

RECORD OF PROCEEDINGS

Minutes of MADEIRA BOARD OF EDUCATION

Regular Session

Held February 16, 2010

The Regular meeting of the Madeira Board of Education was held on Monday, February 16, 2010 at Madeira High School - Perin Media Center at 5:30 p.m. in accordance with written notices sent to each member. The meeting was called to order by President Kam Misleh.

Roll Call: Present - Mr. Kamil, Mr. Shea, Dr. Swami, Mr. Templeton, and Mr. Misleh.

Also present were Steve Kramer, Susan Crabill, Kenji Matsudo, Amanda Hopkins, Melissa Barone, Kelly Flick, and Kathy Justice.

AGENDA (26-10) Dr. Swami moved, seconded by Mr. Shea to approve the agenda for the February 16, 2010 meeting of the Board of Education.

Vote: Mr. Shea, aye; Dr. Swami, aye; Mr. Templeton, aye; Mr. Kamil, aye; Mr. Misleh, aye.

HEARING OF THE PUBLIC - There was no public participation at this time.

PRESENTATION

Planning Commission - Salary Study

Melissa Barone presented the objective, methodology, findings, and recommendation of the Salary Study. The full report is available on the district website on the Board of Education page. The study found that the average increase for 2009-2010 was 1.68%, down from 1.95% last year. The range of salary changes were from 0% (6 districts) to 3% (2 districts). The median increase was 2%. Analysis of salary ranking reports shows Madeira continues to remain in a strong competitive position. Based on the findings the Planning Commission recommends the Board consider a salary increase in the range of 1%-2%.

Planning Commission - Benefit Study

Kathy Justice and Kelly Flick presented the key findings and recommendations of the Benefit Study. The full report is available on the district website on the Board of Education page. Madeira is well positioned with its current benefit offering. The study recommended the Benefit Study should continue every other year to monitor trends in spousal surcharge or opt-out language and other current trends in benefits. The study recommended paternity/adoption language should be added to the sick leave policy stating that immediate family include step and foster children residing in the employee's household. The staff feedback indicated the next study research "voluntary sick banks" and "early retirement bonus".

The Board of Education thanked both Planning Commission groups and turned over the results to the Administration. The Administration will work with the Finance Committee to make a recommendation to the full Board.

MINUTES (27-10) Mr. Templeton moved, seconded by Dr. Swami to approve the minutes from the January 11, 2010 organizational and regular meeting.

Vote: Mr. Shea, aye; Dr. Swami, aye; Mr. Templeton, aye; Mr. Kamil, aye; Mr. Misleh, abstain.

CONSENT CALENDAR (28-10) Dr. Swami moved, seconded by Mr. Shea to approve the consent calendar for the **February 16, 2010** meeting of the Board of Education.

A. Resignation

1. Lisa Surace

RECORD OF PROCEEDINGS

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B. Employment

1. Certified Substitutes

Michael Barbieri
Shelby Van Uum

Robert Elkin
Anya Bird

2. Non-Certified Substitutes

Kathleen Staubach
Dawn Wiles

Matt Cohen

C. Supplemental Non Teaching Contracts

Position	Assignment	Name	Amount
Coach Supervisor	Girls Basketball Fundamentals Camp	Erica Reynolds	\$ 350.00
Director	Girls Basketball Fundamentals Camp	Jeanne Gulick	\$ 600.00
Home Instructor	Tutor	Kelly Wing	\$ 25/hour
Program Director	Mighty Mustangs Camp	Jim Reynolds	\$1,000.00
Site Coordinator	Mighty Mustangs Camp	Jim Reynolds	\$ 500.00
Manager (Site Coord)	Mighty Mustangs Camp	Chris Bukas	\$1,000.00
Assistant Coach	Baseball	Scott Stocker	\$1,500.00
Assistant Coach	Baseball	Aaron Zupka	\$1,500.00

D. Leaves of Absence

1. **Katie Naegeli** - FMLA, COB 2/08/10 thru COB 5/03/10; LOA, COB 5/03/10 thru 5/28/10.
2. **Courtney Swillinger** - FMLA, COB 4/21/10 thru COB 4/30/10
3. **Libby Hagen** - LOA, COB 4/23/10 thru COB 4/30/10
4. **Kathy Dryer** - LOA, COB 2/3/10 thru COB 3/22/10

E. Treasurers Report

1. **Financial Report** for January 2010, and **warrant payments for all funds** in the amount of **\$459,962.44**.

