

West Geauga Board of Education
Regular Meeting
Monday, September 27, 2010
7:30 p.m.
West Geauga Middle School Conference Area

Roll Call

Board President Beers called the meeting to order with the following members present: Mr. Beers, Mrs. Gillmore, Mr. Kilroy, Mr. Patterson, and Mr. Pintabona

Approval of Agenda

Dr. Diringier added an item - Intel Recognition to Section II, Item B

Mrs. Gillmore requested Section XI, Item D "PSI contract" be removed from the consent agenda for separate vote.

2010-202

A motion was made by Mr. Pintabona and was seconded by Mr. Patterson, to approve the agenda as amended.

Roll call: Yes: Beers, Gillmore, Kilroy, Patterson and Pintabona.

Motion carried

Recognitions/Commendations

Kathy Leavenworth, as a representative of the State Board of Education, presented the District with the Award of Excellence and Distinction for the 2009-2010 school year.

Mr. Beers and Dr. Diringier presented Mrs. Leavenworth with a plaque for her years of dedication to the West Geauga School District as a long serving School Board member.

Mr. Beers spoke regarding the Intel School of Distinction program that several teachers and he attended in Washington last week. Although West Geauga did not win the competition, they were a part of a prestigious group of schools. Mr. Beers publicly thanked the Science Department for all the work they have done. Mr. Toth, high school principal, also recognized the teachers for their time and effort put into the program

Approval of Minutes

2010-203

A motion was made by Mrs. Gillmore and was seconded by Mr. Kilroy, to approve the minutes of the August 23, 2010 and August 26, 2010 Board meetings.

Roll call: Yes: Beers, Gillmore, Kilroy, Patterson and Pintabona.

Motion carried

Insurance Committee Meeting Minutes

Treasurer Tullai reviewed the Insurance Committee meeting minutes from the September 21, 2010 meeting.

In Attendance: Michele Tullai, Treasurer; Tom Diringer, Superintendent; Kurt Taylor, Taylor Insurance Group; Kristen Gregory, WGEA; Karen Rex, WGEA; Sandy Kulp, WGEA; Shelly Samsa, WGEA; Denise Gaskell, WGEA; Kris Cottrell, WGEA and Wellness Committee Chairperson; Cheryl Fowler, OAPSE; Kathy MacDonald, OAPSE

Absent: Julia Mell

Kurt handed out a booklet with various proposals and statistics of District usage.

- Loss Ratio Document: Loss ratio this year is 95% compared to 96% last year
- High Claims Report: 3 claims in excess of \$100,000
- 11 Claims in excess of \$25,000
- Prescription drug claims paid increased by 50% over last year

Health Proposals:

Anthem is the current carrier.

The Anthem renewal is a 7.06% increase over 2010. This amounts to a \$214,700 increase in premiums per year.

The Aetna proposal is a 4.97% increase over our 2010 rates with Anthem. This amounts to a savings of \$63,500 over the Anthem renewal proposal.

Discussion was held regarding disruptions caused by changing companies and the grandfather component for federal guidelines versus monetary savings. Kurt indicated if the District chose to direct him, he could go back to Anthem and give them a final opportunity to lower their rates with the option of the District changing to Aetna if Anthem would not reduce their rates.

A provider comparison shows Aetna and Anthem with similar providers.

Kurt also discussed Medical Mutual, United Health Care and OME-RESA plans. All of those plans were more of an increase than Anthem.

Dental Proposals:

Humana is the current carrier.

The Humana proposal is a 5.4% increase over 2010. This amounts to a \$10,600 increase in premiums per year.

MetLife and Dearborn National also submitted proposals. The MetLife proposal is \$10,000 less per year than the Humana renewal proposal, but today Kurt received a revised proposal at a lower rate which he will be investigating further. Dearborn National submitted a proposal that is \$20,000 less per year than the Humana renewal. The Dearborn proposal is at a lower rate than the current Humana rate. Humana has indicated they will not negotiate any lower rates. Both MetLife and Dearborn would guarantee the rates for 24 months. The Humana proposal is only for 12 months. The MetLife and Dearborn proposals have a lower age on fluoride treatment coverage, but include missing tooth and implants which are not included in Humana. Kurt will look in more detail at the MetLife and Dearborn proposals and by the end of the week email Michele details to share with the committee prior to a decision being made.

