

Held JULY 23, 20 15

The Regular Meeting of the Warrensville Heights Board of Education was held on Thursday, July 23, 2015, at 7:00 p.m., at the Warrensville Heights High School, Room 154, 4270 Northfield Road, Warrensville Heights, Ohio.

President Gaiter called the meeting to order and asked the Treasurer, Donald J. Gambal, to call the roll. The roll call revealed the following members present: Mr. Ray A. Freeman, Mrs. Millicent Gaiter, Mrs. Mary Pat Morris, Mrs. June E. Taylor

Mr. Harold L. Burks, absent.

Mr. Donald J. Jolly, Superintendent, also in attendance.

All other individuals used a sign-in log.

Pledge

President Gaiter requested all stand to recite the Pledge of Allegiance to the Flag.

Agenda

1.4 Moved by Mr. Freeman and seconded by Mrs. Taylor to accept the regular meeting Agenda, dated July 23, 2015.

Vote:

Ayes – Mrs. Morris, Mrs. Taylor, Mr. Freeman, Mrs. Gaiter

Nays – None

Motion carried

R-07-15-132

4-0

Minutes

1.5 Moved by Mrs. Taylor and seconded by Mrs. Morris to approve the following minutes:

- June 10, 2015 – Informational Meeting.
- June 15, 2015 – Special Meeting.
- June 25, 2015 – Regular Meeting.
- July 9, 2015 – Informational Meeting.
- July 10, 2015 – Special Meeting.
- July 15, 2015 – Special Meeting.

Vote:

Ayes – Mr. Freeman, Mrs. Morris, Mrs. Taylor, Mrs. Gaiter

Nays – None

Motion carried

R-07-15-133

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Public Participation

- Maleeka McCall – Topic: MS Football Team.

Financial Report

2.1 Moved by Mrs. Morris and seconded by Mrs. Taylor to approve the Cash Reconciliation and Financial Report for May 2015.

Vote:

Ayes – Mr. Freeman, Mrs. Taylor, Mrs. Morris, Mrs. Gaiter

Nays – None

Motion carried

R-07-15-134

4-0

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 24-1

REGULAR MEETING

DAYTON LEGAL BLANK, INC., FORM NO. 10148

Held

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Superintendent's Recommendations

Moved by Mrs. Taylor and seconded by Mr. Freeman to approve the following consent agenda items 3.1 - 3.7, (excluding item 3.2) - Administrative:

- 3.1 Accept the resignation of the following individual:
 - Denise DiMatteo, Director of Special Education, effective July 31, 2015.
- 3.3 Offer employment to the following individual, as Assistant Principal, at John Dewey, for two (2) years, effective 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/10/15
Adrienne Clotman	Assistant Principal John Dewey	A-VII-B	\$70,383.62 8/10/2015- 7/31/2017

- 3.4 Offer employment to the following individual, as Director of Special Education, for two (2) years, effective 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/10/15
Jamie Lindsey	Director of Special Education	A-V-A	\$77,194.94 8/10/2015- 7/31/2017

- 3.5 Offer employment to the following individual, as EMIS Coordinator, for two (2) years, effective 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/10/15
Brenda Gay	EMIS Coordinator	A-IX-B	\$62,815.49 8/10/2015- 7/31/2017

- 3.6 Offer employment to the following individual, as Supervisor of Security, for two (2) years, effective 2015-2015 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/10/15
Thaddeus Hete	Supervisor of Security	S-I-D	\$50,539.63 8/10/2015- 7/31/2017

- 3.7 Offer employment to Michael Ward, as Interim Business Service Consultant, effective August 3, 2015 through October 31, 2015, at the established per diem rate of \$250.00. Payable from General Fund.

