MINUTES OF THE REGULAR MEETING OF THE CRESTWOOD BOARD OF EDUCATION HELD TUESDAY FEBRUARY 27, 2018 AT 7:00 P.M. AT THE PRIMARY SCHOOL CAFETERIA.

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 Mr. Monroe and seconded by Mrs. Cavanaugh to accept and approve the board meeting agenda.

Discussion: None.

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

HEARING OF THE PUBLIC
Mr. Gary Traveny, Guidance Counselor, addressed the Board of Education concerning the tabled retirement incentive. He asked the Board to reconsider the incentive.

Mr. Aaron Gula, Mantua Village resident, addressed the Board of Education concerning the proposed cuts, specifically the American Academy Experience Program at the High School. He asked the Board to consider no reductions as it relates to this program.

Mr. John Rayle, Mantua resident, addressed the Board of Education concerning the Band program. He asked the Board to consider no reductions as it related to this program.

Mr. Ross Kotkowski, Shalersville resident, addressed the Board of Education concerning safety. He questioned what plans, if any, were being developed in regards to metal detectors, door barricades, armed guards, and security enclaves.

Mr. Joe Kotkowski, Shalersville resident, addressed the Board of Education stating there have been several businesses in the area that have already committed funding and help to secure the buildings. He has talked with Mr. Toth and a plan is being worked on.

Alex Hosey, Student, addressed the Board of Education concerning the value in the programs, such as drama, choir, band and the academy program.

CONSENT AGENDA
A motion was made by Mrs. Schulz and seconded by Mr. Monroe to act on the following items of business:

Board approval for High School Cheerleading State Qualifiers to participate in State Competition in Columbus, Ohio on March 3, 2018 through March 4, 2018 and including overnight lodging.

High School

Board approval for High School Bowling State Qualifier to participate in State Competition in Columbus, Ohio on March 1, 2018 through March 2, 2018 and includes overnight lodging.

Discussion: None.

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

RECORD OF PROCEEDINGS

Minutes of Crestwood Board of Education Meeting

Held February 27 18 20

DISCUSSION ITEMS:

A. Reduction in Force:

Mr. David Toth, Superintendent addressed the board with information on the reduction in force. The Superintendent and the Treasurer were directed by the Board of Education in January 2018 to reduce $1.4 million out of the operating budget.

Mr. Toth highlighted some facts:

- Since the 2013-2014 school year the district has seen decreased enrollment of 236 students.
- Education is changing with online, charter, open enrollment options being available to students.
- There are also other options for High School students, such as Maplewood Career Center and College Credit Plus.
- For the 2018-2019 school year there will be 527 High School students, but there will only be 405 actually taking classes at Crestwood High School due to the options of Maplewood Career Center and College Credit Plus.
- Since 2013-2014 school year the district has reduced 7 teachers, mainly through attrition.
- Since 2013-2014 school year the classified staff has had a net zero reduction. Areas have been reduced such as bus routes, custodial and maintenance positions, but special education aides have been added.

Mr. Toth reviewed his methodology on how he arrived at the potential reductions to be recommended. A review of enrollment and courses offered was the first step. There was a goal of keeping the class sizes at a 1 to 25 teacher to student ratio at the elementary buildings and keep the intervention positions that are in place at the elementary buildings. He noted the elementary buildings have already seen reductions in the past due to the enrollment loss. He then reviewed the Middle School and High School teacher to student ratios. Based on this review his recommendations on potential reductions will be as follows:

Potential Teachers and Administrators that will be impacted at the Middle School and High School:

3 Language Arts
2 Science
1 Special Education
2 Math
1 PE/Health
2 Social Study
1 Art
1 Administrator

Potential Classified Staff that will be impacted:

1 Custodian
2 Building Aides

These reductions were considered to impact the least programming cuts as possible. Mr. Toth is recommending to the Board of Education that the American Academy Experience program at the High School be reduced. The Academy class has one Social Studies teacher for 6 periods per day, one Science teacher for 6 periods per day and one English teacher for 2 periods per day.

Total Cost for the Salaries and Benefits = $211,951
44 Students take this class.

Total Cost per student = $4,817
As compared to a regular offering:

Average Teacher salary and benefits = $91,000
120 students taught per day

Total cost per student = $758

Mr. Toth stated there would be no reductions in the Music offerings throughout the District, except the administration is looking at 5th grade Band and potentially reducing this time to ensure more reading time.

Mr. Toth stated Engineering, Family and Consumer Science and Advanced Placement classes would still be offered depending on the need and Master Schedule.

Other reductions include:

Emailing the Crestwood Comments – no mail	$20,000 annual savings
Administrative and Exempt Staff Pay freezes	$59,000 annual savings
Supplemental Contract Reductions	$99,000 annual savings
Debt Payment - PI Fund to pay ½	$140,000 annual savings
Summer Workers reduction	$10,000 annual savings
Summer School – Title I Fund to pay	$20,000 annual savings
Curriculum Budget reduction	$50,000 annual savings
Counselors – supplement to federal grant	$50,000 annual savings
Building Budget reductions	$20,000 annual savings

All of the reductions Mr. Toth noted equal $1,402,675.

Mrs. Cavanaugh asked Mr. Toth what the teacher to student ratios are currently.

Mr. Toth stated:
1 to 12.7 students High School
1 to 12.6 students Middle School
1 to 15.7 students Intermediate School
1 to 16.24 students Primary School

Mr. Toth stated the reduction plan has not deviated much from the original discussions that occurred in November and December. Currently he is waiting on the Master Schedules to be completed and student tallies in the various classes, prior to moving forward on the formal action.

A. School Security

Mr. Toth addressed the Board of Education and the audience regarding school safety and security.

A meeting with the Safety Forces, which includes Hiram Fire and Police, Mantua Fire and Police, the Sheriff's Office, key administrators and community representatives, occurs twice a year. A meeting is scheduled on Thursday, March 1, 2018 to discuss safety.

RECORD OF PROCEEDINGS

Minutes of Crestwood Board of Education Meeting

Held February 27 18 20

What we have in place now:

- Two way radios, connected to the Mantua Dispatch. Emergency radio tests conducted monthly.
- Video surveillance, 163 cameras, accessible by local law enforcement.
- Picture ID system purchased. Picture ID's are already in place but this new system add incorporates the FOB door access in with the picture ID.
- FOB access at only 4 doors per building, with a main entrance for all visitors.
- All main entrances have video monitors.
- E911 system in place. If a 911 call is made within the District, key administrators are notified and the call is taped immediately.
- All call system in each building. Any phone in the buildings can call a lock down or do an all call.
- Security systems in each building.
- Student Resource Officer
- Emergency management plans.
- Emergency lockdown practice drills
- Cameras on each school bus

Mr. Toth also noted the District has a tip line. This tip line is anonymous. He asked the audience to please let someone know if there is anything suspicious noted. Most of the tragedies that have occurred, someone knew about it ahead of time. Don't be afraid to speak up.

Mr. Toth addressed the concern over metal detectors. While the detector themselves are not that expensive with an average cost of $4,000, it takes personnel to man those detectors and could require many additional costs for the personnel. It was also noted all activities including athletic events, plays, conferences would need to be included in the detection program.

Mr. Toth asked the Board of Education if there were any questions relating to the Reduction in Force Discussion or the Safety Discussion. There were none noted at this time.

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 8:04 P.M.

Bonnie Lovejoy, President

Jill A. Rowe, Treasurer/CFO