

HIGHLAND BOARD OF EDUCATION
Organizational Meeting – Regular Meeting
January 11, 2021
High School Media Center
6:00 PM



BOARD OF EDUCATION
Dr. Norman Christopher – President
Mrs. Diane Thomas– Vice President
Mr. Mike Houska – Member
Mr. Robert Kelly – Member
Mr. Chris Wolny – Member

Mrs. Catherine Aukerman – Superintendent
Mr. Neil W. Barnes – Treasurer

HIGHLAND BOARD OF EDUCATION
ORGANIZATIONAL MEETING
JANUARY 11, 2021
HIGH SCHOOL MEDIA CENTER
6:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or delegation representatives.

- I. Call to Order and Roll Call by the President Pro Tempore
- II. Pledge of Allegiance
- III. Nomination and Election of Officers
 - A. President pro-tempore accepts nominations for Board President, closes nominations, and takes a roll call vote to elect Board President.

I, _____, wish to nominate _____
as President of the Highland Local School District Board of Education for the 2021 calendar year.

Moved by _____, seconded by _____
to close nominations and vote to elect the Board President.

The Highland Local School District Board President is _____.
 - B. The President pro-tempore accepts nominations for Board Vice-President, closes nominations, and takes a roll call vote to elect Board Vice-President.

I, _____, wish to nominate _____
as Vice-President of the Highland Local School District Board of Education for the 2021 calendar year.

Moved by _____, seconded by _____
to close nominations and vote to elect the Board Vice-President.

The Highland Local School District Board Vice-President is _____.
 - C. Appoint member to serve as OSBA Legislative Liaison for 2021
 - D. Appoint member to serve as OSBA Student Achievement Liaison for 2021
 - E. Appoint member to serve as Board Liaison to the Highland Foundation

IV. Appointment of Legal Counsel for the ensuing school year

It is recommended that the Board of Education appoint the following Legal Counsel for the ensuing school year:

- A. Peters Kalail & Markakis Co., L.P.A.
- B. McGown & Markling Co., L.P.A.
- C. Scott Scriven, LLP
- D. Squire Patton Boggs, LLP
- E. Ennis Britton Co., LPA
- F. Sonkin & Koberna, LLC
- G. Pepple & Waggoner, Ltd.

V. Establish Meeting Dates/Sites

The Board needs to establish a date, time and place for regular monthly meetings.

The following schedule is suggested:

Monday	February 22	HHS	7:00 PM
Monday	March 15	HHS	7:00 PM
Monday	April 19	HHS	7:00 PM
Monday	May 17	HHS	7:00 PM
Monday	June 28	HHS	7:00 PM
Monday	July 19	HHS	7:00 PM
Monday	August 16	HHS	7:00 PM
Monday	September 20	HHS	7:00 PM
Monday	October 18	HHS	7:00 PM
Monday	November 15	HHS	7:00 PM
Monday	December 13	HHS	7:00 PM

** Please Note: The January Organizational and Regular Meeting for 2022 is tentatively scheduled for Monday, January 10, 2022.

It is recommended that the Board of Education approve the suggested schedule for calendar year 2021.

VI. Federal Programs

The Highland Board of Education will participate in all applicable Federal Programs for FY22. It is recommended that the Superintendent be the authorized representative for all federal programs and grants, and is authorized to appoint designees to represent Highland for FY22.

VII. Authorization to Apply for Tax Advancements

It is recommended that the Treasurer be authorized to apply to the Medina County Auditor for tax advancements as available throughout Calendar Year 2021.

VIII. Public Records Training

It is recommended that the Treasurer be appointed to serve as the designee of the members of the Board of Education for Public Records Training as required by law.

IX. Service Fund

It is recommended that the Board of Education establish a Service Fund in accordance with ORC 3315.15.

X. Recognition of District Support Organizations

It is recommended that the Highland 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

XI. Adjourn

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
JANUARY 11, 2021
HIGH SCHOOL MEDIA CENTER
6:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - February 22, 2021 - High School Media Center - 7:00 PM
- III. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- IV. Report of the Treasurer

A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on December 14, 2020 and the Special Meeting held on December 18, 2020, as presented.

B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the December 2020 Financial Reports, as presented.

C. Approval of Tax Budget

It is recommended that the Board of Education approve the Fiscal Year 2022 Alternative Tax Budget, as presented.

D. Approval of Resolution to Proceed - Substitute Tax Levy

It is recommended that the Board of Education approve the resolution determining to proceed with the submission to the electors of the Highland Local School District the question of a substitute tax levy pursuant to Section 5705.199 of the Revised Code, as presented.

- V. Board Members' Agenda Items
- VI. Hearing of Individuals and/or Delegation Representatives
- VII. Old Business
- VIII. New Business

Highland Board of Education - Agenda
January 11, 2021

IX. Superintendent's Agenda

- A. School Board Recognition Month
- B. Payment in Lieu of Transportation - Addendum # I

It is recommended that the Board of Education approve the Payment in Lieu of Transportation Resolution, as presented.

- C. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
Highland Local Schools	Highland Athletic Facilities Association	Athletic Complex Project/\$70,000.00

- D. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

Middle School

East Gym - 12/22/20, 12/28/20, 12/29/20, 7:45 AM - 10:25 AM - 12/23/20, 12/30/20, 7:45 AM - 2:00 PM - 12/21/20 - 7:45 AM - 10:25 AM and 12:45 PM - 2:00 PM - RAH Youth Boys and Girls Basketball, Jason Robertson

Granger Elementary

Gym - 12/22/20, 12/23/20, 12/28/20, 12/29/20, 12/30/20 - 6:15 PM - 9:00 PM - RAH Youth Boys and Girls Basketball, Jason Robertson

CONSENT AGENDA – CONTRACTS/AGREEMENTS

It is recommended that the Board of Education approve the following contracts and/or agreements A through D, as presented:

- A. College Credit Plus Agreement with Kent State University
- B. Medina County Board of Developmental Disabilities Contract
- C. OSBA Legal Assistance Fund Agreement
- D. OSBA Annual Membership Agreement

Highland Board of Education - Agenda
January 11, 2021

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through B, as presented:

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

It is recommended that the Board of Education adopt 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 – 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. Josh Arbour	MS Asst Track Coach - 3 yrs.	\$3,393.00
2. Kim Clendaniel	MS Head Track Coach Girls - 5 yrs	\$5,144.00
3. Rob Gilbert	MS Head Track Coach Boys - 7 yrs	\$5,144.00
4. Logan Gresock	MS Asst Wrestling Coach - 0 yrs	\$2,955.00
5. Devan Lippincott	HS Asst Track Coach Boys - 17 yrs	\$6,458.00
6. Andrew Lynden	HS Asst Track Coach Girls - 19 yrs	\$6,458.00
7. Martin Ryan	HS Asst Track Coach Girls - 27 yrs	\$6,458.00
8. Mike Weyand	HS Asst Baseball Coach - 14 yrs	\$6,458.00

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

X. Adjourn

HIGHLAND BOARD OF EDUCATION
SPECIAL MEETING
FEBRUARY 8, 2021
HIGHLAND HIGH SCHOOL MEDIA CENTER
5:00 P.M.

AGENDA

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting – February 22, 2021 – High School Media Center – 7:00 PM
- III. Pledge of Allegiance
- IV. Report of the Treasurer

A. Approval of Construction Project Lease Agreements

It is recommended that the Board of Education approve the resolution approving and authorizing a ground lease, lease-purchase agreement and related documents providing for the construction, enlarging or other improvement, furnishing and equipping and the lease and eventual acquisition of facilities and improvements to facilities for school district purposes, including constructing, furnishing and equipping of Sharon Elementary school facilities, together with necessary improvements to its site, appurtenances and work incidental thereto; and authorizing and approving other related matters, as presented.

B. Approval of Sale of Barns

It is recommended that the Board of Education approve the resolution declaring that barns located on land owned by the Board of Education are not needed for any school purpose and authorizing the sale of the barns by public auction, as presented.

- V. Adjourn

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
FEBRUARY 22, 2021
HIGH SCHOOL MEDIA CENTER
7:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - March 15, 2021 - High School Media Center - 7:00 PM
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer
 - A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Organizational and Regular Meetings held on January 11, 2021, and the minutes of the Special Meeting held on February 8, 2021, as presented.
 - B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the January 2021 Financial Reports, as presented.
 - C. Approval of Building Project Technology Specifications/Authorization to Bid

It is recommended 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.
- VI. Board Members' Agenda Items
- VII. Hearing of Individuals and/or Delegation Representatives
- VIII. Old Business
- IX. New Business

Highland Board of Education - Agenda
February 22, 2021

X. Superintendent's Agenda

A. Adoption of Academic School Calendars for 2021-2022 and 2022-2023

It is recommended that the Board of Education approve the Academic School Calendars for 2021-2022 and 2022-2023, as presented in Addendum #1.

[Note: The 2021-2022 calendar reflects school beginning after Labor Day in order to accommodate the construction of the new elementary schools and renovations to Highland Middle School.]

B. Educator Evaluations – 2020-2021

It is recommended that the Board of Education declare that it is both impossible and impractical to complete the full evaluation cycle for educators due to the COVID-19 pandemic and approve the COVID-19 evaluation exemption that is afforded in Ohio's Evaluation System for the 2020-2021 school year.

C. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
Highland Schools	Medina County Schools' Crisis Response Team	\$375.00 for Crisis Supplies
HS Boys Golf	Various Parent Donations	\$3,950.00
HS Girls Golf	Various Parent Donations	\$3,950.00
HS Boys/Girls Golf	Burt Keiper	\$ 100.00
HS Girls Soccer	Various Parent Donations	\$2,890.00

D. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

High School

Soccer Field - Tuesday and Thursday 3/2/2021 - 5/13/2021 - 5:30 - 7:30 PM -
Highland Youth Lacrosse - Mark Przybysz

Highland Board of Education - Agenda
February 22, 2021

Middle School

East Gym - 2/23/2021, 2/24/2021, 2/25/2021 - 5:30 - 6:45 PM, Tuesday,
Wednesday, Thursday 3/2/2021-3/11/2021 - 6:00 - 7:15 PM - Highland Youth Rugby
- David Zeleznak

East Gym - Mondays 3/1/2021 - 3/29/2021 - 6:00 - 8:00 PM, Highland Lacrosse
Club - Mark Przybysz

Pit Practice Field - Tuesday, Wednesday, Thursday 3/16/2021-5/20/2021 - 6:00 -
7:15 PM - Highland Youth Rugby - David Zeleznak

CONSENT AGENDA – CONTRACTS/AGREEMENTS

It is recommended that the Board of Education approve the following contracts and/or agreements A through E, as presented:

- A. College Credit Plus Agreement with Stark State College
- B. College Credit Plus Memorandum of Understanding with the University of Akron
- C. Rea & Associates Medicaid School Program Agency Cost Report Agreement
- D. SchoolPointe Website Contract
- E. Yankel & Associates, Inc. Electric Audit Project Agreement

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through H, as presented:

- A. Employment Certified Substitutes/Home Tutors – Addendum # II

It is recommended that the Board of Education adopt 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

It is recommended that the Board of Education approve the supplemental payments for VLA instruction for the first semester of the 2020-2021 school year, as listed:

1. Kristine Chierici	Anatomy/Physiology	\$ 150.00
2. Ty Damon	Algebra II	\$ 200.00
3. Andrew Dutt	EVS, AP EVS	\$ 550.00
4. Mike Gibbons	Lifetime Fitness	\$ 550.00
5. Richard Holland	Comp Apps, AP Comp Sci, Comp Sci	\$ 400.00
6. Andrew Hoslar	Honors Physics	\$ 300.00

Highland Board of Education - Agenda
February 22, 2021

7. Kelly Lane	Latin 1 & 2	\$ 750.00
8. Devan Lippincott	AP Bio	\$ 200.00
9. Andrew Lynden	Soc, AP Psych, Gov, AP Gov	\$4,150.00
10. Patrick Martin	Chem, Physics	\$1,100.00
11. Tina McKeen	Spanish	\$1,150.00
12. Mandi Myser	Healthy Living	\$ 600.00
13. Mike Nettling	Intro to Finance, Current Issues	\$1,000.00
14. Danielle Sampliner	Bio, Honors Bio	\$ 100.00
15. Yang Zhang	Mandarin 1 & 2	\$ 650.00

C. Maternity Leave - Certified

It is recommended that the Board of Education approve the Maternity Leave Request of Rachel Andexler, Sharon Elementary 1st Grade Teacher, with an anticipated effective date of 4/19/2021 and an anticipated return date of 6/18/2021.

D. Maternity Leave - Certified

It is recommended that the Board of Education approve the Maternity Leave Request of Danielle Sampliner, High School Science Teacher, effective for the 2021-2022 school year, with an anticipated return at the start of the 2022-2023 school year.

E. Revision in Maternity Leave - Certified

It is recommended that the Board of Education approve a revision in the Maternity/Family Medical Leave Request of Audrey Hinneberg, High School Social Studies Teacher, to extend her anticipated return date to 4/19/2021.

F. Employment - Classified

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

1. Charles Hawsman, Bus Driver, effective 2/1/2021
2. Margo McGrath, Bus Driver, effective 2/1/2021

G. Resignation - Classified

It is recommended that the Board of Education accept the resignation of Mikayla Brown, Granger PM Latchkey Aide, effective 2/26/2021.

