

# **RECORD OF PROCEEDINGS 017**

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

**Regular Meeting  
Held April 19, 2021**

Present: Paula Andruss, Steve Bernicke, David Eberly, Ryan Lex, Richard Palmer

Not Present:

Also present at the meeting were Kenji Matsudo, Dave Bergan, Emily Hauser, Jessica Hunter, Reggie Rindels, Amanda Shults, Shawn Dickess, Eric Peters, Cara Kuester, Kathy Lefebvre, and Lee Demis.

**AGENDA (47-21)** – Mr. Bernicke moved, seconded by Mr. Mrs. Andruss to approve the agenda with changes for the April 19, 2021 meeting of the Board of Education.

**Vote: Mr. Eberly, aye; Mrs. Andruss, aye; Mr. Lex, aye; Mr. Bernicke, aye; Mr. Palmer, aye.**

### **REPORTS**

**Planning Commission – Staff Mental Health & Wellness Study** – The planning commission group presented on their findings from mental health and wellness study. The goal of this group was to gather the best practices to promote staff wellness and positive mental health among educators. The five steps to create a wellness program were listed as identify, assess, promote, support and share. The group mostly focused on the third step, promote.

The group focused on six research topics:

1. The blueprint for a wellness improvement plan and a Madeira staff wellness webpage and ways to reduce the stigma related to mental and physical health.
2. Activities, regular programming and opportunities available to maintain and promote positive mental health.
3. Promoting positive physical health.
4. Madeira – Actions for support
5. Best practices for maintaining a healthy work/life balance.
6. What are businesses doing to promote health employees?

The proposed recommendations for establishing a set of best practices to promote staff wellness and positive mental health among educators:

1. Develop and promote a Wellness Program for the staff which aligns with Madeira's culture and values.
2. Create a Madeira staff wellness and resource web page.
3. As part of the Wellness Program include: teacher training, open, authentic and constant communication, transparency through surveys, flexibility with policy and procedures, the promotion of positive physical habits and a healthy work/life balance.
4. Reduce the stigma related to both mental and physical health.

The full study is available: <https://www.madeiracityschools.org/Content/planning-commission>

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

**CONSENT CALENDAR (48-21)** – Mr. Lex moved, seconded by Mr. Bernicke to approve the consent calendar.

**A. Minutes**

1. March 15, 2021

**B. Resignation – Certified**

1. **Mary Ann McPherson** – Preschool Intervention Specialist (.5 FTE)

**C. Resignation – Classified**

1. **Seana Whapham** – MES Administrative Assistant

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

1. **Jennifer Schaeffer**
2. **Meghan Riley**

# **RECORD OF PROCEEDINGS 018**

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

**Regular Meeting  
Held April 19, 2021**

**E. Employment Contract - 1 Year Limited Contract – Certified, dependent upon valid licensure and background checks.**

1. Sarah Germano – 8<sup>th</sup> Grade Intervention Specialist

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

1. Regina Rindels – MES Teacher

**G. Supplemental Contracts for the 2020-2021 School Year (pending background checks and appropriate licensure)**

**Funded with General Funds – Certified**

Name	Assignment	Amount
<b>Megan Lowe</b>	Home Instruction (up to 25 hours) - additional	\$35
<b>Kara Foley</b>	Home Instruction (up to 40 hours)	\$35
<b>Nicole Volz</b>	Kindergarten Student Screenings	2 days @ \$125 per day
<b>Jonelle Bell</b>	Kindergarten Student Screenings	2 days @ \$125 per day
<b>Stacy Radu</b>	Kindergarten Student Screenings	2 days @ \$125 per day
<b>Emily Swallen</b>	Kindergarten Student Screenings	2 days @ \$125 per day
<b>Emily Nutley</b>	Kindergarten Student Screenings	2 days @ \$125 per day
<b>Shelby Baeten</b>	Kindergarten Student Screenings	2 days @ \$125 per day
<b>Andrea Howe</b>	Kindergarten Student Screenings	2 days @ \$125 per day

**H. Continuing Contracts – Certified – Awarded for the 2021-2022 School Year, dependent upon maintaining valid licensure and background checks**

1. Laura Halonen
2. Chelsea Farrell (Robinson)
3. Natalie Uihlein

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

1. Taylor Engel

**J. 1 Year Limited Contract Renewals – Certified – Awarded for the 2021-2022 school year, dependent upon maintaining valid licensure and background checks.**

- |                        |                      |
|------------------------|----------------------|
| 1. Ian Avery           | 10. Audrey Schussler |
| 2. Aimee Bates         | 11. Dana Shaver      |
| 3. Ryan Ervin          | 12. Sandra Smith     |
| 4. Sharon Fitter       | 13. Emily Swallen    |
| 5. Stephanie Ikedo     | 14. Lori Timpone     |
| 6. Tracy Kneuve        | 15. Nicole Volz      |
| 7. Julie Leugers       | 16. Natalie Wildfong |
| 8. Elizabeth McClarren | 17. Cary Zerbian     |
| 9. Shannon Mould       |                      |

**K. 1 Year Limited Teaching and Coach Contract Renewal – Certified - Awarded for the 2021-2022 school year, dependent upon maintaining valid licensure and background checks.**

1. Chris Stewart

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

1. Rebecca Larson
2. Shelby Baeten
3. Andrea Howe (.5 FTE)

# RECORD OF PROCEEDINGS 019

## Minutes of MADEIRA BOARD OF EDUCATION

*Regular Meeting  
Held April 19, 2021*

**M. 1 Year Limited Contract Renewals – Certified Preschool – Awarded for the 2021-2022 school year, dependent upon maintaining valid licensure and background checks.**

1. Jaclyn Preston
2. Elizabeth Freeman

**N. Re-employment - Re-employ in accordance with the terms and conditions of employment contract and Waiver and Release Agreement.**

1. Bob Kitchen

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

Amanda Mangialardo	Connor Higgins	Meredith DeBrunner
Amanda Seaman	Deanna Benton	Mindy Maurer
Aaron Harding	Gail Disbennett	Morgan Miller
Angela Blevins	Jill Watson	Pam Brasey
Angela Pointer	Judy Batty	Rachel Grayson
Bernadine Edwards	Julie Harms	Sara Bairnsfather
Betsy Dodson	Karen King	Sarah Campbell
Beth Erskine	Karen Laknahur	Scott Kemmeter
Brenda Rheame	Kelly Kimling	Shannon Childs
Bridget Glover	Kelly Kuzniczci	Shannon McDaniel-Myers
Caitlyn Rowane	Kristen Fox-Angel	Stephanie Eager
Cathy Gerard	Lina McFarland	Susan Kucewicz
Christine Hill	Lindsey Franklin	Venus Moose
Christina Harper	Lisa Egan	Jodi Wiley
Cindy Tinkham	Melissa Stringer	

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

**1. Extra-curricular Supplemental Contracts**

Carrie Feldmeyer	Preschool Extended Days
Rebecca Brewer	Auditorium Mgr, Marching Band Percussion Asst, Theatre Producer
Joseph Rau	Marching Band Camp Assistant
Adelaide Young	Marching Band Camp
Brittany King	Color Guard, Winter Guard
Maria Flores	Color Guard, Winter Guard
Kimberly Grise-Smith	Theatre-Fall & Spring Producer
Barb Linser	Academic Team
Lisa Hilliker	Student Government
Jacob Bross	Band Camp
Andrey Bross	Band Camp
Anthony Beasley	Marching Band
Beth Weiner	Extended Days,-ESY (before & after 2020-2021)
Vicki Mitchell	EMIS Summer Days, ESY (before & After 2020-2021)
Maureen Vanskaik	Extended Days,-ESY (before & after 2020-2021 & PD Days)
Sonja Burniston	Extended Days,-ESY (before & after 2020-2021)
Jana Schwein	Extended Days,-ESY (before & after 2020-2021)
Cyndi Underwood	Ticket Manager, Athletic Pay to Participate, OHSAA Event Staff

**RECORD OF PROCEEDINGS 020**  
**Minutes of MADEIRA BOARD OF EDUCATION**

*Regular Meeting  
Held April 19, 2021*

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

Dave Schweppe	Football
Clayton Spence	Football
Grant Hopewell	Football
Robert Manning	Football
Tony Ripberger	Soccer, Soccer Camps
Daniel Kuntz	Soccer
Bret Fangman	Soccer
Joe Naegeli	Soccer
Alexa Fiehrer	Soccer
Kyle Joyce	Lacrosse, Winter Site Coordinator
Andrew Stricker	Lacrosse
Lily Tatman	Lacrosse
Nathan Mitchell	Lacrosse
Blake Lienhart	Tennis
Kelly Torggler	Track, Cross Country
Cory Harmon	Track
Spenser Cox	Track
Elliot Crowley	Baseball
Charles Smith	Softball
Jeff Baker	Volleyball
Rachael O'Reilly	Volleyball
Erica Blessing	Volleyball
Courtney Gildea	Volleyball
Jared Kline	Basketball
Brian Lutes	Basketball
Leesa Dooley	Basketball, Cross Country
Mike Prus	Basketball
Steven Schloss	Basketball
Jacob Sullivan	Basketball
Celia Kline	Basketball
Marin Kline	Basketball
Chris Davidson	Wrestling
Kevin Cloran	Wrestling
David Brown	Golf, Winter Site Coordinator
Brad Conner	Golf
Catie Kauffman	Golf
Amber Bellissimo	Cheer
Shelley Haas	Cheer
Abby Nolan	Cheer
Brad Cunningham	Swimming
Ray Noble	Diving

# RECORD OF PROCEEDINGS 021

## Minutes of MADEIRA BOARD OF EDUCATION

*Regular Meeting  
Held April 19, 2021*

### Q. Treasurer's Report

1. General Fund Financial Report for March, 2021 and warrant payments for all funds in the amount of \$761,663.

	Mar. 1- Mar. 31	FY21 FYTD	FY20 FYTD
<b>Revenues</b>	254,704	18,736,900	19,364,551
<b>Expenditures</b>	1,763,272	15,941,658	18,201,376
<b>Ending Cash</b>	14,757,962	14,757,962	14,566,175

2. **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>
<b>General Fund</b>	4.26	96.81	101.07	\$18,750,015
<b>Bond Fund</b>		4.90	4.90	2,130,508

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

**NON-TEACHING NON-RENEWAL (49-21)** – Mr. Lex moved, seconded by Mrs. Andruss to non-renew the following positions at the end of the 2020-2021 school year.

**A. Synda Bernicke** – Educational Assistant, ESY

**B. Kellie Palmer** – Tennis Coach

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, abstain; Mr. Eberly, aye; Mr. Palmer, abstain.**

**LIMITED CONTRACTS FOR NON-TEACHING PUPIL ACTIVITY DUTIES (50-21)** – Mr. Bernicke moved, seconded by Mr. Lex 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/are qualified for the position. ***Coach employment and contract finalization will be dependent upon person/s obtaining background checks, completing OHSAA requirements, valid pupil activity program permit issued by the State Board of Education per 3319.303, signing contract and personnel file paperwork completion.***

Name	Assignment	Amount
<b>Kyle Joyce</b>	Winter Site Coordinator	\$500
<b>David Brown</b>	Winter Site Coordinator	\$500

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

### PERSONNEL

**A. Resignation for Purpose of Retirement (51-21)** – Mrs. Andruss moved, seconded by Mr. Eberly that the Board accept with great appreciation the resignation for purpose of retirement of **Trish Niehaus** effective January 5, 2022.

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

**B. 1 Year Limited Contract Renewals – Certified – Awarded for the 2021-2022 school year, dependent upon maintaining valid licensure and background checks. (52-21)** – Mr. Lex moved, seconded by Mr. Bernicke that the Board approve the following 1 year limited contract renewals.

1. **Jennifer Eberly**

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, abstain; Mr. Palmer, aye.**

**RECORD OF PROCEEDINGS 022**  
**Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting**  
**Held April 19, 2021**

**GOVERNANCE**

**A. Resolution of Necessity (53-21)** – Mr. Bernicke moved, seconded by Mrs. Andruss that the Board resolve to submit the resolution declaring the necessity of levying a tax of **5.2 mills** for current operating expenses in excess of the ten-mill limitation and requesting the Hamilton County Auditor to certify matters in connection therewith as recommended by the Finance Committee.

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

**B. Resolution of Necessity (54-21)** – Mrs. Andruss moved, seconded by Mr. Lex that he Board resolve to submit the resolution declaring the necessity of levying a tax of **5.4 mills** for current operating expenses in excess of the ten-mill limitation and requesting the Hamilton County Auditor to certify matters in connection therewith as recommended by the Finance Committee.

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

**C. Resolution of Necessity (55-21)** – Mr. Eberly moved, seconded by Mr. Lex that the Board resolve to submit the resolution declaring the necessity of levying a tax of **5.9 mills** for current operating expenses in excess of the ten-mill limitation and requesting the Hamilton County Auditor to certify matters in connection therewith as recommended by the Finance Committee.

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

**D. Resolution Requesting Fiscal officer to Certify Maximum Maturity of Bonds (56-21)** – Mr. Lex moved, seconded by Mr. Bernicke that the Board accept the resolution requesting fiscal officer to certify maximum maturity of bonds in the sum of \$7,500,000 for the purpose of new construction, improvements, renovations, and additions to school facilities, and providing equipment, furnishings, and site improvements thereof.

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

**E. Resolution Declaring the Necessity of Issuing Bonds (57-21)** – Mr. Eberly moved, seconded by Mrs. Andruss that the Board accept the resolution declaring the necessity of issuing bonds in the sum of \$7,500,000 for the maximum maturity of twenty-seven (27) years for the purpose of new construction, improvements, renovations, and additions to school facilities, and providing equipment, furnishings, and site improvements thereof, submitting the question to the electors of the school district on the 2<sup>nd</sup> day of November, 2021, and directing the fiscal officer to apply for authority to exceed the four percent debt limitation

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

**F. Student Handbooks (58-21)** – Mr. Lex moved, seconded by Mr. Bernicke that the Board adopt the following handbooks for the **2021-2022** school year.

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

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

**G. Madeira High School Roof Top Replacement (59-21)** – Mr. Bernicke moved, seconded by Mrs. Andruss to approve entering into a contract with the lowest bidder, TruCraft, for the Madeira High School Roof Top replacement project for base bid of \$132,800.

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

# **RECORD OF PROCEEDINGS 023**

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

**Regular Meeting  
Held April 19, 2021**

**H. Policies (60-21)** – Mrs. Andruss moved, seconded by Mr. Lex that the Board resolve

<b>Policy#</b>	<b>Policy Name</b>	<b>Action</b>
2240	Controversial Issues	Revised
2260.01	Section 504/ADA Prohibition Against Discrimination Based on Disability	Revised
2266	Nondiscrimination on the Basis of Sex in Education	Revised
6144	Investments	Revised
7440.01	Video Surveillance and Electronic Monitoring	Revised
8450.01	Protective Facial Coverings During Pandemic/Epidemic Events	Revised
8500	Food Services	Revised
8510	Wellness	Revised
7450	Property Inventory	Revised
7455	Accounting System for Capital Assets	Revised
1422	Nondiscrimination and Equal Employment Opportunity	Revised
3122	Nondiscrimination and Equal Employment Opportunity	Revised
4122	Nondiscrimination and Equal Employment Opportunity	Revised
1623	Section 504/ADA Prohibition Against Disability Discrimination Based in Employment	Revised
3123	Section 504/ADA Prohibition Against Disability Discrimination Based in Employment	Revised
4123	Section 504/ADA Prohibition Against Disability Discrimination Based in Employment	Revised
1662	Anti-Harassment	Revised
3362	Anti-Harassment	Revised
4362	Anti-Harassment	Revised
2260	Nondiscrimination and Access to Equal Educational Opportunity	Revised
5517	Anti-Harassment	Revised

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

**I. Calendar 2021-2022 (61-21)** – Mr. Bernicke moved, seconded by Mrs. Andruss to approve the amended Calendar for the 2021-2022 school year.

**Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

### **SUPERINTENDENT COMMITTEE REPORTS**

- Finance – The Finance Committee met on April 15<sup>th</sup> and discussed tax rates, operating and bond issue resolutions, salary study recommendation discussion, PI summer projects, and athletic financial support. The athletic program has requested some support from the Board of Education due to the losses from the COVID-19 pandemic. A transfer will be brought to the Board of Education at the May meeting.
- Buildings and Grounds - Mr. Bergan provided an update to the Board on the current and upcoming projects. The modular are being outfitted with furniture and the HVAC and roof projects will begin this summer.
- Community Relations – Mr. Matsudo reported on the great success of the spring musical. Information to parents is forthcoming on graduation and end of the year activities.
- Policy

**RECORD OF PROCEEDINGS 024**  
**Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting**  
**Held April 19, 2021**

**BOARD COMMITTEE/LIASION REPORTS**

- Planning Commission – Now that the administration and Board have heard all planning commission studies the administration team will report to the Board at the June work session.
- Great Oaks – The Oaks will be holding graduation ceremonies outdoor.
- Legislation – Mrs. Hauser reported that HB1 (the Fair School Funding Plan) was added to House Bill 110 (Biennium Budget Bill) by the House Finance Committee. Student wellness and success funds were also added to the formula. Simulations have not yet been released but it is still expected that the new formula will phase in over six years. House Bill 126 was passed by the house. The bill would require boards to pass a resolution approving a property valuation complaint or counter-complaint prior to filing that complaint and also send written notice to the property owner indicating intent to file.
- Student Achievement Liaison – Mr. Matsudo reported that an astounding 43 of 105 seniors have a 4.0 or higher.

**DISCUSSION ITEMS**

**EXECUTIVE SESSION (62-21)** – Mr. Lex moved, seconded by Mr. Eberly to adjourn to Executive Session to consider employment and compensation of public employees and matters to be kept confidential by federal or state law or rules.

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

**ADJOURNMENT (63-21)** – Mr. Lex moved, seconded by Mrs. Andruss that the April 19, 2021 regular meeting of the Madeira Board of Education be adjourned.

**Vote: Mr. Lex, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Eberly, aye; Mr. Palmer, aye.**

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

\_\_\_\_\_  
Treasurer