

**RECORD OF PROCEEDINGS 011**  
**Minutes of MADEIRA BOARD OF EDUCATION**  
**Regular Meeting Held March 20, 2017**

The Regular meeting of the Madeira Board of Education was held on Monday, March 20, 2017 at 7pm respectively in accordance with written notices sent to each member. The meeting was called to order by President Pat Shea.  
 Present: Mr. Kamil, Mrs. Madden, Mr. Palmer, Dr. Swami, Mr. Shea

Also present at the meeting were Kenji Matsudo, Susan Crabill, Tim Weber, Doree Hyde, Sharon Fitter and Brad Cunningham.

**AGENDA (35-17)** – Mr. Kamil moved, seconded by Dr. Swami to approve the agenda with changes for the March 20, 2017 meeting of the Board of Education.  
 Vote: Mr. Palmer, aye; Dr. Swami, aye; Mr. Kamil, aye; Mrs. Madden, aye; Mr. Shea, aye.

**REPORTS**

**Planning Commission Study – Salary and Benefit Study** – Committee members include Chairman Brad Cunningham, Doree Hyde, Sharon Fitter, Katie Maney and administrative resource Susan Crabill. The Salary and Benefit Study is an annual report prepared by the Planning Commission that compares 30 local school districts current year salaries, prior years salaries, selected benefits, and surveys the school staff for specific and general questions pertaining to compensation and/or benefits. The report recognized that the current year 2% base salary increase is in line with the average for the 29 other districts at 1.93%. Mr. Cunningham noted that it is important to review prior years actions by districts for trends because of multi-year negotiated agreements by other districts. The Planning Commission recommended the board consider a 2% increase for the following school year, increasing accumulated sick leave from 220 to 260 and increasing the cap for severance from 60 days to 66 days. Mr. Cunningham also noted that the recommendation was being made without a full evaluation of the district’s 5 year financial forecast, the future costs of medical benefits, and any other fiscal factors that should be considered in the decision making process.

The Board thanked the committee for their excellent work and the time and effort they devote to the Planning Commission and these studies. The full reports are available on the district website.

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

**CONSENT CALENDAR (36-17)** – Mr. Palmer moved, seconded by Mr. Palmer to approve the consent calendar.

**A. Minutes**

- 1. February 21, 2017

**A. Employment – Administrative**

- 1. **David Kennedy** – High School Principal, August 1, 2017 to July 21, 2019
- 2. **Chandley Bacher** – Middle and Elementary Assistant Principal, August 1, 2017 to July 31, 2019

**B. Resignation – Classified**

- 1. **Gina Passarella** – Special Education Assistant, effective March 20, 2017

**C. Supplemental Contracts for the 2016-2017 School Year (pending background checks and appropriate licensure)**  
**Funded with General Funds - Certified**

Name	Assignment	Amount
Kristen Anderson	High School Musical - musician	\$400.00
Anna (Maggie) Vetter	High School Musical - musician	\$400.00

**E. Treasurers Report**

- 1. **General Fund Financial Report for February, 2017 and warrant payments for all funds** in the amount of \$522,139.32. (Exhibit-3)

	Feb 1- Feb 28	FY17 FYTD	FY16 FYTD
<b>Revenues</b>	\$341,872	\$9,797,188	\$14,402,496
<b>Expenditures</b>	\$1,567,703	\$12,288,508	\$11,884,956
<b>Ending Cash</b>	\$5,492,923	\$5,492,923	\$10,300,709

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**2. Donations**

Donor	Item/Recipient	Amount
<b>Madeira Middle School PTO</b>	MMS - Grade 7 Courage Retreat Speaker and bus service	\$3,809.80
<b>John and Kim Heath</b>	MMS - Grades 5 & 6 Day of Service activities	\$100.00

Vote: Mr. Palmer, aye; Dr. Swami, aye; Mr. Kamil, aye; Mrs. Madden, aye; Mr. Shea, aye.

**LIMITED CONTRACTS FOR NON-TEACHING PUPIL ACTIVITY DUTIES (37-17)** – Mr. Palmer moved, seconded by Dr. Swami to 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 qualified for the position. ***Contract will be dependent upon person/s obtaining background checks and a valid pupil activity program permit issued by the State Board of Education per 3319.303.***

Name	Assignment	Amount
<b>Ian Soper</b>	Swimming Coach	\$1,200.00
<b>Matthew Brownfield</b>	Tennis Coach	\$1,550.00
<b>Joe Leo</b>	Tennis Coach	\$2,400.00

Vote: Mr. Palmer, aye; Dr. Swami, aye; Mr. Kamil, aye; Mrs. Madden, aye; Mr. Shea, aye.

**PERSONNEL**

**RETIREMENT AND REEMPLOYMENT (38-17)** – Mr. Kamil moved, seconded by Mrs. Madden the Board to resolve to accept the resignation of **Bob Kitchen** for retirement purposes and initiate procedures under Ohio Law for the retirement and reemployment of Bob Kitchen.

Vote: Mr. Palmer, aye; Dr. Swami, aye; Mr. Kamil, aye; Mrs. Madden, aye; Mr. Shea, aye.

**RESIGNATION FOR PURPOSE OF RETIREMENT (39-17)** – Dr. Swami moved, seconded by Mr. Palmer the Board to accept with great appreciation the resignation for purpose of retirement of **Cindy Cadet**, Madeira High School French teacher, at the end of the 2016-2017 school year.

Vote: Mr. Palmer, aye; Dr. Swami, aye; Mr. Kamil, aye; Mrs. Madden, aye; Mr. Shea, aye.

**RESIGNATION FOR PURPOSE OF RETIREMENT (40-17)** - Mr. Palmer moved, seconded by Mrs. Madden the Board to accept with great appreciation the resignation for purpose of retirement of **Kathy Harper**, Madeira Elementary School Administrative Assistant, at the end of the 2016-2017 school year.

