

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
BOARD OF EDUCATION
MINUTES
Regular Meeting of September 10, 2019**

A regular meeting of the Indian Hill Exempted Village School District was held on Tuesday, September 10, 2019, at 7:00 p.m., in the Indian Hill High School Multipurpose Room, 6865 Drake Road, Cincinnati, OH 45243 in accordance with notices sent to each member. The meeting was called to order at 7:00 p.m. and roll call showed the following members as present:

Mrs. Aichholz
Mrs. Johnston

Mr. Fiore
Mrs. Lewis

Dr. Hooker

Also present were Mark Ault, Kirk Koennecke, Erica Leppert, Melissa Stewart, Mick Davis, Jim Nichols, Jeff Damadeo, Amy Campa, Anne Kuhn, Lori Klinedinst, Jen Ulland, Matt Haskamp, Heather Higdon, Mary Siegel, Niki Singh, Julie Pfeiffer, Tom Butt, Steve Seeger, Ben Kremer, Jamie Foley, and others.

ADOPTION OF REGULAR BUSINESS MEETING AGENDA (091901) - Mrs. Aichholz moved, seconded by Mrs. Johnston, to adopt the agenda of the regular business meeting of the Indian Hill Board of Education. All members present voted aye. Motion carried.

PLEDGE OF ALLEGIANCE – Mr. Koennecke led the recitation of the Pledge of Allegiance with those in attendance.

CORRESPONDENCE AND ANNOUNCEMENTS

Recognition of Indian Hill High School senior Manasi Singh, selected as a recipient of the President’s Gold Volunteer Service Award. Manasi was recognized for her work with the American Red Cross. In addition to setting up a Red Cross club for her fellow Braves to join, Ms. Singh also serves as an American Red Cross National Youth Council ambassador for the Ohio region.

The Indian Hill School District was recognized by the Ohio Senate for receiving an Auditor of State Award for three consecutive years. The recently published Financial Prospectus captures important information for our public to review.

Facilities Steering Committee - Wednesday, September 4, 6:00-7:30 pm.

Presentation - BRAVE Character Education Overview given by Dr. Stewart, Mr. Damadeo and others.

Student Enrollment Report

Enrollment:

- The first report provided in your Board materials highlights enrollment figures at each grade level since 2013. Primary School enrollment as of August 27 is 455 students (an increase of 35 students compared to last year), 515 students at the Elementary School (an increase of 51 students compared to last year), 540 students at the Middle School (an increase of 31 students compared to last year), and 625 students at the High School (a decrease of 10 students compared to last year). This reflects an overall enrollment of 2,135 students (an increase of 107 students compared to last year). The Board might recall that we ended an eight-year trend of declining student enrollment in 2015. Since 2014, our student enrollment has increased from 1,884 to 1,942, to 2,003, and to two years of 2,028 and finally to 2,135 in 2019.
- Many factors play a role in student enrollment: economy, housing availability, quality of educational services, student retention.

Student Mobility:

- The next report summarizes student mobility to and from private school competitors from May 31 – August 23. In total, 18 students moved from Indian Hill to one of our identified private competitors while 56 students moved from one of our identified competitors to Indian Hill, resulting in a net gain of 38 students from competitors. This makes six years in a row that Indian Hill has realized a net gain from our private school competitors (+17; +25; +9; +24; +1; +38).
- Our Middle School and High School staff members continue to focus efforts on the transition our students make from 8th grade to 9th grade. The District realized a net loss of 8 students from 8th grade to 9th grade which is down from 15 students last year.
- We will continue our focus upon relationship-building, the connection we make with our students and parents by valuing their decision, allowing Middle School students to engage in shadow days, and the articulation of the exceptional educational services our district provides. As you know, the District has also made strategic investments in our athletic and performing arts facilities.
- We recognize that some of these educational decisions are faith-based and others involve long-standing family traditions. Without doubt, we want Indian Hill to be the educational provider of choice for students and families!

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Class Size:

Within your materials is also a class size report with expanded information from the middle school and high school. Overall, our students are provided with many choices for classes and an educational environment that is personalized – smaller class sizes provide enhanced opportunities for teacher-student interaction and greater teacher knowledge of the individual needs of students. The middle and high school schedules are complex and require building administrators to balance many factors while maintaining the high level of educational services to which we are accustomed.

