

**OFFICE OF THE SUPERINTENDENT**

**- A G E N D A -**

**Tuesday, June 10, 2014**

**5:30 p.m. – Board Hearings**

**- Board Caucus -**

**- Formal Meeting -**

**I. Ward Building**



# **THE YOUNGSTOWN BOARD OF EDUCATION**

Richard Atkinson, President  
Brenda Kimble, Vice-President  
Jacqueline Adair  
Marcia Haire-Ellis  
Michael Murphy  
Ronald Shadd  
Jerome Williams

Connie Hathorn, Ph.D., Superintendent  
Douglas Hiscox, Deputy Superintendent  
Karen Green, Asst. Superintendent  
James Reinhard, Treasurer  
Harry Evans, Business Manager

## **REGULAR BOARD MEETING**

June 10, 2014

### **AGENDA**

- I. CALL TO ORDER**
- II. PLEDGE OF ALLEGIANCE**
- III. ROLL CALL**
- IV. APPROVAL OF AGENDA**
- V. APPROVAL OF MINUTES**

<u>Regular</u>	<u>Special</u>
May 27, 14	June 3, 14
- VI. COMMUNICATIONS/RECOGNITIONS**
- VII. REQUESTS TO ADDRESS THE BOARD (Citizens Participation)**
- VIII. SUPERINTENDENT'S RECOMMENDATIONS**
  - Business Office Recommendation Green .....1
  - Personnel Recommendations Yellow .....2-5
  - Recommendations on Policies Pink .....6-14
    - Policy 2260.01 – Section 504/ADA Prohibition Discrimination Based on Disability (Revised)
- IX. BOARD REPORTS**
  - Board President's Report
- X. COMMITTEE CHAIR'S REPORTS**
  - Finance/Business Committee
  - Curriculum/Extra-Curricular/Sports Committee:
  - Personnel/Legal/Legislative/Policy Committee
- XI. TREASURER'S REPORT**
- XII. SUPERINTENDENT'S REPORT**
- XIII. UNFINISHED BUSINESS**
- XIV. NEW BUSINESS**
- XV. EXECUTIVE SESSION (if necessary)**
- XVI. 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

**THE YOUNGSTOWN BOARD OF EDUCATION**

Richard Atkinson, President

Connie Hathorn, Superintendent

James Reinhard, Treasurer

**SUPERINTENDENT'S RECOMMENDATIONS**

Business Office

Harry Evans

**June 10, 2014**

# THE YOUNGSTOWN BOARD OF EDUCATION

Richard Atkinson, President

Connie Hathorn, Superintendent

James Reinhard, Treasurer

## BUSINESS AFFAIRS RECOMMENDATIONS

### TO THE SUPERINTENDENT

June 10, 2014

Item 1: I wish to recommend the purchase of two (2) refrigerated food trucks from Cerni Motors Sales, Inc. per their quote, in the amount of \$107,150 per unit, totaling \$214,197.52 for both trucks, which is to be paid from the Food Service Fund (006). This award to the second lowest bidder follows Board Policy, Section 6450, for "Local Purchasing" and is pursuant to R.C. 2909.33, 3313.33, 3313.51, 3319.21 and 3329.10.

#### **TABULATION of QUOTES:**

<u>Quotes Requested</u>	<u>Per Unit Amount</u>	<u>Total Amount</u>
Rush Truck Center (Akron, OH) .....	\$107,098.76 .....	\$214,197.52
Cerni Motor Sales, Inc. (Austintown, OH) .....	\$107,150.00 .....	\$214,300.00
Alliance Motors Inc. (Alliance, OH) .....		no response
Hill International (East Liverpool, OH) .....		no response
Truck Sales & Service Inc. (Canton, OH) .....		no response

