

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

The Organizational Meeting was called to order and roll call taken by Mr. Wolny, President Pro Tempore, at 6:00 P.M.

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

NOMINATION AND ELECTION OF OFFICERS

ELECTION OF BOARD PRESIDENT 21-01-01

Mrs. Thomas nominated Dr. Christopher for President of the Highland Local School District Board of Education for the 2021 calendar year.

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

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

Motion carried.

ELECTION OF BOARD VICE PRESIDENT 21-01-02

Mr. Kelly nominated Mrs. Thomas for Vice President of the Highland Local School District Board of Education for the 2021 calendar year.

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

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

Motion carried.

APPOINTMENT OF LIAISONS FOR CALENDAR YEAR 2021 21-01-03

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education appoint the following members to serve as liaisons for calendar year 2021:

- Mrs. Thomas – OSBA Legislative
- Dr. Christopher – OSBA Student Achievement
- Mr. Wolny – Highland Foundation

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

Motion carried.

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APPOINTMENT OF LEGAL COUNSEL FOR THE ENSUING SCHOOL YEAR
21-01-04

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

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

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

Motion carried.

ESTABLISH MEETING DATES/SITES 21-01-05

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education establish and approve the following dates, times and place for regular monthly meetings for calendar year 2021:

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

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

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

Motion carried.

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FEDERAL PROGRAMS 21-01-06

Mrs. Thomas made a motion, seconded by Mr. Houska, that Board of Education participate in all applicable Federal Programs for fiscal year 2022. The Superintendent is to be the authorized representative for all federal programs and grants, and is authorized to appoint designees to represent the District for fiscal year 2022.

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

Motion carried.

AUTHORIZATION TO APPLY FOR TAX ADVANCEMENTS 21-01-07

Mr. Houska made a motion, seconded by Mr. Wolny, that the Treasurer be authorized to apply to the Medina County Auditor for tax advancements as available throughout Calendar Year 2021.

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

Motion carried.

PUBLIC RECORDS TRAINING 21-01-08

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

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

Motion carried.

SERVICE FUND 21-01-09

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

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

Motion carried.

RECOGNITION OF DISTRICT SUPPORT ORGANIZATIONS 21-01-10

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

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

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

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 6:09 P.M.



Board President

Treasurer

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
JANUARY 11, 2021
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6:00 PM

The Regular Meeting was called to order and roll call taken by Mrs. Thomas, Board Vice President, at 6:10 P.M.

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

The next regular meeting will be held on February 22, 2021 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

Addition – Consent Agenda – Contracts/Agreements – Item E – College Credit Plus and My University Guarantee Memorandum of Understanding

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-01-11

Mr. Wolny made a motion, seconded by Mr. Houska, 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.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-01-12

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

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

Motion carried.

APPROVAL OF TAX BUDGET 21-01-13

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education approve the Fiscal Year 2022 Alternative Tax Budget, as presented.

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

Motion carried.

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APPROVAL OF RESOLUTION TO PROCEED – SUBSTITUTE TAX LEVY 21-01-14

Mr. Kelly made a motion, seconded by Mr. Houska, 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.

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

Motion carried.

BOARD MEMBER AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Theresa Wright, Executive Director of the Highland Foundation, shared that the Foundation added five additional scholarships this year and would be awarding a total of \$34,500 to Highland students.

NEW BUSINESS

None

OLD BUSINESS

None

SUPERINTENDENT'S AGENDA

SCHOOL BOARD RECOGNITION MONTH

Mrs. Aukerman noted that January is School Board recognition month. She thanked the Board for their service and said the work that they do is appreciated, especially during such a difficult time with the ongoing pandemic. She said that the Board has had such a positive impact on the District through their thoughtful decision-making and that Highland is excellent because of their contributions. Each Board member was given a certificate of appreciation.

PAYMENT IN LIEU OF TRANSPORTATION 21-01-15

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the Payment in Lieu of Transportation Resolution, as presented in Addendum # I.

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

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Motion carried.

ACCEPTANCE OF DONATIONS 21-01-16

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

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

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

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-01-17

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

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

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

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 21-01-18

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

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

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D. OSBA Legal Assistance Fund Agreement

E. College Credit Plus and My University Guarantee MOU - Lorain Community College

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

Motion carried.

CONSENT AGENDA – PERSONNEL 21-01-19

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

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

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

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

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

1. Josh Arbour	MS 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.

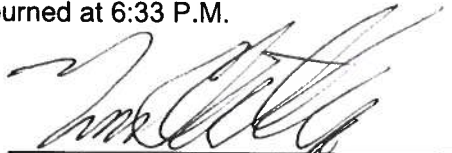
Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Mrs. Thomas, yes.

Motion carried.

HIGHLAND BOARD OF EDUCATION
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ADJOURNMENT

With all in agreement, the meeting was adjourned at 6:33 P.M.


Board President
Treasurer

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

The Special Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 5:00 P.M.

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

REPORT OF THE TREASURER

APPROVAL OF CONSTRUCTION PROJECT LEASE AGREEMENTS 21-01-20

Mrs. Thomas made a motion, seconded by Mr. Kelly, 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.

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

Motion carried.

APPROVAL OF SALE OF BARNS 21-01-21

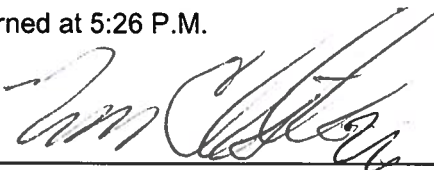
Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the resolution declaring that barns located on land owned by the Board of Education are not needed for any school purpose and authorizing the sale of the barns by public auction, as presented.

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

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 5:26 P.M.



Board President



Treasurer

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

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

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

The next regular meeting will be held on March 15, 2021 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

Addition – Consent Agenda – Personnel – Item B – 16. Robert Murray – French – \$300.00

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-02-22

Mr. Wolny made a motion, seconded by Mrs. Thomas, 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.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-02-23

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the January 2021 Financial Reports, as presented.

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

Motion carried.

APPROVAL OF BUILDING PROJECT TECHNOLOGY SPECIFICATIONS/AUTHORIZATION TO BID 21-02-24

Mrs. Thomas made a motion, seconded by Mr. Houska, 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.

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

Motion carried.

HIGHLAND BOARD OF EDUCATION
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BOARD MEMBER AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

None

NEW BUSINESS

None

OLD BUSINESS

None

SUPERINTENDENT'S AGENDA

ADOPTION OF ACADEMIC SCHOOL CALENDARS FOR 2021-2022 AND 2022-2023
21-02-25

Mrs. Thomas made a motion, seconded by Mr. Houska, that the Board of Education approve the Academic School Calendars for 2021-2022 and 2022-2023, as presented in Addendum #I.

[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.]

Dr. Christopher reminded the audience that a later start to next school year has been discussed as a possibility for some time due to ongoing construction and is unrelated to any proposed State legislation regarding later school start dates.

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

Motion carried.

APPROVAL OF EDUCATOR EVALUATION EXEMPTION 21-02-26

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education declare that is it 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.

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

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Motion carried.

ACCEPTANCE OF DONATIONS 21-02-27

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

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
Highland Schools	Medina County Schools'	\$375.00 for Crisis Supplies
	Crisis Response Team	
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

Dr. Christopher thanked the community for its generosity and continued support.

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

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-02-28

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

High School

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

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

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

Motion carried.

HIGHLAND BOARD OF EDUCATION
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CONSENT AGENDA – CONTRACTS/AGREEMENTS 21-02-29

Mr. Houska made a motion, seconded by Mr. Wolny, 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

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

Motion carried.

CONSENT AGENDA – PERSONNEL 21-02-30

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

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

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

- B. Employment - Certified

Approved 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
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

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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
16. Robert Murray	French	\$ 300.00

C. Maternity Leave - Certified

Approved 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

Approved 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

Approved a revision in the Maternity/Family Medical Leave Request of Audrey Hinneberg, High School Social Studies Teacher, to extend her anticipated return date to 4/19/2021.

F. Employment - Classified

Employed 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

Accepted the resignation of Mikayla Brown, Granger PM Latchkey Aide, effective 2/26/2021.

