



Minutes of the Board of Education Regular Meeting of the Berea City School District held on Wednesday, November 19, 2025, at 6:00 P.M., Auditorium, 165 E. Bagley Rd., Berea, OH 44017, and shown remotely on YouTube at the following address: https://www.youtube.com/channel/UC2eDqel9zE2CFfmt6DakRiA/videos?view_as=subscriber

A. Opening Meeting

Members present: Farris ☒ Mack ☒ Chapman ☒ Michal ☒ Zirke ☒
Time in: 6:00 p.m.

Roll Call A-1
[Minute 14:56](#)

The Pledge of Allegiance was recited.

Pledge of Allegiance A-2
[Minute 15:08](#)

B. Special Recognition

Students, staff, and community members from all district buildings were recognized for encompassing the Behavior and beliefs for what it means to “Be a Titan.”

Be A Titan
B-1
[Minute 15:36](#)

C. Public Participation

None

Pub. Part.
C-1

D. Reports

Mr. Doug Schwind shared the Polaris Report. Career Technical Education classes can now earn weighted credit toward student credentials, affecting about 50% of on-campus and satellite programs. This will impact many Student GPAs. In October, the Job Development Program prepared special admissions students with disabilities for employment through mock interviews involving 21 volunteers from 14 businesses. The program received a \$200,000 state grant and provides financial literacy classes at Dollar Bank, helping to set up bank accounts and Public transportation training.

Pol. Update
D-1
[Minute 49:42](#)

The Impact Team and Polaris broadcasting students won first place nationally in the “Just Drive Create Real Impact” Social media campaign for the third consecutive year, earning a \$10,000 grant. Curt Pittman, a biomedical instructor At Berea-Midpark High School, was named one of only 14 outstanding Project Lead the Way biomedical science Teachers nationwide. The next Polaris board meeting is scheduled for December 9.

E. Superintendent Recommendations

Mr. Chuck Bichara, Director of Economic Development for the city of Middleburg Heights, Mr. Santo Incorvaia, City Law Director, Jason Stewart, Finance Director, and representatives from developers: Mr. Ryan Summers, And Mr. Kevin Brohoff, presented a major redevelopment project in Middleburg Heights, in the Southland district. The project is a \$46.7 million, mixed-use development featuring: 14,000 square feet of restaurant and retail space, 170 luxury apartments, community focused tenants like breweries, sit-down restaurants, and an ice cream shop, Pedestrian friendly design with a central courtyard. Related developments include: a new 160,000 square foot Meijer Supercenter on the former Sears site, the Former Burlington building site cleared, and \$8 million Smith Road streetscape Improvements. The current property only generated \$32,000 in taxes. With the TIF structure, it increases to \$110,000 Annually. The total projected increase is \$419,000 annually to the school district from both projects. After the TIF expires, \$500,000 annually from the mix-used project. The project has an \$8 million financing gap requiring TIF assistance. The TIF creates no financial risk to the city or school district. The planning commission approved, and they are hoping for a spring groundbreaking, completing in 2-2.5 years. The Meijer development uses a non-school TIF that won't affect school funding.

Southland
Mixed-Use TIF
E-1
[Minute 55:12](#)

Mack moved and Chapman seconded the recommendation to approve the Resolution to approve a real Estate property tax exemption under Revised Code Sections 5709.41, in connection with the development of certain property in the city of Middleburg Heights, compensation agreement, and related matters, as shown On the agenda.

Ayes: Farris ☒ Mack ☒ Chapman ☒ Michal ☒ Zirke ☒

Nayes: None

Resolution
Southland
TIF
E-2

25-1119-2448

[Minute 1:10:22](#)

Ms. Sancin presented the results of the Special Education Audit that was conducted in the winter of 2025. It involved data from support staff, general and special education teachers, administrators, students, and Parents. Six key focus areas were identified: developing a 5-7 year special education plan, establishing Integrated MTSS, strengthening cross-department collaboration, aligning professional development with District goals, implementing accountability systems and promoting inclusive instructional practices. Some of this Work was already underway during the audit process, but significant collaboration has been happening in the past Four to five months. The MTSS framework work is supported by a grant from national agencies providing Professional development. Plans are evolving as the district learns and makes adjustments. Some actions require Foundational work before expanding involvement.

Ms. Prok shared Middle School updates on the Cell Phone Policy. The Middle School instills a bell-to-bell ban. There Have been 228 violations through November 12th, mostly among eighth-graders, with an overall compliance rate Of 96%. She recommends keeping the current policy.

Dr. Smithberger shared the high school's policy. Phones are kept in numbered caddies during class; they are allowed In hallways, study hall, and lunch. Only 83 violations have occurred this year, with 96% of students with zero referrals. Teachers report classes are "entirely different," with fewer fights and failed classes dropped from 5% to 3%. Dr. Smithberger Recommends keeping the current policy unless the state mandates a bell-to-bell ban. He also noted monitoring cell Phones during lunch and hallways would be difficult to enforce.

Mrs. Wheeler presented possible revisions to the current district cell phone policy, which can be discussed and/or Voted on at the next meeting.

Supt. Update
E-3

[Minute 1:11:13](#)

Mack moved and Chapman seconded the recommendation to approve items E5-E28 as part of the consent Agenda.

