

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

**Special Meeting of August 16, 2016**

The Board of Education of the Cleveland Heights-University Heights City School District, Cuyahoga County, held its Special meeting in the public meeting room of the Board Building at 2155 Miramar Boulevard, University Heights, Ohio, on August 16, 2016 at 6:00 p.m.

Mr. Kal Zucker, President, called the meeting to order at 6:08 p.m.

**Present at Roll Call:** Mr. Kal Zucker, Board President  
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

**SUPERINTENDENT’S REPORT**

**Approval of the Standard-Based School Counselor Evaluation Policy**

The first of three readings was held regarding the state directed standard-based school counselor evaluation policy. Dr. Talisa Dixon, Superintendent, explained that this new policy provides a metric to evaluate school counselors and aligns with the standards for school counselors prescribed by state law.

**PERSONNEL**

**Approval of Resignation**

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

<u>Name</u>	<u>Position</u>	<u>Date</u>
<u>Classified Staff</u> Brooks, Suldaana	Bus Aide/Lunchroom Aide	8/15/2016
Bryant, Jeffrey	Special Education Aide	8/8/2016
Venable, Chyrstal	Lunchroom Aide	8/12/2016
Wheeler, Jackie	General Office	8/4/2016

**Supplemental Staff**

Schwallie, Hillary	HC Field Hockey-CHHS-declined offer	8/5/2016
Wilson, Anthony (Rashod)	AC Football-CHHS--declined offer	8/10/2016

**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>Administrative Staff</u></b>		
Armstrong, Racquel Effective: 8/1/2016 Assignment: Monticello Middle School	Asst. Middle School Principal-R 220 Days	\$97,698 Step 1 MA+40
<b><u>Certificated/Licensed Staff</u></b>		
Coleman, Amy. Effective: 7/21/2016 Assignment: Fairfax and Roxboro Elementary Schools	Speech/Language Pathologist-R 192 Days	\$63,683 Step 6 MA+30
Lin, Shu Hui Effective: 8/17/2016 Assignment: Heights High School	Chinese/ELL Teacher-R 192 Days	\$53,350 Step 2 Doct.
<b><u>Classified Staff</u></b>		
Beeks, Jason Effective: 8/17/2016 Assignment: Heights High School 90-Day Probation Ends: 12/28/2016	Cleaner- R 8.0 Hours/Day; 260 Days/Year	\$12.24/Hour Step 1, CLNR
Bradford, Tory Effective: 8/22/2016 Assignment: #1 Noble Elementary School 90-Day Probation Ends: 1/13/2017	General Office-Attend.-R 205 Days/Year	\$10,627.50* p.r. (.5fte)/Ann. Step 1, GENO *\$10,893.19 Ann.

Bradford, Tory Effective: 8/22/2016 Assignment: #2 Noble Elementary School 90- Day Probation Ends: 1/13/2017	Lunchroom Aide-R 195 Days/Year	\$12.41/Hour Step 1, AIDE
Holmes, Paris Effective: 8/19/2016 Assignment: Gearity P.D. School 45-Day Probation Ends: 10/25/2016	Before Care/After Care Associate- R 195 Days/Year	\$11.61/Hour Step 1, BAAS
Irving, Tabatha Effective: 8/19/2016 Assignment: Canterbury Elementary School 45-Day Probation Ends: 10/25/2016	After Care Associate- R 195 Days/Year	\$11.61/Hour Step 1, BAAS
Mathew, Daisy Effective: 8/19/2016 Assignment: Noble Elementary School 90- Day Probation Ends: 1/12/2017	Lunchroom Aide-R 195 Days/Year	\$12.41/Hour Step 1, AIDE
Phoenix, Regina Effective: 8/19/2016 Assignment: Noble Elementary School 90- Day Probation Ends: 1/12/2017	Lunchroom Aide-R 195 Days/Year	\$12.41/Hour Step 1, AIDE
Pradham, Draupadi Effective: 8/19/2016 Assignment: Noble Elementary School 90- Day Probation Ends: 1/12/2017	Lunchroom Aide-R 195 Days/Year	\$12.41/Hour Step 1, AIDE
Toney, Denise Effective: 8/8/2016 Assignment: Board of Education 90-Day Probation Ends: 12/16/2016	Administrative Assistant-Benefits-R 7.5 Hours/Day: 260 Days/Year	\$35,373.38*p.r./Ann. Step 1, ADMA *\$39,136.50 Ann.
Wagner, Tameka Effective: 8/19/2016 Assignment: Oxford Elementary School 90- Day Probation Ends: 1/12/2017	Lunchroom Aide-R 195 Days/Year	\$12.41/Hour Step 1, AIDE