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

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

1. Brent Belsole	HS Head Softball Coach - 7 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 - 12 yrs	\$4,707.00

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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 - 13 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 Pohlmeyer	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

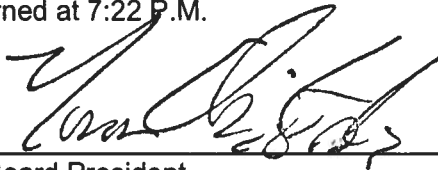
ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

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


Motion carried.

ADJOURNMENT

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



Board President



Treasurer

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

The Regular Meeting was called to order and roll call taken by Mrs. Thomas, Board Vice President, at 7:06 P.M.

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

The next regular meeting will be held on April 19, 2021 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-03-31

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the minutes of the Regular Meeting held on February 22, 2021, as presented.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-03-32

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education approve the February 2021 Financial Reports, as presented.

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

Motion carried.

ACCEPTANCE OF 2022 TAX RATES AND AMOUNTS 21-03-33

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

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

Motion carried.

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
MARCH 15, 2021
HIGH SCHOOL MEDIA CENTER
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BOARD MEMBER AGENDA ITEMS

Mr. Kelly thanked Highland teachers, support staff, and administrators and encouraged others in the community to do likewise for the extra efforts that have been made this year during the pandemic. He noted that there has been a lot of negativity nationwide towards teachers and unions. He is particularly proud of the manner in which Highland has approached the challenges of this school year. He feels that the school year has been a great success. Mrs. Aukerman concurred and reiterated that everyone has worked very hard to make this happen.

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Theresa Wright, Executive Director of the Highland Foundation, shared details regarding the 2021 Great Gifts Dinner Auction. The planned date is November 6, 2021 and the theme is "Once Upon Time a Community Came Together". The dinner will be held in person this year at Weymouth Country Club.

NEW BUSINESS

None

OLD BUSINESS

None

SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

With great pride, Mrs. Aukerman shared that Highland's own Paige Yu was crowned a state champion in girls gymnastics. She is the top OHSAAGymnast in the state. Paige's mother is a teacher at Highland and her father is on the Highland Foundation Board of Trustees.

Mrs. Aukerman urged the school community to use caution in making spring break travel plans. While Ohio's guidelines have eased somewhat, it is still important to consider the implications of traveling out of state and country. To maintain in-person learning as well as hold upcoming special events such as prom and graduation, it is important to keep the virus in check.

ACCEPTANCE OF DONATIONS 21-03-34

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

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

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

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-03-35

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

High School

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 - 7:30-9:00PM
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 Spaite

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

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

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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 - 11:00AM – 1:00 PM, 5/1/2021 -12:00-1:30 PM - HLC Game - Mark Przybysz

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

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 21-03-36

Mr. Kelly made a motion, seconded by Mr. Wolny, 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. Enviroscapes Lawn Care Agreement

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

Motion carried.

CONSENT AGENDA – PERSONNEL 21-03-37

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

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

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

Approved the Maternity Leave Request of Maribeth Herrilko, Middle School Science Teacher, effective 9/1/2021 with an anticipated return date of 1/3/2022.
- C. Maternity Leave - Certified

Approved the Maternity Leave Request of Allison Heckman, VLA First Grade Teacher, effective 5/31/2021 with an anticipated return date of 11/29/2021.

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D. Employment - Classified

Employed 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

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

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

1. Mary Becker	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. Arie 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

Accepted 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.

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

Motion carried.

EXECUTIVE SESSION 21-03-38

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

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

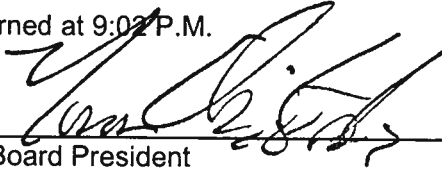
Motion carried.

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The Board adjourned to executive session at 7:28 P.M.
The Board exited executive session at 9:01 P.M.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 9:02 P.M.


Board President


Treasurer

HIGHLAND BOARD OF EDUCATION
SPECIAL MEETING
APRIL 26, 2021
HIGHLAND HIGH SCHOOL MEDIA CENTER
6:00 P.M.

The Special Meeting was called to order and roll call taken by Mrs. Thomas, Board Vice President, at 6:02 P.M.

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

MOTION TO RECESS 21-04-48

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education recess to await the arrival of Mr. Houska.

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

Motion carried.

The Board recessed at 6:05 P.M.

Mr. Houska arrived at 6:57 P.M.

Mrs. Thomas called the meeting back to order at 6:58 P.M.

REPORT OF THE TREASURER

APPROVAL OF RESOLUTION TO PROCEED – AUGUST 3, 2021 21-04-49

Mr. Wolny made a motion, seconded by Mr. Houska, 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.

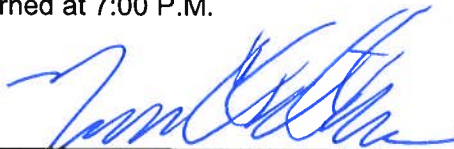
Mr. Wolny, yes; Mr. Houska, yes; Mr. Kelly, yes; Mrs. Thomas, yes.

Motion carried.

**The resolution was passed as a contingency in the event the May ballot issue does not pass.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 7:00 P.M.



Board President



Treasurer

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
APRIL 19, 2021
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7:00 PM

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

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

The next regular meeting will be held on May 17, 2021 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-04-39

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the minutes of the Regular Meeting held on March 15, 2021, as presented.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-04-40

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the March 2021 Financial Reports, as presented.

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

Motion carried.

APPROVAL OF FISCAL YEAR 2021 AMENDED APPROPRIATIONS 21-04-41

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

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

Motion carried.

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APPROVAL OF GUARANTEED MAXIMUM PRICE AMENDMENTS 21-04-42

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the Guaranteed Maximum Price Amendments for Elementary Playgrounds and Middle School Roofing and Lighting, as presented.

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

Motion carried.

APPROVAL OF RESOLUTION TO SUBMIT LEVY 21-04-43

Mr. Kelly made a motion, seconded by Mr. Houska, 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.

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

Motion carried.

BOARD MEMBER AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Mrs. Thomas summarized the guidelines and expectations for the public participation portion of the agenda.

Theresa Wright, Executive Director of the Highland Foundation, shared that the Foundation had recently approved two new grants, including the One District, One Book grant at the elementary level and an orchestra artist-in-residence program benefitting middle and high school students. Mrs. Wright also reminded the audience to submit their applications/nominations for the Highland Distinguished Alumni Hall of Fame. The induction for honorees will take place in October.

Amanda Foust, Sharon Township resident and representative for Highland Parents for Traditional Education, shared concerns with the Board regarding the current school environment and COVID related safety protocols. She said it's been a very difficult year, especially for the children, and change is needed. She implored the Board, as representatives for the community, to contact legislators, voice her group's concerns, and push for change. She did note that Highland has been great given the circumstances, but if the current conditions continue into the next school year, she cannot support the levy. She said that the state is ruining the children and that we must stop the spread of fear. She cited the states of Florida and Texas as examples of places where restrictions have been all but eliminated and that they have been successful in her

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opinion. In order for kids to thrive emotionally, mentally, and physically, she said change is needed now.

Mrs. Aukerman commented that there are still state mandates in place and that the District is still required to comply with those orders. She respects everyone's opinions, but ultimately the District is responsible for all 3,300 students enrolled at Highland as well as more than 400 staff members. She appreciates the community support and hopes that everyone can continue to work together. She stated that the District shares many of the same core beliefs that were expressed tonight, but is unable to override health orders. The ultimate goal continues to be a return to normalcy as soon as possible.

Mr. Wolny shared his thoughts noting that the District has worked hard to get kids back to in-person learning. Some schools have only just recently returned while Highland resumed in-person learning in September. He doesn't want to minimize any concerns expressed tonight, but at the end of the day, the District has to comply with state orders. He is not picking sides. He thanked everyone for coming to the Board meeting.

