

**MADISON LOCAL BOARD OF EDUCATION  
REGULAR MEETING**

**July 24, 2018  
6:00 P.M.**

The Board of Education of the Madison Local School District met in regular session on Tuesday, July 24, 2018 in the Madison Board of Education conference room with the following members present: Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency.

**APPROVAL OF AGENDA**

#107-18  
Agenda

Jean Sency moved and Michael Haury seconded that the Board adopt the agenda as presented and with such modifications made by the Superintendent.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

**APPROVAL OF MINUTES**

#108-18  
Minutes

Larry Armstrong moved and Jean Sency seconded to approve the minutes of the June 5, 2018 Regular meeting.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#109-18  
Minutes

Michael Haury moved and Jean Sency seconded to approve the minutes of the June 26, 2018 Regular meeting.

Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Larry Armstrong abstained. Vote: 4-0-1.

**PRESENTATION OF WORLD WAR II VETERAN DIPLOMA**

#110-18  
WWII Veteran  
Diploma

Michelle Hayes moved and Larry Armstrong seconded the adoption of the following resolution:

A Resolution Honoring the Service of Gerald R. Poling To His Country  
During World War II and Awarding Him a High School Diploma

WHEREAS Gerald R. Poling, a resident of the state of Ohio, forwent his high school education to defend his country in the military during World War II; and

WHEREAS Gerald R. Poling served in the United States Army from December 26, 1946 through September 27, 1947 then being given an honorable discharge after receiving the World War II Victory Medal; and

WHEREAS the sacrifice made by Gerald R. Poling in the patriotic service of his country denied him the opportunity upon return to civilian status to earn his high school diploma or an adult education diploma as those diplomas are authorized under ORC §§3313.61, 3313.611 or 3313.612, and

WHEREAS Board Policy 9800 permits the presentation of High School Diplomas to World War II, Korean Conflict, and Vietnam Conflict Veterans.

NOW THEREFORE BE IT RESOLVED that the Madison Local Board of Education, in recognition and appreciation of the courageous and allegiant service given by Gerald R. Poling to the defense of liberty and the preservation of his country, does hereby award him with a diploma of graduation from Madison High School.

BE IT FURTHER RESOLVED that the Board salutes Gerald R. Poling for his sacrifice at the altar of freedom so that our country might remain strong and free.

BE IT FURTHER RESOLVED that a copy of this Resolution accompany the diploma issued to Gerald R. Poling on behalf of the Madison Local Board of Education and a grateful nation.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

### **BOARD MEMBER REPORTS**

Moment of Silence for Linda Green  
Moment of Silence for Dianna Miller

### **OAPSE AGREEMENT RATIFICATION**

#111-18

OAPSE

Ratification

Michelle Hayes moved and Larry Armstrong seconded the adoption of the following resolution:

WHEREAS the Ohio Association of Public School Employees, Local #238 (OAPSE) entered into collective bargaining negotiations with the Madison Local Board of Education (Board) pursuant to Article 8 of the Master Contract currently in effect and the provisions of ORC Chapter 4117, for a successor Master Contract, and

WHEREAS OAPSE and the Board have entered into a tentative agreement for said successor Master Contract, and

WHEREAS OAPSE on July 15, 2018 ratified the tentative agreement;

NOW THEREFORE BE IT RESOLVED, a majority of the members hereby voting, that the Board adopt the following:

1. To ratify the tentative agreement entered into between OAPSE and the Board, effective July 1, 2018 through June 30, 2020, as found on file at the Board Office.
2. To authorize counsel for the Board to prepare all necessary documents to complete the Bargaining process.
3. To declare that all matters dealing with the OAPSE adoption of this collective bargaining agreement between OAPSE and the Board were made in open and public meetings, pursuant to ORC §121.22.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

**SALARY INCREASE OF THE SUPERINTENDENT AND TREASURER**

#112-18

Superintendent Michelle Hayes moved and Jean Sency seconded the adoption of the following resolution:

Whereas, the Board has determined to adjust the compensation of the Superintendent for the 2018-2019 contract year by granting her a 2.5% increase to her base salary, effective August 1, 2018, as authorized by Section 2 of her employment contract; and

Whereas, the Superintendent's employment contract requires that any modification of it be in writing, signed by the parties upon proper Resolution of the Board;

Now, therefore, be it resolved:

1. The Superintendent's compensation is increased by 2.5%, effective August 1, 2018.
2. The Board President and Treasurer are directed to execute the attached Superintendent's Contract addendum and that it be made part of the Superintendent's employment contract, replacing the current Section 4,

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#113-18

Treasurer

B. Larry Armstrong moved and Michael Haury seconded the adoption of the following resolution:

Whereas, the Board has determined to adjust the compensation of the Treasurer for the 2018-2019 contract year by granting a 2.5% increase to his base salary, effective August 1, 2018, as authorized by Article III, Section C of his employment contract; and

Whereas, the Treasurer's employment contract requires that any modification of it be in writing, signed by the parties upon proper Resolution of the Board;

Now, therefore, be it resolved:

1. The Treasurer's compensation is increased by 2.5%, effective August 1, 2018.
2. The Board President and Treasurer are directed to execute the attached Treasurer's contract addendum and that it be made part of the Treasurer's employment contract, replacing the current Article III, Section B.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

**REPORTS AND RECOMMENDATIONS OF THE TREASURER**

Mike discussed the following:

The EPA grant to offset the cost of 2 new buses.  
 New Company to assist the district with its Medicaid billing.  
 Upgrade of the lighting in the high school.  
 Financial Report to the Community.  
 Ending the year very close to the five-year forecast projected.  
 Changing legal attorneys and real estate tax work companies.  
 Providing tech support to Warrensville Heights City Schools.

#114-18

## Financials

A. Larry Armstrong moved and Michelle Hayes seconded that the Board engage in the following actions as listed below; provided, however, that should any item included within this motion be declared by a court of competent jurisdiction to be void or illegal, all remaining items within this motion shall remain in full force and effect, notwithstanding the status of the voided item.

- ▶ to approve the Financial Reports for all funds, Fund to Fund Transfer Report and the Check Payment Register for June, 2018.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#115-18

## OSBA

B. Jean Sency moved and Larry Armstrong seconded to appoint Larry Armstrong as the delegate to the 2018 OSBA Annual Business Meeting and in the event the delegate cannot serve, Michelle Hayes has been appointed as alternate.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

**RESOLUTION TO PROCEED WITH RENEWAL TAX LEVY**#116-18

## Tax Levy

Michelle Hayes moved and Jean Sency seconded the adoption of the following resolution:

**RESOLUTION DETERMINING TO PROCEED  
TO LEVY A RENEWAL TAX IN EXCESS OF THE TEN-MILL LIMITATION.**

**WHEREAS**, this Board of Education has heretofore declared the necessity of levying a renewal tax in excess of the ten-mill limitation for the benefit of this School District pursuant to the provisions of Section 5705.21 of the Ohio Revised Code for the purpose of general permanent improvements; and

**WHEREAS**, pursuant to Section 5705.03 of the Ohio Revised Code, this Board of Education has heretofore certified to the County Auditor a Resolution requesting the County Auditor to certify to this Board of Education the total current tax valuation of this School District and the dollar amount of revenue that would be generated by one (1) mill per year as specified in such Resolution, and this Board of Education has received the certification of the County Auditor that such total current tax valuation is \$361,081,880 and that such dollar amount of revenue is \$188,301 per year;

**NOW THEREFORE, BE IT RESOLVED** by the Board of Education of the Madison Local School District (herein the "School District"), Counties of Lake and Geauga, two-thirds of all the members elected thereto concurring:

**SECTION 1.** That it is hereby declared that the amount of taxes which may be raised in this School District within the ten-mill limitation by levies on the current tax duplicate will be insufficient to provide an adequate amount for the necessary requirements of this School District.

**SECTION 2.** That pursuant to the provisions of Section 5705.21 of the Ohio Revised Code, it is necessary to levy a renewal tax in excess of such ten-mill limitation for the purpose of general permanent improvements, at the rate not exceeding one (1) mill for each

one dollar (\$1.00) of valuation, which amounts to ten cents (\$0.10) for each one hundred dollars (\$100.00) of valuation, for a period of five (5) years. The proposed renewal tax shall be a renewal of the existing tax levy in whole.

**SECTION 3.** That the question of the adoption of said renewal tax levy shall be submitted to the electors of the School District at the election to be held on November 6, 2018, and if said renewal tax levy is approved by a majority of said electors such renewal tax shall first be placed upon the 2018 tax list and duplicate, for first collection in calendar year 2019.

