

**RECORD OF PROCEEDINGS  
REGULAR BOARD MEETING  
Monday, September 20, 2021**

The Board of Education of the Garfield Heights City School District met in regular session on Monday, September 20, 2021 at 6:00 p.m. with Mrs. Nichelle Daniels, President presiding.

**ROLL CALL**

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

**ADOPTION OF AGENDA**

Moved by Ms. Morrison, seconded by Ms. King to adopt the agenda as presented.

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

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

**READING & APPROVAL OF MINUTES**

Moved by Ms. King, seconded by Ms. Morrison to approve the minutes from the Special Meetings of August 9, 2021, August 12, 202, August 17, 202 and the Regular Meeting of August 16, 2021 as presented.

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

**BOARD PRESIDENT'S REPORT**

Good evening.

As we find ourselves with the start of the 2021-2022 School Year officially underway, I want to thank Mr. Hanke and his team of administrators, along with the dedicated staff members who have made the first full month of school safe, as well as successful. Though masked and doing our best to remain socially distanced when and where possible, the protocols for COVID-19 that the district has implemented have been done for everyone's best interest. I also mightily thank the families of the Garfield Heights City Schools for their diligence...and their patience...and their flexibility. It has shown, and it is much appreciated. The rain on the very first day of school, Wednesday, August 25<sup>th</sup> was not enough to keep the smiles away, or the excitement that could be felt as students and teachers reunited to start the school year. Vice President Millette King was on-hand at the high school to welcome our learners to the return of the year, and we thank her for representing the Board of Education in this endeavor.

Keep in mind, and as Mr. Hanke will share, our mask policy will be continued for an additional 5-week period. Thank you for your grace and understanding as we keep people safe.

This year's annual Stay in the Game Fall Family Fun Night was a huge success, and we thank the hundreds of participants this year in engaging in an evening of support, encouragement to stay in school as well as Bulldog Pride. A special thanks to the Cleveland Browns and CHOMPS for attending the event and showing their unique support of the Garfield Heights City Schools.

Throughout the 2021-2022 School Year, the Garfield Heights City Schools will vigorously pursue the fulfillment of its stated vision: *The renewed vision of the Garfield Heights City Schools is 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.* Our *mission* will be *to fully prepare students to pursue their dreams and give back as engaged citizens and future leaders.*

Put into context, our vision shows our path forward over the next several years, while our mission demonstrates why we exists as an academic institution today. We intend with these statements to have unity and a collective approach for the future, so that all students, staff, and families can thrive in grades PreK through 12. We are confident that this can, and will be, attained.

Recently, in my capacity as Board President, I had the distinct opportunity to attend the CUBE conference, which stands for the Council of Urban Boards of Education. Held in Atlanta, Georgia, CUBE has worked to unite school board members from across the nation for the past 53 years to network and share the continually evolving strategies they are using to address the unique educational challenges that exist in our nation's urban school districts. The content that participants learned at this year's CUBE conference helped to supply tools and support for us as board members to lead our districts through policy that ensure all students succeed in Garfield Heights City School District. I am committed to ensuring that we have policies in place to ensure that existing inequitable barrier that interferes with the education of students in the Garfield Heights School District will be dismantled.

Members of the Board of Education will continue researching opportunities for professional development and improvement so we can together, take our district to new heights with a cultural competence that support those who live and learn in our community.

I will like to conclude my report with take this time to honor National Hispanic Heritage Month. Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America. This concludes my report.

## **COMMITTEE REPORTS:**

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

This past month, I attended board member orientation at CVCC, I learned more about the district, the work of the board, the students, and the programs and took a tour. I also learned that one of the CVCC programs does in house printing for small print jobs, this is a service that we are able to use.

On opening day, staff members were recognized for their terms of service to the district. Important news from the superintendent included changes that may be made to our fire and ems program (specifically in the fire academy) in the coming years, a raise in student pay to remain competitive in the market and keep students employed, a resolution that declares Juneteenth as a board recognized holiday.

This month's CVCC Spotlight is Edmund Hatala, from the Class of 2010, he now works for Lubrizol in Houston, TX. He also does freelance design work, I can forward the spotlight article to any board members who would like to read more about Edmunds experience.

