

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
BOARD OF EDUCATION
MINUTES
Regular Meeting of May 16, 2017**

A regular meeting of the Indian Hill Exempted Village School District was held on Tuesday, May 16, 2017, at 6:00 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 and roll call showed the following members as present:

Mr. Fiore

Dr. Hooker

Mrs. Johnston

Also present were Mark Ault, Mark Miles, Andrea Brady and Mick Davis.

EXECUTIVE SESSION (051704) Mrs. Johnston moved, seconded by Mr. Fiore, to move into Executive Session at 6:01 p.m. to discuss O.R.C. 121.22(G)(2) – Employment and Compensation of a Public Employee or Official and O.R.C. 121.22(G)(6) – Details relative to security arrangements and emergency response protocols. Roll call vote was as follows:

Mr. Fiore

Dr. Hooker

Mrs. Johnston

Also present in Executive Session were Dr. Ault, Dr. Miles, and Mr. Davis. Mrs. Lewis arrived at 6:09 and entered Executive Session. The Board reconvened its regular meeting at 6:55 p.m.

RECESS (051705) Mr. Fiore moved, seconded by Mrs. Johnston, to recess the regular meeting of the Indian Hill Board of Education at 6:55 p.m. and reconvene at 7:00 p.m. Roll call vote was as follows:

Mr. Fiore, aye

Dr. Hooker, aye

Mrs. Johnston, aye

Mrs. Lewis, aye

The Board reconvened its regular meeting at 7:00 p.m. with Mr. Fiore, Dr. Hooker, Mrs. Johnston and Mrs. Lewis present.

Also present were Dr. Miles, Mr. Davis, Dr. Ault, Melissa Stewart, Jim Nichols, Mrs. Brady, Tracy Quattrone, Karen Bare, Anne Kuhn, Lori Klinedinst, Bridgette Ridley, Steve Seeger, Mark Richardson, Brad Brunswick, Monica Dawkins, Katie Dillenburger, Jordan Siebenaller, Susan Schonauer and others.

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

ADOPTION OF REGULAR MEETING AGENDA (051706) Mr. Fiore moved, seconded by Mrs. Johnston, to adopt the agenda and addendum of the regular business meeting of the Indian Hill Board of Education as presented. All members voted aye. Motion carried.

CORRESPONDENCE AND ANNOUNCEMENTS

Architecture Award - Dr. Miles invited Jane Holbrook and Grant Gibson to come forward. The Architectural Foundation of Cincinnati sponsors an annual Design LAB: Learn and Build competition for K-12 students in the Cincinnati area. The competition incorporates a hands-on, project-based learning experience where students pick a site and build a bridge for a client that will help the client in some way. Students must build the bridge using only recyclable materials and they must include elements of green design. Over 100 classrooms and 1,900 students participated. Grant Gibson and Jane Holbrook, two engineers from this year's second grade class, received the "Inspired Innovator" award for their "Geronimo Stilton" bridge, which the judges thought was "unique and represented inventive design thinking." The Geronimo Stilton bridge, which was inspired by the Geronimo Stilton book series, is a pedestrian bridge that helps clients get from book to book. Grant and Jane assert, "This way, the characters do not have to wait for the author to finish writing the book and they can begin a new adventure. This bridge also helps the characters solve the problem in each adventure." The bridge features solar panels that power the whole bridge and a windmill to harness wind energy. It has a bedroom, a fan, and a nurse's First Aid station. There is also a changing station where the characters can change from adventure to adventure. Dr. Miles offered congratulations to Grant and Jane and that was followed by a round of applause.

Purple Comet Math Competition - Dr. Miles invited the Purple Comet Math competitors to come forward. The Purple Comet Math competition is an international online math competition where students have 90 minutes to solve 30 challenging math problems. The IHHS team of junior Richard Guan, senior Kyle Huang, sophomore Ethan Shah, junior Jack Ning, and junior Cody Fan answered 18 of the 30 correctly, placing them first in Ohio! Plus, Dr. Miles congratulated Richard Guan separately – Richard discovered the competition, chose the team, arranged practice opportunities, and set up the time and

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place to participate in the competition. We thank you, Richard, for your commitment to seeking out opportunities for students like you who love and excel in math. Dr. Miles offered congratulations to the competitors and that was followed by a round of applause.