**SECTION 4.** That the form of the ballot to be used at said election shall be substantially as follows (subject to any changes from the applicable Board of Elections and/or the Ohio Secretary of State):

**PROPOSED TAX LEVY  
(RENEWAL)  
MADISON LOCAL SCHOOL DISTRICT**  
A majority affirmative vote is  
necessary for passage

A renewal of a tax for the benefit of the Madison Local School District, Counties of Lake and Geauga, Ohio, for the purpose of **GENERAL PERMANENT IMPROVEMENTS**, at the rate not exceeding one (1) mill for each one dollar (\$1.00) of valuation, which amounts to ten cents (\$0.10) for each one hundred dollars (\$100.00) of valuation, for a period of five (5) years, commencing in 2018, first due in calendar year 2019.

	FOR THE TAX LEVY	
	AGAINST THE TAX LEVY	

**SECTION 5.** That the treasurer of this Board of Education be and is hereby directed to certify a copy of this resolution to the board of elections, not later than four o'clock (4:00) p.m. of the ninetieth (90th) day before the date of said election and to notify said board of elections to cause notice of the election on the question of levying said renewal tax to be given as required by law.

**SECTION 6.** That it is found and determined that all formal actions of this Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board of Education; and that all deliberations of this Board of Education and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

## REPORTS OF THE ADMINISTRATIVE TEAM

Mrs. Smith discussed how the students continue to enroll using the online enrollment system. An update was given on the Report Card. New website will go live August 1<sup>st</sup>. The calendars will be mailed next week.

Mr. Bull discussed that the buses were inspected and 30 of the 34 passed.

## RECOMMENDATIONS OF THE SUPERINTENDENT

### #117-18

Salary  
Schedule

- A. Michelle Hayes moved and Jean Sency seconded the approval of the administrative salary schedule for the 2018-2019 and 2019-2020 school years as found in Appendix A.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

### #118-18

Personnel

- B. Jean Sency moved and Michelle Hayes seconded to engage in the following personnel actions as listed below; provided, however, that should any item included within this motion be declared by a court of competent jurisdiction to be void or illegal, all remaining items within this motion shall remain in full force and effect notwithstanding the status of the voided item.

**(1.) The Board accepted the following resignation:**

- ▶ to accept the resignation of Kelly Sill, Administrative Assistant to the Assistant Superintendent, effective the end of the work day of August 3, 2018.

**(2.) The Board entered into the following employment contracts:**

- to employ the persons for the positions and at the rate of compensation and other terms and conditions of employment as listed below.
- ▶ to employ Torrey Wigfield, Technology Support Specialist, effective August 1, 2018, through July 31, 2020, at a salary of \$22,880 for 260 annual days.
- ▶ the following persons, each as casual, day-to-day substitutes and at the Board-approved rate of compensation effective July 24, 2018 pursuant to ORC §4117.01 (C)(13) and Board policy 4120.04.

Benjamin Reed

- ▶ the following certificated personnel, each under a one-year limited supplemental contract for the 2018-2019 contract year, in the position and at the rate of compensation listed below, pursuant to ORC §3319.08 and Appendix B of the MEA Negotiated Agreement.

BJ Titman	MHS Freshman Boys' Basketball Coach.12	3 yrs. \$4,670
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- ▶ the following non-certificated persons under a one-year limited personal service contract for the 2018-2019 school year for the position and at the rate of compensation listed below, pursuant to ORC §3319.08 and Appendix B of the MEA Negotiated Agreement, and Board policy 3120.08. The Board certifies that it has complied with the provisions of ORC §3313.53 prior to and in this employment.

Jessica Odorcic	MHS Asst. Boys' Cross Country	.07	0 yrs.	\$2,724
Nick Gustin	MHS Head Boys' Basketball	.21	14 yrs.	\$8,173
Mike Blauman	MHS Asst. Boys' Basketball	.12	1 yr.	\$4,670
Heidi Verdi	MHS Cheer Coach – Winter	.07	10 yrs.	\$2,724
Heid Verdi	MHS Asst. Cheer Coach – Winter	.06	10 yrs.	\$2,335
Mishannda Hissam	MMS Cheer Coach – Winter	.03	3 yrs.	\$1,168
Heidi Verdi	MHS Competition Cheer Coach	.05	9 yrs.	\$1,946

**(3) The Board amended the following:**

- ▶ amend Board motion #86-18 to reflect the unpaid leave dates for Aimee Godek for a period of September 25, 2018 through May 28, 2019.

