YOUNGSTOWN BOARD OF EDUCATION

- A G E N D A -

Tuesday, January 12, 2016
6:00 p.m.
- Board Room –
- Formal Meeting -
  I.L. Ward
REGULAR BOARD MEETING
January 12, 2016
AGENDA

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL

IV. APPROVAL OF AGENDA

V. APPROVAL OF MINUTES
   Regular
   December 22, 2015

VI. COMMUNICATIONS/RECOGNITIONS

VII. REQUESTS TO ADDRESS THE BOARD (Citizens Participation)

VIII. BOARD RECOMMENDATIONS/PRESENTATION [ORANGE]
   • Resolution Honoring Morris Parker

IX. TREASURER’S RECOMMENDATIONS [BLUE]

X. SUPERINTENDENT’S RECOMMENDATIONS
   • Superintendent’s Motions/Recommendations/Resolutions [PURPLE]
   • Business Office Recommendations [GREEN]
   • Personnel Recommendations [YELLOW]
   • Policy Recommendations [PINK]

   (Third Reading)
   • Policy 9211 - District Support Organizations (Revised)

XI. BOARD REPORTS/ COMMITTEE CHAIR’S REPORTS

XII. TREASURER’S REPORT

XIII. SUPERINTENDENT’S REPORT

XIV. UNFINISHED BUSINESS

XV. NEW BUSINESS

XVI. EXECUTIVE SESSION

XVII. ADJOURNMENT

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District’s business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda.
BOARD OF EDUCATION

The undersigned chair or presiding officer, under oath, certifies that a meeting of the Board of Education was held on __________________________. The Board closed its meeting as permitted by the Open Meetings Act of Ohio. The only matters considered or discussed during the closed portion of executive session of its meeting are as checked below:

1. _________ The appointment, employment, dismissal, discipline, promotion, demotion, or compensation of an employee or the investigation of charges or complaints against an employee, official, licensee or student, unless the employee, official, licensee or student requests a public hearing;

2. _________ The purchase of property for public purposes or the sale of property at competitive bidding;

3. _________ Conferences with the board’s attorney to discuss matters which are the subject of pending or imminent court action;

4. _________ Preparing for, conducting, or reviewing negotiations or bargaining sessions with employees;

5. _________ Matters required to be kept confidential by federal law or rules or state statutes;

6. _________ Specialized details of security arrangements.

This _____ day of __________________,  

________________________________________  
Chair or Presiding Officer
SUPERINTENDENT’S
MOTIONS/RECOMMENDATIONS

January 12, 2016
I wish to recommend to the Board the following recommendation:

SUPERINTENDENT’S RECOMMENDATION
TO THE BOARD OF EDUCATION
January 12, 2016

Item 1: I recommend the Board approve the Memorandum of Understanding ("MOU") for a retirement bonus plan for the 2015-2016 School Year, totaling a potential gross amount not to exceed Ten Thousand Dollars ($10,000), made by and between the Board of Education of the Youngstown City School District ("Board") and the Youngstown Education Association, OEA-NEA ("YEA"), subject the terms and conditions of the attached MOU.
Memorandum of Understanding
Between
The Youngstown City School District
and
The Youngstown Education Association, OEA-NEA
Regarding
Retirement Bonus for 2015-2016 School Year

This Memorandum of Understanding ("MOU") is made by and between the Board of
Education of the Youngstown City School District ("Board") and the Youngstown Education
Association, OEA-NEA ("YEA").

RECITALS

A. The Board and the YEA are parties to a Collective Bargaining Agreement
("CBA") which contains various terms and conditions of employment for members of the
bargaining unit represented by the YEA and employed by the Board.

B. The Board and the YEA desire to establish a one-time retirement bonus for
eligible employees during the 2015-2016 school year.

AGREEMENT

In consideration of, and subject to, the terms and conditions (including the recitals
hereinabove) stated in this MOU, the parties agree as follows:

1. Eligible employees shall be paid by the Board a one-time retirement bonus
consisting of Five Thousand Dollars ($5,000.00) lump sum, plus $52.08 for each
day school is in session and actually worked by the Employee between January 1,
2016 and May 27, 2016, totaling a potential gross amount not to exceed Ten
Thousand Dollars ($10,000.00), which shall be paid on or before July 31, 2016,
subject to all required payroll withholdings and deductions, upon the following
terms and conditions.

