

**MINUTES OF THE CLEVELAND HEIGHTS-UNIVERSITY HEIGHTS  
BOARD OF EDUCATION**

**Regular Meeting of November 1, 2016**

The Board of Education of the Cleveland Heights-University Heights City School District, Cuyahoga County, held its Regular meeting in the public meeting room of the Board building at 2155 Miramar Boulevard, University Heights, Ohio, on November 1, 2016, at 7:00 p.m.

Mr. Ron Register, Board Vice President, called the meeting to order at 7:00 p.m.

**Present at Roll Call:** Mr. Ron Register, Vice President  
Mr. James Posch, Board Member  
Mr. Eric Silverman, Board Member  
Ms. Beverly Wright, Board Member

**Also Present:** Dr. Talisa L. Dixon, Superintendent  
Mr. Scott Gainer, Chief Financial Officer  
Members of the Central Office Staff  
Patrons of the School District  
Representatives of the News Media

Mr. Kal Zucker, President, was absent.

**APPROVAL OF MINUTES**

It was recommended that the Board of Education approve the following minutes:

- Special Meeting of September 20, 2016

**No. 16-11-176** It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Minutes be approved.

Vote on the motion was as follows:

Ayes: Mr. Posch, Mr. Register, Mr. Silverman,  
Ms. Wright

Nays: None

**AWARDS & RECOGNITIONS**

**RESA Educators**

Laurel Chapman, Program Specialist-Instructional Support, recognized Kristen Kephart, Max Kravitz, Hilary Nemecek, and Markita Warren, resident educators who scored among the top 100 teachers taking the RESA. The RESA is a rigorous performance program in which all new teachers in Ohio must participate. Over the course of four years, educators must showcase their teaching progress and demonstrate its impact on student achievement.

The board also recognized Laurel Chapman, the program coordinator for residency, for guiding the resident educators and providing them the tools they need to succeed. Laurel has been with the District over 41 years.

**PUBLIC ADDRESS**

**Statements from the Audience**

<b><u>Name</u></b>	<b><u>Topic</u></b>
Lisa Hunt	Levy 2016

**SUPERINTENDENT’S REPORT**

Dr. Talisa L. Dixon, Superintendent, announced the publication of our new Quality Profile 2016-2017 which is being distributed to all residents of the community this week. The Profile booklet highlights many of the programs and activities that make our students, schools and community special.

**PERSONNEL**

**Approval of Resignation**

It was recommended that the resignation of the following named personnel be accepted, effective on the date indicated:

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Date</u></b>
<b><u>Classified Staff</u></b>		
Boyles, Mandy	Special Education Aide	10/14/2016
Johnson, David	Special Education Aide	10/18/2016
Mayti, Bianca	Connect Paraprofessional	9/27/2016
McDowell, Latia	Lunchroom Aide	10/15/2016
Newman, Kaitlyn	SHINE Paraprofessional	11/10/2016

**Approval of Appointments**

It was recommended that the Board of Education offer employment pursuant to ORC Section 3319.02 to the following individuals, for the positions listed, for the period of time identified, and at the rate of pay specified. It was recommended that the following appointments to the staff of the Cleveland Heights-University Heights City Schools be approved, pending successful completion of the pre-employment procedures including criminal history checks, effective on the dates indicated, with limited contracts and with the understanding that such personnel are subject to all the rules and regulations of the Board of Education and to all of the provisions of law pertaining to their employment.

If the pre-employment procedures are not successfully completed, it was understood that, pursuant to Board policy, the Board of Education may immediately release the employee from employment and rescind a conditional offer of employment.