Highland Board of Education - Agenda
February 22, 2021

H. 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. Brent Belsole	HS Head Softball Coach - 6 yrs	\$6,896.00
2. Bob Berry	HS Asst Track Coach Boys - 31 yrs	\$6,458.00
3. John Collis	HS Asst Swim Club Coach - 0 yrs	\$4,707.00
4. Brendan Dade	MS Asst Track Coach Boys - 2 yrs	\$2,955.00
5. Jay Grissom	HS Head Baseball Coach - 13 yrs	\$7,333.00
6. Robert Hardgrove	HS Asst Baseball Coach - 3 yrs	\$5,144.00
7. John Hopkins	HS Asst Track Coach Girls - 14 yrs	\$6,458.00
8. Colleen Hyland	Mentor Teacher - 9 yrs	\$5,582.00
9. Emily Kaplack	Mentor Teacher - 2 yrs	\$4,269.00
10. Paul Lushes	HS Head Track Coach Girls - 24 yrs	\$7,333.00
11. Paul Lushes	HS Asst Track Coach - Indoor - Volunteer	N/A
12. Dennis Matson	HS Asst Softball Coach - 10 yrs	\$6,458.00
13. Dave Parry	HS Asst Track Coach Boys - 15 yrs	\$6,458.00
14. Jeremie Pesek	Mentor Teacher - 5 yrs	\$5,582.00
15. Holly Phillips	HS Asst Softball Coach - 4 yrs	\$5,144.00
16. Andy Pohlmeier	Diving Coach - Volunteer	N/A
17. Ben Stobbs	HS Asst Baseball Coach ½ Stipend - 18 yrs	\$3,229.00
18. Josh Victor	HS Head Track Coach Boys - 28 yrs	\$7,333.00
19. Bernadette Yu	Mentor Teacher - 1 yr	\$4,269.00

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

X. Adjourn

HIGHLAND BOARD OF EDUCATION
Regular Meeting
March 15, 2021
High School Media Center
7:00 PM



BOARD OF EDUCATION
Dr. Norman Christopher – President
Mrs. Diane Thomas – Vice – President
Mr. Mike Houska – Member
Mr. Robert Kelly – Member
Mr. Chris Wolny – Member

Mrs. Catherine Aukerman – Superintendent
Mr. Neil W. Barnes – Treasurer

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
MARCH 15, 2021
HIGH SCHOOL MEDIA CENTER
7:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - April 19, 2021 - High School Media Center - 7:00 PM
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer
 - A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on February 22, 2021, as presented.
 - B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the February 2021 Financial Reports, as presented.
 - C. Acceptance of 2022 Tax Rates and Amounts

It is recommended 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 # I.
- VI. Board Members' Agenda Items
- VII. Hearing of Individuals and/or Delegation Representatives
- VIII. Old Business
- IX. New Business

Highland Board of Education - Agenda
March 15, 2021

X. Superintendent's Agenda

- A. Superintendent's Update
- B. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
HS Girls Golf	Various Parent Donations	\$1,105.00
Granger Elementary	Granger PTO	\$3,025.06/classroom supplies

- C. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

High School

Aux Gym - Tuesdays 3/9/2021 - 4/27/2021 - 6:00-9:00 PM and Thursdays 3/11/2021, 3/18/2021 - 7:15-9:00 PM and 3/25/2021 - 4/29/2021 - 6:00-8:00 PM - RAH Travel SB Practice - Mike Oyler

Middle School

East Gym - 3/3/2021, 3/10/2021 - 7:15-8:30 PM, 3/17/2021, 3/24/2021 - 6:00-8:00 PM - Highland 13u Travel Baseball - Keith Richnafsky

East Gym - Thursdays 3/4/2021 - 3/25/2021 - 7:15-9:00 PM - Hrics 12u Softball - Paul Hrics

East Gym - Tuesdays 3/2/2021 - 3/23/2021 and 4/6/2021 - 4/27/2021 - 7:30-9:00 PM - Highland 12U Travel Baseball - RAH

Granger Elementary

Soccer Field - Tuesdays 6/8/2021 - 7/13/2021 - 5:30-7:30 PM - Hummingbird Soccer - Mary Fran Kudla

Sharon Elementary

Parking Lot - 6/12/2021 - all day - Sharon Showcase - Julie Spaitte

Fees Not Waived

High School

Aux Gym - 3/6/2021 - 8:00-11:30 AM - RAH Minor and G League Evaluations - Taylor Speier

Aux Gym - 3/20/2021 - 9:00-11:00 AM - Tball Coaches Clinic - Taylor Speier

Aux Gym - 3/27/2021 - 10:00 AM-12:00 PM - RAH Coaches Clinic - Mike Oyler

Highland Board of Education - Agenda
March 15, 2021

Aux Gym - 3/27/2021 - 12:00-4:00 PM - RAH SB Skills Clinic - Mike Oyler

Track and Stadium - 4/6/2021, 4/14/2021, 4/21/2021 - 5:00-7:00 PM, 4/10/2021 & 5/1/2021 - 10:00 AM-1:00 PM, 4/20/2021 - 6:30-8:00 PM, 4/25/2021 - 10:00 AM-1:00 PM - HLC Game - Mark Przybysz

Soccer Field - 4/14/2021, 4/21/2021, 4/28/2021 - 5:00-7:30 PM, 4/25/2021 - 11:00 AM-1:00 PM, 5/1/2021 - 12:00-1:30 PM - HLC Game - Mark Przybysz

CONSENT AGENDA – CONTRACTS/AGREEMENTS

It is recommended that the Board of Education approve the following contracts and/or agreements A through B, as presented:

- A. College Credit Plus Memorandum of Understanding with Cuyahoga Community College District
- B. Envirosapes Lawn Care Agreement

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through F, as presented:

- A. Employment Certified Substitutes/Home Tutors – Addendum # II

It is recommended that the Board of Education adopt 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

It is recommended that the Board of Education approve the Maternity Leave Request of Maribeth Herrilko, Middle School Science Teacher, effective 9/1/2021 with an anticipated return date of 1/3/2022.

- C. Maternity Leave - Certified

It is recommended that the Board of Education approve the Maternity Leave Request of Allison Heckman, VLA First Grade Teacher, effective 5/31/2021 with an anticipated return date of 11/29/2021.

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

1. Grace Bazan, Hinckley PM Latchkey Aide, effective 4/12/2021
2. Kristina Nemes - Granger PM Latchkey Aide, effective 3/15/2021

Highland Board of Education - Agenda
March 15, 2021

E. 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. Mary Becker	MS Asst Track Coach Boys & Girls - 0 yrs	\$2,955.00
2. Jonathan Brunty	HS Asst Baseball Coach - 0 yrs	\$4,707.00
3. Greg Curtis	MS Asst Track Coach Girls - Volunteer	N/A
4. Aric Frieschlog	HS Head Lacrosse Coach - 0 yrs	\$2,080.00
5. Mitchell Ganuelas	HS Asst Lacrosse Coach Boys - Volunteer	N/A
6. Mariana Hardy	HS Drama Director/Spring - 9 yrs	\$4,269.00
7. Nate Howard	MS Asst Track Coach Girls - 11 yrs	\$4,707.00
8. Julie Malone	HS Asst Musical Production - 4 yrs	\$2,517.00
9. Emily Miller	HS Musical Production Director - 16 yrs	\$6,020.00
10. Bryan Mravec	HS Asst Musical Production - 13 yrs	\$3,393.00
11. Connor Panovich	HS Asst Lacrosse Coach Boys - Volunteer	N/A
12. Tim Snook	MS Asst Track Coach Boys & Girls - 11 yrs	\$4,707.00

F. Resignation - Supplemental Contract

It is recommended that the Board of Education accept the resignation of Josh Arbour, Middle School Asst Track Coach, effective 2/22/2021.

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

XI. Executive Session

To consider the employment of a public employee.

XII. Adjourn

HIGHLAND BOARD OF EDUCATION
Regular Meeting
April 19, 2021
High School Media Center
7:00 PM



BOARD OF EDUCATION
Dr. Norman Christopher – President
Mrs. Diane Thomas – Vice – President
Mr. Mike Houska – Member
Mr. Robert Kelly – Member
Mr. Chris Wolny – Member

Mrs. Catherine Aukerman – Superintendent
Mr. Neil W. Barnes – Treasurer

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
APRIL 19, 2021
HIGH SCHOOL MEDIA CENTER
7:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - May 17, 2021 - High School Media Center - 7:00 PM
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer
 - A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on March 15, 2021, as presented.
 - B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the March 2021 Financial Reports, as presented.
 - C. Approval of Fiscal Year 2021 Amended Appropriations

It is recommended that the Board of Education approve the Fiscal Year 2021 Amended Appropriations, as presented in Addendum # I.
 - D. Approval of Guaranteed Maximum Price Amendments

It is recommended that the Board of Education approve the Guaranteed Maximum Price Amendments for Elementary Playgrounds and Middle School Roofing and Lighting, as presented.
 - E. Approval of Resolution to Submit Levy

It is recommended that the Board of Education approve the 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.

Highland Board of Education - Agenda
April 19, 2021

- VI. Board Members' Agenda Items
- VII. Hearing of Individuals and/or Delegation Representatives
- VIII. Old Business
- IX. New Business
- X. Superintendent's Agenda
 - A. Superintendent's Update
 - B. Construction Project Update - GPD and Hammond Construction
 - C. Proposals for Graduation and Prom 2021 - Carrie Knapp
 - D. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
Hinckley Elementary	Coca-Cola Give	\$26.41
Highland Middle School	University of Michigan	\$1000.00

- E. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

High School

Wrestling Room - 3/17/2021, 3/18/2021, 3/23/2021, 3/24/2021, 3/25/2021 -
6:15-8:00 PM - Youth Wrestling - Jim Scavuzzo

Aux Gym - 3/13/2021 - 10:30 AM-12:15 PM, Wednesdays 3/24/2021-4/28/2021 -
6:15-8:00 PM - Ciocca 10u Softball - Jason Ciocca

Aux Gym - 3/15/2021, Mondays 4/5/2021-4/26/2021 - 7:00-9:00 PM, 3/24/2021 -
8:00-9:00 PM - Martin 14u Softball - Rick Martin

Aux Gym - 3/20/2021 - 11:00 AM-1:00 PM, 3/22/2021 - 7:00-8:45 PM - 14U Elite
Team Practice - Jeff Witschey

Aux Gym - Fridays 5/7/2021 - 5/28/2021 - 5:30-7:30 PM - RAH Youth Basketball -
Jason Robertson

Stadium/Field - 4/25/2021, 5/2/2021 - 12:00-7:30 PM - Highland Youth Soccer -
Joey Clark

Highland Board of Education - Agenda
April 19, 2021

Middle School

East Gym - 4/7/2021, 4/14/2021, 4/21/2021 - 6:00-8:00 PM - Highland 13u Travel Baseball - Keith Richnafsky

East Gym - 4/16/2021, 4/23/2021 - 6:00-8:00 PM - Hrics 12U Softball - Paul Hrics

Granger Elementary

Gym - 3/12/2021, 3/19/2021, 3/26/2021, 4/16/2021 - 5:30-7:00 PM - Youth Basketball - Jason Robertson

Hinckley Elementary

Gym - 3/15/2021 - 7:15-9:00 PM - 14U Girls Softball Elite Team - Jeff Witschey

Fees Not Waived

High School

Stadium/North Gateway Tire Field - 3/21/2021 - 1:30-2:30 PM - Girls Rugby - Dave Sambor

Middle School

Track/Stadium - 4/25/2021 - 4:00-6:00 PM - Girls Rugby Match - Dave Sambor

Granger Elementary

Soccer Field - 5/26/2021 - 5:00-8:00 PM - HLC Game - Mark Przybycz

CONSENT AGENDA – CONTRACTS/AGREEMENTS

It is recommended that the Board of Education approve the following contracts and/or agreements A through D, as presented:

- A. Goodwill Vocational Services Agreement
- B. Summit Educational Service Center Audiology Services Agreement for 2020-2021
- C. Southeast Security Technology Bid Package
- D. PSI Nursing Services Agreement for 2021-2022

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through F, as presented:

- A. Employment Certified Substitutes/Home Tutors – Addendum # II

It is recommended that the Board of Education adopt the attached list of certified substitutes/home tutors for use for the 2020-2021 school year, as submitted by the ESC of Medina County.

Highland Board of Education - Agenda
April 19, 2021

B. Employment - Certified

It is recommended that the Board of Education employ the following individuals, as Long Term Substitutes, for the 2020-2021 school year, as listed:

1. Dixie Casal, VLA Long Term Substitute 3rd grade Teacher, effective 4/13/2021 through 6/18/2021
2. Dimitri Georgiadis, High School Long Term Substitute Social Studies Teacher, effective 4/12/2021 through 4/16/2021

C. Resignation - Classified

It is recommended that the Board of Education accept the resignation of Patrick Holstein, Granger Elementary Custodian, effective 4/6/2021.

D. Unpaid Medical Leave - Classified

It is recommended that the Board of Education approve the Unpaid Medical Leave request of Dave Evans, Bus Driver, for the remainder of the 2021-2022 school year.

E. Classified Substitutes – 2020-2021 School Year

It is recommended that the Board of Education employ 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

Grace Bazan

Kristina Nemes

F. 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. Kevin Hussey | National Testing Proctor | \$25.00 per hour |
| 2. Bryan Mravec | National Testing Proctor | \$25.00 per hour |
| 3. Susan Schomer | National Testing Proctor | \$25.00 per hour |

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

XI. Adjourn

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
May 17, 2021
HIGH SCHOOL MEDIA CENTER
7:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - June 28, 2021 - High School Media Center - 7:00 PM
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer

A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on April 19, 2021, and the Special Meeting held on April 26, 2021, as presented.

B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the April 2021 Financial Reports, as presented.

