

**Kirtland Board of Education
Regular Meeting
July 22, 2019**

The Regular Meeting of the Kirtland Board of Education was held at the Kirtland Elementary School Hornet Hall on July 22, 2019. Mr. Cosgrove called the meeting to order at 7:03 p.m. President Cosgrove led the Pledge of Allegiance. The following members answered the roll: Mr. Cosgrove, Mr. Meyer, Mrs. Green, and Mr. Withrow.

Mrs. Talty arrived at 7:05 p.m.

Treasurer Lew Galante and Superintendent Bill Wade were also present.

SUPERINTENDENT'S REPORT

Mr. Bill Wade presented his monthly Superintendent report

FINANCE COMMITTEE

Mr. Withrow reviewed the July 2019 meeting

STUDENT LEARNING AND ACHIEVMENT COMMITTEE

Mrs. Green reviewed the July 2019 meeting

It was moved by Mr. Meyer and seconded by Mr. Withrow that the following resolution be adopted:

Resolution #39-2019

Recommendation to approve the consent agenda:

A. Minutes of prior meetings:

April 15, 2019 - Special Meeting

June 17, 2019 - Regular Meeting

B. Superintendent Recommendations:

1. Recommendation to approve supplemental contracts:

JOB DESCRIPTION	LAST NAME	FIRST NAME	Exp.	Total Pay
6th Grade Camp Tour Director	Bradac	Edward	21	\$1,621.68
7th Grade Chicago Trip Tour Director	Mastrangelo	Michelle	11	\$1,216.26
8th Grade Washington Tour Director	Grunenberg	Heidi	17	\$1,621.68
District Webmaster	Cosimi	Greg	11	\$2,070.72
Hornet Patrol	Lasecki	Bob	6	\$871.88
KES Literacy Room	Cummings	Diane	6	\$871.88
KES Literacy Room	Needham	Alysha	13	\$871.88
KES Student Council	Nalepka	Michael	3	\$784.69
KHS 10th Grade Advisor	LaVerde	Mary	4	\$1,133.44

KHS 11th Grade Advisor	Perry	Kim	13	\$1,634.78
KHS 12th Grade Advisor 50%	Adkins	Suzanna	9	\$817.39
KHS 12th Grade Advisor 50%	Harvey	Brian	4	\$784.69
KHS 9th Grade Advisor	Bell	Gregory	22	\$1,198.84
KHS Academic Challenge	Melfi	Laureen	7	\$1,198.84
KHS Art Club	Harvey	Brian	9	\$1,198.84
KHS Assistant Varsity Football Coach - Volunteer	Santo	Rossi	N/A	Unpaid position
KHS Assistant Varsity Football Coach - Volunteer	Wilcox	Jeff	N/A	Unpaid position
KHS Band Assistant Director	Gordon	Jonathan	4	\$3,160.57
KHS Cheerleader Coach - Fall Season	Biehl	Elizabeth	3	\$2,650.52
KHS Drama Club	Salmon	Krista	3	\$3,648.82
KHS Flag Corps Advisor	Nelson	Megan	5	\$3,225.96
KHS Girls Varsity Soccer	Bradac	Edward	19	\$6,905.65
KHS Head Varsity Boys Soccer Coach	Valentic	John	21	\$6,909.65
KHS Head Varsity Football Coach	LaVerde	Tiger	13	\$11,007.49
KHS Jazz Band	Dingeldein	Thomas	6	\$1,198.84
KHS JV Boys Golf	DiFabio	Darrell	2	\$3,522.40
KHS JV Boys Soccer Coach	Zschuppe	Hans	7	\$5,056.90
KHS JV Cheerleader Coach - Fall Season	Beck	Lindsay	3	\$1,495.27
KHS JV Girls Soccer Coach	Madden	Julie	15	\$5,056.90
KHS JV Volleyball Coach - 50%	Gowen	Grant	0	\$2,212.40
KHS JV Volleyball Coach - 50%	Smolinski	Olivia	0	\$2,212.40
KHS Marching Band Director	Dingeldein	Thomas	6	\$6,342.93
KHS Math Club	Krahe	Valerie	10	\$1,198.84
KHS National Honor Society - 50%	Duncan	Meriah	5	\$817.39
KHS National Honor Society - 50%	Poulson	Sarah	4	\$784.69
KHS Robotics - First Tech Challenge Advisor	Rudder	Donna	1	\$937.27
KHS Student Council	Berry	Jennifer	4	\$1,569.38
KHS Varsity Assistant Football Coach	Beeler	Ryan	10	\$8,675.21
KHS Varsity Assistant Football Coach	Eckles	Jeff	14	\$8,675.21
KHS Varsity Assistant Football Coach	Lipps	John	17	\$8,675.21
KHS Varsity Assistant Football Coach	Morrison	Dean	16	\$8,675.21
KHS Varsity Cross Country Coach	Moran	J.P.	12.5	\$6,342.93
KHS Varsity Golf Coach	Kless	Arthur (Sam)	1	\$4,551.21
KHS World Language Club - 50%	Klemens	Heather	19	\$599.42
KHS World Language Club 50%	Eckerle	Allison	8	\$599.42
KHS Yearbook	Berry	Jennifer	2	\$1,438.60

