

Minutes of the Regular Business meeting of the Board of Education of the Berea City School District held on Monday, April 29, 2019 at 7:00 p.m. in Staff Room 1, at the Berea Board of Education, 390 Fair Street, Berea, Ohio 44017

## A. Regular Business

Members present: Chapman  Dockman  Duke  Farris  Postel   
Start Time: 7:00 p.m.

Roll Call  
A-1

President Ana Chapman called for the Pledge of Allegiance.

Pledge  
A-2

Farris moved and Dockman seconded the recommendation that the Board approve the minutes from the March 29, 2019 Board of Education Meeting as shown on the agenda.

Minutes  
A-3  
**19-0429-860**

Roll Call: Ayes: Chapman  Dockman  Duke  Farris  Postel   
Nays: None Motion carried

Joe Barklow, Panzica Construction presented the update for the new high school. The project remains on schedule and on budget. *(photos shown)*

District Facility  
Update  
A-4

\*Maintenance of perimeter controls on-going, surrounding roadways and dust control on-going  
\*Community Meeting held on April 17, 2019

### \*Area B & C – Classroom Wings

slab on grade placed, Area B & C, level 2 topping slabs placed, Area B, level 3 topping slab placed, exterior framing/enclosure in-progress, metal roof deck in-progress, mechanical, electrical, plumbing, fire protection, fire sprinkler rough-in in progress, stair installation in-progress, In May, roofing, exterior enclosure and insulation.

### \*Area A

Front entry stair concrete complete, structural steel to level 3, plus, bearing masonry complete to level 3, 3<sup>rd</sup> floor pre-cast installation in-progress, In May, prep and place slab on grade, top out structure, topping slabs, MEP rough-in.

### \*Area F & G (Aux Gym, Locker Rm, Training)

F bearing masonry complete and F joists & deck in-progress, G bearing masonry near complete and joist erection in-progress. Look ahead in May – Complete F & G roof structure, prep and place slab on grade

### \*Area E (Competition Gym)

Bearing masonry in-progress, look ahead- complete masonry and begin erecting roof structure

### \*Area D (Auditorium)

Concrete foundations and walls complete and waterproofed, interior bearing masonry in-progress, look ahead – continue with bearing masonry and start level 2 steel erection

Congratulations to the entire negotiation teams for your outstanding efforts in the contract negotiations. The many hours and careful attention you put in helped us achieve our goal of ratification of the O.A.P.S.E. and BFT Contracts, along with the BASA Agreement. I think several factors contributed to the teams success such as, your dedication, expertise and experience to engage in such constructive and open exchange throughout every meeting.

**Contract Negotiations  
Congratulations  
A--5**

- \*President Chapman thanked the teams for their work and dedication.
- \*Brian Kessler, BFT President and Ann Jaskie, O.A.P.S.E. President introduced the teams in attendance at the meeting.
- \* Superintendent Sheppard commented that at the end of each negotiation sessions we go around the room and share our thoughts with the whole process. The focus is on what is best for our kids which it unique when you come to this point of the process, there is a lot of respect and experience in the room.

The Board of Education recognized the following students for receiving the Bolt Award and the staff of the Treasurer's Department for the school district.

**Student Recognition  
A-6**

Alanna Pawlus	Big Creek
Madison Sebek	Brookview Elementary
Alex Stacey	Brook Park Memorial
Karissa Karr	Grindstone Elementary
Jack Kanaris	Berea-Midpark Middle
Ty Treiber	Berea-Midpark High

Treasurer, Jill Rowe recognized the Treasurer's Department.