C. Approval of Updated Fiscal Year 2021 Five-Year Forecast

It is recommended that the Board of Education approve the updated Fiscal Year 2021 Five-Year Forecast and Assumptions for the five-year period ending June 30, 2025, as presented.

D. August 2021 Substitute Levy - Removal from Ballot

It is recommended that the Board of Education approve the resolution requesting, authorizing, and directing all County Boards of Elections to remove the question of a substitute levy from the August 3, 2021 ballot, as presented in Addendum # I.

- VI. Board Members' Agenda Items
- VII. Hearing of Individuals and/or Delegation Representatives
- VIII. Old Business
- IX. New Business

Highland Board of Education - Agenda
May 17, 2021

X. Superintendent's Agenda

- A. Superintendent's Update
- B. Trusted Learning Environment (TLE) Seal Presentation - Roger Saffle and Laurie Boedicker
- C. Adoption of High School and Middle School Handbooks for 2021-2022

It is recommended that the Board of Education adopt the High School and Middle School Handbooks for the 2021-2022 school year, as presented.

- D. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
Hinckley Elementary	Hinckley Women's Club	\$ 150.00
Hinckley Elementary	Artsonia	\$ 250.00
Highland High School	University of Michigan	\$ 1,000.00
HS Girls Soccer	National Lime and Stone	\$ 500.00
Highland Middle School	HMS PTO	\$10,000.00
Sharon Elementary	Sharon PTO	\$ 1,314.00
Highland Middle School	BoxTops	\$ 1.40

- E. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

Middle School

Track and Stadium - 4/29/2021 - 7:30-9:00 PM - Boys Rugby - Frederick Warmbrodt

Pit Practice Field - Tuesday, Wednesday, Thursday 5/11/2021 - 5/20/2021 - 6:00-7:15 PM - Youth Rugby - David Zeleznak

Fees Not Waived

High School

Wrestling Room - Thursdays 4/22/2021 - 8/12/2021 - 6:00-8:00 PM - Youth Wrestling Off-Season Practice - Jim Scavuzzo

Stadium/Field - 5/16/2021 - 2:00-3:30 PM - Girls Rugby Senior Night - Dave Sambor

Middle School

Track and Stadium - 4/25/2021 - 2:00-4:00 PM - Boys Rugby - Frederick Warmbrodt

Track and Stadium - 4/25/2021 - 4:00-6:00 PM - Girls Rugby - Dave Sambor

Highland Board of Education - Agenda
May 17, 2021

CONSENT AGENDA – CONTRACTS/AGREEMENTS

It is recommended that the Board of Education approve the following contracts and/or agreements A through I, as presented:

- A. Total Education Solutions Agreement for the 2021-2022 school year
- B. Summit Educational Service Center Audiology Services Agreement for the 2021-2022 school year
- C. OHSAA Membership Agreement
- D. LLA Therapy Agreement
- E. Educational Service Center of Medina County Summer Preschool Program Tuition Contract
- F. Educational Service Center of Medina County Summer Enrichment Program Tuition Contract
- G. Alliance for High Quality Education Membership
- H. College Now Greater Cleveland Memorandum of Understanding
- I. Public School Works Services Agreement

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through T, as presented:

- A. Employment Certified Substitutes/Home Tutors – Addendum # II

It is recommended that the Board of Education adopt 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

It is recommended that the Board of Education employ Alexa Nahra, High School Long Term Biology Teacher, for the 2021-2022 school year, effective 9/1/2021.

- C. Resignation - Certified

It is recommended that the Board of Education accept the resignation of the following individuals, as listed:

- 1. Daryn Archer, High School Counselor, effective 6/30/2021
- 2. Maria Crano, LD Resource Teacher, effective 6/18/2021
- 3. Hillary Yutzy, High School Intervention Specialist, effective 6/18/2021

Highland Board of Education - Agenda
May 17, 2021

D. Change of Status - Certified

It is recommended that the Board of Education approve a change in status for Carolyn Colbow, from Middle School Counselor, to High School Counselor, effective 8/1/2021.

E. Retirement - Classified

It is recommended that the Board of Education accept the resignation of Renay Kapusinki, Sharon Latchkey Aide, for the reason of retirement, effective 6/30/2021.

F. Change of Status - Classified

It is recommended that the Board of Education approve a change in status for Kenneth Keys, from Middle School 2nd Shift Custodian 4 hours per day, to Granger 2nd Shift Custodian 8 hours per day, effective 5/17/2021.

G. Classified Substitutes - 2020-2021 School Year

It is recommended that the Board of Education employ 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
Christine Koehler

Substitute Bus Drive
Jane Carsten
Ruth Sabol

H. Employment - Athletic Camps/Clinics

It is recommended that the Board of Education employ the following individual(s) 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 Reynolds	Tennis Camp	\$390.00
------------------	-------------	----------

I. 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. Kim Bowers	National Testing Proctor	\$ 25.00 per hour
2. Kristine Chierici	Mentor Teacher - 1 yr	\$4,269.00
3. Emma Todor	Assistant Softball Coach - Volunteer	N/A

J. Athletic Workers Pay Schedule

It is recommended that the Board of Education adopt the Athletic Workers Pay Schedule, as presented.

Highland Board of Education - Agenda
May 17, 2021

K. Employment - Extended School Year Program

It is recommended that the Board of Education employ the following individuals, on limited contracts of employment, as Summer School Instructors, on an "as needed" basis, as listed:

- | | |
|-------------------|--------------------------------------|
| 1. Linda Ginesi | 2021-2022 School Year |
| 2. Carrie Kalina | 2021-2022 School Year |
| 3. Danielle Koval | 2021-2022 School Year |
| 4. Holly Phillips | 2020-2021 and 2021-2022 School Years |

L. New Continuing Contracts - Certified - 2021-2022 School Year

It is recommended that the Board of Education grant the following employees new continuing contracts of employment, effective with the 2021-2022 school year:

- | | |
|---|----------------------------|
| 1. Katie Blower - Teacher | 4. Robert Murray - Teacher |
| 2. Connie Kurko - Intervention Specialist | 5. Mary Subtle - Tutor |
| 3. Lauren Lawson - Teacher | |

M. New One-Year Contracts - Certified 2021-2022 School Year

It is recommended that the Board of Education grant new one-year contracts of employment to the following employees, effective with the 2021-2022 school year:

- | | |
|--------------------|-------------------|
| 1. Rachel Andexler | 3. Nicole Heckman |
| 2. Jennifer Aungst | 4. Sydney Yanuzzo |

N. New Two-Year Contracts - Certified 2021-2022 School Year

It is recommended that the Board of Education grant new two-year contracts of employment to the following employees, effective with the 2021-2022 school year:

- | | |
|----------------------|------------------------|
| 1. Brittany Bosela | 11. Ashley Kwiatkowski |
| 2. Ty Damon | 12. Allison Maxymiv |
| 3. Alicia Dawson | 13. Lauren Meyers |
| 4. Hannah Everhart | 14. Holly Phillips |
| 5. Andy Gopp | 15. Nathan Rudolph |
| 6. Allison Heckman | 16. Lisa Scherler |
| 7. Chris Hershberger | 17. Laura Stoner |
| 8. Rick Holland | 18. Patricia Wise |
| 9. Nicole Kochis | 19. Shea Woods |
| 10. Danielle Koval | |

O. Extended Time Contracts - Certified 2021-2022 School Year

It is recommended that the Board of Education grant supplemental extended time contracts for the 2021-2022 school year, on a per diem basis, for the following employees, as listed:

Highland Board of Education - Agenda
May 17, 2021

- | | |
|------------------------------|------------------------------|
| 1. James Addington - 20 days | 5. Bethany Kennedy - 10 days |
| 2. Sara Atkins - 10 days | 6. Debra Mazur - 10 days |
| 3. Carolyn Colbow - 20 days | 7. Donna Scranton - 10 days |
| 4. Robert Gilbert - 20 days | |

P. Administrative Contracts of Employment - 2021-2022 School Year

It is recommended that the Board of Education grant the following Administrators new contracts of employment, effective August 1, 2021:

1. Joshua Backo - High School Assistant Principal
2. Tod Davis - Maintenance Supervisor
3. Francis Lawrence - Transportation Supervisor
4. Nicholas Ranallo - Athletic Director

Q. Extended Time Contract - Administration

It is recommended that the Board of Education grant a ten (10) day supplemental extended time contract for Evelyn Makarek, Director of Food Services, for the 2021-2022 school year.

R. New One-Year Contracts - Classified 2021-2022 School Year

It is recommended that the Board of Education grant a one-year contract of employment to Tina Castelli, Special Education Aide, effective with the 2021-2022 school year.

S. New Two-Year Contracts - Classified 2021-2022 School Year

It is recommended that the Board of Education grant new two-year contracts of employment to the following employees, effective with the 2021-2022 school year:

- | | |
|------------------------------------|--|
| 1. Carl Ashley - Bus Driver | 21. Zivka Keiper - Cook |
| 2. Marie Baker - Sp. Ed. Aide | 22. Kenneth Keys - Custodian |
| 3. Grace Bazan - Latchkey | 23. Margo McGrath - Bus Driver |
| 4. Teresa Bertram - Sp. Ed. Aide | 24. Kelly Milliron - Sp. Ed. Aide |
| 5. Sheri Bickerton - Cook | 25. Ken Moehring - Bus Driver |
| 6. Lisa Bogdanski - Aide | 26. Jessica Mullett - Bus Driver |
| 7. Kellie Budi - Aide | 27. Duncan Munro - Bus Driver |
| 8. Kevin Cybulski - Custodian | 28. Kristina Nemes - Latchkey |
| 9. Brandon Day - Sp. Ed. Aide | 29. Patricia Noonan - Sp. Ed. Aide |
| 10. Emily Forster - Latchkey | 30. Debra Pavlock - Cook |
| 11. Mary Gavrilovic - Bus Driver | 31. Michele Phillips - Aide |
| 12. Robert Harmon - Custodian | 32. Dan Quallich - Custodian |
| 13. Branden Hartshorn - Bus Driver | 33. Sarah Russell - Aide |
| 14. Charles Hawsman - Bus Driver | 34. Lisa Savoia - Cook |
| 15. Robin Hawsman - Bus Driver | 35. Denise Shearer - Secretary |
| 16. Tammy Heaton - Sp. Ed. Aide | 36. Greg Stegeman - Bus Driver |
| 17. Sheila Hemming - Secretary | 37. Luke Wagner - Sp. Ed. Aide |
| 18. Wendy Howman - Cook | 38. Anthony Weinschreider - Bus Driver |
| 19. Cassandra Jirous - Latchkey | 39. Bernard Wodzisz - Building Mgr. |
| 20. Jamie Kavedzic - Bus Driver | 40. Jill Zeiger - Sp. Ed. Aide |

Highland Board of Education - Agenda
May 17, 2021

T. New Two-Year Contracts - Exempt 2021-2022 School Year

It is recommended that the Board of Education grant new two-year contracts of employment to the following employees, effective July 1, 2021:

1. Laura Denomme
2. Gary Shaw

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

XI. Adjourn

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
June 28, 2021
HIGH SCHOOL MEDIA CENTER
7:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - July 19, 2021 - High School Media Center - 7:00 PM
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer

A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on May 17, 2021, as presented.

B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the May 2021 Financial Reports, as presented.

C. Approval of Fiscal Year 2021 Final Amended Appropriations

It is recommended that the Board of Education approve the Fiscal Year 2021 Final Amended Appropriations, as presented.

D. Approval of Fund Transfers

It is recommended that the Board of Education approve the following fund transfers:

<u>From</u>	<u>To</u>	<u>Amount</u>
General Fund (001)	Athletics (300)	\$60,000.00

Reason: To eliminate the deficit fund balance created by significantly reduced gate receipts during the pandemic.

Highland Board of Education - Agenda
June 28, 2021

OHSAA (022)	Athletics (300)	\$5,130.00
-------------	-----------------	------------

Reason: To liquidate the OHSAA holding fund and reimburse the Athletic Department for tournament related expenses.

E. Approval of Fund Advances

It is recommended 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)	School Psych Grant (499)	\$10,000.00
General Fund (001)	IDEA Part B (516)	\$10,000.00
General Fund (001)	Title III LEP (551)	\$5,000.00

F. Approval of 2021-2022 Petty Cash/Change Accounts

It is recommended that the Board of Education approve the 2021-2022 Petty Cash/Change Accounts, as presented in Addendum # I.

G. Approval of Fiscal Procedures

It is recommended that the Board of Education approve the Resolution regarding Fiscal Procedures, as presented in Addendum # II.

H. Approval of Fiscal Year 2022 Temporary Appropriations

It is recommended that the Board of Education approve the Temporary Appropriations for Fiscal Year 2022, as presented.

VI. Board Members' Agenda Items

VII. Hearing of Individuals and/or Delegation Representatives

VIII. Old Business

IX. New Business

X. Superintendent's Agenda

A. Highland Local Schools Music Textbook Adoption 2021-2022

It is recommended that the Board of Education approve the Highland Local Schools Music textbooks, as presented.

Highland Board of Education - Agenda
June 28, 2021

- B. Certification of Standards Governing Types of Foods and Beverages Sold on School Premises

It is recommended 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.]

- C. Adoption of High School and Middle School Fees for 2021-2022

It is recommended that the Board of Education adopt the High School and Middle School Fees for the 2021-2022 school year, as presented.

- D. Transportation Reimbursement Resolution for 2021-2022

It is recommended that a contract be entered into with those parents/guardians/custodians of pupils for whom local transportation is impractical and through which a payment in lieu of transportation reimbursement is provided, pursuant to ORC 3327. Such reimbursement shall be \$250.00 per student, per school year, unless otherwise specified.

