

YOUNGSTOWN BOARD OF EDUCATION

**- SPECIAL BOARD MEETING –
- A G E N D A -**

**Tuesday, December 17, 2013
4:30 p.m.
I. Ward Building**

THE YOUNGSTOWN BOARD OF EDUCATION

Richard Atkinson, President

Connie Hathorn, Ph.D., Superintendent

SPECIAL BOARD MEETING

December 17, 2013

4:30 p.m.

AGENDA

PLEDGE OF ALLEGIANCE

ROLL CALL

OPEN DISCUSSION

EXECUTIVE SESSION (if needed)

Office of the Superintendent:

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**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.

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

Ayes:

Nays:

12/17/13

Summary of Tentative Agreement
between
The Board of Education of Youngstown City School District
and
The Youngstown Education Association
November 27, 2013

Article I - Recognition

Retain Current Contract Language.

Article II. - Negotiations Procedure

Retain Current Contract Language.

Article III. - Rights of the Parties

Retain Current Contract Language, except to add Section 3.011 which reads as follows:

3.011 Management during Academic Distress Commission.

As mandated by R.C. 3302.10(K), the Board by law has resumed holding management rights or responsibilities as if it had not relinquished them in the Collective Bargaining Agreement until such time as both (1) the Academic Distress Commission ceases to exist and (2) the Board agrees to relinquish those rights or responsibilities in a new Collective Bargaining Agreement. The Board is without authority to negotiate any relinquishment of those rights or responsibilities until after the Commission ceases to exist.

However, until the cessation of the existence of the Academic Distress Commission and subsequent bargaining of any relinquishment of management rights or responsibilities, the Board will abide by the following understandings it reached with the YEA:

1. Memorandum of Understanding as to Management Rights dated January 27, 2012,
2. Letter of Understanding as to Class Size dated May 29, 2012,
3. Letter of Understanding as to Posting Dates dated May 29, 2012,
4. Letter of Understanding as to Reduction in Force dated May 29, 2012,
5. Letter of Understanding as to Placement Upon Return from Leave dated July 10, 2012,
6. Letter of Understanding as to Seniority dated July 18, 2012.

Separately, the Board will continue the following understandings it reached with the YEA:

1. Memorandum of Understanding as to Dress Code dated December 16, 2011, and
2. Memorandum of Understanding as to School Improvement Grants, dated March 20, 2012.

These MOUs and LOUs will remain in effect for the duration of this contract, or they will be reopened once the District's Academic Distress Commission ceases to exist.

Article IV - Grievance Procedure

Retain Current Contract Language.

Article V - Leaves of Absence

Retain Current Contract Language.

Article VI - Employment Practices

Retain Current Contract Language, except as revised to read as follows:

6.03 Employee Evaluation:

The Board shall conduct evaluations of employees as required by and pursuant to R.C. 3319.111 and R. C. 3319.112, the teacher evaluation Policy adopted by the Board in June 2013, and the guidelines to be developed by a joint Board – YEA committee, including but not limited to the “OTES Q&A” of November 5, 2013.

Article VII - Employment Conditions

Retain Current Contract Language.

Article VIII – Salary and Fringe Benefits

Retain Current Contract Language, except as sections are revised to read as follows:

8.012 Longevity Step.

A. A longevity step shall be added at year twenty-four (24) on the salary schedule for those teachers beginning their twenty-fifth (25th) year of service on the salary schedule. Having attained the twenty-fourth (24th) step, said teachers shall be subject to any further general wage increases negotiated between the parties.

B. Effective July 1, 2013, a longevity step shall be added at year twenty-seven (27) on the salary schedule for those teachers beginning their twenty-eighth (28th) year of service on the salary schedule. Having attained the twenty-seventh (27th) step, said teachers shall be subject to any further general wage increases negotiated between the parties. However, those teachers who are placed at Step 27 for either the 2013-2014 or 2014-2015 school years shall not be eligible to be paid the Stipends in Section 8.018.

8.014 Placement on Salary Schedule.

F. As a recruitment incentive to obtain new teachers in areas other than mathematics, comprehensive science, and special education referenced in sub-section E above, the Board shall place all such other new hires on the salary schedule at year 1 of the salary schedule regardless of whether the new hire has teaching service or military service to be placed there. Any teacher given this recruitment incentive shall not advance vertically on the salary schedule until his/her

actual service credit matches the years of the next step. Further, any teacher given this recruitment incentive shall not be eligible to be paid the Stipends in Section 8.018.

