

HIGHLAND BOARD OF EDUCATION  
ORGANIZATIONAL MEETING  
JANUARY 13, 2020  
HIGH SCHOOL MEDIA CENTER  
6:00 PM

The Organizational Meeting was called to order and roll call taken by Mr. Wolny, President Pro Tempore, at 6:07 P.M.

Mr. Wolny, present; Mrs. Thomas, present; Mr. Houska, present; Mr. Kelly, present; Dr. Christopher, present.

OATH OF OFFICE FOR NEWLY ELECTED BOARD MEMBERS

Mr. Neil Barnes, Treasurer, administered the oath of office to re-elected Board members Dr. Norman Christopher and Mr. Michael Houska.

NOMINATION AND ELECTION OF OFFICERS

ELECTION OF BOARD PRESIDENT 20-01-01

Mr. Houska nominated Dr. Christopher for President of the Highland Local School District Board of Education for the 2020 calendar year.

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education close nominations and vote to elect Dr. Christopher as Board President.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes;  
Dr. Christopher, yes

Motion carried.

ELECTION OF BOARD VICE PRESIDENT 20-01-02

Mr. Kelly nominated Mrs. Thomas for Vice President of the Highland Local School District Board of Education for the 2020 calendar year.

Dr. Christopher made a motion, seconded by Mr. Houska, that the Board of Education close nominations and vote to elect Mrs. Thomas as Board Vice President.

Dr. Christopher, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes;  
Mrs. Thomas, yes.

Motion carried.

OATH OF OFFICE FOR NEWLY ELECTED BOARD OFFICERS

Mr. Barnes administered the oath of office to newly elected Board President Dr. Christopher and Vice President Mrs. Thomas.

APPOINTMENT OF LIAISONS FOR CALENDAR YEAR 2020 20-01-03

Mrs. Thomas made a motion, seconded by Mr. Kelly, that the Board of Education appoint the following members to serve as liaisons for calendar year 2020:

- Mrs. Thomas – OSBA Legislative
- Dr. Christopher – OSBA Student Achievement
- Mr. Houska – Medina County Career Center
- Mr. Wolny – Highland Foundation

Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mr. Houska, yes;  
Dr. Christopher, yes.

Motion carried.

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APPOINTMENT OF LEGAL COUNSEL FOR THE ENSUING SCHOOL YEAR  
20-01-04

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education appoint the following legal counsel for the ensuing school year:

- Smith Peters Kalail Co., L.P.A.
- McGown & Markling Co., L.P.A.
- Scott Scriven, LLP
- Squire Patton Boggs, LLP
- Ennis Britton Co., LPA
- Sonkin & Koberna, LLC

Mr. Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

ESTABLISH MEETING DATES/SITES 20-01-05

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education establish and approve the following dates, times and place for regular monthly meetings for calendar year 2020:

Monday	February 10	HHS	7:00 PM
Monday	March 16	HHS	7:00 PM
Monday	April 20	HHS	7:00 PM
Monday	May 18	HHS	7:00 PM
Monday	June 29	HHS	7:00 PM
Monday	July 20	HHS	7:00 PM
Monday	August 24	HHS	7:00 PM
Monday	September 21	HHS	7:00 PM
Monday	October 19	HHS	7:00 PM
Monday	November 16	HHS	7:00 PM
Monday	December 14	HHS	7:00 PM

Mr. Kelly indicated that he would be unable to attend the meeting on February 10.

Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

FEDERAL PROGRAMS 20-01-06

Mrs. Thomas made a motion, seconded by Mr. Kelly, that Board of Education participate in all applicable Federal Programs for fiscal year 2021. The Superintendent is to be the authorized representative for all federal programs and grants, and is authorized to appoint designees to represent the District for fiscal year 2021.

Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

PUBLIC RECORDS TRAINING 20-01-07

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education appoint the Treasurer to serve as the designee of the members of the Board of Education for public records training as required by law.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

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Motion carried.

SERVICE FUND 20-01-08

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education establish a Service Fund in accordance with ORC 3315.15.

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes;  
Dr. Christopher, yes.

Motion carried.

RECOGNITION OF DISTRICT SUPPORT ORGANIZATIONS 20-01-09

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education formally recognize the following District support organizations in accordance with Board Policy 9211:

Granger Elementary PTO  
Highland Athletic Boosters  
Highland Athletic Facilities Association  
Highland Band Boosters  
Highland Choir Boosters  
Highland Foundation for Educational Excellence  
Highland Middle School PTO  
Highland High School PTO  
Highland Robotics and Technology Boosters  
Highland Swimming  
Hinckley Elementary PTO  
Sharon Elementary PTO

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes;  
Dr. Christopher, yes.

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 6:17 P.M.

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Board President

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Treasurer

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The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 6:18 P.M.

Mr. Wolny, present; Mrs. Thomas, present; Mr. Houska, present; Mr. Kelly, present; Dr. Christopher, present.

The next regular meeting will be held on February 10, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-01-10

Mr. Wolny made a motion, seconded by Mr. Houska, the Board of Education approve the minutes of the Regular Meeting held on December 16, 2019, as presented.

Mr. Wolny, yes; Mr. Houska, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-01-11

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the December 2019 Financial Reports, as presented.

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF TAX BUDGET 20-01-12

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the Fiscal Year 2021 Alternative Tax Budget, as presented.

Mr. Wolny, yes; Mr. Houska, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF SUPPLEMENTAL LEASE-PURCHASE AGREEMENT 20-01-13

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the resolution authorizing a supplemental lease-purchase agreement and related documents amending the base rent schedule and certain related terms of a lease-purchase agreement, and authorizing and approving other related matters, as presented.

Mr. Barnes noted that this supplemental agreement, which is effectively a refinancing and lowers the current interest rate from ~3.25% to 2.60%, will save the District nearly \$500,000 over the remaining term.

Mr. Wolny, yes; Mr. Houska, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

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BOARD MEMBER AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Theresa Wright, Executive Director of the Highland Foundation, thanked Don and Carol Baker for their recent gift to establish a leadership fund to provide for additional grants and scholarships. She also provided a summary of the other annual scholarships awarded by the Foundation.

Richard Pearl, Hinckley Township resident and 350 Hinckley representative, shared a white paper with the Board focusing on permeable pavers and provided a summary of this potential project inclusion that would contribute to sustainability.

NEW BUSINESS

None

OLD BUSINESS

None

SUPERINTENDENT'S AGENDA

SCHOOL BOARD RECOGNITION MONTH

Mrs. Aukerman noted that January is School Board recognition month. She thanked the Board for their service and said the work that they do is appreciated. She also added that the stability of the Board in recent years has been a positive factor in the District's success.

Mr. Kelly commented that it is a great privilege to serve on the Highland Board and he is thankful for the great staff and administrative team.

ACCEPTANCE OF DONATIONS 20-01-14

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education accept the following donations:

TO	FROM	DESCRIPTION
HHS Girls Soccer Program	Highland Athletic Boosters	\$184.00
Highland Local Schools	Securitec	HHS parking lot lighting

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Kelly, yes;  
Dr. Christopher, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES  
20-01-15

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the attached requests for use of facilities and waive associated fees, with noted exceptions, as presented in Addendum # I.

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes;  
Dr. Christopher, yes.

Motion carried.

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CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-01-16

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the following contracts and/or agreements, items A through D, as presented:

- A. College Credit Plus Agreement with Lorain County Community College
- B. Agreement for Education Program for an IDEA Eligible Student
- C. OSBA Annual Membership Agreement
- D. OSBA Legal Assistance Fund Agreement

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Kelly, yes; Mr. Houska, yes;  
Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – PERSONNEL 20-01-17

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the following personnel items A through H, as presented:

- A. Adopted the attached list of certified substitutes/home tutors for use for the 2019/2020 school year, as submitted by the ESCMC and presented in Addendum # II.
- B. Employed Frank Lawrence, Transportation Supervisor, effective 1/6/2020 and ending 7/31/2021.  
  
Mrs. Aukerman introduced and welcomed Mr. Lawrence. Mr. Lawrence thanked the Board for the opportunity and said is honored to be part of Highland.
- C. Approved the maternity leave request of Daryn Archer, High School Counselor, effective with the birth of her child (anticipated due date of 4/30/2020), returning at the beginning of the 2020/2021 school year.
- D. Accepted the resignation of the following individuals:
  - 1. Ramona Scolari, Bus Driver, effective 3/21/2020
  - 2. Timothy Maxworthy, Custodian, effective 1/3/2020
- E. Employed the following individuals, on limited one-year contracts of employment, as listed:
  - 1. Steve Meilinger, Bus Driver, effective 1/14/2020
  - 2. Elizabeth Marti, Granger PM Latchkey, effective 1/6/2020
- F. Approved a change in status for Teresa Steinmetz, High School Cook, to High School Aide, 5 hours per day, effective 1/6/2020.
- G. Approved a revision in the unpaid medical leave request of Sheila Drollinger, Bus Driver, resulting in a return for the 2020/2021 school year.
- H. Employed Jackson Stillwagon, on a one-year limited contract of employment, as a Technology Department Student Worker, on an “as needed basis,” effective 1/14/2020, for the 2019/2020 school year.

ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL  
COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER  
CERTIFICATION WHEN APPLICABLE.

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Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes;  
Dr. Christopher, yes.

Motion carried.

EXECUTIVE SESSION 20-01-18

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education adjourn to executive session to consider the employment of a public employee.

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes;  
Dr. Christopher, yes.

Motion carried.

The Board adjourned to executive session at 6:37 P.M.  
The Board exited executive session at 7:16 P.M.

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT 20-01-19

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education, under Ohio Revised Code section 3319.01, authorize the Board President and Board Vice President to execute a contract of employment with District Superintendent, Catherine Aukerman, for a five year term ending on July 31, 2026, as presented.

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes;  
Dr. Christopher, yes.

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 7:18 P.M.

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Board President

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Treasurer

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The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:02 P.M.

Mr. Wolny, present; Mr. Houska, present; Mr. Kelly, absent; Mrs. Thomas, present; Dr. Christopher, present.

The next regular meeting is scheduled to be held on March 16, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

Addition – Consent Agenda – Contracts/Agreements – Item F – Stark State College Credit Plus Memorandum of Understanding

Addition – Item XI – Executive Session - Item B – Conference with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action, Item C – Matters required to be kept confidential by federal law or regulations or state statutes, and Item D – Consider the employment of a public employee or official

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-02-20

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the minutes of the Organizational Meeting and the Regular Meeting held on January 13, 2020, as presented.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-02-21

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the January 2020 Financial Reports, as presented.

Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF BUILDING PROJECT TECHNOLOGY SPECIFICATIONS/  
AUTHORIZATION TO BID 20-02-22

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the technology specifications for the new elementary school buildings and middle school renovation, as presented, and grant authorization to advertise and accept bids.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF BUILDING PROJECT AUTHORIZATIONS 20-02-23

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education authorize the Superintendent and Treasurer to act on behalf of the Board with respect to the current building project on certain matters involving resolution of contractor claims and to consider and approve modifications to contract documents, including change orders, construction change directives or minor changes in the work, and increases in any contract sum up to \$100,000 per change order, not to exceed an aggregate total for change orders of \$500,000.

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Mr. Houska, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

BOARD MEMBER AGENDA ITEMS

Dr. Christopher commented on the various invitations he has received for the great spring events at the District.

SHARON TOWNSHIP ZONING CONDITIONAL USE PERMIT DISCUSSION

The Board discussed a letter dated January 29, 2020 from the Sharon Township Board of Zoning Appeals delineating the conditions for permit approval for the construction of the new Sharon Elementary. The letter included seven conditions all of which were generally acceptable to the Board with the exception of condition number 5. This condition placed rigid restrictions on allowable sound levels for the new building chillers. Dr. Christopher expressed the general discomfort of the Board in accepting this condition and a discussion ensued that included input from District legal counsel on the matter, John Britton. Mr. Britton provided a summary of what is required of the District and what might occur should agreement not be reached. In the end, the Board concluded that it has complied with the law by making a good faith effort to work with the BZA, but that the noise restriction could not be accepted as presented. The Board directed the Superintendent and Treasurer to act on its behalf and make every effort to have the condition eliminated or significantly revised to be less restrictive.

AUTHORIZATION OF SUPERINTENDENT OR TREASURER TO ACT ON BOARD BEHALF 20-02-24

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education authorize the Superintendent or Treasurer to represent and act on behalf of the School District Board of Education related to the Sharon Township Board of Zoning Appeals Conditional Use Permit.

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

NEW BUSINESS

None

OLD BUSINESS

None

BUILDING PROJECT UPDATE – GPD GROUP

Aaron Rodebaugh and Mark Salopek, GPD Group, provided a progress report for the construction project. The challenges at Sharon, including EPA and Sharon BZA approval delays, were discussed. Additionally, GPD shared illustrations of building interior designs.

APPROVAL OF HIGH SCHOOL ROBOTICS OVERNIGHT TRIP 20-02-25

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the High School Robotics Trip to the Miami Valley Regional Robotics Competition at Wright State University, Fairborn, Ohio, leaving on February 26, 2020 and returning on February 29, 2020, as presented.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

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APPROVAL OF HIGH SCHOOL WRESTLING OVERNIGHT TRIP 20-02-26

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the High School Wrestling Trip to the District Wrestling Tournament in Mentor, Ohio, leaving on March 6, 2020 and returning on March 7, 2020.

Mr. Wolny, yes; Mr. Houska, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

ACCEPTANCE OF DONATIONS 20-02-27

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
Highland High School	Outsupport	\$40.00
HHS Orchestra Program	Sophia Graves	\$5.25
Highland Middle School	Box Tops for Education	\$102.10

Mr. Wolny, yes; Mr. Houska, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES  
20-02-28

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the attached requests for use of facilities and waive associated fees, with noted exceptions, as presented in Addendum # I.

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-02-29

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following contracts and/or agreements, items A and F, as presented:

- A. University of Akron College Credit Plus Memorandum of Understanding
- B. Kent State University College Credit Plus Memorandum of Understanding
- C. OHSA Membership Agreement
- D. Altimate Care LLC Agreement
- E. Evolve Academy Contract Addendum
- F. Stark State College Credit Plus Memorandum of Understanding

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – PERSONNEL 20-02-30

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the following personnel items A through E, as presented:

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- A. Adopted the attached list of certified substitutes/home tutors for use for the 2019/2020 school year, as submitted by the ESCMC and presented in Addendum # II.
- B. Approved the Maternity Leave Request of Audrey Hinneberg, High School Social Studies Teacher, effective with the birth of her child, (anticipated due date of 5/19/20), returning at the beginning of the 2020/2021 school year.
- C. Employed the following individuals, on limited contracts of employment, for the 2019/2020 school year, as listed:
1. John Cooke, High School 3<sup>rd</sup> Shift Custodian, effective 2/3/20
  2. Yvonne Hess, High School Cook, effective 2/10/20
- D. Employed the following individuals, on limited one-year contracts of employment, for the 2019/2020 school year, as listed:
1. Mary Gavrilovic, Substitute Bus Driver, effective 1/16/20
  2. Yvonne Hess, Substitute Cook, effective 1/21/20
  3. Elizabeth Marti, Substitute Aide, effective 1/9/20
  4. Beth Pamer, Substitute Cook, effective 1/16/20
  5. Margaret Stair, Substitute Cook, effective 1/27/20
- E. Employed the following individuals, on one-year limited contracts of employment, for the 2019/2020 school year, as listed:
- |                 |                              |                     |
|-----------------|------------------------------|---------------------|
| 1. Bob Berry    | HS Asst Track Coach<br>Boys  | \$6,300.00 – 30 yrs |
| 2. Eric Dennis  | HS Asst Swimming<br>Coach    | \$6,300.00 – 10 yrs |
| 3. John Hopkins | HS Asst Track Coach<br>Girls | \$6,300.00 – 13 yrs |
| 4. Alex Pasco   | HS Asst Softball Coach       | \$4,592.00 – 0 yrs  |
| 5. Bruce Scally | HS Asst Wrestling<br>Coach   | Volunteer           |
| 6. Josh Victor  | HS Head Track Coach<br>Boys  | \$7,155.00 – 27 yrs |

ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL  
COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER  
CERTIFICATION WHEN APPLICABLE.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

EXECUTIVE SESSION 20-02-31

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education adjourn to executive session to:

- A. Discuss details relative to the security arrangements and emergency response protocols for a public body or a public office, if disclosure of the matters discussed could reasonably be expected to jeopardize the security of the public body or public office.
- B. Conference with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action.
- C. Discuss matter required to be kept confidential by federal law or regulations or state statutes.
- D. Consider the employment of a public employee or official.

