

Minutes of REGULAR Meeting

November 04, 2015

The Twinsburg City School District Board of Education met in REGULAR session on the above date at the Twinsburg Government Center in Council Chambers, 10075 Ravenna Rd, Twinsburg, Ohio, at 7:00 p.m. The following Board Members were present: Mrs. Davis, Mr. Felber (Vice-President), Mr. Stuver (President), and Mrs. Turle-Waldron. Mrs. Cain-Criswell arrived at 7:30 p.m. Recordings of the Board of Education meeting are made and kept at the Board Office. Video recordings and Board approved Minutes are available on the District's web site. Mr. Stuver called the meeting to order.

15-432 **Amend Agenda**

Mr. Stuver moved and Mr. Felber seconded that the Twinsburg Board of Education approves Agenda Amendment to remove Kimberly Pleasant from Employment Item I-1.

*Ayes: Mrs. Cain-Criswell, Mrs. Davis, Mr. Felber, Mr. Stuver, and Mrs. Turle-Waldron.
The Board President declared the motion approved.*

15-433 **Minutes**

Mrs. Cain-Criswell moved and Mr. Felber seconded that the Twinsburg Board of Education approves the Minutes for the following meeting(s):

Regular Meeting: October 21, 2015

*Ayes: Mrs. Cain-Criswell, Mrs. Davis, Mr. Felber, Mr. Stuver, and Mrs. Turle-Waldron.
The Board President declared the motion approved.*

Mrs. Davis moved and Mr. Felber seconded that the Twinsburg Board of Education adopt resolutions 15-434 to 15-436.

15-434 **Employment**

That the Twinsburg Board of Education accepts the Certificated/Licensed Personnel and/or contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background check.

CONTRACTS		Certificated Staff Recommendations			
Name	Position	Bldg.	Rate	Effective	Notes
Houston, Donna	Teacher	THS	\$450.00	2015-2016	Stipend – Mentor for new staff members in the Business Department. Paid with Entry Year Stipend funds.
Jackson, Sarah	Teacher	Dodge	\$26.50 /hour	2015-2016	Up to ten (10) hours for OTES Mentoring. Paid with General funds.

Removed per Resolution 15-432

Pleasant, Kimberly	Teacher	THS	Masters-Step-0	9/17/15	One Year Limited Contract. Replaces D. DuBois who previously resigned.
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LEAVE OF ABSENCE		Certificated Staff Recommendations			
Name	Position	Bldg.	Effective	Days	Notes
Garber, John	Teacher	THS	11/16/15-12/02/15	10 Days	FMLA concurrent with sick leave

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Keller, Terri	Teacher	THS	10/09/15-12/18/15	46 Days	Revised FMLA – previously approved. Concurrent with sick leave (30 days paid/16 unpaid)
Teel, Abigail	Teacher	THS	10/06/15-12/18/15	51 Days	FMLA concurrent with sick leave (30 days paid/21 unpaid)

RESIGNATION					
Certificated Staff Recommendations					
Name	Position	Bldg.	Effective	Notes	
Hill, Connie	Teacher	Dodge	Conclusion of the 2015/2016 school year	Resignation for purposes of retirement. Twenty-two (22) years of service to our school district.	

SUBSTITUTES					
Certificated Staff Recommendations					
Name	Position	Bldg.	Rate	Effective	Notes
Green, Eugenia	Substitute Administrator	THS & RBC	\$345/day	2015-2016	7-12 Principal License

15-435 **Employment**

That the Twinsburg Board of Education accepts the Classified Personnel and/or contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background check.