2. To be an eligible employee for the one-time retirement bonus,

a) the employee shall, by January 15, 2016, give to the Board's treasurer,

(1) a written notification of intent to retire under STRS by the first
workday of the 2016-2017 school year; and

(2) an irrevocable letter of resignation to be effective on June 30,
2016, not sooner or later than June 30, 2016; and
b) the Board must receive from STRS on or before the first workday of the 2016-2017 school year, written confirmation that the employee's retirement under STRS is effective to begin no later than the first workday of the 2016-2017 school year; and

c) the employee shall be at work through the end of the 2015-2016 school year; and

d) the Board must determine, in its sole discretion, upon the recommendation of its Superintendent and its Treasurer, that an appropriate number of employees met the eligibility requirements set forth in 2 a and 2 b above, and such number of eligible employees is financially beneficial to the Board. If the Board determines that such a number is not financially beneficial to the Board, then the letters of resignation shall be considered withdrawn and of no force or effect, and the Board shall not be liable to pay any of such one-time retirement bonuses.

3. If, for any reason, the Academic Distress Commission and/or its Chief Executive Officer lawfully cause this MOU to be unenforceable, then the Board shall not be liable to pay any of such one-time bonuses and the resignations submitted by the employees shall be considered withdrawn and of no force or effect.

4. If the one-time retirement bonus provisions herein are effectuated by the Board and not otherwise cancelled or determined to be unenforceable, then the YEA shall waive the salary schedule placement limitations in Sections 8.014 A, E, and F of the CBA, thereby permitting the Board to provide recruitment incentives to obtain new teachers in areas of need by placing them on the salary schedule as determined by the Board upon recommendation by its Superintendent and Treasurer. This provision will be in effect through the 2016-2017 school year.

WHEREFORE, the Parties have signed this MOU, by and through their duly authorized representatives to be effective for the 2015-2016 school year, upon ratification by the membership of YEA and by the Board.

AGREED:

The Youngstown Education Association, OEA-NEA  

By: [Signature]

Board of Education of the Youngstown City School District

By: [Signature]
Larry Ellis, YEA President

Date: 1/6/05

Stephen A.
Stohla, Interim Superintendent

Date: 1/6/10
SUPERINTENDENT’S

PERSONNEL RECOMMENDATION

Human Resources

January 12, 2016
SUPERINTENDENT’S PERSONNEL RECOMMENDATIONS
TO THE BOARD OF EDUCATION
January 12, 2016

Item 1: I wish to recommend to the Board the following CERTIFICATED APPOINTMENTS for the 2015-2016 School Year:

For the record: Limited Contract Teacher – will be paid out of (Fund 001)
-10 months, 183 days-BA, Step 3-$36,853.00-(Email added) effective January 4, 2016
Leah Kardoulia

Supervisor of Auxiliary and Non-Public School Services – Funds (401) – (572) – not to exceed 29 hours a week at an hourly rate of $29.83; (pending pre-employment requirements) effective January 13, 2016
Mary Ann Whiteleaf

Principal – (Fund 001) – DTTC at Volney for the remainder of the 2015-2016 school year; $68,662.40-(Email added) effective January 13, 2016
Carol Staten

Assistant Principal – (Fund 001) – DTTC at Volney for the remainder of the 2015-2016 school year; $63,261.00 – (Email added) effective January 13, 2016
Carl Sims

Resignation Replacement Cosmetology Instructor - Long Term Substitute Teacher – (Fund 001) – To be used on an as needed basis (pending pre-employment requirements) effective January 13, 2016
• $75.00 a day or from day 1 to day 10 in the same position
• $80.00 a day from day 11 to day 60 in the same position
• $172.36 a day from day 61 to day 183 in the same position
Stephanie Berarducci

Utility Administrator – (Fund 001) – not to exceed 29 hours per week on an “as needed” basis at an hourly rate of $29.83; (pending pre-employment requirements) effective January 13, 2016
John Grahovac
Wanda Clark
Positive Student Support Team Teacher Leader - (Fund 001) – Chaney Campus Supplemental Contract 6.5% of base salary per YEA contract:
Madonna Barwick

Tutors – (Fund 572) – M.L. King Elementary - $25.00 per hour, to be used on an as needed basis, not to exceed 25 hours per week, effective January 19, 2016 through May 20, 2016:
Kyleigh Allen

Tutors- (Fund 572) – Williamson Elementary - $25.00 per hour, to be used on an as needed basis, not to exceed 25 hours per week, effective January 19, 2016 through May 20, 2016:
Megan Reinhart

Tutors- (Fund 572) – $25.00 per hour, to be used on an as needed basis, not to exceed 25 hours per week, effective January 19, 2016 through May 20, 2016:
Sasha Ann Detwiler

Assistant Tutor – (Fund 572)- $15.50 per hour for Non-YEA Members, to be used on an as needed basis, not to exceed 25 hours per week, effective January 19, 2016 through May 20, 2016:
Amber Ciriello