8.018 One-Time Stipends in 2014 and 2015.

A. Except for those bargaining unit members who are not eligible as provided Section 8.012 B and 8.014 F, each employee in the bargaining unit who was employed by the District during the 2013 – 2014 school year shall be paid a Stipend of Nine Hundred Dollars (\$900) in March 2014.

B. Except for those bargaining units members who are not eligible as provided Section 8.012 B and 8.014 F, each employee in the bargaining unit who was employed by the District during the 2014 – 2015 school year shall be paid a Stipend of Five Hundred Dollars (\$500) in March 2015.

8.02 Salary Schedule.

8.021 Salary Schedule Effective July 1, 2013 through June 30, 2014: Effective retroactively to July 1, 2013 through June 30, 2014, the base salary at Year 0 of the Bachelor's Degree column shall be increased 2% to \$_____ for 183 days on the index described in Section 8.024. (Daily rates shall be based on 184 days in a school year.)

8.022 Salary Schedule Effective July 1, 2014 through June 30, 2015: Effective July 1, 2014 through June 30, 2015, the base salary at Year 0 of the Bachelor's Degree column shall be increased 2% to \$_____ for 183 days on the index described in Section 8.025 (Daily rates shall be based on 184 days in a school year.)

8.023 Salary Schedule Effective July 1, 2015 through June 30, 2016: Effective July 1, 2015 through June 30, 2016, the base salary at Year 0 of the Bachelor's Degree column shall be increased 2% to \$_____ for 183 days on the index described in Section 8.026. (Daily rates shall be based on 184 days in a school year.)

8.10 Employee Insurances.

8.101 General Coverage

A. The Board shall provide:

1. a. For the term of this Agreement, all full time employees (defined as 30 hours or more for the purposes of this Section 8.10) shall be provided with hospital, medical, prescription, dental and vision insurance as outlined in the Summary of Benefits included herein.
- b. Subject to applicable rules of the State Teachers Retirement System ("STRS") effective January 1, 2009, the District will provide primary coverage and STRS will provide secondary coverage to those full-time employees of the District who have retired and are

“plan enrollees” under STRS, and who are not eligible for Medicare. This provision shall be administered consistent with the applicable rules of STRS and Medicare.

2. Each employee shall reimburse the Board a portion of the annual premium for such coverage. Employee reimbursement shall be in the following amounts and methods:

a. Family Coverage through February 28, 2014. For family coverage, each employee shall annually pay an amount equal to 1.225% of his/her annual salary (excluding extended time and supplemental payments), not to exceed \$750 per year. Effective July 1, 2012, this will increase to 1.57% of his/her annual salary (excluding extended time and supplemental payments), not to exceed \$900 per year.

b. Single Coverage through February 28, 2014. For single coverage, each employee shall annually pay an amount equal to 0.65% of his/her annual salary (excluding extended time and supplemental payments), not to exceed \$400 per year. Effective July 1, 2012, this will increase to 0.87% of his/her annual salary (excluding extended time and supplemental payments), not to exceed \$450 per year.

a. Family Coverage on and after March 1, 2014.

1. Effective March 1, 2014, for family coverage, each employee shall annually pay an amount equal to ten percent (10%) of the annual premium for insurance coverage, or \$2,050, whichever is less.

2. Effective January 1, 2015, for family coverage, each employee shall annually pay an amount equal to ten percent (10%) of the annual premium for insurance coverage, or \$2,200, whichever is less.

3. Effective January 1, 2016, for family coverage, each employee shall annually pay an amount equal to ten percent (10%) of the annual premium for insurance coverage, or \$2,300, whichever is less.

4. “Premium” shall be the cost of coverage attributed to each form of health care coverage as outlined in Appendix N, “Explanation of Funding/Premium Rate Calculation,” with respect to the Board’s self-insured coverages.

b. Single Coverage on and after March 1, 2014.

1. Effective March 1, 2014, for single coverage, each employee shall annually pay an amount equal to ten percent (10%) of the annual premium for insurance coverage, or \$1,025, whichever is less.

2. Effective January 1, 2015, for single coverage, each employee shall annually pay an amount equal to ten percent (10%) of the annual premium for insurance coverage, or \$1,100, whichever is less.

3. Effective January 1, 2016, for single coverage, each employee shall annually pay an amount equal to ten percent (10%) of the annual premium for insurance coverage, or \$1,150, whichever is less.

