

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES**

Regular Meeting of October 8, 2013

A regular meeting of the Indian Hill Exempted Village School District was held on Tuesday, October 8, 2013, at 6:00 p.m. in the Indian Hill High School Multipurpose Room, 6865 Drake Road, Cincinnati, Ohio 45243 in accordance with notices sent to each member. Roll call showed the following members as present:

Mr. Grafe, aye
Mr. Lutz, aye

Mrs. Johnston, aye
Mr. Sharp, aye

Mrs. Lewis, aye

Also present were Dr. Miles, Mrs. Toth, Mark Ault, Tracy Quattrone, Antonio Shelton, Josh Kauffman, Melissa Stewart, Jim Nichols, Barb Leonard, Connie Hubbard, Andrea Brady, Dale Haarman, Naomi Horchak-Morris, Pat Bartholomew, Anne Kuhn, Diana Watson, Mark Miller, Matt Watson, Tom Millard, Cynthia Coultas, Barb Mustard, Sandra Harte, Bruce and Betty Cate, Mark Schoenhoeft, Donna Grafe, Judy and Walt Mills, J. B. Salvado, Toni Nevins, Jim Waltman, Eddie Hooker, Victoria and Jennifer Islas, Lori Klinedinst, Martha Thompson, Marci Blachman, Renee Townley, Kim Given, Erin Sprang, Leigh Anne Prugh, Pat Bartholomew, Forrest Sellers, and others.

EXECUTIVE SESSION (101304) Mr. Sharp moved, seconded by Mrs. Lewis, to go into Executive Session at 6:00 p.m. to discuss negotiations. Roll call vote was as follows:

Mr. Grafe, aye
Mr. Lutz, aye

Mrs. Johnston, aye
Mr. Sharp, aye

Mrs. Lewis, aye

The Board reconvened its regular session at 7:00 p.m.

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

ADOPTION OF REGULAR MEETING AGENDA (101305) Mr. Sharp moved, seconded by Mrs. Johnson, to adopt the agenda of the regular business meeting of the Indian Hill Board of Education, as amended, to include an employment recommendation for Brittany Jacobs as an instructional aide as well as approvals of supplemental contracts and tuition reimbursements. All members present voted aye. Motion carried.

CORRESPONDENCE AND ANNOUNCEMENTS – Dr. Miles recognized the efforts of our school bus drivers in caring for our students and their safety every day. Mr. Bruce Cate, Indian Hill bus driver for 13 years, had recently provided school bus safety training for his students when the importance of the training was highlighted for Victoria Islas, her parents, and Mr. Cate. Victoria's careful listening on the day of her training prevented her from stepping in front of a car whose driver had disregarded the bus stop sign. Victoria was attentive to Mr. Cate's hand signal to stay at her bus stop until his hand went down signaling it was safe to cross the street to board the bus. We thank our bus drivers for their commitment to excellence and their dedication to the safety of our students.

SUPERINTENDENT'S REPORTS – Dr. Miles introduced High School Guidance staff – Kyle Crowley, Donita Jackson, Lindsay Kearns, Nollis Wanninger, and Ester Hall – who provided an overview of the many services available for students and parents in the College and Career Counseling Center.

High School Guidance Report: The High School Guidance Department presented a report on their services for Indian Hill students as well as college admission data for the Class of 2013. The four High School counselors each serve a segment of the alphabet and thus have the opportunity to work with individual students and their families for all four years of their high school experience. The philosophy of the Guidance Department is concerned with helping students identify and explore interests that will lead to their next step after high school. High School Guidance Programs include a myriad of college planning opportunities as well as strategies for program enhancements and relationship development with college admission representatives for our students. The college selection process is ultimately about finding the school that best fits the student and his/her needs. Application Boot Camp, now completing its fourth year, was a three-day opportunity for nearly 100 high school seniors who participated in the program to get a head start on the College Application Process. Recent survey results suggest earlier outreach to students and their parents as important, including the Junior College Planning Night and the development of a specific college application timeline for seniors. Because of the growing college age population, schools can be more selective in their admissions. Perfect grades and excellent test scores are not the only data points colleges consider when offering admission. Demonstrated interest by the student can be more meaningful to a college admissions representative.

High School Guidance Report: continued

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES - October 8, 2013**

The current economic climate is leading more students to a pragmatic approach to school selection and an interest in financial aid. Schools, such as UC and Ohio State, have made significant improvements to their programs and are becoming more selective in their admissions. Honors and Scholars Programs are attractive to our students. Nearly ninety-six percent of the Class of 2013 enrolled in either a two-year or four-year college; nearly one percent are participating in trade/technical programs; about four percent were either undecided or entered the world of work. The Class of 2013 is attending 76 different colleges and universities.