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DAYTON LEGAL BLANK, INC., FORM NO. 10148

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Vote:

Ayes – Mrs. Morris, Mr. Freeman, Mrs. Taylor, Mrs. Gaiter

Nays – None

Motion carried

R-07-15-135

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3.2 Moved by Mrs. Morris and seconded by Mrs. Taylor to extend the contract for employment to Malcolm Williams, as Interim Human Resources Director, effective August 1, 2015 through October 31, 2015, at the salary of \$22,137.05, payable from General Fund; and approve the following Resolution Authorizing the Appointment of the Interim Human Resources Director:

Whereas, the position of Human Resources Director has been vacated;

Whereas, the Board desires to engage in a formal search process for a permanent Human Resources Director, which necessitates the employment of an Interim Human Resources Director;

Whereas, the Superintendent of the Warrensville Heights School District has made certain recommendations to the Board regarding a short-term appointment of an Interim Human Resources Director and issuance of an administrative contract for the interim position for the term, beginning August 3, 2015 to October 31, 2015, or until the Board appoints a permanent Human Resources Director of the District; and

Whereas, the Board concurs with the Superintendent’s recommendation for appointment of an Interim Human Resources Director and issuance of an administrative contract for the position;

Now, Therefore, Be It Resolved, that the Board hereby authorizes the appointment of Malcolm Williams as Interim Human Resources Director and issuance of an administrative contract for the position of Interim Human Resources Director for a term commencing on August 3, 2015 and expiring on October 31, 2015, or until the position can be filled on a permanent basis and a permanent Human Resources Director is appointed, whichever is earlier, at the salary of \$22,137.05 and on the terms and conditions as set forth in the Administrative Contract for Employment of the Interim Human Resources Director (the “Employment Contract”), as presented to the Board and incorporated by reference herein; and

Be It Further Resolved, that the Board hereby authorizes and approves the Employment Contract, and directs the Board President and Treasurer to execute the Employment Contract on behalf of the Board and to take any additional steps necessary or required to carry out the intent of this Resolution.

Vote:

Ayes – Mr. Freeman, Mrs. Taylor, Mrs. Morris, Mrs. Gaiter

Nays – None

Motion carried

R-07-15-136

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Moved by Mrs. Morris and seconded by Mr. Freeman to approve the following consent agenda items 4.2 – 4.15 (excluding item 4.1, which will be voted on separately.) –

Certified:

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- 4.2 Accept the resignation from the following individuals
 - Gregory J. Adkins, Special Education Teacher, John Dewey, effective June 26, 2015.
 - Amanda Swisher-Krisby, Intervention Specialist, Eastwood Elementary, effective July 10, 2015.
 - Richard Schneider, 4th Grade Teacher, Eastwood Elementary, effective June 30, 2015.
- 4.3 Offer employment to the following individual, as Kindergarten Teacher, for a period of one (1) year, effective for 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Jessica Mocny	Kindergarten Teacher	B-6	\$49,907.65

- 4.4 Offer employment to the following individual, as a First Grade Teacher, for a period of one (1) year, effective for 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Jeannine Stalter	First Grade Teacher	D-12	\$63,652.80

- 4.5 Offer employment to the following individual, as a Physical Education Teacher, at John Dewey, for a period of one (1) year, effective for the 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Ashley Shelatz	Physical Education Teacher	A-9	\$49,562.80

- 4.6 Offer employment to the following individual, as a Language Arts Teacher, at the High School, for a period of one (1) year, effective for the 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Robyn Swift	Language Arts Teacher	F-12	\$68,113.45

- 4.7 Offer employment to the following individual, as a Science Teacher, at the High School, for a period of one (1) year, effective for the 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Mario Douglas	Science Teacher	D-12	\$63,652.00

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- 4.8 Offer employment to the following individual, as an Art Teacher, at John Dewey, for a period of one (1) year, effective for the 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Jason Dooley	Art Teacher	D-8	\$54,731.49

- 4.9 Offer employment to the following individual, as a Social Studies Teacher, at the High School, for a period of one (1) year, effective for the 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Zachary Zivkovic	Social Studies Teacher	D-2	\$41,350.00

- 4.10 Offer employment to the following individuals, as Special Education Teachers, at the High School, for a period of one (1) year, effective for the 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Anthony Ducksworth	Special Education Teacher	D-7	\$52,501.17
Candice Milton	Special Education Teacher	B-2	\$38,836.00

- 4.11 Offer employment to the following individual, as a Math Teacher, at the High School, for a period of one (1) year, effective for the 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Matthew Rancourt	Math Teacher	A-1	\$36,287.00

- 4.12 Offer employment to the following individual, as a Physical Education Teacher, at the High School, for a period of one (1) year, effective for the 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Kathleen Busse	Physical Education Teacher	C-12	\$61,068.45

- 4.13 Offer employment to the following individual, as a Science Teacher, at the High School, for a period of one (1) year, effective for the 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Helen Happ	Science Teacher	E-12	\$66,060.13

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- 4.14 Offer employment to the following individual, as a Foreign Language Teacher, at the High School, for a period one (1) year, effective for the 2015-2016 school year. Payable from General Fund.

Name	Position	Schedule Placement	Annual Salary Effective 8/19/15
Gissed Echeverria	Foreign Language Teacher	D-1	\$40,252.00

- 4.15 Offer employment to the following individuals, for the Supplemental Contract [Coaching] listed, for a period of one (1) year, effective for the 2015-2016 school year, according to the negotiated supplemental contract. Payable from General Fund.

Name	Position	Annual Salary 2015-2016
Desean Washington	HS Head Football Coach	\$6,000.00
Javar Green	HS Asst. Football Coach	\$3,200.00
Phillip DeFreeze	HS Asst. Football Coach	\$3,200.00
Walter Stokes	HS Asst. Football Coach	\$3,200.00
Christopher King	HS Asst. Football Coach	\$3,200.00
Latoia Gaiter	HS Head Volleyball Coach	\$4,000.00
Lakea Gaiter	HS JV Coach	\$3,200.00
Derrick McFarland	MS Volleyball Coach	\$2,800.00
Ronald Wiggins	MS Faculty Manager	\$2,800.00
Antonio Coleman	HS Cross Country	\$2,800.00
Nicole Ziegler	HS Cheerleading Advisor	\$3,000.00
Paris Elba	MS Cheerleading Advisor	\$1,200.00

Vote:

Ayes – Mrs. Taylor, Mr. Freeman, Mrs. Morris, Mrs. Gaiter

Nays – None

Motion carried

R-07-15-137

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4.1 Moved by Mr. Freeman and seconded by Mrs. Morris to approve the following Resolution Vacating Notice and Record of Intention Not to Re-Employ Katherine Ramaiah and Ordering Expungement of Such Notice, Record and Hearing:

Whereas, the Board of Education issued a Notice of Intention Not to Reemploy Katherine Ramaiah on May 15, 2015; and

Whereas, pursuant to statute, Katherine Ramaiah demanded a non-public hearing before this Board of Education on the question of her non-reemployment by this Board; and

Whereas, a non-public hearing was conducted in executive session before this Board on July 10 and July 15, 2015; and

Whereas, the Board made certain findings of fact, as stated on the record in public session following the hearing; and

Whereas, the Board voted to vacate the Notice of Intention Not to Reemploy Katherine Ramaiah, and to reemploy Ms. Ramaiah on a limited contract for the 2015-2016 school year, with a Teacher Improvement Plan in place;

Be It Therefore Resolved that this Board's intention not to reemploy Katherine Ramaiah is VACATED and any record of the intention, Notice of Intention Not to Reemployment, and/or hearing shall be EXPUNGED.

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Vote:

Ayes – Mrs. Taylor, Mrs. Morris, Mr. Freeman, Mrs. Gaiter

Nays – None

Motion carried

R-07-15-138

4-0

5.1 Moved by Mrs. Taylor and seconded by Mrs. Morris to accept the resignation from the following individuals:

- Donte Wallace, Security Officer, Middle School, effective July 10, 2015.
- Juanita Dupree, Substitute, Food Service, District-Wide, effective June 21, 2015.

