

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

**Regular Meeting of November 1, 2011**

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 Tuesday, November 1, 2011, at 7:00 p.m.

Mr. Eric Coble, President, called the regular meeting to order at 7:00 p.m.

**Present at Roll Call:** Mr. Eric Coble, Board President  
Mr. Ron Register, Board Vice President  
Ms. Karen Jones, Board Member  
Ms. Nancy Pepler, 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 – July 12, 2011
- Regular Meeting – September 6, 2011
- Special Meeting – September 20, 2011

**No. 11-11-156** It was moved by Mr. Zucker, seconded by Ms. Jones, 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

**AWARDS/RECOGNITIONS**

**2010 United Way Award Recognizing District Contributions**

Chris Morgan, United Way Campaign Coordinator, presented the 2010 United Way Award to Cleveland Heights-University Heights Schools, employees, and students for support and contributions to the 2010 campaign.

**PUBLIC ADDRESS**

**Statements from Audience**

<u>Name</u>	<u>Topic</u>
Saroya Queen-Tabor	Gifted Initiative at Boulevard/District
Maria Spencer	Gifted Class at Roxboro Elementary

**SUPERINTENDENT’S REPORT**

**Approval of Field Trip**

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

- The Cleveland Heights High School 9<sup>th</sup>-12<sup>th</sup> Grade Model U.N. Students’ Field Trip to Columbus, OH, scheduled for December 11-13, 2011

**No. 11-11-157**

It was moved by Ms. Peppler, seconded by Ms. Jones, that the above Field Trip be approved.

Vote on the motion was as follows:

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

Nays: None

**Approval of Grant**

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

- *AAHPERD Jump Rope for Heart and Hoops for Heart Grant Program*, to the American Alliance for Health, Physical Education, Recreation and Dance (AAHPERD) - **\$1,379.92**

**No. 11-11-158**

It was moved by Ms. Jones, 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

**Report on the 2011 MSAN Student Conference**

This year’s national Minority Student Achievement Network (MSAN) conference was held in Columbia, Missouri. Marc Aden, CHHS Administrator, and Teacher, Shawn Washington, attended the conference along with students **Zoe Cook, Tiara Boyd, Malik Bacchus, Stedman Smith, Demarcus Jordan, and Japera Benson**. The students shared their experience at the conference and described their plan to implement a program to improve their school. Plans include improving the work ethic of minority students by establishing Honors and AP study and support groups, developing mentoring/tutoring sessions with middle and elementary school students, and offering motivational programs for high school students to encourage them to join MSAN.

**RttT Update – Kevin Harrell**

Kevin Harrell, Coordinator of Elementary Education, discussed the teacher leader partnership with John Carroll University as part of our Race to the Top initiative. Dr. Joseph Micheller and Laurel Chapman teach a class of twenty-three participants in the Teacher-Leader Endorsement Program. They are currently halfway through the program and on their third class.

**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>Classified Staff:</u></b>		
Querry, Sheryl B.	Admin. Asst.-Accounting	1/1/2012
Whitlow-Nixon, Betty	General Office Secretary	12/1/2011

### 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>
<u>Classified Staff:</u> Washington, Crystal	School Bus Driver	10/5/2011

### Approval of Termination

It is 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>
Meadows, Denise Effective 9/26/2011	Lunchroom Nonparapro (failure to report)	Offer Rescinded
Thompson, Jeffrey Effective 10/18/2011	Lunchroom Nonparapro	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> Coiner, Barbara Assignment: Canterbury Effective 9/26/2011 90 Day Probation Ends 2/21/2012	Lunchroom Nonparapro-R 195 Day	\$11.99/hour Step 1
Douglas, Jasmine Assignment: Boulevard Effective 10/3/2011 90 Day Probation Ends 2/27/2012	Lunchroom Nonparapro-R 195 Day	\$11.99/hour Step 1

Farmer, Artis Assignment: Oxford Effective 10/3/2011 90 Day Probation Ends 2/27/2012	Lunchroom Nonparapro-R 195 Day	\$11.99/hour Step 1
Horton, Eula M. Assignment: Roxboro Middle Effective 10/3/2011 90 Day Probation Ends 2/28/2012	Middle Sch. Ed Parapro-R 195 Day	\$15.26/hour Degreed
Hudson, Pamela Assignment: BOE-IT Dept. Effective 10/17/2011 90 Day Probation Ends 3/12/2012	IT Assistant-N 260 Day (*\$37,400 p.r. effective 10/17/11)	\$26,612* Step 1
Meadows, Denise Assignment: Oxford Effective 9/26/2011 90 Day Probation Ends 2/21/2012	Lunchroom Nonparapro-R 195 Day	\$11.99/hour Step 1
Mehring, Terri Assignment: Gearity Preschool Effective 10/25/2011 90 Day Probation Ends 4/26/2012	Nurse Parapro-R 195 Day	\$13.51/hour Step 1
Mosley, Tracy Assignment: Oxford Effective 10/10/2011 90 Day Probation Ends 3/5/2012	Lunchroom Nonparapro-R 195 Day	\$11.99/hour Step 1
Richardson, Sharon Assignment: Boulevard Effective 10/3/2011 90 Day Probation Ends 2/27/2012	Lunchroom Nonparapro-R 195 Day	\$11.99/hour Step 1
Rivers, Thomas J. Assignment: Monticello Effective 10/10/2011 90 Day Probation Ends 3/5/2012	Middle Sch.Ed Parapro-R 195 Day	\$15.26/hour Degreed
Robison, Margaret Lindsey Assignment: Heights High Effective 10/10/2011 90 Day Probation Ends 3/5/2012	Lifeguard-R 195 Day	\$12.50/hour