PERSONNEL ACTIONS (101306) Mr. Sharp moved, seconded by Mr. Lutz, to approve the following personnel matters as recommended by the Superintendent:

A. Employment Contracts – beginning 2013-14

Employee Name	Bldg/Assignment	% Contract	2012-13 Salary
Anderson, Brittany	DST/Custodian	100	\$14.60/hr
Jacobs, Brittany	PS/Instructional Aide	100	\$13.87/hr

B. Approval of Supplemental/Personal Service Contracts – 2013-14 year

EMPLOYEE	CONT	BLD	CONTRACT POSITION/DUTY	RATE	AMOUNT
Booth, Kristina	SUPP	MS	Curriculum Writing, August 2013	\$20/hr	\$140.00
Rose, Tara	PSC	ATH	Field Hockey Coach, JV - Amended 10/8/2013	8%	\$2,931.00
Angel, Pamela	PSC	ATH	Field Hockey Coach, Varsity - Amended 10/8/2013	11%	\$4,030.00
Hancock, Patrick	PSC	ATH	Football Coach, Asst Varsity-50% and Asst MS-50%	13.5%	\$4,946.00
Davis, Lynn	SUPP	DST	IEP/ETR Consultation Day, 9/6/2013 - 2 hours	\$20/hr	\$40.00
Apanites, Jennifer	SUPP	ES	Curriculum Writing, Language Arts - 6/10-7/09/2013	\$20/hr	\$400.00
Campbell, Lisa	SUPP	HS	SAT Review Evening Class, 2013-14, est 150 hrs	\$35/hr	\$5,250.00
Schmitt, Julie	PSC	HS	SAT Review Evening Class, 2013-14, est 150 hrs	\$35/hr	\$5,250.00
Engelbert, Julie	SUPP	PS	Mentor (A Campa)	2%	\$733.00
Akers, Steve	PSC	TRN	Fleet Manager		\$4,000.00

D. Retirements/Resignations

Last Name	First Name	Assignment	Building	Effective Date
Carroll	Patrick	Science	High School	September 11, 2013

E. Tuition Reimbursements

EMPLOYEE	COURSE	COLLEGE	TUITION
Cynthia Adkins	Tech Tools For Teachers	Ashland Univ	\$556.00
Deborah Centers	Summer Choral Workshop	Otterbein Univ	\$636.00
Kenneth Dunlap	Tech Tools For Teachers	Ashland Univ	\$556.00
Heather Hardesty	HCESC Tech Academy	Ashland Univ	\$172.00
Bradford Kirk	Educational Administration	XU	\$1,608.00
Naomi Horchak-Morris	Succeeding With Students of Poverty	Walsh Univ	\$515.00
Jacqueline O'Brien	Tech Tools For Teachers	Ashland Univ	\$556.00

F. Approval of Salary Adjustment – Dr. Antonio Shelton, Principal, Indian Hill High School, effective August 1, 2013 – \$110,000

Roll call vote was as follows:

Mr. Grafe, aye	Mrs. Johnston, aye	Mrs. Lewis, aye
Mr. Lutz, aye	Mr. Sharp, aye	

PERSONNEL COMMITTEE REPORT – Mrs. Kim Lewis, Chair of the Personnel Committee, presented a recommendation to the Board regarding compensation for classified employees during the 2013-14 and 2014-15 academic years. Mrs. Lewis met with

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES - October 8, 2013**

the various groups of our classified staff to discuss the Board's interest in moving forward with a compensation recommendation as well as the Board's interest in understanding other issues or concerns from our classified staff.

APPROVAL OF CLASSIFIED STAFF COMPENSATION RECOMMENDATION (101307) Mrs. Lewis moved, seconded by Mr. Sharp, to approve the following recommendation for compensation for classified staff:

- a. Year One. For the 2013-14 school year, the salary schedule will be adjusted by 1% and eligible employees will move one vertical step on the salary schedule. During year one, there will be no link between evaluations and the above-referenced increases. (Please note no salary schedule step increases, step movement or step credit as a result of the most recent two year freeze on step movement will occur.)
- b. Year Two. For the 2014-15 school year, the salary schedule will include an additional step which applies a 1.5% increase from the last preceding step. Also for the 2014-15 school year, the salary schedule will be adjusted by 1.5% and eligible employees will move one vertical step on the salary schedule. During Year Two, there will be a link between evaluations and these Year Two increases, as follows: To be eligible for the Year Two increases, employees must receive either an Accomplished or Skilled rating based on the principal's/supervisor's 2013-2014 evaluation of the employee. Any employee who receives a rating of Developing or Ineffective on their principal's/supervisor's 2013-2014 evaluation will not be eligible for the Year Two increases.
- c. Continuation of Employee Contribution to Health Insurance Premium for eligible groups. For eligible classified employee groups, the Board will pay 85% of the premium for either the POS or HDHP coverage during the 2013-14 and 2014-15 school years, as elected by the eligible employee. A \$1,000 payment shall be paid for eligible employees who waive family (including employee/children and employee/spouse tiers) health insurance coverage.

For eligible nonteaching employee groups, the Board will pay (85%) of the cost for single and/or family coverage of a basic dental health care program for full-time and part-time (50% or more) eligible employee groups. For those employees selecting the enhanced dental plan, the employee contribution will remain the difference between the Board contribution to the basic plan and the actual premium for the enhanced coverage.