If a change in plan providers is chosen (for either health or dental coverage) a memorandum of understanding with WGEA will be necessary. If a dental provider change occurs, Kurt will handle the enrollment component electronically.

Life Insurance

Anthem Life is our current carrier.

They proposed a .02 increase per \$1,000 of insurance. Kurt believes they will decrease that proposal.

There was discussion regarding the Flexible spending accounts and changes that will be effective January 1, 2011 as well as items being disallowed this year, that were allowed previously. Kurt will further investigate.

The WGEA representatives met immediately following the meeting to discuss the options.

The next insurance meeting will be October 12, 2010 at 3:30 p.m.

Adjourned at 4:45 p.m.

Financial Reports A-G

Treasurer Tullai presented the Financial Reports A-G for August 2010 (see attached)

2010-204

A motion was made by Mr.Pintabona and was seconded by Mrs. Gillmore, to approve the following:

Warrants - August 2010

To approve the warrants for the August check register (see attached).

Now and Then Statements – August 2010

To approve the August 2010 now and then statements.

PO 83938, PO 83680, PO 83759, PO 83767, PO 83833, PO 83963, PO84054, PO 83990, PO 84077, PO 84073, PO84002, PO 84067, PO 84078, PO 84072, PO 784013, PO 83989, PO 83326, PO 83671, PO 83546, PO 83451, PO 83673, PO 83664, PO 82836, PO 82897, PO 83874, PO 83811

Statement of Purpose and Budget

To approve the following statements of purpose and budgets:

MS Foreign Language(S. Crossman)	200-925J	\$ 555.06
HS World Language (S. Crossman)	200-935H	\$22,600.00
Boys Basketball(J.Cardiero)	300-901A	\$ 9,500.00
Natl. Honor Society(B. Speros)	200-972H	\$ 1,331.00
Senior Class (M. Susong)	200-911C	\$28,600.00
Junior Class (M. Walton)	200-912C	\$ 4,400.00
Girls Basketball(C. Rye)	300-908A	\$11,500.00
Wolverettes(D. Davidson)	300-955H	\$ 1,000.00
Volleyball (T. Booth)	300-906A	\$ 800.00
Interact (J. Witherite)	200-970H	\$ 6,100.00
Student Council(L. Zimmer/M.Gabram)	200-926J	\$59,000.00
West G. TV (A. Myers)	200-948H	\$ 780.83
Lacrosse (G. Balzano)	300-913A	\$26,200.00
Swim Team(D. Diadiun)	300-914A	\$22,340.00
Science Olympiad(D. Tobul)	300-981H	\$ 2,100.00
Whirlwind(J. Marino)	300-977H	\$ 2,400.00
Wrestling (J. Marino)	300-909A	\$ 6,500.00
BlackBears/Bobcats(M. Sustin)	019-9654	\$ 2,991.23
H.S. Chorus(P. Stewart)	300-961H	\$ 6,000.00
Class Act (P. Stewart)	300-950H	\$ 1,800.00
H.S. Musical(P. Stewart)	300-971H	\$ 5,700.00

Roll call: Yes: Beers, Gillmore, Kilroy, Patterson and Pintabona.

Motion carried

Administrative Reports/Discussions

Superintendent Diringler discussed open enrollment . He indicated for several years the district has had an open enrollment policy. Last year the District received funds for 66 open enrollment students. As of today, the district has 82 open enrollment students. The open enrollment policy cannot be

arbitrarily changed. The Board does have the authority to change their position by initiating a different policy if they desire.

Superintendent Diringler discussed the strengths and limitations of the District with the Board. He had the Board do an exercise of identifying strengths and weaknesses of the District. This exercise has been done throughout the District and Dr. Diringler will compile the results.

Superintendent Diringler discussed establishing Board committee meeting dates on a regularly scheduled basis. Discussion ensued regarding time constraints, an open and relaxed atmosphere, starting times, and the structure of the meetings. No decision was made.

