

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

Regular Meeting of February 3, 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 Building at 2155 Miramar Boulevard, University Heights, Ohio, on February 3, 2009, at 7:00 p.m. Preceding the Regular meeting, the Board met in Executive session at 6:00 p.m.

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

Present at Roll Call: Mr. Kal Zucker, President
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)(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. 09-02-012 It was moved by Mr. Coble, seconded by Ms. Pepler, that the Board move into Executive Session.

Vote on the motion was as follows:

Ayes: Mr. Coble, Ms. Pepler, 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. Eric Coble, Board Member
Ms. Nancy Pepler, Board Member

Also Present: Ms. Christine Fowler-Mack, Interim Superintendent
Mr. Scott Gainer, Chief Financial Officer
Attorney David Seed

Board Member Ron Register arrived at 6:15 p.m.

Board Member Michael Cicero was excused from the Executive Session due to a conflict of interest.

The Executive Session ended at 7:07 p.m.

The Board reconvened in public session at 7:08 p.m. with all members present.

APPROVAL OF MINUTES

It was recommended that the Board approve the following minutes:

- Regular Meeting – December 16, 2008
- Organizational Meeting – January 6, 2009
- Regular Meeting – January 6, 2009
- Special Meeting – January 17, 2009

No. 09-02-013 It was moved by Ms. Pepler, seconded by Mr. Coble, 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

Cleveland Heights High School Senior – Howard Johnson

Interim Superintendent Christine Fowler-Mack recognized Heights High senior, **Howard Johnson**, who recently received the Dr. Martin Luther King, Jr. Community Service Award. Due to a scheduling conflict, the student was unable to attend the Board meeting and will be honored at a future Board meeting.

Presidential Youth Inaugural Conference Attendees

Five students from across the District recently had the unique and special opportunity to experience history in the making at the Presidential Inauguration. On January 20, 2009, Ms. Fowler-Mack reported that these five students received special invitations to attend a series of activities commemorating this historic inauguration of President Barack Obama. As part of the National Young Scholars Program, Oxford Elementary students **Andrianna Watson** and **Desmond Lawson**, Monticello seventh grader **Brandon Brown**, along with **Lauren Thompson** and **Michael Danziger** from Cleveland Heights High School, gained a deeper understanding of the history behind the electoral process. In addition to seeing the Inauguration, they attended a special youth ball, heard keynote speakers and participated in debates and discussions relating to the election and campaign process. Interim Superintendent Fowler-Mack commended their dedication and applauded them for this very special distinction.

SUPERINTENDENT'S REPORT

Approval of High School Girl's Track and Field Kentucky Invitational Track and Field Competition Field Trip

It was recommended that the Board approve the Heights High School Girl's Track and Field Kentucky Invitational Track and Field Competition Field Trip to Lexington, Kentucky, scheduled for February 20-21, 2009.

Approval of the High School College Tour Field Trip to Various Universities

It was recommended that the Board approve the Heights High School College Tour Field Trip to various universities scheduled for February 26-27, 2009.

No. 09-02-014 It was moved by Mr. Coble, seconded by Mr. Register, that the above Field Trips be approved.

Vote on the motion was as follows:

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

Nays: None

Good News Around the District

Christine Fowler-Mack reported that on Wednesday afternoon, February 4, 2009, several student athletes at Cleveland Heights High School will participate in their official college signing day.

On Saturday, January 31, 2009, the District hosted the regional Power of the Pen Competition held at Monticello Middle School. Interim Superintendent Fowler-Mack said the event was a huge success. This was the third time in recent years the Cleveland Heights-University Heights City School District

was asked to host such a promising event. The Competition is attended by public, private and parochial school students. The Heights High School Singers provided entertainment for the attendees. Power of the Pen Advisor **Deborah Frost** coordinated the event, and over 260 writers participated. Two of our schools, Monticello Middle and Roxboro Middle, received team awards.

