

RECORD OF PROCEEDINGS

Minutes of

WARRENSVILLE HEIGHTS CITY BOARD OF EDUCATION

Meeting 09-16

REGULAR MEETING

BEAR GRAPHICS 800-325-8094 FORM NO 10148

Held _____ MARCH 24, _____ 20 16 _____

The Regular Meeting of the Warrensville Heights Board of Education was held on Thursday, March 24, 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, Mrs. Barbara A. Mumin

Ms. Traci Mitchell, absent.

Mr. Donald 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 Mrs. Mumin to accept the regular meeting Agenda, dated March 24, 2016, with additions—items 1.4, 2.2, 5.1, 6.4, 6.5, 6.6, and 6.7.

Vote:

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

Nays – Mrs. Elba

Motion carried

R-03-16-58

4-1

Minutes

Moved by Mr. Freeman and seconded by Mrs. Mumin to approve the minutes dated February 11, 2016 – Informational Meeting; February 25, 2016 – Regular Meeting; and March 2, 2016 – Special Meeting.

Vote:

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

Nays – None

Motion carried

R-03-16-59

4-0

Public Participation

- Saidah Tarrance – Topic: Presentation on “Human Trafficking”, at Aldergate United Methodist Church, April 10, 2016, after 9:30 a.m. service.
- Clarence Love – Topic: Eastwood School, Bow-ties and Head bows.

Superintendent Updates

- Board agenda information.
- Attendance/Enrollment.
- Ohio Schools Facilities Commission – school building plans, Option 5.
- Honorable Cory A Booker, U.S. Senate, D-New Jersey.
- March in Kindergarten – John Dewey Elementary.
- School Diagnostic Review – Eastwood, Middle School, and High School.

Presentation

- Jerome DuVal, Economic Development Director & Executive Safety Advisor, City of Warrensville Heights.

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Student Ambassadors

- Cylina Witherspoon, 11th Grade.
- Elijah Austin, 12th Grade.
 - Topics: Participation in “*The Black Experience*”; and merging the poetry slam idea with the District STEAM Festival, to be held on May 18, 2016.

Recognition of Students/Staff

- Thomas Sparks, 7th Grade, Middle School.
- Timeka Clark, WEA, Middle School.
- Nina Dickerson, OAPSE, Middle School.

Financial Report

2.1 Moved by Mr. Freeman and seconded by Mrs. Mumin to approve the Cash Reconciliation and Financial Report for January 2016.

Vote:

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

Nays – None

Motion carried

R-03-16-60

4-0

2.2 Moved by Mr. Freeman and seconded by Mrs. Mumin to approve the hiring process for a Bookkeeper position immediately, versus, waiting for new Treasurer to be approved.

Vote:

Ayes – Mrs. Elba, Mr. Freeman

Nays – Mrs. Mumin, Mrs. Gaiter

Motion failed

R-03-16-61

2-2

Superintendent’s Recommendations

Moved by Mr. Freeman and seconded by Mrs. Mumin to approve the following consent agenda items 4.1-4.3 (Certified):

- 4.1 Accept the resignation of Mario Douglas, Science Teacher, effective March 7, 2016.
- 4.2 Offer employment to the following individuals for the Supplemental Contract 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
Jessica Grimes	MS Head Softball Coach	\$2,800.00
Robyn Swift	HS Head Softball Coach	\$4,000.00
Kanisha Coward	HS Asst. Softball Coach	\$3,200.00

- 4.3 Offer employment to the following individuals, for the Supplemental Contract listed, for 2015-2016 school year, beginning March 28, 2016, according to the negotiated supplemental contract. Payable from General Fund.

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Name	Position	Annual Salary 2015-2016 (pro-rated)
Stephen Sanders	Technology Liaison – HS	\$500.00
Alexandria Glover	Technology Liaison – MS	\$500.00
Paula Shaw	Technology Liaison – JD	\$500.00
Timothy Januszewski	Technology Liaison – EW	\$500.00

Vote:

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

Nays – None

Motion carried

R-03-16-62

4-0

5.2 Moved by Mr. Freeman and seconded by Mrs. Mumin to offer the Classification of Secretary III – 10-Month, to the following individual. Payable from General Fund.

Name	Position	Step	Rate of Pay/ Effective Date
Carol Harris	Secretary III – 10-Month	C-3	\$16.97 09/24/2015

Vote:

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

Nays – None

Motion carried

R-03-16-63

4-0

Moved by Mr. Freeman and seconded by Mrs. Mumin to approve the following consent agenda items 6.1-6.6 (excluding 6.4 and 6.7 to be voted on separately), (Non-Personnel & Program Resolutions):

- 6.1 Accept a \$50.00 donation from Stacy Brown, with Le Angel Management for incentives in preparation of the OST (Ohio State Test), for scholars of Eastwood Elementary School.
- 6.2 Enter into an agreement with Crown Travel & Tours to make conference, hotel and airline accommodation for district team of eight to attend the 24th Annual Model Schools Conference June 26-29, 2016, in Orlando, FL. Cost \$22,250.00, payable from Title I School Improvement, Title 2A, IDEA-B.
- 6.3 Approve the transitions of 8th Grade Scholars from the High School to the Middle School, effective August 2016.
- 6.5 Enter into an agreement with Heinen’s Corporation to waive its expectation to receive income tax revenues derived from the Community Reinvestment area Development Project.
- 6.6 Approve the cheerleading field trip to Erie, PA, on April 9-10, 2016. Cheerleaders compete in the National Championship. At an approximate cost of \$1,327.00.

