

YOUNGSTOWN BOARD OF EDUCATION

- A G E N D A -

Tuesday, October 8, 2013

5:30 p.m. – Caucus

- Formal Meeting -

I. Ward Building

THE YOUNGSTOWN BOARD OF EDUCATION

Richard Atkinson, President
Marcia Haire-Ellis, Vice-President
Lock P. Beachum, Sr.
Rachel Hanni
Brenda Kimble
Andrea Mahone
Michael Murphy

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

REGULAR BOARD MEETING

October 8, 2013

AGENDA

- I. CALL TO ORDER**
- II. PLEDGE OF ALLEGIANCE**
- III. ROLL CALL**
- IV. EXECUTIVE SESSION (if necessary)**
- V. APPROVAL OF AGENDA**
- VI. COMMUNICATIONS/RECOGNITIONS**
- VII. REQUESTS TO ADDRESS THE BOARD (Citizens Participation)**
- VIII. BOARD REPORTS**
 - Board Comments
 - Board Executive Facilities' Report
 - Board President's Report
- IX. TREASURER'S REPORT**
- X. SUPERINTENDENT'S REPORT**
- XI. COMMITTEE REPORTS**
 - Finance/Business/Non-Certificated
 - Curriculum/Extra-Curricular/Sports
 - Certificated Personnel/Legal/Legislative/Policy
- XII. UNFINISHED BUSINESS**
- XIII. NEW BUSINESS**

Michael Murphy
Marcia Haire-Ellis
Brenda Kimble

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Adjournment:

YOUNGSTOWN BOARD OF EDUCATION – Executive Sessions

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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
Board of Education**

RESOLUTION NO. 200-13

**RESOLUTION TO APPROVE REVISED POLICY
ON EMPLOYMENT OF THE SUPERINTENDENT**

WHEREAS, the Board of Education of the Youngstown City School District, pursuant to R.C. 2909.34, 3318.18, 3319.01, 3319.225 and the A.C. 3301-23-19, adopted a policy regarding the employment of the Superintendent; and

WHEREAS, the Board has caused its policy to be reviewed by the Legal/Legislative Policy Committee to obtain a recommendation as to updating this policy with revisions as are necessary and appropriate; and

WHEREAS, the Legal/Legislative Policy Committee has recommended that the Board adopt the revised policy entitled, "Employment of the Superintendent" at Section 1220 of its Policy Manual, a copy of which is attached hereto.

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 the Superintendent," a copy which is attached hereto and made a part hereof by this reference.

_____ moved, seconded by _____ that the foregoing resolution be adopted.

Ayes:
Nays:

10/08/13

EMPLOYMENT OF THE SUPERINTENDENT

The Board of Education vests the primary responsibility for administration of this District in the Superintendent of Schools. The appointment of that officer is, therefore, one of the most important functions the Board can perform.

Whenever the position of Superintendent shall be vacant, the Board shall appoint a Superintendent of Schools as chief executive officer and fix his/her salary and term of office which shall be no more than five (5) years.

The Board shall actively seek the best qualified and most capable candidate for the position of District Superintendent.

It may be aided in this task by:

- A. a committee of Board members;
- B. the services of professional consultants;
- C. the counsel of the out-going Superintendent;
- D. the participation of members of the community.

Recruitment procedures shall be prepared in advance of the search and shall include the following:

- A. the preparation of a written job specification for the position of Superintendent
- B. preparation of written specifications of qualification in addition to proper State licensing
- C. preparation of informative material describing this District and its educational goals

- D. where feasible, the opportunity for applicants to visit the schools of this District
- E. the requirement that each selected candidate for the position be interviewed by Board members in a format that encourages him/her to express his/her educational philosophy
- F. solicitation of applications from a wide geographical area
- G. **consideration of all applicants fairly without discrimination on the basis of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, ancestry, genetic information (collectively, "Protected Classes"), or other condition unrelated to the position of Superintendent.**

The Board may request the State Board of Education to issue a two (2) year alternative superintendent license to a proposed candidate for the superintendency, provided the candidate is of good moral character and meets the requirements set forth by the State Board of Education.

No person may be employed as Superintendent of this District unless s/he has signed an employment contract with the Board.

Such contract shall include:

- A. the term for which employment is contracted, including beginning and ending dates;
- B. the salary which the Superintendent shall be paid and the intervals at which s/he shall be paid;
- C. the benefits to which s/he is entitled;
- D. **a specification of any powers and duties assigned by the Board to the Superintendent pursuant to R.C. 3319.031;**
- E. such other matters as may be necessary to a full and complete understanding of the employment contract.

**BOARD OF EDUCATION
YOUNGSTOWN CITY SCHOOL DISTRICT**

ADMINISTRATION
1220/page 3 of 3

The Superintendent so appointed shall devote himself/herself exclusively to the duties of his/her office and maintain his/her principal residence within the District, unless otherwise approved by the Board.

Any candidate's intentional misstatement of fact material to his/her qualification for employment or the determination of his/her salary shall be considered by this Board to constitute grounds for his/her dismissal.

The person selected for the position of Superintendent shall be required to undergo a physical examination reasonably related to the duties s/he will be required to perform, the cost of which shall be borne by the District.

Prior to employment, the candidate selected must also pass a background check performed by the Bureau of Criminal Identification and Investigation and/or the Federal Bureau of Investigation.

R.C. 3313.18, 3319.01, **3319.031**, **3319.27**
A.C. 3301-23-19

Adopted: 8/24/04
Revised: 1/23/07
Revised: 8/21/13
Revised:

**The Public Schools
Youngstown, Ohio
Board of Education**

RESOLUTION NO. 201-13

**RESOLUTION TO APPROVE REVISED POLICY
ON EMPLOYMENT OF THE TREASURER**

WHEREAS, the Board of Education of the Youngstown City School District, pursuant to R.C. 2909.34, 3301.074, 3313.22, and the A.C. 3301-5-01, adopted a policy regarding the employment of the Treasurer; and

WHEREAS, the Board has caused its policy to be reviewed by the Legal/Legislative Policy Committee to obtain a recommendation as to updating this policy with revisions as are necessary and appropriate; and

WHEREAS, the Legal/Legislative Policy Committee has recommended that the Board adopt the revised policy entitled, "Employment of the Treasurer" at Section 1310 of its Policy Manual, a copy of which is attached hereto.

