



**Auburn Vocational Board of Education
Agenda
December 3, 2019
7:00 pm**

Item #1 Roll Call

- | | | |
|------------------------|-----------------------|-----------------------|
| ___ Mrs. Jean Brush | ___ Mr. Geoffrey Kent | ___ Mr. Terry Sedivy |
| ___ Mr. Kenneth Cahill | ___ Mr. Ken Klima | ___ Mr. Erik Walter |
| ___ Dr. Susan Culotta | ___ Mr. Roger Miller | ___ Mrs. Mary Wheeler |
| ___ Mrs. Mary Javins | ___ Mr. Paul Stefanko | |

Item #2 Pledge of Allegiance

Item #3 Approve Agenda

Motion _____

Second _____

Vote: Pass _____ Fail _____

Item #4 Approve Minutes of November 7, 2019 Regular Board Meeting

Motion _____

Second _____

Vote: Pass _____ Fail _____

Item #5 Executive Session

Motion for the Auburn Vocational School District Board of Education (“Board”) to recess into consecutive executive sessions pursuant to R.C. 121.22(G) for the following purposes, in no particular order: (1) considering the employment, dismissal, discipline of a public employee; (2) considering the employment of a public employee; (3) conferencing with an attorney for the public body concerning disputes involving the public body that are the subject of pending and imminent court action and (4) preparing for negotiations with public employees concerning their compensation and other terms and conditions of their employment. Upon conclusion of this executive session, the Board President shall gavel the Board back into open session at this location. All matters discussed in this executive session are designated to the public officials and employees as confidential pursuant to R.C. 102.03(B) because of the status of the proceedings and/or the circumstances under which the information will be received, and preserving its confidentiality is necessary to the proper conduct of government business.

___ Mrs. Jean Brush

___ Mr. Geoffrey Kent

___ Mr. Terry Sedivy

___ Mr. Kenneth Cahill

___ Mr. Ken Klima

___ Mr. Erik Walter

___ Dr. Susan Culotta

___ Mr. Roger Miller

___ Mrs. Mary Wheeler

___ Mrs. Mary Javins

___ Mr. Paul Stefanko

Motion _____

Time In: _____

Second _____

Time Out: _____

Item #6 Public Participation

Item #7 Administrative Reports

TREASURER’S AGENDA

Item #8 Render Financial Reports

ORC 3313.29-The treasurer shall render a statement to the Board and to the superintendent of the school district, monthly, or more often if required, showing the revenues and receipts from whatever sources derived, the various appropriations made by the board, the expenditures and disbursements therefrom, the purposes thereof, the balances remaining in each appropriation, and the assets and liabilities of the school district. The financial statements for the period ending October 31, 2019 are hereby rendered and include: Financial Summary, Appropriations Report, Monthly Comparison Report, Check Register, Bank Reconciliation, and Investment Report. (Attachment Item #8)

No Action Required.

Item #9 Approve Donations

It is my recommendation that the Board of Education approve the following donation of breathing air systems, air cascade and air compressor for SCBA's from South Euclid Fire Department of Cleveland, Ohio.

It is my recommendation that the Board of Education approve the monetary donation of \$500 from Marci's Hair on the Square of Chardon, Ohio. This donation will be for the Interactive Multimedia Technology program.

Motion _____

Second _____

Vote: Pass _____ Fail _____

SUPERINTENDENT'S AGENDA

Item #10 Human Resources

Resolution to approve employment of the following Personnel items: Amendments, New Employees, Renewals, Supplemental, Substitutes, Separations and Student Intern positions. (Attachment Item #10)

Motion _____

Second _____

Vote: Pass _____ Fail _____

Item #11 Resolution to Abolish Positions and Suspend Contracts – Reduction in Staff

WHEREAS, as a result of the merger of the Newbury Local School District with the West Geauga Local School District (“Newbury Merger”), the Board will face decreased enrollment of pupils, territorial changes affecting the Auburn Vocational School District (“District”), and the financial loss of approximately \$260,000 in annual tax revenue.

WHEREAS, as a result of the September 30, 2019 magistrate decision in the case of *Career & Technical Association v. Auburn Vocational School District Board of Education*, Lake County C.P. Case No. 11 CV 003318 (“CATA Litigation”), the Board may face the imminent financial loss of approximately \$1.7 million dollars in potential civil damages.

WHEREAS, the Board is facing decreased enrollment of pupils, low student job placement, and financial losses in various programs notwithstanding the Newbury Merger and CATA Litigation.