4. "Premium" shall be the cost of coverage attributed to each form of health care coverage as outlined in Appendix N, "Explanation of Funding/Premium Rate Calculation," with respect to the Board's self-insured coverages.

c. Retain Current Contract Language.

d. Retain Current Contract Language.

e. Calculations of the annual reimbursement for each employee shall be effective on the first day of January of each year during the term of this Agreement based upon the annual premium effective January 1. (However, for 2014, the effective date shall be March 1, 2014.)

f. Retain Current Contract Language.

g. Retain Current Contract Language.

h. Deleted.

i. Deleted.

3. Retain Current Contract Language.

4. Spousal Eligibility:

a. a. If an employee's spouse is eligible to participate, as a current employee or self-employed individual (other than a sole proprietor) in a business or organization, in group health insurance (medical and/or prescription drug coverage) sponsored by his/her employer or business, the spouse must enroll for single coverage in such employer or business sponsored group insurance coverage no later than January 1, 2014, and then no later than every January 1 thereafter.

b. This requirement does not apply to any spouse who works less than 20 hours per week OR is required to pay more than \$150 per month effective July 1, 2013 and \$200 per month effective July 1, 2014, to participate in his/her employer's or business's group medical and prescription insurance coverage.

c. Upon the spouse's enrollment in any such employer or business sponsored group health insurance coverage, that coverage will become the primary payor of benefits and the coverage sponsored by the Youngstown

City Schools will become the secondary payor of benefits according to the primary plan's coordination of benefits and participation rules. Any spouse who fails to enroll in the group health insurance plan sponsored by his/her employer or business (except as noted above) shall be ineligible for benefits under the group insurance health coverage sponsored by the Youngstown City Schools.

d. It is the employee's responsibility to advise the Youngstown City Schools' Health Benefit Plan ("the Plan") immediately (and not later than 30 days after any change in eligibility) if the employee's spouse becomes eligible to participate in group health insurance sponsored by his/her employer or business on or after January 1, 2014. Upon becoming eligible, the employee's spouse must enroll in any group health insurance sponsored by his/her employer or business unless he/she is exempt from this requirement in accordance with the exemptions stated in this Section.

e. Every employee whose spouse participates in the Youngstown City School's group health insurance coverage and/or prescription drug insurance coverage shall complete and submit to the Plan through the Human Resource Department of the Board, upon request, a written certification verifying whether his/her spouse is eligible to participate in group health insurance coverage and/or prescription drug insurance coverage sponsored by the spouse's employer, business or organization. If any employee fails to complete and submit the certification form by the required date, such employee's spouse will be removed immediately from all group health insurance and/or prescription drug insurance coverage sponsored by The Youngstown City Schools. Additional documentation maybe required.

- B. Retain Current Contract Language.
- C. Retain Current Contract Language.
- D. Retain Current Contract Language.
- E. Retain Current Contract Language.

8.102 Hospitalization, Surgical and Major Medical Benefits

A. Hospitalization, Surgical and Major Medical Benefits: The Board shall provide a hospitalization, surgical and major medical coverage plan which shall provide coverage as outlined in the Plan Summary of Benefits attached as Appendix L. ("Option 1" of

November 2013, to be effective as of March 1, 2014; until then, current coverage will be maintained by the Board.)

B. Dental Insurance: Retain Current Contract Language.

C. Term Life Insurance: Retain Current Contract Language.

D. Accidental Death and Dismemberment Insurance: Retain Current Contract Language.

E. Prescription Drugs: The prescription drug schedule of benefits shall be as outlined in the Plan Summary of Benefits attached as Appendix M. (“Option 1 A” of November 2013, to be effective as of March 1, 2014; until then, current coverage will be maintained by the Board.)

F. Vision Care Insurance: Retain Current Contract Language.

G. Disability Income Protection Insurance: The Board shall coordinate with any carrier licensed by the State of Ohio a disability income protection insurance plan to be effective for each employee, who pays the premium therefor, until such employee qualifies for disability retirement benefits under the State Teachers Retirement System. Such plan shall provide benefits as close to the following as practicable and responsibly available in the insurance industry:

1. A maximum monthly benefit of seventy percent (70%) of the employee’s regular monthly salary less any other disability benefits received.

2. The benefits shall continue until the employee is able to return to work, qualifies for disability retirement benefits under the State Teachers Retirement System, or reaches age sixty-five (65), whichever occurs first.

3. Benefit payments will commence after a waiting period of fifteen (15) workdays or nineteen (19) calendar days from the date first absent from work as a result of the disability.

