

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

**Regular Meeting of February 5, 2013**

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 5, 2013, at 7:00 p.m.

Mr. Ron Register, President, called the meeting to order at 7:03 p.m.

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

**Also Present:** Mr. Douglas Heuer, Superintendent  
Mr. Scott Gainer, Chief Financial Officer  
Members of the Central Office Staff  
Patrons of the School District  
Representatives of the News Media

**APPROVAL OF MINUTES**

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

- Special Meeting – November 26, 2012
- Board Retreat – November 27, 2012
- Special Meeting – December 4, 2012

**No. 13-02-012** 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. Coble, Ms. Jones, Ms. Pepler,  
Mr. Register, Mr. Zucker

Nays: None

Superintendent Doug Heuer and all Board members acknowledged Board President Ron Register's birthday expressing appreciation for his dedication to the District.

## **AWARDS/RECOGNITIONS**

### **Martin Luther King Jr. Contest Winners**

Superintendent Doug Heuer recognized the winners of the City of Cleveland Heights Dr. Martin Luther King, Jr. Essay, Poetry and Poster Competition. Twenty-four CH-UH students and an entire second grade class at Canterbury Elementary won awards for their work. Two of the winners were invited to present their entries before the Board:

**Garrison Lash**, CHHS, wrote about Racism on the Diamond describing an experience he had playing baseball.

**Terrence Law**, CHHS, also wrote about courage involving an incident that occurred in southern Ohio while playing baseball.

### **School Board Recognition Month**

#### **City of Cleveland Heights – Mayor Edward Kelley**

Cleveland Heights City Councilman Jason Stein, on behalf of Mayor Ed Kelley, presented a proclamation recognizing our Board members for their steadfast commitment to providing the children of our community with the best possible education. The City looks forward to continuing its partnership with our school district.

#### **Reaching Heights – Patrick Mullen**

On behalf of the Reaching Heights board, membership and staff, Patrick Mullen shared his appreciation for each Board member and acknowledged their service to the district and to public education.

Superintendent Doug Heuer announced that a proclamation was also received from Mayor Susan Infeld of the City of University Heights recognizing the Board's hard work, unselfish devotion and dedication in honor of January 2013 School Board Recognition Month.

### **Ed Wittenburg, The Sun Press**

Director of Communications Angee Shaker recognized Sun News journalist Ed Wittenburg for his coverage of our District and community news for the past 7-1/2 years. Mr. Wittenburg recently accepted a new position with the Jewish News and this was his last Board meeting covering our schools on behalf of the Sun Press. Ms. Shaker acknowledged that Ed Wittenburg has been on top

of every issue our schools have faced and his reporting has always been with care and integrity even with the most complicated issues. We wish Mr. Wittenburg continued success in his career. The Board presented him with a Certificate of Appreciation and Heights alumni and TigerNation gear.

## **PUBLIC ADDRESS**

### **Statements from the Audience**

<u>Name</u>	<u>Topic</u>
Lisa Hunt	ECAG (Exceptional Children's Advocacy Group)

## **SUPERINTENDENT'S REPORT**

### **Approval of Field Trips**

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

- Middle School Grades 6-8 Model UN Delegation Field Trip to Columbus, OH, scheduled for March 10-12, 2013

**No. 13-02-013** It was moved by Mr. Zucker, seconded by Ms. Pepler, that the above Field Trip be approved.

Vote on the motion was as follows:

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

Nays: None

### **Approval of the Submission of a Grant to Support Professional Development to the Cleveland Foundation**

It was recommended that the Board of Education approve the submission of a grant to support professional development to the Cleveland Foundation.

**No. 13-02-014** It was moved by Mr. Coble, seconded by Ms. Pepler, that the above Grant be approved.

Vote on the motion was as follows:

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

Nays: None

**RttT Monthly Update – Joseph Micheller**

Dr. Joseph Micheller, Director of Special Programs/Compliance, reported one of the next Race to the Top funded activities is providing schools the time to do their work. Beginning in a few weeks, Dr. Micheller said RttT funds will provide three substitute teachers in each of our elementary schools so teachers can get together to have quality discussions about the new content standards in their grade level. Building principals will submit plans for how these substitute teachers will be used to Assistant Superintendent Jeff Talbert.

