

The Regular Meeting was called to order by Mr. Dan Petek, President @ 7:01 P.M.

Roll Call: Mrs. Thomas, present; Dr. Christopher, absent; Mr. Kelly, present; Mr. Houska, present; Mr. Petek, present.

The next Regular Meeting will be held on May 16, 2011 in the High School Media Center at 7:00 P.M.

ADDITION(S), CORRECTION(S) AND/OR DELETION(S) TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 11-04-50

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the Minutes of the Special Meeting held on March 13, 2011, the Special Meeting held on March 21, 2011, and the Regular Meeting held on March 21, 2011, as presented.

Mr. Kelly, yes; Mr. Houska, yes; Mrs. Thomas, yes; Mr. Petek, yes.

Motion carried.

APPROVAL OF FINANCIAL REPORTS 11-04-51

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education approve the March 2011 Financial Reports, as presented.

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Petek, yes.

Motion carried.

2012/2013 BIENNIAL BUDGET UPDATE - DISCUSSION

Mr. Barnes provided an update on the current status of the 2012-2013 State Biennial Budget and the impact it would have on the District.

There are 4 revenue line items that will be significantly impacted by Governor Kasich's budget proposal:

- State Foundation
- State Fiscal Stabilization Funds
- Tangible Personal Property Tax Loss Reimbursement
- Public Utility Tax Loss Reimbursement

For the two year period ending June 30, 2013, the District is slated to lose \$3.2 million dollars, which is crippling.

Mr. Kelly said the District had been advised by legislators it would be cut approximately 15% to 20% by the State, but this is actually a 26% loss the 1st year, with an additional percentage following for the next year. This makes it difficult to know where the District is at financially. That is why it is so important to get this levy passed.

Mr. Barnes said this is the Governor's budget and this document still needs to pass through the House of Representatives and the Senate. However, he does not anticipate any drastic changes that would be in the District's favor.

Mr. Barnes added this State budget proposal will accelerate the rate at which the District's cash reserves are depleted, and noted what has to be done - which is to secure more revenue, continue what we have been doing by keeping the cost per pupil down (Highland has the lowest cost per pupil in Medina County and spends 20% less than the State average); and to continue to seek out responsible budget reductions.

BOARD MEMBERS' AGENDA ITEMS

HIGHLAND PRIDE AWARD NOMINATIONS

Mr. Petek read a prepared statement regarding this process.

- Highland Pride Awards will be given to one school District employee and one member of the community at the June 20th Board meeting. Nominations are now being accepted and must include: Name, address, phone number of nominee (must be at least 18 years of age); Reason(s) for the nomination including, number of years of service and support, type of service to Highland Schools, explanation of involvement in schools or with students and a listing of specific actions, occasions, accomplishments, etc. Submit nominations to Dawn Marzano, Communications Director, Highland Schools, 3880 Ridge Road, Medina, 44256, or email marzano@highlandschools.org. For questions, call 330-239-1901, ext. 1261. Nominations are due May 6.

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

- Chris Dellacorte, Sharon Township parent, commented on the negative articles in the newspapers saying, I'm not going to vote for the levy; my taxes are too high; the school district needs to tighten its belt. What they are not saying is they think the teachers and administrative staff are paid too much money. He stated the Board of Education and Superintendent do a good job at looking for comparable schools and figuring out what we pay the aggregate teachers to educate our children. The Board then comes back to the voters to say we do not pay that much compared to other schools, we have excellent ratings, therefore, please vote for the levy. He said this leaves him unsatisfied, so he then asks himself, can we arrive at (what is) the correct salary for the teachers and staff in our school district? He stated this is not hard to do if you think about what end result you would like to have. The end result he would like to see is to have the teachers, bus drivers, Superintendent, etc. be paid enough money by the community to live in the community. He does not want to see salaries drop to the point where our teachers/staff cannot afford a modest home in our community. He used the Signature of Sharon development as an example of million dollar homes. He stated he does not see a lot of school teachers, bus drivers, the Superintendent, etc. live in this development, or the community paying these kind of salaries for employees to live there. Finally, if you are a supporter of the schools and someone says to you, "I want the teachers to take a pay cut", the answer to that should be, is this really what you are asking? He does not believe this is a good strategy, and stated the need to continue to educate the community and to say we want our staff to live in the community, and this is what it will take.
- Mr. Petek said one of the interesting statistics he saw in the CUPP Report (also known as the District Data Profile) from the State was the average household income in our district of \$88,000. When you compare that to the income a teacher earns, which is in the mid to lower \$50's, there is a disparity. He said it is unfair when people attack the teachers and their income versus the average household income for the children they are teaching. (This can be located @ www.ode.state.oh.us)
- Mr. Dellacorte said the Board has done a good job to strike a balance between paying too little and paying too much. He stated he does not want to see the District headed towards teachers and staff moving out of the district to be able to afford modest homes, or by having long commutes, or not being available to volunteer at the schools on evening or weekends, etc. He stated we could be headed down the "Wal-Mart" model of always demanding the lowest prices, which can have unanticipated negative effects.
- Rachael Miller, Montville resident stated we cannot say we are for the children if we vote no for this levy. She stated we are beyond that, that it is not about teacher's salaries, the administration, or the School Board. This levy is to maintain the already diminished educational program that our district currently has in place. We have been living in a bubble, and have become spoiled over the past decade. We have had excellent schools, fiscal responsibility, and a great community with a lot of involved parents, great PTO's, and a great involvement from the community, and we have not had to think about this issue.

Please look outside of our bubble, referencing the Parma City School District. She stated they have been releasing high school students' mid-day, then asked if this is what we want in our district? This year they are facing even more cuts, with students attending ½ day, no electives, no extra-curricular activities, taking 3 elective courses, with the balance of their day in study halls. Are these children ready to go out in the world and be competitive, attend college, or find jobs? This could be our district in a year or two. If you feel bare minimums are ok for you, then vote no, however, they are not for me. She believes her children and all of our children in the community deserve better and hopes the community will take this into consideration and we can all come together to get our schools back on track.

- Mike Holmberg, parent of two children in the district, wanted to know what we can do to help. He stated he has not seen signs in yards/campaign information on the streets and asked if we are trying to do a stealth campaign?
- Mrs. Aukerman responded by saying that it has not been a stealth campaign, but rather a very targeted campaign. What has been learned in the past is, whatever money we have put into signage has been vandalized and we do not have the financial resources in the levy account to pay for signs. We have been very smart with our electronic outreach media, reaching out to our families, parents in particular. Any campaign strategists will tell you, signs are not worth the money, so with limited funds, we have had to pick and choose and we chose direct mailings to our families and registered voters.
- Mrs. Aukerman said there is a levy website with a list of opportunities to help, such as walking, phone banking, and canvassing the community to pass out literature. Mrs. Aukerman said if anyone is interested in helping to contact Dawn Marzano.
- Mr. Holmberg said he continues to read in the newspapers that it is not constitutional the way schools are funded. He stated this is not our fault or the students' fault, and asked what a correct response would be to that, and also the newspaper article referencing teachers earning \$70,000 a year, which in his opinion is not a lot for an advanced degree, and asked what the percentage of teachers making this amount of money was.
- Mrs. Aukerman stated the Courts did rule that it was unconstitutional, but at the end of the day, the legislators were charged with fixing the State funding formula, but basically a few years ago, the Court gave up jurisdiction of that, and they no longer have any influence on what the State of Ohio does with school and State financing. In essence they have said we believe that the legislators have made a good attempt to reconcile and solve this and the Court is no longer involved and walked away. She also said if there is still a concern that anyone would have, to please contact your legislator and would be very interested to hear from you, and that we have continued to do this on behalf of our students. This has been a long term problem in the State of Ohio, one that does not receive a lot of political attention until levy time. The system is broken, it is not working and Highland is a perfect example. We have done everything right and have gone 12 years without additional levy, yet we are still in this predicament.
- Mr. Kelly said however schools are funded, they will still be funded with tax dollars, and when you vote yes for a local levy, every dollar remains here. If the State sends us money, we do not receive the whole amount, and it becomes worse at the Federal level. We have spent considerable time over the years to make sure our schools are financially sound, and if we receive more money, we will not change the way we manage.
- Mrs. Aukerman said starting salaries for teachers is \$36,600 and ranges to \$80,000. This would be for a master's degree + 30 years, or a Ph.D. with 30 years.
- Marcia Karwowski, Sharon resident, reported that 1 team from the Middle School, and 2 teams from Hinckley Elementary will be attending the World Robofest championship in Michigan on May 7th. She then asked when the 8th graders go on the Washington, D.C. trip, what will the students that are not attending do?
- Mrs. Aukerman responded that the students are provided alternative activities.
- Mr. Daniel McKeen, Hinckley resident, said he was a successful logistics engineer for 10 years, but was unhappy. His wife, a teacher at Highland, encouraged him to do something that would make him happy, so he quit engineering and took a 65% pay cut, and became a teacher at Solon teaching

computer science and math. He said at Solon, there are many students who transfer there because they want to be in a school district that supports them, however, they are usually 1 to 2 years behind the students at Solon. He said the students that have transferred to Solon, came from school districts that do not pass levies. He stated Solon and Highland are districts that people want to move into, however, it doesn't take very long to slip to a district that people want to move out of. His concern is without the passage of a levy, we move from being a district where we all want to be, to one that we want to transfer to somewhere else. He said the district's fiscal responsibility was summarized earlier, 20% below the State average spent, along with the cuts that have already been made. He is concerned that in the future, Highland will educate the middle 50% of students, however, the bottom and top 25% will suffer.

NEW BUSINESS

None

OLD BUSINESS

None

SUPERINTENDENT'S AGENDA

APPROVAL OF HEA NEGOTIATED AGREEMENT JULY 1, 2011 – JUNE 30, 2013 11-04-52

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the HEA Negotiated Agreement, as presented.

Mr. Kelly, yes; Mr. Houska, yes; Mrs. Thomas, yes; Mr. Petek, yes.

Motion carried.

Mrs. Aukerman noted that the community has asked for a shared sacrifice by the teachers and they have stepped up in a meaningful way.

Each Board member expressed their gratitude toward the teachers for working hard to arrive at this agreement.

APPROVAL OF HIGHLAND MIDDLE SCHOOL ROOF REPAIR AND REPLACEMENT 11-04-53

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education accept the lowest bid in relation to the Highland Middle School Roof Repair and Replacement project as submitted by Premier Roof Systems, Inc. and authorize entering into a contract with this company in accordance with the respective bid specifications. (This project will be paid out of the Sales Tax Fund.)

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Petek, yes.

Motion carried.

APPROVAL OF OUT-OF-STATE TRIP 11-04-54

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the Out-of-State Trip for two members of the HHS Debate Team to the National Tournament of the National Forensic League, to be held in Dallas, Texas on June 13, 2011 through June 19, 2011. (This trip is paid entirely through private donations and therefore, no expense to the Board of Education.)

Mr. Kelly, yes; Mr. Houska, yes; Mrs. Thomas, yes; Mr. Petek, yes.

Motion carried.

ACCEPTANCE OF DONATIONS 11-04-55

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education accept the following donations, as listed:

<u>TO</u>	<u>FROM</u>	<u>ITEM/VALUE</u>
HHS	Anonymous	5 Formal Dresses
Hinckley Elementary	Artsonia	\$123.20/Student Artwork Purchases
Hinckley Elementary	Mrs. Norma Pesicka & Hinckley Book Club	\$126.00/Library Books

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Petek, yes.

Motion carried.

APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 11-04-56

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

HIGH SCHOOL

- HS Cafeteria – Wednesday – 8/3/11 through Friday – 8/19/11 – 12:00 P.M. – 1:00 P.M. – Marching Band Lunches – Ed Marquette
- HS Wrestling Room – Tuesdays & Thursdays – 4/12/11 – 5/31/11 – 2:30 P.M. – 5:30 P.M. – Open Matt – Paul Casey
- HS Practice Field – Behind Highland Library – 8/1/11 – 11/30/11 – 5:30 P.M. – 7:30 P.M. – Highland Youth Football League – Jeff Pietrowski

MIDDLE SCHOOL

- MS Pit Football Field & Front Lawn – 8/1/11 – 11/30/11 – 5:30 P.M. – 7:30 P.M. – Highland Youth Football League & Cheerleading – Jeff Pietrowski

Mr. Houska, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Petek, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 11-04-57

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the following contracts/agreements, as presented:

- Highland Community Education Agreement – 2011 Spring Session
- 2011/2012 LEECA Master Service Agreement

Mr. Kelly, yes; Mr. Houska, yes; Mrs. Thomas, yes; Mr. Petek, yes.

Motion carried.

CONSENT AGENDA – PERSONNEL 11-04-58

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following personnel items A through I, as presented.

EMPLOYMENT CERTIFIED SUBSTITUTES/HOME TUTORS – ADDENDUM # I

Adopted the attached list of certified substitutes/home tutors for use during the 2010/2011 school year, as submitted by the MCESC.

RETIREMENT – CERTIFIED

Accepted the retirement of Carol Blonar, Speech Language Pathologist, effective July 1, 2011.

RESIGNATION – CERTIFIED

Accepted the resignation of the following certified individuals:

- Frank Bonezzi, Sharon Elementary 3rd Grade Teacher, effective August 2011
- Brooke Ross, Hinckley Elementary 5th Grade Teacher, effective at the end of the 2010/11 school year.

MATERNITY/FAMILY MEDICAL LEAVE – ADMINISTRATION

Approved the Maternity Leave request for LeAnn Gausman, Middle School Assistant Principal, effective with the birth of her child, (anticipated due date of 9/3/11), through 10/7/11, followed by Family Medical Leave from 10/18/11 through 12/16/11, with a return date of 1/3/12.

MATERNITY/FAMILY MEDICAL LEAVE – CERTIFIED

Approved the Maternity and Family Medical Leave for the following certified employees:

- Kim Dominak, GE Kindergarten Teacher, effective 8/22/11 through 9/19/11, followed by Family Medical Leave
- Gina Miyamoto, HE Reading Specialist/ESL Teacher, effective 8/22/11 through 9/6/11, followed by Family Medical Leave through 10/3/11.

MATERNITY/FAMILY MEDICAL/PARENTAL LEAVE – CERTIFIED

Approved the Maternity Leave request for Kathryn Medley, SE 1st Grade Teacher, effective 9/17/11 through 11/12/11, then Family Medical Leave for the period of 11/14/11 through 2/20/12, followed by Parental Leave for the remainder of the 2011/2012 school year.

RESIGNATION – CLASSIFIED

Accepted the resignation of Barb Killeen, Middle School Aide, effective 4/29/11.

EMPLOYMENT – CLASSIFIED SUBSTITUTES

Employed the following classified individuals, on one-year limited contracts of employment on an “as needed basis” for the remainder of the 2010/2011 school year:

- Jane Carsten – Sub Custodian - \$8.00 per hour
- Robin Garris – Sub Custodian - \$8.00 per hour

EMPLOYMENT – CO-CURRICULAR/SUPPLEMENTAL

Employed the following on one-year limited supplemental contracts of employment for the 2010/2011 school year, as listed:

- Jerry Cowley – HS Asst Baseball Coach Volunteer – 0 yrs – \$0
- Michael Galaska – HS Asst Wrestling Coach – 1 yr – \$4,303.00
- Jay Grissom – HS Asst Baseball Coach Volunteer – 4 yrs – \$0
- Terese Klucar – MS Asst Track Coach Girls – 0 yrs – \$2,472.00
- Kyle Milano – HS Asst Basketball Coach – 0 yrs - \$4,303.00
- Kenneth Robison – HS Asst Softball Coach – 12 yrs – \$5,402.00
- Martin Ryan – HS Asst Track Coach Girls – 17 yrs – \$5,402.00
- Matt Vallery – HS Asst Freshman Baseball Coach – 1 yr – \$3,937.00

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Petek, yes.

Motion carried.

EMPLOYMENT – PERSONNEL 11-04-59

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education approve the Employment – Certified Contracts, Items A through C; and Employment – Classified Contracts, Items 1 through 2, as presented.

EMPLOYMENT – CERTIFIED – 2011/2012 SCHOOL YEAR

NEW CONTINUING CONTRACTS

Granted the following certified employees new continuing contracts of employment, effective with the 2011/2012 school year:

- | | |
|----------------------|------------------------|
| 1. Jennifer Ansberry | 21. Pamela Loch |
| 2. Sara Atkins | 22. Tom Lombardo |
| 3. Melissa Beattie | 23. Amy Lyon |
| 4. Vicky Boltja | 24. Joy Makin |
| 5. Jennifer Brothers | 25. Ed Marquette |
| 6. Andrew Dutt | 26. Emily Miller |
| 7. Sue Eisenhut | 27. Gina Miyamoto |
| 8. Rachel Eshbaugh | 28. Courtney Monastra |
| 9. Cheryl Fields | 29. Mandi Myser |
| 10. Paula Fox | 30. Jeff Nicholas |
| 11. Rachel Gamin | 31. Lee Palencar |
| 12. Ellen Harner | 32. Jennifer Peck |
| 13. Alesci Hawkins | 33. Amanda Reeder |
| 14. Jamie Holcomb | 34. Lisa Reynolds |
| 15. Chris Ilg | 35. Mark Savoia |
| 16. Terese Klucar | 36. Jason Smith |
| 17. Barb Knerem | 37. Julie Spaite |
| 18. Helen Latkovic | 38. Chaunette Sulzbach |
| 19. Lindsay Limperos | 39. Anna Taylor |
| 20. Devan Lippincott | 40. Elizabeth Trifon |

NEW ONE-YEAR CONTRACTS

Granted the following certified employees new one-year contracts of employment, effective with the 2011/2012 school year:

- | | |
|-----------------------------|--------------------------------|
| 1. Judith Ballard | 7. Jeremy Radey |
| 2. Bruce Folkerth | 8. Brenda Skinner (Tutor) |
| 3. Katie Hatch | 9. Caitlyn Taylor (Tutor) |
| 4. Stephanie Itzoe | 10. Barrie Whittington (Tutor) |
| 5. Kelly Moran (Tutor) | 11. Yang Zhang |
| 6. Jennifer Nerlich (Tutor) | |

NEW TWO-YEAR CONTRACTS

Granted the following certified employees new two-year contracts of employment, effective with the 2011/2012 school year:

- | | |
|---------------------------|----------------------------|
| 1. Amy Barwidi (Tutor) | 12. Nancy Nicholas |
| 2. Kelly Coddling | 13. Kristen Robinson |
| 3. Ty Damon | 14. Norma Roessler |
| 4. Roshelle Dewey (Tutor) | 15. Jeff Rollyson |
| 5. Violet Frye (Tutor) | 16. Lisa Sesler |
| 6. Jane George (Tutor) | 17. Nicole Spangler |
| 7. Robert Gilbert | 18. Mary Subtle (Tutor) |
| 8. Tracey Goebel | 19. Leanne Svihlik (Tutor) |
| 9. Andy Gopp | 20. Michael Tipple |
| 10. Carole Grande (Tutor) | 21. Patricia Wise |
| 11. Rebecca Lee | 22. Bernadette Yu |

EMPLOYMENT – CLASSIFIED – 2011/2012 SCHOOL YEAR

NEW CONTINUING CONTRACTS

Granted the following classified employees new continuing contracts of employment, effective with the 2011/2012 school year:

AIDES

Linda Goodwin
Laura Kalfas
Julie Mainzer
Ann Marie Platten

BUS DRIVERS

Ken Bishop
Sharon Szerensci
James Wade
Donna Weeks

COOKS

Susanne Haoui
Deborah Korte

LATCHKEY

Mary Wiford

CUSTODIANS

William Musser

NEW TWO-YEAR CONTRACTS

Granted the following classified employees new two-year contracts of employment, effective with the 2011/2012 school year:

BUS DRIVERS

James Van Deusen
Diane Wallace

COOKS

Kimberly Flynn
Denise Grecenuk

ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Petek, yes.

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 7:45 P.M.

President

Treasurer

(A RECORDING OF THIS MEETING IS AVAILABLE IN THE TREASURER'S OFFICE)