

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
NOVEMBER 19, 2018
HIGH SCHOOL MEDIA CENTER
7:00 P.M.

The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:00 P.M.

Mr. Wolny, present; Mrs. Thomas, present; Mr. Houska, present; Mr. Kelly, present; Dr. Christopher, present.

The next Regular Meeting will be held on December 17, 2018, 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 18-11-136

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the minutes of the Regular Meeting held on October 15, 2018, as presented.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, abstain;
Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 18-11-137

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the October 2018 Financial Reports, as presented.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes;
Dr. Christopher, yes.

Motion carried.

APPROVAL OF VENDOR PAYMENT (THEN & NOW CERTIFICATE) 18-11-138

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the following item for payment in accordance with Ohio Revised Code 5705.41(D):

<u>VENDOR</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
Buckeye Local Schools	Special Education Compact	\$24,899.65

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes;
Dr. Christopher, yes.

Motion carried.

BOARD MEMBERS' AGENDA ITEMS

Dr. Christopher commented that the Highland Foundation's 14th Annual Great Gifts Dinner was a wonderful event and the community turned out in force. He noted that the event is a great opportunity to meet people in the community who are committed to Highland Local Schools.

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Mrs. Aukerman said there was a record number of attendees and she was very pleased to see so many first time attendees.

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Theresa Wright, Executive Director of the Highland Foundation, said the Foundation recently awarded more than \$41,000 in grants including the Joe Deninzon Residency, Eric Paton Japanese Drumming Taiko, Elementary Steel Drum, One District One Book, Zach Warren Artist in Residence, and Joseph Sojourner – Growing Leaders.

Mrs. Wright also expanded on the Foundation Dinner with the assistance of Shelly Butcher, Highland Foundation Treasurer. They noted that there were 366 seated attendees and 393 tickets sold. Their calculations indicate that the dinner netted over \$120,000. They thanked everyone involved for their support.

Dr. Christopher noted that there doesn't seem to be a meeting that goes by without evidence of community support such as this. He thanked Mrs. Wright and her team for putting together such a great event that people look forward to each year.

Mr. Joe Kunzler, Fixler Road, Sharon Township resident, shared his concerns about population growth in Sharon and the corresponding impact on District enrollment. He inquired of the Board as to whether they would consider modifying School District boundaries. Specifically, he asked whether territory annexed by the City of Wadsworth from Sharon Township that remains part of Highland Local Schools could be transferred to Wadsworth City Schools.

Dr. Christopher recognized the complexity of the issue. He said the District is aware of the growth in that area and its potential impact.

Mr. Kelly noted that territory transfer is a slippery slope. He reminded the audience that there are Hinckley Township resident students who attend Brunswick City Schools despite their desire, in many cases, to attend school at Highland. In this particular case, there are people who have moved to this annexed territory that is now part of the City of Wadsworth because they want to send their children to Highland. While he understands the concerns, he noted that he is against the idea and that the District needs to preserve its current territory. School district boundaries have been in place for decades. New building plans will contemplate this growth.

Mrs. Aukerman reminded the audience that this is the time for the public to speak to the Board and is not the time for making decisions on policy because there is so much more that goes into that. This is a complicated issue and any decision on a matter such as this would require much more discussion and consideration. The first discussion residents should really be having is with the Sharon Township Trustees regarding annexation.

Mrs. Aukerman shared that the District has done some legal research regarding annexation and it is understood that the schools have no jurisdiction.

Melvin O'Malley, Sharon Township resident, said he is also concerned about the Wadsworth annexation. He thanked the Board, administration, and the faculty for the great job they do. He said Highland's reputation is out there and people want to live in this area and go to school here and it will continue to go this way. He also asked for a status update on land acquisition efforts in Sharon.

Mrs. Aukerman responded that the District is still assessing options. The land that was originally thought to be the solution in Sharon appears to be off the table due

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to the nature of the company/industry that might ultimately be constructed on a neighboring parcel. There is uncertainty about the zoning of that parcel and that will lead to significant delays.

Mr. O'Malley asked why land is being purchased. In the original plan for the levy, he was not of the understanding that the Board was going to buy land for these schools.

Mrs. Aukerman clarified that potential land purchases were part of the levy language. She explained that various land acquisition opportunities arose that were deemed in the best interest of the District. In addition, the State recommends 14-16 acre sites for the size of the new school buildings. Current sites are less than half of that size.

Mr. O'Malley questioned the size of the properties to be purchased. Mrs. Aukerman reiterated the State recommendation for site size and also pointed out that the District does not want to duplicate the traffic flow and other issues that currently exist. The District wants to construct buildings on sites that will stand the test of time and provide flexibility for dealing with future growth.

Mr. O'Malley also inquired regarding the potential overcrowding issue caused by annexation and new developments. Mr. Kelly said that the schools have no control over that. He also added that townships unfortunately have very little power to prevent what is happening along the border with the City of Wadsworth.

Dr. Christopher appreciated the feedback and expressed confidence that the Board and administrative team is taking into consideration all of these critical planning issues. He asked for the community's patience and trust as the District purposefully works through the many variables of this exciting project.

PUBLIC HEARING ON PROPOSED REEMPLOYMENT OF RETIRED INDIVIDUALS

The District also held a public hearing as required by law to provide an opportunity for meeting attendees to comment on the proposed reemployment of Diane Kocab and Darrel Larsen, both of whom retired under the School Employees Retirement System, as bus drivers. The Board plans to take action to reemploy Mrs. Kocab and Mr. Larsen as bus drivers at the December Board meeting.

There were no comments from the public regarding the reemployment of the retirees.

Mrs. Aukerman explained that there continues to be a shortage of bus drivers across the state and country. She noted that the District has not used the retire rehire option very often, but found it necessary given these extraordinary times.

OLD BUSINESS

APPROVAL OF NEW AND REVISED BOARD OF EDUCATION POLICIES 18-11-139

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education conduct second and final reading for the new and revised Board of Education Policies, as presented.

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Dr. Christopher, yes.

Motion carried.

NEW BUSINESS

None

SUPERINTENDENT'S AGENDA

RECOGNITION OF OHIO ART EDUCATION ASSOCIATION NORTHEASTERN
REGION'S OUTSTANDING TEACHER AWARD – BONNIE KUBILUS

Mrs. Carrie Knapp, Highland High School Principal, introduced and recognized High School Art Teacher, Mrs. Bonnie Kubilus, as the 2018 recipient of the Ohio Art Education Association Northeastern Region's Outstanding Teacher Award. Mrs. Kubilus received this honor for her longtime commitment to supporting the visual arts and for her impact on art education throughout the State. She has been an art teacher at Highland High School for the past 22 years and this award honors the professionalism, dedication, and creativity displayed in her art classroom. Mrs. Kubilus was nominated for this distinction from the membership of almost 2,000 art educators statewide. Mrs. Knapp expressed her great pride and shared congratulations.

Mrs. Kubilus introduced her family who was also in attendance.

Mrs. Aukerman offered congratulations to Mrs. Kubilus and expressed her appreciation for the work she does on a daily basis. She is glad to have her as part of the Highland family.

PROPOSED GRADUATION HONORS PRESENTATION – CARRIE KNAPP

Mrs. Aukerman introduced Carrie Knapp, High School Principal, and Jim Addington and Daryn Archer, High School Guidance Counselors. They presented the proposed changes to graduate with honors from Highland.

Currently, there are three honors: Valedictorian, Salutatorian, and top 10% of the class. All honors are based on the student's GPA as it compares to that of their peers.

The improved system would still have three honors: Summa Cum Laude, Magna Cum Laude, and Cum Laude. All honors would be based on the student's GPA as it compares to a set standard.

The team feels it is important to make this change, as it is strongly believed that the current system is an invalid metric. There are differences in credit value for College Credit Plus courses versus AP and honors courses, for example.

The current system promotes unhealthy competition between students and sometimes results in students forgoing courses most akin to their interests or classes that would benefit them the most in the future in an effort to inflate their GPA.

Several area districts have already changed to a more equitable system.

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New System Recommendations and Timeline

Class of 2019 and beyond:
 Summa Cum Laude: 4.4 and above (includes Top 10%)
 Magna Cum Laude: 4.0 - 4.39
 Cum Laude: 3.7 - 3.99

Class of 2023 and beyond (current 8th grade class):
 Eliminate Valedictorian and Salutatorian

Mrs. Aukerman said the District is looking for ways to recognize and honor more students and discourage efforts to inflate GPA's through means that are not always in the best interest of the student.

Dr. Christopher noted that results are often dictated by what is incentivized; hence the current situation. He thanked the team for their research and recommendations.

ADOPTION OF ACADEMIC SCHOOL CALENDARS FOR 2019/2020 AND 2020/2021 – ADDENDUM # I 18-11-140

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education adopt the 2019/2020 and 2020/2021 academic school calendars, as presented in Addendum # I.

Mr. Wolny, yes; Mr. Houska, yes; Mrs. Thomas, yes; Mr. Kelly, yes;
 Dr. Christopher, yes.

Motion carried.

