YOUNGSTOWN BOARD OF EDUCATION

- A G E N D A -

Tuesday, March 26, 2013
5:30 p.m. — Caucus
- Formal Meeting -
Irene Ward Building — Board Room
THE PUBLIC SCHOOLS
YOUNGSTOWN, OHIO

REGULAR BOARD OF EDUCATION MEETING

March 26, 2013
5:30 p.m. – Caucus
– Formal Meeting –
Irene Ward Building – Board Room

- A G E N D A -

I. Pledge of Allegiance

II. Roll Call

III. Executive Session (if necessary)

IV. Approval of Agenda

V. Communications
   a. Written

VI. Citizen Participation

VII. Board Reports
    a. Board Comments
    b. Student Board Members’ Report
    c. Board Executive Facilities’ Report
    d. Board President’s Report

VIII. Executive Report
    a. Treasurer’s Report
    b. Superintendent’s Report

IX. Unfinished Business

X. New Business (the following items are presented to the Board as New Business)
BOARD OF EDUCATION:

OFFICE OF THE TREASURER:

RESOLUTION NO. 50-13
A Resolution Accepting the Amounts and Rates as Determined by the Budget Commission and Authorizing the Necessary Tax Levies and Certifying Them to the County Auditor ..................................................1

OFFICE OF THE SUPERINTENDENT:

RESOLUTION NO. 51-13
A Resolution to Approve Revised Policy on Employment of Administrators .................................................................2

RESOLUTION NO. 52-13
A Resolution to Approve Revised Policy on Evaluation of Administrators ..............................................................................3

RESOLUTION NO. 53-13
A Resolution to Approve Revised Policy on Reduction In Staff..............4

RESOLUTION NO. 54-13
A Resolution to Approve Replacement Policy on Access To District Technology Resources From Personal Communication Devices ..........5

Department of Academic Affairs:

Department of Business Affairs:

Department of Human Resources:

RESOLUTION NO. 55-13
Certificated Personnel: Appointment ..................................................6

RESOLUTION NO. 56-13
Certificated Personnel: Leaves of Absence, Resignation and Retirements ..................................................................................7

RESOLUTION NO. 57-13
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RESOLUTION NO. 58-13
Classified Personnel: Leaves of Absences, Resignation and Retirements ..................................................................................9
XII. Recommendations

Recommendation on Appeal Hearing for the Suspension of Jerald Crump.................................................................10

Recommendation on Appeal Hearing for the Expulsion of Tony Dabney.................................................................11

Comments

Adjournment
YOUNGSTOWN BOARD OF EDUCATION – Executive Sessions

Exhibit
Executive Sessions

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

YOUNGSTOWN BOARD OF EDUCATION
The Public Schools
Youngstown, Ohio
Office of the Treasurer

RESOLUTION NO. 50-13

RESOLUTION ACCEPTING THE AMOUNTS AND RATES AS DETERMINED BY THE BUDGET COMMISSION AND AUTHORIZING THE NECESSARY TAX LEVIES AND CERTIFYING THEM TO THE COUNTY AUDITOR
(CITY, VILLAGE OR LOCAL BOARD OF EDUCATION)
Revised Code Sections 5705.34-5705.35

The Board of Education of the Youngstown School District, Mahoning County, Ohio, met in regular session on the _____ day of _____ 2013, at the office of the Board of Education, 20 West Wood Street with the following members present:

_________________________________________  ______________________________________

_________________________________________  ______________________________________

_________________________________________  ______________________________________

_________________________________________

moved the adoption of the following Resolution:

WHEREAS, this Board of Education in accordance with the provisions of law has previously adopted a Tax Budget or has been granted the authority by the Mahoning County Budget Commission to waive this requirement for the next succeeding fiscal year commencing July 1, 2013; and

WHEREAS, the Budget Commission of Mahoning County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part within, the ten mill limitation;
Resolution No. _50-13_ continued

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Youngstown School District, Mahoning County, Ohio, that the amounts and rates as determined by the Budget Commission in its certification, be and the same are hereby accepted; and

BE IT FURTHER RESOLVED, that there be and is hereby levied on the tax duplicate of said School District the rate of each tax necessary to be levied within and without the ten mill limitation; and

BE IT FURTHER RESOLVED, that the Treasurer of this Board be and is hereby directed to certify a copy of this Resolution to the County Auditor of said County.

__________________________ seconded the Resolution and the roll being called upon its adoption the vote resulted as follows:

__________________________  __  ______________________  __

__________________________  __  ______________________  __

__________________________  __  ______________________  __

Adopted the ____ day of March 2013

__________________________
Treasurer of the Board of Education of the
Youngstown School District, Mahoning County, Ohio
Resolution No. _______ continued

CERTIFICATE OF COPY

ORIGINL ON FILE

The State of Ohio, Mahoning County, ss.

I, ____________, Interim Treasurer of the Board of Education of the Youngstown City School District in said County, and in whose custody the Files and Records of said Board are required by the laws of the State of Ohio to be kept, do hereby certify that the foregoing is taken and copied from the original minutes of the Regular Meeting of the Board of Education held on ________, 2013 at the office of the Board of Education, 20 West Wood Street now on file with said Board, that the foregoing has been compared by me with said original document, and that the same is a true and correct copy thereof.

WITNESS my signature this ___ day of ___ 2013.

______________________________

Treasurer of the Board of Education of the Youngstown School District, Mahoning County, Ohio

A copy of this resolution must be certified to the Mahoning County Auditor within the time prescribed by section 5705.34 of the Ohio Revised Code, or at such a later date as may be approved by the Board of tax appeals.