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Mr. Wolny, yes; Mr. Houska, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

The Board adjourned to executive session at 7:55 P.M.

The Board exited executive session at 8:38 P.M.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 8:39 P.M.



Board President



Treasurer

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REGULAR MEETING  
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The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:00 P.M.

Mr. Wolny, present; Mr. Houska, present; Mr. Kelly, present; Mrs. Thomas, present; Dr. Christopher, present.

Dr. Christopher acknowledged the temporary new format of the Board meetings whereby the Board and certain administrators were physically present and the public had the ability to attend the meeting virtually. Dr. Christopher noted that the format change was necessary to adhere to the Governor's order regarding social gatherings and social distancing. He shared that he prefers to think of the current situation as physical distancing, but socially connected.

The next regular meeting is scheduled to be held on May 18, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

Addition – Item IX – Superintendent's Agenda – Acceptance of Donations – Highland Athletic Facilities Association donation of \$110,000 to the Highland Local School District Athletic Complex Project

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-04-32

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the minutes of the Regular Meeting held on February 10, 2020, as presented.

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-04-33

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the February and March 2020 Financial Reports, as presented.

Mr. Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

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APPROVAL OF FISCAL YEAR 2020 AMENDED APPROPRIATIONS 20-04-34

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the Fiscal Year 2020 Amended Appropriations, as presented in Addendum # I.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

ACCEPTANCE OF TAX RATES AND AMOUNTS 20-04-35

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the "Resolution Accepting the Amounts and Rates as Determined by the Budget Commission and Authorizing the Necessary Tax Levies and Certifying Them to the County Auditor", as presented in Addendum # II.

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF GUARANTEED MAXIMUM PRICE AMENDMENTS 20-04-36

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the Guaranteed Maximum Price Amendments for the new elementary buildings, as presented.

Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

BOARD MEMBERS' AGENDA ITEMS

DECLARATION OF EMERGENCY AND SUSPENSION OF BOARD POLICY 20-04-37

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the resolution declaring an emergency and suspending Board Policy related to public participation at Board Meetings, as presented in Addendum # III.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

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APPROVAL OF DISTANCE LEARNING 20-04-38

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the resolution approving distance learning, as amended to reflect updated guidance from the Governor extending school closures through year-end and as presented in Addendum # IV.

Dr. Christopher thanked the staff for their efforts to ensure learning continues noting that this was not the kind of reimagining of education that we all envisioned. Mr. Wolny shared the positive experience of his children with Highland's distance learning. He said the teachers have really stepped up, are very accessible to students, and the content continues to be rigorous.

Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

OLD BUSINESS

None

NEW BUSINESS

Mrs. Aukerman provided an update on the work being done to ensure the successful close out of the school year. She reiterated that distance learning would continue through the last day of the school year, which is May 28. To date, nearly 400 Chromebooks have been distributed to students in need of devices. She thanked the staff involved in this essential distribution process. She also noted that the administrative team is exploring graduation alternatives as well as coordinating the phased return of staff and students to the buildings to collect personal items.

ACCEPTANCE OF DONATIONS 20-04-39

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
High School Boys Golf	Various Family Donations	\$2,030.00
High School Girls Golf	Various Family Donations	\$2,920.00
High School Girls Soccer	Various Family Donations	\$5,550.00
High School Boys Basketball	Michael Curtis Photography	\$140.00

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High School Wrestling	Highland Youth Wrestling	\$1,100.00
HHS Speech & Debate	Victoria Farrell	\$45.00
HHS SADD Club	SADD, Inc.	\$125.00
Highland Middle School	University of Michigan	\$1,000.00
Sharon Elementary School	Artsonia	\$736.62
Sharon Elementary School	Sharon PTO	Brain Pop Online Program/\$175.00
Sharon Elementary School	Cleveland Cavaliers	All Star School/\$1,000.00
Hinckley Elementary School	Artsonia	\$600.00
Highland Local Schools	Highland Athletic Facilities Association	Athletic Complex Project/\$110,000.00

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 20-04-40

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the attached requests for use of facilities and waive associated fees, with noted exceptions, as presented in Addendum # V.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-04-41

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the following contracts and/or agreements, items A and F, as presented:

- A. Educational Service Center of Medina County Service Agreement 2020-2021
- B. Summit County Educational Service Center Governing Board Agreement
- C. Enviroscapes Lawn Care Agreement
- D. College Now Memorandum of Understanding

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- E. Southeast Security Technology Bid Package
- F. College Credit Plus Cuyahoga Community College MOU

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – PERSONNEL 20-04-42

Mrs. Thomas made a motion, seconded by Mr. Kelly, that the Board of Education approve the following personnel items A through H, as presented:

- A. Adopted the attached list of certified substitutes/home tutors for use for the 2019-2020 school year, as submitted by the MCECSC, as presented in Addendum #VI
- B. Accepted the resignation of Barbara McMahon, Sharon Elementary Teacher, for the reason of retirement, effective May 31, 2020.
- C. Granted (15) fifteen day supplemental extended time contracts for the following individuals, as listed:
  - 1. Claudia Johnson, High School Counselor
  - 2. Craig Tasker, High School Counselor
- D. Employed Robert Hardgrove, as a High School Long Term Substitute Science Teacher, effective 4/9/20, for the remainder of the 2019/2020 school year.
- E. Accepted the resignation of the following individuals, as listed:
  - 1. John Cooke, HS 3<sup>rd</sup> Shift Custodian, effective 2/6/20
  - 2. Sheila Drollinger, Bus Driver, effective 2/10/20
- F. Approved a change of status for Sarah Campbell, Hinckley Playground Aide, from 3 days per week to 5 days per week, effective 3/16/20, for the 2019/2020 school year.
- G. Employed Sheila Drollinger, as a Substitute Bus Driver, on a one-year limited contract of employment, on an “as needed basis”, for the remainder of the 2019-2020 school year.

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- H. Employed the following individuals, on one-year limited supplemental contracts of employment, for the 2019-2020 school year, as listed:

1. Kim Clendaniel	MS Asst Robotics Club Advisor	\$400.00
2. Mike Koran	HS Asst Baseball Coach - 0 yrs	\$4,592.00
3. Bryan Mravec	MS Asst Drama/Musical Production – 11 yrs	\$3,310.00
4. Ben Stobbs	HS Asst Baseball Coach – 15 yrs	\$6,300.00

ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 7:34 P.M.

  
Board President

  
Treasurer

(A recording of this meeting is available in the Treasurer's Office)

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The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:00 P.M.

Mr. Wolny, absent; Mr. Houska, present; Mr. Kelly, present; Mrs. Thomas, present; Dr. Christopher, present.

Dr. Christopher acknowledged the temporary new format of the Board meetings whereby the Board and certain administrators were physically present and the public had the ability to attend the meeting virtually.

The next regular meeting is scheduled to be held on June 29, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

Addition – IX – Superintendent's Agenda – Item D – Resolution Regarding 2019-2020 Evaluations

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-05-43

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the minutes of the Regular Meeting held on April 20, 2020, as presented.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-05-44

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the April 2020 Financial Reports, as presented.

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF GUARANTEED MAXIMUM PRICE AMENDMENT 20-05-45

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the Guaranteed Maximum Price Amendment for the Middle School HVAC renovations, as presented.

Mr. Houska, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

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Motion carried.

FIVE-YEAR FORECAST DISCUSSION

Treasurer Neil Barnes presented the updated Fiscal Year 2020 five-year forecast. He noted that there are many unknowns at this time and illustrated what has changed in this forecast in comparison to the November 2019 forecast.

On the revenue side, it was noted that the forecast assumes the eventual renewal of the emergency levy that was passed back in May 2011. This levy must be renewed by November 2021 to ensure uninterrupted collection. Due to the fallout of COVID-19, a number of previous assumptions were impacted negatively. Property tax collection delinquencies are expected to increase (effectively a deferment of revenue with a potential strain on cash flow). Commercial and residential development is expected to slow down from an average annual increase of 2.4% in total assessed valuation to 1%. Basic state aid is projected to decrease significantly in the next two years, including an immediate \$913,000 cut for FY 20 with a gradual return to original FY 20 funding levels by FY 24. Casino tax revenues are expected to drop 40% in FY 21 and eventually return to normal over the forecast period. Investment income will drop dramatically as a result of federal rate cuts. As an example, STAR Ohio had an overnight yield of 2.50% on May 15, 2019. As of May 15, 2020, the yield is down to 0.72%. Although not included in the General Fund or forecast, sales tax revenues are also expected to decline significantly causing a shift in some expenditures from the Sales Tax Fund to the General Fund. In total, projected revenues have decreased by about \$5.9 million in the updated May 2020 forecast as compared to the November 2019 forecast.

On the expenditure side, favorable variances are expected to occur in FY 20 due to the COVID related closure. Significant savings will be realized with respect to transportation, security, nursing, etc. These savings are not expected to continue into the future. Other changes from the November forecast include the inclusion of additional health insurance premium holidays and lower than expected health insurance premium renewal rates. The forecast also assumes additional savings from staff attrition and the non-renewal of certain contracts, which are discussed below. In total, projected expenditures have decreased by about \$2.9 million for the forecast period in this May update.

Deficit spending is expected to occur in FY 20 for the first time since FY 11. In this updated forecast, the District is projected to reach a critical point at the end of FY 22 at which time the ending cash balance is expected to reach approximately four months' worth of operating expenditures or roughly \$13 million. This is the minimum cash balance the District aims to maintain. Budget reductions, a levy passage, or a combination of the two will need to occur at this time in order to maintain sufficient reserves.

Mr. Kelly foresees additional cuts from the state and advised that the Board make all decisions going forward in a very conservative manner because it could take years to fully recover from this. He knows it's a difficult conversation, but once deficit spending starts, he noted that it is

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not prudent to wait long before making a levy request because the longer you wait, the larger any new money request needs to be.

Mrs. Aukerman expanded on the budget reductions the District will look to make in order to be proactive in the face of the significant state cut. She noted that it is difficult for a district with an operating budget the size of Highland to absorb a nearly \$1 million state funding reduction. She reminded the Board that given Highland's categorization as high wealth, funding is always less and cuts are seemingly always bigger. She outlined that the forthcoming cuts/reductions/savings include, but are not limited to, staff attrition through retirement (executive secretary, two classroom aides, ½ FTE EMIS Coordinator, ½ FTE Treasurer's Office secretary), a reduction of one HS guidance counselor through resignation, the discontinuance of contracted services for gifted coordinator, ½ FTE MS computer tech teacher, ELL tutor, and treatment plant maintenance, and the reduction of building budgets by 25%. These reductions add up to roughly \$550,000.

Mrs. Aukerman also touched upon the need for the levy renewal as well as a new levy in the not too distant future shortly after the new buildings open. She stated that the District has been transparent about this need in recent years and that a levy cycle that averages 10+ years demonstrates good financial stewardship on the part of the District. Without these resources, it would not be possible to provide the same opportunities or level of service to students.

Dr. Christopher commented that it should not be surprising to the community that these tough decisions are ahead. He feels the renewal needs to be taken care of urgently to allow for some planning time and conversation around any new levy request. He also noted that keeping the staff and community engaged at this time is critical.

Mrs. Aukerman shared that a reopening committee has been established. Staff are participating in an effort to best prepare for the potential instructional delivery method options ahead: traditional, distance, or hybrid learning models. She also noted that a community survey regarding the topic had been undertaken. She knows there are tough conversations ahead given the financial outlook, the additional costs of alternative educational models, and the economic struggles of the community.

Dr. Christopher inquired as to the efforts of lobbying groups working the District's behalf.

Mr. Kelly urged anyone who has contact with state legislators to be very vocal. Education always takes the brunt of these cuts. He feels education is the future and our message, including participation by the community, needs to be very strong on this.

Mrs. Aukerman further illustrated the point noting that of the \$775 million recently cut by the state; \$355 million impacted K-12 education. She said Highland continues to do more with less. The operation is lean and there are limited areas to make additional cuts.

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Dr. Christopher pondered the potential impact of the current climate on the Highland Foundation. Mrs. Aukerman did note that the Foundation had reached out to see if they could help in any way, which was much appreciated.

APPROVAL OF UPDATED FISCAL YEAR 2020 FIVE-YEAR FORECAST 20-05-46

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the updated Fiscal Year 2020 Five-Year Forecast and Assumptions for the five-year period ending June 30, 2024, as presented.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

BOARD MEMBERS' AGENDA ITEMS

None

OLD BUSINESS

None

NEW BUSINESS

Mrs. Aukerman spoke about the plan for graduation. While the administrative team had hoped for a traditional ceremony, it became evident given guidance from the state that it was not going to be possible. She credited HS Principal Carrie Knapp and her team for coming up with a great alternative solution. Graduates individually walked across the high school auditorium stage with their families in the audience over the course of three days. Each graduate was filmed by Bryan Mravec and his crew. The footage will be edited to produce a movie for showing at the Blue Sky Drive In Movie Theater in Wadsworth on May 30. Additionally, following the movie viewing a fireworks display will be provided back at Highland High School. Each of the 269 graduates will also be provided with a DVD copy of the virtual ceremony and fireworks show. She is pleased that the District will be able to add a little personal touch for this outgoing group of seniors who has faced such adversity this year.

Mr. Kelly noted that while many of the seniors are disappointed that there will be no traditional ceremony, he really thinks in the coming years that they will look back on this unique alternative very positively. He thanked the staff and families for their hard work and understanding to make this happen.

Mrs. Aukerman also expanded on the reopening committee. A group of staff and administrator volunteers are planning for possible scenarios in the fall. She knows that people want answers today, but it's not possible because we don't have all of the information yet. While the District

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can't get too far ahead of itself, she also noted that there is a need to plan. She committed to let everyone know the District's plans for next school year as soon as possible.

SUPERINTENDENT'S AGENDA

ADOPTION OF SCHOOL HANDBOOKS FOR THE 2020-2021 SCHOOL YEAR 20-05-47

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education adopt the High School, Middle School and Elementary School Handbooks for the 2020-2021 school year, as presented.

Mrs. Thomas noted that the handbooks do not reflect any COVID related changes and that any such changes would be done as necessary and separately.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF RESOLUTION OF INTENT NOT TO PROVIDE CAREER-TECHNICAL EDUCATION IN GRADES 7 AND 8 20-05-48

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the Resolution of Intent Not to Provide Career-Technical Education in Grades 7 and 8, as presented.

Mrs. Aukerman reminded the Board that this is a required annual resolution. The resolution doesn't mean Highland will not provide these educational opportunities, it simply indicates that a specific CTE licensed teacher will not be hired at the middle school level. Nothing has changed. The District continues to work closely with the Medina County Career Center.

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

ACCEPTANCE OF DONATIONS 20-05-49

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
Sharon Elementary	Sharon PTO	Teacher supplies & copies/ \$7,185.78
Highland Middle School	Box Tops	\$2.50

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HHS Girls Soccer	National Lime & Stone	\$500.00
HHS Girls Soccer	Lamphears Lawn Service LLC	\$150.00
HHS Girls Soccer	KMTA LLC	\$150.00
HHS Girls Soccer	Anonymous	\$500.00

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

ADOPTION OF RESOLUTION REGARDING 2019-2020 EVALUATIONS 20-05-50

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education adopt the Resolution Regarding 2019-2020 Evaluations, as presented.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-05-51

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the following contracts and/or agreements, items A and H, as presented:

- A. MC Board of DD – LEA, One-on-One Transition Program and STEP/ESY Program
- B. Total Education Solutions Agreement
- C. KRG Education Services Inc. Service Agreement
- D. Judith Ann Harpley/Harpley CS, LLC Orientation and Mobility Services
- E. GPD Group Contract
- F. Alliance for High Quality Education
- G. LLA Therapy ESY Agreement
- H. ESCMC Summer Enrichment Program

Mr. Houska, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

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Motion carried.

CONSENT AGENDA – PERSONNEL 20-05-52

Mrs. Thomas made a motion, seconded by Mr. Kelly, that the Board of Education approve the following personnel items A through O, as presented:

- A. Accepted the resignation of MoNique Waters, Sharon Kindergarten Teacher, effective August 17, 2020.
- B. Accepted the resignation of Sheila Vidmar, Special Education Aide, for the reason of retirement, effective July 31, 2020.
- C. Accepted the resignation of Sue Liszniansky, Executive Secretary, for the reason of retirement, effective June 30, 2020.