Vote:

Ayes – Mr. Freeman, Mrs. Morris, Mrs. Taylor, Mrs. Gaiter

Nays – None

Motion carried

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Non-Personnel and Program Resolutions

Moved by Mrs. Morris and seconded by Mrs. Taylor to approve the following consent agenda items 6.1-6.28:

- 6.1 Approve the following Revisions to the course of study listed below:
 - p. 5/53: “Individual Education Plan” should be stated as “Individualized Education Program”.
 - p. 13: In the “Social Studies” section, Economics needs to be removed as a required course and American Government needs to be listed as a full credit.
 - p. 13: The description for Physical Education lists 1 Credit as required, but it should be 1/2 Credit.
 - p. 13: In the “Total” section, the Graduation requirements for the class of 2013 and Beyond only lists two of the ways that students may earn a diploma, but also needs to include that a student could earn a diploma if they earn a state-approved Career Technical Education credential along with a workforce readiness score on a job skills assessment. (This is referenced on p. 14, but is missing on p. 13).
 - p. 13: In the “Total” section, it is stated that Community Service hours are acknowledged on transcripts, but they are not.
 - p. 15/16: Under Early Graduation, it is referenced that students desiring to graduate early need to “make application” with seemingly with their School Counselor, as long as the student has averaged a 2.5 GPA and has the Principal's approval, but there is no approved form to document this plan for early graduation.
 - p. 15/16: Under Early Graduation, it is referenced that students who accelerate and graduate in less than four years forfeit their class rank. This was removed from the previous Program of Study as the student worked beyond expectations to be able to graduate early. **We will remove Early graduation Forfeits class rank.**
 - p. 20: The grading scale needs to reflect the plus/minus scale.
 - p. 24/29: Yearbook needs to be removed as a course as it is already a supplemental position bargained by WEA and part of the current Agreement.
 - p. 36: On the first row under 11th grade the POS states “Science Elective,” but should list Environmental Science, Anatomy & Physiology, Chemistry.
 - p. 36/38: Anatomy (.50 Credits) should be listed as Anatomy & Physiology and for 1.0 Credits.
 - p. 41: On the second row under 11th grade the POS states “Economics,” but should list Government.

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- p. 43: Government should be listed for 1.0 Credits instead of 0.5 Credits.
- p. 49: Introduction to Robotics and Coding I and II should be listed as Computer Programming I & II.
- 6.2 Enter into a swimming pool lease agreement with Cleveland Heights-University Heights City Schools for pre-season and in-season practices, events, meats and/or related activities. [Duration two years, September 1, 2015–March 1, 2017].
- 6.3 Enter into an agreement with the Mayfield City School District's Special Education Programs, including CEVEC-Cuyahoga East Vocational Education Center for the educational services for the 2015-2016 school year. Approximate cost is \$30,000.00. Payable from General Fund.
- 6.4 Enter into an agreement with the Educational Alternatives' Special Education Programs for educational services for the 2015-2016 school year. Approximate cost is \$65,000.00. Payable from General Fund.
- 6.5 Enter into an agreement with Believers Academy for Academic and Behavioral Development for educational day treatment services and transportation for special education and at-risk students who are not identified as special education during the 2015-2016 school year. Approximate cost is \$75,000.00. Payable from General Fund.
- 6.6 Enter into an agreement with the Educational Service Center of Cuyahoga County the Positive Education Program's Special Education Program, for educational Services for the 2015-2016 school year. Approximate cost is \$250,000.00. Payable from General Fund.
- 6.7 Enter into an agreement with the Educational Service Center of Cuyahoga County for the services of a Transition Coordinator for the 2015-2016 school year. Approximate cost is \$30,000.00. Payable from IDEA Funds.
- 6.8 Enter into an agreement with the Educational Service Center of Cuyahoga County for students to attend Rose-Mary Center and also for Extended School year Services for the 2015-2016 school year. Approximate cost is \$55,660.00. Payable from General Fund.
- 6.9 Enter into an agreement with the Educational Service Center of Cuyahoga County for the Achievement Centers for Children Program for educational Services for students with disabilities for the 2015-2016 school year. Approximate cost is \$75,000.00. Payable from General Fund.
- 6.10 Enter into an agreement with the Educational Services Center of Cuyahoga County for the following services as needed for the 2015-2016 school year and for extended school year as needed. Approximate cost is \$25,000.00. Payable from General Fund.
 - Itinerant teacher services for students with visual impairments.
 - Braille instruction services.
 - Orientation and Mobility Services.
 - Itinerant services for hearing impaired students.
 - Interpreter services for hearing impaired students.
 - Adapted Physical Education Services.
 - Audiologist Services.
- 6.11 Enter into an agreement with Bellefaire Jewish Children's Bureau, for educational services for students with disabilities for 2015-2016 school year. Approximate cost is \$250,000.00. Payable from General Fund.
- 6.12 Enter into an agreement with North Coast Therapy Associates, for occupational therapy services for the 2015-2016 school year. Approximate cost is \$88,000.00. Payable from General Fund.
- 6.13 Enter into an agreement with Cleveland Hearing and Speech Center for interpreter services for the 2015-2016 school year. Approximate cost is \$900.00. Payable from General Fund.

