

Minutes of the NORTH ROYALTON BOARD OF EDUCATION Regular Meeting
Held December 11, 2017
North Royalton High School Community Room

- I. CALL TO ORDER
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- III. ROLL CALL
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- V. RESOLUTION 2017-357: APPROVAL OF MINUTES
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- XII. ANNOUNCEMENTS
- XIII. RESOLUTION 2017-374: 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 7:00 p.m., December 11, 2017, at 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 2017-356: 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 2017-357: APPROVAL OF MINUTES. Resolve the Board of Education approve the minutes from regular meetings on November 1, 2017 and November 6, 2017.

Moved by Reinkober

Seconded by Dolezal

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

Motion Carried

VI. RECOGNITION OF GUESTS AND PRESENTATIONS

- Valley Vista Elementary highlighted the Girls on the Run program. The following students and teachers were recognized for their participation in this program: *Students:* Arianna Bokman, Ema Ciric, Reagan Cox, Samantha Dehrmann, Violet Frantz, Kendall Holter, Enaya Khawaja, Sophia Kraus, Neha Kulkarni, Lily Mullins, Hope Piasecki, Olivia Podlogar, Camryn Sibits, Alexia Stetler, Claire Supelak, Vivian Tindira, and Marissa Vadovski. *Staff Members:* Arynn Leety, Dana Kesselem, Marguerite Greenlee, Betsy Boyer, Samantha Lumpkin and Amanda Velbeck. The girls and coaches met twice a week to prepare for a 5K, which they completed on November 12. They also organized an outreach program to benefit a crisis center in Cleveland, Laura's Home.
- Royal View Elementary recognized a former student, Elise Werner, now a freshman, for her work with the annual Holiday Shop. Elise has been a vendor at the Holiday Shop for five years. This year, she developed the idea of a free holiday punch card, which would ultimately help students whose families may not have the financial means to purchase gifts. The card allowed students to win random prizes by redeeming the coupon for up to five free items. Elise contacted all the vendors to give them information on the punch card. Vendors who

elected to participate placed a red balloon at their table so students would know where to redeem their punch card.

- Albion Elementary recognized second graders, Chloe Pal, Collin Moroney and Naomi Smelcer for pitching the idea of a Christmas club to Principal Ketterer. These students are collecting spare change for one week to give the Salvation Army. They exemplify the Albion core value of mindfulness by being self-aware of one's emotions, words and actions and the realization that we impact our world around us.
- North Royalton Middle School recognized eighth grade student, Jude Carver, for being an outstanding student, athlete, and teammate. Jude has worked very hard over his four years at the middle school and has grown immensely athletically, socially and academically.
- North Royalton High School recognized Intervention Specialist Kate West and her students for their work in taking breakfast bistro orders as a way of learning how to run a business. Students Ryan Rybak, Kristina Blatt, Michael Stefanski, and William Mitchner, each take a special part in learning customer service and money handling skills.

VII. PUBLIC PARTICIPATION. 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. No speakers addressed the Board.

VIII. COMMITTEE REPORTS

Legislative Report: Mrs. Arendt submitted the following report:

As the calendar year winds down, the flurry of activity in Ohio's General Assembly increases. Over the past two weeks, several education-related bills were discussed either in committee or were voted on in chambers. I have included a sheet with these for you to review at your leisure along with making them available on the board site. I do want to highlight the following:

- On November 29, the Ohio House passed House Bill (HB) 98 by a vote of 89-0. This legislation deals with the presentation of career information to students. The bill now heads to the Senate for consideration.
- On December 5, the Ohio House passed House Bill (HB) 312 by a vote of 90-0. This legislation deals with the use of credit cards and debit cards by political subdivisions. The bill now heads to the Senate for consideration.
- On December 5, the Ohio Senate passed HB 170 by a vote of 31-0. This bill calls for developing optional academic content standards and model curriculum for computer science and addresses educator qualifications for computer science.

Tomorrow, December 12, the House Education and Career Readiness Committee is scheduled to hear testimony on HB 108-legislation to include financial literacy in high school curriculum, HB 360-legislation on consequences for intimidation, bullying and hazing, and HB 377-legislation requiring age-appropriate sexual abuse and violence instruction.

CVCC Report: Mrs. Arendt submitted the following report:

No report, but wanted to point out a few items. First, the CVCC News Flash and Student Connection is available on our board site. In it, you will find North Royalton specific highlights like CVCC's 1st quarter 100% Club, which consists of students with perfect attendance so far for the 2017-2018 school year. There were 259 total students who achieved the 100% Club Award and 47 of those students were from North Royalton.

Also at the December 7 CVCC meeting, the tentative board schedule for 2018 was discussed. The traditional double-board meeting once held in November is being moved to October 25, if approved at January's organizational meeting.

Professional Development: Mrs. Arendt submitted the following report:

I attended several workshops on various topics including board development, community engagement, critical issues, finances, leadership improvement and student achievement, along with the general sessions while at OSBA's conference in November.

One of the most enlightening sessions was, "Ten Things About Living in Poverty." It was presented by Barry Buck, counselor, from Clearview Local in Lorain County. He passionately delivered 10 items that others need to understand about students living in poverty. Mr. Buck's wisdom allowed participants to understand that among the daily issues these students face outside of the classroom, many bring their survival strategies to school. While many of us don't understand why they are distrustful or angry, they are also escaping the stresses of their lives and respond to genuine, caring, and collaborative environment. One of the points that resonated with me was the idea of scarcity. They live in a world where there is never enough to go around-clothes, food, money, positive role models. These students extend that thinking to grades-not enough "As" to go around, so they settle for "Cs." Mr. Buck suggested that schools emphasize effort and skill and minimize the focus on ability, point out talents, and help students set goals and a timetable for meeting each goal.

Transportation: Mrs. Reinkober submitted the following report:

In November, the transportation department applied for a Diesel Emissions Reductions Grant with the Federal EPA for funding towards the replacement of five buses. If awarded, the grant provides \$20,000 per bus replaced, or a total of \$100,000. The replacement buses would be powered by 2017 emissions standards compliant diesel engines. Awards for this grant will be announced in mid-January, 2018. This grant is separate from the Ohio EPA grant that was awarded to the district last year, which is still currently tied up in legislation. The Ohio EPA has no definite timeline for when the funds will be available for this original grant.

The transportation department would like to share some statistics from the T1 Student Counts and Mileage Report submitted to the ODE at the end of October:

- For the 2017-2018 school year, our 50 route buses travel a combined total of 2,991 miles per day and transport approximately 2,740 students each day. The 2 district vans travel a combined total of 173 miles per day and transport 16 students each day.

PHNR: Mrs. Reinkober submitted the following report:

The next meeting of the coalition is this Wednesday, December 13, at 9:30 a.m., at the North Royalton Library.

Professional Development: Mrs. Reinkober submitted the following report:

At the OSBA Capital Conference in November, I attended sessions covering board leadership, building tomorrow's workforce, student internet safety and communicating school finance, among others.

One of the most engaging sessions was the session on school finance. The presenters, Cajon Keeton, treasurer of Benton-Carroll-Salem Local Schools, and Jeffrey Dornbusch, treasurer of Port Clinton City Schools, demonstrated how they use various online apps and programs to reach constituents in their districts and provide financial information in a more user friendly fashion. Some of the apps they use are Periscope, a twitter app; Powtoon, used in creating levy videos; and Smore and Canva for flyers, newsletters and invitations. All of these tools are free. Mr. Sidoti, our treasurer does an excellent job of communicating our finances to the board, the Financial Advisory and Audit Committee and our community, but may find some of these helpful in reaching an audience that is becoming more dependent on their mobile devices.

Building & Grounds: Mrs. Dolezal submitted the following report:

With the latter part of the fall season and pleasant weather, the maintenance department was able to do another round of cutting grass and trimming before winter arrives.

The District's fleet of trucks are ready for winter. Major work was performed on our two salt/dump trucks which included a new bed, brake and exhaust work.

Serpentini Stadium buildings have been shut down for the winter. All water has been shut down and drained from the lines to prevent freezing. A complete cleaning will take place from ceilings to floors and a fresh coat of paint will be applied where needed.

The District's cleaning, custodial and maintenance staff are preparing for larger scale projects to be performed over winter break, which include installing new ceramic floor tile in the girls locker room in Gym One of the high school, installing close to 100 casters to the high school science lab tables in the 400 and 100 sections for collaborating and transporting purposes, and cleaning and maintenance of classroom univents and kitchen refrigerator. The crews will also wax high traffic areas throughout all of our buildings.

Professional Development: Mrs. Dolezal submitted the following report:

I attended the Teaching Students about Online Safety learning session at the OSBA Capital Conference. Here are the highlights:

- 60,000 new apps flood the market every month; unsupervised access leads to disaster
- 92 percent of teens go online daily, 24 percent of teens are online almost constantly, 78% of American teens have cell phones, 91 percent of teens access the internet through mobile devices on a regular basis
- Online safety is not blocking websites, heavy internet monitoring and online restrictions
- K-2 grade children should have very little time unsupervised online; introduce rules without frightening them and emphasize that they need to be with an adult and don't talk to strangers
- Grades 3-5 spend time online unsupervised; more likely to have their own mobile device; never give out personal information, and know the difference between online friends and in-person friends
- Middle school: bullying is a concern, chat rooms and other online forums open the door to predatory behavior; walk away from uncomfortable situations; talk to parent or teacher about online encounters
- High school: most students are constantly online, risky online relationships, sexting, identity theft, personal safety

Recreation Board: Dr. Kelly submitted the following report:

The North Royalton Recreation Board met on November 28, at City Hall. Soccer reported that all current officers and trustees will be returning in their positions. The club is currently in negotiation with their director of coaching instruction for a new contract going forward. They are in the midst of compliance with state and city requirements for non-profit sports groups and are reviewing adding child abuse and molestation training to their existing structure.

Basketball was not present. Baseball/softball reported that the 2018 rulebook had been completed. NRBB also approved \$7,000 toward the cost of a Ventrac groomer/renovator for exclusive availability at the York Road field complex. This donation is contingent on City Council approval of the full purchase. The YMCA reported that session one of Junior Cavs basketball was completed and that the new session starts on January 20.

The City reported budget talks were in full swing for the next year's budget. The recreation director reported that the repairs to the batting cage building were nearing completion and that the City was nearing completion on the new roof for the Heasley field concession stand.

I also provided a brief report to the assembled group on the ongoing building design activities and the progress and timeline of the construction project of the new elementary, high school, and middle school renovation.

The meeting adjourned at 6:30 p.m. The next meeting will be on Tuesday, January 30, at City Hall.

Curriculum & Instruction and Pupil Services: Dr. Kelly submitted the following report:

Teachers at all levels have been engaged in professional development opportunities that reinforce integration of instructional technology in the classroom. To support our implementation of the Tenmarks math program in grades 3-8, teachers participated in training to learn about updated features and ways to create and modify assessments to differentiate learning for all levels. Apex training was provided to specified teachers at the high school to implement a new "tutorials" program aligned to end-of-course exams. Intervention teachers, modified math teachers, and a co-teaching ELA partner pair will be piloting the program. Finally, selected ninth grade teachers have made visits to area schools to observe 1:1 Chromebook implementation in preparation for ninth graders receiving their own Chromebook next year.

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, middle and high school teams have met to begin the review of the District's post-secondary transition process for Students with Disabilities. The team is reviewing the five components of the process: Student Focused Planning, Student Development, Family Engagement, Interagency Collaboration and Structure/Process/Procedure. The team has identified its strengths and areas of need. Work has begun to address components of our family engagement and structure/process/and procedures.

Work continues on our new registration platform, Gateway. The company is currently designing our "registration packet." The team will begin test submissions through the system in the next couple of weeks, with our soft rollout scheduled to begin with kindergarten registration in February.

North Coast Business Advisory Network (NCBAN): Dr. Kelly submitted the following report:

The North Coast Business Advisory Network, coordinated through the Cuyahoga County ESC, met on December 6, 2017, at 9:00 a.m., at the CCC Westshore Campus in Westlake. I attended the meeting along with Superintendent Gurka.

The NCBAN will be fulfilling the new State requirement of a Business Council for our District and for at least 20 other districts in the area. The State has not published the final rubric for the function of the group in that role, but it will be issued shortly. NCBAN will contact all the involved districts, including North Royalton, for input on its role to meet the statute and fulfill our wants and needs. Going forward, I will continue to update the Board and community.

Wednesday's program began with a presentation by Maple Heights Schools on their Medical Muse program. The name is based on the mythological Greek muses who were said to be the source of inspiration for all the great art and science of the age. Maple Heights Schools' pilot program exposes seventh and eighth graders to medical careers through a combination of visits to area medical facilities, exposure to CCC's, STNA and medical career programming and a mentorship program with CWRU medical students. It is hoped that this will spur interest in the varied medical careers available in the area. The program has been well received by the students and it is moving ahead and growing rapidly. At the meeting, the program was reviewed briefly and student representatives shared their experiences and reactions.

Geraldine Weiser, of CCC's Corporate College, presented on the wide variety of medical careers available in the area and the programs to direct individuals to those careers. There is great need and those needs are only expected to increase in the future. CCC offers a number of two-year associate programs and certification programs of shorter duration in all areas - clinical and administrative.

The meeting concluded with a simulation exercise using Apollo, a fully programmable healthcare education manikin used in the RN and STNA programs. The manikin provides multiple static health evaluation modes and can also be programmed in a number of medical emergencies. By use of the manikin, students receive training and exposure to real-life care. The use of the manikin provides realistic preparation for students as they transition from class work to actual patient care delivery.

The meeting concluded at approximately 10:45 a.m.

Professional Development: Dr. Kelly submitted the following report:

I also attended The OSBA Capital Conference where I participated in a number of breakout sessions. One particular session that was very timely for us given our facilities project, was on Maker Space design and utilization. It was presented by Michelle Schaefer, director of curriculum, and Jason Dugan, technology director of Maumee City Schools. Their presentation was a fast-paced introduction into what Maker Spaces can become and how they can integrate into 21st century learning.

Their program covers the full gamut of students from elementary grades through high school. Their program was started in the fall of 2015 and now covers all grades from K through 12. The presentation began with the rationale for development of the program. The process by which Maumee developed and implemented it was provided in detail. In kindergarten, students are exposed to the early solving of problems and the very basics of coding. Those skills are built on and enhanced as students move through the elementary and middle school years. In high school, they are provided opportunities in complex problem-solving and robotics.

Not only was their program impressive, but much like our own Jim Presot, they shared a number of ways they implemented change and innovation on a "shoe-string budget." They bought almost all of their 3D printers on Ebay, finding printers that were \$800-\$900 retail for only a couple hundred dollars. Some needed minor repairs and some of them only required switching the power input from 220 back to 110. All of their programs are designed to teach the four C's of 21st century learning (critical thinking, communication, collaboration and creativity) and all are aligned with State standards.

They referenced a landmark study done several years ago by the Harvard School of Business on the role and importance of failure in education. They encourage students to try exercises that might fail, analyze why the failure occurred, and then recover and adjust to correct and move forward. I know this is on our radar for our new buildings and I look forward to how these concepts will integrate into education for North Royalton.

Policy Committee: Dr. Clark submitted the following report:

Just a quick reminder that the Policy Committee will meet on December 20, 2017, to officially review the updates contained in NEOLA Volume 36 #1 and make recommendations for Board approval at the January Board of Education meeting.

Professional Development: Dr. Clark submitted the following report:

I represented our school district at the Board Delegate Briefing and Delegate Assembly.

State Superintendent Paola DeMaria spoke: ODE strategic planning underway, visiting districts across the state, goal is to connect students to careers and to identify key supports for student achievement.

Assembly made few changes to its legislative platform; two notable changes made are:

1. The importance of drug abuse prevention, particularly, opioid abuse. This is critical because the consequences of opioid abuse are devastating to individuals and families.
2. The importance of the legislative process providing ample opportunity for public review and comment on any proposed rule or statute before they are introduced into the Ohio General Assembly. This is critical because professional educators must have an opportunity to weigh in on proposed rules and laws from the practical perspective of those who will be charged with implementing them in the classroom and district.

I also attended the following breakout sessions:

Facilities planning
2017 Case law update from OSBA
Board meetings: the good, bad, and ugly
Hot topics in school law
Insurance repeal/replace/implications
Critical skills debriefing on investigations
Constitutional law and public schools

IX. REPORTS AND RECOMMENDATIONS OF THE TREASURER

1. **RESOLUTION 2017-358: APPROVE THE TIME AND PLACE FOR THE 2018 ORGANIZATIONAL MEETING AND TAX BUDGET HEARING.** Resolve the Board of Education set January 4, 2018, at 6:30 p.m., in the North Royalton Board of Education Conference Room, as the time and place for the Organizational Meeting of the Board of Education. The 2018 Tax Budget Hearing will be part of the regular meeting on January 8, 2018, in the North Royalton High School Community Room, at 7:00 p.m.

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

2. **RESOLUTION 2017-359: APPROVE APPROPRIATION ADJUSTMENTS.** Resolve the Board of Education approve the following 2017-2018 appropriation adjustments:

<u>Fund</u>	<u>From</u>	<u>To</u>	<u>Increase/Decrease</u>
022-District Agency	\$5,544.71	\$18,008.71	\$12,464.00
003-Permanent Improvement	\$1,310,997.16	\$1,367,997.16	\$57,000.00

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

3. **RESOLUTION 2017-360: APPROVE TRANSFERS.** Resolve the Board of Education approve the following transfers as indicated below:

<u>From</u>	<u>To</u>	<u>Amount</u>
200-946A North Royalton HS Student Council Fund	300-954A Wrestling Club	\$479.71
<i>*Distribution of funds raised through Homecoming ticket sales</i>	300-964A Track Club	\$479.71
	300-968A Girls Basketball Club	\$479.70
	300-970A Cross Country Club	\$479.71
	300-977A Football Club	\$479.70
	300-978A Golf Club	\$479.71

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

4. **RESOLUTION 2017-361: ADOPT SALARY SCHEDULES.** Resolve the Board of Education adopt the Classified Substitute Salary Schedule effective January 1, 2018. (Exhibit 1)

Moved by Kelly Seconded by Reinkober

Discussion: Dr. Kelly thanked Director of Personnel Pat Farrell and Assistant Superintendent Jim Presot for their research and presentation on the classified substitute salary schedule, which was given at the December 7 meeting.

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

5. **RESOLUTION 2017-362: AUTHORIZATION FOR TREASURER.** Resolve the Board of Education authorize the treasurer to request advances on 2018 tax settlements.

Moved by Dolezal Seconded by Arendt

Discussion: Treasurer Sidoti explained that this request for advances will allow us to receive collections as property taxes we paid so that we may take advantage of investment opportunities.

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

6. **RESOLUTION 2017-363: APPOINT PRESIDENT PRO TEMPORE.** Resolve the Board of Education appoint Dr. John Kelly as the President Pro Tempore for the January 4, 2018, Board of Education Organizational Meeting.

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

Seconded by Dolezal

X. REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT

a. Superintendent Reports and Recommendations

Arts: Mr. Gurka congratulated Megan Dolar and the students who participated in the high school's fall play, "*A Midsummer Night's Dream*." The concert season has started. Mr. Gurka encouraged the community to attend one of our many performances.

Athletics: The winter sports season is underway. There will be a car raffle drawing, courtesy of Serpentine Chevrolet, at the January 12, 2018, boys' basketball game.

Academics: We are almost done with the first semester. ThenDesign Architects (TDA) will be at the January 3, 2018, Community meeting to gain input on the design involved in our facilities plan.

7. **RESOLUTION 2017-364: APPROVE PLAYHOUSE SQUARE FOUNDATION AGREEMENT.** Resolve the Board of Education approve the agreement with Playhouse Square Foundation for rehearsal and presentation of graduation exercise for North Royalton High School Class of 2018 on Friday, June 1, 2018, at the State Theatre.
8. **RESOLUTION 2017-365: APPROVE ADDITIONAL OPTIONS FOR EARNING A DIPLOMA FOR THE CLASS OF 2018.** Resolve the Board of Education approve the 2018 Graduating Class Senior Capstone Project and Work/Community Service Experience Project as part of the graduation pathway.

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

Seconded by Arendt

b. Personnel and Policy

9. **RESOLUTION 2017-366: ACCEPT RESIGNATIONS/RETIREMENTS.** Resolve the Board of Education accept the following resignations/retirements:

Resignations

Emily Koziol/Classified Substitute/effective November 22, 2017
Mary Misenko/Middle School Track/effective November 8, 2017

10. **RESOLUTION 2017-367: APPROVE/AMEND LEAVES OF ABSENCE.** Resolve the Board of Education approve/amend the following unpaid leaves of absence:

Donna DeStefanis/effective November 7, 2017 through March 31, 2018
Mary Misenko/effective January 3, 2018 through March 23, 2018

11. **RESOLUTION 2017-368: APPROVE APPOINTMENTS – CERTIFICATED/LICENSED AND CLASSIFIED EMPLOYEES.** Resolve the Board of Education approve the following appointments of 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 2017-2018 school year or as indicated:

Certified Substitute

Melissa Postma/effective November 30, 2017

Classified Employees

Gerald Bentley/Cleaner/Middle School/effective November 27, 2017
Sadie Fellure/Assistant Treasurer/Central Office/effective January 2, 2018 through February 28, 2018, as needed, at the hourly rate of \$28.69
Laura Petroff/Assistant Treasurer/effective December 11, 2017, at the base salary of \$44,000
Susan Halamek/Clerk-Receptionist/effective December 18, 2017, at the base salary of \$28,000

Classified Substitute

Ronald Robinson/Bus Driver
Chelsea Saxon/effective November 27, 2017

Home-Bound Instructor

Agnes Ozello

- 12. RESOLUTION 2017-369: APPROVE/AMEND APPOINTMENTS - SUPPLEMENTAL CONTRACTS.** Resolve the Board of Education approve the following for supplemental contract for the 2017-2018 school year (or as indicated), as needed, salary on schedule:

Samantha Brown/Problem Solvers Club/Middle School
Dana Brownson/Softball Assistant Coach/High School
Amy Cowan/Bowling Club Advisor/Middle School
Jennifer Gaydos/Problem Solvers Club/Middle School
Assistant Gymnastics Coach/Gym World/PS Contract #11-15

- 13. RESOLUTION 2017-370: RESOLUTION NON-LICENSED SUPPLEMENTAL EMPLOYMENT 2017-2018.**

Whereas, the Board of Education has offered the supplemental positions listed below to certificated/licensed employees of the District; and

Whereas, the Board did not receive any applications from persons qualified to fill the position; and,

Whereas, the Board thereafter advertised the position as being available to qualified licensed personnel not employed by the District and did not receive any qualified applications.

It is therefore resolved, that in conformance with Ohio Revised Code Section 3313.53, the following non-licensed individuals are recommended for employment:

Miloje Vicovac/Middle School Wrestling Coach

- 14. RESOLUTION 2017-371: APPROVE APPOINTMENTS - PERSONAL SERVICE CONTRACTS.** Resolve the Board of Education approve the following 2017-2018 Athletic Worker for Personal Service Contracts, as needed, salary on schedule:

Athletic Worker

Erik Bodily

Moved by Dolezal

Seconded by Kelly

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

Motion Carried

c. Business, Buildings and Grounds

- 15. RESOLUTION 2017-372: APPROVE EXTENDED TRIP PROPOSAL.** Resolve the Board of Education approve the following trip proposal:

North Royalton Middle School (Saturday, February 10, 2018)

Winter Sports Club trip to Holiday Valley Ski Resort, New York

- 16. RESOLUTION 2017-373: ACCEPT GIFTS/DONATIONS.** Resolve the Board of Education accept and acknowledge the following gifts/donations:

- Rob Moss, of Broadview Heights, donated a dryer, valued at approximately \$100.00, to North Royalton High School.
- Agnes Ozello, of Brunswick, donated DVDs, valued at approximately \$25.00, to North Royalton High School.
- Romano's Macaroni Grill in Strongsville, donated food items, valued at \$200.00, to North Royalton Middle School for a Thanksgiving project.
- Dairy Queen of Parma, donated 60 free Blizzards and 60 free cones, valued at \$150.00, to Royal View Elementary.
- Giant Eagle, of North Royalton, donated 18 balloons, valued at \$27.00, to Valley Vista Elementary for their Veterans Day Celebration.
- Augie's Pizza, of North Royalton, donated a vegetable tray, valued at \$66.00, to North Royalton Middle School for a Thanksgiving project.
- Romano's Farmers Market & Deli, of North Royalton, donated cider, valued at \$10.00, to North Royalton Middle School for a Thanksgiving project.
- Danny's Beverage, of North Royalton, donated ice, pop and chips, valued at \$25.00, to North Royalton Middle School for a Thanksgiving project.
- Carrie Cerino's, of North Royalton, donated pastry trays, valued at \$60.00, to North Royalton Middle School for a Thanksgiving project.
- Giant Eagle, of North Royalton, donated a \$20.00 gift card to North Royalton High School, for the computer club senior citizen technology assistance program.
- Chick-fil-a, of Strongsville, donated food, valued at \$72.00, to North Royalton High School, for the computer club senior citizen technology assistance program.
- The Jump Yard donated 50 free general admission tickets, valued at \$800.00, to Valley Vista Elementary for their PAWS for Applause program.
- Valley Vista PTA donated games and toys for indoor recess, valued at \$500.00, to Valley Vista Elementary.
- Royal View PTA donated \$963.45 to Royal View Elementary to purchase a new sign.
- North Royalton Athletic Boosters donated \$25,862.45 for equipment, uniforms, technology and miscellaneous supplies to the North Royalton City Schools' athletic department.
- Valley Vista PTA donated a set of Chromebooks, valued at \$7,379.50, to Valley Vista Elementary.
- Gearin' Up LLC donated \$107.00, to the Winter Sports Club at North Royalton Middle School.

Moved by Arendt

Seconded by Dolezal

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

Motion Carried

XI. ADDITIONAL BUSINESS

a. Year in Review

Dr. Clark presented the following Year in Review:

In our tradition, I will provide a brief look back to the 2017 year. But before I begin, I want to thank the Board of Education for its dedication to the students, families, and city in which we live. I also want to thank the teachers, staff, and administrators for all their work in ensuring that operations run smoothly, that students learn and advance in knowledge, skills, and dispositions, and for their willingness to work together as we forge ahead to implement our mission: To inspire and empower learners.

While I could talk for hours about our District, my objective now is to provide a brief review of a few highlights of 2017 by commenting on our students, our academics, our community engagement, our facilities, and our finances. So for those of you counting down to the adjournment, there are five topics in this review.

OUR STUDENTS

Our students are bright, talented, successful, and kind. We had a student selected to be a member of the Bands of America Honor Band in the 2017 Tournament of Roses Parade. Four bands went to the State Ohio Music Education competition. Our band received superior ratings - 25 years in a row! Royal Harmony went on tour across the state. There were 22 CVCC students placed in the top ten of the National Business Professionals of America regional competitions - some in 1st, 2nd, 3rd and 4th place, and 37 of our CVCC students were recognized with 100% attendance. We had three graduating athletes sign with colleges for sport participation. Our 2017 varsity girls golf team were recognized as Suburban League Champions. Starting in fall 2017, the Board has had the monthly privilege to honor individual students who represent the best of the Bear Way, such as students who honor our active and retired service members on Veterans Day; students who demonstrate creativity in creative YouTube educational videos; students who show courage in trying to pass the third grade reading guarantee; students who reach out to those who are looking for a friend; students who stepped up to assist hurricane relief.

OUR ACADEMICS

Our school Report Card is a snapshot of our District, showing a few areas for improvement, in part because State achievement tests have been changing yearly. To address those needs through the Ohio Improvement Process, our teachers have received focused professional development in use of technology, diagnostic assessments of academic strengths and needs, research-based intervention, curriculum mapping, and more. Notably, our classified staff also participated in professional development. Our District's Quality Profile, available on our website, shows a more in-depth identification of various learning and enrichment opportunities for our students, including 16 honors courses, 12 AP courses, and arts/music programs that exceed offerings by other similarly sized districts. Our students are leaders and engage in nearly one hundred extracurricular activities.

Three teachers were designated Master Teachers for their leadership and collaboration; distinguished teaching with a focus on student and environment and content, instruction and assessment; and continued professional growth. The Master Teacher awards are made possible through our business partnership with Weible & Associates, Co. CPAs.

OUR COMMUNITY ENGAGEMENT

Our media representatives Jamie Anton, The Post; the Broadview Journal; Gloria Kacik and Maria Magnelli of the Royalton Recorder were recognized as members of the state-wide OSBA Honor Roll for their fair and accurate reporting of our District. North Royalton Middle School PTA President Christine May was honored as A Friend of Education for her dedication and support of our schools. Vince Weimer chaired the Community Engagement Task Force, which was comprised of hundreds of supporters that worked tirelessly to study our school facility needs, propose a plan, connect with the community through coffees, meetings, and more.

We engaged in productive dialogue with the Senior Citizens Advisory Committee, the building PTAs, the Business Advisory Committee, the Finance and Audit Committee, and more. The support of our Booster Clubs and the generosity of our community through monthly donations is remarkable and amounts to tens of thousands of dollars that benefit our students. The North Royalton Educational Foundation received \$25,000 from State Farm Neighborhood Assist competitive national grant. Larry Vasil, from State Farm, proudly announced that the grant, one of 40 awarded across the nation designed to improve communities, will be used to purchase adaptive bicycles for teachers and therapists to use with children with disabilities in the school district.

Because engagement with the community is important to the Board, we held our meetings the first months of the year in all of the elementary buildings across the district. We also held public community meetings in January, February, March and April attended by two board members, the superintendent, treasurer, and school administrators to seek input and to discuss our school facilities.

OUR FACILITIES

We started the 2017 school year in January with a special school board meeting to discuss what our District should do about facilities, because after all, the November 8, 2016, bond issue had failed. We had a difficult decision to make: whether to place the existing facilities plan on the May 2017 ballot, and if not, or if it was placed on the ballot and failed, to determine what the next steps would be to address the critical issues affecting the education of our students - what we called "Plan B." Plan B identified proposals to reduce programs and services reductions as a cost savings so that we could reallocate those funds to building needs. The Board reluctantly adopted Plan B should the bond issue fail.

The Board adopted a resolution to support the work of the newly established superintendent's Community Facilities Advisory Committee, as the Board wanted open and transparent communication with the public to hear from the community and to ensure that we were providing the community with information on the construction and financing of the proposed building project.

A community committee proposed that the Board put Issue 11 on the ballot and the Committee for NR Schools' Future put together a strong and successful campaign, because on May 2, the bond issue passed! Planning began immediately to discuss construction project delivery methods and to set a timeline for all the work to be done.

In June, the Board approved a resolution to issue and sell bonds for the project (i.e., construction, renovations, remodeling, rehabilitation, addition to furnishings, equipment, improvement of buildings and facilities and acquisition, preparation, equipping, and improvement of real estate for school district purposes).

The process for selecting the architect began in June, and in July, the process for selecting construction manager began. By September, ThenDesign Architects (TDA) and Hammond Construction were approved by the Board.

In September, TDA conducted a visioning session attended by students, parents, community members, teachers, administrators, and board members. We identified successes and challenges of our facilities; took time to reimagine education and student centered learning environments. The Board adopted the vision document and it is available for your review online.

Superintendent Gurka is working to lead the teachers into 21st century learning. He created a core team of key District personnel to work with the architects and construction group; and a construction leadership team comprised of 12 people representing each grade level; one from each building. The Community Facilities Advisory Committee has met twice and TDA has met with teachers, staff, students, and the Board. TDA has established a Google drive feedback system and has created a high school student experience survey.

We are in the schematic design state (five weeks now). On January 3, TDA will meet with the community at a public community meeting. Your input is welcome. After all the inputs are analyzed by TDA, then begins the design and development phase (apply engineering to design), followed by (Guaranteed Maximum Price (GMP)) discussions and negotiations between TDA and Hammond. Once terms are agreed, there will be a bidding process, then construction, concluding with the closeout.

OUR FINANCES

We are fiscally sound and continue to create cost and operational efficiencies. In FY 2017, we applied for, and received over \$1.5m in federal funding. We reduced the costs of health insurance purchasing by participating in the Suburban Health Consortium and volume purchase every day supplies through the Ohio School Council. We received a transportation grant for school buses for \$182k. We continue to create food service efficiencies. (\$81k under budget). In the spirit of openness, we established a stadium maintenance fund to record revenue and apply revenue to expenditures relative to additions and maintenance of stadium complex. Treasurer Sidoti's monthly reports continue to show an upward trend in revenues against expenses. Additionally, the district received the Auditor of State Award for our clean financial audit and report. The District's fiscal responsibility has paid off in strong dividends. In February, Treasurer Sidoti shared Moody's annual comment on our school district, stating that we were assigned a rating of Aa3. Our net cash balance as a percent of revenues was stronger than the US median, and our available fund balance as percent of operating revenues far exceeded the US median and had "increased dramatically" as the report stated, between 2013-2016. However, in preparation for the sale of bonds, Mr. Sidoti worked to improve that rating. His hard work resulted in a Moody's rating change to Aa2! This rating improved our chances of selling the bonds quicker and at lower interest rates. Mr. Sidoti has worked diligently to structure the bonds by maturity date, to devise favorable investment strategies, and to keep the Board and community informed of all activities. If projections materialize, we expect to receive \$2.6m in investment income based on the sale of the bonds; and a \$3.5m credit from OFCC at the end of the project, if the District is eligible.

The Board's fiscal stewardship is a strength. We thank the community for its continued support in our leadership, in the direction the school district is heading, in the work we do to include the community at each step of the way, and in our capital improvements. 2017 was a great year and landmark year for our District and next year is going to be even greater!

XII. ANNOUNCEMENTS

Business Advisory Council	December 13, 2017	7:30 a.m.	NRHS City Hall
PHNR	December 13, 2017	9:30 a.m.	NR Library
Policy Meeting	December 20, 2017	1:00 p.m.	BOE Conference Room
Organizational Meeting	January 4, 2018	6:30 p.m.	BOE Conference Room
Regular Mtg./Work Session	January 4, 2018	<i>(immediately following Organizational Mtg.)</i>	
Regular Mtg./Tax Budget Hearing	January 8, 2018	7:00 p.m.	NRHS Community Room
Transportation Appeals	January 9, 2018	9:00 a.m.	BOE Conference Room
Financial Advisory	January 18, 2018	7:00 p.m.	BOE Conference Room

XIII. RESOLUTION 2017-374: MOTION TO ADJOURN

Motion to adjourn meeting at 8:24 p.m.

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

Seconded by Arendt

ATTEST:

Beagio Sidoti
TREASURER

D. John H. Kelly
BOARD VICE PRESIDENT

January 8, 2018
DATE

1/8/18
DATE

NORTH ROYALTON CITY SCHOOLS

**CLASSIFIED SUBSTITUTE SALARY SCHEDULE
(Effective January 1, 2018)**

<u>POSITION</u>	<u>RATE</u>
Bus Driver Step 0	8/1/2017 \$ 17.60
Bus Mechanic Step 0	8/1/2017 \$ 19.14
Teacher Aide	1/1/2018 \$ 11.25
Cafeteria Worker	1/1/2018 \$ 11.25
Library Clerk	1/1/2018 \$ 11.25
Office Clerk	1/1/2018 \$ 11.25
Bus Monitor Step 0 /regular	8/1/2017 \$ 8.55
Bus Monitor Step 0 /spec. needs	8/1/2017 \$ 9.41
Cleaner	1/1/2018 \$ 11.25
Utility Custodian Step 0	8/1/2017 \$ 15.69

SUMMER/TEMPORARY HELP

	1 st Year	2 nd Year	3 rd Year
Student Workers (High School)	Minimum Wage – 8.30	Yr. 1 +.15 (8.45)	Yr. 2 +.25 (8.70)
Adult/College Workers	8.35	8.60	8.85
	Min. Wage + .05	Yr 1 + .25	Yr 2 + .25
Casual Labor – Level I (groundskeeping/painting)	8.50	9.00	9.50
Casual Labor – Level II * (office/computer help)	10.50	10.75	11.00

*New Category

Cleaners(Oapse) Step 0	8/1/2017 \$11.43
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NOTE

- A classified substitute in the same assignment for 20 consecutive working days will be:
1. Placed at Step 0 on the appropriate OAPSE salary schedule pay range and
 2. Eligible for holiday or calamity day pay, provided they work the day before and the day after the holiday or calamity day.

North Royalton City Schools December 11 , 2017 STAFF RECOMMENDATIONS			
NEW - Certified Substitute			
Name	Position	Rate	Note:
Melissa Postma	Teacher	\$95 per diem	In for Charles Mercurio
NEW - Classified			
Name	Position	Rate	Note
Gerald Bentley	Cleaner	\$11.43 per hour	Replacing Thomas Wachowicz
NEW - Classified Substitute			
Name	Position	Rate	Note:
Ronald Robinson	Bus Driver	\$17.60 per hour	
Chelsea Saxon	Aide	\$8.15 per hour	
Home-bound Instructor			
Name	Position	Rate	Note:
Agnes Ozello	Tutor	\$28.23 per hour	
Supplementals			
Name	Position	Rate	Note:
Samantha Brown	Problem Solvers Club	\$12.10 per hour	
Dana Brownson	HS Softball Assistant Coach	\$3,932.00	1st yr rate
Amy Cowan	MS Bowling Club Advisor	\$12.10 per hour	
Jennifer Gaydos	Problem Solvers Club	\$12.10 per hour	
Miloje Vicovac	MS Wrestling Coach	\$3,408.00	Replacing Christopher Benze - 1st yr rate
Gymnastics World PS Contract #11-15	Assistant Gymnastics Coach	\$4,000.00	