

WESTLAKE CITY SCHOOLS
BOARD OF EDUCATION AGENDA
Monday, November 19, 2012 – 5:30 p.m. – Regular Meeting
Hilliard Elementary School – 24365 Hilliard Blvd.

Tentative Agenda – Items may be added or deleted prior to meeting.

Call to Order Time: _____

Roll Call: _____
Mr. Mays _____
Ms. Winter _____
Mr. Cross _____
Mr. Falcone _____
Mrs. Leszynski _____

Pledge of Allegiance

District Vision & Mission

VISION STATEMENT

The Westlake City School District will provide a dynamic, student centered, 21st Century learning environment. Our district will be characterized by high achievement, actively engaged learners, mutual respect, shared knowledge, pursuit of new skills and capabilities, collaborative learning, willingness to take action, a team commitment to data-driven continuous improvement, and tangible results.

MISSION STATEMENT

WE EDUCATE FOR EXCELLENCE...Empowering all students to achieve their educational goals, to direct their lives, and to contribute to society.

Acknowledgment of Visitors

Approval of Agenda

Motion by _____
Seconded by _____
Roll Call Vote: _____
Mr. Mays _____
Ms. Winter _____
Mr. Cross _____
Mr. Falcone _____
Mrs. Leszynski _____

*Hearing of Public (15 Minutes) Agenda Items

A. Approval of Minutes

1. Work Session of October 8, 2012
Motion by _____
Seconded by _____
Roll Call Vote: _____
Mr. Mays _____
Ms. Winter _____
Mr. Cross _____
Mr. Falcone _____
Mrs. Leszynski _____

2. Special Meeting of October 17, 2012

Motion by _____
Seconded by _____
Roll Call Vote: _____
Mr. Mays _____
Ms. Winter _____
Mr. Cross _____
Mr. Falcone _____
Mrs. Leszynski _____

3. Regular Meeting of October 22, 2012

Motion by _____
Seconded by _____
Roll Call Vote: _____
Mr. Mays _____
Ms. Winter _____
Mr. Cross _____
Mr. Falcone _____
Mrs. Leszynski _____

B. Special Reports & Recognitions

1. Proclamation – Hilliard Elementary National Blue Ribbon School – Senator Thomas Patton
2. Proclamation – Hilliard Elementary National Blue Ribbon School – Representative Nan Baker
3. Resolution to Recognize WHS Students for Summer Internship at _____ Exhibit B-3
Cleveland Clinic Research Facilities
4. Westlake Support Department Recognitions
5. Resolution to Recognize Excellence in Teaching _____ Exhibit B-5
6. Resolution to Recognize Excellence in Classified Service _____ Exhibit B-6
7. Hilliard Special Report – Infusing Culture into World Language Learning

C. Superintendent's Report & Master Facility Plan Phase I Report

D. Treasurer's Report/Recommendations

1. Action Items
 - a. Resolution to Issue Then and Now Certificates _____ Exhibit D-1-a
 - b. Resolution to Authorize Treasurer to Return Advance _____ Exhibit D-1-b
 - c. Resolution to Adjust FY13 Appropriations _____ Exhibit D-1-c

E. CAC Report – Proposal to Revise Bylaws

F. New Business

1. Action Items
 - a. Resolution to Accept Gifts and Contributions _____ Exhibit F-1-a
 - b. Resolutions to Approve Staff Recommendations
 1. Resolution to Approve Resignations, FMLA and Employment for Staff Members _____ Exhibit F-1-b-1
 2. Resolution to Approve Resignations and Employment of Substitutes for Staff Members _____ Exhibit F-1-b-2
 3. Resolution to Approve Supplemental Contract Resignations and Employment _____ Exhibit F-1-b-3
 4. Resolution to Approve Certified Reclassification _____ Exhibit F-1-b-4
 5. Resolution to Approve Compensation Rates for Athletic Workers _____ Exhibit F-1-b-5
 6. Resolution to Amend WHS Traffic Control Personnel _____ Exhibit F-1-b-6

- | | |
|---|-----------------|
| 7. Resolution to Amend 2013-2014 School Calendar – NEOEA Day | Exhibit F-1-b-7 |
| 8. Resolution to Approve Stipends for ABLE Professional Development | Exhibit F-1-b-8 |
| 9. Resolution to Approve the Employment of Adult Basic Literacy Education Personnel 2012 - 2013 | Exhibit F-1-b-9 |
| c. Resolution to Approve Agreements for Admission of Tuition Pupils and Purchased Services | Exhibit F-1-c |
| d. Resolution to Approve Applications for Payment in Lieu of Transportation | Exhibit F-1-d |
| e. Resolution to Publicly Post Previously Approved Change Orders | Exhibit F-1-e |

G. Board Items

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|---|-------------|
| 1. Resolution to Approve Appointment of Porter Public Library Trustee | Exhibit G-1 |
| 2. Policy First and Final Reading – JFCF: Hazing & Bullying | Exhibit G-2 |
| 3. Policy First and Final Reading –JFCF-R: Hazing & Bullying | Exhibit G-3 |
| 4. Policy Deletion – BCFA/BCFB-Business/Family Advisory Council | Exhibit G-4 |
| 5. Policy Deletion – GBEA (also JHCCA) – HIV/AIDS | Exhibit G-5 |
| a. First Reading of Policy AC-Nondiscrimination | |
| b. First Reading of Policy ADA-Educational Philosophy | |
| c. First Reading of Policy BCCC-Treasurer/CFO's Contract | |
| d. First Reading of Policy BDDF-E-Voting Method | |
| e. First Reading of Policy CBC-Superintendent's Contract | |
| f. First Reading of Policy DJF-Purchasing Procedures | |
| g. First Reading of Policy DN-School Properties Disposal Procedure | |
| h. First Reading of Policy EBBC-Blood Borne Pathogens | |
| i. First Reading of Policy EBC-Emergency/Safety Plans | |
| j. First Reading of Policy EBC-R-Emergency/Safety Plans (NEW) | |
| k. First Reading of Policy EBCD-Emergency Closings | |
| l. First Reading of Policy EBCD-R-Emergency Closings | |
| m. First Reading of Policy EBCE-Reporting Safety and Fraud Violations (NEW) | |
| n. First Reading of Policy EBCE-R- Reporting Safety and Fraud Violations (NEW) | |
| o. First Reading of Policy EBCE-E-1 - Reporting Safety and Fraud Violations (NEW) | |
| p. First Reading of Policy EBCE-E-2 - Reporting Safety and Fraud Violations (NEW) | |
| q. First Reading of Policy ECG-Integrated Pest Management | |
| r. First Reading of Policy ECG-R-1-Integrated Pest Management | |
| s. First Reading of Policy ECG-R-2-Integrated Pest Management | |
| t. First Reading of Policy EFF-Food Sale Standards | |
| u. First Reading of Policy EGAAA-Copyright | |
| v. First Reading of Policy EGAAA-E-Copyright | |
| w. First Reading of Policy FL-Retirement of Facilities | |
| x. First Reading of Policy GBA-Equal Opportunity Employment | |
| y. First Reading of Policy GBCB-Staff Conduct | |
| z. First Reading of Policy GBE – Staff Health & Safety | |
| aa. First Reading of Policy GBL-Personnel Records | |
| bb. First Reading of Policy GBQ-Criminal Record Check | |
| cc. First Reading of Policy GBR-Family and Medical Leave | |
| dd. First Reading of Policy GCBP-Professional Staff Supplemental Contracts | |
| ee. First Reading of Policy GCBP-Professional Staff Leaves and Absences | |
| ff. First Reading of Policy GCPA-Reduction in Professional Staff Workforce | |
| gg. First Reading of Policy GDBB-Support Staff Pupil Activity Contracts | |
| hh. First Reading of Policy GDBD-Support Staff Leaves of Absence | |
| ii. First Reading of Policy IB-Academic Freedom | |
| jj. First Reading of Policy IF-Curriculum Development | |