Mrs. Thomas told the audience that we hear your concerns. However, it is not possible for the Board to provide plans for the next school year without knowing what's coming next from the state. The Board's goal continues to be 5 days per week of in-person learning with no restrictions, but the District can't go against mandates. There could be severe consequences for doing so, including financial repercussions. She said that this school year has still been quite successful because of the community, staff, and students that we have. Also, on a brighter note, she did remind everyone that we have three beautiful new elementary buildings opening in the fall. These more spacious buildings could be helpful should distancing protocols continue.

Mr. Kelly urged people not to tie COVID related concerns to their decision on the upcoming substitute levy ballot issue. He said everyone has worked so hard to get back to in-person learning. While it hasn't been perfect and it has caused some hardships, the school year has been a relative success. He also said he appreciated everyone's attendance and that he hears their concerns.

Mrs. Aukerman concluded by noting that the District's scope of practice is education. Staff members do not possess medical licenses and cannot dictate public policy in the medical arena. She understands the group's position as advocates on this politically charged issue. She said Highland is such a great district, especially when we are all working together. She offered to meet with the group, but hoped they could understand the District's position. Our goal is the same as yours.

NEW BUSINESS

None

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OLD BUSINESS

None

SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

Mrs. Aukerman reminded everyone that the District is on the ballot with a substitute levy request on May 4. The levy will take the place of the emergency levy that was passed back in 2011. The levy request has nothing to do with the ongoing construction project. It is an absolute necessity as the revenue to be derived from the levy is approximately 15% of the operating budget. This is not a new tax and it will actually result in a small decrease in taxes as the initial tax rate for the substitute levy will be 4.7 mills (\$144 per \$100,000 of home value) compared to the current effective rate for the emergency levy of 5.1 mills (\$156 per \$100,000 of home value). The levy will be similar to a renewal and help the District avoid drastic budget cuts.

Mr. Barnes added that for Fiscal Year 2020, the District's total operating revenues essentially matched its operating expenditures. Failure to pass this levy would result in a ~\$4.6 million reduction in operating revenues. As a result, significant deficit spending would occur almost immediately. He also noted that Highland continues to be categorized by the state as a very high wealth district by any measure. Consequently, additional support from the state is highly unlikely. The District is heavily dependent upon the local community for support.

Mr. Kelly commented on the rationale for the Board deciding on a continuing period of time for the levy term. He noted that constantly being on the ballot with renewals takes away from critical administrative planning time that is necessary to continually improve as a District. It is evident that more growth is coming and these resources will absolutely be needed in the future.

Mrs. Aukerman also shared that the recent vaccination clinics at the high school were a great success with nearly 400 people being vaccinated. She also shared that the District has home COVID test kits as provided by the state that are now available for use.

CONSTRUCTION PROJECT UPDATE – GPD GROUP AND HAMMOND CONSTRUCTION

Aaron Rodebaugh, GPD Group, and Joe Swantek, Hammond Construction, provided an update of the project noting that everything is currently on schedule to open on time for the start of the new school year.

Mr. Kelly inquired about the flow of traffic at pick up and drop off times as it relates to emergency access.

The construction team described the extra width of the drives and additional reinforced ground outside of the paved areas that would allow for this sufficient access.

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Mrs. Thomas commented that the buildings look beautiful and that this is really something to look forward to.

Mrs. Aukerman noted that open house dates may need to be later than usual due to building moving efforts that will likely be taking place right up until opening day.

PROPOSALS FOR GRADUATION AND PROM 2021

High School Principal Carrie Knapp discussed plans for graduation and prom for the 2020-2021 school year. For prom, she shared that the students' input was taken into consideration. Ultimately, it was decided to defer prom to a later date of June 11 at Weymouth Country Club. After prom will be held at Highland High School as opposed to the Medina Rec Center. Graduation will also depart from the traditional venue of EJ Thomas in favor of the High School Stadium, which will allow for a much greater capacity. Other traditional end of year senior activities are also planned to move forward.

ACCEPTANCE OF DONATIONS 21-04-44

Mr. Houska made a motion, seconded by Mr. Wolny, 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	\$1,000.00

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

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-04-45

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

High School

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

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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

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

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

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 21-04-46

Mr. Wolny made a motion, seconded by Mr. Kelly, 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

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- C. Southeast Security Technology Bid Package
- D. PSI Nursing Services Agreement for 2021-2022

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

Motion carried.

CONSENT AGENDA – PERSONNEL 21-04-47

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

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

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

Employed the following individuals, as Long Term Substitutes, for the 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

Accepted the resignation of Patrick Holstein, Granger Elementary Custodian, effective 4/6/2021.
- D. Unpaid Medical Leave - Classified

Approved 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

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

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Substitute Aide

Grace Bazan
Kristina Nemes

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

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

1. 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.

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

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 8:25 P.M.



Board President



Treasurer

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

The Regular Meeting was called to order and roll call taken by Dr. Christopher, Board President, at 7:03 P.M.

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

The next regular meeting will be held on June 28, 2021 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

Addition – Executive Session

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-05-50

Mr. Wolny made a motion, seconded by Mr. Houska, 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.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-05-51

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the April 2021 Financial Reports, as presented.

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

Motion carried.

APPROVAL OF UPDATED FISCAL YEAR 2021 FIVE-YEAR FORECAST 21-05-52

Mr. Houska made a motion, seconded by Mrs. Thomas, 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.

Treasurer Neil Barnes provided a summary of the updated forecast. He noted that the District is projected to end Fiscal Year 2021 in a much better financial position than originally expected, deferring deficit spending to Fiscal Year 2022. While many variable factors can lead to a different outcome, this forecast projects that the District will need to request a new operating levy as soon as Fiscal Year 2024.

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

Motion carried.

REMOVAL OF AUGUST 2021 LEVY REQUEST FROM BALLOT 21-05-53

Mr. Wolny made a motion, seconded by Mrs. Thomas, 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 # 1.

Dr. Christopher expressed his appreciation for the recently passed substitute levy earlier in the month, especially in these difficult times. He views the result as a vote of confidence in the District.

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

Motion carried.

BOARD MEMBER AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Dr. Christopher summarized the guidelines and expectations for the public participation portion of the meeting.

Theresa Wright, Executive Director of the Highland Foundation, provided an update on various Foundation initiatives and events including the One District, One Book grant, the annual dinner fundraiser scheduled for November 6 for which sponsors are still needed, the STAR award program, and the annual Hornet Dash. She also mentioned that the new chairman of the Foundation, Al Morrison, was in attendance at the meeting. Mr. Morrison, Hinckley resident, introduced himself to the Board. In his new role, he said he will do everything possible to support the school and students.

Jason Frederick, Sharon Township resident, shared his displeasure with the toxic environment that he feels exists within the girls basketball program. He made various allegations and provided a packet of information to the Board that illustrated specific instances leading to his concerns. He requested that the Board not renew the current head coach. He does not feel that the current state of the program represents the standard of excellence for which Highland is known. He threatened to post his findings on social media. Dr. Christopher expressed his discomfort with the disparaging, one-sided conversation and the public sharing of information that would be better suited for Executive Session. Mrs. Aukerman reminded Mr. Frederick and the Board that appropriate internal investigations had been conducted and much of the information presented was not totally accurate.

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Amanda Foust, Sharon Township resident and representative for Highland Parents for Traditional Education, thanked the Board for proactively modifying COVID-related protocols (ex. requirements for wearing masks) effective June 2. She shared that there are still other concerns that the group would like to see addressed, but was happy to see the move towards more normalcy. Dr. Christopher reiterated that the District would continue to follow all state mandates.

Cheryl Hartzfeld, Sharon Township resident, thanked Mrs. Aukerman and the Board for this school year. Masks or no masks, she said her daughter loves school. Given the ever-changing and inconsistent guidelines and mandates from the state and federal governments, she made a request that the District consider ending the school year early similar to some neighboring districts. She noted that students have more than enough hours completed this school year to comply with the law.

NEW BUSINESS

None

OLD BUSINESS

None

SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

Mrs. Aukerman provided an update covering three primary topics: (1) Current COVID-related orders and guidance, (2) Transportation Department changes, and (3) Virtual Learning options for the 2021-2022 school year.

