

RECORD OF PROCEEDINGS

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Minutes of

Meeting 26-20

REGULAR MEETING

BEAR GRAPHICS 800-325-8094 FORM NO. 10148

Held OCTOBER 21, 20 20

The Regular Meeting of the Warrensville Heights Board of Education was held on Wednesday, October 21, 2020, at 6:30 p.m., due to COVID-19, via Zoom Conference, <https://zoom.us/j/811660243?pwd=SFZvdkJGZFB3WFZKclpNalF3bXdSZz09>, Warrensville Heights, Ohio.

President Mitchell 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: Mr. Ray A. Freeman, Mrs. Millicent Gaiter, Ms. Traci Mitchell, Mrs. Barbara A. Mumin, Mr. Earl D. Roberts

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

Pledge

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

Agenda

Moved by Mr. Freeman and seconded by Mr. Freeman and seconded by Mrs. Gaiter to accept and approve the Agenda, dated October 21, 2020, with the following addition: "7.2 Discussion of Board Retreat".

Vote:

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

Nays – None

Motion carried

R-10-20-141

5-0

Minutes

Moved by Mr. Freeman and seconded by Mrs. Gaiter to approve the following minutes dated August 27, 2020 – Special meeting; and September 2, 2020 – Work Session meeting.

Vote:

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

Nays – None

Motion carried

R-10-20-142

5-0

Presentations

- 1.5 Curriculum. Assistant Superintendent Dr. Caver and Data and Assessment Director Baily Morres provided an update on student and teacher performance for the District. Mrs. Morres stated that the data that is analyzed is the Kindergarten Readiness, Measurements of Academic Progress, iReady math & reading, OST/EOC data, Value Added trends, State projections, benchmarks, scholar progress and teacher level summary data. Mrs. Morres explained the details of each data set with descriptions of current District data and progress. Board Members asked further questions in regards to the data such as absenteeism, participation, and distorted data due to the current pandemic. Mrs. Morres provided answers and further explanations and Superintendent Jolly stated that the District must continue the program for the scholars. Superintendent Jolly stated that there will be further quarterly updates, while the Board thanked Mr. Jolly and his staff for their diligent work for the school community.
- 1.6 Recognition of Sherri Buford "Hometown Hero". Sherri Buford thanked the Board for their support and stated that she is honored to work for the District and loves what she does for the scholars. Superintendent Jolly displayed the special plaque recognizing Sherri Buford as the Cleveland.com Hometown Hero.

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Superintendent's Updates

Board President Mitchell recognized Superintendent Jolly for a great presentation on the District to the Warrensville Heights City Council on Monday night. Superintendent Jolly mentioned that the District received a letter complaining about the diversity on the construction projects, of which is not true in anyway. Ariane Kirkpatrick presented an update to the Board in regards to the WHCSD Diversity Participation plan with all goals substantially exceeded for minority participation and female workforce. Construction Manager at Risk President of Infinity Construction, Charlie Izzo, presented an update that describe how Infinity actively initiates minority participation for contacting and networking with smaller contracts to get them involved on the project, stating that this is the key to success for a diverse workforce. Both Mr. Izzo and Mrs. Kirkpatrick mentioned that the WHCSD Participation plan exceeds the minimum EDGE requirements set forth by the OFCC. They both recognized the District and BOE for actively engaging in the plan and programs for a diverse workforce. Superintendent Jolly concluded with a brief update noting two COVID19 cases at Westwood, resulting in the closure for 14 days and the fact that Mr. Jolly is doing everything for the safety of the school community while still providing the best educational program for the scholars.

Treasurer's Updates

Treasurer Dr. Rock provided an update to the Board in regards to the recent refinance of bonds that will save the District substantial cost of interest and principal for the bond financing for the new school facilities. Dr. Rock stated that various 5% bonds will be refinanced at 3% and explained the process that starts with a preliminary offering statement (POS) that describes the District to investors. After the POS is completed with the assistance of Municipal Advisor Michael Prcela and Bond Counsel, the POS is submitted to Moody's for a credit rating for the refinance. The Moody's rating was received on October 21, 2020, with an A1 rating of which the District will utilize to sell the refinanced bonds on October 28, 2020. Dr. Rock continued with an update on the financial horizon noting that the GAAP conversion is in process due by November 30, 2020, the auditors will arrive on site November 17 to 20, and the finance committee will meet early in November with the November Five Year Forecast up for Board approval November 18, 2020. Dr. Rock added that he and Mr. Jolly will be presenting with Bond Counsel Rick Manoloff at the upcoming OSBA Virtual Capital Conference with a session entitled "Results on the Ballot and at the Bank" depicting the WCHSD pathway for new school facilities. Dr. Rock concluded with a reminder that the Emergency Levy is on the November 3, 2020 ballot for the District, stating that this is a renewal with NO INCREASE in taxes preserving a \$1,850,000 revenue stream for the District to continue the educational journey for the school community.

