

**RECORD OF PROCEEDINGS  
REGULAR BOARD MEETING  
Monday, October 18, 2021**

The Board of Education of the Garfield Heights City School District met in regular session on Monday, October 18, 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

**EXECUTIVE SESSION**

Moved by Mr. Juby, seconded by Ms. King to enter into Executive Session at 6:02 p.m. to personnel matters.

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

Adjourned from Executive Session at 6:11 p.m.

**ADOPTION OF AGENDA**

Moved by Ms. Thomas, seconded by Mr. Juby to adopt the agenda.

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

**READING & APPROVAL OF MINUTES**

Moved by Ms. Morrison, seconded by Ms. King to approve the minutes from the Special Meeting of September 13, 2021 and the Regular Meeting of September 20, 2021 as presented.

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

**BOARD PRESIDENT'S REPORT**

Dear Garfield Heights City Schools community,

I want to thank Maple Leaf Elementary School for hosting our Board of Education meeting tonight, and I am pleased that we as a public body are rotating meeting locations. We deeply desire to be in the community to see the positive work being done, and to be accessible to the citizens we serve. Thank you, Mrs. Rizi and Mrs. Strickland, for preparing for tonight's meeting.

While the State of Ohio has released results from last year's testing data relative to the state report card, I will rely on Mr. Hanke and his administrative team to interpret that data and have a report for us in the future. With assuredness, I can communicate to the families of our Garfield Heights students, that you have earned our respect with your hard work and diligence to education despite the pandemic. The remote learning environment, in which the Garfield Heights City Schools remained until springtime last year, was not conducive to state-driven and mandated tests. All one needs to do is walk the halls of the Garfield Heights City Schools, at any level of education, to see that quality instruction and learning is taking place in the classrooms. We have set our vision to become a premier educational institution, recognized throughout Ohio as fully preparing students to be leaders equipped with real world skills to contribute to a global society... and we have re-instituted our mission, which will be to fully prepare students to pursue their dreams and give back as engaged citizens and future leaders. What we consider to be a 'portrait of a graduate,' is firmly in place, and the four qualities outlined... *to be a leader... to be career ready... to have real-world skills and to be socially and emotionally intelligent.*

With these aspects of our strategic plan firmly in-place, we all can be confident that Garfield Heights students will be positively and meaningfully exposed to a public school that has the very important direction for the future, and a plan in place to reach our goals.

The Garfield Heights City Schools also maintains a full commitment to diversity, equity, and inclusion. We look forward to building upon our board approved Equity Statement and using our DEI committee to make further strides towards actual Equity Policies. Our hope is that a set of district policies will ensure that access to a quality education will be available to every student, regardless of race, creed, ethnicity, or socio-economic background.

We encourage you to participate in the Town Hall that is coming up this Thursday with a variety of opportunities for next steps for our graduates and high school students. Representatives from colleges and universities, including those that are historically African American colleges and universities, and a variety of job-placement agencies will be participating as well. Special thanks to Yolanda Hamilton and Gina Wilson for their help in setting up this town hall forum. Please go to our social media platforms and website to learn more, and to RSVP.

This concludes my report. Thank you.

#### **COMMITTEE REPORTS:**

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

Total enrollment for CVCC is 9 students less than last year. We lost 100 seniors, mostly due to remote learning struggles. We are hopeful to get back to our regular numbers soon which are around 850. Garfield Heights has the highest enrollment numbers at CVCC. The district has plans to expand our adult education program. We went over our facilities and operations plans.

On Oct 6-7, we held parent teacher conferences, and on Oct 28th, we will host our All Boards Dinner before our regular meeting.

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

The fall season is down to the last remaining weeks. Volleyball, cross-country, girls soccer and boys soccer all play in their district games this week while football has their week 10 game vs Madison on Friday, October 22, 2021 at 6:00 p.m. As the winter season approaches, the Lake Erie League will be meeting to discuss attendance restrictions for boys and girls basketball. Major recent purchases are: football girdles, volleyball tournament fee, cross country invitational fee, helmet decals, porta potty rental and basketball rims.

*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 October 8, 2021. We reviewed the document that was created to document the action items of the strategic plan. Each action item will have a measurable outcome, identify who is the lead and include a timeframe and follow up information. The board of education will be provided with a presentation at an upcoming meeting.

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

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

The city of Garfield Hts. will be hosting a Trunk or Treat event on Saturday 10/23/2021 starting at 4:30pm in the parking lot surrounding the civic center. Children are encouraged to wear their costumes. Trick or Treating will occur on Sunday 10/31/21 from 6:00pm – 8:00pm. The next city council meeting will be held on October 25, 2021.

## **PRESENTATION**

Mrs. Jean Rizi, Maple Leaf Elementary Principal, discussed and went over their Zones of Regulation Program they are using in their building.

What is the ZONES of Regulation? Zones focuses on developing a child's self-regulation, including self-control and impulse control. The curriculum's learning activities are designed to help students regulate their sensory needs, emotions, and impulses to meet the demands of the environment, reach their goals and behave in a socially appropriate way. Students will learn to recognize when they are in different states called "zones" with each of the four zones represented by a different color. (Green, yellow, blue, and red.) Students will learn how to use strategies or tools to stay in a zone or move from one zone to another. Students will learn calming techniques, cognitive strategies and sensory supports so that they will have a toolbox of methods to use to move between zones. Students will learn how to read others' facial expressions. Students will learn to recognize a broader range of emotions. Students will learn to gain perspective about how others see and react to their behavior. Students will learn to develop insight into events that trigger their less regulated states. Last year we used a universal SEL screener called SAEBRS: which is a social, academic, emotional behavior risk screener.

This year we will be using the DESSA: which is the Devereux student strength assessment. It will include standardized social and emotional competence assessment with editions that support students in grades K through 12. DESSA is incorporated into our Branching Minds program and we will begin using it this fall 2021.

## **RECOGNITIONS/COMMENDATIONS**

### **SUPERINTENDENT'S REPORT**

Dear Garfield Heights City Schools Community,

The Garfield Heights City Schools will continue its mask mandate at least through October 29<sup>th</sup> to continue maximizing the safety and security for our students and staff. The COVID-19 Task Force will be meeting in the near future to determine the district's path forward beyond October 29<sup>th</sup> so please stay tuned for more information in the very near future. As always, the district's desire is to have students and staff learning in-person, and masking is one way to do so, while minimizing our school family's exposure to the coronavirus.

The Ohio Department of Education released ratings last week for all schools in the State of Ohio, even though such ratings and rankings looked somewhat different due to short-term changes in the evaluation system due to the pandemic. Without a doubt, the nuances associated with the public education system and a global pandemic deeply impact a teacher's ability to instruct and a student's ability to learn. In fact, all 607 school districts in the State of Ohio experienced a decline in the Performance Index metric. While we know that last year's learning environment was not ideal, we also know that the Garfield Heights City Schools demonstrated the ability to flip its delivery of education on nearly a moment's notice to keep students safe and learning. While we know that online learning is not optimal, we along with all the school districts had to pivot to ensure that education was being delivered to some extent while keeping students and staff safe. Accordingly, my administrative team is currently evaluating the truncated data that was presented last week, and we anticipate having a full evaluation for the Board of Education in the next month or so.

Our highly dedicated and spirited team of Yolanda Hamilton and Gina Wilson will be hosting a Town Hall meeting devoted to helping Garfield Heights students contemplate their futures this coming Thursday, October 21<sup>st</sup>. At this Town Hall meeting, representatives from colleges and universities, job-placement entities and even our armed services will be available to help make the tangible connection between our forthcoming graduates and the possibilities of the future. In the Garfield Heights City Schools, we deeply desire our students to become future and career ready, and per our strategic plan, this opportunity is tailored toward that objective. Please see our posts on the district website and on social media to learn more.

Our door is always open to the community for their input and inquiries. Thank you for your continued support, and as always... GO BULLDOGS!

## REMARKS FROM THE PUBLIC REGARDING AGENDA ITEMS

None

Ms. King left the meeting at 6:45 p.m. due to another commitment.

## REPORTS & RECOMMENDATIONS OF THE TREASURER

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

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

Nays: None

## RECOMMENDATIONS OF THE BOARD OF EDUCATION

### SUPERINTENDENT RECOMMENDATIONS – ADMINISTRATIVE PERSONNEL

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

Approve the following Leave of Absences:

NAME	BLDG.	TYPE	EFFECTIVE DATE
Tammy Hager	High School	Medical LOA	10/13/21 - TBD

Approve Assistant Principal John Townsend as temporary High School Principal until further notice, along with a stipend for additional responsibilities.

