

**AVON LAKE CITY SCHOOL DISTRICT  
REGULAR BOARD OF EDUCATION MEETING  
AVON LAKE HIGH SCHOOL L.A.K.E. CENTER**



**JANUARY 14, 2020**

- 5:25 p.m. Public Hearing on Title VI-B Funds IDEA  
5:30 p.m. Finance Update  
6:00 p.m. Tax Budget Hearing  
6:15 p.m. Organizational Meeting  
6:30 p.m. Treasurer's Report and Superintendent's Report

**WELCOME**

---

A. Call to Order

B. Roll Call

Members Present: Mr. Cracas, Mr. Jantz, Mr. Sherban, Mrs. Ohradzansky, Mr. Stobe  
Members Absent: None

C. Pledge of Allegiance

**SPECIAL PRESENTATION**

---

A. Certificates of Appreciation for Exemplary Leadership and Service to Public Schools

From the Ohio School Boards Association for School Board Recognition Month  
Presenter: Robert Scott, Superintendent

B. Mighty Goliath Productions

*Joseph and the Amazing Technicolor Dreamcoat* Cast and Crew

Therese Radca – Producer, Board Member, Ensemble  
Douglas Bailey – Board Member, Marketing, Narrator  
Jennifer Gercak – Board Member, Set and Artistic Design  
Jennifer Tillery – Board Member, Marketing, Ensemble

Other Adult Cast Members

Meg Sherban – Ensemble  
Cortny Sommer – Ensemble  
Jimmy Wojtila – Joseph

Student Cast Members

Addison Gercak – Ensemble (Troy)  
Hailey Spears – Ensemble (Troy)  
Jessica Spears – Ensemble (Westview)  
Katie Tillery – Ensemble (Learwood)

C. Curriculum Update

Dr. Jack Dibee, Curriculum Director  
*Blended Learning Courses at Learwood and ALHS – Anna Walters & Jim Goodman*  
*AP Capstone Program*  
*ALHS Course of Study*  
*Elementary PBIS Teams*

**7-20 APPROVAL OF REVISIONS OF MINUTES**

---

**To approve the revision of the following item from the Minutes of November 5, 2019:**

**#113-19 Superintendents Report, Consent Item C, Changes in Contracts**, Melissa Kamai FROM Bus Driver, Transportation, 3.5 hours per day / 5 days per week, Level 2, \$22.37 TO Bus Driver, Transportation, 3.5 hours per day / 5 days per week, Level 2, \$22.37 and Assistant Cook, High School/Floater, 3 hours per day / 5 days per week, Level 0, \$12.79, effective 10/17/2019; **Revised as**, Melissa Kamai **FROM** Bus Driver,



I. OSBA Services Agreement – Ohio Policy Service Client Website Update Service

To approve an OSBA Services Agreement for the purpose of providing Ohio Policy Service Client Website Update Services at a cost of \$1,500

Motion By: Mr. Jantz

Second By: Mrs. Ohradzansky

Ayes: Mr. Cracas, Mr. Jantz, Mr. Sherban, Mrs. Ohradzansky, Mr. Stobe

Motion Carried

**11-20 TREASURER’S DISCUSSION/ACTION ITEMS**

---

A. Approve the Tax Budget for FY 2021

To approve the Tax Budget for FY 2021 as presented by the Treasurer

Motion By: Mr. Jantz

Second By: Mr. Sherban

Ayes: Mr. Cracas, Mr. Jantz, Mr. Sherban, Mrs. Ohradzansky, Mr. Stobe

Motion Carried

**12-20 SUPERINTENDENT’S CONSENT ITEMS**

---

A. Approve Amendment to the ALEA Master Contract

To approve the following amendment to the ALEA Master Contract, Article 1 to include School Psychologists in the ALEA bargaining unit effective 01/01/2020 (“school psychologist” has been removed from the list of excluded bargaining unit members):

“The Board recognizes the Avon Lake Education Association as the exclusive bargaining representative for the members of the bargaining unit, hereafter "teacher" or "teachers", consisting of all full-time and regularly employed part-time certificated personnel, including **school psychologists**, tutors, and long-term substitute teachers. Excluded from the bargaining unit are all non-certificated employees, the superintendent, assistant superintendent, director of facilities and personnel, director of athletics, director of technology, principals and assistant principals. Also excluded are other supervisory positions, provided that such positions satisfy the definition of "supervisor", "professional employee", "confidential employee", or "management level employee" as set forth in Revised Code 4117.01.”

