

5813

McDONALD LOCAL BOARD OF EDUCATION
MONDAY, MAY 18, 2015
WORK SESSION – 7:00 P.M.
REGULAR MEETING – 7:30 P.M.
M.H.S. LIBRARY
MCDONALD, OHIO 44437

The McDonald Local Board of Education held a Regular Meeting on Monday, May 18, 2015, in the library at McDonald High School, 600 Iowa Avenue, McDonald, OH 44437.

The Work Session was called to order at 7:00 p.m. and the Regular Meeting was called to order at 7:32 p.m. by President Hart. Treasurer Bill Johnson called the roll:

Roll Call:

Members Present: Robert Jones, Joe Krumpak, Eric Shehadi,
John Saganich, Tom Hart

Superintendent Ken Halbert and Principals Gary Carkido and David Vecchione were also present. A list of visitors is on file in the treasurer's office.

"Notice of this meeting was given in accordance with the provisions of Section 1.450 of the O.R.C. and the Ohio Administrative Procedures Act."

Pledge of Allegiance

Res. 15-87 Approve agenda for Regular Meeting of May 18, 2015

Mr. Jones moved and Mr. Krumpak seconded

Yeas: Jones, Krumpak, Shehadi, Saganich, Hart

Nays: None

President declared motion carried

5814

Recognition of Visitors / Audience Participation – None

Res. 15-88 Approval of board minutes:

Regular Meeting – April 13, 2015

Mr. Jones moved and Mr. Krumpak seconded
Yeas: Jones, Krumpak, Saganich, Hart
Abstain: Shehadi
Nays: None
President declared motion carried

Res. 15-89 Approval of board minutes:

Special Meeting – April 27, 2015

Mr. Jones moved and Mr. Krumpak seconded
Yeas: Jones, Krumpak, Saganich, Hart
Abstain: Shehadi
Nays: None
President declared motion carried

Old Business: any Old Business to bring before the Board – None

New Business:

A. Finance Committee – Joe Krumpak, Chairperson

Res. 15-90 TREASURER'S FINANCIAL REPORT

Treasurer's Financial Report: April 2015

- a. Check Register
- b. Financial Summary
- c. Bank Reconciliation

5815

Upon the recommendation of the district treasurer I move to approve the above financial reports for April 2015.

Mr. Krumpak moved and Mr. Saganich seconded
Yeas: Krumpak, Saganich, Jones, Shehadi, Hart
Nays: None
President declared motion carried

Res. 15-91 **FIVE-YEAR FORECAST**

Resolution to approve the Fiscal Year 2015 Five-Year Forecast, as presented and amended by the treasurer on May 18, 2015. (See Exhibit A)

Upon the recommendation of the district treasurer I move to approve the above Five-Year Forecast.

Mr. Krumpak moved and Mr. Saganich seconded
Yeas: Krumpak, Saganich, Jones, Shehadi, Hart
Nays: None
President declared motion carried

Res. 15-92 **ROOSEVELT LUNCH PRICES**

Resolution to set lunch prices for Roosevelt Elementary School for the 2015-2016 school year as follows:

Grades K – 6	Lunch	\$2.50
	Milk	\$.50

Upon the recommendation of the district treasurer I move to approve the above lunch prices.

Mr. Krumpak moved and Mr. Saganich seconded
Yeas: Krumpak, Saganich, Jones, Shehadi, Hart
Nays: None
President declared motion carried

5816

Res. 15-93 BUS PURCHASE

Resolution to purchase a 2016 International, 77 passenger (diesel), school bus, from Rush Truck Center, Akron, Ohio, at the cost of \$79,867.

Upon the recommendation of the district treasurer I move to approve the above school bus purchase.

Mr. Krumpak moved and Mr. Saganich seconded

Yeas: Krumpak, Saganich, Jones, Shehadi, Hart

Nays: None

President declared motion carried

B. Personnel Committee – John Saganich, Chairperson

Res. 15-94 CERTIFIED – ELEMENTARY TEACHER

Resolution to hire Cathy Woods as elementary school teacher for the 2015-2016 school year under a continuing contract on column 5, step 20, salary of \$68,587.

Upon the recommendation of the district superintendent I move to approve the above contract.

Mr. Saganich moved and Mr. Hart seconded

Yeas: Saganich, Hart, Krumpak, Jones, Shehadi

Nays: None

President declared motion carried

Res. 15-95 CERTIFIED – RESIGNATION

Resolution to accept the resignation of Cathy Woods as guidance counselor for McDonald Local Schools.

