

**RECORD OF PROCEEDINGS 013**  
**Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting**  
**Held April 15, 2019**

The Regular Meeting of the Board of Education was held on April 15, 2019 at 7:00 P.M. respectively in accordance with written notices sent to each member. The meeting was called to order by Vice-President Steve Bernicke.

Present: Mr. Steve Bernicke, Mr. Ryan Lex, Mrs. Ginger Madden, Mr. Shea  
Not Present: Mr. Palmer

Also present at the meeting were Kenji Matsudo, Susan Crabill, Tim Weber, Emily Hauser, Sharon Fitter, Kasey O'Reilly, Weslie Ostendorf and Tim Hemler,

**AGENDA (49-19)** – Mr. Lex moved, seconded by Mrs. Madden to approve the agenda with changes for the April 15, 2019 meeting of the Board of Education.

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, aye.

**HEARING OF THE PUBLIC** – There was no public participation at this time of the meeting.

**PLANNING COMMISSION REPORT –**

**Graduate Follow-Up Study – Mr. Tim Hemler** introduced the study and the group that participated in the study. The survey focused on the graduates from 2013-2017. The survey focused on academics, curriculum, technology, social/emotional skills, culture, guidance and college/career selection as well as strengths and weaknesses identified in their experience. There were 80 responses to the survey which is in line with previous years surveys. Over 75% of the survey respondents agree that MHS prepared them well for their post high school endeavors. There were several other studies the team reviewed to establish benchmarks. 82% of students who were in the AP/Honors track agree that MHS prepared them well for life after high school, compared to only 64% of students in other tracks (College Prep, Basic, Vocational) feeling well prepared. 64% is not a weak result compared to the national studies, but ideally, we would like to see less variability by curriculum path where every student feels well prepared for post-MHS endeavors.

Analyzing the direct feedback from students, it seems that ensuring all students feel equal focus for helping them succeed, providing more real-world skills opportunities and emphasizing social/emotional skills development would help in this area. It should be noted, the sample size for this group is relatively small (n=25), so deeper investigation is likely needed on this topic.

Students provided many recommendations for actions that MHS could take to help future graduates. While all of the responses can be found on pages 44-47, in summary, several of these items would be:

- Help teach/develop non-curriculum skills (for example: time management, how to study, effective communications/presentations)
- Broaden the available courses to include more STEM, business, coding classes
- Bring more “real-world” into the classroom

The study included detail data gathered on coursework choices for differing levels of instruction, social and emotional support, safe environment, diversity and cultural awareness and other areas.

The team’s recommendations are divided into two areas – survey process, which is related to logistics of the survey/study, and MHS opportunities, which is related to items that MHS should consider as a result of this study.

The entire report is available on the district website under Planning Commission reports.

**CONSENT CALENDAR (50-19)** – Mr. Shea moved, seconded by Mr. Lex to approve the consent calendar.

# **RECORD OF PROCEEDINGS 014**

## **Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting  
Held April 15, 2019**

**A. Minutes**

1. March 18, 2019

**B. Resignation – Certified**

1. **Lindsey Isaacs** – MMS Student Council Advisor
2. **Jim Hertenstein** – MMS Robotics Club Advisor
3. **Tina Gutierrez** – MMS Theatre Director

**C. Resignation – Classified**

1. **Jennifer Eberly** – MMS Power of the Pen Advisor
2. **Karla Bailey** – Educational Aide

**D. Employment Contract - 1 Year Auto Expire– Certified, *dependent upon valid licensure and background checks.***

1. **Elizabeth McClarren** – Madeira Elementary Grade 2 Teacher
2. **Nicole Young** – Madeira Elementary Grade 1 Teacher

**E. Supplemental Contracts for the 2019-2020 School Year  
Funded with General Funds – Certified**

Name	Assignment	Amount
<b>Jami Couzins</b>	MMS – Instructional Leader for English Language Arts	\$2,100.00

**F. Supplemental Contracts for the 2018-2019 School Year (*pending background checks and appropriate licensure*)**

**Funded with General Funds - Support**

Name	Assignment	Amount
<b>Shannon Childs</b>	MHS – Detention Monitor through the end of the school year	As assigned by the Principal at per diem
<b>Lisa Egan</b>	MHS – Home Instruction Tutor	\$35 per hour

