
Minutes of the of the Board of Education Regular Meeting of the Berea City School District held on Tuesday, September 21, 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 September 21, 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

Farris moved and Duke seconded that the Board of Education approve the minutes of the August 4, 2020 Board of Education Meeting as shown on the agenda.

Minutes Approval
B-3
20-0921-1234

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

Presentation
B-4

Mrs. Chapman spoke about the Commitment for Equity and Excellence in Education resolution passed on 7/14/20 and about the Titans fist logo. Mrs. Chapman stated that there has been misinformation spread about the logo and she wanted to clear some of that up. There has not yet been a change to the logo, we simply stopped using it. It is on some athletic uniforms and those will not be replaced until it is their turn in the rotation. Neither gym in the new schools has the logo with the fist and the softball field has the logo which will remain until the time comes to replace the turf. It was stated that neither taxpayers nor students voted on the logos, only students grades 7 through 12 voted on the Titans name years ago. Mrs. Chapman stated that the purpose of the commitment for equity and excellence in education is to make sure that we are listening and that voices are being heard, especially those that would be under represented be it by the color of their skin, their ethnic background, their special education needs or their sexual orientation.

Statistics of previous and current district enrollment and ethnicity percentages were given to show how our district has changed over the past 9 years. In 2011 enrollment was 7,251 and the percentage of people of color equaled 19.78%. Last school year's enrollment was 5902 and the percentage of students of color was 25.98%. Our overall enrollment went down by 1300 students and the percentage of people of color went up by 6%. Mrs. Chapman then gave a breakdown of percentages of people of color in the district (titles given by State of Ohio) 8.59% Hispanic, 6.66% Biracial, 5.47% Black or African-American, 4.65% Asian, 0.31% American Indian or Alaska Native and 0.15% Native Hawaiian or Other Pacific Islander. Mrs. Chapman recognized that while we can't go back and change the past, we can listen to make the future better.

Summer Hussein 2020 Graduate

Summer addressed the Board regarding her experiences as a Palestinian student in the BCSD. Summer said that while most people recognize the idea of diversity they don't recognize the differences that come with it. She spoke about religious holidays and how she gave up portions of her holidays because they were school days and how Christian holidays and national holidays are the only ones that are recognized. Summer stated that she began wearing her scarf which created some sad, expected challenges. Some examples she gave were being called a terrorist, she was part of Isis and she was called both the wife and daughter of Osama Bin Laden. Summer went on to state that sometimes when she would tell an adult what happened that it would be brushed off. Summer said she could count on one hand the amount of people that actually asked her about wearing her scarf or anything about her ethnicity or religion. Summer said she did have teachers who encouraged her to speak out regarding the social injustices and to teach others about her culture and religion to allow them to have some understanding. Summer encouraged people to take initiative to do some research about cultures and religions because the more you know the more you will understand.

Mr. Johnny Bollin

Mr. Bollin thanked the Board for allowing him to speak about this topic. Johnnie has grown to be very passionate about this topic and stated that we are in a very critical time in our society where everything around us is trying to divide us whether politics, stories like Summer just told, everyone is trying to find a way to pull us apart. One of the things that has made Berea what it is, is that we have historically been able to fight that and have been able to stay together and not let outside factors pull us apart. Mr. Bollin asked whether it's in regard to the fist logo or to the racial issues in our community we now have the responsibility to make sure that this district is a leader in the community and we are taking a lead that we are not allowing these factors to pull us apart. Sometimes listening and having conversations is uncomfortable but in the end we need to be willing to be uncomfortable in order to start to make steps forward and include our community.

Mrs. Karen Dobbs

Karen Dobbs stated that she is a community member and a staff member of over 20 years. When she spoke about moving to Ohio she was sold on Berea because it is a diverse college town with a good school system. Karen stated that we have an opportunity to do something really good in today's climate. The symbols and logos have been something that people have had opinions about for the past 7 years and it is good to discuss it because it is about more than someone's feelings or opinions. Karen trusts the administration and the board and thinks we will be able to do something special.