- E. Payment in Lieu of Transportation - Addendum # III

It is recommended that the Board of Education approve the Payment in Lieu of Transportation Resolution, as presented.

- F. Highland Athletic Boosters 2021-2022 Season Passes and Banner Sponsorship

It is recommended that the Board of Education approve the Highland Athletic Boosters 2021-2022 Season Passes and Banner Sponsorship Programs, as presented.

- G. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

TO	FROM	ITEM/DESCRIPTION
HS Football Program	Eugene & Judith Smith	\$ 100.00
HS Football Program	Horst & Maria Kreuzer	\$ 100.00
HS Football Program	Lorraine Klaus	\$ 150.00
HS Football Program	Anonymous	\$ 20.00
HS Senior Picnic	North Gateway Tire	\$2,000.00
HS Girls Soccer Program	Nicholas Gargano	\$2,000.00
Highland Middle School	Coca-Cola Give	\$ 55.45

Highland Board of Education - Agenda
June 28, 2021

H. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

Granger Elementary

Varsity Softball Field - 5/25, 5/27, 5/28, 6/3, 6/7, 6/8, 6/10, 6/14, 6/15, 6/21, 6/24, 6/28, 7/2, 7/6, 7/9, 7/20, 7/23/2021 - 6:30-8:30 PM - RAH Softball - Mike Oyler

Varsity Softball Field - 6/5/2021, 6/26/2021 - 2:00-4:00 PM - RAH Softball - Mike Oyler

Varsity Softball Field - 6/22/2021 - 6:00-8:00 PM - 10U Travel Softball - Jason Ciocca

Varsity Baseball Field - 6/8, 6/10, 6/14, 6/23, 6/28, 7/8, 7/15/2021 - 6:00-8:00 PM - RAH Baseball - Taylor Speier

Varsity Baseball Field - 6/19/2021, 7/10/2021 - 12:00-2:00 PM - RAH Baseball - Taylor Speier

Soccer Field - 5/29, 6/1, 6/3, 6/5, 6/9, 6/10/2021 - 5:30-7:30 PM - HLC Practice - Nick Lever

Soccer Field - Tuesdays 6/8/2021 - 7/20/2021 - 5:30-7:30 PM - Hummingbird Soccer - Mary Fran Kudla

CONSENT AGENDA – CONTRACTS/AGREEMENTS

It is recommended that the Board of Education approve the following contracts and/or agreements A through P, as presented:

- A. Goodwill Vocational Services Addendum to 2020-2021 Contract
- B. STEPS Education Group Agreement 2021-2022
- C. PEP One-on-One Aide/Interpreter Services Contract
- D. Educational Service Center of Northeast Ohio Admission of Tuition Pupils Agreement 2021-2022
- E. KidsLink School, LLC (4) Student Agreements 2021-2022
- F. Medina County Board of Developmental Disabilities 2021-2022 Contract
- G. The University of Akron College Credit Plus Memorandum of Understanding for the 2021-2022 School Year
- H. Mileage Expense Reimbursement Agreement for 2021-2022

Highland Board of Education - Agenda
June 28, 2021

- I. Nursing Services Agreement with Lynn Mazur
- J. Hometown Ticketing Software Service Agreement
- K. Evolve Academy Agreement with the Medina City School District for 2021-2022
- L. Medina County Juvenile Detention Center Agreement with the Medina City School District for 2021-2022
- M. Beyond Words Service Agreement 2021-2022
- N. Interim Healthcare of Akron Service Agreement 2021-2022
- O. Altimate Care LLC Service Agreement 2021-2022
- P. Educational Service Center of Medina County Service Agreement 2021-2022

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through P, as presented:

A. Employment - Administration

It is recommended that the Board of Education employ Beth Hall, Sharon Elementary Assistant Principal, on a limited contract of employment, beginning August 1, 2021.

B. Employment - Certified

It is recommended that the Board of Education employ the following individuals, on one-year limited contracts of employment for the 2021-2022 school year as listed:

1. Kristin Cehlar, Middle School Intervention Specialist, effective 9/1/2021
2. Haley Collis, High School Intervention Specialist, effective 9/1/2021
3. Stephanie DelRoso, High School Intervention Specialist, effective 9/1/2021
4. Samantha Demmerley, Sharon Intervention Specialist, effective 9/1/2021
5. Annemarie Guta, Sharon 2nd Grade Teacher, effective 9/1/2021
6. Julianna Hamad, High School Counselor, effective 8/1/2021
7. Cassandra Jirous, Granger Art Teacher, effective 9/1/2021
8. Britney Raies, Middle School Counselor, effective 8/1/2021
9. Kaitlyn Robinson, Hinckley Kindergarten Teacher, effective 9/1/2021
10. Colleen Ross, High School Math Teacher, effective 9/1/2021
11. Alexis Sopata, Sharon 1st Grade Teacher, effective 9/1/2021
12. Kasey Williams, Granger Kindergarten Teacher, effective 9/1/2021

Highland Board of Education - Agenda
June 28, 2021

C. Employment - Certified

It is recommended that the Board of Education employ Ashley Staats, Middle School Long Term Substitute Counselor, for the 2020-2021 school year, effective 5/27/2021 through 6/17/2021.

D. Resignation - Certified

It is recommended that the Board of Education accept the resignation of Kathryn Medley, Sharon Elementary 1st Grade Teacher, effective 6/18/2021.

E. Extended Time Contracts - Certified 2021-2022 School Year

It is recommended that the Board of Education grant supplemental extended time contracts for the 2021-2022 school year, on a per diem basis, for the following employees, as listed:

1. Julianna Hamad - 20 days
2. Britney Raies - 20 days

F. Employment - Summer Tutors

It is recommended that the Board of Education employ the following individuals as Summer Tutors for 2021, as listed:

- | | |
|------------------|--------------------|
| 1. Brendan Dade | 4. Deborah Patonai |
| 2. Violet Frye | 5. Samantha Taylor |
| 3. Gina Miyamoto | |

G. Employment - Classified

It is recommended that the Board of Education employ the following individuals, on one-year limited contracts of employment for the 2021-2022 school year as listed:

1. Laura Keeling, Hinckley Aide, effective 9/7/2021
2. Brent Myers, High School 3rd Shift Custodian, effective 6/14/2021

H. Resignation - Classified

It is recommended that the Board of Education accept the resignation of the following individuals, as listed:

1. Sherri Bickerton, Middle School Cook, effective 5/27/2021
2. Wendy Howman, High School Cook, effective 6/17/2021
2. Rachel Riha, Special Education Aide, effective 6/19/2021
3. Luke Wagner, Special Education Aide VLA, effective 6/11/2021

Highland Board of Education - Agenda
June 28, 2021

I. Retirement - Classified

It is recommended that the Board of Education accept the resignation of the following individuals for the reason of retirement, as listed:

1. Donna Hood, Hinckley Head Cook, effective 8/31/2021
2. Jacqueline Watt, Bus Driver, effective 8/31/2021

J. Change of Status - Classified

It is recommended that the Board of Education approve a change in status for the following individuals, for the 2021-2022 school year, as listed:

1. Ashley Watts, Granger Aide, from 2.5 hours to 2.25 hours per day
2. Kandice Yatsko, from Middle School Cook, to Granger Aide 5.5 hours per day, effective 9/7/2021
3. Kara DiSanza, from Granger Cook to Hinckley Head Cook 5 hours per day

K. Classified Substitute - 2020-2021 School Year

It is recommended that the Board of Education employ 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
Marie Baker

L. Resignation - Exempt

It is recommended that the Board of Education accept the resignation of Scott Brubaker, Systems Technician, effective 6/30/2021.

M. 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. Kristine Chierici	Mentor Teacher - 1 yr	\$2,955.00
2. Colleen Hyland	Mentor Teacher - 9 yrs	\$4,269.00
3. Emily Kaplack	Mentor Teacher - 2 yrs	\$2,955.00
4. Bryan Mravec	HS Asst Drama Production - 13 yrs	\$3,393.00
5. Jeremie Pesek	Mentor Teacher - 5 yrs	\$4,269.00
6. Donna Wolford	Mentor Teacher - 6 yrs	\$4,269.00
7. Bernadette Yu	Mentor Teacher - 1 yr	\$2,955.00

Highland Board of Education - Agenda
June 28, 2021

N. Employment – Co-curricular/Supplemental – 2021-2022

It is recommended that the Board of Education employ the following individuals, on one-year limited supplemental contracts of employment, for the 2021-2022 school year, as listed:

1.	Stephanie Abatangelo	HS Peer Leader Advisor - 3 yrs	\$1,687.00
2.	James Addington	Nat'l Testing Proctor	\$ 25.00 per hour
3.	James Addington	Nat'l Testing Administrator	\$ 35.00 per hour
4.	Josh Arbour	HS Asst Golf Coach Girls - 8 yrs	\$5,286.00
5.	Joshua Backo	Nat'l Testing Proctor	\$ 25.00 per hour
6.	Joshua Backo	HS Saturday Detention Monitor	\$ 25.00 per hour
7.	Mary Becker	HS Head Golf Girls ½ time - 14 yrs	\$3,767.50
8.	Lisa Bogdanski	MS After School Detention Monitor	\$ 25.00 per hour
9.	Lisa Bogdanski	Nat'l Testing Proctor	\$ 25.00 per hour
10.	Brittany Bosela	MS 8th Girls Volleyball Coach - 5 yrs	\$5,286.00
11.	Kimberly Bowers	HS Key Club Advisor - 0 yrs	\$1,687.00
12.	Kyle Brooks	Nat'l Testing Proctor	\$ 25.00 per hour
13.	Suzette Burtoft	HS Speech and Debate Coach - 15 yrs	\$7,085.00
14.	Mary Cassidy	Nat'l Testing Proctor	\$ 25.00 per hour
15.	Mary Cassidy	HS Saturday Detention Monitor	\$ 25.00 per hour
16.	Kristine Chierici	HS Science Club Advisor - 12 yrs	\$5,736.00
17.	Kristine Chierici	HS Dept. Chair - Science - 5 yrs	\$3,037.00
18.	Kristine Chierici	Nat'l Testing Proctor	\$ 25.00 per hour
19.	Kim Clendaniel	7th Grade Outdoor Education Planner	\$ 500.00
20.	Carolyn Colbow	Nat'l Testing Proctor	\$ 25.00 per hour
21.	Robb Colbrunn	HS/MS Asst Robotics Advisor - 3 yrs	\$2,587.00
22.	Greg Curtis	HS Asst Musical Production - 0 yrs	\$2,137.00
23.	Maria Davis	Sound & Lighting Tech/Student	\$ 10.00 per hour
24.	Megan Doherty	HS Nat'l Honor Society ½ time - 3 yrs	\$ 843.50
25.	Megan Doherty	HS Saturday Detention Monitor	\$ 25.00 per hour
26.	Tanya Dolata	HS Yearbook Advisor - 11 yrs	\$4,836.00
27.	Tanya Dolata	HS School Paper Advisor - 8 yrs	\$3,037.00
28.	Tanya Dolata	Nat'l Testing Proctor	\$ 25.00 per hour
29.	Emily Dunn	Sound & Lighting Tech/Student	\$ 10.00 per hour
30.	Andrew Dutt	HS Convolutions Advisor - 17 yrs	\$4,836.00
31.	Andrew Dutt	HS Head Golf Coach Boys - 13 yrs	\$7,535.00
32.	Robyn Eastman	MS Bowling Club Advisor - 8 yrs	\$1,687.00
33.	Isabella Eshleman	Sound & Lighting Tech/Student	\$ 10.00 per hour
34.	Andras Fabian	Sound & Lighting Tech/Adult	\$ 20.00 per hour
35.	Bruce Folkerth	HS Dept. Chair - English - 2 yrs	\$2,137.00
36.	Paula Fox	Nat'l Testing Proctor	\$ 25.00 per hour
37.	Charles Franchetti	6th Grade Outdoor Education Planner	\$ 500.00
38.	Rachel Gamin	HS Orchestra Director - 13 yrs	\$6,635.00
39.	Rachel Gamin	HS Asst Musical Production - 12 yrs	\$3,486.00
40.	Robert Gilbert	Nat'l Testing Proctor	\$ 25.00 per hour
41.	Robert Gilbert	Nat'l Testing Administrator	\$ 35.00 per hour
42.	Robert Gilbert	MS Head Cross Country Boys - 6 yrs	\$5,286.00
43.	Tracy Goebel	HS Convolutions Advisor - 8 yrs	\$4,386.00
44.	Tracy Goebel	Nat'l Testing Proctor	\$ 25.00 per hour
45.	Bonnie Gomez	HS Dept. Chair - Social Studies - 2 yrs	\$2,137.00
46.	Denise Grecenuk	ACT Nat'l Testing Administrator	\$ 35.00 per hour
47.	Diane Hamelic	7th Grade Outdoor Education Planner	\$ 500.00
48.	Marianna Hardy	HS Drama Director/Winter - 9 yrs	\$4,386.00