Vote: Mr. Palmer, aye; Dr. Swami, aye; Mr. Kamil, aye; Mrs. Madden, aye; Mr. Shea, aye.

**GOVERNANCE**

**Madeira High School Roof Replacement Bid (41-17)** – Dr. Swami moved, seconded by Mr. Kamil that the Board authorize the Treasurer to advertise for bids for the high school roof replacement project.

Vote: Mr. Palmer, aye; Dr. Swami, aye; Mr. Kamil, aye; Mrs. Madden, aye; Mr. Shea, aye.

**Policies (42-17)** – Dr. Swami moved, seconded by Mr. Palmer that the Board resolve the following policies are hereby adopted and that any prior corresponding policy heretofore adopted by the Madeira City Schools Board of Education is hereby rescinded.

Policy#	Policy Name	Action
<b>0157.00</b>	Appointment to Joint Vocational School District Board	Revised
<b>2430.00</b>	District Sponsored Clubs and Activities	Revised
<b>2430.02</b>	Participation of Community/STEM School Students in Extra-Curricular Activities	Rejected
<b>2431.00</b>	Interscholastic Athletics	Revised
<b>2461.00</b>	Recording of District Meetings Involving Students and/or Parents	Revised
<b>2623.00</b>	Student Assessment and Academic Intervention Services	Revised
<b>3120.08</b>	Employment of Personnel for Co-Curricular/Extra-Curricular Activities	Revised
<b>3220.00</b>	Standards Based Teacher Evaluation	Revised
<b>5111.00</b>	Eligibility of Resident/Nonresident Students	Revised

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5111.01	Homeless Students	Revised
5111.03	Children and Youth in Foster Care	New Adoption
5200.00	Attendance	Revised
5460.00	Graduation Requirements	Revised
5610.00	Removal, Suspension, Expulsion, and Permanent Expulsion of Students	Revised
5630.01	Positive Behavior Intervention and Supports and Limited Use of Restraint and Seclusion	Revised
6233.00	Amenities for Participants at Meetings and/or Other Occasions	Rejected
6320.00	Purchases	Revised
6325.00	Procurement – Federal Grants/Funds	Rejected
6423.00	Use of Credit Cards	Revised
6680.00	Recognition	Rejected
6700.00	Fair Labor Standards Act	Revised
8210.00	School Calendar	Revised
8300.00	Continuity of Organizational Operations Plan	Tabled
8305.00	Information Security	Tabled
8310.00	Public Records	Revised
8320.00	Personnel Files	Revised
8330.00	Student Records	Revised
8340.00	Letters of Reference	Rejected
8452.00	Automated External Defibrillators (AED)	Revised
8500.00	Food Services	Revised
8510.00	Wellness	Revised
9270.00	Equivalent Education Outside the Schools & Participation in Extra-Curricular for Students not Enrolled in the District	Revised

Vote: Mr. Palmer, aye; Dr. Swami, aye; Mr. Kamil, aye; Mrs. Madden, aye; Mr. Shea, aye.

**SUPERINTENDENT COMMITTEE REPORTS**

- Finance – Finance Committee is meeting on April 13 to review the Salary Study and summer facility projects. Community Leaders meeting, Tom Moeller will discuss the TIF that is developing for the area that is being developed for the senior living facility in Madeira.
- Buildings and Grounds – Buildings and Grounds is meeting on March 21 to review the summer facility projects
- Community Relations – Senior Citizen Day was March 15 with a preview of the high school musical **Bye Bye Birdie**. Mr. and Mrs. John Taylor will be the honorary leading man for the “homecoming parade” next year. Mrs. Nichols continues to submit press releases on a weekly basis. There is a Community Leaders meeting scheduled this week.
- Policy – Policy Committee met Thursday March 16 and reviewed and recommended the spring update to the Board of Education.

**BOARD COMMITTEE/LIASION REPORTS**

- Planning Commission – Salary and Benefit Study was presented during the meeting. The last study will be presented April 17, the Elementary Report Card.
- Great Oaks – Dr. Swami reported on Madeira students attending the Oaks and their internship or post graduate plans. Also shared some summer opportunities for adult and student education.
- Legislation Liaison – Mr. Matsudo and Mr. Weber have been contacted pertaining to legislation particularly the graduation issue. It looks like there may be a waiver for current students.
- Student Achievement Liaison – No report at this time.

**DISCUSSION ITEMS**

- State Funding – The Treasurer explained to the board that she has been asked to sign a letter written by 22 local school districts pertaining to the funding of the Jon Peterson Scholarship. The district has been charged over \$300,000 from 2014 to the current year for students accepting this scholarship money and attending a non-public school. Back in 2013 when the scholarship was implemented the state providing a reimbursement to the public district for a portion of the deduction. That was eliminated in 2015. The letter is asking the reimbursement be re-instated. The school district receives approximately \$1800 per pupil

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funding from the state. The Jon Peterson scholarship deducts an average of \$9750 per pupil. The Board was in favor of the Treasurer signing the letter.

**EXECUTIVE SESSION (43-17)** – Mr. Palmer moved, seconded by Mrs. Madden to adjourn to Executive Session to consider employment of public employee.

Vote: Mrs. Madden, aye; Mr. Palmer, aye; Mr. Kamil, aye; Mr. Shea, aye.

**ADJOURNMENT (44-17)** – Mr. Palmer moved, seconded by Mrs. Madden that the March 20, 2017 meeting of the Madeira Board of Education be adjourned.

Vote: Mrs. Madden, aye; Mr. Palmer, aye; Mr. Kamil, aye; Mr. Shea, aye.

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Board President

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Treasurer