Mrs. Chapman read a message from three BCSD graduates (Callie Truong, Class of 2017, Erica Truong, Class of 2016, and Emily Truong, Class of 2013) voicing their thoughts regarding the July 23rd post on the BCSD Facebook page. They were glad to hear the district's logo was being looked at and also to hear of the reestablishment of the district's Diversity, Equity and Inclusion Committee. Many of the comments left on the post left them discouraged. They have some fond memories of their school days but being Asian in a predominantly white school district was not always easy. They stated that they were often targeted for their race and went into detail about some of their experiences with students and staff. They are hopeful that progress has been made in making the BCSD more welcoming. After reading the July 23rd post they feel like not

enough progress has been made to ensure that BCSD schools are safe places. They would like anti-racist policies implemented to ensure that people of color feel safe and welcomed in the halls of their schools. The schools have to be environments where all students can thrive and succeed, not places where they have to withstand in order to receive their education.

Presentation Cont.
B-4

Mrs. Chapman introduced Gabriel Velinov, current 8th grader and Sean Knight in order to speak about a book that was written by Gabriel and illustrated by Sean called *Magic Stardust*. Gabriel read his book to the Board. Mrs. Chapman thanked Gabriel and Sean for coming and speaking at the Board meeting.

Mrs. Chapman asked Mrs. Wheeler for a rough draft of the plan of the Diversity, Equity and Inclusion committee's work for the upcoming school year and beyond.

Mrs. Wheeler - Part of her responsibility is to form this committee and we will meet mid to end of October. What she can't do right now is tell you what our purpose is going to be and what our goals are going to be because that really needs to be a committee working together. Mrs. Wheeler then read the purpose statement and goals of the then Cultural Diversity Committee. Mrs. Wheeler said that one of the first things to talk about with the committees will be a policy regarding diversity and inclusion. We do not currently have a policy that addresses that. Mrs. Wheeler stated that Mr. Marino would like to have a part in tying this into the curriculum. Mrs. Wheeler would like to reestablish the building committees at all buildings and make sure they are all working towards the same goals. Students will be a part of this committee as well as parents, community members and staff members.

Mrs. Farris stated that there was a Financial Committee meeting today and that most members attended. Jill Rowe went over the general estimate 5 year forecast to let the members know where we are. This was the first meeting since January because two meetings were cancelled due to Covid. Next meeting is planned for November and they will discuss the construction budget.

Board of Education
Committee Reports
B-5

Mrs. Chapman - the ribbon cutting ceremonies were great, couldn't have asked for better weather. Thank you to Tracy and all of her staff that planned them, thanks to the choir for performing, and the kids that helped cut the ribbon. It was really nice to see everyone's excitement, especially the kids.

Board of Education
Comments
B-6

Nikki Welch - Thanked the Board for allowing her to address them and is thankful for the BCSD and for everything the administration staff and teachers have done over the past several months to meet students educational and nutritional needs during this public health crisis. She said that she was at the meeting to provide feedback on how remote learning was going for her family. This year they are excited and proud to join the BCSD community as their son begins a new adventure, Kindergarten. While they were disappointed that the school year could not begin in person they were determined to make the best of it. They went shopping for school supplies, got their son a fresh haircut and even decorated his work space with stickers, positive affirmations and a Titans logo all decked out in orange and blue. Upon logging into their first meeting with his teacher she could tell that an immense amount of work was being done to host remote learning. She knows that everyone is working very hard to make the best of this situation and at first their son couldn't wait to get online he had lots of questions but most importantly he wanted to make sure that he was able to make new friends because his friends from Pre-K are all in different schools and many are back to school in person. She assured him that even on the computer you have opportunities to interact with his peers, sadly she was wrong and today we are not okay. Our enthusiasm was short lived as reality set in. In just a short time she has watched her gregarious, equitable 5 year old become withdrawn and angry. He has even said that he hates school and doesn't want to learn and she can hardly begin to tell you how heartbreaking it was to hear those words. Her child resents her for making him sit up straight, engage, pay attention and ensure that his microphone was muted so all students could hear the teachers instructions. Mrs. Welch said she is determined to maintain a positive approach and put on a good face but when they log off

