

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

---

The Worthington Board of Education met for a Regular Meeting on the 25th day of July 2011, at 7:33 p.m., at the Worthington Education Center.

Mr. Schare called the meeting to order with roll call:

Mrs. Best	present
Mr. Bressman	present
Mrs. Keegan	present
Mr. Wilson	present
Mr. Schare	present

The meeting began with introductions and the pledge of allegiance.

11-178 Mrs. Best moved the adoption of a resolution whereby the agenda be approved for the regular Board of Education meeting.

Additions and deletions to the agenda

- a. Addendum
- b. Pg. 9 - Simonetti, Terri: Step 13
- c. Pg. 9 - Waggoner, Jennifer: Cheerleading Fall Head Coach
- d. Pg. 12 – Fish, Kevin: Remove

Mrs. Keegan seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mr. Bressman, Mrs. Keegan, Mr. Schare, Mr. Wilson

Nays

None

Motion passed.

INFORMATION AND PROPOSALS

B-1-a Career Based Intervention and Family and Consumer Sciences Graded Courses of Study

The Worthington School District regularly engages in comprehensive studies of each curriculum area to identify what will be taught to our students.

Writing teams of Grades 9-12 teachers have reviewed and revised the graded courses of study for Career Based Intervention and Family and Consumer Sciences. These documents were developed after careful analysis of Ohio Department of Education Standards. (See Enclosure B-1-a).

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

---

B-1-b Visitor Comments

There were no visitor comments

B-1-c Ohio Superintendent Evaluation System and Retreat Discussion

Bill Reimer from the Educational Service Center of Central Ohio presented the Ohio Superintendent Evaluation System. Mr. Reimer is facilitating the board's August 4, 2011 retreat and will discuss the use of OSES in that context.

B-1-d Board/Committee Reports, Announcements, and Updates

Mr. Schare spoke regarding House Bill 153. He focused on the new mandate for the evaluation of principals. Principals will soon be evaluated under the provisions of ORC 3319.02, 3319.11 and 3319.61 which state, that 50% of a principal's evaluation shall be based on student academic growth indicators.

Mr. Schare noted that the state board will develop a framework for evaluations no later than the end of 2011; the board would have 18 months to adopt a policy regarding that framework.

ACTIONS RECOMMENDED BY THE TREASURER

11-179 Mr. Bressman moved the adoption of a resolution whereby the minutes of the June 27, 2011, regular meeting be approved, as indicated in Enclosure C-1-a. Mrs. Best seconded the motion.

Roll Call:

Ayes

Mr. Bressman, Mrs. Keegan, Mr. Schare, Mr. Wilson, Mrs. Best

Nays

None

Motion passed.

11-180 Mr. Bressman moved the adoption of a resolution whereby the Financial Report for the month ending June 30, 2011 be approved, as submitted by the treasurer. See Enclosure C-1-b. Mrs. Best seconded the motion.

Roll Call:

Ayes

Mrs. Keegan, Mr. Schare, Mr. Wilson, Mrs. Best, Mr. Bressman

Nays

None

Motion passed.

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

---

11-181 Mrs. Best moved the adoption of a resolution whereby the application from and designate as public depositories be accepted for the moneys of the Worthington City School District for the five-year period August 23, 2011 through and including August 22, 2016 for the following banking institutions for the types and maximum amounts of deposits shown:

<u>Financial Institution</u>	<u>Active/Interim</u>
Huntington National Bank	\$ 50,000,000
PNC Bank	\$100,000,000
Chase Bank	\$ 40,000,000
Fifth Third Bank	\$ 40,000,000
TriState Capital Bank	\$ 40,000,000
Park National Bank	\$ 40,000,000
Key Bank	\$ 40,000,000
Charter One Bank	\$ 40,000,000

Mrs. Keegan seconded the motion.

Roll Call:

Ayes

Mr. Schare, Mr. Wilson, Mrs. Best, Mr. Bressman, Mrs. Keegan

Nays

None

Motion passed.

ACTIONS RECOMMENDED BY THE SUPERINTENDENT – ROUTINE BUSINESS

11-182 Mrs. Keegan moved the adoption of a resolution whereby items C-2-a through C-2-e be approved, as presented by the superintendent.

C-2-a Suspension: Classified Personnel

Recommended motion: "...to ratify and confirm the suspension without pay of Diana Womack, Bus Driver, Transportation, for a period of eight working days, to be served on September 6, 7, 8, 9, and 19, 20, 21, and 22, 2011."

