

RECORD OF PROCEEDINGS 008
Minutes of MADEIRA BOARD OF EDUCATION

Regular Meeting
Held February 16, 2021

Present: Paula Andruss, Steve Bernicke, David Eberly, Ryan Lex, Richard Palmer

Not Present:

Also present at the meeting were Kenji Matsudo, Dave Bergan, Emily Hauser, Susan Crabill, Kasey O'Reilly, and Abby Seelmeyer.

AGENDA (31-21) – Mr. Bernicke moved, seconded by Mr. Lex to approve the agenda for the February 16, 2021 meeting of the Board of Education.

Vote: Mr. Lex, aye; Mr. Eberly, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Palmer, aye.

HEARING OF THE PUBLIC – There was no hearing of the public at this time.

PLANNING COMMISSION REPORTS

Mirrors & Windows: Equity & Inclusion Curriculum Review Report – Kasey O'Reilly, Abby Seelmeyer and Dave Bergan reported on the findings of the planning commission study. The study was outlined by research steps: 1. Reviewed past Graduate Surveys, 2. In Depth interviews with select students, 3. Interviewed select teachers across schools and subject areas in depth, 4. Distributed a survey to all Madeira City Schools Staff, 5. Interviewed and received guidance from Katrice Quitter, educational consultant with the HCESC, leading educators in creating culturally responsive classrooms, 6. Gathered information from neighboring school districts: Lakota, Sycamore, Loveland, CPS, Mason, Indian Hill, Cincinnati Country Day.

Past graduate surveys show that Madeira does a great job preparing students with the exception of cultural diversity. The interviews with underrepresented student categories which showed a consensus that the school is not preparing them to be culturally competent. They would like to see more representation of people of color in curriculum. They would like to discuss current culture in addition to history. Students would like to see more discussion of cultural differences at earlier grade levels.

The group summarized staff responses regarding current work in the district. This data will be helpful in planning future professional development.

The interview with Katrice Quitter recommended: Curriculum includes everything we do in schools. Representation is one piece of an equitable curriculum but can be a token gesture if not used properly. True equity in the curriculum disrupts and dismantles systems of oppression by presenting from all perspectives not just the dominant culture. Tools such as the NYU Culturally Responsive Curriculum Scorecard should be used to help teachers evaluate the curriculum.

The group recommended the following tools: Panorama Survey, Harvard PULSE Survey, Student Measure of Culturally Responsive Teaching, and Culturally Relevant Pedagogy Rubric/Scorecard. The group gathered information from the following neighboring districts as a comparison and means of developing recommendations: Cincinnati Country Day, Cincinnati Public Schools, Fairfield City Schools, Indian Hill, Lakota, Mason, and Sycamore.

In conclusion: This is important work that benefits all students and needs to be continued. Madeira has started the work of inclusivity and equity through GCC and optional book studies. Cohesive effort across subject areas including all staff members. Representation is not simply using diverse books and materials, teachers need guidance on how to implement them well. Inclusion and equity throughout the entire curriculum. Each piece of curriculum should be evaluated. This will be an ongoing process.

Recommendations: Survey entire student population at MHS to gather baseline data (include demographic information). Survey again at regular intervals to track progress. Set measurable goals around equity and inclusion with clear benchmarks. Professional development for all staff members around equity and inclusion in the curriculum. Establish a committee dedicated to diversity, equity and inclusion. Establish building leaders and teams. Central location for resources (physical and online).

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CONSENT CALENDAR (32-21) – Mr. Lex moved, seconded by Mrs. Andruss to approve the consent calendar.

A. Minutes

1. January 11, 2021

B. Supplemental Contract for the 2020-2021 School Year unless otherwise specified

Supplement contract finalization will be dependent upon person/s obtaining background checks and active Professional License or Educational Aide Permit issued by the State Board of Education per 3319.303, signing contract and personnel file paperwork completion.

Funded with Non-General Funds - Certified

Name	Assignment	Amount
Taylor Brannon	MHS – Boys Tennis Coach	\$2,700
Josh Dooley	MHS – Track Coach	\$3,225
Jeff Hileman	MHS – Track Coach	\$1,200
Nancy Cedillo	MMS – Track Coach	\$2,050
Aaron Pfeffenberger	MHS – Baseball Coach	\$4,400
Tyler James	MHS – Baseball Coach	\$3,000
Mike Grayson	Spring Site Coordinator	\$800

Funded with General Funds - Certified

Name	Assignment	Amount
Megan Lowe	Home Instruction (up to 15 hours)	\$35
Audrey Schussler	Theater – Vocal Director	\$1,000
McKenna Flores	Theater – Choreographer	\$900

Funded with General Funds - Classified

Name	Assignment	Amount
Beth Erskine	Athletic Event Staff	Amounts determined based on position assigned and approved by the Athletic Director
Kimberly Grise-Smith	Theater – Producer	\$600
Rebecca Brewer	Theater – Producer	\$600

C. Treasurers Report

1. **General Fund Financial Report** for January, 2021 and **warrant payments for all funds** in the amount of \$791,623.