**Presentation: Waiver Day Plans for 2013-2014 – Jeffery Talbert**

Assistant Superintendent Jeff Talbert presented plans for waiver days. The District will be applying for four waiver days to be used as follows: security training for entire staff, elementary assessment planning, middle and high school student data review, and district-wide professional development (on Election Day).

**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>Administrative Staff</u></b>		
Kertes, Paula	Supervisor of ABLE	7/1/2013
<b><u>Certificated/Licensed Staff</u></b>		
Friedson, William	School Psychologist	2/19/2013
<b><u>Classified Staff:</u></b>		
Bell, Ronald	Asst. Head Custodian	3/11/2013
Cutright, Kenneth	Skilled Laborer	1/31/2013
Gaither, Yvonne	Food Service Helper	2/1/2013

**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>Effective</u>
<b><u>Classified Staff:</u></b>		
Brown, Jauwanna	Bus Driver	1/7/2013
Marcus, William	Adult Ed Instructor	1/11/2013
McDaniel, Delphine	Paraprofessional	2/6/2013
Williams, Moran	Skilled Laborer	1/22/2013

**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>
Pavlick, Louis Assignment: BOE	Tradesperson 1/18/2013	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>
<b><u>Classified Staff</u></b>		
Afzal, Cameron Effective: 1/17/2013 90 Day Probation Ends:	Bus Driver-R BOE; 195 days 6/4/2013	\$15.37/hour Step 1
Bradshaw, Guy Effective: 1/28/2013 90 Day Probation Ends:	Ed Parapro-R Monticello 9/6/2013	\$13.51/hour Step 1
Coleman, Miyana Effective: 2/4/2013 90 Day Probation Ends:	Admin Assistant-R CHHS; 260 days 6/12/2013 (*\$37,791 p.r. eff. 2/4/2013)	\$15,262*/year Step 1

Hopkins, TeQuila Effective: 1/22/2013 90 Day Probation Ends:	Lunch Non-Parapro-R Roxboro Elementary 6/6/2013	\$11.99/hour Step 1
Scott, Leonard Effective: 1/7/2013 90 Day Probation Ends:	Paraprofessional-R Roxboro Middle; 195 Days 5/23/2013	\$13.51/hour Step 1
Walker, Roland Effective: 1/31/2013 90 Day Probation Ends:	Perm Sub-Parapro-N District 9/12/2013	\$13.51/hour Step 1

**Night School Teachers - \$41.00/Hour**

Anderson, Seth – Social Studies  
 Battle, Karen – Intervention Specialist  
 Jones, Michael – Health/PE  
 Lambright, Bridget – English  
 McDonald, Rebecca – Math  
 Miller, Nicole – Science  
 Strouth, Melissa – Math  
 Tracy, Zachary - Science

**Supplemental Assignments-Coaches 2012-13**

**Heights High**

Arnold, Ted	Swim Assistant Coach	\$ 3,240*
Miller, James	Swim Head Coach-Boys	4,860*
Miller, Kristy	Swim Head Coach-Girls	4,860*

*\*Note: Title & Salary change from Dec. 18 agenda*

**Supplemental Assignments-Advisors 2012-13**

Gee, George	Ski Club – Fairfax	\$ 648
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**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>Professional Staff</u></b>		
Koch, Molly	\$52,519	\$59,525
Effective 1/3/13	4/5 Time; Step 1,p.r.	Full Time; Step 1
Assignment:	Financial Specialist	

**Certificated/Licensed Staff**

Cooper, Kristie	\$95,610	\$99,715
Effective 8/20/12	14Mx1.1+5300	14Mx1.15+5300
Assignment:	Additional Assignment: PSEO Coordinator-N	

Gurney, Enid                      \$56,706                      \$66,640  
Effective 1/7/13                      3/5 Time                      4/5 Time

Assignment: School Psychologist-200 Days

**Classified Staff**

Blockson, Courtnei                      Probation                      Gen. Off./Ed Parapro

Assignment: Monticello Middle School

90 Day Probation Ends: 2/7/2013

Bowman, Angela                      Parapro-Non Degreed                      Parapro-Degreed  
Effective: 12/17/2012                      \$14.67/hour                      \$15.26/hour

Canter, Christopher                      Utility Trades                      Asst. Head Custodian  
Effective: 1/21/2013                      \$42,700; Step 2                      \$44,000/Year\*; Step 1

45 Day Probation Ends: 3/26/2013 (\*43,275 new annual contract)

Assignment: Heights High School

Cook, Gerald                      Probation                      Vocational Parapro

Assignment: Cleveland Heights High School

90 Day Probation Ended: 1/24/2013

Davis, Essence                      Probation                      Lunch Non-Parapro

Assignment: Fairfax Elementary

90 Day Probation Ended: 1/29/2013

Edwards, Charone                      Probation                      Educational Parapro

Assignment: Oxford Elementary School

90 Day Probation Ended: 1/29/2013

Fuller, Berlinda                      Probation                      Lunch Non-Parapro

Assignment: Roxboro Elementary School

90 Day Probation Ended: 1/29/2013

Gatta, Vivian                      Probation                      General Office

Assignment: Roxboro Elementary School/BOE Building

90 Day Probation Ended: 1/24/2013

Gezann, Amy                      Probation                      Food Svc-Head Cook

Assignment: Wiley Middle School

90 Day Probation Ended: 1/23/2013

Hill-Adams, Laurie                      Probation                      General Office

Assignment: Roxboro Middle School

90 Day Probation Ended: 1/24/2013

Jackson, Tracy Assignment: Fairfax Elementary School 90 Day Probation Ended: 1/29/2013	Probation	Lunch Non-Parapro
Jeffrey, Toni Assignment: Cleveland Heights High School 90 Day Probation Ended: 1/28/2013	Probation	Food Service-Class II
Lang, Andrea Assignment: Fairfax Elementary School 90 Day Probation Ended: 1/24/2013	Probation	Before School Assoc.
Lavelle, Megan Assignment: Boulevard Elementary School 90 Day Probation Ended: 1/24/2013	Probation	Nurse Parapro
Sharp, Carrie Assignment: Fairfax Elementary School 90 Day Probation Ended: 1/24/2013	Probation	Spec. Ed. Parapro
Simon, Sherita Assignment: Wiley Middle School 90 Day Probation Ended: 1/28/2013	Probation	General Office
Smith, Ryann Assignment: Gearity Professional Development School 90 Day Probation Ended: 1/15/2013	Probation	ECE Preschool Lead
Taylor, Octavia Assignment: Boulevard Elementary School 90 Day Probation Ended: 1/24/2013	Probation	After School Assoc.
Wise, Brandi Assignment: Oxford Elementary School 90 Day Probation Ended: 1/29/2013	Probation	Educational Parapro
Yancey, Kamille Assignment: Noble Elementary School 90 Day Probation Ended: 1/29/2013	Probation	Lunch Non-Parapro

**Approval of Changes in Salary**

The following personnel are eligible for a change in salary **effective January 21, 2013 (Semester II)** 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>
Abdow, Victoria	\$46,000 (5B1)	\$46,200 (5B2)
Collins, Falanda	\$62,200 (8M1)	\$62,350 (8M2)
DiLillo, Toni	\$50,700 (6B)	\$51,000 (6B1)
Ellis, Melanie	\$51,200 (6B+500)	\$51,500 (6B1+500)
Gill, Kathleen	\$82,600 (14M+500)	\$82,900 (14M1+500)
Hardin, Glenn	\$64,700 (10M1+500)	\$65,450 (10M2+500)
Kaye, Heidi	\$57,000 (10B2+500)	\$60,650 (10M+500)
Machmer, Nancy	\$82,100 (14M)	\$82,950 (14M2)
Miller, James	\$58,900 (7M)	\$59,250 (7M1)
Nicholas, Rebecca	\$53,200 (7B2)	\$56,050 (7M)
Raffay, Julie	\$62,200 (9M)	\$62,650 (9M1)
Riley, Sharon	\$83,800 (14M2)	\$84,450 (14M3)
Spaulding, Elizabeth	\$45,200 (5B+500)	\$45,850 (5B1+500)
Tabaj, Leonard	\$72,400 (11M)	\$72,900 (11M1)
Vargo, Bambi	\$60,700 (8M+500)	\$61,700 (8M1+500)
Vaynberg, Olga	\$34,095 (7Mx1.1+30 pr)	\$34,446 (7Mx1.1+40 pr)
Zidlicky, James	\$62,800 (7M3)	\$63,500 (7M4)

**Approval of Name Change**

<u>From</u>	<u>To</u>
Berge, Kate R.	Duhanich, Kate R.
Reier, Joni	Ribic, Joni

**Approval of Leave of Absence**

<u>Name</u>	<u>Reason</u>
Moorer, Susan	Unpaid Medical Leave

**Addendum to Personnel Agenda – February 5, 2013**

**Approval of Retirement**

<u>Name</u>	<u>Position</u>	<u>Date</u>
<b><u>Administrative Staff</u></b>		
Aden, Marc	REAL School Principal	7/1/2013
<b><u>Certificated/Licensed Staff</u></b>		
Borwick, Enid	ELA Support	7/1/2013
Hause, Robert	MS Social Studies	7/1/2013
Householder, Cynthia	Grade 1	7/1/2013
<b><u>Classified Staff</u></b>		
Roberts, Joyce	Lunch Non-Parapro	2/1/2013

**Approval of Appointments**

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Salary</u></b>
<b><u>Classified Staff</u></b> Numan, Brei Effective: 2/4/2013 90 Day Probation Ends: 9/6/2013	Lunch Non-Parapro; R Fairfax Elementary	\$11.99/hour Step 1
Labagh, Michael Effective: 2/11/2013 90 Day Probation Ends: 9/13/2013	Lunch Non-Parapro; R Noble Elementary School	\$11.99/hour Step 1

**TAP Members – 2012-13**

**Renaissance School - \$500**

Bifulco, Anthony  
Douglas, Leatrice  
Feldman, Donna

**No. 13-02-015**

It was moved by Ms. Peppler, seconded by Ms. Jones, that the above Personnel Items be approved.

Vote on the motion was as follows:

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

Nays: None

**Resolution to Terminate**

(In hands of Board Members)

**No. 13-02-016**

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

Vote on the motion was as follows:

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

Nays: None

## **ADMINISTRATIVE SERVICES**

### **Resolution Authorizing Ohio Schools Council Cooperative Advertising and Receiving Bids for School Bus Chassis and Bodies**

It was recommended that the Board of Education approve the Resolution Authorizing Ohio Schools Council Cooperative Advertising and Receiving Bids for School Bus Chassis and Bodies (see official minutes).

### **Approval of Quarterly Contracts**

It was recommended that the Board of Education approve the quarterly contracts for the period of October 1, 2012 through December 31, 2012 (see official minutes).

### **Acceptance of Donations**

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

- Donations to the Auto Technology Program at Cleveland Heights High School
  - 2001 Toyota UCS, from Emily Goldman-Huertas
  - 1999 Ford Explorer, from Andrew Gyuras
  - 1998 Lincoln Navigator, from Johnnie Lemons
  - Six (6) Automobile Batteries, from Valley Ford Truck Sales
- \$500 to the Cleveland Heights High School Holocaust Program, from Ms. Elisabeth Gevelber
- \$308 to the Jason West Scholarship Fund, from Said Ouadada “Bodega”

### **No. 13-02-017**

It was moved by Mr. Coble, seconded by Ms. Jones, that the above Administrative Services Items be approved.

Vote on the motion was as follows:

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

Nays: None

## **FINANCE**

### **Financial Reports**

It was recommended that the Board of Education confirm the Summary of Cash Balances by Fund for the month ending December 31, 2012 (see official minutes).

#### **No. 13-02-018**

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

Vote on the motion was as follows:

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

Nays: None

### **Budget Discussion**

A. Scott Gainer, CFO/Treasurer, explained that while the board passed the permanent appropriations at the fund level in September 2012, final appropriations are being brought again for approval which included encumbrances from the previous fiscal year.

Mr. Gainer discussed Governor Kasich's biennial budget proposal in context of the District's five-year forecast. Our current state foundation is not expected to change through FY17 based upon what we currently know about the proposed budget.

Property tax collection rates are estimated at 92.02% for this fiscal year, with little foreseeable increase expected. Mr. Gainer reported that the passage of the operating levy in November 2011 is not bringing in as much as we hoped.

Part of the Governor's proposal is to expand the voucher program, which would significantly impact our district. This program would provide low-income students with tuition vouchers which parents could use at participating private schools.

Labor negotiations for all employee groups begin in March 2013.

Mr. Gainer provided the Board with a thirteen year history of staffing information. Board Vice President Nancy Pepler requested enrollment numbers for these years also.

The District remains on a 3-year operating levy cycle, which would put us on the ballot again in November 2014. Based on the current forecast, it would suggest the need for an approximate 8-mill levy in 2014. Permanently cutting \$6 million in FY14 might allow us to delay the levy until 2015, assuming everything in the forecast is unchanged. Regardless of the timing of the next levy, Scott

Gainer said the District needs to begin looking now for areas to decrease costs to reduce the millage amount.

### **Approval of Appropriations**

It was recommended that the Board of Education approve the appropriations for FY2012-2013 (see official minutes).

### **Approval of Five-Year Forecast**

It was recommended that the Board of Education approve the Five-Year Forecast for fiscal years ending June 30, 2012 through June 30, 2016 (see official minutes).

### **No. 13-02-019**

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

Vote on the motion was as follows:

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

Nays: None

### **BOARD PRESIDENT'S REPORT**

Board President Ron Register attended a training session for board presidents conducted by OSBA in Rootstown, Ohio, on Saturday, February 2, 2013. Mr. Register found the training to be extremely valuable and encouraged other board members to attend similar board training sessions when available.

### **UNFINISHED BUSINESS**

#### **Appointment of Candidate for the Cleveland Heights-University Heights Public Library Board Trustee**

It was recommended that Jeffrey Eummer be appointed to the 7-year term as Cleveland Heights-University Heights Public Library Board Trustee commencing January 2013 as selected at the December 4, 2012 special meeting.

**No. 13-02-020**

It was moved by Ms. Pepler, seconded by Ms. Jones, that the above Library Board Trustee appointment be approved.

Vote on the motion was as follows:

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

Nays: None

**BOARD COMMITTEE REPORTS**

Board Member Kal Zucker reported that OSBA's Urban School District Advisory Network will meet regarding critical issues and challenges in urban education, collaborations with the Ohio Department of Education at Ohio State, Board of Regents and state board educational training opportunities, and the sharing of best practices regionally by urban districts. He will share more information with the board as it becomes available.

Board Member Kal Zucker announced that the 17<sup>th</sup> Annual Alumni Pancake Breakfast will be held at the High School on Sunday, April 14, 2013, from 9:00 a.m. until 12:30 p.m.

Mr. Zucker also announced the 22<sup>nd</sup> Annual Reaching Heights Spelling Bee will be April 17<sup>th</sup> at Cleveland Heights High School. Reaching Heights members are hoping to have a school board team again this year.

Board Member Kal Zucker announced the PTA Council met on January 28<sup>th</sup>. One item the council decided to focus on this year is establishing ways to have better communication with families of students with disabilities. Mr. Zucker mentioned that Dr. Jeff Johnston did an exceptional job talking about the Exceptional Children's Advocacy Group at that meeting.

**MOVE TO EXECUTION 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 appointment, employment, dismissal, discipline, demotion, or compensation of an employee or official of the School District.

**No. 13-02-021**

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

Vote on the motion was as follows:

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

Nays: None

The Board moved into Executive Session at 8:42 p.m.

The Executive Session ended at 10:34 p.m. The Board reconvened in public session at 10:34 p.m. with all members present.

### **UPCOMING MEETINGS**

Tuesday, February 19, 2013 – Special Board Meeting

Tuesday, March 5, 2013 – Regular Board Meeting

### **MOTION TO ADJOURN**

It was recommended that the meeting be adjourned.

#### **No. 13-02-022**

It was moved by Ms. Pepler, seconded by Ms. Jones, 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 10:35 p.m.

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Ron Register, President

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Scott Gainer, Chief Financial Officer