Filed ________________, 2013

Mike Sciortino, County Auditor

By ______________________   Deputy Auditor
## SCHEDULE A

**SUMMARY OF AMOUNTS REQUIRED FROM GENERAL PROPERTY TAX APPROVED BY BUDGET COMMISSION AND COUNTY AUDITOR’S ESTIMATED TAX RATES**

<table>
<thead>
<tr>
<th>Fund</th>
<th>Amount Approved by Budget Commission Inside 10 Mill Limitation (Column I)</th>
<th>Amount to Be Derived from Levies Outside 10 Mill Limitation (Column II)</th>
<th>County Auditor’s Estimate of Tax Rate to be Levied Inside 10 Mill Limit (Column III)</th>
<th>County Auditor’s Estimate of Tax Rate to be Levied Outside 10 Mill Limit (Column IV)</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>$2,149,729.00</td>
<td>$18,487,826.00</td>
<td>4.20</td>
<td>42.40</td>
</tr>
<tr>
<td>Bonds</td>
<td></td>
<td>$1,996,177.00</td>
<td>3.90</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bonds TY26</td>
<td></td>
<td>$511,840.00</td>
<td>1.00</td>
<td></td>
</tr>
<tr>
<td>Classroom</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Facilities</td>
<td></td>
<td>$255,920.00</td>
<td>0.50</td>
<td></td>
</tr>
<tr>
<td>Emergency TY11</td>
<td></td>
<td>$5,630,242.00</td>
<td>11.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>$2,149,729.00</td>
<td>$26,882,005.00</td>
<td>4.20</td>
<td>58.80</td>
</tr>
</tbody>
</table>
SCHEDULE B
CURRENT PROPERTY VALUES AND LEVIES OUTSIDE 10 MILL LIMITATION,
EXCLUSIVE OF DEBT LEVIES
(see Schedule B attached)

And be it further

RESOLVED, That the Treasurer of this Board be and is hereby directed to certify a copy of this Resolution to the County Auditor of said County.

Mr./Ms. ________________________________ seconded the Resolution and the roll being called upon its adoption the vote resulted as follows:

Mr./Ms. ________________________________
Mr./Ms. ________________________________
Mr./Ms. ________________________________
Mr./Ms. ________________________________

Adopted the ________ day of ________________, 2013.

________________________________________
Treasurer of the Board of Education of the
Youngstown School District, Mahoning County, Ohio
CERTIFICATE OF COPY
ORIGINAL ON FILE

The State of Ohio, Mahoning County, ss.

I, ________________________ Treasurer of the Board of Education of the Youngstown School District in said County, and in whose custody the Files and Records of said Board are required by the laws of the State of Ohio to be kept, do hereby certify that the foregoing is taken and copied from the original ____________________________

now on file with said Board, that the foregoing has been compared by me with said original document, and that the same is a true and correct copy thereof.

WITNESS my signature this ______ day of _____________, 2013.

______________________________

Treasurer of the Board of Education of the Youngstown School District, Mahoning County, Ohio

A copy of this resolution must be certified to the Mahoning County Auditor within the time prescribed by section 5705.34 of the Ohio Revised Code, or at such a later date as may be approved by the Board of tax appeals.

Filed ________________, 2013

Mike Sciortino, County Auditor

By ________________________ Deputy Auditor
### Youngstown CSD
**Schedule A & B**
**FY 2013/2014**

<table>
<thead>
<tr>
<th>District Name</th>
<th>Res/Agr</th>
<th>All Other Classes</th>
<th>Public Utility</th>
<th>Personal Property</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youngstown City School</td>
<td>292,251,270</td>
<td>167,156,630</td>
<td>1,410,540</td>
<td>54,085,490</td>
<td>514,902,930</td>
</tr>
<tr>
<td>Less exempt</td>
<td>(942,430)</td>
<td>(2,120,310)</td>
<td></td>
<td></td>
<td>(3,062,746)</td>
</tr>
<tr>
<td>Total Taxable Value</td>
<td>291,308,840</td>
<td>165,035,320</td>
<td>1,410,540</td>
<td>54,085,490</td>
<td>511,840,192</td>
</tr>
</tbody>
</table>

### Inside

<table>
<thead>
<tr>
<th></th>
<th>Rate</th>
<th>Res/Agr</th>
<th>All Other Classes</th>
<th>Public Utility</th>
<th>Personal Property</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>4.20</td>
<td>$1,223,497</td>
<td>$693,148</td>
<td>$5,924</td>
<td>$227,159</td>
<td>$2,149,729</td>
</tr>
<tr>
<td>Totals</td>
<td>4.20</td>
<td>$1,223,497</td>
<td>$693,148</td>
<td>$5,924</td>
<td>$227,159</td>
<td>$2,149,729</td>
</tr>
</tbody>
</table>

### Outside

<table>
<thead>
<tr>
<th>General &amp; Current</th>
<th>Full Rate</th>
<th>R/A rate</th>
<th>C/O rate</th>
<th>Res/Agr</th>
<th>All Other Classes</th>
<th>Public Utility</th>
<th>Personal Property</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bonds Construction</td>
<td>3.30</td>
<td>3.900000</td>
<td>3.900000</td>
<td>$1,136,104</td>
<td>$649,638</td>
<td>$5,901</td>
<td>$210,933</td>
<td>$1,896,177</td>
</tr>
<tr>
<td>Bonds TY26</td>
<td>1.00</td>
<td>1.000000</td>
<td>1.000000</td>
<td>$293,206</td>
<td>$185,085</td>
<td>$1,411</td>
<td>$54,085</td>
<td>$511,940</td>
</tr>
<tr>
<td>Classroom Facilities</td>
<td>0.50</td>
<td>0.500000</td>
<td>0.500000</td>
<td>$145,654</td>
<td>$82,513</td>
<td>$705</td>
<td>$27,043</td>
<td>$265,920</td>
</tr>
<tr>
<td>Emergency $5.3M</td>
<td>11.00</td>
<td>11.000000</td>
<td>11.000000</td>
<td>$3,204,397</td>
<td>$1,815,389</td>
<td>$15,516</td>
<td>$394,940</td>
<td>$5,835,242</td>
</tr>
<tr>
<td>Totals</td>
<td>58.80</td>
<td>49.472218</td>
<td>55.814446</td>
<td>$14,411,694</td>
<td>$9,211,359</td>
<td>$75,729</td>
<td>$3,180,227</td>
<td>$26,882,005</td>
</tr>
</tbody>
</table>