**Treasurer's Staff**

Jill Rowe, Treasurer  
Deb Miller, Fiscal Services Specialist  
Becky Snyder, Head Bookkeeper  
Carol Mansell, Assistant Bookkeeper  
Florica Lee, Assistant Bookkeeper, BMHS  
Wendy Frasso, Assistant Bookkeeper, BMMS  
Kaitlyn Berghaus, Budget and Grants Management Coordinator  
Vikki MacKeigan, Payroll Supervisor  
Helen Brown, Payroll Coordinator

Academic Affairs Director Karen Frimel and Mike Pellegrino, Mary Draves and Kelly Baumgartner presented on the NEORS D Partnership storm water program. In the 2017-2018 school year, the Berea City School District began participating in the Northeast Ohio Regional Sewer District Storm Credit Fee Program. This storm water fee credit of 25% is earned by students in grade 3, 5, 7 and Biology courses participating in this educational program aligned with the district's science courses of study. (*information handouts*)

**Presentation  
A-7**

Farris moved and Postel seconded that the Board of Education approve the Resolution to Establish Time, Place, Date, and Agenda Format for the Regular Board of Education Meetings as listed below:

**Resolution to Establish Time,  
Place, Date, and Agenda  
Format of Regular Meetings**

July 15	6:00 p.m.
August 12	6:00 p.m.
September 9	7:00 p.m.
September 23	7:00 p.m.
October 7	7:00 p.m.
October 21	7:00 p.m.
November 4	7:00 p.m.
November 19, Tuesday	7:00 p.m.
December 2	7:00 p.m.
December 16	7:00 p.m.

**A-8  
19-0429-861**

Roll Call: Ayes: Chapman  Dockman  Duke  Farris  Postel   
Nays: None Motion carried

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None Board of Education Committee  
Reports  
A-9

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None Board of Education Comments  
A-10

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John Weaver asked about Finding Leaders Contract and why the job of superintendent is posted on the website already? Open ended expenses in the contract specifically for travel reimbursements. He asked if they were going to cap the expense account. Public Participation  
A-11

Another agenda item – Change order for \$171,000 for new elementary for fire hydrants and lines. This looks like an item that was clearly overlooked, CT Taylor should have check with Brook Park and they should have known what the requirements were instead of having to come back with a change order. You have a fiduciary responsibility to those of us in the community. Hopefully going forward you act in our best interest. Mr. Weaver said he has a daughter that will graduate next year and has been to seven schools and will not get the benefit of the new buildings, however those who will receive the benefits deserve the best and hopefully just take that into consideration.

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Postel moved and Farris seconded the recommendation to accept the resignation of Michael Sheppard, Superintendent effective at the end of the day July 31, 2019. Administrative  
Resignation  
A-12

Roll Call: Ayes: Chapman  Dockman  Duke  Farris  Postel   
Nays: None Motion carried **19-0429-862**

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**B. Superintendent Recommendation**

Hopefully we will see the house version of the biennial budget tomorrow or Wednesday, the first budget will come out from the house and will give us an opportunity to get a sense of where they are with the overall school funding model and whether or not they will take into consideration the Cupp-Patterson Report or if they will need to do some modifications as that comes out and heads over to the senate. Superintendent's  
Update  
B-1

Changes to the graduation requirements – There has been ups and downs for the last several years in regards to the graduation requirements and it has been somewhat unpredictable in regards to when students start high school in the 9<sup>th</sup> grade and what is expected of them to be able to graduate has changed and made it difficult not only for the district but for the parents to understand what is needed and we are hoping through our work that there are going to be some significant changes to the overall graduation plan and requirements that are reasonable, obtainable and will be set in a way that they can be kept in place for quite a few years moving forward.

HB 70-Academic Distress Commission that is appointed by the state if the district has been identified and there is some discussion right now in proposed legislation to make some significant changes in that particular law and we will monitor that as that goes through. I support the fact that a school should be controlled locally, led by community and not a separate organization appointed by the state.

We are continuing going through the testing season, and a lot of work put in by everyone in the room and staff that is involved throughout this school district. Everything is done online, that involves Kevin and his staff, Jason, Karen and building administrators so that when they turn on that laptop everything is seamless as they go through their assessments.