ACCEPTANCE OF DONATIONS 18-11-141

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

<u>TO</u>	<u>FROM</u>	<u>ITEM/VALUE</u>
Highland High School	Highland Youth Wrestling	\$801.18/ HHS Wrestling
Highland Speech & Debate	Barry Kusoski	\$50.00
Highland Speech & Debate	Mr. & Mrs. Mark Sollenberger	\$200.00
Highland Speech & Debate	Sandridge Food Corporation	\$100.00
Highland Speech & Debate	Angela R. Gasser, D.D.S.	\$100.00
Highland Speech & Debate	Hirt's Gardens	\$100.00
Highland Speech & Debate	Drs. David & Maria Haas	\$100.00
Highland High School	Gay Straight Alliance	\$50.00
Highland High School	ORMACO	\$177.00
Highland Middle School	Middle School PTO	\$240.00/Camp Assistance
Granger Elementary School	Donald & Carol Baker	\$600.00/Magical Theater Program
Granger Elementary School	Jennifer Soska	\$79.00/Staff Room K-Cups
Hinckley Elementary School	Melinda Chagin	\$500.00/Art Supplies
Hinckley Elementary School	Hinckley PTO	\$945.00/Planetarium Assembly
Hinckley Elementary School	Hinckley PTO	\$264.00/Flexible seating
Hinckley Elementary School	Hinckley PTO	\$75.00/Books for March Madness
Hinckley Elementary School	Hinckley PTO	\$345.00/Mindset Works Program
Hinckley Elementary School	Hinckley PTO	\$1,624.00/Indoor/Outdoor recess equipment

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Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes;
Dr. Christopher, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES
18-11-142

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, with noted exceptions, as listed:

HIGH SCHOOL

- HS Cafeteria & Gym – Friday – 11/16/18 – 5:00 P.M. – 9:00 P.M. – Highland Youth Football Green Team Banquet – Amy Dean
- HS Auditorium – Tuesday – 12/4/18 – 9:00 A.M. – 10:45 A.M. & 6:00 P.M. – 8:00 P.M. – University of Akron Steel Drum – Lindsay Bond
- HS Cafeteria – Fridays – 12/7/18 through 2/8/19 – 5:00 P.M.– 6:00 P.M. – Highland Girls Basketball Team Dinners – Donna Lipscomb
- HS Cafeteria – Thursdays – 11/29/18 through 2/28/19 – 3:30 P.M. – 5:30 P.M. – Boys Basketball Team Dinners – Beth Jaworski

MIDDLE SCHOOL

- MS Media Center – Friday – 10/26/18 – 7:00 P.M. – 8:00 P.M. – Boy Scouts & Parents Sign Up Meeting – Sharri Buck
- MS Choir Room – Mondays during the school year – 9/24/18 through 5/13/19 – 2:30 P.M. – 3:30 P.M. – Fellowship of Christian Students – Dan Miller

HINCKLEY ELEMENTARY

- HE – Gym – Various Mondays & Wednesdays – 3/18/19 through 5/15/19 – 6:00 P.M. – 9:00 P.M. – Basketball Swish 365 Practice – Adam Freeman
- HE Classroom – Wednesday – 10/24/18 – 6:00 P.M. – 7:30 P.M. – Makerspace PTO Event – Megan Walters
- HE Classroom – 1st & 3rd Wednesday of the month – During school year – 3:45 P.M. – 5:00 P.M. – Girl Scout Meetings – Beth Herman

SHARON ELEMENTARY

- SE Gym – Wednesdays – 11/14/18 through 3/27/19 – 6:30 P.M. – 8:00 P.M. – Youth Futsal – Foot Skills – Jeff Kowza
- SE Gym – Tuesday – 11/6/18 & Wednesday – 11/7/18 – 6:30 P.M. – 9:00 P.M. – Highland Youth Basketball Practice – Alicia Steinmetz

FEES NOT WAIVED

- SE Gym – Mondays – 11/5/18 through 2/25/19 – 6:00 P.M. – 9:00 P.M. – Highland Travel Soccer – Dynamic Soccer & Fitness – Rick Holland

Mr. Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mrs. Thomas, yes;
Dr. Christopher, yes.

Motion carried.

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CONSENT AGENDA – CONTRACTS/AGREEMENTS 18-11-143

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the following contracts and/or agreements items A and B, as presented.

- The Musical Theater Project Agreement
- Liberty Mutual Insurance/Broker Insurance Agency – Property, Auto, Liability and Umbrella Insurance Coverage

Mr. Wolny, yes, Mr. Houska, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – PERSONNEL 18-11-144

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

EMPLOYMENT CERTIFIED SUBSTITUTES/HOME TUTORS – ADDENDUM # II

Adopted the attached list of certified substitutes/home tutors for use for the 2018/2019 school year, as submitted by the MCESC, and presented in Addendum # II.

MATERNITY/FAMILY MEDICAL LEAVE – CERTIFIED

Approved the Maternity/Family Medical Leave request of the following individuals, as listed:

- Alicia Dawson, Middle School Intervention Specialist effective with the birth of her child, (anticipated due date of 4/5/19)
- Katie Massaro, Hinckley Art Teacher, effective with the birth of her child, (anticipated due date of 2/21/19)

EXTENDED TIME CONTRACTS – CERTIFIED – 2018/2019 SCHOOL YEAR

Granted supplemental extended time contracts for the 2018/2019 school year, on a per diem basis, for the following employees, as listed:

- Sara Atkins – 7 days
- Bethany Kennedy – 7 days
- Debra Mazur – 7 days
- Donna Scranton – 7 days

UNPAID MEDICAL LEAVE – CLASSIFIED

Approved the Unpaid Medical Leave request of Jennifer Johnson, Hinckley Library Aide, effective 11/2/18.

RESIGNATION – CLASSIFIED

Accepted the resignation of Marianne George, Special Education Aide, effective 10/24/18.

CHANGE OF STATUS – CLASSIFIED

Approved a change in status for the scheduled hours of bus drivers for the 2018/2019 school year, as presented.

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EMPLOYMENT – CLASSIFIED

Employed the following individuals, on one-year limited contracts of employment, for the 2018/2019 school year, as presented:

- Emily Forster, Sharon Latchkey Assistant, effective 10/31/18
- Jamie Kavedzic, Bus Driver, effective 11/19/18
- Ken Moehring, Bus Driver, effective 11/5/18

EMPLOYMENT – CLASSIFIED SUBSTITUTES

Employed the following on one-year limited contracts of employment, on an “as needed basis” for the 2018/2019 school year, as listed:

- Rachel Gavrilovic, Substitute Cook, effective 10/25/18
- Nicole Hollis, Substitute Aide
- Melissa Lance, Substitute Aide
- Jennifer Mosgrove, Substitute Cook, effective 10/30/18
- Tamara Stastny, Substitute Aide

EMPLOYMENT – ATHLETIC CAMPS/CLINIC

- | | | |
|---------------|------------------------|----------|
| • Jacob Brown | Basketball Skills Camp | \$156.25 |
| • Brandon Day | Basketball Skills Camp | \$187.50 |
| • Jack Leslie | Basketball Skills Camp | \$ 93.75 |

EMPLOYMENT – CO-CURRICULAR/SUPPLEMENTAL

It is recommended that the Board of Education employ the following individuals, on one-year limited supplemental contracts of employment, for the 2018/2019 school year, as listed:

Daryn Archer	HS Asst Cheerleading Advisor	\$1,975.00 – 0 yrs
John Ball	HS Asst Boys Soccer Coach	\$4,469.00 – 2 yrs
Aaron Boucher	MS Asst Wrestling Coach – ½ time	\$1,403.00 – 0 yrs
Patricia Clark	National Testing Proctor effective 10/27/18	\$25.00 per hour
Brandon Day	MS Head Basketball Coach Boys 7th	\$3,637.00 – 0 yrs
Kristin Dodson	HS Swim Club	Volunteer
Kelly Harrison	HS Jazz Band – ½ time	\$779.50 – 4 yrs
Chris Hershberger	National Testing Proctor – effective	\$25.00 per hour
Todd Hill	MS Asst Wrestling Coach	Volunteer
Jack Leslie	HS Asst Basketball Coach Boys	\$5,300.00 – 3 yrs
Brandon Linder	HS Asst Wrestling Coach	\$4,885.00 – 0 yrs
Jenna Mack	National Testing Proctor-effective 10/27/18	\$25.00 per hour
Ed Marquette	HS Jazz Band – ½ time	\$1,403.00 – 18 yrs
Brit Musal	HS Asst Football Coach	\$5,300.00 – 4 yrs
James Scavuzzo	HS Asst Wrestling Coach	Volunteer

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

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes, Dr. Christopher, yes.

Motion carried.

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EXECUTIVE SESSION 18-11-145

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education adjourn to Executive Session to consider the purchase of property for public purposes and to consider the employment of a public employee.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes;
Dr. Christopher, yes.

Motion carried.

The Board adjourned to Executive Session at 7:51 P.M.
The Board exited Executive Session at 9:27 P.M.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 9:28 P.M.

President

Treasurer

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