

AVON LAKE CITY SCHOOL DISTRICT
REGULAR BOARD OF EDUCATION MEETING



JULY 14, 2020

6:00 p.m. Finance Update
6:30 p.m. Treasurer's Report and Superintendent's Report

The Avon Lake City Schools Board of Education meeting scheduled for Tuesday, July 14, 2020 at 6:30 p.m. will be held through the Zoom platform.

Topic: Avon Lake City Schools Board of Education
Time: July 14, 2020 06:30 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/83388337756?pwd=cEtvaWlzTjgzZzRxbC94MkxzZ0ZQQT09>

Meeting ID: 833 8833 7756

Password: 8UqVHb

The public will have access to audio and video view only of the meeting.

Public participation is available through email. Comments or questions may be sent to boe@avonlakecityschools.org. You will receive a response within 48 hours of your email. Please note this is a temporary email address which will be shut down following the conclusion of the meeting.

WELCOME

A. Call to Order

B. Roll Call

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

C. Pledge of Allegiance

SPECIAL PRESENTATION

A. Curriculum & Instruction Report

Dr. Jack Dibee, Curriculum Director

*Empowering and Meeting the Needs of Black Students
Back to School Plan*

75-20 APPROVAL OF REVISIONS OF MINUTES

To approve the revision of the following items from the Minutes of June 9, 2020:

#63-20 Superintendent's Consents Items, Consent Item A, Employment, Tutors

Heidi Kuban, FROM Intervention Tutor, 5 hr, Level I-7, \$25.75, Eastview Elementary School, TO Intervention Tutor, 5 hr, Level I-13, \$29.33, Eastview Elementary School

Megan Lange FROM Intervention Tutor, 5.75 hr, Level I-5, \$24.55, Westview Elementary School, TO Intervention Tutor, 5.75 hr, Level I-9, \$26.94, Westview Elementary School

Kaitlin Leonard FROM Intervention Tutor, 5.75 hr, Level I-4, \$23.96, Learwood Middle School, TO Intervention Tutor, 5.75 hr, Level I-5, \$24.55, Learwood Middle School

Sarah Marsden, FROM Intervention Tutor, 5.75 hr, Level I-5, \$24.55, Redwood Elementary School, TO Intervention Tutor, 5.75 hr, Level I-9, \$26.94, Redwood Elementary School

- I. Student Transportation Agreement with Education Alternatives
To approve a Student Transportation Agreement with Education Alternatives for the 2020-2021 school year

- J. Service Agreement for Education Alternatives
To approve a Service Agreement for Education Alternatives for the 2020-2021 school year. Cost will vary based upon services rendered.

- K. Agreement with The Educational Service Center of Northeast Ohio - Achievement Centers for Children With Autism School
To approve an Agreement with The Educational Service Center of Northeast Ohio for a student to attend the Achievement Centers for Children with Autism School for the 2020-2021 school year

- L. Agreement with The Educational Service Center of Northeast Ohio
To approve an Agreement with The Educational Service Center of Northeast Ohio for a student to receive Audiology and/or Hearing Impairment Services for the 2020-2021 school year

Motion By: Mrs. Ohradzansky Second By: Mr. Cracas
Ayes: Mr. Cracas, Mr. Jantz, Mrs. Ohradzansky, Mr. Sherban, Mr. Stobe
Motion carried

79-20 SUPERINTENDENT’S CONSENT ITEMS

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

To employ the following personnel for Summer 2020:

Extended School Year Staff

Certified Staff

Tonia Brady, (Elementary) not to exceed 45 hours, \$35.00 per hour

Special Education Instructional Paraprofessionals

- Julie Calogeras, Level 15 PT, \$17.99**
- Nicole Crnko, Level 0 BA, \$14.97*
- Amie Petras, Level 0 BA, \$14.97 *
- Demarie Bell, Level 0 BA, \$14.97*

*to be paid at the hourly rate of a first year Paraprofessional (\$14.97)
**to be paid at their current rate pay as a SpEd Instructional Paraprofessional

To employ the following personnel for the 2020-2021 school year:

Administration

Robert D. Scott, Superintendent, 3-year contract from August 1, 2020 through July 31, 2023 at \$135,408 per year

Certified Staff

David Eddleman, Instrumental Music Teacher at Avon Lake High School, Level II-0, \$39,809.00

Jeremy Kirsch, Economics Teacher, High School, Master of Business Administration, Baldwin Wallace University, Level IV-2, .17 time, \$8,432.51

Supplemental Contracts

Avon Lake High School

- David Eddleman - Department Chair-Fine Arts 9-12, High School, Year 7, \$1,879.
- David Eddleman - Marching Band Director, High School, Year 1, \$6,823.

