
Minutes of the of the Board of Education Regular Meeting of the Berea City School District held on Monday, October 5, 2020 at 7:00 p.m. at Grindstone Elementary, Café /Auditorium, 191 Race Street, Berea, Ohio 44017 and remotely on YouTube at the following address: https://www.youtube.com/channel/UC2eDqel9zE2CFfmt6DakRIa/videos?view_as=subscriber

A. Opening Meeting

Welcome to the livestreamed Regular Board Meeting of the Berea City School District on October 5, 2020.

This meeting 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. There is a time for public comment during the meeting as indicated in the agenda.

The Board of Education is a decision-making group. The public may express sentiments to assist the members in making decisions, but time spent answering routine questions or criticisms takes time from the Board's business meeting. Questions about operation of the schools should be directed to your child's teacher or the administrator of the school. Items on the agenda normally include reports from the Board and/or from the Superintendent or his/her staff. These reports do not require formal Board action, but they are relevant to the operation of the schools. Action items on the agenda require formal action by the Board. These items are presented to the Board in motions by Board members, or in recommendations by the Superintendent. Routine business - For efficiency of operation, the Board condenses items of routine business into lists or schedules, and presents these for action as consent agenda items. Board members receive their meeting agendas on the Wednesday preceding the meeting. This provides the opportunity for Board members to review all agenda items and associated exhibits well before considering action.

B. Regular Business

Members present: Chapman Duke Dockman Farris Postel

Roll Call
B-1

Start Time: 7:00 p.m.

Pledge of Allegiance
B-2

President Ana Chapman called for the Pledge of Allegiance

Lisa and Gene Zacharyasz owners of Luna Marketing of Berea received recognition from Ohio School Boards Association and named to the OSBA 2020 Business Honor Roll for its strong support of Berea City Schools. The Board of Education, staff and students also extend their appreciation.

Ohio School Boards
Association
Recognition
B-3

Mrs. Chapman also recognized Kim Russo, a parent in the District. Kim reached out to Mrs. Chapman in the Spring and out of the goodness of her heart had been making masks and donating them and she wanted to help the school district and at that time we were not sure what was going on but they stayed in touch and Ms. Russo donated 700 masks to the school district. Ms. Russo has a son that is a junior in the district and a daughter who is a graduate. Mrs. Chapman asked Kim what got her started in the project of all the donations you were doing?

Ms. Russo – People just started donating fabric and felt that since it was being donated she did not feel right selling it so she figured as long as she had fabric she was going to make the masks and give them out to whomever needed them and it's a hard time for everyone and not everyone can afford to buy masks. She said that she did not want the kids at school to drop their masks on the ground and have to wear a dirty mask and will continue to make the masks as long as she has fabric.

Mrs. Chapman thanked Ms. Russo for her time and care in making all the masks and donating them to the district.

Farris moved and Duke seconded the recommendation that the Board of Education approve the minutes of the August 17, 2020 Work Session Meeting and the minutes of the August 24, 2020 Regular Business Meeting of the Board of Education as shown on the agenda.

Minutes Approval
B-4

20-1005-1246

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

Assistant Mike Draves presented on the 2019-2020 Instructional Audit.

Presentation
Instructional
Audit/District Goals
B-5

Last winter the Board approved for us to get an Instructional Audit and we signed a contract with AdvantaCORE who is run by former Superintendent Dale McVey and his Assistant Superintendent Linda Romano. What they do is go into school districts and conduct an instructional audit, looking at all the instructional practices in a school district and then report back to the district their findings. The instructional audit is an investigation conducted by both Dale and Linda over a multitude of components related to instruction in our district and they directly observed our instructional and administrative process. They spent four days in February and March doing a complete artifact review meaning, they went through our different documents in the district. Their intent looking at the ten different components they identified is to develop strengths, what they perceive would be our strengths and the needs of the district. The ten components they looked at within the instructional audit are: leadership, cultural, accountability and planning, curriculum, professional learning, teaching and learning, construct for creativity, student assessment and management, intervention and enrichment, and learning environments. Tracy and Mike met with Dale and Linda around the end of April to go over what they had seen. The report is lengthy, about 385 pages, and can be viewed on the agenda, they do their due diligence on every aspect of every component.