**(4) The Board amended the following wage rates:**

- ▶ to increase the public preschool employees' wages by 2.5% effective the beginning of the 2018-2019 contract year.
- ▶ to increase the administrative and exempt employees' wages by 2.5% effective the beginning of the 2018-2019 school year with the exception of the following:

Tom Brady	Jen Grimes	Seth Hartmann
Shannon Kriegmont	Pat Liebhardt	William Mayer
Julie Taylor	Eric Thomas	Jack Whaley

- ▶ to place the following administrators on the administrative salary schedule at the following rates:

Pat Liebhardt	Pupil Services Director	Step 9	\$90,418.53	220 days
Tom Brady	Madison Middle School Principal	Step 10	\$96,966.14	220 days
William Mayer	North Elementary Principal	Step 1	\$88,121.22	220 days
Shannon Kriegmont	South Elementary Principal	Step 7	\$87,164.20	205 days
Jack Whaley	Madison High School Asst. Principal	Step 5	\$83,227.23	220 days
Jen Grimes	Madison High School Asst. Principal	Step 6	\$77,564.00	203 days
Julie Taylor	Madison Middle School Asst. Principal	Step 1	\$69,500.00	203 days
Eric Thomas	North Elementary Asst. principal	Step 3	\$69,366.00	203 days
Seth Hartmann	South Elementary Asst. Principal	Step 7	\$72,183.37	203 days

**(5) The Board amended the following insurance rates:**

- ▶ to increase the administrative and exempt employee contributions for health insurance to equal those paid by the OAPSE bargaining unit members for the 2018-2019 school year.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

**#119-18  
Bus Bids**

**C. Michelle Hayes moved and Larry Armstrong seconded the adoption of the following resolution:**

- ▶ to accept the bus bids from Myers Equipment Corporation for school bus bodies and chassis for their cooperative purchaser under the Board's participation in the Ohio School's Council program and to authorize and direct the superintendent or designee to

purchase from Myers Equipment Corporations one 78-passenger conventional style bus at a cost not to exceed \$78,984 and one 54-passenger transit style school bus with lift at a cost not to exceed \$87,588.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#120-18

Technology

D. Michelle Hayes moved and Larry Armstrong seconded to approve the following for technology services:

- ▶ to approve the Technology Services Agreement Between the Madison Local School District and Warrensville Heights City School District beginning July 1, 2018. Warrensville Heights shall pay Madison a total of \$22,000 per year for services provided.
- ▶ Approve the Supplemental Limited Contracts for the following employees for work to be performed under the Shared Technology Services Agreement between the Madison Local School District and Warrensville Heights City School District:

Robert Cireddu	\$250.00/month
Anthony Slepko	\$166.67/month
Ashley Medwig	\$83.33/month
Andrew Grybos	\$83.33/month
Torrey Wigfield	\$55.00/month, effective August 1, 2018

- ▶ Approve the Supplemental Limited Contracts for Torrey Wigfield for work to be performed under the Shared Technology Services Agreements and the Agreements for Technology Personal Services between the Madison Local School District and the following districts, effective August 1, 2018:

Brookfield Local Schools	\$75.00/month
Newbury Local Schools	\$150.00/month
Fairport Harbor Exempted Village Schools	\$200.00/month
Geneva Area City Schools	\$150.00/month
Auburn Vocational School District	\$237.50/month

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

#121-18

OSC, LEEMC

Legal Hotline

E. Larry Armstrong moved and Jean Sency seconded to approve the following:

To enter into an agreement with the Ohio Schools Council during the 2018-2019 school year to: (1) approve the district's membership in the Ohio Schools Council at a cost of \$737.84; (2) participate in its LEEMC (Lake Erie Educational Media Consortium) at a cost of \$747.00; (3) participate in its Legal Hotline Program at a cost of \$2,400.00

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.



#122-18  
Calendar

## CONSENT CALENDAR

A member of the Board or the Superintendent may request that any item be removed from the consent calendar and voted upon separately.

Michelle Hayes moved and Larry Armstrong seconded that all of the following items which appear in this portion of the agenda constitute the consent calendar and are hereby adopted by this one single motion; provided, however, that should any item included within this motion be declared by a court of competent jurisdiction to be void or illegal, all remaining items within this motion shall remain in full force and effect notwithstanding the status of the voided item.

- ▶ to enter into a contract with Healthcare Process Consulting to assist in managing the District's Ohio Medicaid School Program for a one year period beginning July 1, 2018 at a cost of \$9,500.00.
- ▶ to enter into an agreement with the Madison Township Police Department and the Madison Township Trustees, to provide school resource officers to Madison High School, Madison Middle School, and North Elementary at a cost not to exceed \$75,000. This service will provide an officer on duty for 8 hours per day at Madison High School, 7 hours per day at Madison Middle School and 7 hours per day at North Elementary School for the 2018-2019 school year.
- ▶ to approve a consultant services contract not to exceed \$36,000 with Sally Miller to provide family liaison and career and college readiness transition services for the 2018-2019 school year. [Fund Source: Title I].
- ▶ to authorize the Superintendent and Treasurer to utilize the services of DK Smith Law, LLC as legal counsel to the Board, pursuant to Board policy 0153.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

## ADJOURNMENT

Michelle Hayes moved and Jean Sency seconded that the Board adjourn the meeting.

Larry Armstrong, Shawn Douglas, Michael Haury, Michelle Hayes and Jean Sency voted "Yes." Vote: 5-0.

*The audio recording of the public sessions of this meeting can be found on file in the Treasurers Office.*

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Treasurer

# Appendix A

MLS Admin Salary Schedule 2019

Position	Number of Days	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
High School Principal	230	\$92,253.00	\$93,175.53	\$94,107.29	\$95,048.36	\$95,998.84	\$96,958.83	\$97,928.42	\$98,907.70	\$99,896.78	\$100,895.72
HS Asst. Principal	203	\$73,800.00	\$74,538.00	\$75,283.38	\$76,036.21	\$76,796.58	\$77,564.54	\$78,340.19	\$79,123.59	\$79,914.82	\$80,713.97
Middle School Principal	220	\$88,165.00	\$89,046.65	\$89,937.12	\$90,836.49	\$91,744.85	\$92,662.30	\$93,588.92	\$94,524.81	\$95,470.06	\$96,424.76
MS Asst. Principal	203	\$69,500.00	\$70,195.00	\$70,896.95	\$71,605.92	\$72,321.98	\$73,045.20	\$73,775.65	\$74,513.41	\$75,258.54	\$76,011.13
Elementary Principal	205	\$82,113.00	\$82,934.13	\$83,763.47	\$84,601.11	\$85,447.12	\$86,301.59	\$87,164.60	\$88,036.25	\$88,916.61	\$89,805.78
Elem. Asst. Principal	203	\$68,000.00	\$68,680.00	\$69,366.80	\$70,060.47	\$70,761.07	\$71,468.68	\$72,183.37	\$72,905.20	\$73,634.26	\$74,370.60
Director of Pupil Services	220	\$83,500.00	\$84,335.00	\$85,178.35	\$86,030.13	\$86,890.43	\$87,759.34	\$88,636.93	\$89,523.30	\$90,418.53	\$91,322.72

MLS Admin Salary Schedule 2020

Position	Number of Days	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
High School Principal	230	\$94,098.06	\$95,039.04	\$95,989.43	\$96,949.33	\$97,918.82	\$98,898.01	\$99,886.99	\$100,885.86	\$101,894.72	\$102,913.66
HS Asst. Principal	203	\$75,276.00	\$76,028.76	\$76,789.05	\$77,556.94	\$78,332.51	\$79,115.83	\$79,906.99	\$80,706.06	\$81,513.12	\$82,328.25
Middle School Principal	220	\$89,928.30	\$90,827.58	\$91,735.86	\$92,653.22	\$93,579.75	\$94,515.55	\$95,460.70	\$96,415.31	\$97,379.46	\$98,353.26
MS Asst. Principal	203	\$70,890.00	\$71,598.90	\$72,314.89	\$73,038.04	\$73,768.42	\$74,506.10	\$75,251.16	\$76,003.68	\$76,763.71	\$77,531.35
Elementary Principal	205	\$83,755.26	\$84,592.81	\$85,438.74	\$86,293.13	\$87,156.06	\$88,027.62	\$88,907.90	\$89,796.98	\$90,694.94	\$91,601.89
Elem. Asst. Principal	203	\$69,360.00	\$70,053.60	\$70,754.14	\$71,461.68	\$72,176.29	\$72,898.06	\$73,627.04	\$74,363.31	\$75,106.94	\$75,858.01
Director of Pupil Services	220	\$85,170.00	\$86,021.70	\$86,881.92	\$87,750.74	\$88,628.24	\$89,514.53	\$90,409.67	\$91,313.77	\$92,226.91	\$93,149.17