**Key: N=New R=Replacement T=Transfer**

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Salary</u></b>
<b><u>Certificated/Licensed Staff</u></b>		
Argheta-Gomes, Flor Effective: 10/31/2016 Assignment: Monticello Middle School	Long-term Substitute-R Spanish Teacher	\$259/Day Step 1 MA+40
Gardner, Nicole Effective: 8/22/2016 - 10/07/2016 (Additional 6th Assignment)	Intervention Specialist	\$911.28 Step 12 MA+20
<b><u>Classified Staff</u></b>		
Brooks, Suldaana Effective: 11/2/2016 Assignment: Monticello Middle School 90- Day Probation Ends: 3/27/2017	Special Education Aide-N 195 Days/Year	\$15.80/Hour Step 1, DEGR
Coleman, Jhiselle Effective: 10/17/2016 Assignment: Roxboro Middle School 90-Day Probation Ends: 3/9/2017	Connect Paraprofessional-R 195 Days/Year	\$13.99/Hour Step 1, NDEG
Davis, Natalie Effective: 10/24/2016 Assignment: Roxboro Middle School 90-Day Probation Ends: 3/9/2017	Assistant Custodian-R 260 Days/Year	\$19.40/Hour Step 1, AC-G
Francis, Daniel Effective: 11/14/16 Assignment: Boulevard Elementary School 90-Day Probation Ends: 3/30/2017	Cleaner-R 260 Days/Year	\$12.24/Hour Step 1, CLNR
Hardy, Brandon Effective: 11/2/2016 Assignment #1: District	AVID Tutor-R 190 Days/Year	\$15.00/Hour Step 1, AVID

Hardy, Brandon Effective: 11/2/2016 Assignment #2: Roxboro Middle School 90-Day Probation Ends: 3/27/2017	Connect Paraprofessional-R 195 Days/Year	\$15.80/Hour Step 1, DEGR
Henderson, Chloe Effective: 11/2/2016 Assignment: District	AVID Tutor-R 190 Days/Year	\$15.00/Hour Step 1, AVID
Houston, Octavia Effective: 11/14/2016 Assignment: Fairfax Elementary School 90- Day Probation Ends: 4/6/2017	Special Education Aide-N 195 Days/Year	\$15.80/Hour Step 1, DEGR
Knox Taylor, Yulander Effective: 11/2/2016 Assignment #1: Noble Elementary School 90- Day Probation Ends: 3/27/2017	Lunchroom Aide-R 195 Days/Year	\$12.41/Hour Step 1, AIDE
Knox Taylor, Yulander Effective: 11/2/2016 Assignment #2: Oxford Elementary School 90- Day Probation Ends: 3/27/2017	Extended Day Preschool-N 195 Days/Year	\$11.61/Hour Step 1, BAAS
Mombo, Lachonna Effective: 11/14/2016 Assignment: Boulevard Elementary School 90- Day Probation Ends: 4/6/2017	Special Education Aide-R 195 Days/Year	\$13.99/Hour Step 1, NDEG
Ngolo, Prisca Effective: 11/2/2016 Assignment #1: District	AVID Tutor-R 190 Days/Year	\$15.00/Hour Step 1, AVID
Raheem, Shahada Effective: 10/31/2016 Assignment: Noble Elementary School 45-Day Probation Ends: 1/30/2017	Extended Day Preschool-N 195 Days/Year	\$11.61/ Hour Step 1, BAAS
Richardson, Heather Effective: 11/2/2016 Assignment: Oxford Elementary School 90- Day Probation Ends: 3/27/2017	Special Education Aide-R 195 Days/Year	\$13.99/Hour Step 1, NDEG
Siegel, Kaitlin Effective: 11/2/2016 Assignment: District	AVID Tutor-R 190 Days/Year	\$15.00/Hour Step 1, AVID

Smith, Janeatha	Special Education Aide-R	\$13.99/Hour
Effective: 10/17/2016	195 Days/Year	Step 1, NDEG
Assignment: Bellefaire School		
90- Day Probation Ends: 3/9/2017		

**Supplemental Assignments-Coaches-2016-2017**

**Cleveland Heights High School**

Basit, Branella	Cheerleader Advisor-Varsity	\$3,390
Jackson, Vonte	Wrestling-HC	\$5,085
Sanders, Eugene	Boys Indoor/Outdoor Track AC	\$5,085

