

**SPECIAL MEETING
THE BOARD OF EDUCATION OF
YOUNGSTOWN CITY SCHOOL DISTRICT
YOUNGSTOWN, OHIO**

20 West Wood Street

December 17, 2013

The Youngstown Board of Education met in regular session at the I.L. Ward Building on December 17, 2013. President Richard Atkinson called the meeting to order at 4:33 p.m. The meeting opened with the Pledge of Allegiance followed by a moment of silence. Roll call was taken with the following board members in attendance:

Members present: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni
Members absent: None

Board members discussed agenda items.

EXECUTIVE SESSION

At 4:34 p.m. Mr. Beachum moved, seconded by Ms. Haire-Ellis that board members adjourn to executive session to discuss 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 request a public hearing; and preparing for, conducting or reviewing negotiations or bargaining sessions with employees. On roll call vote the results were as follows:

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni
Nays: None

Board members exited executive session at 4:58 p.m.

The regular portion of the meeting was called to order at 5:03 p.m.

NEW BUSINESS

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

RESOLUTION NO. 278-13

**RESOLUTION TO RATIFY TENTATIVE AGREEMENT WITH
YOUNGSTOWN EDUCATION ASSOCIATION**

WHEREAS, the Youngstown City School District's Collective Bargaining Agreement with the bargaining unit of teachers represented by the Youngstown Education Association expired on June 30, 2013, and was extended through September 30, 2013 when it expired; and

WHEREAS, the Board of Education of the Youngstown City School District authorized the Superintendent to negotiate a Successor Collective Bargaining Agreement with the Youngstown Education Association; and

WHEREAS, the Superintendent appointed a bargaining team consisting of the Board Attorney, Treasurer, Deputy Superintendent, Assistant Superintendent for Human Resources, Director of Pupil Personnel, Chief of Operations, an Elementary School Principal, and Director of Career Tech and Adult Education to negotiate with the bargaining team of the Youngstown Education Association; and

WHEREAS, from May 7, 2013 until November 27, 2013, the negotiating teams for the Youngstown City School District and the Youngstown Education Association engaged in good faith bargaining which resulted in a tentative agreement on November 27, 2013; and

WHEREAS, on December 16, 2013, members of the bargaining unit represented by the Youngstown Education Association ratified the tentative agreement to be effective from July 1, 2013 through June 30, 2016; and

WHEREAS, the Superintendent and the bargaining team of the Youngstown City School District have recommended that the Board of Education ratify said tentative agreement.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Youngstown City School District hereby ratifies and adopts the Collective Bargaining Agreement between the Youngstown Board of Education and the Youngstown Education Association for a three (3) year term of July 1, 2013 through June 30, 2016, the terms and conditions of which are described in the attached Summary of the Tentative Agreement referenced herein.

Ms. Haire-Ellis moved, seconded by Mr. Beachum that the foregoing resolution be adopted.

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni

Nays: None

Motion carried.

12/17/13

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

RESOLUTION NO. 279-13

**RESOLUTION TO EFFECTUATE “ME TOO” WAGE INCREASES FOR
AFSCME and THE BUILDING TRADE**

WHEREAS, the Board of Education of the Youngstown City School District (the “Board”) recently ratified a Collective Bargaining Agreement with the bargaining unit represented by the Youngstown Education Association which, among other things, resulted in increases to the base salary on the teachers’ salary schedule in the amount of two percent (2%) effective July 1, 2013, two percent (2%) effective July 1, 2014, and two percent (2%) July 1, 2015; and

WHEREAS, the Collective Bargaining Agreements with AFSCME Local 1143, 1143 A, and 1143 B, and the Collective Bargaining Agreements with the Building Trade Unions (International Union of Painters & Allied Trades Local #476, The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry Local #396, International Brotherhood of Electrical Workers Local #64, Plasterers and Cement Masons Local #179, and The Northeast Ohio Council of Carpenters Local #171) require that if base wage increases for any other bargaining unit occur to be effective before February 1, 2014 and/or to be effective before February 1, 2015, the employees represented by AFSCME and the Building Trades shall receive the same base wage increase as the employees represented by the other employee organization to be effective on the same date as for the other employee organization. (See AFSCME Contract Section 17.01d and Building Trades Contract Section XXX D); and

