

RECORD OF PROCEEDINGS 019

Minutes of MADEIRA BOARD OF EDUCATION

**Regular Meeting
Held April 18, 2022**

The Regular meeting of the Madeira Board of Education was held on Tuesday, April 18, 2022 at 7pm respectively in accordance with written notices sent to each member. The meeting was called to order by President Richard Palmer.

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

Not Present: Ryan Lex

Also present at the meeting were Kenji Matsudo, Emily Hauser, Dave Bergan, Betsey Henning, Erin Beers, Reggie Rindels, Katie Maney, Maria Schwaller, Denise McClenathan, Anna Karol, Jill Harris, Brad Vitucci, Dan Barker, Julie Leslie, and Amy Delgado.

AGENDA (45-22) – Mrs. Andruss moved, seconded by Mr. Eberly to approve the agenda with changes for the April 18, 2022 meeting of the Board of Education.

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

REPORTS

A. Planning Commission – Managing Change and Merging Teams

Betsy Henning, Erin Beers, Reggie Rindels, Katie Maney, Maria Schwaller reported on the findings of the Managing Change and Merging Teams planning commission study. The study was broken down into six parts: 1. Research organizational chart, 2. Action research: interviewed outside district administrators, 3. Action research: interviewed outside teachers, 4. Parent communication needs, 5. Action research: Discussion with Senior Director of Software Engineering at GE Aviation, Jim Schwaller, to understand how businesses manage change and merging teams, 6. Recommendations.

The final recommendation provided by the planning commission study are as follows:

- Be transparent with staff – share what you know as you know it.
 - Start conversations with staff early and meet regularly; make sure all staff are heard.
- Provide PD to staff to be sure that all are trained in school-wide systems, such as behavior management and teaching strategies.
- Adopt an SEL program that is K-5 focused.
- Create a defined discipline plan/hierarchy.
- Define school-wide expectations and practices on such things as hallway rules, cafeteria expectations, cell-phone use, class parties, newsletters...
- Convey parent communications expectations.
- Create a hierarchy of defined staff roles.
- Remember that teachers' perceptions can be very different from administrators.
- Include teachers in the various elements of change.
- Hold individual meetings with teacher possibly affected by the merge.
- Allow teachers to provide input on classroom locations.
- Create mentorship and partnerships between teachers.
- Provide collaboration opportunities for K-5 staff now; do not wait until August of 2023.
- Invite a 5th grade teacher to be on BLT in spring 2022-2023.
- Be explicit in expectations.
- Survey staff for input and ideas.
- Be mindful of school-wide activities involving all grade levels and new traditions that need to be incorporated into MES for new teachers/5th graders.
- Communicate clearly with parents about program and procedural changes (or continuation) for 5th grade.

The full planning commission reports are available on the district website.

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

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CONSENT CALENDAR (46-22) – Mr. Bernicke moved, seconded by Mrs. Andruss to approve the consent calendar.

A. Minutes

1. March 21, 2022

B. Resignation – Certified

1. Dana Shaver – MHS Teacher
2. Meghan Riley – Preschool Teacher
3. Jeff Corn – MHS Teacher

C. Employment Contract - 1 Year Limited Contract – Certified, dependent upon valid licensure and background checks.

1. Katherine Howell – MHS Consumer Science Teacher
2. Connor Higgins – MMS Teacher
3. Mary Christoff – MMS Teacher

D. Supplemental Contracts for the 2021-2022 School Year (pending background checks and appropriate licensure)

Funded with Non-General Funds – Certified

Name	Assignment	Amount
Lori Adams	Cooperating Teacher for UC Student	\$519.71

Funded with General Funds – Certified

Name	Assignment	Amount
Lori Adams	Band Assistant Director (2022-2023)	\$4,249.00
Ryan Ervin	Band Director (2022-2023)	\$8,003.00
Sharon Fitter	Home Instruction (up to 35 hours)	\$35/Hour

E. Continuing Contracts – Certified – Awarded for the 2022-2023 School Year, dependent upon maintaining valid licensure and background checks

1. Julie Leugers
2. Aimee Bates
3. Chris Stewart
4. Tracy Kneuen
5. Natalie Wildfong
6. Taylor Engel

F. 1 Year Limited Contract Renewals – Certified – Awarded for the 2022-2023 school year, dependent upon maintaining valid licensure and background checks.