B. Employment

(Contingent upon a satisfactory criminal records check and applicable certification requirements as specified by law)

**To employ the following personnel for the 2019-2020 school year:**

Certified Staff

Susan Franz, Home Instruction Tutor to work with a home-bound student, up to 5 hours per week at a rate of pay of \$25.00 per hour for the 2019-2020 school year.

Athletic Supplementals

Avon Lake High School

Jeffrey Arra	-	Head Coach, Track & Field, Girls, Year 13, \$7,454.
Kevin Bresnahan	-	Head Coach, Lacrosse, Boys, Year 6, \$5,555.
Thomas Discenza	-	JV Coach, Lacrosse, Boys, Year 2, \$3,534.
Andrew Dlugosz	-	Assistant Coach, Track & Field, Boys, Year 5, \$4,309.
Andrew Gardner	-	Assistant Coach, Track & Field, Girls, Year 9, \$4,742.
Darci Gervaise	-	Head Coach, Lacrosse, Girls, Year 10, \$6,113.
Alex Johnson	-	Assistant Coach, Track & Field, B&G, Year 6, \$4,309.
Robert Juergens	-	Assistant Coach, Track & Field, B&G, Year 8, \$4,520
Anthony Lester	-	Assistant Coach, Softball, Year 2, \$2,961.
Joseph Matt	-	Assistant Coach, Lacrosse, Girls, Year 4, \$3,707.
Jana Peachman	-	Head Coach, Softball, Year 3, \$4,437.
Victor Pudelski	-	Freshman Coach, Baseball, Year 3, \$2,662.
Robert Rocco	-	Head Coach, Track & Field, Boys, Year 14, \$7,454
David Scott	-	Assistant Coach, Baseball, Year 10, \$3,585.
Daniel Smith	-	Assistant Coach, Track & Field, B&G, Year 8, \$4,520.

Learwood Middle School

Gregory Arebaugh	-	Assistant Coach, Track & Field, Year 16, \$3,354.
Aubin D’Andrea	-	Assistant Coach, Track & Field, Year 2, \$2,517.
Maxx Bowman	-	Coach, Softball, Year 2, \$2,030.
Craig Collins	-	Coach, Softball, Year 5, \$2,234.
Scott Giomini	-	Head Coach, Track & Field, Year 4, \$2,817.
Kyle Johnson	-	Assistant Coach, Track & Field, Year 4, \$2,641.
Michael Kaminski	-	Assistant Coach, Track & Field, Year 8, \$2,906.
Rory Scarvelli	-	Assistant Coach, Track & Field, Year 9, \$3,048.

Support Staff

Danielle Amato, Bus Driver, Transportation, Van Route to Mercy Hospital for Project Search, 3.25 hours per day / 5 days per week, Level 0, \$21.08, effective 01/06/2020. This may be temporary for the 2019-2020 school year.

Tonia Eber, Bus Driver, Transportation, 3.5 hour per day / 4 days per week, Level 0, \$21.08, effective 01/06/2020

Long-Term Certified Staff Substitute

Timothy Stuebner, Language Arts Teacher, Avon Lake High School, effective 01/06/2020

Support Staff Substitute

Sharon Berry, ALCS Building Secretary Substitute, paid at her rate of pay at retirement effective 01/06/2020 – 06/03/2020

Supplemental Contract

Sydney Donahue, Competition Cheer, Avon Lake High School, Year 1, \$1,041.00, effective the start of the 2019-2020 school year

C. Resignations and Retirement

To approve the following resignations:

Support Staff

Joanne Gill, Lunch Monitor, Erieview Elementary School, effective 01/17/2020

Patricia Knapp, Assistant Cook, Eastview Elementary School, effective 01/03/2020

To approve the following resignation for retirement purposes:

Support Staff

Janet Staley, Secretary, Learwood Middle School, effective 02/03/2020

Certified Staff

Kristen Scharfeld, Language Arts Teacher, Avon Lake High School, effective 03/10/2020