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

Nays: None

### SUPERINTENDENT RECOMMENDATIONS – CERTIFIED PERSONNEL

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

Approve the following Leave of Absences:

NAME	BLDG.	TYPE	EFFECTIVE DATES
Michael Cruz	Learning Center	Paternity Leave of Absence	9/30/21 - 11/8/21
Lisa Granfors	Maple Leaf	Intermittent Medical LOA for Family Member	9/26/21 - 6/30/21
Henry Wessel	Middle School	Unpaid Day	10/11/21
Kelli Buttolph	Maple Leaf	Medical Leave of Absence	10/26/21 - 1/23/22
Janet Kaliszewski	Maple Leaf	Intermittent Medical LOA for Family Member	9/14/21 - 6/30/22
Melissa Dunn	Middle School	Intermittent Medical LOA for Family Member	9/24/21 - 6/30/22
Jamison Hultine	High School	Paid Administrative LOA	10/1/21 - TBD

Khiara Kimbrough	William Foster	Maternity Leave of Absence	12/22/21 - 2/16/22
Michelle Markiewicz	William Foster	Maternity Leave of Absence	12/3/21 - 1/10/22
Sherry Pastor	William Foster	Medical Leave of Absence	10/13/21 - 10/22/21

Approve the following Resignations as listed below:

NAME	BLDG.	TYPE	EFFECTIVE DATE
Joanne Biltz	William Foster	Disability Retirement after 23 years of service	11/1/21
Carolyn Angello	Elmwood	Retirement Resignation after 28 years of service	11/1/21

Approve the Certified Substitute Teacher Rates as listed below:

DAYS WORKED	NEW SUBSTITUTE RATES
1-10 Days	\$110.00/per day
11 - 30 Days	\$115.00/per day
31 - 60 Days	\$125.00/per day
61 +	\$205.92/per day (B+0 Step 1 Rate)

Approve the contract modifications for certified employees for the 2021-2022 school year as a result of educational advancement or mastery of skills per the negotiated agreement as presented.

Approve teachers participating in the LETRS professional development COHORT 1: Units 5 & 6, be paid the curriculum rate of \$26.67 per hour, up to 40 hours, funded from ESSER II.

Approve teachers participating in the LETRS professional development COHORT 2: Units 3 & 4, be paid the curriculum rate of \$26.67 per hour, up to 48 hours, funded from ESSER II.

Approve teachers participating in the LETRS professional development COHORT 3: Units 1 & 2, be paid the curriculum rate of \$26.67 per hour, up to 44 hours, funded from ESSER II.

Approve the following teachers providing supplemental tutoring for specific students identified as at risk in reading and/or math be paid at the curriculum rate of \$26.67 per hour, funded out of TITLE I: Heather Corporan, Melissa Flood, Lori Frank, Diane Horvath and Janette Kondash

Approve the following teachers being trained in explicit vocabulary instruction after school be paid at the curriculum rate of \$26.67 per hour, funded out of TITLE I: Elysia Augustine, Megan Chapman, Pandora Cunningham, Brianna Quinn, Kelly Rauschkolb and Amanda Sizler

Approve Amanda Sizler to complete extra support work throughout the district and be paid the curriculum rate, \$26.67 per hour, funded out of TITLE I. These hours are not to exceed 10 hours per month through May 2022.

Approve the following teachers to complete work that encompasses prioritizing elementary ELA Standards and Building Vertical Alignment with the curriculum. They are to be paid the curriculum rate, \$26.67 per hour, for their work on October 13 and 20, 2021, for a total of 5 hours, funded out of TITLE I.

Amanda Sizler	Sarah Close	Melissa Flood	Janette Kaliszewski
Brianna Quinn	Danielle Arnold	Sarah Lyons	Kelly Wise
Jennifer Corrado	Kim Russ	Deanna Soriano	Lisa Mullins
Chelsi Baxter	Christina Brown	Marcie O'Hanlon	Cynthia Artrip
Debra Hrin	Trent Millard	Kelsey McConnell	Connie Watt
Sherry Pastor	Melissa Bensie	Martha Hach	Melissa Herman
Alyssa Reichard	Lisa Granfors	Laura Bartlett	Kelly Buttolph
Candice Booher			

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

Nays: None

### **SUPERINTENDENT RECOMMENDATIONS – CLASSIFIED PERSONNEL**

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

Approve the following Leave of Absences:

NAME	BLDG.	TYPE	EFFECTIVE DATE
Tara Green	High School	Unpaid Leave of Absence	10/18 - 19/2021
Laurie Pitts	Elmwood	Medical Leave of Absence	9/3/21 - 10/31/21

Recommend the Board terminate the probationary contract of Charnisha Butler, Bus Driver, effective October 14, 2021.