- kk. First Reading of Policy IFD-Curriculum Adoption
- ll. First Reading of Policy IGBE-Remedial Instruction
- mm. First Reading of Policy IGBEA-Reading Skills Assessment & Intervention (NEW)
- nn. First Reading of Policy IGBEA-R-Reading Skills Assessment & Intervention (NEW)
- oo. First Reading of Policy IGCH-Postsecondary Enrollment Options
- pp. First Reading of Policy IGCH-R- Postsecondary Enrollment Options
- qq. First Reading of Policy IGDB-Student Publications
- rr. First Reading of Policy IGDJ-Interscholastic Athletics
- ss. First Reading of Policy IIAA-Textbook Selection & Adoption
- tt. First Reading of Policy IIBH-District Websites
- uu. First Reading of Policy IIBH-District Websites
- vv. First Reading of Policy IKE-Promotion & Retention of Students
- ww. First Reading of Policy IKF-Graduation Requirements
- xx. First Reading of Policy IKF-R-Graduation Requirements-Ohio Core Opt-Out
- yy. First Reading of Policy IKF-E-Graduation Requirements-Ohio Core Opt-Out
- zz. First Reading of Policy IL-Testing Programs
- aaa. First Reading of Policy IL-R-Testing Programs
- bbb. First Reading of Policy INB-Teaching about Controversial Issues
- ccc. First Reading of Policy ING-Animals in the Schools
- ddd. First Reading of Policy ING-R-Animals in the Schools
- eee. First Reading of Policy JEB- Entrance Age (Mandatory Kindergarten)
- fff. First Reading of Policy JEBA-Early Entrance (Kindergarten or First Grade)
- ggg. First Reading of Policy JECAA-Admission of Homeless Students
- hhh. First Reading of Policy JFC-Student Conduct (Zero Tolerance)
- iii. First Reading of Policy JFCF-Hazing & Bullying
- jjj. First Reading of Policy JFCF-R-Hazing & Bullying
- kkk. First Reading of Policy JFG-Interrogations & Searches
- lll. First Reading of Policy JHC-Student Health Services & Requirements
- mmm. First Reading of Policy JHCB-Immunizations
- nnn. First Reading of Policy JHCC-Communicable Diseases
- ooo. First Reading of Policy JN-Student Fees, Fines & Charges
- ppp. First Reading of Policy LEC-Postsecondary Enrollment Options
- qqq. First Reading of Policy LEC-R-Postsecondary Enrollment Options

*Hearing of Public (15 Minutes)

H. Executive Session

1. Adjourn to Executive Session to Discuss Negotiations

Time _____

Motion by _____

Seconded by _____

Roll Call Vote:

Mr. Mays	_____
Ms. Winter	_____
Mr. Cross	_____
Mr. Falcone	_____
Mrs. Leszynski	_____

Adjourn Executive Session and Return to Regular Session

Time _____

I. Adjournment

Time: _____

Motion by _____

Seconded by _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

The public may address the Board during the periods of the meeting designated for public participation. Each person addressing the Board shall give his/her name and address. If several people wish to speak, each person is allotted three minutes until the total time allotted is used. During that period, no person may speak twice until all who desire to speak have had the opportunity to do so. The period of public participation may be extended by a vote of the majority of the Board present and voting.

**RESOLUTION TO RECOGNIZE WHS STUDENTS FOR SUMMER INTERNSHIP
AT CLEVELAND CLINIC RESEARCH FACILITIES**

Three Westlake High School students spent their summer working with caregivers, medical students and physician-researchers as part of the Cleveland Clinic Office of Civic Education Initiatives Summer Internship Program. The program is a paid nine-week internship that fosters 21st century skills where students explore science and various health careers through one-on-one mentoring relationships with Cleveland Clinic doctors. The program is designed to increase high school students' interest and literacy in science by expanding their learning experiences beyond the classroom.

**WHS Senior Wan Kwok - Science Internship Program at the
Cleveland Clinic Spine Research Laboratory at Lutheran Hospital**

Wan Kwok produced a report titled "A Biomechanical Analysis of the Thoracic Spine Following Decompressive Procedures (T4, T5)." Her research was to determine the biomechanical effects of decompressive surgical procedures on the upper thoracic spine (T4-T5), and verify if stabilization using surgical hardware is necessary following decompressive procedures. She found it had no significant effect on overall range of motion of the spine, and surgical hardware may not be needed after decompressive procedures.

WHS Junior Deepak Kumar - Radiology Internship Program

Deepak Kumar's research resulted in a report entitled "Creating a Prospective Database for Primary Liver Tumor Patients." He created a single multidisciplinary database for patients with primary liver tumors from the three district liver tumor databases—Interventional Radiology, Liver Transplant and Hepatology/Mayo Clinic Database. The simplified and efficient database will make it easier to compare outcomes among different treatment modalities for primary liver tumor patients, and to run quality improvement projects.

WHS Junior Katelyn Routhier- Science Internship program for Nursing-Fairview Hospital

Katelyn Routhier's research produced the report "Evaluation of a Vaccine Patrol Team to Increase Pneumococcal Vaccination Rates among Adult Inpatients at Fairview Hospital." Katelyn studied the impact of the addition of a vaccine patrol team to Fairview Hospital's adult inpatients on the number of pneumococcal vaccines administered. The report showed that not all nurses were able to navigate the internal system to determine a patient's need for the vaccine, and that vaccines administered at an outside facility are often undocumented because nurses do not have time to recover patient vaccination history. The report proposed internal systems be modified and the addition of a vaccine patrol team would educate patients and nurses, and increase the number of pneumococcal vaccines administered.

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO RECOGNIZE STAFF MEMBER FOR
EXCELLENCE IN TEACHING AWARD

RESOLVED that the Westlake Board of Education recognizes and congratulates the following staff member as recipient of the Excellence in Teaching Award:

Excellence in Teaching Award

Fall 2012

Debra Schrembeck
Lee Burneson Middle School

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO RECOGNIZE STAFF MEMBER FOR
EXCELLENCE IN CLASSIFIED SERVICE AWARD

RESOLVED that the Westlake Board of Education recognizes and congratulates the following staff member as recipient of the Excellence in Classified Service Award:

Excellence in Classified Service Award

Fall 2012

Ed Karohl – Head Mechanic
Transportation Department

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO ISSUE THEN AND NOW CERTIFICATES

RESOLVED that the Westlake Board of Education authorizes Then and Now Certificates for the following purchase orders:

PO No.	Vendor	Description	Amount
89672	Geo-Sci Incorporated	Analysis of Request for Proposal for Geo-Technical – New Middle School	\$30,000.00
89679	Rumpke	District Trash Removal for FY12-13	\$22,000.00
90081	ESC of Cuyahoga County	Title I Teacher Contract (185 days)	\$37,675.71
90267	Berea City School District	Food Service Supervisor, shared services	\$20,000.00
90349	ESC of Cuyahoga County	SERS Surcharge	\$3,290.02
90414	ESC of Cuyahoga County	Gifted Ed Teacher Contract	\$23,007.40

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO AUTHORIZE TREASURER TO RETURN ADVANCE

RESOLVED that the Westlake Board of Education authorizes the Treasurer to return the following advances:

From	To	Amount
Project Link (011-9111)	General Fund (001)	\$2,000.00

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO ADJUST FY13 APPROPRIATIONS

RESOLVED that the Westlake Board of Education adjusts the following FY13 appropriations:

GENERAL FUND			
Account	From	To	Difference
001-1100-100			
Instructional-Salaries	\$17,383,245.84	\$17,393,578.66	\$10,332.82
001-1100-200			
Instructional -Benefits	\$5,825,340.84	\$5,827,097.41	\$1,756.57
001-1100 400			
Instructional-Purchased Services	\$107,860.22	\$108,860.22	\$1,000.00
001-1100-500			
Instructional-Supplies	\$627,215.48	\$609,105.09	(\$18,110.39)
001-1100-600			
Instructional-Equipment	\$175,218.77	\$165,511.11	(\$9,707.66)
001-1200-400			
Special Education-Purchased Services	\$26,973.96	\$58,903.30	\$31,929.34
001-1200-500			
Special Education-Supplies	\$19,710.10	\$18,799.30	(\$910.80)
001-2100-400			
General Support-Purchased Services	\$715,274.86	\$686,513.38	(\$28,761.48)
001-2100-500			
General Support-Supplies	\$34,392.55	\$35,188.41	\$795.86
001-2200-400			
General Support Services-Purch. Services	\$272,726.80	\$283,522.38	\$10,795.58
001-2200-500			
General Support Services-Purch. Services	\$117,411.29	\$117,791.45	\$380.16
001-2400-400			
Admin-Purchased Services	\$325,758.61	\$326,058.61	\$300.00

EXHIBIT D-1-c
(Continued)

001-2400-500			
Admin-Supplies	\$49,705.86	\$49,905.86	\$200.00
001-2700-400			
Maintenance-Purchased Services	\$1,427,061.51	\$1,480,361.51	\$53,300.00
001-2700-500			
Maintenance-Supplies	\$230,752.67	\$228,430.67	(\$2,322.00)
001-2700-600			
Maintenance-Equipment	\$28,608.21	\$30,930.21	\$2,322.00
001-2800-100			
Transportation-Salaries	\$2,451,266.92	\$2,431,266.92	(\$20,000.00)
001-3100-400			
Food Service-Purchased Services	\$0.00	\$20,000.00	\$20,000.00
001-7200-900			
Transfers	\$409,970.58	\$356,670.58	(\$53,300.00)
Total	\$30,228,495.07	\$30,228,495.07	\$0.00
BOND RETIREMENT			
Account	From	To	Difference
002-6100-400-9002			
Legal Services	\$10,000.00	\$9,000.00	(\$1,000.00)
002-6100-840-9002			
Bank Charges	\$0.00	\$1,000.00	\$1,000.00
Total	\$10,000.00	\$10,000.00	\$0.00
BUILDING FUND			
Account	From	To	Difference
004-5500-400-9007			
TE Building Construction-Purch. Services	\$261,505.05	\$314,901.95	\$53,396.90
004-5500-600-9007			
TE Building Construction-Miscellaneous	\$10,288,494.95	\$10,235,098.05	(\$53,396.90)
Total	\$10,550,000.00	\$10,550,000.00	\$0.00

