Mr. Zuro, President, opened the meeting at 7:00 p.m. noting that it was a regular meeting of the Board of Education and was being held in open session as is required by Section 121.22 of the Ohio Revised Code.

Pledge of Allegiance

Present: Mr. DiMauro, Mr. Field, Mr. Tobin, Mrs. Wright, Mr. Zuro

Student Representative(s) – Devin Oates and Elyse Tremmel reported on planned Homecoming activities.

Educational Focus
- State of Ohio Local Report Card – Mr. Phillip Herman, Superintendent

Public Comments Concerning Agenda Items

Consent Agenda – Mr. Phillip Butto

A. Appropriation Modifications (Greater than $50,000)

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>Account Number</th>
<th>Amount</th>
<th>Notes (if applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>001-0000-2416-410-000000-140-00-000</td>
<td>$(30,000.00)</td>
<td>Appropriation increases and decreases necessary to ensure compliance with various ORC statutes, the Ohio Compliance Supplement, and various other governmental accounting standards.</td>
</tr>
<tr>
<td>General Fund</td>
<td>001-0000-1990-475-000000-140-00-000</td>
<td>$(45,000.00)</td>
<td></td>
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<tr>
<td>General Fund</td>
<td>001-0000-2110-410-000000-140-00-000</td>
<td>$75,000.00</td>
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</tbody>
</table>
B. Purchase Orders

<table>
<thead>
<tr>
<th>PO#</th>
<th>Vendor</th>
<th>Amount</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000683</td>
<td>Apex Learning</td>
<td>$91,820.00</td>
<td>Invoice predates PO (Curriculum)</td>
</tr>
<tr>
<td>2001799</td>
<td>Battelle for Kids</td>
<td>$7,000.00</td>
<td>Invoice predates PO (Curriculum)</td>
</tr>
<tr>
<td>2001765</td>
<td>Executive Charter</td>
<td>$9,760.00</td>
<td>Invoice predates PO (Service Learning)</td>
</tr>
<tr>
<td>2001537</td>
<td>Graduway</td>
<td>$13,000.00</td>
<td>Invoice predates PO (Alumni)</td>
</tr>
<tr>
<td>1905116</td>
<td>Guardian Book Company</td>
<td>$4,968.75</td>
<td>Invoice predates PO (Auxiliary-Walsh)</td>
</tr>
</tbody>
</table>

Motion: Steve DiMauro  
Second: James Field  
Vote: Mr. DiMauro, yes; Mr. Field, yes; Mr. Tobin, yes; Mrs. Wright, yes; Mr. Zuro, yes.  
Motion Approved.

Reports and/or Recommendations of the Treasurer – Mr. Phillip Butto

A. Approval of Minutes

Be It Resolved That: The minutes of the regular meeting of August 26, 2019 and September 9, 2019 be approved.

B. Financial Report

Be It Resolved That: The Hudson City School District Board of Education approves the August 2019 financial report.

C. Gifts and Grants

1. $50.00 – Middle School Hands of Gratitude Program – Mr. and Mrs. Josh Studzinski, 2409 Hudson Aurora Road, Hudson, Ohio 44236.
2. $100.00 – Middle School Hands of Gratitude Program – Northeast Ohio Security and Electronic Solutions, LLC, Mr. and Mrs. Paul Updegraff, 2409 Hudson Aurora Road, Hudson, OH 44236.
3. $100.00 – Hudson Middle School Hands of Gratitude Program – Ms. Regina Schilkowski, 6249 Wessington Drive, Hudson, OH 44236.
4. $200.00 – Hudson Middle School Hands of Gratitude Program – The Kheder Family, 897 Ridgewood Blvd., Hudson, OH 44236.

Motion: Steve DiMauro  
Second: Alisa Wright  
Vote: Mr. Field, yes; Mr. Tobin, yes; Mrs. Wright, yes; Mr. Zuro, yes; Mr. DiMauro, yes.  
Motion Approved.
Reports and/or Recommendations of the *Board of Education*

A. **Superintendent Compensation**

**Be It Resolved That:** The Hudson City School District Board of Education approve a 3.00% increase for the 2019-2020 school year for Superintendent, Phillip Herman in accordance with the Hudson City School District Compensation Strategies and Guidelines, effective August 1, 2019.