* Residential/Agricultural, All Other Classes, and Public Real are calculated at effective rates for renewals, full rate for replacement, new and emergency levies
* Personal Property and Public Utility is calculated at full rate with values adjusted for phaseouts
* Public Utility Personal property value obtained from Ohio Department of Taxation
# MAHONING COUNTY BUDGET COMMISSION

**Tax Year 2012**

### TAXABLE VALUES

<table>
<thead>
<tr>
<th>Subdivision Name</th>
<th>District Number</th>
<th>Residential (Agricultural)</th>
<th>All Other Classes</th>
<th>Public Utility Real</th>
<th>Personal Property</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boardman Twp. Youngstown CSD</td>
<td>31</td>
<td>12,948,830</td>
<td>1,031,339</td>
<td>0</td>
<td>921,030</td>
<td>14,899,250</td>
</tr>
<tr>
<td>Campbell City Youngstown CSD</td>
<td>44</td>
<td>267,650</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>267,650</td>
</tr>
<tr>
<td>Canfield Twp. Youngstown CSD</td>
<td>42</td>
<td>16,724,910</td>
<td>2,285,439</td>
<td>0</td>
<td>1,031,370</td>
<td>20,040,720</td>
</tr>
<tr>
<td>Youngstown City Youngstown CSD</td>
<td>53</td>
<td>602,313,880</td>
<td>163,812,770</td>
<td>1,410,540</td>
<td>52,115,890</td>
<td>732,432,000</td>
</tr>
<tr>
<td><strong>District Totals</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td><strong>829,251,170</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Millage</th>
<th>Type</th>
<th>Date of Vote</th>
<th>Tax Year Levy Begins</th>
<th>No. of Years</th>
<th>Tax Year Levy Expires</th>
<th>Levy Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund Operations</td>
<td>1.36</td>
<td>Additional</td>
<td>05/05/1990</td>
<td>1976</td>
<td>Cons.</td>
<td>Cons.</td>
<td>1976</td>
</tr>
<tr>
<td>General Fund Operations</td>
<td>0.90</td>
<td>Additional</td>
<td>11/10/1999</td>
<td>1976</td>
<td>Cons.</td>
<td>Cons.</td>
<td>1976</td>
</tr>
<tr>
<td>General Fund Operations</td>
<td>0.40</td>
<td>Additional</td>
<td>02/04/1971</td>
<td>1976</td>
<td>Cons.</td>
<td>Cons.</td>
<td>1976</td>
</tr>
</tbody>
</table>


Classroom Facilities: 0.50 | Bond | 11/07/2000 | 2000 | 23 | 2022 | 2001 |


**Total** | | | | | | **54,085,490** |

> Mills were moved to General Expense from PL (effective TV 06)

### NEW LEVIES VOTED EFFECTIVE NEXT YEAR

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Millage</th>
<th>Type</th>
<th>Date of Vote</th>
<th>Tax Year Levy Begins</th>
<th>No. of Years</th>
<th>Tax Year Levy Expires</th>
<th>Levy Year</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Millage</th>
<th>Type</th>
<th>Date of Vote</th>
<th>Tax Year Levy Begins</th>
<th>No. of Years</th>
<th>Tax Year Levy Expires</th>
<th>Levy Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bond ($33,199,000)</td>
<td>0.00</td>
<td>Bond</td>
<td>11/07/2000</td>
<td>2000</td>
<td>23</td>
<td>2022</td>
<td>2009</td>
</tr>
<tr>
<td>Bond ($4,600,000)</td>
<td>0.50</td>
<td>Bond</td>
<td>11/07/2004</td>
<td>2004</td>
<td>16</td>
<td>2026</td>
<td>2004</td>
</tr>
</tbody>
</table>

### BOND ISSUES

**TOTAL MARGINS**

**LOCAL, CITY SCHOOL DISTRICT**

<table>
<thead>
<tr>
<th>PURPOSE</th>
<th>MILLAGE</th>
<th>TYPE</th>
<th>DATE OF VOTE</th>
<th>TAX YEAR LEVY BEGINS</th>
<th>NO. OF YEARS</th>
<th>TAX YEAR LEVY EXPIRES</th>
<th>LEVY YEAR</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>JURISDICTIONS</th>
<th>INSIDE MILLS</th>
<th>VOTED MILLAGE</th>
<th>TOTAL MILLAGE</th>
<th>EFFECTIVE MILLAGE RES/AGRI TOTAL MILLAGE</th>
<th>EFFECTIVE MILLAGE COMM/OTHER TOTAL MILLAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>88 Current Expense Cont.</td>
<td>14.500000</td>
<td>14.500000</td>
<td>12.762218</td>
<td>12.762218</td>
<td>0.500000</td>
</tr>
<tr>
<td>01 Classroom Facilities TY22</td>
<td>0.500000</td>
<td>0.500000</td>
<td>0.500000</td>
<td>0.500000</td>
<td>0.500000</td>
</tr>
<tr>
<td>00 Bond TY22 ($33,199,000)</td>
<td>3.900000</td>
<td>3.900000</td>
<td>3.900000</td>
<td>3.900000</td>
<td>3.900000</td>
</tr>
<tr>
<td>04 Bonds TY20 ($4,600,000)</td>
<td>1.000000</td>
<td>1.000000</td>
<td>1.000000</td>
<td>1.000000</td>
<td>1.000000</td>
</tr>
<tr>
<td><strong>SUBTOTAL</strong></td>
<td>4.200000</td>
<td>58.800000</td>
<td>63.000000</td>
<td>4.200000</td>
<td>49.472218</td>
</tr>
</tbody>
</table>
RESOLUTION NO. 51-13

RESOLUTION TO APPROVE REVISED POLICY ON EMPLOYMENT OF ADMINISTRATORS

WHEREAS, the Board of Education of the Youngstown City School District, pursuant to R.C. 2909.34, 3319.01, 3319.02, 3319.07, 3319.16, 3319.17, 3319.171, 3319.225, 3319.27, and 3319.36, adopted a policy regarding the employment of Administrators; and

WHEREAS, the Board has caused its policy to be reviewed by the Superintendent and his designees to obtain a recommendation as to updating such policy with revisions as are necessary and appropriate; and

WHEREAS, the Superintendent has recommended that the Board adopt the revised policy entitled “Employment of Administrators” at Section 1520 of its Policy Manual.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Youngstown City School District hereby ratifies, approves and adopts the revised policy entitled “Employment of Administrators,” a copy of which is attached hereto and made a part hereof by this reference.

moved, seconded by

that the foregoing resolution be adopted.

Ayes:
Nays:

03/26/13
EMPLOYMENT OF ADMINISTRATORS

The Board of Education recognizes that it is vital to the successful operation of the District that administrative positions created by the Board be filled with highly qualified and competent personnel.

The Board shall approve the employment, determine the compensation, and establish the term of said employment for each administrator employed by the Board. Individuals may be employed as administrators pursuant to a limited contract for a term not to exceed three (3) years, unless the individual has been employed by the Board as an administrator in the District for three (3) or more years, in which case his/her term of the contract shall be for not more than five (5) years and, unless the Superintendent recommends otherwise, not less than two (2) years. If, however, the Superintendent so recommends, the term of the contract of an individual who has been employed as an administrator in the District for three (3) years or more may be one year. All subsequent contracts granted to such individual must be for a term of not less than two (2) years and more than five (5) years.

The Board shall only employ those candidates nominated by the Superintendent, unless otherwise authorized by law (see below).

Individuals employed in the following categories shall be considered members of the administrative staff:

A. Deputy Superintendent
B. Assistant/Superintendent(s)
C. Executive Director(s)
D. Directors
E. Supervisors
F. Administrative Specialists
G. Principals
H. Assistant Principals
I. Chiefs
Any person employed as an assistant superintendent, principal, assistant principal, or other administrator shall possess a valid certificate/license issued pursuant to Ohio law and shall file a copy of his/her certificate/license with the District in the Office of Human Resources.

To the extent permitted by law, the Board may request the State Board of Education to issue a one (1) year temporary educator license to a candidate recommended by the Superintendent for an administrative position, provided the candidate is of good moral character and has earned at least a baccalaureate degree in a field related to finance or administration from an accredited institution of higher learning or has at least five (5) years of recent work experience in education, management, or administration.

Relatives of Board members may be employed by the Board, provided the member of the Board does not participate in any way in the discussion or vote on the employment when such a conflict of interest is involved.

An individual who is related to [a] staff member[s] may be employed as an administrator by the Board provided the administrator is not placed in a position in which s/he will supervise directly the staff member to whom s/he is related.

Applications for employment as an administrator will not be accepted from any current Board member. If a Board member wishes to apply for a position on the administrative staff, his/her resignation must be accepted by the Board prior to submitting an application.

The employment of administrative staff members, prior to approval by the Board, is authorized when their employment is required to maintain continuity in the educational program. Employment shall be recommended to the Board at the next regular meeting.

Prior to employment, the candidate selected must pass a background check performed by the Bureau of Criminal Identification and Investigation and/or the Federal Bureau of Investigation.
The Superintendent may recommend and the Board may approve the reemployment of an administrative staff member at any regular or special meeting held during the period beginning on the first day of January of the calendar year immediately preceding the year of expiration of the employment contract and ending on the first day of June in the year the employment contract expires.

The Board may, by a three-fourths (3/4’s) majority vote of its full membership, reemploy an assistant superintendent, principal, assistant principal, or other administrator whom the Superintendent refuses to nominate. If need be, and to the extent permitted by law, the Board may request the State Board of Education to issue a one (1) year temporary educator license to an administrator whom the Superintendent has refused to nominate for reemployment in an administrative position, provided the candidate is of good moral character and has earned at least a baccalaureate degree in a field related to finance or administration from an accredited institution of higher learning or has at least five (5) years of recent work experience in education, management, or administration.

Before taking action to renew or non-renew the contract of any administrator and prior to the first day of June of the year in which the administrator’s contract expires, the Board shall notify each such administrator of the date his/her contract expires and inform the administrator that s/he may request a meeting with the Board to discuss its reasons for considering renewal or non-renewal of his/her contract. Upon the request of the administrator, the Board shall meet with him/her in executive session. The administrator shall be permitted to have a representative of his/her choice present at that meeting.

If the Board fails to provide the evaluations as required by Board Policy or if the Board fails to provide, following the request of the administrator, a meeting for the purpose of discussing the Board’s reasons for considering renewal or non-renewal of the administrator’s contract, then the administrator shall be automatically reemployed at the same salary plus any increments that may be authorized by the Board, and the term of reemployment shall be one (1) year, unless the individual has been employed as an administrator by the District for three (3) years or more in which case the reemployment shall be for a term of two (2) years.
Furthermore, an administrator shall be deemed reemployed upon expiration of his/her contract term unless the administrator notifies the Board to the contrary on or before the fifteenth day of June, or unless the Board either reemploys the administrator for a succeeding term or gives written notice of its intent not to reemploy the administrator on or before the first day of June in the year in which said contract expires. In such instances, the reemployment shall be at the same salary plus any increments that may be authorized by the Board, and the term of reemployment shall be one (1) year, unless the individual has been employed as an administrator by the District for three (3) years or more in which case the reemployment shall be for a term of two (2) years.