	Jan 1- Jan 31	FY21 FYTD	FY20 FYTD
Revenues	392,761	11,352,827	11,310,616
Expenditures	1,601,528	12,253,412	14,753,304
Ending Cash	11,062,135	11,062,135	9,960,312

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2. Donations

Donor	Item/Recipient	Amount
Matthew & Karen Luther	Boys Basketball	\$150
1N5	Student Wellness Programming	\$195
Mark Russel	Girls Tennis	\$500
Jay & Mary Ann Adrick	Audio/Visual Equipment	Valued \$5,949.20
Anonymous	MES Library Fund	\$250
Madeira Athletic Boosters	Athletic Program	\$6,000

Vote: Mr. Lex, aye; Mr. Eberly, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Palmer, aye.

LIMITED CONTRACTS FOR NON-TEACHING PUPIL ACTIVITY DUTIES (33-21) – Mrs. Andruss moved, seconded by Mr. Lex that the Board resolve that a vacancy exists in the positions listed below, that the position was offered to current district or out of district licensed employees and no such qualified person applied for or accepted the position. The following non-licensed person/s applied for and is/are qualified for the position. ***Coach employment and contract finalization will be dependent upon person/s obtaining background checks, completing OHSAA requirements, valid pupil activity program permit issued by the State Board of Education per 3319.303, signing contract and personnel file paperwork completion.***

Name	Assignment	Amount
Kyle Joyce	MHS – Boys Lacrosse Coach	\$3,800
Scott Kemmeter	MHS – Girls Lacrosse Coach	\$3,800
Blake Lienhart	MHS – Boys Tennis Coach	\$1,600
Kelly Torggler	MHS/MMS – Track Coach	\$1,850
Spenser Cox	MMS – Track Coach	\$1,200
Cory Harmon	MMS – Track Coach	\$1,550
Charles (Rusty) Smith	MHS – Softball Coach	\$3,500
Elliot Crowley	MHS – Baseball Coach	\$2,000

Vote: Mr. Lex, aye; Mr. Eberly, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Palmer, aye.

SUPERINTENDENT COMMITTEE REPORTS

- Finance
- Buildings and Grounds
- Community Relations
- Policy

BOARD COMMITTEE/LIASION REPORTS

- Planning Commission
- Great Oaks
- Legislation
- Student Achievement Liaison

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DISCUSSION ITEMS

Finance – Facility and Operating Needs – Treasurer, Emily Hauser, reviewed the following financial changes to the Five Year Forecast since the November forecast was filed that equate to a net change of approximately \$1.2M: Workers Comp Refund, Governor DeWine restored a portion of FY21 state funding that was originally cut, Assessed Valuation change, Senior Star Assessed Valuation Increase, Traditions of Madeira Valued at 100%, Expenditure changes including additional position needs forecasted and the reduction of some purchase service expenditures that did not come to fruition. The Five Year Forecast will also have a more comprehensive update filed in May, 2021.

The past levies in Madeira have been for the following millage rates: 2016 operating levy at 6.9 mills, 2011 operating levy at 6.9 mills, 2006 operating levy at 9.4 mills, 2000 operating levy at 8.9 mills, and 2004 bond levy at 7.5 mills.

In 2019, the BOE approved the Financial Guidelines and Parameters which included the following levy/millage decision points: The district will maintain a positive general fund ending cash balance at all times, ending cash balance will be in the range of no less than 4-10 months of operating expense obligations, when the Five Year Forecast indicates in any one year forecasted deficit spending the district will begin a planning timeline for increasing revenues, operating levy and/or cost reductions. Operating Levy Millage planning will incorporate the following: surplus revenue over expenditures each year for no less than 2 years after receipt of full tax revenue on new levy dollars, evaluation of future known resources incorporated into levy planning even though they might not be forecasted in the Five Year Forecast, levy millage shall cover current year expenditures for 3 to 5 years.

Several potential operating levy scenarios, from a 2021 levy with 2022 collections to a 2023 levy with 2024 collections, were presented using the BOE approved Financial Guidelines and Parameters' levy decision points. The chart clearly shows that the longer a levy is pushed out, the higher the millage will need to be to cover expenses.

The discussion with the Finance Committee supported a 2021 levy with 2022 collection from 4.9 mills to 5.5 mills in line with the timing of a bond issue. The Finance Committee suggested 5.5 was a little too high and 4.9 was a little bit too low. Additional modeling was shown between 4.9 and 5.5 mills.

A bricks and mortar addition at Madeira Elementary School cost is between \$6.3M and \$6.8M. Assuming an interest rate of 4%, the target millage for the bond issue portion would be approximately 1 Mill with a duration of 20-25 years. The issue size will be firmed up prior to the vote at the March BOE meeting.

The BOE discussed a combined bond and operating levy. The BOE would like to approve several possible operating millages in March to allow some additional time for the final decision to be made.

EXECUTIVE SESSION (34-21) – Mr. Bernicke moved, seconded by Mr. Lex to adjourn to Executive Session to consider employment of a public employee.

Vote: Mr. Lex, aye; Mr. Eberly, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Palmer, aye.

ADJOURNMENT (35-21) – Mr. Bernicke moved, seconded by Mr. Lex that the February 16, 2021 regular meeting of the Madeira Board of Education be adjourned.

Vote: Mr. Lex, aye; Mr. Eberly, aye; Mrs. Andruss, aye; Mr. Bernicke, aye; Mr. Palmer, aye.

Board President

Treasurer