*Motion:* Dave Zuro  
*Second:* Steve DiMauro  
*Vote:* Mr. Tobin, yes; Mrs. Wright, yes; Mr. Zuro, yes; Mr. DiMauro, yes; Mr. Field, yes.

Motion Approved.

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Reports and/or Recommendations of the *Superintendent – Mr. Phillip Herman*

A. **Upcoming Events**

- Start With Hello Week – September 23-27, 2019
- Safe Routes Hudson Walk/Bike to School – September 27, 2019
- Alumni Weekend and Hall of Fame Induction – October 4 – 5, 2019

B. **Administrative Compensation**

**Be It Resolved That:** The Hudson City School District Board of Education approve the employee compensation for 2019-2020 for the eligible administrative staff, in accordance with the Hudson City School District Compensation Strategies and Guidelines, effective August 1, 2019. This reflects a 3.00% increase.

**Be It Further Resolved That:** The Hudson City School District Board of Education approve a 4.8% increase to the overall Proposed Salary Range Structure for the administrative staff. (This affects pay ranges only, and does not result in raises for individual employees.)

*Motion:* Steve DiMauro  
*Second:* James Field  
*Vote:* Mrs. Wright, yes; Mr. Zuro, yes; Mr. DiMauro, yes; Mr. Field, yes; Mr. Tobin, yes.

Motion Approved.
C. Non-Represented Compensation

Be It Resolved That: The Hudson City School District Board of Education approve the employee compensation for 2019-2020 for the eligible non-represented staff, in accordance with the Hudson City School District Compensation Strategies and Guidelines, effective July 1, 2019. This reflects a 3.00% increase.

Be It Further Resolved That: The Hudson City School District Board of Education approve a 4.8% increase to the overall Proposed Salary Range Structure for the non-represented staff. (This affects pay ranges only, and does not result in raises for individual employees.)

Motion: James Field
Second: Steve DiMauro
Vote: Mr. Zuro, yes; Mr. DiMauro, yes; Mr. Field, yes; Mr. Tobin, yes; Mrs. Wright, yes.
Motion Approved.

D. Personnel - Retirements

Be It Resolved That: Upon the recommendation of the Hudson City School District Superintendent, the following personnel action be approved.

WHEREAS, this individual will retire after many years of dedicated service to the Hudson City School District; and

WHEREAS, this individual has successfully contributed to the education of hundreds of students during these many years;

BE IT THEREFORE RESOLVED that the Board of Education of the Hudson City School District commends this individual for their outstanding commitment to the pursuit of excellence in the Hudson Schools; and

BE IT FURTHER RESOLVED that said Board of Education extends to this individual its best wishes for an abundance of happiness and continued success as they enter this new phase of their life.

IN WITNESS WHEREOF; we, the members of the Hudson Board of Education, on the twenty-third day of September, 2019, accept the letter of retirement, approve the retirement of and pass this resolution.

Marconi, Jayne Ef. 05-26-20
E. **Certified Personnel**

**Be It Resolved That:** Upon the recommendation of the Hudson City School District Superintendent, the following personnel actions be approved contingent upon all certification/licensure requirements being met.

1. **Change in Classification for the 2019-2020 School Year**
   - Berdsyz, Lara  V-12 to Va-12
   - Crecelius, Stefanie  V-10 to Va-10
   - Davies, James  Va-15 to Vb-15

   - Harrison, Dannielle  3 year
   - Meszaros, Joanne  3 year
   - Neroni, Cynthia  3 year
   - Standley, Eric  3 year

3. **Employment – Substitute for 2019-20 School Year**
   - Currier, Rachel  SLP $33.36/hr
   - DiPaola, Mary Beth  Approved sub rate

4. **Employment – IEP Anywhere Training**
   - Mooney, Meghan  $28.68/hr Ef. 09-12-19