Roll call vote was as follows:

Mr. Grafe, aye
Mr. Lutz, aye

Mrs. Johnston, aye
Mr. Sharp, aye

Mrs. Lewis, aye

TEACHER CONTRACT NEGOTIATIONS UPDATE - Mrs. Lewis stated the Board's objective in its compensation models continues to be the ability to attract and retain the best and brightest teachers. Both teams are bargaining in good faith.

APPROVAL OF FINANCIAL REPORTS (101308) Mr. Sharp moved, seconded by Mrs. Lewis, to approve the financial reports for the month ending September 30, 2013 including Fund Reports, Expenditure/Warrant Listings totaling \$2,619,677.45:

General Fund	\$2,383,336.47
Bond Retirement Fund	\$0.00
Permanent Improvement Funds	\$133,350.46
Enterprise Funds	\$125.56
Special Revenue Funds	\$100,107.35
Special Trust Fund	\$0.00
Agency Funds	2,757.61
TOTAL ALL FUNDS, September 30, 2013	\$2,619,677.45

Roll call vote was as follows:

Mr. Grafe, aye
Mr. Lutz, aye

Mrs. Johnston, aye
Mr. Sharp, aye

Mrs. Lewis, aye

APPROVAL OF FIVE YEAR FORECAST (101309) Mr. Sharp moved, seconded by Mrs. Lewis, to approve the five-year forecast and authorize its initial filing with the Ohio Department of Education, as required by law, as presented. Roll call vote was as follows:

Mr. Grafe, aye
Mr. Lutz, aye

Mrs. Johnston, aye
Mr. Sharp, aye

Mrs. Lewis, aye

INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES - October 8, 2013

APPROVAL OF HEALTH AND DENTAL INSURANCE RENEWAL PREMIUMS (101310) Mr. Sharp moved, seconded by Mrs. Lewis, to approve the following health and dental insurance renewal premiums, effective January 1, 2014:

Insurance Program	Single	United Health Care - SWOOSH		
		New Rates-eff 1/1/2014		
		EE/Spouse	EE/Children	Family
Traditional PPO (monthly)	674.16	1,274.18	1,173.06	1,860.70
HDHP (monthly)	501.31	947.48	872.28	1383.61

Dental Care Plus - SWOOSH		
New Rates-eff 1/1/2014		
Insurance Program	Single	Family
Basic Plan (monthly)	28.44	77.45
Enhanced Plan (monthly)	42.82	116.51

Roll call vote was as follows:

Mr. Grafe, aye
Mr. Lutz, aye

Mrs. Johnston, aye
Mr. Sharp, aye

Mrs. Lewis, aye

COMMITTEE REPORTS – Mr. Lutz, Chair of the Operations Committee, provided an update on the Geothermal Project study indicating the identification of real savings, without duplication, is providing a payback of between 11 and 15 years. He suggested that further analysis of the soil composition of the borefield area would be helpful in understanding the potential cost of each well and recommended a test well be bored at a cost not to exceed \$20,000.

APPROVAL OF RECOMMENDATION FOR A TEST WELL IN THE GEOTHERMAL STUDY (101311) Mr. Lutz moved, seconded by Mr. Sharp, to approve the recommendation to drill a test well near the Middle School parking lot at a cost not to exceed \$20,000. Roll call vote was as follows:

Mr. Grafe, aye
Mr. Lutz, aye

Mrs. Johnston, aye
Mr. Sharp, aye

Mrs. Lewis, aye

PUBLIC COMMENTARY – Several teachers addressed the Board concerning the Board's proposals regarding teacher compensation. Mrs. Wendy Silvius (HS) discussed the power of intrinsic motivation for most professionals. Mrs. Sue Speno (PS) indicated teachers' understanding of Indian Hill expectations for hard work and collaboration, but expressed the potential erosion of the spirit of collaboration and the impact on students' ability to learn and grow. Mrs. Kim Given (MS) voiced her desire to foster self-confidence and creative inquiry in her students. Teachers are concerned about this change in our culture where the motivation becomes self-serving and creates a loss of true collegiality. Mrs. Erin Sprang (ES) spoke of the careful placement of each child within a team of teachers who work together to help grow the whole child entrusted to them. The notion of pay for performance suggests a competitive environment rather than a collaborative setting. All four teachers expressed there should be accountability for poor performance.

Mr. JB Salvado, parent, wondered about the ability to evaluate the risk of changing the teacher compensation model to something performance-based.

ADJOURNMENT (101312) Mr. Sharp moved, seconded by Mrs. Johnson to adjourn the October 8, 2013 regular meeting of the Indian Hill Board of Education at 8:18 p.m. Roll call vote was as follows:

Mr. Grafe, aye
Mr. Lutz, aye

Mrs. Johnston, aye
Mr. Sharp, aye

Mrs. Lewis, aye

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES - October 8, 2013**

Board President

Treasurer