



**RICHMOND HEIGHTS LOCAL BOARD OF EDUCATION
REGULAR WORK MEETING AGENDA
AUGUST 22, 2022
7:00 P.M.**

We invite public participation at all of our meetings. Please complete the participation form upon arrival so you can be acknowledged at the appropriate time.

Mission: To prepare individual learners to navigate an evolving global community using 21st century competencies.

I. CALL TO ORDER President

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL Treasurer, Mr. Cooper Martin

Nneka Slade Jackson ____ Frank Barber ____ Jacky Brown ____ Linda Pliodzinskas ____
Dr. Hugh Turner ____

IV. APPROVAL OF AGENDA

Moved by _____, seconded by _____, to adopt the agenda including the **CONSENT AGENDA** as presented. (Consent agenda items are highlighted in gray).

Roll Call: Slade Jackson ____ Barber ____ Brown ____ Pliodzinskas ____ Turner ____
Vote: _____.

V. PARTICIPATION RELATIVE TO THE AGENDA

Rules of Participation

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 participation during the meeting as indicated in the agenda. Policy **169.1** will be followed. In summary, participation will be limited to 3 minutes and may not address issues related to personnel. After the meeting is adjourned, administration will be available to facilitate resolution of issues that cannot be discussed in a public session.

VI. SUPERINTENDENT’S REPORT

- **Opening of School Recap**
- **Outline of Assessments for the 2022-2023 School Year**

VII. RECOMMENDATIONS OF THE TREASURER

Item #1 To accept the transfer of **Robert Antczak’s** sick leave from Euclid City School District in the amount of 14.50 days, per Policy 4432, which states in part that the Board shall accept by transfer the **accumulated sick leave** up to unlimited days which any new employee has acquired in another position of public service in Ohio, provided that the last termination of such service shall have been within the last ten (10) years.

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinkas _____ Turner _____
Vote: _____.

Item #2 To accept the transfer of **William Christmas’s** sick leave from Cleveland Metropolitan School District in the amount of 21.1375 days, per Policy 4432, which states in part that the Board shall accept by transfer the **accumulated sick leave** up to unlimited days which any new employee has acquired in another position of public service in Ohio, provided that the last termination of such service shall have been within the last ten (10) years.

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinkas _____ Turner _____
Vote: _____.

VIII. CONSENT AGENDA

- A. Certified #1 (Approve supplementals)**
- B. Certified #2 (Employ substitute teacher)**
- C. Certified #3 (Approval of credentialed evaluator)**
- D. Certified #4 (Employ long term substitute teacher)**
- E. Certified #5 (Approve additional teaching assignment)**
- F. Classified #1 (Employ part-time cleaner)**
- G. Classified #2 (Employ substitute classified employees)**
- H. Classified #3 (Approve bus driver hours)**
- I. Classified #4 (Approval of FMLA)**
- J. New Business #1 (Reaffirm annual Career-Technical Education Resolution)**
- K. New Business #2 (Renew Samia Transportation)**

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinkas _____ Turner _____
Vote: _____.

IX. RECOMMENDATIONS OF THE SUPERINTENDENT**CERTIFIED:****Item #1**

To approve the following personnel under a one-year limited supplemental contract for the 2022-2023 school year for the position and at the rate of compensation listed below, pursuant to §ORC 3319.08 and the RHEA Negotiated Agreement. Payment amounts for supplementals that have tiered schedules based on years of experience will need to be verified.

Activities Coordinator HS

- Jasmine King

Art Competition Middle School

- Carol Tizzano

Art Competition High School

- Carol Tizzano

Camp Fitch Director (if trip is taken)

- Nicholas Grande

Camp Fitch Counselor (one counselor per ten students)

- Nicholas Alcantar
- Amy Rossman

Choir Director

- David McWilliams

Class Advisor, Sophomore

- Jaclyn Davey

Class Advisor, Junior

- Jasmine King

Class Advisor, Senior

- Candice Meintel

Memory Book, HS Advisor

- Candice Meintel

Mentor/ Facilitator (Resident Educator) Non-tiered payment

- Patricia Grady -Resident Educator Lead, \$1500.00
- Jodi Hanford -Year 2 Mentor for Nichole McWilliams, \$750.00
- Amy Rossman -Year 2 Mentor for Ronica Dillions, \$750.00

Music Director (Elementary School)

- David McWilliams

National Honor Society

- Delbert Patterson

Student Council High School

- Jasmine King

Student Council Middle School

- Alyssa Thorpe

Item #2

To employ the following certified personnel as casual, day-to-day **substitute teachers**, at the Board-approved rate of compensation, effective for the 2022-2023 school year, pursuant to Board Policy 3120.04, pending completion of their personnel file.