**Monticello Middle School**

Gehring, Henry	Girls Basketball HC- Gr 7	\$5,085
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**Supplemental Assignments-Coaches 2015-2016**

**Cleveland Heights High School**

Fellinger, Lewis	Boys Swimming AC	\$3,390
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**Supplemental Assignments-Advisors-2016-2017**

**Heights High School**

Marshall, Staci	Dance Team Advisor	\$1,356
Radke, Lia	Master Teacher Liaison	\$2,373

**Monticello Middle School**

Provenzale, Anthony	Science Olympiad	\$1,356
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**Noble Elementary School**

Delagrang, Amanda	Intramurals (split)	\$678
Stephens, Marian	Student Council (split)	\$678
Taylor-Ware, Teresa	Student Council (split)	\$678
Wright, Richard	Intramurals (split)	\$678

**Approval of Change of Status**

It was recommended that the following change be made in the contract status of the following personnel:

**Classified**

Blockson, Courtnei	Probation	General Office
Effective: 8/16/2016		\$24,477/Ann., Step 4 GENO
Assignment:		Monticello Middle School
Probation Ended: 10/20/2016		205 Days/Year

Davis, Essence	Probation	Lunchroom Aide
Effective: 8/16/2016		\$13.43/Hour, Step 4
Assignment: #1		Oxford Elementary School
Probation Ended: 10/20/2016		195 Days/Year

<p>Davis, Essence  Effective: 8/19/2016  Assignment: #2  Probation Ended: 10/25/2016</p>	<p>Probation</p>	<p>General Office-Attend.  \$10,893.19 (.5fte), Step 1 GENO  Oxford Elementary School  205 Days/Year</p>
<p>Holmes, Paris  Effective: 8/19/2016  Assignment:  Probation Ended: 10/25/2016</p>	<p>Probation</p>	<p>Before/ After School Associate  \$11.61/Hour, Step 1, BAAS  Gearity P.D. School  195 Days/Year</p>
<p>Irving, Tabatha  Effective: 8/19/2016  Assignment:  Probation Ended: 10/25/2016</p>	<p>Probation</p>	<p>After School Associate  \$11.61/Hour, Step 1, BAAS  Canterbury Elementary School  195 Days/Year</p>
<p>Irving, Tabatha  Effective: 8/22/2016  Assignment:  Probation Ended: 10/26/2016</p>	<p>Probation</p>	<p>Lunchroom Aide-Brkfst  \$13.07/Hour, Step 3, AIDE  Noble Elementary School  195 Days/Year</p>
<p>Jacobs, Rosalind  Effective: 8/19/2016  Assignment:  Probation Ended: 10/25/2016</p>	<p>Probation</p>	<p>Kindergarten Aide  \$15.80/Hour, Step 1 DEGR  Noble Elementary School  195 Days/Year</p>
<p>Jeffery, Toni  Effective: 8/22/2016  Assignment:  Probation Ended: 10/26/2016</p>	<p>Probation</p>	<p>Assistant Custodian  \$19.40/Hour, Step 1 AC-G  Oxford Elementary School  260 Days/Year</p>
<p>Moore, Cynthia  Effective: 8/19/2016  Assignment:  Probation Ended: 10/25/2016</p>	<p>Probation</p>	<p>Special Education Aide  \$13.99/Hour, Step 1 NDEG  Roxboro Middle School  195 Days/Year</p>
<p>Murray, Deja  Effective: 8/22/2016  Assignment: #1  Probation Ended: 10/26/2016</p>	<p>Probation</p>	<p>Lunchroom Aide  \$13.07/Hour, Step 3  Gearity P.D. School  195 Days/Year</p>
<p>Murray, Deja  Effective: 8/22/2016  Assignment: #2  Probation Ended: 10/26/2016</p>	<p>Probation</p>	<p>General Office-Attend.  \$10,893.19 (.5fte), Step 1 GENO  Gearity P.D. School  205 Days/Year</p>