Public Participation
B-7

for the day the breakdown begins. Her son is sad because he doesn't have any friends in class, he is bored because he is not being challenged, he is angry because he wants to move and dance and play and engage with classmates, all of the activities they do at school makes kindergarten fun for a child. We are not okay, it has become apparent to us that the online model is not working for our young learner, it does not suit his learning style and his educational and emotional needs are not being met. We fear this experience will adversely shake his view of learning. We are not okay and she cannot speak for all parents and can only attest to her experience in their home but stands here tonight knowing that they are not alone. Mrs. Welch said she has no other motivation than to advocate for her kindergartener and for others that could not be here this evening. Students in several neighboring communities have returned to in person learning and she is afraid BCSD students will be left behind. She hopes that you will think of them and all the young learners when making decisions on how to safely return our children to school. She prays that parents, district leadership, teachers and staff can work together to make in person learning an option for families that wish to participate on October 5th or sooner because our son is not thriving, he is not okay. Thank you

Chad Fine - appreciates the opportunity to address the Board of Education this evening. He is the father of two children that attend Grindstone Elementary in first and in fourth grade. His children love Grindstone, they love the teachers, they love the staff, and they miss it very much, we all do. Tonight he was asking the Board, and Mrs. Wheeler to reaffirm their promise made at the September 18th meeting to return our children to in person education when the county threat level is reduced to level one or yellow because remote learning is also not working for his family. His children are angry, frustrated, they act out, they are bored and disengaged, when they act out they are not just acting out with each other, they are acting out with other children on our street and it saddens him to see it. Additionally, he and his wife work 40 hours or more and it's difficult for them to devote the time necessary to make remote learning work. There are students that are working at 8 and 9 o'clock at night in first grade and fourth grade and he is sure the grades in between just to complete their coursework and it isn't healthy for a young child. There are technological limitations, teachers, students, parents we all have difficulty using Blackboard, he doesn't think that's a secret or Google Classroom or some of the other computer programs or websites that are being integrated into the system. He is asking you to reaffirm your promise to return the students to school when the county threat level is reduced to one because the vast majority of families in our district over the summer 75% asked to return to school in person. Since August only a fraction of students have signed up for TVLA meaning even more want to return to school in person. There are other school districts that have returned Avon, Avon Lake, Westlake, Solon just to name a few in addition to private schools. However, on September 18, 2020, cleveland.com, the Plain Dealer reported that there have been no uptick in Covid 19 cases in young people as students return to school in Cuyahoga County despite the vast amount of children that have returned to school. There are 1.235 million people in Cuyahoga County as of yesterday the amount of active cases in our county was 1,876 that's 1.4 %. Not returning our children to school when the county threat level reduces to yellow is telling our parents in this community that they should seek other education options and he doesn't think this school board or you want that message to be sent so, he is asking please, return our children to school. Thank you for your time

C. Superintendent Recommendations

Mrs. Wheeler informed the Board of Education that we will be returning to in person learning on October 5th.

Mrs. Dockman asked if we would be returning 5 days.

Mrs. Wheeler – No, in hybrid

The plan that is out there is that if we go to yellow then we would move towards five days, this is really the good spot we are in right now coming back at least in a hybrid format to get our procedures, protocols everything down and getting kids back in at least two days a week for now. The one thing that Mrs. Wheeler said she has said both to parents that call her and the Board of Education is that we will continue to reevaluate. Some people don't like to hear that because to reevaluate means there is going to be change but, she noted that she has to make the promise to parents that as we go we will continue to reevaluate and if we can in any way get more kids in at any time we will try to do that. Mrs. Wheeler informed the Board tonight that a district email will go out tomorrow will share that information to give parents a definitive date on that. There have been some upticks in the county, the number of cases are up. Mrs. Wheeler said she gets that chart every week saying it's green because it's staying the same, yellow because it's decreased and every week it changes back and forth. We are still orange and we hope that things continue to go in the right direction with the goal that we hope eventually we will get our kids and staff back in school five days a week. So return on October 5th, and the district letter will come out tomorrow. Mike Draves, Adam and Mrs. Wheeler will do a hybrid presentation next Monday night and that will go out in the newsletter and be a district wide presentation at 6pm and throughout the course of the week. Mrs. Wheeler has asked each elementary, the middle school and the high school to also do some kind of presentation because hers is going to be overall what everything looks like in a hybrid format. The buildings are going to go into some more specifics for parents like drop-off and pick-up, will kids have recess, where will they go for lunch and things like that so all of those details will come out from a building level. Another thing that Mr. Duke had asked about during the last meeting was what will transportation look like, there is a transportation opt-in form out there and right now that is due on Wednesday and from that we will organize our bus routes based on the hybrid schedule. In addition, there will be information about Extended Care, for am and pm for lots of families that want before and after school care so that will still be offered. The TVLA survey is not at 25% right now, we are more around almost 1000 kids, which is reduced. The reason is one, when we put that information out we were red as a county approaching purple and we also were planning on coming back five days at that time. Mrs. Wheeler stated she thinks that a lot of parents have settled on and feel better/safer about the 2 days a week with reduced numbers and the ability to social distance more in a hybrid format than if they were brought back in a five day setting.

