

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT  
MINUTES**

**Regular Meeting of November 3, 2011**

A regular meeting of the Indian Hill Exempted Village School District was held on Thursday, November 3, 2010, at 6:30 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:

Mrs. Barber  
Mrs. Lewis

Mr. Grafe  
Mr. Sharp

Mrs. Johnston

Also present were Dr. Knudson, Mrs. Toth, Mark Ault, Tracy Quattrone, Jim Nichols, Kim Miller, Arline Pique, Martha Stephen, Naomi Horchak-Morris, Pat Bartholomew, Martin Majchszak, Kris Groth, Katy Ping, Lori Klinedinst, Jim Barber, Fred Sanborn, Joe and Karen Merling, Richard Cocks, Robin Schwanekamp, Mike Lewis, and others.

**EXECUTIVE SESSION (111101)** Mr. Grafe moved, seconded by Mr. Sharp, to move into Executive Session at 6:30 p.m. to discuss negotiations. Roll call vote was as follows:

Mrs. Barber, aye  
Mrs. Lewis, aye

Mr. Grafe, aye  
Mr. Sharp, aye

Mrs. Johnston, aye

The Board reconvened its regular meeting at 7:30 p.m.

**PLEDGE OF ALLEGIANCE** – Dr. Knudson led the recitation of the Pledge of Allegiance with those in attendance.

**ADOPTION OF REGULAR MEETING AGENDA (111102)** Mrs. Johnston moved, seconded by Mrs. Lewis, to adopt the agenda of the regular business meeting of the Indian Hill Board of Education, as amended, to include recommendations for supplemental contracts and tuition reimbursements. All members voted aye. Motion carried.

**CORRESPONDENCE AND ANNOUNCEMENTS** – Dr. Knudson reported on a recent recognition of Indian Hill as one of 367 schools nationwide on the AP List of Distinguished Schools. The recognition considers both scores and participation levels.

Mrs. Arline Pique, District Technology Coordinator, provided an update on a Bring Your Own Device (BYOD) initiative which is currently piloted at the High School. It is anticipated that this initiative will expand to the other schools over time.

**MIDDLE SCHOOL REPORT** – Mrs. Kim Miller, Principal of Indian Hill Middle School, presented a report of the Middle School's ongoing initiatives. Goals have been developed in the areas of Communication Skills (written, oral, and using technology) and Formative Assessment as well as gathering, tracking and analyzing data. Changes over the past three school years have allowed students and teachers the time and the tools to focus on improving student learning, understanding how to meet students where they are, and providing opportunities for remediation and growth over time. Today, the Middle School offers a multi-faceted program which promotes sustained progress. Areas for improvement have been identified (e.g., constructed response, writing across the content areas, and scientific knowledge and skills) and activities to promote a better learning environment have been developed (e.g., Professional Learning Communities, Braves time, Spring Ohio Achievement Assessment prep sessions, formative assessments). All of these pieces, along with the hard work of our students and the support of their parents, earned Indian Hill Middle School the distinction of having the highest Performance Index (110.6) in the State for the 2010-11 year. This year's work will also include a study of Robert Marzano's book, Formative Assessment and Standards Based Grading.

**SECOND READING – POLICY REVISIONS (111103)** Mr. Sharp moved, seconded by Mr. Grafe, to adopt the following revised policies, as presented.

- (1) Policy Section F: Facilities Development
- (2) Policy Section H: Negotiations
- (3) Policy Section K: School-Community Relations
- (4) Policy Section L: Education Agency Relations

Roll call vote was as follows:

Mrs. Barber, aye  
Mrs. Lewis, aye

Mr. Grafe, aye  
Mr. Sharp, aye

Mrs. Johnston, aye

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**PERSONNEL ACTIONS (111104)** Mr. Sharp moved, seconded by Mr. Grafe, to approve the following personnel matters as recommended by the Superintendent:

**A. Employment Contracts – beginning 2011-12**

<b>Employee Name</b>	<b>Bldg/Assignment</b>	<b>% Contract</b>	<b>2011-12 Salary</b>
Beverly Dorenbusch	TRANS/Bus Driver		\$19.23/hour
Thomas Wuest*	TRANS/Bus Driver		\$21.71/hour

\*Mr. Wuest is being considered for re-employment following his retirement on December 31, 2011.

**B. Approval of Supplemental/Personal Service Contracts – 2011-12 year**

<b>EMPLOYEE</b>	<b>CONT</b>	<b>BLD</b>	<b>CONTRACT POSITION/DUTY</b>	<b>RATE</b>	<b>AMOUNT</b>
Sheldon, Christopher	PSC	ATH	Golf, Boys, District Competition	0.5%	\$183.00
Annett, Cynthia	PSC	ATH	Golf, Girls, Sectional Competition	0.5%	\$183.00
Samuels, Gary	PSC	ATH	Tennis Coach, Girls, District-State Competition	1%	\$366.00
Lohrum, Natalie	SUPP	DST	Tutor, Home Instruction, not to exceed 20 hrs	\$31.49/hr	\$629.80
Southwick, Jennifer	PSC	ES	Chorus Advisor (partial year as LT Sub)	Group C	\$324.60
Bohn, Alice	SUPP	ES	Chorus Advisor (partial year due to LOA)	Group C	\$1,839.40
Bloomstrom, Gretchen	SUPP	HS	Curriculum Writing, 10/14/2011	\$120/day	\$60.00
Coultas, Cynthia	SUPP	HS	Curriculum Writing, 10/14/2011	\$120/day	\$60.00
Millard, Thomas	SUPP	HS	Curriculum Writing, 10/14/2011	\$120/day	\$60.00
Snow, Tracy	SUPP	HS	Curriculum Writing, 10/14/2011	\$120/day	\$60.00
Watson, Matthew	SUPP	HS	Curriculum Writing, 10/14/2011	\$120/day	\$60.00
Whitt, Richard	SUPP	HS	Curriculum Writing, 10/14/2011	\$120/day	\$60.00
Schloemer, Myra	PSC	HS	Orchestra Instructional Aide, not to exceed 200 hrs	\$11.94/hr	\$2,388.00
Miller, Brandon	PSC	ATH	Basketball Coach, Boys, Varsity Asst - 80%	14%	\$4,104.00
Hogan, Stephanie	PSC	ATH	Basketball Coach, Girls, Vars Asst	14%	\$5,130.00
Arcuri, Anthony	SUPP	ATH	Intramurals Coach, Winter - shared 50%	2%	\$733.00
Conway, Cody	SUPP	ATH	Intramurals Coach, Winter - shared 50%	2%	\$733.00
Mees, William	PSC	ATH	Soccer, Boys, Sectional Competition	0.5%	\$183.00
Keefe, Paige	PSC	ATH	Swim Coach, Varsity Assistant	9%	\$3,298.00
Savage, Susan	SUPP	ATH	Track, Boys-Girls, Regional & State Competition	1%	\$366.00
Hughes, Ellen	SUPP	ATH	Volleyball, Sectional Competition	0.50%	\$183.00
Burroughs, Nicholas	PSC	ATH	Wrestling Coach, Varsity	16%	\$5,862.00
Schweimlein, Jacob	PSC	DST	Fitness Center Supervisor, not to exceed 360 hours	\$10/hr	\$3,600.00

**C. Retirements/Resignations**

<b>Last Name</b>	<b>First Name</b>	<b>Assignment</b>	<b>Building</b>	<b>Effective Date</b>
Probst	Deborah	Secretary	Primary	December 31, 2011

**D. Leave of Absence – Unpaid Medical**

<b>Last Name</b>	<b>First Name</b>	<b>Assignment</b>	<b>Building</b>	<b>Effective Date</b>
Howell	Sue	Instructional Aide	Elementary	Through December 31, 2011

**E. Tuition Reimbursements**

Lisa Harris	Intensive Pedagogical Training Institute	OH Dept of Ed	\$200.00
Heather Milligan	Tech Tools 4 Teachers 2011	Ashland Univ	\$556.00
Steven Seeger	Tech Tools 4 Teachers 2011	Ashland Univ	\$556.00
John Sommer	Tech Tools 4 Teachers 2011	Ashland Univ	\$556.00
Kaycee Wynne	Tech Tools 4 Teachers 2011	Ashland Univ	\$556.00

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**PERSONNEL ACTIONS (111104) continued**

Roll call vote was as follows:

Mrs. Barber, aye  
Mrs. Lewis, aye

Mr. Grafe, aye  
Mr. Sharp, aye

Mrs. Johnston, aye

**APPROVAL OF MINUTES (111105)** Mrs. Lewis moved, seconded by Mrs. Johnston, to adopt the minutes of the October 11, 2011 meeting as presented. Roll call vote was as follows:

Mrs. Barber, aye  
Mrs. Lewis, aye

Mr. Grafe, aye  
Mr. Sharp, aye

Mrs. Johnston, aye

**APPROVAL OF FINANCIAL REPORTS (111106)** Mrs. Lewis moved, seconded by Mrs. Johnston, to approve the financial reports for the month ending October 31, 2011 including Fund Reports and Expenditure/Warrant Listings totaling \$2,632,693.95, as presented:

General Fund	\$2,351,539.55
Bond Retirement Fund	\$0.00
Permanent Improvement	\$23,230.16
Enterprise Funds	\$117,978.17
Special Revenue Funds	\$135,245.27
Special Trust Funds	\$0.00
Agency Funds	\$4,700.80
<b>TOTAL ALL FUNDS, October 31, 2011</b>	<b><u>\$2,632,693.95</u></b>

Roll call vote was as follows:

Mrs. Barber, aye  
Mrs. Lewis, aye

Mr. Grafe, aye  
Mr. Sharp, aye

Mrs. Johnston, aye

**APPROVAL TO PAY INVOICES (111107)** Mrs. Johnston moved, seconded by Mrs. Barber, to approve the following invoices prior to payment in accordance with Section 5705.41 (D)(1):

VENDOR	ITEM DESCRIPTION	AMOUNT
ARAMARK Cafeteria	Special Persons Day Breakfast-High School	\$4,117.30
Clermont County ESC	Special Ed Services-Pupil Services	\$7,644.24
Enquirer Printing Company	Student Directories-Technology	\$6,490.00
Jostens	Yearbooks-High School	\$3,349.57
PSAT/NMSQT	Testing Fees-High School Guidance	\$5,208.00
Transportation Department	August-September Field Trips-Athletics	\$23,515.10

Roll call vote was as follows:

Mrs. Barber, aye  
Mrs. Lewis, aye

Mr. Grafe, aye  
Mr. Sharp, aye

Mrs. Johnston, aye

**APPROVAL TO SET FY2013 BUDGET HEARING AND ORGANIZATION MEETING (111108)** Mrs. Lewis moved, seconded by Mrs. Johnston, to set Tuesday, January 10, 2012 at 7:30 p.m. in the Indian Hill High School Multipurpose Room as the Budget Hearing on the FY2013 Budget and the Organizational Meeting for the Indian Hill Board of Education. Roll call vote was as follows:

Mrs. Barber, aye  
Mrs. Lewis, aye

Mr. Grafe, aye  
Mr. Sharp, aye

Mrs. Johnston, aye

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**COMMITTEE REPORTS** – Mrs. Kim Lewis, Personnel Committee Chair, presented and recommended Board approval of a new collective bargaining agreement with the Indian Hill Education Association. General terms of the new agreement included the following:

- 1) Duration of 20 months from November 1, 2011 through June 30, 2013.
- 2) Movement to a standards-based evaluation system in consultation with a Teacher Evaluation Task Force of administrators and teachers which will be in compliance with House Bill 153.
- 3) Creation of a Differentiated Compensation Task Force to work on a recommendation for a new compensation model based on the new standards-based evaluation system pursuant to the next collective bargaining process in 2013.
- 4) Reductions in force will be based on teacher evaluations rather than strictly seniority pursuant to HB 153.
- 5) The accrual and crediting of paid sick leave for part-time work will be pursuant to HB 153.
- 6) Compensation
  - a. There will be no automatic salary schedule step increases, step movement or step credit during the two years of the agreement, except eligible teachers will be granted horizontal schedule step increases only (not for years of service) for degree advancement.
  - b. A one-time payment of .75% of teacher's base salary in year one; and 1.0% in year two. This is not a salary schedule increase.
  - c. Existing service bonuses will be sunsetted, as follows: reduced by 50% in year 2 and closed to new entrants in year 2. There will be no further service crediting in either year, and the service bonus will be eliminated by July 1, 2013.
- 7) Health and Dental Insurance programs include an employee contribution of 15% of premium.

Mr. Grafe congratulated and thanked the bargaining teams for their efforts in successfully completing this process.

**APPROVAL OF IHEA AGREEMENT (111109)** – Mr. Johnston moved, seconded by Mr. Grafe to approve the Collective Bargaining Agreement between the Indian Hill Exempted Village School District and the Indian Hill Education Association, effective November 1, 2011 through June 30, 2013. Roll call vote was as follows:

Mrs. Barber, aye  
Mrs. Lewis, aye

Mr. Grafe, aye  
Mr. Sharp, aye

Mrs. Johnston, aye

**PUBLIC COMMENTARY** – Mr. Fred Sanborn, Demar Road, described a recent survey, sponsored by the Citizens for Responsible School Spending (CRSS), mailed to 4,259 District households seeking residents' opinions regarding inside millage tax, school spending, teachers' union contract, and the Board's level of transparency. To date the CRSS has had 207 responses (approximately 5% response rate). Mr. Sanborn reported that early responders favor repeal of the inside millage tax increase, oppose certain provisions of the current OEA union contract, desire a higher level of transparency by the Board and seek meaningful discourse with the Board.

**ADJOURNMENT (111110)** Mrs. Lewis moved, seconded by Mrs. Johnston, to adjourn the November 3, 2011 regular meeting of the Indian Hill Board of Education at 8:42 p.m. Roll call vote was as follows:

Mrs. Barber, aye  
Mrs. Lewis, aye

Mr. Grafe, aye  
Mr. Sharp, aye

Mrs. Johnston, aye

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**Board President**

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**Treasurer**