Academic World Quest - Next, Dr. Miles invited our Academic World Quest competitors to come forward. Academic World Quest is a flagship program of the World Affairs Councils of America that engages more than 4,000 high school students annually across the U.S. to test their knowledge of global issues and foreign policy. Questions this year included the topics of global megacities; peace and conflict in today's world; the European Union; and combatting infectious disease, among others. In January, senior Sohini Das; junior West Gardner; junior Llyona Lallement; and senior Hannah Powell won the regional competition. They were sponsored by the local Greater Cincinnati World Affairs Council to attend and compete in the National Competition in Washington, DC, which took place on April 29. We want to congratulate you for your excellence! Dr. Miles offered congratulations to the competitors and that was followed by a round of applause.

DECA - This year, fourteen of our talented DECA students qualified at state competition to compete in the International Career Development Conference in Anaheim, CA at the end of April. More than 10,000 DECA members demonstrated their college and career knowledge by participating in a variety of competitive events. All participants are finalists from their own states/associations, hoping to be named an international champion. Indian Hill High School had several students attend the international competition, and two of our talented students placed in their events – junior Cameron Metz placed in the top 20 in Human Resource Management, and junior A.J. King placed in the top 10 in Start-Up Business! What an amazing achievement to compete against hundreds of the best students from around the world and come out at the top! Dr. Miles offered congratulations to the competitors and that was followed by a round of applause.

Civics and Law Honor Roll - Dr. Miles invited Milan Bhandari, Jeongwon Ryu, and Mrinal Singh, to come forward. The American Bar Association Commission on Civic Education, in conjunction with the Ohio Center for Law Related Education, annually recognizes Ohio students who have “gone above and beyond to be informed, engaged citizens who value and are involved in their communities.” They do this by naming the deserving students to the *Civics and Law Honor Roll*. The selection criteria for this prestigious award are quite strict – so much so that no Indian Hill student has ever been awarded this honor. Until now. This year, only nine students throughout the entire state of Ohio have been named to the 2017 Civics and Law Honor roll – and Indian Hill has three of the nine! Dr. Miles asked that all present join in congratulating seniors Jeongwon Ryu, Milan Bhandari, and Mrinal Singh in becoming the first (and, so far, only) IH students to be named to the *Civics and Law Honor Roll*. Having already won the 2016 Moot Court State Championship last year and the 2017 Mock Trial State Championship this year, this latest honor cements their joint legacy in the fields of law, civic education and civic engagement.

2017 Ohio State Economics Challenge Champions - The 2017 Ohio State Economics Challenge Champions were asked to come forward. Junior Tommy Klinedinst, senior Dan Markiewitz, junior Sam Okum, and junior Asher Weinstein are the 2017 Ohio State Economics Challenge Champions! They had the opportunity to compete in the National semifinalist competition on April 25, and they represented Indian Hill very well. The program is part of the National Economics Challenge of the Council for Economic Education. The Challenge is an opportunity for students to demonstrate their knowledge of economic literacy by competing with other students across the State and Nation. This is Indian Hill's first State championship in this event.

No more announcements or correspondence were made.

PERFORMANCE MATTERS OVERVIEW - Mr. Mark Richardson, Coordinator of Instructional Data and Research, Dr. Mark Ault, Assistant Superintendent and Mr. Brad Brunswick gave a presentation about the Performance Matters software purchased by the District. The software has allowed the district to use data more effectively to help make better educational outcomes for students. Partnering with Performance Matters, Indian Hill has pioneered some innovations with the software making it a better product for all users.

SECOND READING: TEXTBOOK ADOPTION (051707) – Dr. Miles presented to the Board of Education the second reading of a new textbook for AP Human Geography. *The Cultural Landscape: An Introduction to Human Geography*, Pearson Education, 2017 Edition. Without any discussion, Mr. Fiore moved, seconded by Mrs. Johnston, to adopt the textbook in full.

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Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL OF OHSAA PARTICIPATION (051708) - Mr. Fiore moved, seconded by Mrs. Johnston, to approve participation in the Ohio High School Athletic Association for the 2017-2018 school year. Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

OVERNIGHT FIELD TRIPS (051709) - Mr. Fiore moved, seconded by Mrs. Johnston, to approve the following overnight field trips.