C-2-b Resignations

Recommended motion: "...to accept the following resignations:

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

ADMINISTRATIVE PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
HAMELBERG, LYNNE Effective 07/31/2011	Director of Special Education WEC	Retirement

CERTIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
HYATT, SUSAN Effective 08/01/2011	Intervention Specialist McCord Middle	Retirement
FISH, KEVIN Effective 08/12/2011	Auditorium Technician Worthington Kilbourne HS	Personal
PIERCE, LORA Effective 08/16/2011	Mathematics Thomas Worthington HS	Personal
ROUSH, WENDY Effective 08/16/2011	Reading Intervention Liberty	Retirement

CLASSIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
BAUMBUSCH, ELLEN Effective 08/09/2011	Building Inst. Assistant Granby Elementary	Personal
LOUK, BARBARA Effective 7/29/2011	Food Service Associate Thomas Worthington HS	Retirement
FISH, KEVIN Effective 08/12/2011	Auditorium Technician Worthington Kilbourne HS	Personal
SPRECHER, MARLA Effective 08/18/2011	Special Education Assistant Granby Elementary	Personal"

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

C-2-c Employment

Recommended motion: "...to employ the following personnel:

CERTIFIED PERSONNEL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
JOHNSON, EMMA Effective 08/19/2011	English Thomas Worthington HS Class 04 Step 000 Salary \$43,734.00 FTE 1.00 Days 185.00	Filling vacant position
JOLLEY, LISA Effective 08/19/2011	Kindergarten Liberty Class 01 Step 002 Salary \$43,899.00 FTE 1.00 Days 185.00	Filling vacant position
PRICE, CHRISTA Effective 08/19/2011	Music Slate Hill/Phoenix Class 01 Step 000 Salary \$40,123.00 FTE 1.00 Days 185.00	Filling vacant position
RUBIN, VANESSA Effective 08/19/2011	Technology Education Thomas Worthington HS Class 04 Step 000 Salary \$43,734.00 FTE 0.50 Days 185.00 Actual \$21,867.00	Filling vacant position
SPRECHER, MARLA Effective 08/19/2011	Reading Liberty Elementary Class 04 Step 008 Salary \$61,954.00 FTE 1.00 Days 185.00	Filling vacant position 0.50 is Title funded
VAJCNER, TERRA Effective 08/19/2011	School Psychologist Intern District Salary \$ 22,700.00 Days 185.00 FTE 1.00	Intern position This position is for one year only

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

WATKINS, MICHELLE  
Effective 08/19/2011

French  
Kilbourne/McCord  
Class 04 Step 000  
Salary \$43,734.00  
FTE 0.80 Days 185.00  
Actual \$34,987.20

Filling vacant position

SUMMER SCHOOL – 2011

<u>Teacher</u>	<u>Hours Not to Exceed</u>	<u>Second Session</u>	<u>Hourly Rate</u>
Sandy Berner	20	20	\$ 41.18
Daniel Vallette	8	8	\$ 41.18

After School Program Coordinator – 2011-2012

To pay \$7,296.00 to Richard Bradley to coordinate the After School Program. This is funded through the After School Program fees and/or grants.

CLASSIFIED PERSONNEL – NON-CIVIL SERVICE

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
FLORES, MONICA Effective 08/23/2011	Special Ed. Assistant Wilson Hill Elementary Class 10 Step A Pay \$17.84 Full-time	Fill vacancy
MUMPOWER, NATALIE Effective 08/23/2011	Special Ed. Assistant Granby Elementary Class 10 Step A Pay \$17.84 Full-time	Fill vacancy

CLASSIFIED PERSONNEL – PROVISIONAL

<u>Name</u>	<u>Assignment</u>	<u>Reason</u>
PEPPERLING, GARY Effective 07/18/2011	Custodian Kilbourne Middle School Class 7 Step A Pay \$16.83 Part-time	Fill vacancy

RECORD OF PROCEEDINGS

MINUTES  
Held on

REGULAR  
July 25

MEETING  
2011

---

CLASSIFIED SUBSTITUTE

<u>Name/Pay Rate</u>	<u>Effective Date</u>	<u>Position</u>
HEINBAUGH, SUSAN K. \$11.50/hr.	06/28/2011	Sub Secretary

