

**Minutes of the NORTH ROYALTON BOARD OF EDUCATION Regular Meeting**  
**Held December 10, 2018**  
**North Royalton High School Community Room**

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- I. CALL TO ORDER
- II. PLEDGE OF ALLEGIANCE
- III. ROLL CALL
- IV. RESOLUTION 2018-348: FINALIZATION OF AGENDA
- V. RESOLUTION 2018-349: APPROVAL OF MINUTES
- VI. RECOGNITION OF GUESTS AND PRESENTATIONS
- VII. PUBLIC PARTICIPATION
- VIII. COMMITTEE REPORTS
- IX. REPORTS AND RECOMMENDATIONS OF THE TREASURER
  - 1. RESOLUTION 2018-350: APPROVE THE TIME AND PLACE FOR THE 2019 ORGANIZATIONAL MEETING AND TAX BUDGET HEARING
  - 2. RESOLUTION 2018-351: APPROVE AUTHORIZATION FOR TREASURER
  - 3. RESOLUTION 2018-352: APPROVE APPROPRIATION ADJUSTMENTS
  - 4. RESOLUTION 2018-353: A RESOLUTION AUTHORIZING THE EXECUTION OF GMP AMENDMENT 2.2 FOR THE ADDITIONS AND RENOVATIONS AT THE HIGH SCHOOL IN AN AMOUNT NOT TO EXCEED \$40,026,667.55
  - 5. RESOLUTION 2018-354: APPROVE AGREEMENT - LOCAL GOVERNMENT SERVICES
- X. REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT
  - a. *Superintendent Reports and Recommendations*
    - 6. RESOLUTION 2018-355: APPROVE RESOLUTION - OSBA MEDIA HONOR ROLL
    - 7. RESOLUTION 2018-356: APPROVE AGREEMENT – BLACKBOARD CONNECT SERVICES
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    - 9. RESOLUTION 2018-358: RETIREMENT RECOGNITION
    - 10. RESOLUTION 2018-359: ACCEPT RESIGNATIONS/RETIREMENTS
    - 11. RESOLUTION 2018-360: APPROVE/AMEND LEAVES OF ABSENCE
    - 12. RESOLUTION 2018-361: APPROVE APPOINTMENTS - CERTIFICATED/LICENSED AND CLASSIFIED EMPLOYEES
    - 13. RESOLUTION 2018-362: APPROVE/AMEND APPOINTMENTS - SUPPLEMENTAL CONTRACTS
    - 14. RESOLUTION 2018-363: APPROVE APPOINTMENT - PERSONAL SERVICE CONTRACTS
  - c. *Business, Buildings and Grounds*
    - 15. RESOLUTION 2018-364: APPROVE EXTENDED TRIP PROPOSAL
    - 16. RESOLUTION 2018-365: ACCEPT GIFTS/DONATIONS
- XI. ADDITIONAL BUSINESS
- XII. ANNOUNCEMENTS
- XIII. RESOLUTION 2018-366: MOTION TO ADJOURN

**I. CALL TO ORDER.** President Dr. Susan Clark called the regular meeting of the North Royalton Board of Education to order at 7 p.m., December 10, 2018, at the North Royalton High School Community Room.

**II. PLEDGE OF ALLEGIANCE.** President Dr. Susan Clark requested all present to join in the Pledge of Allegiance to the flag.

**III. ROLL CALL.** Present: President Dr. Susan Clark, Vice President Dr. John Kelly, Jacquelyn Arendt, Heidi Dolezal, and Anne Reinkober. Also present were Superintendent Gregory Gurka, Treasurer Biagio Sidoti, Assistant Superintendent James Presot, Director of Personnel Patrick Farrell, staff, media and visitors.

**IV. RESOLUTION 2018-348: FINALIZATION OF AGENDA.** Resolve the Board of Education approve the agenda as presented.

Moved by Kelly

Seconded by Arendt

Voting Aye: Kelly, Arendt, Dolezal, Reinkober, Clark

Motion Carried

**V. RESOLUTION 2018-349: APPROVAL OF MINUTES.** Resolve the Board of Education approve the minutes from regular meetings on November 2, 2018 and November 5, 2018.

Moved by Reinkober

Seconded by Dolezal

Voting Aye: Reinkober, Dolezal, Arendt, Kelly, Clark

Motion Carried

**VI. RECOGNITION OF GUESTS AND PRESENTATIONS**

Superintendent Greg Gurka acknowledged the following media representatives for being named to the Ohio School Boards Association (OSBA) Media Honor Roll: Jaime Anton, Sara Hill, Maria Magnelli, Gloria Pleva Kacik and ScripType Magazine.

Director of Personnel Pat Farrell recognized high school teacher Lisa Arvay for her retirement after many years of service to our District.

Nick Ciulli, head football coach, presented Joseph Marousek as third team All-Ohio.

Pete Ragone, head girls soccer coach, introduced the girls soccer team as OHSAA district champions and regional runner-up. He also recognized Jamie Pyatt as second team All-Ohio.

Preschool: Preschool Director Mike McGinnis, along with preschool teacher Briana Raleigh and preschool students Andrew Nary, Mackenzie Kelly and Callan Stevens, talked about their experience with a special program through the Cuyahoga County Public Library. North Royalton branch staff members attend our Lil' Bears Preschool monthly to have a sensory story time with the classes. Angie Bradley, a North Royalton branch employee, explained this and other library programs.

## VII. PUBLIC PARTICIPATION

- a. Public hearing on the issue of re-employing James J. Presot, who is currently employed as the assistant superintendent, in the same position following his retirement.

Jeff Lampert, who worked for North Royalton City Schools for almost 20 years as an elementary and middle school principal, assistant superintendent, and, for nearly 10 years, as superintendent, spoke on behalf of Jim Presot. Jeff hired Jim in 1997 as the high school assistant principal, then again in 2002 to fill the role of assistant superintendent. Jeff knows Jim personally and told the Board that Jim is very compassionate and very good at what he does. Jeff complimented the Board on considering rehiring Jim for this position. He stated that it is important for a district to have stability, and when you have good people you need to make efforts to retain them, particularly when you have a new building program in progress. He stated that it is important to have someone in place who knows the job. He confirmed his support of rehiring Jim Presot.

- b. The public is invited to speak to any of the agenda items and other school topics at this time. Comments should be limited to five minutes.

## VIII. COMMITTEE REPORTS

**Legislative Report** - Mrs. Arendt submitted the following report:

Recently, two bills have made their way to the governor and are awaiting his signature. HB 338 qualifies licensed chiropractors and medical professionals listed on the National Registry of Certified Medical Examiners to perform an annual physical on school bus drivers.

Also sent to the governor for his signature was HB 491. The bill extends two alternative high school graduation pathways to the Classes of 2019 and 2020 that were previously afforded to the Class of 2018 only. The bill also includes language from HB 705, which exempts treasurers from liability for certain cases in which loss of public funds occur, and adds a requirement of school boards to adopt a policy establishing parameters for completing and grading missed assignments due to a suspension. The policy must continue to allow the student to complete any missed assignments. It also must allow the student to receive at least partial credit for completed assignments, permit grade reductions on account of a student's suspension, and prohibit the assigning of a failing grade on an assignment solely on the account of the student's suspension.

The Senate passed HB 291 by a vote of 29-0, sending it back to the House for a concurrence vote. The bill allows school districts, among others, to purchase an "employee dishonesty and faithful performance of duty policy" instead of individual surety bonds for officers, employees and appointees who are otherwise required to give a bond.

The Senate also passed HB 58 by a vote of 27-2, sending it back to the House for a concurrence vote. The bill requires the Ohio Department of Education to include supplemental instructional materials on cursive handwriting in the English language arts model curriculum.

The Senate Ways and Means Committee conducted a fifth hearing on HB 343, which requires a board resolution for each property valuation challenge; prohibits challenges on residential property, but still allows counter-complaints; increases the threshold for filing counter-complaints from \$50,000 to \$100,000; and requires naming the properties and property owners that will be challenged.

The Senate Education Committee passed the following bills:

- HB 428, which deals with student religious expression in public schools;
- HB 502, which requires certain public school employees to undergo biennial youth suicide awareness and prevention training;
- HB 477, which eliminates non-operational and outdated provisions related to the Ohio Department of Education and school operations. Prior to passage, an amendment offered to this bill that would expand vouchers was defeated by a vote of 6-5.

The House Education and Career Readiness Committee conducted a fourth hearing on HB 591, which revises the state report card rating system for school districts and public schools.

The committee also conducted sponsor testimony on the following bills:

- House Joint Resolution 15, sponsored by Reps. Teresa Fedor (D-Toledo) and Thomas West (D-Canton), which would propose a statewide ballot issue to amend the Ohio Constitution to offer free universal public preschool;
- HB 626, sponsored by Reps. Tavia Galonski (D-Akron) and Fedor, which establishes a temporary moratorium on the creation of new academic distress commissions;
- HB 652, sponsored by Rep. Stephanie D. Howse (D-Cleveland), which evaluates and ranks cities regarding academic supports.

Finally, House Bill (HB) 776 was recently introduced by Rep. Anielski (R-Walton Hills), to require public schools and public universities to create training for staff and instruction for students on food allergies and allergic reaction assistance.

**Transportation** - Mrs. Arendt submitted the following report:

On November 6 and December 7, the Ohio State Highway Patrol conducted spot inspections of our buses. On the November 6 inspection, 12 buses were inspected, two were found to have no defects, one was tagged out-of-service for missing body isolator pads and only minor defects were found on the remaining buses. All defects have since been corrected and the out-of-service bus repaired and re-inspected. On the December 7 inspection, eight buses were

inspected and all eight passed with only minor defects found. Two of the eight buses were found to have zero defects. To date, 42 of our 65 buses have been spot inspected by the Ohio State Highway Patrol.

Our T-1 student and mileage report was submitted to the Ohio Department of Education last month. The following are some statistics from our report. Our 50 regular route buses transport 2,799 students and travel a combined 3,046 miles daily. Our two district vans transport 17 students and travel 168 miles daily.

**Professional Development** - Mrs. Arendt submitted the following report:

As with the rest of our Board and central administrators, I attended the OSBA Capital Conference in Columbus in early November. The days were full of wonderful opportunities to explore the trade show, take advantage of an abundance of timely topics in various workshops and spotlight sessions, and meet board members from across Ohio. I moderated a session entitled "Then and Now of Property Valuation Cases." I also attended a spotlight session on design thinking for actionable leaders. The interactive session allowed board members and central office administrators to work collaboratively on actionable implementation by looking at what is happening at the local, state and federal levels. Our table talked about school funding and various ways to be informed on what is being proposed, such as the Cupp and Patterson outreach this past year to craft changes to the state funding formula. The main point was that while many things feel beyond our local control, we do have ways to respond. Over the three days, I expanded my board knowledge in key areas such as boardmanship, student success, college and career readiness, innovations in instruction, community engagement and legislative updates.

**Curriculum & Instruction and Pupil Services** - Mrs. Reinkober submitted the following report:

Teachers at all levels have been utilizing staff meeting time and teacher-based-team (TBT) time to continue their work on creating updated pacing guides aligned to state standards, as well as creating common assessments. This work is very focused with support from the administration and the curriculum facilitators. Goals for the completion of these tasks are February 2019, with the understanding that revisions and adjustments can be made based on student data.

The first District Curriculum, Instruction, Assessment Committee (CIAC) meeting for the year was held on November 15. Mark Skor and Julie Cole presented an adjusted math sequence that includes allowance for students to move directly into AP Calculus BC without first taking AP Calculus AB, which would then allow additional offerings of college credit plus math courses for those students. Deanna Mikin and Ann Radefeld facilitated a demonstration of Nearpod, a new interactive lesson tool being utilized by teachers across the District. Melissa Vojta presented information on Edulastic, an online assessment builder that has been purchased for teachers to utilize at the middle school and high school. Edulastic provides opportunities for students and teachers to get instant feedback on formative and summative assessments and also provides experience with how to respond to technology-enhanced questions.

This month, the first semester Government AIR end-of-course exam will be given, as well as retake testing for students in need of increasing their score to meet graduation point requirements. Students in need of remediation have been provided with online practice support and small-group intervention if their schedules allow for it.

In pupil services news, the team is beginning to ready all of the facets for kindergarten registration. The online registration process will open for parents of kindergarten students on February 5. Parents will then bring the necessary registration items on either February 19 or 20 to finalize their registration. This will take place at the Community Room. The hours on February 19 are from 7 a.m. to 3 p.m., and February 20 from 12 p.m. to 8 p.m.

**Professional Development** - Mrs. Reinkober submitted the following report:

I attended the OSBA Capital Conference in November. One of the sessions I attended was on personalized learning. Personalized learning is an approach to learning and instruction designed around individual learner readiness, strengths, needs and interests. Learners are active participants in setting goals, planning learning paths, tracking progress, and determining how learning will be demonstrated. At any given time, learning objectives, content, methods, and pacing are likely to vary from learner to learner as they pursue proficiency aligned to established standards. For the student, personalized learning allows them to be active in setting learning goals that are aligned with the standards, plan what and how they will learn, identify needed resources, and determine how learning will be demonstrated. The teacher will primarily work as a coach and advisor, identify resources, provide specific strategic instruction when necessary and emphasize broader and deeper learning. It was an interesting session and may provide some options as we look to the vision statement of our strategic plan - to be a model in identifying individual student needs and providing comprehensive support.

**Buildings & Grounds** - Mrs. Dolezal submitted the following report:

Winter has arrived in northeast Ohio, and the maintenance, custodial and transportation departments at North Royalton Schools are up to the challenge. The maintenance and transportation departments worked together to get our snow moving equipment ready. Seven of the nine District trucks are used for snow removal and salting. Trucks were inspected and put through testing to make sure all units were ready for the first snowfall. Plow hoses, rams, fluids and controllers were checked, cleaned and/or replaced as needed.

The District recently traded in one dump truck and purchased a new truck that is used in the winter for both snowplowing and spreading salt where needed. The new truck arrived just this past week in time for winter.

The maintenance department also inspected the six snow blowers and three truck-mounted salt spreaders that are used throughout the District. Our annual supply of rock salt was delivered and supplies were delivered to all District buildings as well.

A small renovation is taking place in the bus garage located behind the board office. The unisex bathroom is receiving its first makeover since the grand opening in 1976. A new toilet and sink will be installed. Three LED lighting fixtures will replace the antiquated fluorescent fixtures. Additionally, the exposed roof decking will be covered with a drop ceiling and the walls are to receive a fresh coat of paint.

The middle school north storm sewers were plugged recently and were draining very slowly. The City of North Royalton assisted the District and vacuumed the standing water and debris that were at the base of the drain. The maintenance department used picks and shovels and were able to dig out the outlet of the pipe. The drain is flowing well at this time.

The exterior wall of the middle school main office suffered some damage recently due to a car accident. The maintenance department was able to clean and secure the damaged area in a couple of hours and the area was back up and running for staff and students. We are currently working with our insurance company to get the wall and interior part of the building permanently repaired.

**Professional Development** - Mrs. Dolezal submitted the following report:

The session of the OSBA capital conference that I am reporting on is "Ten Important United States Supreme Court Cases Board Members Should Know." These cases have impacted both constitutional law and the public school experience.

1. Brown v. Board of Education 1954  
Supreme Court concluded that in the field of public education the doctrine of separate but equal has no place. Segregation of public schools was illegal.
2. Engel v. Vitale 1962  
Determined it is unconstitutional to have an official school prayer to start the school day.
3. Tinker v. Des Moines 1969  
Dealt with freedom of expression. Students and adults may not materially or substantially interfere with the educational function of the school.
4. Goss v. Lopez 1975  
A public school must conduct a hearing before subjecting a student to suspension.
5. Plyler v. Doe 1982  
States cannot constitutionally deny students a free public education on account of their immigration status.
6. Hendrick v. Rowley 1982  
Set the standard for what is a "Free Appropriate Public Education" regarding special education.
7. New Jersey v. TLO 1985  
Set the standards for reasonable searches of students.
8. Franklin v. Gwinnett 1992  
This led to stronger enforcement against sexual harassment, gender inequities in resources, and gender inequities in compensation. Title IX.
9. Endrew F. v. Douglas County SD 2017  
Public schools must provide special needs students with a Free Appropriate Public Education (FAPE) tailored in an Individualized Educational Program (IEP).
10. Janus v. AFSCME 2018  
Non-members of public unions can no longer be required to pay union agency fees. (This may weaken the unions as a political force.)

**Recreation Board Report** - Dr. Kelly submitted the following report:

The North Royalton Recreation Board met on November 27, 2018, at City Hall. All members were present. The recreation department reported that there has been minimal work on recreation facilities since the last meeting due to the limitations of the weather. The city reported that street light replacement was complete and that they were beginning the budget process. They anticipate presenting a very conservative flat but balanced budget for approval.

Baseball and soccer reported minimal activities at this time as both are in the off-season.

Youth travel basketball reported a drop in girls' numbers and that they were only fielding three teams. Boys' numbers were stable as compared to last year. The new director raised some questions regarding available gym times and the process for obtaining those times. After discussion, it was suggested that a meeting be set up with school officials to discuss the process and availability. There has been some turnover in the leadership of the groups using school facilities and it was decided a sit-down with all involved would be helpful. Assistant Superintendent Jim Presot has agreed to schedule a meeting. The time and place for that discussion is yet to be determined.

The meeting adjourned at 6:30 pm. The next meeting will be on Tuesday, January 29, 2019, at City Hall.

**Northeast Ohio Business Advisory Council Report** - Dr. Kelly submitted the following report:

I attended a business roundtable discussion, along with Superintendent Greg Gurka, at the Northeast Ohio Educational Service Center (ESC). Participating in the discussion were representatives from the Cleveland Clinic, Aerozone, and Nestle Corporation. Also present were representatives from many of the districts who are serviced by the ESC. The roundtable members presented information on employment forecasts for their industry, what they are currently doing to foster opportunities and what types of things could be done to increase opportunities.

Mr. Bryan Pflaum from Cleveland Clinic reported that there is an anticipated increase in local healthcare jobs at all levels of about 3.5% a year. This is in clinical and non-clinical areas. The Cleveland Clinic has increased involvement with K-12 schools in the following areas: clinic-based programs in clinical and non-clinical areas/internships, school-based programs where caregivers are sent out to schools, school education programs, and connected learning web-based educational programming.

Mrs. Ann Heyward presented on behalf of the Aerospace Institute and Aerospace Alliance. The Aerospace Alliance is a non-profit agency fostering stronger alliances with the aerospace industry in the state and particularly northeast Ohio. They support education and workforce readiness for the industry and supply chain industries in the area. She also pointed out they are actively working to inform the public of all the varied career pathways in the industry.

Mr. Matt Smith spoke on behalf of the Nestle Corporation. Solon is the national headquarters for the Nestle Food Service Division and for the Professional Group, which supplies large clients and provides machinery for food service in the hospital and hotel environments. They project needs in the general manufacturing of food products area, as well as in supervisory, information technology and data collection, and data analysis areas.

The entire panel noted improvement in the last few years of student soft skills: better interview techniques, professionalism, collaboration skills, presentation skills, etc. When asked, the presenters suggested the following as areas for future improvement in efforts with K12 school districts:

1. Increasing career awareness so students are fully aware of all the career possibilities
2. Explaining the “why” of skills development and education
3. Encouraging students to be comfortable with technology as it relates to any career
4. Advising students that in many cases, to obtain a high-paying job or pursue a high-level career, there may likely be a requirement to be drug-free
5. Finally, there is very little emphasis on test taking

**Professional Development** - Dr. Kelly submitted the following report:

I attended the capital conference in Columbus this year. My report is on the breakout session that I attended on Tuesday of the conference, with the topic being the Board’s impact on student achievement. One of the presenters was Dr. Paul Johnson, retired superintendent and board member of Bucyrus City Schools and education professor at Bowling Green State University. He was assisted by Dr. Jim Gay and Carol Oxley of the Ohio Leadership Advisory Committee. The primary focus of the session was the discussion of the well-supported position that strong collaborative leadership by local school boards, school superintendents and treasurers is the cornerstone of high student achievement.

One of the 12 characteristics of successful boards is a clear process to create a vision, a process just recently completed at North Royalton City Schools with the third iteration of the strategic plan.

Effective districts foster collaboration between the Board, superintendent and treasurer, and that concept of effective administration by the “Team of Seven” is actively in place at North Royalton City Schools.

Effective boards use data and apply it to decision-making processes. They set goals, not only for the district, but for themselves, and they monitor progress and are committed enough to change course or strategy when indicated. School boards are faced with difficult governance decisions; there is constant effort by effective Boards, and by this Board in particular, to find the balance between rubber-stamping and micromanaging.

I found the session to be very informative and a reinforcement of many of the practices we have had in place for quite a while now. These were just a few of the dozen or so strategies and practices of effective school boards.

Also shared at the session were a number of resources available to the Board through the Ohio Leadership Advisory Council.

**Policy Report**: - Dr. Clark submitted the following report:

Just a quick reminder that the Policy Committee will be meeting on December 19, 2018, at 3 p.m. to officially review the updates from NEOLA Volume 37 #1 and make recommendations for Board approval at the January Board of Education meeting.

**Professional Development** - Dr. Clark submitted the following report:

I attended the capital conference. As Board Delegate to the Ohio School Boards Association, I attended the briefing for the annual business meeting as well as the annual business meeting where school boards across the state consider changes to their platforms. I also attended the following sessions:

- Human Resource Nightmares for Schools
- Building a Bionic Salary Schedule
- Workplace Mobbing (bullying in the workplace)
- The Latest School Safety Strategies
- Can I Do That? Ethics for School Board Members
- Negotiations after Fair Share Fees Ruling
- Making Sense of the Office of Civil Rights in Changing Times and Cultural Competence

The highlight of the conference was Biagio Sidoti being recognized as the Ohio Association for School Business Officials Treasurer of the Year.

I also attended a workshop at the Educational Service Center on December 4 on building a supportive school climate and culture.

## IX. REPORTS AND RECOMMENDATIONS OF THE TREASURER

1. **RESOLUTION 2018-350: APPROVE THE TIME AND PLACE FOR THE 2019 ORGANIZATIONAL MEETING AND TAX BUDGET HEARING.** Resolve the Board of Education set January 7, 2019, at 7 p.m., in the North Royalton High School Community Room, as the time and place for the Organizational Meeting of the Board of Education. The 2019 Tax Budget Hearing will be part of the regular meeting on January 7, 2019.

Moved by Kelly

Seconded by Arendt

Voting Aye: Kelly, Arendt, Dolezal, Reinkober, Clark

Motion Carried

2. **RESOLUTION 2018-351: APPROVE AUTHORIZATION FOR TREASURER.** Resolve the Board of Education authorize the treasurer to request advances on 2019 tax settlements.

Moved by Dolezal

Seconded by Reinkober

Voting Aye: Dolezal, Reinkober, Arendt, Kelly, Clark

Motion Carried

3. **RESOLUTION 2018-352: APPROVE APPROPRIATION ADJUSTMENTS.** Resolve the Board of Education approve the following 2018-19 appropriation adjustments:

<u>Fund</u>	<u>From</u>	<u>To</u>	<u>Increase/Decrease</u>
004 Building Fund *GMP	\$31,533,418.03	\$43,000,000.00	\$11,466,581.97
572 Title I *Increase of Funds	\$327,047.68	\$328,346.84	\$1,299.16

Moved by Arendt  
Voting Aye: Arendt, Kelly, Dolezal, Reinkober, Clark  
Motion Carried

Seconded by Kelly

4. **RESOLUTION 2018-353: A RESOLUTION AUTHORIZING THE EXECUTION OF GMP AMENDMENT 2.2 FOR THE ADDITIONS AND RENOVATIONS AT THE HIGH SCHOOL IN AN AMOUNT NOT TO EXCEED \$40,026,667.55.**

WHEREAS, this Board previously determined that Hammond Construction, Inc. provided the best value for Construction Management at Risk Services for the capital improvement program; and

WHEREAS, the project architect has prepared plans and specifications for the additions and renovations at the high school; and

WHEREAS, Hammond has proposed a Guaranteed Maximum Price Amendment to its contract with the District for the work described in the plans and specifications.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the North Royalton City School District, County of Cuyahoga, Ohio, that:

Section 1. This Board hereby authorizes the president and treasurer of this Board to enter into the GMP Amendment 2.2 on file with the treasurer in an amount not to exceed \$40,026,667.55.

Section 2. This Board finds and determines that all formal actions of this Board and of any of its committees concerning and relating to the adoption of this resolution were taken, and that all deliberations of this Board and of any of its committees that resulted in such formal actions were held, in meetings open to the public, in compliance with the law.

Section 3. This resolution shall be in full force and effect from and immediately upon its adoption.

Moved by Reinkober  
Seconded by Dolezal

Discussion: Dr. Kelly thanked ThenDesign Architecture, Hammond Construction, the administration, and the entire design team for their time and careful thought process through the entire project. Dr. Clark concurred with him.

Voting Aye: Reinkober, Dolezal, Arendt, Kelly, Clark  
Motion Carried

5. **RESOLUTION 2018-354: APPROVE AGREEMENT - LOCAL GOVERNMENT SERVICES.** Resolve the Board of Education agree to enter into annual financial statement services with the Local Government Services Section of the Office of the Auditor of State as of and for the fiscal year ending June 30, 2021 for an annual cost of \$11,750.00.

Moved by Kelly  
Voting Aye: Kelly, Arendt, Dolezal, Reinkober, Clark  
Motion Carried

Seconded by Arendt

**X. REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT**

a. *Superintendent Reports and Recommendations*

Arts: The fall play *Trap* was very successful. Fall concerts are scheduled during the next couple of weeks. The high school holiday performances are this weekend.

Academics: We are nearing the end of the first semester. The legislative branch approved a bill to extend two alternative high school graduation pathways to the Classes of 2019 and 2020 that were previously offered to the Class of 2018 only. Our facilities plan continues to move along with high school construction. The high school portion of our overall facilities project is set to go to bid on January 7. The final design for the new elementary school is underway. A community meeting on the State of the Schools/State of Construction is scheduled for February 26.

Mr. Gurka thanked Josephine Trusso and Jim Presot for their many years of outstanding service to our District.

6. **RESOLUTION 2018-355: APPROVE RESOLUTION - OSBA MEDIA HONOR ROLL**

WHEREAS, in each community, the public schools are shaped by that community to provide the most appropriate and effective education for the schoolchildren who attend those schools; and

WHEREAS, public schools are dependent upon the community's support in countless ways, including support in setting goals for the education of our children, in establishing successful volunteer and booster programs at the schools, for funding of facilities and operations, and in the election of qualified school board members; and

WHEREAS, much of the community's knowledge and opinions about the public schools depend on responsible reporting by local news media representatives who decide which news to share with the community, how much attention will be focused on various issues and what the tone of the reporting will be.

NOW, THEREFORE, BE IT RESOLVED that the North Royalton Board of Education names the following media representatives/outlets the 2018 OSBA Media Honor Roll, calling attention to the ongoing responsible and exemplary nature of reporting on this community's public schools.

- Jaime Anton - North Royalton Post
- Sara Hill - Royalton Recorder
- Maria Magnelli - Royalton Recorder
- Gloria Pleva Kacik - Royalton Recorder
- ScripType Magazine

We express our appreciation for your balanced and accurate approach to sharing with this community both the challenges facing our schools and the successes achieved by the staff and students. Your work has aided this community in focusing on the goal of providing the best public schools we can for every child who attends them.

- 7. RESOLUTION 2018-356: APPROVE AGREEMENT – BLACKBOARD CONNECT SERVICES.** Resolve the Board of Education approve an agreement between Blackboard Connect Services and North Royalton City Schools for mass notification services from January 1, 2019 through December 31, 2019.
- 8. RESOLUTION 2018-357: APPROVE PLAYHOUSE SQUARE FOUNDATION AGREEMENT.** Resolve the Board of Education approve an agreement with Playhouse Square Foundation for rehearsal and presentation of graduation exercises for the North Royalton High School Class of 2019 on Friday, May 31, 2019, at the KeyBank State Theatre.

Moved by Arendt

Seconded by Dolezal

Voting Aye: Arendt, Dolezal, Kelly, Reinkober, Clark

Motion Carried

b. *Personnel and Policy*

- 9. RESOLUTION 2018-358: RETIREMENT RECOGNITION.** Resolve the Board of Education adopt the following resolution upon the retirement of Lisa Arvay:

WHEREAS, she has been a valued member of the North Royalton City School District; and

WHEREAS, she has made significant contributions to enhance the educational experience for all students; and

WHEREAS, her presence will be missed by students and staff alike.

NOW, THEREFORE, BE IT RESOLVED the members of the North Royalton Board of Education express their appreciation and wish her a long and happy retirement.

- 10. RESOLUTION 2018-359: ACCEPT RESIGNATION/RETIREMENTS.** Resolve the Board of Education accept the following resignation/retirements:

**Resignation**

Susan Corbeil/Classified Substitute/effective November 27, 2018

**Retirements**

James J. Presot/Assistant Superintendent/effective January 1, 2019

Josephine Trusso/Cleaner/Middle School/effective January 1, 2019

- 11. RESOLUTION 2018-360: APPROVE/AMEND LEAVES OF ABSENCE.** Resolve the Board of Education approve/amend the following unpaid leaves of absence:

Rachel Hoag/effective January 3, 2019 through February 15, 2019

Leigh Johnson/effective January 3, 2019 through May 31, 2019

Heather Jontony/effective December 11, 2018 through March 15, 2019

- 12. RESOLUTION 2018-361: APPROVE APPOINTMENTS – CERTIFICATED/LICENSED AND CLASSIFIED EMPLOYEES.** Resolve the Board of Education approve the following appointments to the certificated/licensed and classified staffs of the North Royalton City Schools be confirmed with the understanding that such persons are subject to all provisions of law pertaining to the employment of said persons; and said employment is contingent upon subsequent receipt by the Board of a report from the Bureau of Criminal Identification and Investigation which is not inconsistent with the applicants' answers on the employment application. The said appointees shall be subject to assignment by the superintendent of schools according to the needs and interests of the schools, salary on schedule, effective 2018-19 school year or as indicated:

**Certified Substitute**

Carl Gougler/effective November 20, 2018

Kristie McFadden/effective November 19, 2018

**Classified Substitutes**

Susan Corbeil/effective November 19, 2018

Olivera Cvetanovic/effective December 6, 2018

Heather Fialkowski

Alexa Kazimir/effective November 26, 2018

Linda Rubes/effective December 6, 2018

Liana Williams

**13. RESOLUTION 2018-362: APPROVE/AMEND APPOINTMENTS - SUPPLEMENTAL CONTRACTS.**

Resolve the Board of Education approve/amend the following for supplemental contracts for the 2018-19 school year, as needed, salary on schedule:

Assistant Gymnastics Coach/Gymnastics World/PS Contract 11 Plus Athletes  
Scott Spessard/Spring Musical Assistant Director/1/2 contract  
Meredith Stanton/Middle School Track Coach  
Cheryl Tenhunfeld/Middle School Bowling Club Advisor  
Kate West/Spring Musica Assistant Director/1/2 contract  
Michael Zadel/Intramural Director/Winter/1/2 contract and Spring/1/2 contract

**14. RESOLUTION 2018-363: APPROVE APPOINTMENTS - PERSONAL SERVICE CONTRACTS.** Resolve the Board of Education approve the following Athletic Workers for Personal Service Contracts, as needed, salary on schedule:

**Athletic Workers**

Christopher Benze	Christopher Esterak II	Jacob Plagens
Moved by Kelly		Seconded by Reinkober
Voting Aye: Kelly, Reinkober, Arendt, Dolezal, Clark		
Motion Carried		

*c. Business, Buildings and Grounds*

**15. RESOLUTION 2018-364: APPROVE EXTENDED TRIP PROPOSAL.** Resolve the Board of Education approve the following trip proposal:

**North Royalton Middle School (Sunday, February 10, 2019)**  
Winter Sports Club trip to Holiday Valley Ski Resort, New York

**16. RESOLUTION 2018-365: ACCEPT GIFTS/DONATIONS.** Resolve the Board of Education accept and acknowledge the following gifts/donations:

- Julianna Massimo and Jon Hall donated a Tumbler form chair, valued at \$600.00, to North Royalton City Schools Pupil Services Department.
- Applebee's donated 250 coupons for a kids' meal to Royal View Elementary and 300 coupons to Valley Vista Elementary.
- Baker's Square donated 100 kids' meal certificates to Valley Vista Elementary.
- North Royalton High School PTA donated \$100.00 to the STAND club at North Royalton High School.
- The Joseph family donated 50 Kiddoodle mugs for the staff at Valley Vista Elementary.
- The Royalton Hills Lions Club donated \$184.00 towards the North Royalton Middle School eighth-grade trip to Washington, D.C.
- Costco Wholesale donated a \$25.00 gift card to North Royalton Middle School for the Leadership Conference.
- The North Royalton Athletic Boosters donated equipment and uniforms valued at \$20,983.87 to the athletic program at North Royalton High School.
- Jennifer Smith of Broadview Heights donated four boxes of binders valued at \$75.00 to Royal View Elementary.

Moved by Kelly	Seconded by Arendt
Voting Aye: Kelly, Arendt, Dolezal, Reinkober, Clark	
Motion Carried	

**XI. ADDITIONAL BUSINESS**

a. A Year in Review

Dr. Clark presented the 2018 Year in Review:

This has been a wonderful year of growth and achievement for our school district, our students, and our teachers and staff. This report is a quick summation of some successes in our school district over the 2018 calendar year.

Significantly, the Board approved a five-year strategic plan from 2018 to 2023. This report is structured around the four primary goals of the plan.

**The first goal is Student Achievement.** The State Report Card is what legislators believe reflects a good school district. However, we know that what makes our District great is so much more than that. You can find out more by reading the District's Quality Profile found online.

North Royalton High School was nationally ranked by *U.S. & World News Report* as one of the best high schools in the country. Top-ranked schools excel in three main areas: exceeding expectations on state proficiency tests, offering challenging coursework, and graduating their students. Our high school received the silver award and our students shine.

The work continues to improve our student achievement by aligning our curriculum with standards, experiences, programs, and by nurturing a positive school climate that supports the whole child.

Our Board meetings this year demonstrated how the whole child is nurtured in our schools. Each building highlighted a student, students, or staff member who exemplifies the best in our schools. Some examples include students helping others: PAWS students supporting their peers; examples of students living the "Bear Way" by being courageous; a student who grew her hair, cut it, and donated it to those in need; students writing letters of support to active soldiers; peer assist leadership programs; reading clubs; Spirit Night Tailgate for fourth graders to help them transition to middle school by being welcomed by seventh and eighth cheerleaders; and the creation of the Caring Closet at the high school for those who would benefit.

We had four National Merit Scholarship recipients, and student Colin Rush Jr. received a perfect score on the ACT. Our CVCC students have excelled, nine of whom were recognized as top performers in their respective fields.

Our music, arts and athletic programs had so many successes this year. I will only mention a few. Our band program continues to excel, and all four high school bands went to state finals. Our eighth-grade band received first at its competition. Our athletes performed at peak levels. One of the fourth graders, who is a playwright, will have her play produced by the Dobama Theatre this year.

Both Assistant Superintendent Jim Presot and Officer Jon Karl were certified as ALICE trainers this year. They provided ALICE training to all staff and age-appropriate training to students.

The District was able to salvage the eighth graders' trip to Washington, D.C.

**The second goal is Communication and Community Engagement.** We continue to build strong relationships with the cities of Broadview Heights and North Royalton. We were able to come to a land use agreement with the City of North Royalton for additional parking during construction activities. This agreement allows our students who drive to school to park in the old City Hall lot and Memorial Park.

Our Financial Advisory and Audit Committee and our Community Facilities Advisory Committee meet regularly and contribute greatly to our work.

The District held a community meeting in March to provide a virtual tour of what the building renovation at the high school and what the new elementary school might look like. At that meeting, the District's architects, ThenDesign Architecture, provided information about the safety and security considerations for building design.

Each month, the Board accepts donations from the community. Donors including the North Royalton Athletic Boosters, the Choir Boosters and the North Royalton PTA's, have been generous and have made a real difference to our students. Families donated equipment to our special services program, golf clubs, funds for our soccer teams and more. The Lions Club donated needed equipment to pupil services and special education. Many vendors and families donated coupons, gift cards, gift certificates, and items to support our PBIS programs. While I cannot name all of these generous benefactors, the Board thanks them all!

**The third goal is Professional Development.** Professional development is a priority for our teachers and all of our staff. Teachers continue to learn ways to incorporate instructional technology in the classroom as part of our 1:1 Chromebook initiative. All second-grade teachers received phonics training through the Wilson Reading Foundations program. Teachers will continue their professional development focused on curriculum supports such as online academic support programs, Achieve 3000 at the middle school, Apex Tutorial at the high school, student mental health and wellness, and in the importance of strong relationships with students.

North Royalton is proud to have four new master teachers this year. Weible and Associates supports our Master Teacher Program, an Ohio Department of Education designation, which represents instructional rigor and professional growth.

The building renovation and construction projects are getting exciting, and professional development concomitant with those projects is ongoing. Much behind-the-scenes work has taken place, especially at the elementary level, to ensure that the transition to one building is seamless, that curriculum is aligned, that instructional practices meet student needs, and that students have the same exposure to what makes each school experience special.

**The fourth goal is Financial.** We leave this calendar year with a clear view of our finances. Mr. Sidoti provided monthly reports to the Board, comparing our financial condition on a month-to-month, year-to-date, and last year's to this year's monthly basis. The Financial Advisory and Audit Committee met often with Mr. Sidoti to discuss our finances and to review our Five-Year Forecast. Mr. Sidoti's office worked concertedly to improve the website for easier-to-understand and easier-to-access District financial data.

The District was recognized by the Auditor of State for a clean and successful audit.

One of the highlights of the year was Mr. Sidoti's recognition as Treasurer/CFO of the year by the Ohio Association of School Business Officials. We are blessed to have a treasurer of such caliber working for us!

This year, the Board adopted negotiated agreement and compensation plans for teachers and staff, as well as a new professional staff association compensation plan.

We passed Issue 6! We thank all those who supported this tax renewal vote, which does not provide for new tax dollars, even where property taxes have increased. In passing this levy, the community preserved \$2.3 million in state rollback funds. We are humbled by the support our school communities have for our school district and our stewardship of those funds is our priority.

The work on the building renovation and construction projects is becoming visible: the bus loop road behind the high school is done, the middle school now has HVAC improvements, its roof and masonry work are completed. This is the first time the District will be doing extensive construction and renovation work while school is in session, so TDA and Hammond Construction are sensitive to the safety needs of students, staff, and visitors. The fields have been fenced off and some realigned for practice. Staff will wear badges for safety, construction workers will wear numbered hardhats for easy identification, and there will be BCI/FBI checks for all workers. There will be parking in alternative lots, with a shuttle bus to the high school from the old City Hall lot, and police will patrol those lots. TDA advocated for our needs at a Board of Zoning Appeals for the elementary school, and at the Planning Commission for the high school.

Moody's Investors Service rated the North Royalton City Schools Aa2. Obligations rated in the Aa2 category are judged to be of high quality and are subject to very low credit risk. Moody's found the District's financial position to be robust and relatively favorable with key improvements in our three-year average net pension liability, and both available fund balance and net cash balance as a percentage of operating revenues.

This report does not represent all the hard work that has made this calendar year one filled with success for our students and staff. We hope to continue moving our District forward for years to come. May this season and the New Year bring our school community continued positivity and well-being!

**XII. ANNOUNCEMENTS**

Policy Committee	December 19, 2018	3:00 p.m.	BOE Conference Room
Regular Meeting/Work Session	January 3, 2019	6:30 p.m.	BOE Conference Room
Organizational Meeting	January 7, 2019	7:00 p.m.	NRHS Community Room
Regular Meeting	January 7, 2019	<i>(Immediately following Organizational Mtg.)</i>	
Financial Advisory & Audit Committee Mtg.	January 17, 2019	7:00 p.m.	BOE Conference Room

**XIII. RESOLUTION 2018-366: MOTION TO ADJOURN**

Motion to adjourn meeting at 8:15 p.m.

Moved by Kelly  
Voting Aye: Kelly, Dolezal, Arendt, Reinkober, Clark  
Motion Carried

Seconded by Dolezal

ATTEST:

Bianchi Sidot  
TREASURER

Susan G. Clark  
BOARD PRESIDENT

January 7, 2019  
DATE

1-7-19  
DATE

**North Royalton City Schools December 10, 2018 Staff Recommendation Sheet**

<b>NEW - Certified Substitute</b>			
<b>Name</b>	<b>Position</b>	<b>Rate</b>	<b>Note:</b>
Carl Gougler	Science Teacher	\$95 per diem	substitute for Heather Jontony
Kristie McFadden	HS Math Teacher	\$95 per diem	substitute for Lisa Arvay

<b>NEW - Classified Substitutes</b>			
<b>Name</b>	<b>Position</b>	<b>Hourly Rate</b>	<b>Note:</b>
Susan Corbeil		\$11.25	
Olivera Cvetanovic		\$11.25	
Heather Fialkowski		\$11.25	
Alexa Kazimir		\$11.25	
Linda Rubes		\$11.25	
Liana Williams		\$11.25	

<b>Supplementals</b>			
<b>Name</b>	<b>Position</b>	<b>Salary</b>	<b>Note:</b>
Scott Spessard	Spring Musical - Assistant Director	\$1,389.00	1/2 contract
Kate West	Spring Musical - Assistant Director	\$1,389.00	1/2 contract
Cheryl Tenhunfeld	Middle School Bowling Club Advisor	\$12.34 per hour	
Michael Zadel	Intramural Director - Winter & Spring	\$1,000.00	1/2 contract
Meredith Stanton	Middle School Track Coach	\$4,299.00	