

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

Regular Meeting of April 7, 2009

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 of Education building at 2155 Miramar Boulevard, University Heights, Ohio, on Tuesday, April 7, 2009. Preceding the Regular Meeting, the Board met in Executive Session.

Mr. Kal Zucker, Board President, called the meeting to order at 6:05 p.m.

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

Also Present: Ms. Christine Fowler-Mack, Interim Superintendent
Mr. Scott Gainer, Chief Financial Officer
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)(1) for the purpose of considering the employment of an employee or official of the School District.

No. 09-04-039 It was moved by Mr. Coble, seconded by Mr. Cicero, that the Board move into Executive Session.

Vote on the motion was as follows:

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

Nays: None

The Board moved into Executive Session at 6:06 p.m. with the following members present:

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

Also Present: Ms. Christine Fowler-Mack, Interim Superintendent
Mr. Scott Gainer, Chief Financial Officer
Dr. Nylajeon McDaniel, Director of Human Resources

The Executive Session ended at 7:00 p.m.

The Board reconvened in public session at 7:15 p.m. with all members present.

APPROVAL OF MINUTES

It was recommended that the Board approve the following minutes:

- Regular Meeting – March 3, 2009
- Special Meeting – March 17, 2009

No. 09-04-040 It was moved by Mr. Cicero, seconded by Ms. Pepler, that the above Minutes be approved.

Vote on the motion was as follows:

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

Nays: None

AWARDS/RECOGNITIONS

C-SPAN Video Production Honorable Mention Winners

Interim Superintendent Christine Fowler-Mack recognized Heights High students: **Luke Gould, Tammy Tran, and Kimberly Wilkins.** Out of nearly 1,000 nationwide entries to the annual C-SPAN StudentCam Video Competition, these students produced two of the 75 videos selected as national honorees. **Luke, Tammy, and Kimberly** were commended for their unique approach to a government assignment and for their dedication to expanding critical thinking, writing, and editing skills. Their

teacher, **Karen Bauer-Blazer**, and TV Production teacher **Jeff Glass**, were also recognized for the challenging assignment and for assisting the students with the project.

Heights High Third Place Ohio Economics Challenge Team

Recently, a team of Heights High students competed in the annual Ohio Economics Challenge in Columbus, Ohio. The Heights High team returned to the District with a third place finish. Every student from the Heights High Economics course contributed in the research and preparation, and a team of four students represented the District in the competition: **Esther Kelsch, Alexandra Miller, Lewie Pollis, and Matt Zucker.**

These students worked through problems challenging their economics knowledge, understanding and reasoning abilities. The twelve students in the Economics course are: **Hannah Apple, Terrence Banks, Nabajit Bhadra, Hamza Dodo, Ashley Johnson, Esther Kelsch, Seth Kluk-Barany, Julia Lauritzen, Alexandra Miller, Lewie Pollis, Eric Reville, and Matt Zucker.** AP Economics Teacher **Jane Simeri** was also congratulated for all of her work on behalf of these students.

OMSA Ohio School to Watch: Monticello Middle School

Monticello Middle School Principal **Sheldon Smith**, along with Monticello students, staff, and families were recognized as a 2009 Ohio School to Watch. Monticello is one of 14 Ohio schools to receive this recognition.

The Ohio Schools to Watch program identifies high-performing, middle grade schools that are academically excellent, developmentally responsive, socially equitable, and which have an organizational structure enabling the aforementioned three characteristics. Monticello Middle was commended for its great work to further student achievement and for its recognition by other educators in the State.

PUBLIC ADDRESS

Public Meeting on the Issues of the Employment of Joan Hill, Supervisor of Transportation, by the Cleveland Heights-University Heights City School District Board of Education

Board President Kal Zucker invited members of the public to provide input to the Board on the issue of Joan Hill's reemployment with the Board of Education as Supervisor of Transportation following her retirement. There were no comments from the audience.

Update on Superintendent Search – Hudepohl & Associates

Gary Hudepohl, Principal and Managing Director, and Debbie Roche, Principal, of Hudepohl and Associates, provided an update on the superintendent search. Mr. Hudepohl presented an overview of stakeholder interviews, which included each Board member, members of the central office, principals and teachers, elected officials of each city, parent and community groups, as well as educational partners such as John Carroll. The information garnered from the interviews was used to develop the position

profile and to help in defining the strategy for selling this job. He discussed the stakeholders' general expectations of a superintendent, the position profile, advertising posting plan and the next steps of this search process. Mr. Hudepohl asked for an acknowledgement from the Board that they agree with the overall content and message contained in the position profile. With this acknowledgement, Hudepohl & Associates is ready to begin the recruitment process.

Board President Zucker commented that the position profile was well crafted and captured the heart of our District. The Board issued the go-ahead to Hudepohl & Associates to proceed with its next steps.