- **Deja Winters**, effective August 16, 2022
- **Corrione Cardwell**
- **Beth Judge**

Item #3 To approve the renewal of the following: (**ATTACHMENT #1**)

- **Shauntel Lodge**, OTES 2.0 Credentialed Teacher Evaluator, valid until August 8, 2024

Item #4 To employ the following certified personnel for the 2022-2023 school year, upon completion of personnel file:

- **Mary Baker**, Long Term Substitute ES Preschool Teacher (in absence of Christina Ohmer), effective October 31, 2022

Item #5 To approve the following personnel action per the negotiated agreement with the RHEA:

- One additional teaching assignment for the 2022/2023 school year for **Jaclyn Davey**, Culinary class, @ 1/8 salary and 1/8 benefits.

CLASSIFIED:

Item #1 To employ the following classified personnel, pending completion of their personnel file.

- **Jerrick Johnson**, Part-time Cleaner, Step 8, \$15.08, effective August 15, 2022
- **Kelly-Marie Johnson**, Part-time Cleaner, Step 8, \$15.08, effective August 22, 2022

Item #2 To employ the following classified personnel as casual, day-to-day substitutes and at the Board-approved rate of compensation, effective for the 2022-2023 school year, pursuant to Board Policy 3120.04., pending completion of their personnel file.

- **Cherisse Borland** – Substitute Secretary
- **Mary Ellen McGowan** – Substitute Secretary, Substitute Instructional Aide, and Substitute Non-Instructional Aide (Cafeteria)

Item #3 To approve the following as **minimum hours** worked for the regular **bus drivers** for the 2022/2023 school year.

- **Carl Rigler** - 8 Hours
- **Janet Kuznik** - 8 Hours
- **Dave Malone** - 8 Hours
- **Theresa Cyrus**- 8 Hours
- **Lisa Finley** - 5 ¼ Hours
- **Janice Carter** - 4 ¼ Hours
- **Ronald Babb** - 4 ¼ Hours
- **Gail Manningham Smith** - 4 ¼ Hours
- **Sharonda Cox** - 4 ¼ Hours

Item #4 To approve FMLA for the following personnel. She is eligible for intermittent FMLA leave and meets the compliance as set forth in the Negotiated Agreement between the Richmond Heights Board of Education and the Richmond Heights Education Association.

- **Lisa Finley**, Bus Driver, intermittent FMLA up to 12 weeks, effective August 11, 2022, through August 11, 2023.

X. NEW BUSINESS (Part I)

Item #1 To reaffirm the following annual resolution:

H.B. 487 CAREER-TECHNICAL EDUCATION RESOLUTION

WHEREAS, Section 3313.90 of the Ohio Revised Code stipulates that local school districts may adopt a resolution that specifies the district's intent not to provide career-technical education to students enrolled in grades seven and eight for a particular school year; and

WHEREAS, Section 3313.90 further provides that if the district submits that resolution to the Ohio Department of Education by the thirtieth day of September of that school year, the department shall waive the requirement for that district to provide career-technical education to students enrolled in grades seven and eight for that particular school year;

NOW THEREFORE, BE IT RESOLVED that the Richmond Heights Local District School Board hereby waives the requirement to provide career-technical education in grades seven and eight for the 2022-2023 school year as allowed by Section 3313.90.

Item #2 To renew the agreement between **Samia Transportation** and RHLSD to provide transportation for special needs students on a case by case basis for the 2022-2023 school year, effective from July 1, 2022 through June 30, 2023, at a rate of \$225.00/day per student for a student that does not require a wheelchair outside the district. The price for an Aide/Monitor will not exceed \$50.00/day. **(ATTACHMENT #2)**

Item #3 To approve Superintendent, Dr. Renée Willis, to attend the IEI (Institute for Education Innovation) Conference November 13-15, 2022 in Hilton Head, SC. The superintendent has received a scholarship from IEI that pays for the hotel, airfare and most meals. The district will reimburse the superintendent for ground transportation, parking and meals not covered by IEI.

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinkas _____ Turner _____
Vote: _____.

Item #4 To approve the FY2023 breakfast and lunch prices effective September 1, 2022. The breakfast price for the district will increase by 10¢; the elementary lunch will increase by 10¢; and the secondary lunch will increase by 15¢. The adult lunch will increase by \$1.50.

RHLSD FY 2022-2023 Lunch Prices			
Program	Building	FY2020-21	FY2022-23
Breakfast	All District	\$1.65	\$1.75
Lunch	High School/Middle School	\$3.10	\$3.25
Lunch	Elementary	\$2.90	\$3.00
Lunch	Adult	\$3.25	\$4.75

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinskas _____ Turner _____

Vote: _____.

