



Fairport Harbor Exempted Village
Board of Education
329 Vine Street
Fairport Harbor, OH 44077

Fairport Harbor Board Of Education Board Personnel Committee Minutes

November 17, 2021, at 6:00 p.m.

The Board Personnel Committee meeting of the Board of Education of the Fairport Exempted Village School District is called to order at 6:01 p.m. in the Fairport Harbor Harding Cafeteria located at 329 Vine Street in Fairport Harbor.

Board Members present were the following:

Mr. Fazekas, Mr. Lukshaw, Miss Maruschak, Mr. Schafer

Board Members absent:

Mrs. Bidlack

Agenda Items

I. Approval of Minutes from October 20, 2021, Sherry welcomed everyone to the meeting and accepted the minutes. Previous minutes were approved.

[Exhibit A - October 20, 2021, Minutes](#)

II. Recap of the organizational chart and progress from the last meeting.

[Exhibit B - FHEVS Organizational Chart](#)

We started talking about the chart with Sherry M., asking for an update. Domenic identified the problem with the format. Bill had some concerns about the format, and Doug pointed out some of the issues. Move the lines outside the boxes. Also talked about the willingness of those in management decisions to do the full job. Doug wanted to talk to the people involved to see how it works. Bill pointed out that more responsibilities may mean more money. Sheila had some questions about how everyone falls under administration. Sheila pointed out that she is a worker and reports directly to the principal. Domenic explained that some individuals could manage those in the same bargaining unit. There was a discussion about who was responsible to whom under the Activities Director, and the percentage of those contracted for supplemental positions being in-house staff was debated. The chart continues to be a talking point and work for the team. Domenic is going to meet with the three individuals most directly involved. The goal

remains increased efficiency across the organization and the elimination of bottlenecks at the building-level administrator level.

III. Possible post-bond staffing needs and role expansions

Tom talked about additional responsibilities. Consulted with Bill Prenocill and talked about additional responsibilities for management and bond work. We speculated on some of the additional costs involved with new construction. Bill's initial assessment was that the work could possibly be done with the staff we have in place. Sherry had a conversation with other treasurers about the role of the job. Those with experience in new facilities construction consider it to the degree of another "full-time job." Tom made the point already our (Board) employees are being tasked with work that didn't exist in November of last year. Tom brought the concern that we can't let the "regular" work of any of our staff fall off because of this new project. Discussion of a conflict of interest about design and posting. Dr. Paolo made a point of having a district-focused advocate in the room at all stages of the project and having someone working for us advising us. Owners rep/contractor at risk for the project. Tom closed by asking that these are things to be considered in the future, and we will learn more about expectations as this project increases.

IV. Outline of the process and Board expectations for hiring an architectural firm.

The committee was informed of the timeline for the RFQ for the Architectural services. TDA will have the RFQ to us the week of November 22, 2021. The district will advertise the RFQ on their website and the OFCC ELPP website for 2-3 weeks. Based on the RFQ, candidates will be scored on a rubric system, and the top three will be interviewed. We are still discussing who will sit in on the interviews. The urgency for hiring an architectural firm comes from planning the use of local funds, stepping the project into practical stages, and determining a bond selling strategy. The time frame looks like this would be completed by the end of January, beginning of February 2022. While we don't have a firm commitment from the OFCC about the state funding portion, we should know more about our place in line by late winter/early spring. Tom said our goal at every stage is to be ready and waiting when the opportunity to move forward arrives.

V. The team voted to go into Executive Session at 6:52 p.m., with the meeting ending directly afterward. The Executive Session ended at 7:15 p.m., and the meeting was adjourned.