

**OFFICIAL MINUTES
OF THE
BOARD OF EDUCATION, DAYTON CITY SCHOOL DISTRICT**

MEMBERS

Yvonne Isaacs

Joseph Lacey

Ronald Lee

Nancy Nerny

Rev. Dr. Robert Walker

Sheila Taylor

Stacy Thompson

OFFICERS

Joseph Lacey
President

Rev. Dr. Robert Walker
Vice President

Lori Ward
Superintendent of
Schools

Craig A. Jones
Treasurer / Chief
Financial Officer

Student Senate Representative: Louisa Okwudibonye

October 15, 2013

Business Meeting

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These Minutes approved December 17, 2013, Dayton, Ohio

These Minutes published December 23, 2013, Dayton, Ohio

**Board of Education, Dayton City School District
Dayton Montgomery County, Ohio
October 15, 2013 – Business Meeting**

The Board of Education of the Dayton City School District convened its regularly scheduled Business Meeting on Tuesday, October 15, 2013 at 6:08 p.m. in the Board Room, 115 S. Ludlow Street, Dayton, Montgomery County, Ohio, with President Lacey in the Chair.

ROLL CALL

MEMBERS ANSWERING ROLL CALL: Isaacs, Lacey, Lee, Nerny, Taylor, Thompson, Walker – 7
{SSR – Okwudibonye} – PRESENT

MEMBERS ABSENT: None – 0

PLEDGE

Pledge of allegiance to the flag.

ACADEMIC UPDATE

The following people addressed the board: Lisa Minor, Marvis Meeks, Shelia Burton, David Lawrence and Linda Stables

HEARING OF THE BARGAINING UNITS

David Romick addressed the board.

SUPERINTENDENT'S RECOMMENDATIONS

The following recommendations were presented by Lori L. Ward, Superintendent of Schools for consideration by the Board:

GENERAL FUNDS

ITEM I

I recommend that the **SEPARATIONS OF EMPLOYMENT** of the following persons be accepted for both regular and supplemental duties.

OPERATIONS

001.2700.141.6241.000000.372.00.000

Benton, Richard

Retirement

Eff. 9/13/2013

RESERVE TEACHER

001.1190.112.7321.000000.504.00.000

Townsend, Virginia T.

Deceased

Eff. 9/20/2013

001.1190.112.7321.000000.504.00.000

Wright, Delores

Termination

Eff. 10/1/2013

001.1190.112.7321.000000.504.00.000

Young, Ivy

Termination

Eff. 10/1/2013

TEACHER

001.1110.111.3020.000000.140.14.205

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Aziz, Iralene	Resignation	Eff. 8/27/2013
001.1130.111.3020.000000.363.00.000		
Derr, John	Disability Retirement	Eff. 2/14/2013
001.1310.111.4310.000000.370.00.000		
Ryba, James M.	Resignation	Eff. 11/1/2013
001.1130.111.3020.000000.364.00.000		
Sauvage, Genevieve Ruth	Resignation	Eff. 10/4/2013

ITEM II

I recommend that the following **LEAVE OF ABSENCE ACTIONS** for Members of the staff shown below be approved for the reasons stated.

TEACHER

001.1110.111.3020.000000.111.00.000

Bond, Adele

Medical

Eff. 9/19/2013 - 1/31/2014

001.1130.111.3020.000000.372.00.000

Fallahi, Maryam

FMLA

Eff. 9/11/2013 - 12/1/2013

ITEM III

I recommend that the following **APPOINTMENTS AND CHANGES TO THE CONTRACTS of the PROFESSIONAL STAFF MEMBERS** shown be approved in accordance with the bargaining unit agreements, Board-approved salary schedules and/or mandates of the State Division of Career, Technical and Adult Education.

ADMINISTRATION**New Hire**

ADMINISTRATIVE BUILDING

Associate Director, Office for Exceptional Children at the rate of \$68,000.00 annually

Eff. 7/1/2013 - 6/30/2014, 001.2416.000.4501.000000.500.00.000

Hall, Joseph

TEACHER**New Hire**

WESTWOOD PREK-8 SCHOOL

Teacher at the rate of \$33,936.00 annually

Eff. 8/14/2013 - 5/30/2014, 001.1280.111.4590.000000.151.00.000

Skipper, Aisha S.

Supplemental Contract

ADMINISTRATIVE BUILDING

Adult and Child CPR/AED Training at the rate of \$42.49 hourly NTE 5 hours,

Eff. 10/10/2013 - 10/10/2013, 001.1110.113.3305.000000.000.00.000

Connally, Geneva

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Elementary Intramural Coordinator - Grade 4-6 at the rate of \$3,400.00 annually
Eff. 10/1/2013 - 5/30/2014, 001.1110.113.3305.000000.000.00.000
Milord, Thomas

Elementary Intramural Coordinator - Grades 4-6 at the rate of \$3,400.00 annually
Eff. 10/1/2013 - 5/30/2014, 001.1110.113.3305.000000.000.00.000
Bailey, Willie

LPDC Committee at the rate of \$3,393.60 annually
Eff. 9/2/2013 - 5/29/2013, 001.2213.113.5120.000000.000.00.000
Boyd, Darla
Burrus, Kimberly L.
Crocker, Marilyn
Hoerner, Celeste
Larsen, Melodie
Mallory, Tracey L.
Mills, Steven D.
Radcliffe, Lydia R.
Sells, Leslie

BELMONT HIGH SCHOOL

Physics Course (After School) at the rate of \$28.83 hourly NTE 70 hours,
Eff. 9/4/2013 - 5/30/2014, 001.1130.113.3305.000000.000.00.000
Davis, Louis

MEADOWDALE HIGH SCHOOL

Girls Tennis Coach at the rate of \$1,187.76 annually
Eff. 8/28/2013 - 10/19/2013, 001.4510.111.5510.000000.367.00.000
Iseminger, Ladd

Middle School Assistant Football at the rate of \$1,866.48 annually
Eff. 8/13/2013 - 10/26/2014, 001.4510.111.5510.000000.367.00.000
Jones, Kenny D.

Middle School Assistant Football Coach at the rate of \$806.38 annually
Eff. 8/28/2013 - 10/26/2013, 001.4510.111.5510.000000.367.00.000
Beaty, Michael A.

Middle School Assistant Volleyball Coach at the rate of \$1,187.76 annually
Eff. 8/28/2013 - 10/25/2013, 001.4510.111.5510.000000.367.00.000
Bailey, Willie

STIVERS SCHOOL FOR THE ARTS

Middle School Volleyball Coach at the rate of \$878.70 annually
Eff. 9/23/2013 - 10/25/2014, 001.4510.111.5510.000000.271.00.000
Danner, Lisa

THURGOOD MARSHALL HIGH SCHOOL

Middle School Volleyball Coach at the rate of \$2,375.52 annually
Eff. 8/5/2013 - 10/25/2013, 001.4510.111.5510.000000.372.00.000
Murphy, George D.

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ITEM IV

I recommend that the following **APPOINTMENTS AND CHANGES for NON-TEACHING PERSONNEL** be approved at the rates indicated and for the periods shown, in accordance with the salary schedule for the period stated.

OPERATIONS**New Hire****SERVICE BUILDING**

Short Term Journeyman at the rate of \$26.16 hourly NTE 80 hours,
Eff. 7/15/2013, 001.2700.141.6420.000000.578.00.000
North, Ernest E.

PARAPROFESSIONAL**Change of Assignment****RIVER'S EDGE MONTESSORI PREK-6 SCHOOL**

Correction to item approved 9-3-2013 (# hrs) Paraprofessional at the rate of \$14.94 hourly NTE 65 hours,
Eff. 8/12/2013 - 5/30/2014, 001.2214.141.3050.000000.118.00.000
Kimball, Carmita

New Hire**GARDENDALE ACADEMY I**

Correction to item approved 8-20-2013 (# hrs) Paraprofessional at the rate of \$12.79 hourly NTE 72.50 hours,
Eff. 8/12/2013 - 5/30/2014, 001.2215.141.3058.000000.128.00.000
Curtis, Charles L.
Riley, Dwight L.

GORMAN SCHOOL @ JACKSON CENTER

Correction to item approved 9-17-2013 (# hrs) Paraprofessional at the rate of \$12.79 hourly NTE 65 hours,
Eff. 8/12/2013 - 5/30/2014, 001.2215.141.3058.000000.459.00.000
Payne, Estelle

LOUISE TROY PREK-4 SCHOOL

Correction to item approved Sept 3 (# hrs) Paraprofessional at the rate of \$12.79 hourly NTE 65 hours,
Eff. 8/15/2013 - 5/30/2014, 001.2215.141.3058.000000.104.00.000
Bass, Vonshanae

RIVER'S EDGE MONTESSORI PREK-6 SCHOOL

Correction to item approved 8-20-2013 (# hrs) Paraprofessional at the rate of \$12.79 hourly NTE 65 hours,
Eff. 8/12/2013 - 5/30/2014, 001.2214.141.3050.000000.118.00.000
Hester, Michael J.

RUSKIN PREK-8 SCHOOL

Correction to item approved 8-20-2013 (# hrs) Paraprofessional at the rate of \$12.79 hourly NTE 65 hours,
Eff. 8/12/2013 - 5/30/2014, 001.2215.141.3058.000000.143.00.000
Rodriguez, Martha Jeanette

Correction to item approved 9-17-2013 (# hrs) Paraprofessional at the rate of \$12.79 hourly NTE 65 hours,

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Eff. 8/15/2013 - 5/30/2014, 001.2216.141.3058.000000.143.00.000
Francis, Trinidad Z.
WESTWOOD PREK-8 SCHOOL
Correction to item approved 8-20-2013 (# hrs) Paraprofessional at the rate of \$12.79 hourly NTE 65 hours,
Eff. 8/12/2013 - 5/30/2014, 001.2214.141.3050.000000.151.00.000
Anderson, Karyn Reddens

TRANSPORTATION**Change of Assignment****TRANSPORTATION**

Assistant Dispatcher to Dispatcher at the rate of \$17.81 hourly NTE 80 hours,
Eff. 10/21/2013, 001.2810.141.6320.000000.537.00.000
Pill, Athena M.

Substitute Bus Driver to School Bus Driver at the rate of \$15.05 hourly NTE 80 hours,
Eff. 9/30/2013, 001.2810.141.6320.000000.537.00.000
Haney, Jr., Prentiss

ITEM V

I recommend that the Board of Education enter into the following **CONTRACTS AND AGREEMENTS**, and further, that the officers of the Board be authorized to sign same.

Healing Touch Home Healthcare - To provide private duty nursing services for DPS special needs students for the 2013-2014 SY. Eff. 9/3/2013-6/20/2014.

Code: 001.2134.413.4511.000000.500.00.000 (Amt: \$25,000.00)

Purchase Request: PR007552

Houghton Mifflin/Harcourt - Reading and Math Progress Monitoring Assessment Probes for K-8 students. Eff. 11/1/2013-11/28/2014.