   - Dennis, Wendy  NTE 2 hrs $35.86/hr
   - Dulay, Amanda  NTE 2 hrs $35.86/hr
   - Feskanin, Heidi  NTE 2 hrs $35.86/hr
   - Hall, Katherine  NTE 2 hrs $35.86/hr
   - Lukingbeal, Denise  NTE 2 hrs $35.86/hr
   - Newland, Kari  NTE 2 hrs $35.86/hr
   - Oleksiw, Tammy  NTE 2 hrs $35.86/hr
   - Smoral, Rosemarie  NTE 2 hrs $35.86/hr
   - Thrane, Kelly  NTE 2 hrs $35.86/hr
   - Wenclewicz, Danielle  NTE 2 hrs $28.68/hr

   - Chouloupka, Linda  NTE 2 hrs $35.86/hr
   - Gaspro, Betty Jo  NTE 2 hrs $35.86/hr
   - Matchinga, Kathleen  NTE 2 hrs $35.86/hr
   - Mitchell, Shelby  NTE 2 hrs $28.68/hr
   - Sperry, John  NTE 2 hrs $28.68/hr
   - Wanders, Emily  NTE 2 hrs $35.86/hr

   - Allen-Gladstone, Mary  NTE 2 hrs $35.86/hr
   - Belza, Jennifer  NTE 2 hrs $35.86/hr
   - Brockway, John  NTE 2 hrs $35.86/hr
   - Denges, Carrie  NTE 2 hrs $35.86/hr
   - Jennings, Elizabeth  NTE 2 hrs $28.68/hr
   - Nivert, Sharon  NTE 2 hrs $35.86/hr
   - Oshaben, Jennifer  NTE 2 hrs $35.86/hr
   - Robbins, Marie  NTE 2 hrs $28.68/hr
   - Ruf, Callan  NTE 2 hrs $28.68/hr
   - Sivert, Michael  NTE 2 hrs $35.86/hr
### 8. Employment - Local Professional Development Committee - 2019-20 School Year

<table>
<thead>
<tr>
<th>Name</th>
<th>Hours</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strobelt, Kerri</td>
<td>NTE 2 hrs</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Sutton, Allison</td>
<td>NTE 2 hrs</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>VanderSchie, DeAnna</td>
<td>NTE 2 hrs</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Walker, Danielle</td>
<td>NTE 2 hrs</td>
<td>$28.68/hr</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Name</th>
<th>Hours</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antes, Jennie</td>
<td>NTE 20 hrs</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Blue, Annette</td>
<td>NTE 20 hrs</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Catalano-Jones, Susan</td>
<td>NTE 20 hrs</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Matchinga, Kathleen</td>
<td>NTE 20 hrs</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Pearson, Jennifer</td>
<td>NTE 20 hrs</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Von Ville, Gina</td>
<td>NTE 20 hrs</td>
<td>$35.86/hr</td>
</tr>
</tbody>
</table>

### 10. Employment - ACT & SAT Proctors - NTE 100 Total Hrs - 2019-20 School Year

<table>
<thead>
<tr>
<th>Name</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boyd, Crystal</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Carbaugh, Brian</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Conroy, Susan</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Davies, James</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Haggerty, Kelsey</td>
<td>$35.86/hr</td>
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<tr>
<td>Laudato, Shelley</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Milligan, Paul</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Montecalvo, Judy</td>
<td>$28.68/hr</td>
</tr>
<tr>
<td>Procaccio, Sandra</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Schmidt, Michael</td>
<td>$35.86/hr</td>
</tr>
<tr>
<td>Van Dyke, Jill</td>
<td>$28.68/hr</td>
</tr>
<tr>
<td>Widdowson, Linda</td>
<td>$35.86/hr</td>
</tr>
</tbody>
</table>

### 11. Employment - MS Detention & After School Tutoring - 2019-20 School Year

<table>
<thead>
<tr>
<th>Name</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gayheart, Barbara</td>
<td>$28.43/hr</td>
</tr>
<tr>
<td>Nemec, Kathryn</td>
<td>$28.43/hr</td>
</tr>
<tr>
<td>Wallace, Katielynn</td>
<td>$28.43/hr</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Name</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carr, Bryan</td>
<td>$28.43/hr</td>
</tr>
<tr>
<td>Conroy, Susan</td>
<td>$28.43/hr</td>
</tr>
<tr>
<td>Hill, James</td>
<td>$28.43/hr</td>
</tr>
<tr>
<td>Mangol, Brian</td>
<td>$28.43/hr</td>
</tr>
<tr>
<td>Schuch, Joseph</td>
<td>$28.43/hr</td>
</tr>
<tr>
<td>Van Dyke, Jill</td>
<td>$28.43/hr</td>
</tr>
<tr>
<td>Zustin, Marc</td>
<td>$28.43/hr</td>
</tr>
</tbody>
</table>

### F. Support Personnel

**Be It Resolved That:** Upon the recommendation of the Hudson City School District Superintendent, the following personnel actions be approved.

