Held April 10 20 18

MINUTES OF THE REGULAR MEETING OF THE CRESTWOOD BOARD OF EDUCATION HELD TUESDAY APRIL 10, 2018 AT 7:00 P.M. AT THE HIGH SCHOOL LIBRARY.

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 Ms. Schulz and seconded by Mrs. Cavanaugh to accept and approve the board meeting agenda.

Discussion: None.

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

SUPERINTENDENT'S COMMUNICATION
Mr. Toth advised the Board of Education on the building safety and security.

The District received training from University Hopsitals and the safety forces regarding Stop the Bleed. University Hospitals provided over 200 triage buckets for the District.

Mr. Toth also thanked the Kotkowski family for their continued efforts to raise money for safety measures in the District.

The Board of Education and the Administration recognized the following employees of the month:

Ms. Kym Ballentine – Crestwood Primary Cafeteria Employee
Ms. Carie Engelhart – Crestwood Intermediate School Teacher
Ms. Rachel Grabowski – Crestwood High School Teacher

REPORTS
Athletic Update – Mrs. Cavanaugh reported on Crestwood athletics.

Permanent Improvement/Safety Committee – No report was given. A meeting will be scheduled soon.

Policy Committee – No report was given. The second read for policies are included in this agenda.

Academic Update – Mr. Monroe reported on Crestwood academics and building updates.

Music/Fine Arts Update – Mr. Semety reported on Crestwood music and fine arts.

Maplewood Update – Mrs. Lovejoy reported on the Maplewood Career Center.

Legislative Liaison Update – Ms. Schulz reported on legislative matters.

HEARING OF THE PUBLIC
Mr. Gary Traveny, Crestwood Intermediate School Guidance Counselor, spoke regarding the retirement incentive.

Ms. Danielle Kuivila, resident, spoke regarding the potential cuts and specifically the loss of High School Social Studies Teacher, Mr. Chris Radar.

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The following Crestwood High School teachers spoke regarding the potential cuts:

Ms. Teresa Skully – Crestwood High School Art Teacher
Ms. Andrea Harris – Crestwood High School Math Teacher
Ms. Amanda Holler – Crestwood High School PE/Health Teacher
Mr. Andy Brown – Crestwood High School Science Teacher
Ms. Colleen Schevder – Crestwood High School Science Teacher
Ms. Angela Finn- Crestwood High School English/CBI Teacher
Ms. Sarah Moore – Crestwood High School English Teacher
Ms. Christine Spencer – Crestwood High School English Teacher
Ms. Betty Miner – Crestwood High School Special Education Teacher
Ms. Meredith Ersing – Crestwood High School French Teacher
Mr. John Marfy – Crestwood High School Broadcast Journalism Teacher
Mr. Angus McDougall – Crestwood High School Social Studies Teacher
Ms. Jami Cutlip – Crestwood High School English Teacher
Mr. Paul Sharaba – Crestwood High School Math/Engineering Teacher

The teachers addressed their concerns about larger class sizes, the potential loss of electives and the overall change in the environment that the potential cuts could effect at the High School. Several staff asked the Board of Education to place a levy on the ballot to offset some of these potential cuts.

Mr. Brian Resh, Crestwood High School Custodian and President of the Classified Union (OAPSE), spoke regarding the potential cuts relating to the non-teaching staff. He also asked the Board of Education to place a levy on the ballot to offset some of these potential cuts.

Ms. Amelia Wysong, student, addressed the Board of Education concerning the potential cuts to the Art Department.

CONSENT AGENDA

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

Minute Record

Board approval of the Minutes from the meeting of March 8, 2018 Special Board Meeting.

Board approval of the Minutes from the meeting of March 13, 2018 Regular Board Meeting.

Board approval of the Minutes from the meeting of March 27, 2018 Regular Board Meeting.

Finance

Board approval of the Financial Statements for the Month of March 2018 which include the following:
Budget vs. Actual Report – General Fund
Financial Report by Fund
Cash Reconciliation
Listing of Checks
Interest Earned
Permanent Improvement Expenditures
Days Off Report

Transportation

Board approval to transport out-of-district summer camp students to and from activities June 4, 2018 to August 24, 2018.

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Board approval to enter into an agreement with Communications Consulting, Incorporated (CCI) to purchase equipment through the E-Rate discount program.

Agreement

Resolution 2018-29: Board approval to enter into an agreement between Lake County Educational Service Center Governing Board and Crestwood Local School Board of Education for the Provision of Naviance Consortium.

Resolutions

Board approval to accept the bids from Ohio Schools Council for the purchase of one stock 71 passenger bus from Myers Equipment Corporation.

Bids/ Advertisement

Board approval to non-renew the following substitutes at the end of the 2017-2018 school year Pursuant to Ohio Revised Code 3319.11:

Contracts

- Lisa D'Amato
- Diane Caslin
- Lily Valentine
- Stephanie McLean
- Kaitlyn Thissen
- Lisbeth Wills
- Ross Downing

Board approval to employ the following substitutes for the 2017-2018 school year pending satisfactory BCII/FBI report and appropriate certification where required:

Contracts

Secretary
Gabriel D'Amato

Board approval to employ the following individual's contingent upon attaining minimum participation criteria pending satisfactory BCII/FBI report and appropriate certification where required:

Contracts

Supplemental/ Pupil Activity Contract 2017-2018

Gabriel D'Amato	Athletic Director	20%	High/Middle

Board approval to employ the following game worker for the 2017-2018 school year:

- Emma Urban- book keeper

Board approval of the second reading and approval of the following new or revised board policies:

Board Policy Book

Revised	3215	Use Of Tobacco By Professional Staff
Revised	4215	Use Of Tobacco By Classified Staff
Revised	4121	Criminal History Record Check
Revised	4162	Drug and Alcohol Testing of CDL License Holders and Other Employees who Perform Safety Sensitive Functions
Revised	5111	Eligibility of Resident / Non Resident Students
Revised	5112	Entrance Requirements
Revised	8400	School Safety
Revised	8600.04	Bus Driver Certification

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Board Policy Book

Board approval of the first reading of the following new or revised board policy:

Revised 9141 Business Advisory Council
Discussion: None.

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

Resolutions

NON-CONSENT AGENDA
A motion was made by Mr. Monroe and seconded by Ms. Schulz to approve Resolution 2018-30 the reduction in number of teachers:

WHEREAS, R.C. 3319.17, Board Policy 3131, the Master Agreement between the Board and the Crestwood Education Association ("Master Agreement"), and applicable laws provide for the abolishment of teaching positions by the Board.

WHEREAS, R.C. 3319.17, Board Policy 3131, the Master Agreement, and applicable laws provide for the suspension of teaching contracts in whole by the Board.

WHEREAS, R.C. 3319.17, Board Policy 3131, the Master Agreement, and applicable laws provide for the recall of teaching employees whose contracts have been suspended by the Board.

WHEREAS, the Superintendent has provided the Board, Crestwood Education Association ("Union"), and all affected teachers with the Superintendent's written recommendation that all of the following teaching positions shall be abolished effective June 30, 2018, due to financial reasons and in the following order:

1. 4 Year Resident Educator License – Middle Childhood (4-9)
   Nicholas Fejedelem
   Language Arts and Reading (4-9)
   Science (4-9)

2. 4 Year Resident Educator License – Middle Childhood (4-9)
   Jennifer Yardas
   Science (4-9)
   Math (4-9)

3. 5 Year Professional License – Adolescence to Young Adult (7-12)
   Sarah Moore
   Integrated English Language Arts
   Gifted Intervention Specialist (K-12)

4. 4 Year Resident Educator License – Multi Age (P-12)
   James Dutched
   Physical Education

5. 4 Year Resident Educator License – Middle Childhood (4-9)
   Ariel Bissell
   Language Arts and Reading (4-9)
   Social Studies (4-9)

6. 4 Year Resident Educator License – Middle Childhood (4-9)
   Alyssa Head
   Language Arts and Reading (4-9)
   Mathematics (4-9)
   Reading (4-9)

Contracts

7. 5 Year Professional License – High School
   Nancy Cline
   Mathematics

8. 4 Year Resident Educator License – Adolescence to Young Adult (7-12)
   David Verhotz
   Integrated Social Studies

9. 4 Year Resident Educator License – Adolescence to Young Adult (7-12)
   Christopher Rader
   Integrated Social Studies

10. 5 Year Professional License – Adolescence to Young Adult (7-12)
    Colleen Schveder
    Life Science/Chemistry (7-12)

11. 4 Year Resident Educator License – Multi Age (P-12)
    Eric Head
    Visual Art

12. 4 Year Resident Educator License – Early Childhood (Grades P-3)
    Jennifer Wilson
    Reading P-3
    Reading K-12
    Early Childhood Generalist (4-5)

13. Permanent Certificate – Education of the Handicapped
    Betty Miner
    Specific Learning Disabled
    Severe Behavior Handicapped

WHEREAS, the Superintendent has provided the Board, Union, and affected teachers with the Superintendent's written recommendation that the following teaching contracts be suspended in whole effective June 30, 2018, due to financial reasons:

Contracts

- Nicholas Fejedelem
- Jennifer Yardas
- Sarah Moore
- James Dutched
- Ariel Bissel
- Alyssa Head
- Nancy Cline
- Christopher Radar
- David Verhotz
- Colleen Schveder
- Eric Head
- Jennifer Wilson
- Betty Miner

WHEREAS, the Superintendent has provided the Board, Union, and affected teacher with the Superintendent's written recommendation that the following teaching employee be recalled to the following position effective July 1, 2018:

- Jennifer Yardas - Science (4-9)

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Resignations

NOW THEREFORE BE IT RESOLVED THAT, acting upon the Superintendent's written recommendation, the Board hereby abolishes all of the following teaching positions effective June 30, 2018, due to financial reasons and in the following order:

1. 4 Year Resident Educator License – Middle Childhood (4-9)
   Nicholas Fejedelem
   Language Arts and Reading (4-9)
   Science (4-9)

2. 4 Year Resident Educator License – Middle Childhood (4-9)
   Jennifer Yardas
   Science (4-9)
   Math (4-9)

3. 5 Year Professional License – Adolescence to Young Adult (7-12)
   Sarah Moore
   Integrated English Language Arts
   Gifted Intervention Specialist (K-12)

4. 4 Year Resident Educator License – Multi Age (P-12)
   James Dutched
   Physical Education

5. 4 Year Resident Educator License – Middle Childhood (4-9)
   Ariel Bissell
   Language Arts and Reading (4-9)
   Social Studies (4-9)

6. 4 Year Resident Educator License – Middle Childhood (4-9)
   Alyssa Head
   Language Arts and Reading (4-9)
   Mathematics (4-9)
   Reading (4-9)

7. 5 Year Professional License – High School
   Nancy Cline
   Mathematics

8. 4 Year Resident Educator License– Adolescence to Young Adult (7-12)
   David Verhotz
   Integrated Social Studies

Resignations

9. 4 Year Resident Educator License– Adolescence to Young Adult (7-12)
   Christopher Rader
   Integrated Social Studies

10. 5 Year Professional License – Adolescence to Young Adult (7-12)
    Colleen Schveder
    Life Science/Chemistry (7-12)

11. 4 Year Resident Educator License – Multi Age (P-12)
    Eric Head
    Visual Art

12. 4 Year Resident Educator License – Early Childhood (Grades P-3)
    Jennifer Wilson
    Reading P-3
    Reading K-12
    Early Childhood Generalist (4-5)

1. Permanent Certificate – Education of the Handicapped
   Betty Miner
   Specific Learning Disabled
   Severe Behavior Handicapped

Resignations

NOW THEREFORE BE IT FURTHER RESOLVED THAT, acting upon the Superintendent's written recommendation, the Board hereby suspends in whole all of the following teaching contracts effective June 30, 2018, due to financial reasons:

- Nicholas Fejedelem
- Jennifer Yardas
- Sarah Moore
- James Dutched
- Ariel Bissel
- Alyssa Head
- Nancy Cline
- Christopher Rader
- David Verhotz
- Colleen Schveder
- Eric Head
- Jennifer Wilson
- Betty Miner

Contracts

NOW THEREFORE BE IT FURTHER RESOLVED THAT, acting upon the Superintendent's written recommendation, the Board hereby recalls the following teaching employee to the following position effective July 1, 2018:

- Jennifer Yardas - Science (4-9)

Contracts

Discussion: Mrs. Lovejoy asked Mr. Toth if the Board would have approved the Consolidation plan that was presented (closing the Middle School and moving the students to the High School and the Intermediate School) would there be less staff loss. Mr. Toth stated this would depend on the amount of money the Board directed to be cut and there would have been more non-teaching staff savings with the consolidation plan.

Mrs. Cavanaugh questioned the student to teacher ratio that Mr. Toth presented. Many of the Teachers that spoke during the public speaks portion of the board meeting disputed the student to teacher ratio of 12 to 1 that was previously presented. Mr. Toth explained the student to teacher ratio was derived by taking the total number of students in the building divided by the total number of teachers in the building. The actual class sizes could be more or less, but this is the methodology Mr. Toth utilized.

Mrs. Cavanaugh questioned if there would still be labs at the High School if the Chemistry Teacher would be cut. Mr. Toth answered, yes.

Mrs. Cavanaugh questioned a statement made by Mr. McDougall that Garfield Students would come here to attend the Academy class. Mr. Toth answered that we could have Garfield Students come here, but it would have to be under either an open enrollment situation, or a tuition payment system, they could not just come here and pay for College Credit Plus rate. We would need to recoup funds to help pay for the teacher salaries. Mr. McDougall was presenting this concept to the Board with the intention that the Garfield students would only pay the college credit plus rate to attend our program.

Ms. Cavanaugh questioned if we would have Photography next year. Mr. Toth and Mr. McMahon explained the Master Schedule is still being worked on and decisions are still being made regarding the class offerings at the High School.

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

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Resolutions

A motion was made by Mr. Monroe and seconded by Ms. Schulz to approve Resolution 2018-31 the reduction in number of non-teacher/classified positions:

WHEREAS, R.C. 3319.172, Board Policy 4131, the Master Agreement between the Board and Local #385 of the Ohio Association of Public School Employees ("Master Agreement"), and applicable laws provide for the abolishment of non-teaching positions by the Board.

WHEREAS, R.C. 3319.172, Board Policy 4131, the Master Agreement, and applicable laws provide for the suspension of non-teaching contracts in whole by the Board.

WHEREAS, the Superintendent has provided the Board, Local #385 of the Ohio Association of Public School Employees ("Union"), and all affected non-teachers with the Superintendent's written recommendation that all of the following non-teaching positions be abolished effective June 30, 2018, due to financial reasons and lack of funds:

- Aide – Justine Fox (2.5 hrs, 5 days wk)
- Aide – Terri Lawless (7.5 hrs, 5 days wk)
- Aide – Chris Zeigler (2 hrs, 4 days wk)
- Aide – Deborah Wesley (7 hrs, 5 days wk)
- Custodian/Custodial – Jefferey Olson (8 hrs, 5 days wk)

WHEREAS, the Superintendent has provided the Board, Union, and affected non-teachers with the Superintendent's written recommendation that the following non-teaching contracts be suspended in whole effective June 30, 2018, due to financial reasons and lack of funds:

- Justine Fox - Aide (2.5 hrs, 5 days wk)
- Terri Lawless – Aide (7.5 hrs, 5 days wk)
- Chris Zeigler – Aide (2 hrs, 4 days wk)
- Deborah Wesley- Aide (7 hrs, 5 days wk)
- Custodian/Custodial – Jefferey Olson (8 hrs, 5 days wk)

Resolutions

WHEREAS, the Superintendent has provided the Board, Union, and affected non-teacher with the Superintendent's written recommendation that the following non-teaching employee be recalled to the following position effective July 1, 2018:

- Deborah Wesley – Aide (4 hrs)

NOW THEREFORE BE IT RESOLVED THAT, acting upon the Superintendent's written recommendation, the Board hereby abolishes all of the following non-teaching positions effective June 30, 2018, due to financial reasons and lack of funds:

- Aide – Justine Fox (2.5 hrs, 5 days wk)
- Aide – Terri Lawless (7.5 hrs, 5 days wk)
- Aide – Chris Zeigler (2 hrs, 4 days wk)
- Aide – Deborah Wesley (7 hrs, 5 days wk)
- Custodian/Custodial – Jefferey Olson (8 hrs, 5 days wk)

NOW THEREFORE BE IT FURTHER RESOLVED THAT, acting upon the Superintendent's written recommendation, the Board hereby suspends in whole all of the following non-teaching contracts effective June 30, 2018, due to financial reasons and lack of funds: Contracts

- Justine Fox - Aide (2.5 hrs, 5 days wk)
- Terri Lawless – Aide (7.5 hrs, 5 days wk)
- Chris Zeigler – Aide (2 hrs, 4 days wk)
- Deborah Wesley- Aide (7 hrs, 5 days wk)
- Custodian/Custodial – Jefferey Olson (8 hrs, 5 days wk)

NOW THEREFORE BE IT FURTHER RESOLVED THAT, acting upon the Superintendent's written recommendation, the Board hereby recalls the following non-teaching employee to the following position effective July 1, 2018:

- Deborah Wesley - Aide (4 hrs) Contracts

Discussion: None.

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

Motion carried.

A motion was made by Mr. Monroe and seconded by Ms. Schulz to approve Resolution 2018-32 to freeze Administrative and Exempt Salary Schedules for the 2018-2019 contract year to reflect the 2017-2018 contract year. Resolution

Discussion: Mr. Semety asked what this included. Mrs. Rowe stated this includes a base freeze and a step freeze for these individuals for one year.

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

DISCUSSION

Ms. Lovejoy distributed a Superintendent and Treasurer Evaluation form and asked the Board to look it over and complete by the next meeting. She asked that the Board include comments and potential goals for these individuals.

Ms. Cavanaugh noted it was mentioned that the Staff morale was down. She asked the Superintendent to provide the Curriculum Audit information that was completed in the Spring of 2017 to them.

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NEW BUSINESS
None.

The Treasurer reported the following Interest Earned on Investments for the Month of March 2018:

INTEREST EARNED ON INVESTMENTS
FOR THE MONTH OF MARCH 2018

Investments

Sweep Investments:
General Fund — Canceled Until Interest Rates Increase
Repurchase Agreement

Other Investments:

JPMorgan Chase High Yield Savings Acct	#	-7947	$178.87
Redtree Investment Interest			$1,792.07
Middlefield Bank Interest			$408.24

A motion was made by Mr. Monroe and seconded by Mrs. Cavanaugh 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: Mr. Monroe, aye; Mrs. Cavanaugh, aye; Mrs. Lovejoy, aye; Ms. Schulz, aye; Mr. Semety, aye.
Motion carried.

At 9:39 P.M. the Board went into Executive Session.

At 10:00 P.M. the Board emerged from Executive Session.

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

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

There being no further business to come before the Board, the meeting was adjourned at 10:01 P.M.

Bonnie Lovejoy
Bonnie Lovejoy, President

Jill A. Rowe
Jill A. Rowe, Treasurer/CFO