A small delegation from our District was pleased, with the support of the KnowledgeWorks Foundation, to have attended a site visit to a best-practice school that utilizes project based learning and embeds technology in an authentic way. Interim Superintendent Fowler-Mack stated it was exciting to see a relevant and first-hand example of 21st century learning in action. The Board will be provided with a comprehensive update on the site visit in the near future.

PERSONNEL

Disapproval of Resignation

It was recommended that the resignation of the following named personnel not be accepted, effective on the date indicated:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
<u>Certificated/Licensed Staff:</u>		
Kowalczyk, Christopher	Middle School-Science	January 22, 2009

No. 09-02-015 It was moved by Mr. Cicero, seconded by Ms. Peppler, that above Personnel item be approved.

Vote on the motion was as follows:

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

Nays: None

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>Reason</u>
Epstein, Lindsay K. Effective 1/12/09	Special Ed Aide-ED	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>
<u>Classified Staff</u>		
Crain, Barbara Effective 1/15/2009 Assignment: Oxford 90 Day Probation Ends 6/2/2009	Lunchroom Aide-R 195 Day	\$11.41/hr. Step 1
Lovejoy-Rezek, Amber M. Effective 1/20/2009 Assignment: Roxboro Middle-CHAMPS Grant 90 Day Probation Ends 9/4/2009	Educ. Aide-R 195 Day	\$14.53/hr. Degreed
Rainey, Mary P. Effective 1/5/2009 Assignment: Gearity Prof. Development School 90 Day Probation Ends 5/13/2009	Step. Stones Lead-R 260 Day	\$12.98/hr. Degreed
Smith, Kira T. Effective 1/5/2009 Assignment: Heights High 90 Day Probation Ends 5/20/2009	Spec. Ed Aide-ED-R 195 Day	\$14.53/hr. Degreed

Supplemental Assignments – Advisors-R

Bauer-Blazer, Karen	Intervention Support Coach	\$1,232
Borally, Kelly	Intervention Support Coach	1,232
Tucker, Quata	Intervention Support Coach	1,232
Pahys, Katherine	Science Olympiad-Co-Advisor	295
Lechleitner, Janet	Science Olympiad-Co-Advisor	295

Substitutes - \$100/Day

Baechle, Anne	Gatta, Vivian
Brown-Triolo, Denise	Germany, Carly
Childress, Imari	Gregorio, Kolleen
Dobbins, Darlene	Hallisy, John

Hannaford, Bryan
 Harrell, Julian
 Harris, Mary
 Kravitz, James
 Laskarides, John

Leffler, Kristine
 Lovejoy-Rezek, Amber
 Paternite, Laura
 Pinter, Phillip
 Shenkelman, Nolan

Substitutes - Classified

Garrett, Rhonda
 Jackson, Stephanie
 Murray, Deja
 Taylor, Octavia
 Tucker, Jessica
 Washington, Jasmine
 Woods, Daryl

TAP (Teacher/Administrator Partnership)

Gambatese, Robert – Wiley Middle School \$ 500

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>Administrative Staff</u>		
Petty, Nicholas Effective 2008-09 – Night School Principal	\$2,884	\$2,956
Petty, Nicholas Effective 2008-09 – Success Connections Principal	\$2,885	\$5,586
<u>Certificated/Licensed Staff</u>		
Cahn, Katie Effective 8/18/08	MA+30 \$85,720	MA+40 \$87,020
Effective 8/20/07 (Note: Salary Correction)	\$80,520	\$82,320
Lawrence, Katherine Effective 8/18/08 Assignment: .5 Media Spec/.5 Prog.Spec.	\$86,005	\$89,910 14Mx1.1+4000 F.T. Program Spec.
<u>Classified Staff</u>		
Barker, Amanda Assignment: Gearity Prof. Development School 90 Day Probation Ended 1/16/2009	Probation	Preschool Lead \$12.98/hr.

