MINUTES OF THE REGULAR MEETING OF THE CRESTWOOD BOARD OF EDUCATION HELD TUESDAY APRIL 24, 2018 AT 7:00 P.M. AT THE PRIMARY SCHOOL CAFETERIA.

Minute Record

The meeting was called to order at 7:00 P.M. by the President, Mrs. Bonnie Lovejoy, with the following members in attendance: Mrs. Kristen Cavanaugh, Mr. Todd Monroe, Ms. Karen Schulz and Mr. Shawn Semety.

PLEDGE OF ALLEGIANCE
The Superintendent led the Board of Education in the Pledge of Allegiance.

APPROVAL OF THE AGENDA
A motion was made by Mrs. Cavanaugh and seconded by Mr. Semety to accept and approve the board meeting agenda and add an executive session to the agenda for the purpose of discussing personnel matters.

Discussion: None.

ROLL CALL: Mrs. Cavanaugh, aye; Mr. Semety, aye; Mrs. Lovejoy, aye; Mr. Monroe, aye; Ms. Schulz, aye.
Motion carried.

HEARING OF THE PUBLIC
Ms. Rachel Grabowski, Crestwood High School Intervention Teacher, addressed the Board regarding the reductions made at the previous Board Meeting. She asked the board to respectively rescind their motion on the reductions and consider placing a levy on the ballot.

The Schweickert Family addressed the Board of Education regarding the reductions. The family has six children in the District, ranging from first grade to eleventh grade. Several of the children spoke regarding these reductions. The family also asked the Board of Education to consider placing a levy on the ballot.

SUPERINTENDENT'S COMMUNICATION/PRESENTATIONS
Mr. Toth, Superintendent, updated the Board of Education on the Business Advisory Committee meeting he attended at the Cuyahoga County Educational Service Center. They were introduced to a program that is in 22 counties in the State of Ohio that pairs students with apprentice programs. These programs would offer credits and credentialing.

Mr. Toth also updated the Board of Education on a potential partnership with University Hospitals and bringing programs to the High School that are related to medical field.

Mr. Toth addressed the Board of Education and the audience regarding the reductions. He stated the following:

No one likes to see people lose their jobs and suffer. This affects many people in the school district and some of our educational programming. All this makes these decisions very difficult. The Board of Education has been reviewing options since November and had significant discussions on this topic at our January, February, March, and April Board Meetings.

Every district has unique circumstances. In Crestwood's situation every two years, we are at the mercy of the State reducing our funds. The last biennium budget we lost roughly 550,000 dollars. This along with rising operating cost, deficit spending, and a significant loss of 583 students over the last 10 years and since the 2012/13 school year 159 students at the high school and 78 students at the middle school, led to the decision to reduce our budget by 1.4 million dollars.

Unfortunately similar to most school districts, over 80% of our expenditures are in personnel. Therefore, a significant portion, or 57%, of the reductions are personnel reductions. So without any additional revenue, these reductions were needed and, historically and recently, we have not been successful at the ballot box in seeking additional revenue.

Our goal with the reductions was to limit as much as possible the areas affected within the school district. With the class sizes at the middle and high schools, we are striving to maintain class sizes no larger than 25. Tentatively this has been done. This is in line with our class sizes at the elementary schools.

As far as extra-curricular activities go, we maintained all interscholastic programs without raising the pay to participate fee. We compete against other schools with these activities. We are not filling intramural sports positions at the middle school, curricular positions, as well as the little dribbler and youth basketball positions and some assistant coaching positions, but maintaining all interscholastic sports.

At the high school, in which the master schedule is yet to be complete, we are still tentatively offering our current Advanced Placement courses, our Leadership course, our service learning Seminar course, and the Academy 1 electives. At both the high school and middle school, we still will have the same music offerings and art courses. Some of the art courses at the high school may be combined and some art electives and studio time will be lost. All of our engineering courses will be offered with combining some of them. I am working with the high school principal to create a way to continue the credit recovery program that we instituted.

I apologize for the effect this has on the students, staff, and community, but without additional revenue, it is necessary.

Mrs. Lovejoy addressed the Board of Education and the audience regarding a letter that was placed in the local newspaper and the rumors that are circulating.

Mrs. Lovejoy asked Mrs. Rowe what the millage would be if a levy was placed on the ballot to remain at the same levels. Mrs. Rowe explained at the January Board meeting millage figures were given and 7 mills were needed at that time to remain at the same levels. However that millage figure was based on placing a levy on the May 2018 ballot. Since that deadline has passed the millage would need to be around 7.9 to 8 mills if a levy was placed on the November 2018 ballot.

Mrs. Lovejoy asked Mr. Toth if the following classes would still be offered at the High School:

- American Experience Academy
- Music Programs
- Art Classes
- Engineering
- Credit Recovery

Mr. Toth answered, yes. The Academy I class will be offered. There were no changes to the music programs at the Middle School or the High School. The art classes at the High School will be consolidated, with most being offered. The engineering classes at the High School will be offered if there is enough interest and he is currently working with Mr. McMahon on the credit recovery program.

Mrs. Lovejoy asked Mr. Toth what is the potential class size at the High School after these reductions. Mr. Toth answered it is tentatively 20 to 23.

Mrs. Lovejoy asked Mr. Toth if both unions were approached with the idea of taking a pay freeze. Mr. Toth said he approached both unions with this concept and did not receive an answer from either union.

Mr. Toth also noted several High School Teachers spoke at the last Board meeting regarding a 4 day school week or instituting digital days. Mr. Toth stated in the law is says all Ohio Schools have to meet 5 days per week. There was a clause in the law about receiving a waiver, but after many attempts at the State level to understand what this waiver was, the State of Ohio had no answers.

PRESENTATIONS

Mrs. Monica Grebb, Crestwood Primary School Teacher, presented to the Board of Education regarding the Destination Imagination Program.

The Guidance Counselors / Principals presented to the Board of Education regarding Positive Behavior Intervention Services (PBIS) and Anti-Bullying structures within each building.

CONSENT AGENDA

A motion was made by Ms. Schulz and seconded by Mr. Semety to act on the following:

Reduction In Force

Board approval of Resolution 2018-33 the reduction in number of administrators:

WHEREAS, R.C. 3319.17, R.C. 3319.171, Board Policy 1540, and applicable laws provide for the abolishment of administrative positions by the Board.

WHEREAS, R.C. 3319.17, R.C. 3319.171, Board Policy 1540, and applicable laws provide for the suspension of administrative contracts in whole by the Board.

WHEREAS, the Superintendent has provided the Board and all affected administrators (at least fifteen (15) calendar days prior to this April 24, 2018 regular board meeting) with the Superintendent's written recommendation that all of the following administrative positions be abolished effective July 31, 2018 (which is more than thirty (30) days after this April 24, 2018 regular board meeting), due to financial conditions affecting the Crestwood Local School District, reorganization and/or consolidation of administrative functions, and abolishment of administrative positions:

- Middle School Assistant Principal – Keith Robinson

WHEREAS, the Superintendent has provided the Board, Union, and affected administrators (at least fifteen (15) calendar days prior to this April 24, 2018 regular board meeting) with the Superintendent's written recommendation that the following administrative contracts be suspended in whole effective July 31, 2018 (which is more than thirty (30) days after this April 24, 2018 regular board meeting), due to financial conditions affecting the Crestwood Local School District, reorganization and/or consolidation of administrative functions, and abolishment of administrative positions:

- Keith Robinson– Middle School Assistant Principal

NOW THEREFORE BE IT RESOLVED THAT, acting upon the Superintendent's written recommendation, the Board hereby abolishes all of the following administrative positions effective July 31, 2018 (which is more than thirty (30) days after this April 24, 2018 regular board meeting), due to financial conditions affecting the Crestwood Local School District, reorganization and/or consolidation of administrative functions, and abolishment of administrative positions:

- Middle School Assistant Principal – Keith Robinson

RECORD OF PROCEEDINGS

Minutes of Crestwood Board of Education Meeting

Held April 24 20 18

Reduction In Force

NOW HEREFORE BE IT FURTHER RESOLVED THAT, acting upon the Superintendent's written recommendation, the Board hereby suspends in whole all of the following administrative contracts effective July 31, 2018 (which is more than thirty (30) days after this April 24, 2018 regular board meeting), due to financial conditions affecting the Crestwood Local School District, reorganization and/or consolidation of administrative functions, and abolishment of administrative positions:

- Keith Robinson– Middle School Assistant Principal

Board Policy Book

Board adoption of the following revised Board Policy:

Revised 9141 Business Advisory Council

Resignations

Board approval to accept the retirement of Sarah Isler, Teacher. The last day of employment will be May 31, 2018, with the retirement effective June 1, 2018.

Board approval to accept the retirement of Tamara Gardner, Teacher. The last day of employment will be June 4, 2018, with the retirement effective July 1, 2018.

Board approval to accept the resignation of Jefferey Olson, Custodian. The last day of employment will be May 1, 2018.

Discussion: None.

ROLL CALL: Ms. Schulz, aye; Mr. Semety, aye; Mrs. Cavanaugh, aye; Mrs. Lovejoy, aye; Mr. Monroe, aye.
Motion carried.

A motion was made by Mrs. Cavanaugh and seconded by Mr. Semety for the Crestwood Local District Board of Education ("Board") to recess into one (1) executive session pursuant to R.C. 121.22(G)(1) for the purposes of (1) considering the employment, dismissal, and discipline of a public employee. Upon conclusion of the executive session, the Board President will gavel the Board back into open session at this location. All matters discussed in the executive session are designated to the public officials and employees as confidential pursuant to R.C. 102.03(B) because of the status of the proceedings and/or the circumstances under which the information will be received, and preserving its confidentiality is necessary to the proper conduct of government business.

ROLL CALL: Mrs. Cavanaugh, aye; Mr. Semety, aye; Mrs. Lovejoy, aye; Mr. Monroe, aye; Ms. Schulz, aye.
Motion carried.

At 9:03 P.M. the Board went into Executive Session.

At 9:48 P.M. the Board emerged from Executive Session.

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A motion was made by Mrs. Cavanaugh and seconded by Mr. Monroe to adjourn the meeting.

ROLL CALL: Mrs. Cavanaugh, aye; Mr. Monroe, aye; Mrs. Lovejoy, aye; Ms. Schulz, aye; Mr. Semety, aye.
Motion carried.

There being no further business to come before the Board, the meeting was adjourned at 9:49 P.M.

Bonnie Lovejoy, President

Jill A. Rowe, Treasurer/CFO