H. Health Care Committee and Reopener for Health Care:

1. A Joint Health Care Committee (“Committee”), whose membership shall be comprised of representatives from employee organizations representing employees of the Board, as well as representatives of the Board and its administrators, shall review the Board’s health care coverages, costs, spousal eligibility coverage, and/or employee contributions toward coverage for all Board employees.

a. The Committee shall be comprised of twelve (12) voting members, four (4) representing YEA, three (3) representing AFSCME, one (1) representing the

five trade unions, and four (4) representing the Board (consisting of the Superintendent, the Treasurer, the Assistant Superintendent for Human Resources, and a principal, or their designees).

- b. Each of the above referenced employee organizations may have a non-voting representative attend Committee meetings, as may the Board.
2. Regular minutes of all meetings of the Committee shall be kept and shared with all voting members of the Committee. A draft of the minutes will be circulated to members after each meeting, and they shall be reviewed, revised, and approved at the subsequent meeting.
3. All decisions of the Committee shall be achieved by consensus, i.e. all voting members agreeing on the decision, or at a minimum indicating that they can live with the decision.
4. All meetings of the Committee shall be attended and facilitated by a mediator from the Federal Mediation and Conciliation Service ("FMCS").
5. The Committee shall regularly be provided with health insurance data, including enrollment levels, claims paid and other data that voting members of the Committee believe will facilitate the process of the Committee.
6. Responsibilities of the Committee include reviewing insurance coverage and costs, exploring program additions or modifications, examining utilization patterns, and looking for various cost containment options.
7. The Committee shall be authorized to utilize such consultant as it deems appropriate, the cost of which shall be borne by the Board.
8. The Committee shall meet once monthly and shall set the dates of all meetings at the beginning of each school year. Such meetings may occur during and/or after school hours. Attendance at after hours meetings shall be paid at the hourly rate in Section 8.03 A.
9. Each year of this agreement, between the dates of May 1st through August 1st, the Committee shall develop an understanding of the medical benefits program, identify various options to lawfully reduce costs associated with the program, develop lawful strategies which, if implemented, are designed to reduce the costs within the program, and shall look at alternative funding arrangements, other carriers and brokers, and alternative plan designs, and develop strategies for educating employees regarding employee benefits; such development shall be assisted by joint training of the Committee by a benefits specialist from the Columbus office of OEA and a benefits specialist from the Columbus office of OSBA.

10. If consensus is reached by the Committee for lawful changes in health care coverage, costs, spousal eligibility coverage, and/or employee contributions as provided in Section 8.10 of this Agreement for implementation, then the employee organizations and the Board shall present and recommend such changes to be ratified.
 11. If no agreement is reached, or if all parties fail to ratify, the parties shall maintain the coverage as described in this Agreement through the term of this Agreement.
- 8.11 STRS Pickup (Salary Reduction/Restatement): Retain Current Contract Language.
 - 8.12 Health Maintenance Organization: Retain Current Contract Language.
 - 8.13 Direct Deposit of Paychecks Retain Current Contract Language.
 - 8.14 Tuition Waiver: Retain Current Contract Language.
 - 8.15 Tuition Reimbursement for Graduate Credit: Retain Current Contract Language.
 - 8.16 Alternative Assessment: Retain Current Contract Language.

Article IX – Career and Technical Scheduling Retain Current Contract Language.

Article X – Effects of the Agreement. Retain Current Contract Language, except to revise the duration as follows:

- 10.07 Duration: This Agreement shall become effective at 12:01 A.M. on July 1, 2013 and remain in full force and effect until 12:00 A.M. June 30, 2016.

**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 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.

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

Ayes:

Nays:

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.

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

Ayes:

Nays:

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.

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

Ayes:

Nays:

12/17/13

**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 the Human Resources, the following appointments is 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.

DEPARTMENT OF HUMAN RESOURCES

5-B

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

Ayes:

Nays:

12/16/13

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

Ayes:
Nays:

12/16/13

**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.

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

Ayes:

Nays:

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

DEPARTMENT OF HUMAN RESOURCES

8-B

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

Ayes:

Nays:

12/17/13

DEPARTMENT OF HUMAN RESOURCES

9-A

**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
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Satellite Breakfast Worker

Amy Garron	Resignation	Effective 11/20/13
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UNPAID LEAVE OF ABSENCE

Bus Driver

Denny Lightner	Unpaid Medical Leave	Effective 12/6/13
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_____ moved, seconded by _____ that
the foregoing resolution be adopted.

Ayes:

Nays:

12/17/13