Code: 001.2929.412.1810.000000.000.00.000 (Amt: \$11,000.00)

Purchase Request: PR007860

Miami Valley Hospital - Second Amendment to Office Lease Agreement between Dayton Board of Education and Miami Valley Hospital known as Ludlow II complex. Eff. 9/1/2013-12/31/2015.

PECO - PECO to act as a consultant on the district's behalf to evaluate natural gas futures prices, negotiation and bidding of power supplies as necessary, recommendations on future power suppliers, evaluation of rates alternatives, negotiation assistance with DP&L.

Eff. 11/1/2013-10/31/2016.

Progressus Therapy, LLC - For speech therapy services for DPS special needs students for the 2013-2014 SY, effective 8/14/13 - 6/19/2014. Eff. 8/14/2013-6/19/2014.

Code: 001.2150.410.4511.000000.500.00.000 (Amt: \$544,800.00)

Purchase Request: PR007550

NON/GENERAL FUNDS**ITEM VI**

I recommend that the **SEPARATIONS OF EMPLOYMENT** of the following persons be accepted for both regular and supplemental duties.

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NUTRITION SERVICES

006.3120.141.6902.000000.109.00.000

Long, Lydia T.

Disability Retirement

Eff.
9/18/2013**ITEM VII**

I recommend that the following **APPOINTMENTS AND CHANGES TO THE CONTRACTS of the PROFESSIONAL STAFF MEMBERS** shown be approved in accordance with the bargaining unit agreements, Board-approved salary schedules and/or mandates of the State Division of Career, Technical and Adult Education.

TEACHER**Supplemental Contract****ADMINISTRATIVE BUILDING**

4 Block Training at the rate of \$42.49 hourly NTE 12 hours,

Eff. 9/21/2013 - 9/28/2013, 590.2213.113.9142.000000.500.00.000

Groach, Pamela

Professional Development at the rate of \$28.83 hourly NTE 6 hours,

Eff. 9/28/2013 - 9/28/2013, 590.2213.113.9142.000000.500.00.000

Kendell, Emily A.

Professional Development Training at the rate of \$38.25 hourly NTE 6 hours,

Eff. 9/21/2013 - 9/21/2013, 590.2213.113.9142.000000.500.00.000

Etter, Kristal

Professional Development Training at the rate of \$42.49 hourly NTE 12 hours,

Eff. 9/10/2013 - 9/10/2013, 590.2213.113.9142.000000.500.00.000

Lay, James

Professional Development Training at the rate of \$44.10 hourly NTE 6 hours,

Eff. 9/28/2013 - 9/28/2013, 590.2213.113.9142.000000.500.00.000

Martin, Jodi

Professional Development Training at the rate of \$38.19 hourly NTE 4 hours,

Eff. 9/28/2013 - 9/28/2013, 590.2213.113.9142.000000.500.00.000

Sidner, Christopher

STEM Teacher Professional Development at the rate of \$1,000.00 annually

Eff. 8/5/2013 - 8/9/2013, 599.2213.113.9670.000000.000.00.205

Benson, Lee

STEM Teacher Professional Development at the rate of \$900.00 annually

Eff. 8/5/2013 - 8/9/2013, 599.2213.113.9670.000000.000.00.205

Burlong, Stacia

STEM Teacher Professional Development at the rate of \$1,000.00 annually

Eff. 8/5/2013 - 8/9/2013, 599.2213.113.9670.000000.000.00.205

Crichton, Steven N.

STEM Teacher Professional Development at the rate of \$750.00 annually

Eff. 8/5/2013 - 8/9/2013, 599.2213.113.9670.000000.000.00.205

Eckhart, Samuel S.

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STEM Teacher Professional Development at the rate of \$500.00 annually
Eff. 8/5/2013 - 8/9/2013, 599.2213.113.9670.000000.000.00.205
Gorby, Margaret J.

STEM Teacher Professional Development at the rate of \$1,000.00 annually
Eff. 8/5/2013 - 8/9/2013, 599.2213.113.9670.000000.000.00.205
Grieshop, Kevin
Huff, Nahid
Keeton, Charlita
Kowalski, George W.

THURGOOD MARSHALL HIGH SCHOOL

Extended Day Tutoring at the rate of \$38.25 hourly NTE 100 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Benson, Lee

Extended Day Tutoring at the rate of \$24.13 hourly NTE 40 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Billings, Antoinette Deshea

Extended Day Tutoring at the rate of \$43.40 hourly NTE 25 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Burlong, Stacia

Extended Day Tutoring at the rate of \$42.49 hourly NTE 25 hours,
Eff. 10/7/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Ciprian, John P.

Extended Day Tutoring at the rate of \$34.58 hourly NTE 50 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Crichton, Steven N.

Extended Day Tutoring at the rate of \$42.49 hourly NTE 60 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Day, Patricia

Extended Day Tutoring at the rate of \$24.13 hourly NTE 75 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Grieshop, Kevin

Extended Day Tutoring at the rate of \$27.65 hourly NTE 50 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Gunder, Nicole E.

Extended Day Tutoring at the rate of \$25.52 hourly NTE 75 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Horowitz, Rachel

Extended Day Tutoring at the rate of \$32.06 hourly NTE 75 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Johnson, William L.

Extended Day Tutoring at the rate of \$25.22 hourly NTE 75 hours,

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Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Kowalski, George W.

Extended Day Tutoring at the rate of \$28.83 hourly NTE 75 hours,
Eff. 8/12/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Mauldin, Collyn A.

Extended Day Tutoring at the rate of \$30.96 hourly NTE 75 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
McKnight, Mary

Extended Day Tutoring at the rate of \$42.49 hourly NTE 30 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Moran, Susanne

Extended Day Tutoring at the rate of \$25.52 hourly NTE 50 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Odje, Ejoywokoghene E.

Extended Day Tutoring at the rate of \$36.59 hourly NTE 125 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Shaw, Desirae S.

Extended Day Tutoring at the rate of \$26.31 hourly NTE 90 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Siroky, Jamaica

Extended Day Tutoring at the rate of \$38.64 hourly NTE 75 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Stover, Linda

Extended Day Tutoring at the rate of \$27.57 hourly NTE 50 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Thompson, Indie M.

Extended Day Tutoring at the rate of \$24.13 hourly NTE 125 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Trammell, Tygene L

Extended Day Tutoring at the rate of \$35.41 hourly NTE 30 hours,
Eff. 8/15/2013 - 5/30/2014, 537.1930.113.9334.000000.372.00.000
Trentine, Olivia

ITEM VIII

I recommend that the following **APPOINTMENTS AND CHANGES for NON-TEACHING PERSONNEL** be approved at the rates indicated and for the periods shown, in accordance with the salary schedule for the period stated.

NUTRITION SERVICES

New Hire

RIVER'S EDGE MONTESSORI PREK-6 SCHOOL

Food Service Manager at the rate of \$10.20 hourly NTE 80 hours,

Eff. 10/16/2013, 006.3120.141.6902.000000.118.00.000

Graham, Jordan

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SERVICE BUILDING

Substitute Food Service at the rate of \$7.85 hourly NTE 80 hours,
Eff. 10/16/2013, 006.3120.142.6902.000000.000.00.506
Beavers, Takesha

PARAPROFESSIONAL**New Hire****KISER PREK-8 SCHOOL**

Correction to item approved 8-20-2013 (# hrs) Paraprofessional at the rate of \$12.79 hourly NTE 65 hours,
Eff. 8/12/2013 - 5/30/2014, 572.1270.141.9762.000000.182.00.000
Iskandarova, Sevda M.

LOUISE TROY PREK-4 SCHOOL

Paraprofessional at the rate of \$12.79 hourly NTE 65 hours,
Eff. 8/15/2013 - 5/30/2014, 572.1930.141.9762.000000.140.00.000
McCombs, Danelle

RIVER'S EDGE MONTESSORI PREK-6 SCHOOL

Correction to item approved 9-17-2013 (# hrs) Paraprofessional at the rate of \$12.79 hourly NTE 65 hours,
Eff. 8/12/2013 - 5/30/2014, 516.1230.141.9662.000000.118.00.000
Jaen Serrano, Javier

WORLD OF WONDER PREK-8 SCHOOL @ RESIDENCE PARK

Correction to item approved 9-3-2013 (# hrs) Paraprofessional at the rate of \$12.79 hourly NTE 65 hours,
Eff. 8/14/2013 - 5/30/2014, 572.1930.141.9762.000000.185.00.000
Carroll, Sylvia D.

ITEM IX

I recommend that the following **CONTRACTS FOR CONSULTANT SERVICES** be approved in the amounts shown for the reasons stated.

Dayton Dialogue on Race Relations, 371 West Second Street, Suite 100, Dayton, OH 45402
NTE: \$3,500.00

To provide New Hire Teacher Induction Professional Development trainings on race relations.
Eff. 10/22/2013-12/3/2013.

Code: 506.2213.412.9798.000000.000.00.000 (Amt: \$3,500.00)

Purchase Request: PR007649

Marshall Arnold, Jackie, 3250 Fairfield Pike, Springfield, OH 45502-0000
NTE: \$5,000.00

To provide Literacy Professional Development for grades 1-3 to teachers at Fairview PreK-8 School during the 2013-14 school year.

Eff. 10/16/2013-5/30/2014.

Code: 537.2213.412.9334.000000.115.00.000 (Amt: \$5,000.00)

Purchase Request: PR007659

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Sableski, Mary-Kate, 800 Hampshire Road, Dayton, OH 45419-0000

NTE: \$5,000.00

To provide Literacy Professional Development for grades 1-3 to teachers at Fairview PreK-8 School during the 2013-14 school year.

Eff. 10/16/2013-5/30/2014.

Code: 537.2213.412.9334.000000.115.00.000 (Amt: \$5,000.00)

Purchase Request: PR007660

ITEM X

I recommend that the Board of Education enter into the following **CONTRACTS AND AGREEMENTS**, and further, that the officers of the Board be authorized to sign same.

Five Rivers Metroparks - To provide Fairview PreK-8 students with science and nature through hands on, minds on learning during the 2013-14 school year. Eff. 10/16/2013-4/25/2014.

Code: 537.1930.411.9334.000000.115.00.000 (Amt: \$4,000.00)

Purchase Request: PR007563

Office Depot Bus Services, Inc. - To provide a one day workshop to the Title I Parent Advisory Council within the Dayton Public Schools District. The workshop is designed to give parents practical steps to help their child succeed in school and life. The title, "You: Your Child's First Teacher", validates what parents are already doing well, and empowers them to partner with schools in an effective and meaningful way that has been proven to increase student achievement Eff. 10/15/2013-11/22/2013.

Code: 572.2190.412.9762.000000.000.00.000 (Amt: \$14,399.97)

Purchase Request: PR007598

Respectfully submitted,

Lori L. Ward
Superintendent

It was moved by Mr. Lee and seconded by Ms. Nerny to accept the Superintendent's Recommendations.

AYES: Isaacs, Lacey, Lee, Nerny, Taylor, Thompson, Walker – 7

NAYS: None – 0

Motion Carried.

