

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES**

Regular Meeting of April 24, 2018

A regular meeting of the Indian Hill Exempted Village School District was held on Tuesday, April 24, 2018, at 6:15 p.m., in the Indian Hill High School Multipurpose Room, 6865 Drake Road, Cincinnati, OH 45243 in accordance with notices sent to each member. Mrs. Aichholz called the meeting to order at 6:17 p.m. and roll call showed the following members present:

Mrs. Aichholz
Mrs. Johnston

Mr. Fiore
Mrs. Lewis

Dr. Hooker

Also present were Mark Miles, Melissa Stewart, Mark Ault, and Mick Davis.

ADOPTION OF REGULAR BUSINESS MEETING AGENDA AND ADDENDUM (041801) - Mr. Fiore moved, seconded by Mrs. Lewis, to adopt the agenda and the addendum of the regular business meeting of the Indian Hill Board of Education. All members present voted aye. Motion carried.

EXECUTIVE SESSION (041802) - Dr. Hooker moved, seconded by Mrs. Johnston, to move into Executive Session at 6:18 p.m. To consider the appointment, employment, or compensation of public employees and O.R.C. 121.22(G)(3) - Conference with an attorney concerning disputes involving the public body that are the subject of pending or imminent court action. - Roll call vote was as follows:

Mrs. Aichholz, aye
Mrs. Johnston, aye

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Also present in Executive Session were Dr. Ault, Dr. Miles, Dr. Stewart, and Mr. Davis. Bill Deters, District Attorney participated by teleconference. Executive Session concluded at 6:52.

RECESS (041803) Mr. Fiore moved, seconded by Mrs. Johnston, to recess the regular meeting of the Indian Hill Board of Education at 6:52 p.m. and reconvene at 7:00 p.m. Roll call vote was as follows:

Mrs. Aichholz, aye
Mrs. Johnston, aye

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

The Board reconvened its regular meeting at 7:00 p.m. with all Board members present.

Also present were Dr. Miles, Mr. Davis, Dr. Ault, Dr. Stewart, Erica Leppert, Jim Nichols, Jen Ulland, Whitney Buell, Mark Richardson, Ken Stegman, Barb Leonard, Jeff Damadeo, Anne Kuhn, Cash Hayden, Mike Hayes, Cindy Ketterer, Heather Koester, Jeff Clark, Rebekah Miles, Heather Higdon, Tom Butt, Tari Depoy, Beth Caudill, Jessica Brown, Megan Klosterman, Bob Schalke, Erin Owens, and others.

PLEDGE OF ALLEGIANCE - Dr. Miles led the recitation of the Pledge of Allegiance with those in attendance.

CORRESPONDENCE AND ANNOUNCEMENTS – Dave Yost, Auditor of State, recently informed us that the Indian Hill Exempted Village School District is a recipient of the Auditor of State Award. This award is given to those entities that file timely financial reports in accordance with Generally Accepted Accounting Principles, as well as receive a clean audit report. The clean audit report means that the District's financial audit did not contain findings for recovery, material citations, material weaknesses, significant deficiencies, Single Audit findings, or any questioned costs. So tonight, we recognize the team that works so diligently to provide this commitment to accountability: Mick Davis, Beth Caudill, Tari DePoy, & Linda Woolridge.

Mrs. Koester and Mr. Clark came forward to be recognized. For the fourth year in a row, the National Association of Music Merchants (NAMM) has recognized our School District as one of the Best Communities for Music Education (BCME). Our District is one of only 583 school districts nationwide recognized for this distinction in 2018. In its 19th year, this program recognizes the commitment of school administrators, Boards of Education, community leaders, teachers, and parents who believe in music education and are working to ensure that it is part of a complete education for all children. This program evaluates a variety of factors including: budgetary commitment to music; opportunities to learn music; the presence of highly qualified, certified music teachers; adherence to state and national standards; types of musical experiences offered; and opportunities for performance and competition, among others. This recognition is another testament to the quality of our staff and students and their commitment to excellence. Thanks to each of you for your efforts to bring music to our ears and lives.