CONTRACTS					
Classified Staff Recommendations					
Name	Position	Bldg.	Rate	Effective	Notes
Calvert, Simon	Bus Driver	Transportation	\$17.80/hr.	08/14/15	4 Hours – A.L.I.C.E. Training
Knox, Dennis	Bus Driver	Transportation	\$19.14/hr.	08/14/15	4 Hours – A.L.I.C.E. Training
Reaves, Donald	Bus Driver	Transportation	\$17.80/hr.	08/14/15	4 Hours – A.L.I.C.E. Training

LEAVE OF ABSENCE					
Classified Staff Recommendations					
Name	Position	Bldg.	Effective	Days	Notes
Dodson, Daniel	Bus Driver	Transportation	10/05/15-10/09/15	5 Days	FMLA concurrent with sick leave

SUBSTITUTES				
Classified Staff Recommendations				
Name	Position	Bldg.	Hourly Rate	Effective
Brenner, Tiffany	Bus Assistant	Transportation	\$8.10	10/23/15

15-436 **Employment**

That the Twinsburg Board of Education accepts the Supplemental Contract recommendations detailed in the attached Exhibit as per the dates, terms, and other applicable conditions specified, pending satisfactory ORC background check.

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EXTRACURRICULAR					
Name	Contract	Bldg.	Effective	% of Base	Notes
Bonitz, Ryan	5th Grade Band Director	Dodge	2015-2016	1.375%	Split with Tom Resnick
Bonitz, Ryan	6th Grade Band Director	Dodge	2015-2016	2.75%	
Byrd, Anthony	Track Girls Assistant Coach	THS	2015-2016	0.77%	
Conn, Damon	4th Grade Orchestra	Dodge	2015-2016	1.375%	Split with Tom Resnick
Conn, Damon	5th Grade Orchestra	Dodge	2015-2016	2.75%	
Conn, Damon	6th Grade Orchestra	Dodge	2015-2016	2.75%	
Dana Schilling	Wrestling Volunteer	THS	2015-2016	NA	Volunteer
Fedina, Laura	4th Grade Chorus	Dodge	2015-2016	2.50%	
Fedina, Laura	5th Grade Chorus	Dodge	2015-2016	2.50%	
Fedina, Laura	6th Grade Chorus	Dodge	2015-2016	2.50%	
Henretty, Amy	Dodge Ski Club Assistant Advisor	Dodge	2015-2016	0.77%	
Huelsman, Kirtis	Swimming Varsity Head Coach	THS	2015-2016	14.00%	
Lipinski, James	Basketball Boys 7th Grade Coach	RBC	2015-2016	0.69%	
Look, Amanda	HS Majorette/Drill Team Advisor	THS	2015-2016	7.00%	
Mole, Mark	Wrestling JV Coach	THS	2015-2016	0.77%	
Resnick, Tom	4th Grade Orchestra	Dodge	2015-2016	1.375%	Split with Ryan Bonitz
Resnick, Tom	5th Grade Band Director	Dodge	2015-2016	1.375%	Split with Ryan Bonitz
Roberto, Lisa	Freshman Class Advisor	THS	2015-2016	4.00%	
Sanders, Dominique	Freshmen Boys Basketball Coach	THS	2015-2016	0.75%	
Schultz, Donald	Dodge Ski Club Advisor	Dodge	2015-2016	1.75%	
Schultz, Donald	5th Grade Team Leader	Dodge	2015-2016	6.00%	
VanDiest, Julie	MS Arts and Crafts Club	RBC	2015-2016	1.75%	
Velbeck, Brian	Boys Basketball Assist. Head Coach	THS	2015-2016	0.385%	.5 Contract
Williams, Chuck	Basketball Girls JV Coach	THS	2015-2016	0.77%	

*Ayes: Mrs. Cain-Criswell, Mrs. Davis, Mr. Felber, Mr. Stuver, and Mrs. Turle-Waldron.
The Board President declared the motions approved.*

Mrs. Cain-Criswell moved and Mrs. Turle-Waldron seconded that the Twinsburg Board of Education adopt resolutions 15-437 to 15-444.

15-437 Donation

That the Twinsburg Board of Education accepts a donation from Capella University's Inspire Giving Program of school supplies valued at \$72.00 to be used by students at Bissell Elementary.

15-438 Donation

That the Twinsburg Board of Education accepts a donation of pumpkins for an Art project at R.B. Chamberlin from Giant Eagle valued at \$50.00.

15-439 Inventory Deletion

That the Twinsburg Board of Education approves the deletion from inventory of the following:

Device	Model	Serial #	Asset Tag	Comments
Tornado Floor Autoscrubber	Floor Keeper EZ 24	99130EHD1618	001291	Discontinued Model beyond repair
Tornado Floor Autoscrubber	Floor Keeper EZ 24	99130ECC1503	None	Discontinued Model beyond repair
Multiclean Low Speed	MC 19	271989K	2267	Over 25 years old; beyond repair
Multiclean Low Speed	MC 22	274828K	22616	Over 25 years old; beyond repair

15-440 Overnight Trip

That the Twinsburg Board of Education approves a Proposal for an Overnight/Extended Student Trip for the Great Expectations Show Choir group to attend the Southmont Show Choir Invitational in Crawfordsville, Indiana from November 14, 2015 – November 15, 2015. The trip will be paid for in full by the students with the support of the Twinsburg Vocal Music Boosters.

15-441 Agreement

That the Twinsburg Board of Education approves the Agreement with the Educational Service Center of Cuyahoga County for a Teacher of Visually Impaired for up to 75 hours at a rate of \$91.50 per hour and an Audiologist for up to 20 hours at a rate of \$89.84 per hour. This is a General Fund expense.

15-442 Agreement

That the Twinsburg Board of Education approves the Agreement with Facilities Management eXpress (FMX), 1515 Lake Shore Drive, Columbus, OH 43204, for the use of an online facilities management and work order system, per the terms and conditions set forth in the Agreement.

15-443 Salary and Benefits

That the Twinsburg Board of Education approves the following Salary & Benefit Adjustments for Central Office Staff, School Psychologists, Athletic Trainer and Administrators. **1)** a 1.5% increase on the base/hourly wage for the 2015/2016, 2016/2017 and 2017/2018 school years. **2)** Annual stipend for Central Office Staff, School Psychologists, Athletic Trainer, Administrators & Treasurer based on annual salary: 1% in 2015/2016; 0.75% in 2016/2017; 0.5% in 2017/2018. **3)** Adjustment to Premium Payment for Healthcare Coverage for school years 2015/2016 (90% Board and 10% employee), 2016/2017 (88.5% Board and 11.5% employee) and 2017/2018 (87% Board and 13% employee). (Salary and Benefits adjustments same as Teachers CBA)

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15-444 Second Reading Policy

That the Twinsburg Board of Education approves the second reading of the following new and/or revised Board of Education policies:

2114	Revised Policy	Meeting State Performance Indicators
2260	Revised Policy	Nondiscrimination and Access to Equal Educational Opportunity
3220	Revised Policy	Standards-Based Teacher Evaluations
4122	Revised Policy	Nondiscrimination and Equal Employment Opportunity
5113	Revised Policy	Inter-District Open Enrollment
5114	Revised Policy	Non-Immigrant Students and Foreign Exchange Students
5340	Revised Policy	Student Accidents
5350	Revised Policy	Student Suicide
5460	Revised Policy	Graduation Requirements
8390	New Policy	Animals on District Property
8400	Revised Policy	School Safety

*Ayes: Mrs. Cain-Criswell, Mrs. Davis, Mr. Felber, Mr. Stuver, and Mrs. Turle-Waldron.
The Board President declared the motions approved.*

Mr. Felber moved and Mrs. Cain-Criswell seconded that the Twinsburg Board of Education adopt resolutions 15-445 to 15-446.

15-445 Approve Policy

That the Twinsburg Board of Education approves the new and revised Board of Education Policies as denoted in the above Board motion 15-444.