KHS Yoga Club Advisor - Volunteer	Berry	Jennifer	N/A	Unpaid position
KMS Faculty Manager - 50%	Greenlee	Scott	17	\$4,315.81
KMS Faculty Manager - 50%	Ridgeway	Matt	0	\$3,770.88
KMS 7th Grade Volleyball Coach	Coxon	Joseph	3	\$4,062.96
KMS 8th Grade Volleyball Coach	McBrayer	Emily	0	\$3,683.69
KMS Academic Activity Multimedia/Video Club	Grunenberg	Heidi	13	\$1,198.84
KMS Boys Soccer Coach	McGregor	Shawn	0	\$3,683.69
KMS Builders Club	Bell	Gregory	9	\$1,198.84
KMS Cheerleader Coach - Fall Season	Shannon	Morgan	3	\$1,495.27
KMS Cross Country Coach	Ragle	Kurt	11	\$3,509.32
KMS First Lego League	Grunenberg	Heidi	10	\$1,198.84
KMS Football Coach	Santilli	Sam	3	\$4,062.96
KMS Football Coach	Sullivan	Ray	4	\$4,189.38
KMS Football Coach	Rascan	John	5	\$4,315.81
KMS Girls Soccer Coach	Lasecki	Bob	16	\$4,315.81
KMS Junior National Honor Society	Summerhill	Susan	10	\$1,634.78
KMS National History Day	Grunenberg	Heidi	10	\$1,198.84
KMS Peer Mentoring	Bell	Gregory	1	\$937.27
KMS Power of the Pen	Summerhill	Susan	10	\$1,198.84
KMS Rocket Club	Moran	J.P.	11	\$1,198.84
KMS Student Council	Camburako	Glorianne	9	\$1,634.78
KMS Yearbook	Camburako	Glorianne	9	\$1,198.84
LPDC Committee	Harvey	Brian	N/A	\$825.00
LPDC Committee	Lasecki	Bob	N/A	\$825.00
LPDC Committee - Chairperson	Vitaoe	Katie	N/A	\$1,000.00
Math Tutoring	Coxon	Joseph	N/A	\$44.42 hourly
Math Tutoring	Marko	Carly	N/A	\$44.42 hourly
ELA Tutoring	O'Donnell	Andreha	N/A	\$44.42 hourly
ELA Tutoring	Reilly	Mary	N/A	\$44.42 hourly
ELA Tutoring	Summerhill	Sue	N/A	\$44.42 hourly
Science Tutoring	Ragle	Kurt	N/A	\$44.42 hourly
Student Learning Objectives Committee	Beans	David	N/A	\$825.00
Student Learning Objectives Committee	Brown	Sarah	N/A	\$825.00
Student Learning Objectives Committee	Duncan	Meriah	N/A	\$825.00
Student Learning Objectives Committee	Eckerle	Allison	N/A	\$825.00
Student Learning Objectives Committee	Francis	Scott	N/A	\$825.00
Student Learning Objectives Committee	Grunenberg	Heidi	N/A	\$825.00
Student Learning Objectives Committee	Lasecki	Bob	N/A	\$825.00