**G. Continuing Contracts – Certified – Awarded for the 2019-2020 School Year, *dependent upon maintaining valid licensure and background checks***

1. **Emily Nutley**
2. **Erin Maly**
3. **Megan Lowe**
4. **Nichole Gergen**

**H. 1 Year Limited Extended Contract Renewal – Certified, *dependent upon maintaining valid licensure and background checks.***

1. **Annie Cortez**
2. **Michelle Youngquist**

**I. 1 Year Limited Contract Renewals – Certified – Awarded for the 2019-2020 school year, *dependent upon maintaining valid licensure and background checks.***

- |                               |                         |
|-------------------------------|-------------------------|
| 1. <b>Aimee Bates</b>         | 8. <b>Julie Leugers</b> |
| 2. <b>Ann Kappes</b>          | 9. <b>Laura Halonen</b> |
| 3. <b>Ann Kean</b>            | 10. <b>Taylor Engel</b> |
| 4. <b>Chelsea Farrell</b>     | 11. <b>Lisa Cox</b>     |
| 5. <b>Christina Gutierrez</b> | 12. <b>Sandra Smith</b> |
| 6. <b>Elizabeth Tharp</b>     |                         |
| 7. <b>Erin Beers</b>          |                         |

# **RECORD OF PROCEEDINGS 015**

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**J. 1 Year Limited Contract Renewals – Certified Teachers on Auto Expire Contract, dependent upon maintaining valid licensure and background checks.**

1. Emily Swallen
2. Rebecca Larson
3. Ruth Blom

**K. 1 Year Limited Contract Renewals – Certified Preschool – Awarded for the 2019-2020 school year, dependent upon maintaining valid licensure and background checks.**

1. Amy Horstman
2. Jaclyn Preston
3. Elizabeth Freeman

**L. Non-Teaching Non Renewals – Non Certified Special Education Assistants and Educational Aides and all other assignments**

Abby Kappel	Christine Finke	
Amanda Dews	Christine Harper	Lisa Egan
Amanda Mangialardo	Cyndi Underwood	Martha Shields
Amanda Nasserizafar	Deanna Benton	Melissa Stringer
Amanda Seaman	Gail Disbennett	Michael Strimpton
Aaron Harding	Jill Watson	Nancy Cedillo
Angela Blevins	Judy Batty	Nicole Young
Angela Pointer	Karen King	Pam Brasey
Beth Erskine	Lina McFarland	Rachel Grayson
Brenda Rheame	Lindsey Franklin	Sara Bairnsfather
Bridget Glover	Kelly Kimling	Scott Kemmeter
Feldmeyer, Carrie	Kelly Kuzniczci	Shannon Childs
Caitlyn Rowane	Kristen Angel	Susan Kucewicz
Cathy Gerard	Laura Sammut	Taylor Evans
Christine Cora	Lauren Gryspeerdt	
Christine Hill		

**M. Non-Teaching Contract Non-Renewals, Coaches and Extra-Curricular Advisors/Sponsors and Assignments**

**1. Extra-curricular Supplemental Contracts**

Stephanie Welt	MES-Book Fair Coordinator
Rebecca Brewer	Theatre Director, Auditorium Mgr. , MHS & MMS Summer on Stage Program
Kimberly Grise-Smith	Theatre-Fall & Spring Play Producer
McKenna Flores	Theatre-Spring Musical Asst. Dir. & Choreographer
Wes Woolard	Asst. Band Dir., High School Musical Asst. Orchestra Dir. and Member, Band Camp
Barb Linser	Academic Team
Elise Letizia	Winter Guard Asst.
Jacob Bross	Band Camp
Rick Adams	Spring 2018 Clinic, July 4 Parade, Summer Band Camp, Band Season
Logan Moreira	Band Camp, Band Season
Anthony Beasley	Band Camp, Band Season
Curtis Holtgreffe	Band Camp

**RECORD OF PROCEEDINGS 016**  
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Beth Weiner	Extended Day,-ESY (before & after 2018-2019)
Diane Nichols	Extended Days summer 2018
Vicki Mitchell	EMIS Summer Days, ESY (before & After 2018-2019)
Maureen Vanskaik	Extended Days-ESY (before & after 2018-2019)
Sonja Burniston	Extended Days-ESY (before & after 2018-2019)
Jana Schwein	Extended Days-ESY (before & after 2018-2019)
Cyndi Underwood	Extended Days summer 2018, Athletic Event Official

**2. Athletic Contracts for Non-Teaching Pupil Activity Permit Supplementals**

Eddie Englert	Football
Dave Schweppe	Football
Tony Ripberger	Soccer, Soccer Camps
Daniel Kuntz	Soccer, Soccer Camps
Bret Fangman	Soccer, Soccer Camps
Joe Naegeli	Soccer, Soccer Camps
Kevin Gilligan	Soccer
Sean McLeod	Lacrosse
Alex Stacy	Lacrosse
Joe Leo	Tennis
Nancy Cedillo	Track, Cross Country
Kelly Torggler	Track
Cory Harmon	Track
John Harbison	Baseball
Gretchen Taylor	Softball
Stephanie Megois	Softball
Don Sullivan	Softball
Chris Bukas	Volleyball
Julia Harris	Volleyball
Holly Hankin	Volleyball
Juliet Allen	Volleyball
Dave Wainscott	Basketball
Marty Carter	Basketball, Basketball Camp
Alfred Keirle	Basketball
Jared Kline	Basketball
Brian Lutes	Basketball
Hallie Sinko	Basketball
Dennis Devine	Basketball
Greg Ervin	Basketball
Steven Schloss	Basketball, Basketball Camp
Charles Bowling	Basketball
Will Thomure	Wrestling
Deron Penley	Wrestling
Stephen Sabreen	Wrestling

# RECORD OF PROCEEDINGS 017

## Minutes of MADEIRA BOARD OF EDUCATION

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### N. Treasurers Report

1. General Fund Financial Report for March, 2019 and warrant payments for all funds in the amount of \$337,219.62.

	Mar. 1- Mar. 31	FY19 FYTD	FY18 FYTD
Revenues	\$238,999	\$15,870,573	\$17,171,416
Expenditures	1,571,211	14,959,951	14,036,685
Ending Cash	\$12,992,730	\$12,992,730	\$12,141,955

### 2. Donations

Donor	Item/Recipient	Amount
Andy Magenheim	MMS – Cash donation to the MMS-Buddy Club for snacks and activities	\$500.00
Madeira Athletic Boosters	MHS – Cash donation to the Athletic Department for equipment, uniforms, referees/officials	\$2,500.00
RAEMAE, Inc-McDonalds	MHS-Baseball 5K Sponsor	\$250.00
Chris and Colleen Thatcher	MHS-Baseball 5K Sponsor	\$50.00
D. and A. Wirsing	MHS-Baseball 5K Sponsor	\$60.00
Stephanie and Lee Megois	MHS-Baseball 5K Sponsor	\$180.00
Michael and Mary Schneider	MHS-Baseball 5K Sponsor	\$100.00
David Krikorian	MHS-Baseball 5K Sponsor	\$100.00
Lori and Daniel Schweppe	MHS-Baseball 5K Sponsor	\$100.00
John Ramer	MHS-Baseball 5K Sponsor	\$100.00
Melissa and Todd Adrien	MHS - Theatre	\$300.00
Tina and Chris Rapp	MHS – cash donation to After Prom	\$50.00
Jeanne Gulick	MHS - Theatre	\$10.00
Karen Dougherty	MHS - Theatre	\$10.00
Madeira Music Boosters	MMS & MHS – Cash donation for evening music program accompanists	\$210.00

**3. Tax Rates – Hamilton County Budget commission** – Moved the Board accept the amounts and rates, as determined by the Hamilton County Budget Commission in its certifications, by and the same hereby accepted. Be it further resolved that there be and is hereby levied within and without the ten-mill limitation as follows.

	<u>Inside Millage</u>	<u>Outside Millage</u>	<u>Total</u>	<u>Estimated Revenue</u>
General Fund	4.6	96.47	101.07	\$17,913,768
Bond Fund		5.25		2,030,087

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, aye.

**NON-TEACHING NON-RENEWAL (51-19)** – Mr. Shea moved, seconded by Mrs. Madden to non-renew the following positions at the end of the 2018-2019 school year.

**A. Synda Bernicke** – Educational Assistant

**B. Kellie Palmer** – Tennis Coach

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, abstain.

**RECORD OF PROCEEDINGS 018**  
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**LIMITED CONTRACTS FOR NON-TEACHING PUPIL ACTIVITY DUTIES (52-19)** – Mr. Lex moved, seconded by Mrs. Madden to resolve that a vacancy exists in the positions listed below, that the position was offered to current district or out of district licensed employees and no such qualified person applied for or accepted the position. The following non-licensed person/s applied for and is qualified for the position. **Contract will be dependent upon person/s having unexpired FBI and BCII background checks and obtaining a valid pupil activity program permit issued by the State Board of Education per 3319.303.**

Name	Assignment	Amount
<sup>1</sup> Christine Wright	MHS – Varsity Girls Golf Coach for 2019-2020 School Year	\$2,250.00

<sup>1</sup>Christine is in the process of taking all of the required steps for obtaining a Pupil Activity Permit; CPR, Concussion training, Background checks. First Aid training, Fundamentals of Coaching and Sudden Cardiac Arrest training. A contract will be issued, but not take effect until all requirements are completed.

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, aye.

**PERSONNEL**

**A. Resignation for Purpose of Retirement (53-19)** – Mr. Sheal moved, seconded by Mr. Lex to accept with great appreciation the resignation for purpose of retirement of **Cindy Hopkins**, Madeira Middle School Science Teacher, effective May 31, 2019.

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, aye.

**GOVERNANCE**

**A. Handbooks (54-19)** – Mr. Shea moved, seconded by Mrs. Madden to adopt the following handbooks for the 2019-2020 school year.

1. High School/Athletic Handbook
2. Middle School Handbook
3. Elementary School Handbook

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, aye.

**B. Middle School Grade 8 Students to Washington DC in 2020 (55-19)** – Mr. Lex moved, seconded by Mr. Shea to approve an extended field trip for the Madeira Middle School 8<sup>th</sup> grade field trip (Class of 2024) to Washington DC from May 17 to May 21, 2020.

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, aye.

**C. High School Track team field trip to University of Louisville (56-19)** – Mr. Shea moved, seconded by Mrs. Madden to approve an extended field trip for the high school track team to compete at University of Louisville competition April 19, 2019 to April 20, 2019.

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, aye.

**D. National Personal Finance Challenge (57-19)** – Mr. Lex moved, seconded by Mr. Shea to approve the extended field trip for National Personal Finance Challenge May 9, 2019 to May 10, 2019.

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, aye.

**SUPERINTENDENT COMMITTEE REPORTS**

- Finance – The Finance Committee met on April 10 and reviewed the following items; Salary and Benefit Study, increment adjustment, Administrative and non-administrative salaries, GCIC rate medical premium 2% increase (2020 forecast savings estimated \$136,000), Hamilton County tax rates and values, enrollment options and the phone system quotes.
- Buildings and Grounds – Mr. Weber reported the turf project is complete. We are now moving forward on the track project during the summer with Beynon. Phone system proposals have been evaluated and we will move forward with the CBTS proposal on-site and AVAYA phones. Phone project will be installed during June and July. Preschool is moving to Silverwood Church. The move will take place during the first week of June and transitioning throughout the month of June. Intercom system upgrades are being placed on hold until the phone system is installed.

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- Community Liaison – Senior Citizen’s attended the musical last week during the morning review.
- Policy – Vol. 37#2 spring policies approved by the Board in March have been added to the district website.

**BOARD COMMITTEE/LIASION REPORTS**

- Planning Commission – The last Planning Commission study was reported this evening. Recommendations to the Board will be presented during the May or June Board meeting.
- Great Oaks –Dr. Cathy Swami attended the Oaks monthly meeting. Great Oaks is considering open enrollment. Libby Zack was made student of the month in the graphic design program.
- Legislation – no report at this time.
- Student Achievement Liaison – no report at this time.

**DISCUSSION ITEMS**

Mr. Matsudo updated the Board on the auditorium project. He will be putting together an RFP for an architect for the project.

**EXECUTIVE SESSION (58-19)** – Mrs. Madden moved, seconded by Mr. Lex to adjourn to Executive Session to consider employment of a public employee.

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, aye.

**ADJOURNMENT (59-19)** – Mr. Lex moved, seconded by Mrs. Madden that the April 15, 2019 regular meeting of the Madeira Board of Education be adjourned.

Vote: Mr. Lex, aye; Mrs. Madden, aye; Mr. Shea, aye; Mr. Bernicke, aye.

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Board President

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Treasurer