

**RECORD OF PROCEEDINGS  
REGULAR BOARD MEETING  
Monday, November 15, 2021**

The Board of Education of the Garfield Heights City School District met in regular session on Monday, November 15, 2021 at 6:00 p.m. with Mrs. Nichelle Daniels, President presiding.

**ROLL CALL**

Present: Mrs. Daniels, Mr. Juby, Ms. King, Ms. Morrison, Ms. Thomas

Absent: None

**ADOPTION OF AGENDA**

Moved by Mr. Juby, seconded by Mrs. King to adopt the agenda.

Nays: None

**MOMENT OF SILENT REFLECTION & PLEDGE OF ALLEGIANCE**

**READING & APPROVAL OF MINUTES**

Ms. King asked that the minutes be amended to include the RAMM after Reading as an After School Program.

Moved by Mr. Juby, seconded by Ms. Thomas to approve the minutes from the Special Meeting of October 11, 2021 and the Regular Meeting of October 18, 2021 as amended.

Ayes: Mr. Juby, Ms. Thomas, Ms. King, Ms. Morrison, Mrs. Daniels

Nays: None

**BOARD PRESIDENT'S REPORT**

Thank you all, for your participation in tonight's meeting.

I would like to begin my report by providing a wonderful spotlight on the service-oriented and character-building activities of the members of the National Honor Society at Garfield Heights High School. Without a doubt, you are exemplifying a future-ready mindset by thinking about future generations with your recent actions to plant 65 trees in the Metroparks. On Friday, November 5th, these hard-working members of the National Honor Society from Garfield Heights High School provided some charitable help in Dunham Park, demonstrating service to their community, which is one of the four pillars upheld by the NHS. The trees themselves were part of a larger donation to the Metroparks, but the students used their hard work and labor to heel these specimens into the parkland so that they can be enjoyed for generations to come. The Metroparks staff was so impressed by our students that they asked if they could even videotape the work of our Garfield Heights high schoolers, in order to use as a training guide for future planters. Special thanks goes out to adviser Joni Wanderstock for her leadership of our National Honor Society students,

with additional gratitude to Superintendent Hanke, Ms. Hager, Brenda Binns, Carrie Bergholz and Faith Conroy. Way to go!

The work of the Garfield Heights City Schools over the last several years, to enhance and elevate the significance of diversity, equity and inclusion was greatly affirmed with the recent news that our district will receive \$404,000 in funding from the US Department of Education for the recruitment and retention of African American teachers over the next five years. This funding directly correlates to the revised strategic plan that was adopted within the last 18 months in several sections that address these matters. First, one of four invaluable core beliefs outlined in the plan is that, and I quote... Diversity of people, experience, and perspectives defines our schools... next, in our Portrait of a Graduate, the first pillar of being socially and emotionally aware states that our graduates will, quote, welcome everyone regardless of race, gender, ethnicity or orientation. In our Strategic Priorities and Objectives, Diversity, Equity and Inclusion is one of five important areas of focus that the Garfield Heights City Schools will pursue over the next 3 to 5 years. All of this in our strategic plan, I encourage the community to read, as it continues to become more and more of a way-of-life in our district. These organizational values rest upon the real work being done by our Diversity, Equity and Inclusion Committee, which meets regularly and who earlier this year adopted the first of its kind Equity Statement for the District. We thank all of the champions of diversity in this district, including the members of the Board of Education, Superintendent Hanke, Yolanda Hamilton, Gina Wilson and others who continue to engage our community with proper educational opportunities.

We thank the US Department of Education for this funding, and can attest that it will appropriately be dispersed and distributed to attract, retain, nurture and grow instructors and educators of color to help our students learn and grow in the coming years. Thank you once again.

I hope everyone has a safe and enjoyable Thanksgiving Break! This concludes my report.

## **COMMITTEE REPORTS:**

*Cuyahoga Valley Career Center - Ashley M. Thomas, M. Ed.*

Ms. Thomas reported out on the All Boards Dinner and Board meeting held on October 28, 2021.