Lastly, we invite all board members to the CVCC All Boards Dinner and Program Tour on October 28th at 5pm at the CVCC Campus. We will be exploring the Medical Administrative Specialist Program. Please RSVP with Mr. Hanke before Oct 15th if you plan to attend.

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

We are approaching the midseason point of our fall season. Numbers are still low for cross-country, boys soccer and M.S. football. Currently the only Covid mandates are the use of masks while indoors and the use of individual water bottles. Major recent purchases are: MS football reconditioning, MS soccer corner flags, HS coaching polo shirts, porta potty rental, MS volleyball jerseys, HS girls soccer jerseys and football scoreboard repair.

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

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

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

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

A resident asked the city to explore implementing a gun violence prevention program in light of the increase in gun violence in our city. City Council honored the Summa Cum Laude - 4 Star Award winners from the Garfield Heights graduating class of 2021. City Council is interested in modeling our procedure around comments from citizens.

The next City Council meeting will be held on Monday September 27, 2021 at 7pm in council chambers.

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

The Board Policy Committee met on September 14<sup>th</sup>. OSBA had sent in 29 updates. Most of the policies were related to updates to the Ohio Revised Code and House Bill 110. Most of the changes are removal and addition language added to the policies.

OSBA also introduced a new policy AFC-2 (Also GCN-2). This policy is OPES 2.0 which is the new evaluation system which the district will use next year to evaluate principals and central office personnel.

This is the first reading of the policies. The second reading will be on the board agenda for October. Changes and updates will be sent to OSBA after the October meeting

*Legislative Liaison - Ashley M. Thomas, M. Ed.*

## **PRESENTATION**

Mr. Sean Patton, Assistant Superintendent/Human Resources Director gave the Board the following update on the Human Resource Department:

Currently the Garfield Heights City schools have 546 employees in the district. The Human Resource Department is in charge of all of the following: Hiring of all departments, Background Checks, Staff Professional Development, Employee Absences, Resident Educator Program, Licensure Program, LPDC/ Professional Development, OTES, OPES, Non-Teaching Staff Evaluations, Legal Updates, Safe Schools, FMLA, Board Policy Updates, Board Docs, Union Negotiations, Contracts and PBIS.

Human Resources Challenges in 2021: Substitute teacher shortage 96% of the Superintendents in the state of Ohio are reporting a major lack of substitute teachers. Overall lack of students going into the teaching profession Ohio colleges and universities are reporting a 47% decrease in the number of enrollees. The district needs the following: The district is still in need of the following positions: Bus Drivers, Bus Aides, Aides-Classroom; Lunch, Kitchen Staff

New Hire Support: Monthly meetings - topics to learn and share out with 1 year and 2 year teachers. Also, the district provides Teacher Mentor Programs, Principals Meetings with New Staff, Grade Level Teams/TBT's

New Hires by Building:

Elmwood: Brooke Potter, Mary Costello-Dixon

Maple Leaf: Ayodele Fagan, Heather Gorski, Oshauwyna Cleveland, Monica Gyerman

William Foster: Rebecca Smith, Brittany Patz, Allyson Jones, Chad Sandlin, Rokeishia Rodgers

Middle School: Jennifer Golec, Rylee Laswell-Bernhard , Whitney Lieberth, Kendra McVay, Danielle Morris, Jeff Saltzgaber, Rachel Saltzgaber, Abigail Smelko, Cassandra Stanton, Mackenzie Aussey, Ashley Ross, John Klag, Katie Manilla

High School: Jessica Mello, Brianna Quinn

## **RECOGNITIONS/COMMENDATIONS**

### **SUPERINTENDENT'S REPORT**

Thank you, Madame President,

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. As we have done since the beginning of the school year, District officials will monitor the data and observe the guidance which will continue flowing from our public health officials at the national, statewide and county levels. Since the 2021-2022 School Year officially kicked off on Wednesday, August 25<sup>th</sup> students and staff have done a fantastic job of meeting the requirements to keep buildings safe, and we ask you to continue with your patience and flexibility. Thank you for your continued support.

