

## RESOLUTION

WHEREAS, the Superintendent has recommended that the Board of Education reduce the number of hours for the following positions from full-time to part-time due to the financial condition of the District, thereby requiring the abolishment of such positions pursuant to Articles 14 and 15 of the Negotiated Agreement between the Board of Education and OAPSE Local #167, and O.R.C. §§3319.17 and 3319.172:

- 10 - Special Education Assistant I – Norton Elementary School 6.5 hours
- 1 - Special Education Assistant I – Norton Primary School 6.5 hours
- 2 - Special Education Assistant I – Norton Elementary School 6.75 hours
- 2 - Special Education Assistant I – Norton Primary School 6.75 hours
- 1 - Special Education Assistant I – Norton High School 6.75 hours
- 1 - Special Education Assistant I – Norton High School 7 hours
- 4 - Special Education Assistant I – Norton Middle School 7 hours
- 2 - Special Education Assistant I – Norton High School 7.25 hours
- 3 – Special Education Assistant I - Transportation
- 3 - Special Education Assistant II – Norton Elementary School 6.25 hours
- 1 - Special Education Assistant II – Norton High School 6.75 hours
- 2 - Special Education Assistant II – Norton High School 6.25 hours
- 2 - Special Education Assistant II – Norton Middle School 6.25 hours
- 2 - Special Education Assistant II – Norton Middle School 6.5 hours

WHEREAS, the Superintendent has recommended that the Board of Education eliminate the following positions due to the financial condition of the District pursuant to Article 14 of the Negotiated Agreement between the Board of Education and OAPSE Local #167, and O.R.C. §§3319.17 and 3319.172:

WHEREAS, on May 30, 2018, the Superintendent had discussions with representatives for OAPSE Local #167, including the President of OAPSE Local #167, regarding reductions in force identified above, and on May 31, 2018 provided written notice to the President of OAPSE Local #167 and the employees affected by the proposed reduction in force, regarding his intention to recommend the Board act on the proposed reduction in force for implementation on August 1, 2018, and that a bid-bump meeting, as set forth under Article 14 of the Negotiated Agreement, would be scheduled for the mutually agreeable date and time of July 23, 2018 at 9:00 a.m.; and

WHEREAS, the Superintendent and Treasurer have recommended that the Board of Education reduce the number of hours of the Administrative Secretary/Financial Secretary/Treasurer's Office Secretary position from 8 hours to 5.75 hours, pursuant to O.R.C. §3319.172 for financial reasons.

NOW, THEREFORE, BE IT RESOLVED:

Section 1. The Board of Education hereby authorizes a reduction in the number of hours for the following positions from full-time to part-time due to the financial condition of the District, thereby requiring the abolishment of such positions pursuant to Articles 14 and 15 of the Negotiated Agreement between the Board of Education and OAPSE Local #167, and O.R.C. §§3319.17 and 3319.172:

- 10 - Special Education Assistant I – Norton Elementary School 6.5 hours
- 1 - Special Education Assistant I – Norton Primary School 6.5 hours
- 2 - Special Education Assistant I – Norton Elementary School 6.75 hours
- 2 - Special Education Assistant I – Norton Primary School 6.75 hours
- 1 - Special Education Assistant I – Norton High School 6.75 hours

- 1 - Special Education Assistant I – Norton High School 7 hours
- 4 - Special Education Assistant I – Norton Middle School 7 hours
- 2 - Special Education Assistant I – Norton High School 7.25 hours
- 3 – Special Education Assistant I – Transportation
- 3 - Special Education Assistant II – Norton Elementary School 6.25 hours
- 1 - Special Education Assistant II – Norton High School 6.75 hours
- 2 - Special Education Assistant II – Norton High School 6.25 hours
- 2 - Special Education Assistant II – Norton Middle School 6.25 hours
- 2 - Special Education Assistant II – Norton Middle School 6.5 hours

Section 2. Based upon the elimination of the positions identified in Section 1 of the Resolution, the Board hereby gives notice of the implementation of a reduction in force to the following individuals, effective August 1, 2018, unless they bid/bump into another position pursuant to Article 13 of the Negotiated Agreement during the bid/bump meeting scheduled for July 23, 2018 at 9:00 a.m.:

Stephanie Cool	Candida Riffle
Carylann Duncan	Carrie Robison
Stacy Fockler	Don Russell
Sally Ford	Shelly Samuelson
Liz Hardy	Holly Sizemore
Stephanie Hawkins	Loretta Slezak
Pamela Justus	Sherry Smith
Jackie Loyer	Jean Starling
Anne Lynch	Ruth Stimac
Renee Mason	Leanne Virgin
Jo Mertz	Diane Wallace
Kim Miller	Marilyn Wallbrown
Katie Nichols	Cathy Wheatcraft
Svetlana Perovic	Darlene Zwick

Section 3. The Board of Education hereby authorizes the elimination of the following positions due to the financial condition of the District pursuant to Article 14 of the Negotiated Agreement between the Board of Education and OAPSE Local #167, and O.R.C. §§3319.17 and 3319.172:

- 1 - Special Education Assistant I – Norton Elementary School 3 hours
- 3 - Special Education Assistant I – Norton Primary School 3 hours
- 1 - Special Education Assistant I – Norton Elementary School 5 hours
- 1 - Special Education Assistant I – Norton High School 5.5 hours
- 5 - Special Education Assistant I – Norton Primary School 6.25 hours (Mon – Thurs)
- 1 - Special Education Assistant I - Transportation
- 2 - Special Education Assistant II – Norton Middle School 5 hours
- 1 - Educational Assistant – Norton Elementary School 1 hour
- 3 - Educational Assistant – Norton Elementary School 2.25 hours
- 2 - Educational Assistant – Norton High School 2 hours
- 4 - Educational Assistant – Norton Middle School 2 hours
- 1 - Educational Assistant – Norton Primary School 1 hour
- 1 - Educational Assistant – Norton Primary School 2.25 hours
- 1 - Educational Assistant – Norton Primary School 2 hours
- 8 – Regular Route Bus Driver

Section 4. Based upon the elimination of the positions identified in Section 3 of the Resolution, the Board hereby gives notice of the implementation of a reduction in force to the following individuals, effective August 1, 2018, unless they bid/bump into another position pursuant to Article 13 of the Negotiated Agreement during the bid/bump meeting scheduled for July 23, 2018 at 9:00 a.m.:

Jean Angeloff	Linda Lynden
Annette Barbuto	Jennifer Mattei
Ray Bischoff	Krista McCartt
Bettie Chapman	Bernadette McMullen
John Conklin	Elizabeth Metheney
Robert Davis (Ed. Assistant)	Stephanie Mulligan
Robert Davis (Bus Driver)	Jennifer Parks (Ed. Assistant)
Donna Doane (Ed. Assistant)	Jennifer Parks (Bus Driver)
Donna Doane (Bus Driver)	Diana Rabatin
Alexus Dougherty	Katie Ranostay
Mary Ann Durant	Thomas Rister
Natalie Easterling	Elizabeth Skrowronski
Tara Files	David Williams
Jennifer Gregory	Donna Zeh
Stephanie Hanshaw	
Diana Hileman (Ed. Assistant)	
Diana Hileman (Spec. Ed. Assistant I)	
Rachel Hough	
Amy Jung	
Sandy Lowe	

Section 5. The Superintendent and Treasurer are hereby authorized and directed to take all necessary steps to implement the reduction in force on August 1, 2018 and conduct the bid/bump meeting on July 23, 2018 pursuant to Article 13 and 14 of the Negotiated Agreement, as required to comply with this resolution. The Treasurer is further directed to provide written notice to the OAPSE Local #167 President, and all effected employees, of this action.

Section 6. The Board of Education hereby authorizes the reduction in the number of hours of the Administrative Secretary/Financial Secretary/Treasurer's Office Secretary to the Treasurer from 8 hours to 5.75 hours pursuant to O.R.C. §3319.172 for financial reasons.

Section 7. It is found and determined that this resolution is being adopted in compliance with all applicable laws, including O.R.C. §121.22.