

HIGHLAND BOARD OF EDUCATION  
REGULAR MEETING  
APRIL 20, 2020  
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 – May 18, 2020 – 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 February 10, 2020, as presented.

B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the February and March 2020 Financial Reports, as presented.

C. Approval of Fiscal Year 2020 Amended Appropriations

It is recommended that the Board of Education approve the Fiscal Year 2020 Amended Appropriations, as presented in Addendum # I.

D. Acceptance of 2021 Tax Rates and Amounts

It is recommended that the Board of Education approve the "Resolution Accepting the Amounts and Rates as Determined by the Budget Commission and Authorizing the Necessary Tax Levies and Certifying Them to the County Auditor", as presented in Addendum # II.

E. Approval of Guaranteed Maximum Price Amendments

It is recommended that the Board of Education approve the Guaranteed Maximum Price Amendments for the new elementary buildings, as presented.

VI. Board Members' Agenda Items

A. Declaration of Emergency and Suspension of Board Policy

It is recommended that the Board of Education approve the resolution declaring an emergency and suspending Board Policy related to public participation at Board Meetings, as presented in Addendum # III.

B. Approval of Distance Learning

It is recommended that the Board of Education approve the resolution approving distance learning, as presented in Addendum # IV.

VII. Old Business

VIII. New Business

IX. Superintendent's Agenda

A. Acceptance of Donations

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

TO	FROM	ITEM/DESCRIPTION
High School Boys Golf	Various Family Donations	\$2,030.00
High School Girls Golf	Various Family Donations	\$2,920.00
High School Girls Soccer	Various Family Donations	\$5,550.00

High School Boys Basketball	Michael Curtis Photography	\$140.00
High School Wrestling	Highland Youth Wrestling	\$1,100.00
HHS Speech & Debate	Victoria Farrell	\$45.00
HHS SADD Club	SADD, Inc.	\$125.00
Highland Middle School	University of Michigan	\$1,000.00
Sharon Elementary School	Artsonia	\$736.62
Sharon Elementary School	Sharon PTO	Brain Pop Online Program/\$175.00
Sharon Elementary School	Cleveland Cavaliers	All Star School/\$1,000.00
Hinckley Elementary School	Artsonia	\$600.00

**B. 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, with noted exceptions, as listed in Addendum # V.

**CONSENT AGENDA – CONTRACTS/AGREEMENTS**

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

- A. Educational Service Center of Medina County Service Agreement 2020-2021
- B. Summit County Educational Service Center Governing Board Agreement
- C. Enviroscapes Lawn Care Agreement
- D. College Now Memorandum of Understanding
- E. Southeast Security Technology Bid Package
- F. College Credit Plus Cuyahoga Community College MOU

## **CONSENT AGENDA – PERSONNEL**

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

**A. Employment Certified Substitutes/Home Tutors**

It is recommended that the Board of Education adopt the attached list of certified substitutes/home tutors for use for the 2019-2020 school year, as submitted by the MCESC, as presented in Addendum #VI

**B. Retirement – Certified**

It is recommended that the Board of Education accept the resignation of Barbara McMahon, Sharon Elementary Teacher, for the reason of retirement, effective June 1, 2020.

**C. Extended Time Contracts – Certified – 2019-2020 School Year**

It is recommended that the Board of Education grant (15) fifteen day supplemental extended time contracts for the following individuals, as listed:

1. Claudia Johnson, High School Counselor
2. Craig Tasker, High School Counselor

**D. Employment – Certified**

It is recommended that the Board of Education employ Robert Hardgrove, as a High School Long Term Substitute Science Teacher, effective 4/9/20, for the remainder of the 2019/2020 school year.

**E. Resignation – Classified**

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

1. John Cooke, HS 3<sup>rd</sup> Shift Custodian, effective 2/6/20
2. Sheila Drollinger, Bus Driver, effective 2/10/20

F. Change of Status – Classified

It is recommended that the Board of Education approve a change of status for Sarah Campbell, Hinckley Playground Aide, from 3 days per week to 5 days per week, effective 3/16/20, for the 2019/2020 school year.

