

INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES
Special Meeting of May 29, 2012

A special meeting of the Indian Hill Exempted Village School District was held on Wednesday, May 29, 2012, at 4:30 p.m. in the Indian Hill Administrative Offices, Wetterstroem Conference Room, 6855 Drake Road, Cincinnati, Ohio 45243 in accordance with notices sent to each member. Roll call showed the following members as present:

Mr. Grafe
 Mr. Lutz

Mrs. Johnston
 Mr. Sharp

Mrs. Lewis

Also present were Dr. Knudson, Mrs. Toth, Josh Kauffman, and Forrest Sellers.

EXECUTIVE SESSION (051225) Mrs. Lewis moved, seconded by Mr. Sharp, to move into executive session to discuss a personnel matter related to the appointment of an employee and a legal matter required to be kept confidential by federal law or rules or State statute. Roll call vote was as follows:

Mr. Grafe, aye
 Mr. Lutz, aye

Mrs. Johnston, aye
 Mr. Sharp, aye

Mrs. Lewis, aye

The Board reconvened its special meeting at 5:05 p.m.

ADOPTION OF SPECIAL MEETING AGENDA (051226) Mrs. Lewis moved, seconded by Mr. Sharp, to adopt the agenda of the special meeting of the Indian Hill Board of Education, as amended, to include an employment recommendation for Josh Kauffman as Middle School Principal, and recommendations for supplemental contracts, and consideration of a resolution of a special education matter. All members voted aye. Motion carried.

PERSONNEL ACTIONS (051227) Mr. Sharp moved, seconded by Mr. Grafe, to approve the following personnel matters as recommended by the Superintendent:

A. Employment Contracts – beginning 2012-13

Employee Name	Bldg/Assignment	% Contract	2012-13 Salary
Joshua Kauffman	MS/Principal	100	\$92,000

B. Approval of Supplemental/Personal Service Contracts – 2011-12 year

EMPLOYEE	CONT	BLD	CONTRACT POSITION/DUTY	RATE	AMOUNT
Langhorst, Janet	PSC	MS	Accompanist, Orchestra - Spring Concerts-2012		\$100.00
Browning, Robert	PSC	MS	Conductor Services - 2011/12 year		\$100.00
Terrell, David	PSC	DST	Extd School Year Services, Summer 2012-up to 40 hrs	\$35/hr	\$1,400.00
Smith, Cristina	SUPP	DST	Extd School Year Services, Summer 2012-up to 18 hrs	\$35/hr	\$630.00
Fuson, Jennifer	PSC	DST	Extd School Year Services, Summer 2012-up to 36 hrs	\$20/hr	\$720.00
Huon, Lori	SUPP	DST	Extd School Year Services, Summer 2012-up to 7 hrs	\$35/hr	\$245.00
Fogwell, Sharon	PSC	DST	Extd School Year Services, Summer 2012-up to 9 hrs	\$20/hr	\$180.00
Conway, Michael	PSC	ATH	Baseball, Varsity Asst	9%	\$3,298.00
Murray, Ryan	PSC	ATH	Lacrosse Coach, Boys, JV 80%	13%	\$3,810.00

C. Leave of Absence – Unpaid Medical

Last Name	First Name	Assignment	Building	Effective Date
Kuwatch	Michael	Bus Driver	Transportation	Through August 20, 2012

D. Approval of Summer Tech Help - \$12 per hour – Travis Caldwell

E. Approval of Summer Facilities Help - \$10 per hour – Josh Jewett

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PERSONNEL ACTIONS (051227) - continued

F. Tuition Reimbursements

EMPLOYEE	COURSE	COLLEGE	TUITION
Natalie Lohrum	Early Childhood Family-Oriented Service	Ashland Univ	\$380.00
Stephen Meyers	Belize Ecology Field Trip	Miami Univ	\$2,000.00

Roll call vote was as follows:

Mr. Grafe, aye	Mrs. Johnston, aye	Mrs. Lewis, aye
Mr. Lutz, aye	Mr. Sharp, aye	

APPROVAL OF HIGH SCHOOL AUDITORIUM LIGHTING PROJECT BID (051228) Mr. Sharp moved, seconded by Mrs. Lewis, to accept the lowest responsible bid from Atkins and Stang, Inc., in the combined amount of \$323,300, for the High School Auditorium Lighting Replacement Project (including Alternates 2 and 3, House Lighting Controls and Emergency Lighting, respectively, and as specified). Roll call vote was as follows:

Mr. Grafe, aye	Mrs. Johnston, aye	Mrs. Lewis, aye
Mr. Lutz, aye	Mr. Sharp, aye	

CONSIDERATION OF A RESOLUTION OF A SPECIAL EDUCATION MATTER (051230) Mrs. Lewis moved, seconded by Mr. Grafe, to approve the resolution of a Special Education Matter. Roll call vote was as follows:

Mr. Grafe, aye	Mrs. Johnston, aye	Mrs. Lewis, aye
Mr. Lutz, aye	Mr. Sharp, aye	

FIRST READING – POLICY REVISION: FILE E-12 ACCEPTABLE USE OF TECHNOLOGY – Dr. Knudson presented a revision to Policy File E-12, Acceptable Use of Technology, for a first reading. Second reading and approval is anticipated in June 2012.

NEW TEACHER EVALUATION SYSTEM – Dr. Knudson provided a detailed report of the work of the Teacher Evaluation Task Force (ETF), who, pursuant to Article XI, Staff Evaluation, of the Collective Bargaining Agreement (CBA), reviewed the current evaluation policy, instruments, procedures, and standards; considered revised or new evaluation models based on best practices, including consideration of the evaluation tools developed by the Ohio Department of Education (ODE); reviewed compliance with HB 153 and other applicable laws. The ETF was comprised of 14-16 representatives from each building and content area. Their work included a study of the requirements of HB 153 which provides a new Teacher Evaluation System by July 1, 2013 to include ratings based on 50% teacher performance and 50% on student growth and requires every teacher to be evaluated every year. The ETF identified several District Core Values: teacher quality matters; student results; improvement of pedagogical skills; student achievement at levels commensurate with aptitude; and continuous professional improvement. HB 153 requires that teachers be rated as Accomplished, Proficient, Developing, or Ineffective.

The District currently uses the Danielson Model (2002); a new edition (2011) is now available which incorporates 41 observation points. For several years, the District has studied and applied the work of Robert Marzano and Richard DuFour in Professional Learning Communities (PLC). Professional Learning Communities strive to identify what students should learn; understand students' learning; develop and implement strategies to help when a student isn't learning. Teachers will use Marzano's Teacher Scales for Reflective Practice to generate an instructional goal as part of the evaluation system. Teachers will administer a brief confidential survey to a representative group of students in grades 6-12 and use the results to improve their instruction.

The other major component of the new Teacher Evaluation System (TES) as required by HB 153 is student growth. The Evaluation System will identify at least 2 student data points and the value added score must be used if available.

HB 316 which is currently in the legislative process will modify HB 153, changing the timing of the results and addressing students who are not in attendance for a specific number of days. HB 316 will require some modification to the work of the ETF and should be known in mid-June.

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A first reading of this recommendation of a new Teacher Evaluation System will take place at the June 12, 2012 regular board meeting. A second reading and adoption will occur on June 27, 2012. The new Teacher Evaluation System will be incorporated into the current Appendix C in the IHEA Collective Bargaining Agreement.

ADJOURNMENT (051231) Mrs. Lewis moved, seconded by Mr. Sharp, to adjourn the May 29, 2012 special meeting of the Indian Hill Board of Education at 6:30 p.m. Roll call vote was as follows:

Mr. Grafe, aye
Mr. Lutz, aye

Mrs. Johnston, aye
Mr. Sharp, aye

Mrs. Lewis, aye

Board President

Treasurer