Any administrator’s intentional misstatement of fact material to qualifications for employment or reemployment, or to the determination of salary, shall be considered by this Board to constitute grounds for dismissal.

All administrators shall become familiar with the policies of the Board and other such guidelines, regulations, memoranda, bulletins, and handbooks that pertain to their duties in the District. Any administrator employed by the Board who shall be guilty of any willful violation of the policies of the Board shall be guilty of gross insubordination and shall be subject to dismissal or such lesser penalty as the Board may prescribe.

Except by mutual agreement of the parties thereto, no administrator shall be transferred during the term of his/her contract to a position of lesser responsibility. Furthermore, no contract may be terminated or suspended except in accordance with State law.

The Superintendent shall prepare administrative guidelines for the recruitment and selection of administrative staff.

R.C. 2909.34, 3319.01, 3319.02, 3319.07, 3319.16, 3319.17, 3319.171, 3319.225
R.C. 3319.27, 3319.36

Adopted: 8/24/04
Revised: 12/20/05
Revised: 2/27/07
Revised:
RESOLUTION NO. 52-13

RESOLUTION TO APPROVE REVISED POLICY ON EVALUATION OF ADMINISTRATORS

WHEREAS, the Board of Education of the Youngstown City School District, pursuant to R.C. 3319.02, and 4117.01, adopted a policy regarding the evaluation of administrators; and

WHEREAS, the Board has caused its policy to be reviewed by the Superintendent and his designees to obtain a recommendation as to updating such policy with revisions as are necessary and appropriate; and

WHEREAS, the Superintendent has recommended that the Board adopt the revised policy entitled "Evaluation of Administrators" at Section 1530 of its Policy Manual.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Youngstown City School District hereby ratifies, approves and adopts the revised policy entitled "Evaluation of Administrators," a copy of which is attached hereto and made a part hereof by this reference.

____________________________ moved, seconded by ________________________

that the foregoing resolution be adopted.

Ayes: 
Nays: 

03/26/13
EVALUATION OF ADMINISTRATORS

Application

This policy shall apply to all persons employed by the Board of Education in a position requiring licensure as an administrator. This definition excludes school counselors but includes professional pupil services personnel and administrative specialists or equivalent positions who spend less than fifty percent (50%) of their time teaching or otherwise working directly in the presence of students.

This policy shall also apply to all persons employed in positions not requiring administrative licensure, but whose job duties enable them to be considered either a "supervisor" or "management level employee" as defined in Section 4117.01 of the Ohio Revised Code.

Procedures

General Requirements

The Superintendent shall implement a program of regular evaluation for all administrative personnel which includes the following elements:

A. The evaluation process shall fairly attempt to measure the administrator's effectiveness in performing the duties set forth in his/her job description.

B. A written evaluation document shall be produced for each evaluation. Each administrator shall be evaluated at least once annually.

C. The evaluation shall be conducted by the Superintendent or his/her designee (such designation may be oral or in writing) prior to the Board's consideration of contract renewal or non-renewal, the Superintendent shall review the results of the evaluation process with the Board.
Specific Requirements for Building Principals

In addition to the above, procedures for the evaluation of District building principals and assistant principals will be based upon comparable standards as set forth in the policy adopted by the Board for the evaluation of teachers pursuant to R.C. 3319.111, but tailored to address the duties and responsibilities of building principals and the environment in which they work. The Superintendent is authorized to develop administrative guidelines for the procedural and substantive evaluation of building principals consistent with this policy and State law.

Evaluation Instruments

The Superintendent may, in his/her discretion, utilize a single evaluation instrument for all administrative positions, instruments particularized for each position, or a combination of both types of instruments.

Evaluation instruments shall be developed and/or utilized by the Superintendent as s/he may determine in his/her best professional judgment and may be modified from time-to-time by the Superintendent in the exercise of such professional judgment. Specific Board approval of the evaluation instruments or modifications to such instruments shall not be required.

Basis for Evaluation

Each evaluation shall fairly attempt to measure the administrator's effectiveness in performing the duties of his/her job description.

Evaluations may be based upon the direct formal observations of the administrator, but may also consider informal or incidental observations and other relevant information which is within the knowledge of or brought to the attention of the evaluator. Out-of-school conduct may be considered if such conduct impairs the individual's effectiveness as an administrator or as a role model for students and staff.
Observations and Conferences

A pre-evaluation conference may be conducted if deemed necessary or advisable by the evaluator.

Formal observations may be made of the administrator, either announced or unannounced, but shall not be a required element of the evaluation process. Whether formal observations are appropriate to the position shall be determined by the evaluator on a case-by-case basis.

Following any formal observations and/or gathering of other evaluative data, and before finalizing any evaluation report, the evaluator shall arrange a post-evaluation conference at which the results of the evaluation process are discussed with the administrator. To the extent that any weaknesses or deficiencies have been identified in the evaluation process, the evaluator shall offer suggestions for improvement. Identified weaknesses and suggestions for improvement shall be identified in the evaluation report, but shall not be a required element of any evaluation.

A final written evaluation report shall be produced in a manner deemed appropriate by the evaluator, in consultation with the administrator. This evaluation report may be combined with the evaluation instruments, or may be a separate document. The evaluation report shall be signed and dated by the administrator and the evaluator at the conclusion of the post-evaluation conference. The signature of the administrator shall not necessarily indicate that s/he agrees with the evaluator's comments or conclusions, but only that s/he has been made aware of such comments or conclusions. A copy of the evaluation report shall be provided to the administrator.

The final evaluation report for an administrator in the last year of his/her contract shall include the Superintendent's intended recommendation to the Board concerning the renewal or non-renewal of the contract.

Number and Timing of Evaluations

A. Administrator Not in Final Year of Contract

An administrator not in the final year of his/her contract shall be evaluated at least once during the school year. A written copy of the evaluation report shall be provided to the administrator no later than the end of the administrator's contract year as defined by the administrator's annual salary notice.
B. Administrator in Final Year of Contract

An administrator whose contract is due to expire at the conclusion of the current school year shall have at least one (1) preliminary evaluation and one (1) final evaluation during such year. A written copy of the preliminary evaluation report shall be provided to the administrator at least sixty (60) days prior to any Board action on the renewal or non-renewal of the contract. A written copy of the final evaluation report shall be provided to the administrator at least five (5) days prior to any Board action on the renewal or non-renewal of the contract.

Meeting with Board

Each administrator shall be provided the opportunity to meet with the Board in executive session prior to the Board's action on his/her contract. In this meeting, the Board shall discuss its reasons for considering the renewal or non-renewal of the contract. The administrator may be accompanied by a representative of his/her choosing at the meeting. However, no witnesses or other persons may appear with or on behalf of the administrator without the express permission of the Board.

Written notice of the right to have such a meeting with the Board shall be provided in accordance with law to each administrator whose contract is expiring at the conclusion of the current school year.

Written Rebuttal

The administrator may, at any time following the receipt of an evaluation report, submit a written rebuttal, not to exceed three (3) pages in length, which shall be promptly attached to the evaluation report and any copies of the evaluation report which are retained in the District's records or submitted to the Board for its consideration.
Legal Effect

This policy and the procedures contained herein shall not create a legal expectancy of continued employment or a property interest in continued employment, and shall not be deemed a part of any individual administrator's contract or otherwise a contractual obligation of the Board.

To the extent that any of the procedures contained herein exceed the requirements of Ohio law, such procedures shall not be construed as a pre-condition to contract non-renewal and shall not prevent the Board from proceeding with a contract non-renewal which otherwise satisfies the minimum requirements of Ohio law.

R.C. 3319.02, 3319.111, 3319.112, 4117.01

Adopted: 8/24/04
Revised:
The Public Schools  
Youngstown, Ohio  
Office of the Superintendent

RESOLUTION NO. 53-13

RESOLUTION TO APPROVE REVISED POLICY ON REDUCTION IN STAFF

WHEREAS, the Board of Education of the Youngstown City School District, pursuant to R.C. 3319.17, adopted a policy regarding reduction in staff; and

WHEREAS, the Board has caused its policy to be reviewed by the Superintendent and his designees to obtain a recommendation as to updating such policy with revisions as are necessary and appropriate; and

WHEREAS, the Superintendent has recommended that the Board adopt the revised policy entitled “Reduction in Staff” at Section 3131 of its Policy Manual.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Youngstown City School District hereby ratifies, approves and adopts the revised policy entitled “Reduction in Staff,” a copy of which is attached hereto and made a part hereof by this reference.

_______ moved, seconded by ____________________________

that the foregoing resolution be adopted.

Ayes:
Nays:

03/26/13
REDUCTION IN STAFF

It is the responsibility of the Board of Education to provide appropriate staffing levels for the implementation of the educational program of the District and the operation of the schools and to do so efficiently and economically.

The Board reserves the right to reduce positions and to suspend the contracts of staff members pursuant to such reduction whenever reasons of decreased enrollment of students, return to duty of regular professional staff members after leaves of absence, suspension of schools or territorial changes affecting the District, or financial reasons so warrant. In lieu of suspending an entire contract, the Board may suspend the contract of a staff member in part and provide a level of compensation commensurate with the percentage of work performed.

In making any such reduction, the Board will suspend contracts in accordance with the recommendation of the Superintendent who shall, within each teaching field affected, give preference first to teachers on continuing contract. The Board shall not give preference to any teacher based on seniority, except when making a decision between teachers who have comparable evaluations.

Continuing contract teachers whose contracts are suspended shall have a right to restoration of employment in the District if and when teaching positions become vacant or are created for which any such teachers are or become qualified. No continuing contract teacher whose contract has been suspended will forfeit such right to restoration by reason of having declined recall to a position that is less than full-time or, if the teacher was not employed full-time just prior to the suspension of his/her contract, to a position requiring a lesser percentage of employment than s/he last held in the District. Seniority shall not be a basis for rehiring a teacher, except when making a decision between teachers who have comparable evaluations.

R.C. 3319.17

Adopted: 8/24/04
Revised:
RESOLUTION NO. 54-13

RESOLUTION TO APPROVE REPLACEMENT POLICY ON ACCESS TO DISTRICT TECHNOLOGY RESOURCES FROM PERSONAL COMMUNICATION DEVICES

WHEREAS, the Board of Education of the Youngstown City School District, adopted a policy that established rules and regulations regarding network access from personally owned computers and/or other web-enable devices; and

WHEREAS, the Board has caused its policy to be reviewed by the Superintendent and his designee to obtain a recommendation as to updating such policy with revisions as are necessary and appropriate; and

WHEREAS, the Superintendent has recommended that the Board adopt the replacement policy entitled “Access To District Technology Resources From Personal Communication Devices” at Section 7542 of its Policy Manual.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Youngstown City School District hereby ratifies, approves and adopts the replacement policy entitled “Access To District Technology Resources From Personal Communication Devices,” a copy of which is attached hereto and made a part hereof by this reference.

________________________ moved, seconded by __________________________

that the foregoing resolution be adopted.

Ayes:
Nays:

03/26/13
ACCESS TO DISTRICT TECHNOLOGY RESOURCES FROM PERSONAL COMMUNICATION DEVICES

The Board permits employees, students, Board members, guests, as well as contractors, vendors, and agents to use their personal communication devices ("PCDs") to wirelessly access the District's technology resources (guest or business networks, servers, projectors, printers, etc.) while they are on-site at any District facility. Access to the business/guest network shall require authentication.

For purposes of this policy, "personal communication device" includes computers, tablets (e.g., iPads and similar devices), electronic readers ("e-readers"; e.g., Kindles and similar devices), cell phone (e.g., mobile/cellular telephones, smartphones (e.g., BlackBerry, iPhone, etc.), and/or other web-enabled devices of any type.