EXHIBIT D-1-c
(Continued)

FOOD SERVICE CATERING			
Account	From	To	Difference
006-3100-500-9601			
Catering-Supplies	\$3,100.00	\$4,000.00	\$900.00
006-3100-600-9601			
Catering-Equipment	<u>\$1,200.00</u>	<u>\$300.00</u>	<u>(\$900.00)</u>
Total	\$4,300.00	\$4,300.00	\$0.00
COMMUNITY EDUCATION			
Account	From	To	Difference
011-3200-400-9110			
Community Ed-Purchased Services	\$1,000.00	\$575.00	(\$425.00)
011-3200-500-9110			
Community Ed-Supplies	<u>\$1,300.00</u>	<u>\$1,725.00</u>	<u>\$425.00</u>
Total	\$2,300.00	\$2,300.00	\$0.00
IN-SERVICE			
Account	From	To	Difference
018-4600-500-9770			
Bassett Music Programs-Supplies	\$300.00	\$347.01	\$47.01
018-4600-600-9770			
Bassett Music Programs-Equipment	<u>\$400.00</u>	<u>\$352.99</u>	<u>\$(47.01)</u>
Total	\$700.00	\$700.00	\$0.00
TITLE VI-B IDEA FY12			
Account	From	To	Difference
516-1200-400-9612			
Instruction Purchased Services	\$1,033.07	(\$9,235.26)	(\$10,268.33)
516-1200-500-9612			
Instruction Supplies & Materials	\$25.70	\$0.00	(\$25.70)
516-1200-600-9612			
Instruction Equipment	\$242.50	\$0.00	(\$242.50)
516-2100-400-9612			
Support Services Purchased Services	\$17,666.23	\$33,978.63	\$16,312.40
516-2200-100-9612			
Support Services/PD Salaries & Wages	\$5,652.18	\$3,654.47	(\$1,997.71)

EXHIBIT D-1-c
(Continued)

516-2200-200-9612			
Support Services/PD Benefits	\$6,581.49	\$6,122.14	(\$459.35)
516-2200-400-9612			
Support Services/PD Purch Services (Staff)	\$3,311.37	(\$7.44)	(\$3,318.81)
Total	\$34,512.54	\$34,512.54	\$0.00
TITLE VI-B IDEA FY13			
Account	From	To	Difference
516-1200-400-9613			
Instruction Purchased Services	\$382,500.00	\$397,100.00	\$14,600.00
516-1200-500-9613			
Instruction Supplies & Materials	\$1,280.23	\$6,200.00	\$4,919.77
516-1200-600-9613			
Instruction Equipment	\$5,000.00	\$8,284.12	\$3,284.12
516-2100-400-9613			
Support Services Purchased Services	\$246,850.00	\$241,676.24	(\$5,173.76)
516-2200-100-9613			
Support Services/PD Salaries & Wages	\$69,434.00	\$47,207.94	(\$22,226.06)
516-2200-200-9613			
Support Services/PD Benefits	\$39,864.10	\$42,460.03	\$2,595.93
516-2200-400-9613			
Support Services/PD Purch Services (Staff)	\$2,000.00	\$4,000.00	\$2,000.00
Total	\$746,928.33	\$746,928.33	\$0.00
TITLE III LEP FY12			
Account	From	To	Difference
551-1200-100-9512			
Instruction Salaries & Wages	\$0.00	\$5,915.56	\$5,915.56
551-1200-500-9512			
Instruction Supplies & Materials	\$531.83	\$0.00	(\$531.83)
551-2200-100-9512			
Prof Development Salaries & Wages	\$2,797.79	\$0.00	(\$2,797.79)

EXHIBIT D-1-c
(Continued)

551-2200-400-9512			
Prof Development Purchased Services	\$2,585.94	\$0.00	(\$2,585.94)
Total	\$5,915.56	\$5,915.56	\$0.00
TITLE III LEP FY13			
Account	From	To	Difference
551-1200-100-9513			
Instruction Salaries & Wages	\$14,000.00	\$8,084.44	(\$5,915.56)
551-1200-400-9513			
Instruction Purchased Services	\$0.00	\$10,000.00	\$10,000.00
551-1200-500-9513			
Instruction Supplies & Materials	\$4,000.00	\$4,915.56	\$915.56
551-1200-600-9513			
Instruction Equipment	\$6,000.00	\$500.00	(\$5,500.00)
551-3200-400-9513			
Family Community Purchased Services	\$0.00	\$500.00	\$500.00
Total	\$24,000.00	\$24,000.00	\$0.00
TITLE III IMMIGRANT FY12			
Account	From	To	Difference
551-1200-500-9612			
Instruction Supplies & Materials	\$0.00	\$1,617.25	\$1,617.25
551-1200-600-9612			
Instruction Equipment	\$0.00	\$257.70	\$257.70
551-2200-100-9612			
Prof Development Salaries & Wages	\$1,046.95	\$0.00	(\$1,046.95)
551-2200-400-9612			
Prof Development Purchased Services	\$828.00	\$0.00	(\$828.00)
Total	\$1,874.95	\$1,874.95	\$0.00
TITLE III IMMIGRANT FY13			
Account	From	To	Difference
551-1200-600-9613			
Instruction Equipment	\$0.00	\$742.30	\$742.30

EXHIBIT D-1-c
(Continued)

551-3200-400-9613			
Family Community Purchased Services	\$900.00	\$1,500.00	\$600.00
Total	\$900.00	\$2,242.30	\$1,342.30
TITLE I FY12			
Account	From	To	Difference
572-1100-100-9112			
Instruction Salaries & Wages	\$9,870.90	\$9,794.98	(\$75.92)
572-1100-200-9112			
Instruction Benefits	\$1,662.04	\$1,607.38	(\$54.66)
572-1100-500-9112			
Instruction Supplies	\$212.98	\$0.00	(\$212.98)
572-1900-100-9112			
Other Instruction - Salaries	\$40,694.34	\$42,105.41	\$1,411.07
572-1900-200-9112			
Other Instruction - Benefits	\$7,127.16	\$6,267.83	(\$859.33)
572-2400-100-9112			
Gov/Admin Salaries & Wages	\$761.70	\$759.30	(\$2.40)
572-2400-200-9112			
Gov/Admin Benefits	\$137.80	\$124.70	(\$13.10)
572-3200-100-9112			
Non Public Salaries & Wages	\$6,389.00	\$6,238.92	(\$150.08)
572-3200-200-9112			
Non Public Benefits	\$1,059.64	\$1,025.38	(\$34.26)
572-3200-400-9112			
Non Public Purchased Services	\$0.00	(\$8.34)	(\$8.34)
Total	\$67,915.56	\$67,915.56	\$0.00
TITLE I FY13			
Account	From	To	Difference
572-1900-100-9113			
Other Instruction Salaries & Wages	\$257,034.00	\$255,604.48	(\$1,429.52)

EXHIBIT D-1-c
(Continued)

572-3200-100-9113			
Non Public & F/C Salaries & Wages	\$911.07	\$1,411.07	\$500.00
572-3200-200-9113			
Non Public & F/C Benefits	\$155.27	\$240.27	\$85.00
572-3200-400-9113			
Non Public & F/C Purchased Services	\$1,066.34	\$1,266.34	\$200.00
572-3200-500-9113			
Non Public & F/C Supplies	<u>\$2,000.00</u>	<u>\$2,644.52</u>	<u>\$644.52</u>
Total	\$261,166.68	\$261,166.68	\$0.00
TITLE II-A IMPROVING TEACHER QUALITY FY12			
Account	From	To	Difference
590-1100-100-9012			
Instruction Salaries & Wages	\$0.00	\$7,169.69	\$7,169.69
590-2200-100-9012			
Prof Development Salaries & Wages	\$4,063.94	\$0.00	(\$4,063.94)
590-2200-200-9012			
Prof Development Benefits	\$88.78	\$0.00	(\$88.78)
590-2200-400-9012			
Prof Development Purchased Services	\$2,340.33	(\$585.19)	(\$2,925.52)
590-2200-500-9012			
Prof Development Supplies	\$84.25	\$0.00	(\$84.25)
590-3200-400-9012			
Non Public Purchased Services	<u>\$7.20</u>	<u>\$0.00</u>	<u>(\$7.20)</u>
Total	\$6,584.50	\$6,584.50	\$0.00
TITLE II-A IMPROVING TEACHER QUALITY FY13			
Account	From	To	Difference
590-1100-100-9013			
Instruction Salaries & Wages	\$38,000.00	\$30,830.31	(\$7,169.69)
590-2200-100-9013			
Prof Development Salaries & Wages	\$12,250.00	\$15,250.00	\$3,000.00

EXHIBIT D-1-c
(Continued)

590-2200-200-9013			
Prof Development Benefits	\$2,082.50	\$2,592.50	\$510.00
590-2200-400-9013			
Prof Development Purchased Services	\$9,434.88	\$12,894.57	\$3,459.69
590-3200-400-9013			
Non Public Purchased Services	\$297.71	\$497.71	\$200.00
Total	\$62,065.09	\$62,065.09	\$0.00