The following meetings were set:

Finance/Operations October 11, 2010 at 7:00 a.m.

Finance October 22, 2010 at 7:30 a.m.

Superintendent Diringler discussed the non-school sponsored trip to France. He explained because this is not school sponsored, it does not require Board approval, but the Board should be aware that it is occurring.

Superintendent Diringler Reviewed the District Communication Committee Meeting Minutes from the September 15, 2010 meeting

In attendance: Brenda Armstrong, Terri Iacampo Bear, Carolyn Beers, Mo Bidar, Charlie Butters, Sally Contizano, Shawn Cooper, Ron Cotman, Jim Dickinson, Tom Diringler, Jackie Dottore, Eileen Fisco, Sally Gillmore, Cathy Gorski, Bonnie Gruttadauria, Reena Kanner, Michael Kilroy, Lynn Krouse, Kathy Leavenworth, Sarah Mann, Michael McDade, Cairn Novak, George Owens, David Patterson, Kristina Port, Sally Siegler, Frank Slapnicker, Wayne Walters and Linda Yanko.

Welcome

Superintendent Tom Diringler called the meeting to order at 8 a.m.

Member introductions were held.

Minutes

The committee accepted the minutes of the May 19, 2010 meeting with no changes.

Academic & Achievement

- A. Dr. Diringler reviewed the new administrative and certified staff members and their positions.
- B. This is the 10th year that West Geauga is being recognized as an excellent district and among only 81 districts in the state and the only one in Geauga County to receive the "Excellent with Distinction" rating from the Ohio Department of Education for districts who meet the benchmarks for academic achievement, adequate yearly progress and value-added criteria.
- C. West Geauga High School senior Nick McKinney qualifies as a National Merit Scholarship Semifinalist.

Building and Grounds

Summer projects were completed or in some cases are still on-going with completion expected soon. These projects were prioritized based on safety concerns or structural issues.

All the work has been completed to restore the wetlands on the Cedar Road property owned by the school district.

Paperwork has been submitted to the U.S. Army Corp of Engineers, and the district is awaiting their final approval.

The transportation facility is approximately 6 or more weeks behind schedule. Operations Manager Michael McDade is meeting with the project manager to address issues relating to the facility. A transportation facility update will be placed on the DCC agenda for October.

Technology

Director of Communications Bonnie Gruttadauria announced that AlertNow is the school district's new call alert system. A discussion was held regarding how the system can be used to meet the district's and each buildings' needs.

Fiscal

Bonnie Gruttadauria reviewed the major points of the 1.12 mill bond issue that will be on the Nov. 2 ballot. Questions were answered regarding the bond, and strategies for communication were discussed.

The district has approximately 82 open enrollment students this school year. Open enrollment had been on hold because future tuition proceeds were in question. However, it appears that the district will continue to receive tuition from open enrollment. The open enrollment period is in May, but the deadline can be extended at the discretion of the superintendent and available openings in the classrooms.

Dr. Diring stated that the district was in deficit spending (\$68,000) for the 2010 fiscal year. Now the deficit spending is anticipated to be in the \$700,000 range for the 2011 fiscal year. Plans for reductions and discussions regarding requests for new money are underway.

Communication

A public reception will be held to welcome new superintendent Dr. Tom Diring from 6-7 p.m. on Sept. 27 before the regular meeting of the West Geauga Board of Education which will begin at 7 p.m. The reception and the Board meeting will be held in the West Geauga Middle School community room.

West Geauga Board of Education meetings will be held 1/month through 2010. The dates are Sept. 27, Oct. 25, Nov. 15 and Dec. 13.

Dr. Diring asked DCC members to review the Board policies regarding a Family and Civic Engagement Team and a Business Advisory Committee. These issues will be placed on the DCC agenda for October for further discussion.

For the Good of the Order

West Geauga Local School has been awarded \$100,000 for the Race to the Top challenge. This national funding is to be used for implementing coherent, compelling, and comprehensive education reform. West Geauga is in the planning process for Race to the Top. Updates will be given as available.

Adjournment

The meeting was adjourned at 9 a.m.