ANNUAL REVIEW & APPROVAL OF CAREER ADVISING POLICY (POLICY 2143) (091902) - Mrs. Johnston moved, seconded by Mrs. Aichholz, to approve the career advising policy. Roll call vote was as follows:

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

OVERNIGHT FIELD TRIPS (091903) - Mrs. Johnston moved, seconded by Mrs. Aichholz, to approve the following overnight field trips.

Indian Hill High School Senior Class Trip - Chicago, IL, November 24-26, 2019

Roll call vote was as follows:

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

PERSONNEL ACTIONS (091904) - Mrs. Johnston moved, seconded by Mrs. Aichholz, to approve the following personnel matters as recommended by the Superintendent:

Approval of Classified Staff Contracts (2019-2020)

Jason Thompson, Instructional Aide, 7 hours/day, \$17.50/hr

Acceptance of Retirements/Resignations

Barb Leonard, Transportation Director, retirement effective November 29, 2019

Approval of Supplemental/Personal Service Contracts (2018-2019)

Amy Dunlap, Girls Soccer Camp, \$3144.02
Bryan Daniel, Boys Soccer Camp, \$3144.01
Rachel Smith, Girls Basketball Camp, \$1272.39
Ellen Hughes, Girls Volleyball Camp, \$1902.96
Tony Arcuri, Football Camp, \$2012.25
Tim Burch, Boys Basketball Camp, \$2103.30
AJ Froehlich, Boys Lacrosse Camp, \$2894.49
Kristin Brewer, Cheerleading Camp, \$4354.05

Approval of Supplemental/Personal Service Contracts (2018-2019)

Jamie Foley, Head Coach HS Boys Lacrosse, \$5,718
Rachel Mallicote, Legend Advisor, \$3753, (replacing Julie Pfeiffer)
Amanda Sopko, Future Cities Club, \$1500
Kim Given, Power of the Pen Gr. 7, \$1500, (replacing Toni Roark)
Toni Roark, STEP Tutor, \$34.05/hr
Alex Fries, Latin Club Advisor, \$1125.50 (change from prior agenda)
Samantha Frodge, Latin Club Advisor, \$1125.50
Mike Duncan, Math Counts Advisor, \$500 (change from prior agenda)
Jessica Brown, Math Counts Advisor, \$1000
Faculty Transition Meeting, \$60

Beth Kamen	Jeff Wells	John Sommer
Amanda Taylor	Jackie O'Brien	Brad Brunswick
Avery Lewis	Amy Mongenas	Marcia Tuznik
Steve Seeger	Megan Idoine	Jen Apanites
Terry Mullenax	Heather Rise	Betsy Gentile

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Amy Kirchner	Mari Mileham	Maggie Jones
Sara Jones	Lisa Schauer	Alice Bohn
Danielle Lintz	Amie Kanzeg	Todd Gries
Christian Miller	Katie Slusher	Loni Jackson
Lauren Watts	Amy Church	Kelly Vaughan
Brittany Fitzgerald	Melanie Broxterman	Sarah Kellett
Jen Anders	Amy Arnold	Rebecca Bachman
Kristi Booth	Amy Campa	Barb Danver
Monica Dawkins	Janie Gardner	Megan Gattermeyer
Lauren Girdler	Heather Hardesty	Zoe Rottenberg
Rosa Jason	Jill Kurtz	Leslie Lakamp
Amy Lichey	Marty Majchszak	Pam Marshall
Andi McCoy	Sarah Meinberg	Tami Miller
Lyndsey Phelps	Elizabeth Ruebusch	Liz Smallwood
Cristina Smith	Dana Snyder	Sue Speno
Michelle Sweeney	Jennifer Theiss	Cheryl Ventresca
Barb Watson	Char Yarnell	Kate Zink
Ariana Knue	Becky Stevens	Jennifer Bammerlin
Laura Krehbiel	Adrienne Scott	Andrea Thomas
Michal Eubanks	Jenn Oden	

Approval of Classified Substitutes for the 2019-2020 School Year

Dannie Daily, Bus, \$23.25/hour	Amanda Darnell, Bus Driver
Margy Budig, Secretary	Robyn Schatzman, Custodian
Paul Ketterer, Bus Driver	Cindy Ketterer, Bus Driver
Karen Cooper, Bus Driver	Dave Gentry, Bus Driver
Debby Werling, Bus Driver	Frank Fazzio, Bus Driver
Michele Diemler, Bus Driver	Greg Mueller, Bus Driver
Andrea Bothe, Bus Driver	Nicholas Burlison, Bus Driver
Diana Cole, Health Aide	Cathy Howard, Health Aide
Monica Long, Health Aide	Josh Robertson, Secretary

Change of Contract

Renee Schumacher, Educational Assistant, 4 hours/day

Tuition Reimbursement

Amy Campa, Teacher Empowered Learning, Dominican University of California, \$476.68
Brad Brunswick, Differentiated Instruction, Xavier University, \$345.00
Brad Brunswick, Technology Workshop, Xavier University, \$345.00
Christian Miller, Teacher Empowered Learning, Dominican University of California, \$238.34
Megan Idoine, Teacher Empowered Learning, Dominican University of California, \$476.68
Kathryn Blankenship, Teacher Empowered Learning, Dominican University of California, \$515.00
Jordan Siebenaller, Teacher Empowered Learning, Dominican University of California, \$390.00
Kenneth Dunlap, Teacher Empowered Learning, Dominican University of California, \$270.00
Elizabeth Imrie, Teacher Empowered Learning, Dominican University of California, \$270.00
Megan Klosterman, Teacher Empowered Learning, Dominican University of California, \$390.00
Nicole Snitil, Teacher Empowered Learning, Dominican University of California, \$390.00
Ty Ignatz, Teacher Empowered Learning, Dominican University of California, \$270.00
Wendy Silvius, ADD Information & Intervention, Ashland University, \$420.00
Amy Smart, Teacher Empowered Learning, Dominican University of California, \$515.00
Jessica Brown, Math For Gifted Students, Ashland University, \$180.00
Sara Jones, Trends in Educational Technology, Kent State, \$740.00
Monica Gibson, Teaching with Technology, Ashland University, \$180.00
Cherita Malone, So Stressed I Could Scream, LaVerne University, \$375.00
Barbara Danver, Mindfulness For Better Teaching and Learning, Andrews University, \$359.20
Jason Keith, Effective Character Education, University of Laverne, \$345.00
Sarah Kellett, Introduction to Rational Behavioral Therapy, Xavier University, \$570.00
Lindsay Kearns, Diagnosis of Mental and Emotional Disorder, University of Dayton, \$1,935.00

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Donita Jackson, Directed Research, Northern Kentucky University, \$2,214.00
Donita Jackson, Teaching Tolerance, Ashland University, \$180.00
Barbara Danver, Responsive SEL, Ashland University, \$180.00
Courtney Ward, Teacher Empowered Learning, Dominican University, \$390.00
Amanda Sopko, Braves University II, Ashland University, \$180.00
Amanda Sopko, Teacher Empowered Learning, Dominican University, \$270.00
Jennifer Stidham, Teacher Empowered Learning, Dominican University, \$270.00

Roll call vote was as follows:

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

APPROVAL OF MINUTES (091905) - Dr. Hooker moved, seconded by Mr. Fiore, to approve the minutes of the August 13, 2019 regular meeting, as presented. Roll call vote was as follows:

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

APPROVAL OF FINANCIAL REPORTS (091906) - Dr. Hooker moved, seconded by Mr. Fiore, to approve the financial reports as presented for the month ended August 31, 2019. Roll call vote was as follows:

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

APPROVAL OF CONTRACTS (091907) - Dr. Hooker moved, seconded by Mr. Fiore, to approve the following new contracts.

Butler County Education Service Center, Union Day/Therapeutic School, \$41,500.00
Comprehensive Concepts in Speech and Hearing, Inc., on behalf of All Saints, Psychology Services, \$96,075.00. Hamilton County Education Service Center, on behalf of Rockwern Academy, County Services, \$70,927.60, revised
Hamilton County Education Service Center, on behalf of All Saints, County Services, \$237,038.40, revised

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 (091908) – Dr. Hooker moved, seconded by Mr. Fiore, to pay the following invoices in accordance with Section 5705.41 (D)(1):

Tobie Braverman, Mediator, Due Process Hearing, \$15,535.16

Roll call vote was as follows:

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

ACCEPTANCE OF DONATIONS (091909) – Dr. Hooker moved, seconded by Mr. Fiore, to accept the following donations:

IH PTO, to Elementary School, Freedom Center Trip, \$1,204.00

Roll call vote was as follows:

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

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PUBLIC COMMENTARY

Public commentary by Davida Gable. “I’m a parent of two students here at the Middle School and High School. I am here to request that the Board grant authority to the school superintendent to explicitly ban clothing or apparel with statements or symbols that are commonly understood to undermine people based on their race, color, disability, religion, gender, or national origin. Our community refers to our district’s bylaws and school policies to determine appropriate behavior. However, without having the skills or training of people in this room, they are left to make judgements about what is disruptive, inflammatory or offensive, using their own personal lenses and experience. While this is almost always in good intention, it is not enough. I do not believe I am surprising anybody here to suggest that our national discourse has become strained. The environment could get worse, and I am urging the Board to be proactive now. Our current dress codes cast a wide net over clothing that could be deemed offensive, distracting or inflammatory. In fact, it’s so wide that my daughter said that an Indian Hill cheerleader claimed that she was recently dismissed from a classroom for her cheerleading skirt being a violation. Yet despite the ease we have reprimanding girls for having skirts deemed to be too short, we are uncomfortable addressing students who feel it is their unassailable right to wear apparel that is associated with rallies where women are mocked and U.S. citizens of color are told to “go back where they came from”. Without my having said it yet, every person in this room already knows the slogan and clothing I am talking about. The symbolism is that clear, and attempting to deny the association is disingenuous. While there might have been plausible deniability two years ago, too much has happened since then, and there is no denying it anymore.


Red hats with the slogan, “Make America Great Again” are benign and unobjectionable on their face. However, they have become offensive symbols to many people. While one may try to wave them off as simple campaign apparel – similar to any campaign shirt protected by freedoms of expression – doing so is a false comparison and displays ignorance of the impact the symbol has on many people, particularly those who are not white. The hat represents oppressive policies and calls to violence, with words embedded in gunmen’s threats and manifestos. If you’re not bothered by the red MAGA cap as a symbol, I ask you put yourself in somebody else’s shoes – a student’s shoes – for a minute. Imagine you are an Indian Hill student who is a Mexican immigrant, who hears people in the hats at rallies describe your family as murderers and rapists. Imagine you are a Muslim student, who hears people in the hats calling for Muslim bans and disallowing you from visiting your family. Imagine you are a black student at Indian Hill – who has experienced racism and knows generational trauma of racism – surrounded by powerful, rich, white boys wearing MAGA hats. Telling a young, black man that ‘if he feels uncomfortable,’ he can just go to a nice white lady is absolutely tone deaf through the lens of his experience. If nothing else, the MAGA campaign slogans are certainly more offensive than other dress code violations. If enough people are distracted by the exposed shoulders of 12-year girls that we need to ban girls’ tank tops, then surely the bar for MAGA hats has been reached. As stated in the school’s bylaws, the very first expectation for each Board member is to “remember that my first and greatest concern must be the educational welfare of all students attending the public schools.” I am asking you to act on that concern. Explicitly banning clothing with statements or symbols that are commonly misunderstood to undermine people based on their race, color, disability, religion, gender, or national origin will demonstrate this commitment. Clothing with MAGA campaign slogans are commonly understood to be hostile to many people. If we do not protect everybody in this district, then we protect nobody in this district. It’s time to be brave. Thank you.”

ADJOURNMENT (091910) - Mr. Fiore moved, seconded by Dr. Hooker, to adjourn the September 10, 2019 regular meeting of the Indian Hill Board of Education at 7:41 p.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