Mrs. Aukerman thanked Sue for her many, many years of service in various capacities at Highland. She noted that a lot of institutional memory is leaving with Sue and it will be a huge loss for the Board office and her personally. She wished Sue a happy, well deserved retirement.

- D. Approved a revision in the Maternity Leave Request of Audrey Hinneberg, High School Social Studies Teacher, effective 5/4/20, with a return at the beginning of the 2020/2021 school year
- E. Employed Jennifer Aungst, as the Granger Long Term Substitute Preschool Teacher, effective 5/8/20, for the remainder of the 2019/2020 school year.
- F. Employed Emily Miller, as the Highland Middle School Solo & Ensemble Accompanist, in the amount of \$300.00.

*(These wages are paid by a contribution from the Highland Foundation.)*

- G. Employed the following individuals, on limited contracts of employment, as Summer School Instructors, on an “as needed basis”, as listed:

- |                   |                                      |
|-------------------|--------------------------------------|
| 1. Linda Ginesi   | 2020/2021 school year                |
| 2. Carrie Kalina  | 2019/2020 and 2020/2021 school years |
| 3. Nicole Kochis  | 2019/2020 and 2020/2021 school years |
| 4. Danielle Koval | 2020/2021 school year                |
| 5. Jeremie Pesek  | 2019/2020 and 2020/2021 school years |
| 6. Josh Victor    | 2020/2021 school year                |

- H. Granted the following employees, new continuing contracts of employment, effective with the 2020/2021 school year:

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- |                  |                       |                   |
|------------------|-----------------------|-------------------|
| 1. Mike Gibbons  | 4. Audrey Hinneberg   | 7. Patrick Martin |
| 2. Carol Grande  | 5. Julie Malone       | 8. Chris Meyer    |
| 3. Mariana Hardy | 6. Stephanie Marshall | 9. Amy Vorndran   |

- I. Granted new one-year contracts of employment, to the following employees, effective with the 2020/2021 school year:

- |                      |                    |
|----------------------|--------------------|
| 1. Rachel Andexler   | 5. Allison Hirsch  |
| 2. Daryn Archer      | 6. Rick Holland    |
| 3. Jennifer Aungst   | 7. Danielle Koval  |
| 4. Chris Hershberger | 8. Sydney Yannuzzo |

- J. Granted new two-year contracts of employment, to the following employees, effective with the 2020/2021 school year:

- |                      |                           |
|----------------------|---------------------------|
| 1. Trevor Armstrong  | 13. Brian Graham – ½ time |
| 2. Kelsey Artzner    | 14. Maribeth Herrilko     |
| 3. Jane Back (T)     | 15. Jenna Mack            |
| 4. Jennifer Beck     | 16. Laura McDermott       |
| 5. Christie Boger    | 17. Shelby Parker         |
| 6. Julie Boggs       | 18. Elizabeth Poltis      |
| 7. Lisa Cancilla (T) | 19. Danielle Sampliner    |
| 8. Kelly Colabianchi | 20. Caryn Stanowick       |
| 9. Carolyn Colbow    | 21. Samantha Taylor       |
| 10. Kelly D'Annolfo  | 22. Lisa Tecco (T)        |
| 11. Nick DeCesare    | 23. Morgan Wetzel         |
| 12. Megan Doherty    | 24. Emily Young           |

- K. Granted supplemental extended time contracts for the 2020/2021 school year, on a per diem basis, for the following employees, as listed:

- |                             |                              |
|-----------------------------|------------------------------|
| 1. Jim Addington – 20 days  | 5. Rob Gilbert – 20 days     |
| 2. Daryn Archer – 20 days   | 6. Bethany Kennedy – 10 days |
| 3. Sara Atkins – 10 days    | 7. Debra Mazur – 10 days     |
| 4. Carolyn Colbow – 20 days | 8. Donna Scranton – 10 days  |

- L. Granted the following Administrators, new contracts of employment, effective August 1, 2020:

1. Laurie Boedicker – Director of Curriculum and Instruction
2. LeAnn Gausman – Granger Elementary Principal
3. Rob Henry – Middle School Principal
4. Mike James – Middle School Assistant Principal
5. Katie Kowza – Sharon Elementary Principal

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6. Evelyn Makarek – Director of Food Services
7. Dawn Marzano – Director of Communications
8. Roger Saffle – Director of Technology
9. Deb Yorko – Director of Pupil Services

M. Granted the following employees new one-year contracts of employment, effective with the 2020/2021 school year:

1. Tina Castelli – Special Education Aide
2. Diane Kocab – Bus Driver

N. Granted the following employees new two-year contracts of employment, effective with the 2020/2021 school year:

- |                                 |                                      |
|---------------------------------|--------------------------------------|
| 1. Natalie Bode – Latchkey      | 19. Megan Keating – Sp. Ed. Aide     |
| 2. Nicholas Boriska – Bldg. Mgr | 20. Mark Krusinski – Bus Driver      |
| 3. Mikayla Brown – Latchkey     | 21. Eric Kudla – Custodian           |
| 4. Mary Buehrle – Aide          | 22. Elizabeth Marti – Latchkey       |
| 5. Sarah Campbell – Aide        | 23. Stephen Meilinger – Bus Driver   |
| 6. Jennifer Chaney – Bus Driver | 24. Fallon Myers – Aide              |
| 7. Lisa Chapman – Sp. Ed. Aide  | 25. Julie Norman – Cook              |
| 8. Tamara Cifani – Cook         | 26. Megan Pucek – Aide               |
| 9. Bailie Cook – Latchkey       | 27. Katy Rees – Sp. Ed. Aide         |
| 10. Kim Diezman – Custodian     | 28. Megan Ritzman – Aide             |
| 11. Paul Flick – Bus Driver     | 29. Megan Ross – Sp. Ed. Aide        |
| 12. James Harshey – Custodian   | 30. Christine Schwall – Sp. Ed. Aide |
| 13. Tonya Hartwell – Aide       | 31. Joe Springer – Bus Driver        |
| 14. Yvonne Hess – Cook          | 32. Lorie Strand – Bus Driver        |
| 15. Matthew Hollis – Custodian  | 33. Alex Thompson – Custodian        |
| 16. Nicole Hollis – Latchkey    | 34. Stacy Warner – Aide              |
| 17. Lindsay James – Aide        | 35. Ashley Watts – Aide              |
| 18. John Johnston – Bus Driver  | 36. Kandice Yatsko - Cook            |

O. Granted Jay Grissom, Maintenance Assistant, a new two-year contract of employment, effective with the 2020/2021 school year.

ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

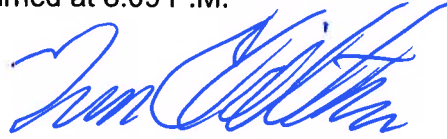
Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

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ADJOURNMENT

With all in agreement, the meeting was adjourned at 8:09 P.M.



Board President



Treasurer

(A recording of this meeting is available in the Treasurer's Office)

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The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:02 P.M.

Mr. Wolny, present; Mr. Houska, present; Mr. Kelly, absent; Mrs. Thomas, present; Dr. Christopher, present.

Dr. Christopher acknowledged that the District continues to adhere to state guidelines regarding gatherings. Board members and certain administrators were physically present and the public had the ability to attend the meeting virtually.

The next regular meeting is scheduled to be held on July 20, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

Deletion – Item VII – Hearing of Individuals and/or Delegation Representatives

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-06-53

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the minutes of the Regular Meeting held on May 18, 2020, as presented.

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-06-54

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the May 2020 Financial Reports, as presented.

Treasurer Neil Barnes noted that, thanks to the passage of HB 164, the District would avoid deficit spending for FY 20. This legislation reinstated approximately \$485,000 of the \$913,000 by which the District's basic state aid was cut in early May. The District expressed its gratitude to Senator Dolan who was instrumental in getting the bill passed.

Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

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APPROVAL OF FISCAL YEAR 2020 FINAL AMENDED APPROPRIATIONS 20-06-55

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the Fiscal Year 2020 Final Amended Appropriations, as presented in Addendum # I.

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF FUND TRANSFERS 20-06-56

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education authorize the following fund transfers:

OHSAA (022)	Athletics (300-0000)	\$2,190.00
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Reason: To liquidate the OHSAA holding fund and reimburse the Athletic Department for tournament related expenses.

General Fund (001)	Dance Team/Flag Line (300-9415)	\$3,000.00
--------------------	---------------------------------	------------

Reason: To cover uniform and equipment costs.

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF FUND ADVANCES 20-06-57

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education authorize the following fund advances to eliminate temporary negative fund balances at fiscal year-end:

<u>From</u>	<u>To</u>	<u>Not to Exceed Amount</u>
General Fund (001)	Local Grants (019)	\$15,000
General Fund (001)	Pysch Intern (499)	\$3,000
General Fund (001)	IDEA Part B (516)	\$35,000
General Fund (001)	Title I (572)	\$15,000
General Fund (001)	ECSE (587)	\$7,000
General Fund (001)	Title II-A (590)	\$5,000

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General Fund (001)                      Title IV-A (599)                      \$6,000

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF 2020-2021 PETTY CASH/CHANGE ACCOUNTS 20-06-58

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the 2020-2021 Petty Cash/Change Accounts, as presented in Addendum # II.

Mr. Wolny, yes; Mr. Houska, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF FISCAL PROCEDURES 20-06-59

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the Resolution regarding Fiscal Procedures, as presented in Addendum # III.

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF FISCAL YEAR 2021 TEMPORARY APROPRIATIONS 20-06-60

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the Temporary Appropriations for Fiscal Year 2021, as presented in Addendum # IV.

Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF NEW FUNDS 20-06-61

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the establishment of the following new funds:

<u>Fund</u>	<u>Description/Purpose</u>
507	Elementary and Secondary School Emergency Relief Fund
508	Governor's Emergency Education Relief Fund

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

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Motion carried.

APPROVAL OF DESIGNATED DEPOSITORY 20-06-62

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve Home Savings Bank (now part of First Federal Bank of the Midwest) as a designated depository for the District's active and interim funds in accordance with the Ohio Revised Code for the depository period ending August 23, 2021.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

AUTHORIZATION TO IMPLEMENT ROTH 457(B) OPTION 20-06-63

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education authorize the Treasurer to complete and submit the necessary documentation to the Ohio Public Employees Deferred Compensation Program to provide District employees with the ability to contribute to the plan through the newly established Roth 457(b) option.

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

BOARD MEMBERS' AGENDA ITEMS

Dr. Christopher thanked the community and staff for their efforts and patience during this unprecedented time as the District continues to plan for the upcoming school year.

Mr. Wolny reminded everyone about the Highland Alumni Association's annual Hornet Dash 5k, which will be run virtually this year. The goal is to have participants run at least a combined total of 2,020 miles.

OLD BUSINESS

None

NEW BUSINESS

The Board conducted the first reading for the following new and revised Board of Education Policies:

- 1520 – Employment of Administrators
- 2464 – Gifted Education and Identification
- 3120 – Employment of Professional Staff

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3120.04 – Employment of Substitutes  
3120.05 – Employment of Personnel in Summer School and Adult Education Programs  
4120 – Employment of Classified Staff  
4124 – Employment Contract  
4162 – Drug and Alcohol Testing of CDL License Holders and Other Employees Who Perform Safety-Sensitive Functions  
6107 – Authorization to Accept and Distribute Electronic Records and to Use Electronic Signatures  
6423 – Use of Credit Cards

SUPERINTENDENT'S AGENDA

CONSTRUCTION PROJECT UPDATE

Mrs. Aukerman provided a construction project update. At Granger Elementary, concrete foundations are complete with construction of the masonry bearing walls continuing throughout the summer. Underground utilities for plumbing, electrical have begun; water and fire mains will be installed soon after. In late summer into the fall, you will see the erection of structural steel in select areas of the building. Hinckley Elementary has a notable elevation change on site; therefore, four separate retaining walls are being constructed as well as a retention basin to accommodate the new building layout. Two of the four retaining walls are complete, with the remaining two completing in the coming month. The building pad construction is also nearing completion, with concrete footers to follow. Once foundations are complete, masonry bearing walls, slabs on grade, underground utilities and structural steel will follow. At Sharon Elementary, construction crews have completed the 1,500 foot construction drive that runs from Ridge Road to the building site. This will become the future permanent drive and entry point for the school. Massive earthwork and grading are underway to establish the building pad, along with installation of retaining walls and underground utilities. The Middle School building continues to see progress on a HVAC and roofing project. The construction team is currently securing the HVAC equipment and roofing materials. Construction crews will install the new roof over select areas of the building this summer. Layouts for ductwork, and mechanical/electrical equipment installation is ongoing.

Mrs. Aukerman informed the Board that they are welcome to visit the sites with advance notice.

Dr. Christopher commented that this progress provides some much needed good news.

DISTANCE LEARNING SURVEY

Mrs. Aukerman presented the results of the distance learning survey. The survey report has been made available for review on the District's website. The survey covered a wide range of topics, including but not limited to, parental involvement, overall satisfaction, time spent, rigor, engagement, stress levels, and preference on re-opening options for next school year. She was pleased with the number of responses received and thanked everyone for their participation.

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She noted that the goal is to return to normal next year, but that there are sure to be challenges and circumstances may change at a moment's notice. The District is preparing for all scenarios.

Laura Boedicker, Director of Curriculum & Instruction, was asked to provide an overview of the District's recent professional development offerings that focused on engaging students with remote learning. She noted that there was great interest and participation by the staff.

Dr. Christopher reiterated that the preference is to return to normal, but the safety of the students, staff, and community must be at the forefront of any decision.

APPROVAL OF TEXTBOOK ADOPTION 20-06-64

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the Highland Local Schools ELA, Statistics and Computer Applications Textbooks, as presented.

Ms. Boedicker summarized the adoption process for the Board.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF TRANSPORTATION REIMBURSEMENT RESOLUTION FOR 2020-2021  
20-06-65

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve entering into a contract with those parents/guardians/custodians of pupils for whom local transportation is impractical and which provided reimbursement in lieu of transportation does not exceed the amount of \$250.00 per student pursuant to ORC 3327.

Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF CERTIFICATION OF STANDARDS GOVERNING TYPES OF FOODS AND  
BEVERAGES SOLD ON SCHOOL PREMISES 20-06-66

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the Certification of Standards Governing Types of Foods and Beverages Sold on School Premises, as presented.

*[State law in Ohio requires each school district board of education and each chartered nonpublic school board or governing authority to adopt and enforce nutrition standards governing the types of food and beverages available for sale on the premises of its schools.]*

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Dr. Christopher, yes.

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Motion carried.

ADOPTION OF MIDDLE SCHOOL AND ELEMENTARY STUDENT FEES FOR 2020-2021  
20-06-67

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education adopt the Middle School and Elementary Student Fees for the 2020-2021, as presented.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF HIGHLAND ATHLETIC BOOSTERS 2020-2021 SEASON PASS AND  
BANNER SPONSORSHIP 20-06-68

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the Highland Athletic Boosters 2020-2021 Season Passes and Banner Sponsorship Programs, as presented.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

ACCEPTANCE OF TUITION-BASED STUDENTS FOR 2020-2021 20-06-69

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education accept Jack Howard and ElijahHoward as tuition students for the 2020-2021 school year.