Mike discussed what we are doing with the audit and where are we going with it from here. The initial feedback that Mike and Tracy were given just confirmed what they saw and had already discussed and that let them know that they were on the right path and they were already addressing quite a few of the recommendations. There are 22 recommendations and they met with the administrative team and put them up on the wall and literally did a gallery walk and then voted on what they thought was the most important thing. One of the things that educators talk a lot about right now is power standards so what we wanted to do is to focus on things that were really going to get us going quicker the one that would give us the biggest bang for our buck. So from the 22 recommendations we came up with nine of the recommendations that are priorities also can be accessed on the agenda for tonight's meeting. Then the administrative team met in August and it was shared that where Berea is in good shape where we have a lot of initiatives in place the biggest issue was alignment and making sure we were all pulling in the same direction. So when we talk about the cultural playbook, this has been done purposefully to make sure we align our goals and we know where we want to get to so we can develop the action steps to get there. We've been really overt in this process this fall, specifically taken these nine priorities which were developed in developing our goals.

Superintendent Wheeler presented on the 2020-2021 District Instructional Goals. When we started our initiatives they looked very similar from our initiatives from last year and these are goals that come right out of the strategic plan but will look different this year because of the things we are working on and implementing.

1. Create an environment that is rich in technologies and identify and promote highly effective educational practices that lead to improved achievement for all students. (High Quality Teaching and Learning)
2. Expand counseling services to support students and help connect families with community resources. (Culture and Safety)
3. Cultivate a cohesive, District-wide community identity, Titans, that unites and inspires our students, staff, parents and school programs. (Culture and Safety)

4. Strengthen regular two—way communication with the Berea City School District community
5. 2020-2021 Instructional Goals (High Quality Teaching and Learning)
 1. Streamline goals, objectives and action steps and success criteria into an annual district improvement/action plan
 2. Strengthen TBTs and the BLT in every building by developing a deeper understanding regarding the interpretation and use of student evidence. This includes an understanding of what evidence is available, what evidence is important and how to use the evidence through formative instructional practices.
 3. Focus on highly effective instructional strategies and provided systemic professional Development to implement these strategies at a building and classroom level.

Presentation
Instructional
Audit/District Goals
Cont.
B-5

What are our last steps?

1. ET Goals due October 15th – focus on Streamline, Strengthen, and Strategies within Departments
2. ET to Review District Goals and further develop action steps
3. Review Building Goals (feedback already provided)—directly connected to the District Instructional Goals
4. Teacher Goals due September 30th (as part of OTES)- directly connected to the District Instructional Goals

Mr. Dockman asked how Focus 3 fit into this with cultural playbook along with the audit.

Mr. Draves said that we have our administrative team scheduled for R Factor training and will work on it. One of the recommendations was about cultural and trying to make sure we have alignment and thinks that is where Focus 3 and the R Factor comes into effect understanding we are trying to get from one place to another and the action steps we take are what gets us there so to be aligned as a District and that really speaks to the culture you are trying to create.

Mrs. Wheeler said that we had all of that training last year, our leadership team attended three leadership summits and we went through Focus 3 now we need to take a step back and have R Factor training so they can actually become trainers, so it is train the trainers process right now.

Mr. Draves noted then roll this out to students and staff so they are getting the understanding of E+R=O and how we all get to the same spot.

Mrs. Chapman asked about observation walk-thru data is that teachers had a walk-thru. (re: instructional audit)

Mrs. Wheeler said no they had a team that walked through every classroom in the district. (re: instructional audit) from February to March 12th the students last day due to COVID.

Mr. Duke – there is a benefits committee tomorrow but he will not be able to attend due to work.