TREASURER'S RECOMMENDATIONS

The following recommendations were presented by Craig A. Jones, Treasurer for consideration by the Board:

GENERAL & NON-GENERAL FUNDS

ITEM XI

Pursuant to Section 3313.36 of the Ohio Revised Code, I recommend that the Board of Education of the Dayton City School District accept the following **donations** and that we convey our appreciation to the donor for their gracious and timely gifts.

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A. DAYTON PUBLIC SCHOOLS

Various Donations
Darrell Fahrney
Fifteen LT05 Ultrium 1.5TB/3TB Tapes with Cases
\$503.59

Northeast Priority Board
Kiser PreK-8 School
School Supplies
\$2,000

ITEM XII

Authorizing the purchase of competitive retail electric service from the lowest responsible bid submitted to Southwestern Ohio Educational Purchasing Council for the period commencing July of 2014 and terminating no later than May 2017.

Rationale

WHEREAS, the School District is a member of the Southwestern Ohio Educational Purchasing Council (“EPC”), a body authorized by state statute to aggregate purchasing needs of schools and of related nonprofit educational entities so as to take advantage of economies of scale when purchasing essential products and services; and

WHEREAS, EPC is conducting a Request for Proposal for competitive retail electric service for participating EPC members for the PJM regional transmission organization (“PJM”) years 2014 to 2017; and

WHEREAS, EPC has sent notices to bid on the School District’s electric load to all competitive retail electric service providers licensed to sell power in the state of Ohio; and

WHEREAS, EPC has selected the lowest responsible bid submitted in response to the attached the Request for Proposal on or before November 4, 2013; and

WHEREAS, this School District may review the lowest responsible bid and elect anytime up to November 6, 2013, to accept the lowest responsible bid with no obligation prior to that time or thereafter if the School District does not sign the Master Supply Agreement; and

WHEREAS, the Superintendent or the Superintendent’s designee will review the lowest responsible bid when the RFP is concluded and, if the lowest responsible bid provides for competitive retail electric service at a price below the current average utility cost per kWh for all of the School District’s electric load, and the Superintendent or its designee finds that the EPC RFP was both public and competitive;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Dayton Public School District, County of Montgomery, State of Ohio, as follows:

Section 1. The Board of Education of this School District does hereby authorize the Superintendent or the Superintendent’s designee to execute the Master Supply Agreement prepared by EPC between the School District and the lowest responsible bidder in the EPC Request for Proposal so long as the price is below the current average utility cost per kWh, and the Superintendent or his appointee finds the EPC Request for Proposal was both public and competitive;

Section 2. This Board hereby directs the Treasurer to review the Master Supply Agreement and determine if the School District has sufficient funds to certify the this resolution assuming that the executed Master Supply Agreement will be at a price equal to or lower than the current average utility cost per kWh.

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ITEM XIII

I recommend that the Board authorize the **General Funds and Non-General Funds PURCHASE REQUESTS** as submitted by the Treasurer.

GENERAL FUNDS

I recommend that the following purchase requests in excess of \$5,000.00 be authorized by the Board of Education.

(1) PR007186

Vendor: Edgewood City Schools

Fund: 001.1239.470.4502.000000.000.00.000 (Amt: \$15,243.96)

(Office for Exceptional Children)

Description: To cover cost of tuition for DPS special needs student for the 2013 SY.

Amount: \$15,243.96

(2) PR007426

Vendor: School Health Corporation

Fund: 001.2130.510.1920.000000.500.00.000 (Amt: \$5,969.49)

(Health Services)

Description: To improve vision screening accuracy for pre-school children, children with low cognitive function, and children with other disabilities.

Amount: \$5,969.49

(3) PR007468

Vendor: North American Salt Company

Fund: 001.2700.570.6241.000000.578.00.000 (Amt: \$15,582.00)

(Operations)

Description: 300 tons of bulk rock salt to treat District parking lots and walkways.

Amount: \$15,582.00

(4) PR007762

Vendor: City of Dayton

Fund: 001.2940.414.7310.000000.500.00.000 (Amt: \$100,000.00)

(Human Resources)

Description: Annual charge September 2013 - August 2014 Civil Service Admin Services

Amount: \$100,000.00

(5) PR007863

Vendor: Dayton-Montgomery County

Fund: 001.2411.849.1020.000000.500.00.000 (Amt: \$21,000.00)

(Superintendent's Office)

Description: Participation and support in the scholarship program for school year 2013-2014.

Amount: \$21,000.00

NON-GENERAL FUNDS

I recommend that the following purchase requests in excess of \$5,000.00 be authorized by the Board of Education.

(1) PR006496

Vendor: MCS Software, LLC

Fund: 006.3120.410.6902.000000.534.00.000 (Amt: \$29,741.76)

**Board of Education, Dayton City School District
Dayton Montgomery County, Ohio
October 15, 2013 – Business Meeting**

(Nutrition Services)

Description: Nutrition Services employees need training and technical support to fully and most efficiently utilize the food production module, point of sale system, and application software.

Amount: \$29,741.76

(2) PR007369

Vendor: Bushong Restaurant Equipment, Inc.

Fund: 006.3120.640.6902.000000.534.00.000 (Amt: \$7,081.00)

(Nutrition Services)

Description: Replacement steamer for Thurgood Marshall High School kitchen.

Amount: \$7,081.00

(3) PR006276

Vendor: Bushong Restaurant Equipment, Inc.

Fund: 006.3120.640.6902.000000.534.00.000 (Amt: \$25,000.00)

(Nutrition Services)

Description: Dishwasher for Ponitz Career Technology Center kitchen.

Amount: NTE \$25,000.00

(4) PR007510

Vendor: Cummins Bridgeway LLC

Fund: 034.2720.423.6420.000000.000.00.000 (Amt: \$12,726.43)

(Facilities & Operations)

Description: Cummings Bridgeway for Service on District Wide Generators per OFCC guidelines.

Amount: \$12,726.43

(5) PR007253

Vendor: Vartek Corp

Fund: 401.3260.423.9212.000000.696.00.000 (Amt: \$43,290.00)

(State & Federal Grant Management)

Description: Monthly support for N-Computing workstations, student workstations, and file servers used by students attending Chaminade/Julienne.

Amount: \$43,290.00

(6) PR007571

Vendor: Heartland Payment Systems, Inc.

Fund: 006.3120.410.6902.000000.534.00.000 (Amt: \$17,282.53)

(Nutrition Services)

Description: Technical support is necessary to ensure the point of sale runs smoothly and students are served their meals quickly and efficiently.

Amount: \$17,282.53

(7) PR007002

Vendor: Cincinnati Bell

Fund: 516.2219.644.9662.000000.500.00.000 (Amt: \$5,269.20)

(Office for Exceptional Children)

Description: To cover costs for HP Probooks.

Amount: \$5,269.20

(8) PR007881

Vendor: Bushong Restaurant Equipment, Inc.

Fund: 006.3120.410.6902.000000.534.00.000 (Amt: \$25,000.00)

(Nutrition Services)

Description: Walk-in Cooler for the Service Building.

Amount: NTE \$25,000.00

**Board of Education, Dayton City School District
Dayton Montgomery County, Ohio
October 15, 2013 – Business Meeting**

APPROVAL OF MINUTES

September 3, 2013	Informational Meeting
September 17, 2013	Business Meeting

BOARD MEMBER TRAVEL

November 9, 2013
OSBA Capital Conference
Columbus, OH

BOARD MEMBER REIMBURSEMENT

001.2310.439.1311.000000.500.00.000	
Ronald C. Lee	\$408.81
Robert Walker	\$390.13

Respectfully submitted,

Craig A. Jones
Treasurer

It was moved by Ms. Isaacs and seconded by Ms. Nerny to accept the Treasurer's Recommendations.

AYES: Isaacs, Lacey, Lee, Nerny, Taylor, Thompson, Walker – 7

NAYS: None – 0

Motion Carried.

NEW BUSINESS

Ms. Okwudibonye said that Ponitz technology construction team received \$250 check for the program.

Ms. Thompson expressed sincere condolences for a champion of children, Keisha Foster.

Ms. Nerny attended two of the town hall meetings.

Mr. Lee thanked Mr. Romick and staff for all of their hard work especially in light of change. He attended a conference in San Antonio.

Ms. Isaacs spoke about her interaction with Keisha Foster. She attended the town hall meeting at Stiver's last week and participated in the United Way policy committee meeting.

**BOARD RESOLUTION TO ADOPT BOARD POLICY
(FIRST READING)**

RATIONALE:

**Board of Education, Dayton City School District
Dayton Montgomery County, Ohio
October 15, 2013 – Business Meeting**

In as much as the board of education is committed to the continued updating of its Policies, Rules and Regulations Manual and the committee, which was appointed, has been working toward that goal, the following is brought at this time for first readings in compliance with Board File BFC Policy Adoption.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Dayton City School District, Montgomery County, Ohio, hereby accepts and adopts the following policies that have been codified for inclusion in the Handbook of Policies, Rules and Regulations:

- | | |
|-------------------------------------|---|
| File: AFC-1
(also GCN-1) | EVALUATION OF PROFESSIONAL STAFF
(OHIO TEACHER EVALUATION SYSTEM)
Revised to be in line with current legislation. |
| File: AFC-2
(also GCN-2) | EVALUATION OF PROFESSIONAL STAFF
(ADMINISTRATIVE BOTH PROFESSIONAL AND SUPPORT)
Revised to be in line with current legislation. |
| File: BDC | EXECUTIVE SESSIONS
Addresses additional permissible reasons for public bodies to meet in executive session. |
| File: EEAD | SPECIAL USES OF SCHOOL BUSES
Revised to be in line with current legislation. |
| File: GCD | PROFESSIONAL STAFF HIRING
Revised to be in line with current legislation. |
| File: GCN-1
(also AFC-1) | EVALUATION OF PROFESSIONAL STAFF
(OHIO TEACHER EVALUATION SYSTEM)
Revised to be in line with current legislation. |
| File: GCN-2
(also AFC-2) | EVALUATION OF PROFESSIONAL STAFF
(ADMINISTRATORS BOTH PROFESSIONAL AND SUPPORT)
Revised to be in line with current legislation. |
| File: IGD | COCURRICULAR AND EXTRACURRICULAR ACTIVITIES
Revised to be in line with current legislation. |
| File: IKE | PROMOTION AND RETENTION OF STUDENTS
Revised to be in line with current legislation. |
| File: JEG/JEBA | EARLY ENTRANCE TO KINDERGARTEN
Changes date of eligibility for a student to be enrolled in kindergarten. |

These policies are being read for the first time. As such, a Motion or Second is not required. The policies will be available in the Superintendent's Office for review and comment prior to their Second Reading and Adoption by the Board of Education. Furthermore, the policies will be reviewed by the Superintendent's Office, the Board's Office, and the Legal Department of the Dayton Public Schools prior to the Second Reading.

See attachments for detailed copies of these regulations

RESOLUTION TO ADOPT BOARD POLICY
(SECOND READING)

**Board of Education, Dayton City School District
Dayton Montgomery County, Ohio
October 15, 2013 – Business Meeting**

RATIONALE:

In as much as the Board of Education is committed to the continued updating of its Policies, Rules and Regulations Manual and the committee, which was appointed, has been working toward that goal, the following are brought at this time for second readings in compliance with Board File.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Dayton City School District, Montgomery County, Ohio, hereby accepts and adopts the following policies that have been codified for inclusion in the Handbook of Policies, Rules and Regulations:

File: GBR	FAMILY AND MEDICAL LEAVE Revised to be aligned with current legislation.
File: IGDJ	INTERSCHOLASTIC ATHLETICS Revised to be aligned with current legislation.