If the user wants to access the District's technology resources through a hard-wired connection, the user's PCD must first be checked by the Technology Department or Building Sysop to verify it meets the established standards for equipment used to access the network.

The user is responsible for having current antivirus and software security patches on his/her PCD.

The standards shall be designed and enforced to minimize the Board's exposure to damages, including, but not limited to, the loss of sensitive District data, illegal access to confidential data, damage to the District's intellectual property, damage to the District's public image, and damage to the District's critical internal systems, from unauthorized use.

The use of PCDs must be consistent with the established standards for appropriate use as defined in Policy 7540.03 and AG 7540.03 – Student Network and Internet Acceptable Use and Safety, Policy 7540.04 and AG 7540.04 – Staff Network and Internet Acceptable Use and Safety, Policy 5136 and AG 5136 – Personal Communication Device, Policy 7530.02 - Staff Use of Communication Devices. When an individual connects to and uses the District's technology resources, s/he must agree to abide by all applicable policies, administrative guidelines and laws.
In order to comply with the Children’s Internet Protection Act (“CIPA”), the Board has implemented technology protection measures that protect against (e.g., filter or block”) access to visual displays/depictions/materials that are obscene, constitute child pornography, and/or are harmful to minors. The Board also utilizes software and/or hardware to monitor online activity to restrict access to child pornography and other material that is obscene, objectionable, inappropriate and/or harmful to minors.

Any user who violates the established standards and/or the Board’s Acceptable Use policy, or who accesses the District’s technology resources without authorization may be prospectively denied access to the District’s technology resources. If the violation is committed by a contractor, vendor or agent of the District, the contract may be subject to cancellation. Further disciplinary action may be taken if the violation is committed by a student or employee.

The owner of a PCD bears all responsibility and assumes all risk of theft, loss, or damage to, or misuse or unauthorized use of the device while it is on Board property. This provision applies to everyone, regardless of their affiliation or connection to the District.

Adopted: 2/14/12
Revised:
DEPARTMENT OF HUMAN RESOURCES

The Public Schools
Youngstown, Ohio
Office of the Superintendent

RESOLUTION NO. 55-13

CERTIFICATED PERSONNEL:
APPOINTMENT

RESOLVED, based upon the recommendation of the Assistant Superintendent of the Human Resources, the following appointment is being accepted for the 2012-13 school year:

APPOINTMENT

Financial Aid Officer – Fund 012

Timothy D. Everly – 12 Months, 261 Days – Grade 1, Step 3 - $45,751.00 – $11,919.72 prorated – Effective March 27, 2013

_____________________________ moved, seconded by ________________________
that the foregoing resolution be adopted.

Ayes:
Nays:

03/26/13
DEPARTMENT OF HUMAN RESOURCES

The Public Schools
Youngstown, Ohio
Office of the Superintendent

RESOLUTION NO. 56-13

CERTIFICATED PERSONNEL:
LEAVES OF ABSENCE, RESIGNATION AND RETIREMENTS

RESOLVED, based upon the recommendation of the Assistant Superintendent of the Human Resources, the following leaves of absence, resignation and retirements are being accepted for the 2012-13 school year:

LEAVES OF ABSENCE

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

Jennifer L. Dilisio  Medical  Eff. 04/08/13 through 05/27/13

RESIGNATION

Jennifer L. Kuczek  Personal Reasons  Eff. 12/12/12

RETIREMENTS

Rebecca J. Birch  Retirement  Eff. 07/01/13
Lorraine L. Clark  Retirement  Eff. 06/30/13
Edward P. Howley  Retirement  Eff. 07/01/13
Susan Lehtonen Crawford  Retirement  Eff. 03/28/13
Roberta G. Lutd  Retirement  Eff. 06/07/13
Ronald J. Walcott  Retirement  Eff. 06/01/13

__________________________ moved, seconded by __________________________

that the foregoing resolution be adopted.

Ayes:
Nays:

03/26/13
DEPARTMENT OF HUMAN RESOURCES

The Public Schools
Youngstown, Ohio
Office of the Superintendent

RESOLUTION NO. 57-13

CERTIFICATED PERSONNEL:
APPOINTMENT OF SUBSTITUTE TEACHER

RESOLVED, based upon the recommendation of the Assistant Superintendent of Human Resources, the following appointment of substitute teacher is being recommended for the 2012-13 school year:

APPOINTMENT

Substitute Teacher (Fund 001) – To be used on an “as needed basis” not to exceed 25 hours per week as follows:
  • $70.00 a day or from day 1 to day 10 if in the same position
  • $75.00 a day from day 11 to day 60 if in the same position
  • $162.42 a day from day 61 to day 184 if in the same position

Elaine Snethkamp

__________________________________________________________ moved, seconded by ___________________________________ that the
foregoing resolution be adopted.

Ayes:
Nays:

03/26/13
DEPARTMENT OF HUMAN RESOURCES

The Public Schools
Youngstown, Ohio
Office of the Superintendent

RESOLUTION NO. 58-13

CLASSIFIED PERSONNEL:
LEAVES OF ABSENCES, RESIGNATION AND RETIREMENTS

RESOLVED, based upon the recommendation of the Assistant Superintendent of Human Resources, the following leaves of absences, resignation and retirements are being accepted for the 2012-13 school year:

LEAVES OF ABSENCES

Secretary
Connie Scandy  Extended Medical Leave  Eff. 3/4/13 – 4/8/13

Crossing Guard
Joyce Carfagna  Family Medical Leave  Eff. 11/11/12 - 4/23/13

For the record:

Carpenter
Joseph Armitage  Medical Leave  Eff. 4/19/13 – 6/14/13
DEPARTMENT OF HUMAN RESOURCES

RESIGNATION

Custodial

Thomas Tonti  Resignation  Eff. 6/21/12

RETIREMENTS

Educational Assistants

Corrine Lawson  Retirement  Eff. 4/1/13
Shirley Tremba  Retirement  Eff. 4/30/13

__________________________________________________________
moved, seconded by ___________________________________ that the
foregoing resolution be adopted.