The Garfield Heights City Schools will be hosting a state of the schools and finance forum on Wednesday, September 29<sup>th</sup> at 6 p.m. in the Little Theater at Garfield Heights High School. This event is open to the public. At this forum, we will present an overview of the 2021-2022 school year in a pandemic environment, and Treasurer Al Sluka will be providing a financial update. The State of the Schools is aligned with the District's *vision, which is 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...* As well as our *mission to fully prepare students to pursue their dreams and give back as engaged citizens and future leaders.*

On behalf of everyone in the Garfield Heights City Schools, thank you to the staff members, the students and the families who helped to play a role in making our annual Stay in the Game Fall Family Fun Night so successful on Friday, September 10<sup>th</sup>. The Cleveland Browns are to be commended for their generosity and support in helping to encourage our students to 'stay in the game,' and attend school to the best of their abilities. At this event, the Browns sent CHOMPS to stir-up excitement among the students, and generously donated a number of valuable raffle prizes. I also would like to thank the buildings for helping to prepare gift baskets, along with the public safety officials from the City of Garfield Heights for helping to make the event so special.

Please mark your calendars for the 16<sup>th</sup> Annual Fathers Walk which will be Thursday, September 23, 2021 to promote fathers and male mentors in walking their children to school on this day, in addition to remaining involved in their child's education throughout the entire school year.

This concludes my report. Thank you.

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

None

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

Moved by Ms. King, seconded by Ms. Thomas to approve the financials for August 2021.

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

Nays: None

Moved by Ms. King, seconded by Ms. Thomas to approve the Resolution No. 2021-22, a resolution adopting the 2021-22 Estimated Revenues/Permanent Appropriation Measure (Budget).

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

Nays: None

## **RECOMMENDATIONS OF THE BOARD OF EDUCATION:**

Moved by Ms. Morrison, seconded by Ms. Thomas to approve the Resolution No. 2021-24, Amending Contract for Employment of the Superintendent.

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

Nays: None

Moved by Ms. Morrison, seconded by Ms. Thomas to approve the Resolution No. 2021-25, Amending Contract for Employment of the Treasurer/Director of Business Services.

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

Nays: None

## **SUPERINTENDENT RECOMMENDATIONS – CERTIFIED PERSONNEL:**

Moved by Ms. Morrison, seconded by Ms. Thomas to approve the following Certified Staff items as presented:

Approve the following Leave of Absences:

<b>NAME</b>	<b>BLDG.</b>	<b>TYPE</b>	<b>EFFECTIVE</b>
Shari Bailey	Central Office	Intermittent Medical LOA for Family Member	11/1/21 - 6/1/22
Jill Cooke	Maple Leaf	Medical LOA For Family Member	8/23/21 - 10/5/21
Michelle Markiewicz	William Foster	Maternity LOA	12/3/21 - 2/1/22
Elizabeth Raimer	Elmwood	Medical LOA	9/14/21 - 11/8/21
Kelly Tekancic	William Foster	Intermittent Medical LOA for Family Member	9/1/21 - 6/30/22
Khiara Kimbrough	William Foster	Maternity LOA	12/22/21 - 2/16/22
Jasmine Rengh	William Foster	Unpaid Day	11/2/21

Approve the contracts for Title I Tutors as listed below:

NAME	BLDG.	EFFECTIVE DATE
Kate Abbey	Maple Leaf	11/13/21

Approve Sandy Powers as a Principal Coach and PBIS support at a per diem rate of \$400.00 per day by timesheet.

Approve Terrence Kowalski as a substitute principal for the district to be paid at a per diem rate of \$300.00 by timesheet for the 2021-22 school year.

Approve Debra Hrin for up to 150 hours of LETRS Professional Training at the curriculum rate of \$26.67 per hour, to be paid out of ESSER Funds.