SUPERINTENDENT'S REPORT

Approval of the Roxboro Middle School 8th Grade Field Trip to Washington, D.C.

It was recommended that the Board approve the Roxboro Middle School 8th Grade field trip to Washington, D.C. scheduled for May 6-8, 2009.

Approval of the Cleveland Heights High School Gospel Choir Performance Tour Field Trip to Detroit, MI and Chicago, IL

It was recommended that the Board approve the Cleveland Heights High School Gospel Choir Performance Tour field trip to Detroit, MI and Chicago, IL, scheduled for June 13-17, 2009.

No. 09-04-041

It was moved by Mr. Cicero, seconded by Ms. Pepler, that the above Field Trips be approved.

Vote on the motion was as follows:

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

Nays: None

Approval of Grants

- *Reaching Heights Community Connection Grants*, to the Reaching Heights Public School Foundation - **\$500.00**
- *Science and Social Studies Professional Development Project*, to the Martha Holden Jennings Foundation - **\$30,600.00**
- *Alternative Education Challenge Competitive Application Grant*, to the Ohio Department of Education - **\$165,513.00**

No. 09-04-042

It was moved by Mr. Coble, seconded by Ms. Pepler, that above Grants be approved.

Vote on the motion was as follows:

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

Nays: None

PERSONNEL

Approval of Retirement

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

Certificated/Licensed Staff

Weiner, Diane Language-Speech Pathologist June 6, 2009

Classified Staff

Gerling, Lenore M. Administrative Assistant June 30, 2009

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 provision of the 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>		
Gibson, Scott Effective 3/30/2009 Assignment: Heights High School 90 Day Probation Ends 11/3/2009	Lifeguard 195 Days	\$12.50/hr.

Wade, Shirley	Food Service II	\$10.52/hr.
Effective 2/23/2009	195 Days	Step 1
Additional Assignment: Boulevard		
45 Day Probation Ends 10/5/2009		

Supplemental Assignments – Coaches-R

Heights High

Holland, Claude	Track Head Girls Coach	4,516
<i>Effective 3/3/09</i>		

Laskarides, John*	Tennis Asst. Boys Coach	2,464
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Monticello Middle

Higham, Doug	Track Head Girls Coach	2,464
Zeffler, Joe*	Baseball Head Coach	2,464

McKinney, Mike*	Baseball Assistant Coach	1,848
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DePrima, Carrie	Softball Assistant Coach	1,848
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Roxboro Middle

Adams, Jonathan	Baseball Head Coach	2,464
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Mahoney, Brian	Baseball Assistant Coach	1,848
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Young, Jason	Softball Head Coach	2,464
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Davis, Ebony	Softball Assistant Coach	1,848
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Johnson, Vincent	Track Boys Head Coach	2,464
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Burdine, Brian	Track Assistant B/G Coach	1,848
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Wiley Middle

Higham, Heather	Softball Assistant Coach	1,848
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Marshall, Nathaniel	Track Boys Head Coach	2,464
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Cancellation of Supplemental Assignment

Ellington, Myia*	Track Head Girls Coach
<i>Effective 3/2/09</i>	

* *Classified Staff not employed by CH-UH*

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>	
Tuttle, Peter	<u>MA+20</u>	<u>MA+30</u>
Effective 8/28/06	\$75,600	\$76,700
Effective 8/27/07	\$77,900	\$79,000
Effective 8/25/08	\$79,800	\$81,000

(Note: Salary Correction)

Classified Staff

Fuller, Shirley Assignment: Canterbury 90 Day Probation Ended 3/11/2009	Probation	Lunch Aide (Bkfst) \$11.41/hr.
Gill, Jennifer Assignment: Boulevard 90 Day Probation Ended 4/1/2009	Probation	Spec. Ed Aide - CD \$15.82/hr.
Grunau, Timothy R. Assignment: Taylor 90 Day Probation Ended 3/26/2009	Probation	Head Custodian \$40,600
Head-McClain, Laverda Assignment: Boulevard 90 Day Probation Ended 3/17/2009	Probation	Lunch Aide (Bkfst) \$11.41/hr.
Sopher, Leona G. Assignment: Bellefaire 90 Day Probation Ended 3/18/2009	Probation	Spec. Ed Aide - ED \$14.53/hr.
Wade, Shirley Assignment: Canterbury 90 Day Probation Ended 3/18/2009	Probation	Food Service, II \$10.52/hr.
Solomon, Dana Assignment: Heights High School 90 Day Probation Ended 4/6/2009	Probation	Spec. Ed Aide - ED \$12.86/hr.

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 2009-2010 school year:

<u>Name</u>	<u>Building:</u>
Arrigo, Jennifer	Fairfax
Blados, Jaime	Gearity
Braun, Jennifer	Wiley
Collins, Falanda	Heights High-Mosaic
Egbert, Melissa	Heights High-PRIDE
Etzkin, Holly	Roxboro Middle
Hallam, Brad	Noble
Hughes, Sharon	Noble
Kase-Janowski, Kristen	Heights High-Real
Larkins-Forte, Vickie	Heights High-Real
Litten, Millicent	Oxford

Lovett, Maurice	Boulevard
Mascia, Sally	District-Taylor
Masters, Amanda	Fairfax
McDonald, Elizabeth	Heights High-Real
Munro, Elizabeth	Roxboro Middle
Myers, Lana	Heights High-Renaissance
Peake, David	Roxboro Middle
Rasul, Haethem	Heights High-Renaissance
Swaggard, Robert	Heights High-PRIDE
Taylor, Jacqueline	Oxford
Tims, Daisy	Monticello
Tracy, Zachary	Heights High-Real
Vaynberg, Olga	District-Student Services

Approval of Name Change

From:

Roberts, Danielle N.

To:

Roberts-Hunter, Danielle N.

Approval of Leave of Absence

Name

Simeon, Megan
Effective 8/31/09-6/11/10

Reason

Child Care

Simon, Kelly
Effective 8/31/09-6/11/10

Child Care

No. 09-04-043

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: Ms. Pepler, Mr. Zucker, Mr. Cicero,
Mr. Register, Mr. Coble

Nays: None

BUSINESS

Approval of March 25, 2009 Bid for the Oxford Elementary School Stair Replacement Project (#09C-039-002) and Award a Contract

It was recommended that the Board approve the March 25, 2009 bid for the Oxford Elementary School Stair Replacement Project (#09C-039-002) and award a contract as follows (see official minutes):

Suburban Maintenance & Construction
16330 York Road
North Royalton, Ohio 44133

Total Base Bid	\$38,400.00
TOTAL CONTRACT AWARD	\$38,400.00

It was further recommended that the Board authorize the Director of Business Services to approve change orders up to 10% of the total contract award.

TOTAL	\$42,240.00
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No. 09-04-044 It was moved by Mr. Cicero, seconded by Mr. Coble, that the above Business item be approved.

Vote on the motion was as follows:

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

Nays: None

Approval of March 25, 2009 Bid for the Cleveland Heights High School Locker Room Renovations Project (#09C-010-003) and Award a Contract

It was recommended that the Board approve the March 25, 2009 bid for the Cleveland Heights High School Locker Room Renovations Project (#09C-010-003) and award a contract as follows (see official minutes):

Sterling Professional Group
5531 Turney Road, Lower Level
Garfield Heights, Ohio 44125

Total Base Bid Combination	\$173,600.00
Alternate G-2	DEDUCT (42,000.00)
TOTAL CONTRACT AWARD	\$131,600.00

It was further recommended that the Board authorize the Director of Business Services to approve change orders up to 10% of the total contract award.

TOTAL	\$144,760.00
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No. 09-04-045

It was moved by Mr. Coble, seconded by Mr. Cicero, that the above Business item be approved.

Vote on the motion was as follows:

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

Nays: None

Approval of March 25, 2009 Bid for the Boulevard School Emergency Lighting Upgrade Project (#09-032-001) and Award a Contract

It was recommended that the Board approve the March 25, 2009 bid for the Boulevard Elementary School Emergency Lighting Upgrade Project (#09C-032-001) and award a contract as follows (see official minutes):

Lake Erie Electric – Westlake Division
24730 First Street
Westlake, Ohio 44145

Total Base Bid \$87,500.00

TOTAL CONTRACT AWARD \$87,500.00

It was further recommended that the Board authorize the Director of Business Services to approve change orders up to 10% of the total contract award.

TOTAL \$96,250.00

No. 09-04-046

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

Vote on the motion was as follows:

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

Nays: None

No. 09-04-048

It was moved by Mr. Coble, seconded by Mr. Cicero, that the above Business item be approved.

Vote on the motion was as follows:

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

Nays: None

Recommendation to Accept Quarterly Contracts (January 1, 2009 – March 31, 2009)

It was recommended that the Board accept and approve the listing of quarterly contracts for the period of January 1, 2009 through March 31, 2009 (see official minutes).

No. 09-04-049

It was moved by Mr. Cicero, seconded by Mr. Coble, that the above Quarterly Contracts be approved.

Vote on the motion was as follows:

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

Nays: None

Recommendation to Accept Donations

It was recommended that the Board accept the following donations:

- 1997 Honda to the Auto Collision Program at Cleveland Heights High School from Ann Donkin, 1575 East 82nd Street, Cleveland, Ohio 44103
- \$100.00 to the E and M Moss Fund for High School Scholarships for the Wiley Middle School Challenge Choir from the Milton and Esther Moss Philanthropic Fund of the Jewish Community Federation of Cleveland, 1750 Euclid Avenue, Cleveland, Ohio 44115

No. 09-04-050

It was moved by Ms. Pepler, seconded by Mr. Coble, that the above Donations be approved.