- IHHS Boys Junior Varsity and Varsity Basketball Camp - Wittenberg College, Springfield, OH, June 14-15, 2017
- IHHS Boys Varsity Basketball Camp - Ashland College, Ashland, OH, June 21-22, 2017
- IHHS Boys Soccer Team Preseason Soccer Tournament - Strongsville, OH, July 28-30, 2017
- IHHS Varsity Girls & Boys Cross Country Teams - Walt Disney World Cross Country Meet, Orlando, FL, October 5-8, 2017
- Power of the Pen State Tournament, College of Wooster, Wooster, OH, May 25-26, 2017

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

PERSONNEL ACTIONS (051710) Mr. Fiore moved, seconded by Mrs. Johnston, to approve the following personnel matters as recommended by the Superintendent:

Approval of Supplemental/Personal Service Contracts (2016-2017)

Sue Speno, Reading Intervention, August 2017, \$35/hour
Pam Marshall, Reading Intervention, August 2017, \$35/hour
Pat McGraw, Reading Intervention, August 2017, \$35/hour
Amy Campa, Reading Intervention, August 2017, \$35/hour
Jill Kurtz, Reading Intervention, August 2017, \$35/hour
Katy Ping, Reading Intervention Substitute, August 2017, \$35/hour as needed
Jami Wallbank, Transition Time, \$35/hour up to 10 hours
Sandra Gemmel, Transition Time, \$35/hour up to 10 hours
Cristina Smith, Transition Time, \$35/hour up to 10 hours
Melanie Broxterman, Transition Time and ESY Services, \$35/hour up to 36 hours
Joseph Dupps, ESY Services, \$35/hour up to 73 hours
Jim VanOrsdel, ESY Services, \$35/hour up to 10 hours
Kristi Booth, Crisis Prevention Training (August 2017), up to 3 days per diem

Appointments to Continuing Employment Contracts – Beginning 2017-2018

Beth Kamen, 1.0 FTE	Amie Kanzeg, 1.0 FTE
Leslie Lakamp, 1.0 FTE	Danielle Lintz, 1.0 FTE
Sarah Meinberg, 1.0 FTE	Christian Miller, 1.0 FTE
Lyndsey Phelps, 1.0 FTE	Amy Smart, 1.0 FTE

Renewal of Limited Employment Contracts - 2017-2018 year

Sarah Alwine, .71 FTE	Kathryn Arber, .33 FTE
Anthony Arcuri, 1.0 FTE	Jennifer Bammerlin, 1.0 FTE
Melanie Broxterman, 1.0 FTE	Bradley Brunswick, 1.0 FTE
Jeff Clark, 1.0 FTE	Sarah Croston, 1.0 FTE

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Bryan Daniel, 1.0 FTE	Aaron Debbink, 1.0 FTE
Dennis Dupps, .50 FTE	Nate Eigher, 1.0 FTE
Brittany Fitzgerald, 1.0 FTE	Alexander Fries, 1.0 FTE
Megan Gattermeyer, 1.0 FTE	Amy Giniewski, .50 FTE
Lauren Girdler, 1.0 FTE	Todd Gries, .74 FTE
Jayci Jackson, 1.0 FTE	Loni Jackson, 1.0 FTE
Amie Kanzeg, 1.0 FTE	Erica Keith, 1.0 FTE
Lauren Koepfle, 1.0 FTE	Laura Krehbiel, 1.0 FTE
Jill Kurtz, 1.0 FTE	Amy Lichey, .71 FTE
Rebecca McFarlan, 1.0 FTE	Sarah Meinberg, 1.0 FTE
Mari Mileham, 1.0 FTE	Tami Miller, .71 FTE
Barbara Mitten, 1.0 FTE	Zoe Rottenberg, 1.0 FTE
Austin Sayre, 1.0 FTE	Jordan Siebenaller, 1.0 FTE
Jesse Slusher, .75 FTE	Amanda Taylor, 1.0 FTE
Sara Vincent, 1.0 FTE	Jacquelyn Weber, 1.0 FTE
Nicole Zistler, .67 FTE	