Substitute Teacher: (Fund 001) - To be used on an as needed basis not to exceed 25 hours per week; effective 01/13/2016:
- 75.00 a day or from day 1 to day 10 in the same position
- $80.00 a day from day 11 to day 60 in the same position
- $172.36 a day from day 61 to day 183 in the same position
Dwan Glover

Spring Sports Supplemental Contract – (Fund 001) – Percentages are based upon teacher base salary per YEA Agreement:

East High School

Jerron Jenkins Head Boys Track Coach $3,805.80 (12%)
Phillip House Asst. Boys Track Coach $1,902.90 (6%)
Brandon Dotson Asst. Boys Track Coach $1,902.90 (6%)
Mark Greene Head Girls Track Coach $3,805.80 (12%)
Shaunda Yancey Asst. Girls Track Coach $1,902.90 (6%)
Robert Wyant Baseball Head Coach $3,805.80 (12%)
Jacob Smith Asst. Baseball Coach $1,902.90 (6%)
Tressa Scahill Head Softball Coach $3,805.80 (12%)

Chaney VPA/STEM

Ken Haid 7th & 8th Boys Track Coach $1,902.90 (6%)
Matt Garcher 7th & 8th Boys Track Coach $1,902.90 (6%)
Michelle Elias 7th & 8th Girls Track Coach $1,902.90 (6%)
Suzanne Harding 7th & 8th Girls Track Coach $1,902.90 (6%)
Item 2: I wish to recommend to the Board the following **CERTIFICATED LEAVES OF ABSENCE for the 2015-2016 School Year**:

**Teacher**

Pursuant to the agreement with Youngstown Education Association (YEA) and the Board of Education, the following leave of absence will be concurrent with the provisions of the Family and Medical Leave Act (FMLA) of 1993:

- Jennifer Chandler  
  Medical Leave  
  Effective 09/24/2015-11/06/2015
- Jennifer Chandler  
  Medical Leave  
  Effective 12/09/2015-02/02/2016
- Douglas Eisenbraun  
  Medical Leave  
  Effective 12/13/2015-02/07/2016
- Corissa Freeman  
  Medical Leave  
  Effective 12/03/2015-02/11/2016
- Marsha Guy  
  Medical Leave  
  Effective 10/26/2015-01/04/2016
- Saada Latouf  
  Medical Leave  
  Effective 01/05/2016-03/29/2016
- Beth Myers  
  Medical Leave  
  Effective 01/15/2016-02/21/2016

Item 3: I wish to recommend to the Board the following **CLASSIFIED APPOINTMENTS for the 2015-16 School Year**:

**Full time Crossing Guard** -- (Fund 001) - $8.32 per hour; will be replacing retired employees; effective 01/04/2016
- Ervin Caminero
- Ralph Hardin

**Full time Administrative Assistant (Exempt)** - (Fund 001) - Salary $39,000.00 (prorated $16,494.88); effective 1/04/2016 to be (paid retroactively)
- Demetra Veal

**Full time Secretary** - Fund 001 - Salary $26,533.00 (prorated $12,605.58); Effective 1/08/2016
- Towanna Stevens

**Full-time Educational Assistant** - (Fund 001) - $12.67 per hour; effective 01/04/2016 (pending pre-employment requirements)
- Kathryn Chadwick

Item 4: I wish to recommend to the Board the following **CLASSIFIED LEAVE OF ABSENCE for the 2015-2016 School Year**:

**Educational Assistant**
- Wildemina Ocasio-Sanchez  
  FMLA  
  Effective 01/04/2016 - 2/05/2016
Item 5: I wish to recommend to the Board the following CLASSIFIED RESIGNATIONS for the 2015-16 School Year:

**Cosmetology Instructor**
Sharon Edwards  Personal Reasons  Effective 01/15/2016

**Bus Garage Mechanic**
Raymond Rush  Personal Reasons  Effective 12/22/2015

Item 6: I wish to recommend to the Board the following CLASSIFIED RETIREMENT for the 2015-2016 School Year:

**Storeroom Keeper**
Andrew Carroll  Retirement  Effective 12/28/2015

Item 7: **Organizational Chart** - Custodial Workers under Chief of Operations
SUPERINTENDENT'S RECOMMENDATIONS

POLICY RECOMMENDATIONS

January 12, 2016
SUPERINTENDENT’S POLICY RECOMMENDATIONS
TO THE BOARD OF EDUCATION
January 12, 2016

Third Reading

Item 1: I wish to recommend to the Board of Education to approve the following revised policy:
  • Policy 9211 - District Support Organizations (Revised)
DISTRICT SUPPORT ORGANIZATIONS

The Board of Education appreciates the efforts of all organizations whose objectives are to enhance the educational experiences of District students, to help meet educational needs of students and/or provide extra educational benefits not provided for, at the time, by the Board.