Vote on the motion was as follows:

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

Nays: None

FINANCE

Financial Reports

It was recommended that the Board confirm the Cash Position Report and Budget Transfers for February 1, 2009 through February 31, 2009 (see official minutes).

No. 09-04-051

It was moved by Mr. Cicero, seconded by Mr. Coble, that the above Finance item be approved.

Vote on the motion was as follows:

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

Nays: None

BOARD PRESIDENT'S REPORT

Board President Kal Zucker stated that the Board would discuss District budget alignment in the Unfinished Business portion of the Agenda. Mr. Zucker reminded everyone the reason this budget alignment is necessary is that the District is not on the ballot this year, and this represents a proactive approach to sustain the success and achievement of our current and future students.

UNFINISHED BUSINESS

Budget Alignment Update

Christine Fowler-Mack, Interim Superintendent, and Scott Gainer, Chief Financial Officer, presented an update to the Board on the budget alignment process. Ms. Fowler-Mack stated that budget reduction and alignment is part of an on-going process in which the District engages in order to remain efficient and effective with its resources.

At its work session on February 17, 2009, the Board was presented with two options to reduce the District's general budget by approximately \$2 million. Since that meeting, the District team has

revisited and further analyzed these options and has made slight revisions to ensure feasibility of each option.

Chief Financial Officer Scott Gainer reported that as information became available to the District team, it would be communicated to the Board to aid in the Board's decision-making process. Mr. Gainer reported that real estate property tax collections came in at 93.5% versus the 92% projected by the County, which translates into roughly \$900,000 more than anticipated in the forecast. This amount will be figured into the five-year forecast, which will come before the Board for approval in May 2009.

Interim Superintendent Fowler-Mack and CFO Gainer met with Union leadership and discussed the possibility of an overall District pay freeze in order to save jobs in this budget alignment process. Mr. Gainer reported that each Union was at least willing to talk about it and consider it. Some of the Union representatives felt that a pay freeze might be premature at this point but suggested going back to their members and coming up with other possible solutions.

Christine Fowler-Mack said the District team is also undergoing a comprehensive analysis of the roles and responsibilities of administrators in the District and is considering a possible comprehensive reorganization. She stated the administrative role analysis and reorganization is not a new idea within the District, however, the budget alignment process makes it more necessary at this time. CFO Gainer mentioned that one of the components of House Bill 1 is that all districts go through a process of organizational analysis.

Ms. Fowler-Mack reviewed the two budget reduction options before the Board. Revised Option 1 includes \$2,277,800 in total reductions with 31 FTEs eliminated. Option 2 has \$2,624,000 in total reductions eliminating 37.5 FTEs. Ms. Fowler-Mack supported Revised Option 1.

The floor was opened to the Board to ask questions and provide feedback. Board President Kal Zucker wanted to ensure that the educational integrity of the District's programming would not be compromised by the Board's decision in this budget alignment process. Ms. Fowler-Mack responded to Mr. Zucker's request suggesting she would only feel comfortable ensuring this with Revised Option 1. Ms. Fowler-Mack stated the District team would continue to provide updates to the Board on its process. The Board indicated the Administration should move forward with Revised Option 1.

COMMITTEE REPORTS

Reaching Heights

Eric Coble, Board Member, reported the Reaching Heights Spelling Bee will be Thursday, April 23, 2009 at Cleveland Heights High School. There will be a school Board team participating.

Cleveland Heights High School Alumni Foundation

Board President Kal Zucker reported that the Annual Pancake Breakfast will be held Sunday, April 19, 2009, at the High School from 9:00 a.m. – 12:30 p.m.

CORRESPONDENCE AND ANNOUNCEMENTS

Board Member Michael Cicero wished everyone a Happy Passover and Happy Easter. Friday, April 10, 2009 is Good Friday, and all schools are closed. Mr. Cicero announced the opening of a new “green” restaurant, The Greenhouse Tavern, located on Prospect and East 4th Street, that members of the community may be interested in attending.

UPCOMING MEETINGS

Tuesday, April 21 – Special Board Meeting – Work Session: PASSAGE/21st
Tuesday, May 5, 2009 – Regular Board Meeting

MOTION TO ADJOURN

It was recommended that the meeting be adjourned.

No. 09-04-052 It was moved by Ms. Pepler, seconded by Mr. Cicero, that the meeting be adjourned.

Vote on the motion was as follows:

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

Nays: None

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

Kal Zucker, President

Scott Gainer, Chief Financial Officer