WHEREAS, as a result of current and imminent decreased enrollment of pupils, low student job placement, territorial changes affecting the District, and/or financial reasons, the Board directed the Superintendent to submit reduction recommendations including, but not limited to, uniform salary reductions for all employees as part of a uniform plan affecting the entire District pursuant to the applicable provisions of R.C. 3313.24, R.C. 3319.01, R.C. 3319.02, R.C. 3319.082, R.C. 3319.12, R.C. Chapter 4117, and applicable laws to the Board in January 2020. As a result, the instant resolution does not address any potential uniform salary reduction plans that may be recommended by the Superintendent in January 2020.

WHEREAS, as a result of the imminent financial loss of approximately \$1.7 million dollars in potential civil damages due to the CATA Litigation, the Board directed the Superintendent to submit reduction in staff recommendations pursuant to R.C. 3319.17, R.C. 3319.171, R.C. 3319.172, and applicable laws to the Board in January 2020. As a result, the instant resolution does not address any potential reductions in staff that may be recommended by the Superintendent to the Board in January 2020 due to the CATA Litigation.

WHEREAS, as a result of the decreased enrollment of pupils, territorial changes affecting the District, and the financial loss of approximately \$260,000 in annual tax revenue due to the Newbury Merger, the Board directed the Superintendent to submit reduction in staff recommendations pursuant to R.C. 3319.17, R.C. 3319.171, R.C. 3319.172, and applicable laws to the Board at this board meeting of December 3, 2019. As a result, the instant resolution addresses reductions in staff recommended by the Superintendent to the Board due to the Newbury Merger. Nothing in the instant resolution shall preclude the Superintendent from making further reductions in staff recommendations.

WHEREAS, as a result of decreased enrollment of pupils, low student job placement, and financial losses in various programs notwithstanding the Newbury Merger and CATA Litigation, the Board directed the Superintendent to submit reduction in staff recommendations pursuant to R.C. 3319.17, R.C. 3319.171, R.C. 3319.172, and applicable laws to the Board at this board meeting of December 3, 2019. As a result, the instant resolution addresses reductions in staff recommended by the Superintendent to the Board notwithstanding the Newbury Merger and CATA Litigation. Nothing in the instant resolution shall preclude the Superintendent from making further reductions in staff recommendations.

WHEREAS, the Auburn Vocational School District Board of Education (“Board”) adopted Board Policy 3131 (“Reduction in Staff”) pursuant to R.C. 3319.17 (“Reduction in Number of Teachers”).

WHEREAS, the Board adopted Board Policy 4131 (“Reduction in Staff”) pursuant to R.C. 3319.172 (“Reasonable Reductions in Nonteaching Employees”).

WHEREAS, Board Policy 3131, Board Policy 4131, R.C. 3319.17, R.C. 3319.172, Article XIV of the Master Agreement between the Board and the Career and Technical Association (“Master Agreement”), and applicable laws permit the Board to proceed in achieving a reduction in staff by abolishing positions – in whole and/or part – in accordance with the recommendation of the Superintendent due to decreased enrollment of pupils, low student job placement, territorial changes affecting the District, and other due and/or just cause, including financial reasons.

WHEREAS, Board Policy 3131, Board Policy 4131, R.C. 3319.17, R.C. 3319.172, Article XIV of the Master Agreement, and applicable laws permit the Board to proceed in achieving a reduction in staff by suspending employment contracts – in whole and/or part – in accordance with the recommendation of the Superintendent due to decreased enrollment of pupils, low student job placement, territorial changes affecting the District, and other due and/or just cause, including financial reasons, after giving preference first, within each applicable teaching field (teaching employees) and/or pay classification (nonteaching employees) affected, to employees on continuing contracts.

WHEREAS, pursuant to Board Policy 3131, R.C. 3319.17, Article XIV of the Master Agreement, and applicable laws, the Superintendent recommends that the Board proceed in achieving a reduction in staff by both (1) abolishing the following position in part by fifty percent (50%) and suspending the following employment contract in part by fifty percent (50%) due to decreased enrollment of pupils, territorial changes affecting the District, and other due and just cause, including financial reasons, after giving preference first, within each applicable teaching field affected, to employees on continuing contracts, effective June 30, 2020:

One (1) On-Line Math Instructor Position – in part by fifty percent (50%), and
Employment Contract of Amie Irving – in part by fifty percent (50%).

WHEREAS, pursuant to Board Policy 3131, R.C. 3319.17, Article XIV of the Master Agreement, and applicable laws, the Superintendent recommends that the Board proceed in achieving a reduction in staff by both (1) abolishing the following position in part by fifty percent (50%) and suspending the following employment contract in part by fifty percent (50%) due to territorial changes affecting the District and other due and just cause, including financial reasons, after giving preference first, within each applicable teaching field affected, to employees on continuing contracts, effective June 30, 2020:

One (1) Cosmetology Instructor Position – in part by fifty percent (50%), and
Employment Contract of Mary “Justine” Malvicino – in part by fifty percent (50%).

WHEREAS, pursuant to Board Policy 4131, R.C. 3319.172, Article XIV of the Master Agreement, and applicable laws, the Superintendent recommends that the Board proceed in achieving a reduction in staff by both (1) abolishing the following position in part by forty (40) work days and suspending the following employment contract in part by forty (40) work days due to territorial changes affecting the District and other due and just cause, including financial reasons, after giving preference first, within each applicable pay classification affected, to employees on continuing contracts, effective June 30, 2020:

One (1) High School Administrative Assistant Position – in part by forty (40) work days, and
Employment Contract of Carol Szoka – in part by forty (40) work days.

WHEREAS, pursuant to Board Policy 4131, R.C. 3319.172, Article XIV of the Master Agreement, and applicable laws, the Superintendent recommends that the Board proceed in achieving a reduction in staff by both (1) abolishing the following positions in whole by one hundred percent (100%) and suspending the following employment contracts in whole by one hundred percent (100%) due to territorial changes affecting the District and other due and just cause, including financial reasons, after giving preference first, within each applicable pay classification affected, to employees on continuing contracts, effective June 30, 2020:

Three (3) Teacher Assistant Positions – in whole by one hundred percent (100%),
Employment Contract of Phillip Stropkey – in whole by one hundred percent (100%),
Employment Contract of Jessica Szoka – in whole by one hundred percent (100%), and
Employment Contract of Victoria Tutolo – in whole by one hundred percent (100%).

WHEREAS, notice was issued to Amie Irving, Mary “Justine” Malvicino, Carol Szoka, Phillip Stropkey, Jessica Szoka, and Victoria Tutolo – prior to this board meeting of December 3, 2019 – that the Superintendent intended to recommend that the Board abolish their respective positions – in whole or in part – and suspend their respective employment contracts – in whole or in part – due to decreased enrollment of pupils, territorial changes affecting the District, and other due and just cause, including financial reasons, as applicable and after giving preference first, within each applicable teaching field (teaching employees) and/or pay classification (nonteaching employees) affected, to employees on continuing contracts.

WHEREAS, the notice requirements of R.C. 121.22, R.C. 3313.16, and applicable laws were complied with for this board meeting of December 3, 2019.

WHEREAS, all formal action of the Board concerning and relating to the adoption of the instant resolution were taken in an open meeting of the Board and all deliberations of the Board that resulted in such formal action were in meetings open to the public in compliance with the law.

NOW THEREFORE BE IT RESOLVED THAT, pursuant to Board Policy 3131, R.C. 3319.17, Article XIV of the Master Agreement, and applicable laws, the Board accepts the recommendation of the

Superintendent and hereby achieves a reduction in staff by both (1) abolishing the following position in part by fifty percent (50%) and suspending the following employment contract in part by fifty percent (50%) due to decreased enrollment of pupils, territorial changes affecting the District, and other due and just cause, including financial reasons, after giving preference first, within each applicable teaching field affected, to employees on continuing contracts, effective June 30, 2020:

One (1) On-Line Math Instructor Position – in part by fifty percent (50%), and
Employment Contract of Amie Irving – in part by fifty percent (50%).

NOW THEREFORE BE IT FURTHER RESOLVED THAT, pursuant to Board Policy 3131, R.C. 3319.17, Article XIV of the Master Agreement, and applicable laws, the Board accepts the recommendation of the Superintendent and hereby achieves a reduction in staff by both (1) abolishing the following position in part by fifty percent (50%) and suspending the following employment contract in part by fifty percent (50%) due to territorial changes affecting the District and other due and just cause, including financial reasons, after giving preference first, within each applicable teaching field affected, to employees on continuing contracts, effective June 30, 2020:

One (1) Cosmetology Instructor Position – in part by fifty percent (50%), and
Employment Contract of Mary “Justine” Malvicino – in part by fifty percent (50%).

NOW THEREFORE BE IT FURTHER RESOLVED THAT, pursuant to Board Policy 4131, R.C. 3319.172, Article XIV of the Master Agreement, and applicable laws, the Board accepts the recommendation of the Superintendent and hereby achieves a reduction in staff by both (1) abolishing the following position in part by forty (40) work days and suspending the following employment contract in part by forty (40) work days due to territorial changes affecting the District and other due and just cause, including financial reasons, after giving preference first, within each applicable pay classification affected, to employees on continuing contracts, effective June 30, 2020:

One (1) High School Administrative Assistant Position – in part by forty (40) work days, and
Employment Contract of Carol Szoka – in part by forty (40) work days.

NOW THEREFORE BE IT FURTHER RESOLVED THAT, pursuant to Board Policy 4131, R.C. 3319.172, Article XIV of the Master Agreement, and applicable laws, the Board accepts the recommendation of the Superintendent and hereby achieves a reduction in staff by both (1) abolishing the following positions in whole by one hundred percent (100%) and suspending the following employment contracts in whole by one hundred percent (100%) due to territorial changes affecting the District and other due and just cause, including financial reasons, after giving preference first, within each applicable pay classification affected, to employees on continuing contracts, effective June 30, 2020:

Three (3) Teacher Assistant Positions – in whole by one hundred percent (100%),
Employment Contract of Phillip Stropkey – in whole by one hundred percent (100%),
Employment Contract of Jessica Szoka – in whole by one hundred percent (100%), and
Employment Contract of Victoria Tutolo – in whole by one hundred percent (100%).

NOW THEREFORE BE IT FURTHER RESOLVED THAT, this resolution shall be in full force and effect from and immediately upon its adoption by the Board.

Motion _____

Second _____

Vote: Pass _____ Fail _____

Item #12 Approve Certification of Standards Governing Types of Foods & Beverages Sold on School Premises for the 2018-2019 & 2019-2020 School Year

It is my recommendation that the Board approve the certification of standards Governing Types of food and beverages sold on school premises for the 2018-2019 and 2019-2020 School year. Auburn Vocational School District is compliant with regulations for all snack food sold by adhering to the USDA Smart Snacks at school and Ohio’s food and beverage standards sold as outlines in SB 210 (whichever is stricter).

Motion _____

Second _____

Vote: Pass _____ Fail _____

Item #13 Approve Auburn Practical Nursing Program 2020 Day Calendar

It is my recommendation that the Board of Education approve the Auburn Practical Nursing Program 2020 Day Calendar with a starting date of January 21, 2019 to December 17, 2020. (Attachment Item #13)

Motion _____

Second _____

Vote: Pass _____ Fail _____

Item #14 Consent Agenda: Contracts/Affiliation Agreements

Resolution to approve the following contracts and affiliation agreements:

- a. *Practical Nursing Affiliation Agreement*

Chardon Healthcare Center

- b. *Business Partnership Affiliation Agreements (Attachment Item #14B)*

- c. *Pipefitters Local #120 and Mechanical Service Contractors’ Association School-to-Work (Attachment Item #14C)*

Motion _____

Second _____

Vote: Pass _____ Fail _____

Item #15 Organizational Meeting

The Board of Education hereby establishes the date, time, location and president pro-temp for the Organizational Board meeting. The Board President pro-temp is elected to call to order the 2020 Organizational Board meeting and the election of officers.

Proposed Date: **January 15, 2020**

Time: **6:30 pm**

Location: **Technology Learning Center, 8221 Auburn Road, Concord Twp. OH 44077**

President Pro-Temp: _____

Motion _____

Second _____

Vote: Pass _____ Fail _____

Item #16 Executive Session

Motion for the Auburn Vocational School District Board of Education ("Board") to recess into consecutive executive sessions pursuant to R.C. 121.22(G) for the following purposes, in no particular order: (1) considering the employment, dismissal, discipline of a public employee; (2) considering the employment of a public employee; (3) conferencing with an attorney for the public body concerning disputes involving the public body that are the subject of pending and imminent court action and (4) preparing for negotiations with public employees concerning their compensation and other terms and conditions of their employment. Upon conclusion of this executive session, the Board President shall gavel the Board back into open session at this location. All matters discussed in this executive session are designated to the public officials and employees as confidential pursuant to R.C. 102.03(B) because of the status of the proceedings and/or the circumstances under which the information will be received, and preserving its confidentiality is necessary to the proper conduct of government business.

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___ Mr. Ken Klima

___ Mr. Erik Walter

___ Dr. Susan Culotta

___ Mr. Roger Miller

___ Mrs. Mary Wheeler

___ Mrs. Mary Javins

___ Mr. Paul Stefanko

Motion _____

Time In: _____

Second _____

Time Out: _____

Item #17 Other

Motion _____

Second _____

Vote: Pass _____ Fail _____

Item #18 Adjourn

Motion _____

Second _____

Vote: Pass _____ Fail _____

Please Notice Enclosures: Attachments

**January 15, 2020 @ 6:30 pm
Organizational Meeting/Regular Meeting**