Berge, Kate R. Assignment: Gearity Prof. Development School 90 Day Probation Ended 1/13/2009	Probation	Preschool Lead \$12.98/hr.
Boone, Geraldine G. Assignment: Oxford 90 Day Probation Ended 1/16/009	Probation	Lunchroom Aide \$11.41/hr.
Cuckow, Susan J. Assignment: Gearity Prof. Development School 90 Day Probation Ended 1/15/2009	Probation	Preschool Assoc. \$10.67/hr.
Gamble, Gary Assignment: Monticello Middle 90 Day Probation Ended 1/16/2009	Probation	Spec. Ed Aide-CC \$14.53/hr.
Goode, Meghan Assignment: Roxboro Elementary 90 Day Probation Ended 1/16/2009	Probation	Spec. Ed Aide-ED \$12.86/hr.
Greenlee, Valerie L. Assignment: Oxford 90 Day Probation Ended 1/8/2009	Probation	General Office \$20,030
Jimmison, Melisa Assignment: Wiley Middle 90 Day Probation Ended 1/20/2009	Probation	Ed Aide-CHAMPS \$15.82/hr.
Skufca, Megan E. Assignment: Noble Elementary 90 Day Probation Ended 1/20/2009	Probation	Ed Aide-CHAMPS \$14.53/hr.
Vance, Keith A. Assignment: Roxboro Middle 90 Day Probation Ended 1/16/2009	Probation	Spec. Ed Aide-CC \$12.86/hr.
Ward, TaRhonda Assignment: Roxboro Middle 90 Day Probation Ended 1/20/2009	Probation	Ed Aide-CHAMPS \$12.86/hr.
Sawchik, Lawrence M. Effective 1/5/2009 Assignment: 45 Day Probation Ends 3/10/2009	Asst. Custodian \$37,700 Roxboro Elementary	Asst.Cust.-HS-R \$38,300 Heights High

Approval of Change in Salary

The following personnel are eligible for a change in salary effective January 20, 2009 (Semester II) in accordance with 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>		
Arrigo, Jennifer	\$50,600 (7B2)	\$56,100 (7M)
Banas, Aimee	\$59,500 (8M2)	\$60,700 (8M3)
Barrett, Charesha	\$57,300 (8M)	\$59,200 (8M1)
DeRubeis, Carla	\$48,800 (6B1)	\$49,200 (6B2)
Eisenberg, Nancy	\$62,500 (10M2)	\$63,700 (10M3)
Gurski, Rick	\$42,400 (4B1)	\$42,700 (4B2)
Hallam, Brad	\$55,600 (6M1)	\$56,500 (6M2)
Johnston, Vincent	\$60,600 (10M)	\$61,100 (10M1)
Kase-Janowski, Kristen	\$45,700 (4M+500)	\$46,700(4M1+500)
McDonald, Elizabeth	\$52,200 (8B2+500)	\$57,800 (8M+500)
Maier, Robin	\$78,700 (14M1)	\$79,800 (14M2)
Meister, Matthew	\$48,300 (6B)	\$48,800 (6B1)
Milkie, Kay	\$39,900 (12Mx1.1+300)	\$40,500(12Mx1.1+900)
Onk, Joseph	\$48,800 (6B+500)	\$49,300(6B1+500)
Summers, Candace	\$60,100 (9M1)	\$61,000 (9M2)
Swaggard, Robert	\$56,910 (9Bx1.1+700)	\$58,110(9Bx1.1+1700)
Tuttle, Peter	\$79,800 (14M2)	\$81,000 (14M3)
Wells, Janet	\$61,500 (9M2+500)	\$62,400(9M3+500)

No. 09-02-016

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

Vote on the motion was as follows:

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

Nays: None

BUSINESS

Approval of Quarterly Contracts (October 1, 2008 – December 31, 2008)

It was recommended that the Board approve the attached listing of contracts for the period October 1, 2008 through December 31, 2008 (see official minutes).

Approval of Resolution for Bid for District Bus Purchases

It was recommended that the Board approve the Resolution for the Ohio Schools Council Cooperative Advertising and Receiving Bids for School Bus Chassis and Bodies for the 2009-2010 school year.