*Next meeting is scheduled for Oct. 20

Superintendent Diring informed the Board the WGCJRD meeting minutes from June 9, July 14 and August 11, 2010 were attached.

Superintendent's Report/Recommendations

Personnel

2010-2011

A motion was made by Mrs. Gillmore and was seconded by Mr. Patterson, to approve the personnel as presented on the agenda.

1. STAFF RESIGNATIONS/RETIREMENTS

Name	Assignment	Bldg./Dept.	Effective
Rebenock, Nancy	Admin. Assistant (Secretary 1) – Academic Services / Communications	CO	9/3/10

2. TEMPORARY CLASSIFIED STAFF APPOINTMENTS

Name	Assignment	Dept.	Effective	Hrs:Min	Hourly Rate/Step
*Notarian, Denise	Long-Term Vacancy Custodian III	CO/TR	9/13/10 – TBD	2:30 CO/1:30 TR	\$16.24 / 0

Rebenock, Nancy	Admin Asst. (Secretary 1) – Acad. Services /Comm.	CO	9/6/10 – 9/30/10	Max. 20 hrs. p/wk.	\$16.62 / 4
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* In accordance with section 8.020 in the classified Negotiated Agreement.

3. CHANGE IN CONTRACTS - CERTIFIED

Last Name	First Name	Bldg	From	To	Effective
* Kaczmarek	Dan	HS	Offered Continuing	Resigned 6/2010	8/23/10
Lesko	Theresa	MS	Offered Continuing	Continuing	8/24/10
* Moro	Jacqueline	HS	Offered Continuing	Resigned 6/2010	8/23/10
Nixon	Linda	LN	Offered Continuing	Continuing	8/24/10
Srmdel	James	MS	Offered Continuing	Continuing	8/24/10
Zannetti	Kimberly	HS	Offered Continuing	Continuing	8/24/10

* Resigned prior to receiving a continuing contract.

4. REQUESTS FOR LEAVE OF ABSENCE/NON-PAID LEAVE

Bill Bryan, high school social studies teacher, requested a leave of absence which began on September 20, 2010 with the return date to be determined.

Jacqueline Greulich, bus driver, requested a leave of absence that began on August 24, 2010 with a return date of September 20, 2010.

Steve Horvath, high school custodian II, requested a leave of absence that began September 3, 2010 with a return date of September 20, 2010.

Ryan Nightingale, middle school 6th grade teacher, requested non-paid leave from October 4 through October 8, 2010.

Denise Notarian, transportation aide, requested a leave of absence that began August 25, 2010 with a return date of September 13, 2010.

Sue Pavlovic, central office/transportation custodian III, is on an extended leave of absence with the return date to be determined.

Kelly Peck, middle school Spanish teacher, requested a leave of absence to begin on approximately December 6, 2010 with an anticipated return date of mid-April.

Megan Petronsky, high school guidance counselor, requested a leave of absence to begin on September 22, 2010 with the return date to be determined.

Gordon Petronsky, Lindsey Elementary teacher, requested a leave of absence to begin on September 22, 2010 with the return date to be determined.

5. LONG-TERM SUBSTITUTE APPOINTMENTS

Name	Assignment	Bldg	Time Period	RATE OF PAY	
				Day 1 to 30	Day 31 and after
Gray, Teresa	Special Ed.	MS	8/24/10 – 6/10/11	\$90.19	\$203.50

6. 2010-2011 DISTRICT SUPPLEMENTAL ASSIGNMENTS

Last	First	Bldg/Dept	Assignment	Rate
1. Cosenza	Teresa	District	Mentor, Level 2 - First Mentee	\$1,227.00
Zimmer	Lisa	District	Mentor, Level 1 - First Mentee	\$1,623.00
Myers	Amy	HS	Audio-Visual Computer Advisor	\$1,948.00
Myers	Amy	HS	Dept. Head - Library (1)	\$361.00
Myers	Amy	HS	Extended Service - 10 days/Library	\$2,919.60
Sustin	Mike	HS	Envirothon Advisor	\$1,082.00

