

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 10-17

REGULAR MEETING

BEAR GRAPHICS 800-325-8094 FORM NO. 10148

Held

APRIL 27,

20 17

The Regular Meeting of the Warrensville Heights Board of Education was held on Thursday, April 27, 2017, at 7:00 p.m., at the Warrensville Heights High School, Room 154, 4270 Northfield Road, Warrensville Heights, Ohio.

President Freeman called the meeting to order and asked the Treasurer, Dr. Michael A. Rock, to call the roll. The roll call revealed the following members present: Mrs. Michele Elba, Mr. Ray A. Freeman, Mrs. Millicent Gaiter, Ms. Traci Mitchell, Mrs. Barbara A. Mumin

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

All other individuals used a sign-in log.

Pledge

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

Agenda

Moved by Ms. Mitchell and seconded by Mrs. Gaiter to accept the regular meeting Agenda, dated April 27, 2017 with the following addition: "1.11 Resolution to Censure Board Member Michele Elba".

Vote:

Ayes – Mrs. Mumin, Mrs. Gaiter, Ms. Mitchell, Mr. Freeman

Nays – Mrs. Elba

Motion carried

R-04-17-75

4-1

Minutes

Moved by Mrs. Gaiter and seconded by Ms. Mitchell to approve the minutes dated January 26, 2017 – Regular Meeting; February 9, 2017 – Work Session Meeting; February 23, 2017 – Regular Meeting; March 9, 2017 – Work Session Meeting; and March 23, 2017 – Regular Meeting.

Vote:

Ayes – Mrs. Mumin, Mrs. Gaiter, Ms. Mitchell, Mr. Freeman

Nays – Mrs. Elba

Motion carried

R-04-17-76

4-1

Presentations

- Ms. Busse presented thank cards to the Board and Mr. Jolly for the successful dance program at the High School.
- Reno Contipelli, Northeast Regional Manager of OSBA, presented the awards of achievement to Mrs. Gaiter and President Freeman, stating that out of 3,500 Board Members throughout Ohio, Warrensville Heights CSD had two Board Members who earned the OSBA Award of Achievement. There were 66 OSBA Award of Achievement recipients this year.

Public Participation

- A concerned parent stated that they are excited for the new schools for the District, but the tension with the Board is outrageous in the past two meetings.
- A concerned parent thanked Mr. Jolly for the anonymous bullying application.

Recognition – Employee of Excellence

- Kenya Hunt Human Resources Director presented the Employee of Excellence award to two dedicated WHCSD employees.

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 10-17

REGULAR MEETING

Held

APRIL 27,

20 17

- Eva Boyington, Third Grade Teacher, Eastwood Elementary.
- Marilyn Sullivan, Receptionist, Board of Education.

Superintendent's Updates

- Superintendent Jolly provided an update to the Board that included his recent trip to Washington with the CSU Policy Leadership group, the upcoming May 4th Community Meeting to discuss facilities for the District, and the Tiger 100 program.

Resolution to Censure Board Member Michele Elba

1.11 Board President Freeman explained that a censure is an infraction to stop the disregard of Board Policy. Mrs. Elba stated that a censure means nothing and that she is ready for the vote.

Moved by Ms. Mitchell and seconded by Mrs. Gaiter to approve and adopt the following Resolution:

WHEREAS, during its meeting on February 11, 2016, the Board publicly censured and reprimanded Board Member Michele Elba for, among other things: (1) directing the Warrensville Education Association President to file a grievance against the Board; (2) abusive, unprofessional, and inappropriate verbal attacks on another Board members; (3) using the influence of her position to bully and intimidate a District athletic coach; (4) intimidating and harassing the District Athletic Director; and (5) attempting to establish an unauthorized committee, in violation of Board Bylaws and Policies; and

WHEREAS, Ms. Elba's recent misconduct and statements continue to demonstrate abusive, hostile, unprofessional, and inappropriate behavior, as well as a failure to recognize Board authority and procedures, which reflects poorly upon the Board and violates Board Bylaws, Board Policies, and general rules of decorum; and

WHEREAS, Ms. Elba has used the influence of her position as a member of the Board to intimidate and harass employees in the District's Athletic Department and Treasurer's office, in violation of Board Bylaws and Policies; and