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO ACCEPT GIFTS AND CONTRIBUTIONS
(ORC 3313.36)

RESOLVED that the Westlake Board of Education accept with gratitude the following donations and in so doing hereby acknowledges the positive and supportive activities of those listed:

Holly Lane Elementary PTA Mrs. Kim Mather, President 3057 Holly Lane Westlake, OH 44145	Donated \$100.00 to the Westlake/Dover All Class Reunion to promote the events associated with the All Class Reunion scheduled for September 28 and 29, 2012.
Adam and Cathy Axcell 27101 Courtland Meadows Westlake, OH 44145	Donated a large Westlake Demon Spirit flag and pole (\$494.98) to the Athletic Department at Westlake High School to display at football games and other school events to promote school spirit.
Education Avenue Ms. Leslie Langa, Owner 6420 Pearl Road Parma Hts., OH 44130	Donated a \$10.00 gift certificate to Education Avenue to Hilliard Elementary School in recognition as a Blue Ribbon School to purchase supplies.
Bassett Elementary PTA Ms. Lauren Backus, President 2155 Bassett Road Westlake, OH 44145	Donated \$4,000.00 to Bassett Elementary School to purchase a mobile computer lab at Bassett.
Fortuna Aggregates, LLC Ms. Joyce Fortuna 3133 Waterfall Way Westlake, OH 44145	Donated \$900.00 to Bassett Elementary School to purchase technology for the reading specialist's room at Bassett.
Hyland Software Ms. Lisa Johnson 28500 Clemens Road Westlake, OH 44145	Donated an iPad2, case, adapter, and \$200.00 in iTunes gift cards to Karen Kane, Speech Language Pathologist at Hilliard Elementary School to use the latest technology to increase learning with critical thinking and problem solving activities while offering motivating and fun learning opportunities for preschool students.
North Coast Challenge Celebrate Westlake 36097 Westminster North Ridgeville, OH 44039	Donated \$2,500.00 to Leadership Challenge at Westlake High School to help with the cost of transportation, room and board, speakers and supplies for the annual Leadership Challenge fall retreat.
North Coast Challenge Celebrate Westlake 36097 Westminster North Ridgeville, OH 44039	Donated \$2,000.00 to WHBS-TV at Westlake High School to purchase equipment for the station.
Dave and Susan Wirth Racela 25025 Hilliard Blvd. Westlake, OH 44145	Donated \$150.00 to WHBS-TV at Westlake High School to upgrade equipment.

EXHIBIT F-1-a
(Continued)

Westlake Garden Club Ms. Regina McCarthy, President 2935 North Bay Dr., Unit H-9 Westlake, OH 44145	Donated \$650.00 to Science and Engineering students at Lee Burneson Middle School for the 7th grade Cold Frame project.
Joseph and Matija Bilic 27710 Royal Forest Westlake, OH 44145	Donated \$500.00 to Westside Connections at Westlake High School to provide social and educational opportunities for adults with special needs in the Westlake area.
Dave and Lyn Newman 2231 Holly Lane Avon, OH 44011	Donated \$500.00 to Westside Connections at Westlake High School to provide social and educational opportunities for adults with special needs in the Westlake area.
WHS Cheer c/o Ms. Lisa Bogart 30531 Jefferson Way Westlake, OH 44145	Donated \$1,243.50 to the Athletics Department at Westlake High School to offset the cost of new uniforms for the WHS Cheerleaders.

Motion by: _____
Seconded by: _____
Roll Call Vote:
Mr. Mays _____
Ms. Winter _____
Mr. Cross _____
Mr. Falcone _____
Mrs. Leszynski _____

RESOLUTION TO APPROVE RESIGNATIONS, FMLA
AND EMPLOYMENT FOR STAFF MEMBERS

RESOLVED that the Westlake Board of Education approves the following resignations, FMLA and employment for staff members:

<u>Resignation for Purpose of Retirement</u>		<u>FMLA</u>	
Jacqueline Nackowicz	10/31/2012	Simon O'Doherty	10/31/2012
Lorrie Knapp	12/31/2012	Emma Loving	11/30/2012
		Cassandra Persia	11/05/2012
		Juan Sanchez	10/26/2012

<u>Classified Employment</u>						
<u>Name</u>	<u>Building/Position</u>	<u>Hours</u>	<u>Days</u>	<u>Months</u>	<u>Step</u>	<u>Effective</u>
Diane Noell	WHS Supervision Asst.	5	5	9	0	10/18/2012
Ron Mitterholzer	WHS Kitchen Helper	3.75	5	9	8	10/29/2012
Gail Heiman	Asst. Head Custodian-Bassett	8	5	12	6	11/12/2012

<u>Certified Employment</u>		
<u>Name</u>	<u>Building/Position</u>	<u>Amended Contract</u>
	None	

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO APPROVE RESIGNATIONS AND EMPLOYMENT
OF SUBSTITUTES FOR STAFF MEMBERS

RESOLVED that the Westlake Board of Education approves the resignations and employment of substitutes for staff members as follows for the 2012-2013 school year:

<u>Classified Substitute Resignations</u> None	<u>Certified Substitute Resignations</u> Lauren Phiel Casey Wharff
<u>Classified Substitutes</u> LeRoy Baker Daniel Pajer	<u>Certified Substitutes</u> Michelle Bashian Raghad Bteibet Stacie Cain Abigail Dailey Susan Grazia Katie Hipp Richard Robbins Sharon Snyder

Motion by: _____
 Seconded by: _____
 Roll Call Vote:
 Mr. Mays _____
 Ms. Winter _____
 Mr. Cross _____
 Mr. Falcone _____
 Mrs. Leszynski _____

RESOLUTION TO APPROVE SUPPLEMENTAL CONTRACT
RESIGNATION & EMPLOYMENT

RESOLVED that the Westlake Board of Education approves the following supplemental contract rescinding and employment for the 2012-2013 school year:

<u>Supplemental Resignations</u>			
<u>Name</u>	<u>Position</u>		
Ashley Pease	WHS 9 th Grade Softball Head Coach	100%	
Scott Rovniak	LBMS Band Director	100%	
Andrea Kovacs	WHS Asst. Girls' Swimming Coach	100%	

<u>Supplemental Employment</u>			
<u>Name</u>	<u>Position</u>	<u>In-District</u>	<u>Step</u>
Joni DiRienzo	LBMS Brigade Director	Y	0
Ashley Pease	WHS 9 th Grade Softball Coach (50%)	Y	0
Meredith Rocco	WHS 9 th Grade Softball Coach (50%)	N	0
Krista Hanson	WHS Asst. Girls' Swimming Coach	Y	0
Jim Patrizi	WHS Freshman Baseball Coach	Y	2
Kevin Collins	WHS Varsity Asst. Baseball Coach	Y	2
Michael Flood	WHS 9 th Grade Boys' Basketball Head Coach	N	1
Kevin Carmichael	WHS Boys' Swimming Asst. Coach (50%)	N	5
Scott Rovniak	LBMS Band Director (85%)	Y	20
Todd Eichenauer	LBMS Band Director (15%)	Y	0
Joy Smith	LBMS Drama Club Advisor	N	0

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO APPROVE CERTIFIED RECLASSIFICATION

RESOLVED that the Westlake Board of Education approves the reclassification of certified staff members as follows:

<u>Name</u>	<u>Step</u>	<u>From</u>	<u>To</u>	<u>Effective</u>
Gregory Jones	14	MA	MA+10	11/01/2012
Adeena Sedlak-Horne	10	MA	MA+10	11/01/2012

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO APPROVE COMPENSATION RATES FOR ATHLETIC WORKERS

RESOLVED that the Westlake Board of Education approves compensation for athletic workers for the 2012-2013 school year as follows:

<u>FOOTBALL</u>			
\$29.00	Head Ticket Seller	6:30-9:30	3 hrs
\$26.00	Ticket Seller	6:30-9:15	2 ¾ hrs
\$22.00	Ticket Seller	6:30-8:45	2 ¼ hrs
\$24.00	Ticket Taker	6:15-8:45	2 ½ hrs
\$10.50	Ticket Taker	8:45-9:45	1 hr
\$19.00	Chain Gang-Down	7:15-9:45	2 ½ hrs
\$25.00	Timer	7:00-9:45	2 ¾ hrs
\$25.00	Announcer	7:00-9:45	2 ¾ hrs
\$21.00	Usher	7:00-9:00	2 hrs
\$20.00	JV Game Ticket Seller	9:15-11:15	2 hrs
\$20.00	JV Scorer	9:15-11:15	2 hrs
\$25.00	Team Gate Guard	6:45-9:45	3 hrs
\$22.00	Pass Gate Guard	6:30-8:45	2 ¼ hrs
\$22.00	Message Brd Operator	7:00-9:45	2 ¾ hrs

<u>LACROSSE & SOCCER - Boys & Girls</u>			
\$20.00	Ticket Seller Varsity Only	6:15-8:15	2 hrs
\$20.00	Scorer-Varsity Only	6:30-8:30	2 hrs
\$29.00	Ticket Seller Varsity/JV	4:30-8:45	4 ¼ hrs
\$27.00	Scorer-Varsity/JV	4:45-9:00	4 ¼ hrs
\$19.00	Announcer-Varsity Only	4:45-6:45	2 hrs

<u>VOLLEYBALL</u>			
\$25.00	Ticket Seller	5:40 – 8:10	2 ½ hrs
\$25.00	Scorer	5:45 – 8:30	2 ¾ hrs
\$25.00	Timer	5:45 – 8:30	2 ¾ hrs
\$19.00	Linesperson	5:45 – 8:30	2 ¾ hrs
\$15.00	Announcer	7:00 – 8:00	1 hr

<u>BOYS & GIRLS BASKETBALL</u>			
\$20.50	Ticket Seller JV (Boys)	5:30–7:30	2 hrs
\$20.50	Ticket Seller Varsity (Boys)	7:00–9:00	2 hrs
\$25.00	Ticket Taker JV/Varsity (Boys & Girls)	5:30–8:45	3 ¼ hrs
\$25.00	Scorer JV/Varsity (Boys & Girls)	5:45–9:00	3 ¼ hrs
\$25.00	Timer JV/Varsity (Boys & Girls)	5:45–9:00	3 ¼ hrs
\$25.00	Crowd Control-Hospitality (Boys & Girls)	5:45–9:15	3 ½ hrs
\$19.00	Announcer (Boys & Girls)	7:00–9:00	2 hrs

<u>WRESTLING</u>			
\$25.00	Ticket Seller-2 ½ hrs	6:15 - 8:45	
\$25.00	Timer-2 ½ hrs	6:30 - 9:00	
\$25.00	Scorer-2 ½ hrs	6:30 - 9:00	

<u>SWIMMING</u>			
\$26.00	Ticket Seller-2 ¾ hrs	6:15 - 9:00	
\$26.00	Ticket Seller-2 ¾ hrs	5:15 - 8:00	

FRESHMEN - BOYS & GIRLS

\$14.00 Per Event	Gate Help
\$16.00 Per Event	Scorer - Timer

MIDDLE SCHOOL/FROSH

\$13.00 Per Event	Gate Help
\$15.00 Per Event	Scorer - Timer

MISCELLANEOUS

\$100.00 Per Meet	Track Meet Director for Westlake Relays
\$38.00 Per Game (+ mileage)	Filming Football - Varsity/JV
\$23.00 Per Game (+ mileage)	Videotaping-Boys/Girls Basketball, Soccer, Volleyball, Wrestling (Varsity/JV)
\$9.00 Per Event	Student Assistant in timing or scoring athletic events
\$23.00 Flat Rate	Scouting
\$9.00 Per Event	Student Video Taping Athletic Contests (Events - Varsity/JV)

EVENT MANAGER – MIDDLE SCHOOL

\$29.25	Football	3:45 – 6:00 pm	2 ¼ hrs
\$35.75	Volleyball (DH)	4:00 – 6:45 pm	2 ¾ hrs
\$35.75	Basketball (DH)	4:00 – 6:45 pm	2 ¾ hrs

EVENT MANAGER – HIGH SCHOOL – FALL SPORTS

\$52.00	Varsity Football	6:00-10:00 pm	4 hrs
\$26.00	JV Football	9:30-11:30 am	2 hrs
\$26.00	Frosh Football	4:00-6:00 pm	2 hrs
\$32.50	JV & Varsity Volleyball	5:45-8:15 pm	2½ hrs
\$19.50	Frosh Volleyball	4:15-5:45 pm	1½ hrs
\$55.25	JV & Varsity Soccer	4:30-8:45 pm	4¼ hrs
\$26.00	Freshman Soccer	4:00-6:00 pm	2 hrs

EVENT MANAGER – HIGH SCHOOL – WINTER/SPRING SPORTS

\$52.00	JV & Varsity Basketball	5:15-9:15 p.m.	4 hrs
\$39.00	Frosh Basketball (DH)	5:30-8:30 p.m.	3 hrs
\$39.00	Wrestling	6:15-9:15 p.m.	3 hrs
\$39.00	Swimming	5:15-8:15 p.m.	3 hrs
\$55.25	JV & Varsity Lacrosse	4:30-8:45 pm	4¼ hrs

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Ms. Leszynski _____

RESOLUTION TO AMEND TRAFFIC CONTROL PERSONNEL

RESOLVED that the Westlake Board of Education approves after school traffic control personnel at Westlake High School for the 2012-2013 school year, at the rate of \$25.00 per hour as follows:

<u>WHS After-School Traffic Control</u>		
Jim Bingham	Effective: 08/16/2012	Not to Exceed 45 Hours
Paul Hammond	Effective: 08/16/2012	Not to Exceed 45 Hours
James Patrizi	Effective: 08/16/2012	Not to Exceed 90 Hours
Ann Hasenohrl	Effective: 08/16/2012	Not to Exceed 90 Hours
David Ruschau	Effective: 08/16/2012	Substitute As Needed
Jim Egan	Effective: 08/16/2012	Substitute as Needed

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO AMEND 2013-2014 SCHOOL YEAR CALENDAR

RESOLVED that the Westlake Board of Education approves the revised Westlake City School District School Calendar for school year 2013-2014.

NEOEa Day was revised from October 11, 2013, to October 18, 2013.

Motion by: _____

Seconded by: _____

Roll Call Vote: _____

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

WESTLAKE CITY SCHOOL DISTRICT

2013-2014 SCHOOL CALENDAR

AUG '13 0 days					
M	T	W	Th	F	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

SEPT '13 20 days					
M	T	W	Th	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30					

OCT '13 22 days					
M	T	W	Th	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30	31		

NOV '13 18 days					
M	T	W	Th	F	
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

DEC '13 15 days					
M	T	W	Th	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

JAN '14 18 days					
M	T	W	Th	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30	31	

FEB '14 19 days					
M	T	W	Th	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	

MAR '14 16 days					
M	T	W	Th	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	
31					

APR '14 21 days					
M	T	W	Th	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30			

MAY '14 21 days					
M	T	W	Th	F	
			1	2	
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

JUNE '14 10 days					
M	T	W	Th	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30					

Opening Staff Meeting (No Students)	Thursday	08/29/13
Staff Inservice Day (No Students)	Friday	08/30/13
Labor Day	Monday	09/02/13
Student 1st Day/KG Orientation	Tuesday	09/03/13
Kindergarten Starts	Wednesday	09/04/13
NEOEa Day (No Staff/Students)	Friday	10/18/13
Staff Inservice Day (No Students)	Tuesday	11/05/13
End of 1st Grading Period	Friday	11/08/13
Compensatory Day (No Staff/Student)	Wednesday	11/27/13
Thanksgiving Break (No Staff/Student)	Thurs-Fri	11/28-11/29
Winter Break	Fri-Mon	12/23-01/03
MLK Day (No Staff/Students)	Monday	01/20/14
End of 2nd Grading Period	Thursday	01/30/14
Teacher Records Day (No Students)	Friday	01/31/14
Presidents' Day (No Staff/Students)	Monday	02/17/14
Spring Break	Mon-Fri	03/24-03/28
End of 3rd Grading Period	Friday	04/11/14
Good Friday Holiday	Friday	04/18/14
Memorial Day (No Staff/Students)	Monday	05/26/14
Last Student Day	Friday	06/13/14
Teacher Records Day	Monday	06/16/14

- = Teacher Work Day (No Students)
 □ = Compensatory Day (No Staff & Students)
 \ = No School
 # = End of Grading Period

Qtr 1:	09/03/13-11/08/13	47
Qtr 2:	11/11/13-01/30/14	46
Qtr 3:	02/03/14-04/11/14	44
Qtr 4:	04/07/14-06/13/14	43
TOTAL DAYS:		180

First Semester - September 3, 2013 through January 30, 2014 = 93 days

Second Semester - February 3, 2014 through June 13, 2014 = 87 days

REVISED NEOEA DAY from 10/11/2013 to 10/18/2013

RESOLUTION TO APPROVE STIPENDS FOR PROFESSIONAL DEVELOPMENT

RESOLVED that the Westlake Board of Education approves stipends at the negotiated rate for the following staff members for Professional Development, to be paid from the Adult Basic Literacy Education (A.B.L.E.) Program.

<u>2012-2013 School Year</u>	
Donna Hinson	Not to exceed 10 hours
Julie Wagner	Not to exceed 25 hours
Cheryl Williams	Not to exceed 9.5 hours

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

**RESOLUTION TO APPROVE THE EMPLOYMENT OF ADULT
BASIC LITERACY EDUCATION PERSONNEL 2012 - 2013**

RESOLVED that the Westlake Board of Education approves the employment of personnel for the Adult Basic Literacy Education (A.B.L.E.) Program. Contracts are to be paid out of the following grants: A.B.L.E. Project Number 045062-AB-S1-2012C, A.B.L.E. Project Number 045062-AB-S1-2013, A.B.L.E. English Literacy and Civics Education Project Number 045062-AB-S2-2012C and A.B.L.E. English Literacy and Civics Education Project Number 045062-AB-S2-2013.