Tuition Reimbursement

Ellen Hughes, Teaching with Technology, Ashland University \$175.00
Ellen Hughes, Mental Wellness Series, Ashland University \$175.00
Ellen Hughes, Challenge Book Study, Ashland University \$175.00
Lauren Girdler, History/Philosophy of American Education, Xavier University, \$1,620.00
Lauren Girdler, Lunch and Learn, Ashland University, \$175.00
Dana Snyder, Lunch and Learn, Ashland University, \$175.00
Barbara Danver, Lunch and Learn, Ashland University, \$175.00
Pam Marshall, Lunch and Learn, Ashland University, \$175.00
Lyndsey Phelps, Lunch and Learn, Ashland University, \$175.00
Lyndsey Phelps, Challenge Book Study, Ashland University, \$350.00
Amy Lichey, Dealing ADD/ADHD Child, Loyola Marymount University, \$404.10
Shalee Osborn, Healthy Pathways to Authentic Learning, Walsh University, \$549.00
Philip Clary, Xavier University, Internship Principal II, \$1623.00
Julie Mascaritolo, ADD/ADHD Strategies, University of LaVerne, \$345.00
Ken Dunlap, Challenge Book Study, Ashland University, \$175.00

Classified Staff Contracts

Jennifer Ratliff, Educational Aide, \$15.50/hour
Scott Kimmins, Auditorium Manager and Technical Director, 1 year contract, \$53,000 and up to 5 transition days per diem
Jennifer Henz, PS Technology Aide, \$19.99/hour, .60 FTE
Richard Bush, Educational Aide, \$17.00/hour

Retirements/Resignations

Mark Campbell, 8th Grade Science Teacher, resignation effective July 31, 2017
Yan Ping Ji, resignation effective May 26, 2017

Approval of Summer Help

Seth Jessen, Custodian, \$10/hour	Eric Scholz, Custodian, \$10/hour
Alyssa Davis, Custodian, \$10/hour	Nick Mosley \$10/hr
Cooper Scholz \$10/hr	

Approval of Classified Substitutes for the 2016-2017 School Year

Kathleen Mileham, Secretary, \$20/hour

Roll call vote was as follows:

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Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL OF MINUTES (051711) Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the minutes of the April 18, 2017 regular meeting, the April 25, 2017 special meeting and the May 8, 2017 special meeting, as written. Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL OF FINANCIAL REPORTS (051712) Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the financial reports as presented for the month ended April 30, 2017. Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

RESOLUTION ACCEPTING THE AMOUNTS AND RATES AS DETERMINED BY THE BUDGET COMMISSION (051713)

**RESOLUTION ACCEPTING THE AMOUNTS AND RATES AS DETERMINED BY THE BUDGET
COMMISSION & AUTHORIZING THE NECESSARY TAX LEVIES AND CERTIFYING THEM TO THE
COUNTY AUDITOR**

Board of Education, City, Local, or Exempted
Rev.Code, Secs.5705.34

The Board of Education of the Indian Hill Exempted Village School District, Hamilton County, Ohio, met in regular session on the 16th day of May, 2017, in the Multi-Purpose Room of the Indian Hill High School, located at 6865 Drake Road, with the following members present:

Mr. Lyle Fiore
Mrs. Elizabeth Johnston

Dr. Eddie Hooker
Mrs. Kim Lewis

Mrs. Johnston moved the adoption of the following Resolution:

WHERE AS, This Board of Education in accordance with the provisions of law has previously adopted a Tax Budget for the next succeeding fiscal year commencing July 1st, 2017; and

WHERE AS, The Budget Commission of Hamilton County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board and what part thereof is without, and what part within the ten-mill limitation; therefore be it

RESOLVED, By the Board of Education of the Indian Hill Exempted Village School District, Hamilton County, Ohio, that the amounts and rates, as determined by the Budget Commission in its certification, be and the same and hereby accepted; and be it further

RESOLVED, That there be and is hereby levied on the tax duplicate of said Board of Education the rate of each tax necessary to be levied within and without the ten-mill limitation as follows:

SCHEDULE A	
SUMMARY OF THE AMOUNTS REQUIRED FROM GENERAL PROPERTY TAX APPROVED BY THE BUDGET COMMISSION AND COUNTY AUDITOR'S ESTIMATED TAX RATES	

	Amount Approved by Budget Com- mission Inside 10M Limitation	Amount to be Derived from Levies Outside 10M Limitation	County Auditor's Estimate of the Tax Rate to be Levied		
			Outside	Inside	TOTAL
GENERAL FUND	7,558,672	\$19,371,283	\$6.61	6.41	42.92
BOND RETIREMENT FUND		\$3,620,606	3.24		3.24
PERMANENT IMPROVEMENT FUND	0		0.00	0.00	0.00
EMERGENCY FUND		0	0.00		0.00
TOTAL			\$6.75	6.41	46.16

		Tax Year	Fiscal Year
	Rate Authorized to be Levied	County Auditor's Estimate of the Yield of the Levy	County Auditor's Estimate of the Yield of the Levy
CURRENT EXPENSE - INSIDE MILLS	6.41	\$7,558,672	\$7,539,827
BOND RETIREMENT	3.24	\$3,820,608	\$3,811,062
PERMANENT IMPROVEMENT-INSIDE MILLS	0.00	0	0

SCHEDULE B
LEVIES OUTSIDE 10 MILL LIMITATION, EXCLUSIVE OF DEBT LEVIES

CURRENT EXPENSE LEVIES						
Authorized on:	May 7, 1968		Continuing	Mills	Tax Year	Fiscal Year
	May 5, 1970		Continuing	11.77	6,037,713	6,022,662
	November 2, 1971		Continuing	5.75	2,949,607	2,942,250
	November 7, 1972		Continuing	4.09	2,096,068	2,092,837
	November 2, 1976		Continuing	3.80	1,949,305	1,944,445
	June 8, 1992		Continuing	8.63	5,009,538	5,056,977
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
	0		0	0.00	0	0
TOTAL				36.51	\$19,571,283	\$19,523,060
PROPOSED CURRENT EXPENSE LEVY						
Date of vote	0		0	0.00	0	0
EMERGENCY TAX LEVIES						
Authorized on:	0		0	0.00	0	0
	0		0	0.00	0	0
TOTAL				0.00	0	0
PETITMANENT IMPROVEMENT LEVY						
Authorized on:	0		Continuing	0.00	0	0
Proposed on:	Proposed Date of Vote		# years	0.00	0	0
TOTAL				0.00	0	0

And be it further

RESOLVED, That the Treasurer of this Board of Education be, and is hereby directed to certify a copy of this Resolution to the County Auditor of Hamilton County.

Mrs. Lewis seconded the Resolution and the roll being called upon its adoption, the vote resulted as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL OF NEW CONTRACTS (051714) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the following new contracts.

- ComDoc Premier Agreement, \$345.00 Annually for Five Years
- MEO Business Group, LLC., Occupational Therapist, \$108,000.00, Physical Therapist, \$28,800.00 and Physical Therapist Assistant, \$6,000.00 for 2017-2018 school year.
- Hamilton County ESC on behalf of for St. Vincent Ferrer for 2017-2018 educational services.
- Warren County ESC, Nursing Services, \$129,344.00 for 2017-2018 school year.
- Collaboration for Employment and Education Synergy Program (CEES), up to 10 Students @ \$1,200.00 each for 2017-2018 school year.
- Hamilton County ESC, ESY Interpreter Services for a student at Stepping Stones Camp, \$6,500.00.

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL OF SPECIMEN 403(b) TAX DEFERRED ANNUITY PROGRAM EMPLOYER NON-ELECTIVE CONTRIBUTION RESOLUTION (051715) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the following resolution;

WHEREAS the Indian Hill Exempted Village School District (the "Board") has established a tax deferred annuity program known as the Indian Hill Exempted Village School District 403b Tax Deferred Annuity Plan (the "Program"), which is intended to meet the requirements of Section 403(b) of the Internal Revenue Code of 1986, as amended, and the requirements of applicable state and/or local law; and

WHEREAS the Board wishes to make a non-elective employer contribution to the Program to eligible employees, as defined in the Program, from unused accumulated sick and /or vacation pay in accordance with the Internal Revenue Code of 1986, as amended, the regulations thereunder, and the requirements of applicable state and/or local law; and

WHEREAS such eligible employees shall have no right to receive directly or indirectly as cash the amount of unused accumulated sick and/or vacation leave in lieu of an employer non-elective contribution being allocated to their participant accounts under the Program;

BE IT RESOLVED THAT: Effective May 16, 2017, the Board shall commence making employer non-elective contributions to the Program for such eligible employees as are defined in the Program.