15-446 Salary Schedule

That the Twinsburg Board of Education approves the revised Central Office Staff, School Psychologists, Athletic Trainer & Administrative Salary Schedules, per the attached Exhibit. See pages 418 420

*Ayes: Mrs. Cain-Criswell, Mrs. Davis, Mr. Felber, Mr. Stuver, and Mrs. Turle-Waldron.
The Board President declared the motions approved.*

15-447 Adjournment

Mr. Stuver moved and Mrs. Davis seconded that the Twinsburg Board of Education adjourn at 8:29 p.m.

*Ayes: Mrs. Cain-Criswell, Mrs. Davis, Mr. Felber, Mr. Stuver and Mrs. Turle-Waldron.
The Board President declared the meeting adjourned.*

 President of the Board
 Vice President of the Board

 Treasurer

TWINSBURG CITY SCHOOLS

2015 - 2016 CENTRAL OFFICE SALARY SCHEDULE

1.5% Increase

adopted 11/04/15 BoE Meeting

Step Effective	PY Base Plus CY Increase -	Central Office Receptionist	Administrative Assistant To The Supt	Payroll Officer	Budgetary Officer - EMIS Coordinator - Website & Technology	Accounting Clerk - Central Office Secretary - Pupil Personnel Secretary	Accountant
7/1/2015	1.50%	\$17.43	\$25.18	\$23.25	\$21.96	\$21.06	\$25.89
0	1.00000	\$17.43	\$25.18	\$23.25	\$21.96	\$21.06	\$25.89
1	1.01000	\$17.60	\$25.43	\$23.48	\$22.18	\$21.27	\$26.15
2	1.02010	\$17.78	\$25.69	\$23.72	\$22.40	\$21.48	\$26.41
3	1.03030	\$17.96	\$25.94	\$23.95	\$22.63	\$21.70	\$26.67
4	1.04060	\$18.14	\$26.20	\$24.19	\$22.85	\$21.92	\$26.94
5	1.05101	\$18.32	\$26.46	\$24.44	\$23.08	\$22.13	\$27.21
6	1.06152	\$18.50	\$26.73	\$24.68	\$23.31	\$22.36	\$27.48
7	1.07214	\$18.69	\$27.00	\$24.93	\$23.54	\$22.58	\$27.76
8	1.08286	\$18.87	\$27.27	\$25.18	\$23.78	\$22.81	\$28.04
9	1.09369	\$19.06	\$27.54	\$25.43	\$24.02	\$23.03	\$28.32
10	1.10462	\$19.25	\$27.81	\$25.68	\$24.26	\$23.26	\$28.60
11	1.11567	\$19.45	\$28.09	\$25.94	\$24.50	\$23.50	\$28.88
12	1.12830	\$19.67	\$28.41	\$26.23	\$24.78	\$23.76	\$29.21
13	1.13809	\$19.84	\$28.66	\$26.46	\$24.99	\$23.97	\$29.47
14	1.14947	\$20.04	\$28.94	\$26.73	\$25.24	\$24.21	\$29.76
15	1.16097	\$20.24	\$29.23	\$26.99	\$25.49	\$24.45	\$30.06
16	1.17258	\$20.44	\$29.53	\$27.26	\$25.75	\$24.69	\$30.36
18	1.19758	\$20.87	\$30.16	\$27.84	\$26.30	\$25.22	\$31.01
20	1.22258	\$21.31	\$30.78	\$28.42	\$26.85	\$25.75	\$31.65