See attachments for detailed copies of these regulations

It was moved by Mr. Walker and seconded by Ms. Isaacs to accept the adoption of this policy.

AYES: Isaacs, Lacey, Lee, Nerny, Taylor, Thompson, Walker – 7

NAYS: None - 0

Motion Carried.

NEW BUSINESS – CONTINUED

Dr. Walker delighted with the town hall meeting and response from community stakeholders and parents.

SUPERINTENDENT ANNOUNCEMENTS

- Condolences to Keisha Foster’s family
- Praises to the academic team
- Thanks to David Romick and Virginia Noe
- National Society of Black Engineers 1st Saturday Oct 26th at Thurgood Marshall
- Oct 25th, Belmont High School - Society for Hispanic Professional Engineers

NEW BUSINESS CONTINUED

Mr. Lacey thanked everyone for their participation at town hall meetings

EXECUTIVE SESSION

“Pursuant to Section 121.22 (G) <2> of the Ohio Revised Code, I move that this board go into Executive Session. This meeting is being held to consider the preparation for, conducting, or reviewing of negotiations with employees regarding their compensation or other terms and conditions of their employment.”

**Board of Education, Dayton City School District
Dayton Montgomery County, Ohio
October 15, 2013 – Business Meeting**

Is there a second? Ms. Thompson seconded. May we have a roll call please?

Motion Carried to go into Executive Session

Let the record show that the Board of Education of the Dayton City School District has just completed an Executive Session during which it considered the preparation for negotiations or bargaining sessions with a public employee concerning their compensation or other terms and conditions of their employment.

AYES: Isaacs, Lacey, Lee, Nerny, Taylor, Thompson, Walker – 7

NAYS: None – 0

ADJOURNMENT

There being no further business, it was moved by Ms. Thompson and seconded by Ms. Nerny to adjourn.

AYES: Isaacs, Lacey, Lee, Nerny, Taylor, Thompson, Walker – 7

NAYS: None – 0

Motion Carried. Meeting adjourned at 8:32 p.m.

ATTEST:

Craig A. Jones, Treasurer / Chief Financial Officer

Joseph Lacey, President

**RESOLUTION TO ADOPT BOARD POLICY
(FIRST READING)**

RATIONALE:

Inasmuch as the Board of Education is committed to the continued updating of its Policies, Rules and Regulations Manual and the committee, which was appointed, has been working toward that goal, the following are brought at this time for first reading in compliance with Board File BFC Policy Adoption.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Dayton City School District, Montgomery County, Ohio, hereby accepts and adopts the following policies that have been codified for inclusion in the Handbook of Policies, Rules and Regulations:

FILE	TITLE	CHANGE
AFC-1 (also GCN-1)	Evaluation of Professional Staff (Ohio Teacher Evaluation System)	<i>Revised to be aligned with current legislation.</i>
AFC-2 (also GCN-2)	Evaluation of Professional Staff (Administrators Both Professional and Support)	<i>Revised to be aligned with current legislation.</i>
BDC	Executive Sessions	<i>Addresses additional permissible reasons for public bodies to meet in executive session.</i>
EEAD	Special Use of School Buses	<i>Revised to be aligned with current legislation.</i>
GCD	Professional Staff Hiring	<i>Revised to be aligned with current legislation.</i>
GCN-1 (also AFC-1)	Evaluation of Professional Staff (Ohio Teacher Evaluation System)	<i>Revised to be aligned with current legislation.</i>
GCN-2 (also AFC-2)	Evaluation of Professional Staff (Administrators Both Professional and Support)	<i>Revised to be aligned with current legislation.</i>
IGD	Cocurricular and Extracurricular Activities	<i>Revised to be aligned with current legislation.</i>
IKE	Promotion and Retention of Students	<i>Revised to be aligned with current legislation.</i>
JEB/JEBA	Early Entrance to Kindergarten	<i>Changes date of eligibility for a student to be enrolled in kindergarten.</i>

These policies are being read for the first time. As such, a Motion or Second is not required. The policies will be available in the Superintendent's Office for review and comment prior to their Second Reading and Adoption by the Board of Education. Furthermore, the policies will be reviewed by the Superintendent's Office, the Board's Office, and the Legal Department of the Dayton Public Schools prior to the Second Reading.

October 15, 2013

EVALUATION OF PROFESSIONAL STAFF (Ohio Teacher Evaluation System)

A determination of the efficiency and effectiveness of the teaching staff is a critical factor in the overall operation of the District. The Board evaluates teachers in accordance with State law and the standards-based statewide teacher evaluation framework adopted by the State Board of Education (SBOE).

The Board directs the Superintendent/designee to implement this policy in accordance with State law. The requirements of this policy prevail over any conflicting provisions of collective bargaining agreements entered into on or after September 24, 2012.

Notwithstanding Ohio Revised Code Section (RC) 3319.09, this policy applies to any person employed under a teacher license issued under RC 3319, or under a professional or permanent teacher's certificate issued under former RC 3319.222, and who spends at least 50% of the time employed providing content-related student instruction. This teacher evaluation policy does not apply to substitute teachers or instructors of adult education.

Credentialed Evaluators

Evaluations carried out under this policy are conducted by persons holding evaluator credentials established by the Ohio Department of Education (ODE). Evaluators must complete state-sponsored evaluation training and pass the online credentialing assessment. The Board adopts a list of approved credentialed evaluators chosen from ODE's list.

Effectiveness Rating

Teachers are assigned an effectiveness rating of Accomplished, Skilled, Developing or Ineffective. This rating will be determined based on 50% teacher performance and 50% student growth measures. Student growth will be determined through multiple measures.

Annually, the Board submits to the ODE the number of teachers assigned an effectiveness rating, aggregated by the teacher preparation programs from which, and the years in which, the teachers graduated. The name of, or any personally identifiable information about, any teacher reported in compliance with this provision cannot be required.

Teacher Performance Calculation

Teachers are evaluated via two formal observations and periodic classroom walk-throughs. The 50% teacher performance measure is based on the Ohio Standards for the Teaching Profession.

The Superintendent/designee selects/develops evaluation tools to calculate teacher performance. The Board directs the Superintendent/designee to develop procedures for these evaluation tools.

Student Growth Calculation

For the purpose of this policy, student growth means the change in student achievement for an individual student between two or more points in time. Student growth is evaluated by a combination of: (1) Value-added data or an alternative student academic progress measure if adopted under RC 3302.03(C)(1)(e); (2) ODE-approved assessments and/or (3) Board-determined measures. When available, value-added data or an alternative student academic progress measure if adopted under RC 3302.03(C)(1)(e) shall be included in the multiple measures used to evaluate student growth in proportion to the part of the teacher's schedule of courses or subjects for which the value-added progress dimension is applicable.

Until June 30, 2014, if a teacher's schedule is comprised only of courses or subjects for which value-added data is applicable, the majority of the student academic growth factor of the evaluation shall be based on the value-added progress dimension. On or after July 1, 2014, the entire student academic growth factor of the evaluation for such teachers shall be based on the value-added progress dimension.

Students with 45 or more excused or unexcused absences during the full academic year will not be included in the calculation of student academic growth. Data from Board-determined multiple measures will be converted to a score of: (1) Above, (2) Expected or (3) Below student growth levels.

Professional Growth and Improvement Plans

Teachers meeting above-expected levels of student growth must develop professional growth plans and choose their credentialed evaluators from the Board-approved evaluator list.

Teachers meeting expected levels of student growth must develop professional growth plans collaboratively with their credentialed evaluators from the Board-approved evaluator list.

Teachers meeting below-expected levels of student growth must develop an improvement plan with their credentialed evaluators. The Superintendent/designee assigns credentialed evaluators to teachers meeting below-expected levels of student growth.

Evaluation Time Line

District administrators evaluate teachers annually. Annual evaluations include two formal observations at least 30 minutes each and periodic classroom walk-throughs. Teachers, who are on limited or extended limited contracts pursuant to State law and under consideration for nonrenewal, receive at least three formal observations during the evaluation cycle.

All teacher evaluations are completed by May 1. Teachers evaluated under this policy are provided with a written copy of their evaluation results by May 10.

(Permissive – add if want to evaluate Accomplished teachers with one evaluation and a project.)

The Board evaluates teachers receiving effectiveness ratings of Accomplished on their most recent evaluations via one formal observation when those teachers complete projects approved by the Board to demonstrate their continued growth and practice at the level of Accomplished. Teachers must submit project proposals to the Superintendent no later than for submission to and approval by the Board.

Testing for Ineffective Teachers in Core Subjects

Beginning with the 2015-2016 school year, teachers of core subject areas, as defined by State law, who have received a rating of Ineffective for two of the three most recent school years must register for and take all written examinations of content knowledge selected by ODE.

Retention and Promotion

The Board uses evaluation results for retention and promotion decisions. The Board adopts procedures for use by District administrators in making retention and promotion decisions based on evaluation results.

Seniority shall not be the basis for making retention decisions, except when choosing between teachers who have comparable evaluations.

Poorly Performing Teachers

The Board uses evaluation results for removing poorly performing teachers. The Board adopts procedures for removing poorly performing teachers based on evaluation results.

Professional Development

The Board allocates financial resources to support professional development in compliance with State law and the SBOE's evaluation framework.

[Adoption date: August 5, 2009]

[Re-adoption date: October 16, 2012]

[Re-adoption date: May 21, 2013]

[Anticipated re-adoption date: November 19, 2013]

LEGAL REFS.: ORC 3319.11; 3319.111; 3319.112; 3319.16; 3319.58

Chapter 4117

OAC 3301-35-05

CROSS REFS.: AF, Commitment to Accomplishment
GBL, Personnel Records
GCB, Professional Staff Contracts and Compensation Plans

CONTRACT REF.: Teachers' Negotiated Agreement

NOTE: By July 1, 2013, the board of each district, in consultation with teachers employed by the board, must adopt a standards-based teacher evaluation policy that conforms with the ODE framework for evaluation of teachers developed under RC 3319.112. The requirements of the Ohio Revised Code prevail over any conflicting bargaining agreement entered into on or after September 24, 2012.

Districts that receive Race to the Top (RttT) funds should follow the teacher evaluation time line and guidelines set forth in their scopes of work.

Districts not receiving RttT funds whose bargaining agreement was entered into on or after September 24, 2012 must implement this policy by the 2013-2014 school year. Districts who entered into a bargaining agreement prior to September 24, 2012 must implement the evaluation system at the expiration of that bargaining agreement.

Fifty percent of the teacher's evaluation must be based on student growth measures. Student growth must be based on multiple measures, including value-added data where it is available. Local boards of education may administer assessments chosen from the ODE assessment list for teachers of subjects where value-added scores are not available, and/or local measures of student growth using state-designed criteria and guidance. The multiple measures designated by the board for teachers may vary based on subject level and grade taught and should be determined at the district level. The board-determined measures should be consistent for teachers teaching the same subject and/or grade level. The remaining 50% of the evaluation is based on teacher performance measured by the Ohio Standards for the teaching profession.

Evaluations conducted pursuant to these requirements must be carried out by a person who holds a credential established by ODE. The board adopts a list of approved credentialed evaluators chosen from the ODE's list.

Districts may choose to evaluate teachers receiving effectiveness ratings of Accomplished on their most recent evaluations every two years. If the district chooses to do this, policy language should be included.

Districts may choose to evaluate teachers receiving effectiveness ratings of Accomplished on the most recent evaluations through one formal observation and the completion of a board-approved project. If the district chooses to do this, policy language should be included.

Boards are required to use teacher evaluation results for promotion and retention decisions and for removing poorly performing teachers. These procedures are required to appear in board policy, but will be unique to each district. Boards should develop these procedures with district administrators and adopt them into board policy as a regulation, which should be coded as GCN-1-R (also AFC-1-R).

Boards are required to allocate financial resources to support professional development. While ODE's model policy suggests that the allocation should appear in board policy, neither the law nor the framework requires the addition of such specific language. Boards wishing to do so may include the allocation of financial resources in the regulation language.

THIS IS A REQUIRED POLICY

EVALUATION OF PROFESSIONAL STAFF
(Administrators Both Professional and Support)

The Superintendent institutes and maintains a comprehensive program for the evaluation of administrative personnel. Administrative personnel are all persons issued contracts in accordance with the Ohio Revised Code. Evaluations should assist administrators in developing their professional abilities in order to increase the effectiveness of District management.

The purpose of administrator evaluations is to assess the performance of administrators, to provide information upon which to base employment and personnel decisions and to comply with State law. All administrators are evaluated annually. In the year an administrator's contract does not expire, the evaluation is completed by the end of the contract year, and a copy is given to the administrator.

In the year an administrator's contract does expire, two evaluations are completed, one preliminary and one final. The preliminary evaluation is conducted at least 60 days prior to June 1 and prior to any Board action on the employee's contract. A written copy of the preliminary evaluation is given to the administrator at this time. Evaluations are considered by the Board in determining whether to re-employ administrators.

The final evaluation includes the Superintendent's intended recommendation for the contract of the employee. A written copy of the final evaluation must be provided to the employee at least five days prior to the Board's action to renew or nonrenew the employee's contract. The employee may request a meeting with the Board prior to any Board action on his/her contract. The employee may have a representative of his/her choice at the meeting.

The evaluation measures the administrator's effectiveness in performing the duties included in his/her written job description and the specific objectives and plans developed in consultation with the Superintendent.

Evaluation criteria for each position are in written form and are made available to the administrator. The results of the evaluations are kept in personnel records maintained in the central office. The evaluated administrator has the right to attach a memorandum to the written evaluation. Evaluation documents, as well as information relating thereto, are accessible to each evaluatee and/or his/her representative.

This evaluation procedure does not create an expectancy of continued employment. Nothing contained herein prevents the Board from making any final determination regarding the renewal or nonrenewal of an administrator's contract.

Ohio Principal Evaluation System (OPES)

Procedures for evaluating principals and assistant principals are based on principles comparable to the Ohio Teacher Evaluation System, but are tailored to the duties and responsibilities of principals and assistant principals and the environment in which they work. Principals and assistant principals are evaluated under the above system, with the inclusion of the following components.

Principals and assistant principals are assigned an effectiveness rating of Accomplished, Skilled, Developing or Ineffective. This rating will be determined based on 50% measures of principal or assistant principal performance and 50% student growth measures. Student academic growth is determined through multiple measures.

Principals and assistant principals are evaluated via two formal observations and periodic building walk-throughs. The 50% principal and assistant principal performance measure is based on the Ohio Standards for Principals. Proficiency on the standards includes consideration of professional goal setting, communication and professionalism, and skills and knowledge.

Student academic growth is evaluated by a combination of: (1) Value-added data; (2) ODE- approved assessments and/or (3) Board-determined measures. When available, value-added data shall be included in the multiple measures used to evaluate student growth. Resulting data from Board-determined multiple measures will be converted to a score of: (1) Above, (2) Expected or (3) Below student growth levels.

The Superintendent/designee evaluates all principals and assistant principals annually. Annual evaluations include two formal observations at least 30 minutes each and periodic building walk-throughs.

The Board allocates financial resources to support professional development in compliance with State law and the State Board of Education's evaluation framework.

[Adoption date: August 5, 2009]

[Adoption date: May 21, 2013]

[Anticipated re-adoption date: November 19, 2013]

LEGAL REFS.: ORC 3319.02; 3319.03; 3319.04; 3319.111; 3319.16; 3319.17; 3319.171;
3319.22
OAC 3301-35-05

CROSS REFS.: AF, Commitment to Accomplishment
GBL, Personnel Records

NOTE: *See policy coded AFC-1 (Also GCN-1) for an explanation of the coding of this sample policy. Regulations accompanying this policy follow under code AFC-2-R (Also GCN-2-R).*

Administrative personnel are all persons issued contracts in accordance with State law, including the following: assistant superintendents, business managers, principals, assistant principals and all other personnel required to maintain certificates/licenses.

The evaluation process for principals and assistant principals is set forth by Ohio Revised Code Section (RC) 3319.02(D). Evaluation procedures for principals and assistant principals include the components set forth for administrative personnel, but include some additional requirements. Principal and assistant principal evaluations must be based on principles comparable to the teacher evaluation policies adopted under RC 3319.111, but must be tailored to the duties and responsibilities of principals and assistant principals and the environment in which they work. Therefore, principals and assistant principals are evaluated like other administrators, but with the addition of the SBOE's evaluation framework requirements.

The phrase "other administrator" as used in the statute is defined as being comprised of three basic types: (1) licensed administrators; (2) nonlicensed supervisors and management-level employees and (3) business managers.

A licensed "other administrator" is any employee who works in a position for which the board requires an administrative license. Professional pupil service employees (most notably guidance counselors), administrative specialists and persons employed in equivalent positions are, however, considered to be "other administrators" only if they spend less than 50% of their time teaching or working with students.

A nonlicensed "other administrator" is any employee (other than the superintendent) whose job duties enable him/her to be considered as either a "supervisor" or "management-level employee" for purposes of the Collective Bargaining Law. Thus, nonlicensed persons employed as transportation coordinators and maintenance supervisors, if they responsibly direct other employees, discipline them or effectively recommend such action, would appear to be "other administrators" within the meaning of the law. Business managers are persons who are employed in positions requiring a business manager's license and whose powers and duties are set forth in a series of statutes applying only to such position.

THIS IS A REQUIRED POLICY

EXECUTIVE SESSIONS

Educational matters should be discussed and decisions made at public meetings of the Board. Some matters are more properly discussed by the Board in executive session. As permitted by law, such matters may involve:

1. the appointment, employment, dismissal, discipline, promotion, demotion or compensation of an employee, official or student or the investigation of charges or complaints against such individual, unless an employee, official or student requests a public hearing (the Board will not hold an executive session for the discipline of one of its members for conduct related to the performance of his/her official duties or for his/her removal from office);
2. the purchase of property for public purposes or for the sale of property at competitive bidding, if premature disclosure of information would give an unfair advantage to a person whose personal, private interest is adverse to the general public interest;
3. specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing, or avoiding prosecution for, a violation of the law;
4. matters required to be kept confidential by Federal law or State statutes;
5. preparing for, conducting or reviewing negotiations with public employees concerning their compensation or other terms and conditions of their employment;
6. in-person conferences with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action or
7. consideration of confidential information related to the marketing plans, specific business strategy, production techniques, trade secrets or personal financial statements of an applicant for economic development assistance, or negotiations with other political subdivisions respecting requests for economic development assistance provided that:
 - A. the information is directly related to a request for economic development assistance that is to be provided or administered under provisions of State law authorized in Ohio Revised Code Section 121.22(G)(8)(1), or involves public infrastructure improvements or the extension of utility services that are directly related to an economic development project and

- B. a unanimous quorum of the Board has determined by a roll call vote the executive session is necessary to protect the interests of the applicant or possible investment or expenditure of public funds to be made in connection with the economic development project.

Conferences with a member of the office of the State Auditor or an appointed certified public accountant for the purpose of an audit are not considered meetings subject to the Open Meetings Act (Sunshine Law).

The Board meets in executive session only to discuss legally authorized matters. Executive sessions are held only as part of a regular or special meeting and only after a majority of the quorum determines, by a roll-call vote, to hold such a session.

When the Board holds an executive session for any of the reasons stated above, the motion and vote to hold the executive session shall state one or more of the purposes listed under such paragraph for which the executive session is to be held, but need not include the name of any person to be considered in the executive session. The minutes shall reflect the information described above.

In compliance with law, no official action may be taken in executive session. To take final action on any matter discussed, the Board reconvenes into public session.

The Board may invite staff members or others to attend executive sessions at its discretion.

Board members shall not disclose or use, without appropriate authorization, any information acquired in the course of official duties (which is confidential because of statutory provisions) or which has been clearly designated as confidential because of the status of proceedings or the circumstances under which the information was received.

[Adoption date: August 5, 2009]

[Anticipated re-adoption date: November 19, 2013]

LEGAL REFS.: ORC 102.03
121.22

CROSS REFS.: AFBA, Evaluation of the Treasurer (Also BCCB)
BCD, Board-Superintendent Relationship (Also CBI)
BCE, Board Committees
BCF, Advisory Committees to the Board
BD, School Board Meetings
BDDG, Minutes
KBA, Public's Right to Know
KLD, Public Complaints About District Personnel

NOTE: *This policy has incorporated the substance of State law on public meetings into its policy.*

THIS IS A REQUIRED POLICY

SPECIAL USE OF SCHOOL BUSES

Buses owned by the Board are used primarily for the purpose of transporting students and school personnel for school-approved activities. They are available to all classes, groups or organizations within the schools in accordance with the following.

1. The use of District-owned buses is scheduled through the transportation office.
2. Fees for the use of the buses are established and made part of District regulations.
3. The drivers of the buses must meet all federal, state, and District requirements for school bus drivers, and be registered with the Ohio Department of Education as a qualified bus driver.
4. The drivers of the buses ensure that the buses are not overloaded, that students conduct themselves in a safe and orderly manner while in the buses and that the buses are operated in a safe and lawful manner.
5. The drivers of the buses are responsible for reporting in writing to the transportation office the condition of buses, particularly any need for repair or servicing.

Non-Routine Use of School Buses

“Non-routine student transportation” is defined as transportation of passengers for purposes other than regularly scheduled routes to and from school. School buses may be used for non-routine trips only when approved by the Board and the trips do not interfere with routine transportation services. All non-routine transportation will be conducted in compliance with State law. The Superintendent/designee will issue a trip permit that meets the requirements of the Ohio Administrative Code for any non-routine student transportation.