Ciasullo	Eugene	HS – AD	Athletics: Tennis Girls - Head Coach	\$3,607.00
DiMattia	Joe	HS – AD	Athletics: Tennis Girls-Asst. - JV	\$2,525.00
Iacona	Eugene	HS – AD	Athletics: Soccer Asst. Boys	\$3,752.00
Petronsky	Gordon	HS – AD	Athletics: Faculty Manager - Fall	\$3,607.00
Stendalen	Eric	HS – AD	Athletics: Football-Asst.	\$5,050.00
Zannetti	Kim	HS – AD	Athletics: Cheerleader Advisor JV - Fall	\$2,164.00
Alejos	Lisa	MS	Dept. Head - Foreign Lang. (2) - 1/2 Contract	\$360.50
Amantea	Julie	MS	Athletics: Cheerleader Advisor - Football - 8th Gr.	\$1,443.00
Mathis	Kim	MS	Art Mural Club Advisor	\$1,082.00
Passafiume	Sal	MS	WEB Master (Building)	\$1,948.00
Peck	Kelly	MS	Dept. Head - Foreign Lang. (2) - 1/2 Contract	\$360.50
2. Yokules	Tim	MS	Yearbook	\$1,443.00
McGuigan	Dan	Pupil Pers.	Academic Tutor / Academic Tutor Special Ed	\$24.71 / \$32.47 p/hr
Witherite	Jason	Pupil Pers.	Academic Tutor / Academic Tutor Special Ed	\$24.71 / \$32.47 p/hr
3. Barr	Megan	WW	Dept. Head - Special Education (4)	\$1,443.00

1. Correction to Mentor Level and rate of pay that was approved on 8/23/10.

2. Correction to rate of pay approved on 8/9/10.

3. Correction to number in department and rate of pay that was approved on 8/9/10.

RESIGNATION OF SUPPLEMENTAL CONTRACT

Last	First	Bldg/Dept	Assignment	Rate
Brunner	Molly	High School	Audio-Visual Computer Advisor	\$1,948.00

7. 2010-2011 CERTIFIED SUBSTITUTES – SEPTEMBER 8, 2010

Tutor	Last Name	First Name	Cert.	Expire
	Abbarno	Cheryl	S-T Sub Gen Educ	2011
	Adamic	Teresa	S-T Sub Gen Educ	2011
	Baker	Kevin	L-T P-12 P.E.	2011
	Barovian	Pamela	5 Yr. Prof. 1-8, 4-9	2014
X	Bartos	Elizabeth	5 Yr. Prof. P-3	2014
	Baumgartner	Heather	2 Yr. Prov. P-3	2011
	Bear	Suzanna	4-9 Lang Arts, Rdg, Sci	2014
X	Beffel	Jason	2 Yr. Prov. 7-12 Math	2012
	Bonem	David	S-T Sub Gen Educ	2011
	Brooks	Debbie	P-12 Visual Art	2011
	Buckey	Mary	5 Yr. 1-8	2011
	Byrne	Christina	5 Yr. Prof. P-3	2014
X	Caito	Andrea	2 Yr. Prov 7-12 Integ LangArts	2012
X	Christopher	Kathryn	2 Yr Prov. P-3	2012
X	Danielson	Scott	2 Yr. Prov. 7-12 Integ. SS	2011
X	Danischefsky	Tracy	2 Yr. Prov. P-3	2011
	DiFiore	Francesca	2 Yr Prov. P-3, K-12 Rdg	2012
	DiMarco	Kristin	S-T Sub Gen Educ	2011

2010-2011 CERTIFIED SUBSTITUTES continued

Tutor	Last Name	First Name	Cert.	Expire
	Gasbarrino	Lenny	S-T Sub Gen Educ	2011
X	Germovsek	Katie	2 Yr. Prov. 7-12 Integ SS	2012
X	Hanke	Jodie	L-T 7-12 Integ. Lang Arts	2013
	Huge	Jesse	S-T Sub Gen Educ	2011
	Javorek	Jeffrey	S-T Sub Gen Educ	2011
	Kapel	Kevin	S-T Sub Gen Educ	2011
	Karges	Megan	Educ. Aide-ESEA	2011
X	King	Dana	2 Yr. Prov. P-3	2012
	Kletecka	Christine	5 Yr. S-T Sub Gen Educ	2014
X	Klingemier	Krystal	2 Yr. Prov. 7-12 Integ Sci	2012
X	Kustron	Jason	2 Yr Prov 7-12 Integ Lang. Arts	2011

Mitri	Tammie					X
Murphy	Denise		X		X	
Rebenock	Nancy				X	
Wilson	Thomas	X				

Roll call: Yes: Beers, Gillmore, Kilroy, Patterson and Pintabona.

