

YOUNGSTOWN CITY SCHOOL DISTRICT

ACADEMIC DISTRESS COMMISSION

Members:

Brian Benyo, Chair

Dr. Barbara Brothers

Jennifer Roller

Nicholas Santucci

Vincent Shivers

James Miller, Office of the Attorney General

MEETING MINUTES

TUESDAY, AUGUST 15, 2017

I. Call to Order: 6:05 p.m.

II. Roll Call *Present* *Absent*

Brian Benyo, Chair	— x —	_____
Dr. Barbara Brothers	— x —	_____
Jennifer Roller	— x —	_____
Vincent Shivers	— x —	_____

III. Approval of August 15, 2017 Agenda

Motion by: Dr. Barbara Brothers Seconded by: Jennifer Roller

Roll Call Vote:

Brian Benyo, Chair	Yes	— x —	No	_____
Dr. Barbara Brothers	Yes	— x —	No	_____
Jennifer Roller	Yes	— x —	No	_____
Vincent Shivers	Yes	— x —	No	_____

IV. Approval of July 18, 2017 Minutes

Motion by: Vincent Shivers Seconded by: Jennifer Roller

Roll Call Vote:

Brian Benyo, Chair	Yes	— x —	No	_____
Dr. Barbara Brothers	Yes	— x —	No	_____
Jennifer Roller	Yes	— x —	No	_____
Vincent Shivers	Yes	— x —	No	_____

V. Oath of Office

- A. Attorney James Miller, office of the State of Ohio Attorney General administered the oath of office to Nicholas Santucci as an Academic Distress Commission member. Mr. Benyo welcomed Mr. Santucci to the ADC on behalf of all the current members.

VI. Executive Session: The Commission may enter into executive session to consider the employment, promotion, demotion and/or discipline of public employees. The Commission may take action upon returning to open session.

Motion by: Dr. Barbara Brothers

Seconded by: Jennifer Roller

Roll Call Vote to enter into executive session:

Brian Benyo, Chair	Yes	<u> x </u>	No	<u> </u>
Dr. Barbara Brothers	Yes	<u> x </u>	No	<u> </u>
Jennifer Roller	Yes	<u> x </u>	No	<u> </u>
Nicholas Santucci	Yes	<u> x </u>	No	<u> </u>
Vincent Shivers	Yes	<u> x </u>	No	<u> </u>

Executive Session was entered into at 6:10 p.m. for the discussion and evaluation of Krish Mohip, Chief Executive Officer of the Youngstown City School District. Mr. Mohip was instructed to wait until the members informed him to enter the executive session. Mr. Mohip entered the executive session at 7:32 p.m.

VII. Return to open meeting: 8:10 p.m.

VIII. Discussion

Mr. Benyo began by discussing various aspects of the ADC's evaluation of CEO Mohip's performance. He stated that a written performance audit of Mr. Mohip's past year would be released and provided through the Youngstown City Schools communications representative. The allowance of a performance bonus paid by the ODE (Ohio Department of Education) was discussed which is not paid by the school district nor comes from the district's funding.

Discussions were primarily towards the recognition of the effort that was put in over the past year by Mr. Mohip. As well, as the accomplishments of the strategic plan and the leadership Mr. Mohip exhibited this past year was found to be exemplary.

Mr. Benyo continued to provide insight to the evaluation. The CEO evaluation metrics authored by Forbes magazine was used. The members believed that the evaluation captured the essence of leadership expectations of a CEO. The areas that were evaluated and graded in summary were the following:

- Owning the vision, mission and strategy of the district; *Evaluation Grade B+*
- Provide the proper human resources. Building a strong executive team, selecting the right people and developing them; *Evaluation Grade A*
- Building the culture, how things are done within the district. Taking the time to create the culture, finding out what motivates people throughout the district and applying values within the district and how consistently that is done; *Evaluation Grade B*
- Making decision well, decision to move the district forward this past year. The quality and speed of those decisions made and their impact on the productivity of the district; *Evaluation Grade: A-*
- Delivery performance was based on the action plan associated with the strategic plan and the action steps that were defined to drive progress in the district. It was mentioned that there is work that still needs to be done, but progress was made; *Evaluation Grade B*
- Engagement of external stakeholders, which consist of parties bring strategic alliances, Demonstration of local and regional leadership on the behalf of the district along with utilizing experience and connection from the community to bolster the district. Mr. Benyo stated that Mr. Mohip recognized that because of the amount of work that needed to be done throughout the district was a limitation to how much effort could be placed on external engagement. This was acknowledged by Mr. Mohip as an opportunity to grow in this area; *Evaluation grade C+*

IX. Formal Action was taken by the ADC members. The formal action was for the Ohio Department of Education to release the performance bonus of \$8000.00 of the possible \$10,000.

Motion by: Nicholas Santucci

Seconded by: Dr. Barbara Brothers

Roll Call Vote:

Brian Benyo, Chair	Yes	<u> x </u>	No	_____
Dr. Barbara Brothers	Yes	<u> x </u>	No	_____
Jennifer Roller	Yes	<u> x </u>	No	_____
Nicholas Santucci	Yes	<u> x </u>	No	_____
Vincent Shivers	Yes	<u> x </u>	No	_____

X. Adjournment: Approximately 8:25 p.m.

Motion by: Jennifer Roller

Seconded by: Nicholas Santucci

Roll Call Vote:

Brian Benyo, Chair	Yes	<u> x </u>	No	_____
Dr. Barbara Brothers	Yes	<u> x </u>	No	_____
Jennifer Roller	Yes	<u> x </u>	No	_____
Nicholas Santucci	Yes	<u> x </u>	No	_____
Vincent Shivers	Yes	<u> x </u>	No	_____