- | | |
|---------------------------|-----------------------|
| 1. Ian Avery | 12. Kyle Linder |
| 2. Ryan Ervin | 13. Elizabeth Freeman |
| 3. Sharon Fitter | 14. Shelby Baeten |
| 4. Shannon Mould | 15. Sarah Germano |
| 5. Emily Swallen | 16. Abigail Judd |
| 6. Lori Timpone | 17. Emily Schweppe |
| 7. Nicole Volz | 18. Mari Wilkerson |
| 8. Cary Zerbian | 19. Emory Bergdoll |
| 9. Richard Adams (.5 FTE) | 20. Jessica Seifert |
| 10. Reggie Rindels | 21. Kirby Slater |
| 11. Jennifer Weiland | |

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G. 1 Year Limited Contract Renewals – Certified Preschool – Awarded for the 2022-2023 school year, dependent upon maintaining valid licensure and background checks.

1. Jaclyn Preston
2. Natalie Stretcher
3. Jennifer Schaeffer

H. Re-employment - Re-employ in accordance with the terms and conditions of employment contract and Waiver and Release Agreement.

1. Bob Kitchen

I. Non-Teaching Non Renewals – Non Certified Special Education Assistants and Educational Aides and all other assignments

Aaron Harding	Christine Cora	Megan Miller
Ally Preston	Christine Hill	Melissa Stringer
Amanda Mangialardo	Cindy Tinkham	Meredith DeBrunner
Amanda Seaman	Connor Higgins	Meredith Smith-Camp
Angela Blevins	Jennifer Dershem	Mindy Maurer
Angela Pointer	Jill Watson	Natalie Luxton
Angelina Kling	Jodi Wiley	Pam Brasey
Ben Richardson	Judy Batty	Pam Scott
Bernadine Edwards	Julie Harms	Rachel Grayson
Beth Erskine	Karen King	Sara Bairnsfather
Beth Hertzman	Karen Laknahur	Scott Kemmeter
Betsy Dodson	Kelly Kimling	Shannon Childs
Brenda Rheame	Kristen Fox-Angel	Shannon McDaniel-Myers
Bridget Glover	Lina McFarland	Susan Kucewicz
Caleb Lipsey	Linda Levine	Venus Moose
Carol Thomas	Lindsey Franklin	
Christina Harper	Lisa Egan	

J. Non-Teaching Contract Non-Renewals, Coaches and Extra-Curricular Advisors/Sponsors and Assignments

1. Extra-curricular Supplemental Contracts

Carrie Feldmeyer	Preschool Extended Days
Adelaide Young	Marching Band Camp
Maria Flores	Color Guard, Winter Guard, Band Camp
Kimberly Grise-Smith	Theatre-Fall & Spring Producer
Ann Ramos	Theatre-Fall & Spring Producer
Barb Linser	Academic Team
Lisa Hilliker	Student Government
Jacob Bross	Band Camp
Andrey Bross	Band Camp
Anthony Beasley	Marching Band
David Parker	Band Camp
Joseph Rau	Band Camp
Beth Weiner	Extended Days,-ESY (before & after 2021-2022)
Vicki Mitchell	EMIS Summer Days, ESY (before & After 2021-2022)
Maureen Vanskaik	Extended Days,-ESY (before & after 2021-2022)
Sonja Burniston	Extended Days,-ESY (before & after 2021-2022)
Jana Schwein	Extended Days,-ESY (before & after 2021-2022)
Cyndi Underwood	Ticket Manager, Athletic Pay to Participate, Athletic Event Staff, OHSAA Event Staff

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2. Athletic Contracts for Non-Teaching Pupil Activity Permit Supplementals

Dave Schweppe	Football
Clayton Spence	Football
Nick Wainscott	Football
Lee Megois	Football
Robert Manning	Football, Basketball, Camp Instructor
Tony Ripberger	Soccer, Soccer Camps
Daniel Kuntz	Soccer, Soccer Camp
Bret Fangman	Soccer, Soccer Camp
Joe Naegeli	Soccer, Soccer Camp
Alexa Fiehrer	Soccer
Kyle Joyce	Lacrosse, Winter Site Coordinator
Andrew Stricker	Lacrosse
Lily Tatman	Lacrosse
Nathan Mitchell	Lacrosse
Ron Bashara	Tennis
Mark Honschopp	Tennis
Blake Lienhart	Soccer Camp
Kelly Torggler	Track, Cross Country
Carlos Rios	Track
Luke Mastrusario	Track
Spenser Cox	Track
Charles Smith	Softball
Nate Mercer	Softball
Dallas Mount	Softball
Amy Calloway	Softball
Erica Blessing	Volleyball
Sydney Morris	Volleyball
Kaitlyn Mulvaney	Volleyball
Jared Kline	Basketball
Brian Lutes	Basketball
Brian Kellet	Basketball
Leesa Dooley	Cross Country, Camp Instructor
Mason Elam	Basketball
Brad Kanter	Basketball
Chris Davidson	Wrestling
Kevin Cloran	Wrestling
Brad Conner	Golf
Paul Wordeman	Golf
Catie Kauffman	Golf
Sean Marohn	Golf
Shelley Haas	Cheer
Abby Horwitz	Cheer
Sharese Beck	Cheer
Brad Cunningham	Swimming
Megan Feichtner	Swimming
Ben Bangert	Winter Site Coordinator

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K. Treasurer's Report

1. General Fund Financial Report for March, 2022 and warrant payments for all funds in the amount of \$629,848.

	Mar. 1- Mar. 31	FY22 FYTD	FY21 FYTD
Revenues	9,096,384	22,660,800	18,736,900
Expenditures	2,029,405	16,506,687	15,941,658
Ending Cash	19,415,811	19,415,811	14,757,962

2. Donations

Donor	Item/Recipient	Amount
Madeira Recreational Baseball	Madeira Baseball Program	\$500.00
John & Kim Heath	Madeira Lacrosse Program	\$350.00
Ferrari's Little Italy and Bakery, Inc.	Madeira Lacrosse Program	\$1,100.00
Thomas Craver	Memorial Donation to Madeira Wrestling Program in honor of Bob Kearns	\$100.00
Anonymous	Madeira Baseball Program	\$500.00

3. **Tax Rates – Hamilton County Budget Commission** – Moved the Board accept the amounts and rates, as determined by the Hamilton County Budget Commission in its certifications, by and the same hereby accepted. Be it further resolved that there be and is hereby levied within and without the ten-mill limitation as follows. (Exhibit-4).

	<u>Inside Millage</u>	<u>Outside Millage</u>	<u>Total</u>	<u>Estimated Revenue</u>
General Fund	4.26	102.01	106.27	\$21,301,491
Bond Fund		5.70	5.70	\$2,504,795

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

NON-TEACHING NON-RENEWAL (47-22) – Mrs. Andruss moved, seconded by Mr. Eberly that the Board non-renew the following positions at the end of the 2021-2022 school year.

A. Synda Bernicke – Educational Assistant, ESY

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

PERSONNEL

A. 1 Year Limited Contract Renewals – Certified – Awarded for the 2022-2023 school year, dependent upon maintaining valid licensure and background checks (48-22) – Mr. Bernicke moved, seconded by Mrs. Andruss that the Board approve the following 1 year limited contract renewals.

1. Jennifer Eberly

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

B. Resignation for Purpose of Retirement (49-22) – Mrs. Andruss moved, seconded by Mr. Eberly that the Board accept with great appreciation the resignation for purpose of retirement of **Margaret Miller** effective the end of the 2021-2022 school year.

