

RECORD OF PROCEEDINGS 013

Minutes of MADEIRA BOARD OF EDUCATION

**Regular Meeting
Held March 20, 2023**

The Regular meeting of the Madeira Board of Education was held on Monday, March 20, 2023 at 7pm respectively in accordance with written notices sent to each member. The meeting was called to order by President Richard Palmer.

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

Nor Present: David Eberly

Also present at the meeting were Kenji Matsudo, Emily Hauser, Dave Bergan, Brian Kellett, Eric Peters, Kasey O'Reilly, Jennifer Bracken, Julie Leslie, Brad Vitucci, Lisa Vitucci, Dan Barker, Anita Grolmes, Kathy LeFevre, Claudia Harrod, John Heath and Kim Heath.

AGENDA (38-23) – Mr. Lex moved, seconded by Mrs. Andruss that the Board approve the agenda with changes for the March 20, 2023 meeting of the Board of Education.

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

REPORT

Planning Commission – COVID-19 Impacts on Child Development (Exhibit-1)

Kasey O'Reilly and the planning commission group reported on their findings of the COVID-19 study.

Methodology:

1. Research – Reviewed current literature on the impacts of COVID-19 on the student population globally, including academic, social-emotional impacts
2. Interviewed administrators from neighboring districts
3. Distributed a survey to all Madeira City Schools staff
4. In-depth interviews with teachers representing each building
5. Reviewed district testing data
6. Gathered information from district administrators

Background Research

Pandemic universally impacted students across the country. Types of impact and severity varied significantly impacts included:

- Academic
- Mental Health
- Absenteeism
- Social Development

Neighboring Districts:

- All reported declines in math and reading especially in the primary grades.
- Less emotional maturity in the youngest learners.
- Mental Health concerns.

Response:

- Tier 1 interventions specifically in regards to decoding in K-2
- Mental health support (staff & students)
- Hired additional staff (Dean of Students, Interventionists, Social Workers)
- Extended summer school opportunities

How had Madeira Addressed impacts of COVID-19:

- Mental health was a focus prior to the pandemic which has served the district well (HOPE squad, school based CCMCC therapists, student recognition beyond academic achievement, MindPeace room at MMS, Wellness Wednesdays/CARE communities at MES)
- Increased reading and math interventions at MES, MMS & MHS: Intervention staff received training in Lindamood Bell math and reading programs and are being coached in the programs.

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- Increased support at MES with an additional intervention specialist focusing on SEL standards and an additional reading specialist.
- Increased grade level support by administrators and counselor at MMS: grade level team meetings weekly to determine appropriate interventions for students.
- Teachers have made many adjustments in their classrooms.

Academic Impacts:

- The change in reading and math data is relatively small compared to national averages. Four of the eight grades showed gains in math MAP test scores and four of the grades showed declines averaging 2 percentile points. Examining reading MAP scores we found similar statistics. The average decline was 3.6 percentile points in reading with two grade levels showing positive gains.
- The Kindergarten Readiness Assessment (KRA) results for Madeira are consistent with the national findings, one of the student groups shown to be more significantly impacted academically is the group of students in kindergarten in the 2020-2021 school year.
- At the high school level, the percentage of students with AP scores of 3 or higher stayed relatively steady through the pandemic and increased slightly in 2022.
- Madeira students' ACT scores also have remained stable from the 2017-2018 school year to the 2021-2022 school year.

Results of Staff Survey:

- 60 staff members completed a survey about the impacts of COVID-19 at Madeira
- Staff Members from all three buildings were surveyed
- 83% of staff members indicated there was some increase (small to large) in class disruption since before COVID-19.

Staff identified increase in problem academic areas

- Reading Comprehension (36.7%)
- Handwriting (40%)
- Writing (46.7%)
- Work Completion (53.3%)

Staff identified declines in social emotional learning especially in the following areas: mental health/anxiety, social skills, classroom behavior and socialization.