Mrs. Wheeler - Steve, do you have questions about that before I go into TVLA

Mr. Dockman replied, yes just so that he is clear, October 5th hybrid?

Mrs. Wheeler - Yes

Mr. Dockman - So the earliest we can go to five days in school would be the 19th?

Mrs. Wheeler - We will not go to five days a week unless we hit yellow.

Mr. Dockman - Right, let's say we're in yellow October 6th so I think at some point it says it has to be for two weeks

Mrs. Wheeler - Well the board of health says you want to see sustained change three to four weeks

Mr. Dockman - So, from when?

Mrs. Wheeler - From the time that they switch from a color, a level changes

Mr. Dockman - So if it changes to yellow on October 5th we'd have to have four weeks at level one, we'd have to have 4 weeks until we go to five days?

Mrs. Wheeler - You don't want to yo-yo back and forth between in and out

Mr. Dockman - I understand, I just want the public to understand where the parameters are, where the benchmarks are

Mrs. Wheeler - So what the county is telling us is that one week in yellow, even if it's one week in red or one week in purple, when you go into those levels you could be there for a week. What they are looking for is sustainability and they say that takes anywhere from three to four weeks. Like right now, we're in a groove, we're in orange and that has been very well sustained and that is why we feel very good about coming back. I'm not going to put an exact number on it because again, I look at three to four weeks and there could be another factor out there that we could be looking at but I would say anywhere like two, three four weeks. We wouldn't go right the next day into five days a week.

Mr. Dockman - No, I wouldn't expect that, "I just don't want it to be sustained." is a subjective opinion. He thinks we need objective benchmarks and you've stated them. Level 1 three to four weeks, he just wants to have benchmarks hard and fast so we can give people an idea of what is coming. He thinks people need to be prepared and he is sure we'll give them time but they can track it too so that if we're yellow starting now then it goes to next week and stays there for three weeks, okay, expect an announcement about going back 5 days a week. His goal is to try to get the kids back to five days a week.

Mrs. Wheeler- Everyone's goal is that

Mrs. Wheeler - Part of this too is that if we do that there's also going to be change. We have to put that back out to families because there will be families that say, I'm comfortable coming two days a week, I'm not comfortable coming five days a week so that also impacts our virtual opportunities because we have to provide that opportunity to families that do not feel safe or comfortable sending their children back to school. It's also time for us to make the next set of changes that we need and to put that information out to make whatever educational changes we have to make to also accommodate other families. That's why she thinks the TVLA numbers are lower now than when we surveyed earlier because more people are comfortable bringing them back at a reduced number of days. That will also be something that we have to have time for, we'll have to rerun bus routes, there are things that Mrs. Wheeler said from the very beginning when we talked about remote learning and coming back is, we can't turn it on a dime so we'll watch the trends, but then also as a district we have to have time to prepare to bring kids back five days a week.

Mr. Dockman - OK, well let's just shoot for November 2, that we're ready to come back five days a week, is that fair?

Mrs. Wheeler - No, we're not in the yellow level right now and is not putting a timeline out there.

Mr. Dockman said he was just saying that in our planning we need to prepare to get to five days a week by a certain date but let's think positive. Things are going to stay the same, they're going to get better, if they're going to be yellow for the next four weeks we should have a plan in place or at least a tentative plan to go back to five days a week on November 2nd. Whether we get there, or whether we don't, he thinks that should be a goal.

Mrs. Wheeler - I can't say that

Mr. Dockman - Okay December 2nd?

Mrs. Wheeler replied that she was not going to put a date on that just like she didn't put a date on this one until we get close enough that we know this still looks good.

Mr. Dockman said he was saying internally.