<u>Name</u>	<u>Position</u>	<u>Hours</u>	<u>Hourly Rate</u>	<u>Not to Exceed</u>
Cheryl Williams	A.B.L.E./Orientation Instructor	50	\$23.86	\$1,193.00

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO APPROVE AGREEMENTS FOR ADMISSION OF TUITION PUPILS
AND PURCHASED SERVICES

RESOLVED that the Westlake Board of Education approves the following Agreements for Admission of Tuition Pupils and Purchased Services:

2012-2013 School Year

Flanagan & Giffels Co., L.P.A. – Purchased Service

Motion by: _____

Seconded by: _____

Roll Call Vote: _____

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

**RESOLUTION TO APPROVE APPLICATIONS FOR
PAYMENT IN LIEU OF TRANSPORTATION**

WHEREAS, the Westlake City School District has declared the following students impractical to transport for the 2012-2013 school year;

THEREFORE, the Westlake City School District Board of Education approves applications for payment in lieu of transportation to the parent or guardian for the 2012-2013 school year as follows:

<u>Messiah Lutheran School</u> Brendan Mackeigan Sam Hessler Matthew Rodriguez Grace Hessler Elizabeth Hessler James DeMarsh	<u>Montessori Children's School</u> Kara Vig Samuel Trivisonno Omar Issa Andrew Rietberg Jeffrey Norris Griffith Kowalski Serena Nouraldin Jacqueline Biggins Sophia Haddad Riley Rhiew Kaovya Vel Lucas Jahan
<u>Montessori School at Holy Rosary</u> Christina Popik	<u>Lakewood Catholic Academy</u> Gwendolyn Wojtkun
<u>Westside Christian Academy</u> Levi Morris Ian Morris Aaron Nicholas Noah Nicholas Olivia Nicholas Jalen Beach Alexander Konstan Philip Abbuhl Stephen Abbuhl Jonathan Abbuhl Ariana Yessayan Logan Yessayan <u>Al Ihsan School - Parma</u> Karim Elsharkawy Ahmed Elsharkawy	<u>Al Ihsan School - Parma</u> Nordean Ali Ayla Sabbagh Dana Sabbagh Yara Ibrahim Nadia Ibrahim Malik Najjar Yaseen Alzuraiki Alya Alzuraiki Ali Alzuraiki Sumayyah Alzuraiki Asiya Alzuraiki

Motion by: _____

Seconded by: _____

Roll Call Vote: _____

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

**RESOLUTION TO PUBLICLY POST PREVIOUSLY APPROVED
CONSTRUCTION CHANGE ORDERS**

RESOLVED that the Westlake Board of Education approves the public posting of previously approved Construction Change Orders; authorized by Board Resolution #10-222 on June 28, 2010.

Change Order #	Site	Contractor	Amount	Description
#015	DIS	Bay Mechanical	\$4,417.01	Provide replacement gas regulators to boilers
#067	MS	Great Lakes Crushing	\$4,311.15	Fire lane marking and signage
#068	MS	Great Lakes Crushing	\$1,434.38	Reimburse premium time for paving work on Saturday 08/04/2012
#069	MS	Perram	(\$738.04)	Revise traffic signal conduit type per City
#070	MS	Capstone	\$665.16	Provide additional W6x9 beam for roof decking
#071	MS	Perram	\$635.03	Provide left turn signal northbound Dover Center
#072	MS	Foti Construction	\$5,167.64	Provide elevated slabs as shown on A4/A-320
#073	MS	Great Lakes Crushing	\$2,919.11	Traffic control modifications
#076	WHS	Foti Construction	(\$4,618.83)	Reduce amount of thickened slabs at structural block walls
#077	WHS	Mastrianni	\$297.00	Furnish run-around pump HWP-4 for AHU-12
#078	WHS	Bay Mechanical	\$648.37	Install run-around pump HWP-4 for AHU-12
#079	WHS	Enertech Elect.	\$1,953.35	Revisions to fire alarm system per City review
#080	WHS	Foti Construction	\$728.63	Cut 30x12 air transfer opening between rooms
#081	WHS	Enertech Elect.	(\$27,304.23)	Delete VAV box motor starters with Hand-Off-Auto selector switch
#082	WHS	Jeffrey Carr Construction	\$1,905.69	Revise steel cross-bracing in gym to enable ductwork to run between trusses
#083	WHS	Bay Mechanical	\$2,070.40	Revise ductwork to run in between trusses
#084	WHS	Bay Mechanical	\$1,361.58	Revise location of four 30x28 return air grilles in Auxiliary Gym
#085	WHS	Jeffrey Carr Construction	\$938.98	Revise color and fabric of Acoustic Panels
#086	WHS	Cleveland Vicon	\$2,832.00	Misc. door/frame/glazing type revisions to fire rated and laminated glass

Motion by: _____

Seconded by: _____

Roll Call Vote:

Mr. Mays _____

Ms. Winter _____

Mr. Cross _____

Mr. Falcone _____

Mrs. Leszynski _____

RESOLUTION TO APPROVE APPOINTMENT
OF PORTER PUBLIC LIBRARY TRUSTEE

RESOLVED that the Westlake Board of Education approves the appointment of Ms. Lindsay English to the Westlake Porter Public Library Board of Trustees for a seven-year term from 2013-2019.

Motion by:	_____
Seconded by:	_____
Roll Call Vote:	
Mr. Mays	_____
Ms. Winter	_____
Mr. Cross	_____
Mr. Falcone	_____
Mrs. Leszynski	_____

RESOLUTION TO ADOPT BOARD OF EDUCATION POLICY
JFCF – HAZING & BULLYING

RESOLVED that the Westlake Board of Education adopts the first and final reading of Board of Education Policy JFCF – Hazing & Bullying.

Motion by:	_____
Seconded by:	_____
Roll Call Vote:	
Mr. Mays	_____
Ms. Winter	_____
Mr. Cross	_____
Mr. Falcone	_____
Mrs. Leszynski	_____

File: JFCF
HAZING AND BULLYING
(Harassment, Intimidation & Dating Violence)

Hazing means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person.

Throughout this policy the term bullying is used in place of harassment, intimidation and bullying.

Bullying, harassment and intimidation is an intentional written, verbal, **electronic** or physical act that a student has exhibited toward another particular student more than once. **Factors considered when determining bullying, harassment, and/or intimidation may include severity of incident and/or whether the intentional act occurred more than once.** The intentional act also includes violence within a dating relationship. The behavior causes ~~both~~ mental and/or physical harm to the other student and is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student. This behavior is prohibited on school property, **on a school vehicle** or at a school-sponsored activity. **Students found responsible for harassment, intimidation or bullying by an electronic act may be suspended.**

Permission, consent or assumption of risk by an individual subjected to hazing, bullying and/or dating violence does not lessen the prohibition contained in this policy.

The District includes, within the health curriculum, age-appropriate instruction in dating violence prevention education in grades 7 to 12. This instruction includes recognizing warning signs of dating violence and the characteristics of healthy relationships.

Prohibited activities of any type, including those activities engaged in via computer and/or electronic communications devices **or electronic means**, are inconsistent with the educational process and are prohibited at all times.

No administrator, teacher, or other employee of the District shall encourage, permit, condone or tolerate any hazing and/or bullying activities. No students, including leaders of student organizations, are permitted to plan, encourage or engage in any hazing and/or bullying.

Administrators, teachers, and all other District employees are particularly alert to possible conditions, circumstances or events that might include hazing, bullying and/or dating violence. If any of the prohibited behaviors are planned or discovered, involved students are informed by the discovering District employee of the prohibition contained in this policy and are required to end all such activities immediately. All hazing, bullying and/or dating violence incidents are reported immediately to the Superintendent/designee and appropriate discipline is administered.

The Superintendent/designee must provide the Board President with a semiannual written ~~report~~ **summary** of all ~~verified reported~~ incidents of hazing and/or bullying and post the ~~report~~ **summary** on the District's website, **to the extent permitted by law.**

The administration provides training on the District's hazing and bullying policy to District employees and volunteers who have direct contact with students. Additional training is provided to elementary employees in violence and substance abuse prevention and positive youth development.

District employees, students and volunteers have qualified civil immunity for damages arising from reporting an incident of hazing and/or bullying. Administrators, teachers, other employees and students who fail to abide by this policy may be subject to disciplinary action and may be liable for civil and criminal penalties in compliance with State and Federal law.

No one is permitted to retaliate against an employee or student because he/she files a grievance or assists or participates in an investigation, proceeding or hearing regarding the charge of hazing and/or bullying of an individual.

