

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

**Regular Meeting of March 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 March 3, 2009, at 7:00 p.m.

Mr. Kal Zucker, President, called the meeting to order at 7:03 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

**APPROVAL OF MINUTES**

It was recommended that the Board approve the following minutes:

- Special Meeting – January 20, 2009
- Regular Meeting – February 3, 2009
- Special Meeting – February 17, 2009

**No. 09-03-023** 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

## **SUPERINTENDENT'S REPORT**

### **Approval of Cleveland Heights High School 11<sup>th</sup> & 12<sup>th</sup> Grade Marketing Students' Field Trip to the DECA State Competition in Columbus, OH**

It was recommended that the Board approve the Cleveland Heights High School 11<sup>th</sup> and 12<sup>th</sup> Grade Marketing Students' Field Trip to the DECA State Competition in Columbus, OH, scheduled for March 13-14, 2009.

### **Approval of the Cleveland Heights High School Boys' Track Team Field Trip to Boston, MA**

It was recommended that the Board approve the Cleveland Heights High School Boys' Track Team Field Trip to Boston, MA, scheduled for March 13-15, 2009.

### **Approval of the Cleveland Heights High School Girls' Varsity Lacrosse Team Field Trip to St. Petersburg, FL**

It was recommended that the Board approve the Cleveland Heights High School Girls' Varsity Lacrosse Team Field Trip to St. Petersburg, FL, scheduled for March 22-27, 2009.

### **Approval of the Cleveland Heights High School Boys' Track Team Field Trip to Wheeling, WV**

It was recommended that the Board approve the Cleveland Heights High School Boys' Track Team Field Trip to Wheeling, WV, scheduled for April 10-11, 2009.

### **Approval of Cleveland Heights High School Boys' Track Team Field Trip to Dayton, OH**

It was recommended that the Board approve the Cleveland Heights High School Boys' Track Team Field Trip to Dayton, OH, scheduled for May 1-2, 2009.

#### **No. 09-03-024**

It was moved by Ms. Peppler, seconded by Mr. Coble, 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

### **Approval of Grants**

- *Our Growing Family Mosaic Mural Project*, to U.S. Bancorp - **\$2,000.00**
- *DISCOVERY Project*, to the Discovery Center at Miami University, Ohio - **\$25,000.00**

**No. 09-03-025**

It was moved by Mr. Coble, seconded by Mr. Cicero, 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

**Update: School Based Liaison**

Dr. Jeffrey Johnston, Coordinator of Student Support Programs, provided an update on programs in the District that support our students' social and emotional needs and improve school climate. These efforts are part of the District's Pyramid of Support, which is a framework through which our District provides integrated behavior and academic supports to improve overall student behavior and academic achievement.

In place this year, Dr. Johnston stated, are the Alternative Learning Environment (ALE) and Girls' Circle programs. The purpose of the Alternative Learning Environment is to contribute to a safe school environment in each middle school by providing targeted social, emotional and academic help for students who are eligible for suspension or additional supports. Staffed by a licensed teacher, ALE provides each school with an alternative to out-of-school suspension and enables students to continue their instruction while receiving targeted social and emotional support in school. This program differs from typical in-school suspension in that students in the ALE program are continuing their education and are receiving support around the behavior that caused them to be in ALE. This has had a very positive impact on the overall school climate within each middle school.

Girls' Circle is a structured support group for middle school girls led by school counselors. Dr. Johnston said that during Girls' Circle, each girl takes turns listening to each other about concerns and interests and expresses herself in creative and focused activities. The groups are designed to foster self-esteem and to help girls maintain an authentic connection with peers and adults in their community. Themes covered relate to issues common to middle school girls, such as trusting themselves, body image, goals, friendships, and decision-making. Dr. Johnston stated that this year fifty girls across the middle schools participated in Girls' Circle groups during the second and third marking periods.

As part of the District's Pyramid of Support, the high school is pursuing a Memorandum of Understanding with Cuyahoga County Juvenile Court to place one school-based liaison in Cleveland Heights High School by April 2009. Dr. Johnston recognized Dr. Julie McCune, who is the school-based and MST probation manager for the juvenile court of Cuyahoga County. Dr. McCune joined the meeting to assist with answering questions regarding the school-based liaison position.

Dr. Johnston reported that the Cuyahoga County Juvenile Court School-Based Probation Program began in 2004. It was developed to serve as a partnership to increase communication between schools and law enforcement, increase coordination among families, school, probation department, and appropriate community agencies, and provide schools with alternatives for students exhibiting behavior problems.

Currently at Cleveland Heights High School, there are 38 youth (28 males and 10 females) on probation. There are nine youth on probation at our middle schools. The objectives of the school-based liaison would be on-site, in-school services. For students on probation, these services would increase school attendance, decrease suspensions, decrease probation violations and allegations, and decrease recidivism.

The role of the school-based liaison is to assist school personnel who are making decisions about court supervised youth. They are to provide immediate intervention services for probation youth. They work to reduce the in- and out-of-school suspension, tardiness and absenteeism for youth involved in probation services. They encourage parental involvement. Most importantly, Dr. Johnston commented, the school-based liaison participates in IEP team meetings. They also participate in school activities, becoming part of the school culture and part of that student's life in the school setting. There are also opportunities for the school-based liaison to communicate with local law enforcement with respect to community intervention and collaborative meetings with families and community members.

These efforts have been implemented in the Cleveland Metropolitan School District since 2005-2006. The impact has been very positive. Over 80% of youth involved with school based probation at John Marshall and Glenville High Schools did not recidivate. During the 2006-2007 academic year, there were no expulsions at Glenville or John Marshall of youth receiving probation services.

Dr. Johnston stated there is an extremely positive outcome in working relationship that is developed when you can have the court representative present and part of your school culture.

Dr. Johnston and Dr. McCune responded to questions and comments from the Board.

### ***Great News Around the District!***

Ms. Fowler-Mack, Interim Superintendent, recognized eighth grade Monticello student **Gordon Gustafson**, who recently received the highest score in Ohio on the AMC 8<sup>th</sup> grade math test. Gordon has been a CH-UH student since his early days at Oxford Elementary and has continued to achieve and accelerate in mathematics. Gordon will be formally recognized by the Board, and he will receive a plaque for his achievement.

Heights High teacher **Jane Simeri** recently took a team of students to Columbus to take part in the 2009 Ohio Economics Challenge. Twelve students from the AP Economics class participated and took 3<sup>rd</sup> place in the competition held on March 2, 2009. Though all students contributed to our school's accomplishments, four students in particular were attributed with bringing the trophy home: **Alex Miller, Matt Zucker, Lewie Pollis, and Esther Kelsch**. Ms. Simeri and her students were commended.

On Tuesday, March 3, 2009, Interim Superintendent Fowler-Mack and Director of Educational Services Joe Micheller met with representatives from the University of Toledo regarding the Toledo Guaranty.

The deadline for seniors to apply for the Guaranty to receive full and renewable scholarships to attend the University of Toledo is approaching. Staff will make sure families of eligible students are notified.

### **Budget Alignment Process**

Interim Superintendent Fowler-Mack briefly reported to the Board on the budget alignment process now underway. She stated that the District has maintained its commitment to enhance teaching and learning while containing costs. However, given the existing economic plight, the District's budget must be aligned to reflect the decreases in revenue we are experiencing. Ms. Fowler-Mack said we are fulfilling our promise to the residents to maintain the current levy cycle even when economic conditions have worsened.

The Board has directed the Administrative team to examine options to reduce the budget by a minimum of \$2 million. The reduction serves to address the long-term sustainability of the District and its operations.

At its next work session on March 17, 2009, the District Administrative team will share options with the Board to continue this process. At the April 7 regular Board meeting, the Board will discuss the options and a decision on the options is expected at the end of April.

Ms. Fowler-Mack, Interim Superintendent, reported that the Administrative team has been actively meeting and will be prepared with rich options for the Board to consider.

Board Member Ron Register suggested that the Lay Finance Committee may need to be involved by possibly contributing ideas that Board members have not considered.

A. Scott Gainer, Chief Financial Officer, indicated he had a conversation with the Committee Chair who said the group is happy to review the five-year forecast, but it is not their position to offer cut recommendations. Mr. Gainer will arrange to have a Lay Finance Committee meeting before the end of March.

Ms. Fowler-Mack mentioned that the week of March 9 marks the kick-off of the Ohio Graduation Test (OGT) at the High School. Elementary and middle school students will take the Ohio Achievement Test in April. She believes students are ready to show what they know.

## **PERSONNEL**

### **Approval of Retirement**

It was recommended that the retirement 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>		
Newlin, Yvette	Coordinator of Special Education	July 1, 2009
<b><u>Certificated/Licensed Staff</u></b>		
Booker, Dennis	Social Studies	July 1, 2009
Frantz, Karen	Program Specialist	July 1, 2009
Georgian, Thomas	Career Tech – Auto Body	July 1, 2009
Jewett, Susan	German Teacher	July 1, 2009
LaRue, Joanne	Business Education	July 1, 2009
Lavrisha, Margaret	Intervention Specialist	July 1, 2009
Liekoski, Katherine	Math Teacher	July 1, 2009
Murray, Sheila	Media Specialist	July 1, 2009
Nolish, Ilene	Elem. Physical Education	July 1, 2009
Post, Sharon	Kindergarten	July 1, 2009
Riley, Michael	Middle School – Math	July 1, 2009
Stanton, Susan	Grade 4	July 1, 2009
Varley, Lorene	Program Specialist	July 1, 2009
Voytas, James	Math Teacher	July 1, 2009

### **Approval of Resignation**

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

<b><u>Classified Staff</u></b>		
Clark, Linda	ABLE Orientation Aide	February 12, 2009
Crain, Barbara	Lunchroom Aide	January 29, 2009
Howell, Celeste	Special Educ. Aide	February 12, 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**

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Salary</u></b>
<b><u>Certificated/Licensed Staff</u></b>		
Wallace, Janet Effective 2/2/2009 Assignment: Taylor	ABLE/ESL Instructor-R 195 Day	\$27.30/hr. Step 1
<b><u>Classified Staff</u></b>		
Lovejoy-Rezek, Amber Effective 1/20/2009 Assignment: Roxboro Middle School 90 Day Probation Ends 9/4/2009	Ed. Aide-CHAMPS-R 195 Day	\$15.82/hr. Degreed/Cert.
Murray, Tamara Effective 2/9/2009 Assignment: Boulevard Elementary 90 Day Probation Ends 9/18/2009	Lunchroom Aide-R 195 Day	\$11.41/hr. Step 1
Petkac, Paul K. Effective 2/24/2009 Assignment: Noble Elementary School 90 Day Probation Ends 10/2/2009	Assistant Custodian-R 260 Day	\$36,800 Step 1
Stevens, Virginia Effective 2/2/2009 Assignment: Bellefaire School 90 Day Probation Ends 9/14/2009	Special Ed Aide-ED-R 195 Day	\$14.53/hr. Degreed
Thomas, Carolyn Effective 2/2/2009 Assignment: Boulevard Elementary 90 Day Probation Ends 9/14/2009	Lunchroom Aide-R 195 Day	\$11.41/hr.

**Supplemental Assignments – Advisors-R**

Cano, Kristen	Drill Team-Heights High	\$ 1,232
Collins, Falanda	MSAN Advisor*	1,848
Dixon, Michael	MSAN Advisor*	1,848

\* Change from Co-Advisors (\$924 each)

**Supplemental Assignments – Coaches-R**

**Heights High**

Dillon, Mike	Baseball Head Coach	\$ 4,620
Holland, Claude	Track Boys Head Coach	6,776
Humbert, Deborah	Softball Asst. Coach	3,080
McIntosh, Gregory*	Baseball Asst. Coach	3,080
Petre, John*	Baseball Asst. Coach	3,080

Pospisil, Robin*	LaCrosse Girls Asst. Coach	3,080
Sulzer, Marnie*	Tennis Boys Head Coach	3,080
<b><u>Monticello Middle</u></b>		
Manzano, Vince*	Wrestling Asst. Coach	2,156
<b><u>Wiley Middle</u></b>		
Provenzale, Tony	Wrestling Asst. Coach	2,156

**Substitutes – Classified**

Primous, Eric

**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>Classified Staff</u></b> Canady-Ashford, Geizel Assignment: Noble Elementary 90 Day Probation Ended 2/12/2009	Probation	Lunchroom Aide \$11.41/hr.
Morgan, Shirley Assignment: Fairfax Elementary 90 Day Probation Ended 2/12/2009	Probation	Lunchroom Aide \$11.41/hr.
Perry, Patrice Assignment: Fairfax Elementary 90 Day Probation Ended 2/18/2009	Probation	Lunchroom Aide \$11.41/hr.

**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:

<b><u>Name</u></b>	<b><u>From</u></b>	<b><u>To</u></b>
<b><u>Certificated/Licensed Staff</u></b> Zabukovec, Sandra	\$51,600 (9B+500)	\$52,300 (9B1+500)

**Approval of Leave of Absence**

<b><u>Name</u></b>	<b><u>Reason</u></b>
Glickman, Samantha Effective 8/31/09-6/11/10	Child Care



**No. 09-03-026**

It was moved by Ms. Pepler, seconded by Mr. Cicero, that 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 February 18, 2009 Bid for the Cleveland Heights High School Trash Compactor Relocation Project (#09C-010-002) and Award a Contract**

It was recommended that the Board approve the February 18, 2009 bid for the Cleveland Heights High School Trash Compactor Relocation Project (No. 09C-010-002) and award a contract as follows (see official minutes):

Sterling Professional Group  
5531 Turney Road  
Garfield Heights, Ohio 44125

Base Bid	\$81,300.00
<b>TOTAL CONTRACT AWARD</b>	<b>\$81,300.00</b>

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.

<b>TOTAL</b>	<b>\$89,430.00</b>
--------------	--------------------

**No. 09-03-027**

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

Nays: None

Stephen Shergalis, Director of Business Services, noted this is the first in a series of permanent improvement projects that will be brought before the Board.

## **FINANCE**

### **Financial Reports**

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

#### **No. 09-03-028**

It was moved by Mr. Register, seconded by Mr. Cicero, that the above Finance item 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 said a newspaper article he read stated administrators and staff at John Carroll University are taking mandatory two-week unpaid leaves. This is an indicator of the state of our economy. Mr. Zucker said he was interviewed by a student journalist who asked him, "Which is more important, the students or the budget?" Mr. Zucker answered by saying they are both very important, but obviously our number one priority is student success and student achievement. He said he realized from the question a misconception exists suggesting controlling the budget and student success is an adversarial relationship. Mr. Zucker said he sees the opportunity for the relationship to be complementary, forcing us to be very creative and challenging us to look critically at our weaknesses. This means we must look at our successes very carefully as well to see how we can arrive at \$2-2.5 million in budget cuts.

Mr. Zucker indicated that while it is very important that we look at student success today, we would be unable to look at student success tomorrow unless we create a sustainable plan.

Kal Zucker, Board President, provided an update on the superintendent search process. Hudepohl and Associates is gathering information and interviewing stakeholders, the outcome being to develop a position profile that would introduce the District and outline key selection criteria sought in our next leader.

## **COMMITTEE REPORTS**

### *Reaching Heights*

Eric Coble, Board Member, reported that the grants awarded by Reaching Heights are in place, and we should hear the results of those soon.

The Many Villages Tutoring Program instituted by Reaching Heights is now in each elementary school, two of the middle schools, and it is hopeful that it will expand into the high school also. The program is doing very well.

On March 9, 2009, Wiley will host the Middle School Honors Concert, sponsored by Reaching Heights.

The Reaching Heights Spelling Bee will be April 23, 2009 at Cleveland Heights High School. There will be a school Board team participating.

### *University Heights Recreation Board*

Michael Cicero, Board Member, reported that the February 4 meeting was cancelled. University Heights is exploring joining SELREC.

### *Safety & Security*

Mr. Cicero stated the presentation from Dr. Jeff Johnston on school-based probation came out of discussions he had with a portion of the Safety & Security Committee a few months ago. He was pleased to see discussions from committees now taking action through formal programs.

### *Coventry Property Disposition*

Board member Michael Cicero reported that on Friday, February 6, 2009, School District representatives including Stephen Shergalis, George Petkac, and school counsel met with representatives from Cleveland Music School Settlement. The Music School Settlement affirmed its commitment to the community and to the project. The Settlement has plans to house an early childhood program and potentially infant care. It is roughly estimated that they will occupy the building beginning in the fall of 2009 and begin programs by January 2010.

On February 27, the District met with the City of Cleveland Heights' Assistant City Manager and Director of the Planning/Development Department. The meeting went extremely well, and the City is excited about the use of this property.

The next meeting between the District and The Music School Settlement is set for March 6, 2009. The purpose of this meeting is to negotiate further the terms of the lease.

### *5133 Committee*

Ron Register, Board Vice President, reported that the Committee is considering a name change. The Committee is also taking into consideration ideas to make its material more user-friendly and is reviewing the way offenses are classified.

*Cleveland Heights Recreation Board*

Nancy Pepler, Board Member, said she was unable to attend the last Recreation Board meeting due to a work conflict.

Ms. Pepler reported that Noble Elementary will hold a fundraiser for the playground on Saturday, March 7, 2009, from 6:00 – 8:00 p.m. at the Recreation Center.

*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.

**UPCOMING MEETINGS**

Tuesday, March 17, 2009 – Special Board Meeting – Budget Reduction

Tuesday, April 7, 2009 – Regular Board Meeting

**MOTION TO ADJOURN**

It was recommended that the meeting be adjourned.

**No. 09-03-029**

It was moved by Ms. Pepler, 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 8:20 p.m.

---

Kal Zucker, President

---

Scott Gainer, Chief Financial Officer