

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

**Special Meeting of April 22, 2010**

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 April 22, 2010, at 7:00 p.m.

Ms. Nancy Pepler, President, called the meeting to order at 7:03 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

**SUPERINTENDENT'S REPORT**

**Cleveland Heights High School Track and Field Competition Field Trip to Dayton, OH**

It was recommended that the Board of Education approve the CHHS Track and Field Competition field trip to Dayton, OH scheduled April 30-May 1, 2010.

**Wiley Middle School's Challenge Choir Competition/Performance Field Trip to Washington, D.C.**

It was recommended that the Board of Education approve the Wiley Middle School's Challenge Choir Competition/Performance field trip to Washington, D.C. scheduled May 19-23, 2010.

**No. 10-04-058** It was moved by Ms. Jones, seconded by Mr. Zucker, that the above Field Trips be approved.

Vote on the motion was as follows:

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

Nays: None

**Request for Preschool Special Education Class Size Waiver from ODE**

It was recommended that the Board of Education approve the request for a waiver from the Ohio Department of Education for special education preschool class size.

**No. 10-04-059**

It was moved by Mr. Coble, seconded by Ms. Peppler, that the above Request for Waiver be approved.

Vote on the motion was as follows:

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

Nays: None

**PERSONNEL**

**Approval of Retirement**

It was recommended that the retirement 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> Rhodes, Ilene	Math/Science	7/1/2010

**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> Pelegrin, Maureen	Intervention Specialist	7/1/2010

**Approval of Termination**

It was recommended that the termination of the following named personnel be accepted, effective at the close of the day on the date indicated for the reason stated:

<u>Name</u>	<u>Position</u>	<u>Date</u>
Curtis, Denicka	Substitute Bus Driver	2/24/2010
Landers, Melvin	Substitute Bus Driver	2/23/2010

**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>
<b><u>Supplemental Assignments-Coaches (Corrections)</u></b>		
<b><u>Heights High</u></b>		
Watson, Mary	Track Asst. Boys Coach	3,160
Williams, Candace*	Track Asst. Girls Coach (split)	2,370

*\*Classified Staff not employed by CH-UH*

**Summer School – Stretch Program - 40.00/Hour**

Adams, Jonathan	Heights Mural Art
Allen, Rosalyn	Top Chef: CH-UH Style
Baublitz-Watkins, Paige	Amusement Park Physics
Bradley, Ann	Making College a Reality
Frost, Deborah	Experience Cleveland Plus
Glass, Jeffrey	Video: Digital Communications
Kopp, Marian	Writer’s Workshop
Lipowski, Joe	Edible Architecture
McGaughey, Craig	So You Think You Can Sing?
Milne, Colin	Garage Band, SmartMusic and Beyond
Peake, David	Making College a Reality

Radke, Lia  
Tracy, Zachary  
White, Jerome

Writer's Workshop  
Forensic Science 101  
Heights Mural Art

### **Approval of Change of Status**

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

#### **Administrative Staff**

<b><u>Name:</u></b>	<b><u>From:</u></b>	<b><u>To:</u></b>
Talbert, Jeffery-Assistant Superintendent		
Effective Date:	8/1/2010	5/4/2010

#### **Classified Staff**

Horne, Teri D.	Probation	Ed Parapro-CHAMPS
Assignment: Monticello		\$14.89/hr.
90 Day Probation Ended 4/21/2010		

### **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 2019-2011 school year:

<b><u>Name:</u></b>	<b><u>Building:</u></b>
Bogus, Dana	Fairfax
Brickman, Charles	Noble
Castillo, Gerardo	Wiley
Coffey, Lorna	Heights High-Pride
Eaton, Lauren	Boulevard
Greene, Samantha	Heights High-Legacy
Hach, Mark	Monticello
Huter, Carla	Canterbury
Kolecki, Kimberly	Roxboro Middle
Loveland, Lisa	Boulevard
McGrath, Caitlin	Roxboro Middle
McKinley, Liz	Fairfax
Meister, Matthew	Heights High-Renaissance
Melika, Karla	Heights High-Renaissance
Merrill, Brianne	Gearity
Miracle, Amy	Roxboro Elementary
Neal, Dianna	Wiley
Polanco, Jennifer	Roxboro Elementary
Preston, Laura	Boulevard
Robinson, Darnell	Roxboro Middle
Rogers, Monica	Roxboro Elementary