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES – APRIL 24, 2018**

Cindy Ketterer came forward. On Thursday, April 19, at approximately 3:30 pm, Barb Leonard received the call that no Transportation Director wants to receive. Bus Driver Cindy Ketterer came across the radio and reported that they had been involved in a head-on collision with another vehicle. Cindy was transporting the boys junior varsity tennis team and coach to a tennis match at St. X High School. Cindy was calm and reported that all on board were okay and that 911 had been contacted. Cindy reported that the students were amazing through the entire incident and the coach was very helpful. Following the accident, a parent emailed me → I wanted to follow up with you. My son shared his recollection of the accident and it sounds like our bus driver did a good job in preventing a worse accident by significantly slowing the bus down prior to impact. I hope the bus driver is doing ok and would appreciate it if you could thank the bus driver for me for taking care of the kids. Cindy, thank you for taking care of precious cargo each and every day. And especially last Thursday, we thank you for being a Life Saver!

HOME OF THE BRAVES UPDATE - As the Board of Education is aware, the District has launched a campaign in cooperation with the Indian Hill Public Schools Foundation and Ignite Philanthropy to raise \$3.75 million for the construction of a multi-purpose athletic facility serving Tomahawk Stadium and the Upper Fields, Braves Welcome Plaza, and Gateway upgrades. As part of our capital planning process, the District has already designated \$1 million to the project. The District is seeking private funding of approximately \$2.75 million.

Mr. Peter Klekamp and Mr. Craig Sumerel have accepted the charge to lead the campaign as co-chairs of the Campaign Cabinet. They are currently recruiting Cabinet members and are off to a very strong start, hoping to hold the first Campaign Cabinet meeting within the next few weeks. The Campaign Cabinet will ideally consist of 14-18 members and serve as the public leaders for this initiative and will include representatives from the Foundation Board, Alumni, parents, and community leaders.

Our timeline is on track and moving forward. Our co-chairs are optimistic about the campaign and plan to meet our milestone decision points ahead of schedule.

We are continuing our work with the Foundation and the Ignite Philanthropy team to refine naming opportunities, finalize materials needed for pledges and acknowledgements, and develop the overall campaign strategy.

SECOND READING – 2018-19 SCHOOL CALENDAR (041804) – Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the 2018-2019 school calendar, as presented. Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

SECOND READING - CUSTODIAL/MAINTENANCE STAFF HANDBOOK (041805) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the custodial/maintenance staff handbook, as presented, effective July 1, 2018. Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

SECOND READING - TRANSPORTATION STAFF HANDBOOK (041806) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the transportation staff handbook, as presented, effective July 1, 2018. Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

OVERNIGHT FIELD TRIPS (041807) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the following overnight field trip.

Indian Hill High School Varsity Cross Country Teams - Sandusky, OH, August 24-25, 2018

Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

PERSONNEL ACTIONS (041808) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the following personnel matters as recommended by the Superintendent:

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES – APRIL 24, 2018**

Approval of Supplemental/Personal Service Contracts (2017-2018)

Jacob Logeman, Video Production Assistant, \$20/hour, not to exceed 25 hours

Approval of Certified Staff Contracts (2018-2019)

Jessica Brown, 1.0 FTE, Middle School Mathematics, Column III, Step 5, \$61,001
Megan Klosterman, 1.0 FTE, Middle School Science, Column III, Step 5, \$61,001

Retirements/Resignations

Jeni Henz, Computer Aide, resignation effective July 31, 2018
Kelley Donoghue, High School Teacher, resignation effective July 31, 2018
Andrea Brady, Director of Communications, resignation effective May 4, 2018

Change of Contract/Deduct Days

Cynthia Coultas – 4/30/2018 and 5/1/2018

Approval of Classified Staff Contract (2017-2018)

Robert Schalk, Mechanic, (72 days), \$29.22/hour
David Johnson, Custodian (62 days), \$18.31/hour

Classified Employment Contract Recommendations

Robin Anderson, Custodian, 2 years
Patty Elam, Custodian, 2 years
Houston Hembree, Custodian, Continuing
Judy Sichterman, Secretary, Continuing
Kathleen Mileham, Secretary, 2 years
Wendy Hopkins, Bus Driver, 2 years
Elizabeth Sheehy, Bus Driver, 2 years
Cathy Smith, Bus Driver, 2 years
Bev Dorenbusch, Bus Driver, 1 year
Christine Digiacomio, Bus Driver, Continuing
Lucy Pavlick, Media Aide, 2 years
Michael Dietz, Systems Engineer, 3 years
William Gruber, Lead Technician, 3 years
David Johnson, Custodian, 1 year
Robert Schalk, Mechanic, 1 year

