

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
- 1 - 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:

- 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

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.;

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
- 1 - 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  |
| Angelic Franks    | Holly Sizemore    |
| Liz Hardy         | Loretta Slezak    |
| Stephanie Hawkins | Sherry Smith      |
| Pamela Justus     | Jean Starling     |
| Jackie Loyer      | Ruth Stimac       |
| Anne Lynch        | Leanne Virgin     |
| Renee Mason       | Diane Wallace     |
| Jo Mertz          | Marilyn Wallbrown |
| Kim Miller        | Cathy Wheatcraft  |
| Katie Nichols     | Sue Zenner        |
| 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	Jennifer Parks
Stephanie Cool	Svetlana Perovic
Bob Davis	Candida Riffle
Donna Doane	Thomas Rister
Carylann Duncan	Carrie Robison
Natalie Easterling	Don Russell
Stacy Fockler	Shelly Samuelson
Sally Ford	Holly Sizemore
Angelic Franks	Loretta Slezak
Liz Hardy	Sherry Smith
Stephanie Hawkins	Jean Starling
Rachel Hough	Ruth Stimac
Pamela Justus	Leanne Virgin
Jackie Loyer	Diane Wallace
Anne Lynch	Marilyn Wallbrown
Renee Mason	Cathy Wheatcraft
Jo Mertz	David Williams
Kim Miller	Sue Zenner
Katie Nichols	Darlene Zwick

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