Item #5 To approve free meals for all students through August 31, 2022. This is being requested due to the fact that for the past two years all students have been able to eat for free in light of the pandemic. That waiver from the US DOE ended this summer and students will now need to pay for their meals or qualify for free/reduced lunch by submitting an application. Students will still pay for snacks and other items outside the basic lunch during the period of time through August 31, 2022 and beyond. Extensive communication efforts are underway to get this information out to parents as many are still assuming that meals are free for all.

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinskas _____ Turner _____

Vote: _____.

XI. PUBLIC PARTICIPATION NOT RELATIVE TO THE AGENDA

XII. BOARD’S REPORT

- **Board Goals, Review and Update**
 - Establish A Budget Planning Process
 - Reclamation Campaign/Communication
 - Support Superintendent in Advocacy
 - Entrepreneurial Mindset (Future Ready Scholars)

XIII. EXECUTIVE SESSION

Moved by _____, seconded by _____, to enter into executive session at _____ p.m., pursuant to ORC §121.22, for the purpose of:

- Ⓐ To consider one or more, as applicable, of the **check marked** items with respect to a public employee or official:
 - 1. Appointment;
 - 2. Employment;
 - 3. Dismissal;
 - 4. Discipline;
 - 5. Promotion;
 - 6. Demotion;
 - 7. Compensation of a public employee or official; or
 - 8. Investigation of charges/complaints against a public employee, official, licensee, or regulated individual (unless public hearing requested).
- B. To consider the purchase of property for public purposes, or for the sale of property at competitive bidding, if premature disclosure of information would give an unfair competitive or bargaining advantage to a person whose personal, private interest is adverse to the public interest.
- C. Conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action.
- D. Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.
- E. Matters required to be kept confidential by federal law or regulations or state statutes.
- F. Details relative to security arrangements and emergency response protocols for a public body or a public office, if disclosure of the matters discussed could reasonably be expected to jeopardize the security of the public body or public office.

NOW, THEREFORE, BE IT RESOLVED, that the Richmond Heights Local School District Board of Education, by a majority of the quorum present at this meeting, does hereby declare its intention to hold an executive session on items A.2. & 7. as listed above.

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinskas _____ Turner _____
Vote: _____.

Reconvened from executive session at _____ p.m.

XIV. NEW BUSINESS (Part II)

Item #1 To approve the following resolution:

RESOLUTION FOR RETENTION BONUSES

WHEREAS, the Board values the experience and service of its Central Office Administrative Assistants, and desires to ensure their retention for the 2022-2023 school year; and

WHEREAS, given the current employment trends, and based upon the recommendation of the Superintendent and Treasurer, the Board wishes to award retention bonuses to its Central Office Administrative Assistants for the 2022-2023 contract year;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Richmond Heights Local School District, Richmond Heights, Ohio, that:

Section 1: Based upon the recommendation of the Superintendent and Treasurer, the Board hereby authorizes the following retention bonuses for the following Central Office Administrative Assistants, and hereby authorizes the Treasurer to execute payment for such retention bonuses:

<u>Name</u>	<u>Bonus</u>
Rhonda Dulaney (Admin. Asst. to Superintendent)	\$1,625.00
Donna Apanasewicz (Admin. Asst. to HR)	\$1,625.00
Therese Humanchuk (Admin. Asst. to Treasurer)	\$1,625.00
Kathy Bendes (Registrar/EMIS/Student Enrollment)	\$1,625.00

Section 2: It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board, and that all deliberations of this Board and any of its committees that resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code and any amendments thereto.

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinskas _____ Turner _____

Vote: _____.

Item #2 To approve the following resolution:

RESOLUTION FOR PERFORMANCE BONUSES

WHEREAS, the Board is party to administrator contracts of employment (the “Contracts”) with Marnisha Brown, Elizabeth Taylor, Kelly Askew-Tucker, Lakisha Davies, and Timothy King (collectively the “Administrators”) pursuant to which the Administrators are employed by the Board to provide services as administrators of the Richmond Heights Local School District, and pursuant to which the Board provides the Administrators with certain compensation and fringe benefits for providing such services; and

WHEREAS, pursuant to Paragraph 6(a) of the Contracts, the Board may award the Administrators an annual performance bonus each Contract year, depending upon their performance of the mutually-agreed upon goals for the Contract year, as recommended by the Superintendent; and

WHEREAS, the Superintendent has evaluated the Administrators in accordance with Paragraph 16 of the Contracts and Board Policy, and based upon the results of such evaluations, recommends that the Board approve certain performance bonuses for the Administrators for the 2021-2022 Contract year;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Richmond Heights Local School District, Richmond Heights, Ohio, that:

Section 1: The Board hereby approves the following performance bonuses for the Administrators based on their administrative tier and final rating, and hereby authorizes and directs the Treasurer to execute payment for same, subject to all applicable payroll and income tax withholdings and payments:

<u>Name</u>	<u>Performance Rating</u>	<u>Bonus</u>
Marnisha Brown (Principal)	Accomplished	\$4,500.00
Marnisha Brown (Asst. Supt.)		\$500.00
Elizabeth Taylor (Principal)	Skilled	\$3,000.00
Kelly Askew-Tucker (Director of Ed. Services)	Proficient/Accomplished	\$3,000.00
Lakisha Davies (Director of Special Education)	Proficient	\$2,500.00
Timothy King (Director of (Operations)	Proficient	\$2,500.00

Section 2: It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board, and that all deliberations of this Board and any of its committees that resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code and any amendments thereto.