Approval of Administrative Contracts – 2018-19 School Year

Mark Ault, Assistant Superintendent, 3 years, August 1, 2018
James Nichols, Primary School Principal, 3 years, August 1, 2018
Jeff Zidron, Athletic Director, 3 years, August 1, 2018
Deborah Humbert, Administrative Assistant, 3 years, August 1, 2018
Heather Higdon, Director of Communications, 2 years, effective August 1, 2018, \$80,000.00; up to 10 transition days, per diem.
Erin Owens, Assistant Principal, Primary and Elementary Schools, 2 years, effective August 1, 2018, \$85,000.00; up to 10 transition days, per diem.

Approval of Summer Help

Cooper Scholz, Custodian, \$10.50/hour
Shelby Cook, Custodian, \$10.50/hour
Pamela Anderson, Custodian, \$10.50/hour
Ben Shaw, Custodian, \$10.50/hour
Cole Tameris, Custodian, \$10.50/hr

Approval of Substitutes, 2017-18 School Year

Joy Warner, Bus Aide, \$15.00/hour

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES – APRIL 24, 2018**

Non-Renewals of Limited Contracts – At End of 2017-18 School Year

Karen Cooper, Sub Bus Driver
Michele Diemler, Sub Bus Driver
Frank Fazzio, Sub Bus Driver
Doug Frankenberg, Sub Bus Driver
David Gentry, Sub Bus Driver
Debara Werling, Sub Bus Driver
Tami Pels, Sub Bus Driver
Margaret Budig, Sub Secretary
Dianne Benedict, Sub Health Aide
Robyn Schatzman, Sub Custodian

Non-Renewals of Certified Contracts – At End of 2017-18 School Year

Rebecca Stevens, Kindergarten Teacher

Tuition Reimbursement

Julie Ryan, Innovative Mindset Book Study, Ashland University, \$175.00.
Kelly Vaughn, Embedded Reading, Ashland University, \$175.00
Jackie O'Brien, Innovative Mindset Book Study, Ashland University, \$175.00
Barbara Presnell, Innovative Mindset Book Study, Ashland University, \$175.00
Heather Koester, Innovative Mindset Book Study, Ashland University, \$175.00
Jennifer Stidham, Embedded Reading, Embedded Reading, Ashland University, \$175.00
Lindsay Morris, Innovative Mindset Book Study, Ashland University, \$175.00
Glen Rogers, Making Math Meaningful, University of Laverne, \$345.00
Monica Gibson, Program Design Practicum, Xavier University, \$209.07

Roll call vote was as follows:

Mrs. Aichholz, aye
Mrs. Johnston, aye

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

MEMORANDUM OF UNDERSTANDING (041809) – Mrs. Johnston moved, seconded by Mrs. Lewis to enter into the following memorandum of understanding, as written.

This Memorandum of Understanding entered into this the 24th day of April, 2018 by and between the **INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT BOARD OF EDUCATION** (hereafter the “Board”), **LISA SCHAUER** (hereafter "Employee"), and the **INDIAN HILL EDUCATORS PROFESSIONAL ORGANIZATION** (hereafter the “Association”).

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement (hereafter the “Agreement”); and

WHEREAS, Employee is employed by the Board as a teacher under a continuing contract in accordance with R.C. §3319.11; and

WHEREAS, Employee is entitled to a full time teaching position but has voluntarily requested a reduction of .80 full time equivalency; and

WHEREAS, the Parties wish to delineate the terms by which Employee will be employed on a reduced basis as indicated in this Memorandum of Understanding.

NOW THEREFORE, it is hereby **AGREED** as follows:

1. Effective immediately, Employee shall be employed on a part time basis in a position with .80 full time equivalency and assigned to a teaching position for which he/she is certified. Employee shall remain in a reduced position for any succeeding year(s) of employment unless Employee notifies the Board by March 1st that he/she desires to return to a full time position the following school year.

