

**MAPLEWOOD CAREER CENTER**  
**Board Meeting Notes**  
**Regular Meeting**  
**November 20, 2014**

**Convened: 7:30 p.m.**

**The meeting was called to order by Board President, Jay Kelsey.**

**The Pledge of Allegiance was led by Board Vice President, Donna Karg.**

**Moment of silence.**

**Roll call:** Joanne Newhauser was absent.

**Grievance Hearing: OTES Growth Measure Grievance – Grievant(s) as presented by Ms. Stoffer, MCCEA President** – Natalie Forman, Jody Guerini, Kathy Hawk, Adam Irwin, Ted Karam, Maria Macaluso, Monica McAtee, Kristy McKenzie, Jon Hall, Sue Giarrano, Steve Paulus, Maria Perez, Nancy Reedy, James Stoddard Dare, Pam Stoltz, Charles Defer, Melissa Cutright, Sara Haldi, Stacey Heitkamp, Britt Palmer, Dan Remark, Joelle Carnes, Jenell Calvin, Linda Hunter, Schuyler Kasee, Celia Lewis, Jim Morrison, Robert Pavkov, Eric Shipman, Lisa Clark, Robert Conner, Walter Foster, Mark Hamilton, Dave Makin, Doug Miller, James Riazzi, Steve Smith, Rachel Weiss, Stephanie Wilfong, Rick Zadai, Amy Zenner, Suzanne Anthony, Marilyn Berry, Deb Stoffer, Brad Tucker

The following were present: Deborah Stoffer, MCCEA President; Lynn Rumsey, OEA Labor Relations Consultant; Craig Morgan, Director of Career & Technical Education; and Michael Lenzo, Business Affairs Supervisor.

Board President, Mr. Jay Kelsey, addressed the audience regarding the grievance. Mr. Kelsey addressed the grievant. Ms. Stoffer responded.

Ms. Stoffer informed Mr. Kelsey that OEA Labor Relations Consultant, Ms. Lynn Rumsey, would be speaking on her behalf. Ms. Stoffer requested to have the grievance heard in open session.

Mr. Kelsey outlined the format of the grievance hearing and stated that in accordance with the Collective Bargaining Agreement, the Board shall communicate its decision to the grievant in writing within five working days after the next regularly scheduled Board meeting. The next regularly scheduled Board meeting is December 18, 2014, so the decision will be presented to the grievant no later than December 29, 2014. Mr. Kelsey also stated that the Board may deliberate and choose to act this evening and a decision may be presented within five days of this Board meeting.

Introductions:

Mr. Kelsey had the Board members introduce themselves.

Mr. Randy Griffith, Superintendent, introduced himself and the other members of the administration present: Mr. Craig Morgan and Mr. Michael Lenzo.

Ms. Deborah Stoffer, and Ms. Lynn Rumsey introduced themselves.

Grievance:

Mr. Kelsey instructed Ms. Rumsey to present Ms. Stoffer's grievance.

Ms. Rumsey stated the grievance arose on May 10, 2014, when teachers received their Summative Evaluations. She said she began getting phone calls from teachers and made a public records request for the Summative Evaluations of all certified staff eligible for the OTES process on May 13, 2014.

Ms. Rumsey distributed a chart of where Maplewood's teachers scored on professional standards, student growth, final summative, and improvement plans along with an email she sent to Mr. Griffith.

Ms. Rumsey distributed charts of where teachers in Portage County Schools scored in the same categories. Charts were presented for Aurora City Schools, Crestwood, Falcon Academy, Field Local, Ravenna, Rootstown, Streetsboro, and Waterloo.

Ms. Rumsey went over the provisions of the Collective Bargaining Agreement that are allegedly in violation: Appendix B Evaluation Procedures and Standards-Based Teacher Evaluation on pages 41 through 50.

Ms. Rumsey made the statement that no teachers are listed on the grievance. The grievance is an Association grievance being brought by the Association. The list sent was of OTES eligible teachers. Ms. Rumsey said that two or three teachers had indicated to her that they did not want to be part of the grievance.

Ms. Rumsey distributed charts of where teachers in career centers scored in the same categories. Charts were presented for Auburn CC, Butler Tech, Career & Technology Educ. Center, Collins Career Center, Eastland-Fairfield Career Tech, Four County CC, Greene County CC, Jefferson County CC, Medina County CC, Penta Career Center, Pioneer Career & Tech, Scioto County Tech Center, and Tri County CC.

Ms. Rumsey distributed two Student Learning Objectives (SLO) of Ms. Deborah Stoffer and Ms. Stoffer's Tech Math – Combined Data. Ms. Rumsey reviewed the Student Growth Targets.

Mr. Kelsey gave opportunity for the Board members to ask questions. A Board member asked if the grievance was voted on by the Association. Ms. Rumsey could not provide a definite answer. She said she was not sure. Questions were also asked about Student Growth Target calculations.