	Jan 1 - Jan 31	FY10 FYTD	FY09 FYTD
Revenues	\$ 595,790	\$9,271,375	\$8,676,565
Expenditures	\$1,282,130	\$8,811,301	\$8,743,466
Ending Cash	\$4,742,896	\$4,742,896	\$4,401,345

2. Donations

James Stanley	Camera	\$150.00
Gilson's	Unified for Unifat	\$200.00
Mr./Mrs. Michael	Pfister Memorial	\$100.00
Barnes & Noble	Academic Team	\$103.31
Lucrum Company	Canon Copier	\$800.00

Vote: Mr. Shea, aye; Dr. Swami, aye; Mr. Templeton, aye; Mr. Kamil, aye; Mr. Misleh, aye.

PERSONNEL (29-10) Mr. Kamil moved, seconded by Mr. Templeton to accept with great appreciation for the many years of service and dedication to Madeira students the resignation, for purposes of retirement, for the following staff members.

RECORD OF PROCEEDINGS

Minutes of MADEIRA BOARD OF EDUCATION

Regular Session

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Mary Ann Adrick - Reading Intervention Teacher at Madeira Elementary with service to Madeira Schools for 24 years and in education for 30 years.

Jackie Mayer - Kindergarten Teacher at Madeira Elementary with service to Madeira Schools for 24 years and in education for 26 years.

Bob Kearns - Physical Education Teacher at Madeira High School with service to Madeira Schools for 36 years and in education for 40 years.

Vote: Mr. Shea, aye; Dr. Swami, aye; Mr. Templeton, aye; Mr. Kamil, aye; Mr. Misleh, aye.

GOVERNANCE

Advertise for Bids (30-10) Mr. Shea moved, seconded by Dr. Swami to authorize the Treasurer to advertise for bids for the district geothermal/HVAC system.

Vote: Mr. Shea, aye; Dr. Swami, aye; Mr. Templeton, aye; Mr. Kamil, aye; Mr. Misleh, aye.

SUPERINTENDENT COMMITTEE REPORTS

Finance - The Finance Committee met on February 11 to review district insurance coverage and rates for 2010. The committee also reviewed the current five year forecast.

Buildings and Grounds - Kenji will schedule an energy project meeting with David Templeton.

Community Relations - Pat Shea met with Steve Kramer, Kenji Matsudo, and Diane Nichols to plan some community events. Dr. Swami will communicate on "behalf of the Board" to the staff members.

Policy - Steve Kramer indicated that Madeira would be receiving the bi-annual recommended policy updates from Neola and after a review by the administration would schedule a review with the Policy Committee.

BOARD COMMITTEE REPORTS

Planning Commission - Tarek reported the Planning Commission heard the results of the Salary Study and Benefit Study. The next report to be presented will be the Grading Study followed by the Graduate Study.

Great Oaks - Kam reported there was no general meeting in February only committee meetings.

Legislation - Steve and Susan will be attending the Alliance meeting on Tuesday, February 23 that will include a discussion of current and/or pending legislation and policy that impacts public school districts.

Student Achievement - Dr. Swami does not have any updated information from ODE or OSBA.

DISCUSSION ITEMS

News Alerts - Newspaper articles will no longer be included in the Board packet. The administration will work on providing news alerts pertaining to Madeira City Schools.

Board Packets - Beginning with the March 15 Board meeting the packet will be delivered electronically using a zip file that contains the agenda and all of the

RECORD OF PROCEEDINGS***Minutes of MADEIRA BOARD OF EDUCATION******Regular Session******Held February 16, 2010***

supporting documents. The Board will print out the information they feel necessary to bring to the meeting.

EXECUTIVE SESSION (31-10) Dr. Swami moved, seconded by Mr. Templeton to move into Executive Session to discuss a personnel matter. (ORC 121.22)

Vote: Mr. Shea, aye; Dr. Swami, aye; Mr. Templeton, aye; Mr. Kamil, aye; Mr. Misleh, aye.

ADJOURNMENT (32-10) Mr. Shea moved, seconded by Dr. Swami that the February 16, 2010 meeting of the Madeira Board of Education be adjourned.

Vote: Mr. Shea, aye; Dr. Swami, aye; Mr. Templeton, aye; Mr. Kamil, aye; Mr. Misleh, aye.

President

Treasurer