WHEREAS, the base salary increases negotiated by YEA and the Board to be effective on July 1, 2013 and July 1, 2014 trigger an increase for AFSCME and the Building Trades in the amount of two percent (2%) on July 1, 2013 and two percent (2%) on July 1, 2014 for the benefit of the bargaining unit members represented by AFSCME and the Building Trades; and

WHEREAS, the Collective Bargaining Agreements with AFSCME and the Building Trades also provide that, if the wage increase “Me Too” is triggered, then the vacation accrual and severance provisions for AFSCME and the Building Trades shall be amended as proposed by the Board, copy attached, effective going forward from the trigger date of the “Me Too” as provided in Section 17.01 e of the AFSCME Agreement and Article XXX E of the Building Trades Agreement.

NOW THEREFORE BE IT RESOLVED, by the Board of Education of the Youngstown City School District that, because the “Me Too” provisions in the AFSCME Collective Bargaining Agreement and in the Building Trades Collective Bargaining Agreement

Resolution No. 279-13 continued

has been triggered, the Board authorizes the following actions in accordance with those Agreements:

1. Effective July 1, 2013, the employees of the Board represented by AFSCME and the Building Trades, as appropriate, shall receive a two percent (2%) base wage increase.
2. Effective July 1, 2014, the employees of the Board represented by AFSCME and the Building Trades, as appropriate, shall receive a two percent (2%) base wage increase.

The vacation accrual and the severance provisions for the AFSCME Collective Bargaining Agreement and for the Building Trades Collective Agreement, the deletions and amendments of which are reflected in the attached Exhibits, shall be effectuated according to the implementation provisions stated in the respective Collective Bargaining Agreements.

Ms. Haire-Ellis moved, seconded by Ms. Hanni that the foregoing resolution be adopted.

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni

Nays: None

Motion carried.

12/17/13

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

RESOLUTION NO. 280-13

RESOLUTION FOR ADMINISTRATIVE STAFF

WHEREAS, the Board of Education of the Youngstown City School District (the “Board”) recently ratified a Collective Bargaining Agreement with the bargaining unit represented by the Youngstown Education Association which, among other things, resulted in increases to the base salary on the teachers’ salary schedule in the amount of two percent (2%) effective July 1, 2013, two percent (2%) effective July 1, 2014, and two percent (2%) July 1, 2015; and

WHEREAS, the goal of the District and its various employee organizations is to cover all Board employees under one New Health Care Plan, the same Health Care Plan adopted in Bargaining with the Youngstown Education Association; and

WHEREAS, the Board desires to increase the salaries of the Administrative Staff and to cover them under the New Health Care Plan.

NOW THEREFORE BE IT RESOLVED, by the Board of Education of the Youngstown City School District that the following actions are authorized:

1. Effective July 1, 2013, the Administrative Staff of the Board shall receive a two percent (2%) base salary increase.
2. Effective July 1, 2014, the Administrative Staff of the Board shall receive a two percent (2%) base salary increase.
3. Effective July 1, 2015, the Administrative Staff of the Board shall receive a two percent (2%) base salary increase.
4. Effective March 1, 2014, the Administrative Staff of the Board shall be covered under the same Health Care Plans as the YEA under “Option 1” for medical coverage and “Option 1 A” for prescription coverage, acknowledging that the Administrative Staff has been contributing ten percent (10%) of the insurance premiums to the Board for several years.

Ms. Haire-Ellis moved, seconded by Mr. Beachum that the foregoing resolution be adopted.

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni
Nays: None

Motion carried.

