

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

**Special Board Meeting of June 16, 2009**

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 of Education building at 2155 Miramar Boulevard, University Heights, Ohio, on Tuesday, June 16, 2009, at 7:00 p.m.

Mr. Kal Zucker, Board President, called the meeting to order at 7:00 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  
Members of the Central Office Staff  
Patrons of the School District  
Representatives of the News Media

Board President Kal Zucker noted that Board member Michael Cicero would act as Treasurer Pro Tempore in Chief Financial Officer Scott Gainer's absence.

**SUPERINTENDENT'S REPORT**

**Recommendation to Approve the Cleveland Heights High School's Varsity Football Camp Field Trip to University of Michigan, Ann Arbor, Michigan**

It was recommended that the Board approve the Cleveland Heights High School's Varsity Football Camp Field Trip to University of Michigan, Ann Arbor, Michigan, scheduled for June 17-18, 2009.

**Recommendation to Approve the Cleveland Heights High School's Varsity Football Camp Field Trip to University of Notre Dame, Notre Dame, Indiana**

It was recommended that the Board approve the Cleveland Heights High School's Varsity Football Camp Field Trip to University of Notre Dame, Notre Dame, Indiana, scheduled for June 25-26, 2009.

**No. 09-06-088**

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

Vote on the motion was as follows:

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

Nays: None

*Great News Around the District!*

Ms. Fowler-Mack, Interim Superintendent, reported that students from across our schools and community concluded the 2009 Musical Camp sponsored by Reaching Heights. This event culminated with a wonderful performance that made everyone proud of our students. Ms. Fowler-Mack received several phone calls and emails from families thanking the District for the work it does as it relates to the Arts and for partnering with Reaching Heights.

Under teacher Tameka Bradley’s effective guidance, Gearity Professional Development School completed yet another successful Camp Invention for students in Grades 1 through 6. Positive feedback was received.

A series of summer enrichment and intervention programs began during the week of June 15, 2009. These include:

- Elementary Summer School with Arts programming @ Cleveland Heights High School
- Middle and High School Summer School Activities @ Monticello Middle School

Interim Superintendent Fowler-Mack is hopeful that these programs will fill gaps and bridge our students who may lose ground over the summer to a greater level of achievement.

At the end of July, the District will kick off its S.T.R.E.T.C.H. Program, a creative endeavor for current 5<sup>th</sup> through 11<sup>th</sup> grade students designed to provide enrichment and targeted preparation and support for students during the summer.

**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>Effective</u></b>
<b><u>Certificated/Licensed Staff:</u></b>		
Harris, Jacqueline	Guidance Counselor	7/1/2009

### 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>Administrative Staff:</u></b>		
Cogan, Kelli	Middle School Principal	7/1/2009
<b><u>Certificated/Licensed Staff:</u></b>		
Moise, Heather	ABLE Instructor	6/15/2009
Myers, Jill	Intervention Specialist	6/9/2009
<b><u>Classified Staff:</u></b>		
Gaspar, Christopher	Special Ed Aide	6/5/2009
Smith, Laverne	Lunchroom Aide	8/30/2009

### 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 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>Certificated/Licensed Staff</u></b>		
Burgess, Sarah Effective 8/31/09 Assignment: Heights High – Mosaic School	Math Teacher-R 190 Days	\$40,100 2B
Burkey, Wendy Effective 8/23/09	Child Services Specialist-R ½ Time (Rehired); 200 Days	\$33,350 9Mx1.1
Gordon, Faith Effective 8/31/09 Assignment: Heights High School	School Social Worker-R ½ Time (Rehired); 200 Days	\$25,040 3Mx1.1

Henry, Julie Effective 8/31/09 Assignment: Roxboro Middle School	Intervention Specialist-R 190 Days	\$44,100 2M+500
Lee, Rishona Effective 8/31/09 Assignment: Boulevard & Oxford	Speech/Lang. Pathologist-R 190 Days	\$48,700 5M+500
Metzger, Beverly Effective 8/24/09 Assignment: District/Gearity Elem. School – 200 Days	Program Specialist-Early Childhood-R	\$80,460 11Mx1.1+2800

**Supplemental Assignments – Advisors-R**

Breslin, Bunny	Power of the Pen Co-Adv.	308
Gee, George	Ski Club	616
Roath, Kelly	Power of the Pen Co-Adv.	308

**Supplemental Assignments – Coaches-R**

**Wiley**

Laskarides, John*	Baseball Asst. Coach	1,848
Althoff, Patrick	Basketball Boys Gr. 7	3,080
Rogers, Tyse*	Basketball Boys Asst.	2,156

**Heights High:**

Ali, Asil*	Off Season Conditioning	3,080
Audino, Giovanni*	Off Season Conditioning	3,080
Colvin, Mark*	Off Season Conditioning	3,080
Cottle, Josh*	Off Season Conditioning	3,080
Harrison, Kerby*	Off Season Conditioning	3,080
Jones, Justin*	Off Season Conditioning	3,080
Klir, Joe*	Off Season Conditioning	3,080
Lattimore, Tyrone*	Off Season Conditioning	3,080
Lemmons, Johnnie	Off Season Conditioning	3,080
Mahoney, Brian	Off Season Conditioning	3,080
McKinney, Michael*	Off Season Conditioning	3,080
Newton, Willie*	Off Season Conditioning	3,080
Rotsky, Jeffrey*	Off Season Conditioning	3,080
Sanders, Dontez*	Off Season Conditioning	3,080
Stephenson, Eric*	Off Season Conditioning	3,080
Stringer, Lee*	Off Season Conditioning	3,080
Wyley, Tobias*	Off Season Conditioning	3,080
Zeffer, Joe*	Off Season Conditioning	3,080
Saylor, Terry*	Off Season Conditioning	3,080

**Supplemental Assignments – Coaches-R (2009-2010)**

**Heights High**

Hansen, Kim	Basketball Head Girls Coach	6,952
Helfgott, Robbie	Soccer Head Girls Coach	4,740

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

**Summer School Staff**  
Mixon, Tiffany Intervention Specialist \$ 39.00/Hour

**Approval of Change in 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>Certificated/Licensed Staff</u></b>		
Seda, Christine	\$25,320	\$42,200
Effective 8/31/09	3/5 Time	Full Time
Assignment: Wiley Middle School - Math		

**No. 09-06-089** 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: Mr. Register, Mr. Coble, Ms. Pepler,  
Mr. Zucker, Mr. Cicero

Nays: None

Board President Kal Zucker reported that the Board has reached the end of an extensive search process for the District's next superintendent. The search process provided invaluable community input, excellent candidates, and time to carefully consider what our District needs in order to maintain and expand the progress it has achieved. Final interviews and discussions were held in executive session in strict accordance with Ohio Revised Code. Mr. Zucker asked for patience, engagement and assistance in moving the District forward relating to the Board's choice of the new superintendent. Mr. Zucker acknowledged that choosing one person for this position is always a tough decision, but the District must go forward.

Board President Zucker expressed special thanks to Interim Superintendent Christine Fowler-Mack for her time, her energy, her heart and her constant commitment to all the students in our District.

**Resolution to Appoint Superintendent**

It was recommended that the Board of Education approve the following resolution to appoint a new superintendent:

**RESOLVED**, that the Board hereby appoints Doug Heuer as Superintendent effective August 1, 2009, for a period of three years, ending July 31, 2012, at a starting salary of \$140,000;

**FURTHER RESOLVED**, that the Board President and Treasurer/CFO are authorized and directed to execute a Contract of Employment with Mr. Heuer upon such other terms and conditions as have been agreed to by the parties.

**No. 09-06-090**

It was moved by Mr. Coble, seconded by Mr. Cicero, that the above Appointment of Superintendent be approved.

It was moved by Mr. Register that the motion be TABLED to allow the public's views to be heard. Mr. Register's motion was not seconded, and thus the motion FAILED.

Vote on the motion to appoint a Superintendent was as follows:

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

Nays: Mr. Register

Board President Kal Zucker stated he is happy to support Mr. Doug Heuer as our next Superintendent. He said that Doug is an outstanding educational leader with a proven track record of overall academic success based on the theory that every student must be taught in a way that is meaningful to him or her. Mr. Heuer is a strong financial leader who demonstrates fiscal responsibility as well as a visionary operational and organizational leader. Mr. Zucker continued that Doug Heuer is a successful business and community partner and a model of 21<sup>st</sup> century skills. A confident decision maker, Mr. Heuer is willing to make difficult choices and follow them through.

Board President Zucker continued there is no doubt that Mr. Heuer's current school district does not look like ours, but Mr. Zucker is sure Doug Heuer will analyze and embrace the ideas he sees working in our District and will bring fresh ideas where needed. Mr. Heuer's fiscal responsiveness alone is something our community badly needs, Mr. Zucker said, and may provide aide to our economically disadvantaged families. Kal Zucker acknowledged that it will take all of us helping Mr. Heuer understand our District and community complete with all its wonderful advantages and significant challenges.

Mr. Zucker stressed that he did not make this decision hastily or capriciously. Over the last sixteen years, Mr. Zucker has donated countless hours to this District and to every child in this District. Kal said he believes Mr. Heuer is the right person to help our students fulfill the District's vision of P.A.S.S.A.G.E.

Board Member Nancy Pepler stated she is also in support of Mr. Heuer as the District's next superintendent. The primary reasons for her choice were Mr. Heuer's proven track record and

commitment to community partnerships, his vision and dream for CH-UH CSD to become the first majority African-American district in Ohio to reach an Excellent rating on the State report card, and his straight-forward communication style which will benefit the students and families of our District.

Board Member Eric Coble stated that one key concern he had with Mr. Heuer was the significantly small percentage of African-Americans in his current Austintown school district in comparison with CH-UH. However, after speaking with Mr. Heuer and reading reports of what he has accomplished, Mr. Coble believes Doug Heuer is firmly committed to the success of every student at every school. Mr. Heuer has committed to living in our District and becoming a part of our community.

Ron Register, Board Vice President, felt compelled to state that CH-UH is certainly a unique District, and he does not feel this decision is about any district looking like ours. He feels this decision is not about infrastructure nor is it about representing all families. He feels this decision should be about whether someone can sustain the change that is needed in order to educate the children. Mr. Register stated he feels the Board is overlooking a match that already exists, and Mr. Heuer is not it.

### **WORK SESSION: Equity & Access**

Christine Fowler-Mack, Interim Superintendent, stated the Cleveland Heights-University Heights School District has not only embraced the charge and accountability for leaving no child behind for over a decade, but it also has a relentless commitment to issues of equity and access, the topic of this work session. Ms. Fowler-Mack mentioned that the District voluntarily engaged itself in an equity and access audit in order to more deeply understand what was working in our District and what practices were not working.

Ms. Fowler-Mack introduced experts in the areas of knowledge and practice, Dr. Rossi Ray-Taylor (former superintendent of Ann Arbor, Michigan, public schools) and Karen Cross, from Ray-Taylor and Associates. Dr. Ray-Taylor and Ms. Cross presented to the Board the results of the equity and access audited conducted for the District.

Dr. Ray-Taylor described the audit approach to help understand CH-UH and the audit process.

Out of the audit process, Ms. Fowler-Mack said the team arrived at five action step recommendations around the issues of equity and access:

1. in consultation with parents, develop benchmarks, timelines and an evaluation plan in an ongoing manner related to the work,
2. conduct an intense review of our middle schools to identify a random cohort of students, watch their progress, their courses, their attendance patterns, discipline occurrences, etc.
3. conduct a full special education review – a review of the processes, the policies, the pre-referral process and effectiveness to plan related professional development, etc.

4. systematically evaluate District and building-level professional development plans to ensure alignment with achievement goals and overall strategy, and
5. develop and implement a communication and engagement plan related to issues of equity and access involving students, staff, parents and the community.

The following CH-UH staff members presented information to the Board:

**Caroline Kaczala** – Coordinator of Testing/Accountability

**Becky Quinn** – Coordinator of Gifted/Enrichment

**Jeff Johnston** – Coordinator of Student Support Programs

**Zakiyyah Bergen** – Eighth Grade Teacher, Roxboro Middle School

Christine Fowler-Mack, Interim Superintendent, said the District is still engaged in some culture work to make sure the assets of the District are leveraged around the needs of our students and that we are focused on common goals. While we have a charge for the students in the District, the adults also have some adaptive change work that has to occur to provide more effective support. We need to raise the bar of expectation and performance in our system, and we need to engage our stakeholders in doing that, Ms. Fowler-Mack indicated.

Board members exchanged comments with and posed questions to the presenters.

### **UPCOMING MEETINGS**

Tuesday, July 7, 2009 – Regular Board Meeting

### **MOTION TO ADJOURN**

It was recommended that the meeting be adjourned.

#### **No. 09-06-091**

It was moved by Mr. Coble, seconded by Ms. Pepler, 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 9:58 p.m.

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Kal Zucker, President

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Scott Gainer, Chief Financial Officer