1. **Resignation**

<table>
<thead>
<tr>
<th>Name</th>
<th>District</th>
<th>Ef.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Camper, Paul</td>
<td>HCER</td>
<td>02-24-19</td>
</tr>
<tr>
<td>DiBlasio, Nikolas</td>
<td>HCER</td>
<td>02-28-19</td>
</tr>
</tbody>
</table>
2. Employment
   a. Bedell, Theresa – Educ Aide/Lunch, Class 11.05, Step 1, $14.36 hrly, 1.75 dly hrs, S186 day assign, Ef. 09-23-19
   b. Brodbeck, Tammy – Secretary, Class 6, Step 1, $15.84 hrly, 7 dly hrs, 188 day assign, Ef. 09-23-19
   c. Dunn, Jordan – Custodian, Class 3, Step 1, $15.84 hrly, 8 dly hrs, S260 day assign, Ef. 09-10-19
   d. Finkenthal, Marla – Educ Aide/Bookstore, Class 11.05, Step 3, $15.53 hrly, 3.75 dly hrs, 121 day assign, Ef. 09-23-19
3. Employment – Retire/Rehire for the 19-20 School Year
   Enright, Deborah, Class 5, Step 1, $16.52
4. Employment – Training Time
   Brodbeck, Tammy – Secretary, $15.84 hrly, NTE 16 hrs, Ef. 09-18-19
5. Employment – Substitutes
   Catoe, Jennifer Approved sub rates Ef. 09-23-19
   DeVitis, Michelle Approved sub rates Ef. 09-11-19
   Ellsworth, Kimberly Approved sub rates Ef. 09-10-19
6. Employment – Community Ed & Rec
   Good, Maria - Explorer Zone, $10.00 hrly, Ef. 09-16-19
   Green, Courtney - Explorer Zone, $10.00 hrly, Ef. 09-11-19
   Stecker, Molly - Explorer Zone, $8.55 hrly, Ef. 09-9-19
7. Change in assignment
   Collins, Michele – from Secretary I, Class 5, Step 12, $20.74 hrly, 7 dly hrs, S260 day assign to Secretary I, Class 5, Step 12, $20.74 hrly, 8 dly hrs, S213 day assign, Ef. 10-01-19

G. Extracurricular Personnel

Be It Resolved That: Upon the recommendation of the Hudson City School District Superintendent, the following personnel actions be approved.
1. Supplemental/Extracurricular Contracts/Academic/Certfd - 2019-20 School Yr
   High School - Stipend per Negotiated Agreement
      Debate/Speech, Ast Stiffler, Jessica 3.00%
   Intervention Team
      Stipend range from $300 to $900 per Negotiated Agreement
      Marshall, Melanie EV – Member-co $450
2. Supplemental /Extracurricular/Academic – 2019-20 School Yr
   Jones, Matthew HS H2BE Hiking Trip Volunteer
   Kanning, Emma HS FIRST Robotics Volunteer
   McClory, William HS H2BE Hiking Trip Volunteer
   Thomas, David HS FIRST Robotics Volunteer
   High School - Stipend per Negotiated Agreement
      Basketball Boys, Ast Stockard, Thomas 15.21%
      Bowling Brockway, John 11.70%
      Cheerleader Coach Ast (Fall) Langston, Chelsie 4.25%

**High School** - Stipend per Negotiated Agreement

- Basketball, Boys, Ast-co: Kessick, Christopher 5.85%
- Basketball Coach, Girls: Lawler, Dennis 25.20%
- Field Hockey, Ast: Oliver, Erin Volunteer
- Soccer Coach, Boys, Ast: Congrove, John Volunteer
- Soccer Coach, Boys, Ast: Pezzaniti, Maurizio Volunteer
- Swim, Ast: Miller, Daniel 11.76%
- Swim, Ast: Riede, Matthew 10.78%
- Wrestling, Ast: Carbone, Addison 11.70%
- Wrestling, Ast: Gerardi, Garrett 11.70%

Motion: Tom Tobin
Second: Steve DiMauro
Vote: Mr. DiMauro, yes; Mr. Field, yes; Mr. Tobin, yes; Mrs. Wright, yes; Mr. Zuro, yes.

