

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

20 West Wood Street

June 10, 2014

The Youngstown Board of Education met in regular session at the I.L. Ward Building on June 10, 2014. President Atkinson called the caucus portion of the meeting to order at 5:36 p.m. Roll call was taken with the following board members in attendance:

Members present: Shadd, Williams, Adair, Atkinson, Kimble, Murphy
Members absent: Haire-Ellis

Public Hearing

At this time, a public hearing regarding the retire/rehire of William Baun (Principal), Janice Turnbull (Teacher) and Ronald Walcott (Teacher) for the 2014-2015 school year took place. The hearing was recommended by the Superintendent and approved by the Board of Education on May 27, 2014.

There were no speakers from the public, no comments or questions during the hearing.

Following the public hearing, the Board President recognized that Sharon Butler had requested a hearing before the Board of Education at this time. Ms. Butler was not present, so the hearing did not take place.

At this time, board members discussed agenda items.

EXECUTIVE SESSION

At 5:45 p.m. Mr. Murphy moved, seconded by Ms. Kimble 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 requests a public hearing. On roll call vote the results were as follows:

Ayes: Shadd, Williams, Adair, Atkinson, Kimble, Murphy
Nays: None

Motion carried.

Board members exited executive session at 5:59 p.m.

Mr. Atkinson called the regular portion of the meeting to order at 6:06 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: Shadd, Williams, Adair, Atkinson, Kimble, Murphy
Members absent: Haire-Ellis

APPROVAL OF AGENDA

As the first item of business, Mr. Atkinson called for a motion approving the agenda. Ms. Kimble moved that the agenda be approved as presented. It was seconded by Mr. Murphy. On roll call vote the results were as follows:

Ayes: Shadd, Williams, Adair, Atkinson, Kimble, Murphy
Nays: None

Motion carried, and the agenda was approved as presented.

APPROVAL OF MINUTES

Ms. Kimble moved, seconded by Mr. Murphy that the minutes of the regular board meeting of May 27, 2014, and the special meeting of June 3, 2014 be approved as presented. On roll call vote the results were as follows:

Ayes: Shadd, Williams, Adair, Atkinson, Kimble, Murphy
Nays: None

Motion carried, and minutes were approved as presented.

COMMUNICATIONS/RECOGNITIONS

There were no communications or recognitions.

CITIZEN PARTICIPATION

Mr. Atkinson called for citizen participation. Former board member and principal, Lock P. Beachum, Sr. presented information regarding the role of an effective principal.

Former board member, Clarence Boles noted that the current condition of the District is not the fault of the Board but of dysfunctional households. He further noted that children are being victimized by ineffective teachers. He suggested that the Board should meet with legal counsel to develop an exit strategy with the Academic Distress Commission.

Jimma McWilson, Family Power Institution presented a brief feature previously shown on Channel 27 News regarding the 2007 Demonstration Project Program. As a result of several

years of continuing the project, this year all 13 schools did their own Olympiad academic pep rallies, therefore, completing the Demonstration Project.

BOARD PRESIDENT'S REPORT

Mr. Atkinson noted that the District had two successful 2014 graduations at East and Chaney High Schools. He further stated that things are going in the right direction; and that we are not where we want to be but we are not where we were.

COMMITTEE CHAIR REPORTS

Mr. Murphy, Finance/Business/Non-Certificated Committee, had no report at this time but noted that the committee will have a report following the next meeting of June 23rd.

In the absence of chairperson Haire-Ellis, Ms. Adair, committee member of the Curriculum/Extra Curricular/Sports Committee, reported that the committee met and discussed several issues as follows: Tentative OGT results, additions to the social studies curriculum and extending the school day/year. (At the request of Ms. Adair, deputy superintendent of academic affairs, Doug Hiscox gave a brief summary regarding the OGT results)

Ms. Kimble noted that the Certificated Personnel/Legal/Legislative Policy Committee met. The committee went over personnel recommendations for summer programs and recommendations for principals.

TREASURER'S REPORT

Mr. Reinhard had no report at this time.

SUPERINTENDENT'S REPORT

Superintendent Hathorn commented on the following items:

- The Evening of Stars Program at East High School on June 4th to show the District's thanks and appreciation for supporting Youngstown City School District was a success.
- Summer School will start June 11.
- In the process of interviewing teachers, principals, assistant principal and for the 2014-2015 school year.