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

Agin, Jennifer	HC Field Hockey-CHHS	\$5,085
Evans, Sean	Faculty Manager	\$7958
Smith, Willie	AC Football-CHHS	\$2,712
Zidlicky, James	Faculty Manager	\$7958

**Supplemental Assignments-Advisors--2016-2017**

**Boulevard Elementary School**

Bellini, Sherri	Team Leader-Gr 4	\$2,712
Cohen, Stacey	Team Leader-Gr 2	\$2,712
Curry, Joi	Title I Literacy Leader	\$5,154

Dawson, Michele	Team Leader-Gr 5	\$2,712
Finnemore, Barbra	Team Leader-Gr 1	\$2,712
Morson, Karla	Team Leader-Gr 3	\$2,712
Morson, Karla	TAP	\$1,017
Reynolds, Tina	Team Leader-Gr K	\$2,712
Robinson, Sarah	TAP	\$1,017
Sferry, Katherine	TAP	\$1,017
Walton, Cheryl	TAP	\$1,017
Walton, Cheryl	Team Leader BLT	\$1,017

**Canterbury Elementary School**

Bergson, Ida	TAP (split)	\$508
Bradley, Tameka	Team Leader-Gr 3	\$2,712
Briggs, Andrea	Team Leader -Gr K	\$2,712
Davis, Nadine	Team Leader-Gr 4	\$2,712
Duhanich, Kate	Team Leader- Gr 1	\$2,712
Etzkin, Holly	TAP	\$1,017
Lewis, Monica	TAP	\$1,017
Lustic, Julie	TAP (split)	\$508
Petko, Hannah	Team Leader- Gr 2	\$2,712
Prince-Mahoney, Angela	TAP	\$1,017
Prince-Mahoney, Angela	Title I Literacy Leader	\$5,154
Salvatore, Kimberly	Team Leader- Gr 5	\$2,712

**Fairfax Elementary School**

Berg, Rorie	Team Leader -Gr 2	\$2,712
Elwell, Debra	Team Leader-Gr 1	\$2,712
Gee, George	Team Leader-Gr 5	\$2,712
Gee, George	TAP	\$1,017
Heffern, Michael	Team Leader-Gr K	\$2,712
Kephart, Kristen	Title I Literacy Leader	\$5,154
MacDonald, Nancy	Team Leader-Gr 4	\$2,712
Petty, Stephanie	TAP	\$1,017
Schmidt, Tijuana	Team Leader-Gr 3	\$2,712
Snyder, Rochelle (Klein)	TAP	\$1,017
Stoicoiu, Melinda	TAP	\$1,017

**Gearity PD Elementary School**

Banas, Aimee	Team Leader-Gr 4	\$2,712
Bishko, Tamera	Title I Literacy Leader	\$5,154
Connor-Kuntz, Fiona	Team Member-BLT	\$1,017
Connor-Kuntz, Fiona	TAP	\$1,017
Hahn-Millard, Sandra	Team Leader-Gr 5	\$2,712
Higham, Heather	TAP	\$1,017
Hoang, Angela	Team Leader-Gr 2	\$2,712
Lausche, Darrell	TAP	\$1,017
Machmer, Nancy	Team Leader-Gr 3	\$2,712
Malek, Sherri	Team Leader-Gr 1	\$2,712
Russell, Dan	Team Member- BLT	\$1,017
Soroka, Julie	Team Leader-Gr K	\$2,712
Tayek, Maria	TAP	\$1,017

**Noble Elementary School**

Bruce, Elizabeth	Team Leader-Gr 3 (split)	\$1,356
Christian, Monique	Team Leader-Gr 5	\$2,712
DiDona, Gabriella	TAP	\$1,017
Futchi, Jennifer	Team Leader-Gr K (split)	\$1,356
Finley, Khaz	TAP	\$1,017
Hall, Jenna	TAP	\$1,017
Larson, Becca	Team Leader-Gr 3 (split)	\$1,356
Moultrie, Machel	Team Leader-Gr 2	\$2,712
Murphy, Meghan	Team Member BLT	\$1,017
Ruddy, Julia	Team Member BLT	\$1,017
Stephens, Marian	Team Leader-Gr 4	\$2,712
Taylor-Ware, Teresa	Title I Lead	\$5,154
Taylor-Ware, Teresa	TAP	\$1,017
Tyrell, Tracey (Grimes)	Team Leader-Gr 1	\$2,712
Zinamon, Caroline	Team Leader -Gr K(split)	\$1,356

**Oxford Elementary School**

Beckles, Julie	Team Leader-Gr 4	\$2,712
Bondarenko, Bridgette	Team Leader-Gr 2	\$2,712
Carpenter, Patrick	Title I Literacy Leader	\$5,154
Carpenter, Patrick	TAP	\$1,017
Dubsky, James	Team Member BLT	\$1,017
Lawson, Dejunee	TAP	\$1,017
Litten, Millie	TAP	\$1,017
Marbury, Kristie	Team Leader-Gr 5	\$2,712
Milkie, Kay	Team Leader-Gr 3	\$2,712
Pollutro, Marissa	Team Leader-Gr 1	\$2,712
Schlafer, Sarah	TAP	\$1,017
Schwartz, Melissa	Team Leader-Gr K	\$2,712

**Roxboro Elementary School**

Bischof, Kimberly	TAP	\$1,017
Coffey, Charles	Team Leader-Gr 5	\$2,712
Daniels, Malik	Team Leader-Gr 2	\$2,712
Glasier, Kristie	Team Leader-Gr 3	\$2,712
Glasier, Kristie	TAP	\$1,017
McKinley, Liz	Team Leader-Gr 1	\$2,712
Postma, Jennifer	Team Leader-Gr K	\$2,712
Rogers, Monica	Team Leader-Gr 4	\$2,712
Rogers, Monica	TAP	\$1,017
Summers, Candace	Title I Literacy Leader	\$5,154
Willmitch, Karen	TAP	\$1,017

**Monticello Middle School**

Chambers, LeeAnne	Team Member BLT	\$1,017
DePrima, Carrie	Team Leader-Unified Arts	\$2,712
Diligente, Jon	Team Leader-Gr 8	\$2,712
Harris, Yolanda	Title I Literacy Leader	\$5,154
Harris, Yolanda	TAP	\$1,017
Itayem, Mustafa	TAP	\$1,017
Jeske, Jason	Faculty Manager	\$5,085

Mascia, Sally	Team Leader-Gr 6	\$2,712
Minnillo, Matthew	Team Leader-Gr 7	\$2,712
November, Adrianna	Team Leader-ELA	\$2,712
Smith, Patricia A.	TAP	\$1,017
Underhile, Tiffany	Team Leader-Science	\$2,712

**Roxboro Middle School**

Copeland, Danielle	Team Member BLT	\$1,017
Fenn, Christine	TAP	\$1,017
Goldberg, Joshua	Team Member -BLT	\$1,017
Gregory, Anna	Title I Literacy Leader	\$5,154
Hollender, Jennifer	TAP	\$1,017
Javorek, Martin	TAP	\$1,017
Kolecki, Kimberly	Team Leader-Gr 6	\$2,712
Mahoney, Brian	Faculty Manager	\$5,085
Radke, Lia	Team Leader-Gr 8	\$2,712
Smrdel, Christine	TAP	\$1,017
Statler, Amy	Team Leader-Unified Arts	\$2,712
Wheeler, Megan	Team Member-BLT	\$1,017
Williams, Ryan	Team Leader-Gr 7	\$2,712

**Cleveland Heights High School**

Battle, Karen	Concessions Advisor	\$5,085
Bennekamper, Mark	Dept. Liaison-Career Tech Ed	\$3,390
Bennekamper, Mark	TAP	\$1,017
Bifulco, Anthony	TAP	\$1,017
Boris, John	TAP	\$1,017
Bukovac, Joyce	Dept. Liaison-Math	\$3,390
Davis, Shirlev	Dept. Liaison-Business	\$3,390
Dilillo, Karen	Dept. Liaison-Physical Ed.	\$3,390
Eisenberg, Nancy	Dept. Liaison-Arts	\$3,390
Feldman, Donna	TAP	\$1,017
Hansen, Karen	Dept. Liaison-Special Ed.	\$3,390
Larkins-Forte, Vickie	Dept. Liaison-English	\$3,390
Larkins-Forte, Vickie	TAP	\$1,017
Mrazek, Mark	TAP	\$1,017
Pavel, Carolyn	Dept. Liaison-Languages	\$3,390
Rasul, Haethem	Dept. Liaison-Guidance	\$3,390
Tayse, Jessica	TAP	\$3,390
Wiggins, Richard	Dept. Liaison-Social Studies	\$3,390
Wroblewski, Gary	TAP	\$1,017

**Master Teacher Committee**

Adair, Sarah	Master Teacher Committee	\$1,356
Jordan-Shaw, Tiffany	Master Teacher Committee	\$1,356
Lambright, Bridget	Master Teacher Committee	\$1,356

**LPDC Committee**

Gee, George	LPDC Member	\$2,373
Gray, Tamar	LPDC Member	\$2,373
Larkins-Forte, Vickie	LPDC Member	\$2,373
Reynolds, Tina	LPDC Member	\$2,373

**Approval of Change of Status**

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

<b><u>Name:</u></b> <b><u>Classified Staff</u></b>	<b><u>From:</u></b>	<b><u>To:</u></b>
Blockson, Courtnei Effective: 8/16/2016 Assignment: 45-Day Probation Ends: 10/20/2016	General Office-Attend. \$12,238.50/Ann., Step 4 Monticello Middle School	General Office \$24,477/Ann., Step 4 GENO Monticello Middle School
Davis, Essence Effective: 8/16/2016 Assignment: #1 45-Day Probation Ends: 10/20/2016	Lunchroom Aide \$13.43/Hour, Step 4 Fairfax Elementary School 195 Days/Year	Lunchroom Aide \$13.43/Hour, Step 4 Oxford Elementary School 195 Days/Year
Davis, Essence Effective: 8/19/2016 Assignment: #2 45-Day Probation Ends: 10/25/2016	After School Associate \$12.23/Hour, Step 3 Fairfax Elementary School 195 Days/Year	General Office-Attend. \$10,893.19 (.5fte), Step 1 GENO Oxford Elementary School 205 Days/Year
Jacobs, Rosalind Effective: 8/19/2016 Assignment: 45-Day Probation Ends: 10/25/2016	General Office- Attend. \$15,428.82/Ann. Step 11 GENO Noble Elementary School 205 Days/Year	Kindergarten Aide \$15.80/Hour, Step 1 DEGR Noble Elementary School 195 Days/Year
Jeffery, Toni Effective: 8/22/2016 Assignment: 45-Day Probation Ends: 10/26/2016	Cleaner \$13.54/hour, Step 5 CLNR Monticello Middle School 260 Days/Year	Assistant Custodian \$19.40/Hour, Step1 AC-G Oxford Elementary School 260 Days/Year
Moore, Cynthia Effective: 8/19/2016 Assignment: 45-Day Probation Ends: 10/25/2016	Lunchroom Aide \$13.43/Hour, Step 4 Roxboro Elementary School 195 Days/Year	Special Education Aide \$13.99/Hour, Step 1 NDEG Roxboro Middle School 195 Days/Year
Murray, Deja Effective: 8/22/2016 Assignment: #1 45-Day Probation Ends: 10/26/2016	Lunchroom Aide \$13.07/Hour, Step 3 Roxboro Elementary School 195 Days/Year	Lunchroom Aide \$13.07/Hour, Step 3 Gearity P.D. School 195 Days/Year
Murray, Deja Effective: 8/22/2016 Assignment: #2 45-Day Probation Ends: 10/26/2016	Before /After School Associate \$12.23/Hour, Step 3 Canterbury/Roxboro Elementary School 195 Days/Year	General Office-Attend. \$10,893.19 (.5fte), Step 1 GENO Gearity P.D. School 205 Days/Year

Peraza, Sharlene Effective: 8/19/2016 Assignment: 45-Day Probation Ends: 10/25/2016	21st Century On-Site Coordinator \$29,000 Ann, Step 1 SHIN Heights High School 192 Days/Year	Special Education Aide \$15.80/Hour, Step1 DEGR Roxboro Middle School 195 Days/Year
Starks, Charity Effective: 8/19/2016 Assignment: 45-Day Probation Ends: 10/25/2016	Lunchroom Aide \$12.78/Hour, Step 2 Oxford Elementary School 195 Days/Year	Kindergarten Aide \$13.99/Hour, Step 1 NDEG Oxford Elementary School 195 Days/Year
Weaver, Jocelynn Effective: 8/19/2016 Assignment: Gearity Elem School 45-Day Probation Ends: 10/25/2016	Lunchroom Aide \$13.43/Hour, Step 4 Boulevard Elementary School 195 Days/Year	Special Education Aide \$13.99/Hour, Step 1 NDEG Gearity P.D. School 195 Days/Year
Williams, Theresa Effective: 8/19/2016 Assignment: 45-Day Probation Ends: 10/25/2016	Before /After School Associate \$11.91/Hour, Step 2 Gearity P.D.School 195 Days/Year	Before /After School Lead \$14.13/Hour, Step 1 LEAD Gearity P.D.School 195 Days/Year

**Approval of Name Change**

**From:**

Dilillo, Toni  
Lambert, Christina  
Snyder, Rochelle  
Valentino, Jessica

**To:**

White, Toni  
Lambert-Sweeney, Christina  
Klein, Rochelle  
Artman, Jessica

**No. 16-08-139**

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. Posch, Mr. Register, Mr. Silverman,  
Ms. Wright, Mr. Zucker

Nays: None

Dr. Talisa Dixon introduced Monticello Middle School’s new assistant principal, Racquel Armstrong. Mr. Patrick McNichols, former Roxboro Middle School principal, has been relocated to Monticello Middle School. Denise Lackey, former assistant principal at Roxboro Middle, will now serve as the school’s principal. Mr. John Fullerman, former assistant principal at Heights High, has relocated to Roxboro Middle as the new assistant principal.



**WORK SESSION**

**Moody-Nolan and Turner Construction Presentations**

Patrick O'Brien, PMC Consultant, Anne Hartman, Moody-Nolan and Jack Kellogg, Turner Construction provided the Board with an update on the first step in the design process for the middle schools (Roxboro and Monticello Middle Schools), which is the program of requirements. The design team has been meeting with the middle school administrators about the educational spaces needed at the middle school buildings. A pre-construction schedule for the middle schools project was provided (see official minutes).

**UPCOMING MEETINGS**

Tuesday, August 23, 2016 – Special Board Meeting

**MOTION TO ADJOURN**

It was recommended that the meeting be adjourned.

**No. 16-08-140**

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, Mr. Zucker

Nays: None

The meeting was adjourned at 7:35 p.m.

---

Kal Zucker, President

---

Scott Gainer, Chief Financial Officer