

AGENDA

Monday, March 18, 2013

Regular Meeting

Reilly Elementary – 7:00 p.m.

The Entire Meeting is Open to the Public

*Superintendent, Tom Bratten
Treasurer, Jim Wilson*

Call to Order – Mr. Andrew Null

	<u>Present</u>	<u>Absent</u>
Mr. Nick Bush	_____	_____
Mr. Brad Myers	_____	_____
Mr. Andrew Null	_____	_____
Mr. Steve Bailey	_____	_____
Mr. Howard Rohleder	_____	_____

*This is a meeting of the Board of Education **in public** for the purpose of conducting the School District's business and is a meeting open to the public but is not an open public meeting. There is a time for public participation during the meeting as indicated in the agenda. Please fill out a yellow card if you wish to speak. A limit of three minutes per person to speak shall be allowed. The public may address the Board only during the Public Request portion of the board agenda.*

PLEDGE OF ALLEGIANCE

Salem City Schools Board of Education Goals

(Approved February 24, 2011)

1. Maintain and build on our Excellent rating into the future, achieving the State's highest level of distinction by 2015.
2. Continue to work on fostering a fair and welcoming classroom environment conducive to student learning and a feeling of belonging, as measured through improvements in annual customer satisfaction surveys.
3. Introduce and implement initiatives that make Salem students more competitive for 21st century careers by 2020, through the introduction of more challenging classes, advanced technology, and comprehensive career planning.
4. Create effective communication tools in order to provide information to and receive feedback from students, parents, and community members in a timely manner, making it easy for them to understand the news, activities, and performance of the District by 2013.
5. Prepare for and plan District-wide facilities renovations within the next 5 years in order to modernize our existing school buildings for 21st century learning while responsibly managing taxpayer funds.

Reading, Correcting and Approving of Minutes

(See pages 12 – 68)

Motion By _____

Second By _____

Approved _____ Not Approved _____ Other Action _____

Reading, Correcting and Approving Agenda

Motion By _____

Second By _____

Approved _____ Not Approved _____ Other Action _____

Superintendent's Report

- Moment of Silence for two Salem Students: Nick Reed & Brittany Gulu
- Waiver Day Delayed Starts (2 Hours), Thursday May 16th & Monday 20th

Recognitions

- Certificated staff member with **(30)** years of service with Salem Schools:
 - Carol Baillie
- Certificated staff members with **(25)** years of service with Salem Schools:
 - Susan Wolfgang
 - Nancy Crum
 - Susan Kalan
 - Lisa Frederick
 - Gina Powell
 - Mary Beth Shivers
 - Lisa Lorubbio
- All **retirees** for the 2012/13 school year:
 - Sara Mainwaring – Central Office
 - Charleen Petrucci – Southeast Elementary
 - Ruth Baker – Jr. High School
 - Carolyn Kaufman – Reilly Elementary

Informational Items

- Arrangement for an offering an IV Course for HEMSPN post graduates
 - HEMSPN offering LPNAO Approved IV Therapy Course
 - June 3rd, 2013 – July 10th 2013 on Monday through Wednesday & Fridays from 6pm – 9pm at Kent State City Center Building in Salem
 - Course Cost: \$ 450.00 plus \$100 Book & Lab Fees

Buckeye:

- Our BLT met on March 8, 2013, to make decisions regarding the implementation of the Foundations curriculum for the 2013-2014 school year. The BLT reviewed the materials that would be needed to fully implement the curriculum and talked about training options. Foundations will help us to meet the **District Goal #1 (3)(6)**, and is a researched based curriculum that our teachers will integrate into their language arts classroom instruction. Foundations lessons focus on carefully sequenced skills that include print knowledge, alphabet awareness, phonological awareness, phonemic awareness, decoding, vocabulary, fluency and spelling. Critical thinking, speaking and listening skills are also practiced during story time activities. In addition, targeted small group intervention is available for our tier 3 students during our Quaker Time.
- Mrs. Andres (Care Team Coordinator and learning support teacher) and Mr. Lundin are members of the Hispanic Leadership Committee that is coordinated by Sister Mary Ann McFadden, from St. Paul's Church. We have met three times this year and have learned a tremendous amount about the challenges our Hispanic speaking families face. One of the benefits of having our Care Team partner with the committee is that we are able to identify the network of support that is available for Hispanic speaking families in our community. Just recently, one of the members of

