

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. Cain-Criswell, Mrs. Davis, Mr. Felber (Vice-President), Mrs. Turle-Waldron, and Mr. Stuver (President). 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.

#### 15-100 Amend Agenda

Mr. Stuver moved and Mr. Felber seconded that the Twinsburg Board of Education amend the agenda to add item I2 – Bonnie Vaidean effective date is 3/9/15 and Sandra Guest is Lunchroom/Playground at Bissell.

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

#### 15-101 Minutes

Mrs. Davis moved and Mrs. Turle-Waldron seconded that the Twinsburg Board of Education approves the Minutes for the following meetings:

##### Regular Meeting: February 18, 2015

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

**Mr. Felber moved and Mrs. Cain-Criswell seconded that the Twinsburg Board of Education adopt resolutions 15-102 to 15-104.**

#### 15-102 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(s)	Rate	Effective	Notes
Kalkbrenner, Todd	Teacher	THS	\$23.37 per. hr.	3/07/15	Science teacher for spring OGT Blitz on 3/07/14 & 3/14/15; not to exceed 10 hours. This is a general fund expense.
McNair, Brian	Teacher	THS	\$23.37 per. hr.	3/07/15	Math teacher for spring OGT Blitz on 3/07/14 & 3/14/15; not to exceed 10 hours. This is a general fund expense.
Roberto, Lisa	Teacher	THS	\$23.37 per. hr.	3/07/15	English/Language Arts teacher for spring OGT Blitz on 3/07/14 & 3/14/15; not to exceed 10 hours. This is a general fund expense.
Szabo, Josephine	Intervention Specialist	Wilcox	\$95.00 per day	2/11/15 - 6/03/15	Long-term substitute for Lakeisha Brown who is on leave.

Teel, Abigail	Teacher	THS	\$23.37 per. hr.	03/07/15	Math teacher for spring OGT Blitz on 3/07/14 & 3/14/15; not to exceed 10 hours. This is a general fund expense.
Thome, Thomas	Teacher	THS	\$23.37 per. hr.	03/07/15 & 03/14/15	Social Studies teacher for spring OGT Blitz on 3/07/14 & 3/14/15; not to exceed 10 hours. This is a general fund expense.
Tomko, Jeff	Intervention Specialist	THS	\$23.37 per. hr.	1/20/15 - 2/02/15	Home instruction for student. Not to exceed 8 hours. Paid through VI-B funding.
Towns, Brandon	Teacher	THS	\$23.37 per. hr.	03/07/15	Science teacher for spring OGT Blitz on 3/07/14 & 3/14/15; not to exceed 10 hours. This is a general fund expense.
Zenz, Missy	Teacher	Wilcox	\$23.37 per. hr.	1/15/15-2/09/15	Home instruction for student instruction not to exceed 16 hours total. Paid through the general fund account

<b>LEAVE OF ABSENCE</b>					
<b>Certificated Staff Recommendations</b>					
<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Effective</b>	<b>Days</b>	<b>Notes</b>
Brown, Lakeisha	Intervention Specialist	Wilcox	2/11/15	NA	Unpaid leave of absence for up to two (2) school year.
Craig, Melissa	Teacher	RBC	1/20/15 – 4/24/15	60 days	Adjustment due to Calamity Days to previously approved FMLA
Lyndon, Cheryl	Guidance Counselor	Dodge	2/12/15-5/20/15	60 days	Adjustment due to Calamity Days to previously approved FMLA
Parke, John	Teacher	Dodge	12/18/15-02/18/15	28 days	Originally approved through 3/03/15 on the 1/07/15 BOE agenda. Leave shortened per employee’s request.
Popovich, Alex	Assistant Principal	THS	1/05/15 – 7/01/15	Up to 60 days	Intermittent FMLA concurrent with Sick Leave
Schneiderman, Laura	Teacher	Dodge	04/23/15-06/03/15	29 days	FMLA concurrent with sick leave

15-103 **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.

<b>CONTRACTS</b>						
<b>Classified Staff Recommendations</b>						
<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Rate/ Step</b>	<b>Effective</b>	<b>Hours/ Days</b>	<b>Notes</b>
Abbott, Tracy	Asst Trans Supervisor	Transportation	Step 3	3/05/15	NA	Per Administrative Salary Schedule. Two (2) year, 260-day, limited contract

Minutes of REGULAR Meeting

March 04, 2015

Brewster-Nicholson, O'Hara	Bus Driver	Transportation	\$17.54 per. hr. Step 1	3/02/15	4 hrs/day	Replaces Stacey Keyes who was previously recalled to a janitor position at Dodge.
Vaidean, Bonnie	Dispatcher	Transportation	\$18.54 per. hr. Step 9	3/05/15 <del>3/05/14</del>	7.5 hrs/day	Replaces Tracy Abbott who is being recommended as the Asst. Transportation Supervisor
Veenhuis, Mary	Guidance Secretary	THS	\$19.73 per. hr.	3/07/15	Up to 10 hours	Clerical support needed for the spring OGT Blitz on 3/07/14 & 3/14/15; This is a general fund expense.

<b>SUBSTITUTES Classified Staff Recommendations</b>			
<b>Name</b>	<b>Classification</b>	<b>Effective</b>	<b>Hourly Rate</b>
Anderson, Julie	Paraprofessional Assistant	03/05/15	\$8.75
Austin, Tina	Paraprofessional Assistant	02/18/15	\$8.75

<b>LEAVE OF ABSENCE Classified Staff Recommendations</b>					
<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Effective</b>	<b>Days</b>	<b>Notes</b>
Byrd, Anthony	Security Liaison	THS	2/05/15 – 2/12/15	6 days	Paid Administrative Leave per Superintendent
Fisco, Kenneth	Bus Driver	Transportation	1/09/15 – 3/06/15	57 days	Adjustment due to Calamity Days to previously approved FMLA
Guest, Sandra	Lunchroom/ Playground Assistant <del>Bus Driver</del>	Bissell <del>Transportation</del>	2/17/15	TBD	Paid Administrative Leave per the Superintendent

<b>RESIGNATION Classified Staff Recommendations</b>				
<b>Name</b>	<b>Position</b>	<b>Bldg(s)</b>	<b>Effective</b>	<b>Notes</b>
Abbott, Tracy	Dispatcher	Transportation	3/05/15	Resignation contingent upon approval as Assistant Transportation Supervisor.
Brewster-Nicholson, O'Hara	Lunchroom/ Playground Assistant	Dodge	2/27/15	Resigned position to take a position as a school bus driver
Vaidean, Bonnie	Transportation Secretary	Transportation	3/05/15	Resignation contingent upon approval as Dispatcher
Wagner, Nancy	Assistant Treasurer	Central Office	7/01/15	Resignation for purposes of retirement. Nineteen (19) years of service to the District.

15-104 **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.

<b>EXTRACURRICULAR</b>					
<b>Name</b>	<b>Contract</b>	<b>Bldg(s)</b>	<b>Effective</b>	<b>% of Base</b>	<b>Notes</b>
Edwards, David	Assistant Track Coach	RBC	2014-2015	0.67%	
Fedina, Laura	6th Grade Chorus	Dodge	2014-2015	1.25%	1/2 Contract
Fedina, Laura	5th Grade Chorus	Dodge	2014-2015	1.25%	1/2 Contract
Fedina, Laura	4th Grade Chorus	Dodge	2014-2015	1.25%	1/2 Contract
Jenkins, Rick	Head Softball Coach	THS	2014-2015	14.00%	Changed from Asst. Softball Coach approved on 12/17/14 Board Agenda - to Head Softball Coach
Leskovec, David	Assistant Softball Coach	THS	2014-2015	0.77%	
Luca, Jeff	Assistant Baseball Coach	THS	2014-2015	0.385%	1/2 contract
Thompson, Julie	Assistant Track Coach	RBC	2014-2015	0.67%	

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

**Mrs. Cain-Criswell moved and Mrs. Davis seconded that the Twinsburg Board of Education adopt resolutions 15-105 to 15-113.**

**15-105 Donation**

That the Twinsburg Board of Education donates \$1,500 from the Board Service Fund to the Twinsburg High School After-Prom Committee.