Highland Board of Education - Agenda
June 28, 2021

49. Marianna Hardy	HS Drama Director/Spring - 10 yrs	\$4,836.00
50. Marianna Hardy	Sound & Lighting Tech/Adult	\$ 20.00 per hour
51. Tanya Headrick	HS Asst Speech & Debate Coach - 4 yrs	\$3,486.00
52. Richard Holland	HS Head Soccer Coach Girls - 4 yrs	\$6,186.00
53. Kevin Hussey	AP Nat'l Testing Administrator	\$ 35.00 per hour
54. Christopher Ilg	HS Choir Director - 31 yrs	\$8,435.00
55. Claudia Johnson	Nat'l Testing Proctor	\$ 25.00 per hour
56. Brianna Kean	Sound & Lighting Tech/Adult	\$ 20.00 per hour
57. Bethany Kennedy	SADD Advisor - 4 yrs	\$1,687.00
58. Gabe Kirik	Sound & Lighting Tech/Adult	\$ 20.00 per hour
59. Carrie Knapp	Nat'l Testing Proctor	\$ 25.00 per hour
60. Carrie Knapp	HS Saturday Detention Monitor	\$ 25.00 per hour
61. Meredith Knapp	Sound & Lighting Tech/Student	\$ 10.00 per hour
62. Bonnie Kubilus	HS Dept. Chair - Arts - 10 yrs	\$3,486.00
63. Larry Lambright	HS Asst Football Coach - 19 yrs	\$7,085.00
64. Kelly Lane	HS Ski Club Advisor - 7 yrs	\$1,687.00
65. Kelly Lane	HS Peer Leader Advisor - 0 yrs	\$1,687.00
66. Helen Latkovic	HS Nat'l Honor Society ½ time - 3 yrs	\$ 843.50
67. Ashley Lenhard	Nat'l Testing Proctor	\$ 25.00 per hour
68. Andrew Lynden	HS Student Council Advisor - 15 yrs	\$5,736.00
69. Andrew Lynden	HS Head Cross Country Boys - 12 yrs	\$7,535.00
70. Andrew Lynden	Nat'l Testing Proctor	\$ 25.00 per hour
71. Jenna Mack	Nat'l Testing Proctor	\$ 25.00 per hour
72. Julie Malone	MS Asst Drama/Musical Prod - 8 yrs	\$3,037.00
73. Julie Malone	HS Asst Musical Production - 5 yrs	\$3,037.00
74. Melany Malquest	6th Grade Outdoor Education Planner	\$ 500.00
75. Peter Marinelli	Sound & Lighting Tech/Student	\$ 10.00 per hour
76. Edward Marquette	HS Band Director - 21 yrs	\$8,435.00
77. Edward Marquette	HS Jazz Band Director - 20 yrs	\$3,037.00
78. Edward Marquette	Pep Band Director	\$ 50.00 event
79. Allison Maxymiv	HS Asst Speech & Debate Coach - 2 yrs	\$3,037.00
80. Nicholas McFadden	HS Asst Speech & Debate Coach - 2 yrs	\$3,037.00
81. Tina McKeen	HS Dept. Chair - World Language - 9 yrs	\$3,037.00
82. Tina McKeen	HS VOFT Advisor - 20 yrs	\$3,037.00
83. Chris Meyer	HS Asst Football Coach - 13 yrs	\$7,085.00
84. Evan Micelli	Sound & Lighting Tech/Student	\$ 10.00 per hour
85. Darla Miller	HS Jr/Sr Class Advisor - 4 yrs	\$3,486.00
86. Darla Miller	Nat'l Testing Proctor	\$ 25.00 per hour
87. Emily Miller	MS Musical Director - 16 yrs	\$5,736.00
88. Emily Miller	MS Choir Director - 15 yrs	\$3,037.00
89. Emily Miller	HS Musical Production Director - 17 yrs	\$6,186.00
90. Bryan Mravec	HS Auditorium Manager - 10 yrs	\$8,435.00
91. Bryan Mravec	HS Asst Musical Production - 14 yrs	\$3,486.00
92. Bryan Mravec	HS Asst Drama Prod./Black Box - 13 yrs	\$3,486.00
93. Bryan Mravec	Sound & Lighting Tech/Adult	\$ 20.00 per hour
94. Bryan Mravec	Nat'l Testing Administrator	\$ 35.00 per hour
95. Weston Muniak	Nat'l Testing Proctor	\$ 25.00 per hour
96. Robert Murray	HS Jr/Sr Class Advisor - 4 yrs	\$3,486.00
97. Robert Murray	Nat'l Testing Proctor	\$ 25.00 per hour
98. Robert Murray	HS Saturday Detention Monitor	\$ 25.00 per hour
99. Mandi Myser	Nat'l Testing Proctor	\$ 25.00 per hour
100. Christopher Pace	HS Asst Speech & Debate Coach - 1 yr	\$3,037.00
101. Shelby Parker	MS 7th Grade Power of the Pen - 7 yrs	\$1,687.00
102. Dave Parry	MS Head Cross Country Girls - 13 yrs	\$5,736.00
103. Jeremie Pesek	MS Ski Club Advisor - 10 yrs	\$3,037.00

Highland Board of Education - Agenda
June 28, 2021

104. Holly Phillips	Nat'l Testing Proctor	\$ 25.00 per hour
105. Holly Phillips	HS Saturday Detention Monitor	\$ 25.00 per hour
106. Mark Raczynski	MS Nat'l Jr Honor Society Advisor - 0 yrs	\$1,687.00
107. Lisa Reynolds	HS Head Tennis Coach Girls - 18 yrs	\$7,535.00
108. Nathan Rudolph	MS Jazz Band - 8 yrs	\$1,687.00
109. Nathan Rudolph	Pep Band Director	\$ 50.00 event
110. Nathan Rudolph	HS Robotics Advisor - 5 yrs	\$5,736.00
111. Bruce Scally	MS Head Football Coach 7th gr - 2 yrs	\$3,936.00
112. Chris Schaefer	HS Asst Boys Soccer Coach - 2 yrs	\$4,836.00
113. Sandra Schilling	MS Chain Links Advisor ½ - 11 yrs	\$2,868.00
114. Susan Schomer	Nat'l Testing Administrator	\$ 35.00 per hour
115. Brent Shaeffer	MS Yearbook Advisor - 5 yrs	\$3,037.00
116. Doug Snelling	HS Head Golf Coach Girls ½ - 11 yrs	\$3,767.50
117. Timothy Snook	Nat'l Testing Proctor	\$ 25.00 per hour
118. Nicole Spangler	HS Dept. Chair - Math - 4 yrs	\$2,587.00
119. Katie Stull	Nat'l Testing Proctor	\$ 25.00 per hour
120. Katie Stull	Nat'l Testing Administrator	\$ 35.00 per hour
121. Craig Tasker	Nat'l Testing Proctor	\$ 25.00 per hour
122. Lisa Tecco	Nat'l Testing Proctor	\$ 25.00 per hour
123. Michael Tipple	MS 8th Grade Power of the Pen - 9 yrs	\$1,687.00
124. Theo Verginis	HS Soccer Boys Asst Coach - Volunteer	N/A
125. Rebecca Watson	MS Chain Links Advisor ½ - 11 yrs	\$2,868.00
126. Todd Winston	HS Asst Football Coach - 3 yrs	\$5,736.00

O. Employment - Extended School Year Program

It is recommended that the Board of Education employ the following individuals, on limited contracts of employment, as Extended School Year Aides, at their hourly rate, on an "as needed" basis, for the 2021-2022 school year, as listed:

- | | |
|-------------------|-------------------|
| 1. Marie Baker | 3. Kelly Milliron |
| 2. Alissa Maschke | |

P. Employment - Summer Substitutes

It is recommended that the Board of Education employ Patricia Starkey, on a limited contract of employment, on an "as needed" basis, as a summer substitute custodian, for the period 7/1/2021 through 9/1/2021.

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

XI. Executive Session

- A. To consider the sale of property.
- B. To prepare for, conduct or review negotiations or bargaining sessions with public employees.

HIGHLAND BOARD OF EDUCATION
Regular Meeting
August 23, 2021
High School Media Center
7:00 P.M.



BOARD OF EDUCATION
Dr. Norman Christopher – President
Mrs. Diane Thomas – Vice-President
Mr. Mike Houska – Member
Mr. Robert Kelly – Member
Mr. Chris Wolny – Member

Mrs. Catherine Aukerman – Superintendent
Mr. Neil W. Barnes – Treasurer

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
August 23, 2021
HIGH SCHOOL MEDIA CENTER
7:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - September 20, 2021 - High School Media Center - 7:00 PM
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer

A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on June 28, 2021, as presented.

B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the June 2021 and July 2021 Financial Reports, as presented.

C. Approval and Designation of Bank Depositories

It is recommended that the Board of Education approve the following financial institutions as designated depositories for the District's active and interim funds in accordance with the Ohio Revised Code for the period August 24, 2021 through August 23, 2026:

Westfield Bank
Huntington National Bank
TriState Capital Bank
First Federal of Lakewood
Premier Bank
US Bank

Highland Board of Education - Agenda
August 23, 2021

D. Approval of Highland Latchkey Program Rates

It is recommended that the Board of Education approve the following rates for the Highland Latchkey Program, as listed:

\$9.00 Per Child Per Day A.M. or P.M.
\$18.00 Per Child Per Day Both Sessions
\$45.00 Per Child Per Week A.M. or P.M.
\$90.00 Per Child Per Week Both Sessions

E. Approval of Sale of Real Property

It is recommended that the Board of Education approve the resolution declaring that real property, including land and building, owned by the Board of Education is not needed for any school purpose and authorizing the sale of the specified property by public auction, as presented in Addendum # 1.

VI. Board Members' Agenda Items

- A. Appoint a delegate and alternate delegate for the Annual Business Meeting of the OSBA Capital Conference 2021.

VII. Hearing of Individuals and/or Delegation Representatives

VIII. Old Business

IX. New Business

Conduct first reading for new and revised Board of Education policies:

1422	Nondiscrimination and Equal Employment Opportunity
1623	Section 504/ADA Prohibition Against Disability Discrimination in Employment (Administration)
1662	Anti-Harassment (Administration)
2240	Controversial Issues
2260.01	Section 504/ADA Prohibition Against Discrimination Based on Disability
2260	Nondiscrimination and Access to Equal Educational Opportunity
2266	Nondiscrimination on the Basis of Sex in Education Programs or Activities
3122	Nondiscrimination and Equal Employment Opportunity (Professional Staff)
3123	Section 504/ADA Prohibition Against Disability Discrimination in Employment (Professional Staff)
3362	Anti-Harassment (Professional Staff)
4122	Nondiscrimination and Equal Employment Opportunity (Classified Staff)
4123	Section 504/ADA Prohibition Against Disability Discrimination in Employment (Classified Staff)
4362	Anti-Harassment (Classified Staff)
5517	Anti-Harassment (Students)
6144	Investments
6146	Post-Issuance Compliance for Tax-Exempt and Tax-Advantaged Obligations

Highland Board of Education - Agenda
August 23, 2021

6220	Tax Budget Preparation
6600	Deposit of Public Funds: Cash Collection Points
7440.01	Video Surveillance and Electronic Monitoring
7450	Property Inventory
7455	Accounting System for Fixed Assets
8450.01	Protective Facial Coverings During Pandemic/Epidemic Events
8500	Food Services
8510	Wellness

X. Superintendent's Agenda

A. Superintendent's Update

B. Adoption of Elementary Handbook and School Fees for 2021-2022

It is recommended that the Board of Education adopt the Elementary Handbook and School Fees for the 2021-2022 school year, as presented.

C. Adoption of Little Hornets Preschool Handbook for 2021-2022

It is recommended that the Board of Education adopt the Little Hornets Preschool Handbook for the 2021-2022 school year, as presented.

D. Approval of 2021-2022 Bus Routes and the District Designee

It is recommended that the Board of Education approve the Highland School Bus Routes and District Designee, Frank Lawrence, as the authority to modify stops, time and routes throughout the 2021-2022 school year, as presented.

E. Payment in Lieu of Transportation - Addendum # II

It is recommended that the Board of Education approve the Payment in Lieu of Transportation Resolution, as presented.

F. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
HS Girls Soccer	FLOORZ	\$450.00
HS Football	Maria Kreuzer	\$100.00
HS Girls Golf	Michael Goyette and Julie Reeves	\$400.00
Highland Schools	Michael and Jonathan Fuhry	30 boxes of alcohol wipes
HS Girls Golf	David and Tara McKendry	\$500.00

Highland Board of Education - Agenda
August 23, 2021

G. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

High School

Main Gym - Mondays beginning 9/13/2021 until end of the school year (no holidays or breaks) - 7:45-9:30 PM - Monday Night Basketball - Daniel Hayes

Stadium/Field - 8/8/2021 - 8:00 AM-1:00 PM - Gift of Life Run - Shar Crutchley

Middle School

Track and Stadium - Wednesdays 6/30/2021 - 7/18/2021 - 6:00-7:00 PM - Community Rugby Touch 7's - Dave Sambor

Granger Elementary

Varsity Softball Field - 7/24/2021 - 9:00 AM-6:00 PM - Travel SB tryouts - Mike Oyler

Soccer Field - Sundays 8/29/2021 - 10/31/2021 - 12:00-3:00 PM - HLC - Practice - Mark Przybysz

Varsity Softball Field - 9/7/2021, 9/28/2021, 10/12/2021 - 5:30 PM-7:30 PM - Hummingbird Soccer - Mary Fran Kudla

CONSENT AGENDA – CONTRACTS/AGREEMENTS

It is recommended that the Board of Education approve the following contracts and/or agreements A through E, as presented:

- A. Medina Creative Accessibility Vocational Training Employment Agreement for 2021-2022
- B. Suburban School Transportation Company, Inc. Pupil Transportation Agreement 2021-2022
- C. Applewood Centers, Inc. Agreement for Provision of Special Education and Certain Related Services
- D. Educational Service Center of Northeast Ohio Agreement for Admission of Tuition Pupils (Visually Impaired)
- E. Rumpke Sales Order Agreement

Highland Board of Education - Agenda
August 23, 2021

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through J, as presented:

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

It is recommended that the Board of Education adopt the attached list of certified substitutes/home tutors for use for the 2021-2022 school year, as submitted by the ESC of Medina County.