the committee was able to translate several of our forms into Spanish for our families. In addition, we just sent home parent conference sign up forms to our Hispanic speaking families in Spanish. We are also planning to have one of the Hispanic speaking pastors come to Buckeye to meet (hopefully on a regular basis) with our Guatemalan students. Having a better understanding of the challenges our Hispanic speaking students and their families face, as well as identifying resources to help meet their needs will definitely help us to meet **District Goal #1 (6)**. This will be especially important as we continue to see an increase in that population in Salem.

- The Buckeye Team did a fantastic job with our “Read Across America Week” activities during the week of February 25, 2013. We kicked off the week with an assembly from the J.J. Brothers, who are authors/illustrators of books for children. Teachers used the Dr. Seuss theme to develop appropriate and engaging activities throughout the week. There was definitely a feeling of excitement in the building each day that motivated the students. Special thanks to our learning support team for developing activities and scheduling special spirit activities each day. Building wide thematic activities, such as our “Read Across America Week” really help to motivate our students, sets a positive tone in the building and helps us meet our **Building Goal #2 (1)**. In addition, the ease of which teachers are able to integrate the activities into instruction shows evidence of **Building Goal #1 (2)**.
- Please pass the word...Kindergarten registration days and times have been scheduled.

Saturday, April 13, from 9:00-12:00

Tuesday, April 16, from 4:00-6:00

Thursday, April 18, from 4:00-6:00

Reilly:

- Congratulations to our February Students of the Month: Breanna Bickerton, Sydnie Harsh, Lane Phillips, Carter Reid, Devonte Montford, Rylee Newton, Autumn Peterson, James Buckius, Jacob Paulin, Falicia Vienneau, Kelly Hutton, Aiden Graham, Denis Palacios, Jenna Pine, Morgan McGaffick, and Akira Sipes. By recognizing the efforts of our March students of the month, we continue to foster a fair and welcoming classroom environment that is conducive to learning. **(District/Building Goal #2)**
- Mrs. Viscounte will give an update on the current changes that are being made to The Third Grade Guarantee. She will also outline the plan that Reilly will put in place next year in order to address the needs of our struggling readers as well be compliant with the requirements of this new legislation. By implementing this new plan we continue to work towards obtaining the highest level of distinction by the State. **(District/Building Goal #1)**

Southeast:

- Quaker Kids are recognized each month as part of our action plan for meeting the district goal to “Continue to work on fostering a fair and welcoming classroom environment conducive to learning and a feeling of belonging, as measured improvements in annual customer satisfaction surveys” **(District and Building Goals 1 and 2)**. During the month of February the following students and their parents or special guest were honored at our monthly luncheon: Sixth Grade-Tim Reno, Dalaney Willoughby, Emma Kelly, Hunter Seeley, Kendall Shaw, Adara

Wilson, and Steven Ou. Fifth Grade-Pamela Spencer, Rosey Daley, Rilee Myers, Dylan Urich, Aletha Wagner, William Chamberlain, and Koby Todd.

- Winners from Southeast Elementary at our City Spelling Bee were: Bryce Owen, City Champion, Given Warner, First Runner Up, Makayla Stoffer, Second Runner Up, Hunter Christopher 1st Alternate, Kaleb Caldwell 2nd Alternate. Congratulations and best of luck at the County Spelling Bee!
- To support the **District Goal # 1** - "Maintain and build on our Excellent Rating into the future, achieving the State's highest level of distinction by 2015," the following have been conducted and will be highlighted this month:
- Our Seventh Technology Tuesday Session for this school year was held after school on March 5th. The following topics were on the agenda to address the district goal:
 - Ohio Department of Education Core Curriculum Resources update was prepared by Mr. Hopple. Curriculum implementation timelines and teaching resources were reviewed.
 - Transition to new state assessments and resources to consider to aid in the transition was prepared by Mrs. Milliken-Dees. With these new assessments being technology dependent, conversations on how to improve our students' current knowledge and skills with technology came out at a high level of concern. A plan to support this will be discussed at our building leadership team meetings.
 - Links on ODE regarding teacher performance and educator evaluations were also explored and discussed. Information changes daily and teachers were encouraged to visit the ODE site often to stay updated.
- Southeast's quarterly report outlining the work being done by our teacher based teams and our building leadership team to correct the gap that currently exists between our special education and regular education students, was submitted to the state department of education on February 28th. We are currently waiting for feedback to assist us as part of the 5-step improvement process.
- Student Council's before school peer tutoring program is currently being run three days a week. Because of the positive response and student need, we have added peer tutoring during intervention. We currently have 24 students working as peer tutors (**District Goal #2**).