SUPPLEMENTAL PERSONNEL

<u>Position</u>	<u>Name</u>	<u>Unit</u>	<u>Step</u>	<u>Pay/Unit</u>	<u>Total Pay</u>
<u>Worthington Kilbourne HS</u> Cross Country Boys Head Coach	STRAUSBAUGH, DAVID	5.00	7	747.50	3737.50
Cross County Boys Assistant Coach	BLOOM, ANDREW	2.00	2	609.07	1218.14
Cross Country Girls Head Coach	WILLIAMS, MELANIE S.	5.00	13	913.61	4568.05
Cross Country Girls Assistant Coach	KNAPP, ARIELLE	2.00	1	581.39	1162.78
Football Head Coach	TROMBETTI, VINCE	12.00	13	913.61	10963.32
Football Assistant Coach-Varsity	SPARKS, DANIEL	6.50	13	913.61	5938.47
Football Head Coach-Freshman	JORDAN, JOHN	6.00	1	581.39	3488.34
Football Defensive Coordinator	WISARD, THOMAS S.	7.50	13	913.61	6852.08
Football Freshman Assistant	JOHNSON, ANDREW W.	4.50	1	581.39	2616.26
Football Varsity Assistant	PALIOOTTO, MARIO J	6.50	13	913.61	5938.47

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

<u>Position</u>	<u>Name</u>			<u>Total</u>
	<u>Unit</u>	<u>Step</u>	<u>Pay/Unit</u>	<u>Pay</u>
Golf Head Boys Coach	MEEKS, GAVIN			
	5.00	8	775.18	3875.90
Golf Head Girls Coach	RIEGEL, BRIAN			
	5.00	13	913.61	4568.05
Golf Head Girls Coach JV	PARDI, NATALIE			
	2.50	1	581.39	1453.48
Volleyball Girls Head Coach	HOPKINS, MELADEE			
	7.00	13	913.61	6395.27
Volleyball Girls Head Coach JV	LAO, DICKSON			
	4.00	13	913.61	3654.44
Field Hockey Girls Head Coach JV	VLAHAKIS, MOLLY			
	4.00	1	581.39	2325.56
Soccer Girls Head Coach JV	HERRAIZ, MEGHANN			
	5.00	1	581.39	2906.95
Soccer Boys Head Coach	SPRUNGER, JONATHAN S.			
	9.00	13	913.61	8222.49
Cheerleading Fall Head Coach	SWALLIE, MARIA			
	3.50	4	664.44	2325.54
Cheerleading Fall JV Coach	GUNTER, KRISTIN			
	2.00	1	581.39	1162.78
Cheerleading Fall Freshman Coach	ROACH, KATHERINE			
	2.00	0	553.70	1107.40
<u>Thomas Worthington HS</u>				
Cross Country Boys Head Coach	CARTER, ERIC			
	5.00	3	636.76	3183.80
Cross County Boys Assistant Coach	DARLING, WILLIAM			
	2.00	0	553.70	1107.40
Cross Country Girls Head Coach	COX, ANDREW C			
	5.00	13	913.61	4568.05



RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

<u>Position</u>	<u>Name</u>	<u>Unit</u>	<u>Step</u>	<u>Pay/Unit</u>	<u>Total Pay</u>
Football Head Coach	GORDON, SCOTT K	12.00	11	858.24	10298.88
Football Assistant Coach-Varsity	LIGHTFOOT, RODERICK	6.50	9	802.87	5218.66
Football Head Coach Freshman	MAZZA, DOMINICK	6.00	9	802.87	4817.22
Football Freshman Assistant	HAWKINS, JOSEPH	4.50	8	775.18	3488.31
Football Varsity Assistant	GARRIS, GREGORY	6.50	1	581.39	3779.04
Football Varsity Assistant	LISI, CHRISTOPHER	6.50	12	885.92	5758.48
Football Defensive Coordinator	CLIFTON, CHRISTOPHER M.	7.50	10	830.55	6229.13
Golf Head Boys Coach	ADDY, JONATHAN	5.00	5	692.13	3460.65
Golf Head Girls Coach	KAISER, ROBERT SEAN	5.00	8	775.18	3875.90
Golf Head Boys Coach JV	VERNE, THOMAS J	2.50	6	719.81	1799.53
Volleyball Girls Head Coach	MARSMAN, EDMOND	7.00	13	913.61	6395.27
Volleyball Girls Head Coach Freshman	EBRIGHT, JEFFERSON	3.00	2	609.07	1827.21
Field Hockey Girls Head Coach	SIMONETTI, TERRI	7.00	13	913.61	6395.27
Soccer Girls Head Coach	BARTON, TIMOTHY DAVID	9.00	12	885.92	7973.28
Cheerleading Fall Head Coach	WAGGONER, JENNIFER	3.50	6	719.81	2519.34

