

RECORD OF PROCEEDINGS
MINUTES OF THE GRANDVIEW HEIGHTS CITY BOARD OF EDUCATION
Regular Meeting September 18, 2014

The Grandview Heights City School Board met in regular session at the Brotherhood of Rooks Media Center in the Grandview Heights High School with Mr. Douglass in the Chair. The audio recording of this meeting is on file at the office of the Board of Education.

Call to Order: President Douglass called the meeting to order at 7:00 p.m.

Roll Call: The following members were present:

Members Present:

Grant Douglass, President

Debbie Brannan, Vice-President

Jesse Truett, Member

Members Absent:

Adam Miller, Member

Stephanie Evans, Member

Pledge of Allegiance was said and a moment of silent meditation was held.

Recognition/Presentation:

Mr. Marc Alter, Mr. Brad Pettit, Miss Tammy Segraves, and three high school students presented to the Board on the 1:1 initiative at the high school.

Dr. Jamie Lusher presented to the Board on the process of monitoring the District's academic goals, objectives, workplans, and vertical integration.

Motion 14-142: (Minutes) Mr. Truett moved to approve the minutes of the Regular Meeting on August 21, 2014.

Mrs. Brannan seconded the motion.

Roll Call: Mrs. Brannan, aye; Mr. Douglass, aye; Mr. Truett, aye.

President Douglass declared the motion carried 3-0.

Motion 14-143: (Treasurer's Reports) Mrs. Brannan moved to approve the August, 2014 Treasurer's reports and accept payment of the August bills totaling \$1,623,015.88 for all funds.

Mr. Truett seconded the motion.

Roll Call: Mrs. Brannan, aye; Mr. Douglass, aye; Mr. Truett, aye.

President Douglass declared the motion carried 3-0.

Board Committee Reports

Mr. Jesse Truett reported on work being done by the Facility Committee to evaluate and plan for future facility needs.

Superintendent's Report

Superintendent Andy Culp reported to the Board of Education on the State Report Card.

Action Taken by the Board of Education:

Motion 14-144: (Ohio Facilities Construction Commission) Mr. Truett moved to approve the following resolution authorizing application to the Ohio Facilities Construction Commission for Classroom Facilities Needs Assessment at no cost to the district:

WHEREAS, the Ohio Facilities Construction Commission ("OFCC") offers assessments of classroom facilities needs for school districts that are not eligible to participate in a co-funded Ohio School Facilities Commission ("OSFC") program, and the Board wishes to authorize its Superintendent and Director of Facilities and District Services to request an assessment of the District's classroom facilities and to work with representatives of the OFCC, as the contracting authority for the OSFC, and with others designated by either of them, to schedule and complete the classroom facilities needs assessment;

NOW, THEREFORE, BE IT RESOLVED by the Grandview Heights City School District Board of Education that the Board wishes to request the OFCC to assess the current conditions of the District's classroom facilities needs, as permitted by Ohio Revised Code Section 3318.022 and to authorize the Superintendent and Director of Facilities and District Services, with the assistance of others designated by either of them, to contract the OFCC and to work with OFCC representatives to schedule and conduct an assessment of the current conditions of the District's classroom facilities.

Mrs. Brannan seconded the motion:

Roll Call: Mrs. Brannan, aye; Mr. Douglass, aye; Mr. Truett, aye.

President Douglass declared the motion carried 3-0.

Recommendations from Superintendent to the Board of Education:

Motion 14-145: Mrs. Brannan moved to approve the following:

Curriculum and Instruction

1. Field Trip
Recommend the board approve the following field trip to Forfar Field Station, Andros Island, Bahamas, for students to study the importance of marine flora and fauna of an ecosystem and the daily life and culture of the Androsian people for the 2014-2015 school year:
 - a. June 6 through 13, 2015
 - b. Travel by plane, shuttle/taxi, and boats
 - c. Approximately 20 students, cost per student is approximately \$2,000.00 funded by student/parent
 - d. 2-3 chaperones

2. Field Trip
Recommend the board approve the following field trip to Cedar Point, Sandusky, Ohio, for the senior class trip for the 2014-2015 school year:
 - a. May 17 through 18, 2015
 - b. Travel by bus and van
 - c. Approximately 80 students, cost per student is \$100.00 fund by the student/parent
 - d. 8 chaperones

3. Intermediate English Language Skills
Recommend the board approve the following high school course, effective in the 2014-2015 school year:
 - a. 1 Year, 1.0 Credit Intermediate English Language Skills course for grades 9-12 for Intermediate English Language Learners.

Mr. Truett seconded the motion:

Roll Call: Mrs. Brannan, aye; Mr. Douglass, aye; Mr. Truett, aye.

President Douglass declared the motion carried 3-0.

Motion 14-146: Mr. Truett moved to approve the following:

Business and Finance

1. School Insurance Consultants, LLC
Recommend the board enter into a three-year contract with School Insurance Consultants LLC for property/liability/auto insurance bidding and consulting in the amount of \$2,500.00 per year.

2. Classified Substitute Pay Rate
Recommend the board approve the classified substitute pay rate at 76% of the current year step 1 rate for each classification of employee.

3. Substitute Nurse Pay
Recommend the board approve the following substitute nurse pay rate:
 - a. Full day/\$105.00 per day
 - b. Half day/\$75.00 per day

4. Administrator Tuition Reimbursement Policy
Recommend the board approve the Administrator Tuition Reimbursement Policy as follows:

The Grandview Heights Board of Education shall provide a tuition bank of eight thousand dollars (\$8,000) per school year.

Any employed Administrator who holds a valid Administrative license issued through the Ohio Department of Education shall become eligible for tuition reimbursement as follows:

- The Administrator must submit a written request to the Superintendent and Treasurer for tuition reimbursement;
- The Administrator must provide evidence of course completion with a passing grade as shown on an official college transcript;
- The Administrator must provide evidence of payment for coursework. This may be provided by a copy of the check and original bill or copy of receipt of payment. This must show evidence of cost per credit hour.

All qualifying coursework must be completed at an institution approved for accreditation through the Ohio Department of Education and/or be a member of NCATE. Qualifying course work is defined as a field of study relating to the Administrator's career development plan within the education profession.

The total number of semester hours submitted by all qualifying Administrators shall be used to prorate the total tuition bank.

No Administrator may be paid more than the actual cost of the hours completed. Any unused tuition funds expire and do not accumulate from year to year.

Payment shall be provided in the form of a reimbursement check in July for coursework completed during the previous fiscal year (July 1 – June 30).

5. Columbus Therapy Associates, LLC Contract
Recommend the board approve a contract with Columbus Therapy Associates, LLC, for services rendered in accordance with individualized education plans and/or service plans for all related services for the term of August 18, 2014, through June 30, 2015.
6. The Learning Spectrum Contract Agreements
Recommend the board approve contract agreements with The Learning Spectrum to provide Educational Services and Therapy Services for the 2014-2015 school year.
7. Legal Services
Recommend the board approve the engagement of Bricker & Eckler Attorneys at Law to provide legal services to the Board of Education on an as needed basis.

Mrs. Brannan seconded the motion:

Roll Call: Mrs. Brannan, aye; Mr. Douglass, aye; Mr. Truett, aye.

President Douglass declared the motion carried 3-0.

Motion 14-147: Mrs. Brannan moved to approve the following:

Personnel

1. Retirement
Recommend the board accept the following retirement:
 - a. Susan Weber, Reading Intervention Teacher, effective end of day, May 22, 2015
2. Retirement Date Revision
Recommend the board accept the following retirement date revision:
 - a. Cristy Graves, Grade 4 Math Teacher, from effective end of day, May 22, 2015, to effective end of day, July 31, 2015

3. Advancement on Teacher Salary Schedule
Recommend the following teachers, having completed the required course work be granted advancement on the salary schedule for the 2014-2015 school year:
 - a. Jo Lee, eligible for Class VII, Step 7, \$64,825.00
 - b. Emily Meister, eligible for Class V, Step 11, \$70,718.00
 - c. Sarah Louters, eligible for Class V, Step 4, \$53,039.00

4. Classified Employee
Recommend the board approve the following classified employee for the 2014-2015 school year:
 - a. Hayden Wernet, Custodian, Step 1, \$15.64/hour, effective September 22, 2014