Jr. High:

- Congratulations to 7th grader, Emma Stiffler and 8th grader, Gabby Workman! Both girls participated in the 6th Annual Child of Appalachia Writing Contest, competing against students from 32 other counties in Ohio. Emma won the 7th grade division and Gabby won the 8th grade division. The topic this year was, if you could invent something for your community, what would it be and what problem would it solve? The goal of this contest was to promote thoughts and conversation that will foster the confidence for success. We're very proud of all the students who shared their ideas and concern for their community through this contest. (**District Goal #2**)
- Congratulations to 8th grader, Erik Valiente! He has qualified to represent Salem and participate at the state level of the National Geographic Bee, sponsored by Google and Plum Creek. The state Bee will be held on Friday, April 5, 2013 at

Grandview Heights High School, in Columbus. One winner from each state will advance to the national competition, which will be held May 20-22 in Washington, D.C. The final round of the Bee will be moderated by Alex Trebek and will air on the National Geographic Channel on Thursday, May 23rd. Good luck Erik! **(District Goal #2)**

- Lastly, in a continued effort to close the achievement gap with our students with disabilities, the Building Leadership Team has identified small group testing, self-motivated learning, and Language Arts inclusion as the primary focus of their efforts. To that end, we have been in conversation With Allen November, from November Learning and are working to set up a professional development opportunity that is centered on our specific needs. Mainly, we are looking at ways to bring technology into the classroom that will aid in the inclusion setting while providing opportunities for engaging lessons for our students. **(Board Goal #1, Building Goals #2, 4, 5)**

Sr. High School:

- The final roster for the Building Learning Communities Conference is set, and Salem High School will be represented by six staff members from six different academic departments. The BLC seeks to provide teachers and administrators with the best, latest ways to guide student mastery in every curricular area. The focus of the conference is on how to use technology to help students learn more and faster. Every year, every attendee comes back from the summer conference with ideas to incorporate in his/her class and to share with colleagues. **(District Goals 1, 2, 3)**
- SHS students have been taking Ohio Graduation Tests last week and this week. The OGTs assess students in Reading, Mathematics, Writing, Science, and Social Studies in five, two-and-a-half hour exams. SHS staff has spent the school year preparing our kids, and I have every confidence that the students are ready. **(District Goals 1, 2, 3,)**
- Our Building Leadership Team has expanded. Kellie Page (special education mathematics teacher) joined Jamie Kemats, Will Klucinec, Rob Motz, and me at our monthly meeting last week to help vet our first attempts at writing Student Learning Outcomes. The Ohio Department of Education has directed all high schools to have SLOs in place for every course to determine “value added” status. Students will be tested at the beginning of each course and again at the end. Each student is expected to make at least one year’s growth in every course every year. **(District Goals 1, 2, 3)**
- Cathy Sanor, Elaine Habeger, Brian Dobosh, Jeff Gill, Dan Kibler, and I met with Sandra Schroder from Youngstown State University about setting a College-in-High-School program at SHS. Since the costs of the Seniors-to-Sophomores program are set to triple next year, I recommend that the board approve the CHS program through YSU. SHS students have participated in a similar program through the University of Pittsburgh for the past few years. YSU courses, taught at SHS by our own staff, will enable our students to earn credits that are transferrable to any public college/university in Ohio. The cost is lower, and students do not have to leave our building. I anticipate a relationship with YSU that will be favorable to all parties, most especially, our students. **(District Goals 1, 2, 3)**

Cathy Sanor presents on new coming assessments.

Cindy Viscounte presents on 3rd Grade Reading Guarantee changes.

Hearing of Public Requests

Treasurer's Reports

Financial Report – Jim Wilson

(See pages 69 - 88)

Motion By _____
Second By _____

Approved _____ Not Approved _____ Other Action _____

Finance Committee Report on Bills - Steve Bailey & Howard Rohleder

Motion By _____
Second By _____

Approved _____ Not Approved _____ Other Action _____

Building & Grounds Committee Report – Steve Bailey & Andrew Null

Audit & Finance Committee Report – Steve Bailey & Howard Rohleder

Employee Relations Committee Report – Howard Rohleder & Brad Myers

Community Relations Committee Report – Andrew Null & Brad Myers

Education & Tech Committee Report – Nick Bush & Howard Rohleder

NEW BUSINESS, CONSENT AGENDA ITEMS

13-133 Certificated Retirees for 2013

The Superintendent recommends the Board of Education approve the following certificated resignations for the purpose of retirement:

- a. Sally Mainwaring – Director of Special Education, effective May 31, 2013. Sally has been with Salem Schools 12 years.
- b. Charleen Petrucci – Title I Reading and Math at Southeast Elementary. Charleen has been with Salem Schools for the past 28 years.
- c. Ruth Baker - Jr. High Science. Ruth Baker has been with Salem Schools for 28 years.
- d. Carolyn Kaufman – Reilly Elementary. Carolyn has been with Salem Schools for 34 years.

13-134 Certificated Substitute Teachers 2013/13

The Superintendent recommends the Board of Education approve the following certificated substitute teachers for the 2012/13 school year pending BCI/FBI results and certificate renewal:

- a. Terry Allbaugh
- b. Mayssa Bittar
- c. Rosalie Davis
- d. Amy Johnson

13-135 Classified Substitute for 2012/13

The Superintendent recommends the Board of Education approve the following classified substitute for the 2012/13 school year:

- a. John Ritchey - custodian

13-136 Certificated Resignation

The Superintendent recommends the Board of Education approve the resignation of Matt Peters, Machine Trades Teacher at Salem High School, at the completion of the 2012/13 school year.

CONSENT AGENDA, continued

13-137 New Hire at HEMSPN

The Superintendent recommends the Board of Education approved the hiring of Roxanne King as a part time office assistant at Hannah E. Mullins School of Practical Nursing, retro to February 26, 2013, at 24 hours per week at \$10.00 per hour.

13-138 Athletic Supplemental

The Superintendent recommends the Board of Education approve the following athletic supplemental for the 2012/13 school year:

a. Dan Rudibaugh Volunteer JV Softball Coach ---

13-139 Resolution to Accept Resignations from Employment and to Extend Offers of Employment

The Superintendent recommends the Board of Education approve the resolutions to accept resignations from employment and to extend offers of employment as located on pages 89 - 92.

13-140 Track Resurfacing Recommendation

The Superintendent recommends the Board of Education approve the recommendation by David Sommers & Associates, LLC who recommends Heiberger Paving, Inc. for the resurfacing of the Reilly Track at a cost of \$49,200.00 to be paid for out of permanent improvement funds. Page 93.

13-141 Teacher Evaluation Policy

The Superintendent recommends the Board of Education approve the Teacher Evaluation Policy as located on pages 94 - 111.

Approval of Consent Agenda for March, 2013

Motion By _____

Second By _____

Approved _____ Not Approved _____ Other Action _____

Executive Session

The Superintendent recommends the Board of Education adjourn into executive session for the appointment, employment, dismissal, discipline, promotion, demotion or compensation of an employee or official, or the investigation of charges against an employee or official, or regulated individual unless the employee, official, or regulated individual requests a public hearing and for purposes of discussing negotiations.

Motion to go into Executive Session

Motion By _____

Second By _____

Approved _____ Not Approved _____ Other Action _____

Motion to Adjourn Executive Session

Motion By _____

Second By _____

Approved _____ Not Approved _____ Other Action _____

Adjourn Meeting

Motion By _____

Second By _____

Approved _____ Not Approved _____ Other Action _____