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

GOVERNANCE

A. Textbook approval (50-22) – Mr. Bernicke moved, seconded by Mr. Eberly that the Board approve the following High School Latin 1-4 textbook adoption for 2022-2023 school year.

1. Suburani Book 1: A Latin Reading Course, 2020

2. Suburani Book 2: A Latin Reading Course, 2021

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

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B. Student Handbooks (51-22) – Mrs. Andruss moved, seconded by Mr. Bernicke that the Board adopt the following handbooks for the **2022-2023** school year.

1. High School/Athletic Handbook
2. Middle School Handbook
3. Elementary School Handbook

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

C. Middle School Grade 8 Students to Washington DC in 2023 (52-22) – Mr. Bernicke moved, seconded by Mrs. Andruss that the Board approve an extended field trip for the Madeira Middle School 8th grade field trip to Washington DC from May 16 to May 19, 2023.

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

D. High School Trip to Walt Disney World and Universal 2023 (53-22) – Mr. Bernicke moved, seconded by Mr. Eberly that the Board approve an extended field trip for High School Band & Choir to Orlando Florida from November 17-November 22, 2023.

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

E. Policies (54-22) – Mrs. Andruss moved, seconded by Mr. Eberly that the Board resolve

Policy#	Policy Name	Action
1415	Severance Pay	Revised
1438	Vacation	Revised
2271	College Credit Plus	Revised
3415	Severance Pay	Revised
4415	Severance Pay	Revised
4438	Vacation	Revised
5772	Weapons	Revised
6110	Grant Funds	Revised
6114	Cost Principles – Spending Federal Funds	Revised
6325	Procurement – Federal Grants/Funds	Revised
6423	Use of Credit Cards	Revised
7217	Weapons	Revised

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

SUPERINTENDENT COMMITTEE REPORTS

- Finance - The Finance Committee met on April 14 and discussed the salary study recommendation of 2% comparing it to the current average of 1.92% across the survey. The committee also discussed the potential of providing all staff with a COVID learning recovery stipend outside of the recommendation which would be paid for with federal funds. A survey was completed across districts determining what districts provided learning recovery stipends and for how much. Lastly, we reviewed the progress of the MES addition/renovation project and the MHS gym HVAC project.
- Buildings and Grounds – Mr. Bergan reported that we are still working through the MHS gym HVAC project and plan to meet with architects KZF this week.
- Community Relations – A senior citizen coffee was held on April 13. The father daughter dance is back and was a great success. Fun was had by all. A community leaders meeting is being held on April 20.
- Policy

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BOARD COMMITTEE/LIASION REPORTS

- Planning Commission – The Board has now heard all of the planning commission studies and the administrative team will provide their goals for next school year in June.
- Great Oaks – Great Oaks is also working on their scheduling for next year. The Treasurer, Ben Vanhorn, and HR Director, Karla Berger, announced their retirements at the end of the year.
- Legislation – As with every year we passed our homestead exemption resolution urging a change for senior citizens. This year Representative Jessica Miranda picked it up and has put together a bill proposal to expand the income qualifications for the homestead exemption. HB126 amendment went to the Governor for signature. The biggest effect this has on the district is it adds specific requirements to be met for a BOE to be able to file a complaint on a class II property. It also adds a requirement that when the BOE does file a complaint it must provide notice to the tax address at least 7 days prior and pass a resolution for each parcel. This politicizes the BOR process. It also eliminates the notice to the BOE for counter-complaints. There are a number of other bills filtering through different levels of legislation that would have profound impacts on public education that we will continue to keep our eye on.
- Student Achievement Liaison – Testing is currently underway. The exciting time of year for seniors is quickly approaching.

DISCUSSION ITEMS

ADJOURNMENT (55-22) – Mr. Eberly moved, seconded by Mrs. Andruss that the April 18, 2022 regular meeting of the Madeira Board of Education be adjourned.

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

Board President

Treasurer