

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT  
BOARD OF EDUCATION  
MINUTES  
Regular Meeting of February 9, 2016**

A regular meeting of the Indian Hill Exempted Village School District was held on Tuesday, February 9, 2016, at 6:00 p.m., in the Indian Hill District Offices, Wetterstroem Conference Room, 6855 Drake Road, Cincinnati, Ohio 45243 in accordance with notices sent to each member. Roll call showed the following members as present:

Mrs. Aichholz  
Mrs. Lewis

Mr. Fiore

Dr. Hooker

Mrs. Johnston was not present.

Also present were Dr. Miles, Mrs. Toth, Mark Ault, Tracy Quattrone, Antonio Shelton, Bridgette Ridley, Melissa Stewart, Jim Nichols, Andrea Brady, Barb Leonard, Kim Given, Anne Kuhn, Lori Klinedinst, Elizabeth Ruebusch, Joey and Tara Dupps, Greg and Carol Dupps, Nick Carpenter, Lisa Schauer, Marty Majschzak, Julie Pfeiffer, Mark Richardson, Amy Campa, Betsy Gentile, John Slonim, Barb Mustard, Vicky Mendoza, Tom Millard, Ashley Morrison, Helen Koselka, Rebeka Miles, Erik Fitzpatrick, Amy Magenheim, Kathy and David Palmer and family, and others.

**EXECUTIVE SESSION (021601)** Dr. Hooker moved, seconded by Mr. Fiore, to move into Executive Session at 6:00 p.m. to discuss teacher contract negotiations and a personnel matter. Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

The Board reconvened its regular meeting at 6:21 p.m.

**RECESS (021602)** Dr. Hooker moved, seconded by Mr. Fiore, to recess the regular meeting of the Indian Hill Board of Education at 6:22 p.m. and reconvene at 7:00 p.m. in the Indian Hill High School Multipurpose Room, 6865 Drake Road, in accordance with notices sent to each member.

The Board reconvened its regular meeting at 7:00 p.m. Roll call showed the following members as present:

Mrs. Aichholz  
Mrs. Lewis

Mr. Fiore

Dr. Hooker

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

**ADOPTION OF REGULAR MEETING AGENDA (021603)** Mr. Fiore moved, seconded by Dr. Hooker, to adopt the agenda of the regular business meeting of the Indian Hill Board of Education, as amended, to include a recommendation for employment for instructional aide, Julius King, on a part-time basis; tuition reimbursement for Marcia Tuznik, approval of summer custodial help, and changes to the proposed academic fees for the 2016-2017 year which are in first reading. All members voted aye. Motion carried.

**CORRESPONDENCE AND ANNOUNCEMENTS** – Dr. Miles recognized Mr. Joey Dupps, instructional aide at Indian Hill Elementary School. On January 14, students in Mr. Seeger's third grade class were participating in afternoon reading time and enjoying a snack of pretzels. Unfortunately, one of our students, Drew, began to choke on a pretzel. Mr. Dupps recognized the situation quickly and administered the Heimlich maneuver to clear the pretzel that was blocking Drew's airway. We want to thank Mr. Dupps for his quick thinking and efficient action to keep Drew safe. Mr. Dupps would probably say he was just doing his job – I say he is a hero. Mr. and Mrs. Palmer and Drew are here this evening to share in this recognition.

**SCHOOL START AND DISMISSAL TIMES SURVEY PRESENTATION** – Dr. Miles presented the results of a recent survey to community members, parents of current Indian Hill students and non-Indian Hill students, students, and staff members. There were 1,417 respondents. More than half of the respondents (58.2% overall) prefer later start times. Dr. Miles noted four options: continue current start times; implement start times contained in the survey – 8 a.m. – 3 p.m. for HS/MS; implement a later start time of 8 a.m. and shorten the student day by 15 minutes; or implement a later start time of 8:15 a.m. for HS/MS students and shorten the student day by 15 minutes. A work session of the Board of Education will be held on Monday, February 29, 2016 at 6 p.m. in the Elementary School Multipurpose Room with school administration and teacher representatives.