Staff Interviews:

- Interviewed a teacher from each building as well as counselors and administrators
- Students natural development was interrupted during COVID
- Some content gaps
- Students who may have already been struggling academically were disproportionately affected
- Biggest impacts lack of executive functioning skills, lack of grit/resilience, difficulty with homework completion and due dates, increased classroom disruption from a handful of students, difficulty with emotional regulation
- Teachers have responded by reducing pace of instruction, increasing connections with students, giving more detailed and repeated instruction
- Resources needed: continued focus on mental health, more aides to help with disruptions and behavior, resources to build students' executive functioning skills

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Conclusion:

- The impacts of COVID on students are still emerging and continued study is needed.
- Madeira students experienced less of a negative academic impact than students nationwide, however, interventions for the gaps in math and reading should be continued and/or expanded where necessary
- Social-emotional and executive function skills have been negatively impacted and these need to be addressed for optimal learning for all students
- Mental health of students and teachers is a focus and should continue

Recommendations:

- Data Driven Approach
 - Continue to monitor the academic and non-academic impacts of COVID on students by gathering teacher and staff feedback
 - Track data within the district, locally and nationally
 - Use ongoing assessment data to further understand the impact of the pandemic on student achievement. We must prioritize students' access to high-quality mathematics and reading instruction and interventions.
- Academic Considerations
 - Instructional pacing guide (for all subject areas for grade level teams that is vertically aligned--(A lot of reference was made to concerns with how to pace the instructional practices post COVID)-- scope and sequence curriculums
 - Targeted interventions for cohorts of students most impacted, according to test scores, by COVID. Example - the significantly lower test scores from the 1st and 2nd graders mentioned above...and the test score 'rebound' that hasn't yet happened.
 - Consider the need for additional instruction (after school/summer groups)
- Classroom/District Resourcing
 - Focus on cohesive building-wide expectations -- major focus on classroom procedures, routines, expectations up-front and follow it up more consistently. Ensure that all staff have the buy-in.
 - Assess the need for additional educational assistants, counselors, and/or school-based therapists.
 - Investigate resources for teachers/parents on developing students' executive function skills
 - Increase opportunities for connection and building social skills
 - Enable students to use the resources that are in place at Madeira (ex: MindPeace room at MMS)
 - Continue focus on mental health for both students and teachers
- Resources for Families
 - Enable families by sharing resources that enable families to supplement student education during the school year or between school years to address "unfinished learning".
 - Opportunities to fill in some of the gaps.
 - Highlight resources available within the district
 - Highlight resources/opportunities available locally or within the region to support students academically
 - Collaborate with other local districts to source supplemental resources that might not be available to a smaller number of students within a district itself
 - Share findings from report with Madeira families

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Planning Commission - Salary Study (Exhibit-2)

Mr. Brian Kellett presented the Planning Commission Salary Study to the Board. The full report is available on the district website. The committee reviews past, present and future certified salaries of 30 local public school districts. The committee reviews health, dental, vision and additional benefits of 23 districts as well as conducts a salary survey of all staff. The committee recommended a 2.25% increase to the base salary schedule and no changes to benefits. The full study is available on the district website.

HEARING OF THE PUBLIC – There was no public participation at this time.

CONSENT CALENDAR (39-23) – Mr. Lex moved, seconded by Mr. Bernicke to approve the consent calendar.

A. Minutes

1. February 21, 2023 (Exhibit-3)

A. Employment – Administrative Contracts

1. David Bergan
2. Jessica Hunter
3. Nicole Huelsman
4. Chris Flanagan

B. Employment Contract – 1 Year Limited Contract – Certified - *dependent upon background checks and appropriate licensure.*

1. Tiare Saylor – MES Teacher
2. Rachel McDonald – MES Teacher
3. Christin Bohrofen – MES Counselor

C. Employment Contract - Classified/Support - *dependent upon background checks and appropriate licensure.*

1. Justin Chafe – MES Media Aide

D. Resignations – Classified

1. Megan Miller – Preschool Special Education Aide

F. Supplemental Contracts - *All Staff being issued Supplemental Contracts must have unexpired FBI and BCII background checks and either an unexpired Professional License, Educational Aide Permit and/or Pupil Activity Permit.*

Funded with General Funds - Certified

Name	Description	Amount
Jonelle Bell	Kindergarten Student Screenings	2 days @ \$125 per day
Shelby Baeten	Kindergarten Student Screenings	2 days @ \$125 per day
Emily Swallen	Kindergarten Student Screenings	2 days @ \$125 per day
Niki Volz	Kindergarten Student Screenings	2 days @ \$125 per day
Stacy Radu	Kindergarten Student Screenings	2 days @ \$125 per day
Sharon Fitter	Home Instruction	\$35/Hour up to 70 Hours
Mari Wilkerson	MHS Theatre – Spring Musical Vocal Director	\$1,000.00
McKenna Flores	MHS Theatre – Spring Musical Choreographer	\$900.00
Michelle Whitmore	After School Unified Track Special Education Support	\$35/Hour up to 30 Hours

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Funded with Non-General Funds - Certified

Name	Description	Amount
Lori Adams	MHS Theatre – Spring Musical Orchestra Director	\$1,200.00
Ryan Ervin	MHS Theatre – Spring Musical Orchestra Member	\$650.00
Vince Rahnfeld	MHS Theatre – Spring Musical Orchestra Member	\$650.00

Funded with General Funds - Classified

Name	Description	Amount
Ann Ramos	MHS Theatre – Spring Musical Producer	\$600.00

Funded with Non-General Funds - Classified

Name	Description	Amount
Tony Ripberger	Madeira Youth Futsal Camp Director	\$2,000.00
Bret Fangman	Madeira Youth Futsal Camp Supervisor	\$100.00
Daniel Kuntz	Madeira Youth Futsal Camp Supervisor	\$100.00
Tieraney Flores	MHS Theatre – Spring Musical Costume Designer	\$500.00

G. Treasurers Report

1. General Fund Financial Report for February 2023 and warrant payments for all funds in the amount of \$689,206. (Exhibit-4)

	Feb 1 – Feb. 28	FY23 FYTD	FY22 FYTD
Revenues	\$284,978	\$13,080,452	\$13,564,416
Expenditures	\$1,834,311	\$18,087,479	\$14,477,282
Ending Cash	\$10,085,461	\$10,085,461	\$12,348,832

2. Donations

Donor	Item/Recipient	Amount
Chris Cora	MMS – Theatre	\$150.00
MMS PTO	MMS - Theatre	\$1,491.02
Anonymous	MHS – Baseball	\$500.00
Bartson Consulting Group, LLC	MHS – Theatre	\$160.00
Bethesda Inc.	MHS – Hope Squad	\$500.00
Camargo Events	NHS Father/Daughter Dance Chairs	\$300.00
Camargo Events	MHS – After Prom Room Dividers	\$1,350.00
David & Julia Lance	MHS – Video Production	\$500.00
Derek & Lesli Simmons	MES – Gift Cards for Families in Need	Valued at \$2,500.00
Derek & Lesli Simmons	MHS – Families in Need	\$500.00

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

LIMITED CONTRACTS FOR NON-TEACHING PUPIL ACTIVITY DUTIES (40-23) – Mrs. Andruss moved, seconded by Mr. Bernicke that the Board 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 OHSA requirements, valid pupil activity program permit issued by the State Board of Education per 3319.303, signing contract and personnel file paperwork completion.*

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Name	Assignment	Amount
Dale Clever	MHS – Track Coach	\$1,250.00

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

FINANCE

A. Amended Appropriation Resolution for fiscal year 2022-2023 (41-23) – Mr. Lex moved, seconded by Mr. Bernicke that the Board amend the 2022-2023 Certificate of Resources and make necessary adjustments in appropriation to be in Compliance with Ohio Revised Code 5705.35/5705.36. (Exhibit-5)

001	General Fund	26,591,037.00
002	Bond Retirement	2,700,000.00
003	Permanent Improvement	3,100,000.00
004	Building	5,750,838.34
007	Special Trusts	500.00
009	Uniform Supply Fee's	135,000.00
012	Adult Education	220.00
014	Rotary Funds	100,000.00
018	Public School Support/Unrestricted	78,000.00
019	Other Local Grants/Restricted	45,000.00
020	Tuition Programs-Preschool/OKEP	870,000.00
022	OHSAA tournament fund	1,030.99
029	Education Foundation Fund	40,000.00
200	Student Activities	200,000.00
300	Athletic Activities	280,000.00
401	Auxiliary Services	298,703.64
451	School Net Connectivity	5,400.00
467	Student Wellness and Success Funds	18,771.23
499	School Psych Intern / Safety Grant	0.00
507	ESSER	913,831.91
510	Coronavirus Relief Fund	0.00
516	Special Education IDEA B	502,452.04
524	Career Education - Federal	0.00
551	Title III	3,386.58
572	Title 1	62,356.16
584	Title IVA Student Support/Acad.	11,494.87
587	Preschool Handicapped	11,124.04
590	Title IIA Improvement Services	23,007.75
599	School Safety Grant	4,578.60
		\$41,746,733.15