Board of Education
Committee Reports
B-6

Board of Education
Comments
B-7

None

Public Participation
B-8

C. Superintendent Recommendations

Mrs. Wheeler mentioned that the transition in her office with Dinah Jones and Jen Lange is in process. You will see that you are approving Jen Lange on the agenda tonight and she actually started on October 1st and has been working with Dinah and we will be posting Jen's position soon. Dinah is looking to retire in December.

Superintendent
Update
C-1

Mrs. Wheeler updated the Board about the football season in the Board's update. This week is week 7 and we have left this up to Mr. Howard and with Dr. Smithberger having a conversation that if we were still able to play they wanted to make sure they gave our team a full football season. All of our other sports are getting a full season so we do have a week 8, assuming we don't advance, if we advance, week 8 will be the next playoff game. If we don't advance we would play Elyria week 8, North Olmsted week 9 and there is a week 10 game scheduled against North Royalton that is if everybody is still goo and things are looking good then we would give our kids a 10 game season.

Mr. Duke – was that an option in the OHSAA?

Mrs. Wheeler replied yes, they were allowing teams if they got knocked out of playoffs to go ahead and schedule games.

Mr. Dockman – what if Elyria is in the playoffs.

Mrs. Wheeler – then we would cancel and try to find another team or not play that week.

Mrs. Wheeler updated the Board on Hybrid and TVLA. Today was really awesome, it was amazing. Both her and Mike Draves spent time at every building for the first day for Hybrid students. Mrs. Wheeler said she was at the high School this morning greeting students as they got off the bus, at BPE helping kids get out of the car, smiles on kids faces, bigger smiles on parents faces, and talked with some teachers and they said this was just the best day to have kids back in the buildings.

TVLA- The rosters right now are a little bit of an issue because we still have parents calling as of today saying they want their kids in TVLA or out of TVLA. Taking kids out of TVLA is not a problem, putting kids in TVLA is a problem because the deadline was September 15th and we did staffing based on those numbers and what we agreed with the Berea Federation of Teachers (BFT) in our Memorandum of Understanding (MOU). Right now 3rd grade is full, and we do not have any more space in TVLA for third grade. Mrs. Wheeler had shared in her update to the Board the option now is to provide a 3rd party vendor and parents will know that right up front, again our deadline was September 15th and it is October 5th. We do not have the staffing to add additional staffing, so when Mr. Blatnica talks with the parents he is letting them know when we hit our full number and this is what parents still want then at that point it is a 3rd part vendor. Mr. Blatnica is letting parents know that as a kid leaves and we can slide their child in with our teachers then we will, but 3rd grade right now is full. We wanted to offer this program for families that did not feel comfortable sending their kids back to school without a vaccination. But at some point we have to say you still have the option to do that but we just do not have staff available to do that.

Mr. Postel asked what grade 3 and a number 70 represent.

Mrs. Wheeler said that 70 was the total number of kids in TVLA for the 3rd grade, 2 classes, 2 teachers and 35 is the max for a class.

Our total number right now is sitting at 947 kids.

Mr. Dockman asked if the TVLA teacher was teaching kids 2 days a week

Mrs. Wheeler replied, no, they have the students all 4 days.

Mr. Dockman asked how the teachers are doing Hybrid.

Superintendent
Update Cont.
C-1

Mrs. Wheeler and Mrs. Chapman both said they are doing them both at the same time, they are livestreaming.

Cristina put together a video for the first day and will do another for Tuesday. (Video was shown)

Ribbon cutting on Wednesday with the Board and our senior volleyball players between the JV and Varsity game about 6:30 p.m.

Dockman moved and Postel seconded the recommendation that items C3-C17 be approved as part of the consent agenda.

Consent Agenda
C-2

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

20-1005-1247

It was recommended that the Board of Education approve the stipends for Alternative to Suspension Program Coordinators as listed below.