*Student Activities - Ashley M. Thomas, M. Ed.*

Our winter sports season practices and scrimmages have all started. The number of participants has increased in all of our winter sports. Major recent purchases are: boys and girls basketballs, basketball practice jerseys, high school and middle school scorebooks and game day supplies, wrestling mat tape and wrestling head gear.

*Legislative Committee – Ashley M. Thomas, M. Ed. & Nichelle N. Daniels*

*Strategic Plan Committee - Millette King, M. Ed. L.S.W. & Nichelle N. Daniels*

The Strategic Plan Committee met on November 4<sup>th</sup> to get an update on the creation of action items and an update on outcomes of several action items. The district will be utilizing the DESSA screening tool to access the social and emotional competencies of students. This will be used as a part of the multi-tiered system of support for our scholars. TDA has completed their assessment of the middle school and will be sharing the findings with the school board at our November meeting. Our district attendance rate is improving. The district was also awarded a \$404,000 over 5 year grant from the U. S. Department of Education in a collaboration with the Educational Services Center of Cuyahoga County for the recruitment, retention and promotion of teachers of color and to improve instructional practices throughout the district. This aligns with our diversity equity and inclusion strategic goal. The cabinet continues to add action items and update established action items. A full update to the board of education will occur at our December meeting.

*Finance Committee - Heather Morrison & Nichelle N. Daniels*

*City Liaison – Millette King, M. Ed. L.S.W.*

Congratulations to Mayor Elect Matt Burke and the newly elected and sworn in members of council. November 7, 2021 was the first council meeting with the newly seated council. Tom Vaughn Ward 7 was elected as Council President and Jason Blake Ward 5 was named President Pro-Tem.

On November 15<sup>th</sup>, the city will have a public hearing at 6 pm at the Civic Center to discuss projects to be funded with block development grant and community supplemental grant money.

On November 17<sup>th</sup> the city will host A Night Out with First Responders at Garfield Hts. Fire Station 1. On the same evening at 7pm the planning commission will meet, 7:30 the zoning board of appeals will meet.

On November 21<sup>st</sup> the tree lighting ceremony will occur at the civic center, Mayor Elect Burke will be sworn in and there will be a ceremonial swearing in of city council.

The next regularly scheduled city council meeting is on November 22<sup>nd</sup> at 7pm in council chambers.

*Policy Committee – Joseph Juby & Nichelle N. Daniels*

Ms. Daniels reported that the policy committee met to hear a presentation from NEOLA on their policy services.

## **PRESENTATION**

Mr. Mike Fording, Middle School Principal, discussed and went over SWIS Data which is a reflection of data related to behaviors in our Middle School and their impact on the learning process. There are 3 different ways we can help the climate in our school. The first way is to change the systems in place affecting the functionality of the school. For example, we changed our arrival procedures. We adjusted our hallway transition procedures. We also changed our dismissal procedures.

Secondly, we can change or support our students. We do this through positive referrals. We also do this by getting them involved in sports. Highlighted are our clubs such as drama, chess and bucket drummers. The Campus Life group works with a group of boys, and Queen I Am is being brought in to support some of our girls. Mediations, as well as outside counseling agencies such as Heart 2 Heart, Guidestone and Beech Brook are also a part of our support system.

Thirdly, is the support of our teachers. New teacher meetings were held and discussions centered around ELA and Math MAP data. PBIS meetings, TBT meetings as well as our staff meetings to name a few. The final topic showed how we changed a system, as well as supported our students and teachers. Over the last couple of weeks we have put a new program in place called the Caring School Community. This has allowed our students to get daily Social and Emotional learning. The students were assigned to one adult who they are able to build a caring classroom with. There are weekly topics that are discussed, activities are done and students and teachers have an opportunity to build relationships that help support the educational goals of the whole child. It is a year-long program. Some of our weekly topics discussed are: Understanding your Emotions, Developing Empathy, Resolving Conflicts, Kindness, Respecting Adults who Work in your School, Using Social Media Responsibly and Appreciating Diversity. Each week allows our building to become one of respect, where all people contribute to being a caring member of our community.