Student Learning Objectives Committee	Marko	Carly	N/A	\$825.00
Student Learning Objectives Committee	Williams	Denise	N/A	\$825.00
EMIS Coordinator	Bowen	Linn	N/A	\$6,000.00
Supervisor of Events and Facilities	Russ	Alan	N/A	\$10,300.00
Resident Educator Program Lead Mentor	Vitaoe	Katie	N/A	\$1,600.00
United Way Advisor - Volunteer	LaVerde	Mary	N/A	Unpaid position
Varsity Boys Soccer Assistant Coach - Volunteer	Vladic	Wilson	N/A	Unpaid position

2. Recommendation to approve substitute employees:

LAST NAME	FIRST NAME	POSITION	RATE OF PAY
Artino	Frank	Substitute Teacher	Per Substitute Salary Schedule
Bencivenni	Hannah	Substitute Teacher	Per Substitute Salary Schedule
Blankenship	Missy	Substitute Teacher	Per Substitute Salary Schedule
Dauterman	Linda	Long Term Substitute for Elizabeth Flannery	Per Substitute Salary Schedule
Kukura	Daniel	Long Term Substitute for Carly Marko	Per Substitute Salary Schedule
Lange	Courtney	Substitute Teacher	Per Substitute Salary Schedule
Lis	Jim	Substitute Teacher	Per Substitute Salary Schedule
Lowry	Kendra	Substitute Teacher	Per Substitute Salary Schedule
MacGillis	Megan	Substitute Teacher	Per Substitute Salary Schedule
Mitchell	Vickie	Substitute Teacher	Per Substitute Salary Schedule
Morris	Katy	Substitute Teacher	Per Substitute Salary Schedule
Pilewski	Jim	Substitute Teacher	Per Substitute Salary Schedule
Pintar	Elmer	Substitute Teacher	Per Substitute Salary Schedule
Regan	Patricia	Substitute Teacher	Per Substitute Salary Schedule
Ripple	Gretchen	Substitute Teacher	Per Substitute Salary Schedule
Schueren	Michelle	Substitute Teacher	Per Substitute Salary Schedule
Sheahan	Judith	Substitute Teacher	Per Substitute Salary Schedule
Snyder	Judy	Substitute Teacher	Per Substitute Salary Schedule
Tilsky	Jan	Substitute Teacher	Per Substitute Salary Schedule
Turk	Amanda	Substitute Teacher	Per Substitute Salary Schedule
Whittaker	June	Substitute Teacher	Per Substitute Salary Schedule
Zicarelli	Shawn	Substitute Teacher	Per Substitute Salary Schedule

3. Recommendation to approve contracts:

LAST NAME	FIRST NAME	POSITION	Effective	TOTAL PAY
Sluga	David	From Custodian II to Groundskeeper / Custodian (To replace David Osgood)	7/1/2019	Per OAPSE Agreement
Denton	Jessica	5th Grade Teacher	8/19/2019	Per KEA Agreement
Boggs	Shannon	From Custodian III to Custodian II - To replace Dave Sluga	7/23/2019	Per OAPSE Agreement

4. Recommendation to approve a resolution for eligible Bus Drivers and Substitutes for Kirtland Local Schools, Lake County Ohio, for the School Year 2019 - 2020.

To the best of the Board’s knowledge, meets all requirements for School Bus Drivers as stated in Board Policy and ORC 3327.10

Roll Call: Ayes: Mr. Cosgrove, Mrs. Green, Mr. Meyer, Mrs. Talty, Mr. Withrow

REQUESTS FOR BOARD ACTION

It was moved Mr. Withrow and seconded by Mrs. Green that the following resolution be adopted:

Resolution #40-2019

1. Recommendation to approve 2nd reading and adoption of the following policies:

- Po0100 Revised definitions
- Po7540.0 Revised web accessibility, content, apps. and services
- Po7540.047 Revised staff technology acceptable use and safety
- Po7544 New Use of social media

Roll Call: Ayes: Mr. Cosgrove, Mrs. Green, Mr. Meyer, Mrs. Talty, Mr. Withrow

It was moved by Mr. Withrow and seconded by Mr. Meyer that the following resolution be adopted:

Resolution #41-2019

2. Recommendation to approve the Final KEA RIF notification

A RESOLUTION IMPLEMENTING A REDUCTION IN FORCE OF TEACHING POSITIONS BY THE ABOLISHMENT OF POSITIONS

WHEREAS, at its regular meeting on April 29, 2019, the Board determined a reduction in force (“RIF”) of teaching positions may occur and it would take effect at the end of the current 2018-2019 school year;

WHEREAS, the Board has considered implementing a RIF and abolishing teaching positions pursuant to Ohio Revised Code Section 3319.17 and Article VII of the Collective Bargaining Agreement (“CBA”) between the Board and the Kirtland Education Association (the “Association”);

WHEREAS, the reasons for the proposed RIF are due to financial reasons and/or decreased enrollment;

WHEREAS, representatives of the Board and the Association met to review the potential RIF;

WHEREAS, the Association and any bargaining unit members directly affected by the RIF have been notified in accordance with the CBA;

WHEREAS, the Superintendent has recommended to the Board that it effectuate a RIF consistent with the terms of the CBA and Ohio law and reduce and abolish three (3) elementary school positions consisting of one (1) kindergarten teaching position, one (1) 2nd grade teaching position, and one (1) 5th grade teaching position; and

WHEREAS, no current employee will be impacted by this action and the RIF will not result in the layoff of any employee because the individuals who held these positions for the 2018-2019 school year were voluntarily transferred after they applied for an received other teaching assignments for the 2019-2020 school year.

NOW, THEREFORE, BE IT RESOLVED THAT:

Section 1. On the recommendation of the Superintendent, and because such action is in the best interests of the District, this Board hereby determines it is necessary due to financial reasons and decreased enrollment to implement a RIF and abolish three (3) elementary school positions consisting of one (1) kindergarten teaching position, one (1) 2nd grade teaching position, and one (1) 5th grade teaching position, and suspend individual

Section 2. On the recommendation of the Superintendent, the Board hereby abolishes three (3) elementary school positions consisting of one (1) kindergarten teaching position, one (1) 2nd grade teaching position, and one (1) 5th grade teaching position.

Section 3. The effective date of the abolishment of the aforementioned positions, the resulting RIF and suspension of any employment contracts if applicable shall be July 31, 2019.

Section 4. Any bumping or displacement rights and obligations shall be governed by the Agreement, Board policy, and/or applicable law. Likewise, any rights of recall shall be governed by the Agreement, Board policy and/or applicable law.

Section 5. The Superintendent and Treasurer or their designees are hereby authorized and directed to provide notice of this action to the appropriate Association official and to take any and all additional actions necessary to implement the abolishment of positions, the resulting RIF, the suspension of any employment contracts where applicable, and any applicable employee recall to open positions.

Section 6. 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 this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public or in executive session as permitted by Ohio law.

Section 7. This Resolution shall take effect and be in force from and after the earliest period allowed by law.

Roll Call: Ayes: Mr. Cosgrove, Mrs. Green, Mr. Meyer, Mrs. Talty, Mr. Withrow

It was moved by Mr. Meyer moved and seconded by Mr. Withrow that the following resolution be adopted:

Resolution #42-2019

3. Recommendation to approve alternative make up days

WHEREAS, the Kirtland Local School District Board of Education (the “Board”) desires that students have learning opportunities even when schools are closed for any of the reasons specified in Section 3313.482 of the Ohio Revised Code; and

WHEREAS, Section 3313.482 of the Ohio Revised Code authorizes the Board to file an annual plan with the Ohio Department of Education by August 1 of each year to provide online learning opportunities for students in lieu of attendance on any such days of school closure.

NOW, THEREFORE BE IT RESOLVED, that the Board hereby approves the following plan and authorizes its filing with the Ohio Department of Education:

PLAN FOR ALTERNATIVE MAKE-UP OF CALAMITY DAYS

Pursuant to Section 3313.482 of the Ohio Revised Code, the Board hereby adopts and authorizes the following plan to allow students of the Kirtland Local School District (the “District”) to access and complete classroom lessons in order to fulfill up to a maximum number of hours that are the equivalent of three (3) school days because of the closing of schools in the District for any of the reasons specified in Section 3313.482 of the Ohio Revised Code.

This plan is adopted pursuant to Board approval prior to August 1.