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 the Treasurer," a copy which is attached hereto and made a part hereof by this reference.

_____ moved, seconded by _____ that the foregoing resolution be adopted.

Ayes:
Nays:

10/08/13

EMPLOYMENT OF THE TREASURER

The Board of Education shall seek a person both capable and licensed to fill the position of Treasurer, whenever that position may be vacant. The Board shall appoint a Treasurer as chief fiscal officer and fix his/her salary and term of office which shall be not more than five (5) years.

All persons considered for the position of Treasurer shall provide evidence of their training and experience in the fields of government accounting, State and Federal laws related to school district budgeting and financing, financial report preparation, and budget and accounting management as required by statute and the standards of the State Board of Education.

The Board may, in recruiting a Treasurer, utilize the services of:

- A. a committee of Board members;
- B. a professional consultant;
- C. the retiring Treasurer;
- D. a committee of community lay persons.

To aid in the search, the Board may use:

- A. a written job description for the position;
- B. informative materials describing the School District;
- C. a written specification of the salary and benefits;
- D. the opportunity for each applicant to visit the District should s/he so desire.

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YOUNGSTOWN CITY SCHOOL DISTRICT**

**ADMINISTRATION
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Any candidate's intentional misstatement of fact material to his/her qualifications for employment or the determination of his/her salary shall be considered to constitute grounds for dismissal.

The person selected for the position of Treasurer shall be required to undergo a physical examination reasonably related to the duties s/he will be required to perform, the cost of which shall be borne by the District.

No person may be employed as Treasurer of this District unless s/he has signed an employment contract with the Board.

Such contract shall include:

- A. the term for which employment is contracted, including beginning and ending dates;
- B. the salary which the Treasurer shall be paid and the intervals at which s/he shall be paid;
- C. the benefits to which s/he is entitled;
- D. **a specification of any powers and duties assigned by the Board to the Treasurer pursuant to R.C. 3319.031;**
- E. such other matters as may be necessary to a full and complete understanding of the employment contract.

The Treasurer shall be responsible for the financial affairs of the District.

The Treasurer so appointed shall devote himself/herself exclusively to the duties of his/her office and maintain his/her principal residence within the District, unless otherwise approved by the Board.

The Treasurer shall report to and is subject to the direction of the Board.

The Treasurer shall direct and assign employees directly engaged in the day-to-day fiscal operations of the District, as those employees are so designated by the Board.

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YOUNGSTOWN CITY SCHOOL DISTRICT**

ADMINISTRATION
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Before entering upon the duties of the office, the Treasurer of the Board shall execute a bond, in an amount and with surety to be approved by the Board, payable to the State, and conditioned for the faithful performance of all official duties required of the Treasurer. Such bond shall be deposited with the President of the Board, and a copy thereof, certified by the Treasurer, shall be filed with the County Auditor.

Prior to employment, the candidate selected must also pass a background check performed by the Bureau of Criminal Identification and Investigation and/or the Federal Bureau of Investigation.

R.C. 2909.34, 3301.074, 3313.22, 3313.24, 3313.25, **3319.031**
A.C. 3301-5-01

Adopted: 8/24/04
Revised: 1/23/07
Revised: 5/22/07
Revised: 8/21/13
Revised:

**The Public Schools
Youngstown, Ohio
Board of Education**

RESOLUTION NO. 202-13

**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 which is attached hereto and made a part hereof by this reference.

_____ moved, seconded by _____ that the foregoing resolution be adopted.

Ayes:
Nays:

10/08/13

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

In accordance with the provisions of R.C. 3319.031, the Board may assign specified powers and duties to one or more administrators.

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.

To the extent permitted by law, the Board may request the State Board of Education to issue a two (2) year alternative administrative specialist license or a one (1) year alternative principal license to a candidate recommended by the Superintendent for an administrative position, provided the candidate is of good moral character and meets the requirements set forth by the State Board of Education.

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.

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YOUNGSTOWN CITY SCHOOL DISTRICT**

ADMINISTRATION
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The Board may, by a three-fourth's (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 **two (2) year alternative administrative specialist license or a one (1) year alternative principal 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 **meets the requirements set forth by the State Board of Education.**

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.

**BOARD OF EDUCATION
YOUNGSTOWN CITY SCHOOL DISTRICT**

ADMINISTRATION
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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. 3319.01, 3319.02, **3319.031**, 3319.07, 3319.16, 3319.17, 3319.171
R.C. , 3319.27, 3319.36

Adopted: 8/24/04
Revised: 12/20/05
Revised: 2/27/07
Revised: 3/26/13
Revised:

**The Public Schools
Youngstown, Ohio
Board of Education**

RESOLUTION NO. 203-13

**RESOLUTION TO APPROVE REVISED POLICY
ON POSTSECONDARY ENROLLMENT PROGRAMS**

WHEREAS, the Board of Education of the Youngstown City School District, pursuant to R.C. 3313.613, 3365.01 through 3365.09, adopted a policy regarding students participating in programs offered by accredited colleges and universities in Ohio; 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, "Postsecondary Enrollment Programs" at Section 2271 of its Policy Manual, a copy of which is attached hereto.

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 "Postsecondary Enrollment Programs," a copy which is attached hereto and made a part hereof by this reference.

_____ moved, seconded by _____ that the foregoing resolution be adopted.

Ayes:
Nays:

10/08/13

POSTSECONDARY ENROLLMENT PROGRAMS

The Board of Education recognizes the value to students and to the District for students to participate in programs offered by accredited colleges and universities in Ohio.