Mr. LeMon Bradford, Learning Center Principal, discussed all 4 components of the Learning Center and its daily operation of learning. The Learning Center strongly promotes Stay in the Game, with regard to their attendance at school. The Learning Center also concentrates on our 12<sup>th</sup> grade graduation which improves the overall graduation rate.

Mr. Michael Coury, Data and Accountability Coordinator, provided an update on district data to the Board of Education. This update included information on district MAP test results, district value added results, and district attendance data. The MAP test results were given in summary form indicating how students performed according to MAP test norms. In addition, an example was given of how teachers and administrators could use this information to impact instruction. Similarly, the value-added data (which is publicly available on the district report card) was reviewed to show how much growth students have made as measured from the Spring 2021 Ohio State Tests. Finally, district attendance data was reviewed at a summary level and showed an improvement from September to October of this school year. The attendance data is particularly relevant not only for its impact on student learning, but also for its relevance with respect to the Stay in the Game initiative. The district data update was intended to provide a very brief snapshot on some major pieces of data used within the district with special attention paid to its context and usage.

## **RECOGNITIONS/COMMENDATIONS**

None

## **SUPERINTENDENT'S REPORT**

Thank you, Madame President,

I begin my report by sharing that Monday, November 22<sup>nd</sup> and Tuesday, November 23<sup>rd</sup>... the week of Thanksgiving, the Garfield Heights City Schools will join several other nearby districts to have “collaborative days,” from home, on asynchronous assignments. Teachers will post work in Google Classroom, and prepare students with assignments during this week, leading up to Thanksgiving Break as well. On both of these days, the Garfield Heights City Schools staff will have professional development days, with a distinct focus on safety and security in our schools, as well as collaborating to improve instruction. Once again, please note that Monday, November 22<sup>nd</sup> and Tuesday, November 23<sup>rd</sup> will be collaborative days where students will work asynchronously. We will be off from school Wednesday through Friday of that week as well.

The Garfield Heights City Schools will extend its mask mandate through winter break until January 4<sup>th</sup> to ensure the full safety and security of the staff and students in our District. The decision to extend the mask mandate comes as a result of the continued work of the COVID-19 Task Force and their close analysis of data and trends and contemplating the needs of our school community. The Garfield Heights City Schools thanks the families in our community for their partnership in this effort, as the masking has unquestionably led to low infection rates in our buildings and the ability to keep learning in-person fully intact. Thank you for your continued flexibility and understanding, as we continue masking through winter break, until January 4<sup>th</sup> 2022.

In other very important news, The Garfield Heights City Schools is excited to announce that it has become the recipient of a \$404,000 grant from the U.S. Department of Education to support the district’s diversity recruitment and retention efforts. Over the past several years, the District has become increasingly dedicated to implementing equitable practices in all aspects of our operations, as outlined in our strategic plan, and particularly to attract, retain and promote teachers of color, and to improve instructional practices at all grade levels. The US Department of Education recognized this, and we are extremely encouraged that our sustained and dynamic efforts in the Garfield Heights City Schools over the last several years to become champions for diversity, equity and inclusion have been affirmed by this grant, has led to this funding.

This grant from the federal government, for the Garfield Heights City Schools comes as part of a massive funding investment that the federal government is making through the Department of Education to public school districts throughout the country to affirm its commitment to educational equity. Specifically, this \$404,000 will be awarded over the course of a 5-year window in partnership with the Educational Services Center of Cuyahoga County and will be dispersed in periodic amounts beginning in 2022.

We want to express our deepest gratitude to the US Department of Education. Please remain on the lookout for more information on how this federal funding will assist us in addressing systemic issues in our district as we work to reduce the existing disparity of teachers of color in our district.

Finally, a big shout-out to our High School National Honor Society who recently planted 65 trees as a way to help the Metroparks and demonstrate the important pillar of “Service.” This concludes my report.

## **REMARKS FROM THE PUBLIC REGARDING AGENDA ITEMS**

None

## **REPORTS & RECOMMENDATIONS OF THE TREASURER**

Treasurer/Director of Business Services, Al Sluka gave an overview of the Five-Year Forecast and highlighted the key areas affecting the forecast.

Moved by Mr. Juby, seconded by Ms. Thomas to approve the financials for October 2021.

Ayes: Mr. Juby, Ms. Thomas, Ms. King, Ms. Morrison, Mrs. Daniels  
Nays: None

Moved by Mr. Juby, seconded by Ms. Thomas to approve the Five Year Forecast.

Ayes: Mr. Juby, Ms. Thomas, Ms. King, Ms. Morrison, Mrs. Daniels  
Nays: None

## **SUPERINTENDENT RECOMMENDATIONS – ADMINISTRATIVE PERSONNEL**

Moved by Mr. Juby, seconded by Ms. King to approve the Administrative Staff items as presented.

Approve Assistant Principal John Townsend an additional \$77 per diem for the period he serves as interim principal of the high school.

Ayes: Mr. Juby, Ms. King, Ms. Morrison, Ms. Thomas, Mrs. Daniels  
Nays: None

## **SUPERINTENDENT RECOMMENDATIONS – CERTIFIED PERSONNEL**

Moved by Mr. Juby, seconded by Ms. King to approve the Certified Staff items as presented.

Approve the following Leave of Absences:

NAME	BLDG.	TYPE	EFFECTIVE
Sharon Gallagher	William Foster	Intermittent Medical LOA for Family Member	10/4/21 - 10/3/22
Meghan Neluna	William Foster	Paid Administrative LOA	10/25/21 - TBD
Debbie VanderNeut	Middle School	Intermittent Medical LOA for Family Member	11/1/21 - 6/30/22
Rebecca Bauman	William Foster	Intermittent Medical LOA	11/1/21 - 6/30/22
Carla Saunders	Learning Center	Medical LOA for Family Member	10/26/21 - 12/8/21

Ayes: Mr. Juby, Ms. King, Ms. Morrison, Ms. Thomas, Mrs. Daniels  
Nays: None

## **SUPERINTENDENT RECOMMENDATIONS – CLASSIFIED PERSONNEL**

Moved by Mr. Juby, seconded by Ms. King to approve the Classified Staff items as presented.

Approve the following Leave of Absences:

NAME	BLDG	TYPE	EFFECTIVE DATE
Brittany Horan	William Foster	Maternity LOA	12/22/21 - 3/14/22
Steven Squires	Maple Leaf	Intermittent Medical LOA for Family Member	11/4/21 - 11/3/22
Bernetta Glazer	Elmwood	Unpaid LOA	12/14/21 - 12/17/21
Felicia Ivory	Transportation	Medical LOA	10/27/21 - 12/22/21
Gene Dangerfield	Maple Leaf	Medical LOA	10/30/21 - TBD

Accept the Resignations as listed below:

NAME	POSITION	BLDG.	EFFECTIVE DATE
Nicole Stys	Housekeeper (1D)	William Foster	October 20, 2021
Andrea Dinda	Food Prep/Baker (2C)	High School	November 10, 2021
Sandy Slocum	General Cafeteria (1C)	High School	Retirement Resignation: 12/21/21 (19.5 years)

Approve Classified Contracts as listed below:

NAME	POSITION	BLDG	STEP	EFFECTIVE DATE
Jackie Wheeler	Attendance Secretary (4A)	High School	5	11/8/21
Denice Austin	General Cafeteria (1C)	Middle School	0	11/8/21
Jasmine Tyus	General Cafeteria (1C)	Middle School	0	11/8/21
Lenice Bozeman	General Cafeteria (1C)	High School	0	TBD
Lavonne M. Smith	Bus Driver (4E)	Transportation	5	TBD
Quadaisha Foster	Bus Aide ( 1E)	Transportation	0	TBD

Approve Change of Assignments as listed below:

NAME	PREVIOUS POSITION	NEW POSITION	STEP	EFFECTIVE
Anisa Rahman	Bus Aide (1E)	PT Vehicle Driver (3E)	0	11/8/21
Samantha Bradley	Bus Aide (1E)*	PT Vehicle Driver (3E)	0	11/8/21

Approve the new Classified Substitute Rates effective January 1, 2022

Ayes: Mr. Juby, Ms. King, Ms. Morrison, Ms. Thomas, Mrs. Daniels

Nays: None

## **SUPERINTENDENT RECOMMENDATIONS – SUPPLEMENTAL CONTRACTS**

Moved by Mr. Juby, seconded by Ms. King to approve the Supplemental Contracts as presented.