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

GOVERNANCE

A. Middle School Grade 8 Students to Washington DC in 2024 (42-23) – Mrs. Andruss moved, seconded by Mr. Lex that the Board approve an extended field trip for the Madeira Middle School 8th grade field trip to Washington DC from May 14 to May 17, 2024. (Exhibit-6)

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

B. Textbook approval (43-23) – Mr. Lex moved, seconded by Mrs. Andruss that the Board approve the following High School Chemistry textbook adoption for 2023-2024 school year.

1. Active Chemistry 3rd Edition by Dr. Arthur Eisenkraft, published 2020

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

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C. Resolution to Approve Contract (44-23) – Mr. Bernicke moved, seconded by Mrs. Andruss that the Board approve a contract with Game Time as selected by OMNIA Partners purchasing cooperative for the purchase and installation of playground equipment. (Exhibit-7)

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

D. Resolution to Contract Approval (45-23) – Mr. Lex moved, seconded by Mrs. Andruss that the Board approve a contract with Tom Sexton & Associates as selected by Unified Purchasing Group Cooperative for the purchase of furniture for the Madeira Elementary School. (Exhibit-8)

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

SUPERINTENDENT COMMITTEE REPORTS

- Finance – Mrs. Hauser reported that the Finance Committee reviewed a number of key items. We discussed the findings of the salary study that you heard from the planning commission. The finance committee and Board will continue talking about it over the next couple months before a decision is ultimately made by the Board in May. We discussed the Amended Appropriations and also talked about a couple of change orders on the HVAC project. Dave will provide more detail on this. We also received Madeira's current investment holdings. Upon recommendation of the finance committee, we will be investing more district funds primarily in short term and liquid accounts as well as some longer term CD's as recommended by our Huntington broker. As a public school district we are limited in the kind of investments we are able to make so we work within those parameters to only invest in FDIC insured securities with low risk while also trying to make district resources "work for us" to earn a little interest.
- Buildings and Grounds – Mr. Bergan reported that there is a timeline for completing the HVAC project, painting the gym, and the auxiliary gym flooring all this summer. He went on to report that the Athletic Boosters have agreed to cover the cost of the auxiliary gym flooring replacement. He and the Board expressed their appreciation to the Athletic Boosters for their generosity. Mr. Bergan also provided information on two change orders on the HVAC project: moving duct work around the existing batting cage in the existing auxiliary gym and add controls to existing exhaust fans.
- Community Relations – Mr. Matsudo reported that the Madeira Schools Foundation had great success at the auction this year. Madeira is filled with super generous families! He also reported that he provided a letter to the new city manager to help with a funding application for the safe routes to schools corridor to add sidewalks.
- Policy – Mrs. Hauser reported that the spring policy update will be on the May Board agenda.

BOARD COMMITTEE/LIASION REPORTS

- Planning Commission – Mr. Matsudo reported that the Board will hear the final study at the April Board meeting which is the Extracurricular Programs & Student Activities
- Great Oaks – Mr. Matsudo updated the Board that Mr. Steve Ashbrock, the Board's Great Oaks representative, will come to the April or May Board meeting.
- Legislation – Mrs. Hauser provided an update on the budget bill process and House Bill 1. Testimony is being heard by legislation this week on the budget bill. Additionally, proponent testimony was provided by the sponsor of HB1. It was confirmed that House Bill 920 provisions would come into play which would cause property taxes to increase. This is definitely not the intention of HB1. The interference of House Bill 920 would result in schools and local government's losses to not be as significant but both would still experience loss due to inside millage.
- Student Achievement Liaison – Mr. Matsudo reported that all of the senior activities are ramping up. This is such an exciting time of year.

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DISCUSSION ITEMS

ADJOURNMENT (46-23) – Mr. Lex moved, seconded by Mrs. Andruss that the March 20, 2023 regular meeting of the Madeira Board of Education be adjourned.

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

Board President

Treasurer