Motion carried

Contracts

2010-206

A motion was made by Mr. Pintabona. and was seconded by Mr. Kilroy, to approve the following contracts:

Geauga County ESC Agreement – Special Education Programs/Related Services

Safely Home – Tuition Agreement 2010-2011 School Year

Re-Education Student Service Agreement

Kent State University-Field Experience/Student Teaching Agreement

Notre Dame College – Field Experience/Student Teaching Agreement

John Carroll University – Field Based Experiences Agreement 2010-2012 School Years

Roll call: Yes: Beers, Gillmore, Kilroy, Patterson and Pintabona

Motion carried

Contracts

2010-207

A motion was made by Mr. Pintabona. and was seconded by Mr. Patterson, to approve the following contract:

PSI Associates, Inc. PSI Affiliates, Inc. Service Agreement 2010-2011 school year

Roll call: Yes: Beers, Kilroy, Patterson and Pintabona

No: Gillmore

Motion carried

Standing Committee Reports

Mr. Beers and Mr. Pintabona reviewed the minutes of the Finance/Operations Committee meeting held on September 17, 2010

In Attendance: Bill Beers, Finance Committee Chairperson and Board Member; Tom Diring, Superintendent; Sally Gillmore, Board Member; Mike Kilroy, Board Member; Michael McDade, Operations Manager; George Owens, Community Member; Ben Pintabona, Operations Committee Chairperson and Board Member; Michele Tullai, Treasurer; and Pat Wright, Community Member and WGEA Member

Meeting began at 7:30 a.m.

1. Metzenbaum Transportation Center

Mr. McDade updated the committee on the transportation facility schedule. The work is six weeks behind schedule. The original project plan finish date was November 16, 2010. Mr. Rice, Superintendent of Metzenbaum, impressed upon the construction manager the importance of the December 31 finish date. Hummel Construction will be presenting a new construction plan next week. Dr. Diring will continue dialogue with Mr. Rice regarding the schedule.

2. Russell Township Agreement

Dr. Diringler updated the committee. Mr. McDade is looking for the original agreement, which has been extended twice. It was the understanding that the cost of the study was to be split and the School District would be responsible for any clean up issues. A signed agreement with Russell on these two issues is not complete at this time. Dr. Diringler will continue dialogue with Russell regarding these issues.

3. Library Lease

Mr. McDade had a letter dated September 1, 2010 from Mr. Podgurski, the School District Attorney, to Debra O'Connor, Library Director, stating the Board is not interested in selling the land to the Library.

4. Gym Floor

Mr. McDade stated the gym floor completion date is October 15, 2010. He met with the architect and project manager on September 15, 2010 and they verified the scheduled completion is on target.

5. Scoreboard

Mr. McDade reported the scoreboard is up and working. The old scoreboard has been disposed of. The district spent approximately \$5,600 for installation (new poles and cement). The remainder of the cost is from advertising. (The lease is a 10 year lease with Side Effects. Sponsors purchase space on the scoreboard for a three-year period. Side Effects will provide the sponsors during the 10 year lease period.)

6. Carpeting

Mr. McDade reported all carpet has been ordered and is scheduled to be installed evenings and weekends starting in the next few weeks. The principals will be approving the colors of the tiered sections in the libraries.

7. Middle School Choral Room Egress Door

Mr. McDade reported the fire marshal suggested an egress door be installed in the middle school choral room. The cost estimate is \$8,500, although a community member may donate a door and frame which will reduce the cost. The door is required based on the number of students in the room. The fire marshal will be posting occupancy for the room. The architect suggested a sidewalk should be added also – that will be an additional cost if needed. Pat Wright suggested the carpeting be postponed until the door construction is complete.