Treasurer's Report and Financial Recommendations

Moved by Mr. Freeman and seconded by Mrs. Mumin to approve the following consent agenda items 2.1-2.5:

- 2.1 Approve the Cash Reconciliation and Financial Report for September 2020.
- 2.2 Approve the Resolution to Authorize Employer Pickup of Employee Contributions for Administrators Be it resolved, effective August 1, 2013, the Warrensville Heights City School District agrees to pick up total amount of employee contributions required by Section 3307.26 Revised Code, to be contributed by Administrators as noted in their respective contract to STRS Ohio. Warrensville Heights City School District is permitted to pick up employee contributions pursuant to section 3307.27, Revised Code, and section 414(h)(2) of the Internal Revenue Code. These picked-up contributions, although designated as employee contributions, are paid by the Warrensville Heights City School District in lieu of employee contributions and Fringe benefit shall be paid by the board as a fringe benefit in addition to the contract salary otherwise payable to the employee. These contributions shall not be treated as additional compensation for retirement purposes. Employees in this

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group may not opt out of the picked-up contributions or elect to receive the contributed amounts directly instead of having them picked up by the Warrensville Heights City School District.

- 2.3 Amend the resolution to Authorize Employer Pickup of Employee Contributions for the Superintendent. Be it resolved, effective August 1, 2018, the Warrensville Heights City School District agrees to pick up total amount of employee contributions required by Section 3307.26 Revised Code, to be contributed by Superintendent to STRS Ohio. Warrensville Heights City School District is permitted to pick up employee contributions pursuant to section 3307.27, Revised Code, and section 414(h)(2) of the Internal Revenue Code. These picked-up contributions, although designated as employee contributions, are paid by the Warrensville Heights City School District in lieu of employee contributions and Fringe benefit included in compensation shall be paid by the board as a fringe benefit in addition to the contract salary otherwise payable to employee. These contributions shall be treated as additional compensation and included in salary for retirement purposes. Employees in this group may not opt out of the picked-up contributions or elect to receive the contributed amounts directly instead of having them picked up by the Warrensville Heights City School District.
- 2.4 Amend the resolution to Authorize Employer Pickup of Employee Contributions for the Treasurer. Be it resolved, effective August 1, 2020, the Warrensville Heights City School District agrees to pick up total amount of employee contributions required by Section 3307.26 Revised Code, to be contributed by Treasurer to SERS Ohio. Warrensville Heights City School District is permitted to pick up employee contributions pursuant to section 3307.27, Revised Code, and Section 414(h)(2) of the Internal Revenue Code. These picked-up contributions, although designated as employee contributions, are paid by the Warrensville Heights City School District in lieu of employee contributions and Fringe benefit included in compensation shall be paid by the board as fringe benefit in addition to the contract salary otherwise payable to employee. These contributions shall be treated as additional compensation and included in salary for retirement purposes. Employees in this group may not opt out of the picked-up contributions or elect to receive the contributed amounts directly instead of having them picked up by the Warrensville Heights City School District.
- 2.5 Amend agenda item 2.1 from the Special Meeting held on August 27, 2020; to include the early retirement incentive of \$10,000.00, for OAPSE employees who retire by October 1, 2020.

Vote:

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

Nays – None

Motion carried

R-10-20-143

5-0

Superintendent's Recommendations

Moved by Mr. Freeman and seconded by Mrs. Mumin to approve the following consent agenda items 3.1-3.6:

- 3.1 Approve the lateral salary changes for the following individual(s). Effective November 1, 2020. Payable from General Fund:

Name	New Step	Lateral Change
Kerry Klicman (Strausbaugh)	E-14	\$78,726.00
Johnita Hughes	F-4	\$54,006.00
Ashley Cargile	D-5	\$53,415.00

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Name	New Step	Lateral Change
Paige Hastings	C-3	\$46,645.00
Arnita Washington	C-4	\$49,007.00
Carla Pleasant	E-18	\$88,960.00

- 3.2 Approve the employment of the following individuals for non-coaching supplemental, at the established rate per the CBA, for the 2020-2021 school year. Payable from General Fund.

Name	Position	Salary
Megan Davidson	National Honor Society	\$902.00
Vida Posey	Drama – HS	\$4,245.00

- 3.3 Approve the days and hours for the Middle School Extended Day Program for the 2020-2021 school year; beginning October, 2020 through June, 2021. At a cost not to exceed \$5,000.00, \$25.00 per hour. Payable from General Fund.

Name	Position	Rate of Pay
Jacob Burko	Extended Day Teacher – MS	\$25.00/per hr.
Morgan McKeller	Extended Day Teacher – MS	\$25.00/per hr.
Lindsey Komora	Extended Day Teacher – MS	\$25.00/per hr.
Jessica Grimes	Extended Day Teacher – MS	\$25.00/per hr.
Reshonda Turner	Extended Day Teacher – MS	\$25.00/per hr.

- 3.4 Offer employment to the following individual for the supplemental contract listed, for a period of one (1) year, for the 2020-2021 school year, according to the negotiated supplemental contract. Payable from General Fund.