G. Employment – Classified Substitutes

It is recommended that the Board of Education employ Sheila Drollinger, as a Substitute Bus Driver, on a one-year limited contract of employment, on an “as needed basis”, for the remainder of the 2019-2020 school year.

H. 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 2019-2020 school year, as listed:

1. Kim Clendaniel	MS Asst Robotics Club Advisor	\$400.00
2. Mike Koran	HS Asst Baseball Coach - 0 yrs	\$4,592.00
3. Bryan Mravec	MS Asst Drama/Musical Production – 11 yrs	\$3,310.00
4. Ben Stobbs	HS Asst Baseball Coach – 15 yrs	\$6,300.00

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

X. Adjourn

**Highland Local Schools  
Fiscal Year 2020  
Amended Appropriation Measure**

**Addendum # I**

<u>Fund Description</u>	<u>USAS Fund Number</u>	<u>Total Appropriation</u>
<b>General Fund</b>	<b>001</b>	<b>29,104,298.00</b>
Bond Retirement	002	67,384,223.00
Permanent Improvement	003	300,000.00
Building Fund	004	5,000,000.00
Food Service	006	1,267,645.00
Expendable Trusts	007	-
Non-Expendable Trusts	008	2,600.00
Uniform School Supplies	009	57,500.00
Internal Services Rotary	014	85,550.00
<b>Emergency Levy Fund</b>	<b>016</b>	<b>5,045,932.00</b>
Public School Support	018	100,974.00
Local Grants	019	118,100.00
Special Enterprise Fund (Latchkey / Comm Ed)	020	279,600.00
Agency Fund - OHSAA Tournaments	022	25,000.00
Underground Storage Tank	031	-
Capital Grants (Sales Tax Fund)	071	1,831,000.00
Student Managed Activities	200	325,750.00
District Managed Activities	300	300,000.00
Auxiliary Services	401	117,750.00
Student Success and Wellness	467	132,089.00
Miscellaneous State Grants	499	84,377.41
IDEA Part B - Special Education Grants	516	816,242.76
Title III - Limited English Proficiency	551	3,237.55
Title I Disadvantaged Children Grant	572	193,418.54
Early Childhood Special Education Grant	587	18,939.00
Improving Teacher Quality Grant	590	53,366.03
Miscellaneous Federal Grants	599	12,488.69
<b>Total All Funds</b>		<b>112,660,080.98</b>

RESOLUTION ACCEPTING THE AMOUNTS AND RATES AS DETERMINED BY THE BUDGET COMMISSION AND AUTHORIZING THE NECESSARY TAX LEVIES AND CERTIFYING THEM TO THE COUNTY AUDITOR

(BOARD OF EDUCATION) Revised Code, Secs. 5705.34-5705.35

The Board of Education of the HIGHLAND LOCAL School District, MEDINA County, Ohio, met in Regular session on the 20th day of April 2020, at the office of (Regular Or Special) with the following members

present:

Five horizontal lines for listing board members present.

Mr./Mrs. moved the adoption of the following Resolution:

WHEREAS, This Board of Education in accordance with the provisions of law has previously adopted a Tax Budget for the next succeeding fiscal year commencing July 1st, 2020 and

WHEREAS, The Budget Commission of MEDINA County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part

RESOLVED, By the Board of Education HIGHLAND LOCAL School District, MEDINA County, Ohio, that the amounts and rates, as determined

by the Budget Commission in its certification, be and the same are hereby accepted; and be it further

RESOLVED, That there be and is hereby levied on the tax duplicate of said School District the rate of each tax necessary to be levied within and without the ten mill limitation as follows:

**SCHEDULE A**  
**SUMMARY OF AMOUNTS REQUIRED FROM GENERAL PROPERTY TAX APPROVED BY BUDGET**  
**COMMISSION AND COUNTY AUDITOR'S ESTIMATED TAX RATES**

FUND	Amount to Be Derived from Levies Outside 10 M. Limitation	Amount Approved by Budget Commission Inside 10 M. Limitation	County Auditor's Estimate of Tax Rate to be Levied	
			Inside 10 M. Limit	Outside 10 M. Limit
	Column II	Column IV	V	VI
Bond Retirement Fund 2001	\$2,350,800			2.50
Bond Retirement Fund 2017	\$3,667,300			3.90
General Fund	\$16,935,300	\$4,607,700	4.90	60.60
Emergency Fund	\$4,795,700			5.10
<b>TOTAL</b>	<b>\$27,749,100</b>	<b>\$4,607,700</b>	<b>4.90</b>	<b>72.10</b>



**SCHEDULE B**

**LEVIES OUTSIDE 10 MILL LIMITATION, EXCLUSIVE OF DEBT LEVIES**

FUND	Maximum Rate Authorized to Be Levied	Co. Auditor's Est. of Yield of Levy (Carry to Schedule A, Column II)
<b>GENERAL FUND:</b>		
Current Expense Levy authorized by voters on _____, 1976 for not to exceed CONT. _____ years.	27.90	\$4,038,900
Current Expense Levy authorized by voters on June 6, 1978 for not to exceed CONT. _____ years.	8.00	\$1,895,500
Current Expense Levy authorized by voters on May 7, 2002 for not to exceed Cont. _____ years.	6.80	\$2,511,100
Current Expense Levy authorized by voters on May 7, 2002 for not to exceed Cont. _____ years.	5.00	\$2,056,400
Current Expense Levy authorized by voters on May 7, 2002 for not to exceed Cont. _____ years.	5.00	\$2,070,900
Current Expense Levy authorized by voters on May 8, 2018 for not to exceed 10 _____ years.	5.50	\$2,988,800
Current Expense Levy authorized by voters on May 8, 2018 for not to exceed 10 _____ years.	1.20	\$684,000
Current Expense Levy authorized by voters on May 8, 2018 for not to exceed 10 _____ years.	1.20	\$689,700
Emergency Levy authorized by voters on May 3, 2011 for not to exceed 10 _____ years.	5.10	\$4,795,700
Levy authorized by voters on for not to exceed _____ years.		
Fund: Levy authorized by voters on _____ 20 for not to exceed _____ years.		

and be it further  
RESOLVED, That the Clerk of this Board be and he is hereby directed to certify a copy of this

Resolution to the County Auditor of Said County.

Mr./Mrs. \_\_\_\_\_ seconded the Resolution and the roll being called

upon its adoption the vote resulted as follows:

- Mr./Mrs. \_\_\_\_\_
- Mr./Mrs. \_\_\_\_\_
- Mr./Mrs. \_\_\_\_\_
- Mr./Mrs. \_\_\_\_\_
- Mr./Mrs. \_\_\_\_\_

Adopted the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
Treasurer of the Board of Education of the

\_\_\_\_\_  
School District,

\_\_\_\_\_  
County, Ohio

**CERTIFICATE OF COPY  
ORIGINAL ON FILE**

The State of Ohio, \_\_\_\_\_ County, ss.

I, \_\_\_\_\_, Treasurer of the Board of Education of the

\_\_\_\_\_ School District, in said County, and in whose custody the Files

and Records of said Board are required by the Laws of the State of Ohio to be kept, do hereby

certify that the foregoing is taken and copied from the original \_\_\_\_\_

now on file with said Board, that the foregoing has been compared by me with said original document,  
and that the same is a true and correct copy thereof.

WITNESS my signature, this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_\_

\_\_\_\_\_  
Treasurer of the Board of Education of the

\_\_\_\_\_ School District,

\_\_\_\_\_ County, Ohio.

No. \_\_\_\_\_

\_\_\_\_\_  
BOARD OF EDUCATION,

\_\_\_\_\_ County, Ohio.

\_\_\_\_\_  
RESOLUTION  
ACCEPTING THE AMOUNTS AND RATES  
AS DETERMINED BY THE BUDGET  
COMMISSION AND AUTHORIZING THE  
NECESSARY TAX LEVIES AND CERTIFYING  
THEM TO THE COUNTY AUDITOR

(Board of Education)

\_\_\_\_\_  
Adopted \_\_\_\_\_, 20 \_\_\_\_

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Filed \_\_\_\_\_, 20 \_\_\_\_

\_\_\_\_\_  
County Auditor

By \_\_\_\_\_  
Deputy

The Board of Education of the Highland Local School District, met in regular session at 7:00 p.m. on the 20<sup>th</sup> day of April, 2020, at Highland High School with the following members present:

\_\_\_\_\_ moved the adoption of the following resolution:

**HIGHLAND LOCAL SCHOOL DISTRICT  
RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION DECLARING AN EMERGENCY AND SUSPENDING BOARD POLICY  
RELATED TO PUBLIC PARTICIPATION AT BOARD MEETINGS**

**WHEREAS**, COVID-19 is a respiratory disease that can result in serious illness or death, is caused by the SARS-COV-2 virus, which is a new strain of coronavirus that had not been previously identified in humans and can easily spread from person to person between individuals who are in close contact with each other (within about 6 feet) through respiratory droplets produced when an infected person coughs or sneezes. It may also be possible to contract COVID-19 through the touching of a surface that has the virus on it then touching one's own mouth, nose or eyes; and

**WHEREAS**, the Governor has declared a state of emergency with respect to the spread of the novel coronavirus; and

**WHEREAS**, the Ohio Department of Health has ordered that all K-12 schools be closed to students through 11:59 p.m. on May 1, 2020, and it is expected that this order may be extended beyond that date; and

**WHEREAS**, the Ohio Department of Health has further ordered that mass gatherings, defined as any event or convening that brings fifty or more persons in a single room or space at the same time, are prohibited. This includes but is not limited to auditoriums, stadiums, arenas, meeting halls, conference rooms, and any other confined indoor or outdoor space; and

**WHEREAS**, The Ohio Department of Health and the Center for Disease Control each recommend limiting gatherings to no more than 10 persons in a single space; and

**WHEREAS**, in order to permit the fair and orderly expression of public comment at its meetings, the Board of Education has adopted a public participation policy; and

**WHEREAS**, while the Board intends to continue to conduct the business of the School District and to keep the community informed of its discussions and decisions related to the official business of the School District, the Board must also act to protect the health and safety of its members, staff, students and other community members who may enter on to school premises.

**NOW, THEREFORE BE IT RESOLVED**, by the Board of Education, that after careful consideration and evaluation of the information before it:

**Section 1.** The Board of Education hereby finds that an emergency exists with regard to the

spread of a serious communicable disease, COVID-19.

**Section 2.** In order to prevent against the further spread of the novel coronavirus, the Board of Education hereby temporarily suspends its public participation policy, which shall no longer be in effect upon adoption of this Resolution by a majority of the Board of Education. Such policy may be reinstated through a subsequent action taken by the Board of Education.

**Section 3.** In order to enable the Board of Education to continue with District operations during the public health emergency, the Board of Education may meet telephonically or through other electronic means, including conference calls or other meeting technology to conduct the public business of the public body while emergency orders of the federal and/or state government are in effect limiting public gatherings. Such meetings will be properly noticed to the public through the established and usual method of notice to the public.

**Section 4.** In order to provide an opportunity for attendance by the public, news media, and any other person that has requested notification of meetings via the technology utilized will be made available to the extent reasonably possible and feasible. The means of technology and information on how to access the meeting as a member of the public will be made available. The Board of Education intends to fully honor its obligations under the Open Meetings Act.

**Section 5.** The Board of Education hereby finds and determines that all formal actions relative to the adoption of this resolution were taken in an open meeting of this Board of Education, and that all deliberations of this Board of Education and of its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Section 121.22, ORC.

**Section 6.** This resolution shall be in full force and effect from and immediately after its adoption and shall supersede any prior resolution or act of this Board of Education that may be inconsistent or duplicative with the provisions of this resolution.

\_\_\_\_\_ seconded the motion and the roll being called upon the question of the adoption of the resolution, the vote resulted as follows:

**ADOPTED** this 20<sup>th</sup> day of April, 2020.

\_\_\_\_\_  
**Treasurer**

**CERTIFICATE**

The undersigned hereby certifies that the foregoing is a true and correct copy of a resolution adopted at a meeting held on the 20<sup>th</sup> day of April, 2020, together with a true and correct extract from the minutes of said meeting to the extent pertinent to consideration and adoption of said resolution.

\_\_\_\_\_  
**Treasurer**

The Board of Education of the Highland Local School District, met in regular session at 7:00 p.m. on the 20<sup>th</sup> day of April, 2020, at Highland High School with the following members present:

\_\_\_\_\_ moved the adoption of the following resolution

**HIGHLAND LOCAL SCHOOL DISTRICT  
RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION REGARDING DISTANCE LEARNING**

WHEREAS, Governor Mike DeWine has declared a state of emergency in Ohio, and the Governor and the Director of the Ohio Department of Health have closed all Ohio schools to students from March 16, 2020, until at least May 1, 2020; and

WHEREAS, Governor DeWine and the Ohio Department of Education have stated that schools should work to provide education through alternative means during the period of extended school closure; and

WHEREAS, Section 15 of Ohio House Bill 197, signed into law by Governor DeWine on March 27, 2020, permits a board of education to adopt a plan for distance learning for students during the school shutdown, even if it had not adopted one previously pursuant to Revised Code § 3313.482; and

WHEREAS, Ohio Department of Education guidance indicates that schools may use “blizzard bags” during this extended school closure, beyond the normal three days;

NOW, THEREFORE, BE IT RESOLVED that pursuant to Ohio House Bill 197, Section 15, the Board hereby approves the provision of distance learning retroactive to March 16, 2020, and continuing through the period of extended school closure due to COVID-19.

BE IT FURTHER RESOLVED that the Board ratifies and authorizes the Superintendent’s development and implementation of a plan of distance learning, as set forth in Exhibit A and Exhibit B, to enable and require students of the district to access and complete classroom lessons in order to make up hours because of the closing of schools in compliance with orders of the Governor, Director of the Ohio Department of Health, a local board of health, and/or an extension of such an order due to the COVID-19 pandemic.

\_\_\_\_\_ seconded the motion and the roll being called upon the question of the adoption of the resolution, the vote resulted as follows:

**ADOPTED** this 20<sup>th</sup> day of April, 2020.

\_\_\_\_\_  
**Treasurer**

**CERTIFICATE**

The undersigned hereby certifies that the foregoing is a true and correct copy of a resolution adopted at a meeting held on the 20<sup>th</sup> day of April, 2020, together with a true and correct extract from the minutes of said meeting to the extent pertinent to consideration and adoption of said resolution.

\_\_\_\_\_  
**Treasurer**

## Addendum # V

<b>Fees Waived</b>	<b>Name</b>	<b>Date &amp; Time</b>	<b>Schedule</b>	<b>Building</b>	<b>Resources</b>
yes	Highland Youth Girls & Boys Travel Basketball Practice	6:16 PM - 9:30 PM Monday through Thursday until 3/6/20	Weekly	Hinckley Granger Middle School	Gym East Gym
yes	Private Voice Lessons	2:30 PM - 3:30 PM Tuesdays until 3/13/20	Weekly	High School	Classroom 1
yes	Boys & Girls Youth Basketball Practice	6:30 PM - 7:45 PM Feb 3, 10, 24 & March 2, 2020	Weekly	Granger	Gym
yes	Girl Scout Troop 91393 Meeting	3:30 PM - 5:00 PM Feb 4 & March 3, 2020	Custom Dates	Granger	Cafeteria
yes	Girl Scout Troop 91239 Meeting	6:30 PM - 7:30 PM 1st Wednesdays of the month until 3/13/20	Monthly	Sharon	Cafeteria
yes	Granger Fire Dept Training	7:00 PM - 9:00 PM Feb 13 & Feb 20, 2020	Custom Dates	High School	Classroom 5
yes	Sharon Book Bingo 2020	6:30 PM - 8:30 PM Feb 6, 2020	Once	Sharon	Cafeteria
yes	Girls Rugby Film	3:00 PM - 4:30 PM 2/24/20	Once	High School	HS B225
yes	Granger Twp Residents Meeting	7:00 PM - 9:00 PM Feb 20 & 27, 2020	Custom Dates	High School	Media Center Main Floor
yes	Highland Foundation Meeting	7:45 AM - 9:15 AM Feb 28 & March 6, 2020	Custom Dates	High School	Guidance Conference Room
yes	Highland Athletic Boosters	6:00 PM - 8:00 PM March 3, April 6, June 1, July 6, & Aug 3, 2020	Custom Dates	High School	Media Center 108 on right
yes	Highland Youth Basketball	6:15 PM - 9:30 PM 3/2/20	Once	Middle School	West Gym
yes	Girl Scout Troop 90485 Meeting	6:30 PM - 7:30 PM 3/4/20	Once	Granger	Cafeteria
yes	Science Olympiad	3:30 PM - 4:30 PM 3/10/20	Once	Granger	Classroom 2
yes	Flag Rugby	6:00 PM - 7:15 PM 3/10/20 & 3/12/20	Custom Dates	Granger	Gym
yes	RAH Softball Practice	6:00 PM - 9:00 PM Wednesday 3/11/20	Once	Granger	Gym
yes	U10 Travel Softball	6:00 PM - 8:00 PM March 9, 2020	Once	Middle School Granger	East & West Gym Gym
yes	Highland 5th Grade Travel Basketball	6:00 PM - 7:30 PM Wednesdays, Thursdays & Fridays 3/6/20 until 3/13/20	Custom Dates	Hinckley	Gym
yes	SAT Test Prep	10:42 AM - 12:00 Noon March 2, 4, 6, 9, 11 & 13, 2020	Custom Dates	High School	D258
yes	U11 Travel Baseball	5:30 PM - 7:00 PM March 10 & 11, 2020	Custom Dates	Middle School	East & West Gym
yes	U12 Travel Baseball	5:30 PM - 7:00 PM March 10 & 11, 2020	Custom Dates	Middle School	East & West Gym
no	Basketball Practice	7:30 PM - 9:00 PM March 11, to March 13, 2020	Custom Dates	Hinckley	Gym
no	SMAC AAU Basketball Practice	6:00 PM - 9:00 PM March 9, 10 & 11, 2020	Custom Dates	Middle School Hinckley	East & West Gym Gym
no	Ohio Xtreme Basketball	6:00 PM - 8:30 PM March 9 & 11, 2020	Custom Dates	Middle School	East & West Gym

**Medina County Schools' ESC  
124 West Washington Street  
Medina, Ohio 44256-2270**

**Listings Dated 2/13/20**

**Highland Local Schools - Certified Substitute/Tutor Listing - Active/Changes**  
Jane Piehl

**Listings Dated 2/21/20**

**Highland Local Schools - Certified Substitute/Tutor Listing - Active/Changes**  
James Hedrick  
Alexandra Macron

**Listings Dated 2/27//20**

**Highland Local Schools - Certified Substitute/Tutor Listing - Active/Changes**  
Kenneth Yokum

**Listings Dated 3/5/20**

**Highland Local Schools - Certified Substitute/Tutor Listing - Active/Changes**  
Lee Brocius  
Jennifer Coppolino  
Margarette Green  
Renee Harden  
Kimberly Kelps  
Andrew Kollar  
Amber Kosek  
Liisa Miller  
Chloe Nelson

**Listings Dated 3/12/20**

**Highland Local Schools - Certified Substitute/Tutor Listing - Active/Changes**  
Susanne H. Baca  
Jack Thompson  
Tyler Weaver