Rose, Asim S. Sr. Assignment: Heights High Effective 10/17/2011 90 Day Probation Ends 3/9/2012	Security Monitor-R 190 Day	\$20.18/hour Step 1, OPOTA
Shikir, Tammy S. Assignment: Roxboro Elem. Effective 10/10/2011 90 Day Probation Ends 3/5/2012	Lunchroom Nonparapro-N 195 Day	\$11.99/hour Step 1
Thompson, Jeffrey Assignment: Noble Effective 9/26/2011 90 Day Probation Ends 2/21/2012	Lunchroom Nonparapro-R 195 Day	\$11.99/hour Step 1
Weaver, Jocelynn Assignment: Boulevard Effective 10/3/2011 90 Day Probation Ends 2/27/2012	Lunchroom Nonparapro-R 195 Day	\$11.99/hour Step 1
Worship, Monique Assignment: Roxboro Middle Effective 10/10/2011 90 Day Probation Ends 3/2/2012	General Office-R 205 Day (*21,044, p.r. effective 10/10/11)	\$17,451* Step 1

**Supplemental Assignments-Advisors 2011-2012**

**District**

Hanna, Erin	Entry Year Mentor	\$2,268
Adair, Sarah	Entry Year Mentor	2,268
Porter, Jeff	Entry Year Mentor	2,268
Rotella, Sylvia	CHAMPS Teacher Leader	4,860
Sell, Amanda	CHAMPS Teacher Leader	4,860

**Monticello**

Angelo, Gretchen	Ticket Manager	1,296
DePrima, Carrie	Art Club	648
Rood, Theodore	Dramatics	1,296

**Boulevard**

Adamson, Robert	Instrumental Concert (split)	324
Ammon, Benjamin	Instrumental Concert (split)	324
Watson, Todd	Vocal Music Concerts	1,296
Watson, Todd	Challenge Choir	1,296

**Canterbury**

Ammon, Benjamin	Instrumental Music Concert	648
Smoker, Kate	Vocal Music Concerts	1,296
Smoker, Kate	Challenge Choir	1,296

**Fairfax**

Adamson, Robert	Instrumental Concert (split)	324
Ammon, Benjamin	Instrumental Concert (split)	324
Gee, George	School Crossing Guard Co-Advisor	648
Gee, George	Ski Club Advisor	648
Gee, George	Student Council Co-Advisor	648
Gray, Tamar	Vocal Music Concerts	1,296
Gray, Tamar	Challenge Choir	1,296
Holdeman, John	Student Council Co-Advisor	648
Iannone, Christopher	School Crossing Guard Co-Advisor	648

**Gearity**

Adamson, Robert	Instrumental Concert	648
Grant, Robin	Vocal Music Concerts	1,296
Grant, Robin	Challenge Choir	1,296

**Noble**

Ammon, Benjamin	Instrumental Music Concert	648
Consolo, Megan	Vocal Music Concerts	1,296
Consolo, Megan	Challenge Choir	1,296
Davis, Jazmine	School Crossing Guard	1,296
Sullivan, Sean	Student Council	1,296
Sullivan, Sean	Intramurals Co-Advisor	648
Wright, Richard	Intramurals Co-Advisor	648

**Oxford**

Adamson, Robert	Instrumental Music Concert	648
Schlafer, Sarah	Vocal Music Concerts	1,296
Schlafer, Sarah	Challenge Choir	1,296

**Roxboro Elementary**

Adamson, Robert	Instrumental Concert (split)	324
Ammon, Benjamin	Instrumental Concert (split)	324
Neylon, Betsy	Vocal Music Concerts	1,296
Neylon, Betsy	Challenge Choir	1,296

**Supplemental Assignments-Coaches 2011-2012****Heights High**

Dixon, Kevin	Golf Head Coach	3,240
Basit, Branella	Cheerleading-Varsity	3,240
Allen-Mackey, Coretta	Cheerleading-JV	3,240
Gober-Woodson, Angela	Cheerleading-Freshman	3,240