WHEREAS, because Ms. Elba's misconduct continues to interfere with the Board's mission to serve our community and educate our children, the Board desires to again publicly censure and reprimand Ms. Elba based on such misconduct.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Warrensville Heights City School District, Warrensville Heights, Ohio, that:

Section 1: The Board hereby publicly censures and reprimands Ms. Elba for harassing, bullying, and publicly berating Athletic Department employees regarding a matter involving a missing athletic form **on March 30, 2017**. The Board further publicly censures and reprimands Ms. Elba for threatening to escalate her complaints **about** members of the Athletic Department **during a March 7, 2017 meeting at Warrensville Heights High School**, to the extent that a law enforcement presence would be needed. The Board further publicly censures and reprimands Ms. Elba for personally calling an Athletic Department member **on April 19, 2017**, and threatening to bring a lawsuit **and threatening to contact local news stations**, in response to his performance of duties as a coach. This misconduct violates Board Bylaws 0123 and 0148.1 and Board Policy 1105, and the Board hereby denounces and repudiates such misconduct.

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 10-17

REGULAR MEETING

BEAR GRAPHICS 800-325-8094 FORM NO. 10148

Held

APRIL 27,

20 17

Section 2: The Board hereby publicly censures and reprimands Ms. Elba for engaging in a verbal confrontation with a member of the East Cleveland City School District Board of Education, in public, during an Ohio School Boards Association Black Caucus meeting in Columbus, Ohio, on January 14, 2017. This misconduct violates Board Bylaw 0123, and the Board hereby denounces and repudiates such misconduct.

Section 3: The Board hereby publicly censures and reprimands Ms. Elba for engaging in a verbal confrontation with a member of the Warrensville Heights City Council, in public, following the April 13, 2017 meeting of this Board. This misconduct violates Board Bylaw 0123, and the Board hereby denounces and repudiates such misconduct.

Section 4: The Board hereby publicly censures and reprimands Ms. Elba for harassing, intimidating, and taunting an employee working in the Treasurer's office, during the school day, and for commenting that the employee should fear for the future of her job. The Board further publicly censures and reprimands Ms. Elba for making demeaning and inappropriate personal comments aimed at the employee in the presence of other District employees. This misconduct violates Board Bylaw 0148.1, and Board Policy 1105, and the Board hereby denounces and repudiates such misconduct.

Section 5: The Board hereby publicly censures and reprimands Ms. Elba for attempting to rent facilities from Cuyahoga Community College to host a "career fair" on behalf of the Board, without obtaining prior authorization from the Board to take such action. The Board further publicly censures and reprimands Ms. Elba for attempting to use her position of influence to intimidate and harass the District Treasurer into providing her with an insurance certificate for the "career fair," despite a lack of authorization from the Board. This misconduct violates Board Bylaws 0122.1, 0123, and 0148.1, as well as Board Policy 1105, and the Board hereby denounces and repudiates such misconduct.

Section 6: Due to ongoing and persistent harassment and bullying of District employees, the Board directs that Ms. Elba enter into the Board office building and departments only after securing written permission in advance by the Superintendent or Treasurer and that Ms. Elba have no further contact with District employees, except in the presence of either the Superintendent or Treasurer. Further, the Board directs Ms. Elba to cease directly contacting District employees, including by letter, phone, text message, e-mail, or social media. Ms. Elba is directed to only correspond with District employees by and through the District Superintendent, in accordance with Board Policies 3112 and 4112.

Section 7: It is found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in these formal actions were in meetings open to the public and in compliance with the law.

Vote:

Ayes – Mrs. Mumin, Mrs. Gaiter, Ms. Mitchell, Mr. Freeman

Nays – Mrs. Elba

Motion carried

R-04-17-77

4-1

Treasurer's Report and Financial Recommendations

Dr. Rock, Treasurer, provided an update to the Board that included an update on the recent seminar he attended for Ohio Association of School Business Officials (OASBO) including updates on the economy, EMIS, and investments. Dr. Rock noted how the environment of rising interest rates translates to the WHCSD portfolio and reminded that Board of the upcoming WHCSD Finance Meeting on May 11, 2017. He concluded with handing out the Board Service Fund summary to the Board.

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 10-17

REGULAR MEETING

BEAR GRAPHICS 800.375.8094 FORM NO 10148

Held

APRIL 27,

20 17

2.2 Moved by Mrs. Gaiter and seconded by Ms. Mitchell to approve the Then and Now for Education Service Center (ESC) in the amount of \$18,425.80, to cover outstanding invoices. Payable from General Fund.

Vote:

Ayes – Mrs. Elba, Mrs. Mumin, Ms. Mitchell, Mrs. Gaiter, Mr. Freeman

Nays – None

Motion carried

R-04-17-78

5-0

Superintendent’s Recommendations

Moved by Mrs. Gaiter and seconded by Ms. Mitchell to approve the following consent agenda items 3.2-3.6 (excluding item 3.1 to be voted on separately):

- 3.2 Amend item 3.1 from the March 23, 2017 board agenda, to correct to the pay salary for Faith Gordon, School Social Worker, to reflect \$52,520.00 annually (pro-rated).
- 3.3 Approve a stipend payment for 12 districts teachers for four (4) days (each day will consist of six (6) hours) to create or revise Unit Plans at a rate of \$25.00/hr. This will take place June 5, 2017. Payable from General Fund.
- 3.4 Offer employment to the following individuals to serve as Extended Day Teachers at Eastwood Elementary for the 2016-2017 school year. Effective February 1, 2017-March 31, 2017. At a stipend of \$25.00 per hour, not to exceed \$15,000.00 annually. Payable from Title I Fund.

Name	Position	Rate of Pay
Christina Heade	Extended Day Teacher - EW	\$25.00/per hour
Pamela Hughes	Extended Day Teacher - EW	\$25.00/per hour
Marshay Strong	Extended Day Teacher - EW	\$25.00/per hour
Sierra Aguirre	Extended Day Teacher - EW	\$25.00/per hour

- 3.5 Offer employment to the following individuals for Summer School, for the 2016-2017 school year, effective June 12, 2017-July 7, 2017; OGT Program from June 5, 2017-June 9, 2017; and Credit Recovery June 12, 2017-July 28, 2017. Payable from General Fund.

Name	Position	Location	Rate of Pay
Rachel Berlin	Summer School Guidance Counselor	High School	\$35.00/hr.
Latoya James Thomas Cusack Kerry Strausbaugh	Extended School Year Teachers	High School/ John Dewey	\$35.00/hr.
Tiesha Purnell	Summer School Psychologist	High School/ John Dewey	\$35.00/hr.
	Summer School SLP	High School/ John Dewey	\$35.00/hr.
Bridgette Ewing Anthony Duckworth Desean Washington Armond Prude	Summer School OGT Teachers	High School	\$35.00/hr.
Bridgette Ewing Christopher Jolly Desean Washington Megan Persinger	Summer School Credit Recovery Teachers	High School	\$35.00/hr.

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 10-17

REGULAR MEETING

BEAR GRAPHICS 800-325-8094 FORM NO. 10148

Held

APRIL 27,

20 17

Name	Position	Location	Rate of Pay
Bridget McCarthy Victoria Kirkpatrick Raychelle Matthews Rachel Bruce Stacie Howard-Crowell Alicia Dubose	Summer School Teachers K-4	John Dewey	\$35.00/hr.
Reshonda Turner Shelita Freeman Rendy Brown Maribel Jones	Summer School Teacher 5-8	High School	\$35.00/hr.
Shawn Jones	Summer School Coordinator K-4	John Dewey	\$45.00/hr.
Adrienne Clotman	Summer School Coordinator 5-8	High School	\$45.00/hr.
Taura Talbert-Salter Kimberly Boyd	Summer School Credit Recovery Coordinator**	High School	\$45.00/hr.
Kimberly Boyd	Summer OGT Coordinator	High School	\$45.00/hr.

**Shared position (June & July)

- 3.6 Offer employment to the listed individuals, as Long Term Substitutes for 2016-2017 school year. At the established rate listed (pro-rated). Payable from General Fund.

Name	School	Date of Hire	Step	Salary (Pro-rated)
Michael Arrington	High School	3/6/2017	A-0	\$35,402.00
Delores Penn	John Dewey	4/6/2017	A-0	\$35,402.00

Vote:

Ayes – Mrs. Elba, Mrs. Mumin, Ms. Mitchell, Mrs. Gaiter, Mr. Freeman

Nays – None

Motion carried

R-04-17-79

5-0

3.1 Moved by Mrs. Gaiter and seconded by Ms. Mumin to accept the retirement of Phyllis Cummings, effective June 8, 2017.

Vote:

Ayes – Ms. Mitchell, Mrs. Mumin, Mrs. Gaiter, Mr. Freeman

Nays – Mrs. Elba

Motion carried

R-04-17-80

4-1

Moved by Ms. Mitchell and seconded by Mrs. Mumin to approve the following consent agenda items 4.2-4.5 (excluding item 4.1 to be voted on separately):

- 4.2 Accept the retirement of Alfreda Miles, Bus Driver, Transportation, effective July 21, 2017.
- 4.3 Offer employment to Devin Thomas, as Security Officer, for the period of one year, effective for the 2016-2017 school year, at the salary of \$14.47 per hour; assigned to Recreational Center. Payable from General Fund.
- 4.4 Offer employment to the following individuals for Summer School positions for the 2016-2017 school year, effective June 12, 2017-July 14, 2017; OGT Program from June 5, 2017-June 19, 2017; and Credit Recovery June 12, 2017-July 28, 2017. Payable from General Fund.

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 10-17

REGULAR MEETING

BEAR GRAPHICS 800-325-8094 FORM NO 1014H

Held

APRIL 27,

20 17

Name	Position	Location/ Dates	Rate of Pay
Toni Wright	Secretary	HS/John Dewey 06/12/17-07/07/17	\$17.93/hr.
Linita Bourns	Bus Driver	HS/John Dewey 06/12/17-07/07/17	\$20.61/hr.
Keenan Crawford	Bus Driver	HS/John Dewey 06/12/17-07/07/17	\$18.62/hr.
Elaine Callahan	Bus Driver	HS/John Dewey 06/12/17-07/07/17	\$22.32/hr.
Chinita Hickman	Bus Driver	HS/John Dewey 06/12/17-07/07/17	\$21.44/hr.
Alfreda Miles	Bus Driver	HS/John Dewey 06/12/17-07/07/17	\$22.32/hr.
Charisma Roberts	Bus Driver	HS/John Dewey 06/12/17-07/07/17	\$21.87/hr.
Rodnika Hawkins	Bus Driver	HS/John Dewey 06/12/17-07/07/17	\$21.44/hr.
Shindal Bailey	Transportation Aide	HS/John Dewey 06/12/17-07/07/17	\$14.26/hr.
Regina Brown	Security Officer	HS/John Dewey 06/05/12-07/28/17	\$18.03/hr.
Willie Hudson	Security Officer	HS/John Dewey 06/05/12-07/28/17	\$18.40/hr.
Ernest Connor	Security Officer	HS/John Dewey 06/05/12-07/28/17	\$17.14/hr.
James Pope	Security Officer	HS/John Dewey 06/05/12-07/28/17	\$16.26/hr.
Tomonaya Shepherd	Security Officer	HS/John Dewey 06/05/12-07/28/17	\$17.14/hr.
Sheryl Henderson	ESY Paraprofessional	High School 06/12/17-07/07/17	\$18.24/hr.
Aracelis Hogan	ESY Paraprofessional	John Dewey 06/12/17-07/07/17	\$18.10/hr.
Le'Shanna Byrd	ESY Paraprofessional	Substitute as needed 06/12/17-07/07/17	\$17.89/hr.
Denise Griffin	SS Paraprofessional	High School 06/12/17-07/07/17	\$17.04/hr.
Alphonso McDuffie	SS Paraprofessional	John Dewey 06/12/17-07/07/17	\$17.04/hr.
Yvette Morgan	Food Service	High School 06/12/17-07/07/17	\$11.73/hr.
Jacqueline Cistrunk	Food Service	John Dewey 06/12/17-07/07/17	\$9.00/hr.
Amber Hodge	Food Service	Substitute as needed 06/12/17-07/07/17	\$9.00/hr.

- 4.5 Offer employment to the following individual, as Substitute Custodian, for the period of one year, effective for the 2016-2017 school year, at the salary of \$10.00 per hour. Payable from General Fund.

Name	Position	Rate of Pay
Sir William Cofield	Substitute Custodian	\$9.00/per hour

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 10-17

REGULAR MEETING

BEAR GRAPHICS 800-325-8094 FORM NO. 10148

Held

APRIL 27,

20 17

Vote:

Ayes – Mrs. Elba, Mrs. Mumin, Ms. Mitchell, Mrs. Gaiter, Mr. Freeman

Nays – None

Motion carried

R-04-17-81

5-0

4.1 Moved by Mrs. Gaiter and seconded by Mrs. Mumin to accept the resignation of the following individuals:

- Patrice Boone, Security Officer, High School, effective April 13, 2017.
- Cassandra Doster, Cook/Cashier, High School, effective April 14, 2017.

