

HIGHLAND BOARD OF EDUCATION  
Regular Meeting  
August 23, 2021  
High School Media Center  
7:00 P.M.



BOARD OF EDUCATION

Dr. Norman Christopher – President  
Mrs. Diane Thomas – Vice-President  
Mr. Mike Houska – Member  
Mr. Robert Kelly – Member  
Mr. Chris Wolny – Member

Mrs. Catherine Aukerman – Superintendent  
Mr. Neil W. Barnes – Treasurer

HIGHLAND BOARD OF EDUCATION  
REGULAR MEETING  
August 23, 2021  
HIGH SCHOOL MEDIA CENTER  
7:00 PM

AGENDA

*This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.*

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - September 20, 2021 - High School Media Center - 7:00 PM
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer

A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on June 28, 2021, as presented.

B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the June 2021 and July 2021 Financial Reports, as presented.

C. Approval and Designation of Bank Depositories

It is recommended that the Board of Education approve the following financial institutions as designated depositories for the District's active and interim funds in accordance with the Ohio Revised Code for the period August 24, 2021 through August 23, 2026:

Westfield Bank  
Huntington National Bank  
TriState Capital Bank  
First Federal of Lakewood  
Premier Bank  
US Bank

Highland Board of Education - Agenda  
August 23, 2021

D. Approval of Highland Latchkey Program Rates

It is recommended that the Board of Education approve the following rates for the Highland Latchkey Program, as listed:

\$9.00 Per Child Per Day A.M. or P.M.  
\$18.00 Per Child Per Day Both Sessions  
\$45.00 Per Child Per Week A.M. or P.M.  
\$90.00 Per Child Per Week Both Sessions

E. Approval of Sale of Real Property

It is recommended that the Board of Education approve the resolution declaring that real property, including land and building, owned by the Board of Education is not needed for any school purpose and authorizing the sale of the specified property by public auction, as presented in Addendum # 1.

VI. Board Members' Agenda Items

- A. Appoint a delegate and alternate delegate for the Annual Business Meeting of the OSBA Capital Conference 2021.

VII. Hearing of Individuals and/or Delegation Representatives

VIII. Old Business

IX. New Business

Conduct first reading for new and revised Board of Education policies:

1422	Nondiscrimination and Equal Employment Opportunity
1623	Section 504/ADA Prohibition Against Disability Discrimination in Employment (Administration)
1662	Anti-Harassment (Administration)
2240	Controversial Issues
2260.01	Section 504/ADA Prohibition Against Discrimination Based on Disability
2260	Nondiscrimination and Access to Equal Educational Opportunity
2266	Nondiscrimination on the Basis of Sex in Education Programs or Activities
3122	Nondiscrimination and Equal Employment Opportunity (Professional Staff)
3123	Section 504/ADA Prohibition Against Disability Discrimination in Employment (Professional Staff)
3362	Anti-Harassment (Professional Staff)
4122	Nondiscrimination and Equal Employment Opportunity (Classified Staff)
4123	Section 504/ADA Prohibition Against Disability Discrimination in Employment (Classified Staff)
4362	Anti-Harassment (Classified Staff)
5517	Anti-Harassment (Students)
6144	Investments
6146	Post-Issuance Compliance for Tax-Exempt and Tax-Advantaged Obligations

Highland Board of Education - Agenda  
August 23, 2021

6220	Tax Budget Preparation
6600	Deposit of Public Funds: Cash Collection Points
7440.01	Video Surveillance and Electronic Monitoring
7450	Property Inventory
7455	Accounting System for Fixed Assets
8450.01	Protective Facial Coverings During Pandemic/Epidemic Events
8500	Food Services
8510	Wellness

X. Superintendent's Agenda

A. Superintendent's Update

B. Adoption of Elementary Handbook and School Fees for 2021-2022

It is recommended that the Board of Education adopt the Elementary Handbook and School Fees for the 2021-2022 school year, as presented.

C. Adoption of Little Hornets Preschool Handbook for 2021-2022

It is recommended that the Board of Education adopt the Little Hornets Preschool Handbook for the 2021-2022 school year, as presented.

D. Approval of 2021-2022 Bus Routes and the District Designee

It is recommended that the Board of Education approve the Highland School Bus Routes and District Designee, Frank Lawrence, as the authority to modify stops, time and routes throughout the 2021-2022 school year, as presented.

E. Payment in Lieu of Transportation - Addendum # II

It is recommended that the Board of Education approve the Payment in Lieu of Transportation Resolution, as presented.

F. Acceptance of Donations

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

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
HS Girls Soccer	FLOORZ	\$450.00
HS Football	Maria Kreuzer	\$100.00
HS Girls Golf	Michael Goyette and Julie Reeves	\$400.00
Highland Schools	Michael and Jonathan Fuhry	30 boxes of alcohol wipes
HS Girls Golf	David and Tara McKendry	\$500.00

Highland Board of Education - Agenda  
August 23, 2021

G. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

High School

Main Gym - Mondays beginning 9/13/2021 until end of the school year (no holidays or breaks) - 7:45-9:30 PM - Monday Night Basketball - Daniel Hayes

Stadium/Field - 8/8/2021 - 8:00 AM-1:00 PM - Gift of Life Run - Shar Crutchley

Middle School

Track and Stadium - Wednesdays 6/30/2021 - 7/18/2021 - 6:00-7:00 PM - Community Rugby Touch 7's - Dave Sambor

Granger Elementary

Varsity Softball Field - 7/24/2021 - 9:00 AM-6:00 PM - Travel SB tryouts - Mike Oylar

Soccer Field - Sundays 8/29/2021 - 10/31/2021 - 12:00-3:00 PM - HLC - Practice - Mark Przybysz

Varsity Softball Field - 9/7/2021, 9/28/2021, 10/12/2021 - 5:30 PM-7:30 PM - Hummingbird Soccer - Mary Fran Kudla

**CONSENT AGENDA – CONTRACTS/AGREEMENTS**

It is recommended that the Board of Education approve the following contracts and/or agreements A through E, as presented:

- A. Medina Creative Accessibility Vocational Training Employment Agreement for 2021-2022
- B. Suburban School Transportation Company, Inc. Pupil Transportation Agreement 2021-2022
- C. Applewood Centers, Inc. Agreement for Provision of Special Education and Certain Related Services
- D. Educational Service Center of Northeast Ohio Agreement for Admission of Tuition Pupils (Visually Impaired)
- E. Rumpke Sales Order Agreement

Highland Board of Education - Agenda  
August 23, 2021

**CONSENT AGENDA – PERSONNEL**

It is recommended that the Board of Education approve the following personnel items A through J, as presented:

A. Employment Certified Substitutes/Home Tutors - Addendum # III

It is recommended that the Board of Education adopt the attached list of certified substitutes/home tutors for use for the 2021-2022 school year, as submitted by the ESC of Medina County.

B. Employment - Certified

It is recommended that the Board of Education employ the following individuals, on one-year limited contracts of employment for the 2021-2022 school year as listed:

1. Emily Allen, Hinckley Elementary 4th Grade Teacher, effective 9/1/2021
2. Stephanie Danko, Granger Elementary IE Tutor, effective 9/1/2021
2. Madelyn Frye, Sharon Elementary 1st Grade Teacher, effective 9/1/2021
3. Hayley Harris, Sharon Elementary Kindergarten Teacher, effective 9/1/2021

C. Employment - Certified

It is recommended that the Board of Education employ Yulisa Alvarado, High School Biology Long Term Substitute Teacher, for the 2021-2022 school year, effective 9/1/2021 through 6/13/2022.

D. Resignation - Certified

It is recommended that the Board of Education accept the resignation of the following individuals, as listed:

1. Jeremy Radey, Middle School Social Studies Teacher, effective 7/7/2021
2. Lisa Tecco, Granger Elementary Intervention Tutor, effective 8/15/2021

E. Employment - Classified

It is recommended that the Board of Education employ Jackson Stillwagon, Tech. Department Student Worker, on a one-year limited contract of employment for the 2020-2021 school year.

F. Employment - Classified

It is recommended that the Board of Education employ the following individuals, on one-year limited contracts of employment for the 2021-2022 school year as listed:

1. Shannon Ardito, Middle School Cook 5.75 hours per day, effective 9/7/2021
2. Neda DeGray, Sharon Elementary Cook, 3 hours per day, effective 9/7/2021
3. Gabrielle Eaton, Sharon Elementary Aide, 3 hours per day, effective 9/7/2021

Highland Board of Education - Agenda  
August 23, 2021

4. Melissa MacLennan, Granger Elementary Cook, 3.75 hours per day, effective 9/7/2021
5. Christy Slany, Middle School Cook, 3 hours per day, effective 9/7/2021
6. Nicolette D. Spencer, Middle School Cook 3.5 hours per day, effective 9/7/2021
7. Jackson Stillwagon, Tech Department Student Worker, effective 7/1/2021

G. Change of Status - Classified

It is recommended that the Board of Education approve a change in status for the following individuals, for the 2021-2022 school year, as listed:

1. Debbie Pavlock, High School Cook, from 4 hours to 5 hours per day
2. Dan Quallich, from High School 1st Shift Custodian to Sharon 1st Shift Custodian, effective 9/7/2021
3. Marija Simcox, High School Cook, from 5.5 hours to 5 hours per day

H. Resignation - Classified

It is recommended that the Board of Education accept the resignation of the following individuals, as listed:

1. Grace Bazan, Hinckley Latchkey Aide, effective 8/16/2021
2. Brandon Day, High School Special Education Aide, effective 8/2/2021
3. Kelly Milliron, Granger Special Education Aide, effective 8/18/2021
4. Fallon Myers, Sharon Elementary Aide, effective 7/12/2021
5. Alexander Thompson, High School Custodian, effective 8/6/2021

I. Classified Substitutes - 2021-2022 School Year

It is recommended that the Board of Education employ the following individuals on one-year limited contracts of employment, on an "as needed" basis for the 2021-2022 school year, as listed:

Substitute Aides

Marie Baker	Kelli Budi	Sharyl Crutchley
Katie Duffy	Nicole Hollis	Sherri Kedzior
Tamara Stastny	Amy Ward	Ashley Watts

Substitute Bus Drivers

Tom Bardar	Jane Carston	Howard Eakin
Jeff Enterline	Linda Gehring	Amy Grissom
Mary Jo Halenar	George Jacynycz	Ray Kornakovich
Melissa Lance	Craig Lindsey	John Mazolla
Robert Ripley	Ruth Sabol	

Substitute Cooks

Shelley Tanski

Highland Board of Education - Agenda  
August 23, 2021

J. Employment – Co-curricular/Supplemental – 2021-2022

It is recommended that the Board of Education employ the following individuals, on one-year limited supplemental contracts of employment, for the 2021-2022 school year, as listed:

1. Mary Becker	HS Saturday Detention Monitor	\$ 25.00 per hour
2. Josh Bertolome	HS Asst Tennis Coach Girls - Volunteer	N/A
3. Lisa Bogdanski	MS Tennis Club Advisor - 2 yrs	\$1,687.00
4. Ted Chester	HS Asst Golf Coach Girls - Volunteer	N/A
5. Dennis Ciornei	HS Head Soccer Coach Boys - 13 yrs	\$7,535.00
6. Hannah Collis	HS Asst Band Director - 0 years	\$4,386.00
7. Ty Damon	HS Asst Tennis Coach Girls - 20 yrs	\$5,736.00
8. Brandon Day	HS Asst Football Coach - 7 yrs	\$6,635.00
9. Stephanie DelRoso	HS Asst Cheerleading Advisor - 0 yrs	\$2,137.00
10. Matthew Dietrich	HS Asst Band Director - 0 yrs	\$4,386.00
11. John Dunning	MS Asst Football Coach - 7 yrs	\$4,386.00
12. Robyn Eastman	HS Fall Faculty Manager - 9 yrs	\$7,985.00
13. Tristan Endo	HS Asst Football Coach - 1 yr	\$5,286.00
14. Mike Gibbons	HS Head Football Coach - 16 yrs	\$9,784.00
15. Mike Gibbons	HS Weight Room Supervisor - 16 yrs	\$4,836.00
16. Mike Gibbons	HS Cert. Strength & Conditioning - 16 yrs	\$5,736.00
17. Jordan Gribble	HS Asst Football Coach - 6 yrs	\$6,635.00
18. Amy Grissom	HS Fall Faculty Manager ½ time - 6 yrs	\$3,992.50
19. Amy Grissom	HS Winter Faculty Manager - 6 yrs	\$4,386.00
20. Brandon Hansen	HS Asst Band Director - 0 yrs	\$4,386.00
21. Ryan Hart	Equipment Manager - 0 yrs	\$4,836.00
22. Keith Heichel	HS Asst Football Coach - Volunteer	N/A
23. Sheila Hemming	HS Saturday Detention Monitor	\$ 25.00 per hour
24. Nate Howard	HS Asst Football Coach - 13 yrs	\$7,085.00
25. Laura Keeling	MS Cheerleading Advisor - 1 yr	\$2,137.00
26. Barb Killeen	HS Saturday Detention Monitor	\$ 25.00 per hour
27. Danielle Koval	Home/After School Tutor	\$ 25.00 per hour
28. Mary Fran Kudla	Community Education Director	\$7,400.00
29. Cara Leach	HS Asst Soccer Coach Girls - 1 yr	\$4,836.00
30. Devan Lippincott	HS Head Cross Country Coach Girls - 18 yrs	\$7,535.00
31. Chris Luker	HS Asst Golf Coach Boys - 6 yrs	\$5,286.00
32. Paul Lushes	MS Asst Football Coach - 30 yrs	\$4,836.00
33. Amy Lyon	HS Cheerleading Advisor - 16 yrs	\$6,635.00
34. Lloyd Mahachi	HS Asst Soccer Coach Girls - 1 yr	\$4,836.00
35. Stephanie Marshall	Home/After School Tutor	\$ 25.00 per hour
36. Patrick Martin	MS Golf Club Advisor Girls - 3 yrs	\$1,687.00
37. Patrick Martin	MS Golf Club Advisor Boys - 3 yrs	\$1,687.00
38. Laura McDermott	HS Asst Volleyball Coach - 4 yrs	\$5,286.00
39. Jared Miller	HS Flag Line Advisor - 2 yrs	\$3,936.00
40. Tarynn Minegar	HS Head Volleyball Coach - 5 yrs	\$7,085.00
41. Mandi Myser	MS Head Volleyball Coach - 6 yrs	\$5,286.00
42. Mandi Myser	MS Faculty Manager - 7 yrs	\$5,286.00
43. Kristine Nerlich	HS Saturday Detention Monitor	\$ 25.00 per hour
44. Mike Nettling	HS Asst Football Coach - 12 yrs	\$7,085.00
45. Holly Phillips	HS Asst Volleyball Coach - 3 yrs	\$5,286.00
46. Nate Rudolph	HS Asst Band Director - 9 yrs	\$5,736.00
47. Ashley Russ	HS Asst Soccer Coach Girls B Team - 1 yr	\$4,836.00



Highland Board of Education - Agenda  
August 23, 2021

48. Colleen Scavuzzo	HS Asst Volleyball Coach - 5 yrs	\$6,186.00
49. Tony Sgambati	HS Asst Tennis Coach Girls - Volunteer	N/A
50. Joe Simonis	HS Asst Soccer Coach Boys - 1 yr	\$4,836.00
51. Tim Snook	MS Faculty Manager - 18 yrs	\$5,736.00
52. Tim Snook	MS Head Football Coach - 32 yrs	\$5,736.00
53. Aris Spirtos	HS Asst Tennis Coach Girls - ½ time - 0 yrs	\$1,968.00
54. Ryan Stuver	HS Asst Soccer Coach Boys - 3 yrs	\$5,286.00
55. Dawn Zorn	HS Spring Faculty Manager - 7 yrs	\$4,386.00

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

XI. Adjourn