Approve the following teachers participating in the Really Great Reading online training courses and webinars as listed below:

Brittany Patz	Brooke Nelson
Allyson Jones	Martha Hach
Monika Gyerman	Heather Gorski
Oshauwnya Cleveland	Kelly Wise
Jill Cooke	Kirsten Oravec
Debby Hrin	Trent Millard
Brooke Potter	Joshua Bourdrez
Jennifer Golec	Linda Puchmeyer
Rachel Stoss	Rylee Laswell-Bernhard

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

Moved by Ms. Morrison, seconded by Ms. Thomas to approve Jon Peterson Scholarship, Autism Scholarship, and any other district IEP needs at an hourly stipend of \$26.67/hour curriculum rate for the 2021-2022 school year to be paid out of the IDEA-B Grant.

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

Moved by Ms. Morrison, seconded by Ms. Thomas to approve an hourly stipend at the curriculum rate of \$26.67/hour for Home Instruction as required on the student's IEP to be paid out of the IDEA-B Grant.

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

Moved by Ms. Morrison, seconded by Ms. Thomas to approve a contract for Angela Varga as the coordinator of the Multi-Tiered System of Support (MTSS) at the district and building levels.

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

**SUPERINTENDENT RECOMMENDATIONS – EXEMPT PERSONNEL:**

Moved by Ms. Morrison, seconded by Ms. Thomas to approve the following Exempt Staff items as presented:

Approve the following Resignations as listed below:

NAME	POSITION	BLDG.	EFFECTIVE DATE
Lisa Miller	Admin. Asst. to Superintendent	Central Office	9/9/21
Maria Murillo	Accounts Payable Coordinator	Central Office	9/15/21

Approve the Change of Assignment as listed below:

NAME	PREVIOUS POSITION	NEW POSITION	BLDG.	EFFECTIVE DATE
Betty Hegedus	Registrar	Admin. Asst. to Superintendent	Central Office	9/13/21

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

**SUPERINTENDENT RECOMMENDATIONS – QUALIFIED PERSONNEL:**

Moved by Ms. Morrison, seconded by Ms. Thomas to approve the following Qualified Staff items as presented:

Approve the following Leave of Absences:

NAME	BLDG.	TYPE	EFFECTIVE DATE
James Ringfield	Middle School	Medical LOA	9/13/21 - 12/13/21

Approve the following Qualified Contract:

NAME	POSITION	BLDG.	DEGREE	EXPERIENCE
Christy Thomas	Intervention Manager	High School	B/185	1

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



**SUPERINTENDENT RECOMMENDATIONS – CLASSIFIED PERSONNEL:**

Moved by Ms. Morrison, seconded by Ms. Thomas to approve the following Classified Staff items as presented:

Approve the following Leave of Absences:

NAME	BLDG.	TYPE	EFFECTIVE DATES
Patricia Boyer	Bus Garage	Intermittent Medical LOA for Family Member	8/12/21 - 10/14/21
Robin Shamblin	High School	Medical LOA	9/8/21 - 9/15/21
Annette Mann	High School	Medical LOA	10/28/21 - 1/20/22

Accept the Resignations as listed below:

NAME	POSITION	BLDG.	EFFECTIVE DATE
Michael Williams	Bus Driver (4E) Job Abandonment	Transportation	3/1/20
Quetta Lee	General Cafeteria (1C)	William Foster	8/13/21
Geneva Ray	Bus Driver (4E)	Transportation	6/4/21
Hildred Stewart	Bus Driver (4E)	Transportation	8/23/21
Linda Smith	Vehicle Driver (3E)	Transportation	8/23/21
Demitri Turnage	Special Ed Attendant (3B)	Maple Leaf	9/3/21
Gale Moore	Bus Aide (1E)	Transportation	9/8/21
Sherrie Harris	Instructional Assistant (2B)	Maple Leaf	6/4/21
Tamyra Saxon	General Cafeteria (1C)	High School	6/4/21

Approve the Classified Contracts as listed below:

NAME	POSITION	BLDG.	EXP.	EFFECTIVE DATE
Jennifer Lake	Clerk (1A)	Middle School	1	8/26/21
Charnisha Butler	Bus Driver (4E)	Transportation	2	8/26/21
Jasmine Colon	Special Ed Attendant (3B)	Maple Leaf	2	9/20/21
Carolyn Wells	PT Vehicle Driver (3E)	Transportation	1	9/15/21