Ayes: ____________________________
Nays: ____________________________

03/26/13
To: Board of Education

Subject: Recommendation on Appeal Hearing for Suspension

In accordance with Ohio Revised Code 3313.66 and 3313.661 and the Youngstown Board of Education Policy 5610, an appeal hearing was held Wednesday, March 6, 2013, at 1:00 PM, for the student Jerald Crump.

Kate Good, the designee of the President of the Board of Education, served as the appeal officer. After reviewing all documentation, the hearing officer believes the student, Jerald Crump, was suspended with due process. It is the recommendation of the hearing officer that the one (1) day suspension of Jerald Crump be upheld.

Respectfully Submitted,

Richard Atkinson, President
Youngstown Board of Education

________________________
moved, seconded by________________________
that the foregoing recommendation be adopted.

Ayes:
Nays:

03/26/13
The Public Schools  
Youngstown, Ohio  
Office of the Superintendent

To: Board of Education  

Subject: Recommendation on Appeal Hearing for Expulsion

In accordance with Ohio Revised Code 3313.66 and 3313.661 and the Youngstown Board of Education Policy 5610, an appeal hearing was held Thursday, March 7, 2013, at 1:00 PM, for the student Tony Dabney.

Karen Green, the designee of the President of the Board of Education, served as the appeal officer. After reviewing all documentation, the hearing officer believes the student, Tony Dabney, was expelled with due process. It is the recommendation of the hearing officer that the expulsion of Tony Dabney be upheld.

Respectfully Submitted,

Richard Atkinson, President  
Youngstown Board of Education

_____________________________ moved, seconded by _______________________________  
that the foregoing recommendation be adopted.

Ayes:
Nays:

03/26/13
Expulsion Appeal Hearing

Tony Dabney

Introduction
An expulsion appeal hearing for Tony Dabney from Youngstown City Schools was held at 1:00 p.m., on March 7, 2013, on the second floor in the Board of Education Caucus Room of the Irene Ward Building.

Present at the Expulsion Appeal Hearing
Ms. Watson- Mother of Tony Dabney
Tony Dabney- Student
Susan Koulianos- Principal
James Fetherolf- Media Technician
Karen Green – Designated Hearing Officer

Background in Relation to the Incident
On January 17, 2013, Tony Dabney, student at Harding Elementary, told students in his class to shut up because they were making too much noise and he was having difficulty concentrating; and Tony asked another student if he was gay. The two students started fighting in the classroom.

Expulsion Results
During the expulsion hearing, Ms. Watson, mother, stated she agreed with the ten (10) day decision to suspend Tony for fighting, but disagreed with the expulsion decision. She also stated that Tony was remorseful and is not a bad kid. Ms. Watson feels Tony should return to school because he is a good student.

Tony Dabney, student, stated he was frustrated because the students in his class were talking and he could not study; and that he is sorry for the way he acted.

Mrs. Koulianos, principal, stated she was not in the building during the incident and that Mr. DeNiro was the acting administrator who did the initial investigation. She also stated that two students tried to stop Tony, but he proceeded to go after the student to fight. During the altercation the substitute teacher and a student were injured.

Findings from the Expulsion Appeal Hearing
Ms. Watson, mother, stated that Tony started to see a counselor from D&E to deal with his anger issues. She also stated that because of work and school she is unable to have Tony on home instruction.

Ms. Koulianos, principal, investigated the altercation upon her return on January 18, 2013 and served notice of intent to suspend and conducted a conference with the student.
Youngstown City Schools

Summary
After listening to the oral testimony and reviewing school reports, this Hearing Officer concludes that Tony Dabney was given due process.

Recommendation
It is the recommendation of this Hearing Officer that the expulsion of Tony Dabney be affirmed.

Respectfully submitted,

Karen Green
APPEAL HEARING

March 6, 2013

Re: Jerald Crump
1202 Aberdeen
Youngstown, Ohio 44502

INTRODUCTION:

An appeal hearing on the three (3) day suspension of Jerald Crump from Rayen Early College was held on Wednesday, March 6, 2013, at 1:00 P.M.

Present at the hearing were:

Florida Crump, mother
Jerald Crump, father
Jerald Crump, 8th grade student
Debbie DiFrancesco, Principal at Rayen Early College
Kate Good, Hearing Officer
Jim Fetherolf, Media Technician

BACKGROUND INFORMATION:

On Friday, February 22, 2013, Jerald Crump, an eighth grade student at Rayen Early College was suspended for three (3) days beginning on February 25, 2013 for insubordination.

FINDINGS FROM THE SUSPENSION APPEAL HEARING:

Mrs. Crump, mother, stated that she was appealing the three day suspension because according to the Code of Conduct, cutting class is a level one behavior and does not call for suspension. She said she doesn’t want the suspension on his record and has punished him at home.

Mr. Crump, father, indicated that he wanted his son in school because he can’t learn when he is home and he feels that three days is too long of a suspension.
Jerald Crump, student, stated that he and several other students thought they had permission to go to the Black History Program at Chaney VPA and were in the hall when found. He said that the Principal said she suspended him for not telling the truth, but he hadn’t said anything.

Ms. DiFrancesco, Principal, stated that she suspended all of the students because they kept changing their story about why they thought they had permission to be in the halls. She said that she did reduce the suspension to one day for all students and allowed them all to return after the one day suspension.

**SUMMARY:**

Jerald Crump was suspended with proper due process.

**RECOMMENDATION:**

It is the recommendation of this hearing officer that the one (1) day suspension of Jerald Crump be upheld.