Approve Change of Positions as listed below:

NAME	PREVIOUS POSITION	NEW POSITION	BLDG.	STEP	EFFECTIVE DATE
Denise Josie-Thompson	Special Ed Attendant (3B)	Registrar-Exempt	Central Office	5	10/18/2021
Michelle Jaworski	Attendance Secretary (4A)	Coord. of Accounts Payable - Exempt	Central Office	14	10/18/21
Hassan Brown	Instructional Assistant (2B)	Security (4B)	Middle School	1	10/04/21

Accept the Resignations as listed below:

NAME	POSITION	BLDG.	EFFECTIVE DATE
Jolanta Dziubek	Housekeeper	William Foster	9/20/21
Therese Mathews	General Cafeteria	William Foster	Retirement Resignation 1/1/22
Austin Stys	Housekeeper	Middle School	10/7/21

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

Nays: None

## **SUPERINTENDENT RECOMMENDATIONS – SUPPLEMENTAL CONTRACTS**

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

Academic Supplemental Contracts for 2021-2022:

NAME	POSITION	BLDG
Lexi DiSanto	Noon Intramural Supervisor (first semester)	William Foster
Shari Gallagher	Noon Intramural Supervisor (both semesters)	William Foster
Tammy Moeller	Noon Intramural Supervisor (both semesters)	William Foster
Melissa Irvine	Noon Intramural Supervisor (both semesters)	William Foster
Jim Portik	Noon Intramural Supervisor (both semesters)	Elmwood
Paula Kijowski	Mentor	District

Athletic Supplemental Contracts for 2021-2022:

NAME	POSITION	BLDG
William Johnson	Head Boys Basketball Coach	High School
William Ritter	Head Girls Basketball Coach	High School
Tom Mack	Assistant Boys Basketball Coach	High School
Megan Chapman	Assistant Girls Basketball Coach	High School
Mike McQueen	Head Boys 8th Grade Basketball Coach	Middle School
DeCarlo Mealing	Head Boys 7th Grade Basketball Coach	Middle School
John Klag	Head Wrestling Coach	High School
Mike Turovsky	Little Bulldog Wrestling Coach	District
Leonard Kaliszewski	Head Boys Bowling Coach	High School
Kevin Kaliszewski	Head Girls Bowling Coach	High School

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

Nays: None



**RECOMMENDATIONS OF THE SUPERINTENDENT TO THE BOARD: POLICY:**

Moved by Mr. Juby, seconded by Ms. Morrison to approve Policy items as presented.

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

Nays: None

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

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

Approve contract with PSI Associates, Inc. for the 2021-2022 school year for Remedial/Title I Teacher Services for non-public schools (St. Benedict School, St. Benedict Early Learning, Benedictine High School, Archbishop Lyke St. Henry Campus), to be paid from Title I funds.

Approve the service agreement between Garfield Heights City Schools and A+ Learning and Development Centers, LLC for the 2021-2022 school year for Remedial/Title I Teacher Services for non-public schools, to be paid from Title I funds.

Approve the following after school programs: Let Art Breathe, Queen IAM and Reading R.A.M.M.

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

Nays: None

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

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

Approve Resolution 2021-25, a Resolution of Intent to participate in the Ohio Facilities Construction Commission Expedited Local Partnership Program.

Approve the 2021-2022 school year Overnight Field Trips as presented.

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

Nays: None

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

None

**ANNOUNCEMENT OF NEXT BOARD MEETINGS**

Board of Education Regular Board Meeting at Garfield Heights Middle School – 6:00 p.m.  
November 15, 2021

Board of Education Retreat Saturday, November 20, 2021

**ADJOURN THE MEETING**

Moved by Mr. Juby, seconded by Ms. Thomas to adjourn at 7:10 p.m.

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

Nays: None



President



Treasurer