**15-106 Accepts Donation**

That the Twinsburg Board of Education accepts a donation from Target, P.O. Box 59214, Mail Stop 5CF, Minneapolis, MN 55459-0214, the "Take Charge of Education Program" to Samuel Bissell Elementary School in the amount of \$229.71 to be used for educational/building supplies

**15-107 Accepts Donation**

That the Twinsburg Board of Education accepts a donation from the River Valley Paper Company, P.O. Box 1911, Akron, OH 44309-1911 to Samuel Bissell Elementary School in the amount of \$70.90 to be used to support Student Council activities.

**15-108 Accepts Donation**

That the Twinsburg Board of Education accepts a donation from Box Tops for Education, 13700 Oakland Avenue, Highland Park, MI, 48203 to Samuel Bissell Elementary School in the amount of \$1,820.50 to be used to support Student Council activities and for school supplies.

**15-109 Accepts Donation**

That the Twinsburg Board of Education accepts a donation from Ripcho Studio, 7630 Lorain Avenue, Cleveland, OH 44102, to Samuel Bissell Elementary School in the amount of \$1,799.31 to be used for school supplies.

**15-110 OSC Bid Waste and Recycling**

That the Twinsburg Board of Education approves and authorizes the Ohio Schools Council to advertise and receive bids on behalf of said Board as per the specifications submitted for the cooperative purchase of waste and recycling services for the period July 1, 2015 through June 30, 2018. It is understood there is no fee to participate in the Ohio Schools Council 2015-2018 Waste and Recycling Program.

**15-111 OSC Bid School Buses**

That the Twinsburg Board of Education approves and authorizes the Ohio Schools Council to advertise and receive bids on behalf of said Board as per the specifications submitted for the cooperative purchase of 4 - 72 passenger unitized conventional school bus chassis and bodies. This Board agrees to pay \$325.00 to Ohio Schools Council for school district membership as a service fee for this purpose.

**15-112 CO Salary Schedule**

That the Twinsburg Board of Education approves the revised Central Office Salary Schedule, per the attached Exhibit. See Page 78

**15-113 Payroll Job Description**

That the Twinsburg Board of Education approves the revised Job Description for Payroll Officer.

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

**15-114 Resolution State Testing**

Mr. Stuver moved and Mr. Felber seconded that the Twinsburg Board of Education.

WHEREAS, the Twinsburg Board of Education desires to share its concern with legislators regarding the implementation of the new assessments administered under the Ohio Revised Code in the 2014-2015 school year,

AND WHEREAS, the Twinsburg Board of Education advocates for public education; and

WHEREAS, the Twinsburg Board of Education believes in the importance of accountability as it relates to the academic success of the students of the Twinsburg City School District; and

WHEREAS, the Twinsburg Board of Education supports the concerns of Superintendents and other

professional educators expressed to legislators in Ohio regarding the amount of testing required for students in grades 3-12; and

WHEREAS, the Twinsburg Board of Education also believes that testing requirements, as currently mandated, will seriously impact critical instructional time in our schools to the detriment of our students' education; and

WHEREAS, the Twinsburg Board of Education believes that the current assessment format mandated by the Ohio Department of Education is untested and unpredictable as noted by the fact that a cut score has not been established; and

WHEREAS, HB 7 as proposed attempts to address the testing requirements by prohibiting individual student scores from certain elementary and secondary achievement assessments administered for the 2014-2015 school year from being used to determine promotion or retention or to grant course credit, however, the Twinsburg Board of Education believes that HB 7 should address certain important issues related to the test results including their impact on the District Report Card, District funding and teacher/administrator evaluations,

SO THEREFORE BE IT RESOLVED that the Twinsburg Board of Education requests that the Ohio Legislature institute a one-year moratorium on all accountability measures for students, teachers and Districts as related to the new state assessment requirements until a full analysis of the results of the assessments is conducted, a review of testing procedures is conducted with recommendations for improved testing protocols including the reduction of testing time for state mandated assessments.

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

#### 15-115 **EXECUTIVE SESSION**

Mr. Stuver moved and Mrs. Davis seconded that the Twinsburg Board of Education meet in Executive Session at 8:56 p.m. to consider the discipline, dismissal and employment of public employees per Board of Education Policy #0166 (A).

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

The Board reconvened from Executive Session at approximately 10:07 p.m.

The following members were present:

Mrs. Cain-Criswell, Mrs. Davis, Mr. Felber, Mr. Stuver, and Mrs. Turle-Waldron.

#### 15-116 **Adjournment**

Mr. Stuver moved and Mrs. Davis seconded that the Twinsburg Board of Education adjourn at 10:08 p.m.

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

---

Board President

---

Treasurer

# TWINSBURG CITY SCHOOLS

## 2014 - 2015 CENTRAL OFFICE SALARY SCHEDULE

Step Effective	PY Base Plus CY Increase of	Central Office Receptionist	Administrative Assistant To The Supt	Payroll Officer	Budgetary Officer - Emis Coordinator - Technology Secretary	Accounting Clerk - Central Office Secretary - Pupil Personnel Secretary -	Accountant
8/1/2014	1.50%	\$17.17	\$24.81	\$22.91	\$21.64	\$20.75	\$25.51
0	1.00000	\$17.17	\$24.81	\$22.91	\$21.64	\$20.75	\$25.51
1	1.01000	\$17.34	\$25.06	\$23.14	\$21.86	\$20.96	\$25.77
2	1.02010	\$17.52	\$25.31	\$23.37	\$22.07	\$21.17	\$26.02
3	1.03030	\$17.69	\$25.56	\$23.60	\$22.30	\$21.38	\$26.28
4	1.04060	\$17.87	\$25.82	\$23.84	\$22.52	\$21.59	\$26.55
5	1.05101	\$18.05	\$26.08	\$24.08	\$22.74	\$21.81	\$26.81
6	1.06152	\$18.23	\$26.34	\$24.32	\$22.97	\$22.03	\$27.08
7	1.07214	\$18.41	\$26.60	\$24.56	\$23.20	\$22.25	\$27.35
8	1.08286	\$18.59	\$26.87	\$24.81	\$23.43	\$22.47	\$27.62
9	1.09369	\$18.78	\$27.13	\$25.06	\$23.67	\$22.69	\$27.90
10	1.10462	\$18.97	\$27.41	\$25.31	\$23.90	\$22.92	\$28.18
11	1.11567	\$19.16	\$27.68	\$25.56	\$24.14	\$23.15	\$28.46
12	1.12830	\$19.37	\$27.99	\$25.85	\$24.42	\$23.41	\$28.78
13	1.13809	\$19.54	\$28.24	\$26.07	\$24.63	\$23.62	\$29.03
14	1.14947	\$19.74	\$28.52	\$26.33	\$24.87	\$23.85	\$29.32
15	1.16097	\$19.93	\$28.80	\$26.60	\$25.12	\$24.09	\$29.62
16	1.17258	\$20.13	\$29.09	\$26.86	\$25.37	\$24.33	\$29.91
18	1.19758	\$20.56	\$29.71	\$27.44	\$25.92	\$24.85	\$30.55
20	1.22258	\$20.99	\$30.33	\$28.01	\$26.46	\$25.37	\$31.19

WEBSITE/TECH SECT. ADDED TO EMIS/BUDGET OFFICER COLUMN 8/16/06  
 SALARY SCHEDULE APPROVE BY BOARD ON APRIL 23, 1997 - RES. #97-311  
 BASE HOURLY RATE INCREASED 1% PLUS NEGOTIATED T.S.S. INCREASE AUGUST 1, 1998  
 (PER BOARD RESOLUTION #98-256 AUGUST 12, 1998) 1998,1999,2000,2001 & 2002  
 MOVE ASST TO PUPIL/PER & CENTRAL SECY TO ACCTS PAYABLE/PAYROLL SCHEDULE 8/1/00. #00-163  
 CREATE SUB RESOURCE CLERK WITH STARTING HOURLY RATE = TO RECEPTIONIST ON 9/6/00. #00-276  
 ADD EMIS COORDINATOR TO BUDGET OFFICER ON 6/20/01 #01-179  
 ADD \$1 TO EACH STEP FOR ASST TO PUPIL/PER & SECY/ ACCTS PAYABLE/ PAYROLL OFFICER PER JIM JONES 8/04  
 ADD STEPS 18 AND 20 ON 12/1/04 #04-431  
 ADD ACCOUNTING CLERK 1/21/15  
 REMOVED HR COORDINATOR AND ASSISTANT TREASURER AND REPLACED WITH PAYROLL OFFICER 3/2015  
 3/04/15 BOE Meeting  
 EXHIBIT J-8