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

<u>Position</u>	<u>Name</u>			<u>Total</u>
	<u>Unit</u> <u>Step</u>	<u>Pay/Unit</u>		<u>Pay</u>
Cheerleading Fall JV Coach	HALDEMAN, ASHLEIGH 2.00 2	609.07		1218.14
Cheerleading Fall Freshman Coach	COOK, ABBEY 2.00 2	609.07		1218.14
 <u>Kilbourne Middle School</u>				
Faculty Manager	DAVIS, NATHAN 6.00 0	553.70		3322.20
Volleyball Girls 7 <sup>th</sup> Head Coach	WEAVER, RAYMOND III 3.00 1	581.39		1744.17
 <u>McCord Middle School</u>				
Football 8 <sup>th</sup> Head Coach	BENNETT, JACOB ROBERT 4.50 6	719.81		3239.15
Football 8 <sup>th</sup> Assistant Coach	WHITLATCH, BRAD L 2.50 8	775.18		1937.95
Football 7 <sup>th</sup> Head Coach	CLARK, TOBIN 3.50 7	747.50		2616.25
Football 7 <sup>th</sup> Assistant Coach	KELLER, SCOT PHILIP 2.50 5	692.13		1730.33
Football 7 <sup>th</sup> Assistant Coach	CLARK, COREY 2.50 4	664.44		1661.10
 <u>Worthingway Middle School</u>				
Cross Country Asst. Coach	KEYES, ZACHARIAH 2.00 1	581.39		1162.78
Football 8 <sup>th</sup> Assistant Coach	CORDONNIER, TIMOTHY 2.50 0	553.70		1384.25
Football 8 <sup>th</sup> Assistant Coach	METZ, ADAM 2.50 3	636.76		1591.90

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

<u>Position</u>	<u>Name</u>	<u>Unit</u>	<u>Step</u>	<u>Pay/Unit</u>	<u>Total Pay</u>
Football 7th Head Coach	BRUNSWICK, BRIAN	3.50	0	553.70	1937.95
Football 7th Assistant Coach	CHARITY, BURELL	2.50	0	553.70	1384.25
Football 7th Assistant Coach	WALKER, CORNELIUS	2.50	0	553.70	1384.25
Athletic Director Middle School	MOSCA, WILLIAM	13.00	13	913.61	11876.93
Student Council Co Advisor	VALLETTE, DANIEL M.	2.00	13	913.61	1827.22
Cheerleading Advisor Fall	ADAMAITIS, RILEY	1.75	3	636.76	1114.33
Yearbook Advisor	BAKER, JENNIFER	2.00	1	581.39	1162.78"

C-2-d Contract Adjustments

Recommended motion: "...to adjust the following contracts:

<u>Name/Assignment</u>	<u>From</u>	<u>To</u>	<u>Reason</u>
REED, JACOB Worthingway Middle Music Effective 08/19/2011	Class 04 Step 001 FTE 0.90 Base Pay \$45,528.00 Days 185.00 Actual \$40,975.20	04 001 1.00 \$45,528.00 185.00 \$45,528.00	Filling vacant position
ROMAN, TRACY Worthington Kilbourne HS Mathematics Effective 08/19/2011	Class 05 Step 021 FTE 0.60 Base Pay \$85,201.00 Days 185.00 Actual \$51,120.60	05 021 1.00 \$85,201.00 185.00 \$85,201.00	Filling vacant position

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

STOHS, NANCY	Class 06	06	Filling vacant position
TWHS/WKHS	Step 011	011	
Mathematics	FTE 0.60	0.80	
Effective 08/19/2011	Base Pay \$74,773.00	\$74,773.00	
	Days 185.00	185.00	
	Actual \$44,863.80	\$59,818.40	

CLASSIFIED PERSONNEL – STATUS CHANGE

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Reason</u>
WITT, RICHARD Effective 10/1/2011	Auditorium Manager TWHS Class 15 Step K Pay \$25.52 Full-time	Custodian Worthington Hills Class 7 Step K Pay \$20.78 Full-time	Fill vacancy”