Name	Position	Salary
Brian Swift	HS Basketball Coach	-0-
Dominic Mann	HS Asst. Basketball Coach	\$2,653.00
Clarence Brown	HS Asst. Basketball Coach	\$2,653.00
Kenneth Atkinson	HS JV Basketball Coach	\$3,396.00
Rayshawn Clements	HS Freshman Basketball Coach	\$3,396.00
TBA	HS Wrestling Coach	\$3,608.00
TBA	HS Asst. Wrestling Coach	\$3,396.00
Randy Tucker	MS 8 th Grade Basketball Coach	\$3,184.00
TBA	MS 7 th Grade Basketball Coach	\$3,184.00
Michael Robertson, Sr.	MS Wrestling Coach	\$2,971.00
Oourtney Bryant	HS Girls Basketball Head Coach	\$5,306.00
Katiana Smith	HS JV Girls Basketball Coach	\$3,396.00
Tiffany McFarland	MS 8 th Grade Girls Basketball Coach	\$3,184.00
Lindsey Komora	MS 7 th Grade Girls Basketball Coach	\$3,184.00

- 3.5 Approve the reclassification of Jennifer Ervin, as a Literacy Specialist, at the salary of \$66,875.79; effective November 2, 2020. Payable from Grant Fund.

Name	Reclassification Position	Step	Salary
Jennifer Ervin	From Teacher to Literacy Specialist	C	\$66,875.79

- 3.6 Approve a personal service contract for Clotea Mack, as a Life Coach with a speaker series at the rate of \$400.00 per one (1) hour session. For eight (8) sessions for the 2020-2021 school year. Cost \$3,200.00, payable from Wellness Fund.

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Vote:

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

Nays – None

Motion carried

R-10-20-144

5-0

Moved by Mr. Freeman and seconded by Mrs. Mumin approve the following consent agenda items 4.1-4.2:

- 4.1 Accept the retirement of Jeanette Luethjohn, Graphic Operator, effective December 31, 2020.
- 4.2 Accept the resignation of the following:
 - Alfred Rodgers, Van Driver, effective September 16, 2020.
 - Kelvin Taylor, Van Driver, effective September 22, 2020.

Vote:

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

Nays – None

Motion carried

R-10-20-145

5-0

4.3 Moved by Mr. Freeman and seconded by Mrs. Mumin to approve the termination of the following:

- Mynetta Leeth, Paraprofessional, effective October 15, 2020.

Vote:

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

Nays – None

Motion carried

R-10-20-146

5-0

Moved by Mr. Freeman and seconded by Mrs. Mumin to approve the following consent agenda items 5.1-5.8:

- 5.1 Enter into an agreement with Kennietha Jones, the Consultant and Leadership Coach to provide literacy plan assistance for School Improvement. Cost \$10,000.00. Payable from Title I – School Improvement Fund.
- 5.2 Approve Annual Review for Volume 36, No. 1 – Policy #2111-Parent and Family Involvement.
- 5.3 Enter into an agreement with Akron Video Makers, for the recording and production of 8 video clips for the Warrensville Heights City Schools Read-Along Book Series for the 2020-2021 school year. Cost \$7,800.00, payable from Wellness Fund.
- 5.4 Approve the Fall 2020 and Spring 2021 Credit Recovery Program days and hours for after school Credit Recovery. At a cost not to exceed \$15,000.00. Payable from Title I and General Funds.
- 5.5 Enter into an agreement with United Cerebral Palsy Association of Greater Cleveland to provide Assistive Technology services and assessments for the 2020/2021 school year not to exceed \$10,000.00.
- 5.6 Enter into an agreement with Plain Local Schools for educational services provided to court placed students attending school during the 2020-2021 school year. Cost not to exceed \$55,000.00. Payable from General Fund.
- 5.7 Enter into an agreement with CT3 to provide Virtual Leadership Workshop Series and CT3 cares: Community Conversation Webinars to meet the social-

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emotional needs of stakeholders and impact student outcomes. Payable from Title IV Fund.

- 5.8 Enter into an agreement with Cuyahoga County-Universal Pre-Kindergarten to receive grant funds not to exceed \$90,000 for the 2020-2021 school year.

Vote:

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

Nays – None

Motion carried

R-10-20-147

5-0

New Business

- 7.1 The Board discussed the safety of meeting in public for Board meetings, options that the Board has within the District and the recent House Bill. Each Board Member stated their concerns in regards to future Board meetings.
- 7.2 Board Retreat. The Board discussed the upcoming board retreat and options for a potential virtual meeting or postponement of the retreat. All concluded to postpone the retreat. Board President Mitchell stated that she will contract the facilitator to discuss the concerns.

Announcements

Board President recognized Superintendent Jolly for being recognized as the Equity Champion of the Urban League of Cleveland noting that the ceremony will be on November 4th.

Executive Session

Moved by Mr. Freeman and seconded by Mrs. Mumin that the board enter into executive session to consider the employment and compensation of a public employee.

Vote:

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

Nays – None

Motion carried

R-10-20-148

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(Entered into Executive Session at 8:44 p.m.)

(Returned to Public Session at 8:54 p.m.)

Adjournment

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

Vote:

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

Nays – None

Motion carried

R-10-20-149


5-0

Meeting adjourned at 8:54 p.m.

January 7, 2021

DATE

ATTEST:



PRESIDENT



TREASURER