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL OF MEMORANDUM OF UNDERSTANDING WITH THE INDIAN HILL EDUCATORS PROFESSIONAL ORGANIZATION – TAX DEFERRED ANNUITY PROGRAM (051716) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the following Memorandum of Understanding;

**Memorandum of Understanding
Regarding Sick Pay, Vacation Pay and Incentive Pay**

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This Agreement is entered into this 16th day of May 2017, by and between the Indian Hill Exempted Village Schools Board of Education, hereinafter referred to as the “Board” and the Indian Hill Educators Professional Organization, hereinafter referred to as the “Association”.

WHEREAS, the Association and Board recognize that it is the intent of the parties to provide tax advantages to retiring members in a legal manner; and,

WHEREAS, the Association and Board recognize, upon detailed investigation, that the Tax Deferral options of a Voluntary Deferral 403(b) Plan do not meet the IRS guidelines for this type of monies; and,

WHEREAS, Utilizing an Employer Non-Elective 403(b) Plan allows contributions to be maximized up to the 415 Limit as contained in the Internal Revenue Code; and,

NOW, THEREFORE, BE IT AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. Article XVI, Section 7 of the negotiated agreement will read as follows: "The board will approve an amended and restated 403(b) Plan Document that includes an employer paid, **non-elective contribution**. Retiring members in the "Covered Group" will have their accumulated sick pay, vacation pay and any incentive pay paid directly into this plan as an employer paid, non-elective contribution. The Board shall be responsible for any administrative fees or costs of implementation of the Section 403(b) program.

2. Eligible retirees who have attained or will attain age 55 in the year of retirement and are a part of the “Covered Group” as of May 16, 2017 and after, will have their eligible accumulated (but unused) sick pay, vacation pay and any incentive pay deposited into the Section 403(b) Plan sponsored by the Board.

3. Any amounts of money exceeding the current annual 415 limit for the Section 403(b) Plan will have additional monies paid into the Section 403(b) Plan at the maximum contribution level allowed by Section 415 of the Internal Revenue Code for up to 5 years beyond the retirement date until all amounts due are paid out. Future contributions will be made in January of each year following retirement.

4. Upon death of a covered member, any monies not yet paid to the plan will be subject to pro-rata forfeiture in the year of death and the remaining balance shall be paid to the estate of the teacher.

5. **This Memorandum of Understanding** shall be effective between the Board and the Association upon its execution by both parties and shall remain in effect concurrently with the existing master contract.

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL OF MEMORANDUM OF UNDERSTANDING WITH THE INDIAN HILL EDUCATORS PROFESSIONAL ORGANIZATION – TAX DEFERRED ANNUITY PROGRAM (051717) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the following Memorandum of Understanding;

This Memorandum of Understanding between the Indian Hill Educators Professional Organization (“IHEPO”) and the Indian Hill School District Board of Education (“IHSB”) replaces Appendix B of the July 1, 2016 – June 30, 2019 Collective Bargaining Agreement.

Appendix B

SICK LEAVE BANK

Section 1. PURPOSE

The purpose of the Sick Leave Bank is to give additional days of sick leave to a bargaining unit member who has donated a day to the Sick Leave Bank and who has donated a day during the most recent open enrollment period or as a new hire, used all his/her

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sick leave **and personal leave** due to one of the conditions listed below and requires additional sick leave time. The granting of sick leave days would be for the following criteria:

- serious accidental injury
- non-elective surgery
- catastrophic illness

The Sick Leave Bank days may be used for either the bargaining unit member or a relative residing in the bargaining unit member's immediate household; or for a spouse, child, or parent residing outside of the bargaining unit member's immediate household. Nothing in this Article is intended to expand or replace any bargaining unit member's rights under this collective bargaining agreement, the FMLA, or any other law.

Section 2. DONATION

Participation in the Sick Leave Bank shall be voluntary. Prior to October 1 of the first year of operation the Organization shall solicit one (1) sick day from the bargaining unit member's accumulated sick leave. All bargaining unit members will receive an intent form for the purpose of enrolling in the Sick Leave Bank. All bargaining unit members must return the intent form to the District Treasurer's office by October 1 of that school year to participate in the Sick Leave Bank. If less than forty-percent (40%) of the bargaining unit demonstrates a willingness to participate, the Sick Leave Bank will not become operational. Every year thereafter, new hires may join the sick leave bank by signing an intent form and returning the intent form to the District Treasurer by October 1.

When the bank is depleted below fifty (50) days, the Organization shall hold an open enrollment and solicit **at least one (1) but no more than three (3) sick day(s)** from all bargaining unit members. Any bargaining unit member who had not previously joined may join at any open enrollment time by signing and submitting the intent form. Bargaining unit members who do not donate at least one (1) day at the most open enrollment period or when first hired may not participate in the Sick Leave Bank. Donated sick days will accumulate in the Sick Leave Bank and not be returned.

Section 3. NOTIFICATION

The District's Treasurer will be responsible for maintaining records pertaining to the Sick Leave Bank with the assistance of the IHEPO Treasurer. Donated sick days will be deducted in the second pay period after the enrollment period has ended.

Section 4. PARTICIPATION

A bargaining unit member is considered an active member of the Sick Leave Bank if they donated a sick day during the most recent open enrollment period or when first hired. A bargaining unit member must be an active member in order to be eligible to be granted sick leave days from the Bank. The maximum number of days an active member can receive during any school year is **twenty (20)**. Days allotted from the Sick Leave Bank will be paid at 100% of the bargaining unit member's daily rate of pay. **Sick days that are granted from the Sick Leave Bank may be voluntarily repaid at the rate of one (1) day per year but repayment is not a requirement to continue membership in the Sick Leave Bank.**

The days will be granted in the amounts determined by the Sick Leave Bank Committee. An active member may reapply for additional days up to the maximum allowed. The Sick Leave Bank Committee may not at any time grant or approve use of more sick leave days than have been donated to the Sick Leave Bank by bargaining unit members.

Section 5. APPLICATION

An active member may apply after knowing that they will use all of their available sick **and personal** days. However, the active member will not be able to withdraw days from the Sick Leave Bank until his/her own accumulated sick **and personal** leave is exhausted. Application must be made on the proper form and be accompanied by a doctor's statement, or FMLA certification form which gives enough information for the committee to make a decision based on the criteria stated above. Each illness will be treated as a separate application. Pregnancy and/or childbirth without complications will not be considered eligible for Sick Leave Bank days. Utilization of the Sick Leave Bank for complications from pregnancy or childbirth may be approved. Days may not be granted for any period of disability when monies are paid to the bargaining unit member through disability coverage (e.g., STRS, workers' compensation, or otherwise). Applications for use of days to access the Sick Leave Bank are available from the

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District Treasurer and should be returned to that office. The District's Treasurer will then notify the Chair of the Sick Leave Bank Committee who will notify the members to convene.

In consideration for the benefit of participating in the Sick Leave Bank, each applicant for membership in the Bank and for benefits from the Bank shall, as a condition to such application, agree in writing substantially as follows:

“I specifically acknowledge and agree that the granting of days from the Sick Leave Bank shall be at the sole discretion of the Sick Leave Bank Committee and that all decisions of the Sick Leave Bank Committee will be final and binding and not subject to the grievance and arbitration process. I further agree to abide by such decision and to defend, indemnify and hold harmless the Indian Hill Exempted Village School District, the Indian Hill Educators Professional Organization, and all of their employees and agents for any loss that may be sustained as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application.”

Section 6. SICK LEAVE BANK COMMITTEE

A Sick Leave Bank Committee will be responsible for reviewing all applications. It will consist of three Indian Hill Educators Professional Organization members appointed by the President and two administrators including the District's Treasurer or designee and the Superintendent's designee. This committee will determine the number of days to be granted **by majority vote**. The decision of the Sick Leave Bank Committee will be final. An active member, if denied, may ask to meet with the Sick Leave Bank Committee to present additional information which the Committee may use to reconsider its decision. There will be no appeal process and the decision of the Sick Leave Bank Committee cannot be challenged through the grievance process or otherwise. When, after meeting with the active member and receiving all additional information, the decision is to not grant the days from the Sick Leave Bank, the decisions are final. Personally identifiable medical information on the application form and from the applicant's physician will be confidential.

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL TO PARTICIPATE IN SPECIAL PROGRAMS (051718) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve participation in the following programs;

Title I - Remedial Reading / Math Grant
Title II-A - Teacher/Principal Training and Recruiting
Title III - Language Instruction for Limited English Proficient
Special Education (IDEA-B)
Early Childhood Special Education (ECSE)
Career Education / Carl Perkins Grant

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL TO ESTABLISH NEW ACTIVITY ACCOUNTS (051719) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the addition of the following activity accounts;

Magnified Giving
Volleyball Camp

Football Camp
Boys Basketball Camp
Cross Country Camp

Girls Soccer Camp
Girls Basketball Camp

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

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APPROVAL TO ESTABLISH NEW SPECIAL FUNDS ACCOUNTS (051720) - Mrs. Johnston moved, seconded by Mrs. Lewis, to approve the addition of the following special funds accounts;

Softball
Girls Lacrosse

Baseball
Boys Lacrosse

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL TO PAY INVOICES (051721) - Mrs. Johnston moved, seconded by Mrs. Lewis, to pay the following invoices in accordance with Section 5705.41 (D)(1):

ChangePoint Learning, LLC for ID Project Program \$3,490.00
Scholastic Book Fair, Primary School Book Fair \$4,909.62
Forward Edge, Various Network Issues, \$3,804.00

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

RESOLUTION TO AMEND FY2017 ANNUAL APPROPRIATIONS (051722) Mrs. Johnston moved, seconded by Mrs. Lewis, to adopt a Resolution to amend the FY2017 Permanent Annual Appropriations, previously approved September 13, 2016 by the following amounts:

Increase Fund 001 (General Fund) by \$2,800,000.00

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

ACCEPTANCE OF DONATIONS (051723) - Mrs. Johnston moved, seconded by Mrs. Lewis, to accept the following donations:

- SCHOOLSin, LLC, % Kelly Kremer, 2 Copernicus Storage Tech Tubs, 1 Marsh Pro-Lite Reversible Music Staff Magnetic Whiteboard and 1 Luxor 42 Table/Chromebook Charging Cart, Valued at \$1,300.00
- Christopher Frutkin, to IHMS Theater, \$20 for B&B Download
- IH PTO to IH Elementary, \$886.32 Capital Grant
- IH Boosters to Latin Club, \$1400.00 for Convention

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

APPROVAL TO AMMEND A CONTRACT (051724) - Mrs. Johnston moved, seconded by Mrs. Lewis, to amend the Hamilton County ESC Products and Services, Additional \$71,400.00 for three students, Pathways to Employment. Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

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OTHER BUSINESS BY BOARD/ADMINISTRATION

COMMITTEE REPORTS

FINANCE COMMITTEE – The finance committee submitted their minutes to the Board of Education from the May 4, 2017 meeting. **Mr. Davis presented the five-year forecast for May 2017 and recommended that the Board make a motion to approve the forecast and its assumptions as presented.** Mrs. Johnston so moved, seconded by Mrs. Lewis. (051725)

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

OPERATIONS COMMITTEE - The operations committee submitted their minutes to the Board of Education from the April 24, 2017 meeting.

PERSONNEL COMMITTEE - The personnel committee submitted their minutes to the Board of Education from the April 28, 2017 meeting. The committee also presented their recommendation for approval of the 2017-2018 compensation for administrative employees.

Name	Role	Recommended 2017-2018 Salary	Notes
Ault, Mark	Assistant Superintendent	\$110,005	
Quattrone, Tracy	Director of Pupil Services	\$101,641	
Leonard, Barb	Transportation Supervisor	\$79,340	+\$500 (one-time)
Stegman, Ken	Facilities Supervisor	\$77,426	
Zidron, Jeff	Director of Athletics	\$104,881	
Nichols, Jim	Primary School Principal	\$103,949	
Otten, Kristi	High School Asst. Principal	\$94,309	
Davis, Mick	Treasurer	\$110,000	2-Year Contract Extension
Miles, Mark	Superintendent	\$169,680	

Dr. Miles asked that the Board accept the recommendation by the personnel committee for 2017-2018 administrative compensation. Mrs. Johnston so moved, seconded by Mr. Fiore (051726)

Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

No other committees had reports. With no further items to discuss under other business, Dr. Hooker opened the floor for public commentary.

PUBLIC COMMENTARY

There was no public commentary.

ADJOURNMENT (051727) Mrs. Lewis moved, seconded by Mrs. Lewis, to adjourn the May 16, 2017 regular meeting of the Indian Hill Board of Education at 8:17 p.m. Roll call vote was as follows:

Mr. Fiore, aye
Mrs. Lewis, aye

Dr. Hooker, aye

Mrs. Johnston, aye

Board President

Treasurer