12/17/13

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

RESOLUTION NO. 281-13

**RESOLUTION FOR
NON-BARGAINING UNIT/NON-ADMINISTRATIVE STAFF**

WHEREAS, the Board of Education of the Youngstown City School District (the “Board”) recently ratified a Collective Bargaining Agreement with the bargaining unit represented by the Youngstown Education Association which, among other things, resulted in increases to the base salary on the teachers’ salary schedule in the amount of two percent (2%) effective July 1, 2013, two percent (2%) effective July 1, 2014, and two percent (2%) July 1, 2015; and

WHEREAS, the goal of the District and its various employee organizations is to cover all Board employees under one New Health Care Plan, the same Health Care Plan adopted in Bargaining with the Youngstown Education Association; and

WHEREAS, the Board desires to increase the compensation of the Non-Bargaining Unit/Non-Administrative Staff and to cover them under the New Health Care Plan.

NOW THEREFORE BE IT RESOLVED, by the Board of Education of the Youngstown City School District that the following actions are authorized:

1. Effective July 1, 2013, the Non-Bargaining Unit/Non-Administrative Staff of the Board shall receive a two percent (2%) base salary increase.
2. Effective July 1, 2014, the Non-Bargaining Unit/Non-Administrative Staff of the Board shall receive a two percent (2%) base salary increase.
3. Effective July 1, 2015, the Non-Bargaining Unit/Non-Administrative Staff of the Board shall receive a two percent (2%) base salary increase.
4. Effective March 1, 2014, the Non-Bargaining Unit/Non-Administrative Staff of the Board shall be covered under the same Health Care Plans as the YEA under “Option 1” for medical coverage and “Option 1 A” for prescription coverage, acknowledging that the Non-Bargaining Unit/Non-Administrative Staff has been contributing ten percent (10%) of the insurance premiums to the Board for several years.
5. In March, 2014, the Board shall pay Non-Bargaining Unit/Non-Administrative Staff employed by the District during the 2013-2014 school year a Stipend of \$900.
6. In March, 2015, the Board shall pay Non-Bargaining Unit/Non-Administrative Staff employed by the District during the 2014-2015 school year a Stipend of \$500.

Ms. Haire-Ellis moved, seconded by Mr. Murphy that the foregoing resolution be adopted.

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni

Nays: None

Motion carried.

12/17/13

CONSENT AGENDA

Ms. Haire-Ellis offered a motion to place Resolution No. 282-13 through Resolution No. 286-13 on a Consent Agenda. Mr. Beachum seconded the motion, and on roll call vote the results were as follows:

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni

Nays: None

Motion carried.

Mr. Atkinson then entertained a motion to adopt the Consent Agenda. Ms. Haire-Ellis moved adoption of the Consent Agenda, seconded by Ms. Hanni which included Resolution No. 282-13 through Resolution No. 286-13 summarized as follows:

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni

Nays: None

Motion carried.

DEPARTMENT OF HUMAN RESOURCES

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

RESOLUTION NO. 282-13

**CERTIFICATED PERSONNEL
APPOINTMENTS**

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

APPOINTMENTS

Chief of Business, Maintenance and Operations – Fund 001

Harry Evans – 12 Months, 261 Days – Grade 10, Step 6 – \$89,243.00 – Effective July 1, 2013

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

East High School 7-12

James Bielik	Asst. Baseball Coach	\$1,793.10 (6.0%)
Sonya Cole	7 th /8 th Gr. Girls Track Coach	\$1,793.10 (6.0%)
Michelle Curry	Asst. Girls Track Coach	\$1,793.10 (6.0%)
Brandon Dotson	Asst. Boys Track Coach	\$1,793.10 (6.0%)
Brooke Gingher	Head Softball Coach	\$3,586.20 (12.0%)
Mark Greene	Asst. Boys Track Coach	\$1,793.10 (6.0%)
Alicia Hill	7 th /8 th Gr. Girls Track Coach	\$1,793.10 (6.0%)
Jerron Jenkins	Head Boys Track Coach	\$3,586.20 (12.0%)
Booker Newberry	7 th /8 th Gr. Boys Track Coach	\$1,793.10 (6.0%)
Eric Pelligrini	Head Baseball Coach	\$3,586.20 (12.0%)
Jodi Taylor	Head Girls Track Coach	\$3,586.20 (12.0%)

For the record: Daniel Gall, Band Director, will be paid at 10% of the teacher’s base salary for the 2013-2014 school year.