District support organizations are defined as any non-profit entity, group, or other organization formed and operating for the purpose of supporting District programs.

Each support organization must maintain and provide proof of general liability insurance coverage. The Board shall offer the opportunity for any authorized school support entity to receive coverage under the District's liability insurance program to protect the entity against claims resulting from damage or injury resulting from any act or omission of any school-support entity. The entity shall pay for such coverage upon written notification from the Treasurer.

Because of the connection between support organizations and the School District programs and students, and because of the common use of the School District name in connection with the organization’s activities, the public perception may be that the organizations and their activities are school-sponsored and approved by the Board, notwithstanding the fact that such organizations are independent entities, are not agents of the Board, and are not under the control or authority of the Board. In order to prevent disruption to the District’s educational programs and injury to the District’s reputation by conduct and activities of a support organization which are inconsistent with the District’s mission, only organizations formally recognized by the Board will be permitted to use the School District name, as well as any logos or other insignia or emblems associated with and used to identify the District and/or school-sponsored programs and activities.

The following rules and procedures shall govern the working relationships between the Board, administration, and any District support organization. The Board may revoke formal recognition of any support group that fails to comply with these rules:

A. School employees and Board-approved school volunteers may not be directly compensated in any manner by District support organizations.

B. In addition to parents, membership should be made available to District staff and members of the community.

C. Each District support organization shall work in cooperation with the principal and other staff members and shall abide by the policies of the Board.

D. It shall be the responsibility of each District support organization to monitor its activities to assure compliance with Board Policy.
E. **A determination letter from the Internal Revenue Service that verifies the organization is a tax-exempt organization in good standing as described in Section 501(c)(3) of the Internal Revenue Code (if applicable).**

F. **A copy of the support organization’s Bylaws and any amendments.**

G. **A current list of names, addresses and titles of each officer of the organization. No administrative employee of the School District may be an officer of the booster organization in order for the organization to obtain Board recognition.**

H. **A description of the projects or activities the organization intends to undertake during the ensuing school year and the objective and goals of such projects or activities.**

I. Each District support organization is encouraged to set goals that are consistent with those of the particular programs, activities or sports being supported as articulated by the coach/advisor and/or athletic director of such program, activity or sport, to avoid duplication of effort and to maximize the benefit to the organization or group.

J. The activities of District support organizations shall not involve the use of public funds and the District shall not assume responsibility for any purchases made on behalf of any support organization governed by this policy. The school district tax identification number shall not be used for District support organization purchases.

K. The time, date, purpose, location and conduct of all fund-raisers on District property shall have prior approval of the administration. District support organizations are encouraged to communicate their preferred activity dates to the administration as soon as possible as consideration for dates and facilities will be given on a first come, first served basis.

L. Each District support organization must abide by the policies and guidelines established for the use of District facilities and grounds. Projects that require any modification or alteration to District property must be pre-approved by the Superintendent.
M. All food items and beverages available for sale to students that will be consumed on the school campus (any area of property under the jurisdiction of the school that is accessible to students during the school day) during the school day (the period from the midnight before, to thirty (30) minutes after the end of the official school day) as fund-raisers, including items sold by student clubs and organizations, parent groups, or booster clubs, shall comply with the current USDA Dietary Guidelines for Americans and the USDA Smart Snacks in School nutrition standards. Fund-raisers also include giving away goods or services, but suggesting a monetary donation. All activities must be approved by the principal, in advance. If approved, fund-raisers that involve the sale of food items or beverages to students on campus must be consistent with regulations established in Policy 8550, Competitive Foods.

N. Proceeds from District support organization fund-raisers shall not be commingled with a student activity or other Board accounts. Board employees who commingle such proceeds with a student activity or other Board account shall be subject to discipline.

O. The Superintendent shall implement administrative guidelines that require each District support organization's fund-raising activities be in compliance with Board policies and that the funds generated by such fund-raising activities and donated to the District are used for school-related projects that have the approval of the Superintendent and principal.

P. District support organizations are encouraged to obtain 501(c)(3) status so that community members may properly take tax deductions for donations to the organization.

Q. Donations from District support organizations must be made in accordance with Board Policy 7230 and any accompanying guidelines. Donations shall become the property of the Board and used in a manner determined by the Board, in accordance with its policies and administrative guidelines.

Ohio Ethics Commission Advisory Opinion 2008-01
R.C. 3313.203
7 C.F.R. Parts 210 and 220

Adopted: 8/24/04
Revised: 5/12/09
Revised: 12/9/14
Revised: