
RECORD OF PROCEEDINGS

**MINUTES OF NOVEMBER 6, 2017 6:00 PM
BERKSHIRE BOARD OF EDUCATION**

**REGULAR BOARD MEETING
BERKSHIRE BOARD OF EDUCATION**

* The Board of Education recognizes the value to school governance of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

In order to permit the fair and orderly expression of such comment, the Board shall provide a period for public participation at every public meeting of the Board and publish rules to govern such participation. These rules are available at each Board meeting. Anyone desiring to speak is asked to make this request in advance. Participants must be recognized by the presiding officer. Comments shall be directed to the presiding officer; not to Board members individually. Board Bylaw 0169.1

PLEDGE OF ALLEGIANCE



Roll Call: Mr. Boyd, Mrs. Brown, Mr. Manfredi, Mrs. Raikes, Mr. Wadsworth-present

Motion made by Mr. Boyd, seconded by Mrs. Brown to approve the current agenda.

Discussion: None

Roll Call: Mr. Boyd-aye, Mrs. Brown-aye, Mr. Manfredi-aye, Mrs. Raikes-aye, Mr. Wadsworth-aye

All Ayes

Motion Carried.

Executive Session:

To adjourn to an executive session in accordance with Ohio Revised Code Section 121.22(G)(1), for the purpose of the employment of a public employee.

A motion moved by Mr. Manfredi, seconded by Mr. Wadsworth

Roll Call: Mr. Boyd-aye, Mrs. Brown-aye, Mr. Manfredi-aye, Mrs. Raikes-aye, Mr. Wadsworth-aye

All Ayes

Motion Carried.

Time Motion Made: 6:01 PM

Time Entered into Executive Session: 6:01PM

Time Exited from Executive Session: 6:24PM

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Treasurer's Report:

Expenditures and Interest Earned:

Let the records reflect that – The Treasurer has submitted a statement to the board and to the Superintendent showing the revenues and receipts from whatever sources derived, the various appropriations made by the board, the expenditures and disbursements therefrom, the purposes thereof, and the balances remaining in each fund. The financial statements for the period ending **October, 2017** submitted subject to audit and include: Financial Summary, Appropriations and Revenue Summary, Check Register Recap, and Bank Reconciliation per *ORC 3313.29*.

Appropriation Changes

Motion made by Mr. Wadsworth, seconded by Mr. Boyd to approve the following appropriation modifications:

Fund 022	OHSAA Tournament	+	9,148.00
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Discussion: Mr. Manfredi asked Mrs. McCaffrey to explain this. Mrs. McCaffrey stated this was funds that were collected for the OSHAA tournaments and that bills still needed to be paid from this account.

Roll Call: Mrs. Brown-aye, Mr. Manfredi-aye, Mrs. Raikes-aye, Mr. Wadsworth-aye, Mr. Boyd-aye
All Ayes
Motion Carried.

Donations

Motion made by Mrs. Raikes, seconded by Mrs. Brown to approve the following donation:

Arms Trucking	Materials Donation Ball dugouts	\$855.00
Motorcars Toyota	Power of the Pen	\$400.00

Discussion: None

Roll Call: Mr. Manfredi-aye, Mrs. Raikes-aye, Mr. Wadsworth-aye, Mr. Boyd-aye, Mrs. Brown-aye
All Ayes
Motion Carried.

Committee Reports

Mr. Stoddard reported the next PRIME meeting is November 18 at 4 pm and he will have an update after that.

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SUPERINTENDENT'S REPORT AND RECOMMENDATIONS:

Personnel

Certified:

Motion made by Mr. Manfredi, seconded by Mrs. Brown to approve the following certified personnel for the 2017/2018 school year, all requirements have been met:

- Matt Morbeto Administer Medication – Ledgesmont Elementary
- Michelle Sivillo Salary Level Increase – Level IV, Step 11 (Prev. Level III)

Discussion: None

Roll Call: Mr. Manfredi-aye, Mrs. Raikes-aye, Mr. Wadsworth-aye, Mr. Boyd-aye, Mrs. Brown-aye

All Ayes

Motion Carried.

Classified:

Motion made by Mr. Wadsworth, seconded by Mrs. Raikes to approve the following classified personnel for the 2017/2018 school year, all requirements have been met:

- Breonna Barker Volunteer – Fall Play
- Erick Burzanko Boys Basketball Coach – Freshman
- Pat Casseday Boys Basketball Coach – Jr. High
- Pat Casseday Girls Basketball Coach – Jr. High
- Kristopher Cowgill Wrestling Coach – Jr. High
- Jason Heiden Volunteer – High School/Jr. High Wrestling
- Henry Hoover Volunteer – Jr. High Wrestling
- Don Schutz Volunteer – Gymnastics Coach
- Parker (PJ) Strong Volunteer – Fall Play

Discussion: None

Roll Call: Mrs. Raikes-aye, Mr. Wadsworth-aye, Mr. Boyd-aye, Mrs. Brown-aye, Mr. Manfredi-aye

All Ayes

Motion Carried.

Business:

Motion made by Mr. Manfredi, seconded by Mr. Wadsworth to approve the change order in the amount of \$900.00 to Roberts Roofing for replacement of a roof stack that needed to be replaced on the High School Roof.

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Discussion: None

Roll Call: Mr. Wadsworth-aye, Mr. Boyd-aye, Mrs. Brown-aye, Mr. Manfredi-aye, Mrs. Raikes-aye
All Ayes
Motion Carried.

Motion made by Mrs. Brown, seconded by Mr. Boyd to approve a Student Activity Bowling Club at Berkshire Jr./Sr. High School and to authorize the Treasurer to establish a special cost center within the Student Activities Fund in the Clubs name. James Lester and Carey Maske will serve as the Volunteer Advisors for this club.

Discussion: Mr. Manfredi asked where they would bowl. Mrs. McCaffrey stated either Chardon or Willoughby. Josh Deweese added there were over 30 students at the meeting. Mr. Stoddard also added it has to be a club for a certain number of years before it can be considered a varsity sport.

Roll Call: Mr. Boyd-aye, Mrs. Brown-aye, Mr. Manfredi-aye, Mrs. Raikes-aye, Mr. Wadsworth-aye
All Ayes
Motion Carried.

Motion made by Mr. Wadsworth, seconded by Mr. Manfredi to approve

RESOLUTION OF INTENT TO EXECUTE AGREEMENT

RESOLUTION DECLARING THE INTENT OF THE SCHOOL DISTRICT TO
EXECUTE A GROUND LEASE AND SHARED SERVICES AGREEMENT UPON
APPROVAL OF BOND ISSUE

(RC §3313.37, 9.482)

WHEREAS, pursuant to R.C. Sections 3313.37 and 9.482, the Board has the authority to lease sites for necessary schoolhouses and participate in shared services agreements with state institutions of higher education;

WHEREAS, Kent State University ("KSU") is authorized to lease land owned by it for the purpose of buildings to be used directly or indirectly for or in connection with KSU;

WHEREAS, the School District will receive additional funding assistance from the Ohio Facilities Construction Commission for constructing its new, K-12 educational facility and related

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improvements (the "Project") on real property owned by KSU and ground leased to the School District;

WHEREAS, the School District anticipates placing a bond issue to fund its share of Project costs on the 2018 ballot in either May or November;

WHEREAS, the School District and KSU desire to collaborate to efficiently provide optimal educational opportunities to their respective students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE BERKSHIRE LOCAL SCHOOL DISTRICT, GEAUGA AND ASHTABULA COUNTIES, OHIO, THAT:

Section 1 The Board hereby declares its intent to execute a Ground Lease and Shared Services Agreement (the "Agreement") with KSU upon approval of a bond issue to finance the School District's share of the costs of the Project. Following such approval, on behalf of the Board, the Treasurer and Board President are hereby authorized to execute the Agreement, which shall be substantially in the form attached hereto.

Section 2 It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of any of its Donor that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Discussion: None

Roll Call: Mrs. Brown-aye, Mr. Manfredi-aye, Mrs. Raikes-aye, Mr. Wadsworth-aye, Mr. Boyd-aye

All Ayes

Motion Carried.

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Motion made by Mr. Manfredi, seconded by Mrs. Brown to approve Resolution to Rescind the February 13, 2017 Resolution and Specifications initiating termination proceedings against Teacher Michael Colabuno, and Approve the Settlement Agreement in order to resolve the pending legal matters involving the Board and Michael Colabuno.

Upon further investigation into the matter regarding Michael Colabuno, the Board resolves the following:

WHEREAS, upon further investigation of the matters leading to the Board's commencement of termination proceedings against Michael Colabuno, the Board has determined that Mr. Colabuno's comments in the video in question were directed only to select school-related contacts of Mr. Colabuno who had previously agreed to receive such Snapchat videos, and that Mr. Colabuno assumed that such individuals would not be offended by his comments. Furthermore, the recipients of the video were colleagues of Mr. Colabuno who were already familiar with the students mentioned, and there was, therefore, no intentional FERPA violation. Further investigation has also revealed that the recipients of the video (a) were not offended by its content; (b) did not take his statements literally, and (c) understood that Mr. Colabuno was not expressing a desire to harm students. Investigation also revealed that throughout the work day discussed in the video, Mr. Colabuno acted in a professional manner; and

WHEREAS, the Board is interested in resolving the pending termination proceedings and pending grievance/arbitration involving Michael Colabuno, and is prepared to rescind the Berkshire Local School District Board of Education's February 13, 2017 Resolution to Initiate Proceedings for the Termination of the Employment Contract of Michael Colabuno ("February Resolution") and Full Specifications for the Grounds for Consideration of Terminating the Employment Contract of Michael Colabuno ("Specifications"), and remove the February Resolution, Specifications, and related investigation documents from his personnel files in order to resolve these matters; and

WHEREAS, the Board recognizes, based on Michael Colabuno's explanation and the video recipients' interpretation of the video, that Mr. Colabuno did not intend to discuss a serious desire to physically harm students; and

WHEREAS, the Board found during its investigation that Michael Colabuno did not engage in inappropriate behavior in the presence of students or on school premises; and

WHEREAS, the Board recognizes, based on Michael Colabuno's explanation and the video recipients' interpretation of the video, that Mr. Colabuno did not intend to engage in misconduct hostile to the well-being of students, staff, or the school community; and

WHEREAS, the Board recognizes that in Michael Colabuno's 2015-2016 performance review, he was rated as "skilled" on the Teacher Performance Rating, "most effective" in the Student Growth Measure Rating, and "skilled" in the Final Summative Rating; and

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby rescinds the February Resolution and Specifications, approves the attached Settlement Agreement in order to resolve the

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pending legal matters, and authorizes and directs the Superintendent and Treasurer directly, and/or through their designees, to take any action necessary to effectuate this Board Resolution and carry out the terms of the agreed-upon settlement of this matter, including removing the February Resolution, Specifications, and related investigation documents from Michael Colabuno's personnel file.

BE IT FURTHER RESOLVED, that it is hereby found and determined that all formal action of this Board concerning and/or relating to the adoption of this Resolution was taken in an open meeting of this Board and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public and in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Discussion: None

Roll Call: Mr. Manfredi-aye, Mrs. Raikes-aye, Mr. Wadsworth-aye, Mr. Boyd-aye, Mrs. Brown-aye
All Ayes
Motion Carried.

Motion made by Mrs. Brown, seconded by Mr. Wadsworth to approve Resolution of Reduction in Force of a teaching position.

WHEREAS, the Superintendent has recommended that a limited teaching contract be suspended pursuant to a reduction-in-force for financial/economic reasons.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education suspends the employment of Michael Colabuno as a Teacher in accordance with State Law and Article IX, Section F – *Reduction-in-Force* of the Agreement between the *Berkshire Education Association and the Berkshire Local School District Board of Education*, effective at the end of the 2016-2017 school year.

BE IT FURTHER RESOLVED, that the suspension of Mr. Colabuno's employment is being made pursuant to a reduction-in-force due to financial/economic reasons.

BE IT FURTHER RESOLVED, that it is hereby found and determined that all formal action of this Board concerning and/or relating to the adoption of this Resolution was taken in an open meeting of this Board and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public and in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Discussion: None

Roll Call: Mrs. Raikes-aye, Mr. Wadsworth-aye, Mr. Boyd-aye, Mrs. Brown-aye, Mr. Manfredi-aye
All Ayes
Motion Carried.

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Motion made by Mr. Wadsworth, seconded by Mrs. Brown to approve the First Reading for the following NEOLA Policies New/Revisions/Deletions:

2271	2464	4120.05	5111.01	5111.03	5136
5136.01	5200	5330	5530	6233	6680
7300	7540.03	7540.04	7540.05	7540.06	8300
8305	8340	8600.04	9141		

Discussion: None

Roll Call: Mr. Wadsworth-aye, Mr. Boyd-aye, Mrs. Brown-aye, Mr. Manfredi-aye, Mrs. Raikes-aye
All Ayes
Motion Carried.

Old Business

None

New Business

Mr. Manfredi stated to Beth that he would like to see Preston and Suzanne involved with the bus specification meeting with Myers. He wanted to make sure all the people involved are included in that meeting so we are getting what we need. Mrs. McCaffrey indicated that meeting has not happened yet.

BE Building Update-Family Pride groups in full swing with students, Conferences were highly attended by families, Map Training with Lea for all grades completed, and Curriculum Mapping 4th, 5th, 6th math and ELA, Lockdown Drills practiced and completed with adjustments made, Spirit Week was awesome! The kids had a great time dressing up and enjoying the days of spirit all week, PTO Harvest Festival and Costume contest was a HUGE success and highly attended, WALK-A-THON We walked around the town of Burton for our annual Walk-A-Thon showing pride for our school while collecting funds for our PTO. Music, walking, cheering, and spirit were shown all throughout town. Student Council Food Drive provided a lot of food for donation, 3rd Grade Fall AIR completed for baseline data, PAX Partner Training was completed by Cindy Metzong, 6th Grade economics store sold items all throughout the school for a PTO fundraiser and also to learn a valuable economics lesson. Veteran's Day Assembly planning, BE to CLE Cultural field trip to the Cleveland Playhouse, badger awards were given this month and recorded on our "Throw Kindness like Confetti" bulletin board. We announce the students' names over the announcements and celebrate each act of kindness. Steve Mann won the John Murray Commitment to families and children award for his service at BE, November 9th at 9:15 am assembly for our Veterans!

LE Building Update- First Quarter ended with a successful spirit week, harvest parties and outstanding Spooktakular! First Quarter Awards ceremony is on 11/16 at 9am., grandparents breakfast (k-1 11/9),

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4-6 and veterans day assembly 11/10, LE fire inspection round two- passed. HUGE KUDOS to Jim B and Terry for working so hard to get three pages of violations down to three items to continue addressing. (cement barriers for fuel tank , outdoor extinguisher and signage for there as well), third grade reading test given 10/31-11/1, curriculum mapping days are underway- great starts for 4 & 5 math and ELA. 6 ELA on 11/9, 6th math on 11/13, Mike Triska in for tech training on 11/15, 11/6 PBIS, picture retakes 11/9, Family Pride parent night 11/9, Burton- Middlefield Rotary Club dictionary donation for third and fourth graders, Joint BE/LE skating party on 11/17, LE to CLE Sixth grade field trip to Rock and Roll Hall of Fame 11/29, Holiday Concert 12/6, Santa Shop 12/6-8

HS Building Update- On 10/20 Superintendent Stoddard and Mr. King visited St. Helen's and viewed the facility on a guided tour with Sister Margaret. The meeting allowed for a great exchange of information and relationship building that will allow the two schools to work closer together. (Many St. Helen's students come to Berkshire after 8th grade), Dee Stark, Principal of Auburn Career Center was invited to BHS for a visit and stopped out on 10/20. She was able to see our great programming and see our students in action. Mr. King previously visited ACC with Superintendent Stoddard and was able to see our Seniors in action. Mr. King is in the process of scheduling another trip to Auburn to see the Juniors in their programs, Spirit Week was held 10/23-10/27 and many good times were had building a culture where fun can take place within a rigorous learning environment, On Oct 26th and 27th BHS student athletes, band, and student council members went to Ledge-mont and Burton Elementary's to assist with each buildings pep assemblies for Homecoming, 32 students took part in the Americanism Test on 11/3 sponsored by the American Legion, Fall diagnostic testing has been completed; teachers and building administration are working through the data to build classroom instruction to meet the needs of students based on state standards and the data generated.

Athletics Update- Winter sports are underway, Our BHS cheerleaders participated in the CVC Cheerleading Showcase at Beachwood HS on 10/29 and showed our Badger Pride to the whole conference, Girls' Soccer finished regular season undefeated. They achieved district runner-ups in the playoffs, Volleyball had an undefeated conference schedule and won the district championship, Madison Romask represented Berkshire at the State Cross Country meet and placed 20th, Homecoming weekend was a great success! A lively parade was held in Burton showcasing our Badger Band, Homecoming Court, and our Homecoming Scholarship Winners Amy Pfiester and Lisa Pavilionas.

Open Public Participation

None

Board Discussion

Mrs. Raikes asked for the salaries for the classified people that were hired. Mr. Manfredi gave that information to all board members at that time.

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Executive Session:

Pursuant to Ohio Revised Code Section 121.22(G)(1), we hereby move that the Board adjourn to executive session for the purpose to confer with our attorney concerning court actions. No action to follow

Motion by Mrs. Brown seconded by Mr. Wadsworth, to enter executive session at 6:40 p.m.

Board entered executive session at 6:39 p.m.

Board existed executive session at 7:23 p.m.

Adjournment

A motion made by Mrs. Raikes, seconded Mr. Boyd to adjourn the meeting at 7:24 p.m.



Mr. John Manfredi

President



Mrs. Beth McCaffrey

Recorder of Proceedings