Peraza, Sharlene Effective: 8/19/2016 Assignment: Probation Ended: 10/25/2016	Probation	Special Education Aide \$15.80/Hour, Step1 DEGR Roxboro Middle School 195 Days/Year
Ross, Jonathan Effective: 8/3/2016 Assignment: Probation Ended: 10/6/2016	Probation	Cleaner \$12.24/Hour ; Step 1 CLNR Heights High School 260 Days/Year
Starks, Charity Effective: 8/19/2016 Assignment: Probation Ended: 10/25/2016	Probation	Kindergarten Aide \$13.99/Hour, Step 1 NDEG Oxford Elementary School 195 Days/Year
Weaver, Jocelynn Effective: 8/19/2016 Assignment: Probation Ended: 10/25/2016	Probation	Special Education Aide \$13.99/Hour, Step 1 NDEG Gearity P.D. School 195 Days/Year
Williams, Theresa Effective: 8/19/2016 Assignment: Probation Ended: 10/25/2016	Probation	Before /After School Lead \$14.13/Hour, Step 2 LEAD Gearity P.D. School 195 Days/Year

**Supplemental Assignments-Coaches-2016-2017**

Basit, Branella	Varsity Cheerleader Advisor-Fall \$3,390	pro-rated-\$2,500
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**Supplemental Assignments-Advisors- 2016-2017**

Jeske, Jason	Science Olympiad (split)	Declined Offer
Young, Jason	Science Olympiad (split)	Declined Offer

**Approval of Name Change**

<b><u>From:</u></b> Bricker, Cathan	<b><u>To:</u></b> Cavanaugh, Cathan
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**Approval of Leave of Absence**

<b><u>Name:</u></b> Fishman, Pamela Disability Effective: 10/21/2016- 6/2/2017	<b><u>To:</u></b> Unpaid Leave of Absence for Reasons Other Than Illness or
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**No. 16-11-177**

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Personnel items be approved.

Vote on the motion was as follows:

Ayes: Mr. Register, Mr. Silverman, Ms. Wright,  
Mr. Posch

Nays: None

**Resolution to Suspend Employee without Pay**

(In hands of Board Members)

**No. 16-11-178**

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Personnel item be approved.

Vote on the motion was as follows:

Ayes: Mr. Silverman, Ms. Wright, Mr. Posch,  
Mr. Register

Nays: None

**BUSINESS SERVICES**

**Recommendation to Approve the Following Change Orders for Cleveland Heights High School**

It was recommended that the Board of Education approve the following change order for Cleveland Heights High School (see official minutes):

Change Order No. 69 with a total value of \$16,984.00

Change Order No. 70 with a total value of \$45,040.00

Change Order No. 71 with a total value of \$11,512.00

**No. 16-11-179**

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Business item be approved.

Vote on the motion was as follows:

Ayes: Ms. Wright, Mr. Posch, Mr. Register,  
Mr. Silverman

Nays: None



Mr. Pat O'Brien, PMC Consultant, and members of the construction and architect teams were on hand to discuss the change orders.

**Resolution Declaring that Used Surplus Equipment of the Board of Education are no Longer Needed for any School Purpose and Authorizing the Sale of the Surplus Equipment by Public Auction**

It was recommended that the Board of Education approve the resolution declaring that used surplus equipment of the Board of Education are no longer needed for any school purpose and authorizing the sale of the surplus equipment by public auction (see official minutes).

**No. 16-11-180** It was moved by Mr. Silverman, seconded by Mr. Register, that the Board approve the above Business Services item.

Vote on the motion was as follows:

Ayes: Mr. Posch, Mr. Register, Mr. Silverman,  
Ms. Wright

Nays: None

**Recommendation to Approve Payment-in-Lieu for 2016-2017 School Year**

It was recommended that the Board of Education approve the list of students eligible for school transportation based on Board Transportation Policy #3545 and place these students on Type IV payment to parent, in lieu of transportation, due to the fact that transportation for these students has been deemed impractical in accordance with Section 3327.01 of the Ohio Revised Code (see official minutes).