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES – APRIL 24, 2018**

2. Nothing herein shall be construed as past practice or precedent setting, and each party reserves the right to assert and utilize whatever authority is granted to it by virtue of the Agreement or the Collective Bargaining Laws of the State of Ohio in future similar circumstances, and this Memorandum may not be utilized to support or contradict those actions.
3. All other terms and conditions not addressed herein shall remain as indicated in current language contained in the Agreement and/or in accordance with any current or subsequent executed employment contract.

Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

APPROVAL OF MINUTES (041810) – Dr. Hooker moved, seconded by Mr. Fiore, to approve the minutes of the March 20, 2018 regular meeting, as presented. Roll call vote was as follows:

Mrs. Aichholz, abstain	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

APPROVAL OF FINANCIAL REPORTS (041811) Mr. Fiore moved, seconded by Mrs. Lewis, to approve the financial reports as presented for the month ended March 31, 2018. Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

APPROVAL TO AWARD BID (041812) Mr. Fiore moved, seconded by Mrs. Lewis, to approve the low bid by Blau Mechanical, Inc., Mechanical and Electrical Work, Replacement of Balcony Air Handling Units, High School Auditorium, for \$184,000.00. Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

APPROVAL TO AWARD BID (041813) Mr. Fiore moved, seconded by Mrs. Lewis, to approve the low bid by Beynon Sports Surfaces, Inc., General Contract Bid, Resurface Tomahawk Field Track, for \$150,449.00. Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

APPROVAL TO PAY INVOICES (041814) – Mr. Fiore moved, seconded by Mrs. Lewis, to pay the following invoices in accordance with Section 5705.41 (D)(1):

CIC/ Lickdyke Insurance, Data Security Coverage, \$4,928.00
Datto, Backupify License Renewal, \$3,600.00.
Tyler Technologies, Annual Maintenance, \$7,860.59

Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

RESOLUTION FOR DESIGNATION OF DEPOSITORIES (041815) - Mr. Fiore moved, seconded by Mrs. Lewis the following resolution;

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES – APRIL 24, 2018**

BE IT RESOLVED, by the Board of Education of the Indian Hill Exempted Village School District that, in accordance with the provisions of the Ohio Revised Code 135.01 known as “The Uniform Depository Act,” the following institution shall be designated as the public depository for all active, inactive and interim deposits of this Board for the period beginning April 25, 2018 to and including April 24, 2023.

Park National Bank of Southwest OH & Northern KY, a division of the Park National Bank

BE IT FURTHER RESOLVED, that a certified copy of this resolution be forwarded to the institution hereby designated as a public depository and the Treasurer is hereby authorized to sign on behalf of the Board such memorandum agreement as are required under the provisions of Ohio Revised Code 135.01 to 135.21.

Roll call vote was as follows:

Mrs. Aichholz, aye
Mrs. Johnston, aye

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

RESOLUTION ACCEPTING THE AMOUNTS AND RATES AS DETERMINED BY THE BUDGET COMMISSION

(041816) - Mr. Fiore moved, seconded by Mrs. Lewis the following resolution;

WHEREAS, This Board of Education in accordance with the provisions of law has previously adopted a Tax Budget for the next succeeding fiscal year commencing July 1st, 2018; and

WHEREAS, The Budget Commission of Hamilton County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board and what part thereof is without, and what part within the ten-mill limitation; therefore be it

RESOLVED, By the Board of Education of the Indian Hill Exempted Village School District, Hamilton County, Ohio, that the amounts and rates, as determined by the Budget Commission in its certification, be and the same and hereby accepted; and be it further

RESOLVED, That there be and is hereby levied on the tax duplicate of said Board of Education the rate of each tax necessary to be levied within and without the ten-mill limitation as follows:

and be it further

RESOLVED, That the Treasurer of this Board of Education be, and is hereby directed to certify a copy of this Resolution to the County Auditor of Hamilton County.

Roll call vote was as follows:

Mrs. Aichholz, aye
Mrs. Johnston, aye

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

APPROVAL OF NEW CONTRACTS (041817) Mr. Fiore moved, seconded by Mrs. Lewis, to approve the following contracts:

MEO Business Group, LLC, Occupational Therapist, \$62/hour, Physical Therapist, \$62/hour, Physical Therapist Assistant, \$52/hour, 2018-19 school year.

Hamilton County Education Service Center, St. Vincent Ferrer County Services, 2018-19 school year, \$148,355.00

Clermont County Education Service Center, Interpreter Service, \$56,910.00

Canon Solutions America, Inc., 60-month copier lease, \$5,280.00/month

Catapult Learning West, LLC., on behalf of All Saints Elementary, Psychologist, \$83,032.00

Roll call vote was as follows:

Mrs. Aichholz, aye
Mrs. Johnston, aye

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

ACCEPTANCE OF DONATIONS (041818) – Mr. Fiore moved, seconded by Mrs. Lewis, to accept the following donations:

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES – APRIL 24, 2018**

IH Boosters, to Elementary, Gym Mats, \$2,114.55
 IH Boosters, to Latin Club, Ohio Junior Classical League, \$1,400.00
 IH PTO, to Elementary, Stem Lab, \$12,400.00
 IH Foundation, to High School, Video Board, \$4,000.00
 Frank R. Noyes, M.D., CPR Kit, \$616.00
 Dean and Anne Kereiakes, CPR Kit, \$616.00

Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

NEOLA POLICY UPDATES – SECOND READING (041819) – First reading was at the March 24, 2018 regular Board of Education meeting. Dr. Hooker moved, seconded by Mr. Fiore, to accept the following NEOLA policy updates.

4121 - Criminal History Record Check
 4162 - Drug Alcohol Testing CDL Drivers
 5111 - Eligibility of Resident-Non Resident Students
 5112 - Entrance Requirements
 7530 - Lending Board-Owned Equipment
 7530-02 - Staff Personal Communication Devices
 7542 - Access to District Tech from Personal Devices
 7543 - Website and Remote Access to Network
 8400 - School Safety
 8600-04 - Bus Driver Certification
 9141 - Business Advisory Council

Roll call vote was as follows:

Mrs. Aichholz, aye	Mr. Fiore, aye	Dr. Hooker, aye
Mrs. Johnston, aye	Mrs. Lewis, aye	

OTHER BUSINESS BY BOARD/ADMINISTRATION

Mrs. Lewis summarized the Personnel Committee meetings held March 20th and April 10th and presented the 2018-2019 administrative salary increase recommendation to the Board. Dr. Hooker moved, seconded by Mrs. Johnston, to approve the 2018-19 administrative salary schedule, as presented. **(041820)**

Name	Role	Recommended 2018-2019 Salary	Notes
Ault, Mark	Assistant Superintendent	\$112,205	
Buell, Whitney	Elementary School Principal	\$97,920	
Damadeo, Jeff	High School Principal	\$112,200	
Davis, Mick	Treasurer	\$112,750	
Hayden, Cash	Middle School Assistant Principal	\$94,350	
Hayes, Mike	High School Assistant Principal	\$91,800	
Leonard, Barb	Transportation Supervisor	\$80,926	
Leppert, Erica	Director of Pupil Services	\$95,325	Market Adjustment

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES – APRIL 24, 2018**

Miles, Mark	Superintendent	\$173,073	
Nichols, Jim	Primary School Principal	\$106,027	
Richardson, Mark	Director of Technology	\$102,000	
Stegman, Ken	Facilities Supervisor	\$79,748	Performance & Market Adjustment
Stewart, Melissa	Assistant Superintendent	\$124,440	
Ulland, Jen	Middle School Principal	\$99,910	Market Adjustment
Zidron, Jeff	Athletic Director	\$106,978	

In addition, for the 2018-2019 school year, all administrators will be eligible for a buyback of unused vacation days (not to exceed five).

Roll call vote was as follows:

Mrs. Aichholz, aye
Mrs. Johnston, aye

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

PUBLIC COMMENTARY – There was no public commentary.

ADJOURNMENT (041820) Mrs. Lewis moved, seconded by Mrs. Johnston, to adjourn the Regular Meeting of the Indian Hill Board of Education at 7:34p.m. Roll call vote was as follows:

Mrs. Aichholz, aye
Mrs. Johnston, aye

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye



Board President



Treasurer