B. Employment - Certified

It is recommended that the Board of Education employ the following individuals, on one-year limited contracts of employment for the 2021-2022 school year as listed:

1. Emily Allen, Hinckley Elementary 4th Grade Teacher, effective 9/1/2021
2. Stephanie Danko, Granger Elementary IE Tutor, effective 9/1/2021
2. Madelyn Frye, Sharon Elementary 1st Grade Teacher, effective 9/1/2021
3. Hayley Harris, Sharon Elementary Kindergarten Teacher, effective 9/1/2021

C. Employment - Certified

It is recommended that the Board of Education employ Yulisa Alvarado, High School Biology Long Term Substitute Teacher, for the 2021-2022 school year, effective 9/1/2021 through 6/13/2022.

D. Resignation - Certified

It is recommended that the Board of Education accept the resignation of the following individuals, as listed:

1. Jeremy Radey, Middle School Social Studies Teacher, effective 7/7/2021
2. Lisa Tecco, Granger Elementary Intervention Tutor, effective 8/15/2021

E. Employment - Classified

It is recommended that the Board of Education employ Jackson Stillwagon, Tech. Department Student Worker, on a one-year limited contract of employment for the 2020-2021 school year.

F. Employment - Classified

It is recommended that the Board of Education employ the following individuals, on one-year limited contracts of employment for the 2021-2022 school year as listed:

1. Shannon Ardito, Middle School Cook 5.75 hours per day, effective 9/7/2021
2. Neda DeGray, Sharon Elementary Cook, 3 hours per day, effective 9/7/2021
3. Gabrielle Eaton, Sharon Elementary Aide, 3 hours per day, effective 9/7/2021

Highland Board of Education - Agenda
August 23, 2021

4. Melissa MacLennan, Granger Elementary Cook, 3.75 hours per day, effective 9/7/2021
5. Christy Slany, Middle School Cook, 3 hours per day, effective 9/7/2021
6. Nicolette D. Spencer, Middle School Cook 3.5 hours per day, effective 9/7/2021
7. Jackson Stillwagon, Tech Department Student Worker, effective 7/1/2021

G. Change of Status - Classified

It is recommended that the Board of Education approve a change in status for the following individuals, for the 2021-2022 school year, as listed:

1. Debbie Pavlock, High School Cook, from 4 hours to 5 hours per day
2. Dan Quallich, from High School 1st Shift Custodian to Sharon 1st Shift Custodian, effective 9/7/2021
3. Marija Simcox, High School Cook, from 5.5 hours to 5 hours per day

H. Resignation - Classified

It is recommended that the Board of Education accept the resignation of the following individuals, as listed:

1. Grace Bazan, Hinckley Latchkey Aide, effective 8/16/2021
2. Brandon Day, High School Special Education Aide, effective 8/2/2021
3. Kelly Milliron, Granger Special Education Aide, effective 8/18/2021
4. Fallon Myers, Sharon Elementary Aide, effective 7/12/2021
5. Alexander Thompson, High School Custodian, effective 8/6/2021

I. Classified Substitutes - 2021-2022 School Year

It is recommended that the Board of Education employ the following individuals on one-year limited contracts of employment, on an "as needed" basis for the 2021-2022 school year, as listed:

Substitute Aides

Marie Baker	Kelli Budi	Sharyl Crutchley
Katie Duffy	Nicole Hollis	Sherri Kedzior
Tamara Stastny	Amy Ward	Ashley Watts

Substitute Bus Drivers

Tom Bardar	Jane Carston	Howard Eakin
Jeff Enterline	Linda Gehring	Amy Grissom
Mary Jo Halenar	George Jacynycz	Ray Kornakovich
Melissa Lance	Craig Lindsey	John Mazolla
Robert Ripley	Ruth Sabol	

Substitute Cooks

Shelley Tanski

Highland Board of Education - Agenda
August 23, 2021

J. Employment – Co-curricular/Supplemental – 2021-2022

It is recommended that the Board of Education employ the following individuals, on one-year limited supplemental contracts of employment, for the 2021-2022 school year, as listed:

1. Mary Becker	HS Saturday Detention Monitor	\$ 25.00 per hour
2. Josh Bertolome	HS Asst Tennis Coach Girls - Volunteer	N/A
3. Lisa Bogdanski	MS Tennis Club Advisor - 2 yrs	\$1,687.00
4. Ted Chester	HS Asst Golf Coach Girls - Volunteer	N/A
5. Dennis Ciornei	HS Head Soccer Coach Boys - 13 yrs	\$7,535.00
6. Hannah Collis	HS Asst Band Director - 0 years	\$4,386.00
7. Ty Damon	HS Asst Tennis Coach Girls - 20 yrs	\$5,736.00
8. Brandon Day	HS Asst Football Coach - 7 yrs	\$6,635.00
9. Stephanie DelRoso	HS Asst Cheerleading Advisor - 0 yrs	\$2,137.00
10. Matthew Dietrich	HS Asst Band Director - 0 yrs	\$4,386.00
11. John Dunning	MS Asst Football Coach - 7 yrs	\$4,386.00
12. Robyn Eastman	HS Fall Faculty Manager - 9 yrs	\$7,985.00
13. Tristan Endo	HS Asst Football Coach - 1 yr	\$5,286.00
14. Mike Gibbons	HS Head Football Coach - 16 yrs	\$9,784.00
15. Mike Gibbons	HS Weight Room Supervisor - 16 yrs	\$4,836.00
16. Mike Gibbons	HS Cert. Strength & Conditioning - 16 yrs	\$5,736.00
17. Jordan Gribble	HS Asst Football Coach - 6 yrs	\$6,635.00
18. Amy Grissom	HS Fall Faculty Manager ½ time - 6 yrs	\$3,992.50
19. Amy Grissom	HS Winter Faculty Manager - 6 yrs	\$4,386.00
20. Brandon Hansen	HS Asst Band Director - 0 yrs	\$4,386.00
21. Ryan Hart	Equipment Manager - 0 yrs	\$4,836.00
22. Keith Heichel	HS Asst Football Coach - Volunteer	N/A
23. Sheila Hemming	HS Saturday Detention Monitor	\$ 25.00 per hour
24. Nate Howard	HS Asst Football Coach - 13 yrs	\$7,085.00
25. Laura Keeling	MS Cheerleading Advisor - 1 yr	\$2,137.00
26. Barb Killeen	HS Saturday Detention Monitor	\$ 25.00 per hour
27. Danielle Koval	Home/After School Tutor	\$ 25.00 per hour
28. Mary Fran Kudla	Community Education Director	\$7,400.00
29. Cara Leach	HS Asst Soccer Coach Girls - 1 yr	\$4,836.00
30. Devan Lippincott	HS Head Cross Country Coach Girls - 18 yrs	\$7,535.00
31. Chris Luker	HS Asst Golf Coach Boys - 6 yrs	\$5,286.00
32. Paul Lushes	MS Asst Football Coach - 30 yrs	\$4,836.00
33. Amy Lyon	HS Cheerleading Advisor - 16 yrs	\$6,635.00
34. Lloyd Mahachi	HS Asst Soccer Coach Girls - 1 yr	\$4,836.00
35. Stephanie Marshall	Home/After School Tutor	\$ 25.00 per hour
36. Patrick Martin	MS Golf Club Advisor Girls - 3 yrs	\$1,687.00
37. Patrick Martin	MS Golf Club Advisor Boys - 3 yrs	\$1,687.00
38. Laura McDermott	HS Asst Volleyball Coach - 4 yrs	\$5,286.00
39. Jared Miller	HS Flag Line Advisor - 2 yrs	\$3,936.00
40. Tarynn Minegar	HS Head Volleyball Coach - 5 yrs	\$7,085.00
41. Mandi Myser	MS Head Volleyball Coach - 6 yrs	\$5,286.00
42. Mandi Myser	MS Faculty Manager - 7 yrs	\$5,286.00
43. Kristine Nerlich	HS Saturday Detention Monitor	\$ 25.00 per hour
44. Mike Nettling	HS Asst Football Coach - 12 yrs	\$7,085.00
45. Holly Phillips	HS Asst Volleyball Coach - 3 yrs	\$5,286.00
46. Nate Rudolph	HS Asst Band Director - 9 yrs	\$5,736.00
47. Ashley Russ	HS Asst Soccer Coach Girls B Team - 1 yr	\$4,836.00

Highland Board of Education - Agenda
August 23, 2021

48. Colleen Scavuzzo	HS Asst Volleyball Coach - 5 yrs	\$6,186.00
49. Tony Sgambati	HS Asst Tennis Coach Girls - Volunteer	N/A
50. Joe Simonis	HS Asst Soccer Coach Boys - 1 yr	\$4,836.00
51. Tim Snook	MS Faculty Manager - 18 yrs	\$5,736.00
52. Tim Snook	MS Head Football Coach - 32 yrs	\$5,736.00
53. Aris Spirtos	HS Asst Tennis Coach Girls - ½ time - 0 yrs	\$1,968.00
54. Ryan Stuver	HS Asst Soccer Coach Boys - 3 yrs	\$5,286.00
55. Dawn Zorn	HS Spring Faculty Manager - 7 yrs	\$4,386.00

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

XI. Adjourn

HIGHLAND BOARD OF EDUCATION
Regular Meeting
September 20, 2021
High School Media Center
7:00 P.M.



BOARD OF EDUCATION

Dr. Norman Christopher – President
Mrs. Diane Thomas – Vice President
Mr. Mike Houska – Member
Mr. Robert Kelly – Member
Mr. Chris Wolny – Member

Mrs. Catherine Aukerman – Superintendent
Mr. Neil W. Barnes – Treasurer

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
September 20, 2021
HIGH SCHOOL MEDIA CENTER
7:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - October 18, 2021 - High School Media Center - 7:00 PM
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer
 - A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on August 23, 2021, as presented.
 - B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the August 2021 Financial Reports, as presented.
 - C. Approval of Fiscal Year 2022 Annual Appropriations

It is recommended that the Board of Education approve the Fiscal Year 2022 Annual Appropriations, as presented.
 - D. Approval of Student Activity Programs' Purpose, Goals, and Budget

It is recommended that the Board of Education approve the Student Activity Programs' Purpose, Goals, and Budget for Fiscal Year 2022, as presented.
 - E. Approval of Construction Project Change Orders

It is recommended that the Board of Education approve the Construction Project Change Orders, as presented.
- VI. Board Members' Agenda Items
- VII. Hearing of Individuals and/or Delegation Representatives

Highland Board of Education - Agenda
September 20, 2021

VIII. Old Business

Conduct second and final reading for new and revised Board of Education policies:

1422	Nondiscrimination and Equal Employment Opportunity
1623	Section 504/ADA Prohibition Against Disability Discrimination in Employment (Administration)
1662	Anti-Harassment (Administration)
2240	Controversial Issues
2260.01	Section 504/ADA Prohibition Against Discrimination Based on Disability
2260	Nondiscrimination and Access to Equal Educational Opportunity
2266	Nondiscrimination on the Basis of Sex in Education Programs or Activities
3122	Nondiscrimination and Equal Employment Opportunity (Professional Staff)
3123	Section 504/ADA Prohibition Against Disability Discrimination in Employment (Professional Staff)
3362	Anti-Harassment (Professional Staff)
4122	Nondiscrimination and Equal Employment Opportunity (Classified Staff)
4123	Section 504/ADA Prohibition Against Disability Discrimination in Employment (Classified Staff)
4362	Anti-Harassment (Classified Staff)
5517	Anti-Harassment (Students)
6144	Investments
6146	Post-Issuance Compliance for Tax-Exempt and Tax-Advantaged Obligations
6220	Tax Budget Preparation
6600	Deposit of Public Funds: Cash Collection Points
7440.01	Video Surveillance and Electronic Monitoring
7450	Property Inventory
7455	Accounting System for Fixed Assets
8450.01	Protective Facial Coverings During Pandemic/Epidemic Events
8500	Food Services
8510	Wellness

IX. New Business

X. Superintendent's Agenda

A. Superintendent's Update

B. Approval of HSSA Negotiated Agreement

It is recommended that the Board of Education approve the HSSA Collective Bargaining Agreement for the period of July 1, 2021 through June 30, 2024.

C. Career Technical Education Waiver - Grades 7 and 8

It is recommended that the Board of Education approve the Career Technical Education Waiver in Grades 7 and 8, as presented.

Highland Board of Education - Agenda
September 20, 2021

D. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
Bus Garage	Toland Family (Camden)	1 case of face masks, 2 cases of disinfectant wipes (\$200 value)
HS Girls Soccer	Sean Leatherman	\$250.00
HS Volleyball	Tanja and Bogdan Kozul	\$240.00
Highland Local Schools	Medina Sunrise Rotary	\$500.00 for Back to School Supplies

E. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

High School

Wrestling Room - 9/20/2021 - 6:00-8:00 PM - Youth Wrestling Sign-up Registration - Jim Scavuzzo

Middle School

West Gym - 9/14/2021, 9/16/2021 - 6:00-9:00 PM - Highland Boys Youth Basketball Open Gyms - Jason Robertson

Granger Elementary

Varsity Baseball Field - Thursdays 8/26/2021 - 9/23/2021 - 6:00-8:00 PM - RAH Travel Baseball 15u Practice - Brian Coyne

Varsity Baseball Field - 9/12/2021 - 11:00 AM-5:00 PM, 9/25/2021, 10/9/2021, 10/16/2021 - 9:00 AM-3:00 PM - RAH Travel Baseball 15u Games - Brian Coyne

Gym - 9/13/2021, 9/15/2021 - 6:00-9:00 PM - RAH Open Basketball Gyms - Jason Robertson

Varsity Softball Field - 9/16/2021, 9/30/2021, 10/7/2021 - 5:45-7:30 PM - RAH 14U Softball Game - Nichole Grambo

Granger, Hinckley, Sharon Elementaries and Middle School

Gyms - 51 dates beginning 10/4/2021 - 12/21/2021 - 6:00-9:15 PM - RAH Youth Basketball - Jason Robertson

Fees Not Waived

High School

Highland Stadium/North Gateway Tire Field - Mondays 11/1/2021 - 11/29/2021 - 7:00-9:30 PM - Cleveland Force Soccer Practice - Bob Sefcik

Highland Board of Education - Agenda
September 20, 2021

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through J, as presented:

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

It is recommended that the Board of Education adopt the attached list of certified substitutes/home tutors for use for the 2021-2022 school year, as submitted by the ESC of Medina County.

B. Employment - Certified

It is recommended that the Board of Education employ Stephanie Kost, Hinckley Elementary Intervention Tutor, on a one-year limited contract of employment for the 2021-2022 school year, effective 9/16/2021.

C. Resignation - Certified

It is recommended that the Board of Education accept the resignation of Kristina Kosta-Stalder, Hinckley Elementary Intervention Tutor, effective 9/10/2021.

D. Maternity Leave - Certified

It is recommended that the Board of Education approve the Maternity Leave Request of Shelby Parker, Middle School 7th Grade Language Arts Teacher, with an anticipated effective date of 11/22/2021 and an anticipated return date of 2/7/2022.

E. Employment - Classified

It is recommended that the Board of Education employ the following individuals, on one-year limited contracts of employment for the 2021-2022 school year as listed:

1. Caitlin Podskalan, Granger Elementary Special Education Aide, effective 9/7/2021
2. Sherrie Schuck, Sharon Elementary Latchkey Aide, effective 9/7/2021
3. Shelley Tanski, High School Cook 3.25 hours, effective 9/13/2021

F. Change of Status - Classified

It is recommended that the Board of Education approve a change in status for Brent Myers, from High School 3rd Shift Custodian to High School 1st Shift Custodian, for the 2021-2022 school year, effective 9/13/2021.

Highland Board of Education - Agenda
September 20, 2021

G. Resignation - Classified

It is recommended that the Board of Education accept the resignation of the following individuals, as listed:

1. Eileen Dennis, High School Cook, effective 9/17/2021
2. Jamie Kavedzic, Bus Driver, effective 8/31/2021

H. Classified Exempt Personnel Rate Increase

It is recommended that the Board of Education approve an annual hourly rate increase of 2.50% for all exempt employees for Fiscal Years 2022, 2023, and 2024, respectively.

I. Supplemental Pay - Certified

It is recommended that the Board of Education approve supplemental payments to the following individuals for additional summer work performed:

- | | |
|-----------------------|----------|
| 1. Mary Cassidy | \$856.69 |
| 2. Charles Franchetti | \$796.06 |
| 3. Mark Raczynski | \$837.13 |
| 4. Wendy Shemo | \$815.62 |

J. Employment - Co-curricular/Supplemental 2021-2022

It is recommended that the Board of Education employ the following individuals, on one-year limited supplemental contracts of employment, for the 2021-2022 school year, as listed:

- | | | |
|--------------------|-----------------------|-------------------|
| 1. Mariana Hardy | Nat'l Testing Proctor | \$ 25.00 per hour |
| 2. Kelly D'Annolfo | MS Chess Club | \$500.00 |
| 3. Anna Taylor | MS Math Club | \$500.00 |

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

XI. Adjourn

HIGHLAND BOARD OF EDUCATION
Regular Meeting
October 18, 2021
High School Media Center
7:00 P.M.



BOARD OF EDUCATION

Dr. Norman Christopher – President
Mrs. Diane Thomas – Vice President
Mr. Mike Houska – Member
Mr. Robert Kelly – Member
Mr. Chris Wolny – Member

Mrs. Catherine Aukerman – Superintendent
Mr. Neil W. Barnes – Treasurer

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
October 18, 2021
HIGH SCHOOL MEDIA CENTER
7:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - November 15, 2021 - High School Media Center - 7:00 PM
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer
 - A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on September 20, 2021, as presented.
 - B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the September 2021 Financial Reports, as presented.
 - C. Approval of Construction Project Change Orders

It is recommended that the Board of Education approve the Construction Project Change Orders, as presented.
 - D. Approval of Guaranteed Maximum Price Amendment

It is recommended that the Board of Education approve the Guaranteed Maximum Price Amendment for the Elementary Schools Abatement and Demolition, as presented.
- VI. Board Members' Agenda Items
- VII. Hearing of Individuals and/or Delegation Representatives
- VIII. Old Business
- IX. New Business

Highland Board of Education - Agenda
October 18, 2021

X. Superintendent's Agenda

A. Superintendent's Update

B. Payment in Lieu of Transportation - Addendum # I

It is recommended that the Board of Education approve the Payment in Lieu of Transportation Resolution, as presented.

C. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
HS Girls Soccer	Highland Youth Soccer	\$ 350.00
Sharon Elementary	Sharon Community Trust	\$6,000.00 Leader In Me Program
Bus Garage	Toland Family	\$ 600.00 value - 8 cases of disinfectant wipes
HS Boys Basketball	Charles Pfister, DDS,MS, Inc	\$ 749.50 - Youth Camp T-shirts
Sharon Elementary	Artsonia	\$ 24.27 for Art Supplies
HS SADD Chapter	Medina Co. Share Cluster	\$ 500.00

D. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

Granger Elementary

Soccer Field - 10/5/2021 - 5:30-7:30 PM - Hummingbird Soccer - Mary Fran Kudla

Granger, Hinckley, Sharon Elementaries and Middle School

Gyms - 43 dates beginning 1/3/2022 - 3/4/2022 - 6:00-9:15 PM - RAH Youth Basketball - Jason Robertson

Fees Not Waived

High School and Middle School

Aux Gym, Main Gym, East and West MS Gyms - 11/5/2021 - 5:00-10:00 PM - RAH Youth Basketball Tourney - Jason Robertson

Highland Board of Education - Agenda
October 18, 2021

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through H, as presented:

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

It is recommended that the Board of Education adopt the attached list of certified substitutes/home tutors for use for the 2021-2022 school year, as submitted by the ESC of Medina County.

B. Resignation - Certified

It is recommended that the Board of Education accept the resignation of the following individuals, for the reason of retirement, as listed:

1. Diane Hamelic, Middle School Social Studies Teacher, effective 6/13/2022
2. Lee Palencar, Middle School Art Teacher, effective 6/13/2022
3. Jennifer Peck, Hinckley Elementary SLD Teacher, effective 6/13/2022

C. Revision in Maternity Leave - Certified

It is recommended that the Board of Education approve a revision in the Maternity/Family Medical Leave Request of Maribeth Herrilko, Middle School Science Teacher, to extend her anticipated return date to the start of the 2022-2023 school year.

D. Employment - Classified

It is recommended that the Board of Education employ the following individuals, on one-year limited contracts of employment for the 2021-2022 school year as listed:

1. Sharon Baker, Sharon Elementary Latchkey Aide 5 hours per day, effective 10/4/2021
2. Emily Forster, Sharon Elementary Latchkey Aide 3 hours per day, effective 9/7/2021
3. Ashley Garnes, Middle School Special Education Aide 5.5 hours per day, effective 10/12/2021
4. Megan Hintz, High School Cook 3 hours per day, effective 10/18/2021
5. Christine Kirkby, Middle School Special Education Aide 5.5 hours per day, effective 10/11/2021
6. Christa Kukoleck, High School 2nd Shift Custodian, effective 11/1/2021
7. Mary Jo Yovanno, Granger Elementary Latchkey Aide 3 hours per day, effective 10/7/2021

E. Resignation - Classified

It is recommended that the Board of Education accept the resignation of Greg Stegeman, Bus Driver, effective 9/13/2021.

Highland Board of Education - Agenda
October 18, 2021

F. Resignation - Classified

It is recommended that the Board of Education accept the resignation of Cathy Hardacre-Wanzie, Bus Driver, for the reason of retirement, effective 10/29/2021.

G. Classified Substitutes - 2021-2022 School Year

It is recommended that the Board of Education employ the following individuals on one-year limited contracts of employment, on an "as needed" basis for the 2021-2022 school year, as listed:

Substitute Cooks

Deborah Parker

Substitute Aides

Mary Kosman

Sandra Noall

H. Employment - Co-curricular/Supplemental 2021-2022

It is recommended that the Board of Education employ the following individuals, on one-year limited supplemental contracts of employment, for the 2021-2022 school year, as listed:

1.	Josh Arbour	MS Head Basketball Coach Girls 7th - 9 yrs	\$5,286.00
2.	Kelsey Artzner	Mentor Teacher - 0 yrs	\$3,037.00
3.	Aaron Boucher	HS Asst Wrestling Coach - Volunteer	N/A
4.	Jacob Brown	MS Head Basketball Coach Boys 8th - 6 yrs	\$5,286.00
5.	Suzette Burtoft	Speech and Debate Coach - 15 yrs	\$7,085.00
6.	Adam Cestaro	HS Head Basketball Coach Boys - 19 yrs	\$9,784.00
7.	Adam Cestaro	HS Intramural Basketball Coach Boys - 19 yrs	\$3,486.00
8.	Ted Chester	MS Head Basketball Coach Girls 8th - 4 yrs	\$4,386.00
9.	Adam Cutright	HS Asst Basketball Coach Girls - 1 yr	\$5,286.00
10.	Alicia Dawson	Mentor Teacher - 0 yrs	\$3,037.00
11.	Tanya Dolata	Mentor Teacher - 0 yrs	\$3,037.00
12.	Bruce Folkerth	HS Bowling Club Supervisor - 2 yrs	\$2,137.00
13.	Petros Giatis	MS Asst Wrestling Coach - 0 yrs	\$3,037.00
14.	Logan Gresock	HS Asst Wrestling Coach - Volunteer	N/A
15.	Bill Haney	MS Head Wrestling Coach - 1 yr	\$3,936.00
16.	Kelly Harrison	HS Asst Band Director - 7 yrs	\$5,736.00
17.	Todd Hill	HS Asst Wrestling Coach - Volunteer	N/A
18.	Andrew Hoslar	Mentor Teacher - 0 yrs	\$3,037.00
19.	Emily Kaplack	Mentor Teacher - 3 yrs	\$3,486.00
20.	Chris Kestner	HS Asst Basketball Coach Boys - 20 yrs	\$7,085.00
21.	William Kirchner	MS Head Basketball Coach Boys 7th - 0 yrs	\$3,936.00
22.	Jen Lewis	HS Head Gymnastics Coach - Volunteer	N/A
23.	James Madison	HS Head Basketball Coach Girls - 13 yrs	\$9,784.00
24.	James Madison	HS Intramural Basketball Coach Girls - 13 yrs	\$3,486.00
25.	Samantha Madonna	HS Asst Band Director - 6 yrs	\$5,736.00
26.	Nicholas McFadden	Asst. Speech and Debate Coach - 2 yrs	\$3,037.00
27.	Dan Mirman	HS Asst Wrestling Coach - 2 yrs	\$5,286.00
28.	Jeremie Pesek	Mentor Teacher - 6 yrs	\$4,386.00
29.	Colin Rininger	HS Asst Wrestling Coach - Volunteer	N/A
30.	James Scavuzzo	HS Asst Wrestling Coach - Volunteer	N/A

Highland Board of Education - Agenda
October 18, 2021

31. Ashley Schroeder	Mentor Teacher - 0 yrs	\$3,037.00
32. Anna Taylor	Mentor Teacher - 1 yr	\$3,037.00
33. Jocelyne Textoris	HS Asst Gymnastics Coach - Volunteer	N/A
34. Rick Wallenhorst	HS Asst Basketball Coach Girls - 13 yrs	\$7,085.00
35. Bernadette Yu	Mentor Teacher - 2 yrs	\$3,037.00
36. Kevin Zywiec	HS Asst Wrestling Coach - 12 yrs	\$7,085.00

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

XI. Executive Session

To discuss the sale of real property

XII. Adjourn

HIGHLAND BOARD OF EDUCATION
Regular Meeting
November 15, 2021
High School Media Center
7:00 P.M.



BOARD OF EDUCATION

Dr. Norman Christopher – President
Mrs. Diane Thomas – Vice President
Mr. Mike Houska – Member
Mr. Robert Kelly - Member
Mr. Chris Wolny – Member

Mrs. Catherine Aukerman – Superintendent
Mr. Neil W. Barnes – Treasurer

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
NOVEMBER 15, 2021
HIGH SCHOOL MEDIA CENTER
7:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. Next Regular Meeting - December 13, 2021 - High School Media Center - 7:00 PM
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer
 - A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on October 18, 2021, as presented.
 - B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the October 2021 Financial Reports, as presented.
 - C. Approval of Construction Project Change Orders

It is recommended that the Board of Education approve the Construction Project Change Orders, as presented.
 - D. Acceptance of Amended 2022 Tax Rates and Amounts

It is recommended 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 # 1.
 - E. Approval of Fiscal Year 2022 Five-Year Forecast

It is recommended that the Board of Education approve the Fiscal Year 2022 Five-Year Forecast and Assumptions for the five-year period ending June 30, 2026, as presented.