TWINSBURG CITY SCHOOLS

2015 - 2016 PSYCHOLOGIST'S & ATHLETIC TRAINER SALARY SCHEDULE

adopted 11/04/15 BoE Meeting

Step Effective	PY Base Plus CY Increase of	160 Day Part-Time Psychologist Masters +30	200 Day Psychologist PhD	200 Day Psychologist Masters +30	200 Day Psychologist Masters +24	200 Day Athletic Trainer BA+22
8/1/2015	1.50%	\$50,986.29	\$77,977.00	\$75,889.67	\$56,000.00	\$73,627.94
0	1.00000	\$50,986.29	\$77,977.00	\$75,889.67	\$56,000.00	\$73,627.94
1	1.01000	\$51,496.15	\$78,756.77	\$76,648.57	\$56,560.00	\$74,364.22
2	1.02010	\$52,011.12	\$79,544.34	\$77,415.05	\$57,125.60	\$75,107.86
3	1.03030	\$52,531.18	\$80,339.70	\$78,189.13	\$57,696.80	\$75,858.86
4	1.04060	\$53,056.34	\$81,142.87	\$78,970.79	\$58,273.60	\$76,617.23
5	1.05101	\$53,587.10	\$81,954.61	\$79,760.80	\$58,856.56	\$77,383.70
6	1.06152	\$54,122.97	\$82,774.14	\$80,558.40	\$59,445.12	\$78,157.53
7	1.07214	\$54,664.44	\$83,602.26	\$81,364.35	\$60,039.84	\$78,939.46
8	1.08286	\$55,211.02	\$84,438.17	\$82,177.89	\$60,640.16	\$79,728.75
9	1.09369	\$55,763.20	\$85,282.66	\$82,999.78	\$61,246.64	\$80,526.14
10	1.10462	\$56,320.48	\$86,134.95	\$83,829.25	\$61,858.72	\$81,330.89
11	1.11567	\$56,883.88	\$86,996.60	\$84,667.83	\$62,477.52	\$82,144.48
12	1.12830	\$57,527.83	\$87,981.45	\$85,626.32	\$63,184.80	\$83,074.40
13	1.13809	\$58,026.99	\$88,744.84	\$86,369.28	\$63,733.04	\$83,795.22
14	1.14947	\$58,607.21	\$89,632.22	\$87,232.90	\$64,370.32	\$84,633.11
15	1.16097	\$59,193.56	\$90,528.96	\$88,105.63	\$65,014.32	\$85,479.83
16	1.17258	\$59,785.51	\$91,434.27	\$88,986.71	\$65,664.48	\$86,334.65
18	1.19758	\$61,060.16	\$93,383.70	\$90,883.95	\$67,064.48	\$88,175.35
20	1.22258	\$62,334.82	\$95,333.12	\$92,781.20	\$68,464.48	\$90,016.04

ADMINISTRATIVE PERSONNEL SALARY SCHEDULE (Effective 2015/2016)

Certificated & Classified Administrators

(Last Revision: 1/21/2015)

Administrative Personnel

<u>Enumeration of Positions Covered</u>	<u>Days</u>	<u>Responsibility Factor</u>
High School Principal	260 days	1.4312
Treasurer	260 days	1.310
Middle School Principal	217 days	1.190
Elementary Principal	217 days	1.105/1.125**
High School Assistant Principal	217 days	1.075
Middle School Assistant Principal	217 days	1.065
Elementary School Assistant Principal	217 days	1.035
Director of Business Services	260 days	1.105
Director of Curriculum	260 days	1.105
Director of Human Resources	260 days	1.105
Director of Pupil Personnel	260 days	1.105
Athletic Director /Coord. of K-12 Student Act	260 days	0.940
Food Service Supervisor	260 days	0.887
Technology Coordinator/Network Manager	260 days	0.887
Maintenance Supervisor	260 days	0.662
Transportation Supervisor	260 days	0.654
Assistant Transportation Supervisor	260 days	0.327

** = Higher factor used when enrollment exceeds 700 students.

Base Salary = \$67,536

Administrative Experience Factor = .01 for each year

Calendar Factor

Principals/Asst. Supervisors (217/225 days) = .1793

Central Office (260 days) = .25

Extra-Curricular Factor

High School = .07

Middle School = .05

Education Factor

B.A. = .00

M.A. + 12 = .03

M.A. + 30 = .06

Ph.D. = .11

M.A. = .01

M.A. + 18 = .04

Ed. S. = .08

Ph.D. + = .12

M.A. + 6 = .02

M.A. + 24 = .05

M.A. + 2nd M.A. = .09

Ph.D. + 2nd M.A. = .13