**THE YOUNGSTOWN BOARD OF EDUCATION**

Richard Atkinson, President

Connie Hathorn, Superintendent

James Reinhard, Treasurer

**SUPERINTENDENT'S**  
**Personnel Recommendation**

**June 10, 2014**

**THE YOUNGSTOWN BOARD OF EDUCATION**

Richard Atkinson, President

Connie Hathorn, Superintendent

James Reinhard, Treasurer

**SUPERINTENDENT'S PERSONNEL RECOMMENDATIONS**

**TO THE BOARD OF EDUCATION**

**June 10, 2014**

Item 1: I wish to recommend to the Board the following appointments for Supplemental Summer School:

1-A. **Supplemental Summer School SUCCESS by 6 Teacher;** Fund 019 - **Williamson Elementary** – \$22.35 per hour for YEA Members, not to exceed 25 hours per week – Effective June 10, 2014 – July 11, 2014;

Verna Jones

1-B. **Supplemental Summer School Grades 6-8 Teachers;** Fund 572 – **Chaney Campus** – \$22.35 per hour for YEA Members, not to exceed 25 hours per week – Effective June 10, 2014 – July 11, 2014;

Darnell Kirksey (English)                      Heather Myers-Kusky (Math)

1-C. **Supplemental Summer School Grades 7-12 Teachers;** Fund 572 – **Chaney Campus** – \$22.35 per hour for YEA Members, not to exceed 25 hours per week – Effective June 10, 2014 – July 11, 2014;

Kelly Daley (Math)                      Kalliope Sdregas (Math)

1-D. **Supplemental Summer School VPA Summer Bridge Program Teacher;** Fund 001 – **Chaney Campus** – \$22.35 per hour for YEA Members, not to exceed 25 hours per week – Effective June 16, 2014 – June 20, 2014;

Edward Madej (Band/Orchestra)

Item 2: I wish to recommend the following **Resignation for the 2013-2014 School Year Supplemental – Summer School**

Ronald J. Walcott                      Personal Reasons                      Eff. 06/04/14

Item 3: I wish to recommend to the Board the following appointments for **Fall Sports Supplemental Contracts:**

**Fall Sports Supplemental Contract** Fund 001 – Percentages are based upon teacher's base salary per YEA Agreement:

**East High School**

Twon Ahart                      Asst. Football Coach                      \$3,886.63 (12.5%)

Item 4: I wish to recommend to the Board the following appointments for **Winter Sports Supplemental Contracts:**

**Winter Sports Supplemental Contract** Fund 001 – Percentages are based upon teacher's base salary per YEA Agreement:

4-A	<b><u>East High School</u></b>		
	Jonathan Bentley	Asst. Boys Basketball Coach	\$3,886.63 (12.5%)
	Brandon Dotson	Asst. Boys Basketball Coach	\$3,886.63 (12.5%)
	Eric Jones	Asst. Girls Basketball Coach	\$3,886.63 (12.5%)
	Lavon Lamb	Head Girls Basketball Coach	\$7,773.25 (25%)
	Dennis Simmons	Head Boys Basketball Coach	\$7,773.25 (25%)
4-B	<b><u>Youngstown Middle School</u></b>		
	Patrick Carney	7 <sup>th</sup> /8 <sup>th</sup> Boys Basketball Coach	\$3,886.63 (12.5%)
	Mark Cherol	7 <sup>th</sup> /8 <sup>th</sup> Boys Basketball Coach	\$3,886.63 (12.5%)
	Sonya Cole	7 <sup>th</sup> /8 <sup>th</sup> Girls Basketball Coach	\$3,886.63 (12.5%)
	Marcus Higgs	7 <sup>th</sup> /8 <sup>th</sup> Boys Basketball Coach	\$3,886.63 (12.5%)
	Booker Newberry	7 <sup>th</sup> /8 <sup>th</sup> Girls Basketball Coach	\$3,886.63 (12.5%)

Item 5: I wish to recommend to the Board that the following **Leaves of Absence** be granted to the following Certificated employees:

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:

Janice L. Rumbaugh	Medical	Eff. 05/29/14 through 06/09/14
Teresa A. Schuler-Vivo	Ext. Maternity	Eff. 06/02/14 through 06/11/14

Item 6: I wish to recommend to the Board to accept the **Retirements** of the following certified staff:

<b><u>Guidance Counselor</u></b>		
Margarita Rodriguez	Retirement	Eff. 07/01/14
<b><u>Teachers</u></b>		
Nella M. Flack	Retirement	Eff. 07/01/14
Maria C. Glinatsis	Retirement	Eff. 07/01/14
Todd A. Mills	Retirement	Eff. 07/01/14



- Item 7: I wish to recommend to the Board the following appointments for **Classified Staff**:
- 7-A **Sub/Educational Assistant: (Fund 001)** To be used on an as needed basis; not to exceed 25 hours per week at \$ 7.95 per hour.  
 Kristine Fetherolf Sub Educational Assistant Effective Date: 6/11/2014
- 7-B **Sub/Secretary: (Fund 001)** To be used on an as needed basis; not to exceed 25 hours per week at \$ 8.32 per hour.  
 Joan Hough Substitute Secretary Effective Date: 6/11/2014
- Item 8: **For the Record:** I wish to recommend to the Board the following **changes for Summer School**: Sherman Moore will work as a Substitute Educational Assistant; not Full time, for Summer School 2014.
- Item 9: I wish to recommend to the Board to accept the **Family Leave of Absence for:**  
 Kathy Glenellen (Nurse) Effective Date: 4/4/2014 – 5/5/2014
- Item 10: I wish to recommend to the Board to accept the **Unpaid Personal Leave** to:  
 Lynn Royer (Assistant Cook ) Effective Date: 5/27/2014-6/9/2014
- Item 11: I wish to recommend to the Board the following **Classified Employee Resignation:**  
 Deanna Beauchamps (Educational Assistant) Summer School Ell at Williamson
- Item 12: I wish to recommend to the Board the following **Classified Employee Retirements:**  
 Charlotte Dercoli (Secretary) Effective Date: 8/01/2014  
 Faith Casey (Asst. Day Custodian/Utility Fireman) Effective Date: 8/01/2014
- Item 13: I wish to recommend to the Board the follow appointments for **Summer School Board Helpers (Maintenance)** - (Fund 001) - to be used on an "as needed" basis at an hourly rate of \$8.80; 8 hours per day, 5 days a week:  
 Reginald Comer III Maalik Smith Malcolm Brown Arianna Jarmon
- Item 14: I wish to recommend to the Board the follow appointments for **Summer Helper (Graphic Arts)**- (Fund 001) - to be used on an "as needed" basis at an hourly rate of \$8.80; 7 hours per day, 4 days per week:  
 Brandon Snead

Item 15: I wish to recommend to the Board the following appointment for Principal for the 2014-2015 and 2015-2016 school year:

Principal – Fund 001

Joseph J. Krumpak, Jr. – 11 Months, 219 Days – Grade 12, Step 3 - \$83,446.00 –  
Effective August 1, 2014

Item 16: I wish to recommend to the Board the following appointment as Assistant Principal for the 2014-2015 and 2015-2016 school year:

Assistant Principal – Fund 001 (*Pending completion of pre-employment requirements*)

Stanley M. Koterba, III – 11 Months, 219 Days – Grade 7, Step 3 - \$73,456.00 –  
Effective August 1, 2014

**THE YOUNGSTOWN BOARD OF EDUCATION**

Richard Atkinson, President

Connie Hathorn, Superintendent

James Reinhard, Treasurer

**SUPERINTENDENT'S RECOMMENDATIONS**

**Policy Recommendations  
from Policy Committee meeting on June 9, 2014.**

**June 10, 2014**

**THE YOUNGSTOWN BOARD OF EDUCATION**

**Richard Atkinson, President**

**Connie Hathorn, Superintendent**

**James Reinhard, Treasurer**

**SUPERINTENDENT'S POLICY RECOMMENDATIONS**

**TO THE BOARD OF EDUCATION**

**June 10, 2014**

**Item 1:**

I wish to recommend to the Board of Education to approve the following revised policy:

- Policy 2260.01-Section 504/ADA Prohibition Against Discrimination Based on Disability  
(Revised)

**SECTION 504/ADA**  
**PROHIBITION AGAINST DISCRIMINATION BASED ON DISABILITY**

Pursuant to Section 504 of the Rehabilitation Act of 1973 ("Section 504"), the Americans with Disabilities Act of 1990, as amended ("ADA"), and the implementing regulations (collectively "Section 504/ADA"), no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. The Board of Education does not discriminate in admission or access to, or participation or treatment in its programs or activities. As such, the Board's policies and practices will not discriminate against students with disabilities and will make accessible to qualified individuals with disabilities its facilities, programs, and activities. No discrimination will be knowingly permitted against any individual with a disability on the sole basis of that disability in any of the programs, activities, policies, and/or practices in the District.

"An individual with a disability" means a person who has, had a record of, or is regarded as having, a physical or mental impairment that substantially limits one or more major life activities. Major life activities are functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, eating, sleeping, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

Major life activities also include the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

An impairment that is episodic in nature or in remission is considered a disability if it would substantially limit a major life activity when active.

The determination of whether an impairment substantially limits a major life activity must be made without regard to the ameliorative effects of mitigating measures such as medication, medical supplies, equipment or appliances, low-vision devices (not including ordinary eyeglasses or contact lenses), prosthetics (including limbs and devices), hearing aids and cochlear implants or other implantable hearing devices, mobility devices, oxygen therapy equipment or supplies, assistive technology, reasonable accommodations or auxiliary aids or services, or learned behavioral or adaptive neurological modifications.

With respect to public preschool, elementary and secondary educational services, a qualified person with a disability means a disabled person:

- A. who is of an age during which nondisabled persons are provided educational services;
- B. who is of any age during which it is mandatory under Ohio law to provide educational services to disabled persons; or
- C. to whom the State is required to provide a free appropriate public education pursuant to the Individuals with Disabilities Education Improvement Act (IDEIA).

With respect to vocational education services, a qualified person with a disability means a disabled person who meets the academic and technical standards requisite to admission or participation in the vocational program or activity.

Compliance Officers

The Board designates the following individuals to serve as the District's 504 and ADA Compliance Officers:

**Issues concerning Section  
504**

Executive Director of Special Education  
Youngstown Board of Education  
20 West Wood Street  
P.O. Box 550  
Youngstown, Ohio 44501-0550  
330-744-6965  
330-744-8869 (Fax No.)

**Issues concerning ADA  
(Americans with Disabilities Act)**

Assistant Superintendent of Human Resources  
Youngstown Board of Education  
20 West Wood Street  
P.O. Box 550  
Youngstown, Ohio 44501-0550  
330-744-6925  
330-744-5295 (Fax No.)

The titles and contact information of these individuals will be published annually on the School District's web site.

**Principals shall serve as Building Compliance Officers.**

The District Compliance Officer(s) are responsible for coordinating the District's efforts to comply with and fulfill its responsibilities under Section 504 and Title II of the ADA. A copy of Section 504 and the ADA, including copies of their implementing regulations, may be obtained from the District Compliance Officer.

The District Compliance Officer(s) will oversee the investigation of any complaints of discrimination based on disability, which may be filed pursuant to the Board's adopted internal complaint procedure, and will attempt to resolve such complaints.

The Board will provide for the prompt and equitable resolution of complaints alleging violations of Section 504/ADA. See below. The Board will further establish and implement a system of procedural safeguards in accordance with Section 504, including the right to an impartial due process hearing. See AG 2260.01B.

Training

The District Compliance Officer(s) will also oversee the training of employees in the District so that all employees understand their rights and responsibilities under Section 504 and the ADA, and are informed of the Board's policies, administrative guidelines and practices with respect to fully implementing and complying with the requirements of Section 504/ADA.

The Board will provide in-service training and consultation to staff responsible for the education of persons with disabilities, as necessary and appropriate.

Facilities

No qualified person with a disability will, because the District's facilities are inaccessible to or unusable by persons with disabilities, be denied the benefits of, be excluded from participation in, or otherwise be subjected to discrimination under any program or activity to which Section 504/ADA applies.