*[Tuition rates are established annually by the Ohio Department of Education and in accordance with Ohio revised Code 3317.08].*

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

ACCEPTANCE OF DONATIONS 20-06-70

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
Highland Boys Soccer	Assembly Specialty Products	\$1,200.00

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Highland Local Schools	Giant Eagle Apples for Students	\$70.00
HHS Robotics Program	Giant Eagle Apples for Students	\$149.00
Highland Girls Soccer	Highland Athletic Boosters	\$1,500.00
Highland Boys Soccer	Highland Athletic Boosters	\$200.00
HHS Girls Golf	Highland Athletic Boosters	\$200.00
HHS Girls Basketball	Highland Athletic Boosters	\$400.00
HHS Volleyball	Highland Athletic Boosters	\$400.00
HHS Boys Basketball	Highland Athletic Boosters	\$400.00
Highland Middle School	Giant Eagle Apples for Students	\$122.00
Highland High School	Hinckley Women's Club	\$150.00
Highland Middle School	Richard & Pamela Brown	\$100.00/Bench for Max
Highland Middle School	Nathan Webb	4 Cello Stands/Eagle Scout Project
Highland Middle School	The Kenny Family	Memorial Plaque/Max's Bench
Granger Elementary	Giant Eagle Apples for Students	\$200.00
Hinckley Elementary	Coca-Cola	\$29.35
Highland Local Schools Athletic Department	Highland Athletic Boosters	\$23,930.52/Uniforms \$2,801.22/Awards, Letters, Patches \$2,022.94/Travel Expenses \$797.41/Equipment

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

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Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 20-06-71

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

High School

- Varsity Softball Field - 6/18/20 - 6:00-9:00 PM - RAH 14U, Mike Oyler
- Varsity Baseball Field - 6/30/20, 7/1/20, 7/3/20, 7/6/20, 7/9/20, 7/11/20, 7/13/20, 7/15/20, 7/17/20 - 5:30-8:30 PM & 7/18/20 - 10:00 AM-1:00 PM - RAH E

Mr. Wolny, yes; Mr. Houska, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-06-72

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the following contracts and/or agreements, items A and O, as presented:

- A. Connect Service Contract
- B. Interim Healthcare of Akron/Canton Inc. Agreement
- C. Lynn Mazur Nursing Services Agreement
- D. Transportation Reimbursement Agreement
- E. Goodwill Industries of Akron Agreement
- F. Evolve Academy Agreement
- G. ESC of Northeast Ohio Positive Education Program Agreement
- H. Medina City Schools – Juvenile Detention Center Services Agreement
- I. STEPS Educational Group Contract
- J. PSI Affiliates, Inc Nursing Services Agreement
- K. Medina County Port Authority Fiber Contract
- L. Cleveland Clinic At Work Agreement

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- M. ABC Therapy Occupational and Physical Therapy Services Agreement
- N. CompManagement 2021 Ohio SchoolComp Group Retro Program Agreement
- O. Suburban School Transportation Agreement

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.  
Motion carried.

CONSENT AGENDA – PERSONNEL 20-06-73

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the following personnel items A through K, as presented:

- A. Employment Certified Substitutes/Home Tutors – Addendum # V  
  
Adopted the attached list of certified substitutes/home tutors for use for the 2020-2021 school year, as submitted by the ESC of Medina County.
- B. Employment - Exempt  
  
Amended the limited 2-year contract of employment for Laura Denomme, Central Office Administrative Assistant/ EMIS Coordinator, effective July 1, 2020, as presented.
- C. Employment - Certified  
  
Employed Nicole Heckman, on a one-year limited contract of employment, Sharon Elementary First Grade Teacher, for the 2020-2021 school year.
- D. Resignation - Certified  
  
Accepted the resignation of Nicholas DeCesare, Middle School/High School Intervention Specialist, effective at the end of the 2019-2020 school year.
- E. Maternity/Family Medical Leave – Certified  
  
Approved the Medical Leave Request of Jenna Mack, High School Math Teacher, effective with the birth of her child (anticipated due date of 9/7/2020), returning on 11/3/2020.
- F. Resignation – Classified  
  
Accepted the resignation of the following individuals, effective at the end of the 2019-2020 school year, as listed:

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1. Mikayla Brown, Hinckley Latchkey
2. Elizabeth Marti, Granger Latchkey

G. Employment – Consulting Services

Employed the following individuals, on one-year limited contracts of employment for consulting services to the Highland Local School District, on an hourly basis, for the 2020-2021 school year, as listed:

1. John Deuber
2. James Reusch

H. Employment - Co-curricular/Supplemental 2019-2020

Employed the following individual, on a one-year limited supplemental contract of employment, for the 2019-2020 school year, as listed:

Elizabeth Hadler	HS Asst Tennis Coach Boys - ½ time - 5 yrs	\$2,509.50
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I. Extended Time Contract - Administration

Granted a (10) ten day supplemental extended time contract for Evelyn Makarek, Director of Food Services, for the 2020-2021 school year.

J. Pay Continuation

Authorized the Treasurer to continue compensation of all regularly contracted employees due to the COVID-19 closure in accordance with the Ohio Revised Code. Additionally, it is recommended that specific substitute employees facilitating distance learning and counseling services during the closure be compensated at their contracted rate of pay.

K. Memorandum of Understanding Regarding Supplemental Contracts

Accepted the Memorandum of Understanding regarding Supplemental Contracts for the 2019-2020 school year, as presented.

ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

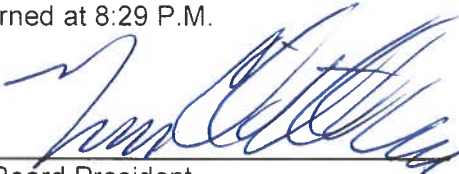
Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

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ADJOURNMENT

With all in agreement, the meeting was adjourned at 8:29 P.M.

  
Board President  
Treasurer

(A recording of this meeting is available in the Treasurer's Office)

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The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:00 P.M.

Mr. Wolny, present; Mr. Houska, present; Mr. Kelly, present; Mrs. Thomas, present;  
Dr. Christopher, present.

Dr. Christopher acknowledged that the District continues to adhere to state guidelines regarding gatherings. Board members and certain administrators were physically present and the public had the ability to attend the meeting virtually.

The next regular meeting is scheduled to be held on August 24, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

Correction – Second and final reading of new and revised Board of Education policies moved from New Business to Old Business

Addition – IX – Superintendent's Agenda – B. Acceptance of Donations – Donation of 1,500 masks to the District from Board member Mike Houska

Correction – Consent Agenda – Personnel – Item F – Employment - Co-curricular/Supplemental 2020-2021 - #22 – Contract amount changed from \$2,955 to \$3,831

Addition – Consent Agenda – Personnel – Item G – Employment – Consulting services

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-07-74

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the minutes of the Regular Meeting held on June 29, 2020, as presented.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-07-75

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the June 2020 Financial Reports, as presented.

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

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APPROVAL OF BUILDING PROJECT AUTHORIZATIONS 20-07-76

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education authorize the Superintendent and Treasurer to act on behalf of the Board with respect to the current building project on certain matters involving resolution of contractor claims and to consider and approve modifications to contract documents, including change orders, construction change directives or minor changes in the work, and increases in any contract sum up to an aggregate total of \$1,500,000.

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

BOARD MEMBERS' AGENDA ITEMS

Dr. Christopher commented on the fluidity of the current situation involving the pandemic. He thanked the administrative team and staff for their efforts to devise plans to safely return students and staff back to in-person teaching and learning and also provide options for others that have reservations about physically returning. He is proud to be part of all that is going on.

Mr. Kelly echoed Dr. Christopher's sentiments noting the amount of time and effort that has gone into the reopening plan. He also stated how proud he is to be a part of Highland.

Mrs. Aukerman thanked the entire Board for their support and acknowledged the value of having Dr. Christopher, Chairman of Pediatrics at Akron Children's Hospital, on the Board as a reputable resource and advisor providing input on the best path forward.

OLD BUSINESS

APPROVAL OF NEW AND REVISED BOARD OF EDUCATION POLICIES 20-07-77

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education conduct a second and final reading and approve the following new and revised Board of Education policies:

- 1520 – Employment of Administrators
- 2464 – Gifted Education and Identification
- 3120 – Employment of Professional Staff
- 3120.04 – Employment of Substitutes
- 3120.05 – Employment of Personnel in Summer School and Adult Education Programs
- 4120 – Employment of Classified Staff
- 4124 – Employment Contract
- 4162 – Drug and Alcohol Testing of CDL License Holders and Other Employees Who Perform Safety-Sensitive Functions

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6107 – Authorization to Accept and Distribute Electronic Records and to Use Electronic Signatures  
6423 – Use of Credit Cards

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

NEW BUSINESS

None

SUPERINTENDENT'S AGENDA

REOPENING PLAN DRAFT 2020-2021

Mrs. Aukerman presented the 2020-2021 reopening plan draft. She noted that the draft is a starting point that was shared with the community on July 17. There will likely be calendar and other changes announced at a later date. The plan is the result of months of work and takes into consideration the feedback of many stakeholders. The plan was somewhat delayed by the fact that the Governor's Office did not release guidance until July 2.

Mrs. Aukerman cautioned that the year ahead could be very disruptive and that the District is attempting to be as transparent as possible. The safety of students, staff, and community will be the top priority. Continual evaluation and monitoring will be required with particular attention paid to Ohio's color-coded Public Health Advisory System and guidance from the Medina County Health Department.

The plan provides two learning options. Option 1 is in-person school (with contingency plans). When deemed safe, this option will provide in-person school five days per week. If and when circumstances change under this option, it may be necessary to switch to a hybrid model through which students attend in-person two days per week and every other Friday. This modification would allow for in-person school and promote additional safety protocols (i.e. decrease capacity to increase physical distancing). If conditions worsen to the point where additional safety protocols are deemed to not be enough, a distance learning model (100% at home) would be instituted. Option 2 provides for 100% virtual learning. This option includes enrollment in a virtual learning academy through a third party, but would also include support from District staff. Under this option, students would still be permitted to participate in extracurricular activities. Students/families choosing option 2 are required to commit to at least one semester. To date, ~80% of families responding to a survey have indicated their intent to commit to option 1.

To be successful, everyone will need to adhere to a multi-layered approach to safety. Measures include cloth masks, social distancing, parent/staff health assessments, increased handwashing, and more extensive cleaning and disinfecting. The school year will begin under a

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hybrid format to allow students and staff to acclimate to new protocols. The District also plans to increase nursing coverage in anticipation of additional COVID-19 related demands and requirements.

Mrs. Aukerman encouraged everyone to sign up for the District's email notifications to stay informed. The District is attempting to make the best evidence-based decisions in this unprecedented time. The community's patience is appreciated as we all work through this together.

Dr. Christopher reminded the audience that the Board's ultimate goal is to return to high quality, in-person schooling five days per week. He noted what a complicated situation this is and reiterated that safety is the top priority. Input from the Medina County Health Department will be critical. Engagement with the community will occur as this plan is a starting point. It will be up to all of us to make this work.

Mr. Kelly stated that a collective effort will be necessary to get back to normalcy. He is proud to be part of this special community and requested that everyone be considerate of other people's circumstances during this time.

Mr. Wolny thanked Mrs. Aukerman for all of the work that went into the plan and shared his perspective. As a parent of children who are anxious to get back in school, he noted that this plan is the best first step forward. While he was not initially a proponent of masks for children, he understands their importance in getting back to in-person learning and protecting the vulnerable.

Mrs. Aukerman closed by stating that the more vigilant we all are, the more chance we have to stay open. She reminded parents that they have until July 23 to complete online surveys related to learning options and transportation. She anticipates a special meeting prior to the next regular meeting to finalize plans and take other required actions ahead of upcoming deadlines and the start of school.

The reopening plan will be made available on the District's website.

ACCEPTANCE OF DONATIONS 20-07-78

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
Highland Girls Soccer	Hands On Soccer	\$450.00
Highland Girls Soccer	Stephanie & Rick Holland	\$300.00
Highland Girls Soccer	Kimco Distributing Corp	\$450.00
Highland Girls Soccer	Prime Technical Services	\$450.00
Highland Girls Soccer	T and D Fabricating	\$450.00
Highland Local Schools	Mike Houska	1,500 Face Masks

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Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 20-07-79

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

High School

- Highland Stadium/North Gateway Tire Field - 8:30 AM - 12:00 PM - 5K for Life Bank in Honor of Max Muzyczka, Nick Ranallo

Granger Elementary

- Varsity Softball Field - 7/10/20, 7/13/20, 7/14/20, 7/20/20, 7/27/20, 7/28/20, 7/30/20 - 6:30-9:00 PM, 7/11/20 - 10:00 AM-12:30 PM, 7/18/20 - 10:00 AM-3:00 PM, 7/25/20 - 10:30 AM-12:30 PM - RAH Softball, Mike Oyler

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-07-80

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education approve the following contracts and/or agreements, items A and C, as presented:

- A. KidsLink School, LLC (4) Student Agreements 2020-2021
- B. Educational Service Center of Northeast Ohio Admission of Tuition Pupils Agreement
- C. Ohio Schools Council Lake Erie Educational Media Consortium (LEEMC) Agreement

Mr. Kelly, yes; Mr. Wolny, yes; Mr. Houska, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – PERSONNEL 20-07-81

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following personnel items A through G, as presented:

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A. Employment Certified Substitutes/Home Tutors - Addendum # I

Adopted the attached list of certified substitutes/home tutors for use for the 2020-2021 school year, as submitted by the ESC of Medina County.

B. Maternity/Family Medical Leave - Certified

Approved the Maternity/Family Medical Leave Request of Hillary Yutzy, High School Intervention Specialist, effective with the birth of her child (anticipated due date of 1/30/2021), with an anticipated return date of 4/6/2021.

C. Employment - Classified

Employed the following individuals, on one-year limited contracts of employment for the 2020-2021 school year, as listed:

1. Robin Hawsman, Bus Driver, effective 8/14/2020
2. Jessica Mullett, Bus Driver, effective 8/14/2020

D. Employment - Classified Substitutes - 2020-2021 School Year

Employed Charles Hawsman, Substitute Bus Driver, on a one-year limited contract of employment, on an as needed basis, for the 2020-2021 school year.

E. Employment - Highland Community Education

Employed Mary Fran Kudla as the Highland Community Education Director for the 2020-2021 school year.

F. Employment – Co-curricular/Supplemental – 2020-2021

Employed the following individuals, on one-year limited supplemental contracts of employment, for the 2020-2021 school year, as listed:

1.	Mary Becker	HS Head Golf Coach Girls - ½ time - 13 yrs	\$3,666.50
2.	Ty Damon	HS Asst Tennis Coach Boys - 19 yrs	\$5,582.00
3.	Ty Damon	HS Asst Tennis Coach Girls - 19 yrs	\$5,582.00
4.	Andrew Dutt	HS Head Golf Coach Boys - 12 yrs	\$7,333.00
5.	Elizabeth Hadler	HS Asst Tennis Coach Boys - ½ time - 6 yrs	\$2,572.00
6.	Keith Heichel	HS Asst Football Coach Freshmen	Volunteer
7.	Nate Howard	HS Asst Football Coach - 12 yrs	\$6,896.00
8.	Kestner, Chris	HS Asst Basketball Coach Boys - 19 yrs	\$6,896.00
9.	Cara Leach	HS Asst Soccer Coach Girls - 0 yrs	\$4,707.00
10.	Devan Lippincott	HS Head Cross Country Coach Girls - 17 yrs	\$7,333.00
11.	Amy Lyon	HS Cheerleading Advisor - 15 yrs	\$6,458.00

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12. Lloyd Machachi	HS Asst Soccer Coach Girls - 0 years	\$4,707.00
13. Patrick Martin	MS Golf Club Advisor Girls - 2 yrs	\$1,642.00
14. Patrick Martin	MS Golf Club Advisor Boys - 2 yrs	\$1,642.00
15. Laura McDermott	HS Asst Volleyball Coach - 3 yrs	\$5,144.00
16. Chris Meyer	HS Asst Football Coach - 12 yrs	\$6,896.00
17. Jared Miller	HS Dance Team/Flag Line Advisor - 1 yr	\$3,831.00
18. Tarynn Minegar	HS Head Volleyball Coach - 4 yrs	\$6,020.00
19. Dave Parry	MS Head Cross Country Coach Girls - 12 yrs	\$5,582.00
20. Lisa Reynolds	HS Head Tennis Coach Girls - 17 yrs	\$7,333.00
21. Lisa Reynolds	HS Head Tennis Coach Boys - 17 yrs	\$7,333.00
22. Bruce Scally	MS Football Coach 7th Grade - 1 yr	\$3,831.00
23. Chris Schaefer	HS Asst Soccer Coach Boys "B" Team - 1 yr	\$4,707.00
24. Andrew Wuellner	HS Asst Tennis Coach Girls - ½ time - 2 yrs	\$1,915.50

G. Employment – Consulting Services

Employed Deborah Parker on a one-year limited contract of employment for consulting services, on an hourly basis, for the 2020-2021 school year.

ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

EXECUTIVE SESSION 20-07-82

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education adjourn to executive session for the purpose of preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

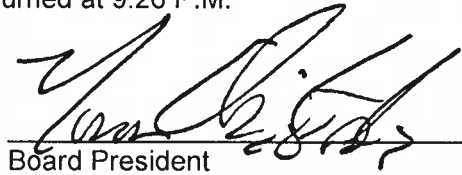
Motion carried.

The Board adjourned to executive session at 8:29 P.M.  
The Board exited executive session at 9:25 P.M.

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ADJOURNMENT

With all in agreement, the meeting was adjourned at 9:26 P.M.

  
Board President

  
Treasurer

HIGHLAND BOARD OF EDUCATION  
SPECIAL MEETING  
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6:00 PM

The Special Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 6:00 P.M.

Mr. Wolny, present; Mr. Houska, present; Mr. Kelly, present; Mrs. Thomas, present;  
Dr. Christopher, present.

The next regular meeting is scheduled to be held on August 24, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

BOARD MEMBERS' AGENDA ITEMS

Dr. Christopher commented on the amount of ongoing dialogue that continues to occur with the community and other governing bodies. He appreciates the feedback. The amount of work and thought that has gone into this planning process is extraordinary. He is pleased with the amount of professional development that has taken place as student engagement will be key in this new normal. He believes that the reopening plan that has been developed is the best plan for Highland.

OLD BUSINESS

None

SUPERINTENDENT'S AGENDA

REOPENING PLAN DISCUSSION

Mrs. Aukerman reviewed the 2020-2021 reopening plan as previously discussed at the July 20 regular Board meeting. She noted that approximately 84% of families prefer option 1. She also shared that a small number of families have decided to withdraw their students in favor of a placement at another school or to homeschool. She noted that there is new information every day and that the plan is based upon current information. Changes to the plan may be required in the future. She understands that everyone is looking for stability and certainty in a period of time where there is none. The goal is to return to in-person schooling five days per week, but measures are needed to allow for that.

Dr. Christopher commented that Highland's potential move to hybrid and/or distance learning under option 1 is not necessarily tied to specific alert levels in the state's color-coded system. Very localized data will be key in making those decisions.

Mrs. Aukerman noted that there has been plenty of community feedback on the mask requirement. She said that masks are not preferred by most, but they are necessary to reopen

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and stay open. Exceptions to the requirement will be taken into consideration on a case-by-case basis.

Mr. Wolny commented that wearing masks is less bothersome to him as a father than the potential social/mental impact on his kids of not being in school. He is willing to do what is necessary to ensure his kids are in school, in person. He doesn't view the requirement as giving up freedoms, but rather a measure to help extend freedoms to our children to which they are accustomed.

Mrs. Aukerman stated that if there are enough option 2 commitments in grades K-5, select Highland teachers would be assigned to virtual learning on a full-time basis. Support from Highland staff would also be available to students in grades 6-12 though not necessarily in every content area.

Mrs. Aukerman also discussed the revised school calendar. The new start date is slated for September 14 with two weeks of the hybrid model for students and staff to acclimate and learn new safety protocols. A full return with five days of in-person learning would then commence on September 28. This schedule should also help mitigate the impact of adverse weather conditions (i.e. extreme heat in August) in the buildings without air conditioning.

Mrs. Aukerman noted that the County is still developing protocols for school districts when a positive COVID test occurs. Dr. Christopher discussed the importance of contact tracing with the County's assistance in such cases.

Mrs. Thomas inquired about student drop off and pick up logistics. Mrs. Aukerman stated that the administrative team would finalize those details once the plan is approved and in place.

Mr. Houska inquired about disinfecting buses. Mrs. Aukerman confirmed that disinfection would occur daily.

Mr. Kelly inquired if siblings would be assigned to the same hybrid schedule. Mrs. Aukerman stated that every effort would be made to accommodate families.

Mr. Kelly commended all involved in arriving at this plan. He cautioned that we can't be successful without the concerted efforts of everyone.

Mrs. Thomas asked about the availability of Chromebooks for students under the virtual learning model. Mrs. Aukerman shared that the District's goal is to eventually get to a 1:1 ratio for students. She thanked the Highland Foundation for the recent commitment to purchase 260 Chromebooks, which moves the District closer to that goal.

Mrs. Aukerman closed by stating that the next few weeks would be critical. School is a congregate setting and everyone must adhere to the new safety protocols to ensure success. Mrs. Aukerman and the Board reiterated that a return to 5 days per week of in-person learning is the aim.

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The reopening plan is available on the District's website.

APPROVAL OF REOPENING PLAN 2020-2021 SCHOOL YEAR 20-08-83

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the Reopening Plan 2020-2021, as presented.

Mr. Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF REMOTE LEARNING PLAN 20-08-84

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the Remote Learning Plan, as presented.

*HB 164 (June 2020) indicates that "Each qualifying public school governing body may adopt a plan to provide instruction using a remote learning model for the 2020-2021 school year. An adopted plan shall not be subject to approval by the Department. Each plan shall include all of the following: (1) A description of how student instructional needs will be determined and documented; (2) The method to be used for determining competency, granting credit, and promoting students to a higher grade level; (3) The school's attendance requirements, including how the school will document participation in learning opportunities; (4) A statement describing how student progress will be monitored; (5) A description as to how equitable access to quality instruction will be ensured; (6) A description of the professional development activities that will be offered to teachers... The Department shall make each plan it receives under division (B) of Section 16 publicly available on its website."*

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

ADOPTION OF REVISED 2020-2021 ACADEMIC YEAR CALENDAR 20-08-85

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education adopt the revised 2020-2021 Academic Year Calendar, as presented.

Mrs. Aukerman emphasized that the first day for students under the revised calendar would be September 14 and the last day would be June 17.

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF RESOLUTION DECLARING TRANSPORTATION IMPRACTICAL 20-08-86

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the resolution declaring the impracticality of providing transportation to Sacred Heart of Jesus

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School and Medina Christian Academy and to offer payment in lieu of transportation to eligible families pursuant to the requirements of Ohio Revised Code 3327 and the procedures set forth by the Ohio Department of Education, as presented.

Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

NEW BUSINESS

APPROVAL OF NEW BOARD OF EDUCATION POLICY 20-08-87

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education conduct the first and second reading and approve the following new Board of Education Policy.

8450.01 – Protective Facial Coverings During Pandemic/Epidemic Event

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – PERSONNEL 20-08-88

Mr. Wolny made a motion, seconded by Mr. Kelly, that the Board of Education approve the following personnel items A and B, as presented:

- A. Employed Mary Gavrilovic, Bus Driver, on a one-year limited contract of employment for the 2020-2021 school year.
- B. Employed the following individuals, on one-year limited supplemental contracts of employment, for the 2020-2021 school year, as listed:

1.	Josh Arbour	HS Asst Golf Coach Girls - 7 yrs	\$5,144.00
2.	Lisa Bogdanski	MS Tennis Club Advisor - 1 yr	\$1,642.00
3.	Lisa Bogdanski	MS After School Detention	\$25.00 per hour
4.	Brittany Bosela	MS Volleyball Coach - 4 yrs	\$4,269.00
5.	John Dunning	MS Asst Football Coach - 6 yrs	\$4,269.00
6.	Robyn Eastman	MS Bowling Club Advisor - 8 yrs	\$1,642.00
7.	Mike Gibbons	HS Head Football Coach - 15 yrs	\$9,523.00
8.	Mike Gibbons	HS Weight Room Supervisor - 15 yrs	\$4,707.00
9.	Mike Gibbons	HS Cert Strength & Conditioning Coach - 15 yrs	\$5,582.00
10.	Rob Gilbert	MS Head Cross Country Coach Boys - 5 yrs	\$5,144.00
11.	Richard Holland	MS Robotics Coordinator - 2 yrs	\$1,642.00
12.	Chris Luker	HS Asst Golf Coach Boys - 5 yrs	\$5,144.00
13.	Paul Lushes	MS Asst Football Coach - 29 yrs	\$4,707.00

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14. Emily Miller	MS Musical Director - 16 yrs	\$5,582.00
15. Mike Nettling	HS Asst Football Coach - 11 yrs	\$6,896.00
16. Jeremie Pesek	MS Ski Club Advisor - 10 yrs	\$2,955.00
17. Elizabeth Poltis	MS National Junior Honor Society Advisor - 3 yrs	\$1,642.00
18. Nate Rudolph	MS Jazz Band Director - 8 yrs	\$1,642.00
19. Sandra Schilling	MS Chain Links Advisor - ½ time - 10 yrs	\$2,791.00
20. Brent Shaeffer	MS Yearbook Advisor - 4 yrs	\$2,517.00
21. Doug Snelling	HS Head Golf Coach Girls - ½ time - 10 yrs	\$3,666.50
22. Ryan Stuver	HS Asst Soccer Coach Boys - 2 yrs	\$4,707.00
23. Michael Tipple	MS Power of the Pen Advisor - 8 yrs	\$1,642.00
24. Theo Verginis	HS Asst Soccer Coach Boys - Volunteer	N/A
25. Rebecca Watson	MS Chain Links Advisor - ½ time - 10 yrs	\$2,791.00
26. Todd Winston	HS Asst Football Coach - 2 yrs	\$5,144.00

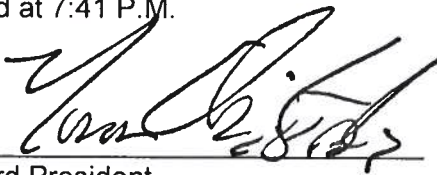
ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

Mr. Wolny, yes; Mr. Kelly, yes; Mr. Houska, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 7:41 P.M.

  
\_\_\_\_\_  
Board President

  
\_\_\_\_\_  
Treasurer

(A recording of this meeting is available in the Treasurer's Office)

HIGHLAND BOARD OF EDUCATION  
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7:00 PM

The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:00 P.M.

Mr. Wolny, present; Mr. Houska, present; Mr. Kelly, present; Mrs. Thomas, present; Dr. Christopher, present.

\*This meeting was conducted by way of Zoom Video Communications.

The next regular meeting is scheduled to be held on September 21, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

Correction – VIII – Superintendent's Agenda – Item C – Acceptance of Donations – Spelling correction for Mark Thomas

Deletion – Consent Agenda – Personnel – Item I – Employment – Co-curricular/Supplemental - 2020-2021 – Delete 84. Katie Stull – National Testing Proctor

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-08-89

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the minutes of the Regular Meeting held on July 20, 2020, and the Special Meeting held on August 3, 2020, as presented.

Mr. Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-08-90

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the July 2020 Financial Reports, as presented.

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Kelly, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

ESTABLISHMENT OF NEW FUND 20-08-91

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the establishment of the following new fund:

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<u>Fund</u>	<u>Description/Purpose</u>
510	Coronavirus Relief Fund

Mr. Barnes explained that this fund was prescribed by ODE to account for the federal allocation of approximately \$175,000 that the District recently received to cover additional expenses related to COVID-19. This money is available for use until December 31, 2020 for qualifying expenditures incurred during the period of March 1, 2020 – December 31, 2020.

Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

AUTHORIZATION TO FILE CLAIM 20-08-92

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the resolution authorizing the Medina County Prosecutor's Office to file a government opioid claimant proof of claim on behalf of the District in the pending Purdue Pharma L.P. bankruptcy case, as presented.

The Board understands that the likelihood of receiving the significant monetary damages estimated for this claim is remote, but the potential was worth the filing, which was processed free of charge by the Medina County Prosecutor's Office.

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

BOARD MEMBERS' AGENDA ITEMS

Dr. Christopher discussed the District's evolving reopening plan and reiterated that the ultimate goal is to have students and teachers in person at school five days per week. He appreciates all of the community feedback and stated that the plan can only work with full cooperation by everyone. He thanked the administrative team and said he is proud to be a part of Highland and this thoughtful process.

OLD BUSINESS

None

NEW BUSINESS

None

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SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

Mrs. Aukerman provided an update on the reopening plan and other related topics including the first day of school (9/14), hybrid model and accompanying calendar, new safety protocols, ongoing finalization of staffing and student rosters as they relate to options 1 and 2, Medina County Health Department COVID-19 procedures, and changes for athletic events as prescribed by the Ohio Department of Health. She said to be successful, the focus has to be on "we" versus "me".

Dr. Christopher spoke briefly about the importance of contact tracing to help minimize the spread. Mr. Kelly encouraged the community to follow guidelines outside of school too.

APPROVAL OF 2020-2021 BUS ROUTES AND DISTRICT DESIGNEE 20-08-93

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the Highland School Bus Routes and District Designee, Frank Lawrence, as the authority to modify stops, times and routes throughout the 2020-2021 school year, as presented.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

ACCEPTANCE OF DONATIONS 20-08-94

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
Highland HS	Tessena Family	Picnic table
Highland MS	Lori Gibb	2 Picnic tables
Highland HS	Pat Brannon	Picnic table
Highland HS	Lisa Ross	Picnic table
Highland MS	HMS NJHS	Money for 2 picnic tables
Highland HS	Don Filips	Picnic table
Highland HS & MS	Diane & Mark Thomas	\$130 for picnic tables
Highland HS & MS	Nicklos Family	\$50 for picnic tables
Highland HS & MS	Nolas Salon	\$200 for picnic tables
Highland HS & MS	David & Barbara George	\$130 for picnic tables
Highland HS & MS	Borling Family (class of 2021)	\$50 for picnic tables
Highland HS & MS	Gary & Elizabeth Hadler	\$130 for picnic tables
Highland HS & MS	Michael & Elizabeth Ferguson	\$260 for picnic tables
Highland HS & MS	Gary & Sharon Wolny	\$130 for picnic tables
Highland HS & MS	Margaret & Robert Neil	\$130 for picnic tables
Highland HS & MS	Gregory Marinelli & Kim Davey	\$130 for picnic tables
Highland HS & MS	Rickey & Vicki Kossman	\$130 for picnic tables

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Highland HS & MS	Sridhar Ramasamy & Rajapriya Jeyaraj	\$130 for picnic tables
Highland HS & MS	Roderic H. Keely	\$130 for picnic tables
Highland HS & MS	Cavanaugh Building Corp.	\$1,040 for picnic tables
Highland HS & MS	Red Fox Reclaiming, LLC (Skomski Family)	\$50 for picnic tables
Highland HS & MS	Christine D. Tylicki	\$50 for picnic tables
Highland HS & MS	Becky Coyner	\$260 for picnic tables
Highland HS & MS	Brian & Susanne Jeffers	\$130 for picnic tables
Highland HS & MS	Dennis & Kim Falasco	\$130 for picnic tables
Highland HS & MS	Anil & Rupa Chada	\$130 for picnic tables
Highland HS & MS	Sean & Bethany Kennedy	\$130 for picnic tables
Highland HS & MS	Adam Beckler	\$50 for picnic tables
Highland HS & MS	Adam & Margo Riedy	\$260 for picnic tables
Highland MS	Wendy & Stephen Shemo	\$130 for picnic tables
Highland HS & MS	Jeffrey & Victoria van Fossen	\$150 for picnic tables
Highland HS & MS	Sherri & Daniel Buck	\$150 for picnic tables
Highland HS & MS	Stephen & Leslie Conder	\$520 for picnic tables
Highland HS & MS	Marcus L. Neiman	\$130 for picnic tables
Highland HS & MS	Melissa & Jeffrey Augustine	\$130 for picnic tables
Highland HS & MS	Michael & Shawn Pepera	\$130 for picnic tables
Highland HS & MS	Deborah L. Yaskowiak	\$20 for picnic tables
Highland HS & MS	Regan Popson & Family	\$50 for picnic tables
Highland HS & MS	Erin & David Kennedy	\$1,040 for picnic tables
Highland HS & MS	Brendan Kirven	\$130 for picnic tables
Highland HS & MS	Kralik Plumbing, Inc.	\$260 for picnic tables
Highland HS & MS	Ray & Kimberly Weaver	\$260 for picnic tables
Highland HS & MS	Patrick & Deanna Dolan	\$260 for picnic tables
Highland HS & MS	Lorie Less	\$130 for picnic tables

Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 20-08-95

Mrs. Thomas made a motion, seconded by Mr. Kelly, that the Board of Education approve the following request for use of facilities and waive associated fees, as listed:

Granger Elementary

Varsity Softball Field - 8/22/2020 - 3:00-8:00 PM and 8/26/2020 - 5:00-8:00 PM,  
RAH 2021 Travel Softball Tryouts, Mike Oyler

Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

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CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-08-96

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following contracts and/or agreements, items A and C, as presented:

- A. Applewood Center, Inc. Agreement for Provision of Special Education and Certain Related Services
- B. Bellefaire Jewish Children's Bureau Agreement for Provision of Special Education and Certain Related Services
- C. PSI Affiliates, Inc. Nursing Services Agreement

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Houska, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – PERSONNEL 20-08-97

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the following personnel items A through J, as presented:

- A. Employment Certified Substitutes/Home Tutors – Addendum #1  
  
Adopted the attached list of certified substitutes/home tutors for use for the 2020-2021 school year, as submitted by the ESC of Medina County.
- B. Revision in Maternity Leave – Certified  
  
Approved a revision in the Maternity/Family Medical Leave Request of Audrey Hinneberg, High School Social Studies Teacher, effective with the start of the 2020-2021 school year, with an anticipated return date of November 30, 2020.
- C. Employment – Classified  
  
Employed the following individuals on one-year limited contracts of employment for the 2020-2021 school year, as listed:
  - 1. Duncan Munro, Bus Driver, effective 8/14/2020
  - 2. Anthony Weinschreider, Bus Driver, effective 8/14/2020
- D. Resignation – Classified  
  
Accepted the resignation of the following individuals, as listed:
  - 1. Katharine O. Blueter, Bus Driver, effective 8/20/2020

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2. Diane Kocab, Bus Driver, effective 8/4/2020

E. Unpaid Medical Leave – Classified

Approved the Unpaid Medical Leave request of the following individuals for the 2020-2021 school year, as listed:

1. Shay Hann, Special Education Aide
2. Jacqueline Watt, Bus Driver

F. Classified Substitutes – 2020-2021 School Year

Employed the following individuals on one-year limited contracts of employment, on an “as needed” basis for the 2020-2021 school year, as listed:

Sub Aides

Annette Galbincea  
Nicole Hollis  
Mary Kosman

Tamara Stastny  
Meg Vandenberg  
Amy Ward

Jill Zeiger

Sub Bus Drivers

Tom Bardar  
Howard Eakin  
Jeff Enterline  
Amy Grissom

Sally Gunner  
George Jacynycz  
Ray Kornokovich  
Melissa Lance

Craig Lindsay  
Bob Ripley  
Bethany Webber  
Denis Werner

Sub Cooks

Leanne Archinal  
Colette DiMalanta

Amelia Kosdrosky  
Beth Pamer

Shelley Tanski

Sub Custodians

Ken Coddling  
Ermal Nikolla

G. Resolution of Reduction in Force of Classified Contracts of Employment - Addendum # II

Approved the Resolution of Reduction in Force of Classified Contracts of Employment, as presented in Addendum # II.

