/2016

**No. 15-11-154**

It was moved by Mr. Silverman, seconded by Mr. Zucker, that the above Personnel items and Addendum be approved.

Vote on the motion was as follows:

Ayes: Mr. Silverman, Mr. Zucker, Mr. Coble,  
Ms. Peppler

Nays: None

**Resolution to Suspend Employee without Pay**

(In hands of Board Members)

**No. 15-11-155**

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

Vote on the motion was as follows:

Ayes: Mr. Silverman, Mr. Zucker, Mr. Coble,



Ms. Pepler

Nays: None

## **BUSINESS SERVICES**

### **Recommendation to Award a Contract to Moody-Nolan Architects for Architectural Services related to the Reconstruction of Monticello and Roxboro Middle Schools**

It was recommended that the Board of Education approve the recommendation to award a contract to Moody-Nolan Architects for architectural services related to the reconstruction of Monticello and Roxboro Middle Schools (see official minutes).

#### **No. 15-11-156**

It was moved by Mr. Silverman, seconded by Mr. Coble, that the Board approve the above Business Services item.

Vote on the motion was as follows:

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

Nays: None

### **Recommendation to Approve Change Order No. 14 for the Wiley Enabling Projects, with a Total Value of \$282,153.00**

It was recommended that the Board of Education approve change order no. 14 for the Wiley enabling projects, with a total value of \$282,153.00 (see official minutes).

#### **No. 15-11-157**

It was moved by Mr. Silverman, seconded by Mr. Zucker, that the Board approve the above Business Services item.

Vote on the motion was as follows:

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

Nays: None

**Recommendation to Approve the Disposal of a Van from Transportation Inventory**

It was recommended that the Board of Education approve disposal of Van #705, 2002 Ford E350, VIN #1FTSS34F12HB47905, License #OV9748 from Transportation Inventory (see official minutes).

**No. 15-11-158** It was moved by Mr. Zucker, seconded by Mr. Silverman, that the Board approve the above Business Services item.

Vote on the motion was as follows:

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

Nays: None

**Recommendation to Approve the Disposal of Two Monitors, Notebook and Docking Station from IT Inventory**

It was recommended that the Board of Education approve the disposal of two monitors – CHAV #51267, notebook – CHAV #50604, and docking station from IT Inventory (see official minutes).

**No. 15-11-159** It was moved by Mr. Silverman, seconded by Mr. Coble, that the Board approve the above Business Services item.

Vote on the motion was as follows:

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

Nays: None

**Recommendation to Accept Donations**

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

- \$100.00 to Oxford Elementary School from William Koeckert of Cleveland Heights
- \$1,500.00 to Delisle Options Global Ambassadors Initiative from:
  - \$1000.00 from Stephen and Nancy Markus of Cleveland Heights
  - \$500.00 from Don and Ursula Hartman of Cleveland

**No. 15-11-160** It was moved by Mr. Silverman, seconded by Mr. Zucker, that the above Donations be approved.

Vote on the motion was as follows:

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

Nays: None

Board Member Eric Silverman asked questions regarding the High School facilities project.

## **FINANCE**

### **Financial Reports**

It was recommended that the Board of Education confirm the Summary of Cash Balances by Fund for the month ending September 30, 2015 (see official minutes).

### **Resolution to Accept 2015-16 Activity Fund Budgets and Purpose Statements**

It was recommended that the Board of Education authorize the Treasurer to approve the following (57) activity funds budget and purpose statements for the 2015-16 school year:

#### **Elementary Accounts**

Boulevard Elementary Principal Support Fund (018-9232)  
Canterbury Elementary Principal Support Fund (018-9233)  
Fairfax Elementary Principal Support Fund (018-9235)  
Gearity Elementary Principal Support Fund (018-9231)  
Noble Elementary Principal Support Fund (018-9237)  
Oxford Elementary Principal Support Fund (018-9239)  
Roxboro Elementary Principal Support Fund (018-9240)

#### **Middle School Accounts**

Monticello Middle School Principal Support Fund (018-9221)  
Monticello Middle School Student Managed Fund (200-9221)  
Monticello Middle School Athletic Fund (300-9221)  
Monticello Middle School Music/Drama Fund (300-9214)  
Roxboro Middle School Principal Support Fund (018-9222)  
Roxboro Middle School Student Managed Fund (200-9222)  
Roxboro Middle School Athletic Fund (300-9222)  
Roxboro Middle School Music/Drama Fund (300-9230)

#### **High School Accounts**

Principal Support Fund (018-9210)                      Project Support (300-9365)

Career Prep. (018-9551)	Cosmetology Club (300-9069)
Everything Tiger (018-9321)	Auto Technology (300-9110)
Library Fund (018-9245)	Graduation Account (300-9310)
Dr. Diamond (018-9215)	Stage Crew (300-9250)
Student Council (200-9070)	Criminal Justice (300-9154)
Yearbook Club (200-9035)	Robotics (300-9100)
Educators Rising (200-9605)	Business Prof. of America (300-9140)
National Honor Society (200-9080)	Nat'l Voc. Honors Society (300-9381)
Tri-M Music Honor Society (200-9085)	American Field Service (300-9210)
Model UN (200-9584)	Leading Ladies (300-9549)
Drama Club (200-9100)	Height Choir (300-9030)
Gay Straight Alliance (200-9430)	Gospel Choir (300-9040)
Audio Engineering (200-9165)	Jazz Ensemble (300-9065)
Ski Club (200-9610)	Instrumental Music (300-9060)
Science Olympiad (200-9164)	Drama Production (300-9300)
Chess Club (200-9090)	American Sign Language (300-9645)
French Club (200-9040)	Athletics (300-9010)
East Asian Club (200-9905)	Pharmacy Technology (300-9676)
Swim Cadets (200-9180)	Students Against Drunk Driving (300-9200)
Distribution Education Club of America (300-9130)	
Minority Student Achievement Network (300-9901)	

**Resolution Approving Payment of Purchase Orders**

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

WHEREAS, Ohio Revised Code (ORC) 5705.41 requires the certification of funds availability for purchase orders; and,

WHEREAS, a past annual financial audit included recommendations to remedy financial transactions where invoices for goods and services predate purchase orders by issuing a “Then and Now Certificate”; and,

WHEREAS, Ohio Revised Code (ORC) 5705.41 (D)(1) requires affirmation of the taxing authority if a “Then and Now Certificate” is in excess of \$3,000;

NOW, THEREFORE, BE IT RESOLVED, that the CH-UH City School District Board of Education authorizes the Chief Financial Officer to pay the following invoices:

<u>Vendor</u>	<u>Amount</u>	<u>Purchase Order</u>
Simplex Grinnell	\$ 3,104.31	1600584

**No. 15-11-161**

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

Vote on the motion was as follows:

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

Nays: None

**BOARD PRESIDENT'S REPORT**

Board President Nancy Pepler commented that she is pleased that all three candidates running for school board are qualified and positive supporters of the school district.

**BOARD COMMITTEE REPORTS**

*Alumni Foundation*

Board Member Eric Silverman reported that the next open house for heightsgear.com is October 24<sup>th</sup>. Tickets are available for the Alumni Foundation Cocktail Party on November 12<sup>th</sup>. The event will be held at the Wine Spot on Lee Road.

*Facilities Accountability Committee (FAC)*

Board Member Eric Silverman reported that at the last meeting, there was a lot of conversation about the swimming pool. He hopes to work with the City of Cleveland Heights on developing a plan for the usage of the pool.

Mr. Silverman also discussed the need to fill four vacancies on the Facilities Accountability Committee. The Board will need to provide some direction to FAC on filling these vacancies, particularly as we move into the middle school facilities phase.

*City of Cleveland Heights Master Planning Process*

Board Member Eric Silverman reported that the City is doing a good job in its initial fact finding in this process, and the project is well underway.

**CORRESPONDENCE AND ANNOUNCEMENTS**

Board President Nancy Pepler announced Heights High Tigers will play St. Edwards at 7:00 p.m. on Saturday, November 7<sup>th</sup> at Lakewood Stadium.

Superintendent Talisa L. Dixon announced that the annual Heights High Musical *Grease* will be held on November 5-8, 7:30 p.m. and November 8, at 4 p.m. in the auditorium at the temporary Heights High.

**UPCOMING MEETINGS**

Tuesday, November 17, 2015 – Special Board Meeting  
Tuesday, December 1, 2015 – Special Board Meeting  
Tuesday, December 15, 2015 – Regular Board Meeting

**MOTION TO ADJOURN**

It was recommended that the meeting be adjourned.

**No. 15-11-162**

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

Vote on the motion was as follows:

Ayes: Mr. Coble, Ms. Peppler, Mr. Silverman,  
Mr. Zucker

Nays: None

The meeting was adjourned at 7:49 p.m.

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Nancy Peppler, President

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Scott Gainer, Chief Financial Officer