C-2-e Authorization of Stipends

Recommended motion: "...to authorize the payment of stipends for the following activities:

CLASSIFIED PROFESSIONAL DEVELOPMENT POINTS

Payment of stipends to the following classified staff, for earning professional development points during the 2010-2011 school year:

<u>Name</u>	<u>Building</u>	<u>Hours Approved</u>	<u>Amount</u>
Nancy Allen	Granby	10	\$ 150.00
Anne Barnes	Human Resources	8	120.00
Christine Beard	McCord	3	45.00
Sally Begin	TWHS	4	60.00
Lori Borden	Phoenix	3	45.00
Teri Brown	WKHS	1	15.00
Linda Brown	Wo. Estates	19	285.00
Jill Burkholder	TWHS	9	135.00
Lorraine Castor	WEC	6	90.00
Carolyn Cruse	KMS	7	105.00
Patricia Eblin	TWHS	14	210.00
Rebecca Erdeljac	WKHS	2	30.00
Teresa Giammarco	WKHS	7	105.00
Yvonne Hoch	TWHS	2	30.00
Lori Hodges	WKHS	3	45.00
Mary Howard	WKHS	3	45.00
Suzanne Hoyt	WKHS	3	45.00
Linda Johnston	Worthingway	1	15.00

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

<u>Name</u>	<u>Building</u>	<u>Hours Approved</u>	<u>Amount</u>
Barbara Leininger	Bluffsview	4	60.00
Beverly Manzione	TWHS	3	45.00
Kristin Maynard	TWHS	50	300.00
Linda McGowan	WKHS	5	75.00
Coleen Mellon	Wo. Estates	8	120.00
Kim Montgomery	WKHS	3	45.00
Teresa Mordoh	WKHS	1.5	22.50
Margie Musick	KMS	6	90.00
Maureen Novotny	Wo. Estates	5	75.00
Michelle Pezzot	TWHS	3	45.00
Irene Ralls	Worthingway	4	60.00
Renee Roggenkamp	Colonial Hills	4	60.00
Sue Rutter	WKHS	2	30.00
Stacy Said	Colonial Hills	8	120.00
Cathleen Shaw	TWHS	4	60.00
Joanne Shrake	Wo. Park	2	30.00
Shirley Siegle	TWHS	1	15.00
Constance Sneary	TWHS	1.5	22.50
Patricia Stegman	TWHS	10	150.00
Helen Summer	Worthingway	2	30.00
Heidi Sundry	Bluffsview	2	30.00
Andra Trippel	McCord	4	60.00
Kathie Volpe	TWHS	230	300.00
Ann Warner	WKHS	4	60.00
Shelley Warner	Evening Street	10	150.00

Total: \$3,630.00

Credit Flex Meeting for Business Courses

A stipend of \$20.00 per hour to the following teachers for meeting to create Test Out Assessments for Business classes to comply with the district Credit Flexibility implementation plan. These stipends are paid from General Fund.

Sharon Clemans	5 hours
Kim Hanlin	3 hours
Susan Kucharek	5 hours
Sean Luzader	4 hours

Total: 17 hours/\$340.00"

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

Mrs. Best seconded the motion.

Roll Call:

Ayes

Mr. Wilson, Mrs. Best, Mr. Bressman, Mrs. Keegan, Mr. Schare

Nays

None

Motion passed.

ACTIONS RECOMMENDED BY THE SUPERINTENDENT – NEW BUSINESS

11-183 Mr. Bressman moved the adoption of a resolution whereby items C-3-a through C-3-e be approved, as presented by the superintendent.

C-3-a Acceptance of Donations

Recommended motion: "...to accept the donations from the individuals and organizations listed below and to extend the board of education's and administration's appreciation to the individuals and members of these groups for their generosity and support."

<u>Name</u>	<u>Donation Value</u>	<u>Beneficiary</u>	<u>Purpose/Gift</u>
Slate Hill Care After School	\$ 140.00	Landscape Maintenance	Cash donation
Girl Scout Troop 1080	\$ 140.00	Landscape Maintenance	Cash donation

All gifts and donations to the school district or to student activity clubs and organizations are considered at the building or department level and then reviewed for appropriateness by the central office administration. Once a gift is approved by the superintendent, it is recommended to the board of education for formal acceptance.