Mrs. Aukerman summarized the timeline leading up to the District's decision to remove the District mask mandate effective June 2. She reminded the audience that the District will continue to follow applicable mandates, but the decision to require masks becomes a local one on June 2. Dr. Christopher stated that best practices haven't changed, but there is really no leverage to enforce a mask mandate going forward. Mr. Wolny felt it was important to be consistent in following mandates. Mrs. Thomas looked forward to seeing the actual language of the most recent order, which had not yet been published. Mrs. Aukerman understands that many in the District will not be pleased with the removal of the mask requirement, but a mandate will no longer be in effect.

Mrs. Aukerman shared that transportation routing would be revamped for the 2021-2022 school year. A survey regarding transportation service needs for next school year has been sent to parents for which a reply is sought by June 17.

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Mrs. Aukerman communicated that the ESC of Medina County is exploring a virtual learning option for Medina County students for next school year. The District has sent out a survey to gauge interest within Highland. A response is requested from families by May 26.

TRUSTED LEARNING ENVIRONMENT (TLE) SEAL PRESENTATION

Roger Saffle, Director of Technology, and Laurie Boedicker, Director of Curriculum and Instruction, provided an overview of the rigorous process through which the District received recognition as a trusted learning environment. According to Mr. Saffle, Highland is one of only seventeen districts in the U.S. to earn this designation, which demonstrates a commitment to protecting the privacy and security of student data.

ADOPTION OF HIGH SCHOOL AND MIDDLE SCHOOL HANDBOOKS FOR 2021-2022
21-05-54

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education adopt the High School and Middle School Handbooks for the 2021-2022 school year, as presented.

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

Motion carried.

ACCEPTANCE OF DONATIONS 21-05-55

Mrs. Thomas made a motion, seconded by Mr. Wolny, 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

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

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-05-56

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

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High School

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

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

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

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

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 21-05-57

Mrs. Thomas made a motion, seconded by Mr. Houska, 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. OHSA 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

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- H. College Now Greater Cleveland Memorandum of Understanding
- I. Public School Works Services Agreement

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

Motion carried.

CONSENT AGENDA – PERSONNEL 21-05-58

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

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

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

Employed Alexa Nahra, High School Long Term Biology Teacher, for the 2021-2022 school year, effective 9/1/2021.
- C. Resignation - Certified

Accepted 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
- D. Change of Status - Certified

Approved a change in status for Carolyn Colbow, from Middle School Counselor, to High School Counselor, effective 8/1/2021.
- E. Retirement - Classified

Accepted the resignation of Renay Kapusinki, Sharon Latchkey Aide, for the reason of retirement, effective 6/30/2021.

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F. Change of Status – Classified

Approved 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

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

<u>Substitute Aide</u>	<u>Substitute Bus Drive</u>
Christine Koehler	Jane Carsten
	Ruth Sabol

H. Employment - Athletic Camps/Clinics

Employed 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

Employed 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

Adopted the Athletic Workers Pay Schedule, as presented.

K. Employment - Extended School Year Program

Employed 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

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

Granted 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

Granted 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

Granted 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

Granted supplemental extended time contracts for the 2021-2022 school year, on a per diem basis, for the following employees, as listed:

- | | |
|------------------------------|------------------------------|
| 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 | |

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

Granted 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

Granted 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

Granted 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

Granted 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 |

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

Granted 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.

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

Motion carried.

EXECUTIVE SESSION 21-05-59

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

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

Motion carried.

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

The Board exited executive session at 9:34 P.M.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 9:35 P.M.



Board President



Treasurer

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

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

The next regular meeting will be held on July 19, 2021 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-06-60

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the minutes of the Regular Meeting held on May 17, 2021, as presented.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-06-61

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education approve the May 2021 Financial Reports, as presented.

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

Motion carried.

APPROVAL OF FISCAL YEAR 2021 FINAL AMENDED APPROPRIATIONS 21-06-62

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the Fiscal Year 2021 Final Amended Appropriations, as presented.

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

Motion carried.

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APPROVAL OF FUND TRANSFERS 21-06-63

Mr. Houska made a motion, seconded by Mr. Wolny, 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.

OHSAA (022)	Athletics (300)	\$5,130.00
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Reason: To liquidate the OHSAA holding fund and reimburse the Athletic Department for tournament related expenses.

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

Motion carried.

APPROVAL OF FUND ADVANCES 21-06-64

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

<u>From</u>	<u>To</u>	<u>Not to Exceed Amount</u>
General Fund (001)	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

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

Motion carried.

APPROVAL OF 2021-2022 PETTY CASH/CHANGE ACCOUNTS 21-06-65

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education approve the 2021-2022 Petty Cash/Change Accounts, as presented in Addendum # I.

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

Motion carried.

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APPROVAL OF FISCAL PROCEDURES 21-06-66

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

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

Motion carried.

APPROVAL OF FISCAL YEAR 2022 TEMPORARY APPROPRIATIONS 21-06-67

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education approve the Temporary Appropriations for Fiscal Year 2022, as presented.

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

Motion carried.

BOARD MEMBER AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Debbie Moss, Hinckley Township resident, expressed her appreciation to the Board for the graduation ceremony held for the Class of 2021. Ms. Moss is the mother of two Highland graduates and she feels that the stadium venue is something that should continue into the future. Additionally, Ms. Moss, speaking on behalf of the Hinckley Women's Club, invited Board members who will be on the November ballot for reelection to a candidate's night that will be held at Our Savior Lutheran Church. Additional details will be shared when they become available.

The Board thanked Mrs. Aukerman and the administration for the very special graduation ceremony that was held at the high school stadium on June 5. Mrs. Aukerman indicated that the plan is to hold the commencement ceremony at the stadium in the future.

NEW BUSINESS

None

OLD BUSINESS

None

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SUPERINTENDENT'S AGENDA

ADOPTION OF MUSIC TEXTBOOKS FOR 2021-2022 21-06-68

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education adopt the Highland Local Schools Music textbooks, as presented.

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

Motion carried.

CERTIFICATION OF STANDARDS GOVERNING TYPES OF FOODS AND BEVERAGES
SOLD ON SCHOOL PREMISES 21-06-69

Mr. Kelly made a motion, seconded by Mr. Wolny, 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.]

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

Motion carried.

ADOPTION OF HIGH SCHOOL AND MIDDLE SCHOOL FEES FOR 2021-2022 21-06-70

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education adopt the High School and Middle School Fees for the 2021-2022 school year, as presented.

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

Motion carried.

APPROVAL OF TRANSPORTATION REIMBURSEMENT RESOLUTION 21-06-71

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education authorize contracts 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.

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

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Motion carried.

APPROVAL OF PAYMENT IN LIEU OF TRANSPORTATION 21-06-72

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

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

Motion carried.

APPROVAL OF HIGHLAND ATHLETIC BOOSTERS 2021-2022 SEASON PASSES AND BANNER SPONSORSHIP 21-06-73

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the Highland Athletic Boosters 2021-2022 Season Passes and Banner Sponsorship Programs, as presented.

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

Motion carried.

ACCEPTANCE OF DONATIONS 21-06-74

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

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
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

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

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-06-75

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

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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

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

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 21-06-76

Mr. Kelly made a motion, seconded by Mr. Houska, 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

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- 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

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

Motion carried.

CONSENT AGENDA – PERSONNEL 21-06-77

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

A. Employment - Administration

Employed Beth Hall, Sharon Elementary Assistant Principal, on a limited contract of employment, beginning August 1, 2021.

B. Employment - Certified

Employed 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

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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

C. Employment - Certified

Employed 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

Accepted the resignation of Kathryn Medley, Sharon Elementary 1st Grade Teacher, effective 6/18/2021.

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

Granted 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

Employed 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

Employed 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

Accepted 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
3. Rachel Riha, Special Education Aide, effective 6/19/2021

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4. Luke Wagner, Special Education Aide VLA, effective 6/11/2021

I. Retirement - Classified

Accepted 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

Approved 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

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

Substitute Aide
Marie Baker

L. Resignation - Exempt

Accepted the resignation of Scott Brubaker, Systems Technician, effective 6/30/2021.

M. Employment - Co-curricular/Supplemental - 2020-2021

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

1. 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

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

Employed 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
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

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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
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

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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

Employed 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

Employed 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.

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

Motion carried.

EXECUTIVE SESSION 21-06-78

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education adjourn to executive session to consider the sale of property and to prepare for, conduct or review negotiations or bargaining sessions with public employees.

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

Motion carried.

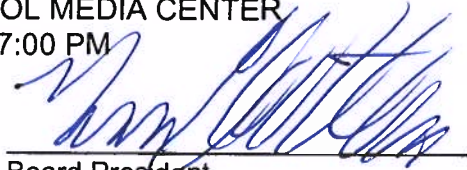
The Board adjourned to executive session at 7:26 P.M.

The Board exited executive session at 8:25 P.M.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 8:26 P.M.

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Board President



Treasurer

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

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

The next regular meeting will be held on September 20, 2021 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-08-79

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the minutes of the Regular Meeting held on June 28, 2021, as presented.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-08-80

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the June 2021 and July 2021 Financial Reports, as presented.

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

Motion carried.

APPROVAL AND DESIGNATION OF BANK DEPOSITORIES 21-08-81

Mr. Houska made a motion, seconded by Mrs. Thomas, 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

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Premier Bank
US Bank

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

Motion carried.

APPROVAL OF HIGHLAND LATCHKEY PROGRAM RATES 21-08-82

Mrs. Thomas made a motion, seconded by Mr. Wolny, 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

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

Motion carried.

APPROVAL OF SALE OF REAL PROPERTY 21-08-83

Mrs. Thomas made a motion, seconded by Mr. Kelly, 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 # I.

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

Motion carried.

BOARD MEMBER AGENDA ITEMS

APPOINTMENT OF OSBA CAPITAL CONFERENCE DELEGATES 21-08-84

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education appoint Diane Thomas as delegate and Chris Wolny as alternate delegate for the Annual Business Meeting of the 2021 OSBA Capital Conference to held in November.

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

Motion carried.

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HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Dr. Christopher made opening remarks to kick off the hearing of individuals portion of the meeting agenda. He welcomed the many in attendance. In anticipation of the focus of the comments about to be heard, Dr. Christopher reiterated the Board's position that each member is committed to providing a high quality education in a safe learning environment. He anticipated strong opinions on both sides of the arguments surrounding the District's mask and safety protocol recommendations and procedures. He noted that the Board was there to listen. He asked that participants be respectful and limit duplicative and redundant commentary.

Theresa Wright, Executive Director of the Highland Foundation, thanked the Highland staff for their participation and generosity with respect to the employee payroll deduction program. She also thanked this year's sponsors for the Great Gifts Dinner Auction, including the GPD Group and Hammond Construction. She shared "save the date" flyers for the dinner. Finally, she discussed a give back program for entities that have consistently supported the Foundation throughout the years.

Bruce Folkerth, Highland High School English Teacher, spoke in support of a mask mandate. He feels it is the most viable solution to help with the current situation since vaccines can't currently be mandated. He shared various health organization recommendations and research supporting a mask mandate. He fears we may be heading down a path of uncertainty similar to last year. He provided his personal experience as the Highland bowling coach last year and the disruptions experienced due to COVID. He hopes to avoid a recurrence and feels masks may help to that end.

Audrey Hinneberg, Highland High School AP Government and World History Teacher, expressed her love of teaching and the anticipation and excitement she typically feels at the start of each school year. Conversely, this year she has great fear about returning and is scared for her family, students, and co-workers. After having witnessed what happened last year when the mask mandate was lifted, she believes that students will not wear masks if it is only a recommendation. When given the option, most will opt out. She does not feel this is a political choice, but rather a public health decision. She said the Governor and General Assembly should not have put districts in this position, but this is the reality and she requested that the Board listen to public health experts and institute a mask mandate.

Dr. Jacqueline Branch, Montville Township, acknowledged and echoed the sentiments shared by the teachers. She currently practices as a developmental behavioral pediatrician and has a master's degree in special education. She is dedicated to the education, health, safety, and well being of children. She is the mother of two children who are not eligible for the vaccine. She believes in person education is best for students, but that it needs to take place in a safe environment. As such, she is asking that the Board implement a mask mandate. She feels optional masks will lead to more disruption and puts the most vulnerable at risk. If there is a need to transition to virtual learning, educational gaps will result. Experts are recommending masks and they do not cause harm. Let's not wait for something bad to happen to make a

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change. Other districts across the state are making these changes and Highland can do the same.

Jerry Hill, Business Owner and Highland Parent, suggested that everyone put their feelings aside and remember that this is America. He would like the same consideration as those who are asking for a mask mandate. He doesn't want to be required to wear a mask. He reminded the Board that the taxpayers pay the bills. He recommended that the Board tread carefully because citizens like him will move and/or homeschool their children.

Bonnie Gomez, Highland High School Teacher, Community Member, and Highland Parent, thanked the Superintendent and Board for their efforts to keep everyone safe and in the classroom. Highland was able to continue in person learning last year due to the many safety protocols adhered to. Data indicates an increase in cases and community spread. Health experts recommend masks. The Governor has urged masks. She asked that the Board follow the science to help us stay in school and implement a mask mandate.

Warren Kopp, Granger Township, discussed what he considered to be confusing communications from the District. Many communications, especially surrounding the pandemic, seem ambiguous and vague to him. He requested more specific and direct communication, especially as it relates to the specific building at which his children attend.

Mario Colangelo, Hinckley Township, questioned the notion that masks work. He has a background in statistics and is not aware of any study that shows that masks are effective. On the other hand, he has reviewed many studies that suggest that masks don't work. He cautioned putting stock in what the so-called experts say. He feels that when experts are referenced, it simply means those communicating the message are attempting to get you to do something for which they do not have the evidence to back it up. He shared statistics regarding the relatively low incidences of deaths by age ranges related to COVID in Medina County. He emphasized the importance of liberty in the decision to wear a mask. He disagrees with the notion that masks cause no harm. He shared a personal example from his life that suggested otherwise and asked the Board to keep masks optional.

Amanda Foust, Highland Parents for Traditional Education and Sharon Township resident, thanked the Board for staying the course and keeping their word to follow laws and mandates regarding mask mandates of which there are currently none. She is a proponent of choice regarding masks, vaccines, and where you send your children to receive an education. She feels masks do nothing except harm children. She pivoted to the guidelines that are currently in place. She does not agree with the federal mandate that masks be worn on buses applies to school districts and school buses. She provided various legal citations and opinions. She wants the Board to ask more questions and challenge some of the guidance they are being asked to follow. She feels that current quarantine protocols at Highland run contrary to SB 22. She encouraged the Board to gain further clarification from legal counsel to ensure the District is compliant.

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Stephanie Tousley, Granger Township, recounted comments made over the past months by the District to adhere to state mandates and stay within its scope of expertise. She asked the Board if they would honor their word and not impose mask mandates without a directive from the state. She feels education should be the District's focus and not public health decisions. She discussed SB 22 and the limitations it imposes. She discouraged government overreach and advocated for choice in the decision to wear a mask. She said the decision to require masks falls squarely on Boards now and she once again asked if the Board would act with integrity and keep their word.

Julia Zozulya, Hinckley Township, is a former teacher and her husband works in emergency medicine. She urged the Board to keep masks out of schools and school buses. She is a firm believer in science and science suggests that COVID does not pose a great risk to children. She said enough is enough. The madness has to stop. Masks are no longer necessary. COVID will be with us forever just like the flu. We need to protect the vulnerable, but we also need to live. She is asking for a choice. She feels masks do not facilitate effective learning, especially in primary school. She respects those who choose to wear a mask.

Shawn Pepera, Hinckley Township, is a proponent of mask choice. There are no mandates. Let the parents make the decision for their families. She asked each Board member where they stand on the issue.

Wendy Sefcik, Hinckley Township, spoke out against masks. Her family chose virtual learning for their daughter last year during the first semester, but chose in person learning second semester. She noted that her daughter did fine with the mask, but she didn't understand why students were asked to go so far as to not even turn their heads in class. She also discussed the frigid temperatures in classrooms that were part of safety measures to circulate air. She feels children are agreeable and will generally do what they are told. This is why parents need to speak up. She has emailed the administration about these concerns.