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Dockman moved and Postel seconded the recommendation that items B3-B11 be approved as part of the consent agenda. Consent Agenda  
B-2

Roll Call: Ayes: Chapman  Dockman  Duke  Farris  Postel   
Nays: None Motion carried **19-0429-863**

It was recommended that the following resignations(s) be accepted as listed below:

Certified Personnel  
Resignations  
B-3

1. Barney, Jacquelyn                      effective end of the day 06/30/2019  
Third Grade Teacher, Grindstone    STRS Retirement
2. Fudale, James                         effective end of the day 06/30/2019  
Intervention Specialist, Big Creek   STRS Retirement
3. Michalke, Holly                       effective end of the day 06/30/2019  
Music, BMMS/BMHS                      STRS Retirement

It was recommended that the following leave of absence(s) be accepted as listed below:

Certified Personnel  
Leave of Absence  
B-4

1. Kolesar, Heather                      effective 2019-2020 school year  
Third Grade Teacher, BPM              General Leave

WHEREAS, the Board of Education of the Berea City School District has determined that it has become necessary to release certified staff by reason of decreased enrollment of pupils, unforeseen financial difficulty and/or return to duty of regular employees after leaves of absence, and stated its intention not to renew the limited extended contracts of the following certified personnel, therefore be it

Certified Personnel  
Non-renewal of Limited  
Contracts for the 2019-2020  
School Year  
B-5

RESOLVED, by the Board of Education of the Berea City School District, Cuyahoga County, Ohio that:

1. The Board of Education, on the written recommendation of the Superintendent of Schools, hereby determines and states it will not renew the limited contracts of the following certified personnel for the 2019-2020 school year and thereafter:
  - a. Tomasko, Amy

BE IT FURTHER RESOLVED that;

2. The Treasurer of the Board of Education is hereby directed to notify in writing the individuals whose names appear above accordingly on or before the 15th day of June, 2019.

WHEREAS, the Board of Education of the Berea City School District has determined that it has become necessary to release certified staff by reason of decreased enrollment of pupils, unforeseen financial difficulty and/or return to duty of regular employees after leaves of absence, therefore be it

Certified Personnel  
Non-renewal of Certified  
Staff for the 2019-2020  
School Year - Tutors

RESOLVED, by the Board of Education of the Berea City School District, Cuyahoga County, Ohio, that:

B-6

1. The Board of Education, on the written recommendation of the Superintendent of Schools, hereby determines and states it will not renew the limited contracts of the following certified tutors for the 2019-2020 school year and thereafter:
  - a. Carver, Susan
  - b. Gallagher, Rachel
  - c. Gibbons, Lisa
  - d. Lang, Linda
  - e. Peabody, Lisa
  - f. Schwab, Lisa
  - g. Wroten, Mary Beth

BE IT FURTHER RESOLVED that:

2. The Treasurer of the Board of Education is hereby directed to notify in writing the individuals whose names appear above accordingly on or before the 15th day of June, 2019.

WHEREAS, the Board of Education of the Berea City School District has determined and states its intention not to renew the limited contracts of the following certificated personnel serving as replacement teachers, therefore be it

Certified Personnel  
Non-renewal of Replacement  
Teacher Contracts  
B-7

RESOLVED, by the Board of Education of the Berea City School District, Cuyahoga County, Ohio that:

1. The Board of Education, on written recommendation of the Superintendent of Schools, hereby determines and states its intention not to renew the limited contracts of the following certified personnel for the 2019-2020 school year and thereafter:
  - a. Hoessle, Meegan
  - b. Marko, Raeann

BE IT FURTHER RESOLVED that;

2. The Treasurer of the Board of Education is hereby directed to notify in writing the individuals whose names appear above on or before the 15th day of June, 2019.

It is recommended that the following certified personnel be paid \$18.00 per hour from the regular salary account for hour(s) worked on IEP/ETR Writing for Jon Peterson/Autism Scholarship students as listed below:

Certified Personnel  
IEP/ETR Writing  
B-8

Bratsch, Maria	1 hour	04/19/2019
Davian, Danielle	1 hour	04/09/2019
Schall, Susan	2 hours	04/01/2019 & 04/09/19

It was recommended that the following resignations(s) be accepted at the end of the day as indicated:

Classified Personnel  
Resignations  
B-9

1. Malloy, Deborah                      effective end of the day 04/07/2019  
Intervention Associate              SERS Retirement
2. Martin, Dawn                        effective end of the day 04/23/2019  
Custodian #1
3. McCombs, Michael                effective end of the day 4/08/2019  
Substitute Bus Driver
4. Roach, Colette                      effective end of the day 06/30/2019  
Intervention Associate              SERS Retirement

It was recommended that the following appointment(s) be approved as indicated:

Classified Personnel -  
Appointments  
B-10

1. Student Monitor
  - a. Miker, Jaclyn                      Step 0                      04/15/2019  
(New employee probationary appointment)
2. Hourly Nutrition Services
  - a. Card, Taylor                        Step 0                      05/01/2019  
(Current employee probationary appointment)  
(In addition to Transportation Assistant position)
3. Classified Substitute Personnel for 2018-2019  
Peskura, Emma  
McDevitt, Dawn
4. Substitute Custodial Personnel for 2018-2019  
Grimm, Eric  
Keys, Tony

It was recommended that the following staff member(s), at the end of the day as indicated, shall be paid a longevity payment earned for the 2018-2019 school year:

Classified Personnel  
Longevity  
B-11

Malloy, Deborah           \$ 775.00           04/07/2019  
Roach, Colette           \$1,025.00        06/30/2019

Postel moved and Farris seconded the recommendation that the Board of Education approve the time of the June 27, 2019 Board of Education Meeting be changed from 7:00 PM to 7:00 AM.

Board of Education Meeting  
Time Change  
B-12  
**19-0429-864**

Roll Call:    Ayes: Chapman  Dockman  Duke  Farris  Postel   
              Nays: None                Motion carried

Postel moved and Dockman seconded the recommendation that the Board of Education table the recommendation for approval of the Finding Leaders Contract for further language in regards to reimbursement of expenses in the Search Agreement with Finding Leaders until after the Executive Session.

Search Agreement Between  
Finding Leaders and BCSD  
B-13  
**19-0429-865**

Roll Call:    Ayes: Chapman  Dockman  Duke  Farris  Postel   
              Nays: None                Motion carried

Postel moved and Farris seconded the recommendation that the Board of Education approve the College Credit Plus Affiliate Agreement with Columbus State Community College for the 2019-2020 school year as shown on the agenda.

College Credit Plus  
B-14  
**19-0429-866**

Roll Call:    Ayes: Chapman  Dockman  Duke  Farris  Postel   
              Nays: None                Motion carried

Farris moved and Dockman seconded the recommendation that the Board of Education approve the agreement between Elizabeth Richmond and the Berea City School District for the Day to Liv Program.

Transition Bridge – Day  
to Liv Agreement  
B-15  
**19-0429-867**

Roll Call:    Ayes: Chapman  Dockman  Duke  Farris  Postel   
              Nays: None                Motion carried

Duke moved and Dockman seconded the recommendation that the Board of Education table the vote for Change Order #3 for the new Brook Park Elementary Fire Lines Revisions until the May 6, 2019 Board of Education Meeting so that a representative from CT Taylor Construction can provide a more detailed presentation.

New Brook Park Elementary  
Change Order #3 – Fire Lines  
Revisions  
B-16  
**19-0429-868**

Roll Call:    Ayes: Chapman  Dockman  Duke  Farris  Postel   
              Nays: None                Motion carried

Dockman moved and Duke seconded the recommendation that the Board of Education approve payment to the Brook Park Police Department the following hourly rate of pay at \$35.00 per hour with a minimum of 3 hours as requested on behalf of the school district for the 2019-2020 school year.

Brook Park Police  
Rate of Pay  
B-17  
**19-0429-869**

Roll Call:    Ayes: Chapman  Dockman  Duke  Farris  Postel   
              Nays: None                Motion carried

### C. Treasurer's Recommendations

Jill Rowe, Treasurer/CFO reported that she attended the OASBO Annual Workshop last week and she presented on two new GASB (*Governmental Accounting Standards Board*) standards. One of them is a change in Financial Statements and the other was about Leases. Mrs. Rowe presented with a gentleman from Rain Associates and was very well attended.

Treasurer's Update  
C-1

Thank you for asking the staff to attend. We are working on budgets and the forecast coming up in May.

Duke moved and Farris seconded the recommendation that items C3- C5 be approved as part of the consent agenda.

Consent Agenda  
C-2  
**19-0429-870**

Roll Call: Ayes: Chapman  Dockman  Duke  Farris  Postel   
Nays: None Motion carried

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.36, the Board hereby declares that acceptance of these gifts does not at this time remove any portion of the public schools from the control of the Board; and  
BE IT FINALLY RESOLVED that the Board is appreciative of the generosity of these gifts and the remembrance of this school district and the students, and designates the Treasurer to express the Board's appreciation for these thoughtful gifts.