WHEREAS, the Cleveland Heights-University Heights Board of Education wishes to advertise and receive bids for the purchase of 5-71 passenger conventional school bus chassis and 5-71 passenger conventional school bus bodies. The 2009-2010 Cooperative School Bus Purchasing program fee is \$325.00.

THEREFORE, BE IT RESOLVED, the Cleveland Heights –University Heights Board of Education wishes to participate and authorizes the Ohio Schools Council to advertise and receive bids on behalf of the Board as per the specifications submitted for the cooperative purchase of 5-71 passenger conventional school bus chassis and 5-71 passenger conventional school bus bodies. This Board of Education agrees to pay the required \$325.00 service fee to Ohio Schools Council for the Cleveland Heights-University Heights City School District membership.

Approval to Accept Donations

It was recommended that the Board accept the following donations:

- \$1,240.00 to the Author Visits Program for Ohio Heroes Day
- \$1,000.00 to the Vision Care Program
- \$100.00 to the Betty Levy Scholarship Fund
- 1994 Saturn to the Auto Collision Program at Cleveland Heights High School

No. 09-02-017

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

Vote on the motion was as follows:

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

Nays: None

FINANCE

Financial Reports

It was recommended that the Board of Education confirm the Cash Position Report and Budget Transfers for December 1, 2008 through December 31, 2008 (see official minutes).

Acceptance and Appropriation of Grants

It was recommended that the Board of Education accept and appropriate the following grants:

Title Funds

<u>FUND</u>	<u>SPCC</u>	<u>NAME OF GRANT</u>	<u>AMOUNT</u>
019	0645	Instructional Rounds	\$25,000.00
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TOTAL			\$25,000.00

No. 09-02-018

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

Vote on the motion was as follows:

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

Nays: None

BOARD PRESIDENT’S REPORT

Board President Kal Zucker mentioned the Inaugural Athletic Hall of Fame was held at the High School on Friday, January 30, 2009. The Hall of Fame recognized student-athlete alumni, coaches, and supporters who have contributed to the success of the District both on and off the athletic field. The Athletic Hall of Fame will memorialize the High School’s decades of competition, sportsmanship, and achievement. The event was attended by people from all eras of Heights High.

On Saturday evening, January 31, 2009, the Heights High basketball court was dedicated to retired Basketball Coach Jim Cappelletti during halftime of the boys’ varsity basketball game. His accomplishments and records were announced, and he was presented with a plaque in his honor.

Kal Zucker, Board President, said the Board has determined what the 2009 Board Work Session topics will be. This information will be posted on the District website. The February 17, 2009 Board Work Session will discuss the South Euclid TIF proposal as well as the budget reduction timeline.

Board President Zucker commented on the Governor's State of the State address. A large portion of the Governor's address was dedicated to pre-k through 16 education. Mr. Zucker was pleased that the Governor at least brought the subject of education to the forefront. Mr. Zucker felt that much of what the Governor discussed was comparable to what is being accomplished in our own District. Taking the Governor's speech along with President Obama's inaugural address, Kal Zucker said he senses a message of collective responsibility and a level of opportunity and hope in the midst of economic turmoil.

BOARD COMMITTEE REPORTS

5133 Committee

Board Member Ron Register mentioned that the 5133 Committee met and is looking at the pyramid of support, what it means, and how to implement it. The Committee is studying a model from the Cincinnati School District. The Committee is also considering a name change to something more appropriate and descriptive than 5133.