C-3-b Approval of Volunteers

Recommended motion: "...to approve the following individuals as volunteers of the Worthington School District, and to extend the appreciation of the board and administration for their service to students and staff:

Katrina Zak  
Benjamin Williams

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

---

Coach Volunteers

Andrew Braley  
Ben Brown  
Emily Fetterman  
Eugene Fullerton  
Jack Green  
Ryan Guegold  
Joshua Keller  
Ralph King  
Jeffrey McClain

Daniel Melcher  
Amit Patel  
Megan Riffie  
Emily Rund  
Joshua Stegman  
Joshua Wilson"

C-3-c Resolution: Reduction of Non-teaching Vacancies

RESOLUTION

WHEREAS, this Board, by action on June 13, 2011, reduced certain positions as part of its cost-containment measures, and,

WHEREAS, other positions that were vacant at the time were not expressly reduced because of those vacancies, but are not going to be filled.

NOW, THEREFORE, BE IT RESOLVED:

As part of the District's cost-containment measures, the following vacant positions will not be filled for an indefinite period of time:

<b>Classification/Location</b>	<b>FTE</b>
Financial Accounting Specialist, Worthington Education Center	1.0
Parking Lot Attendant, Worthington Kilbourne High School	1.0
Science Assistant, Thomas Worthington High School	1.0
Security Monitor, Worthington Kilbourne High School	1.0

RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

C-3-d Resolution: Layoff of Non-teaching Employees

RESOLUTION

WHEREAS, the Board of Education ("Board") hereby finds and determines that it is necessary to reduce non-teaching employees due to budget reductions and a lack of funds. Pursuant to Article 5 of the Negotiated Agreement between the Board and the Worthington Education Support Professionals, the Board has identified those areas in which reductions in staff levels are necessary and has notified the employees who are, or who may be affected by the reductions provided herein:

NOW, THEREFORE, BE IT RESOLVED:

**Section 1.**

The Board of Education hereby finds and determines that it is necessary to reduce permanent classified employees due to budget reductions and a lack of funds. Pursuant to Article 5 of the Negotiated Agreement between the Board and the Worthington Education Support Professionals, the Board hereby finds that it is necessary to implement a reduction in force in each of the following classifications or classification series as follows:

<b>Classification Series</b>	<b>Number of FTE's Affected</b>
Cook Manager	.90
Food Service Manager	.12
Food Service Associate (vacancies)	1.13
Food Service Support Associate	.06

**Section 2.**

The reductions in force provided in this Resolution shall be effective midnight July 31, 2011. The Director of Human Resources is directed to identify those employees subject to layoff based on the job classification and Article 5 of the Negotiated Agreement and to give written notice to those employees promptly, but in any event not later than July 27, 2011.

**Section 3.**

The Board of Education further finds and determines that it is necessary to abolish the following non-teaching exempt positions based on budget reductions and a lack of funds as follows:

<b>Position</b>	<b>Number of FTE's Affected</b>
Food Service Specialist	.06
Special Education Assistant, Worthington Christian	150 hours

These position abolishments shall be effective midnight July 31, 2011. The Director of Human Resources is directed to notify the affected employees identified in this resolution, in writing, promptly, but in any event not later than July 27, 2011.



RECORD OF PROCEEDINGS

MINUTES

REGULAR

MEETING

Held on

July 25

2011

**Section 4.**

All formal actions of this Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

C-3-e Administrative Compensation Benefit Policy

Recommended motion: "...to approve the Fringe Benefit policy for Administrators effective August 1, 2011 through July 31, 2014." (See Enclosure C-3-e).

Mrs. Keegan seconded the motion.

Roll Call:

Ayes

Mrs. Best, Mr. Bressman, Mrs. Keegan, Mr. Schare, Mr. Wilson

Nays

None

Motion passed.

11-184 Mr. Bressman moved for adjournment, there being no further business to come before the Board. Mrs. Keegan seconded the motion.

Roll Call:

Ayes

Mr. Bressman, Mrs. Keegan, Mr. Schare, Mr. Wilson, Mrs. Best

Nays

None

Motion passed.

The meeting was adjourned at 10:00 p.m.

*Portions of the meeting described in these minutes is recorded on a digital recording which is on file in the office of the Treasurer of the school district and which is available for inspection at reasonable times during the regular business hours.*

Approved: \_\_\_\_\_ President

Approved: \_\_\_\_\_ Treasurer