[Adoption date: August 5, 2009]

[Anticipated re-adoption date: November 19, 2013]

LEGAL REFS.: ORC 3327.01; 3327.05; 3327.10; 3327.13; 3327.14; 3327.15
OAC 3301-83-16

CROSS REFS.: EEACD, Drug Testing for District Personnel Required to Hold a
Commercial Driver’s License
GBQ, Criminal Records Check
IICA, Field Trips

NOTE: *This code, EEAD, and its accompanying term, "Special Use of School Buses," is for statements pertaining to the use of school buses for field trips and student activities, such as the policy above. Code may also be used for statements on other authorized uses, such as leasing of buses for senior citizens and adult education groups.*

Ohio Administrative Code 3301-83-16 sets forth the Ohio Department of Education's (ODE) guidance for special use of buses. This code formerly included a list of acceptable uses. In August 2013 the department replaced the list of approved uses with language indicating that any special use must comply with other ODE rules as well as possibly needing to comply with commercial motor carrier rules. Districts that are interested in avoiding the need to comply with additional motor carrier and public utility regulations should avoid uses of their buses that can be categorized as commerce.

PROFESSIONAL STAFF HIRING

The Superintendent determines the District's personnel needs and recommends to the Board highly qualified candidates for employment. Through recruiting and evaluation procedures, the Superintendent recruits and recommends to the Board the employment and retention of personnel.

It is the duty of the Superintendent to see that persons nominated for employment in the schools meet all certification/licensure requirements and the requirements of the Board for the type of position for which the nomination is made.

The following guidelines are used in the selection of personnel.

1. There is no unlawful discrimination in the hiring process.
2. The quality of instruction is enhanced by a staff with widely varied backgrounds, educational preparation and previous experience. Concerted efforts are made to maintain a variation in the staff.
3. Interviewing and selection procedures ensure that the administrator who is directly responsible for the work of a staff member has an opportunity to aid in the selection process. The final recommendation to the Board is made by the Superintendent or by another individual designated by the Board in the event that the Superintendent's nomination would create an unlawful interest in a public contract.
4. No candidate is hired without an interview and a criminal records check.
5. All candidates are considered on the basis of their merits, qualifications and the needs of the District. In each instance, the Superintendent and others having a role in the selection process seek to recommend the best qualified applicant for the job.
6. All candidates for teaching positions must meet the Ohio Department of Education's standards of highly qualified teacher (HQT).

While the Board may accept or reject a nomination, an appointment is valid only if made with the recommendation of the Superintendent or by another individual designated by the Board in the event that the Superintendent's nomination would create an unlawful interest in a public contract. In the case of a rejection, it is the duty of the Superintendent to make another nomination.

Employment of Retired Administrators

The Board recognizes that recruiting and retaining highly qualified administrative personnel has become increasingly difficult in Ohio's competitive marketplace. Therefore the Board will, under appropriate circumstances, offer to enter into administrative employment agreements with qualified retired administrators whenever practical and when such action appears to be in the best interests of the District. Retired administrators may be employed as administrators on a part-time or full-time basis.

For purposes of this policy, a "retired administrator" is an individual who has retired pursuant to STRS or SERS rules and regulations.

The Board authorizes and directs the Superintendent to develop administrative regulations to implement this policy at the soonest practicable time.

Rehiring of Retirees

If an employee is retiring and seeks re-employment in the same position, then public notice must be given 60 days prior to the date re-employment is to begin. The notice must state that the person is or will be retired and is seeking re-employment in the District. The notice must include the time, date and location of a public meeting, which must take place 15 to 30 days prior to employment.

[Adoption date: August 5, 2009]

[Anticipated re-adoption date: November 19, 2013]

LEGAL REFS.: The Elementary and Secondary Education Act; 20 USC 1221 et seq.

Fair Credit Reporting Act; 15 USC 1681 et seq.

ORC 2921.42

3307.01; 3307.353

3313.53

3319.02; 3319.07; 3319.08; 3319.11; 3319.22 through 3319.31;

3319.39

3323.06

OAC 3301-35-05; 3301-35-06

3307.1-13-03

CROSS REFS.: AC, Nondiscrimination
ACA, Nondiscrimination on the Basis of Sex
ACB, Nondiscrimination on the Basis of Disability
GBA, Equal Opportunity Employment
GBQ, Criminal Records Check
GDD, Support Staff Hiring

NOTE: Any residency requirements that the board has established for appointment should also be included at this code. Procedures pertaining to staff selection (although not recruitment) are appropriately included in a regulation under GCD-R. When regulations differ extensively for teachers and other categories of professional personnel, numerals can be added to the code letters, as explained in the coding note at GCB, Professional Staff Contracts and Compensation Plans.

In 2013, House Bill 59 added language to Ohio Revised Code Section (RC) 3319.07 that allows the board to designate someone other than the superintendent to nominate a teacher for employment if the superintendent's nomination would create an unlawful interest (conflict of interest) in a public contract pursuant to RC 2921.42.

THIS IS A REQUIRED POLICY

EVALUATION OF PROFESSIONAL STAFF (Ohio Teacher Evaluation System)

A determination of the efficiency and effectiveness of the teaching staff is a critical factor in the overall operation of the District. The Board evaluates teachers in accordance with State law and the standards-based statewide teacher evaluation framework adopted by the State Board of Education (SBOE).

The Board directs the Superintendent/designee to implement this policy in accordance with State law. The requirements of this policy prevail over any conflicting provisions of collective bargaining agreements entered into on or after September 24, 2012.

Notwithstanding Ohio Revised Code Section (RC) 3319.09, this policy applies to any person employed under a teacher license issued under RC 3319, or under a professional or permanent teacher's certificate issued under former RC 3319.222, and who spends at least 50% of the time employed providing content-related student instruction. This teacher evaluation policy does not apply to substitute teachers or instructors of adult education.

Credentialed Evaluators

Evaluations carried out under this policy are conducted by persons holding evaluator credentials established by the Ohio Department of Education (ODE). Evaluators must complete state-sponsored evaluation training and pass the online credentialing assessment. The Board adopts a list of approved credentialed evaluators chosen from ODE's list.

Effectiveness Rating

Teachers are assigned an effectiveness rating of Accomplished, Skilled, Developing or Ineffective. This rating will be determined based on 50% teacher performance and 50% student growth measures. Student growth will be determined through multiple measures.

Annually, the Board submits to the ODE the number of teachers assigned an effectiveness rating, aggregated by the teacher preparation programs from which, and the years in which, the teachers graduated. The name of, or any personally identifiable information about, any teacher reported in compliance with this provision cannot be required.

Teacher Performance Calculation

Teachers are evaluated via two formal observations and periodic classroom walk-throughs. The 50% teacher performance measure is based on the Ohio Standards for the Teaching Profession.

The Superintendent/designee selects/develops evaluation tools to calculate teacher performance. The Board directs the Superintendent/designee to develop procedures for these evaluation tools.

Student Growth Calculation

For the purpose of this policy, student growth means the change in student achievement for an individual student between two or more points in time. Student growth is evaluated by a combination of: (1) Value-added data or an alternative student academic progress measure if adopted under RC 3302.03(C)(1)(e); (2) ODE-approved assessments and/or (3) Board-determined measures. When available, value-added data or an alternative student academic progress measure if adopted under RC 3302.03(C)(1)(e) shall be included in the multiple measures used to evaluate student growth in proportion to the part of the teacher's schedule of courses or subjects for which the value-added progress dimension is applicable.

Until June 30, 2014, if a teacher's schedule is comprised only of courses or subjects for which value-added data is applicable, the majority of the student academic growth factor of the evaluation shall be based on the value-added progress dimension. On or after July 1, 2014, the entire student academic growth factor of the evaluation for such teachers shall be based on the value-added progress dimension.

Students with 45 or more excused or unexcused absences during the full academic year will not be included in the calculation of student academic growth. Data from Board-determined multiple measures will be converted to a score of: (1) Above, (2) Expected or (3) Below student growth levels.

Professional Growth and Improvement Plans

Teachers meeting above-expected levels of student growth must develop professional growth plans and choose their credentialed evaluators from the Board-approved evaluator list.

Teachers meeting expected levels of student growth must develop professional growth plans collaboratively with their credentialed evaluators from the Board-approved evaluator list.

Teachers meeting below-expected levels of student growth must develop an improvement plan with their credentialed evaluators. The Superintendent/designee assigns credentialed evaluators to teachers meeting below-expected levels of student growth.

Evaluation Time Line

District administrators evaluate teachers annually. Annual evaluations include two formal observations at least 30 minutes each and periodic classroom walk-throughs. Teachers, who are on limited or extended limited contracts pursuant to State law and under consideration for nonrenewal, receive at least three formal observations during the evaluation cycle.

All teacher evaluations are completed by May 1. Teachers evaluated under this policy are provided with a written copy of their evaluation results by May 10.

(Permissive – add if want to evaluate Accomplished teachers with one evaluation and a project.)

The Board evaluates teachers receiving effectiveness ratings of Accomplished on their most recent evaluations via one formal observation when those teachers complete projects approved by the Board to demonstrate their continued growth and practice at the level of Accomplished. Teachers must submit project proposals to the Superintendent no later than _____ for submission to and approval by the Board.

Testing for Ineffective Teachers in Core Subjects

Beginning with the 2015-2016 school year, teachers of core subject areas, as defined by State law, who have received a rating of Ineffective for two of the three most recent school years must register for and take all written examinations of content knowledge selected by ODE.

Retention and Promotion

The Board uses evaluation results for retention and promotion decisions. The Board adopts procedures for use by District administrators in making retention and promotion decisions based on evaluation results.

Seniority shall not be the basis for making retention decisions, except when choosing between teachers who have comparable evaluations.

Poorly Performing Teachers

The Board uses evaluation results for removing poorly performing teachers. The Board adopts procedures for removing poorly performing teachers based on evaluation results.

Professional Development

The Board allocates financial resources to support professional development in compliance with State law and the SBOE's evaluation framework.

[Adoption date: August 5, 2009]

[Re-adoption date: October 16, 2012]

[Re-adoption date: May 21, 2013]

[Anticipated re-adoption date: November 19, 2013]

LEGAL REFS.: ORC 3319.11; 3319.111; 3319.112; 3319.16; 3319.58
Chapter 4117
OAC 3301-35-05

CROSS REFS.: AF, Commitment to Accomplishment
GBL, Personnel Records
GCB, Professional Staff Contracts and Compensation Plans

CONTRACT REF.: Teachers' Negotiated Agreement

NOTE: By July 1, 2013, the board of each district, in consultation with teachers employed by the board, must adopt a standards-based teacher evaluation policy that conforms with the ODE framework for evaluation of teachers developed under RC 3319.112. The requirements of the Ohio Revised Code prevail over any conflicting bargaining agreement entered into on or after September 24, 2012.

Districts that receive Race to the Top (RttT) funds should follow the teacher evaluation time line and guidelines set forth in their scopes of work.

Districts not receiving RttT funds whose bargaining agreement was entered into on or after September 24, 2012 must implement this policy by the 2013-2014 school year. Districts who entered into a bargaining agreement prior to September 24, 2012 must implement the evaluation system at the expiration of that bargaining agreement.