Motion Approved.

**H. Strategic Plan**

**Be It Resolved That:** The Hudson City School District Board of Education approves the proposal from The Impact Group to assist in the development of a three-year strategic plan, including multi-phase engagement and development process over several months, creating a plan that articulates the vision, mission and goals that are necessary for the district’s future success. Contract investment for services is $27,500.

Motion: James Field
Second: Tom Tobin
Vote: Mr. Field, yes; Mr. Tobin, yes; Mrs. Wright, yes; Mr. Zuro, yes; Mr. DiMauro, yes.

Motion Approved.

**I. Extracurricular Travel Study**

**Be It Resolved That:** The Hudson City School District Board of Education approve the following Extracurricular Travel Study Programs.

- **Hudson High School**
  - Service Learning: Camp Ledgewood October 15 – 16, 2019
  - Service Learning: Adams & Brown Counties April 20 – 24, 2020

- **Model United Nations**
  - Gannon University November 8 - 9, 2019
  - George Washington Univ. April 2 – 5, 2020

- **Hudson High School Orchestras**
  - National Orchestra Cup March 5 – 8, 2020

Motion: Steve DiMauro
Second: Alisa Wright
Vote: Mr. Tobin, yes; Mrs. Wright, yes; Mr. Zuro, yes; Mr. DiMauro, yes; Mr. Field, yes.

Motion Approved.
J. **Extracurricular Program Addition**

**Be It Resolved That:** The Hudson City School District Board of Education approve the following extracurricular programs.

- African-American Awareness Club
- Community Chat Club

Motion: James Field  
Second: Steve DiMauro  
Vote: Mrs. Wright, yes; Mr. Zuro, yes; Mr. DiMauro, yes; Mr. Field, yes; Mr. Tobin, yes.

Motion Approved.

Reports and/or Recommendations from the **Director of Pupil Services – Mrs. Kelly Kempf**

A. **Bullying Report**

B. **Contractual Services: Educational Service Center of Geauga County**

**Be It Resolved That:** The Hudson Board of Education amends their agreement with the Educational Service Center of Geauga County to provide educational and related services for one student for the 2019-20 school year at a cost NTE $55,000. This replaces the previously approved resolution from August 12, 2019.

Motion: Steve DiMauro  
Second: James Field  
Vote: Mr. Zuro, yes; Mr. DiMauro, yes; Mr. Field, yes; Mr. Tobin, yes; Mrs. Wright, yes.

Motion Approved.

Unfinished Business

Public Comments Concerning Non-Agenda Items

New Business

A. **Regular Meetings**
   - Monday, October 14, 2019 7:00 PM – High School Media Center
   - Monday, October 28, 2019 7:00 PM – High School Media Center

B. **Board of Education Coffees**
   - Wednesday, October 9, 2019 7:00 – 8:30 PM Panera
   - Thursday, November 14, 2019 8:00 – 9:30 AM Panera

C. **Fireworks on Friday for Homecoming**

D. **Hudson Community First-Take a Second Make a Difference nominations due October 1.**
### Adjournment

**Be It Resolved That:** The Hudson City School District Board of Education Meeting be adjourned.

- **Motion:** Dave Zuro
- **Second:** Alisa Wright
- **Vote:** Mr. DiMauro, yes; Mr. Field, yes; Mr. Tobin, yes; Mrs. Wright, yes; Mr. Zuro, yes.

Motion Approved.

The meeting adjourned at 8:51 p.m.

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**President**

**Treasurer**

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Video of this meeting is available at [www.hudson.k12.oh.us/Page/2251](http://www.hudson.k12.oh.us/Page/2251).