The Board will approve participation by students who meet the **participating college's established placement standards for college-level courses to which credit is awarded** to enroll in approved postsecondary programs during the ninth, tenth, eleventh, or twelfth grade year while in attendance in the District. Students will be eligible to receive secondary credit for completing any of these programs.

No student may participate without the written consent of the Superintendent and for those students under the age of eighteen (18), the written consent of the parents or without attending the counseling services offered in relation to this educational option.

The Board **may** deny high school credit for postsecondary courses any portion of which are taken during the period of a student's expulsion. If the student has elected to receive credit for course(s) toward fulfilling graduation requirements as well as postsecondary credit, that election is automatically revoked for all college courses in which the student enrolled during the college term in which the expulsion is imposed.

When a student is expelled, the Board directs the Superintendent to send written notice of the expulsion to any college in which the expelled student is enrolled under R.C. 3365.03 (Postsecondary Enrollment Options) at the time the expulsion is imposed. This notice shall indicate the date the expulsion is scheduled to expire and that the Board has adopted a policy under R.C. 3313.613 to deny high school credit for postsecondary courses taken during an expulsion. If the expulsion period is later extended, the Superintendent shall notify the college of the extension.

The Superintendent shall establish the necessary administrative guidelines to comply with State law which will thereafter be properly communicated to both students and their parents. The Superintendent shall also establish guidelines and procedures for the awarding of credit and the proper entry on a student's transcript and other records of his/her participation in a postsecondary program.

R.C. 3313.613, 3365.01 through 3365.09

Date of Adoption: 8/24/04

Revised:

**The Public Schools
Youngstown, Ohio
Board of Education**

RESOLUTION NO. 204-13

**RESOLUTION TO APPROVE REVISED POLICY
ON THIRD GRADE READING GUARANTEE**

WHEREAS, the Board of Education of the Youngstown City School District, pursuant to R.C. 3301.079, .0710, .0711, .0714, .0715, 3313.608, 3313.608(D), 3313.6012 and A.C. 3301-13, 3301-35, 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, "Third Grade Reading Guarantee" at Section 2623.02 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 "Third Grade Reading Guarantee," a copy which is attached hereto and made a part hereof by this reference.

_____ moved, seconded by _____ that the foregoing resolution be adopted.

Ayes:

Nays:

10/08/13

THIRD GRADE READING GUARANTEE

All students entering the third grade must demonstrate a certain level of competency in reading before advancing to the fourth grade.

In accordance with State law, the Superintendent shall develop a program for the annual assessment of the reading skills of each student at the end of first, second, and third grade, and identify those students who are reading below their grade level. Each student's classroom teacher shall be involved in the assessment and identification of those students who are reading below grade level.

The District shall provide intervention services to students whose assessments show that they are failing to make satisfactory progress toward attaining the academic standards for their grade level.

Definitions

“On track” means any student who is reading at grade level based on previous end of year standards expectations by September 30th.

“Not on track” means any student who is not reading at grade level based on previous end of year standards expectations by September 30th.

Assessment of Reading Skills Program

- A. Diagnostic assessments in reading, as approved by the Ohio Department of Education (ODE), shall be given by September 30th of each year for students in kindergarten through Grade 3, **with the exception of students with significant cognitive disabilities or other disabilities as authorized by the ODE on a case-by-case basis.** For kindergarten students, prior to July 1, 2014, the kindergarten readiness assessment shall be administered not earlier than four (4) weeks prior to the start of school and not later than September 30th. **For kindergarten students, beginning July 1, 2014, the kindergarten readiness assessment shall be administered not earlier than the first day of the school year and not later than November 1st, except the language and readiness skills portion of the assessment shall be administered by September 30th.** For students enrolled in first, second, or third grade, the diagnostic assessments in reading shall be administered at least once annually.

The District shall administer each applicable diagnostic assessment to any student who transfers into the District or into a new school within the District who did not take a diagnostic assessment at the previous school during the current school year, **unless the student is excused from taking the assessment as provided for in the preceding paragraph.** The diagnostic assessment(s) shall be administered within thirty (30) days of transfer.

After the administration of any diagnostic assessment, the District shall provide to each student's parent a copy of the student's completed diagnostic assessment, the results of such assessment, and any other accompanying documents used during the administration of the assessment. The preceding documents and information shall be included in any reading improvement and monitoring plan(s) developed with respect to the student. The District shall also submit to the **ODE** the results of the diagnostic assessments administered pursuant to this section.

- B. Diagnostic assessment results shall be translated to ODE's definitions of "on track" and "not on track". The District shall make the final determination regarding whether a student is "on track" or "not on track".

- C. If the diagnostic assessment shows that a student is "not on track" to be reading at grade level by the end of the year, the parent will be notified, in writing, of the following:
 - 1. that the school has identified the student as having a substantial deficiency in reading
 - 2. a description of current services provided to the student
 - 3. a description of proposed supplemental instructional services and supports that will be provided to the student that are designed to remediate the identified areas of reading deficiency
 - 4. that the statutorily prescribed assessment is not the sole determinant of promotion and that additional evaluations and assessments are available to the student to assist parents and the District in knowing when a student is reading at or above grade level and ready for promotion, and
 - 5. that the student will be retained in the third grade if s/he does not attain a score in the statutorily prescribed level on the third grade English Language arts assessment, unless the student is exempt as delineated below.

D. For each student identified to be “not on track”, the District shall:

1. provide intensive reading intervention services and regular diagnostic assessments immediately following identification of a reading deficiency until the development of a reading improvement and monitoring plan;

The intervention services shall include research-based reading strategies that have been shown to be successful in improving reading among low-performing readers and instruction targeted to the student’s identified reading deficiencies.

2. develop a reading improvement and monitoring plan within sixty (60) days of learning of the reading deficiency;

The District shall involve the student’s parent/guardian and classroom teacher in developing the plan.

3. **assign a teacher who has at least one (1) year of teaching experience and satisfies one (1) or more of the following criteria:**

- a. holds a reading endorsement and has attained a passing score on the corresponding assessment, **as applicable**
- b. has obtained a master's degree with a major in reading
- c. **was rated “most effective” for reading instruction consecutively for the most recent two (2) years based on assessments of student growth measures developed by a vendor and that is on the list of State Board-approved student assessments**
- d. **was rated "above expected value added," in reading instruction, as determined by criteria established by the ODE, for the most recent consecutive two (2) years**
- e. **has earned a passing score on a State Board-approved rigorous test of principles of scientifically research-based reading instruction**
- f. **holds an educator license for teaching grades pre-kindergarten through three (pre-K-3) or four through nine (4-9) issued on or after July 1, 2017**

For a student who enters third grade for the first time on or after July 1, 2013, the District may alternatively assign a teacher with less than one (1) year of teaching experience provided the teacher meets at least one (1) of the criteria (a-f) set forth above and the teacher is assigned a qualified teacher mentor. The student may receive reading intervention or remediation services from an duly licensed speech-language pathologist.

Additionally, a student who enters third grade for the first time on or after July 1, 2013, but prior to July 1, 2016, may be assigned a teacher who holds an ODE-approved alternative credential or has successfully completed ODE-approved training that is based on principles of scientifically research-based reading instruction.

Finally, nothing in this Policy shall prevent a teacher, other than a student's classroom teacher (i.e., teacher of record), from providing the requisite reading intervention or remediation services to the student, so long as the assigned teacher has at least one (1) year of teaching experience, satisfies at least one (1) of the criteria (a-f) set forth above, and both the classroom teacher and the building Principal agree to the assignment. Such an assignment must be documented in the student's reading improvement and monitoring plan.

Reading Improvement and Monitoring Plan

The reading improvement and monitoring plan developed for students identified as "not on track" shall include:

- A. identification of the student's specific reading deficiency;
- B. a description of proposed supplemental instructional services and support that will be provided to the student to remediate the identified reading deficiencies;
- C. opportunities for the student's parent/guardian to be involved in the instructional services;
- D. a process to monitor the implementation of the student's instructional services;

- E. a reading curriculum during regular school hours that assists students to read at grade level, provides scientifically based and reliable assessments, and provides initial and ongoing analysis of each student's reading progress; and
- F. **a statement that if the student does not attain at least the equivalent level of achievement pursuant to R.C. 3301.0710(A), the student may be retained in third grade.**

Such intervention or remediation services shall include intensive, explicit, systematic instruction, and instruction in phonetics pursuant to rules adopted by the State Board of Education.

Reporting Requirements

All assessment results and determinations shall be compiled and maintained by the District. The District shall comply with all reporting requirements of Ohio's Third Grade Reading Guarantee.

Promotion/Retention

For any student who enters third grade prior to July 1, 2013, and does not attain at least the equivalent level of achievement designated by R.C. 3301.0170(A)(3) on the third-grade reading achievement test, unless the student is excused from taking the assessment pursuant to R.C. 3301.0711(C), the District shall do one of the following:

- A. promote the student to fourth grade if the student's Principal and reading teacher agree that other evaluations of the student's skill in reading demonstrate that the student is academically prepared to be promoted to the fourth grade
- B. promote the student to fourth grade, but provide the student with "intensive" intervention services in fourth grade
- C. retain the student in the third grade

For any student who does not attain by the end of the third grade at least a score in the range designated by statute in the reading test prescribed under R.C. 3301.0710(A)(2)(c), the District shall offer intensive remediation services during the summer following third grade.

Beginning with students who enter the third grade in the 2013-2014 school year, no student shall be promoted to the fourth grade who does not attain at least the equivalent level of achievement designated by R.C. 3310.0710(A)(3) on the assessment prescribed to measure skill in English language arts (ELA) expected at the end of third grade unless the student is excused from taking the assessment pursuant to R.C. 3301.0711(C) or one (1) of the following applies:

- A. the student is limited English proficient student who has been enrolled in United States schools for less than **three (3)** full school years and has had less than **three (3)** years of instruction in an English as a second language program; or
- B. the student is a child with a disability entitled to special education and related services under R. C. Chapter 3323 and the student's individualized education program (IEP) exempts the student from retention under State law; or
- C. the student demonstrates an acceptable level of performance on an alternative standardized reading assessment as determined by the Ohio Department of Education (ODE); or
- D. all of the following apply:
 - 1. The student is a child with a disability entitled to special education and related services under R.C. Chapter 3323.
 - 2. The student has taken the third grade English language arts achievement assessment, as prescribed.
 - 3. The student's IEP or Section 504 Plan shows that the student has received intensive remediation in reading for two (2) school years, but still demonstrates a deficiency in reading.
 - 4. The student previously was retained in any of grades kindergarten to three.

or

- E. the student received intensive remediation for reading for two (2) school years but still demonstrates a deficiency in reading and was previously retained in any of grades kindergarten to three. Any such student shall continue to receive intensive reading instruction in grade four. The instruction shall include an altered instructional day that includes specialized diagnostic information and specific research-based reading strategies that have been successful in improving reading among low-performing readers.

A student retained under the provisions of the Third Grade Reading Guarantee and this policy shall be considered for mid-year promotion if that student demonstrates that s/he is reading at or above grade level, in accordance with the provisions of Policy 5410 – Promotion, Academic Acceleration, Placement, and Retention. Such action shall be considered in consultation with the parent/guardian and the Student Intervention Team and with the concurrence of the building administrator.

Intensive Remediation Services

Remediation services for students on reading improvement and monitoring plans shall be research-based reading strategies that have been shown to be successful in improving reading among low-performing readers.

If a student is retained by the Third Grade Reading Guarantee, the student must be provided intense remediation services until s/he is able to read at grade level. The remediation services must include intense interventions and consist of at least ninety (90) minutes of reading instruction daily.

The District shall provide the option for students to receive reading intervention services from one or more providers other than the District. Both the District and ODE have the authority to screen and approve such providers.

Interventions for students who have been retained may include:

- A. small group instruction;
- B. reduced student-teacher ratios;
- C. more frequent progress monitoring;
- D. tutoring or mentoring;
- E. transition classes containing third and fourth grade students;
- F. summer reading camp; or
- G. extended school day, week, or year.

**BOARD OF EDUCATION
YOUNSTOWN CITY SCHOOL DISTRICT**

**PROGRAM
2623.02/page 8 of 8**

Intensive remediation services shall be targeted to the student's identified reading deficiency.

Nothing in this policy shall prevent the District from assigning a teacher to teach reading to any student who is an English language learner, and has been in the United States for three (3) years or less, or to a student who has an individualized education program ("IEP"), if that teacher holds an ODE-approved alternative credential or has successfully completed ODE-approved training that is based on principles of scientifically research-based reading instruction.

This policy shall be reviewed and updated periodically as necessary.

R.C. 3301.079, 0710, .0711, .0714, .0715, 3313.608, 3313.608(D), 3313.6012
A.C. 3301-13, 3301-35

Adopted: 12/27/12

Revised: 4/23/13

Revised:

**The Public Schools
Youngstown, Ohio
Board of Education**

RESOLUTION NO. 205-13

**RESOLUTION TO APPROVE REVISED POLICY
ON EMPLOYMENT OF SUBSTITUTES
(PROFESSIONAL STAFF)**

WHEREAS, the Board of Education of the Youngstown City School District, pursuant to R.C. 2909.34, 3307.381(A), 3317.13, 3319.10, and 3319.39, adopted a policy regarding the employment of substitutes; 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 Substitutes" at Section 3120.04 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 Substitutes," a copy which is attached hereto and made a part hereof by this reference.

_____ moved, seconded by _____ that the foregoing resolution be adopted.

Ayes:
Nays:

10/08/13

EMPLOYMENT OF SUBSTITUTES

The Board of Education recognizes the need to procure the services of substitutes in order to continue the operation of the schools as a result of the absence of regular personnel.

The Superintendent shall employ substitutes for assignment as services are required to replace temporarily absent regular staff members and fill new positions. Such assignment of substitutes may be terminated when their services are no longer required.

Substitutes must possess a valid Ohio professional license or substitute license, unless the Superintendent believes the person's application information indicates the person has the qualifications to receive a teacher's license. Such a person may be employed on a conditional basis for a period not to exceed sixty (60) days from the date the person submits a request for a license to the Department of Education through the date the Superintendent receives the person's valid teaching license. If the license is not delivered within the time period, the person's employment is to be terminated.

Substitutes also must pass a background check performed by the Bureau of Criminal Identification and Investigation and the Federal Bureau of Investigation (see Policy 3121).

Substitutes may undergo tuberculosis (TB) testing.

In order to retain well-qualified substitutes for service in this District, the Board will offer competitive compensation at a rate set annually by the Board.

A substitute employed for more than sixty (60) days in one (1) specific position will be placed at the minimum salary on the current teachers' salary schedule (e.g. BA/O) and will be eligible for fringe benefits provided regular staff members.

Daily substitutes shall not earn sick leave nor be paid for days when students are not required to attend school.

R.C. 2909.34, 3307.381(A), 3317.13, 3319.10, 3319.39

Adopted: 8/24/04

Revised: 2/27/07

Revised: 8/11/09

Revised: 8/21/13

Revised:

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 206-13

**RESOLUTION TO APPROVE REVISED POLICY
ON PHYSICAL EXAMINATION
(CLASSIFIED STAFF)**

WHEREAS, the Board of Education of the Youngstown City School District adopted a policy to comply with State and Federal laws and regulations regarding physical examinations of candidates for employment; 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 "Physical Examination" at Section 4160 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 "Physical Examination," 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:

10/08/13

PHYSICAL EXAMINATION

The Board of Education, acting through the Superintendent reserves the right to require, after a conditional offer of employment, that the successful candidate submit to a medical examination in order to determine his/her physical and/or mental capacity to perform the essential functions of the position, with or without reasonable accommodation, provided that the Board has required previous successful candidates for the same position (or job classification) to do so. Such examinations shall be done in accordance with the Superintendent's guidelines and/or the terms of the negotiated, collectively-bargained agreements.

Employees will be required to execute a release that complies with the requirements of the Health Insurance Portability and Accountability Act in order to allow the report of the medical examination to be released to the Board/Superintendent, and to allow the Superintendent or his/her designee to speak to the health care provider who conducted the medical examination in order to get clarification (see Form 4160 F2). Such report should indicate whether the candidate can perform the essential functions of the position, with or without reasonable accommodation.

In compliance with the Genetic Information Nondiscrimination Act (GINA) and Board Policy 4122.02, the successful candidate who is required to submit to a medical examination as well as the health care provider that is designated by the Board to conduct the examination, are directed not to collect genetic information or provide any genetic information, including the candidate's family medical history, in the report of the medical examination.

Employees will be notified of the results of the medical examination upon receipt. Any and all reports of such examination will be maintained in a separate confidential personnel file in accordance with the Americans with Disabilities Act, as amended ("ADA") and the Genetic Information Nondiscrimination Act (GINA).

In the event of a report indicating that the candidate is not qualified to perform the position's essential functions, with or without reasonable accommodation, the Superintendent will make a recommendation to the Board of non-employment. The Superintendent or his/her designee may discuss the results of the report with the health care provider who conducted the medical examination prior to the Superintendent making a recommendation to the Board.

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YOUNGSTOWN CITY SCHOOL DISTRICT**

**CLASSIFIED STAFF
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The Board shall assume any uninsured fees for required examinations.

The Board **may** require, at initial employment, that all classified staff members undergo a tuberculosis examination.

R.C. 3313.71
29 C.F.R. Part 1630
29 C.F.R. Part 1635
42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended
42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act
A.C. 3701-15-02

Adopted: 8/24/04
Revised: 1/10/12
Revised:

**The Public Schools
Youngstown, Ohio
Board of Education**

RESOLUTION NO. 207-13

**RESOLUTION TO APPROVE REVISED POLICY
ON STUDENT ABUSE AND NEGLECT**

WHEREAS, the Board of Education of the Youngstown City School District, pursuant to R.C. 2151.421, 3313.60, AND 3319.073, adopted a policy regarding the identification and reporting of cases of child abuse or neglect in accordance with law; 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, "Student Abuse and Neglect" at Section 8462 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 "Student Abuse and Neglect," a copy which is attached hereto and made a part hereof by this reference.

_____ moved, seconded by _____ that the foregoing resolution be adopted.

Ayes:
Nays:

10/08/13

STUDENT ABUSE AND NEGLECT

The Board of Education is concerned with the physical and mental well-being of the students of this District and will cooperate in the identification and reporting of cases of child abuse or neglect in accordance with law.

Every Board official and employee who, in connection with his/her position, knows or suspects child abuse or neglect must immediately report that knowledge or suspicion to a public children's services or local law enforcement agency. Such reporting shall be required in every case that reasonably indicates that a child under the age of eighteen (18) or a physically or mentally disabled child under the age of twenty-one (21) has been abused (physically or mentally) or neglected or faces the threat of being abused or neglected.

The Board official and employee making the report shall also notify the appropriate administrator according to the District's Reporting Procedure for Student Abuse or Neglect and shall secure prompt medical attention to any such injuries reported.

Each principal should be mindful of the possibility of physical or mental abuse being inflicted on a student by an employee. Any such instances, whether real or alleged, should be dealt with in accordance with the administrative guidelines established by the Superintendent. Board officials and employees must report suspected abuse to a public children's services or local law enforcement agency even when the suspected abuser is another official or employee.

The identity of the reporting person shall be confidential, subject only to disclosure by consent or court order. Information concerning alleged child abuse of a student is confidential information and is not to be shared with any unauthorized person. A staff member who violates this policy may be subject to disciplinary action and/or civil and/or criminal penalties.

In accordance with law, the Board will provide appropriate instruction on personal safety and assault prevention to all students in grades K-6. In order to develop programs that are appropriate and effective, the Superintendent is authorized to consult with public and/or private agencies or individuals involved in child abuse prevention and intervention. In addition, the Superintendent shall provide a program of in-service education on school safety, **and violence prevention including human trafficking content, youth suicide awareness and prevention, and prevention of child abuse, violence, and substance abuse and promotion of positive youth development, including a review of Policy 5517.01 – Bullying and Other Forms of Aggressive Behavior**, for all nurses, teachers, counselors, school psychologists and administrators who work in the District's elementary, middle and high schools.

**BOARD OF EDUCATION
YOUNGSTOWN CITY SCHOOL DISTRICT**

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The Board shall adopt or adapt the suicide awareness and prevention curriculum developed by the Ohio Department of Education (ODE).

The in-service education provided to middle and high school employees shall include training in the prevention of dating violence.

All newly-employed nurses, teachers, counselors, school psychologists and administrators who work in the District's elementary, middle and high schools shall complete at least four (4) hours of in-service training within two (2) years of the date of employment. Further, all middle and high school nurses, teachers, counselors, school psychologists and administrators employed by the District as of October 16, 2009, must complete the initial four (4) hours of in-service training no later than October 16, 2011. Additional training must occur every five (5) years thereafter.

A law enforcement officer or children's services agency investigating child abuse or neglect may interview a student on school grounds only in accordance with Board Policy 5540.

R.C. 2141.421, 3313.60, 3319.073

Adopted: 8/24/04
Revised: 3/27/07
Revised: 5/12/09
Revised: 2/09/10
Revised: 2/14/11
Revised: 6/26/12
Revised:

DEPARTMENT OF ACADEMIC AFFAIRS

9-A

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 208-13

**AGREEMENT BETWEEN
MAHONING COUNTY EDUCATIONAL SERVICE CENTER
AND
THE YOUNGSTOWN CITY SCHOOL DISTRICT**

WHEREAS, Youngstown City School District (hereinafter called "YCSD") and the Mahoning County Educational Service Center (hereinafter called MCECSC) have a vested interest in the academic well-being of students in the YCSD; and

WHEREAS, the Board of Education of the Youngstown City School District is committed to the improvement of teaching and learning through a variety of purchased services that enhance the educational process; and

WHEREAS, the Board of Education is required to provide academic coordinating services to students of the District qualifying under the Bureau of Vocational Rehabilitation VRP3 Project; and

WHEREAS, the Board of Education and MCECSC desires that such services to the district and its students be provided through the MCECSC to provide services to students qualifying under the Bureau of Vocational Rehabilitation VRP3 Project.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Youngstown City School District, as required by the Ohio Department of Education, does approve the agreement of MCECSC to provide services to students qualifying under the Bureau of Vocational Rehabilitation VRP3 Project and which the amount is not to exceed \$20,000.00. This contract shall be valid October 1, 2013 through September 30, 2014.

_____, moved, seconded by _____ that
the foregoing resolution be adopted.

Ayes:

Nays:

10/08/13

DEPARTMENT OF ACADEMIC AFFAIRS

10-A

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 209-13

**APPROVAL FOR SUBMISSION OF FY 2013-2014
LITERACY COLLABORATIVE
PROFESSIONAL DEVELOPMENT FOR THE DISTRICT
Purchased Service**

WHEREAS, the Board of Education of the Youngstown City Schools is committed to the improvement of teaching and learning through comprehensive literacy education; and

WHEREAS, the Board of Education wishes to support the effectiveness of learning using a research based literacy initiative that improves reading, writing and language skills of students. Instruction will move from demonstration and explicit teaching to guided practice and then to independent problem solving; and

WHEREAS, the Board of Education supports the Literacy Collaborative Framework that was developed at The Ohio State University. Literacy Collaborative includes research based practices that develop collaborative learning communities within our schools and professional development as our principals, coaches, and teachers continually implement research based approaches in their own classrooms. OSU will provide on-site professional development and training for the primary and intermediate principals, Literacy Collaborative primary and intermediate teachers, and Literacy Collaborative primary and intermediate coaches in our schools.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Youngstown City School district does approve the professional development of Literacy Collaborative for the primary and intermediate principals, teachers and coaches.

Title I – Fund 572

\$127,795.00

_____, moved, seconded by _____ that the foregoing resolution be adopted.

Ayes:

Nays:

10/08/13

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 210-13

**RESOLUTION AUTHORIZING EMPLOYMENT OF
MANAGER OF ROUTING FOR TRANSPORTATION**

WHEREAS, the Superintendent of the Youngstown City School District believes in order to maintain and monitor the overall routing of transportation of the school district; and

WHEREAS, the Superintendent wishes to support the effectiveness of transportation, through a positive relationship with the school district administrators and the parents of the children who uses the transportation system; and

WHEREAS, the attached job description delineate the tasks to be done to enhance and strengthen the overall efficiency and effectiveness of the District; and

WHEREAS, the salary of this position is not to exceed \$40,823.00.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Youngstown City School District does approve hiring of a Manager of Routing for Transportation.

_____ moved, seconded by _____
that the foregoing resolution be adopted.

Ayes:
Nays:

10/08/13

Youngstown City School District

Employee's Job Title	Manager of Routing
FLSA Status	Non-Exempt
Job Code	113
Working Days	261 Working Days
Reports To	Chief of Business and Maintenance
Job Summary	The Manager of Routing is responsible for creating and organizing the assignments of regularly scheduled routes.
Experience Requirements	Job related experience is required.
Certificates, Licenses, Registrations	None Specified
Qualifications Requirements	High School diploma or equivalent
General Requirements	<ul style="list-style-type: none">• Demonstrate knowledge of state, and federal law as it pertains to school transportation• Ability to establish and maintain effective relationships and to interpret and apply established rules and regulations to principals, parents, and bus drivers• Ability to understand and follow rules, oral and written instructions, and regulations• Participate in meetings, in-service training, workshops, as required for the purpose of conveying and/or gathering information required to perform job functions• Coordinates and collaborates with the Chief of Transportation on the review of routes• Coordinates with the transportations secretary on special routing• Communicates with the Chief of Transportation routing changes

Youngstown City School District

Essential Requirements

- Follow all rules, policies and procedures of the Youngstown City Schools, along with regulations pertaining to the Transportation Department
- Assigns bus drivers to routes best suited to the overall transportation needs
 - Routing of public, charter, and parochial students
 - Routing of afterschool activities and pre-school students
- Reviews bus routes and makes necessary changes
 - Distributes routes to drivers
 - Approves bus stop
- Complete reports and keep records as required by state and local authorities
- Coordinates with Student Services to provide transportation of all students
- Creates positive relationships with local school administrators and parents of children who will use the transportation system
- Handles routing complaints and deals directly or indirectly with the general public
- Routes buses and utilize all applicable computer routing programs
- Schedules work assignments for bus drivers

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. The essential Functions included are not limited to the above and other job functions may be assigned by supervisor/administrator. The administration retains the right to add or change duties at anytime without prior notification as needed.

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 211-13

SALARY SCHEDULE REVISIONS AND UPDATE

WHEREAS, the Board of Education retains the authority to specify the salary of new positions and to determine the credit to be awarded for placement on the District's salary schedule; and

WHEREAS, the Assistant Superintendent of Human Resources finds it necessary to revise and update the current salary schedule for administrators based on the needs of efficiency of the school district; and

WHEREAS, the position to be added to salary schedule is Manager of Routing for Transportation at Grade 0, for a 261 day Administrator (12 Months).

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Youngstown City School District that effective October 8, 2013, the position and grade for the Manager of Routing for Transportation be revised and updated.

_____ moved, seconded by _____
that the foregoing resolution be adopted.

Ayes:

Nays:

10/08/13

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 212-13

**CERTIFICATED PERSONNEL:
APPOINTMENTS**

RESOLVED, based upon the recommendation of the Assistant Superintendent of the Human Resources, the following appointments are being accepted for the 2013-14 school year:

APPOINTMENTS

Manager of Routing – Fund 001

Regina C. Williams – 12 Months, 261 Days – Grade 0, Step 1 - \$29,526.00-**\$21,042.18 prorated** – Effective October 14, 2013

Limited Contract Teacher – Fund 001

Vicki L. Sims – 10 Months, 184 Days – BA, Step 5 - \$37,954.00-**\$31,971.85 prorated** – Effective October 7, 2013

Limited Contract Teachers – Retired/Rehire – Fund 001

Frances A. Machuga – 10 Months, 184 Days – MA, Step 5 - \$40,345.00-**\$32,890.50 prorated** – Effective October 14, 2013

Prudence L. Platt – 10 Months, 184 Days – MA, Step 5 - \$40,345.00-**\$32,890.50 prorated** – Effective October 14, 2013

Supplemental-Positive Student Support Team Leaders (PSST) Fund 001 – 6.5% of the teacher’s base salary per YEA Agreement:

Lori Bullen
Katherine Buonavolonta
Julie Clark
Ashlee Cline
Rina Deley
Patricia Lyden

Manfred Michalski
Tricia Mulcahy
Kristin Pezzulo
Jennifer Ritter
Paula Valentini
Denise Zordich

DEPARTMENT OF HUMAN RESOURCES

13-B

Tutors Fund 001 – P.C. Bunn Elementary - \$22.35 per hour for YEA Members, \$15.50 per hour for Non-YEA Members, not to exceed 25 hours per week:

Cynthia Cerimele

Martha Krompegel

Tutors Fund 001 – Harding Elementary - \$22.35 per hour for YEA Members, \$15.50 per hour for Non-YEA Members, not to exceed 25 hours per week:

Roberta Dawson

Tutors Fund 001 – McGuffey Elementary - \$22.35 per hour for YEA Members, \$15.50 per hour for Non-YEA Members, not to exceed 25 hours per week:

Douglas Evans

Mary Lyden

Academic Coaches Fund 001 – Youngstown Early College - \$15.50 per hour for Non-YEA Members, not to exceed 25 hours per week:

Whitney McKee

Pupil Personnel Services – Home Instruction Fund 001 - \$22.35 per hour for YEA Members, \$15.50 for Non-YEA Members, not to exceed 5 hours per week per student assigned:

Dennis Mamone

Youngstown After School Alliance Program Fund 599 – East High School - \$22.35 per hour for YEA Members, not to exceed 25 hours per week:

Jennifer Coles-Shesko

Teacher

\$22.35/hr.

Gail Tigner

Teacher Leader

\$22.35/hr.

For the record:

Jean Stonework, will be employed as a Tutor at the Discovery Program for the 2013-2014 school year.

_____ moved, seconded by _____
that the foregoing resolution be adopted.

Ayes:

Nays:

10/08/13

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 213-13

**HUMAN RESOURCES APPOINTMENTS
CHOFFIN ADULT CAREER TECHNICAL PROGRAM**

RESOLVED, based on the recommendation of the Assistant Superintendent of Human Resources, the following individuals are being recommended to be used on an "as needed basis" not to exceed 25 hours per week for the 2013-14 school year:

Adult Career Technical Program Clinical Instructor- (Fund 012) - Certified - \$22.05 per hour; not to exceed 25 hours per week:

Titus Greer

_____ moved, seconded by _____ that the foregoing resolution be adopted.

Ayes:

Nays:

10/08/13

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 214-13

**CERTIFICATED PERSONNEL:
APPOINTMENTS OF SUBSTITUTE TEACHERS**

RESOLVED, based upon the recommendation of the Assistant Superintendent of Human Resources, the following appointments of substitute teachers are being recommended for the 2013-14 school year:

APPOINTMENTS

Substitute Teachers (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

Pamela Brown
Shannon Counts
Twana Martin
Bernice Starks
Sheila Woodson

_____ moved, seconded by _____
that the foregoing resolution be adopted.

Ayes:
Nays:

10/08/13

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 215-13

**CERTIFICATED PERSONNEL:
LEAVE OF ABSENCE AND RESIGNATIONS**

RESOLVED, based upon the recommendation of the Assistant Superintendent of the Human Resources, the following leave of absence and resignations are being accepted for the 2013-14 school year:

LEAVE OF ABSENCE

Claudette R. Clinkscales	Medical	Eff. 08/27/13 through 06/09/14
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RESIGNATIONS

Teacher

Marie Brown	Personal Reasons	Eff. 08/26/13
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Supplemental

Shirley R. Day	Tutor	Eff. 09/27/13
Loisjean Haynes-Paige	SYSOP	Eff. 09/29/13

_____ moved, seconded by _____
that the foregoing resolution be adopted.

Ayes:
Nays:

10/08/13

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 216-13

**CLASSIFIED PERSONNEL:
APPOINTMENTS, LEAVES OF ABSENCE AND RETIREMENTS**

RESOLVED, based upon the recommendation of the Assistant Superintendent of Human Resources, the following appointments, leave of absences and retirements are being accepted for the 2013-14 school year:

APPOINTMENTS

Substitute Cook Helper - (Fund-006) - \$7.85 per hour; to be used on an "as needed" basis, not to exceed 25 hours per week:

Lisa Jones

Substitute Educational Assistant - (Fund-001) - \$7.85 per hour; to be used on an "as needed" basis, not to exceed 25 hours per week:

Sharon Wilson

After School Alliance Program - (Fund-599) - Chaney Campus - \$10.00 per hour, not to exceed 25 hours per week:

Danisha Crockett - Activity Leader

LEAVES OF ABSENCE

Utility Fireman

Gerald Guerriero

FMLA

Eff. 9/30/13 - 11/8/13

RETIREMENTS

Bus Driver

Joshua Harris

Retirement

Eff. 10/1/13

Secretary

Marlene DePinto

Retirement

Eff. 12/1/2013

_____ moved, seconded by _____ that the foregoing resolution be adopted.

Ayes
Nays:

10/08/13

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

RESOLUTION NO. 217-13

**NON-CERTIFICATED PERSONNEL:
APPOINTMENTS FOR CHOFFIN CAREER AND TECHNICAL CENTER**

RESOLVED, based on the recommendation of the Assistant Superintendent of Human Resources, the following individuals are being recommended to be used on an "as needed basis" not to exceed 25 hours per week for the 2013-14 school year:

Biotechnology Lab Helper– (Fund -524) (Perkins Grant) \$15.50 per hour – not to exceed 25 hours per week:

Hannah McCarthy

_____ moved, seconded by _____
that the foregoing resolution be adopted.

Ayes:
Nays:

10/08/13

**The Public Schools
Youngstown, Ohio
Office of the Superintendent**

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 on Monday, September 23, 2013, at 9:00 a.m. for student Katurah McClendon.

Kate Good, the designee of the President of the Board of Education, served as the appeal hearing officer. After reviewing all documentation, the hearing officer believes the student, Katurah McClendon, did not engage in assault/intimidation/harassment/bullying. It is the recommendation of the hearing officer that the three (3) day suspension of Katurah McClendon be overturned.

Respectfully Submitted,

Richard Atkinson, President
Youngstown Board of Education

_____ moved, seconded by _____
that the foregoing recommendation be adopted.

Ayes:

Nays:

10/08/13