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- 6.14 Enter into an agreement with the Rose Mary Center for occupational therapy, physical therapy and speech-language therapy for one student attending the Center for the 2015-2016 school year. The estimated cost for this program is approximately \$9,700.00. Payable from General Fund.
- 6.15 Enter into an agreement with Berea City School District for educational services provided to court placed students for the 2015-2016 school year. Approximate cost is \$30,000.00. Payable from General Fund.
- 6.16 Enter into an agreement with the Beachwood City School District for special education and related services provided for the 2015-2016 school year. Approximate cost is \$123,200.00. Payable from General Fund.
- 6.17 Enter into an agreement with the Orange City School District for special education and related services provided to court placed students for the 2015-2016 school year. Approximate cost is \$30,000.00. Payable from General Fund.
- 6.18 Enter into an agreement with Kids Link Neurobehavioral Center of Ohio for behavioral and autism consultation services effective August 1, 2015 to June 30, 2016, at the established rate of \$165.00 per hour, not to exceed \$52,800.00. Payable from IDEA Fund.
- 6.19 Enter into an agreement with ASG Education Service, Inc. Leap Program for special education and related services as provided for students with disabilities for the 2015-2016 school year. Approximate cost is \$25,000.00.
- 6.20 Enter into an agreement with the Cleveland Metropolitan School District for special education and related services provided for students with disabilities for the 2015-2016 school year.
- 6.21 Enter into an agreement with Cleveland Municipal School District for educational services provided to court placed students attending the Downtown Education Center for the 2015-2016 school year. Cost not to exceed \$30,000.00. Payable from General Fund.
- 6.22 Enter into an agreement with United Cerebral Palsy Association of Greater Cleveland, for physical therapy services for the 2015-2016 school year. At an approximate cost of \$25,000.00. Payable from General Fund.
- 6.23 Enter into an agreement with the HELP Foundation, Inc., to provide extended school year services for eligible special education students. The estimated cost for the services is \$2,000.00.
- 6.24 Enter into an agreement with the Geauga County Educational Service Center for educational services provided to court placed students attending the Carrington Youth Academy for the 2015-2016 school year. Cost not to exceed \$30,000.00. Payable from General Fund.
- 6.25 enter into an agreement with the St. Clairsville-Richland City School District for educational services provided to court placed students attending the Fox Run Residential Facility for the 2015-2016 school year. Cost not to exceed \$30,000.00. Payable from General Fund.
- 6.26 Approve the purchase from Teacher Curriculum Institute – History Alive Social Studies textbooks in the amount of \$16,296.00 for the Middle School. Payable from General Fund.
- 6.27 Enter into an agreement with the Ellen R. Brick M.A. LLC for professional development provided to teachers in grades K-2. Cost not to exceed \$4,400.00. Payable from General Fund.
- 6.28 Accept the following donations for the August 1, 2015 Back to School Registration Fair from the following vendors:
 - RC Insurance – school supplies.
 - JC Penney School Wear – certificates for discounts on school uniforms.
 - Illusions Creation – three hair styles.
 - Mike Davis and Company – six haircuts.
 - Ro-Mae Total Beauty Salon – three hair styles.
 - Changing Faces Hair & Nail Design – one hair style.