Scott, Antoinette	Monticello
Scully, Kathleen	Heights High-Renaissance
Sohnlein, Margaret	Gearity
Thomas, Colleen	Wiley
Warner, Steven	Heights High-Legacy

**Approval of Change in Salary**

It was recommended that the following personnel be approved for a change in salary effective July 1, 2009 as follows:

<b><u>Name</u></b>	<b><u>From</u></b>	<b><u>To</u></b>
<b><u>Classified Staff</u></b>		
Cerne-Kershner, Glenda	\$52,509	\$62,072

**Approval of Leave of Absence**

<b><u>Name</u></b>	<b><u>Reason</u></b>
DiGeronimo, Colleen Effective 8/30/10-6/10/11	Child Care

Glickman, Samantha Effective 8/30/10-6/10/11	Child Care
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**Approval of Non-renewal of Contract due to Reduction-in-Force**

It was recommended that the contracts for the following named personnel be non-renewed for the 2010-2011 school year as a result of reduction-in-force (RIF) due to declining enrollment:

<b><u>Name</u></b>	<b><u>Position</u></b>
Abdow, Victoria	Fifth Grade Teacher
Berkovitz, Joanne	School Psychologist (.2 FTE)
Bogus, Dana	Title I Reading
Bryan, Fawn	Science Teacher
Continenza, Nicholas	Science Teacher
DiLillo, Toni	Third Grade Teacher
Frantz, Karen	Title I Teacher/Coach
Gordon, Faith	School Social Worker
Karol, Huikai	Fourth Grade Teacher
Kilbane, Brendan	Social Studies Teacher
Korb, Janett	Biology Teacher
Kottha, Carmen	School Social Worker-Ombudsman (.4 FTE)
Lefstein-Berusch, Lisa	English Teacher
Lovejoy-Rezek, Amber	Read 180 Teacher
McCartney, Ryan	Math Teacher
Milbert, Carly	Math Teacher

Minnillo, Matthew	Social Studies Teacher
Morgan, Nickle	Science Teacher
Nachman, Gregory	Math Teacher
Neumeister, Maura	Math Teacher
Newman, Ashley	English Teacher
Nitzsche, Christopher	Science Teacher
Perttu, Raimo	German Teacher
Peters, Lindsay	Science Teacher
Powaski, John	Math/Science Teacher
Sa'ad, Karlene	Second Grade Teacher
Schwartz, Melissa	First Grade Teacher
Seda, Christine	Math Teacher
Stewart, Lisa	Third Grade Teacher
Strine, Katherine	English Teacher
Washington, Shawn	Social Studies Teacher
White, April	Title I
Williams, Nathan	Social Studies Teacher
Zawacki, Cheryl	School Psychologist

**Approval of Reduction in Contract due to Reduction-in-Force**

It was recommended that the contract for the following named personnel be reduced from 220 days to 200 days for the 2010-2011 school year due to financial reasons:

<b><u>Name</u></b>	<b><u>Position</u></b>
<b><u>Certificated/Licensed Staff</u></b>	
Phelps, Michele	Career Development Coordinator

**Resolution to Suspend without Pay Employee A**

(In hands of Board Members only)

Board members expressed their concerns about the Reduction-in Force (RIF) and the impact it would have developing building master schedules. Superintendent Heuer explained that it was possible that many of the teachers listed on the RIF could be called back and that some decisions were contingent upon negotiations with the teachers' union.

**No. 10-04-060** It was moved by Mr. Coble, seconded by Ms. Peppler, that the above Personnel Items be approved.

Vote on the motion was as follows:

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

Nays: None

Abstain: Ms. Jones

**Addendum to Personnel Agenda**

**April 22, 2010**

**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> Thomas, Christopher	Social Studies	4/16/2010

**No. 10-04-061**

It was moved by Ms. Jones, seconded by Mr. Zucker, that the above Addendum to Personnel Items be approved.

Vote on the motion was as follows:

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

Nays: None

**Approval of Non-renewal of Limited Teaching Contract**

It was recommended that the limited teaching contract of David Egbert be and hereby is non-renewed and that written notice be provided to Mr. Egbert on or before April 30, 2010, setting forth the intention of the Board of Education not to renew his limited contract upon its expiration at the end of the 2009-2010 contract year, in accordance with Ohio Revised Code Section 3319.11.

<b><u>Name</u></b>	<b><u>Position</u></b>
Egbert, David	Intervention Specialist

**No. 10-04-062**

It was moved by Ms. Jones, seconded by Mr. Coble, that the above Addendum to Personnel Items be approved.

Vote on the motion was as follows:

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

Nays: None

**WORK SESSION – TOPIC: 2000 Policy Series (Curriculum & Instruction)**

Superintendent Doug Heuer stated the purpose of the work sessions on policy is to provide an opportunity for the Board to enter into dialogue on these policies as proposed by NEOLA. Two significant areas under the 2000 policy series to be discussed are: Credit Flexibility and Athletic Eligibility. Superintendent Heuer has asked Kristin Hughes, Director of Athletics, to discuss various perspectives of the athletic eligibility policy at the May 18<sup>th</sup> work session.

Credit flexibility is a new law required under Ohio law. It is a philosophical shift from traditional Carnegie unit, or seat hour, credits toward the concept of demonstration of mastery of content material. Under credit flexibility, a student can be awarded credit without actually going through a specified number of classroom seat hours. This area of policy would allow the ability for independent study programs. It offers the opportunity for a number of programs available using technologies to be awarded as flexible credit. Superintendent Heuer informed the Board that some issues to be concerned about when considering this new area of policy are transiency and inconsistent policy between districts. Mr. Heuer mentioned that Stark County adopted a countywide flexible credit policy. The law requires board adoption on this policy by September 2010.

Dr. Joseph Micheller, Director of Educational Services, provided the Board with a PowerPoint outline from the Ohio Department of Education as an introduction on the topic of credit flexibility. Dr. Micheller said his understanding of what this policy requires is that flexible credit must be available for every high school course, whether it is AP Physics, Introductory English or Ceramics. This Ohio law will require that every district put into place options so that students can demonstrate what they know or are able to do. Part of the difficulty, Dr. Micheller indicated, is that this will provide options we have never used before. In addition to the policy, there will be a number of administrative procedures at the school level necessary to actualize the policy.

In June and July 2010, the Ohio Department of Education will be adopting new content standards that will better align with demonstration of subject area competency.

Board members engaged in discussion on the presentation.

**Update: Middle School Schedule**

Rebecca Quinn, Director of Gifted/Enrichment/Middle Education, who is coordinating the middle school scheduling project along with middle school principals, attended the National Middle School Conference on April 22, 2010. Ms. Quinn met with the District's new Assistant



Superintendent Jeffrey Talbert to discuss the middle school schedule process. Mr. Talbert provided the Board with an overview of the progression of this project and answered a few frequently asked questions. Mr. Talbert also presented sample middle school block (extended period) schedules for 6th, 7th, and 8th grades.

Superintendent Heuer said where block scheduling occurs it is working for our students. National research and best practice confirm blocking will work if implemented with full integrity. Extending the school day as needed in order to implement block scheduling does call for restricting other options for students. Mr. Heuer said the District must be honest and straightforward with parents and the community that in the overall best interest of our students, this is the commitment the District needs to make to significantly improve the academic performance in English/Language Arts and Mathematics for every student in every middle school in this school district for the foreseeable future.

### **MOTION TO ADJOURN**

It was recommended that the meeting be adjourned.

**No. 10-04-063**      It was moved by Ms. Jones, seconded by Mr. Zucker, 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 9:30 p.m.

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Nancy Pepler, President

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Scott Gainer, Chief Financial Officer