**TAP Members for 2011-12 - \$500****Bellefaire**

Ciepluch, Marion
Costanzo, Anna
Spainhoward, Judy

**Roxboro Middle**

Adams, Jonathan  
Javorek, Marty  
Kitt, Karen  
Oden, Debra

**Oxford**

Beckles, Julie  
Dubsky, James  
Fatica, Shanna  
Litten, Millicent

**Noble**

Campbell, Darren  
Eisenberg, Nancy  
Larson, Becca  
Smith-Peterson, Linda

**Home Instruction Tutors (\$41.00/Hour)**

Abdow, Kristen

**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>Certificated/Licensed Staff</u></b>	
Heim, Dan Effective 8/29/11	\$83,260(11M+10,860) Additional 6 <sup>th</sup> assignment	\$79,640 (11M+7,240) <b><u>(p.r. 50%)*</u></b>
<i>*Note: Correction to Sept. 6 agenda)</i>		

**Classified Staff**

Devitt, Dulcie Assignment: Heights High School- <b>225 Days</b> 45 Day Probation Ended 10/13/2011	Probation	Staff Assistant \$27,658/Year
Ehrlich, Kimberly Assignment: BOE-Student Services 45 Day Probation Ended 10/25/2011	Probation	Staff Assistant \$26,905/Year Step 3
Hurley, Anthony Assignment: District 90 Day Probation Ended 10/18/2011	Probation	Skilled Laborer <b>\$31,258*</b> Step 1 (*\$35,200, p.r. eff. 8/15/11)
Kempf, Mary Kay Effective 9/15/2011 Assignment: Rox Middle Parapro	Degreed \$15.26/hr.	Teacher Certified \$16.63/hr.



Lightfoot, Charlene Assignment: Monticello 45 Day Probation Ended 10/12/2011	Probation	Admin. Assistant \$32,140/Year Step 2
Rainey, Mary Assignment: Gearity Preschool 90 Day Probation Ended 10/7/2011	Probation	Special Ed Parapro \$13.51/hour Step 1
Sanders, Valerie Assignment: Delisle Center 45 Day Probation Ended 10/11/2011	Probation	Admin. Assistant \$32,140 Step 2
Smith, Danielle Assignment: Roxboro Middle 45 Day Probation Ended 10/12/2011	Probation	Admin. Assistant \$31,250 Step 1
Wallace, Yvonne Assignment: Noble 90 Day Probation Ended 10/13/2011	Probation	Special Ed Parapro \$13.51/hour Step 1
Whitlow-Nixon, Betty Effective 7/1/2011	\$19,849 205-Day \$28,879 p.r.	\$24,876 (Step 10+Long.) 260-Day \$24,876 p.r.
Assignment: General Office-ABLE (.67 FTE)		

**Approval of Changes in Salary**

The following personnel are eligible for a change in salary for the 2011-12 school year 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>
Carr, Rekyta	\$77,500 (12M2)	\$80,100 (12M4)

**Approval of Name Change**

<b><u>From:</u></b>	<b><u>To:</u></b>
McClinton, Quarnitra L.	Price, Quarnitra L.

**No. 11-11-159** 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. Pepler

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 September 30, 2011 (see official minutes).

#### **No. 11-11-160**

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

Vote on the motion was as follows:

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

Nays: None

## **BOARD PRESIDENT'S REPORT**

Board President Eric Coble voiced the Board's support for the right of our unions to collectively bargain. This right has been severely limited by Senate Bill 5. Mr. Coble stated that the Board and the administration firmly believe in the principles of collaboration and are committed to maintaining a relationship of respect and trust with all staff in order to create a world-class school district for our students and community.

Board President Coble announced the CHHS All City Musical Performance of "The Sound of Music," November 3-5, 2011.

In addition, on November 5, 2011, at 7:00 p.m., the CHHS football team will participate in the state championship playing against St. Edwards of Lakewood.

## **BOARD COMMITTEE REPORTS**

### ***Alumni Committee***

Board Member Kal Zucker announced the Annual Alumni Cocktail Party is Thursday, November 10, 2011, at 7:00 p.m. at the Rockefeller Building.

**CORRESPONDENCE AND ANNOUNCEMENTS**

Board Member Karen Jones announced that the CHHS football team members are LEL champions, achieving a 9-0 undefeated season.

Board Vice President Ron Register announced the CHHS Girls Soccer Team also had a successful season.

**UPCOMING MEETINGS**

Tuesday, November 15, 2011 – Special Board Meeting

Tuesday, December 6, 2011 – Special Board Meeting (Library Board Interviews Only)

Tuesday, December 13, 2011 – Regular Board Meeting

**MOTION TO ADJOURN**

It was recommended that the meeting be adjourned.

**No. 11-11-161**

It was moved by Ms. Jones, seconded by Ms. Pepler, 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 7:35 p.m.

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Eric Coble, President

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Scott Gainer, Chief Financial Officer