UNFINISHED BUSINESS

Ms. Adair noted that the following items were previously discussed with no resolution as yet:

- Has David Johns, President Obama's executive director of the executive order responded as to if and when he will visit the District. Board member Kimble noted that emails have been sent to Mr. Johns but he has not yet responded.
- Previously requested an in depth discussion regarding Wilson with Dr. Hathorn, Doug Hiscox and Lori Kopp. Mr. Atkinson will schedule a work session with the Board.
- Report given to Dr. Hathorn regarding a bus incident. Ms. Adair requested a written report from all responsible as to why the improper behavior has continued.
- Requested updated information regarding the bank reconciliation. Treasurer, James Reinhard noted that significant progress has been made.
- Information on the sale of the I.L. Ward Building. Mr. Reinhard noted that a meeting with the architect will be scheduled.
- Process review meeting took place last May 30. A written report will be shared with the Board as soon as it is received.
- Review team report. Dr. Hathorn noted that the report has not been received but he will share the report as soon as he receives it.
- Quaglia was to have prepared a report. It has not been received at this time.

NEW BUSINESS

Ms. Adair requested information as follows:

- End of year reports – when will they be ready for presentation to the Board. Dr. Hathorn stated that the information is not ready at this time.
- Due to The Vindicator article regarding board member payments, Ms. Adair requested a report to include the number of meetings and the dollars paid for a five-year period.

Motion by Ms. Kimble. Second by Mr. Murphy that the following business affairs recommendation be approved:

Ayes: Shadd, Williams, Adair, Atkinson, Kimble, Murphy

Nays: None

Motion carried

THE YOUNGSTOWN BOARD OF EDUCATION

Richard Atkinson, President

**Connie Hathorn, Superintendent
James Reinhard, Treasurer**

**BUSINESS AFFAIRS RECOMMENDATION
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

Ms. Adair requested that Item 15 and Item 16 be voted on separately.

Motion by Ms. Kimble. Second by Mr. Murphy that the following Superintendent's Personnel Recommendations, Items 1 through 14 be approved with the exception of Item 15 and Item 16:

Ayes: Shadd, Williams, Adair, Atkinson, Kimble, Murphy
Nays: None

Motion carried

T H E Y O U N G S T O W N B O A R D O F E D U C A T I O N

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

Winter Sports Supplemental Contracts Fund 001 - Percentages are based upon teacher's base salary per YEA Agreement:

4-A East High School

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 Youngstown Middle School

Patrick Carney	7 th /8 th Boys Basketball Coach	\$3,886.63 (12.5%)
Mark Cherol	7 th /8 th Boys Basketball Coach	\$3,886.63 (12.5%)
Sonya Cole	7 th /8 th Girls Basketball Coach	\$3,886.63 (12.5%)
Marcus Higgs	7 th /8 th Boys Basketball Coach	\$3,886.63 (12.5%)
Booker Newberry	7 th /8 th 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
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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:

Guidance Counselor

Margarita Rodriguez Retirement Eff. 07/01/14

Teachers

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 Eff. 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 Eff. 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 Eff. Date: 4/4/2014 – 5/5/2014

Item 10: I wish to recommend to the Board to accept the Unpaid Personal Leave for:

Lynn Royer Assistant Cook Eff. 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 Eff. Date: 8/01/2014

Faith Casey Asst. Day Custodian/Utility Fireman Eff. 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 and Item 16 on separate votes:

Motion by Ms. Kimble. Second by Mr. Murphy that the following Superintendents Personnel Recommendation, Item 15 be approved:

Ayes: Shadd, Atkinson, Kimble, Murphy

Nays: Williams, Adair

Motion carried

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

Motion by Ms. Kimble. Second by Mr. Murphy that the following Superintendents Personnel Recommendation, Item 16 be approved:

Ayes: Shadd, Atkinson, Kimble, Murphy

Nays: Williams, Adair

Motion carried

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

Motion by Ms. Kimble. Second by Mr. Murphy that the following Superintendents Policy Recommendations be approved:

Ayes: Shadd, Williams, Adair, Atkinson, Kimble, Murphy
Nays: None

Motion carried

T H E Y O U N G S T O W N B O A R D O F E D U C A T I O N

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
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
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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

Rev

COMMENTS

Mr. Shadd

- Great end of year celebrations
- Embrace children help and help them with future endeavors
- Reason for board member questions on individuals helps them
- to make better decisions for the community
- Need for citizens' feedback

Ms. Adair

- In agreement with Mr. Shadd's comments
- Wants the best for our students
- New and previous board members are trying to work with the Commission and superintendent
- Board will continue to do what they have been doing and doing what is best for the District in trying to turn things around.

Ms. Kimble

- Agreed with Mr. Shadd and Ms. Adair comments
- Look at restructuring Human Services Department
- Attended Rayen Early College, Bunn and Discovery student award ceremonies Students are progressing moving in the right direction

President Atkinson noted that a student of East and Choffin Career & Technical Center has had three interviews since graduation, and that there are a lot of stories similar to that taking place throughout the District so progress is being made.

ADJOURNMENT

There being no further business requiring board action at this time, Mr. Murphy moved that the meeting adjourn. Ms. Kimble seconded the motion, and upon voice vote all board members voted yes. Mr. Atkinson announced the meeting adjourned at 7:05 p.m.

President

Treasurer