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

Back to School

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
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
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:

<table>
<thead>
<tr>
<th>TO</th>
<th>FROM</th>
<th>ITEM/DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>HS Girls Soccer</td>
<td>FLOORZ</td>
<td>$450.00</td>
</tr>
<tr>
<td>HS Football</td>
<td>Maria Kreuzer</td>
<td>$100.00</td>
</tr>
<tr>
<td>HS Girls Golf</td>
<td>Michael Goyette and Julie Reeves</td>
<td>$400.00</td>
</tr>
<tr>
<td>Highland Schools</td>
<td>Michael and Jonathan Fuhr</td>
<td>30 boxes of alcohol wipes</td>
</tr>
<tr>
<td>HS Girls Golf</td>
<td>David and Tara McKendry</td>
<td>$500.00</td>
</tr>
</tbody>
</table>
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 Oyler

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
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
   3. Madelyn Frye, Sharon Elementary 1st Grade Teacher, effective 9/1/2021
   4. Hayley Harris, Sharon Elementary Kindergarten Teacher, effective 9/1/2021

C. Employment - Certified

   It is recommended that the Board of Education employ Yulisia 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
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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 Quallrich, 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
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:

<table>
<thead>
<tr>
<th></th>
<th>Name</th>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Mary Becker</td>
<td>HS Saturday Detention Monitor</td>
<td>$25.00 per hour</td>
</tr>
<tr>
<td>2.</td>
<td>Josh Bertolome</td>
<td>HS Asst Tennis Coach Girls - Volunteer</td>
<td>N/A</td>
</tr>
<tr>
<td>3.</td>
<td>Lisa Bogdanski</td>
<td>MS Tennis Club Advisor - 2 yrs</td>
<td>$1,587.00</td>
</tr>
<tr>
<td>4.</td>
<td>Ted Chester</td>
<td>HS Asst Golf Coach Girls - Volunteer</td>
<td>N/A</td>
</tr>
<tr>
<td>5.</td>
<td>Dennis Ciomei</td>
<td>HS Head Soccer Coach Boys - 13 yrs</td>
<td>$7,535.00</td>
</tr>
<tr>
<td>6.</td>
<td>Hannah Collins</td>
<td>HS Asst Band Director - 0 years</td>
<td>$4,386.00</td>
</tr>
<tr>
<td>7.</td>
<td>Ty Damon</td>
<td>HS Asst Tennis Coach Girls - 20 yrs</td>
<td>$5,736.00</td>
</tr>
<tr>
<td>8.</td>
<td>Brandon Day</td>
<td>HS Asst Football Coach - 7 yrs</td>
<td>$6,635.00</td>
</tr>
<tr>
<td>9.</td>
<td>Stephanie DelRoso</td>
<td>HS Asst Cheerleading Advisor - 0 yrs</td>
<td>$2,137.00</td>
</tr>
<tr>
<td>10.</td>
<td>Matthew Dietrich</td>
<td>HS Asst Band Director - 0 yrs</td>
<td>$4,386.00</td>
</tr>
<tr>
<td>11.</td>
<td>John Dunning</td>
<td>MS Asst Football Coach - 7 yrs</td>
<td>$4,386.00</td>
</tr>
<tr>
<td>12.</td>
<td>Robyn Eastman</td>
<td>HS Fall Faculty Manager - 9 yrs</td>
<td>$7,985.00</td>
</tr>
<tr>
<td>13.</td>
<td>Tristan Endo</td>
<td>HS Asst Football Coach - 1 yr</td>
<td>$5,286.00</td>
</tr>
<tr>
<td>14.</td>
<td>Mike Gibbons</td>
<td>HS Head Football Coach - 16 yrs</td>
<td>$9,784.00</td>
</tr>
<tr>
<td>15.</td>
<td>Mike Gibbons</td>
<td>HS Weight Room Supervisor - 16 yrs</td>
<td>$4,836.00</td>
</tr>
<tr>
<td>16.</td>
<td>Mike Gibbons</td>
<td>HS Cert. Strength &amp; Conditioning - 16 yrs</td>
<td>$5,736.00</td>
</tr>
<tr>
<td>17.</td>
<td>Jordan Gribble</td>
<td>HS Asst Football Coach - 6 yrs</td>
<td>$6,635.00</td>
</tr>
<tr>
<td>18.</td>
<td>Amy Grissom</td>
<td>HS Fall Faculty Manager 1/2 time - 6 yrs</td>
<td>$3,992.50</td>
</tr>
<tr>
<td>19.</td>
<td>Amy Grissom</td>
<td>HS Winter Faculty Manager - 6 yrs</td>
<td>$4,386.00</td>
</tr>
<tr>
<td>20.</td>
<td>Brandon Hansen</td>
<td>HS Asst Band Director - 0 yrs</td>
<td>$4,386.00</td>
</tr>
<tr>
<td>21.</td>
<td>Ryan Hart</td>
<td>Equipment Manager - 0 yrs</td>
<td>$4,836.00</td>
</tr>
<tr>
<td>22.</td>
<td>Keith Heichel</td>
<td>HS Asst Football Coach - Volunteer</td>
<td>N/A</td>
</tr>
<tr>
<td>23.</td>
<td>Sheila Hemming</td>
<td>HS Saturday Detention Monitor</td>
<td>$25.00 per hour</td>
</tr>
<tr>
<td>24.</td>
<td>Nate Howard</td>
<td>HS Asst Football Coach - 13 yrs</td>
<td>$7,085.00</td>
</tr>
<tr>
<td>25.</td>
<td>Laura Keeling</td>
<td>MS Cheerleading Advisor - 1 yr</td>
<td>$2,137.00</td>
</tr>
<tr>
<td>26.</td>
<td>Barb Killeen</td>
<td>HS Saturday Detention Monitor</td>
<td>$25.00 per hour</td>
</tr>
<tr>
<td>27.</td>
<td>Danielle Koval</td>
<td>Home/After School Tutor</td>
<td>$25.00 per hour</td>
</tr>
<tr>
<td>28.</td>
<td>Mary Fran Kudla</td>
<td>Community Education Director</td>
<td>$7,400.00</td>
</tr>
<tr>
<td>29.</td>
<td>Cara Leach</td>
<td>HS Asst Soccer Coach Girls - 1 yr</td>
<td>$4,836.00</td>
</tr>
<tr>
<td>30.</td>
<td>Devan Lippincott</td>
<td>HS Head Cross Country Coach Girls - 18 yrs</td>
<td>$7,535.00</td>
</tr>
<tr>
<td>31.</td>
<td>Chris Luker</td>
<td>HS Asst Golf Coach Boys - 6 yrs</td>
<td>$5,286.00</td>
</tr>
<tr>
<td>32.</td>
<td>Paul Lushes</td>
<td>MS Asst Football Coach - 30 yrs</td>
<td>$4,836.00</td>
</tr>
<tr>
<td>33.</td>
<td>Amy Lyon</td>
<td>HS Cheerleading Advisor - 16 yrs</td>
<td>$6,635.00</td>
</tr>
<tr>
<td>34.</td>
<td>Lloyd Mahachi</td>
<td>HS Asst Soccer Coach Girls - 1 yr</td>
<td>$4,836.00</td>
</tr>
<tr>
<td>35.</td>
<td>Stephanie Marshall</td>
<td>Home/After School Tutor</td>
<td>$25.00 per hour</td>
</tr>
<tr>
<td>36.</td>
<td>Patrick Martin</td>
<td>MS Golf Club Advisor Girls - 3 yrs</td>
<td>$1,687.00</td>
</tr>
<tr>
<td>37.</td>
<td>Patrick Martin</td>
<td>MS Golf Club Advisor Boys - 3 yrs</td>
<td>$1,687.00</td>
</tr>
<tr>
<td>38.</td>
<td>Laura McDermott</td>
<td>HS Asst Volleyball Coach - 4 yrs</td>
<td>$5,286.00</td>
</tr>
<tr>
<td>39.</td>
<td>Jared Miller</td>
<td>HS Flag Line Advisor - 2 yrs</td>
<td>$3,936.00</td>
</tr>
<tr>
<td>40.</td>
<td>Tarynn Minegar</td>
<td>HS Head Volleyball Coach - 5 yrs</td>
<td>$7,085.00</td>
</tr>
<tr>
<td>41.</td>
<td>Mandi Myser</td>
<td>MS Head Volleyball Coach - 6 yrs</td>
<td>$5,286.00</td>
</tr>
<tr>
<td>42.</td>
<td>Mandi Myser</td>
<td>MS Faculty Manager - 7 yrs</td>
<td>$5,286.00</td>
</tr>
<tr>
<td>43.</td>
<td>Kristine Nerlich</td>
<td>HS Saturday Detention Monitor</td>
<td>$25.00 per hour</td>
</tr>
<tr>
<td>44.</td>
<td>Mike Nettling</td>
<td>HS Asst Football Coach - 12 yrs</td>
<td>$7,085.00</td>
</tr>
<tr>
<td>45.</td>
<td>Holly Phillips</td>
<td>HS Asst Volleyball Coach - 3 yrs</td>
<td>$5,286.00</td>
</tr>
<tr>
<td>46.</td>
<td>Nate Rudolph</td>
<td>HS Asst Band Director - 9 yrs</td>
<td>$5,736.00</td>
</tr>
<tr>
<td>47.</td>
<td>Ashley Russ</td>
<td>HS Asst Soccer Coach Girls B Team - 1 yr</td>
<td>$4,836.00</td>
</tr>
<tr>
<td></td>
<td>Name</td>
<td>Position</td>
<td>Years</td>
</tr>
<tr>
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<td>-----------------------------------------------</td>
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</tr>
<tr>
<td>48.</td>
<td>Colleen Scavuzzo</td>
<td>HS Asst Volleyball Coach - 5 yrs</td>
<td></td>
</tr>
<tr>
<td>49.</td>
<td>Tony Sgambati</td>
<td>HS Asst Tennis Coach Girls - Volunteer</td>
<td></td>
</tr>
<tr>
<td>50.</td>
<td>Joe Simonis</td>
<td>HS Asst Soccer Coach Boys - 1 yr</td>
<td></td>
</tr>
<tr>
<td>51.</td>
<td>Tim Snook</td>
<td>MS Faculty Manager - 18 yrs</td>
<td></td>
</tr>
<tr>
<td>52.</td>
<td>Tim Snook</td>
<td>MS Head Football Coach - 32 yrs</td>
<td></td>
</tr>
<tr>
<td>53.</td>
<td>Aris Spirtos</td>
<td>HS Asst Tennis Coach Girls - ½ time - 0 yrs</td>
<td></td>
</tr>
<tr>
<td>54.</td>
<td>Ryan Stuver</td>
<td>HS Asst Soccer Coach Boys - 3 yrs</td>
<td></td>
</tr>
<tr>
<td>55.</td>
<td>Dawn Zorn</td>
<td>HS Spring Faculty Manager - 7 yrs</td>
<td></td>
</tr>
</tbody>
</table>

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

X1. Adjourn