8. Wetlands

Mr. Pintabona updated the committee. The Cedar Road area has been repaired and restored. The Army Corp will be submitting a report accepting the work. Chagrin Valley Engineers did a study of the entire corner of the complex. Mr. McDade will follow up on the report.

9. Alternative Energy

Mr. Kilroy asked for an update on the Alternative Energy study. Mrs. Tullai responded the requested information was sent a couple weeks ago and Renaissance replied stating that was the information that was needed. Mr. Pintabona spoke regarding the federal and state grants and their complexity and changing requirements. Mr. Pintabona will follow up with Renaissance regarding the report. Mr. Kilroy asked about an LLC or foundation to raise money for alternative energy projects. Mr. Pintabona responded that Renaissance has concluded a district cannot be part of an LLC. Mr. Beers added that turbine prices will probably increase due to a 70% reduction in exports from China since July 1, 2010. Mr. Pintabona added that Ohio has also put regulations on alternative energy which has virtually stopped progress.

10. Bond Levy

Dr. Diringler updated the committee that the bond committee is soliciting donations. Mr. Todd Bidwell and his wife are co-chairing the committee. Mrs. Gruttadauria is also sending out information.

11. Lease Rate

Mr. Kilroy suggested that the Board negotiate a very low rate for the lease with Metzenbaum for the transportation facility and renegotiate every five years. Mr. Beers stated the Board is still in negotiations and would prefer the Board lock into a rate. Dr. Diringler will be meeting with Mr. Rice regarding lease details.

Meeting adjourned at 9:10 a.m.

Mr. Patterson reviewed the minutes of the Personnel Committee meeting held on September 17, 2010.

In Attendance: Dean Patterson, Committee Chairperson and Board Member; Bill Beers, Board President; Tom Diringer, Superintendent; Sally Gillmore, Board Member; Michael Kilroy, Board Member; Michael McDade, Business Manager; George Owens, Community Member; Ben Pintabona, Board Member; Michele Tullai, Treasurer; and Pat Wright, Community Member and WGEA Representative

The committee discussed the following items:

- 1. Principal Evaluations – Performance Based Compensation (Merit)**
 - A. Research does not generally support the concept
 - B. If implemented, it should incorporate many stakeholders (not possible in this case)
 - C. May impact on/damage intrinsic motivation
 - D. Some, though few, districts do have version of merit pay for administrators
 - E. Should not be an overemphasis on test scores
 - F. Base pay still needs to be maintained with growth included
 - G. Local factors include the following:
 - This would go into effect for 2011-2012 school year
 - Concepts to be incorporated are yet-to-be-determined (possible areas are evaluation scores related to professional performance ratings, student test scores, goal development and related attainment of them)
 - The superintendent is the sole evaluator
 - Performance based compensation is an “add-on” to pay assigned by contract. Discussion suggested a monetary value but generally in the 3% range.
 - H. Follow-up discussion will take place.
- 2. Part-time Secretary I – Curriculum/Communications Dept. - 4 – 4.5 hours p/day**
 - A. Strategy of adding .5 hours to original 4 hours is to fully cover the receptionist’s contracted break and lunch time. This concept was supported.

The meeting was adjourned at 9:10 a.m.

2010-208

A motion was made by Mrs. Gillmore and was seconded by Mr. Patterson to approve the Finance/Operations Committee meeting minutes and Personnel Committee meeting minutes of September 17, 2010 as presented.

Roll call: Yes: Beers, Gillmore, Kilroy, Patterson and Pintabona

Motion carried

Executive Session

2010-209

A motion was made by Mr. Patterson and was seconded by Mr. Pintabona to move into executive session at 8:27 to discuss an employee’s compensation.

Roll call: Yes: Beers, Gillmore, Kilroy, Patterson and Pintabona

Motion carried

Executive session adjourned at 8:45 p.m.

Regular session reconvened at 8:45 p.m.

Adjourn

A motion was made by Mr. Pintabona and was seconded by Mrs. Gillmore to adjourn the meeting at 8:47p.m.

Roll call: Yes: Beers, Gillmore, Kilroy, Patterson and Pintabona

Motion carried

Board President

Treasurer