Ayes: Farris ☒ Mack ☒ Chapman ☒ Michal ☒ Zirke ☒

Nayes: None

Consent
Agenda E-4

25-1119-2449

[Minute 1:50:48](#)

Zirke moved and Mack seconded the recommendation to accept the resignation shown on the agenda.

Ayes: Farris ☒ Mack ☒ Chapman - Abstain Michal ☒ Zirke ☒

Nayes: None

Resign. E-29
25-1119-2450

[Minute 1:54:11](#)

Zirke moved and Farris seconded the recommendation to approve the supplemental position as shown on the Agenda.

Ayes: Farris ☒ Mack ☒ Chapman - Abstain Michal ☒ Zirke ☒

Nayes: None

Supplemental
E-30

25-1119-2451

[Minute 1:54:24](#)

Mack moved and Zirke seconded the recommendation to approve the BFT staff member whose notice of Resignation for retirement purposes is submitted no later than November 1st, to be paid a one-time incentive Stipend of \$400.00 as shown on the agenda.

Ayes: Farris ☒ Mack ☒ Chapman - Abstain Michal ☒ Zirke ☒

Nayes: None

BFT Retire.
Incentive
E-31

25-1119-2452

[Minute 1:55:05](#)

Mack moved and Chapman seconded the recommendation to approve items E33-E34 as part of the consent agenda. Consent
Agenda D-E32

Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

25-1119-2453
[Minute 1:56:47](#)

Chapman moved and Michal seconded the recommendation to approve the tuition-free 12th-grade student for The 2025-2026 school year as shown on the agenda. Tuition-free
Student E-35

Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

25-1119-2454
[Minute 1:57:19](#)

Mack moved and Chapman seconded the recommendation to approve the quote in the amount of \$25,261.10 For the installation of a new repeater, reprogramming radios, and replacing desk remotes for transportation Communication as shown on the agenda. VASU Comm.
Quote
E-36

Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

25-1119-2455
[Minute 1:57:54](#)

Zirke moved and Chapman seconded the recommendation to approve the quote from The Rolen Brothers, in The amount of \$53,180.00, for the materials and installation of fence and gate for transportation, and the Removal and haulaway of the existing gate as shown on the agenda. Transportation
Gate
E-37

Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

25-1119-2456
[Minute 1:58:32](#)

First Read of Special Update Transportation Supplement, October 2025 Overview, and po4162.01, Drug and Alcohol Testing of Employees without CDL Licences who Transport Students in Alternative Vehicles, (Non-DOT Testing) as shown on the agenda. First Read
po4162.01
E-38

[Minute 1:59:03](#)

Chapman moved and Zirke seconded the recommendation to approve the revisions to the Special Update Transportation Supplement as shown on the agenda. Update Rev
E-39

Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

25-1119-2457
[Minute 2:04:01](#)

Mack moved and Zirke seconded the recommendation to approve Revision for po6320.02 Bidding Requirement, as shown on the agenda. po6320.02
Rev. E-40

Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

25-1119-2458
[Minute 2:04:14](#)

F. Treasurer Recommendations

Mrs. Rowe reported that everything is running normally for where it should be for October. Treasurer's
Update F-1
payments

[Minute 2:04:46](#)

Chapman moved and Zirke seconded the recommendation to approve items F3-F6 as part of the consent Agenda. Consent
Agenda F-2

Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

25-1119-2459
[Minute 2:05:39](#)

Chapman moved and Zirke seconded the recommendation to approve the Resolution Declaring Necessity to Transfer Funds and Submission of Petition to Tax Commissioner as shown on the agenda.
Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

Resolution
Transfer F-7
25-1119-2460
[Minute 2:08:45](#)

G. Regular Business

Mack moved and Chapman seconded the recommendation to approve the minutes from the October 13, 2025, Regular Meeting, as shown on the agenda.
Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

Minutes
Approval G-1
25-1119-2461
[Minute 2:09:52](#)

Mrs. Chapman reported that the Legislature will be voting on 30 different bills, and those results have not been Published yet.

Legislative
Update G-2
[Minute 2:10:15](#)

Mrs. Farris met reported the Financial Committee met on November 3rd, and Mrs. Rowe went over the current Property tax legislation. They also went through the Five-Year Forecast.
Mrs. Zirke spoke at PTA Council, where she shared reflections and Board accomplishments over the course of The last four years. Mrs. Zirke also noted that she thought considerations could be taken to improve Board Leadership going forward.

Committee
Brd. Comments
Reports &
G-3
[Minute 2:11:00](#)

H. Executive Session

Mack moved and Zirke seconded the recommendation to move into Executive Session for the purpose of the Appointment, employment, dismissal, discipline, promotion, demotion, or compensation of an employee or Official, licensee or student, unless the employee, official, licensee or student requests a public hearing.
Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

Exec. Session
H-1
25-1119-2462
[Minute 2:15:02](#)

I. Adjournment

Mackl moved and Zirke seconded the recommendation to adjourn the meeting.
Ayes: Farris Mack Chapman Michal Zirke
Nayes: None

Adjournment
I-1
25-1119-2463

Time adjourned: 8:59 p.m.

Date of Approval: 12/15/2025 Approved: Corene A. Farris Attest: Jul A Lowe