5. Substitute Employees
Recommend the board approve the following substitute classified employee for the 2014-2015 school year:
 - a. Debbie Liddle, Secretary, effective August 18, 2014
 - b. Erin Brewer, ParaProfessional
 - c. Erin Brewer, Secretary

6. Substitute Employees Pending Background Checks
Recommend the board approve the following substitute classified employees for the 2014-2015 school year pending background checks:
 - a. Suzanne Hamilton, ParaProfessional
 - b. Suzanne Hamilton, Secretary
 - c. Renee Cook, ParaProfessional
 - d. Renee Cook, Secretary

7. Performance-Based Pay Plan for Kids' Club Employees
Recommend the board approve the following Performance-Based Pay Plan for Kids' Club employees:
 - a. Beginning Pay Range: Pay for all new employees will be based on years of experience in the childcare field. The following chart establishes beginning pay only. It is not a scale outlining pay increases for years of experience.

2014-2015 Beginning Pay Range for New Employees

<u>Years of Experience</u>	<u>Recreation Leader</u>	<u>Team Leader</u>
1	\$11.94	\$13.62
2	\$12.15	\$13.85
3	\$12.35	\$14.09
4	\$12.57	\$14.33
5	\$12.78	\$14.57
6	\$12.99	\$14.82
7	\$13.21	\$15.06
8	\$13.44	\$15.33
9	\$13.67	\$15.59
10	\$13.90	\$15.85

After initial year as a Kids Club employee, any increase in pay will be based on the quality of individual employee's evaluation and achievement of established individual goals.

- b. Pay Rate Increases: Each year, each employee will be evaluated using the attached Employee Evaluation Form. In each of the nine areas, employees will be rated as *Unacceptable, Needs Improvement, Competent, Commendable, or Exceptional*. Points will be assigned to each of the nine areas as follows:

Unacceptable= 0
 Needs Improvement= 0
 Competent=2
 Commendable=3
 Exceptional=4

Points from all nine areas will be averaged (total points divided by 9). Pay rate increases will be based on the attained average rating as follows:

0-1.99	No raise
2.00-2.49	2% raise
2.50-3.49	3% raise
3.50-4.00	4% raise

This increase will be applied to the employees current pay rate and will become their new effective pay rate for the following year. New salaries become effective on September 1st, each year. All employees who worked the previous school year will have their 2014-15 hourly rate adjusted, based on the Employee Evaluation average rating for this same school year, as outlined in # 2.

- c. Potential for a One time Performance-Based Payment: At the beginning of the year, the Director will establish a line item in the budget to set aside money for employees that meet their goals during the year. Each year, every employee, in conjunction with the Director, will establish a minimum of three measureable goals. The amount of this one-time payment is at the discretion of the Director. This payment would be made with the September 15 payroll (beginning in September 2014).
- d. New staff will be placed on the schedule starting the first day of the school year program (August 11th).

8. Building Stipends

Recommend the board approve the following building stipends for the 2014-2015 school year:

Robert Louis Stevenson Elementary

Billie Sarich	Literacy Resource Manager	\$1,000.00
Pam Patterson	Website Manager	\$1,000.00
Pam Patterson	Student Technology Club	\$ 600.00
Jen Palmer	Student Technology Club	\$ 600.00
Brian Petit	Chess Club	\$ 600.00
Brian Petit	RLS 3 rd Grade Choir	\$ 600.00
Jennie Reed	Art Club	\$ 300.00
Laura Bova	Art Club	\$ 300.00

Edison Intermediate/Larry Larson Middle School

Alex Beekman	PBIS	\$ 500.00
Megan Shea	PBIS	\$ 500.00
Vicki Dunlevy	PBIS	\$ 500.00
Liz McClellan	PBIS	\$ 500.00
Thom Hausler	PBIS	\$ 500.00
Charity Kurz	PBIS	\$ 500.00
Cheri Brown	PBIS	\$ 500.00
Jenny Rill	PBIS	\$ 500.00
Naome Allison	ZAP! Coordinator	\$ 600.00

Megan Brady	Web Master/Bobcat TV	\$ 600.00
Dan Colahan	Chess Club	\$ 600.00

Edison Intermediate

Vicki Dunlevy	Science Fair/Career Day	\$ 600.00
---------------	-------------------------	-----------

Larry Larson Middle School

Molly Eichner	Lunch Recess Intramurals (7/8)	\$ 600.00
Nicole Wainscott	MathCounts (6/7/8)	\$ 600.00
Sarah Banks	MathCounts (6/7/8)	\$ 600.00
Doug Page	Washington, DC Trip	\$ 600.00
Sarah Banks	Washington, DC Trip Chaperone	\$ 200.00
Chris Sauer	Washington, DC Trip Chaperone	\$ 200.00
Jenny Rill	Washington, DC Trip Chaperone	\$ 200.00
Brittney Parsons	Washington, DC Trip Chaperone	\$ 200.00

Grandview Heights High School

Bryan Stork	Mentoring & More!	\$1,000.00
Tammy Seagraves	Webmaster	\$1,000.00
Tammy Seagraves	Online Health Coordinator (Sem 1)	\$ 600.00
Tammy Seagraves	Online Health Coordinator (Sem 2)	\$ 600.00
Tony Thivener	Career Speaker Series Coordinator	\$ 600.00
Bethany Black	Literacy Coach	\$ 600.00

9. Supplemental Duty Contracts

Recommend the board approve the following supplemental duty contracts for the 2014-2015 school year:

- a. Tyler Fitzgerald, Baseball, Head Coach, Class II-1-2, \$3,732.36
- b. Carmen Mendoza, Spanish Club Advisor, Class VIII-3-M, \$1,571.52
- c. Kristi Urig, Key Club Advisor, Class VI-2-6, \$1,964.40
- d. Steve Hedge, French Club Advisor, Class VIII-3-M, \$1,571.52
- e. Katherine Kelsey, Art Club, HS, Class VIII-3-M \$1,571.52
- f. Joe Hecker, Chess Club Advisor, High School, Class VIII-3-M, \$1,571.52
- g. Kevin Richards, Senior Class Advisor, Class VI-3-M, \$2,357.28
- h. Rachel Smith, Freshman Class Advisor, Class VIII-2-7, \$1,178.64
- i. Sue Godez, HS Robotics Coordinator, Class III-3-M, \$5,107.44
- j. Bethany Black, Yearbook Advisor, High School, Class IV-1-1, \$2,750.16
- k. Andrew Grega, Music Director, High School Musical, Class V-3-M, \$3,928.80
- l. Andrew Grega, Vocal Music Director, Class I-3-M, \$6,875.40
- m. Mitch Hyde, District Electric and Sound Technician, Class V-1-2, \$2,357.28
- n. April Olt, Fall Play Director, High School, Class IV-1-3, \$2,750.16
- o. April Olt, Artistic Director, High School Musical, Class III-1-3, \$3,339.48
- p. Jennie Reed, Costume Design Advisor, Musical, Class VII-1-2, \$1,178.64
- q. Mark Johnson, Newspaper Advisor, High School (1st Sem.), Class VII-3-M, \$1,964.40
- r. Mark Johnson, Newspaper Advisor, High School (2nd Sem.), Class VII-3-M, \$1,964.40
- s. Kevin McCarthy, Student Council Advisor, High School, Class IV-2-5, \$3,339.48
- t. Jeremy Rummer, Wednesday School, \$20.00 per hour
- u. Bryan Stork, Wednesday School, \$20.00 per hour
- v. Emily Meister, Wednesday School, \$20.00 per hour
- w. Erin Engle, Wednesday School, \$20.00 per hour
- x. Rob Ballinger, Wednesday School, \$20.00 per hour
- y. Stacy Sauer, Wednesday School, \$20.00 per hour
- z. Sarah Banks, Saturday School, \$20.00 per hour
- aa. Naome Allison, Saturday School, \$20.00 per hour
- bb. Doug Page, Saturday School, \$20.00 per hour

- cc. Nicole Wainscott, Saturday School, \$20.00 per hour
- dd. Liz McClellan, Saturday School, \$20.00 per hour
- ee. Alex Beekman, Saturday School, \$20.00 per hour
- ff. Carl Acton, Saturday School, \$20.00 per hour
- gg. Thom Hausler, Saturday School, \$20.00 per hour

10. Supplemental Salaries/Stipends

Recommend the board approve the following supplemental salaries/stipends for the 2014-2015 school year:

- a. Evan Smith, Junior Class Advisor, \$2,200.00
- b. Stephanie Doran, Student Council – RLS, \$1,250.00
- c. Stephanie Doran, Fitness Club – RLS, \$500.00 (.50 FTE)
- d. Abby Keller, Fitness Club – RLS, \$500.00 (.50 FTE)

11. Kids' Club Personnel – Position Change

Recommend the board approve the following employee position change from Recreation Leader to Substitute, effective September 15, 2014:

- a. Theresa Zimmerman, \$11.94/hour

12. Kids' Club Personnel – Salary Change

Recommend the board approve the change in salary for the following Program Leader, effective September 1, 2014:

- a. Maria Kestner, 8 hours/day, \$16.64/hour

13. Kids' Club Personnel – Pay Rate Change

Recommend the board approve the following change in pay rate for the following Recreation Leader, effective September 1, 2014:

- a. Christopher Reeder, 4 hours/day, \$12.30/hour

14. Kids' Club Personnel – Recreation Leader

Recommend the board approve the following Kids' Club employee as Recreation Leader, effective September 15, 2014:

- a. Rachel Mistler, 4 hours/day, \$12.57/hour

15. Kids' Club Personnel – Recreation Leader – Pending Background Check

Recommend the board approve the following Kids' Club employee as Recreation Leader, effective September 15, 2014:

- a. Wanikee Swanson, 4 hours/day, \$13.44/hour

Mr. Truett seconded the motion:

Roll Call: Mrs. Brannan, aye; Mr. Douglass, aye; Mr. Truett, aye.

President Douglass declared the motion carried 3-0

Motion 14-148: Mr. Truett moved to approve the following:

Co-Curricular Activities and Extra-Curricular Activities

1. Student Club Establishment

Recommend the board approve the establishment of the following student clubs:

- a. Anime Club – For all students who like Anime, manga, Jpop, and other aspects of Japanese culture
- b. Gay-Straight Alliance (GSA) – To promote acceptance and education.

2. Co-Curricular and Extra-Curricular Volunteers

Recommend the board approve the following volunteers for the 2014-2015 school year:

- a. Stephen A. Albright
- b. William M. Clifford
- c. Mary T. Croarkin
- d. Nicole M. Farnham
- e. James Adrian Fitch
- f. Laura K. Fitch
- g. Betsy A. Gambone
- h. Jason M. Gambone
- i. Jeffrey M. Gilliland
- j. Amy M. Hanscel
- k. Elizabeth W. (Betsy) Hawkins
- l. Jonathan Lange
- m. Julie Lange
- n. Debra Ann LaPrete
- o. James J. LaPrete II
- p. Jacqueline Lewis, Coach
- q. Alexandra L.K. McCormick
- r. Preston Miller, Coach
- s. Renata K. Moore
- t. Thomas L. Pommering
- u. Andrea M. Roberts
- v. Kim Roemer
- w. Tanya Shin Salyers
- x. Kim Sides
- y. Mary Ann Stephens
- z. Karl Tomblin, Coach

Mrs. Brannan seconded the motion:

Roll Call: Mrs. Brannan, aye; Mr. Douglass, aye; Mr. Truett, aye.

President Douglass declared the motion carried 3-0

Motion 14-149: (Executive Session) Mrs. Brannan moved to go into executive session for the following purposes:

1. The appointment, employment, dismissal, discipline, promotion, demotion or compensation of an employee or the investigation of charges or complaints against an employee or student unless the employee or official or student requests a public hearing.
2. Matters required to be kept confidential by federal law or rules or state statutes.

Mr. Truett seconded the motion.

Roll Call: Mrs. Brannan, aye; Mr. Douglass, aye; Mr. Truett, aye.

President Douglass declared the motion carried 3-0

Enter into executive session: 8:11 p.m.

Return to regular session: 10:20 p.m.

Motion 14-150: (Adjourn) Mrs. Brannan moved to adjourn the meeting. Mr. Truett seconded the motion.

Roll Call: Mrs. Brannan, aye; Mr. Douglass, aye; Mr. Truett, aye.

President Douglass declared the meeting adjourned at 10:20 p.m.

ATTEST:

President

Treasurer