Gifts/Donations  
C-3

DONOR	GIFT	TO
The Education Foundation	\$22,700.00	District-Wide Enrichment Grants
The Cleveland Clinic	\$100.00 Gift Card	Berea-Midpark High School's Memory Garden
Anonymous	\$125.00	School fees for a Berea-Midpark School Student

It was recommended that the Board of Education approve the disposal, by donation, of the obsolete and/or damaged items as presented below, and remove them from the inventory Records of the district.

Approve  
Disposal/Donation of  
District Property  
C-4

For Donation to St. Augustine's Church, 2486 W. 14<sup>th</sup> St., Cleveland, Ohio 44113  
From the Nutrition Services Department:

Two mixers valued at \$100.00  
One Slicer valued at \$100.00  
An old microwave oven valued at \$10.00

It was recommended that the Board approve the certificates of availability as listed below.

Approve Certificate of  
Availability  
C-5

P.O. #19004283 Transition  
Lykins Oil Company  
PO Box 643875  
Cincinnati, OH 45264-3875  
Amount- \$ 6,753.23  
Bus Fuel

P.O. #19003610/19004327  
United Cerebral Palsy Assoc. Of Greater Cleveland  
10011 Euclid Ave.  
Cleveland, OH 44106  
Amount- \$ 4,585.30/\$996.70  
IEE Expenses

P.O. #19003791  
Day to Liv/Liz Richmond  
2460 Fairmount Blvd. Ste 203  
Cleveland Heights, OH 44106  
Amount-\$5,940.00

Transition Bridge Consultant 2018-2019  
P.O. #19004209  
The Riley Law Firm  
24502 Cornerstone  
Westlake, OH 44145

Amount-\$1,947.17/\$3,611.00/\$2,390.75  
Legal Services –Non-Construction Paid

Approve Certificate of Availability Cont.  
C-5

Postel moved and Dockman seconded the recommendation that the Board of Education approve the Below listed Health Insurance Premiums with Medical Mutual effective July 1, 2019.

Approval of Health Insurance Rates  
C-6  
19-0429-871

Health Insurance Premiums - Medical Mutual Effective July 1, 2019	Full Cost
Single Coverage	\$ 937.44
Family Coverage	\$1,935.36
Family with Spouse Surcharge	\$1,935.36

Roll Call: Ayes: Chapman  Dockman  Duke  Farris  Postel   
Abstain: Chapman Motion carried

**D. Executive Session**

Farris moved and Postel seconded the recommendation that the Board move into Executive Session to prepare for:

Executive Session  
D-1  
19-0429-872

1. personnel evaluations
2. discussion of confidential matters by Federal law or regulations or State statutes
3. consideration of appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee, official, or student.

Roll Call: Ayes: Chapman  Dockman  Duke  Farris  Postel   
Nays: None Motion carried

Time in: 8:30 p.m. Time out: 10:19 p.m.

**E. Superintendent Cont.**

Postel moved and Dockman seconded the recommendation that the Board approve the contract between Finding Leaders and the Berea City Schools (*item B13 previously tabled*) with the added language (*pending Board approval*) under Item #4 a, b, and c of the contract.

E-1  
19-0429-873

Expenses not included in the basic consultant fee are:

- a. the cost of advertising *pending Board approval*
- b. reimbursement of travel expenses for consultants and candidates *pending Board approval*
- c. the cost of printing *pending Board approval*

Roll Call: Ayes: Chapman  Dockman  Duke  Farris  Postel   
Nays: None Motion carried

**F. Adjournment**

Postel moved and Farris seconded that the meeting be adjourned.

Adjournment  
F-1  
19-0429-874

Roll Call: Ayes: Chapman  Duke  Dockman  Farris  Postel   
Nays: None Motion carried

Time meeting ended: 10:22 p.m.

*This is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting.*

Date of Approval: May 20, 2019

APPROVED:

*Ana Chapman*

ATTEST:

*Jul A. Rowe*