Mrs. Wheeler - We can't do that either, there are things that we have to put in place. We can't do bus routes right now for what we think might happen on November 2nd. Why, because if we say we're coming back 5 days a week we're going to have to find out now what other kids and families are not going to return to school. We want kids back 5 days a week, that's our goal as long as we can maintain the health and safety of our students and staff that's what we also have to remember. That's our goal when we started out with this so we don't want to put a date on it because there are things internally that we still have to do that will take us time. Mrs. Wheeler said she is not going to put a date on November 2nd. We'll keep watching the updates from the county when they come and make adjustments when necessary.

Mrs. Chapman - Steve, is more of what you're getting at the planning to come back to 5 days a week should continue, not necessarily a date attached to it, it should be in the plan?

Mr. Draves - We had that plan done in June

Mrs. Wheeler - Right, that plan is done

Mr. Dockman - Which plan is done?

Mr. Draves - The plan for five days a week

Mr. Dockman - Oh, so that's ready to go?

Mrs. Wheeler/Mr. Draves - Yes, that plan is done

Mr. Dockman - That's all I'm asking, plan in place, doesn't have to be 100% ready to go but we should be working towards that 5 day a week plan starting today.

Mrs. Wheeler - The 5 day a week plan is done but all the other details that go along with coming back 5 days in person she cannot put a timeline on

Mr. Dockman - Okay, but we can work toward that

Mrs. Wheeler - yes when the data shows that we need to start working towards that

Mr. Dockman - I'm just saying let's hit the ground running, let's not say on November 2nd, November 12th, November 15th or whatever that we're not ready. We've had since June to be ready so let's get ready if and when and hopefully my expectations are that we are going to be in yellow and he is just going to think that way because he just wants to get this over with but he understands. Mr. Dockman said that he is just thinking that we are going to be in yellow tomorrow, we are going to be in yellow for the next four weeks, okay let's ramp this up let's be ready November 2nd he thinks its fair but he is not saying we have to put that out there, okay, he just feels better that he heard that there are plans.

Mrs. Wheeler - The plan for five days a week is done. That plan is not much different than if we come back in hybrid but the specifics and details we can't even start until we are projecting that we are coming back

Mr. Duke - So the 5 day a week plan is done, the transition from current reality from 2 days to 5 days will depend week by week and I'm sure we will be discussing that at your report every meeting from now until that happens

Mr. Draves - The reason Tracy is really emphasizing this to us is because she doesn't make these decisions, the virus makes the decision and she's proven in the decision to go to hybrid that she's looking at the data and trying to move us in the direction to get kids back to school

Mrs. Wheeler - Next steps right now. We are working on TVLA and Steve is working on filling the positions for that and that will all happened this week so we've pretty much updated you on that. Mrs. Wheeler said she has a question that she would like the Board to think about upcoming board meetings, whether or not we are still going to do them live and where we're going to make our permanent location. What she put in her notes to you was that if we are still going to have the meetings live we cannot have them at the board office because we're too close together and that's a problem. We do have a PD room at the high school when the band, choir and orchestra rooms are ready but that won't be until December. The two decisions for now are do we stay at Grindstone and do we continue to livestream. Livestream is a good, open communication tool to do at whatever location works best for the Tech staff.

It was decided to stay at Grindstone for the time being.

The schedule this year for staff were changed. In order to get ready for the year one workday was taken away but promised back and that will be this Friday, September 25th. District report card has no grades or ranking because of the lack of data. We are bringing our grades 1 through 3 students in for maps because we have to assess them for a reading improvement plan if it's needed. That is a mandate in place by the state and we have to provide that assessment data. There is still no formal decision in regards to State testing in the spring so we are still moving forward as if we will have to do the assessments in the spring unless we are told otherwise.

Mr. Dockman- had a question in regards to permits since he works in that industry? He knows that kids, coaches, Recreation Directors are going to be looking for places to practice and asked if we were doing permits for that?

Mrs. Wheeler - As of right now we are not because we are not doing any large gatherings or permits outside. Our custodial staff is really busy right now, they're deep cleaning every single day. Rob Verhest has done a really good job on concentrating our custodial staff so we don't need a day a week to do a deep cleaning, they are being cleaned daily. Tracy has reached out and most people are not allowing permits in their buildings.