**FIRST READING - 2016-17 ACADEMIC SCHOOL FEES** – Dr. Miles presented the list of the 2016-17 academic school fees, some of which are recommended to change. A \$5 increase in K-5 academic fees is recommended to defray overall printing costs.

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT**  
**MINUTES – February 9, 2016**

associated with expanding technology placed in students' hands. There is no change in academic fees recommended for students in Grades 6-8. Students in Grades K-8 would pay the same \$45 academic fee next year. The High School fee structure includes some increases for existing courses, new fees for new programs, and decreases in other courses where resources used in the course have changed. The AP Test fee is established by the College Board who administers the AP tests. Second reading and adoption is anticipated at the March 2016 meeting.

**NOTICE OF PUBLIC HEARING AND FIRST READING – 2017-18 SCHOOL CALENDAR** – Dr. Miles announced that current State law requires districts to hold a public hearing at least 30 days prior to adopting a school schedule. A public hearing and first reading of the 2017-2018 school calendar will be held on March 8, 2016 during the regular school board meeting. Second reading and approval is anticipated at the April 2016 meeting. Later this week, a summary and draft of the 2017-2018 school calendar will be placed on the District's website for review by students, parents, staff members, and community members.

**PERSONNEL ACTIONS (021604)** Dr. Hooker moved, seconded by Mr. Fiore, to approve the following personnel matters as recommended by the Superintendent:

A. Employment Contracts – beginning 2015-16 year – attachments to Board only

Employee Name	Bldg/Assignment	% Contract	2015-16 Salary
King, Julius	DST/Instructional Aide	25	\$16.74/hr

B. Approval of Supplemental/Personal Service Contracts – 2015-16 year

EMPLOYEE	CONT	BLD	CONTRACT POSITION/DUTY	RATE	AMOUNT
McDonald, Morgan	PSC	ATH	Lacrosse Coach, Girls, JV - name correction	13%	\$4,956.00
McDonald, Brad	PSC	ATH	Lacrosse Coach, Girls, JV Asst (70%) - name correction	12%	\$3,202.00
Shaw, John	PSC	ATH	Tennis Coach, Boys, JV replacement	6%	\$2,287.00
Cummings, Hector	PSC	ATH	Wrestling Coach, MS Asst	6%	\$2,287.00
Dillenburger, Katie	SUPP	DST	Tutor, Home Instruction, not to exceed 10 hrs	\$33.75/hr	\$337.50
Bloomstrom, Gretche	SUPP	DST	Tutor, Home Instruction, not to exceed 70 hrs	\$33.75/hr	\$2,362.50
Milligan, Heather	SUPP	ES	OH Achievement Test Prep Tutor (Boost), ES, 10 hrs max	\$33.75/hr	\$337.50
Slusher, Katie	SUPP	ES	OH Achievement Test Prep Tutor (Boost), ES, 10 hrs max	\$33.75/hr	\$337.50
Bruscato, Caryn	PSC	ES	OH Achievement Test Prep Tutor (Boost), ES, 20 hrs max	\$33.75/hr	\$675.00
Dupps, Joey	PSC	ES	OH Achievement Test Prep Tutor (Boost), ES, 20 hrs max	\$33.75/hr	\$675.00
Szczepanik, Stacy	PSC	HS	PowWow Scenic Charge and Asst Technical Director		\$2,750.00
Townsend, Cherita	SUPP	HS	Student Teacher Placement - Fall 2015 (MSJ)		\$128.75

C. Tuition Reimbursements

EMPLOYEE	COURSE	COLLEGE	TUITION
Blom, Kelly	Fabric Design and Deconstruction	Mt. St. Joseph	\$365.00
Blom, Kelly	Teaching Gifted Girls	University of La Verne	\$110.00
Bloomstrom, Gretchen	Going to the Source	University of Cincinnati	\$362.00
Cottrell, Nollis	Understanding Your Moods	University of La Verne	\$345.00
Ignatz, Ty	IDiscovery Implementing Ohio's NLS	Miami University	\$150.00
Sayre, Austin	Phonics/Structure of Language 2014-15 SY	Ohio University	\$1,515.00
Sayre, Austin	Assess/Teach Struggling 2015-16 SY	Ohio University	\$1,515.00
Sayre, Austin	Reading/Language Laboratory 2015-16 SY	Ohio University	\$505.00
Tuznik, Marcia	Quilt Surface Design and Symposium	University of Dayton	\$175.00

**PERSONNEL ACTIONS (021604) - continued**

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT**  
**MINUTES – February 9, 2016**

D. Approval of Professional Meeting Leave – Superintendent Mark Miles to participate in the Cincinnati-New Taipei City Outbound Exchange Program from June 5 – 20, 2016. Cost is \$2,850.

E. Approval of Summer Custodial Help - \$10.00 per hour – Tyler Quattrone

Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

**ACCEPTANCE OF DONATIONS (021605)** Dr. Hooker moved, seconded by Mr. Fiore, to accept the following donations:

- a. Boosters
  - (1) IHTN (D Dupps) – Studio Remodel, \$1,500
  - (2) IHHS – Gym Banners, \$12,574
  - (3) ATH – Gymnasium Scorer's Table, \$3,596
  - (4) ATH – Cross Country Tent, \$2,628
  - (5) ATH – Football, I-Pad and Router for filming, \$886
  - (6) HS Science Club – Competition Fees, \$400
- b. Sewell family – District Music Program – Studio Piano
- c. IH Foundation
  - (1) Elementary STEM expenses, Koch Grant, \$11,650
  - (2) PS/ES, \$250 each school

Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

**OVERNIGHT FIELD TRIPS (021606)** Dr. Hooker moved, seconded by Mr. Fiore, to approve an overnight field to Peru for Human Geography students from June 22 through July 1, 2016. Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

**APPROVAL TO AUTHORIZE ATHLETIC DIRECTOR TO WAIVE CERTAIN ELIGIBILITY REQUIREMENTS FOR COMMUNITY USE OF SCHOOL FACILITIES (021607)** Dr. Hooker moved, seconded by Mr. Fiore, to authorize the Athletic Director to waive certain eligibility requirements (Board Policy K-9) for the community use of softball/baseball fields to host up to five tournaments during the Summer 2016. Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

**APPROVAL OF MINUTES (021608)** Mrs. Aichholz moved, seconded by Dr. Hooker, to approve the minutes of the January 12, and January 31, 2016 meetings, as written. Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

**APPROVAL OF FINANCIAL REPORTS (021609)** Mrs. Aichholz moved, seconded by Dr. Hooker, to approve the financial reports for the month ended January 31, 2016 including Fund Reports and Expenditure/Warrant Listings, totaling \$2,955,163.83, as follows:

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT**  
**MINUTES – February 9, 2016**

General Fund	\$2,551,086.33
Debt Service Fund	\$0.00
Permanent Improvement Fund	\$0.00
Enterprise Funds	\$48,331.84
Special Revenue Funds	\$331,376.66
Agency Funds	\$ 24,369.00
<b>TOTAL ALL FUNDS, January 31, 2016</b>	<b>\$2,955,163.83</b>

Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

**APPROVAL TO PAY INVOICES (021610)** Mrs. Aichholz moved, seconded by Dr. Hooker, to pay the following invoices in accordance with Section 5705.41 (D)(1):

<b>VENDOR</b>	<b>ITEM DESCRIPTION</b>	<b>AMOUNT</b>
A&M Service	HVAC Parts	\$5,425.96
ASC Direct	ReLANpro Gold Software Care Package Renewal	\$3,030.00
BSN	HS Girls Basketball Uniforms	\$4,646.50
Imbus Roofing	District Roof Repairs	\$6,168
Indian Hill Transportation	HS and Band Field Trips for October and November	\$4,207.99

Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

**APPROVAL OF RENEWAL CONTRACTS FOR SERVICES (021611)** Mrs. Aichholz moved, seconded by Dr. Hooker, to approve the following contracts for services:

- a. Julian & Grube, Inc.–renewal–District GAAP Financial Statements–3 year, \$6,500 per year
- b. HCCA-renewal-Internet Service-5 year, \$39,920 per year
- c. HCCA-new-Managed Security Solution-5 year, \$10,546.40 per year
- d. HCDDS-renewal-educational services for students placed at Fairfax or Rost Schools, \$40,000 per year

Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

**COMMITTEE REPORTS** – Mrs. Lewis, Personnel Committee, reported on the outcome of teacher negotiations with a new three year Collective Bargaining Agreement, beginning July 1, 2016 through June 30, 2019. Highlights included some language clarification related to sick leave usage, reductions, hiring of retired teachers, school calendar of 185 days and school start/end times for a teacher day included in the Faculty Handbooks, and a study by the Insurance Advisory Committee on Board funding



**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT**  
**MINUTES – February 9, 2016**

for employee Health Savings Accounts. Mrs. Lewis also commented that this three-year Agreement includes the following information for teacher salary schedules:

Salary Schedules for the 2016-2017 academic year shall include:

- A new Step 25
- A 0.25% ATB
- An adjustment to those schedule steps which provide an increase in base salary of less than 2% between step increases and the ATB. The ATB for those steps only shall be 0.50%. (This adjustment affected 78 employees of 175 bargaining unit members – about 45%).

Salary Schedules for the 2017-2018 academic year shall include:

- A 0.50% ATB
- An adjustment to those schedule steps which provide an increase in base salary of less than 2% between step increases and the ATB. The ATB for those steps only shall be 0.75%. (This adjustment affected 41 employees of 175 bargaining unit members – about 23%).

Salary Schedules for the 2018-2019 academic year shall include:

- A new Step 27
- A 0.75% ATB
- An adjustment to those schedule steps which provide an increase in base salary of less than 2% between step increases and the ATB. The ATB for those steps only shall be 1.00%. (This adjustment affected 8 employees of 175 bargaining unit members – about 5%).

Total 3-Year Cost of ATB and Step Increases, incl adjustments - \$1,134,701.

Mrs. Lewis also stated that to be eligible in any year for increases, a teacher must have received an Accomplished or Skilled rating on his/her principal's evaluation applicable to that year. A bargaining unit member who receives a rating of Developing or Ineffective on his/her principal's evaluation applicable to that year: will not be eligible for the above-referenced increases; will remain on a prior year salary schedule; and will not be eligible to receive any horizontal schedule step increases for degree advancement.

Principal's Evaluation does not include Student Growth Measures and will be conducted annually.

Supplemental compensation (coaching and club advisors, etc) shall not be increased during the three-year term of this Agreement.

**APPROVAL OF NEW COLLECTIVE BARGAINING AGREEMENT (021612)** Mrs. Lewis moved, seconded by Mr. Fiore, to approve a new Collective Bargaining Agreement between the Indian Hill Exempted Village School District and the Indian Hill Educators Professional Organization (IHEPO) for the three year period beginning July 1, 2016. Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

**PUBLIC COMMENTARY** – None.

**ADJOURNMENT (021613)** Mr. Fiore moved, seconded by Mrs. Aichholz, to adjourn the February 9, 2016 regular meeting of the Indian Hill Board of Education at 8:13 p.m. Roll call vote was as follows:

Mrs. Aichholz, aye  
Mrs. Lewis, aye

Mr. Fiore, aye

Dr. Hooker, aye

---

**Board President**

---

**Treasurer**