Administrative
Personnel-Stipends
C-3

Ruman Jr., Wayne	\$600.00
Soos, Gregory	\$600.00

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

Certified Personnel
Appointments
C-4

1. Supplemental Contracts 2020-2021 as shown below:

Berea-Midpark High School

Bartlett, Kathleen	Assistant Yearbook Advisor (5)	\$3,494.25
Bartlett, Kathleen	Assistant Forensics (7+)	\$4,284.00
Cheshier, Lisa	1/3 Musical Director (7+)	\$1,328.33
Cheshier, Lisa	Orchestra Director (7+)	\$2,790.00
Ferrante, Joseph	Assistant Choir Director (7+)	\$1,771.00
Fox, Sherri	Cultural Diversity/PRIDE (7+)	\$2,391.00
Fudale, Jeffrey	Senior Class Advisor (3)	\$2,262.00
Fudale, Jeffrey	Pep Band (7+)	\$531.00
Hahn, Theresa	Co-National Honor Society Advisor (1)	\$303.67
Lash, Melissa	Key Club (2)	\$1,480.00
Meyer, Patrick	Sophomore Class Advisor (7+)	\$1,860.00
Novak, Sarah	Choir Director (7+)	\$5,313.00
Novak, Sarah	Drama Director (7+)	\$1,993.00
Novak, Sarah	2/3 Musical Director (7+)	\$2,656.67
Peoples, Ryan	Forensics Advisor (7+)	\$5,712.00
Piesen, Scott	Co-National Honor Society Advisor (7+)	\$354.33
Pinter, Kathleen	Co-National Honor Society Advisor (7+)	\$354.33
Salata, Charles	Junior Class Advisor (4)	\$1,666.00
Stevens, James	Academic Challenge Advisor (7+)	\$3,586.00
Watt, Daniel	Model UN Advisor (5)	\$756.00
Zavarello, Jessica	Freshmen Class Advisor (2)	\$1,594.00

Berea-Midpark Middle School

Certified Personnel
 Appointments
 Cont.
 C-4

Barchanowicz, Dawn	Co-Student Council Advisor (7)	\$1,594.00
Gardner, Michelle	Co-Student Council Advisor (7+)	\$1,594.00

Teacher, recalled from Reduction in Certified Staff – Nonrenewal of Teacher(s) listed on the April 20, 2020 Board Agenda and placed at the appropriate step on the appropriate salary schedule, effective for the 2020-2021 school year.

Certified Personnel
 Teacher, Recalled
 from Reduction in
 Certified Staff
 C-5

Carney, Kerry BMMS, Math	Recall 1.0	164 days	Limited Contract
Karageorgos, Georgia BMMS, Math	Recall 1.0	166 days	Limited Contract

It was recommended that the following request for salary review be approved for the 2020-2021 school year as shown below:

Certified Personnel
 Salary Review
 C-6

Name	Current	Change to
Boscarello, Misty	MA+12	MA+24

It was recommended that the following certified staff member be approved for a temporary assignment at 1.0 World Language – Spanish and placed at the appropriate step on the appropriate salary schedule, effective September 28, 2020 through October 2, 2020.

Certified Personnel
 Temporary Certified
 Assignment
 C-7

Keppler, Maria	BA+30 / Step 19
----------------	-----------------

It was recommended that the following certified personnel be paid \$18.00 per hour for participating in The Curriculum Writing Project: Delivery of Remote Instruction as listed below:

Certified Personnel
 Curriculum Writing
 Project-Delivery of
 Remote Instruction
 C-8

Name	Hours
Barstow, Julie	4
Burke, Joann	4
Meany, Joy	5
Weiss, Cassandra	5

It was recommended that the following certified personnel be paid \$36.00 per hour for leading the Curriculum Writing Project: Delivery of Remote Instruction Presentation from account #001-052212-139-0000-000000-032-00-111 as listed below.

Certified Personnel
 Curriculum Writing
 Project: Delivery of
 Remote Instruction
 Presentation/Leader
 C-9

Name	Hours
Barstow, Julie	2.5
Burke, Joann	3.5
Hall, Nicholas	5
Meany, Joy	3.5
Weiss, Cassandra	2.5

It was recommended that the following personnel be paid \$18.00 per hour for participating in the Curriculum Writing Project: LINK-HS Transition Planning Project as listed below:

Certified Personnel
Curriculum Writing
Project: LINK – HS
Transition Planning
Project
C-10

Name	Hours
Bosko, Steven	70
Salata, Charles	70.5

It was recommended that the following certified staff be paid \$18.00 per hour for participating in the Curriculum Writing Project: High school English, Textbook Adoption as listed below:

Certified Personnel
Curriculum Writing
Project: High School
English, Textbook
Adoption
C-11

Name	Hours
Baker, Kimberly	32
Salata, Charles	32
Zavarello, Jessica	32

It was recommended that the following certified staff be paid \$18.00 per hour for participating In the Curriculum Writing Project – Summer 2020-Common Assessment as listed below:

Certified Personnel
Curriculum Writing
Summer 2020,
Common Assessment
C-12

Name	Hours
Baumgartner, Kelly	16.25
Blatnica, Erin	24
Pearl, Lori	5.5
Rodriguez, Lori	29.5

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

Classified Personnel
Resignations
C-13

- Hines, Nancy
Instructional Assistant-Brook Park Elementary
effective end of the day 10/04/2020
SERS Retirement
- Hrdy, Clodagh
Classified Substitute
effective end of the day 09/14/2020
- Johnson, Waddell
Bus Driver
effective end of the day 9/30/2020
- Lange, Jennifer
Technology Assistant
effective end of the day 09/30/2020
- Mikoch, Barbara
Bus Driver
effective end of the day 09/30/2020
SERS Retirement
- Reichard, Julie
Classified Substitute
effective end of the day 09/14/2020
- Schultz, Francine
Classified Substitute
effective end of the day 09/14/2020
- Speigal, Diane
Classified Substitute
effective end of the day 09/14/2020
- Townson, Virginia
Intervention Associate-Grindstone
effective end of the day 09/24/2020
- Zsembik, Penny
Classified Substitute
effective end of the day 09/14/2020

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

Classified Personnel
Appointments
C-14

1. Classified Personnel Supplementals 2020-2021 as shown below:

Berea-Midpark Middle School

Lowbridge, Jordan Dance Team Advisor (1) \$2,049.00

Classified personnel outlined in the attached exhibit on the agenda shall be paid a longevity payment in accordance with OAPSE 27.08.

Classified Personnel
Longevity
C-15

The following classified staff members, at the end of the day as indicated, shall be paid a longevity payment earned for 2019-2020 school year:

Classified Personnel
Longevity
C-16

Hines, Nancy	\$ 775.00	10/05/2020
Johnson, Waddell	\$ 525.00	09/30/2020
Lange, Jennifer	\$1,025.00	09/30/2020
Townson, Virginia	\$1,025.00	09/24/2020

It was recommended that the classified substitute rates of pay and program rates of pay as outlined below be adopted for the 2020-2021 school year:

Classified Personnel
Classified Substitute
Rates of Pay
C-17

Retired Administrative Assistant \$10.50

(Note: rate effective when performing Administrative Assistant duties)
Retired Administrative Assistant Long Term Assignment (21 days or more)
Administrative Assistant base pay hourly rate

Instructional Assistant	\$10.00
Student Monitor	\$10.00
Office Assistant/Administrative Assistant	\$10.00
Intervention Associate	\$10.00
Early Childhood Education	\$10.00
Extended Care	\$10.00
Nutrition Services	\$10.00
Bus Drivers	\$14.50
Transportation Assistant	\$10.00
Custodian	\$10.50
Maintenance	\$10.50
Bus Mechanic Substitute	\$21.00

Farris moved and Postel seconded the recommendation that the Board of Education approve the appointment of Jennifer Lange as Administrative Assistant to the Superintendent effective October 1, 2020 to June 30, 2022 and be placed at step 0 of the BASA Agreement.

Administrative Personnel
Appointment
C-18

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

20-1005-1248

Dockman moved and Duke seconded the recommendation that the Board of Education approve the Policies as listed below and shown on the agenda.

Board Policy Approval
C-19

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

20-1005-1249

- Policy 1520 - Employment of Administrators
- Policy 1530 - Evaluation of Principals and Other Administrators
- Policy 2266 - Nondiscrimination on the Basis of Sex in District Programs or Activities
- Policy 2270 - Religion in the Curriculum
- Policy 2431 - Interscholastic Athletics
- Policy 3124 - Employment Contract
- Policy 5111 - Eligibility of Resident/NonResident Students
- Policy 5517.02 - Sexual Violence (DELETE)
- Policy 5610 - Removal, Suspension, Expulsion, and Permanent Exclusion of Students
- Policy 5611 - Due Process Rights
- Policy 6144 - Investments
- Policy 6152 - Student Fees, Fines, and Charges
- Policy 6152.01 - Waiver of School Fees for Instructional Materials
- Policy 6320 - Purchasing and Bidding
- Policy 6325 - Procurement - Federal Grants/Funds
- Policy 6424 - Purchasing
- Policy 7440.03 - Small Unmanned Aircraft Systems
- Policy 8800 - Religious/Patriotic Ceremonies and Observances

Postel moved and Farris seconded the recommendation that the Board of Education enter into a Service Agreement and Waiver with Kurt Wiant, to perform student testing services for Gifted Services for a total number of days not to exceed 123 days during the 2020-2021 school year.

Service Agreement and
Waiver for Kurt Wiant
C-20

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

20-1005-1250

Postel moved and Dockman seconded the recommendation that the Board of Education approve The Resolution Authorizing the Sale of A Modular Unit to Most Revered Edward C. Malesic, Bishop of the Catholic Diocese of Cleveland as Implied Trustee for St. Adalbert Parish located at, 66 Adalbert Street, Berea, Ohio 44017 and the Purchase Agreement as shown on the agenda.

Resolution for Sale of
Modular Unit – St. Adalbert
C-21

20-1005-1251

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

D. Treasurer's Recommendation

The state auditors are in the building and they began the District's annual audit. The District has to pay for it and it is required by the State of Ohio they are doing the audit mostly virtual this year which is ok, all of our stuff is online and they can get all of our stuff through our software. By December we will have the Comprehensive Annual Financial Report (CAFR) ready to be completed.

Treasurer's Update
D-1

Duke moved and Farris seconded the recommendation that under the provisions of ORC 3313.36, the Board hereby declares that acceptance of these gifts/donations 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 appreciates 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/donations.

Acceptance of Gifts
and Donations
D-2

20-1005-1252

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

Farris moved and Dockman seconded the recommendation that the Board of Education approve The updated Guidelines for Collection of Student Fees, Fines, and Charges as shown on the agenda.

Approval of Updated Fee
Guidelines
D-3

20-1005-1253

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

Postel moved and Farris seconded the recommendation that the Board of Education approve the revised Service Agreement between psi Associates, Inc. and Academy of St. Bartholomew as shown on the agenda.

Approval of Revised
Service Agreement
Between psi Associates,
Inc. and Academy of
St. Bartholomew
D-4

20-1005-1254

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

Duke moved and Dockman seconded the recommendation that the Board of Education approve the revised Service Agreement, between psi Associates, Inc. and St. Mary's as shown on the agenda.

Approval of Revised
Service Agreement
Between psi Associates,
Inc. and St. Mary
D-5

20-1005-1455

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

E. Adjournment

Duke moved and Dockman seconded that the meeting be adjourned.

Adjournment
E-1

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

20-1005-1256

Time meeting ended: 7:51 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.

Ana Chapman

Julia A. Konec

Date of Approval: November 16, 2020 APPROVED: _____ ATTEST: _____