For facilities constructed or altered after June 3, 1977, the District will comply with applicable accessibility standards. For those existing facilities constructed prior to June 3, 1977, the District is committed to operating its programs and activities so that they are readily accessible to persons with disabilities. This includes, but is not limited to, providing accommodations to parents with disabilities who desire access to their child's educational program or meetings pertinent thereto. Programs and activities will be designed and scheduled so that the location and nature of the facility or area will not deny a student with a disability the opportunity to participate on the same basis as students without disabilities.



Education

The Board is committed to identifying, evaluating, and providing a free appropriate public education (FAPE) to students within its jurisdiction who have a physical or mental impairment that substantially limits one or more major life activities, regardless of the nature or severity of their disabilities. An appropriate education, may include regular or special education and related aids and services to accommodate the unique needs of students with disabilities. For disabled students who are not eligible for specially designed instruction under the IDEIA, the special education and related aids and services (including accommodations/modifications/interventions) they need in order to have their needs met as adequately as the needs of nondisabled students are met, shall be delineated, along with their placement, in a Section 504 Plan (Form 2260.01A F13). Parents/guardians/custodians ("parents") are invited and encouraged to participate fully in the evaluation process and development of a Section 504 Plan.

The Board is committed to educating (or providing for the education of) each qualified person with a disability who resides within the District with persons who are not disabled to the maximum extent appropriate. Generally, the District will place a person with a disability in the regular educational environment unless it is demonstrated that the education of the person in the regular environment, even with the use of supplementary aids and services cannot be achieved satisfactorily. If the District places a person in a setting other than the regular educational environment, it shall take into account the proximity of the alternate setting to the person's home.

The Board will provide non-academic extracurricular services and activities in such a manner as is necessary to afford qualified persons with disabilities an equal opportunity for participation in such services and activities. Non-academic and extracurricular services and activities may include counseling services, physical recreational athletics, transportation, health services, recreational activities, special interests groups or clubs sponsored by the District, referrals to agencies that provide assistance to persons with disabilities, and employment of students. In providing or arranging for the provision of meals and recess periods, and non-academic and extracurricular services and activities, including those listed above, the District will verify that persons with disabilities participate with persons without disabilities in such services and activities to the maximum extent appropriate.

Notice

Notice of the Board's policy on nondiscrimination in education practices and the identity of the District's Compliance Officer(s) will be posted throughout the District, and published in the District's recruitment statements or general information publications.

Complaint Procedures

If a person believes that s/he has been discriminated against on the basis of his/her disability, the person may utilize the following complaint procedures as a means of reaching, at the lowest possible administrative level, a prompt and equitable resolution of the matter.

In accordance with Section 504 of the Rehabilitation Act of 1973 and its implementing regulations ("Section 504"), parents and students will be notified of their right to file an internal complaint regarding an alleged violation, misinterpretation or misapplication of Section 504. In addition, students and their parents will be notified of their right to file a complaint with the U.S. Department of Education's Office for Civil Rights. Finally, students and parents will be advised of their right to request a due process hearing before an Impartial Hearing Officer (IHO) regarding the identification, evaluation or educational placement of persons with disabilities, and their right to examine relevant education records.

Internal complaints and requests for due process hearings must be put in writing and must identify the specific circumstances or areas of dispute that have given rise to the complaint or the request for a hearing, and offer possible solutions to the dispute. The complaint or request for due process hearing must be filed with a District Compliance Officer within specified time limits. The District's Compliance Officer is available to assist individuals in filing a complaint or request.