Fifty percent of the teacher's evaluation must be based on student growth measures. Student growth must be based on multiple measures, including value-added data where it is available. Local boards of education may administer assessments chosen from the ODE assessment list for teachers of subjects where value-added scores are not available, and/or local measures of student growth using state-designed criteria and guidance. The multiple measures designated by the board for teachers may vary based on subject level and grade taught and should be determined at the district level. The board-determined measures should be consistent for teachers teaching the same subject and/or grade level. The remaining 50% of the evaluation is based on teacher performance measured by the Ohio Standards for the teaching profession.

Evaluations conducted pursuant to these requirements must be carried out by a person who holds a credential established by ODE. The board adopts a list of approved credentialed evaluators chosen from the ODE's list.

Districts may choose to evaluate teachers receiving effectiveness ratings of Accomplished on their most recent evaluations every two years. If the district chooses to do this, policy language should be included.

Districts may choose to evaluate teachers receiving effectiveness ratings of Accomplished on the most recent evaluations through one formal observation and the completion of a board-approved project. If the district chooses to do this, policy language should be included.

Boards are required to use teacher evaluation results for promotion and retention decisions and for removing poorly performing teachers. These procedures are required to appear in board policy, but will be unique to each district. Boards should develop these procedures with district administrators and adopt them into board policy as a regulation, which should be coded as GCN-1-R (also AFC-1-R).

Boards are required to allocate financial resources to support professional development. While ODE's model policy suggests that the allocation should appear in board policy, neither the law nor the framework requires the addition of such specific language. Boards wishing to do so may include the allocation of financial resources in the regulation language.

THIS IS A REQUIRED POLICY

EVALUATION OF PROFESSIONAL STAFF
(Administrators Both Professional and Support)

The Superintendent institutes and maintains a comprehensive program for the evaluation of administrative personnel. Administrative personnel are all persons issued contracts in accordance with the Ohio Revised Code. Evaluations should assist administrators in developing their professional abilities in order to increase the effectiveness of District management.

The purpose of administrator evaluations is to assess the performance of administrators, to provide information upon which to base employment and personnel decisions and to comply with State law. All administrators are evaluated annually. In the year an administrator's contract does not expire, the evaluation is completed by the end of the contract year, and a copy is given to the administrator.

In the year an administrator's contract does expire, two evaluations are completed, one preliminary and one final. The preliminary evaluation is conducted at least 60 days prior to June 1 and prior to any Board action on the employee's contract. A written copy of the preliminary evaluation is given to the administrator at this time. Evaluations are considered by the Board in determining whether to re-employ administrators.

The final evaluation includes the Superintendent's intended recommendation for the contract of the employee. A written copy of the final evaluation must be provided to the employee at least five days prior to the Board's action to renew or nonrenew the employee's contract. The employee may request a meeting with the Board prior to any Board action on his/her contract. The employee may have a representative of his/her choice at the meeting.

The evaluation measures the administrator's effectiveness in performing the duties included in his/her written job description and the specific objectives and plans developed in consultation with the Superintendent.

Evaluation criteria for each position are in written form and are made available to the administrator. The results of the evaluations are kept in personnel records maintained in the central office. The evaluated administrator has the right to attach a memorandum to the written evaluation. Evaluation documents, as well as information relating thereto, are accessible to each evaluatee and/or his/her representative.

This evaluation procedure does not create an expectancy of continued employment. Nothing contained herein prevents the Board from making any final determination regarding the renewal or nonrenewal of an administrator's contract.

Ohio Principal Evaluation System (OPES)

Procedures for evaluating principals and assistant principals are based on principles comparable to the Ohio Teacher Evaluation System, but are tailored to the duties and responsibilities of principals and assistant principals and the environment in which they work. Principals and assistant principals are evaluated under the above system, with the inclusion of the following components.

Principals and assistant principals are assigned an effectiveness rating of Accomplished, Skilled, Developing or Ineffective. This rating will be determined based on 50% measures of principal or assistant principal performance and 50% student growth measures. Student academic growth is determined through multiple measures.

Principals and assistant principals are evaluated via two formal observations and periodic building walk-throughs. The 50% principal and assistant principal performance measure is based on the Ohio Standards for Principals. Proficiency on the standards includes consideration of professional goal setting, communication and professionalism, and skills and knowledge.

Student academic growth is evaluated by a combination of: (1) Value-added data; (2) ODE- approved assessments and/or (3) Board-determined measures. When available, value-added data shall be included in the multiple measures used to evaluate student growth. Resulting data from Board-determined multiple measures will be converted to a score of: (1) Above, (2) Expected or (3) Below student growth levels.

The Superintendent/designee evaluates all principals and assistant principals annually. Annual evaluations include two formal observations at least 30 minutes each and periodic building walk-throughs.

The Board allocates financial resources to support professional development in compliance with State law and the State Board of Education's evaluation framework.

[Adoption date: August 5, 2009]

[Adoption date: May 21, 2013]

[Anticipated re-adoption date: November 19, 2013]

LEGAL REFS.: ORC 3319.02; 3319.03; 3319.04; 3319.111; 3319.16; 3319.17; 3319.171;
3319.22
OAC 3301-35-05

CROSS REFS.: AF, Commitment to Accomplishment
GBL, Personnel Records

NOTE: See policy coded AFC-1 (Also GCN-1) for an explanation of the coding of this sample policy. Regulations accompanying this policy follow under code AFC-2-R (Also GCN-2-R).

Administrative personnel are all persons issued contracts in accordance with State law, including the following: assistant superintendents, business managers, principals, assistant principals and all other personnel required to maintain certificates/licenses.

The evaluation process for principals and assistant principals is set forth by Ohio Revised Code Section (RC) 3319.02(D). Evaluation procedures for principals and assistant principals include the components set forth for administrative personnel, but include some additional requirements. Principal and assistant principal evaluations must be based on principles comparable to the teacher evaluation policies adopted under RC 3319.111, but must be tailored to the duties and responsibilities of principals and assistant principals and the environment in which they work. Therefore, principals and assistant principals are evaluated like other administrators, but with the addition of the SBOE's evaluation framework requirements.

The phrase "other administrator" as used in the statute is defined as being comprised of three basic types: (1) licensed administrators; (2) nonlicensed supervisors and management-level employees and (3) business managers.

A licensed "other administrator" is any employee who works in a position for which the board requires an administrative license. Professional pupil service employees (most notably guidance counselors), administrative specialists and persons employed in equivalent positions are, however, considered to be "other administrators" only if they spend less than 50% of their time teaching or working with students.

A nonlicensed "other administrator" is any employee (other than the superintendent) whose job duties enable him/her to be considered as either a "supervisor" or "management-level employee" for purposes of the Collective Bargaining Law. Thus, nonlicensed persons employed as transportation coordinators and maintenance supervisors, if they responsibly direct other employees, discipline them or effectively recommend such action, would appear to be "other administrators" within the meaning of the law. Business managers are persons who are employed in positions requiring a business manager's license and whose powers and duties are set forth in a series of statutes applying only to such position.

THIS IS A REQUIRED POLICY

COCURRICULAR AND EXTRACURRICULAR ACTIVITIES

The purpose of education is to develop the whole person of the student. For this reason an educational program must embody, as an essential element, activities that involve students beyond the classroom and foster the values that result from interaction and united effort. Such activities form a logical extension of the required and general curriculum and the elective or special curriculum.

The Board has established the criteria for cocurricular and extracurricular activities consistent with its philosophy of, and goals for, education. All student activity programs must:

1. have educational value for students;
2. be in balance with other curricular offerings in the schools and be supportive of, and never in competition with, the academic program and
3. be managed in a professional manner.

The Board may require that students pay reasonable fees to participate in cocurricular and extracurricular activities.

The following guidelines govern the student activity programs.

1. Student activities are those school-sponsored activities that are voluntarily engaged in by students, have the approval of the school administration and do not carry credit toward promotion or graduation.
2. Each school, under the direction of the principal and professional staff, has a student activity program designed to stimulate student growth and development by supplementing and enriching the curricular activities. All receipts and expenditures are accounted for through the activity account.
3. Each activity should be designed to contribute directly to the educational, civic, social and ethical development of the students involved.
4. The student activity program receives the same attention in terms of philosophy, objectives, social setting, organization and evaluation as that given the regular school curriculum.
5. Each school develops written guidelines and procedures regulating the creation, organization, administration and dissolution of student activity programs. The Superintendent reports annually to the Board the general purposes, plans and financial status of the cocurricular and extracurricular programs of the District.

6. The expenses involved in participating in any school activity and in the total program for a school year should be set so that a majority of the students may participate without financial strain. Special consideration may be given in cases in which the expense of participating would result in exclusion.
7. Activities must be open to all students, regardless of race, color, national origin, ancestry, citizenship status, religion, sex, economic status, age, disability or military status.
8. Activities must not place undue burdens upon students, teachers or schools.
9. Activities should not interfere with regularly scheduled classes. This limitation often requires conducting such activities beyond the regular school day, if possible.
10. Activities at any level should be unique, not duplications of others already in operation.
11. Students participating in cocurricular and extracurricular activities are expected to demonstrate responsible behavior and good conduct. The Board encourages the development and promotion of sportsmanship in all phases of the educational process, including athletics and all other cocurricular and extracurricular activities.
12. Students suspended and expelled from school are banned from extracurricular activities. Students may also be suspended from extracurricular activities for violations of the Student Code of Conduct or the code of conduct of the particular activity in which they participate. Students absent from school are not permitted to participate in extracurricular activities on that date.
13. Annually, the Board directs the Superintendent/designee to identify supplemental contract positions that supervise, direct or coach a student activity program that involves athletic, routine/regular physical activity or health and safety considerations. Upon the identification of the position, the individual must complete the requirements established by the Ohio Department of Education and State law.
14. Students may be expelled for up to one year for firearm-related or knife-related incidents occurring off school property while at an interscholastic competition, extracurricular event or other school-sponsored activity.
15. Students may be removed from extracurricular activities when their presence poses a continuing danger to persons or property or an ongoing threat of disruption. If a student is removed from extracurricular activities, such removal may include all extracurricular activities in which the student is involved.

16. Students in grades 7-12 enrolled in District-sponsored community schools are permitted to participate in the District's extracurricular activities, including interscholastic athletics, and must fulfill the same academic, nonacademic and financial requirements as any other participant. The Board may require the community school student to enroll in and participate in no more than one academic course in the District as a condition for participation.
17. Resident students attending STEM schools are not prohibited from participating in the District's extracurricular activities, including interscholastic athletics, and must fulfill the same academic, nonacademic and financial requirements as any other participant.
18. Resident students attending a nonpublic school are permitted to participate in the District's extracurricular activities, including interscholastic athletics, at the school to which the student would be assigned if the nonpublic school the student is enrolled in does not offer the extracurricular activity. Students must be of the appropriate age and grade level as determined by the Superintendent and must fulfill the same academic, nonacademic and financial requirements as any other participant.
19. Resident students receiving home instruction in accordance with State law are permitted to participate in the District's extracurricular activities, including interscholastic athletics, at the school to which the student would be assigned. Students must be of the appropriate age and grade level as determined by the Superintendent and must fulfill the same academic, nonacademic and financial requirements as any other participant.

A student attending a nonpublic school who is not entitled to attend school in the District may be authorized by the Superintendent to participate in an extracurricular activity offered by a school of the District. The activity must be one that the nonpublic school the student is enrolled in does not offer and may not be interscholastic athletics or interscholastic contests or competitions in music, drama or forensics.

A student receiving home instruction in accordance with State law who is not entitled to attend school in the District may be authorized by the Superintendent to participate in an extracurricular activity offered by a school of the District. The activity must be one that the district the student is entitled to attend does not offer.

[Adoption date: August 5, 2009]

[Re-adoption date: December 8, 2009]

[Re-adoption date: April 16, 2013]

[Anticipated re-adoption date: November 19, 2013]

LEGAL REFS.: ORC 3313.537; 3313.5311; 3313.5312; 3313.58; 3313.59; 3313.664
3315.062
3319.16
3321.04
Chapter 4112
OAC 3301-27-01
3301-35-06

CROSS REFS.: AFI, Evaluation of Educational Resources
DJ, Purchasing
IGDB, Student Publications
IGDC, Student Social Events
IGDF, Student Fundraising Activities
IGDG, Student Activities Funds Management
IGDJ, Interscholastic Athletics
IGDK, Interscholastic Extracurricular Eligibility
JECBC, Admission of Students from Nonchartered or Home Schooling
JED, Student Absences and Excuses
JGD, Student Suspension
JGDA, Emergency Removal of Student
JGE, Student Expulsion
JL, Student Gifts and Solicitations
JN, Student Fees, Fines and Charges
KGB, Public Conduct on District Property
KK, Visitors to the Schools
Student Handbooks

NOTE: Districts are required to allow students in grade 7-12 enrolled in district-sponsored community schools to participate in the district's extracurricular activities. The district may require these students to enroll in and participate in no more than one academic course in the district as a condition for participation.

Districts are also required to allow resident students attending STEM schools to participate in the district extracurricular activities.

House Bill (HB) 59, effective September 29, 2013, requires districts to allow resident students who are receiving home instruction to participate in extracurricular activities at the school to which they would be assigned. Districts are also required to allow resident students attending a chartered or nonchartered nonpublic school to participate in extracurricular activities in the school to which the student would be assigned if the activity is one that the nonpublic school they are enrolled in does not offer. Students participating under these provisions must be of the appropriate grade and age level as determined by the superintendent and must meet the same academic, nonacademic and financial requirements as any other student. Districts are prohibited from imposing additional rules or fees on a student participating under these provisions that are not applied to other students participating in the same program.

Districts may allow nonpublic school students who are not eligible to enroll in the district the opportunity to participate in an extracurricular activity operated by a school of the district if the activity is one the nonpublic school the student is enrolled in does not offer, and the activity is not interscholastic athletics or interscholastic competitions in music, drama or forensics. The superintendent may also allow a homeschool student not eligible to enroll in the district to participate in an extracurricular activity offered by one of the schools if it is an activity the district in which they are eligible to enroll does not offer.

In 2009, the Ohio General Assembly enacted HB 1, which directed school districts to count – up to four days as excused absences – time that a student is absent from school for the sole purpose of traveling out of state to participate in a board-approved enrichment activity or an extracurricular activity. The student is required to make up all missed classroom assignments.

In addition, if the student will be out of the state for four or more consecutive school days for a board-approved enrichment or extracurricular activity, a classroom teacher employed by the board must accompany the student to provide instructional assistance.

For boards developing policy without the assistance of an OSBA consultant, this category is useful for general policy on student activities and for establishing definitions.

THIS IS A REQUIRED POLICY

PROMOTION AND RETENTION OF STUDENTS

The promotion of each student is determined individually. The decision to promote or retain a student is made on the basis of the following factors. The teacher takes into consideration: reading skill, mental ability, age, physical maturity, emotional and social development, social issues, home conditions and grade average.

Promotion procedures demand continuous analysis and study of the cumulative student case history records. Administrative guidelines must be developed and reviewed and may include the following elements.

1. A student receiving passing grades in the core courses is promoted.
2. A student having failing grades in the core courses at the end of each year is evaluated by the teachers, guidance counselor and principal for placement.
3. No conditional promotions are permitted.
4. A student having failing grades may be assigned to the next higher grade with discretion only with approval of the principal.
5. No student having passing grades, "D" or above, throughout the year is failed.
6. No student should be retained more than twice in the elementary grades, kindergarten through eighth grade.
7. Documentary and anecdotal evidence should be available to justify retention.

Any student who is truant for more than 10% of the required attendance days of the current school year and has failed two or more of the required curriculum subject areas in the current grade is retained unless the student's principal and the teachers of the failed subject areas agree that the student is academically prepared to be promoted to the next grade level.

"Academically prepared" means that the principal, in consultation with the student's teacher(s), has reviewed the student's work and records and has concluded that, in his/her judgment as a professional educator, the student is capable of progressing through and successfully completing work at the next grade level.

Beginning with students who enter third grade in the 2013/2014 school year, any student, unless excused from taking the third grade reading assessment under Ohio Revised Code Section (RC) 3301.0711, who does not attain at least the equivalent level of achievement as required by RC 3301.0710 on the assessment, is not promoted to fourth grade unless one of the following applies:

1. The student is a limited English proficient student who has been enrolled in United States schools for less than three full school years and has had less than three years of instruction in an English as a second language program.
2. The student is a child with a disability entitled to special education and related services under RC 3323 and the student's Individualized Education Program (IEP) exempts the student from retention under this division.
3. The student demonstrates an acceptable level of performance on an alternative standardized reading assessment as determined by the Ohio Department of Education.
4. All of the following apply:
 - A. The student is a child with a disability entitled to special education and related services under RC 3323.
 - B. The student has taken the third grade English language arts achievement assessment prescribed under RC 3301.0710.
 - C. The student's IEP or 504 plan shows that the student has received intensive remediation in reading for two school years but still demonstrates a deficiency in reading.
 - D. The student previously was retained in any of grades kindergarten to three.
5. The student received intensive remediation for reading for two school years but still demonstrates a deficiency in reading and was previously retained in any of grades kindergarten to three. Students promoted under this section continue to receive intensive reading instruction in grade four. The instruction includes an altered instructional day that includes specialized diagnostic information and specific research-based reading strategies for the student that have been successful in improving reading among low-performing readers.

Intervention services are offered to students who are not making satisfactory progress toward the attainment of the statewide academic standards for their grade level.

Any student who has been retained because of results on the third grade English language assessment and who demonstrates during the academic year that he/she now is reading at or above grade level is promoted to the fourth grade pursuant to the District-level midyear promotion policy.

[Adoption date: August 5, 2009]

[Re-adoption date: October 16, 2012]

[Re-adoption date: April 16, 2013]

[Anticipated re-adoption date: November 19, 2013]

LEGAL REFS.: ORC 3301.07; 3301.0710; 3301.0711; 3301.0712; 3301.0715;
3313.608; 3313.609; 3313.6010; 3313.6012
3314.03
OAC 3301-35-04; 3301-35-06

CROSS REFS.: AFI, Evaluation of Educational Resources
IGBE, Remedial Instruction (Intervention Services)
IGBEA, Reading Skills Assessments and Interventions (Third Grade Reading
Guarantee)
IGCD, Educational Options (Also LEB)

NOTE: This policy also applies to community schools.

Senate Bill (SB) 316 changed districts' option related to students who don't pass the Third Grade Reading Assessment. These changes go into effect for students who enter the third grade in the 2013-2014 school year.

In 2013, SB 21, made additional changes to retention and promotion practices under the Third Grade Reading Guarantee beginning with students who enter the third grade in the 2013/2014 school year. First, students may be excused from taking the assessment if they fall under an exception in Ohio Revised Code Section 3301.0711(C), which addresses alternate assessments determined by the student's individualized educational plan (IEP), delayed administration of assessments based on medical reasons or other good cause and limited English proficient students. It also extended the time in which a limited English proficient student can receive an exception to being retained from two full school years or two years of English instruction to three years for both.

THIS IS A REQUIRED POLICY

EARLY ENTRANCE TO KINDERGARTEN

State law establishes minimum age requirements for admission to kindergarten. A child who does not meet the age requirements for admittance to kindergarten or first grade, but who will be five or six years old, respectively, prior to January 1 of the school year in which admission is requested, shall be evaluated for early admittance in accordance with District policy upon referral by the child's parent or guardian, an educator employed by the District, a preschool educator who knows the child or a pediatrician or psychologist who knows the child. Following an evaluation in accordance with such a referral, the Board decides whether to admit the child.

If a child, for whom admission to kindergarten or first grade is requested, will not be five or six years of age, respectively, prior to January 1 of the school year in which admission is requested, the child is admitted only in accordance with the District's acceleration policy adopted under State law.

[Adoption date: August 5, 2009]

[Anticipated re-adoption date: November 19, 2013]

LEGAL REFS.: ORC 3314.06
3314.08
3321.01
3324.01 et seq.
OAC 3301-51-15

CROSS REFS.: IGBB, Programs for Gifted and Talented Students
IKEB, Acceleration
JEB, Entrance Age (Mandatory Kindergarten)

NOTE: Senate Bill 316 (2012) extends early entrance provisions to also apply to community schools.

School districts are prohibited from denying a transferring student admission, based on the student's age if the student has been granted early admission to kindergarten by another school district or chartered nonpublic school.

THIS IS A REQUIRED POLICY

EXECUTIVE SESSION LANGUAGE

Negotiations

President:

Pursuant to Section 121.22 (G) <2> of the Ohio Revised Code, I move that this board go into Executive Session. This meeting is being held to consider the preparation for, conducting, or reviewing of negotiations with employees regarding their compensation or other terms and conditions of their employment

Is there a second? May we have a roll call please?

UPON RETURN FROM EXECUTIVE SESSION:

President:

Let the record show that the Board of Education of the Dayton City School District has just completed an Executive Session during which it considered the preparation for negotiations or bargaining sessions with a public employee concerning their compensation or other terms and conditions of their employment.

MOVE: *Joseph Lacey*

SECOND: _____

ROLL CALL: _____

AYES: _____ **NAYS:** _____

October 15, 2013

RESOLUTION TO ADOPT BOARD POLICY
(SECOND READING)

RATIONALE:

Inasmuch as the Board of Education is committed to the continual updating of its Policies, Rules and Regulations Manual and the committee, which was appointed, has been working toward that goal, the following are brought at this time for second readings in compliance with Board File.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Dayton City School District, Montgomery County, Ohio, hereby accepts and adopts the following policies that have been codified for inclusion in the Handbook of Policies, Rules and Regulations:

FILE	TITLE	CHANGE	YES	NO	ABSTAIN
GBR	Family and Medical Leave	<i>Revised to be aligned with current legislation.</i>			
IGDJ	Interscholastic Athletics	<i>Revised to be aligned with current legislation.</i>			

MOTION: _____

SECOND: _____

_____ AYES _____ NAYS

October 15, 2013