

SPECIAL MEETING OF THE BOARD OF EDUCATION

AKRON, OHIO

APRIL 19, 2004

The special meeting of the Board of Education of the Akron City School District, Summit County, Ohio, was held on Monday, April 19, 2004, at 5:43 p.m. at the Administration Building, 70 North Broadway, Akron, Ohio, with the Board President, Mrs. Loretta Haugh, presiding.

The following Board of Education members were present and responded to roll call: Mr. Paul Allison, Mrs. Loretta Haugh, Ms. Linda Kersker, Mrs. Linda F.R. Omobien, Mrs. Mary Stormer and Reverend Curtis Walker. Mrs. Rebecca DiDonato Heimbaugh arrived at 5:48 p.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Mrs. Loretta Haugh.

EXECUTIVE SESSION

Pursuant to Section 121.22(G) of the Ohio Revised Code, Mrs. Loretta Haugh asked that a motion be made for the Board to go into executive session to prepare for, conduct and review negotiations or bargaining sessions with public employees concerning their compensation and other terms and conditions of their employment and to consider matters required to be kept confidential by state statutes.

At 5:44 p.m, a motion to recess into executive session was made by Mrs. Mary Stormer. Seconded by Rev. Curtis Walker. Ayes (6) Allison, Haugh, Kersker, Omobien, Stormer, Walker. Carried.

RECONVENE INTO REGULAR SESSION

Let the record reflect that the Board of Education for the Akron City School District has just completed the Executive Session portion of the meeting.

The meeting reconvened into open session at 7:05 p.m.

UNFINISHED BUSINESS

Teacher Severance Incentive Program

Mrs. Linda Kersker made a motion to approve a teacher severance incentive program, conditional upon the finalization of the terms of a Memorandum of Understanding with the Akron Education Association (AEA) which would be acceptable to both the Board and AEA and that the Board agree to offer this teacher severance incentive program to AEA members who meet the following criteria--the employees must be represented by the Akron Education Association and they must currently earn an annual base salary of \$50,000; they must have at least nine or more consecutive years of service with the district as of June 30, 2004; and they must enroll in the program by June 8, 2004. The

benefits of the teacher severance incentive program that the Board would recommend would be as follows: \$36,000 paid in five annual installments if 135 or more AEA members elect the teacher severance incentive program; and \$46,000 paid in five annual installments if 185 or more AEA members elect the teacher severance incentive program. According to the plan, we would have to have at least 135 participants or this program would be null and void. The recommendation is conditional upon the finalization of the terms of a Memorandum of Understanding which would be acceptable to the AEA and the Board of Education and the execution of that document.

Seconded by Mrs. Mary Stormer . Ayes (7) Allison, DiDonato Heimbaugh, Haugh, Kersker, Omobien, Stormer, Walker. Carried.

Akron Association of Classified Personnel (AACP) Arbitrator s Decision

Dr. Small presented the following resolution:

#04-072

RESOLUTION REJECTION OF ARBITRATOR S DECISION

Akron Association of Classified Personnel (AACP)
v.
Akron Board of Education

- WHEREAS, The Akron Association of Classified Personnel (AACP) requested arbitration of a grievance filed by its membership challenging the provisions of Section 8.07, Member Work Load, as found in the Collective Bargaining Agreement effective July 1, 2002, through June 30, 2005; and
- WHEREAS, The Akron Board of Education by and through its counsel, Ronald Habowski, of Christley, Herington and Pierce, defended the Board s position in this matter; and
- WHEREAS, The arbitration was held on October 3, 2003, in Akron, Ohio, before Arbitrator, Ildiko Knott.
- WHEREAS, The Board received the decision by Arbitrator Knott on April 12, 2004, granting the grievance in favor of the Akron Association of Classified Personnel (AACP), and
- WHEREAS, The decision is non-binding and fails to consider important evidence.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Akron City School District:

- Section I. That the findings, dated April 7, 2004, by Arbitrator Ildiko Knott in the Akron Association of Classified Personnel (AACP) grievance filed in reference to Section 8.07, Member Workload, of the collective bargaining agreement effective July 1, 2001 — June 30, 2005, are hereby rejected in full.

Mr. Paul Allison moved approval. Seconded by Rev. Curtis Walker. Ayes (6) Allison, DiDonato Heimbaugh, Haugh, Kersker, Omobien, Walker. Nays 1) Stormer. Carried.

EXECUTIVE SESSION

Pursuant to Section 121.22(G) of the Ohio Revised Code, Mrs. Loretta Haugh asked that a motion be made for the Board to go into executive session to discuss employment of public officials. The Board will reopen the public portion of the meeting to adjourn.

At 7:09 p.m., a motion to recess into executive session was made by Mr. Paul Allison. Seconded by Mrs. Mary Stormer. Ayes (7) Allison, DiDonato Heimbaugh, Haugh, Kersker, Omobien, Stormer, Walker. Carried.

Mrs. Loretta Haugh appointed Mrs. Rebecca DiDonato Treasurer Pro Tempore.

Mrs. Mary Stormer left the meeting at 8:00 p.m.

RECONVENE INTO REGULAR SESSION

Let the record reflect that the Board of Education for the Akron City School District has just completed the Executive Session portion of the meeting.

The meeting reconvened into open session at 8:27 p.m.

ADJOURNMENT

A motion to adjourn was made by Rev. Curtis Walker. Seconded by Mr. Paul Allison. Carried.

The meeting adjourned at 8:28 p.m.

Mrs. Loretta Haugh, President

Rebecca DiDonato Heimbaugh, Treasurer Pro Tempore

/as