Adoption Date:	May 23, 2002	Revision Date:	April 27, 2009
Revision Date:	August 24, 2005	Revision Date:	May 24, 2010
Revision Date:	March 19, 2007	Revision Date:	October 25, 2010
Revision Date:	September 22, 2008	Revision Date:	

Legal Refs.: **Children's Internet Protection Act; 47 USC 254 (h)(5)(b)(iii)**
ORC 117.53; 2307.44; 2903.31; 3301.22; 3313.666; 3313.667; ~~3314.03~~; 3319.073; **3319.321**

Cross Refs.:	AC, Nondiscrimination	JFCEA, Gangs
	EDE, Computer/Online Services	JG, Student Discipline
	IGAE, Health Education	JHG, Reporting Child Abuse
	IIBH, District Website Publishing	Student Handbook
	JFC, Student Conduct (Zero Tolerance)	JO, Student Records
	JFCK, Use of Electronic Communications Equipment by Students	

RESOLUTION TO ADOPT BOARD OF EDUCATION POLICY
JFCF-R – HAZING & BULLYING

RESOLVED that the Westlake Board of Education adopts the first and final reading of Board of Education Policy JFCF-R – Hazing & Bullying.

Motion by:	_____
Seconded by:	_____
Roll Call Vote:	
Mr. Mays	_____
Ms. Winter	_____
Mr. Cross	_____
Mr. Falcone	_____
Mrs. Leszynski	_____

File: JFCF-R
HAZING AND BULLYING
(Harassment, Intimidation and Dating Violence)

The prohibition against hazing, dating violence, harassment, intimidation or bullying is publicized in student handbooks and in the publications that set the standard of conduct for schools and students in the District. In addition, information regarding the policy is incorporated into employee handbooks and training materials.

School Personnel Responsibilities and Complaint Procedures

Hazing, bullying behavior and/or dating violence by any student/school personnel in the District is strictly prohibited, and such conduct may result in disciplinary action, including suspension and/or expulsion from school. Hazing bullying and/or dating violence means any intentional written, verbal, graphic or physical acts, including electronically transmitted acts, either overt or covert, by a student or group of students toward other students/school personnel with the intent to haze, harass, intimidate, injure, threaten, ridicule or humiliate. Such behaviors are prohibited on or immediately adjacent to school grounds, at any school-sponsored activity; in any District publication; through the use of any District-owned or operated communication tools, including but not limited to District e-mail accounts and/or computers; on school-provided transportation or at any official school bus stop.

Hazing, bullying and/or dating violence can include many different behaviors. Examples of conduct that could constitute prohibited behaviors include, but are not limited to:

1. physical violence and/or attacks;
2. threats, taunts and intimidation through words and/or gestures;
3. extortion, damage or stealing of money and/or possessions;
4. exclusion from the peer group or spreading rumors;
5. repetitive and hostile behavior with the intent to harm others through the use of information and communication technologies and other web-based/online sites (also known as “cyber bullying”), such as the following:
 - A. posting slurs on web sites, social networking sites, blogs or personal online journals;
 - B. sending abusive or threatening e-mails, web site postings or comments and instant messages;
 - C. using camera phones to take embarrassing photographs or videos of students and/or distributing or posting the photos or videos online and
 - D. using web sites, social networking sites, blogs or personal online journals, e-mails or instant messages to circulate gossip and rumors to other students.
6. excluding others from an online group by falsely reporting them for inappropriate language to Internet service providers.

In evaluating whether conduct constitutes hazing or bullying, special attention is paid to the words chosen or the actions taken, whether such conduct occurred in front of others or was communicated to others, how the perpetrator interacted with the victim and the motivation, either admitted or appropriately inferred.

Teachers and Other School Staff

Teachers and other school staff who witness acts of hazing, bullying and/or dating violence as defined above, promptly notify the building principal/designee of the event observed, and promptly file a written incident report concerning the events witnessed.

Teachers and other school staff who receive student or parent reports of suspected hazing, bullying and/or dating violence promptly notify the building principal/designee of such report(s). If the report is a formal, written complaint, the complaint is forwarded to the building principal/designee no later than the next school day. If the report is an informal complaint by a student that is received by a teacher or other professional employee, he/she prepares a written report of the informal complaint that is forwarded to the building principal/designee no later than the next school day.

Complaints

1. Formal Complaints

Students and/or their parents or guardians may file reports regarding suspected hazing, harassment, intimidation, bullying and/or dating violence. The reports should be written. Such written reports must be reasonably specific including person(s) involved; number of times and places of the alleged conduct; the target of suspected harassment, intimidation and/or bullying and the names of any potential student or staff witnesses. Such reports may be filed with any school staff member or administrator. They are promptly forwarded to the building principal/designee for review and action.

2. Informal Complaints

Students, parents or guardians and school personnel may make informal complaints of conduct that they consider to be harassment, intimidation and/or bullying by verbal report to a teacher, school administrator or other school personnel. Such informal complaints must be reasonably specific as to the actions giving rise to the suspicion of hazing, harassment, intimidation and/or bullying, including person(s) involved, number of times and places of the alleged conduct, the target of the prohibited behavior(s) and the names of any potential student or staff witness. The school staff member or administrator who receives the informal complaint promptly documents the complaint in writing, including the above information. This written report by the school staff member and/or administrator is promptly forwarded to the building principal/designee for review and action.

3. Anonymous Complaints

Students who make informal complaints as set forth above may request that their name be maintained in confidence by the school staff member(s) and administrator(s) who receive the complaint. The anonymous complaint is reviewed and reasonable action is taken to address the situation, to the extent such action (1) does not disclose the source of the complaint, and (2) is consistent with the due process rights of the student(s) alleged to have committed acts of hazing, bullying and/or dating violence.

4. False Complaints

Students are prohibited from deliberately making false complaints of harassment, intimidation or bullying. Students found responsible for deliberately making false reports of harassment, intimidation or bullying may be subject to a full range of disciplinary consequences.

Intervention Strategies

1. Teachers and Other School Staff

In addition to addressing both informal and formal complaints, school personnel are encouraged to address the issue of hazing, bullying and/or dating violence in other interactions with students.

School personnel may find opportunities to educate students about harassment, hazing, intimidation and bullying and help eliminate such prohibited behaviors through class discussions, counseling and reinforcement of socially appropriate behavior.

School personnel should intervene promptly whenever they observe student conduct that has the purpose or effect of ridiculing, humiliating or intimidating another student/school personnel, even if such conduct does not meet the formal definition of harassment, hazing, intimidation or bullying.

2. Administrator Responsibilities

A. Investigation

The principal/designee is notified of any formal or informal complaint of suspected harassment, hazing, intimidation or bullying. Under the direction of the building principal/designee, all such complaints are investigated promptly. A written report of the investigation is prepared when the investigation is complete. The report includes findings of fact, a determination of whether acts of hazing, bullying and/or dating violence were verified, and when prohibited acts are verified, a recommendation for intervention, including disciplinary action, is included in the report. Where appropriate, written witness statements are attached to the report.

Notwithstanding the foregoing, when a student making an informal complaint has requested anonymity, the investigation of such complaint is limited as is appropriate in view of the anonymity of the complaint. Such limitation of the investigation may include restricting action to a simple review of the complaint (with or without discussing it with the alleged perpetrator), subject to receipt of further information and/or the withdrawal by the complaining student of the condition that his/her report be anonymous.

B. Non-disciplinary Interventions

When verified acts of hazing, bullying and/or dating violence are identified early and/or when such verified acts do not reasonably require a disciplinary response, students may be counseled as to the definition of the behavior, its prohibition and their duty to avoid any conduct that could be considered harassing, hazing, intimidating and/or bullying.

If a complaint arises out of conflict between students or groups of students, peer mediation may be considered. Special care, however, is warranted in referring some cases to peer mediation. A power imbalance may make the process intimidating for the victim and therefore inappropriate. The victim's communication and assertiveness skills may be low and could be further eroded by fear resulting from past intimidation and fear of future intimidation. In such cases, the victim should be given additional support. Alternatively, peer mediation may be deemed inappropriate to address the concern.

C. Disciplinary Interventions

When acts of harassment, intimidation and bullying are verified and a disciplinary response is warranted, students are subject to the full range of disciplinary consequences. Anonymous complaints that are not otherwise verified, however, cannot provide the basis for disciplinary action.

In and out-of-school suspension may be imposed only after informing the accused perpetrator of the reasons for the proposed suspension and giving him/her an opportunity to explain the situation.

Expulsion may be imposed only after a hearing before the Board of Education, a committee of the Board or an impartial hearing officer designated by the Board of Education in accordance with Board policy. This consequence is reserved for serious incidents of harassment, intimidation or bullying and/or when past interventions have not been successful in eliminating prohibited behaviors.

Allegations of criminal misconduct are reported to law enforcement, and suspected child abuse is reported to Child Protective Services, per required timelines.

Report to the **Custodial** Parent or Guardian of the Perpetrator

If, after investigation, acts of harassment, intimidation and bullying by a specific student are verified, the building principal/designee notifies the **custodial** parent or guardian of the perpetrator, in writing, of that finding. If disciplinary consequences are imposed against such student, a description of such discipline is included in such notification.

Strategies are developed and implemented to protect students from **new or** additional harassment, intimidation or bullying, and from retaliation following reporting of incidents.

Reports to the Victim and His/Her **Custodial** Parent or Guardian

If, after investigation, acts of bullying or hazing against a specific student are verified, the building principal/designee notifies the **custodial** parent/guardian of the victim of the finding. In providing such notification, care must be taken to respect the statutory privacy rights of the perpetrator.

Bullying matters, including the identity of both the charging party and the accused, are kept confidential to the extent possible. Although discipline may be imposed against the accused upon a finding of guilt, retaliation is prohibited.

School administrators shall notify both the **custodial** parents **or guardians** of a student who commits acts of harassment, intimidation, bullying and/or dating violence and the **custodial** parents or guardians of students against whom such acts were committed, and shall allow access to any written reports pertaining to the incident, to the extent permitted by law.

Police and Child Protective Services

In addition to, or instead of, filing a complaint through this policy, a complainant may choose to exercise other options including, but not limited to, filing a complaint with outside agencies or filing a private lawsuit. Nothing prohibits a complainant from seeking redress under any other provision of the Ohio Revised Code or common law that may apply.

The District must also investigate incidents of hazing, bullying and/or dating violence for the purpose of determining whether there has been a violation of District policy or regulations, even if law enforcement and/or the public children's services are also investigating. All District personnel must cooperate with investigations by outside agencies.

Adoption Date: May 24, 2010

Revision Date:

RESOLUTION TO DELETE BOARD OF EDUCATION POLICY
BCFA/BCFB-BUSINESS/FAMILY ADVISORY COUNCIL

RESOLVED that the Westlake Board of Education approves deletion of Board of Education Policy
BCFA/BCFB-Business/Family Advisory Council.

Motion by: _____
Seconded by: _____
Roll Call Vote:
Mr. Mays _____
Ms. Winter _____
Mr. Cross _____
Mr. Falcone _____
Mrs. Leszynski _____

File: BCFA/BCFB
BUSINESS ADVISORY COUNCIL TO THE BOARD/
FAMILY AND CIVIC ENGAGEMENT COMMITTEE

The Board shall appoint a Business Advisory Council/Family and Civic Engagement Committee whose membership and organization shall be determined by the Board in accordance with State law.

Membership of the committee must include parents, community representatives, health and human service representatives, business representatives and any other representatives identified by the Board.

This committee advises and provides recommendations to the Board on matters specified by the Board, including, but not necessarily limited to, the delineation of employment skills, the development of curriculum to instill these skills, changes in the economy and in the job market and the types of employment in which future jobs are most likely to be available. This committee also makes suggestions for developing a working relationship among businesses, labor organizations and educational personnel in the District.

The committee must work with local county family and children first councils to recommend qualifications and responsibilities that should be included in the job description for school family and civic engagement coordinators. The committees also must develop five-year family and civic engagement plans and provide annual progress reports on the development and implementation of the plans. The plan and progress reports must be submitted to the county family and children first council.

Finally, meetings of the committee fall under the auspices of the Open Meetings Act (Sunshine Law).

Adoption Date: May 24, 2010

Legal Ref.: ORC 121.22(B); 3313.174; 3313.821

Cross Refs.: BCE, Board Committees
BCF, Advisory Committees to the Board
BCFA, Business Advisory Council to the Board
IGBL, Parental Involvement

RESOLUTION TO DELETE BOARD OF EDUCATION POLICY
GBEA –HIV/AIDS and JHCCA – HIV/AIDS

RESOLVED that the Westlake Board of Education approves deletion of the following Board of Education Policies:

GBEA –HIV/AIDS

JHCCA – HIV/AIDS

Motion by:	_____
Seconded by:	_____
Roll Call Vote:	
Mr. Mays	_____
Ms. Winter	_____
Mr. Cross	_____
Mr. Falcone	_____
Mrs. Leszynski	_____

File: GBEA (Also JHCCA)
HIV/AIDS
(Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome)

General Principles

The Board recognizes that the human immunodeficiency virus (HIV) and the condition of acquired immune deficiency syndrome (AIDS), which is caused by the HIV infection, are significant medical, legal, educational and social issues. The Board desires to protect the rights of all students and employees and does not discriminate against students and employees who are HIV-infected. The Board works cooperatively with State and local health organizations in assessing the needs of HIV-infected students or staff and keeping up-to-date on current educational information to be included in the District's educational plan.

Current medical information available indicates that HIV cannot be transmitted from one individual to another by casual contact, i.e., the type of contact that occurs in the school setting, such as shaking hands, sharing an office or a classroom, coughing, sneezing or sharing drinking fountains. Students who are infected with HIV are entitled to all rights, privileges and services accorded to other students. Decisions about any changes in the educational program of an HIV-infected student shall be made on a case-by-case basis, relying on the best available scientific evidence and medical advice.

There shall be no discrimination against employees who are HIV infected. The District provides equal opportunities for employment, retention and advancement for all staff members. Employees who are unable to perform their duties due to an illness, such as those related to HIV, shall retain eligibility for all benefits that are provided for other employees with long-term diseases or disabling conditions, utilizing the information/rights in any negotiated agreements or Board policies as appropriate. Changes in employment status or location due to HIV complications are made on a case-by-case basis.

Evaluating Students and Staff Who Are Infected with HIV

The superintendent is the designee regarding all HIV incidences. When an individual is found to be infected with HIV, the superintendent shall attempt to ascertain, in consultation with the infected individual, whether he/she has a secondary infection such as tuberculosis that constitutes a recognized risk of transmission in the school setting. This is a medical question that can only be determined by the infected person's physician. The superintendent shall also attempt to determine ways that the District may help anticipate and meet the needs of the student or staff member infected with HIV.

If there is no secondary infection that constitutes a medically recognized risk of transmission in the school setting, the superintendent shall not alter the education program or job assignment of the infected person. The superintendent shall periodically review the case with the infected person (and the parent(s) of the student) and with the medical advisors described above.

If there is a secondary infection that constitutes a medically recognized risk of transmission in the school setting, the superintendent shall consult with the physician, public health official and the infected person (and the parent(s) of the student). If necessary, they will develop an individually tailored plan for the student or staff member. Additional persons may be consulted, if this is essential for gaining additional information, with the consent of the infected staff member or the student's parent(s). The superintendent should consult with the school attorney to make sure that any official action is consistent with state and federal laws. When the superintendent makes a decision about the case, there shall be a fair and confidential process for appealing the decision.

If an individually tailored plan is necessary, it shall have a minimal impact on either education or employment. It must be medically, legally, educationally and ethically sound. The superintendent periodically reviews individual cases and oversees implementation of the plan in accordance with local, state and federal laws.

Confidentiality

Information regarding a student or staff member infected with HIV is classified, by law, as confidential. Those individuals who have access to the proceedings, discussions or documents must treat such information as confidential. Only with the written consent of the staff member or the student's parent(s) shall other school personnel, individuals and agencies be informed of the situation/condition. All information pertaining to the case shall be kept by the superintendent in a locked file; access to this file is granted only to those people who have the written consent of the infected staff member or the infected student's parent(s).

HIV Advisory Committee

The President of the Board may appoint an HIV Advisory Committee. The Committee consists of one member of the Board, the superintendent, one principal, one teacher, the District's legal counsel, the school physician and a doctor who specializes in communicable diseases. Other persons who may be considered as members include a guidance counselor, a student and an official of the County Department of Health. The function of the HIV Advisory Committee is:

1. to remain informed regarding the latest medical developments and information regarding HIV;
2. to advise the Board regarding policies and regulations and any changes that the Committee recommends in such policies to the Board;
3. to advise the Board regarding the HIV education program;
4. to develop guidelines for Board consideration on hygienic practices in schools and
5. to assist any student, parent or employee who is seeking information about HIV.

HIV Education Program

The Board directs the administration, with the advice of the HIV Advisory Committee, to develop a program for educating persons regarding HIV. The program should provide a plan for making information about HIV available to students as a part of the health curriculum. HIV education should be developmentally appropriate to the grade level.

The Board directs the administration to develop an educational plan to inform employees about HIV-related issues and safety. In developing such programs, it is expected that information from sources such as the National Centers for Disease Control, the Ohio Department of Health and the Ohio Department of Education is utilized.

The educational program should ensure that, at a minimum, students and staff are informed in a consistent manner about:

1. the nature of HIV infection, including how it is and is not transmitted according to current scientific evidence;
2. District guidelines related to students and employees with diseases such as HIV infection;
3. resources within the District and the surrounding community for obtaining additional information or assistance and
4. procedures to prevent the spread of all communicable diseases at school.

Adoption Date: May 23, 2002

Legal Refs.: Family and Medical Leave Act; 29 USC 2611 et seq.
ORC 3707.06; 3707.08; 3707.20; 3707.21; 3707.26
3313.67; 3313.68; 3313.71 3319.13; 3319.141; 3319.321
3701.13; 3701.14 3709.20; 3709.21
OAC 3301-35-02

Cross Refs.: ACB, Nondiscrimination on the Basis of Disability
AC, Nondiscrimination GBL, Personnel Records
EBBC, Bloodborne Pathogens JB, Equal Educational Opportunities
GBA, Equal Opportunity Employment JO, Student Records
GBE, Staff Health and Safety Staff and Student Handbooks