

**Kirtland Board of Education
Special Meeting
August 6, 2015**

The Special Meeting of the Kirtland Board of Education was held at The Kirtland Board of Education, Conference Room on August 6, 2015. Mr. Meyer called the meeting to order at 7:05 a.m., with the following members answering the roll: Mr. Cosgrove, Mr. Meyer, Mr. Solnosky, Mr. Stepanovic and Mrs. Torok. Superintendent Steve Barrett and Treasurer Daniel L. Wilson were also in attendance.

Mr. Barrett explained the need for a Reduction in Force related to Food Service, and indicated that we are acting to stem the losses in that department. 5 part-time and 1 full-time employee will be affected. Because our in-house Food Service operations will cease, the positions are being abolished.

It was moved by Mr. Cosgrove and seconded by Mr. Solnosky that the following resolution be adopted

Resolution #40-2015

- A. The abolishment of food service positions and a corresponding reduction in force;

**RESOLUTION IMPLEMENTING AN ABOLISHMENT OF POSITIONS AND
A REDUCTION IN FORCE**

WHEREAS, the Board considered implementing an abolishment of positions and a reduction in force ("RIF") pursuant to R.C. 3319.172 and Article IX of the Collective Bargaining Agreement ("CBA") between the Board and OAPSE Local 366 ("OAPSE"); and

WHEREAS, the reason for the proposed RIF is due to financial reasons and the abolishment of positions, and the OAPSE and bargaining unit members affected by the RIF have been notified in accordance with the CBA; and

WHEREAS, the Superintendent has recommended to the Board that it abolish certain food service positions and effectuate a reduction in force, via suspension of certain individual employment contracts, consistent with the terms of the OAPSE CBA and Ohio law.

NOW, THEREFORE, BE IT RESOLVED by the Kirtland Local School District Board of Education, Lake County, State of Ohio, that:

Section 1: On the recommendation of the Superintendent, the Board hereby implements a RIF due to abolishment of positions and financial reasons of the following positions: Brenda Fazio-Nero, Cafeteria Cashier, 2.5 hours per day; Karen Kog, Cafeteria Staff, 2.25 hours per day; Kari Lambert, Cafeteria Cashier, 2.5 hours per day; Mary LeGrand, Cafeteria Staff, 4 hours per day; Diana Sloban, Cafeteria Cashier, 3.75 hours per day; Dawn Tubman, Head Cook, 7 hours per day. The abolishment of positions and RIF shall be effective September 9, 2015.

Section 2: The individual employment contracts of the individuals named in Section 1 are hereby suspended effective September 9, 2015.

Section 3: The Board hereby authorizes and directs the Superintendent and Treasurer to take all actions necessary to implement this RIF and abolishment of positions in accordance with Board Policy and the OAPSE CBA, including but not limited to notifying the affected individuals, in writing, by personal delivery or certified mail return receipt requested of the suspension without pay of his/her contract and recall rights consistent with the OAPSE CBA.

Section 4: 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 R.C. 121.22.

Roll call: Aye's: Mr. Cosgrove, Mr. Meyer, Mr. Solnosky, Mr. Stepanovic, Mrs. Torok

Mr. Barrett described an agreement with Mentor Public Schools, which would provide for Mentor's Food Service Department to operate on the Kirtland campus, taking full charge of all operations. This is a pilot program for a period of one year.

It was moved by Mrs. Torok and seconded by Mr. Stepanovic that the following resolution be adopted

Resolution #41-2015

B. Approval of an agreement with Mentor Exempted Village School District to operate the 2015-2016 Food Service Program

Roll call: Aye's: Mr. Cosgrove, Mr. Meyer, Mr. Solnosky, Mr. Stepanovic, Mrs. Torok

The board carried on a brief discussion related to Transportation and Facilities, in the wake of the announcement that Josh Nau will be leaving the district. Mr. Barrett indicated that he is researching various options for both departments but will move quickly to find suitable replacements.

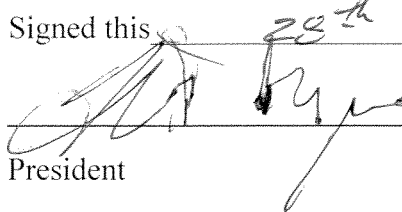
There being no further business before the board it was moved by Mrs. Torok and seconded by Mr. Solnosky that the meeting be adjourned at 8:08 a.m.

Roll Call: Ayes: Mr. Cosgrove, Mr. Meyer, Mr. Solnosky, Mr. Stepanovic and Mrs. Torok.

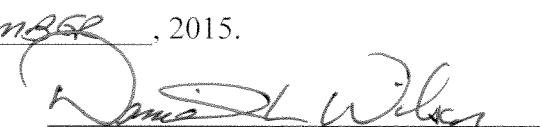
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We, the undersigned, do hereby certify that the above and foregoing is a true and exact copy of the proceedings that were held on the above aforementioned date.

Signed this 28th Day of SEPTEMBER, 2015.



President



Treasurer