- David Eddleman - Concert Band, High School, Year 1, \$4,988.
- David Eddleman - Pep Band, High School, Year 1, \$1,393.
- John McFarland - Assistant Marching Band Director, High School, Year 5, \$3,416.
- John McFarland - Percussion, High School, Year 5, \$2,126.

Athletic Supplementals

Avon Lake High School

- Tyler Beckman - Assistant Coach, Football, Year 4, \$5,869.
- Daniel Berkheimer - Head Coach, Volleyball, Year 26, \$6,978.
- Robert Brickley - Assistant Coach, Football, Year 13, \$7,455.
- Jessica Brown - Head Coach, Tennis, Girls, Year 5 \$3,488.
- Odoardo Citro - Assistant Coach, Football, Year 34, \$7,455.
- Andrew Dlugosz - Assistant JV Coach, Football, Year 7, \$6,458.
- Krystine Frisch - Head Coach, Golf, Girls, Year 6, \$3,639.
- Andrew Gardner - Assistant Coach, Cross Country, Year 4, \$2,429.
- Scott Giomini - Freshmen Coach, Football, Year 5, \$5,277.
- Lauren Janus - Head Coach, Cheer- Fall, Year 10, \$3,671.
- Robert Juergens - Head Coach, Cross Country, Year 22, \$5,729.
- Jeremy Kirsch - Assistant Coach, Golf, Boys, Year 2, \$2,315.
- Peter Klepek - Head Coach, Soccer, Boys, Year 8, \$5,886.
- Matthew Kostelnik - Head Coach, Football, Year 12, \$10,153.
- Kaitlin Leonard - Athletic Contest Supervisor, Year 6, \$5,929.
- Taylor Leube - Freshmen Coach, Volleyball, Year 7, \$3,627.
- Ray Lowe - Assistant Coach, Football, Year 21, \$7,455.
- Ann Mandel - Assistant Coach, Cross Country, Year 6, \$2,548.
- Dina Marsala - Assistant Coach, Cheer-Fall, Year 4, \$2,226.
- Vince Marsala - JV Coach, Football, Year 13, \$7,455.
- Joe Matt - Assistant Coach, Tennis, Girls, Year 3, \$2,327.
- Nikki Mikolich - Assistant Coach, Tennis, Girls, Year 3, \$2,327.
- John Osberg - Assistant Coach, Soccer, Girls, Year 2, \$3,569.
- Robert Painter - Freshmen Assistant Coach, Football, Year 16, \$5,858.
- Matthew Perry - Head Coach, Golf, Boys, Year 4, \$3,469.
- Caleb Reutter - Assistant Coach, Soccer, Boys, Year 17, \$4,756.
- Brian Salco - Head Coach, Soccer, Girls, Year 10, \$6,174.
- Robert Schofield - Assistant Coach, Cross Country, Year 7, \$2,672.
- Matthew Smith - Assistant Coach, Football, Year 14, \$7,455.
- Laura Thrasivoulou - Assistant Coach, Volleyball, Year 8, \$4,231.
- Becky Werling-Uszak - Assistant Coach, Golf, Girls, Year 6, \$2,548.

Learwood Middle School

- Aubin D'Andrea - Assistant Coach, Cross Country, B&G, Year 2, \$1,488.
- Robert Blosser - Assistant Coach, Football, Gr. 8, Year 2, \$3,597.
- Shannon Boros - Head Coach, Cheer, Year 2, \$1,455.
- Daniel Buttari - Assistant Coach, Football, Gr. 7, Year 15, \$4,793.
- Craig Collins - Coach, Volleyball, Gr. 7, Year 6, \$2,766.
- Albert Hobar - Assistant Coach, Football, Gr. 7, Year 4, \$3,773.
- Todd Lidyad - Head Coach, Football, Gr. 7, Year 3, \$4,025.
- Brian Quigley - Head Coach, Football, Gr. 8, Year 9, \$4,646.
- Robert Rocco - Head Coach, Cross Country, B&G, Year 15, \$2,115.
- Scott Sedlick - Assistant Coach, Football, Gr. 8, Year 2, \$3,597.