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- Deborah & Company – 2 hair styles.
- Whitmore Barbeque – school supplies.
- Perfect Blend Barbershop – 30 haircuts.
- Pizza Express – five large pizzas.
- Theresa Pizza – two sheet pizzas.
- Distinctive Cuts – 30 haircuts.
- OfficeMax – ink pens.
- Scorchers Restaurant – school supplies.
- Independence business supplies – school supplies.
- William T. Boyd Lodge #79 P.H.A. – school supplies.
- Mookies Beverage - \$20.00.
- Frederick's Wine and Dine Restaurant - \$250.00.
- MB Convenient Food Mart - \$50.00.
- Convenience Food Mart - \$50.00.
- Shop Express - \$300.00.
- Quiet Storm Lounge - \$100.00.
- Warrensville Beverage and Deli - \$50.00.

Vote:

Ayes – Mr. Freeman, Mrs. Taylor, Mrs. Morris, Mrs. Gaiter

Nays – None

Motion carried

R-07-15-140

4-0

Superintendent's Topic of the Month

- Transportation of High School Students--more
- School bus routing system—software to monitor buses.
- Back to School Registration Fair, August 1, 2015, noon-4:00 p.m., at the High School, lots of activities planned.

Unfinished Business/New Business

- 8.1 Policy Reading procedures.
- 8.2 Committee Assignments
 - Audit Committee (bi-monthly): Mr. Burks (absent).
 - Buildings & Grounds (quarterly): Mrs. Gaiter.
 - Career-Technical Education Business Advisory report: Mrs. Taylor.
 - Tri-C Partnership Committee report: Mrs. Taylor.
 - Legislative Representative: Mr. Burks (absent).
 - OSBA Black Caucus Executive Representative report: Mrs. Taylor
 - Policy Committee (2 members, bi-monthly): Mrs. Morris and Mr. Freeman.
 - Eastwood Garden Committee: Mr. Freeman.
 - Planetarium Committee: Mrs. Gaiter.
 - Health Mobile Committee: Mrs. Morris.

Announcements

- First day of school – August 24, 2015.

Executive Session

Moved by Mrs. Morris and seconded by Mr. Freeman that the board enter into executive session to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official (or regulated individuals (students)) or the investigation of charges or complaints against a public employee or regulated individual.

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Vote:

Ayes – Mrs. Taylor, Mr. Freeman, Mrs. Morris, Mrs. Gaiter

Nays – None

Motion carried

4-0

R-07-15-141

Entered into Executive Session at 7:41 p.m.

Returned to Public Session at 8:30 p.m.

Adjournment

Moved by Mrs. Morris and seconded by Mr. Freeman that the board adjourn the meeting.

Vote:

Ayes – Mrs. Taylor, Mr. Freeman, Mrs. Morris, Mrs. Gaiter

Nays – None

Motion carried

4-0

R-07-15-142

Meeting adjourned at 8:30 p.m.

DATE 9/8/15

ATTEST:

Melanie McAuley
PRESIDENT
[Signature]
TREASURER

“This meeting has been audio recorded and that recording is made a part of these minutes.”