Internal Complaint/Grievance Procedure

**The District has adopted the following Grievance Procedure for addressing complaints of discrimination under Section 504 of the Rehabilitation Act of 1973 and/or Title II of the Americans with Disabilities Act of 1990. A person is not required to use this procedure and may instead file a complaint directly with the U.S Department of Education's Office for Civil Rights, 1350 Euclid Avenue, Suite 325, Cleveland, OH 44115:**

- Step 1:** A person who believes that he/she has been discriminated against by the district is encouraged, but is not required, to discuss the matter informally with the appropriate building principal, in the case of a student, or his/her immediate supervisor, in the case of an employee. [NOTE: If the building principal or the immediate supervisor is the subject of the complaint, or the grievant is not a student or employee, the grievant may, instead, contact the District Section 504 Coordinator]. The person receiving the complaint shall verbally convey his/her findings to both the person who alleged the violation and the person who is the subject of the complaint within 10 business days.
- Step 2:** If the informal Step 1 process does not resolve the matter, or if the grievant does not wish to use the informal procedures set forth in Step 1, a written complaint may be submitted to the District Section 504 Coordinator who will investigate the complaint. [NOTE: If the Section 504 Coordinator is the subject of the complaint, the complaint should be submitted to the Superintendent who will appoint another administrator to conduct the investigation]. The complaint shall be signed by the grievant and include 1) the grievant's name and contact information; 2) the facts of the incident or action complained about; 3) the date of the incident or action giving rise to the complaint; 4) the type of discrimination alleged to have occurred; and 5) the specific relief sought. Names of witnesses and other evidence as deemed appropriate by the grievant may also be submitted. An investigation of the complaint will be conducted within 10 business days following the submission of the written complaint. The investigation shall include an interview of the parties and witnesses, a review of relevant evidence, and any other steps necessary to ensure a prompt and thorough investigation of the complaint. A written disposition of the complaint shall be issued within 10 business days of completion of the investigation, unless a specific written extension of time is provided to the parties. Copies of the disposition will be given to both the grievant and the person who is the subject of the complaint. If discrimination or harassment was found to have occurred, the disposition will include the steps that the District will take to prevent recurrence of any discrimination/harassment and to correct its discriminatory effects on the grievant and others, if appropriate.
- Step 3:** If the grievant wishes to appeal the decision in Step 2 above, he/she may submit a signed, written appeal to the Superintendent within 10 business days after receipt of the written disposition. The Superintendent or his designee shall respond to the complaint, in writing, within 10 business days of the date of the appeal. Copies of the response should be provided to the grievant and the person who is the subject of the complaint.

If it is determined that the Complainant was subjected to unlawful discrimination, the Building and District COs must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate and effective, and tailored to the specific situation.

### OCR Complaint

At any time, if a student or parent believes that s/he has been subjected to discrimination based upon his/her disability in violation of Section 504 or the ADA, the individual may file a complaint with the U.S. Department of Education's Office for Civil Rights ("OCR"). The OCR can be reached at:

U.S. Department of Education  
Office for Civil Rights  
Cleveland Office  
1350 Euclid Avenue, Suite 325  
Cleveland, Ohio 44115  
(216) 522-4970  
FAX: (216) 522-2573  
TDD: (216) 522-4944  
E-mail: [OCR.Cleveland@ed.gov](mailto:OCR.Cleveland@ed.gov)  
Web: <http://www.ed.gov/ocr>

Except in extraordinary circumstances, the OCR does not review the result of individual placement and other educational decisions, so long as the District complies with the "process" requirements of Subpart D of Section 504.

### Retaliation

Retaliation against a person who makes a report or files a complaint alleging unlawful discrimination, or participates as a witness in an investigation, is prohibited. Specifically, the Board will not retaliate against, coerce, intimidate, threaten or interfere with any individual because the person opposed any act or practice made unlawful by Section 504 or the ADA, or because that individual made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under those laws, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws.

**BOARD OF EDUCATION  
YOUNGSTOWN CITY SCHOOL DISTRICT**

**PROGRAM  
2260.01/page 9 of 9**

29 U.S.C. 794, Section 504 Rehabilitation Act of 1973, as amended  
34 C.F.R. Part 104  
42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

Adopted: 3/13/07  
Revised: 10/28/08  
Revised: 7/27/10  
Revised: 2/14/11  
Revised: 11/22/11  
Revised: 4/29/14  
Revised: