

Oregon Board of Education

5721 Seaman Road
Oregon, Ohio 43616
August 24, 2020
Special Meeting

9193

Virtual Meeting

The Board of Education of the Oregon City School District met virtually in a Zoom special session on August 24, 2020 at 6:00 p.m. President Carol Molnar called the meeting to order, led the pledge of allegiance to the flag and called for a moment of silence. Upon roll call the following members were present: Mr. Csehi, Mrs. Molnar, Mrs. Miller, Mr. Kennedy and Mr. Ziviski.

Mr. Kennedy made a motion, seconded by Mrs. Miller to approve the agenda as written.

90/20
Adopt Agenda

Upon roll call all members voted yes. President declared the motion passed.

EXECUTIVE SESSION

Mr. Kennedy made a motion, seconded by Mr. Ziviski that the Board enter into Executive Session for the purpose:
preparing for, conducting or reviewing negotiations or bargaining sessions with employees;

91/20
Executive Session

Upon roll call all members voted yes. President declared the motion passed.

Board entered executive session at 6:01p.m.
Board left executive session at 6:55 p.m.

PERSONNEL

Mr. Kennedy made a motion, seconded by Mrs. Miller to approve the following personnel matters:

92/20
Personnel

Certificated Staff Changes

Motion to employ the following individual:

Rachel Hess, hourly teacher for 60 days.

Certificated Staff Changes

Classified Staff Changes

Motion to accept the following resignations:

Erika Ager, Nursing Attendant, effective August 16, 2020.
Dana Reichert, Attendance Secretary, Clay High School, retirement, effective May 31, 2020.

Classified Staff Changes

Motion to employ the following individual:

Mary Mottmiller, assistant volleyball coach, Clay High School, 1 year experience, salary \$4,344.00. (This is a correction in the position as hired on 6/30/2020.)

Upon roll call all members voted yes. President declared the motion passed.

Mr. Kennedy made a motion, seconded by Mrs. Miller to approve the following resolution to implement a partial Reduction in Force of Nonteaching positions:

Upon roll call all members voted yes. Motion passed.

A RESOLUTION TO IMPLEMENT A PARTIAL POSITION ABOLISHMENT AND REDUCTION IN FORCE OF NONTEACHING POSITIONS

93/20
Resolution To Implement A Partial Position Abolishment and Reduction In Force of Nonteaching Positions

WHEREAS, the Board has authority to abolish positions and implement a reduction in force ("RIF") of nonteaching employees pursuant to Ohio Revised Code Sections 3319.17 and 3319.172, as well as Article 52 of the collective bargaining agreement ("CBA") entered between the Board and OAPSE/AFSCME Local 4/AFL-CIO and its Local 320 of the Ohio Association of Public School Employees ("OAPSE" or "Association"), due to financial reasons and decreased enrollment of pupils;

Oregon Board of Education

5721 Seaman Road
 Oregon, Ohio 43616
 August 24, 2020
 Special Meeting

WHEREAS, Board Policy GDPA (“Reduction in Classified Staff Workforce”) provides that in addition to financial reasons, classified staff may be reduced due to job abolishment, management reorganization, lack of work or in the interest of economy;

WHEREAS, Board Policy GDPA further requires that the procedures in Ohio law and the CBA govern the rights of employees affected by a RIF;

WHEREAS, Ohio Revised Code Section 3319.172 provides: “On a case-by-case basis, in lieu of suspending a contract in whole, a board may suspend a contract in part, so that an individual is required to work a percentage of the time the employee otherwise is required to work under the contract and receives a commensurate percentage of the full compensation the employee otherwise would receive under the contract”;

WHEREAS, the cause for the proposed RIF is due to financial reasons, decreased enrollment of pupils, partial job abolishment, management reorganization, lack of work and in the interest of economy;

WHEREAS, the Superintendent has recommended to the Board that it partially abolish twenty-two (22) food service worker positions, specifically cafeteria helpers, thirty-eight (38) educational paraprofessionals, thirty-two (32) monitors, (including bus monitors, cafeteria monitors, playground monitors, intermediate school monitors and bus shuttle monitors), three (3) librarians and B.A. degree librarians, and thirty-six (36) bus drivers, from five (5) day per week positions to one (1) day per week positions, and effectuate a partial RIF consistent with the terms and conditions of Article 52 of the CBA and/or applicable Ohio law; and

WHEREAS, the Association and/or the affected employees have been or will be notified of the partial abolishment of positions and RIF in accordance with Article 52 of the CBA and/or applicable Ohio law.

NOW, THEREFORE, BE IT RESOLVED by the Board that:

Section 1. On the recommendation of the Superintendent, and because such action is in the best interests of the District, the Board — for financial reasons, decreased enrollment of pupils, partial job abolishment, management reorganization, lack of work and in the interest of economy — hereby determines it is necessary to implement a partial position abolishment and partial RIF of the following positions: twenty-two (22) food service workers, specifically cafeteria helpers, thirty-eight (38) educational paraprofessionals, thirty-two (32) monitors , three (3) librarians and B.A. degree librarians, and thirty-six (36) bus drivers.

Section 2. On the recommendation of the Superintendent, the Board partially abolishes the following positions: twenty-two (22) food service workers, specifically cafeteria helpers, thirty-eight (38) educational paraprofessionals, thirty-two (32) monitors, three (3) librarians and B.A. degree librarians, and thirty-six (36) bus drivers, hereby reduces the days of these positions from five (5) days to one (1) day per week, and suspends the applicable individual employment contracts accordingly.

Section 3. The effective date of the partial abolishment of the aforementioned positions as well as the resulting partial RIF and suspension of employment contracts shall be August 31, 2020.

Section 4. Any bumping or displacement rights and obligations shall be governed by the Agreement, Board policy, and/or applicable law. Likewise, any displacement rights or rights of recall shall be governed by the Agreement, Board policy and/or applicable law.

Section 5. The Superintendent and Treasurer or their designees are hereby authorized and directed to provide notice of this action to the appropriate Association official and/or employees and to take any and all additional actions necessary to effectuate

Oregon Board of Education

5721 Seaman Road
Oregon, Ohio 43616

August 24, 2020

Special Meeting

9195

the intent of this resolution and implement the partial abolishment of positions and resulting partial RIF, and the suspension of any employment contracts, as applicable.

Section 6. It is found and determined that all formal actions of the Board concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board and that all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public or otherwise in compliance with all legal requirements, including Ohio Revised Code Section 121.22.

Section 7. This Resolution shall take effect and be in force from and after the earliest period allowed by law.

Mr. Kennedy made a motion, seconded by Mrs. Miller to adjourn the meeting.
Motion passed. Meeting adjourned at 7:00 p.m.

Attest: Treasurer

President