Vote:

Ayes – Ms. Mitchell, Mrs. Mumin, Mrs. Gaiter, Mr. Freeman

Nays – Mrs. Elba

Motion carried

R-04-17-82

4-1

Moved by Mrs. Gaiter and seconded by Ms. Mitchell to approve the following consent agenda items 5.1, 5.3, and 5.4 (items 5.2 and 5.5 to be voted on separately):

- 5.1 Approve the amendment to February 23, 2017 board agenda item #5.8 – Summer School.
- 5.3 Approve Personal Service Contract for Sima Zucker, with Born to Travel, Travel Agency, 4414 Silsby Road, University Heights, OH, for booking flights and hotel reservations for out-of-state Professional Developments. Born to Travel accepts purchase orders which eliminates the need for staff members to place airfare on their personal credit cards. This allows the district to obtain competitive quotes for travel arrangements. Payable from General Fund and Title Fund.
- 5.4 Approve the following Resolution Regarding Student Suspension Appeal Adopting the Designee's Decision Affirming Suspension:

Whereas, based upon the evidence presented at the suspension appeal hearing, the Board of Education's designee found and determined that, on or about March 17, 2017, Student #1, a student of the Warrensville Heights City School District, was suspended for three (3) days in violation of Level III (Fighting) Paragraph 22 of the student code conduct and;

Whereas, based upon the foregoing finding, the Board of Education's designee decided to affirm the suspension of Student #1 and provided the student and his/her parents with written notice of such decision; and

Whereas, the Board of Education wishes to adopt the decision of its designee.

Now, Therefore, Be It Resolved by the Board of Education of the Warrensville Heights City School District, County of Cuyahoga, State of Ohio, that:

Section 1: The Board hereby adopts the decision of its designee affirming the suspension of Student #1.

Section 2: It is found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in those actions were in meetings open to the public, or otherwise in compliance with the law.

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 10-17

REGULAR MEETING

DEAR GRAPHICS 800.325.8094 FORM NO. 10148

Held

APRIL 27,

20 17

Vote:

Ayes – Mrs. Mumin, Ms. Mitchell, Mrs. Gaiter, Mr. Freeman

Nays – Mrs. Elba

Motion carried

R-04-17-83

4-1

Moved by Mrs. Gaiter and seconded by Mrs. Mumin to approve the following consent agenda items 5.2 and 5.5:

- 5.2 Amend item 5.10 from February 23, 2017 board agenda to revise the dates of spring break to March 26, 2018 through March 30, 2018.
- 5.5 Approve and out of state field trip for the WHHS band to travel to Oak Park, MI for the Battle of Bands competition.

Vote:

Ayes – Mrs. Elba, Ms. Mitchell, Mrs. Mumin, Mrs. Gaiter, Mr. Freeman

Nays – None

Motion carried

R-04-17-84

5-0

District Policies

- The Board presented a summary on the recent NSBA Conference that four Board Members attended. The summary covered various courses that Mr. Freeman, Ms. Mitchell, Mrs. Gaiter, and Mrs. Elba attended.

Unfinished Business

- Director of Business Services John Folkman provided an update to the Board on the air conditioning project for the Elementary Schools and Middle School. The Board requested ongoing updates until the project is complete.

Adjournment

Moved by Mrs. Gaiter and seconded by Ms. Mitchell that the board adjourn the meeting.

Vote:

Ayes – Mrs. Elba, Mrs. Mumin, Ms. Mitchell, Mrs. Gaiter, Mr. Freeman

Nays – None

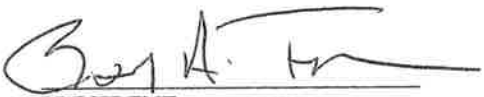
Motion carried

R-04-17-85

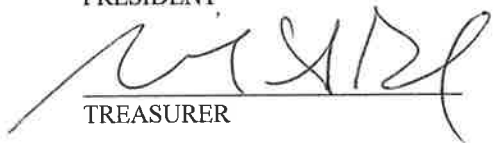
5-0

Meeting adjourned at 8:50 p.m.

6/2/17
DATE


PRESIDENT

ATTEST:


TREASURER

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