Mr. Kelsey instructed Mr. Griffith to present the administration's response to the grievance.

Mr. Griffith distributed the grievance paperwork including emails and documentation beginning September 8, 2014, and the administration's grievance response.

Mr. Griffith stated that two staff members, whose names appear on the list of grievant(s) provided by Ms. Stoffer, informed him that they were being misrepresented by the MCCEA and did not wish to be a part of this grievance.

Mr. Griffith said Ms. Stoffer refused to answer questions, clarify, meet, or attempt resolution during the grievance. The grievance procedure requires the grievant to be present at every step of the grievance or the grievance is considered abandoned. The grievance is not arbitrable because it did not follow timelines or follow the grievance procedure in the Collective Bargaining Agreement.

Mr. Griffith stated there has not been a violation of the Collective Bargaining Agreement. The Collective Bargaining Agreement does not speak to the setting of Student Growth Targets. Mr. Griffith reviewed the process that was followed with the teachers for developing their SLO's. The grievant(s) wrote the SLO's, devised the pretest and posttest, provided the related instruction, proctored and graded the tests, compiled the data, and submitted it to the administration. Individuals were placed on improvement plans in accordance with language in the collective bargaining agreement. Past practice exists on SLO's for the 2013/2014 school year and any viable grievances should have been filed prior to this school year.

Mr. Griffith requested the Board of Education affirm the administration's position regarding the grievance and deny the grievance because the grievant(s) have:

- Failed to file the grievance in a timely manner as defined by the Grievance Procedure.
- Failed to be "present" at every step of the grievance; therefore, the grievance was abandoned according to the Collective Bargaining Agreement.
- Failed to provide information required as part of the Grievance Procedure.
- Failed to assert a violation of the Collective Bargaining Agreement.
- And, the grievance was filed in relation to an established past practice permitted by the Association.

Mr. Kelsey gave opportunity for the Board members to ask questions.

#### **Executive Session (8:21 p.m. to 8:53 p.m.)**

To deliberate the grievance

#### **Motion Relating to the Grievance:**

The Board affirmed the recommendation of the Superintendent, deny the grievance, and directed the Treasurer to notify the grievant(s) of the Board's decision.

**Featured Program: None**

**Acceptance and approval of Board meeting agenda for November 20, 2014, as presented.**

**Acceptance and approval of the minutes for October 15, 2014, regular meeting, as presented.**

#### **The following visitors were received:**

Career Technical Director, Craig Morgan; Business Affairs Supervisor, Michael Lenzo  
Present: Randy Griffith, Superintendent; Michelle Seckman, Treasurer

#### **Board President, Jay Kelsey, reported on the following:**

- Mr. Kelsey remarked on the session Waterloo presented during the Capital Conference. He was very impressed with what they had done and how they had handled it.

**Legislative Liaison, Mary Kaley, reported on the following:**

- The State Board of Education is considering changes to school district operating standards, particularly the old rule for Education Service Personnel including a requirement for the number of staff to be employed in five of eight specific service areas (known as 5 of 8 rule). The proposed rule change does not reduce or eliminate important programs such as music, the arts, and physical education as has been reported.
- Mrs. Kaley attended a session on the Common Core and State Standards during the Capital Conference. There are as many passionate proponents as there are passionate opponents.

**Student Achievement Liaison, Melissa Roubic, reported on the following:**

- OSBA's *Student Success* Student achievement article – *Could changing senior year benefit all students?*: A “13<sup>th</sup> grade” is being considered where students would stay in high school as they attended college. Students would receive more college preparation while they would earn college credit.
- OSBA's *Student Success* Student achievement research brief – *The power of the Pygmalion Effect: Teachers' expectations strongly predict college completion*: There is a strong relationship between teachers having high expectations for students and student learning. Secondary teachers predicted high poverty students to be 53% less likely to earn a college diploma than their affluent peers.

**Superintendent, Randy Griffith, reported on the following:**

- Maplewood's Sophomore Showcase was last Thursday. There are 1,315 sophomores in Maplewood's Associate Schools and 997 of them came to Maplewood to visit programs. Mr. Griffith thanked Maplewood's business partners, students, and staff for their preparation and marketing of Maplewood's programs.
- Maplewood's Career Night is this evening. The same groups of people are working diligently to greet and feed community members visiting during the open house. Mr. Griffith thanked those individuals again.
- Last Friday, Dr. Dinklocker, Mogadore's Superintendent, invited Maplewood as well as the other school district leaders to discuss Career and Technical programming at the 7<sup>th</sup> and 8<sup>th</sup> grade level. Five associate schools were represented. Maplewood presented guiding documents from the Ohio Department of Education and shared information from conversations with the Ohio Department of Education Career and Technical Director and Director of the Association of Career and Technical Education. The conversation has just started and Maplewood is looking forward to working with the Associate schools to produce 7<sup>th</sup> and 8<sup>th</sup> grade programming options. Mr. Griffith thanked Dr. Dinklocker for hosting the event and providing refreshments.
- Mr. Griffith read a letter that he wrote to Mr. Ted Karam commending him for his initiative and willingness to provide educational opportunities to students. Mr. Karam requested and continued to push to have fifteen Information Technology seniors placed into his Robotics and Computer Technology class to work with his seniors toward A+ certification. Showing no concern for increased workload, challenges posed, OTES, or pay, Mr. Karam put students first and provided quality instruction when it was not otherwise available. Maplewood is proud to have Mr. Karam as an employee, representative, and instructor.
- The Board packet included the following: Letter of Commendation to Mr. Ted Karam, Robotics and Computer Technology Instructor; *Mogadore School Bell*; *Record-Courier* article, *“Partnering for safe driving”*; Certificate of Appreciation that was presented to the Maplewood Criminal Justice for Excellence in Service for Volunteering to Work the Haunted Trail at West Branch State Park from Ohio State Parks Department of Natural Resources; *Record-Courier* article, *“Craft show set at Maplewood”*; *The Villager* article, *“Career Night & Spaghetti Dinner at Maplewood Career Center”*; Honor Roll Lists; and two *The Board* brochures.

**Career Technical Director, Craig Morgan, reported on the following:**

- The Medical Assisting program is holding a Blood Drive on November 25<sup>th</sup> and 26<sup>th</sup>.
- Student Perfect Attendance: 129 students had perfect attendance for the first nine weeks.
- Mr. Morgan thanked the entire staff for all of their efforts in preparing for Sophomore Showcase Day and a special thanks to Mrs. Michelle McPherson for all of her hard work and dedication. Over 75% of sophomores visited on November 13<sup>th</sup>. The Board was supplied with student attendance by district.
- Parent/Teacher conferences were held on October 8<sup>th</sup>. 22.97% of parents attended.
- Mr. Morgan thanked everyone involved with the All Boards' Dinner. It was a huge success.
- Mr. Morgan thanked Mr. Dave Miller and Miss Renee Hauler for their hard work ensuring OGT testing went very smoothly.
- September Students of the Month: Senior, Katie Smallwood, Garfield, Early Childhood Education; Junior, Gina Nagella, Ravenna, Cosmetology
- October Students of the Month: Senior, Jeffrey Degler, Streetsboro, Robotics and Computer Technology; Junior, Jared Burkey, Southeast, Power Equipment Mechanics

**Business Affairs Supervisor, Mike Lenzo, reported on the following:**

- Mr. Lenzo is analyzing current advertising strategies and making adjustments to better target Maplewood's audience.
- Christmas in the Woods was an excellent event. Mr. Lenzo thanked Ms. Kelley for all of her hard work.
- Mr. Lenzo is investigating audio visual upgrades to Conference Room B, resurfacing options for flooring in labs, and paving, concrete, and drainage projects for the Summer, 2015.
- A copier has been removed and eliminated from the lease.
- The Animal Science Lab is complete.
- Mr. Griffith and Mr. Lenzo will also investigate the possible tucking and pointing of the exterior brick on the building.

**The following recommendations were made by the Treasurer and motions were acted on by the Board:**

- The District Financial Report was approved and filed for audit for the month of October 2014.
- The expenditures were approved for the month of October 2014.
- The investments were ratified for the month of October 2014.
- The bank reconciliations were ratified for the month of October 2014.
- Board Attendance at Training Sessions CY2014.
- Informational items: Fiscal Year 2014 GAAP Conversion and Fiscal Year 2014 Compliance Audit; OSBA Capital Conference Expense Reimbursements; 2014 Christmas in the Woods Revenue Reports; NSBA Annual Conference, Nashville, March 21 - 23, 2015

**The following recommendations were made by the Superintendent and motions were acted on by the Board:**

- Accepted the resignation of Kristin Reeves, Adult Education Secretary/Receptionist, effective November 5, 2014.
- Employed part-time Adult Education and/or ABLÉ personnel.
- Employed classified employee, Elaine Jamison, Adult Education Secretary/Receptionist, on a one-year contract and issued a salary notice for the 2014-2015 contract year.
- Approved payment to the security personnel at \$30.00 per hour for the Christmas in the Woods event: Greg Francis, Scott Paolucci, and Russell Sacket.
- Accepted two donations.
- Commended the Maplewood staff members and students who participated in the Christmas in the Woods event on November 7 - 8, 2014.
- Commended the hard work and commitment demonstrated by the Maplewood staff members and students who participated in the Maplewood Showcase event on November 13, 2014, and Career Night on November 20, 2014.

**New Business**

- Approved convening the Board of Education Organizational Meeting on Thursday, January 15, 2015, at 7:30 p.m. with the regular Board meeting to follow.

**Unfinished Business**

None

**Executive Session (9:21 p.m. to 9:37 p.m.)**

Employment of personnel

**Adjourned: 9:44 p.m.**