Support Staff Substitutes

- Kristen Johnson
- Kimberly Rose
- Cathy Spirnak

Security Detail Wage

- Brian Hurd, \$35.00 per hour effective 07/01/2020
- Robert Walborn, \$35.00 per hour effective 07/01/2020

B. Resignations and Retirement

To approve the following resignations:

Certified Staff

Kyle Johnson, Grade 4 Teacher, Erieview Elementary School, effective 08/05/2020

To accept the following resignation for retirement purposes:

Certified Staff

John Henderson, Math Teacher, Learwood Middle School, effective 07/31/2020

C. Changes in Contracts

To approve the following changes in contracts:

Administration

Autumn Reed, Treasurer, salary of \$118,473

Certified Staff

Jennifer Copfer FROM Kindergarten Teacher, .5 time, Erieview Elementary School TO Grade 4 Teacher, Erieview Elementary School, full-time

Amanda Kelber, Guidance Counselor at Westview/Eastview Elementary Schools FROM Level IV-1 (\$46,825) TO Level V-1 (\$47,811) for the 2019-2020 school year, and FROM Level IV-2 (\$49,603) TO Level V-2 (\$50,598) for the 2020-2021 school year

Beth Randazzo FROM Spanish Teacher at Learwood Middle School, Full-time TO Guidance Counselor, Troy Intermediate School, .40 time

Support Staff

Celeste Frie, FROM Special Education Non-Instructional Paraprofessional, Transportation, 1.25 hours per day / 4 days per week, Level 4 Assoc., \$15.40 and Assistant Cook, Troy, 3 hours per day / 5 days per week, Level 4, \$13.31 TO Assistant Cook, Troy, 3 hours per day / 5 days per week, Level 4, \$13.31, effective 07/13/2020

Jennifer Liptak FROM Special Education Instructional Paraprofessional, Redwood LEAPS, 3 hours per day / 4 days per week, Level 2 PT, \$14.83 and Special Education Instructional Paraprofessional, Redwood LEAPS, 2.75 hours per day / 4 days per week, Level 2 PT, \$14.83 TO Special Education Instructional Paraprofessional, Redwood LEAPS, 5.75 hours per day / 5 days per week, Level 2 PT, \$14.83 effective 07/01/2020

D. Additional Compensation

To approve the following additional compensation items:

To approve additional compensation of up to 10 additional days, at her per diem rate of pay, for Melissa Isaly-Johns, Principal at Erieview Elementary School

To approve the payment of additional days to the following staff, at their per diem rate, not to exceed 5 days for work done over the summer related to high school scheduling:

Erin Grieger
Mike Kaminski
Allen Skierski

To approve additional compensation to Kaitlin Leonard, \$3000 plus up to 95 hours at her hourly rate of pay, \$24.55/hour, for her work as Middle School Athletic Director during the 2020-2021 school year

To approve qualifying part-time certified staff to be paid for additional time spent on an as needed basis for various reasons including, but not limited to, attendance at professional development workshops, staff in-service days and conference days during the 2020-2021 school year. Time will be documented

through approved time sheets and rate of pay will be either the employee’s per diem rate of pay or the staff development rate of pay depending on the purpose of the additional time.

E. Additional Class Periods

To approve the following teachers to teach additional periods each week for the 2020-2021 school year and to be paid 1/9 of their per diem salary for each additional period of instruction over the course of the year:

- Anna Marie Bair – to be paid over 1 period per week, all school year, \$1,760.22
- Robin Bottini – to be paid over 3 periods per week, all school year, \$5,680.94
- John Gill – to be paid over 2 periods per week, all school year, \$3,683.98
- Jim Goodman – to be paid over 1 period, 5 days per week, all school year, \$8,822.61
- Dale Hodge – to be paid over 3 periods per week, all school year, \$5,655.12
- Ashley Johnson – to be paid over 2 periods per week, all school year, \$3,623.75
- Kelly Kozar – to be paid over 1 period per week, all school year, \$1,699.98
- Caleb Reutter – to be paid over 1 period per week, all school year, \$1,777.43
- Ryan Smylie – to be paid over 1 period, 5 days per week, all school year, \$8,353.53
- Chris Wolf – to be paid over 1 period per week, all school year, \$1,755.91

