

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

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Joseph Lacey
Ronald C. Lee
Nancy A. Nerny
Louisa Okwudibonye
Hazel Rountree
Sheila Taylor
Rev. Dr. Robert C. Walker

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Nancy A. Nerny
Vice President
Lori L. Ward
Superintendent of Schools
Craig A. Jones
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Financial Officer

Student Senate Representative: Louisa Okwudibonye

June 28, 2014

Board Retreat

**These Minutes approved August 19, 2014, Dayton, Ohio
These Minutes published August 21, 2014, Dayton, Ohio**

**Board of Education, Dayton City School District
Dayton Montgomery County, Ohio
June 28, 2014 – Board Retreat**

The Board of Education of the Dayton City School District convened its regularly Board Retreat on Saturday, June 28, 2014 at 9:09 am in the Board Room - 115 S. Ludlow St., Dayton, OH 45402, with President Rev. Dr. Robert C. Walker in the Chair.

ROLL CALL

MEMBERS ANSWERING ROLL CALL: Rev. Dr. Robert C. Walker, Joseph Lacey, Ronald C. Lee, Nancy A. Nerny, Dr. Hazel Rountree, Sheila Taylor - 6

MEMBERS ABSENT: Adil Baguirov - 1
{SSR - Louisa Okwudibonye} - Absent

PLEDGE

Pledge of allegiance to the flag

SPECIAL PRESENTATION - President Robert Walker

Rapid Transformation of DPS
Information from Dr. Bill Daggett's Visit to DPS

SPECIAL PRESENTATION – Lori L. Ward, Superintendent

Academic Update, David Lawrence, Chief of School Innovation

1. ODE Assessments YTD, Lisa Minor, Chief of School Improvement (Third Grade Reading & Math/OGT), Jyllian Guerriero, Staff Attorney
2. Instructional Plans for 2014-2015
3. Building Leadership & Professional Development
4. Positive School Climate (Student Code of Conduct, Restorative Justice)

SPECIAL PRESENTATION – Lori L. Ward, Superintendent

Compensation Study

SUPERINTENDENT RECOMMENDATIONS

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

Principals (presented under Academic Update)
Textbook/Instructional Materials Adoption
Compensation Study (Salary Schedules)

ITEM IX

I recommend approval of the following resolution.

Rationale

Whereas, the district's salary schedules for Administrators and Non Administrative/Non-Negotiated Staff (Non-Nons) were last updated in 2006; and,

**Board of Education, Dayton City School District
Dayton Montgomery County, Ohio
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Whereas, the Dayton Board of Education approved a compensation study for Administrators and Non-Nons on July 16, 2013; and

Whereas, the district selected Rahmberg & Stover Associates, LLC to conduct a market-based compensation study;

Whereas, Rahmberg & Stover Associates, LLC, findings and made the following recommendations are below:

- 1) Salaries are not competitive for administrative positions
- 2) Salaries are competitive for Non-Nons
- 3) Positions are classified by grade provides consistent range-widths (in-range opportunity) and consistent differentials between grades.
- 4) Adjust salaries that are below the minimum of the new salary range scales;
- 5) Phase in a two-year phase implementation plan to place employees within their respective salary ranges
- 6) Rename the Non-Nons to Department Support Staff
- 7) Adopt market-based Salary Schedules for Administrators and Department Support Staff

THEREFORE, BE IT RESOLVED, the salary schedules for Administrators and Department Support Staff, be approved and adjusted to the minimum effective July 1, 2014.
(Attachment 2 & 3)

It was moved by Joseph Lacey and seconded by Nancy A. Nerny to accept this resolution.

AYES: Rev. Dr. Robert C. Walker, Joseph Lacey, Ronald C. Lee, Nancy A. Nerny, Dr. Hazel Rountree, Sheila Taylor - 6

NAYS: - 0

ABSTENTIONS: - 0

Motion Carried

ADJOURNMENT

There being no further business, it was moved by Joseph Lacey and seconded by Ronald C. Lee to adjourn.

AYES: Rev. Dr. Robert C. Walker, Joseph Lacey, Ronald C. Lee, Nancy A. Nerny, Dr. Hazel Rountree, Sheila Taylor - 6

NAYS: - 0

ABSTENTIONS: - 0

Motion Carried. Meeting adjourned at 1:08 p.m.

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Dayton Montgomery County, Ohio
June 28, 2014 – Board Retreat**

ATTEST:

Craig A. Jones, Treasurer / Chief Financial Officer

Robert Walker, President