This plan includes the written consent of the teachers’ employee representative designated under Section 4117.04(B) of the Ohio Revised Code. Such consent is on file in the official file of the Board and is hereby incorporated into this plan as if specifically rewritten.

Not later than November 1 of the 2019-2020 school year, each classroom teacher shall develop a sufficient number of lessons for each course taught by that teacher with such lessons requiring, in the judgment of the teacher, an amount of instructional time the student would receive for three (3) school days in such teacher’s class.

The teacher shall designate the order in which the lessons are to be posted on the District’s web portal or website, in the event of a school closure.

To the extent possible and necessary, teachers will update or replace one or more of these lessons throughout the school year based on current instructional progress of students before they are posted on the District’s web portal or website.

As soon as practicable after an announced school closure authorized under Section 3313.482 of the Ohio Revised Code, [the appropriate administrator or school employee responsible for web portal or website operations] shall direct staff to make the designated lessons available on the District’s web portal or website. Each lesson shall be posted for each course that was scheduled to meet on the day of school closing.

Each student enrolled in a course for which a lesson is posted shall be granted two (2) weeks from the date of posting to complete such lessons. If the student does not complete the lesson within this time period, the student will receive an incomplete or failing grade, unless a sufficient reason is provided to the teacher. The student’s classroom teacher shall grade the lesson in the same manner as other lessons.

Students without access to a computer shall be permitted to complete the posted lessons at school after the reopening of school. If the lessons were posted prior to the reopening of school, then the student shall be granted two (2) weeks from the date of the reopening, rather than from the date of posting, to complete the lessons. If the student does not complete the lesson within this time period, the student will receive an incomplete or failing grade, unless a sufficient reason is provided to the teacher. The District will provide access to its computers before, during, or after the school day (provided that the equipment is available and accessible at those times) or may provide a substantially similar paper lesson in order to complete the lesson.

In addition to online posting, the Board hereby authorizes distribution of “blizzard bags,” which are paper copies of the lessons posted online. Teachers shall prepare paper copies of lessons in conjunction with the lessons to be posted online and update the paper copies whenever the teacher updates the online lesson plans. Blizzard bags shall be distributed to all students by not later than 10:00 a.m. on the 6th and subsequent calamity day. Students shall submit completed lessons to the teachers assigning such lessons not later than two (2) weeks after the date of school closing for which the blizzard bag lessons are assigned.

By adopting and implementing this plan, the District shall not be considered to have failed to comply with Section 3317.01(B) of the Ohio Revised Code with respect to the number of make-up hours specified in this plan.

Roll Call: Ayes: Mr. Cosgrove, Mrs. Green, Mr. Meyer, Mrs. Talty, Mr. Withrow

It was moved by Mrs. Green and seconded by Mrs. Talty that the following resolution be adopted:

Resolution #43-2019

4. Recommendation to approve shared services agreement addendum with Perry Local School District for transportation supervisor services

Roll Call: Ayes: Mr. Cosgrove, Mrs. Green, Mr. Meyer, Mrs. Talty, Mr. Withrow

It was moved by Mr. Withrow and seconded by Mrs. Talty that the following resolution be adopted:

Resolution #44-2019

5. Recommendation to approve shared services agreement with Perry Local School District for facility maintenance services

Roll Call: Ayes: Mr. Cosgrove, Mrs. Green, Mr. Meyer, Mrs. Talty, Mr. Withrow

It was moved by Mrs. Green moved seconded by Mr. Withrow that the following resolution be adopted:

Resolution #45-2019

6. Recommendation to approve shared service agreement with Perry Local School District for payroll functions

Roll Call: Ayes: Mr. Cosgrove, Mrs. Green, Mr. Meyer, Mrs. Talty, Mr. Withrow

July 22, 2019
Regular Meeting

It was moved by Mr. Meyer and seconded by Mr. Withrow that the board adjourn to executive session at 7:35 p.m.

The Board returned from executive session and Mr. Cosgrove moved seconded by Mr. Meyer that the meeting be adjourned at 9:22 p.m.

We, the undersigned, do hereby certify that the above and foregoing is a true and exact copy of the proceedings that were held on the above aforementioned date.

Signed this _____ Day of _____, 2019.

President

Treasurer