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Minutes of the Regular Board Meeting of the Board of Education of the Berea City School District held on Tuesday, July 14, 2020 at 6:45 p.m. as an online meeting, with BOE members joining remotely on YouTube at the following address:  
[https://www.youtube.com/channel/UC2eDqel9zE2CFfmt6DakRiA/videos?view\\_as=subscriber](https://www.youtube.com/channel/UC2eDqel9zE2CFfmt6DakRiA/videos?view_as=subscriber)

### A. Opening Meeting

Welcome to the livestreamed Board Meeting of the Berea City School District on July 14, 2020.

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 remotely: Chapman  Duke  Dockman  Farris  Postel

Roll Call  
B-1

Start Time: 6:45 p.m.

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President Ana Chapman called for the Pledge of Allegiance

Pledge of Allegiance  
B-2

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Farris moved and Dockman seconded the recommendation to approve the minutes of the June 29, 2020 Board of Education Regular meeting as shown on the agenda.

Minutes  
B-3  
**20-0714-1180**

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

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Business Services Director, Michael Slivochka presented a facility update.

District Facility Update  
B-4

**High School**— Over on the Eastland side are two B & C Classrooms those areas are finished with the exclusion of C2 Café, they are working on some equipment being installed in that area moving into the middle section of A building which houses the main offices and guidance offices on the first floor, second floor some art classrooms and the third floor our media center, computer classrooms and Family Consumer Science classrooms are in the final cleaning processes for the 2<sup>nd</sup> and third floor and moving down to the first floor. The bulk of the work left in that area is the kitchen equipment and they will wrap up all these areas by the end of the month.

Mr. Slivochka reported that the gym areas hinges on the flooring in the main gym (competition gym) is getting ready to be stained, and all the decals put on within the next week or two, followed by bleacher installation. The auxiliary gym and the other remaining classrooms in that far back wing is in the process of getting prepped for flooring, these areas should be completed by the 1<sup>st</sup> or 2<sup>nd</sup> week in August.

Auditorium – is on track, there is a lot of work going on in the auditorium and music areas, overhead work and then work their way down throughout the auditorium and still scheduled for completion the first part of December or potentially a little earlier, same thing for the music classrooms, they may be able to be completed little earlier but it would still be a challenge to move into that section due to the other construction going on in the auditorium. By the end of this week teachers contents will be moved to the upper floors of the A section of the B & C building.

Exterior Work-BMHS – Abatement will begin July 15, 2020 along with some site work going on with some tree removal, perimeter fence will go up next week on that site. The week of the 27<sup>th</sup> will begin some demolition of the building. The demolition process will begin with the sports center and that back area along Eastland and will work from this side of the building toward the West parking lot. Mr. Slivochka reported that the tentative timeline for the sculpture removal is the week of July 27<sup>th</sup>, and furniture installation will begin on Monday, July 20<sup>th</sup> and will take a few weeks for installation.

**Brook Park Elementary**– Mr. Slivochka said that he is hoping to get Occupancy towards the end of the week, just waiting for final fire inspection and that really deals with the smoke hatch in our auditorium and tying into our fire system, and as soon as that issue gets resolved we will call for a final fire inspection and soon thereafter a final Occupancy inspection. The remainder of that building is completed, excluding the gym, the gym floor is getting painted, gym curtain and bleacher installation will happen over the next two weeks. The auditorium, seats are scheduled to arrive, there was a delay with that, and August 17<sup>th</sup> the seats will go in and that will be a 3 to 4 day process followed up with the carpet which should be another 2 or 3 days, then the auditorium will be completed. Furniture installation is in process and Mr. Slivochka reported that there would be 2 or 3 more deliveries which will happen toward the end of the month into the first part of August.

Exterior – Mr. Slivochka reported that the exterior site of the building during the final grading and seeding preparation for that site, fencing is going in around the playgrounds, and garden area. We will look at the end of the month to do the final topcoat of asphalt and striping the parking lot at that point in time.

President Ana Chapm – At the elementary, the street light on Holland Road when you exit the building is that going to stay there? Does the building have access to change the traffic light in the morning and at dismissal?

Mr. Slivochka – Yes, we are talking to the city about making adjustments to that for the start of the school year. As of right now, there was talk about altering the traffic light in that area and we will have to rectify that soon.

Steve Dockman – The demolition of the high school, do you have any rough timeline as to when that will start?

Mr. Slivochka – Yes, at the end of the month you will start to see the building come down over by the sports center and will work from East to West. The process will probably take all of August and a good part of September and at the same time there is an overlap of abatement that will be going on within the building.

Steve Dockman – Where will the kids enter the school, I assume they will not have access to the front steps?

Mr. Slivochka – The traffic patterns for students, if they are parking at the church and Roehm parking lot they would walk the East sidewalk of Eastland and we will have a crosswalk put in and then they will have to enter through the back of the building underneath the arches. In regards to keep our students separated as best we can, we will be utilizing multiple access points, where ever the students have their first period classes, there is limited room, the side of the building over by Eastland in front of the building wouldn't be really any access in that front part. There will be some front access coming from the West side.

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For parent drop off we are saying to come up Maple (make that one-way traffic) and stop where the sidewalk comes out in front of the building and students will be able to walk up in that area. Bus traffic will go in the back of the building and drop students off and continue on out to Eastland and go either North or South which ever direction they need to go. Same thing will happen at the end of the day pickup, bus traffic will be in the back of the building and parent pickup will be on Maple.

District Facility Update  
Cont.  
B-4

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Superintendent Wheeler presented on the Berea City School District's 2021 School Year Responsible Reopening Plan. The DRAFT PLAN of the Responsible Reopening is attached on the agenda and can also be accessed on the District's website. It is marked as a *DRAFT* and our goal is to have this draft plan all details finalized to be able to present back to the board and community in early August. Mrs. Wheeler stated the District Goal for 2020-2021 since beginning this process; To provide the BEST possible education during the COVID19 global pandemic to ALL students in grades PK-12 without sacrificing the HEALTH and SAFETY of our STUDENTS and STAFF, so everything we do Keeps going back to this goal.

2020-2021 Responsible  
Reopening Presentation  
B-5

The board was asked to revisit the calendar and look at moving the start date back for our students To Tuesday, September 8<sup>th</sup> for K-12<sup>th</sup> and Kindergarten to start September 9<sup>th</sup> and tentatively Preschool Will start September 9<sup>th</sup>. This is all tentative. The reason for that is the pushback allows our staff to Have additional days for professional development to prepare for curriculum, instruction and also some training on our protocols and guidelines for our effective reopening.

Mrs. Wheeler asked the Board to think about and consider doing a phase in for the start of the school year, as an example, we have a new high school and a new elementary and we don't know how the ins and out or the traffic flow will work (i.e. for elementary bring in 1<sup>st</sup> and 4<sup>th</sup> graders one day and 2<sup>nd</sup> and 3<sup>rd</sup> on another day and would 4 days be enough? (Tuesday, September 8 – Friday, September 11th).

Mrs. Wheeler showed the Ohio COVID -19 Risk Level Guidelines for the Public. This is a chart that shows the Public Emergency Levels 1 – 4 color coded guidance directly impacts Cuyahoga county. Mrs. Wheeler said that in her weekly meetings with the superintendents of Cuyahoga County that the ESC hosts there is a lot of conversation about aligning this leveled colored guideline to our academic plan for each of the levels. The one thing that Districts are agreeing on is that if and when our county hits a level 4, Purple Public Emergency as school districts we would close, and if we close that means all students would revert to remote learning.

Mrs. Chapman said that she has seen around other school districts talking about hybrid models if they get to one of the other levels and not just shutting down. Yes, shutting down at level 4, but level 3 as a hybrid and level 2 as in-person. Can you talk a little about that?

Mrs. Wheeler – Yes, I have that coming up on the next couple of slides.

Mr. Duke asked Mrs. Wheeler what it was that she did not like about the colored coded level chart.

Mrs. Wheeler – It is just one more thing thrown in the mix about how we decide to move forward, it does help us, it's just that we are in a county that is red and it looks like it will turn purple. Which is a whole other level of planning if we are purple when school starts.

Mr. Duke said that he has done a little from his work perspective with looking at the indicators for that level 4 . It's not 100% but it is likely that if we are in a level 4 state that we would go back to the remote learning. I agree with that train of thought at this time.

Mr. Dockman said that he noticed there is no level zero anywhere in the state, which there are places that don't have active exposure spread, so that is one of his problems with the chart. The levels 4 and 3; what are the possibilities of going back and forth. On March 13<sup>th</sup> he assumed we were in the purple level and we closed and said 15 days to slow the spread which became three months so, once we get to level 4 we don't have any idea of when we could have the kids back in the school, we are talking about bouncing parents and families back and forth.

Mrs. Wheeler replied, that is one of the things about hybrid, so right now if you go on the State of Ohio and click on Cuyahoga County there is an asterisk that says approaching Level 4. So the guidance that we have gotten off of that is right now Cuyahoga County when they put an asterisk there says they have enough of the risk factors that would make us a Level 4 Public Emergency. Then what they do is track the data for a two-week period to see if there was just a spike, they will not just jump to purple, If at the end of two weeks we still have 6 of the 7 risk factors then we will be purple. Our indication is that at the end of this week it is a strong possibility that we will be a purple county, because we have the risk factors and sustained those factors for at least two weeks. Now what does it take to get out of purple and back into red? We think it works the same way backwards. So, if we turn purple, we would be purple for a minimum of two weeks, even though we may be going backwards and reduced our risk factors they won't do that for a two week period before they turn us back to red. That's one of the things when you ask, why not hybrid? That is a lot of juggling back and forth for families. Over a period of 6 weeks you could be all three, remote, hybrid or all in, that is tuff on kids, parents, especially on working parents that have to find childcare. There are some districts that are saying Level 1 is all in, Level 2 is all in, Level 3 is hybrid and Level 4 is remote. There are a lot of districts saying they are either all-in or remote like we are.

Mrs. Wheeler is waiting for guidelines for preschool, as it stands right now preschool has to operate in accordance with the guidance that was issued this summer for child care programs. Right now what that means is the ratio is 1teacher to every 9 children, which is not the ratios we have right now, if the ratio stays 1:9 there could be some adjustments that are going to be made, #1 – we have to service our students with disabilities and are on an IEP; If there is a change in the ratio we will have to look at the number of typicals we have in that program. There will be a survey for those who have already signed up for preschool and be sent out by July 17<sup>th</sup> to assess how many parents under the new guidance and conditions plan to send their child to preschool in the fall. We do think this information could change.

Mr. Dockman asked how many typical preschool students there are.

Mrs. Wheeler did not have those numbers with her but will get those for Mr. Dockman.

Mr. Dockman asked if the district has plans to use Brook Park Memorial or Brookview for just the 8<sup>th</sup> graders and if there had been any discussions?

Mrs. Wheeler replied that there were some discussions early on when we were operating under the premises that we had to have 6ft of social distancing and if we were going to do that we would have used the buildings just for elementary kids, so as of now, July 14<sup>th</sup>, it is not our plan to use those two buildings.

Mrs. Wheeler discussed the options of the Responsible Reopening Options which can be found attached to the July 14<sup>th</sup> board agenda.

During the presentation Mrs. Chapman asked Mrs. Wheeler if breakfast and lunches served in the individual classroom were just for elementary.

Mrs. Wheeler said that breakfast and lunches served in the classrooms were for **all** levels. Briana Cates, Nutrition Services Supervisor is working with Operations Team and her team and incorporate food service employees and work on what that is going to look like in each building.

Mr. Dockman asked Mrs. Wheeler if the length of the school day have to be adjusted to account for not changing classes or if the high school kids needed even more time because you would maybe alternate shifts?

Mrs. Wheeler - There would be no drastic changes in the students school day, at a minimum if we were to change the length of the student day it may be by 30 minutes. We don't know when they go back to their teams and start to have conversations what that will look like. We want to try and build in a little more time for our staff for Professional Development, for follow up with kids, that is part of their process right now that they are looking at and start to dig into with their sub committees.

Mr. Dockman – But we can't lengthen the day?

Mrs. Wheeler – No. Times are always subject to change, when you start and when you end. The amount of time staff is here we can't change that's contractual, the length of the student day We can always look at and adjust it if we need to. Right now we are not looking at any drastic changes to the student day, at most it would be a half hour if we were going to change that at all.

Mr. Dockman said that he thought that option should be kept open to just make it work.

Mrs. Wheeler – We told the subcommittees, we have to think outside the box, we have to be flexible, nimble and emphatic as we move forward.

Mrs. Wheeler – We are required with the facemask policy that we have to create Board Policy. Mike Draves has already began working on a DRAFT of what that will look like and we will have that ready for the first reading at the next board meeting. We will start with policy and after the policy Mr. Draves and his team will go back to operations and then create the administrative guidelines. What do the procedures look like, what are the consequences if kids don't wear a mask or half of the staff doesn't wear a mask. Mike and his team will start working on that once the Board Policy is approved.

Mr. Postel – PreK-2<sup>nd</sup> grade is recommended to wear a mask, when they are on the bus will they be required to wear a mask?

Mrs. Wheeler – Yes, the reason being they are going to be in close proximity to each other.

Mrs. Wheeler then continued with her presentation.

Families want to know all the details, by the August meeting you will have all the details so you can make an informed decision between in-person or virtual.

Mrs. Wheeler talked about Remote Learning vs. Virtual Learning

**Remote Learning:** A shift from in-person learning to online learning. COVID-19 may suddenly shift an individual student, a class, a grade level, a school, or the entire district to remote learning at any given time due to a quarantine or closure. Students can go back and forth between in-person and remote.

- Follow Cuyahoga County Board of Health direction
- A shift could also be caused by teacher and staff COVID-19 absenteeism increases  
And substitutes are not available.

**Virtual Learning:** 100% online learning option for families who prefer a virtual education. Families who choose 100% virtual learning must be able to provide internet service for their student(s) to complete lessons. Students ALWAYS remain VIRTUAL!

Mrs. Chapman – A lot of parents get upset when they get the attendance letter from school when students reach a certain limit of days absent. How is that different this year with possible quarantines and kids being sick?

Mrs. Wheeler will address in one of her upcoming slides.

Important to Remember: As a reminder, plans are “at this moment”, and we will continue to re-evaluate based on evolving conditions, data about the status of the pandemic, and recommendations and guidance from public health authorities and the scientific community.

Families need to have a plan at all times. We ask that you be prepared and plan ahead for childcare in the event the District plans would change with short notice.

- District or school closure
- Teacher(s) who test positive
- Student(s) who test positive

Mrs. Wheeler said that questions from both parents and staff is, what are you going to do if teachers are sick? We are in the process of securing some permanent building subs, bringing in staff that were on our RIF list and bring them in for a minimum of 4 days a week and have 3 or 4 subs that are permanently assigned to buildings while we are in session, so if there is an outbreak we will have substitutes in house every day that can cover classes.

Mrs. Farris – Will the district be keeping track of students out because they suspect or because they are positive as well as teachers, the Board of Health is one thing, I don't know if we will be maintaining those statistic as well.

Mr. Postel – Is there an established temperature that the child should not attend school or is that provided by the county or state or is that something that the District will establish?

Mrs. Wheeler – The temperature is provided by the county and is in our guidance plan.

Mrs. Wheeler, we will be but we will be reporting those to the Board of Health. We have to maintain confidentiality of students and staff at all times even if there is illness from the district level. Guidance for anything that is done whether it is contact tracing or if a student tests positive and other students would have to be quarantined as of right now that will not come from the district, that has to come from the Board of Health, that is a confidentiality issue, there is a difference between HIPPA (medical field) and FERPA. We operate under FERPA guidelines, maintaining confidentiality of students.

In regards to the attendance policy – HB 410 – when we shift from days to hours, how we have to report after so many hours, what is excused absences, unexcused absences. So Mrs. Chapman this goes with your question. We are required by the State of Ohio that if students fall within so many hours we are required to notify parents. We will need to educate our community on if you get a letter, why you are getting it. We have not gotten any updated information about if any guidelines or regulations would change with this pandemic. We will make sure that we are communicating clearly to parents as those things begin to go out. Chronically absent we would send out those letters. The thing that we would still be required to do is to put students on an attendance intervention plan which is a good thing. If we have students that are missing school cause they are ill that could be from coronavirus, they may have to stay home, or there are all those different things and the state she hopes will provide guidance on what is going to be excused vs. what is going to be unexcused. The absences excused or unexcused are what triggers the hours and notifications.

Mr. Postel – You talk about verbage to educate the parents about these letters can you just put that right in the letter maybe add a paragraph at the bottom.

2020-2021 Responsible  
Reopening Presentation  
Cont.  
B-5

Mrs. Wheeler – We do, it is in there right now. It is a form letter that the district is required to send.

Mrs. Farris said that she was concerned about the access for internet for the families. I know that getting devices into the hands of our students was something we were able to do but, I am sure there are families out there that do not have Wi-Fi in their homes and perhaps don't even have the opportunity. If they are remote learning and have to be online throughout the day and if you don't have internet I don't know how you would accomplish that. So, how do we address that need?

Mrs. Wheeler – Ms. Turner will address that. If you are a virtual learner you need to make sure you have internet connectivity. We know that with remote that is not a choice, our teachers and admins did an amazing job in the Spring of following up with families, especially with families that were not checking in with their learning and finding out why and we were surprised to find that most of the times it did not have to do with internet. Most of the families were ok with internet. We purchased Hot Spots with our Cleveland Foundation Grant so if we get into that situation next year with families especially with remote learning we want to ensure that we do at least have access to the internet.

Mrs. Farris – So, if a parent chooses virtual I assume they not only have their childcare taken care of but they also have the internet available so that they can do the virtual learning. If we go into a situation where we are all purple and we are all remote, everyone has to make sure they have internet access, so when/if that remote learning kicks in what does that day look like for a student?

Mrs. Wheeler –Mr. Marino will work with Ms. Turner and her team on the structure of what that day will look like. If we do go into remote learning we need to have some sort of schedule.

Mr. Duke – Virtual learning will have that very structured online schedule and remote will likely be less structured but there will still be a structure on remote learning if we have to do that?

Mrs. Wheeler – Yes,

Mrs. Chapman - There seems to be some confusion with people regarding where the guidance comes from for 3ft of social distancing instead of 6ft.

Mrs. Wheeler – The American Academy of Pediatrics was one of the documents. Once again the recommendation from the governor at 6ft but not required at 6ft from the American Academy of Pediatrics and also in conjunction with the information that we got from the Board of Health. As long as you put all of the other health measures in place that 3ft should be sufficient.

Mrs. Chapman has been asked and also seen things on social media to the tune of, if the meeting to discuss the reopening plan takes place virtually but we are sending our kids back to school then there is a problem, so she asked Mrs. Wheeler to address that for anybody listening. In our personal situation in Berea, school does not start until September 8<sup>th</sup> so we have a lot of time and a lot can change by then and also we are moving 3 buildings we have everything that belongs in two buildings inside of all of our other buildings so that creates space issues for us but I do want us to practice what we preach so our hope is for our next meeting in August that we will be able to be in a larger space because we could not do that here in our regular board room so perhaps at Grindstone in the café where we can set up 3ft social distancing wearing masks just like we are asking our students to do.

Mrs. Chapman thanked Mrs. Wheeler for her presentation, and asked that she tell the community about her presentation tomorrow night and how to get the link for it.

Mrs. Wheeler – The community communication will be on July 15 beginning at 6:00 p.m., there is also a form that community members can fill out during the communication if they have any questions that will be feed to her while the presents and is on the district webpage [www.berea.k12.oh.us](http://www.berea.k12.oh.us) The presentation will be similar to what she presented at this meeting, however there will be an opportunity for the community to ask questions by completing the form and submitting it during the presentation.

2020-2021 Responsible  
Reopening Presentation  
Cont.  
B-5

Mr. Duke commended Mrs. Wheeler and the Administration staff and appreciate what she had put together and presented and you could tell that it was a lot of work and the FAQ site on the district website has a lot of good information and will be continually updated throughout as the community questions come in. Mr. Duke said that he appreciated that because a lot of questions that were asked of him through the public or the over the fence talk or through a text were answered on the FAQ site. It is very well put together and I assume more will be coming as we progress in our efforts. Thank you.

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Farris moved and Duke seconded the recommendation that the Board approve A Resolution of Commitment To Equity and Excellence In Education as shown on the agenda.

Education Resolution of  
Commitment To Equity  
and Excellence In  
Education  
B-6  
**20-0714-1181**

Mrs. Chapman wanted to say a few words on how this came about. The demographics in our district have changed over the last 10 years, yet the district has not taken an official action to address that. We have a policy about discrimination, but not one about equity. This resolution spells out reasons to have it as well as some actions that should to be taken. Tracy and Ana have had some conversations about this and based on resolutions from other districts they found around the country, they came up with this document.

Mrs. Wheeler showed a slide reflecting the student population percentage by race and ethnicity from 2011 – 2020. When parents enroll their students they have to mark their race and ethnicity and the choices they have to choose from are directed by the state, we do not create these groups, that is what the state gives us and what is reported in EMIS System across the state. In July 2011 our percentage of diversity was at 19.51% and now in May 2020 our percentage is at 25.98%. Mrs. Wheeler said that in a district as diverse as we are, we do not have a board policy on diversity, equity or inclusion.

In light of all the issues that have come up recently in regards to race, we had our diversity committee from Grindstone that pulled together a district wide meeting had conversations about racism and other things and since then we have had some small group sessions. Mrs. Wheeler has told Ana and it is really important that you know it and it has become more important to listen. Hearing some of the stories that people share this is with our staff, it makes you take a step backward and just say WOW, we can get better. That is always our goal and our job, how do we always work to get better. The first step in that is that we listen and that we respect the perspective of others. Starting with the resolution we need to create some board policy committee. Committee work everything in the resolution professional development, PD opportunities for staff, and what kind of opportunities can we provide for our students. Mrs. Wheeler said she thinks it is time to begin to develop some critical community conversations. There are a lot of people we need to listen to and first of all we have to listen to our kids, and we have to listen to our staff and also get our community involved and finding out how they can help. It is important to Mrs. Wheeler said it is important to her that whatever is done in one building we do it in all., what kind of curriculum do you want to use when moving forward with talking about diversity, equity and inclusion. Right now the district has building committees, diversity committees, some are more active than others and we want to make sure that everyone is on the same page and working together.



Mr. Dockman – Totally on board with supporting the cultural and education experience that is welcoming and inclusive totally onboard with enhancing our policies to prevent racism and discrimination. Mr. Dockman has a concern with some of the terms if you can help me understand this or just table this for the next meeting, personally he needs some time to understand these definitions, if that is ok.

Mrs. Chapman replied, yes go ahead.

Mr. Dockman – What is meant by the term “where it requires truthfulness”?

Mrs. Chapman, we have to accept people’s truths for the fact they are just saying them, we may not agree with them or might not understand it, but we have to respect it and accept it.

Mrs. Wheeler added to be able to have truthful, honest conversations.

Mrs. Chapman – For people who are listening there maybe instances or experiences that former students and families have had in the district that probably were not good and we may or may not have known about those and what we are trying to do is to move forward and make positive change for all of our families for now and in the future.

Mr. Dockman – is that the best term, truthfulness, or maybe openness or transparencies, he said that the term truthfulness kind of trips him up. It implies a non-truthfulness and I don’t know if that is how we want to word that, maybe that is something we can look at. In the next sentence, he did not know what “capacity building” meant.

Mrs. Chapman – We don’t know what we don’t know. As a district we have to provide professional development for our staff in the areas of racism, discrimination and equity and we have not been doing that so we need to be able to do that to help our staff relate to our families.

Mr. Dockman – What does the “other dimension of identity” what does that encompass?

Mrs. Wheeler – That just encompasses anyone on how they identify in any way, the degree of which they are identified, that could be any of our transgender students.

Mr. Duke – The way he sees the “dimensions of identity” is some areas when you talk about diversity, discrimination, exclusion, you might be able to sometimes see this discrimination wheel, he thinks they call it, where there might be 40 – 45 areas that people are able to have been discriminated against and rather than try and list all 40-45, we have the top 10 listed. The term “other dimension of identity” is all inclusive to say anyway that somebody could be discriminated against or separated out, this brings all of that together.

Mr. Dockman said he is willing to undergo any of the trainings that the staff is because frankly if we are going to be truthful he has never gone through any diversity training and he would love to see what our staff and students are going through as well, being a board member and he said it would make him a lot more knowledgeable and maybe sign off on something like this. Mr. Dockman said he is uncomfortable voting on something he doesn’t know anything about.

Mr. Duke mentioned if you google diversity you will see many examples that include more than race, ethnicity, national origin and he likes the term the way it was phrased.

Mrs. Farris said she would really hate to see this resolution tabled based on those three concerns I would hope that you were helped to understand it better for what the intentions were for all of that wording and would not want to table just for that but to move forward. It’s about the intent of this resolution, it’s such a big statement, too big to let three words stop us.

Mr. Duke – what this resolution does is when you have the Whereas’ and the guidelines is to direct the administration to develop the committee to submit a plan, so this is one step in a journey that we are going down. As we finish this journey what is brought back from the committee in terms of the plan will be where a lot more eyes rather than the five board members looking at it. Mr. Duke thinks it is great to move forward and timely with this considering the state of affairs in our nation and whole heartedly support forming this committee and personally has had his eyes opened from his #1 resource, being his daughter, who is a student in the district and has said, “this is the generation that is going to make change” and opened his eyes with that statement and this is a way to allow those students to make the change. He is really looking forward to see what the committee comes of and how the administration really engages students at all levels to be involved with this to frame this not just staff but students as well.

Mr. Dockman just had some questions about the terms, just wanted to get clarity. He said he thinks it is important to be comfortable with what you vote on and he is comfortable with forming a committee and he looked at the board policies as well and we do not have anything on equity and that is something we need to have so he is more comfortable than he was prior to tonight so we can move forward.

Mr. Duke asked Mrs. Wheeler if there was any recommendations as to when we would like to see this plan, it is open-ended and its intentional since we don’t know what is going to happen week by week. Any ideal of when you could see an initial plan back to the board.

Mrs. Wheeler - We need kids, staff, and community. If you want to say 6 months and if we have students back in school we could report out in 6 months.

Mr. Duke, maybe until spring break.

Tracy said she will update the board and more formally they can have a presentation by spring break. If things change we will revisit that.

Mrs. Chapman asked that Mrs. Wheeler include the board members in professional development opportunities as their work schedules permit, book studies or anything that they can participate in and we would all enjoy doing that.

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

Mr. Duke reported he was invited to attend the Health Committee for the upcoming year, thanks Jill and Carol.

President Chapman said for anyone that was still tuned into the meeting we do have a financial committee that we are always looking for community members to join and if you are interested please reach out to Jill Rowe, Treasurer/CFO.

Mr. Dockman reported he just finished reading the book "Leaders Eat Last", he loved the book and would highly recommend anyone looking at leadership. He felt like the author was talking about him. Mr. Dockman also said that a couple hours ago that the OHSSA came out with a tweet, "As previously reported to schools the OHSSA is moving forward with the normal fall sports season and as always each school will determine which sport they sponsor. Three of the sports has been declared by the governor as low contact. Boys and girls golf, girls tennis and volleyball meaning those sports can have competition of sports between schools, other fall sports, have not been approved by the governor to have competitions.

### C. Superintendent Recommendations

Mrs. Wheeler said that the governor will be holding a press conference on June 15<sup>th</sup> at 5:30 p.m. and also on Thursday an important press conference for schools.

Superintendent  
Update  
C-1

Mrs. Wheeler proposed that we look at the next board meeting which is scheduled for August 10<sup>th</sup> and she has pushed out her presentation to the community on the final plan for the fall on August 5<sup>th</sup>. So her and Mrs. Chapman was wondering if the board wanted to cancel the August 10<sup>th</sup> board meeting and hold one on Tuesday, August 4<sup>th</sup> instead so she can present the final plan, then to staff and then to the community in the same format as is being done right now. Mrs. Chapman had said that two of the things that need to be done at that meeting was to review the plan and the face covering policy for the first read and we would have one more read of that before the start of school and potentially the phase in piece if we are going to phase in schools and if we can, and we are not purple that we have the meeting in person and run that by Ms. Turner to make sure she can put things in place to make sure we have technology to do that and obviously we would allow some public participation and limited due to social distancing.

Mr. Postel asked that the meeting begin at 7:00 which works best for him and his schedule.

Mrs. Chapman told Mrs. Wheeler that she would give her an answer the following day if they would Move the meeting from August 10 to Tuesday, August 4<sup>th</sup>. The board members did not have any conflict with that date.

There has been some conversation about the district and my decision to eliminate the Titan Fist as one of our logos she began with a history lesson.

Mrs. Chapman said that the reason Mrs. Wheeler was bring this up was that some staff members expressed some concern over the Titan logo with the fist, so she did some research and met with Jim Bycznski, one of our art teachers who is the artist that created all of our logos and he shared some interesting information that we wanted to share with you tonight.

Mrs. Wheeler had an interesting conversation with Mr. Bycznski going back to when the schools consolidated and the work they did with Titans and some information about the fist. (*downloading presentation*)

Mrs. Chapman said that was in the fall of 2013 was the first year of the Titans and at that time the only person who is on the board now that was on the board then was Mr. Postel, so the rest of us were all new to it. Being a member of the community she did not remember seeing the video or the thought that went into the creation in particular the fist logo.

Mr. Postel does not remember seeing the video before, he knows there were logos presented and trying to tie it into the Titans discussion but not the thought process behind the group.

Mrs. Chapman said that the name came about by the kids, middle school and upper grade level students voted and that is how Titans was chosen.

Mrs. Wheeler said that the concern that was brought to her attention from staff members and the Information she received from anyone concerned in the past was not necessarily about the fist, it's the color of the fist. It is a white fist and there are staff that believe that it symbolizes white power because of the coloring of it. It was interesting to talk to Mr. Bycznski about the fist as a whole and how this logo was created. He started with, you have two schools that have 50 years of proud tradition, Berea and Midpark that are joining as one, so he focused on the Number 5, so he picked the hand and each finger represents an important part of our Community of what it is we do. The students, teachers, administrator/support staff, parents, and our community. Then he talked about whether the hand is outstretched or whether it is closed and in a fist, so he said a closed hand is stronger than an open hand. The clenched fist, is a symbol of solidarity and support, it is also used as a salute to express unity, strength, defiance or resistance, in addition to that he went to some Greek mythology, the clinching of the fist with a lightning bolt. Mrs. Wheeler showed the Titans fist logo and showed the T for Titans that leads up to a lightning bolt in the fist and he did a ton of research on Titans, what's important and the mythology and tying this all together so that is where this whole logo design came from.

The first rendering when it was designed was with a white fist, the concern is not that it is a fist, the concern is that the fist is a white fist, Mrs. Wheeler asked Mr. Bycznski to do some different renderings. Mrs. Wheeler reached out to our current vendors who are approved to use our licensed logo to say, don't use that logo right now, because right now is the time of year when people are buying T-shirts, uniforms and etc. and she talked with Mr. Howard and said we are not going to use that right now. Mr. Howard took it off of the athletic webpage, there were other people that reached out to people, not with her permission and asked that they take it off their social media and things like that. So, in doing this Mrs. Wheeler had said that this would be revisited, she shared it with the board members and in her board update with different designs and graphics, have the conversation. Mrs. Wheeler said that to her perspective matters and listening to other people and their opinions matters also. Mrs. Wheeler said she has talked to other people and they say they do not see that at all in the fist logo, but obviously we do have people who do see that in the logo when they look at the logo the way it is currently designed.

Mrs. Chapman shared the meaning of Titan that neither she nor Tracy had ever seen before and thought that this goes with the whole "Be a Titan" campaign that Mrs. Wheeler has been using this year, and this all went into the design of the logos 8 years ago.

- T Togetherness** – As one, we will be strong in mind, body, and spirit.
- I Integrity** – We will be constant in our actions and values.
- T Talented** – We will continue to be creative, always drawing upon our imaginations.
- A Attitude** – We will strive to be the best, always looking for ways to improve.
- N Never** say "I can't"

Mrs. Wheeler said she did reach out to a couple other staff members and they shared with her that in the past it was an issue because the fist was white and it did not fully represent our communities so there was a little backlash from some of the minority population in our district. Mrs. Wheeler didn't think it went anywhere and doesn't know if anyone knew that or not and it was before she or Ana was on the board. If anything was said and brought to the board's attention Mr. Postel would have known and if not she doesn't think anyone knew that.

Mr. Postel said that he had not heard anything or remember anything being brought to the board As far as the color of the hand or lack of color.

Mr. Dockman asked if the color of the fist was the main issue and not the fist?

Mrs. Wheeler said no, it is not the fist, it is the color of the fist.

Mr. Dockman said he was trying to be open minded and tolerant but he thinks everyone needs to be tolerant and thinks that the intent of the design was to show power, togetherness and talent and he loved the logo and obviously he said he had a different perspective because of his race, so he said he was trying to be understanding but he doesn't see the problem. He said he was trying to be open-minded about this and he thinks a certain amount of tolerance from all sides needs to be given here. Mr. Dockman said he had talked with Mrs. Wheeler privately about his concerns about the decision making here, there was a rush to do this he just wished he could have have some time to talk about it as a board before a decision was made and that is just his opinion.

Mrs. Chapman said that the only decision that had been made is to not use the logo right now until they have the opportunity to discuss it further and see where they want to go with it.

Mr. Dockman asked if Mrs. Wheeler had the renderings with of the colors.

Mrs. Wheeler – yes, when she talked with Mr. Bycznski he just threw some things together.

Mr. Postel said that was the only issue he did remember was that the Titan head was a man instead of a lady and he thought some of the other options were drawn.

Mr. Duke said he thought they dropped the Titan head and he hasn't seen much.

Mr. Postel said that the logo with the orange fist to him was more gender neutral and less divisive. The one that showed the fist a dark blue was too dark. The two gray ones might be an option, gray is a lack of color or a combination of black and white.

Mr. Dockman asked what do people do that has this logo on gear, will it be seen as being flaunted if he continue to use it. We made a political statement out of a white fist that didn't need to be made.

Mrs. Chapman said that if anyone continued to wear their gear with the fist logo that would not be an issue because that was something that was already created. The issue was brought forth and we are discussing it now giving it value and moving forward from here, however that may be.

Mr. Duke said that what he is hearing is that people really like the fist lightning bolt strength symbolism and he does as well and having the fist and the lightning bolt symbol really helped when the district was making the consolidation and thinks that keeping some combination of the blue and orange in the fist and background T. One thing to consider is to let this be part of the DEI Council and see what they come up with as one of their tasks and can see the possibilities of having three fists, one masculine fist for wrestling, one feminine fist for volleyball team jerseys and things like that as well and/or a neutral fist. No recommendation needs to be made on the color scheme, with everything going on today and the state of affairs he can respect the perception, opinion and feelings and does like the symbolism, strength and support and whatever color combination he would support.

Mrs. Farris said that the fist has always been one of her favorite of the logos that we have. It never occurred to her but since having that brought to her attention, white power, this view of it, unfortunately she can't not see it, and yes that is what she sees and she knows it was not done to make a statement, and there was not a drop of badness projected into this image, but now that this has been brought forward, yes, maybe we should do something about it and she liked what Mr. Duke said about giving it to the Diversity Committee and have them think about it and make a recommendation. Maybe with some more time Mr. Bycznski could come up with some more variations pleasing to everyone. Mrs. Farris liked the bottom right logo where it shades from one color to another and kinda captures all colors and she likes that if you are looking for some symbolism. Now that this has been brought forward we should perhaps move on it.

Mrs. Chapman agreed with Mr. Duke and Mrs. Farris to give this to the Diversity Committee as their first task and bring in different people from the community and students especially and it's probably

good because so far everyone has given a different choice for the one that they like. Mrs. Chapman liked the top right logo with the orange T and admitted she just today make the connection that the T was on the fist logo in this format. Mrs. Chapman said that she is glad that this was brought to their attention and they took a closer look at this and everyone learned something about the history and where it came from that none of us knew and now anyone watching this will know as well and she is grateful to Mr. Bycznski, not only because he is an incredible art teacher and person, but for bringing this to our attention and she is glad that we are moving in this direction. This was not up for a vote or anything but seemed like everyone was good with handing this over to the new committee, named to be determined, to work on.

Superintendent  
Update  
C-1

Mr. Duke asked if the notification to the vendors is communicated for them not to use the logo until the new one has been provided.

Mrs. Wheeler, yes, there are some social media accounts that have already began to change it, Mr. Howard is one through Athletics, she and Mrs. Capretta will work on getting the logo branded and making sure that all the social media logos used are all the same but this is not a priority right now.

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Duke moved and Dockman seconded the recommendation that items C3 – C12 be approved as part of the consent agenda.

Consent Agenda  
C-2  
**20-0714-1182**

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

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It was recommended that the job description for Technology Coach (file526) be adopted as outlined on the agenda.

Certified Personnel  
Adoption of Certified  
Supplemental Position  
C-3

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

Certified Personnel  
Resignations  
C-4

1. Crews, Kelly effective end of the day 07/07/2020  
English/Language Arts, BMHS
2. Klooz, Kimberly effective end of the day 08/27/2020  
Intervention Specialist, Big Creek
3. Rechner, Kimberley effective end of the day 08/17/2020  
Intervention Specialist, J & G Snow School

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

Certified Personnel  
Appointments  
C-5

1. Tutors, effective for 2020-2021 school year  
Anderson, Grace, BC/BMMS Step 11  
1.0 E.L.L. Tutor (MA)  
Carver, Susan Step 6  
1.0 Title I Tutor, BPE (BA)

Certified Personnel  
 Appointments Cont.  
 C-5

Cola, Diane 1.0 E.L.L. Tutor, BC	Step 4 (MA)
Gallagher, Rachel 1.0 Title I Tutor, BPE	Step 13 (MA)
Gibbons, Lisa 1.0 Title I Tutor, BPE	Step 10 (MA)
LaBuda, Heather 1.0 Title I Tutor, BPE	Step 14 (BA)
Lang, Linda 1.0 Title I Tutor, BPE	Step 12 (BA)
Lisy, Laurel 1.0 Title I Tutor, Snow (Teacher Salary Master's Step 11)	Step 11 (MA)
Mazzola, Jessica 1.0 Title I Tutor, BPE	Step 13 (MA)
Peabody, Lisa 1.0 Academic Tutor, BC	Step 6 (MA)
Power, Patricia 1.0 E.L.L. Tutor, BPE/GS	Step 2 (MA)
Schwab, Lisa 1.0 Title I Tutor, BPE	Step 7 (BA)
Wood, Victoria 1.0 Academic Tutor, Snow (Teacher Salary Bachelor's Step 4)	Step 4 (BA)
Wroten, Mary Beth 1.0 Academic Tutor, GS	Step 11 (BA)

**2. Supplemental Contracts 2020-2021 as shown below:**

**Berea-Midpark High School**

Boone, William	Assistant Football Coach (7+)	\$6,077.00
Bosko, Steven	Assistant Football Coach (7+)	\$6,077.00
Eckert, Michael	Assistant Football Coach (7+)	\$6,077.00
Fleming, Jamie	Assistant Football Coach (7+)	\$6,077.00
Hanchuk, Gregory	Assistant Football Coach (7+)	\$6,077.00
Nigro, Matthew	Assistant Football Coach (7+)	\$6,077.00
Ritchie, Julie	Assistant Girls Tennis Coach (7+)	\$3,288.00
Swisher, Todd	Assistant Football Coach (7+)	\$6,077.00
Wilson, James	Assistant Football Coach (7+)	\$6,077.00
Zolkowski, Daniel	Assistant Football Coach (7+)	\$6,077.00

It was recommended that the following certified personnel be hired to work Summer Extended School Year and be paid at the rate of \$25.00 per hour from Title VIB 516 funds not to exceed the hours listed below:

**Certified Personnel  
2020 Summer Extended  
School Year (ESY)  
C-6**

Virtual ESY Intervention Specialist

Doehr, Nicholas            60 hours  
Gretick, Tracy            60 hours  
Tillman, Shelly            60 hours

Face to Face ESY Intervention Specialist

Nahra, Beth            50 hours  
Wantz, Therese            50 hours

Face to Face ESY Speech Language Pathologist

Isabella, Noelle            50 hours

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

**Classified Personnel  
Resignations  
C-7**

1. Antczak, Stacey            effective end of the day 06/03/2020  
Educational Aide Substitute
  2. Busler, Christine            effective end of the day 06/03/2020  
Educational Aide Substitute
  3. Chorich, Diane            effective end of the day 06/03/2020  
Educational Aide Substitute
  4. Girard, Michelle            effective end of the day 06/03/2020  
Educational Aide Substitute
  5. Meany, Jessica            effective end of the day 06/03/2020  
Educational Aide Substitute
  6. Peskura, Emma            effective end of the day 06/03/2020  
Educational Aide Substitute
  7. Russell, Tonya            effective end of the day 06/03/2020  
Educational Aide Substitute
  8. Weber, Maureen            effective end of the day 06/03/2020  
Educational Aide Substitute
- 

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

**Classified Personnel  
Appointments  
C-8**

1. Office Assistant Substitutes – Summer 2020 Pupil Services/Central Registration  
  
Marcuz, Nadia            not to exceed 200 hours  
Sperry, Laura            not to exceed 215 hours



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

Classified Personnel  
Appointments Cont.  
C-8

**Berea-Midpark High School**

DiBiasio, Miranda	Assistant Cross Country Coach (0)	\$2,818.00
Dooley, Grace	Assistant Girls Soccer Coach (2)	\$3,671.00
Dull, Robert	Assistant Boys Soccer Coach (0)	\$3,671.00
Elwer, David	Assistant Boys Soccer Coach (0)	\$3,671.00
Jackson, James	.5 Assistant Football Coach (7+)	\$3,039.00
Ruiz, Marcus	.5 Assistant Football Coach (1)	\$2,604.00
Terry, Raymon	Assistant Football Coach (7)	\$6,077.00
Urig, Bradley	Assistant Girls Soccer Coach (6)	\$4,061.00
Wozniak-Smith, Tami	Assistant Football Cheerleading Coach-JV (7+)	\$1,694.00

**Berea-Midpark Middle School**

Azzano, Paul	Assistant Football Coach (3)	\$2,321.00
Barnett, John	Assistant Football Coach (1)	\$2,220.00
Figy, Kyle	Assistant Football Coach (1)	\$2,220.00

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

Classified Personnel  
2020 Summer  
Maintenance/Custodial  
C-9

Gramuglia, Gina \$9.70/per hour

It was recommended that the following classified personnel be hired to work 2020 Summer Face to Face Extended School Year and be paid at their regular rate of pay from Title VIB 516 funds not to exceed 40 hours each:

Classified Personnel  
2020 Summer Extended School Year  
(ESY)

Karallus, Shannon  
Ellis, Tara

It was recommended that the following classified personnel be hired to work 2020 Summer Extended School Year:

Classified Personnel  
2020 Summer Transportation  
Extended School Year (ESY)  
C-11

Summer Bus Driver – Driver Rate (Tuesdays & Thursdays)

Miller, Elizabeth  
Ray, Elaine

Summer Bus Driver – Driver Rate (Mondays & Tuesdays)

Haas, Laura

Summer Transportation Assistants - \$11.56/hr. (Tuesdays & Thursdays)

Gentile, Theresa  
Kuntz, Mary Joy

It was recommended that the following 2020 Summer Nutrition Services Meal Program staff appointment be approved from July 8, 2020 - August 26, 2020 as indicated:

Classified Personnel  
2020 Summer Nutrition  
Services Meal Program  
**C-12**

Bus Driver - \$20.17/hr. – not to exceed 3 hours per week  
Gentile, Theresa

The policy shown on the agenda was presented for a first reading.

Board Policy – First Reading  
**C-13**

Policy 3220 – Standards - Based Teacher Evaluation

Postel moved and Farris seconded the recommendation that the Board of Education enter into an agreement with the Lake Erie Educational Media Consortium (LEEMC) for the purpose of participating in the Council’s cooperative LEEMC Program and under which library Bookscans, LEEMC discounts, library book purchasing procedures, professional in-service programs and such other services that are recommended by the LEEMC Advisory Council and approved by the Council’s Board of Directors for the 2020-2021 school year effective July 1, 2020 through June 30, 2021.

Lake Erie Educational Media  
Consortium (LEEMC)  
**C-14**  
**20-0714-1183**

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

Farris moved and Duke seconded the recommendation that the Board of Education adopt the Technology Coach-BFT Memorandum Of Understanding between the Berea City School Board of Education and the Berea Federation of Teachers as shown on the agenda.

Technology Coach – BFT  
MOU  
C-15  
**20-0714-1184**

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

Discussion was covered in the previous section under the Superintendent’s Update. No action is required.

DISCUSSION  
C-16

## D. Treasurer

The District received word from OSBA and OASBO the state funding cuts will continue into this year (Fiscal Year 2021). As of now the funding decreases will be no more than what we received in fiscal year 2020. The decrease for fiscal year 2020 was approximately \$1.3 million dollars and the decrease for fiscal year 2021 will be an additional \$1.3 million dollars. There are indications the Governor will have to deplete the rainy day fund. Our current funding decreases is what was presented to the Board of Education with the May 2020 Five Year Forecast.

Treasurer’s Update  
D-1

The District is also waiting to hear from the Governor’s office regarding another round of stimulus funding.

As updates are made available to the District, the Board will be informed.

Postel moved and Dockman seconded the recommendation that the Board of Education approve the investments as shown on the agenda.

Approval of Investments  
D-2  
**20-0714-1185**

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

Postel moved and Farris second the recommendation that the Board of Education approve a return of an advance from Fund 024 Health Insurance to the 001 General Fund as indicated on the agenda.

Approval of Return of Advances  
D-3  
**20-0714-1186**

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

### E. Executive Session

Chapman moved and Duke seconded the recommendation to move the Executive Session to the next scheduled board meeting in August 2020.

Executive Session  
E-1  
**20-0714-1187**

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

### F. Adjournment

Duke moved and Postel seconded that the meeting be adjourned.

Adjournment  
F-1

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

**20-0714-1188**

Time meeting ended: 9:41 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: August 4, 2020 APPROVED: Ana Chapman ATTEST: Julia Lowe