**No. 16-11-181** It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Donations be approved.

Vote on the motion was as follows:

Ayes: Mr. Posch, Mr. Register, Mr. Silverman,  
Ms. Wright

Nays: None

## **Recommendation to Accept Donations**

It was recommended that the Board of Education accept the following donations:

- \$350.00 to Delisle Options Global Ambassadors by Dr. Michelle Jackson
- \$100.00 to Oxford Elementary by William Koeckert

### **No. 16-11-182**

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Donations be approved.

Vote on the motion was as follows:

Ayes: Mr. Register, Mr. Silverman, Ms. Wright,  
Mr. Posch

Nays: None

## **FINANCE**

### **Financial Reports**

It was recommended that the Board of Education confirm the Summary of Cash Balances by Fund for the month ending August 31, 2016, and approve the Five-Year Forecast for fiscal years ending June 30, 2017 through June 30, 2021 (see official minutes).

### **No. 16-11-183**

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Finance items be approved.

Vote on the motion was as follows:

Ayes: Mr. Silverman, Ms. Wright, Mr. Posch,  
Mr. Register

Nays: None

## **BOARD PRESIDENT'S REPORT**

Board Vice President Ron Register said our District has been recognized as one of the leaders in seeking to recover money from the State being transferred to charter schools and other private schools. On October 22, 2016, the District received an award from Partners for Public Education. A number of school districts across the state are beginning to organize to take action against the transfer of public funding from

traditional schools to support charter schools. Many school districts, including ours, have invoiced the Ohio Department of Education for their share of district funding being dispersed to charter schools.

## **BOARD COMMITTEE REPORTS**

### *Facilities Accountability Committee (FAC)*

Board Member Jim Posch said the Board needs to begin to review the FAC's role as the District's focus shifts to the middle schools project.

### *Cleveland Heights Master Planning Committee*

Board Member Eric Silverman reported that the committee met recently. The City held a public meeting on Tuesday, November 1, 2016 to present the community's master plan and its steps for implementation.

### *Alumni Foundation*

Board Member Eric Silverman said the latest newsletter should be arriving at households in the next few days. The annual Cocktail Party will be held on November 10, 2016, at the Wine Spot on Lee Road from 7 – 10 p.m. Tickets are \$20 in advance. The Alumni Foundation gave a second \$30,000 donation to the school district for the clock tower. The next Heightsgear sale will be Saturday, November 12<sup>th</sup>, from 9:30 a.m. – noon at Coventry.

### *OSBA Legislative Committee*

Board Vice President Ron Register is the liaison for this committee. Mr. Register will represent the District at the OSBA Capital Conference on November 13-16, 2016.

## **CORRESPONDENCE AND ANNOUNCEMENTS**

Board Vice President Ron Register announced that Heights High football suffered a big blow at a game against Lorain High on October 28, 2016. This loss eliminates Heights from participating in the playoffs.

The Heights High Musical "Anything Goes" will run November 3-6, 2016 in the auditorium at the Heights High Wiley Campus. Thursday-Saturday performances begin at 7 p.m. The Sunday show will begin at 4 p.m. Tickets are \$5 and \$10 for reserved seating and can be purchased online.

## **UPCOMING MEETINGS**

Saturday, December 3, 2016 – Special Board Retreat

Tuesday, December 6, 2016 – Library Board Interviews

Tuesday, December 20, 2016 – Regular Board Meeting

**MOTION TO ADJOURN**

It was recommended that the meeting be adjourned.

**No. 16-11-184**

It was moved by Mr. Silverman, seconded by Ms. Wright, that the meeting be adjourned.

Vote on the motion was as follows:

Ayes: Mr. Posch, Mr. Register, Mr. Silverman,  
Ms. Wright

Nays: None

The meeting adjourned at 7:48 p.m.

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Kal Zucker, President

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Scott Gainer, Chief Financial Officer