Steve Dockman asked if we could get a communication out to the Recreation Directors of each of the three cities. Tracy let him know that there was a meeting scheduled with them the next day.

Tracy shared an outline from a meeting with the Executive Team and building Principals showing what each of the buildings is working on i.e. seating charts, staff protocols, lunch procedures, hallway traffic in case there's a positive case anywhere for contact tracing purposes. Mike and Tracy will have a walkthrough of each building on October 1st to make sure signage and things are ready to go.

Cory Farris asked if these action items have taken place already or if it's a to do list. Tracy explained that they've done most of this work already, they've just been asked to put it in a template. It helped to bring them back to revisit the planning that they had done this summer. It helps to fine tune specific details as guidance from the CDC has changed since the summer.

Mrs. Chapman stated that her school went back today and talked about all of the details that need to be thought of ahead of time and how patience and flexibility would be key for this school year if you work in a school. She let Tracy know that she appreciated all of the thought that was put into this planning.

Mr. Dockman asked Mrs. Chapman if she went back hybrid or full time?

Superintendent
Update Cont.
C-1

Mrs. Chapman - Full time

Mr. Dockman asked Mrs. Wheeler how many other school districts have gone back full time.

Mrs. Wheeler answered not many, in the first ring group which is approximately 13 schools Berea and one other district are the only ones going back hybrid. Everyone else in that group is staying virtual for the first 9 weeks. No two districts are doing it alike. No plan that we do will make 100% of the people happy. We go back to the goal of providing an education to our kids and maintain the health and safety of our staff and students.

Duke moved and Postel seconded the recommendation that items C3-C16 be approved as part of the consent agenda.

Consent Agenda
C-2
20-0921-1235

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

Teacher(s), Recalled from Reduction in Certified Staff – Nonrenewal of Teachers listed on 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(s), Recalled
from Reduction in
Certified Staff
C-3

Keppler, Maria Recall .2 186 days Continuing Contract

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 14, 2020 through September 25, 2020.

Certified Personnel
Temporary Certified
Assignment
C-4

Keppler, Maria BA_30/Step 19

It was recommended that the following Leadership Supplemental be approved for the 2020-2021 school year as shown below:

Certified Personnel
Leadership Supplemental
Contract 2020-2021
C-5

Middle School

Brandt, Tracee English/Language Arts Instructional Chair \$3,616.00

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

Certified Personnel
Salary Reviews
C-6

Name	Current	Change to
Palcisko, Jamie	MA+12	MA+24
Piesen, Vicki	MA+36	MA+48

It was recommended that the following certified personnel be paid for an extra class as listed below:

Name	Building	Semester(s)	Amt. per Semester	Certified Personnel Additional Class Option for 2020-2021 C-7
Baumgartner, Kelly	BMHS	1 st & 2 nd	\$2,000.00	
Byczynski, James	BMHS	1 st & 2 nd	\$2,500.00	
Collins, Darren	BMHS	1 st & 2 nd	\$2,000.00	
Ferguson, Michelle	BMHS	1 st & 2 nd	\$2,000.00	
Goersmeyer, Julia	BMSH	1 st & 2 nd	\$2,000.00	

It was recommended that the following certified personnel be paid \$18.00 per hour for participating in the Curriculum Writing Project: Summer 2020 Common Assessment from account #001-052212-139-000-0000-032-00-111 as listed below:

Name	Hours	Certified Personnel Curriculum Writing Project/Summer 23020 Common Assessment C-8
Ackley, Bryant	23	
Andrews, Thomas	24	
Arthur, Tami	10.75	
Barchanowicz, Dawn	28	
Carbone, Peter	32.75	
Cox, Stephanie	19	
Crossen, Katherine	21	
Gentile, Denise	13.75	
Gulley, Lori	31.5	
Hamilton, Sharon	15	
Jordan, David	21.5	
Krajacic, Janet	18.75	
Krivak, Dawn	17	
Lashley, Robin	17.25	
Mains, Rachel	14	
Meany, Joy	45	
Meyer, Melissa	24	
Mucha, Lori	31.5	
Peduzzi, Elaine	15.5	
Petrus, Matthew	8.75	
Piesen, Scott	17.5	
Piscitelli, Michelle	13.75	
Rice, Carrie	57	
Roach, Jinnifer	24.5	
Rodriguez, Lori	48	
Ruggiero, Kristen	24	
Sullivan, Terri	15	
Thompson, Christiana	32	
Weth, Jill	45.25	
Wetula, Carl	11.5	
White, Denise	17.75	

It was recommended that the following certified personnel be paid \$18.00 per hour for participating in the Curriculum Writing Project: Grade 3 Remote Summer Reading Program from account #001-05221-139-000-000000-032-00-111

Name	Hours	Certified Personnel Curriculum Writing Project/Grade 3 Remote Summer Reading Program Additional Hours C-9
Tillman, Shelly	12	

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 from account # 001-052212-139-000-000000-032-00-111 as listed below:

Certified Personnel
Curriculum Writing
Project/Delivery of
Remote Instruction
C-10

Name	Hours
Baumgartner, Kelly	2
Boscarello, Misty	4
Brandt, Tracee	4
Clingan, Ruth	4
DiFrancesco, Julie	4
Doehr, Nicholas	4
Draves, Mary	4
Hall, Nicholas	4
Koczur, Heather	4
Krueger, Tracey	4
Kushlak, David	4
Martin, Terri	4
Nedoma, Renee	4
Rice, Carrie	4
Rice, Michael	1.5
Rodriguez, Lori	4
Spittal, Charles	4
Thomas, LaVerne	4
Thompson, Christiana	4
Weth, Jill	4
Will, Larissa	3.25
Williams, Sheri	4
Yanus, Julie	4

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 #001-052212-139-000-000000-032-00-111 as listed below:

Certified Personnel
Curriculum Writing
Project/Delivery of
Remote Instruction
Presentation
C-11

Name	Hours
Baumgartner, Kelly	2.5
Boscarello, Misty	2.5
Brandt, Tracee	2.5
Clingan, Ruth	2.5
DiFrancesco, Julie	2.5
Doehr, Nicholas	2.5
Draves, Mary	2.5
Koczur, Heather	2.5
Kushlak, David	2.5
Martin, Terri	2.5
Krueger, Tracey	2.5
Nedoma, Renee	2.5
Rice, Carrie	2.5
Rice, Michael	2.5
Rodriguez, Lori	2.5
Spittal, Charles	2.5
Thomas, Laverne	2.5
Thompson, Christiana	2.5
Will, Larissa	2
Williams, Sheri	2.5
Yanus, Julie	2

It was recommended that the following bus mechanics and mechanic helpers be paid \$500.00 for 100% of the buses passing the Ohio State Highway Patrol annual bus inspections as outlined in Article 27.07 of the contract between the Ohio Association of Public School Employees, Chapters 213, 473, and 656, and the Berea Board of Education effective July 1, 2019 through June 30, 2022:

Classified Personnel
Bus Inspections
C-15

Hennings, Kurt
Kall, Michael
Opria, Daniel
Racut, Richard
Yex, Michael

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

Classified Personnel
Longevity
C-16

Berry, Linda	\$1,025.00	09/07/2020
Vasicek, Ruth	\$1,525.00	09/30/2020

Farris moved and Postel seconded the recommendation that the Board of Education approve Policy 8450.01 – Protective Facial Coverings During Pandemic-Epidemic Events as shown on the agenda.

Board Policy - Approval
C-17

20-0921-1236

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

Mr. Dockman asked Mike Draves to walk him through the disciplinary action when a student refuses or can't wear a mask in Kindergarten

Mr. Draves answered by saying can't and won't are two different things. Can't means there may be a physical reason and this policy has exemptions included in it. Defiance is something different, if there's no reason why they can't that would follow progressive discipline. The philosophy behind it is back to the goal of providing the safest environment for staff and students and we're told that face coverings make us safer. Breaks are provided in the policy in order to give people a space and time to take their masks off.

Mr. Dockman wants everyone to be prepared when and if people are unwilling to wear their masks.

Mrs. Chapman stated that she's around students all day and they want to please their teachers and in her experience so far she hasn't had to ask one kid to wear their masks and that they are getting used to it.

Mr. Duke asked as a point of clarification that when the day comes that the governor says no masks are needed do we need to rescind this policy.

Mr. Draves answered that it's on the books and it would just be the Superintendent saying we're no longer implementing the facemask mandate. It is there in case we need it again.

Postel moved and Duke seconded the recommendation that the Board of Education approve the amendment to the existing nursing services contract between Southwest General Health Center and the Berea City School District to provide school health services to the District from September 3, 2020 through October 30, 2020 reflecting the reduction in nursing staff during remote learning as shown on the agenda.

Southwest General
Health Center School
Health Services Amended
and Restated Agreement
C-18

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

20-0921-1237

Dockman moved and Duke seconded the recommendation that the Board of Education enter into a Service agreement with Sign Language Interpreters of Cleveland, Inc., 23083 Ester Avenue, North Olmsted, Ohio 44070 for the 2020-2021 school year to provide sign language interpreter services as requested by the District as shown on the agenda.

Sign Language
Interpreters
C-19

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

20-0921-1238

Duke moved and Farris seconded the recommendation that the Board of Education approve the Memorandum of Understanding between the Berea Federation of Teachers regarding class size as shown on the agenda.

MOU – Berea
Federation of
Teachers
C-20

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

20-0921-1239

Dockman moved and Postel seconded the recommendation that the Board of Education approve the Re-Roofing Project for Berea-Midpark Middle School 5th Grade Wing with Duro-Last, 525 Morley Drive, Saginaw, MI 48601, with a 15 year warranty for the cost of \$136,183.76 as shown on the agenda. Installation of the Duro-Last Roofing System will be provided by Ampco Roofing of Copley, Ohio.

BMMS 5th Grade Roofing
C-21

20-0921-1240

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

The policies listed below were being presented for a first reading.

Board Policy – First
Reading
C-22

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

Board Policy – First
Reading Cont.
C-22

D. Treasurer’s Recommendation

Mrs. Rowe noted the month end report is on the agenda and it looks bad but it is not. The difference in revenue is tax collections, we are delayed a month on tax collections due to Covid. Normally we receive our final settlement in August but this year we will receive it at the end of September. County sent settlement data today and the tax money came in at around 13 million. Next month’s report should look much better because of the timing issue.

Treasurer’s Update
D-1

Mr. Duke asked if that delay was causing any issues with vendors or payments.

Mrs. Rowe answered no, normally with cash flow we usually see issues in December or January. We make all of our debt payments in December and she will monitor that very closely and there is money in investments should there be any needed.

Mr. Postel - Do you anticipate the February on time?

Mrs. Rowe - No indication from the county in regards to that but I am waiting for a call back from the county to discuss that and the IX Center closing effect on us

Mr. Postel - If there is an issue do we have the funds?

Mrs. Rowe - We are investigating that right now to make sure we have the cash available to make our payments.

Mr. Dockman- I thought the IX Center was a Cleveland property

Mrs. Rowe - We do get taxes even though Cleveland owns it, they made their spring payment but not fall. An update will be forthcoming

Duke moved and Farris seconded the recommendation that items D3 and D4 be approved as part of the consent agenda.

Consent Agenda
D-2

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

20-0921-1241

NOW, THEREFORE, BE IT RESOLVED, 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-3

DONOR	GIFT/DONATION	TO BE USED FOR
Aristocrat Berea	Four backpacks filled with school supplies valued at \$100.00	Students in need at Snow School

It was recommended that the Board of Education, in accordance with Section 5705.38 and Section 5705.412, Ohio Revised Code, the annual appropriation for Fiscal Year 2021 (July 1, 2020 to June 30, 2021) be adopted, and that all contracts included in this fiscal 2021 appropriation meet the requirements of 5705.412 of the Ohio Revised Code as shown in the 2020-2021 Permanent Appropriation document as shown on the agenda.

FY21 Permanent
Appropriation
D-4

Duke moved and Farris seconded the recommendation that the Board of Education approve the revised Service Agreement, attached on the agenda, with PSI Solutions, Inc. for St. Bartholomew Academy.

Approval of Revised
Service Agreement with
PSI for St. Bartholomew
D-5

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

20-0921-1242

E. Adjournment

Dockman moved and Postel seconded that the meeting be adjourned.

Adjournment
E-1

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

20-0921-1243

Time meeting ended: 8:30 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: November 16, 2020 APPROVED: Ana Chapman ATTEST: Julia Konec