Highland Board of Education - Agenda
November 15, 2021

- VI. Board Members' Agenda Items
- VII. Hearing of Individuals and/or Delegation Representatives
- VIII. Old Business
- IX. New Business
- X. Superintendent's Agenda
 - A. Superintendent's Update
 - B. Project Lead The Way Presentation - Rob Henry
 - C. Fall Athletic Season Report - Nick Ranallo
 - D. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
HS Girls Soccer	Cleveland Power and Performance	\$ 250.00 for Copley Game Sponsorship
Highland Athletics	Ken Ganley Kia	\$ 700.00
Sharon Elementary	Fitzpatrick Medina Group Sharon Elementary PTO	\$10,000.00 to purchase items for the new building
HS Art Club	Action Mgmt Services (Chorba Family)	\$ 2,000.00
HS Speech & Debate	Barbara & David George	\$ 300.00

- E. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

Granger Elementary - Old Building

Classroom 1 - 10/21/2021, 10/28/2021 - 7:00-10:00 PM - Granger Fire Training - John Rocco

High School

Cafeteria - 11/3/2021 - 6:00-7:00 PM - Girl Scout Information Night - Ashley Burnett

Hinckley Elementary

Cafeteria - 10/20/2021 - 6:15-8:00 PM - Girl Scout Troop #91092 Meeting - Caitlyn Guinta

Highland Board of Education - Agenda
November 15, 2021

Fees Not Waived

High School and Middle School

Aux Gym, Main Gym, East and West MS Gyms - 11/6/2021, 11/7/2021 - 7:00 AM
-10:00 PM - RAH Youth Basketball Tourney - Jason Robertson

CONSENT AGENDA - CONTRACTS/AGREEMENTS

It is recommended that the Board of Education approve the following contracts and/or agreements A through B, as presented:

- A. Educational Service Center of Medina County Service Agreement (School Based Mental Health Liaison)
- B. Liberty Mutual/BCS Insurance/Gallagher - Insurance Coverage for the Policy Year ending September 30, 2022

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through J, as presented:

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

It is recommended that the Board of Education adopt the attached list of certified substitutes/home tutors for use for the 2021-2022 school year, as submitted by the ESC of Medina County.

- B. Resignation - Certified

It is recommended that the Board of Education accept the resignation of Susan Bedocs, Granger Elementary 1st Grade Teacher, for the reason of retirement, effective 6/13/2022.

- C. Employment - Classified

It is recommended that the Board of Education employ the following individuals, on one-year limited contracts of employment for the 2021-2022 school year as listed:

1. John Mazzola, Bus Driver, effective 11/8/2021
2. Van Williams, Middle School Custodian 4 hours per day, effective 11/1/2021
3. Mary Jo Yovanno, Hinckley Elementary Latchkey Aide 3 hours per day, 3 days per week, effective 10/20/2021

- D. Revision in Employment - Classified

It is recommended that the Board of Education approve the revision in employment for James Van Deusen, Bus Driver, from 5 hours per day to 5.25 hours per day, effective 10/11/2021.

Highland Board of Education - Agenda
November 15, 2021

E. Resignation - Classified

It is recommended that the Board of Education accept the resignation of the following individuals, as listed:

1. Tina Castelli, Sharon Elementary Special Education Aide, effective 12/3/2021
2. Christy Slany, Middle School Cook, effective 10/29/2021

F. Resignation - Classified

It is recommended that the Board of Education approve the resignation of Chris Vozar, Sharon Elementary Building Manager, for the reason of retirement, effective 12/31/2021.

G. Revision in Resignation - Classified

It is recommended that the Board of Education approve a revision in the resignation for the reason of retirement for Cathy Hardacre-Wanzie, Bus Driver, to be effective 10/31/2021.

H. Classified Substitutes - 2021-2022 School Year

It is recommended that the Board of Education employ the following individuals on one-year limited contracts of employment, on an "as needed" basis for the 2021-2022 school year, as listed:

Substitute Cooks

Stella Chacalos
Amy Grimm

I. Classified Substitutes - 2021-2022 School Year

It is recommended that the Board of Education employ Tom Barbar, Substitute Bus Driver, at the rate of \$18.80 per hour on a one-year limited contract of employment, on an "as needed" basis for the 2021-2022 school year.

J. Employment - Co-curricular/Supplemental 2021-2022

It is recommended that the Board of Education employ the following individuals, on one-year limited supplemental contracts of employment, for the 2021-2022 school year, as listed:

1.	Lisa Boucher	MS Tennis - Volunteer	N/A
2.	Patricia Brown	After School Tutor	\$ 25.00 per hour
3.	John Collis	HS Asst Swim Club Coach - 13 yrs	\$6,635.00
4.	Paula Fox	After School Tutor	\$ 25.00 per hour
5.	Tanner Houska	HS Asst Basketball Coach Boys - 2 yrs	\$5,286.00
6.	Colleen Hyland	Mentor Teacher - 10 yrs	\$4,836.00

Highland Board of Education - Agenda
November 15, 2021

7.	Julianna Lakins	National Test Proctor	\$ 25.00 per hour
8.	Jack Leslie	HS Asst Basketball Coach Boys - 6 yrs	\$6,635.00
9.	Tim Maxworthy	HS Head Wrestling Coach - 11 yrs	\$9,784.00
10.	John Scardino	HS Head Swim Club Coach - 0 yrs	\$5,736.00

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

XI. Executive Session

To discuss the sale of real property

XII. Adjourn

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
DECEMBER 13, 2021
HIGH SCHOOL MEDIA CENTER
7:00 PM

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda item Hearing of Individuals and/or Delegation Representatives.

- I. Call to Order and Roll Call by the President
- II. The Board of Education will hold its Organizational Meeting on Monday, January 10, 2022, at 6:00 PM at the Highland High School Media Center. In addition to regular business, the Board will elect officers and will set the date and time of future regular Board meetings. The regular January Board of Education Meeting will immediately follow the Organizational Meeting.
- III. Pledge of Allegiance
- IV. Addition(s), Correction(s) and/or Deletion(s) to the Agenda
- V. Report of the Treasurer
 - A. Approval of Minutes

It is recommended that the Board of Education approve the minutes of the Regular Meeting held on November 15, 2021, as presented.
 - B. Approval of Monthly Financial Reports

It is recommended that the Board of Education approve the November 2021 Financial Reports, as presented.
 - C. Approval of Fiscal Year 2022 Amended Annual Appropriations

It is recommended that the Board of Education approve the Fiscal Year 2022 Amended Annual Appropriations, as presented in Addendum # I.
 - D. Authorization to Apply for Tax Advancements

It is recommended that the Board of Education authorize the Treasurer to apply to the Medina County Auditor for tax advancements as available throughout Calendar Year 2022.
- VI. Board Members' Agenda Items
 - A. Recognition of Service - Diane Thomas

Highland Board of Education - Agenda
December 13, 2021

- VII. Hearing of Individuals and/or Delegation Representatives
- VIII. Old Business
- IX. New Business
- X. Superintendent's Agenda
 - A. Superintendent's Update
 - B. Dyslexia Legislation Update - Laurie Boedicker
 - C. Acceptance of Donations

It is recommended that the Board of Education accept the following donations:

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
HS Speech & Debate	Nicole Grimes	\$ 25.00
Granger Elementary	Granger PTO	\$ 730.35 - 5 Flagpole Kits
		\$ 717.25 - Veteran's Banner
		\$ 244.91 - Reading Prizes
		\$ 957.56 - DVD/Blu Ray Players
HS Boys Basketball	Anonymous	\$2,100.00 - Basketball Uniforms
Highland Local Schools	Chick-fil-A	Staff Appreciation Gift Cards
Highland Local Schools	HAFA	\$80,000.00 - Athletic Complex
Highland Local Schools	Highland Choir Boosters	\$1,392.00 - Les Miserables Production Costs

- D. Approval of Applications for Use of Facilities/Waiver of Fees

It is recommended that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

Granger/Hinckley/Middle School

Gyms - 3/3/2022, 3/4/2022 - 6:00-9:15 PM - RAH Basketball - Jason Robertson

High School

Classroom B117 - 12/6/2021 - 12/9/2021, 12/13/2021 - 12/16/2021, 3/14/2022 - 3/17/2022 - 2:45-5:45 PM - Drivers Ed - Nancy, Town and Country Driving School

Wrestling Room - 12/23/2021 - 9:30 AM-1:00 PM - Highland Youth Wrestling Practice - Jim Scavuzzo

Hinckley Elementary

Cafeteria - 12/15/2021, 1/19/2022, 2/16/2022 - 6:15-8:00 PM - Girls Scouts Troop 91092 Meeting - Caitlyn Guinta

Highland Board of Education - Agenda
December 13, 2021

Gym - 12/18/2021 - 9:00 AM-12:00 PM - Hinckley Photo with Santa - Maria Bacik

Sharon Elementary

Cafeteria - 11/30/2021 - 6:00-7:30 PM - Girl Scout Troop #91117 Parent Meeting -
Becky Thober

Fees Not Waived

Middle School

Cafeteria, West Gym - 3/5/2022 - 9:00 AM-1:00 PM - Girl Scout Service Unit 958
World Friendship Day - Carrie Silver

CONSENT AGENDA - CONTRACTS/AGREEMENTS

It is recommended that the Board of Education approve the following contracts and/or agreements A through D, as presented:

- A. MCESC Contract Amendment - System Manager/Technician
- B. Satellite Program Standards and Maintenance Agreement with the Medina County Career Center - Project Lead the Way
- C. Ohio School Boards Association Membership Agreement
- D. Ohio School Boards Association Position Bond Program

CONSENT AGENDA – PERSONNEL

It is recommended that the Board of Education approve the following personnel items A through L, as presented:

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

It is recommended that the Board of Education adopt the attached list of certified substitutes/home tutors for use for the 2021-2022 school year, as submitted by the ESC of Medina County.

- B. Employment - Certified

It is recommended that the Board of Education employ the following individuals, on one-year limited contracts of employment for the 2021-2022 school year, as listed:

1. Nicole Armbruster, Granger Elementary Long-Term Substitute Intervention Specialist, effective 1/3/2022
2. Owen Rath, High School Long-Term Substitute English Teacher, effective 12/14/2021
3. Hannah Saucier, Middle School Long-Term Substitute 8th Grade Science Teacher, effective 12/14/2021

Highland Board of Education - Agenda
December 13, 2021

C. Revision in Maternity Leave - Certified

It is recommended that the Board of Education approve a revision in the Maternity/Family Medical Leave Request of Allison Heckman, Sharon Elementary Kindergarten Teacher, to change her return date to 11/23/2021.

D. Employment - Classified

It is recommended that the Board of Education employ Frederick Drogell, High School 3rd Shift Custodian, 8 hours per day, on a one-year limited contract of employment for the 2021-2022 school year, effective 12/20/2021.

E. Revision in Employment - Classified

It is recommended that the Board of Education approve the revision in employment for Daniel Quallich, from Sharon Elementary Custodian, to Sharon Elementary Building Manager, effective 1/1/2022.

F. Revision in Employment - Classified Substitute - 2021-2022 School Year

It is recommended that the Board of Education employ Tom Bardar, Substitute Bus Driver, at the rate of \$19.27 per hour on a one-year limited contract of employment, on an "as needed" basis for the 2021-2022 school year.

G. Resignation - Classified

It is recommended that the Board of Education accept the resignation of the following individuals, as listed:

1. Teresa Bertram, Sharon Elementary Special Education Aide, effective 12/6/2022
2. Sarah Russell, Sharon Elementary Aide, effective 12/21/2021

H. Employment - Supplemental 2021-2022

It is recommended that the Board of Education employ the following individuals on an "as needed" basis for the Musical Production, Les Miserables, for the 2021-2022 school year, as listed. (These wages are paid entirely through a donation provided by the Highland Choir Boosters):

1. Gabe Kirik	Technical Director	\$500.00
2. Rob Murray	French Dialect Coach	\$200.00
3. Nate Rudolph	Professional French Horn	\$500.00

Highland Board of Education - Agenda
December 13, 2021

I. Employment - Co-curricular/Supplemental 2021-2022

It is recommended that the Board of Education employ the following individuals, on one-year limited supplemental contracts of employment, for the 2021-2022 school year, as listed:

1. John Collis	HS Head Swim Club Coach - 13 yrs	\$7,535.00 **
2. Charles Franchetti	6th Grade Outdoor Ed. Planner	\$ 375.00 **
3. Laura Keeling	HS Cheer Coach ½ yr - 1 yr	\$2,418.00
4. Bethany Kennedy	MS Cheer Coach ½ yr - 0 yrs	\$1,068.50
5. Devan Lippincott	HS Head Track Coach Boys - 18 yrs	\$7,535.00
6. Bryan Mravec	MS Asst Musical Director - 12 yrs	\$3,486.00
7. Marlee Profitt	HS Asst Basketball Coach Girls - Volun.	N/A
8. John Scardino	HS Asst Swim Club Coach - 0 yrs	\$4,836.00 **

*** Supersedes Previous Contract*

J. Resignation - Supplemental

It is recommended that the Board of Education accept the resignation of Amy Lyon, High School Head Cheer Coach, effective 11/13/2021.

K. Employment - Holiday/Temporary Custodial Help

It is recommended that the Board of Education approve a pay rate of \$15.00 per hour to current Highland employees for Holiday/Temporary Custodial Help for the 2021-2022 school year, on an "as needed" basis.

L. Classified Exempt Personnel Payment

It is recommended that the Board of Education approve a one-time payment in the amount of \$500 for all exempt employees, commensurate with the HSSA one-time payment.

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

XI. Executive Session

- A. To discuss the sale of real property
- B. To consider the employment of a public employee

XII. Adjourn