H. Memorandum of Understanding Regarding Supplemental Contracts

Accepted the Memorandum of Understanding regarding Supplemental Contracts for the 2020-2021 school year, as presented.

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I. Employment – Co-curricular/Supplemental – 2020-2021

Employed the following individuals, on one-year limited supplemental contracts of employment, for the 2020-2021 school year, as listed:

1.	Stephanie Abatangelo	HS Peer Leader Advisor - 2 yrs	\$1,642.00
2.	Jim Addington	National Testing Proctor	\$25.00 per hour
3.	Chris Anzevino	HS Asst Football Coach - 0 yrs	\$5,144.00
4.	Daryn Archer	National Testing Proctor	\$25.00 per hour
5.	Joshua Backo	National Testing Proctor	\$25.00 per hour
6.	Joshua Backo	HS Saturday Detention Monitor	\$25.00 per hour
7.	Lisa Bogdanski	National Testing Proctor	\$25.00 per hour
8.	Kyle Brooks	National Testing Proctor	\$25.00 per hour
9.	Suzette Burtoft	HS Speech and Debate Coach - 14 yrs	\$6,896.00
10.	Suzette Burtoft	Mentor Teacher - 9 yrs	\$4,269.00
11.	Mary Cassidy	National Testing Proctor	\$25.00 per hour
12.	Mary Cassidy	HS Saturday Detention Monitor	\$25.00 per hour
13.	Kristine Chierici	HS Science Club Advisor - 11 yrs	\$5,582.00
14.	Kristine Chierici	HS Dept Chair Science - 4 yrs	\$2,517.00
15.	Kristine Chierici	National Testing Proctor	\$25.00 per hour
16.	Denny Ciornei	HS Head Soccer Coach Boys - 12 yrs	\$7,333.00
17.	Carolyn Colbow	National Testing Proctor	\$25.00 per hour
18.	Robb Colbrunn	HS/MS Asst Robotics Advisor - 2 yrs	\$2,080.00
19.	Brandon Day	HS Asst Football Coach - 6 yrs	\$6,458.00
20.	Megan Doherty	HS Nat'l Honor Society ½ time - 2 yrs	\$821.00
21.	Megan Doherty	HS Saturday Detention Monitor	\$25.00 per hour
22.	Tanya Dolata	HS Yearbook Advisor - 10 yrs	\$4,707.00
23.	Tanya Dolata	HS School Paper Advisor - 7 yrs	\$2,955.00
24.	Tanya Dolata	National Testing Proctor	\$25.00 per hour
25.	Andrew Dutt	HS Convolutions Advisor - 16 yrs	\$4,707.00
26.	Robyn Eastman	HS Fall Faculty Manager - 8 yrs	\$7,771.00
27.	Tristan Endo	HS Asst Football Coach - 0 yrs	\$5,144.00
28.	Bruce Folkerth	HS Dept Chair English - 1 yr	\$2,080.00
29.	Paula Fox	National Testing Proctor	\$25.00 per hour
30.	Rachel Gamin	HS Orchestra Director - 12 yrs	\$6,458.00
31.	Rachel Gamin	Mentor Teacher - 6 yrs	\$4,269.00
32.	Robert Gilbert	National Testing Proctor	\$25.00 per hour
33.	Tracy Goebel	HS Asst Convolutions - 7 yrs	\$4,269.00
34.	Tracy Goebel	National Testing Proctor	\$25.00 per hour
35.	Bonnie Gomez	HS Dept Chair Social Studies - 1 yr	\$2,080.00
36.	Denise Grecenuk	National Testing Administrator	\$35.00 per hour
37.	Jordan Gribble	HS Asst Football Coach - 5 yrs	\$6,458.00
38.	Amy Grissom	HS Faculty Manager Fall - half time - 5 yrs	\$3,885.50
39.	Amy Grissom	HS Winter Faculty Manager - 5 yrs	\$4,269.00
40.	Tanya Headrick	HS Asst Speech and Debate - 3 yrs	\$3,393.00
41.	Allison Hirsch	HS Asst Speech and Debate - 1 yr	\$2,955.00
42.	Chris Ilg	HS Choir Director - 30 yrs	\$8,209.00

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43. Mark Jackson	Athletic Dept Equipment Manager - 2 yrs	\$4,707.00
44. Claudia Johnson	National Testing Proctor	\$25.00 per hour
45. Bethany Kennedy	HS SADD Advisor - 3 yrs	\$1,642.00
46. Carrie Knapp	National Testing Proctor	\$25.00 per hour
47. Carrie Knapp	HS Saturday Detention Monitor	\$25.00 per hour
48. Bonnie Kubilus	HS Dept Chair Art/Music/FCS/Health/PE-9 y	\$2,955.00
49. Kelly Lane	HS Ski Club Advisor - 7 yrs	\$1,642.00
50. Kelly Lane	HS Peer Leader Advisor - 0 yrs	\$1,642.00
51. Helen Latkovic	HS Nat'l Honor Society ½ time - 2 yrs	\$821.00
52. Ashley Lenhard	National Testing Proctor	\$25.00 per hour
53. Jen Lewis	HS Asst Gymnastics Coach - Volunteer	N/A
54. Andrew Lynden	HS Head Cross Country Coach Boys - 11 yrs	\$7,333.00
55. Andrew Lynden	HS Student Council Advisor - 14 yrs	\$5,582.00
56. Andrew Lynden	National Testing Proctor	\$25.00 per hour
57. Andrew Lynden	Mentor Teacher - 9 yrs	\$4,269.00
58. Jenna Mack	National Testing Proctor	\$25.00 per hour
59. Ed Marquette	HS Band Director - 20 yrs	\$8,209.00
60. Ed Marquette	HS Jazz Band - 20 yrs	\$2,955.00
61. Nick McFadden	HS Asst Speech and Debate - 1 yr	\$2,955.00
62. Tina McKeen	HS Dept Chair World Language - 8 yrs	\$2,955.00
63. Tina McKeen	HS VOFT Advisor - 19 yrs	\$2,955.00
64. Darla Miller	HS JR/SR Class Advisor - 3 yrs	\$3,393.00
65. Darla Miller	National Testing Proctor	\$25.00 per hour
66. Bryan Mravec	HS Auditorium Manager - 9 yrs	\$7,771.00
67. Weston Muniak	National Testing Proctor	\$25.00 per hour
68. Robert Murray	HS JR/SR Class Advisor - 3 yrs	\$3,393.00
69. Robert Murray	National Testing Proctor	\$25.00 per hour
70. Robert Murray	HS Saturday Detention Monitor	\$25.00 per hour
71. Brit Musal	HS Asst Football Coach - 6 yrs	\$6,458.00
72. Mandi Myser	MS Faculty Manager - 6 yrs	\$5,144.00
73. Mandi Myser	National Testing Proctor	\$25.00 per hour
74. Holly Phillips	HS Asst Volleyball Coach - 2 yrs	\$4,707.00
75. Holly Phillips	National Testing Proctor	\$25.00 per hour
76. Holly Phillips	HS Saturday Detention Monitor	\$25.00 per hour
77. Nathan Rudolph	HS Robotics Advisor - 4 yrs	\$4,707.00
78. Colleen Scavuzzo	HS Asst Volleyball Coach - 4 yrs	\$5,144.00
79. Joseph Simonis	HS Asst Soccer Coach Boys - 0 yrs	\$4,707.00
80. Tim Snook	MS Head Football Coach - 31 yrs	\$5,582.00
81. Tim Snook	MS Faculty Manager - 17 yrs	\$5,582.00
82. Tim Snook	National Testing Proctor	\$25.00 per hour
83. Nicole Spangler	HS Dept Chair Math - 3 yrs	\$2,517.00
84. Craig Tasker	National Testing Proctor	\$25.00 per hour
85. Jocelyne Textoris	HS Head Gymnastics Coach - Volunteer	N/A
86. Kyle Whitling	MS Asst Football Coach - 0 yrs	\$2,955.00
87. Donna Wolford	Mentor Teacher - 6 yrs	\$4,269.00
88. Hillary Yutzy	National Testing Proctor	\$25.00 per hour
89. Dawn Zorn	HS Spring Faculty Manager - 6 yrs	\$4,269.00

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J. Employment - Athletic Camps/Clinics

Employed the following individuals on an "as needed" basis for the 2020-2021 school year (These wages are paid entirely from the respective sport's club account):

1. Lisa Bogdanski	Tennis Coach Camp	\$120.00
2. Ty Damon	Tennis Coach Camp	\$330.00
3. Elizabeth Hadler	Tennis Coach Camp	\$630.00

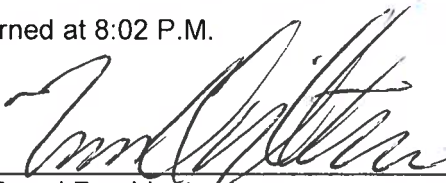
ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.


Mr. Kelly, yes; Mr. Houska, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 8:02 P.M.

  
Board President

  
Treasurer

HIGHLAND BOARD OF EDUCATION  
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The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:02 P.M.

Mr. Wolny, present; Mr. Houska, present; Mr. Kelly, present; Mrs. Thomas, present;  
Dr. Christopher, present.

The next regular meeting is scheduled to be held on October 19, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None.

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-09-98

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the minutes of the Regular Meeting held on August 24, 2020, as presented.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-09-99

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the August 2020 Financial Reports, as presented.

Mr. Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF FISCAL YEAR 2021 ANNUAL APPROPRIATIONS 20-09-100

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the Fiscal Year 2021 Annual Appropriations, as presented in Addendum # I.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

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APPROVAL OF STUDENT ACTIVITY PROGRAM PURPOSE, GOALS, AND BUDGET  
20-09-101

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the Student Activity Program Purpose, Goals, and Proposed Budgets for Fiscal Year 2021, as presented.

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF FUND TRANSFER 20-09-102

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the transfer of \$4,000 from the General Fund to the Speech & Debate Team Account (200-9227) for the purpose of funding team competition fees for the 2020-2021 school year.

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

BOARD MEMBERS' AGENDA ITEMS

Dr. Christopher thanked Mrs. Aukerman and her entire team for the manner in which they have handled these unprecedented times. He noted that he toured the building prior to the meeting and the measures implemented to ensure safety are apparent. He is pleased with the District's efforts and direction. He also acknowledged the new COVID-19 dashboard for reporting positive cases located on the District's website.

APPOINTMENT OF OSBA DELEGATES 20-09-103

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education appoint Mrs. Thomas as the delegate and Mr. Wolny as the alternate delegate for the Annual Business Meeting of the virtual 2020 OSBA Capital Conference.

Mr. Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

REINSTATEMENT OF SUSPENDED BOARD POLICY 20-09-104

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education reinstate the Board Policy related to public participation at Board Meetings, which was suspended on April 20, 2020, due to the COVID-19 pandemic.

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Mrs. Thomas, yes; Mr. Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Theresa Wright, Executive Director of the Highland Foundation, thanked the community for their generosity and support in relation to the Chromebook fundraising initiative. The Foundation was able to raise approximately \$130,000 to supply all 6<sup>th</sup> and 9<sup>th</sup> grade Highland students with a Chromebook. Mrs. Aukerman thanked the Foundation. Mrs. Wright also shared information regarding the 16<sup>th</sup> annual Great Gifts Dinner Auction to be held virtually on Saturday, November 14<sup>th</sup> and other related events and activities leading up to the dinner. This year's theme is full STEAM ahead, which is a reference to science, technology, engineering, art, and mathematics.

OLD BUSINESS

None

NEW BUSINESS

None

SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

Mrs. Aukerman provided an update on the reopening of school noting that everyone has done a great job acclimating to the new normal. School began on September 14 using a hybrid model. This model will be used for the first two weeks and then the District will transition to five days per week of in-person learning. She reinforced the importance of the multi-layered safety approach (i.e. masks, distancing, hygiene, etc.) being practiced by staff and students. She also shared that more than 600 students opted for the virtual learning academy and thanked Deb Yorko and Laurie Boedicker for their efforts to get this up and running smoothly. She shared that there have been no positive COVID-19 tests since the students have returned.

Mrs. Aukerman provided a brief update on the construction project. She encouraged everyone to visit the District website for the most current updates. She noted that the project is on schedule and barring any unforeseen delays, the new elementary schools should be open in early September 2021.

RESOLUTION TO DECLARE TRANSPORTATION IMPRACTICAL FOR 2020-2021 20-09-105

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education approve the resolution declaring the impracticality of providing transportation to Sacred Heart of Jesus School and Medina Christian Academy and to offer payment in lieu of transportation to eligible students'

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families pursuant to the requirements of Ohio Revised Code 3327 and the procedures set forth by the Ohio Department of Education, as presented in Addendum # II.

Mr. Houska, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

ACCEPTANCE OF DONATIONS 20-09-106

Mrs. Thomas made a motion, seconded by Mr. Kelly, that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
Highland HS & MS	Dave Polter	Picnic table
Highland HS & MS	William Horton	\$650 for picnic tables
Highland HS & MS	Henry & Bonnie Gomez	\$130 for picnic tables
Highland HS & MS	Paul & Katherine Becker	\$130 for picnic tables
Highland HS & MS	Leonard & Samantha Genders	\$130 for picnic tables
Highland HS & MS	Nick & Michelle Huff	\$130 for picnic tables
Highland HS & MS	Joe Mueller	\$130 for picnic tables
Highland Girls Soccer	Highland Youth Soccer	\$300
Highland Local Schools	1st Day School Supplies	\$250
Highland High School	StoveGuard	\$1200
Highland Middle School	HMS PTO	\$1800 to purchase lanyards

Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 20-09-107

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the following request for use of facilities and waive associated fees, as listed:

High School

Highland Stadium - Sunday 10/4/2020 and Sunday 10/11/2020 - 11:00 AM - 7:30 PM - Highland Youth Soccer, Joey Clark

Middle School

East Gym - 10/13, 10/14, 10/15, 6:15PM - 9:00 PM - Highland Youth Boys Basketball, Jason Robertson

Granger Elementary

Soccer Field - Monday and Wednesday 9/7/2020 - 11/4/2020 3:00 - 5:00 PM - Highland Rugby, Dave Sambor

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Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-09-108

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the following contracts and/or agreements, items A and B, as presented:

- A. Evolve Academy of Medina City School District, Agreement for Admission of Specific Tuition Student (Contract Addendum)
- B. Clarktel Telecommunications Support Service Agreement

Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – PERSONNEL 20-09-109

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the following personnel items A through M, as presented:

- A. Employment Certified Substitutes/Home Tutors – Addendum # III  
  
Adopted the attached list of certified substitutes/home tutors for use for the 2020-2021 school year, as submitted by the ESC of Medina County.
- B. Employment – Certified  
  
Employed the following individuals, on one-year limited contracts of employment for the 2020-2021 school year, as listed:
  - 1. Daniel Foley, High School Math Long Term Substitute, effective 9/4/2020
  - 2. Brittany Halstead, Psychologist Intern, effective 9/4/2020
- C. Resignation – Certified  
  
Accepted the resignation of Steven Weston Muniak, High School Math Teacher, effective 9/3/2020.

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D. Revision in Maternity Leave – Certified

Approved a revision in the Maternity/Family Medical Leave Request of Carolyn Colbow, Middle School Counselor, effective with the start of the 2020-2021 school year, with an anticipated return date of November 30, 2020.

E. Employment – Classified

Employed following individuals, on one-year limited contracts of employment for the 2020-2021 school year, as listed:

1. Kellie Budi, Hinckley Aide, effective 9/14/2020
2. Rachel Riha, Special Education Aide, effective 9/9/2020

F. Resignation – Classified

Accepted resignation of the following individuals, as listed:

1. Sarah Campbell, Hinckley Recess Aide, effective 9/8/2020
2. Kimberly Diezman, Middle School Custodian, effective 9/11/2020
3. Jennifer Johnson, Hinckley Elementary Aide, effective 9/3/2020
4. Elizabeth Potak, Granger Elementary Aide, effective 8/28/2020
5. Dianne Wallace, Bus Driver, effective 9/2/2020

G. Change of Status – Classified

Approved a change in status for the scheduled hours of bus drivers for the 2020-2021 school year, as presented.

H. Change of Status - Classified

Approved a change in status for the following individuals, for the 2020-2021 school year, as listed:

1. Tamara Cifani, from Middle School Cook, to Granger Aide, effective 9/21/20
2. Kim Ginley, Hinckley Aide, from 2 hours to 2.5 hours per day
3. Nicole Hollis, from Granger Latchkey Assistant, to High School Library Aide, effective 9/11/2020
4. Fallon Myers, Sharon Aide, from 2 hours to 3 hours per day
5. Michele Phillips, Hinckley Aide, from 5.5 hours to 5.8 hours per day
6. Sarah Russell, Sharon Aide, from 2 hours to 3 hours per day
7. Ashley Watts, Granger Aide, from 2 hours to 2.5 hours per day

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I. Reinstatement of Classified Employees from Reduction in Force (RIF) List

Reinstated the following classified employees from the RIF list, as listed below:

1. Corvo, Charlene 4 hours
2. Simcox, Marija 5.5 hours
3. Dennis, Eileen 3 hours
4. Ellis, Bernice 3.75 hours
5. Pavlock, Debra 4 hours
6. Bickerton, Sherri 3 hours
7. Howman, Wendy 3.25 hours
8. Norman, Julie 3 hours
9. Yatsko, Kandice 5.75 hours

J. Classified Substitutes – 2020-2021 School Year

Employed the following individuals on one-year limited contracts of employment, on an “as needed” basis for the 2020-2021 school year, as listed:

1. Patricia Starkey, Substitute Secretary
2. Margo McGrath, Substitute Bus Driver

K. Employment – Co-curricular/Supplemental – 2020-2021

Employed the following individuals, on one-year limited supplemental contracts of employment, for the 2020-2021 school year, as listed:

- |                      |                                       |                  |
|----------------------|---------------------------------------|------------------|
| 1. Marie Baker       | Saturday Detention Monitor            | \$25.00 per hour |
| 2. Mary Becker       | Saturday Detention Monitor            | \$25.00 per hour |
| 3. Kristine Chierici | Saturday Detention Monitor            | \$25.00 per hour |
| 4. Makayla Grecenuk  | National Testing Proctor              | \$25.00 per hour |
| 5. Mariana Hardy     | National Testing Proctor              | \$25.00 per hour |
| 6. Mariana Hardy     | Saturday Detention Monitor            | \$25.00 per hour |
| 7. Sheila Hemming    | Saturday Detention Monitor            | \$25.00 per hour |
| 8. Christopher Pace  | HS Asst Speech & Debate Coach - 0 yrs | \$2,955.00       |
| 9. Lisa Tecco        | National Testing Proctor              | \$25.00 per hour |

L. Memorandum of Understanding with the Highland Education Association (HEA)

Accepted the Memorandum of Understanding with the Highland Education Association (HEA), as presented.

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- M. Resolution of Termination of Non-Certified Contract of Employment - Addendum #IV

Approved the Resolution of Termination of Non-Certified Contract of Employment, as presented in Addendum #IV.

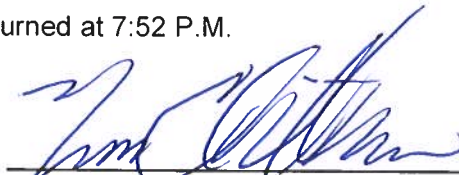
ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 7:52 P.M.

  
\_\_\_\_\_  
Board President

  
\_\_\_\_\_  
Treasurer

HIGHLAND BOARD OF EDUCATION  
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The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:05 P.M.

Mr. Wolny, present; Mr. Houska, absent; Mr. Kelly, absent; Mrs. Thomas, present;  
Dr. Christopher, present.

The next regular meeting is scheduled to be held on November 16, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None.

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-10-110

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the minutes of the Regular Meeting held on September 21, 2020, as presented.

Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-10-111

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the September 2020 Financial Reports, as presented.

Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF FISCAL YEAR 2021 AMENDED APPROPRIATIONS 20-10-112

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education amend the Fiscal Year 2021 Appropriations, as presented in Addendum # I.

Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

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BOARD MEMBERS' AGENDA ITEMS

Dr. Christopher reminded everyone about the upcoming annual Highland Foundation dinner. Additionally, he extended his congratulations to the boys and girls fall sports teams who had outstanding seasons, which included several league titles.

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

None.

OLD BUSINESS

None

NEW BUSINESS

APPROVAL OF NEW AND REVISED BOARD OF EDUCATION POLICIES 20-10-113

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the following new and revised Board of Education policies:

1520	Employment of Administrators
1530	Evaluation of Principals and Other Administrators
2266	Nondiscrimination on the Basis of Sex in Education Programs or Activities
2270	Religion in the Curriculum
3124	Employment Contract
5200	Attendance
5517.02	Sexual Violence (DELETE)
5610	Removal, Suspension, Expulsion, and Permanent Exclusion of Students
5611	Due Process Rights
6144	Investments
6152	Student Fees, Fines, and Charges
6152.01	Waiver of School Fees for Instructional Materials
6325	Procurement - Federal Grants/Funds
6424	Procurement Cards
8800	Religious/Patriotic Ceremonies and Observances

Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

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SUPERINTENDENT'S AGENDA

APPROVAL OF PAYMENT IN LIEU OF TRANSPORTATION RESOLUTION 20-10-114

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the Payment in Lieu of Transportation Resolution, as presented in Addendum # II.

Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

ACCEPTANCE OF DONATIONS 20-10-115

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
Sharon Elementary	Sharon Community Trust	\$5,500.00
HHS SADD Program	Wadsworth City School District	\$300.00

Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 20-10-116

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following request for use of facilities and waive associated fees, as listed:

Granger Elementary

Soccer Field - Highland Youth LAX, Saturdays, October 3-31, 2020, 10:00 am - 12:00 pm - Mark Przybysz

Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-10-117

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the following contracts and/or agreements, items A and C, as presented:

- A. Wright Specialty Insurance/Gallagher - Insurance Coverage for the Policy Year ending September 30, 2021

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- B. K-12 Prevention Education Agreement - Medina County Alcohol Drug Addiction Mental Health Board
- C. Memorandum of Understanding - Cleveland State University's College of Education and Human Services, Cleveland State University's College of Science and Health Professions and Highland Local Schools (Partnership to Support Licensure Preparation in Grades PK-12)

Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – PERSONNEL 20-10-118

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following personnel items A through H, as presented:

- A. Employment Certified Substitutes/Home Tutors – Addendum # III  
  
Adopted the attached list of certified substitutes/home tutors for use for the 2020-2021 school year, as submitted by the ESC of Medina County.
- B. Resignation – Certified  
  
Accepted the resignation of the following individuals, for the reason of retirement, as listed:
  - 1. Josh Victor, Middle School Intervention Specialist, effective 6/18/2021
  - 2. Joan Zacharias, Granger Elementary Art Teacher, effective 6/18/2021
- C. Maternity Leave – Certified  
  
Approved the Maternity Leave Request of Brittany Bosela, Middle School Intervention Specialist, effective with the birth of her child (anticipated due date of 11/6/2020), with an anticipated return date of 1/7/2021.
- D. Maternity Leave – Certified  
  
Approved the Maternity Leave Request of Hannah Everhart, Hinckley Elementary School, 3rd Grade Teacher, effective with the birth of her child (anticipated due date of 1/23/21), with an anticipated return date of 3/15/2021.
- E. Employment – Classified

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Employed Mikayla Brown, Granger PM Latchkey Assistant, on a one-year limited contract of employment for the 2020-2021 school year, effective 12/11/2020.

F. Resignation – Classified

Accepted the resignation of Julie Mainzer, Special Education Aide, Sharon Elementary School, effective 10/14/2020.

G. Classified Substitutes – 2020-2021 School Year

Employed the following individuals on one-year limited contracts of employment, on an “as needed” basis for the 2020-2021 school year, as listed:

Substitute Aide

Emily Forster

Ashley Watts

H. Employment – Co-curricular/Supplemental – 2020-2021

Employed the following individuals, on one-year limited supplemental contracts of employment, for the 2020-2021 school year, as listed:

1. Josh Arbour	MS Head Basketball Coach Girls - 8 yrs	\$5,144.00
2. Aaron Boucher	HS Asst Wrestling Coach - Volunteer	N/A
3. Lisa Boucher	MS Tennis Coach - Volunteer	N/A
4. Robert Buchanan	HS Asst Basketball Coach Boys - 15 yrs	\$6,896.00
5. Ted Chester	MS Head Basketball Coach Girls - 3 yrs	\$4,269.00
6. Kristine Chierici	HS Key Club Advisor - 0 yrs	\$1,642.00
7. Amy Crandall	HS Asst Cheer Advisor - 0 yrs	\$2,080.00
8. Adam Cutright	HS Asst Basketball Coach Girls - 0 yrs	\$5,144.00
9. Brandon Day	MS Head Basketball Coach Boys - 2 yrs	\$3,831.00
10. Chase Favalon	HS Asst Band Director - 2 yrs	\$4,269.00
11. Josh Gordon	MS Asst Football Coach - 0 yrs	\$2,955.00
12. Logan Gresock	HS Asst Wrestling Coach - Volunteer	N/A
13. Kelly Harrison	HS Asst Band Director - 6 yrs	\$5,582.00
14. Laura Keeling	MS Cheer Advisor - 0 yrs	\$2,080.00
15. James Madison	HS Head Basketball Coach Girls - 12 yrs	\$9,523.00
16. James Madison	HS Intramural Basketball Girls - 12 yrs	\$3,393.00
17. Samantha Madonna	HS Asst Band Director - 5 yrs	\$5,582.00
18. Wil Myers	HS Asst Band Director - 2 yrs	\$4,269.00
19. Mandi Myser	MS Volleyball Coach - 5 yrs	\$5,144.00
20. Shelby Parker	MS Power of the Pen 7th gr - 6 yrs	\$1,642.00
21. Nate Rudolph	HS Asst Band Director - 8 yrs	\$5,582.00
22. Ashely Russ	HS Asst Soccer Coach Girls - 0 yrs	\$4,707.00
23. Bruce Scally	HS Asst Wrestling Coach - Volunteer	N/A
24. Jim Scavuzzo	HS Asst Wrestling Coach - Volunteer	N/A
25. Madison Shaffer	HS Asst Band Director - 2 yrs	\$4,269.00

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26. Caleb Slabaugh	HS Asst Band Director - 1 yr	\$4,269.00
27. Rick Wallenhorst	HS Asst Basketball Coach Girls - 12 yrs	\$6,896.00

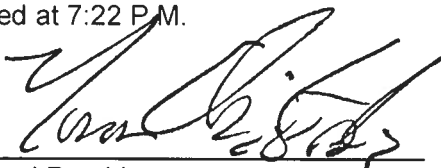
ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF  
CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN  
APPLICABLE.

Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 7:22 P.M.

  
\_\_\_\_\_  
Board President

  
\_\_\_\_\_  
Treasurer

HIGHLAND BOARD OF EDUCATION  
REGULAR MEETING  
NOVEMBER 16, 2020  
HIGH SCHOOL MEDIA CENTER  
7:00 PM

The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:01 P.M.

Mr. Wolny, present; Mr. Houska, absent; Mr. Kelly, present; Mrs. Thomas, present; Dr. Christopher, present.

APPOINTMENT OF TREASURER PRO TEMPORE 20-11-119

Mrs. Thomas made a motion, seconded by Mr. Kelly, to appoint Mr. Wolny as Treasurer Pro Tempore for the November 16, 2020 Regular Board Meeting.

Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

The next regular meeting is scheduled to be held on December 14, 2020 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-11-120

Mrs. Thomas made a motion, seconded by Mr. Kelly, that the Board of Education approve the minutes of the Regular Meeting held on October 19, 2020, as presented.

Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-11-121

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the October 2020 Financial Reports, as presented.

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

HIGHLAND BOARD OF EDUCATION  
REGULAR MEETING  
NOVEMBER 16, 2020  
HIGH SCHOOL MEDIA CENTER  
7:00 PM

APPROVAL OF FISCAL YEAR 2021 AMENDED APPROPRIATIONS 20-11-122

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education amend the Fiscal Year 2021 Appropriations, as presented.

Treasurer Neil Barnes thanked Medina County for their generosity in allocating a portion of their federal CARES Act grant to the District to fund the purchase of three new electrostatic backpack sprayers to be used in the District's ongoing pandemic disinfection and sanitization efforts.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF FISCAL YEAR 2021 FIVE-YEAR FORECAST 20-11-123

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the Fiscal Year 2021 Five-Year Forecast and Assumptions for the five-year period ending June 30, 2025, as presented.

Mr. Barnes presented the five-year forecast to the Board. From a revenue standpoint, he noted that forecast assumptions are slightly more conservative than has traditionally been the case due to the economic uncertainty surrounding the pandemic. Additionally, he emphasized the importance of renewing or replacing the emergency levy set to expire in 2021. This levy generates over \$4.6 million annually. From an expenditure standpoint, normal annual increases primarily driven by personnel costs are generally expected. However, it was noted that additional short-term costs have been incurred relative to COVID-19 and certain future operating cost increases (ex. utilities) are anticipated when the new elementary buildings open in FY 2022. In summary, while the District is in relatively good financial shape with healthy carryover cash reserves, deficit spending is expected to begin in the current fiscal year and additional revenue sources will need to be secured in the not too distant future.

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

BOARD MEMBERS' AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Theresa Wright, Executive Director of the Highland Foundation, provided an update, which included giving thanks to the Highland staff for their participation in the annual employee giving campaign, announcing that the latest Highland Foundation annual report has been published, and sharing information about the very successful annual fundraising dinner and related events.

HIGHLAND BOARD OF EDUCATION  
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7:00 PM

OLD BUSINESS

None

NEW BUSINESS

APPROVAL OF REVISED BOARD OF EDUCATION POLICIES 20-11-124

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following revised Board of Education policies:

6114 Cost Principles - Spending Federal Funds  
6325 Procurement - Federal Grants/Funds

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

Superintendent Catherine Aukerman provided an update to the Board. She briefly discussed the modified academic calendar for the current school year necessitated by the late start. She noted that the timing of quarter ends are altered from what most have become accustomed to (ex. 2<sup>nd</sup> quarter will not end at winter break). She shared that communications have gone out to families requiring that commitments/registrations be completed for the 2<sup>nd</sup> semester with regard to instructional delivery methods (i.e. option 1 - in-person learning or option 2 – VLA remote learning) by December 4. She indicated that families need only to complete this task if a change is being made. Absent a revised registration form, students will continue learning through their 1<sup>st</sup> semester option. Currently, there are over 600 students enrolled in the VLA. She cautioned that if too many of these students opt to return to in-person learning, the District would not be able to adhere to physical distancing guidelines. A hybrid learning model may need to be implemented. There could also be staffing implications. This is a big decision point for the District and until all of this information is known, the District is in a holding pattern. She asked for patience. Finally, Mrs. Aukerman provided detailed information regarding COVID-19 impacts, including case statistics, tracing and quarantining protocols, and safety measures. She thanked everyone for their diligence and efforts to keep the District's positivity stats relatively low. She urged continued caution and safety in and out of school to help keep the spread low.

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HIGH SCHOOL MEDIA CENTER  
7:00 PM

ACCEPTANCE OF DONATIONS 20-11-125

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
Hinckley Elementary	Hinckley PTO	\$459.25 for paint sets
Hinckley Elementary	Hinckley PTO	\$92.45 for 2-pocket folders
HMS Power of the Pen	HMS PTO	\$400.00

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 20-11-126

Mrs. Thomas made a motion, seconded by Mr. Kelly, that the Board of Education approve the following request for use of facilities and waive associated fees, as listed:

Middle School

East Gym - Weekdays until 12/31, 6:15 PM - 9:00 PM - Highland Youth Boys Basketball, Jason Robertson

Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-11-127

Mrs. Thomas made a motion, seconded by Mr. Kelly, that the Board of Education approve the following contracts and/or agreements, items A and C, as presented:

- A. Ohio Department of Transportation - Developer Agreement State Route 94
- B. Ohio Department of Transportation - Developer Agreement State Route 3
- C. Power4Schools Renewal Agreement

Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

HIGHLAND BOARD OF EDUCATION  
REGULAR MEETING  
NOVEMBER 16, 2020  
HIGH SCHOOL MEDIA CENTER  
7:00 PM

CONSENT AGENDA – PERSONNEL 20-11-128

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following personnel items A through I, as presented:

A. Employment Certified Substitutes/Home Tutors – Addendum # I

Adopted the attached list of certified substitutes/home tutors for use for the 2020-2021 school year, as submitted by the ESC of Medina County.

B. Maternity Leave - Certified

Approved the Maternity Leave Request of Rachel Riha, Special Education Aide, effective with the birth of her child (anticipated due date of 1/6/2021), with an anticipated return date of 2/17/2020.

C. Revision in Maternity Leave - Certified

Approved a revision in the Maternity/Family Medical Leave Request of Audrey Hinneberg, High School Social Studies Teacher, to extend her anticipated return date to 2/8/2021.

Approved a revision in the Maternity/Family Medical Leave Request of Carolyn Colbow, Middle School Guidance Counselor, to extend her anticipated return date to the 2021-2022 school year.

D. Employment – Classified

Employed the following individuals on one-year limited contracts of employment for the 2020-2021 school year, as listed:

1. Emily Forster, Sharon PM Latchkey Assistant, effective 10/14/2020
2. Luke Wagner, Online Special Education Paraprofessional, effective 11/9/2020

E. Reinstatement of Classified Employees from Reduction in Force (RIF) List

Reinstated Yvonne Hess, High School Cook, 3 hours per day, from the RIF list, effective 10/26/2020.

F. Classified Substitutes – 2020-2021 School Year

Employed the following individuals on one-year limited contracts of employment, on an “as needed” basis for the 2020-2021 school year, as listed:

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Substitute Aide	Substitute Bus Driver
Linda Goodwin	David Stinson
Cindy Brenstuhl	

G. Employment – Co-curricular/Supplemental – 2020-2021

Employed the following individuals, on one-year limited supplemental contracts of employment, for the 2020-2021 school year, as listed:

1.	Jacob Brown	MS Head Basketball Coach Boys - 5 yrs	\$5,144.00
2.	Adam Cestaro	HS Head Basketball Coach Boys - 18 yrs	\$9,523.00
3.	Adam Cestaro	HS Intramural Basketball Boys - 18 yrs	\$3,393.00
4.	Adam Cestaro	HS Football Live Stream Announcer	\$40.00 per game
5.	Maria Davis	HS Sound & Lighting Technician-Student	\$10.00 per hour
6.	Emily Dunn	HS Sound & Lighting Technician-Student	\$10.00 per hour
7.	Andrew Dutt	HS Football Live Stream Announcer	\$40.00 per game
8.	Isabella Eshleman	HS Sound & Lighting Technician-Student	\$10.00 per hour
9.	Andras Fabian	HS Sound & Lighting Technician	\$20.00 per hour
10.	Bruce Folkerth	HS Bowling Club Supervisor - 1 yr	\$2,080.00
11.	Mariana Hardy	HS Sound & Lighting Technician	\$20.00 per hour
12.	Todd Hill	HS Asst Wrestling Coach - Volunteer	N/A
13.	Brianna Kean	HS Sound & Lighting Technician	\$20.00 per hour
14.	Gabe Kirik	HS Sound & Lighting Technician	\$20.00 per hour
15.	Tim Maxworthy	HS Head Wrestling Coach - 10 yrs	\$9,523.00
16.	Evan Micelli	HS Sound & Lighting Technician-Student	\$10.00 per hour
17.	Dan Mirman	HS Asst Wrestling Coach - 1 yr	\$5,144.00
18.	Bryan Mravec	HS Sound & Lighting Technician	\$20.00 per hour
19.	Dan Norman	HS Asst Wrestling Coach - Volunteer	N/A
20.	Dan Quallich	MS Asst Wrestling Coach - Volunteer	N/A
21.	Barney Shaw	HS Head Swim Club Coach - 1 yr	\$5,582.00
22.	Kevin Zywiec	HS Asst Wrestling Coach - 11 yrs	\$6,896.00

H. Employment - Supplemental

Employed the following individuals, whose wages are being paid by the College Board, as listed:

1. Daryn Archer, Advanced Placement Testing Coordination Services, \$345.00
2. Barb Killeen, Advanced Placement Testing Coordination Services, \$86.00

I. Resignation - Supplemental Contract

Accepted the resignation of Robert Buchanan, High School Boys Asst Basketball Coach, effective 11/2/2020.

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7:00 PM

ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF  
CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN  
APPLICABLE.

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

EXECUTIVE SESSION 20-11-129

Mrs. Thomas made a motion, seconded by Mr. Kelly, that the Board of Education adjourn to executive session to consider the appointment of a public official.

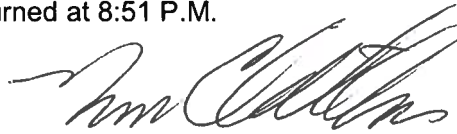
Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

The Board adjourned to executive session at 8:28 P.M.  
The Board exited executive session at 8:50 P.M.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 8:51 P.M.



Board President



Treasurer

HIGHLAND BOARD OF EDUCATION  
SPECIAL MEETING  
DECEMBER 18, 2020  
HIGH SCHOOL MEDIA CENTER  
2:30 PM

The Special Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 2:35 P.M.

Mr. Wolny, present; Mr. Houska, present; Mr. Kelly, present; Mrs. Thomas, present; Dr. Christopher, present.

The next regular meeting and annual organizational meeting are scheduled to be held on January 11, 2021 at the High School Media Center at 6:00 P.M.

REPORT OF THE TREASURER

APPROVAL OF RESOLUTION TO SUBMIT LEVY 20-12-140

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve a resolution determining to submit to the electors of the School District the question of a substitute tax levy pursuant to Section 5705.199 of the Revised Code, as presented.

Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

BOARD MEMBER AGENDA ITEMS

APPOINTMENT OF PRESIDENT PRO TEMPORE 20-12-141

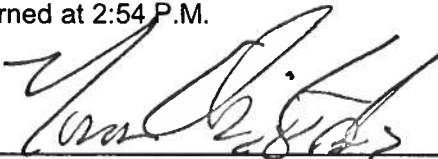
Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education appoint Mr. Wolny to serve as President Pro Tempore for the January 11, 2021 Organizational Meeting.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 2:54 P.M.

  
Board President

  
Treasurer

HIGHLAND BOARD OF EDUCATION  
REGULAR MEETING  
DECEMBER 14, 2020  
HIGH SCHOOL MEDIA CENTER  
7:00 PM

The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:01 P.M.

Mr. Wolny, present; Mr. Houska, present; Mr. Kelly, present; Mrs. Thomas, present;  
Dr. Christopher, present.

The next regular meeting and annual organizational meeting are scheduled to be held on January 11, 2021 at the High School Media Center at 6:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 20-12-130

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the minutes of the Regular Meeting held on November 16, 2020, as presented.

Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, abstain; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 20-12-131

Mrs. Thomas made a motion, seconded by Mr. Kelly, that the Board of Education approve the November 2020 Financial Reports, as presented.

Mrs. Thomas, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mr. Houska, abstain; Dr. Christopher, yes.

Motion carried.

APPROVAL OF VENDOR PAYMENT (THEN & NOW CERTIFICATE) 20-12-132

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the following item for payment in accordance with Ohio Revised Code 5705.41(D):

<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Edgenuity	Online Curriculum Services	\$173,660.00

Superintendent Aukerman provided a summary of the District's experience with virtual learning during the first semester of the school year. She did note that there was an adjustment period in the beginning similar to many districts across the nation, but the process has since evened

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7:00 PM

out. She feels that this new option is generally meeting the expectations of those participating. Mr. Kelly shared that he has been impressed with the virtual learning option this year. Dr. Christopher inquired as to the funding source for this new expense. Treasurer Barnes noted that a significant portion has been covered by Coronavirus Relief Funds and any residual amount comes from the General Fund.

Mr. Houska, yes; Mr. Kelly, yes; Mr. Wolny, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

BOARD MEMBERS' AGENDA ITEMS

LEVY DISCUSSION

As has been discussed over the past several years, the District's ~\$4.6 million emergency levy passed by voters in May 2011 is set to expire in 2021. The critical need to renew, replace, or substitute this levy has been clearly communicated on numerous occasions. This levy currently comprises 14% of the District's operating budget. While the District has a number of levy options available to renew/replace this expiring revenue source, the Board focused primarily on two choices: (1) renew the emergency levy with the same terms or (2) substitute the expiring levy under ORC 5705.199 for a continuing period of time. Neither option would result in a tax increase for current taxpayers assuming consistent carryover property values. The Board discussed advantages and disadvantages of the two options as well as potential ballot timing for the issue. The key advantage of a substitute levy is that it capitalizes on new construction growth, which the District has consistently experienced in recent years and is expected to experience in the future. With a substitute levy, new revenue is generated from new construction growth. A renewal would not tap in to this growth. Another advantage of the substitute levy is that it can be passed for a continuing period of time, which helps combat voter fatigue. The Board favored the substitute levy option and concurred that placing the issue on the ballot as soon as possible makes the most sense. A special meeting will be scheduled to pass the first resolution necessary to proceed with the levy on the May 4, 2021 ballot.

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

None

OLD BUSINESS

None

NEW BUSINESS

None

HIGHLAND BOARD OF EDUCATION  
REGULAR MEETING  
DECEMBER 14, 2020  
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7:00 PM

SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

Mrs. Aukerman provided an update to the Board. She discussed the recent decision to have all students switch to remote learning on December 7. Given the amount of COVID cases experienced in the District, the nearly 500 students and staff impacted by the contact tracing associated with those cases, Medina County's purple COVID designation, and after consultation with the Medina County Health Department, the decision was made. Students are scheduled to return in person on a hybrid schedule on January 19. A return to full in person learning would then occur on January 25. She discussed the teaching staff's preparedness for this transition. The professional staff has taken part in specific professional development to be ready for this possibility. The work for classified staff also continues. As an example, she shared that nearly 5,000 lunches were distributed on the day of the Board meeting. She thanked everyone for their efforts with special recognition given to Dawn Marzano on the communication front and Roger Saffle on the technology side of things. The Board was in full support of the decision.

APPROVAL OF HIGH SCHOOL PROGRAM OF STUDIES 20-12-133

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the changes to the 2021-2022 High School Program of Studies, as presented.

Assistant High School Principal Josh Backo presented the program of studies noting that there were no significant changes. A modification was made regarding strength and conditioning class offerings.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

ACCEPTANCE OF DONATIONS 20-12-134

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
HMS Girls Volleyball	Dale Jarvis	\$ 60.00
HMS	Coca-Cola	\$ 27.65
HS Wrestling Club	Highland Youth Wrestling	\$327.00

Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

HIGHLAND BOARD OF EDUCATION  
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DECEMBER 14, 2020  
HIGH SCHOOL MEDIA CENTER  
7:00 PM

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 20-12-135

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following request for use of facilities and waive associated fees, as listed:

Middle School

East Gym - Weekdays until 2/12/21, 6:15 PM - 9:00 PM - Highland Youth Boys and Girls Basketball, Jason Robertson & James Madison

Granger Elementary

Gym - Weekdays until 2/12/21, 6:15 PM - 9:00 PM - Highland Youth Boys and Girls Basketball, Jason Robertson & James Madison

Hinckley Elementary

Gym - Weekdays until 2/12/21, 6:15 PM - 9:00 PM - Highland Youth Boys and Girls Basketball, Jason Robertson & James Madison

Mr. Kelly, yes; Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Dr. Christopher, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 20-12-136

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the following contracts and/or agreements, items A and B, as presented:

- A. Total Education Solutions - Special Education Services
- B. Hylant Administrative Services - OSBA Insurance Program

Mrs. Thomas, yes; Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes; Dr. Christopher, abstain.

Motion carried.

APPROVAL OF CONTRACT/AGREEMENT 20-12-137

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the following contract and/or agreement, as presented:

- A. Children's Hospital Medical Center of Akron - Athletic Training Services

Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Mrs. Thomas, yes; Dr. Christopher, yes.

Motion carried.

HIGHLAND BOARD OF EDUCATION  
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7:00 PM

CONSENT AGENDA – PERSONNEL 20-12-138

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the following personnel items A through E, as presented:

A. Employment Certified Substitutes/Home Tutors – Addendum #1

Adopted the attached list of certified substitutes/home tutors for use for the 2020-2021 school year, as submitted by the ESC of Medina County.

B. Employment - Certified

Employed the following individuals, as Long Term Substitutes, for the remainder of the 2020-2021 school year, as listed:

1. Allison Chaya, Sharon Long Term Substitute Kindergarten Teacher, effective 12/7/2020
2. Brandon Day, Middle School Long Term Substitute Social Studies Teacher, effective 12/4/2020
3. Vincent Jurewicz, Sharon Long Term Substitute 2<sup>nd</sup> grade Teacher, effective 12/9/2020
4. Suzanne Milam, Middle School Long Term Substitute Math Teacher, effective 12/4/2020
5. Kaylyn Minute, Hinckley Long Term Substitute 2<sup>nd</sup> grade Teacher, effective 12/7/2020

C. Employment – Certified

Employed Giovanni LaCognata, High School Long Term Substitute Social Studies teacher, effective 12/4/2020 and ending 12/18/2020.

D. Employment - Classified

Employed Kenneth Keys, Middle School Custodian, on a one-year limited contract of employment, for the 2020-2021 school year, effective 1/4/2021.

E. Resignation – Classified

Accepted the resignation of Bailee Cook, Sharon Latchkey Assistant, effective 11/16/2020.

Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

HIGHLAND BOARD OF EDUCATION  
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7:00 PM

PERSONNEL 20-12-139

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the following personnel items, as presented:

A. Employment – Co-curricular/Supplemental – 2020-2021

It is recommended that the Board of Education employ the following individuals, on one-year limited supplemental contracts of employment, for the 2020-2021 school year, as listed:

1. Bill Haney	MS Head Wrestling Coach - 3 yrs	\$4,269.00
2. Tanner Houska	HS Asst Basketball Coach Boys - 1 yr	\$5,144.00
3. Jack Leslie	HS Asst Basketball Coach Boys - 5 yrs	\$6,458.00
4. Emily Miller	MS Choir Director - 14 yrs	\$2,955.00
5. Emily Miller	MS Drama Club Advisor	\$ 400.00
6. Colin Rininger	HS Asst Wrestling - Volunteer	N/A

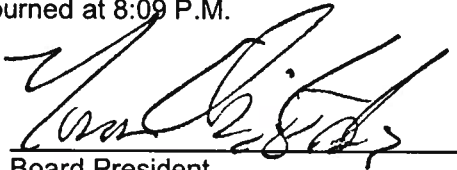
Mr. Wolny, yes; Mrs. Thomas, yes; Mr. Houska, abstain; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 8:09 P.M.

  
Board President

  
Treasurer