University Heights Recreation Board

Board Member Michael Cicero stated there is a meeting of the University Heights Recreation Committee on Wednesday, February 4, 2009. He may not be able to attend the meeting. However, he did report that from discussions with University Heights Council Member Goldberg who chairs the committee, University Heights is seriously contemplating joining SELREC. SELREC is a council of governments comprised of South Euclid, Lyndhurst, and the South Euclid-Lyndhurst Board of Education. Each of the three entities contributes an annual fixed amount to participate. Currently, SELREC is governed by each mayor of the respective municipalities and the superintendent of the South Euclid-Lyndhurst School District. A local day care bought one of the elementary schools that South Euclid-Lyndhurst closed, and the vast majority of its revenue is derived from the before and after school programming it provides to residents of the communities. Mr. Cicero mentioned that he had spoken with some administrators in the past about possibly exploring the same type of program.

PTA

Board President Zucker met with Jim Posch, co-president of the Council of PTA, who mentioned that they are in the process of redefining their roles. Currently, PTA is focused on membership.

OLD BUSINESS

Superintendent Search Firms

Mr. Zucker, Board President, mentioned that the Board was supposed to meet with another search firm on Wednesday, January 28; however, the meeting was cancelled due to a snowstorm preventing the candidate from traveling from Columbus.

As Interim Superintendent Christine Fowler-Mack is a candidate for the superintendent position, she left the meeting to avoid any conflict of interest as the Board continued their discussion of the superintendent search firms.

The Board's intention was to talk to four search firms: Ohio School Boards Association (OSBA), Finding Leaders, Hudepohl & Associates, and Marsick & Associates. Marsick & Associates was unable to attend the meeting to present their proposal. At this point, Board President Zucker recommended the Board move forward and make a selection at this meeting, without hearing from Marsick. All Board members agreed.

Mr. Zucker opened the floor for discussion.

Board Member Nancy Pepler said she appreciated the aggressive strategy presented by Hudepohl & Associates.

Board Member Michael Cicero favored both OSBA and Hudepohl. His only concern with Hudepohl is the cost factor in light of the economic turmoil we are currently experiencing. Mr. Cicero feels there is a segment of our community that will attack the Board for spending \$42,000+ on Hudepohl versus \$10,000-\$12,000 on another search firm.

Board Vice President Ron Register agreed that the cost for Hudepohl appeared extravagant compared to the other firms. Mr. Register questions if the District would be receiving a valued difference in quality by selecting Hudepohl.

Board Member Eric Coble agreed that the cost of Hudepohl was excessive but thought Hudepohl would bring us candidates that OSBA would not bring forth. Mr. Coble finds the appeal of Hudepohl is that they would attract candidates who are not actively seeking a position. He feels the decision facing the Board is whether this is worth the extra expense. Mr. Coble stated there is nothing more important at this time than spending money on finding a first-rate superintendent for our District. Of the three firms, Mr. Coble feels OSBA or Hudepohl would serve as the best.

Board President Kal Zucker mentioned that the Board must remember how high the standards of our community are. Our previous superintendent is now the State Superintendent. Although we are not looking for Deb Delisle again, clearly people are looking for someone at that level of proficiency. Thus, this search needs to be proactive. Mr. Zucker feels choosing Hudepohl would demonstrate how extremely critical this decision is to the Board.

Mr. Register commented that he has a hard time eating \$30,000, and he is not sure he would be comfortable with the expense of Hudepohl's firm. It was reiterated that City County money is available to pay for this service. City County money has been used in the past to pay for consultants and professional development speakers.

No. 09-02-019

It was moved by Mr. Register that OSBA be approved as the firm to conduct the superintendent search.

This motion was not seconded.

No. 09-02-020

It was moved by Ms. Pepler, seconded by Mr. Coble, that Hudepohl & Associates be approved as the firm to conduct the superintendent search.

Vote on the motion was as follows:

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

Nays: Mr. Register

UPCOMING MEETINGS

Tuesday, February 17, 2009 – Special Board Meeting – Cedar Center TIF and Budget Reduction

Tuesday, March 3, 2009 – Regular Board Meeting

MOTION TO ADJOURN

It was recommended that the meeting be adjourned.

No. 09-02-021

It was moved by Mr. Cicero, seconded by Mr. Coble, 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 8:28 p.m.

Kal Zucker, President

Scott Gainer, Chief Financial Officer