Supplemental Contract

Lauren Janus, Competition Cheer, Avon Lake High School, Year 1, \$1,041.00, effective the start of the 2019-2020 school year

D. Changes in Contracts

To approve the following changes in contracts:

School Psychologists

Lauren Janus FROM School Psychologist, Special Service Contract, \$62,954.00 TO School Psychologist, Limited Contract, \$63,269.12 (Level VI-7), effective 01/01/2020 to 06/30/2020; effective with the start of the 2019-2020 school year, additional compensation for 8 extended service days at per diem rate of pay effective 07/01/2019

William Richards FROM School Psychologist, Special Service Contract, \$87,543 TO School Psychologist, Limited Contract, \$77,787.62 (Level VII-13), effective 01/01/2020 to 06/30/2020; effective with the start of

the 2019-2020 school year, additional compensation for 20 days extended service days at per diem rate of pay effective 08/01/2019, plus 2 additional service days at per diem rate of pay effective 08/01/2019 only for the 2019-2020 school year

Support Staff

Melissa Kamai FROM Bus Driver, Transportation, 3.5 hours per day / 4 days per week, Level 2, \$22.37 and Assistant Cook, High School/Floater, 3 hours per day / 5 days per week, Level 0, \$12.79 TO Bus Driver, Transportation, 4 hours per day / 5 days per week, Level 2, \$22.37, effective 01/06/2020 and Assistant Cook, High School, 3.5 hours per day / 5 days per week, Level 0, \$12.79, effective 12/09/2019

Sharon Korney FROM Bus Driver, Transportation, 4.5 hours per day / 5 days per week, Level 13, \$26.52 and Lunch Monitor, Erieview, 2.25 hours per day / 5 days per week, Level 8, \$15.75 TO Lunch Monitor, Erieview, 2.25 hours per day / 5 days per week, Level 8, \$15.76 and Special Education Non-Instructional Paraprofessional, Transportation, .75 hours per day / 5 days per week, Level 0, \$13.70 and Special Education Non-Instructional Paraprofessional, Transportation, 2 hours per day / 5 days per week, Level 0, \$13.70 effective 12/16/2019

Diane McKinley FROM Bus Driver, Transportation, 4 hours per day / 5 days per week, Level 18, \$22.37 and Bus Driver, Transportation, Kindergarten Run (80% time), 1.25 hours per day / 4 days per week, Level 18, \$22.37 TO Bus Driver, Transportation, 4.5 hours per day / 5 days per week, Level 18, \$22.37 and Bus Driver, Transportation, Kindergarten Run (80% time), 1.25 hours per day / 4 days per week, Level 18, \$22.37, effective 01/06/2020

E. Additional Compensation

To approve the following High School Guidance Counselors to receive two days of compensation (to be paid at their per diem rate of pay) for work to be completed on 03/06/2020 (for Master Scheduling Data Entry) and on 03/28/2020 (for Master Schedule Building)

Erin Grieger                                      Michael Kaminski                                      Allen Skierski

To approve the following LEAPS Instructional Paraprofessionals be reimbursed at their respective hourly rate, for up to 30 hours, beginning January 01, 2020 to June 30, 2020. These Paraprofessionals need to complete Professional Development tailored to their Individualized Professional Development Plans for Licensing and Step Up to Quality (SUTQ).

Roberta Dieringer                                      Jennifer Klonek                                      Ann Stonecipher  
 Melissa Gormley                                      Niccola Kovacs                                      Jennifer Waltz  
 Denice Kirkwood                                      Jennifer Liptak

To approve Michelle Lagor, Study Hall Monitor, Learwood, to work as a Special Education Instructional Paraprofessional, Learwood, .50 hours per day, (as needed), at her current rate of pay plus \$1.00 per hour, effective 11/11/2019 to end of the 2019-2020 school year

F. Revisions to Handbook

To approve the proposed changes and modifications to the following handbook effective 08/01/2019:  
 Administrator Handbook

G. Salary Changes Due to Additional Hours

To approve the following changes in salary due to additional semester hours effective the start of the second semester of the 2019-2020 school year:

<i>Name</i>	<i>Building</i>	<i>Degree</i>	<i>From Level</i>	<i>To Level</i>
Adam Burgess	High School	M+30	V-A-12 \$74,180	VI-12 \$75,165
Kristin Castrilla	Learwood	M+30	V-A-15 \$80,407	VI-15 \$81,393
Tina Edwards	Eastview	M+30	V-A-17 \$81,195	VI-17 \$82,181
Janel Folland	Troy	M+45	VI-7 \$63,537	VII-7 \$64,523
James Franko	Administration	M+45	Step 6 \$100,457	Step 6 \$103,124
Andrew Peltz	Administration	M+45	Step 7 \$103,660	Step 7 \$108,976
Elyse Sobol	Eastview	M+30	IV-20 \$80,407	VI-20 \$83,363

H. Minimum Wage Increase

Effective 01/01/2020 the Ohio minimum wage will increase FROM \$8.55 per hour TO \$8.70 per hour. This increase will apply to the following employees:

Seasonal Student Workers

Chasity Boyd                      Joseph Gerrone

Technology Student Workers

Evan Danielson

Theater/TV Production Student Workers

Sydney Affolter	Zachary Cole	Corey Nickolette
Dorian Arapi	Corbin Grassa	Abigail Overly
Jacob Bir	Jaryn Lindner	Sydney Ryan
Andrew Brown	Devin McCain	Nathan Spence
Alexander Clancy	Stephen Moore	

*Motion By: Mr. Sherban*

*Second By: Mrs. Ohradzansky*

*Ayes: Mr. Cracas, Mr. Jantz, Mr. Sherban, Mrs. Ohradzansky, Mr. Stobe*

*Motion Carried*

**13-20 SUPERINTENDENT’S CONSENT ITEMS**

---

**A. APPROVAL OF COMMUNITY REINVESTMENT AGREEMENT**

To approve a Community Reinvestment Agreement with Hinkley Lighting Inc./Lumin-Avon Lake LLC to expand its business with an investment of approximately ten million two hundred thousand dollars (\$10,200,000). Hinkley Lighting Inc./Lumin-Avon Lake LLC would construct a new one hundred thousand plus (100,000+) square foot distribution center on company owned land on its campus located at 33000 Pin Oak Parkway, Avon Lake, Ohio. The distribution center will result in retention of twenty-four (24) employees with an annual payroll of one million five hundred thousand dollars (\$1,500,000), and the hiring of an additional twenty (20) employees with an annual payroll of eight hundred thousand dollars (\$800,000) over three (3) years. Hinkley Lighting Inc./Lumin-Avon Lake LLC has requested a fifteen (15) year, one hundred percent (100%) exemption from taxation as to the increase in valuation attributable to the new construction.

**B. RESOLUTION TO APPROVE MEMBERSHIP IN THE OHIO HIGH SCHOOL ATHLETIC ASSOCIATION**

**AUTHORIZING 2020-2021 MEMBERSHIP  
IN THE OHIO HIGH SCHOOL ATHLETIC ASSOCIATION**

**WHEREAS**, Avon Lake City Schools, District IRN Number: 048124, of 175 Avon Belden Road, Avon Lake, Ohio 44012, Lorain County, Ohio

Has satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary unincorporated association not-for-profit; and

**WHEREAS**, The Board of Education/Governing Board (“Board”) and its Administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA;

**NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION/GOVERNING BOARD** that Learwood Middle School (Grades 7 & 8) and Avon Lake High School (Grades 9-12) do hereby voluntarily renew membership in the OHSSA and that in doing so, the Constitution, Bylaws, Regulations and Business Rules of the OHSAA are hereby adopted by this Board as and for its own minimum student-athlete eligibility requirements. Notwithstanding the foregoing, the Board reserves the right to raise student-athlete eligibility standards as it deems appropriate for the schools and students under its jurisdiction; and

**BE IT FURTHER RESOLVED** that the schools under this Board’s jurisdiction agree to conduct their athletics programs in accordance with the Constitution, Bylaws, Regulations, Business Rules, interpretations and decisions of the OHSAA and cooperate fully and timely with the Executive Director’s office of the OHSAA in all matters related to the interscholastic athletic programs of the schools. Furthermore, the schools under this Board’s jurisdiction shall be the primary enforcers of the OHSAA Constitution, Bylaws, Regulations, Business

