

## RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 04-16

### INFORMATIONAL MEETING

BEAFL GRAPHICS 800-325-8094 FORM NO. 10148

Held

FEBRUARY 11,

20 16

The Informational Meeting of the Warrensville Heights Board of Education was held on Thursday, February 11, 2016, 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: 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 Gaiter requested all stand to recite the Pledge of Allegiance to the Flag.

#### Agenda

Moved by Mr. Freeman and seconded by Ms. Mitchell to accept the informational meeting Agenda, dated February 11, 2016, with the addition of item 1.8 - Resolution to Censure Mrs. Elba.

#### Vote:

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

Nays – None

Motion carried

R-02-16-30

5-0

#### Presentation

- E.M.S. Rams Youth Development Group, Inc. (Education Measures Success) – Warriorstyle Games Program, by Michael D. Alexander, Executive Director.

#### Superintendent Updates

- Project Flint Water Drive.
- U.S. Senator Corey Booker to visit High School on March 22, 2016.
- Chick-fil-A – Gary Doss, owner is sponsoring a Leader Academy and invited 30 High School students to participate in leadership academy.
- Cheerleaders will be participating in state championship competition on March 5, 2016, will be posted on website.
- Black History program “*The Black Experience*”, March 8, 2016 for schools and March 10, 2016 for community.

#### Public Participation

- John Jackson – Topic: Sale of board property and his last visit to schools.

#### Board

Moved by Mr. Freeman and seconded by Ms. Mitchell for adoption of the following Resolution:

Whereas, Board Member Michele Elba’s recent conduct and statements have reflected poorly upon the Board and violated Board Policy and the rules of decorum; and

Whereas, because her conduct interferes with the Board’s mission to serve our community and educate our children, the Board desires to publicly censure 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:

## RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 04-16

## INFORMATIONAL MEETING

HEAR GRAPHICS 800.375.8094 FORM NO 10148

Held

FEBRUARY 11,

20 16

Section 1: The Board hereby publicly censures and reprimands Ms. Elba for directing the Warrensville Education Association President to file a grievance over a recent personnel/hiring decision recommended by the Superintendent and approved by the Board on January 28, 2016. This conduct violates Board Bylaws 0123 and 0148.1 and Board Policy 1210, and the Board hereby denounces and repudiates such misconduct.

Section 2: The Board hereby publicly censures and reprimands Ms. Elba for initiating and continuing an abusive, unprofessional and completely inappropriate verbal attack on the Board President in the presence of other Board members, District employees, and community members at the end of the Board meeting on January 28, 2016. This conduct 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 using the influence of her position, acting in a bullying and intimidating manner, and providing false and misleading information regarding her daughter's participating in indoor track at the District despite clear and unambiguous communication on October 25, 2015 that Villa Angela/St. Joseph has an indoor track available for her participation. This conduct violates Board Bylaw 0141.2, and the Board hereby denounces and repudiates such misconduct.

Section 4: The Board hereby publicly censures and reprimands Ms. Elba for using her position as a newly-elected Board member to intimidate and harass the Athletic Director by threatening him regarding the cost of participation in indoor track at the District. This conduct violates Board Bylaw 0148.1 and Board Policy 1210, and the Board hereby denounces and repudiates such misconduct.

Section 5: The Board hereby publicly censures and reprimands Ms. Elba for attempting to establish an unauthorized committee and refusing to recognize the authority of the Board President to appoint a Committee Chair for the Board Policy Committee and refusing to recognize the appointment of the Superintendent as the appropriate Committee Chair and public comments that undermine the authority of the Superintendent. This conduct violates Board Bylaws 0155 and 0170 and Board Policy 1210, and the Board hereby denounces and repudiates such misconduct.

Section 6: As a result of this public censure, the Board hereby removes Ms. Elba from any Board committee to which she has been assigned for the 2016 calendar year.

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 committee that resulted in these formal actions were in meetings open to the public and in compliance with the law.

["President Gaiter asked are there any questions or comments – for the record:

Mrs. Elba: I have a comment just to let you know, please make sure that the facts on this resolution are accurate, since it is going to become public record as soon as the vote is final—OK—thank you.

President Gaiter: You're welcome—any other questions or comments—so let me just take a minute to explain for those of you who that aren't sure exactly what this is 'Censure is a sanctioned reprimand for board members. This act alone does not remove Mrs. Elba from her office, nor is it our intent. It is our intent to publicly state that we do not approve her actions. In theory, our job, as board members, as elected officials, is to establish board practices, along

**RECORD OF PROCEEDINGS**

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 04-16

INFORMATIONAL MEETING

BEAR GRAPHICS 800-325-9094 FORM NO. 10148

Held

FEBRUARY 11,

20 16

with Superintendent Jolly and Treasurer Gambal that will pave the way for a successful journey on our return to excellence. We cannot allow anything or anyone to get in our way! That's why we find ourselves in this an unfortunate situation in being forced to reprimand a board member whose recent an ongoing actions go against our code of ethics and derail our intentions of focusing on students and education. This has been a difficult decision, because censure is not something we take lightly. However, it is essential for the success of us as a board and as a district, and as a community to ensure that our focus remains clear, our mission is achieved and our goals are continually being met and measured. So, that being said, I like to ask for roll call.

Mrs. Elba: One more thing--Mr. Gambal please make sure that this resolution along with all comments are in the minutes.

Mr. Gambal: Yes it will be.

President Gaiter: Alright Mr. Gambal please call the roll hearing no other comments.”]

Vote:

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

Nays – Mrs. Elba

Motion carried

R-02-16-31

4-1

Financial Report

- Review of Treasurer’s Report and Financial Recommendations reported by Donald Gambal, on the following: 2.1 Cash Reconciliation and Financial report for December 2015; and Audit on health benefits.

Superintendent’s Recommendations

- Review of Superintendent’s recommendations by Mr. Donald Jolly—review and discussion of the following personnel items:

Certified

- 4.1 Supplemental Coaching.
- 4.2 Extended Day Teachers – Eastwood Elementary (3<sup>rd</sup> Grade Reading Blast).

4.2 Moved by Mr. Freeman and seconded by Ms. Mitchell to approve employment for the following individuals to serve as Extended Day Tutors (Tuesday and Thursday) beginning on February 23, 2016 through April 7, 2016, at the established rate of \$25.00 per hour. Payable from Title I Fund. [Eastwood Elementary – 3<sup>rd</sup> Grade Reading Blast]

Name	Position	Rate of Pay
Kim Boyd	Extended Day Teacher/Tutor	\$25.00 per hour
Eva Boyington	Extended Day Teacher/Tutor	\$25.00 per hour

Vote:

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

Nays – None

Motion carried

R-02-16-32

5-0

# RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 04-16

## INFORMATIONAL MEETING

BEAR GRAPHICS 800 325 6044 FORM NO 10148

Held \_\_\_\_\_ FEBRUARY 11, \_\_\_\_\_ 20 16 \_\_\_\_\_

### Classified

- 5.1 Resignation.
- 5.2 Food Service – Cook/Cashier.
- 5.3 Substitute Secretary.

### Non-Personnel & Program Resolutions

- 6.1 Donation—Bow ties for Eastwood Elementary male scholars, from Dr. Robert Juhasz, South Pointe Hospital.
- 6.2 Donation--\$25.00 gift card for employee incentives, from Millicent Gaiter, Board President.
- 6.3 Donation--\$100.00 Barnes and Noble gift card for Dr. Seuss Day, at John Dewey Elementary, from Millicent Gaiter, Board President.
- 6.4 Revised school hours for 2016-2017 school year for all schools.
- 6.5 Memorandum of Understanding with Cleveland Clinic Foundation—on-site mobile unit to provide medical services to school district.
- 6.6 Agreement with The Literacy Cooperative for one-on-one individualized reading intervention for 2<sup>nd</sup> grade students reading below grade level. Cost \$4,000.00.
- 6.7 Agreement with Whole Brain Teaching LLC for professional development training during the 2016 Blue and Gold Academy.
- 6.8 Field Trip—Project Flint Water Drive, February 12, 2016, St. John Christian Church in Flint, MI.

6.5 Moved by Mr. Freeman and seconded by Ms. Mitchell to approve the Memorandum of Understanding with the Cleveland Clinic Foundation (CCF) for an on-site Mobile Unit to be located on school district property. Medical services will be provided to school district students.

#### Vote:

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

Nays – None

Motion carried

R-02-16-33

5-0

6.8 Moved by Mr. Freeman and seconded by Ms. Mitchell to approve and out of state field trip for nine (9) High School students, to be transported to St. John Christian Church, 1525 Saginaw Street, Flint, MI, on Friday, February 12, 2016, to drop off cases of water from the Project Flint Water Drive.

#### Vote:

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

Nays – None

Motion carried

R-02-16-34

5-0

### Committee Reports

- Budget/Finance – President Gaiter and Ms. Mitchell.
- Community Engagement – Ms. Mitchell and Mrs. Mumin.
- Policy – President Gaiter.
- Eastwood Garden – Mr. Freeman.
- Facilities – Mr. Freeman and Superintendent Jolly.

### Unfinished/New Business

- Special Meeting with Ohio Facilities School Commission to be held on March 2, 2016, at 6:30 p.m., in the High School auditorium.
- OSBA Board Officer Training workshop – President Gaiter/Mr. Freeman.
- Eighth graders participation in school activities.

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 04-16

INFORMATIONAL MEETING

BEAR GRAPHICS - 800-325-8094 FORM NO. 10148

Held

FEBRUARY 11,

20 16

Announcements

- Upcoming board meetings—all meeting will be held at the High School, in room 154, beginning at 7:00 p.m.
  - Regular meeting – February 25, 2016.
  - Informational meeting – March 10, 2016.

Executive Session

Moved by Mr. Freeman and seconded by Ms. Mitchell 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; and to discuss with legal counsel matters required to be kept confidential and subject to attorney-client privilege.

Vote:

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

Nays – None

Motion carried

R-02-16-35

5-0

Entered in Executive Session at 8:28 p.m.

Returned to Public Session at 9:25 p.m.

Adjournment

Moved by Mr. Freeman and seconded by Ms. Mitchell that the board adjourn the meeting.

Vote:

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

Nays – None

Motion carried

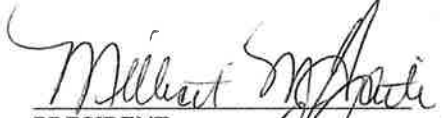
R-02-16-36


5-0

Meeting adjourned at 9:25 p.m.

4-14-16  
DATE

ATTEST:

  
PRESIDENT

  
TREASURER

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