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

Nays: None

**SUPERINTENDENT RECOMMENDATIONS – SUPPLEMENTAL CONTRACTS:**

Moved by Ms. Morrison, seconded by Ms. Thomas to approve the following Supplemental Contracts as presented:

Approve Athletic Supplemental Contracts as follows:

<b>NAME</b>	<b>POSITION</b>	<b>BLDG.</b>
William Svoboda	Assistant Football Coach	High School
David Novak	Head Boys Soccer Coach	High School
Anna Szabo	Head Girls Soccer Coach	Middle School
Michael Galaska	Head Volleyball Coach (Grade 7)	Middle School

Approve the Academic Supplemental Contracts as follows:

<b>NAME</b>	<b>POSITION</b>	<b>BLDG.</b>
Mark Zappola	Science Advocate	Maple Leaf
Kelli Buttolph	Noon Intramural Supervisor - 1st Qtr. and 4th Qtr.	Maple Leaf
Candice Booher	Noon Intramural Supervisor - 2nd Qtr. and 3rd Qtr.	Maple Leaf
Monika Gyerman	Noon Intramural Supervisor - Both Semesters	Maple Leaf
Janet Kaliszewski	Noon Intramural Supervisor - Both Semesters	Maple Leaf
Leigh Ann Pustai	Noon Intramural Supervisor - Both Semesters	Maple Leaf
Timothy Cohn	Noon Intramural Supervisor - 1st Semester	Elmwood
Steven Smith	PBIS Chairperson	Maple Leaf
Leah Keefe	Team Leader - Special Ed	Middle School
Ashley Ross	Mentor (2 new teachers)	District
Matt Mihalyov	Mentor (2 new teachers)	District
Bethany Guzoski	Mentor (2 new teachers)	District
Candice Booher	Mentor (2 new teachers)	District
Jennifer Corrado	Mentor (3 new teachers)	District
Mark Zappola	Mentor (1 new teacher)	District
Kim Barber	Mentor (1 new teacher)	District
Katie Basmagy-Bandiera	Mentor (1 new teacher)	District
Paula Kijowski	Mentor (1 new teacher)	District

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

Nays: None

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

The Board held the first reading on 28 updated policies that were submitted and recommended for approval by the Board Policy Committee.

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

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

Approve a contract with Bellefaire Jewish Children's Bureau (Bellefaire JCB) for providing educational services to a Garfield Heights student at Monarch School for the 2021-2022 school year.

Approve a contract between the Garfield Heights City Schools and the Steps Academy for a student with Autism for the 2021-2022 school year.

Approve the agreement between the Garfield Heights City Schools and Applewood Centers, Inc. operating as The Gerson School to provide alternative educational services for the 2021-2022 school year for students on Individualized Education Programs.

Approve the contract for Re-education ACCESS (All Children with Autism Can Experience School Success) program is for students with Autism. The program provides educational, communication, and social/behavioral needs for students with Autism for the 2021-2022 school year.

Approve a 20-day contract with the Summit County Educational Service Center for school psychologist services for the 2021-2022 school year.

Approve a service agreement between the Garfield Heights City Schools and PSI Associates, Inc. for the 2021-2022 school year for Remedial/Title I Teacher Services for non-public schools (Trinity High School), to be paid from Title funds.

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

Nays: None

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

Moved by Ms. Morrison, seconded by Ms. Thomas to approve the Student Parent Handbook for the 2021-22 School Year.

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

Nays: None

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

None

**ANNOUNCEMENT OF NEXT BOARD MEETINGS**

Board of Education Special Board Meeting - 6:00 P.M.  
October 11, 2021

Board of Education Regular Meeting at Maple Leaf School – 6:00 P.M.  
October 18, 2021

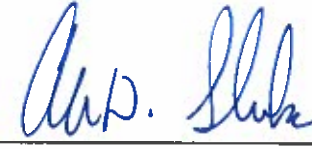
**ADJOURN THE MEETING**

Moved by Ms. King, seconded by Ms. Morrison to adjourn at 7:07 p.m.

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

Nays: None

  
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President

  
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Treasurer