Ms. Haire-Ellis moved, seconded by Ms. Hanni that the foregoing resolution be adopted.

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni
Nays: None

Motion carried.

12/17/13

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

RESOLUTION NO. 283-13

**CERTIFICATED PERSONNEL
LEAVES OF ABSENCE AND RESIGNATION**

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

LEAVES OF ABSENCE

Paul B. McConnell	Medical	Eff. 09/18/13 through 01/06/14
Wanda Smith	Ext. Medical	Eff. 10/04/13 through 02/03/14

RESIGNATION

School Psychologist

Serina D. Wright	Personal Reasons	Eff. 12/05/13
------------------	------------------	---------------

Ms. Haire-Ellis moved, seconded by Ms. Hanni that the foregoing resolution be adopted.

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni

Nays: None

Motion carried.

12/17/13

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

RESOLUTION NO. 284-13

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 Coordinator of Food Service for 201 days (12 Months).

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Youngstown City School District that effective August 20, 2013, the position and grade for the Coordinator of Food Services be revised and updated.

Ms. Haire-Ellis moved, seconded by Ms. Hanni that the foregoing resolution be adopted.

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni

Nays: None

Motion carried.

12/17/13

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

RESOLUTION NO. 285-13

**CLASSIFIED PERSONNEL
APPOINTMENTS**

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

APPOINTMENTS

Coordinator of Food Services (Fund 006)

Sue Paris – 11 Months, 201 Days – Step 7 – \$42,609.00 – Effective August 20, 2013

Educational Assistant (Fund 001) Full-time at an hourly rate of \$11.72 per hour:

Janette Merced

Graphic Arts (Fund 001) Choffin Career Center – \$20.59 per hour, not to exceed 40 hours per week:

Polly Emerick

Parent Assistant (Fund 001) \$7.85 per hour; became effective December 16, 2013:

Bobby Croom

Substitute Bus Driver (Fund 001) \$11.00 per hour; to be used on an “as needed” basis not to exceed 25 hours per week:

Jodi M. Merchant

Ms. Haire-Ellis moved, seconded by Ms. Hanni that the foregoing resolution be adopted.

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni

Nays: None

Motion carried.

12/17/13

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

RESOLUTION NO. 286-13

**CLASSIFIED PERSONNEL
RESIGNATIONS AND UNPAID LEAVE OF ABSENCE**

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

RESIGNATIONS

Custodial Helper

Curtis Coleman	Resignation	Effective 1/14/14
----------------	-------------	-------------------

Satellite Breakfast Worker

Amy Garron	Resignation	Effective 11/20/13
------------	-------------	--------------------

UNPAID LEAVE OF ABSENCE

Bus Driver

Denny Lightner	Unpaid Medical Leave	Effective 12/6/13
----------------	----------------------	-------------------

Ms. Haire-Ellis moved, seconded by Ms. Hanni that the foregoing resolution be adopted.

Ayes: Kimble, Mahone, Murphy, Atkinson, Beachum, Haire-Ellis, Hanni

Nays: None

Motion carried.

12/17/13

RECOGNITION

Ms. Haire-Ellis along with Dr. Hathorn and Mr. Atkinson presented Certificates of Recognition to outgoing board members for their years of service to the District and the community: Lock P. Beachum, Sr. sixteen years, Rachel Hanni, four years and Andrea Mahone, four years.

COMMENTS

Dr. Hathorn noted his appreciation to central office staff and building administrators noting that they know his vision and his expectations, and he believes in his team.

APPOINTMENT

Mr. Atkinson appointed Michael Murphy to serve as president pro tempore at the organizational meeting to be held January 7, 2014.

ADJOURNMENT

There being no further business requiring board action at this time, Mr. Beachum moved that the meeting adjourn. Ms. Hanni seconded the motion, and upon voice vote all board members voted yes. Mr. Atkinson announced the meeting adjourned.

President

Treasurer