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinskas _____ Turner _____

Vote: _____.

Item #3 To approve the following resolution:

RESOLUTION TO TERMINATE AGREEMENT

WHEREAS, the Board and Ms. Stacie Russell are parties to a Community Engagement Coordinator Agreement (“Agreement”), which the Board approved on July 11, 2022, and pursuant to which Ms. Russell was to serve as the F.A.C.E. Coordinator for the 2022-23 school year; and

WHEREAS, it was the Board’s understanding that Ms. Russell would be performing many of her responsibilities under the Agreement during the workday as she had last school year, for instance, she would be responsible to plan and facilitate parent meetings and events and “provide support to parents, teachers, and staff;” as well as “meet with educators to promote collaboration between families and school;” and

WHEREAS, it was the Board’s understanding that Ms. Russell would be dedicating a substantial amount of time each week to the performance of her duties as, for reference, the Agreement’s agreed-upon sum of \$20,000 is equivalent to almost one-half of a teacher’s BA-0 salary in the District; and

WHEREAS, Ms. Russell informed the Superintendent that she accepted full-time employment as a Dean of Students elsewhere on August 4, 2022 during a planning meeting with Mrs. Askew-Taylor in attendance, yet had been working as the Dean since mid-July; and

WHEREAS, Ms. Russell’s full-time employment will render her unable to perform the anticipated responsibilities under the Agreement; and

WHEREAS, after learning of Ms. Russell’s full-time employment, the Superintendent proposed revising the Agreement and the scope of responsibilities, which Ms. Russell was unwilling to do; and

WHEREAS, by accepting full-time employment elsewhere rendering her unable to perform her responsibilities under the Agreement, Ms. Russell unequivocally repudiated the Agreement – constituting an anticipatory breach of the Agreement; and

WHEREAS, on August 17, 2022, the Superintendent provided written notice to Ms. Russell notifying her of the anticipatory breach and that the Agreement is being terminated; and

WHEREAS, the Board now wishes to determine and declare to terminate the Agreement.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Richmond Heights Local School District, Richmond Heights, Ohio, that:

Section 1: The Board hereby determines and declares to terminate the Agreement with Ms. Russell.

Section 2: The Board hereby directs the Treasurer to provide written notice to Ms. Russell of the Agreement’s termination.

Section 3: It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board, and that all deliberations of this Board and any of its committees that resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code and any amendments thereto.

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinkas _____ Turner _____

Vote: _____.

Item #4 To accept the proposal from Janus Small & Associates to develop, and implement a new 5-year strategic plan while aligning stakeholders with the district’s mission, vision, and core beliefs. Three companies submitted proposals. The investment for will be no more than \$35,000 plus no more than \$500 for out of pocket expenses incurred by the facilitator.

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinskas _____ Turner _____
Vote: _____.

Item #5 To approve the following teacher receive a stipend for leading Social Studies curriculum implementation for the district for the 2022/2023 school year. (Paid from SIG Grant funds)

- **Noah Delgado** \$3,500 (replacing Josh Patty)

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinskas _____ Turner _____
Vote: _____.

Item #6 To approve the following teacher to receive a stipend for leading the Career Readiness Initiatives that were formerly lead by Joy Childress who is no longer with the district. These initiatives include but are not limited to MAGNET, CRT Apprenticeship Program, Summer Interns placement, Manufacturing Certification, etc.

- **Josh Patty** \$5,000

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinskas _____ Turner _____
Vote: _____.

XV.RECOMMENDATIONS OF THE BOARD

Item #1 To approve the first reading of the following board policy:

- **4220.04 PERFORMANCE BONUS FOR NON-UNIONIZED CLASSIFIED STAFF**

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinskas _____ Turner _____
Vote: _____.

XVI. ADJOURNMENT

Moved by _____, seconded by _____

Roll Call: Slade Jackson _____ Barber _____ Brown _____ Pliodzinskas _____ Turner _____
Vote: _____.

Vision: Richmond Heights is a first choice school district providing an equitable educational environment that promotes safe, respectful, responsible relationships where pride in self, school, and community flourishes