Athletic Supplemental Contracts for 2021-2022:

NAME	POSITION	BLDG.
Michael Galaska	Head Wrestling Coach	Middle School
Jessica Mello	Asst. Girls Basketball Coach	High School
Kenneth Pride	Asst. Boys Basketball Coach	High School
Jamison Hultine	Head Bowling Coach - JV	High School
Demetrius Johnson	Asst. Boys Basketball Coach	High School

Ayes: Mr. Juby, Ms. King, Ms. Morrison, Ms. Thomas, Mrs. Daniels

Nays: None

## **RECOMMENDATIONS OF THE SUPERINTENDENT TO THE BOARD: CONTRACTS**

Moved by Mr. Juby, seconded by Ms. Thomas to approve the following contractual items:

Contract with PSI Associates, Inc. for the 2021-2022 school year for Remedial>Title I Teacher Services for non-public schools (St. Benedict Title Carryover, Benedictine High Title Change Form, Archbishop Lyke Title 1 Change Form), changes are due to carryover and reallocations.

Service agreement between Garfield Heights City Schools and the County of Cuyahoga for the 2021-2022 school year for implementing Closing the Achievement Gap program (CTAG).

Memorandum of Understanding (MOU) between Garfield Heights City Schools and the City of Garfield Heights for the School Resource Officer.

Ayes: Mr. Juby, Ms. Thomas, Ms. King, Ms. Morrison, Mrs. Daniels

Nays: None

## **RECOMMENDATIONS OF THE SUPERINTENDENT TO THE BOARD: MISCELLANEOUS:**

Moved by Mr. Juby, seconded by Ms. King to approve the following miscellaneous items:

Resolution 2021-27, a Resolution (I) Implementing a portion of the strategic plan by addressing the facility condition of the music and gymnasium portion of the Middle School through the use of ESSER Funding (Ii) Authorizing a contract with Thendesign, LLC in an amount not to exceed \$1.3 Million (including environmental consultants and reimbursable expenses) and (Iii) Authorizing the administration to recommend a construction manager at risk to this board after following the process described in the Ohio Revised Code

Resolution 2021-28, a Resolution adopting and immediately implementing Senate Bill 1 of the 134<sup>th</sup> General Assembly of Ohio as it pertains to certain changes to educational requirements for substitute teachers for the 2021-2022 School Year

Ayes: Mr. Juby, Ms. King, Ms. Morrison, Ms. Thomas, Mrs. Daniels

Nays: None

#### **REMARKS FROM THE PUBLIC REGARDING MISCELLANEOUS ITEMS:**

Ms. Asia James asked that consideration be given to students who are doing well as a PBIS reward to attend the basketball games. They look forward to attending and supporting the team.

Ms. Natajlia Benn stated that she deals with students with support issues. Students need to be more together and should be able to attend the basketball games.

Ms. Markquisa Cannon spoke on behalf the basketball guys in attendance. As parents, it makes us emotional if not allowed to be in person to watch their child play. Also stated that she spend time in and out of the High School is concerned that we have no COVID controls in the High School. What are we protecting them from? Why can't they have peers at the game?

#### **ANNOUNCEMENT OF NEXT BOARD MEETINGS**

Board of Education Special Board Meeting/Retreat – Saturday, November 20, 2021  
8:30 A.M.

Board of Education Special Board Meeting/Work Session – Monday, December 13, 2021  
6:00 P.M.

Board of Education Regular Board Meeting at the Board of Education – Monday, December 20, 2021  
6:00 P.M.

#### **MEETING ADJOURNMENT**

Moved by Mr. Juby, seconded by Ms. Thomas to adjourn the meeting at 8:19 P.M.

Ayes: Mr. Juby, Ms. Thomas, Ms. King, Ms. Morrison, Mrs. Daniels

---

President

---

Treasurer