Vote:

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

Nays – None

Motion carried

R-03-16-64

4-0

6.4 Moved by Mr. Freeman and seconded by Mrs. Mumin to enter into an agreement with Thompson Hine LLP to represent the district in the Beachwood negotiations and land development contracts. At a cost not to exceed \$15,000.00. Payable from General Fund.

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Vote:

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

Nays – Mrs. Elba

Motion carried

R-03-16-65

3-1

6.7 Moved by Mr. Freeman and seconded by Mrs. Mumin to approve the Ohio Facilities Construction Commission (OFCC) Master Plan, Option 5.

Vote:

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

Nays – Mrs. Elba

Motion carried

R-03-16-66

3-1

Committee Reports

- Building and Grounds – Mr. Freeman – tentative date March 30, 2016.
- Legislative – Mr. Freeman.
- Budget/Finance – Mrs. Smiley, Chair – meeting date April 25, 2016, at the Warrensville Heights Branch Library, small conference room, at 6:00 p.m.

Unfinished Business

- Treasurer’s Search – Finding Leaders will interview staff on April 5, 2016. Special meeting on Wednesday, March 30, 2016 to interview candidates for interim treasurer, at 6:00 p.m., at the administration building.

New Business

- Policy Revision – Second Reading – 5112 Entrance Requirements.
- Staff retirement celebration.
- School dance for eighth graders.

Announcements

- Upcoming board meetings—all meetings will be held at the High School, in room 154, beginning at 7:00 p.m.
 - Informational meeting – April 14, 2016.
 - Regular meeting – April 28, 2016.

Executive Session

Moved by Mr. Freeman and seconded by Mrs. Mumin 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.

Vote:

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

Nays – None

Motion carried

R-03-16-67

4-0

Entered into Executive Session at 9:04 p.m.

Returned to Public Session at 9:37 p.m.

Personnel (Classified)

5.1 Moved by Mr. Freeman and seconded by Mrs. Mumin moved the adoption of the following Resolution to Terminate Employment Contact (O.R.C. §3319.081):

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Whereas, Lynda Hall is employed by the Warrensville Heights City School District Board of education as a bus driver; and

Whereas, by correspondence dated February 23, 2016, Ms. Hall was advised of the intention of the Superintendent to conduct a pre-disciplinary hearing on March 1, 2016 to discuss allegations that Ms. Hall committed misconduct in violation of Board Policy 3210, "*Staff Ethics/Conduct*," and Board Policy 3362.01, "*Threatening Behavior Toward Staff Members*"; and

Whereas, a pre-disciplinary hearing was held on March 1, 2016, at which time Ms. Hall appeared with her union representative and was afforded an opportunity to present her side of the story and/or otherwise explain her actions; and

Whereas, O.R.C. §3319.081 and Article 7 of the Collective Bargaining Agreement between the Board of Education and the Ohio Association of Public School Employees Chapters #318 & #368, AFSCME, AFL-CIO, effective July 1, 2014 through June 30, 2017 ("the CBA") permit the Board of Education to terminate an employee for violation of the written rules and regulations of the Board of Education or for immoral conduct, insubordination, neglect of duty, or any other acts of misfeasance, malfeasance, or nonfeasance; and

Whereas, by correspondence dated March 2, 2016, Ms. Hall was notified that, based upon the results of the investigation and statement made at the March 1, 2016 pre-disciplinary hearing, the Superintendent would be recommending termination of Ms. Hall's employment contract to the Board of Education.

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

Section 1: The employment contract of Ms. Hall is hereby terminated, effective immediately, in accordance with O.R.C §3319.081 and Article 7 of the CBA. The basis for said termination is violation of the written rules and regulations of the Board of Education, immoral conduct, insubordination, neglect of duty, and/or other acts of misfeasance, malfeasance, and nonfeasance. The specific conduct upon which said termination is based is Ms. Hall's conduct, on or about December 8, 2015, of cursing at and otherwise disrespecting her supervisor in manner that was unprofessional, insubordinate, constitute a violation of Board Policy 3362.01, "*Threatening Behavior Toward Staff Members*."

Section 2: The Treasurer is directed to provide Ms. Hall with written notice of her termination on behalf of the Board of Education.

Section 3: It is found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public and in compliance with all legal requirements, including O.R.C. §121.22.

Vote:

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

Nay – None

Motion carried

4-0

R-03-16-68

Adjournment

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

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Vote:

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

Nays – None

Motion carried

4-0

R-03-16-69

Meeting adjourned at 9:38 p.m.

5/5/16
DATE

William M. Gaiter
PRESIDENT

ATTEST:

TREASURER

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