F. Revisions to Handbooks

To approve the proposed changes and modifications to the following handbooks, effective 07/01/2020: Administrator Handbook, Administrative Assistant/Secretary Handbook, and Supervisor/Specialist/Nurse 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 2019-2020 school year:

<i>Name</i>	<i>Building</i>	<i>Degree</i>	<i>From Level</i>	<i>To Level</i>
Andrew Dlugosz	ALHS	M+10	IV-8, \$63,536	V-8, \$64,531
Kathleen Hermensky	Troy	M+45	VI-29, \$87,382	VII-29, \$88,377
Elizabeth Moffat	Learwood	M+20	V-5, \$57,525	V-A-5, \$58,520
Michael Okuma	Administration	M+15	Step 11, \$79,395	Step 11, \$86,057
Kimberly Peepers	Eastview	M+20	V-16, \$80,614	V-A-16, \$81,609
Cheryl Roof	Eastview	M+20	V-8, \$64,531	V-A-8, \$65,526

H. Proposed Appropriations Budget for Avon Lake Public Library

To approve the 2021 Proposed Appropriations Budget for Avon Lake Public Library as approved by the Library’s Board of Trustees at the budget hearing during their meeting on July 9, 2020

I. Volunteers

To approve the following volunteers:

- Sydney Donahue, Cheer
- Michael Showalter, Football

Motion By: Mr. Sherban

Second By: Mr. Jantz

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

Motion carried

80-20 SUPERINTENDENT’S CONSENT ITEMS

A. To employ the following personnel for the 2020-2021 school year:

Athletic Supplementals

Avon Lake High School

Margaret Sherban - Assistant Coach, Cross Country, Year 1, \$2,207.

Motion By: Mrs. Ohradzansky Second By: Mr. Cracas

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

Abstain: Mr. Sherban

Motion carried

81-20 SUPERINTENDENT’S DISCUSSION/ACTION ITEMS

A. First Reading, Second Reading and Adoption of Proposed Revisions to the Avon Lake Board of Education Policy Manual

To approve a First Reading, Second Reading and Adoption of the following proposed policy revisions to the Avon Lake Board of Education Policy Manual:

File AFC-1 Evaluation of Professional Staff (Teachers)

File EBCD-R Emergency Closings

File GCN-1 Evaluation of Professional Staff (Teachers)

Motion By: Mrs. Ohradzansky Second By: Mr. Jantz

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

Motion carried

82-20 SUPERINTENDENT’S DISCUSSION/ACTION ITEMS

A. First Reading, Second Reading and Adoption of Proposed Additions to the Avon Lake Board of Education Policy Manual

To approve a First Reading, Second Reading and Adoption of the following proposed policy additions to the Avon Lake Board of Education Policy Manual:

File GBRAA Emergency Paid Sick Leave (Families First Coronavirus Response Act)

File GBRAA-R Emergency Paid Sick Leave (Families First Coronavirus Response Act)

Motion By: Mr. Cracas Second By: Mr. Sherban

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

Motion carried

83-20 SUPERINTENDENT’S DISCUSSION/ACTION ITEMS

A. Authorize the District to Make Up Missed Days for the 2020-2021 School Year per Policy EBCD-R

To authorize the plan outlined in Policy EBCD-R to allow students of the district to access and complete classroom learning activities online as necessary because of the closing of schools for any of the reasons specified in ORC section 3313.482 for the 2020-2021 school year in accordance with State law and pursuant to ORC section 3313.482. Avon Lake Education Association has already given their written consent for this item to be approved for the 2020-2021 school year.

Motion By: Mrs. Ohradzansky Second By: Mr. Cracas

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

Motion carried

84-20 ADJOURNMENT

Motion By: Mr. Jantz

Second By: Mrs. Ohradzansky

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

Motion carried

Adjourned at: 8:45 p.m.

President of Board

Treasurer of Board