Dane Donaldson, Sharon Township, moved to the District from Strongsville with the understanding that there would be more choice at Highland. He is a business owner and questions how intrusive everything has become with respect to COVID. He has two children that have medical issues. As such, he has been cautious their whole life, but his family continues to live trusting their immune systems. He feels the manner in which quarantine guidelines have been imposed don't make sense. He is a law-abiding citizen and there is no law that you have to wear a mask.

Stephanie Engler, Sharon Township, is a parent and lifelong resident of Highland. She understands the gravity of this decision by the Board. She requested that the Board allow parents to make the decision on whether to mask their children or not. As a parent, she makes choices that she believes are always in the best interest of her children. She pondered where would it end, if the Board requires masks. What might the next mandate be? Are you listening to your constituents? Are you considering all of the research? She thanked the Board for their consideration.

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Dr. Christopher closed by thanking those in attendance. He acknowledged the importance of community engagement and believes such communication to be a big part of what makes Highland so special. He appreciated everyone's feedback and passion.

OLD BUSINESS

None

NEW BUSINESS

A first reading for the following new and revised Board of Education policies was conducted:

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

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SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

Mrs. Aukerman started by providing an update on all of the happenings and important dates related to the start of the new school year, including the middle school Where Everyone Belongs (WEB) program, Freshman First day, preschool start date, and an upcoming community open house to tour the new elementary buildings.

Mrs. Aukerman next provided a COVID update. Communications have been sent out to the community regarding the District's plan and recommendations for the start of the school year as it relates to COVID. She reiterated the District's strong recommendation to wear masks and get vaccinated. She reminded the audience that the District will have to keep an eye on data and local cases. She wants to do everything possible to continue in person learning. She noted that masks are required on school buses in accordance with current federal laws. She then reviewed the current quarantine protocols published by the Ohio Department of Health. She went over health and safety protocols and emphasized that 5 days per week of in person learning continues to be the goal.

Several Board members shared their position on the current situation. Dr. Christopher highly recommended masks and believes they are effective in deterring the spread of COVID. Mr. Kelly echoed those sentiments. Mr. Wolny stated that in person learning is everyone's goal. He acknowledged the importance of personal choice and strongly believes this Board has the best interests of everyone in mind regardless of whether they currently have a student enrolled at Highland. Mr. Kelly shared that he has been on the Board for 24 years. He would hate to see something like this tear the community apart. He thanked the staff for all of their efforts and the community for their input.

ADOPTION OF ELEMENTARY HANDBOOK AND SCHOOL FEES FOR 2021-2022 21-08-85

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education adopt the Elementary Handbook and School Fees for the 2021-2022 school year, as presented.

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

Motion carried.

ADOPTION OF LITTLE HORNETS PRESCHOOL HANDBOOK FOR 2021-2022 21-08-86

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education adopt the Little Hornets Preschool Handbook for the 2021-2022 school year, as presented.

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

Motion carried.

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APPROVAL OF 2021-2022 BUS ROUTES AND THE DISTRICT DESIGNEE 21-08-87

Mrs. Thomas made a motion, seconded by Mr. Houska, 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.

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

Motion carried.

APPROVAL OF PAYMENT IN LIEU OF TRANSPORTATION 21-08-88

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

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

Motion carried.

ACCEPTANCE OF DONATIONS 21-08-89

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

TO	FROM	ITEM/DESCRIPTION
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

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

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-08-90

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

High School

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

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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

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

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 21-08-91

Mrs. Thomas made a motion, seconded by Mr. Houska, 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

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

Motion carried.

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CONSENT AGENDA – PERSONNEL 21-08-92

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

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

Adopted 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

Employed 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

Employed 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

Accepted 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

Employed Jackson Stillwagon, Tech. Department Student Worker, on a one-year limited contract of employment for the 2020-2021 school year.

F. Employment - Classified

Employed 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

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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

Approved 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

Accepted 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

Employed 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
Katie Duffy
Tamara Stastny

Kelli Budi
Nicole Hollis
Amy Ward

Sharyl Crutchley
Sherri Kedzior
Ashley Watts

Substitute Bus Drivers

Tom Bardar
Jeff Enterline
Mary Jo Halenar
Melissa Lance
Robert Ripley

Jane Carston
Linda Gehring
George Jacynycz
Craig Lindsey
Ruth Sabol

Howard Eakin
Amy Grissom
Ray Kornakovich
John Mazolla

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Substitute Cooks
Shelley Tanski

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

Employed 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 hr
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 hr
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 hr
27. Danielle Koval	Home/After School Tutor	\$ 25.00 per hr
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 hr
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

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42. Mandi Myser	MS Faculty Manager - 7 yrs	\$5,286.00
43. Kristine Nerlich	HS Saturday Detention Monitor	\$ 25.00 per hr
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
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

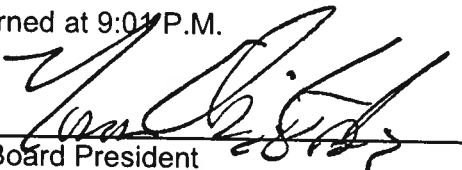
ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF
CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

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

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 9:01 P.M.


Board President


Treasurer

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
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The Regular Meeting was called to order and roll call taken by Mrs. Thomas, Board Vice President, at 7:00 P.M.

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

The next regular meeting will be held on October 18, 2021 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-09-93

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the minutes of the Regular Meeting held on August 23, 2021, as presented.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-09-94

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education approve the August 2021 Financial Reports, as presented.

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

Motion carried.

APPROVAL OF FISCAL YEAR 2022 ANNUAL APPROPRIATIONS 21-09-95

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education approve the Fiscal Year 2022 Annual Appropriations, as presented.

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

Motion carried.

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APPROVAL OF STUDENT ACTIVITY PROGRAMS' PURPOSE, GOALS, AND BUDGET 21-09-96

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education approve the Student Activity Programs' Purpose, Goals, and Budget for Fiscal Year 2022, as presented.

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

Motion carried.

APPROVAL OF CONSTRUCTION PROJECT CHANGE ORDERS 21-09-97

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the Construction Project Change Orders, as presented.

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

Motion carried.

BOARD MEMBER AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Kelly Ford, Sharon Township resident, inquired about substitute teacher qualifications and whether substitutes are required to be certified. Mrs. Aukerman confirmed that substitutes are certified and hired through the ESC of Medina County.

OLD BUSINESS

SECOND AND FINAL READING OF NEW AND REVISED BOARD OF EDUCATION POLICIES 21-09-98

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education conduct a second and final reading and adopt the following 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 |

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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

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

Motion carried.

NEW BUSINESS

None

SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

Mrs. Aukerman again thanked the community for their support in making the new elementary schools and middle school renovations possible. She invited the audience to upcoming community open houses for the new schools on September 25.

Mrs. Aukerman also revisited the bus driver shortage faced by the District. The ongoing concern is not just a local matter as entities nationwide are facing the same issues. She warned that daily routes and extracurricular trips could be delayed or disrupted as a result.

Mrs. Aukerman provided a COVID update. She shared District statistics on positive cases and the corresponding close contacts and resulting quarantines. As of September 17, there were 22 positive cases with 67 close contacts. Of the 67 close contacts, 42 were able to remain in school due to precautions taken. The District is staying the course and the goal remains the same to keep students in school for in person learning. Masks and vaccines are recommended.

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APPROVAL OF HSSA NEGOTIATED AGREEMENT 21-09-99

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the HSSA Collective Bargaining Agreement for the period of July 1, 2021 through June 30, 2024, as presented.

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

Motion carried.

APPROVAL OF CAREER TECHNICAL EDUCATION WAIVER 21-09-100

Mr. Wolny made a motion, seconded by Mr. Kelly, that the Board of Education approve the Career Technical Education Waiver in Grades 7 and 8, as presented.

Mrs. Aukerman reminded the Board that this annual waiver does not mean that there are no career tech opportunities for middle school students. It means that there are no middle school teachers on staff that possess the required certification.

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

Motion carried.

ACCEPTANCE OF DONATIONS 21-09-101

Mr. Houska made a motion, seconded by Mr. Kelly, 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

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

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-09-102

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

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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 Elementary Schools 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

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

Motion carried.

CONSENT AGENDA – PERSONNEL 21-09-103

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

A. Employment Certified Substitutes/Home Tutors

Adopted the attached list of certified substitutes/home tutors for use for the
2021-2022 school year, as submitted by the ESC of Medina County as presented
in Addendum # I.

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B. Employment – Certified

Employed 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

Accepted the resignation of Kristina Kosta-Stalder, Hinckley Elementary Intervention Tutor, effective 9/10/2021.

D. Maternity Leave - Certified

Approved 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

Employed 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

Approved 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.

G. Resignation - Classified

Accepted 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

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H. Classified Exempt Personnel Rate Increase

Approved an annual hourly rate increase of 2.50% for all exempt employees for Fiscal Years 2022, 2023, and 2024, respectively.

I. Supplemental Pay - Certified

Approved 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

Employed 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

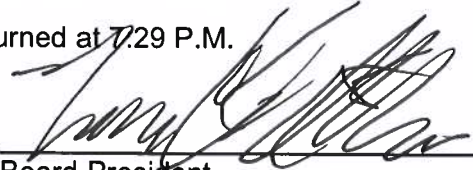
ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

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

Motion carried.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 7:29 P.M.


Board President


Treasurer

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

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

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

The next regular meeting will be held on November 15, 2021 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-10-104

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the minutes of the Regular Meeting held on September 20, 2021, as presented.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-10-105

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education approve the September 2021 Financial Reports, as presented.

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

Motion carried.

APPROVAL OF CONSTRUCTION PROJECT CHANGE ORDERS 21-10-106

Mrs. Thomas made a motion, seconded by Mr. Wolny, that the Board of Education approve the Construction Project Change Orders, as presented.

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

Motion carried.

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APPROVAL OF GUARANTEED MAXIMUM PRICE AMENDMENT 21-10-107

Mr. Kelly made a motion, seconded by Mr. Houska, that the Board of Education approve the Guaranteed Maximum Price Amendment for the Elementary Schools Abatement and Demolition, as presented.

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

Motion carried.

BOARD MEMBER AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

None

OLD BUSINESS

None

NEW BUSINESS

None

SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

Mrs. Aukerman reminded the audience of the upcoming annual Highland Foundation Great Gifts Dinner Auction. The event is scheduled to take place on Saturday November 6 at Weymouth Country Club. Doors open at 6:00 p.m. Board members agreed that the dinner is the social event of the year for the Highland community and encouraged those who have not attended to do so.

Mrs. Aukerman revisited the bus driver shortage faced by the District. She acknowledged that disruptions have resulted and urged everyone to get the message out to individuals who might have an interest in driving. She noted that the District would pay for all necessary training for new drivers.

Mrs. Aukerman also provided a COVID update. She shared District statistics on positive cases and the corresponding close contacts and resulting quarantines. From September 20 through October 15, there were 42 additional positive cases with 300 close contacts. Of the 300 close

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contacts, 273 were able to remain in school due to precautions taken and revised Ohio Health Department guidelines.

Dr. Christopher continued to be impressed with District and County Health Department leadership. He also thanked the staff, students, and community for their efforts.

Mr. Kelly emphasized the importance of the working relationship between the County Health Department and school districts. He also noted that positive cases have not necessarily been contracted at school.

The Board agreed that the District should continue staying the course and no modifications to the current plan and approach were recommended. Masks and vaccines are still encouraged.

APPROVAL OF PAYMENT IN LIEU OF TRANSPORTATION 21-10-108

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

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

Motion carried.

ACCEPTANCE OF DONATIONS 21-10-109

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

TO	FROM	ITEM/DESCRIPTION
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

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

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-10-110

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

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Granger Elementary

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

Granger, Hinckley, Sharon Elementary Buildings 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

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

Motion carried.

CONSENT AGENDA – PERSONNEL 21-10-111

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

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

Adopted 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

Accepted 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

Approved 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.

HIGHLAND BOARD OF EDUCATION
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D. Employment - Classified

Employed 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

Accepted the resignation of Greg Stegeman, Bus Driver, effective 9/13/2021.

F. Resignation - Classified

Accepted the resignation of Cathy Hardacre-Wanzie, Bus Driver, for the reason of retirement, effective 10/29/2021.

G. Classified Substitutes - 2021-2022 School Year

Employed the following individuals on one-year limited contracts of employment, on an "as needed" basis for the 2021-2022 school year, as listed:

<u>Substitute Cooks</u>	<u>Substitute Aides</u>
Deborah Parker	Mary Kosman
	Sandra Noall

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

Employed 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

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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
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.

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

Motion carried.

EXECUTIVE SESSION 21-10-112

Mr. Houska made a motion, seconded by Mrs. Thomas, that the Board of Education adjourn to executive session to discuss the sale of real property.

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

Motion carried.

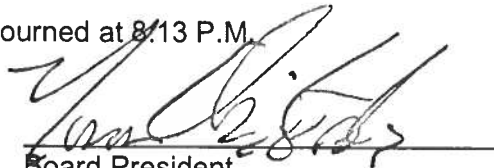
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The Board adjourned to executive session at 7:30 P.M.

The Board exited executive session at 8:11 P.M.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 8:13 P.M.


Board President


Treasurer

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

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

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

The next regular meeting will be held on December 13, 2021 at the High School Media Center at 7:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-11-113

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education approve the minutes of the Regular Meeting held on October 18, 2021, as presented.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-11-114

Mr. Wolny made a motion, seconded by Mr. Kelly, that the Board of Education approve the October 2021 Financial Reports, as presented.

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

Motion carried.

APPROVAL OF CONSTRUCTION PROJECT CHANGE ORDERS 21-11-115

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education approve the Construction Project Change Orders, as presented.

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

Motion carried.

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HIGH SCHOOL MEDIA CENTER
7:00 PM

ACCEPTANCE OF AMENDED 2022 TAX RATES AND AMOUNTS 21-11-116

Mr. Wolny made a motion, seconded by Mr. Kelly, 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.

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

Motion carried.

APPROVAL OF FISCAL YEAR 2022 FIVE-YEAR FORECAST 21-11-117

Mr. Kelly made a motion, seconded by Mr. Wolny, 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.

Treasurer Neil Barnes provided a summary of the forecast. He noted that deficit spending is highly likely to commence in Fiscal Year 2022. While many variable factors can lead to a different outcome, this forecast projects that the District may need to request a new operating levy as soon as Fiscal Year 2024.

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

Motion carried.

BOARD MEMBER AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Theresa Wright, Executive Director of the Highland Foundation, shared that the most recent annual dinner auction was another record setter. Over 400 tickets were sold and approximately \$194,000 was raised. Mr. Kelly commented that the dinner is the social event of the year for the Highland Community and keeps getting better. He thanked Mrs. Wright for all of her hard work and contributions. Mrs. Wright also shared information related to four recently approved grants including One District, One Book, High School steel drums, Granger Elementary island sounds, and a Guidance Department book study that includes working with the author of "Who Gets In and Why: A Year Inside College Admissions".

OLD BUSINESS

None

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NEW BUSINESS

None

SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

COVID UPDATE

Mrs. Aukerman provided a COVID update. She shared District statistics on positive cases and the corresponding close contacts and resulting quarantines. From October 18 through November 12, there were 81 new cases with 368 close contacts. New state guidelines including "Mask to Stay" and "Test to Play" are helping keep students in school and continue participation in extracurriculars. Masks and vaccines are still encouraged. A vaccination clinic is planned for November 22 at Highland High School.

PROJECT LEAD THE WAY

Middle School Principal Rob Henry shared an opportunity with the Board to partner with the Medina County Career Center and bring a new STEM program to the District through Project Lead the Way. Project Lead the Way is a nonprofit entity and through this partnership the program would be made available to Highland at no cost. The program does require a three year commitment. Mr. Henry provided an overview of the curriculum. Assuming the Board is in agreement, the program could be implemented as early as next Fall. Mr. Kelly indicated that he loved the idea and other Board members concurred. Mrs. Aukerman said an agreement would be presented to the Board for approval at the next meeting.

FALL ATHLETIC SEASON REPORT

Athletic Director Nick Ranallo provided a summary of the results from the Fall 2021 sports season. He shared numerous team and individual accomplishments. He noted that Highland currently sits atop the overall standings in the American Division of the Suburban League. Not only did he applaud the students for their efforts on the field, but also off the field in the classroom. The cumulative GPA of the 10 Fall sports teams is currently 3.92. Mrs. Aukerman recognized Mr. Ranallo and Athletic Department Secretary Amy Grissom for all of their hard work. She congratulated everyone on all of their success.

ACCEPTANCE OF DONATIONS 21-11-118

Mr. Wolny made a motion, seconded by Mr. Kelly, 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 Fitzpatrick Medina Group	\$ 700.00

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Sharon Elementary	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

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

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-11-119

Mr. Wolny made a motion, seconded by Mr. Kelly, 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 Bennett

Hinckley Elementary

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

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

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

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 21-11-120

Mr. Kelly made a motion, seconded by Mr. Wolny, 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)

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REGULAR MEETING
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- B. Liberty Mutual/BCS Insurance/Gallagher - Insurance Coverage for the Policy Year ending September 30, 2022

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

Motion carried.

CONSENT AGENDA – PERSONNEL 21-11-121

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

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

Adopted 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

Accepted the resignation of Susan Bedocs, Granger Elementary 1st Grade Teacher, for the reason of retirement, effective 6/13/2022.

- C. Employment - Classified

Employed 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

Approved 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.

- E. Resignation - Classified

Accepted 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

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F. Resignation - Classified

Accepted the resignation of Chris Vozar, Sharon Elementary Building Manager, for the reason of retirement, effective 12/31/2021.

G. Revision in Resignation - Classified

Approved 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

Employed 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

Employed Tom Bardar, 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

Employed 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
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.

HIGHLAND BOARD OF EDUCATION
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7:00 PM

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

Motion carried.

EXECUTIVE SESSION 21-11-122

Mr. Kelly made a motion, seconded by Mr. Wolny, that the Board of Education adjourn to executive session to discuss the sale of real property.

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

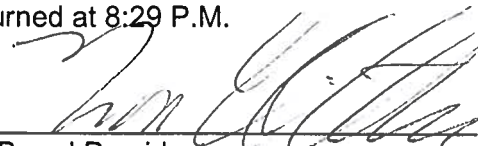
Motion carried.


The Board adjourned to executive session at 7:56 P.M.

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

ADJOURNMENT

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


Board President


Treasurer

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

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

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

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.

**The organizational and regular meetings were subsequently rescheduled for Thursday, January 13, 2022, at 6:00 PM.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 21-12-123

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the minutes of the Regular Meeting held on November 15, 2021, as presented.

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

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 21-12-124

Mr. Wolny made a motion, seconded by Mrs. Thomas, that the Board of Education approve the November 2021 Financial Reports, as presented.

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

Motion carried.

APPROVAL OF FISCAL YEAR 2022 AMENDED ANNUAL APPROPRIATIONS 21-12-125

Mr. Kelly made a motion, seconded by Mrs. Thomas, that the Board of Education approve the Fiscal Year 2022 Amended Annual Appropriations, as presented in Addendum # I.

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

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Motion carried.

AUTHORIZATION TO APPLY FOR TAX ADVANCEMENTS 21-12-126

Mr. Houska made a motion, seconded by Mr. Wolny, that the Board of Education authorize the Treasurer to apply to the Medina County Auditor for tax advancements as available throughout Calendar Year 2022.

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

Motion carried.

BOARD MEMBER AGENDA ITEMS

RECOGNITION OF SERVICE – DIANE THOMAS

Board member Mrs. Thomas was unseated in the November 2021 election. As a result, the December meeting marked the final meeting of her current term as a Board member. Dr. Christopher spoke in recognition of her service. He thanked her for all of her hard work and contributions for the betterment of the community and District over the years. He said she should be proud of the legacy she leaves. She has been an integral part of successful construction projects, levy campaigns, and the District's sustained academic excellence. Her human resources expertise has also been valuable to the District during her service. She has worked as a liaison for the District to the Highland Foundation and Ohio School Boards Association and volunteers extensively in the community. Dr. Christopher closed by stating that the District and community are better off for having had Mrs. Thomas serve as a Board member throughout these years. Superintendent Catherine Aukerman presented Mrs. Thomas with a plaque commemorating her more than 11 years of service. Mrs. Thomas thanked everyone and said it has been a pleasure. She said it has been a great 11 years and she congratulated incoming Board member Missy Schreiner on her election. Mrs. Thomas received a round of applause from the audience.

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

An audience member thanked Board members Diane Thomas and Chris Wolny for taking the time to reach out to her to address her concerns about the demolition of the old elementary buildings.

OLD BUSINESS

None

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NEW BUSINESS

None

SUPERINTENDENT'S AGENDA

SUPERINTENDENT'S UPDATE

COVID UPDATE

Mrs. Aukerman provided a COVID update. She shared District statistics on new positive cases (89) and the corresponding close contacts and resulting quarantines (349) since last month's update. She said there has been no determination of school spread by the Health Department and her recommendation continues to be to keep students in school five days per week. Masks and vaccines are still strongly encouraged. A vaccination clinic is planned for December 13 at Highland High School. Dr. Christopher commended the leadership team and staff for their diligence to ensure kids can keep learning in person. Mrs. Aukerman echoed the sentiment thanking parents and staff for their commitment.

DYSLEXIA LEGISLATION UPDATE – LAURIE BOEDICKER

Director of Curriculum & Instruction Laurie Boedicker provided a legislative update on an upcoming potential unfunded mandate requiring school districts to perform dyslexia early screenings of students. The District's proposed role would be to help identify at risk students as opposed to diagnose. These screenings would require professional development for current staff and potentially lead to the need for additional staffing and/or service providers. Mrs. Aukerman commented that additional staffing resources could prove difficult given the hiring challenges already being experienced by the District. Mr. Kelly noted that this is great for the children, but typical of the legislature to provide no funding despite the additional financial burden.

ACCEPTANCE OF DONATIONS 21-12-127

Mrs. Thomas made a motion, seconded by Mr. Houska, 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	Dale Chorba	\$2,100.00 - Basketball Uniforms
Highland Local Schools	Chick-fil-A	Staff Appreciation Gift Cards
Highland Local Schools	HAFA	\$80,000.00 - Athletic Complex

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Highland Local Schools	Highland Choir Boosters	\$1,392.00 - Les Miserables Production Costs
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Mrs. Thomas, yes; Mr. Houska, yes; Mr. Wolny, yes; Mr. Kelly, yes; Dr. Christopher, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 21-12-128

Mr. Houska made a motion, seconded by Mr. Kelly, 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

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

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

Motion carried.

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CONSENT AGENDA – CONTRACTS/AGREEMENTS 21-12-129

Mr. Kelly made a motion, seconded by Mr. Wolny, 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

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

Motion carried.

CONSENT AGENDA – PERSONNEL 21-12-130

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

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

Adopted 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

Employed 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

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C. Revision in Maternity Leave - Certified

Approved 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

Employed 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

Approved 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

Employed 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

Accepted 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

Employed 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

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

Employed 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

Accepted the resignation of Amy Lyon, High School Head Cheer Coach, effective 11/13/2021.

K. Employment - Holiday/Temporary Custodial Help

Approved 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

Approved 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.

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

Motion carried.

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EXECUTIVE SESSION 21-12-131

Mr. Wolny made a motion, seconded by Mr. Houska, that the Board of Education adjourn to executive session to discuss the sale of real property and the employment of a public employee.

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

Motion carried.

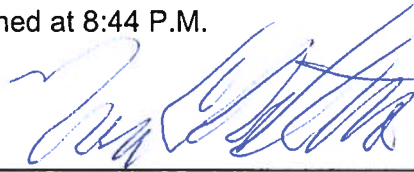
The Board adjourned to executive session at 7:52 P.M.

Representatives from Kiko Auctioneers joined the Board in Executive Session for the sale of real property discussion.

The Board exited executive session at 8:43 P.M.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 8:44 P.M.



Board President



Treasurer