Upon the recommendation of the district superintendent I move to approve the above resignation.

5817

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Jones, Shehadi
Nays: None
President declared motion carried

Res. 15-96 CERTIFIED – ELEMENTARY TEACHER

Resolution to hire Kristin Edwards as elementary school teacher for the 2015-2016 school year under a one (1) year limited contract on column 1, step 2, salary of \$36,660.

Upon the recommendation of the district superintendent I move to approve the above contract.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Jones, Shehadi
Nays: None
President declared motion carried

Res. 15-97 TRANSPORTATION SUPERVISOR

Resolution to hire Mike Helco as Transportation Supervisor, effective August 1, 2015 through July 31, 2016, on a one (1) year limited contract, 206 days, 2 hours per day, \$15.45 per hour, for a contract amount of \$6,365.40.

Upon the recommendation of the district superintendent I move to approve the above contract.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Jones, Shehadi
Nays: None
President declared motion carried

5818

Res. 15-98 CLASSIFIED – TWO (2) YEAR LIMITED CONTRACT

Resolution to hire Tammy Candel, as Educational Aide/Para-Professional, on a two (2) year limited contract, for the 2015-2016 and 2016-2017 school years. Contract for 2015-2016 is based on step 1 of the OAPSE contract, 195 days, 6.5 hours per day, \$11.00 per hour, for a contract amount of \$13,942.50.

Upon the recommendation of the district superintendent I move to approve the above contract.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Jones, Shehadi
Nays: None
President declared motion carried

Res. 15-99 CLASSIFIED – CONTINUING CONTRACT

Resolution to hire Mike Helco, as bus driver, on a continuing contract, effective with the 2015-2016 school year, 191 days, 4.25 hours per day, step 5 at \$17.21 per hour, for a contract amount of \$13,970.22.

Upon the recommendation of the district superintendent I move to approve the above contract.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Jones, Shehadi
Nays: None
President declared motion carried

Res. 15-100 CLASSIFIED – CONTINUING CONTRACT

Resolution to hire Kim Oblinsky, as high school afternoon domestic, on a continuing contract, effective with the 2015-2016 school year, 261 days, 3 hours per day, step 3 at \$15.43 per hour, for a contract amount of \$12,081.69.

5819

Upon the recommendation of the district superintendent I move to approve the above contract.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Jones, Shehadi
Nays: None
President declared motion carried

Res. 15-101 SUPPLEMENTAL CONTRACTS - 2015/2016

Resolution to hire the following personnel on supplemental contracts for the 2015-2016 school year:

Jenn Molinari – Girls Junior High Cross Country Coach, \$1,666

Gary Carkido – Assistant Varsity Football Coach, \$4,333

Tom Knight – Assistant Varsity Football Coach, \$4,333

Joe Celli – Assistant Varsity Football Coach, \$4,333

Jeff Cintron – Freshman Football Coach, \$4,333

Josh Krumpak – Junior High Football Coach, \$2,666

Tom Senich – Junior High Football Coach, \$2,666

Jody Conway – Junior High Cheerleading Advisor, \$1,666

Upon the recommendation of the district superintendent I move to approve the above contracts.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Jones, Shehadi
Abstain: Krumpak
Nays: None
President declared motion carried

5820

Res. 15-102 SUPPLEMENTAL CONTRACT - 2015/2016

Resolution to hire Shannon Averell as varsity cheerleading advisor for the 2015-2016 school year, for the contract amount of \$3,333.

Upon the recommendation of the district superintendent I move to approve the above contract.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Jones, Shehadi
Nays: None
President declared motion carried

Res. 15-103 SUPPLEMENTAL CONTRACT - 2015/2016

Resolution to hire Jeff Rasile, as boys head basketball coach, for the 2015-2016 school year, for the contract amount of \$7,665.

Upon the recommendation of the district superintendent I move to approve the above contract.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Jones, Shehadi
Nays: None
President declared motion carried

Res. 15-104 SUPPLEMENTAL CONTRACT - 2015/2016

Resolution to hire Amy Dolsak, as girls head basketball coach, for the 2015-2016 school year, for the contract amount of \$7,665.

Upon the recommendation of the district superintendent I move to approve the above contract.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Jones, Shehadi
Nays: None
President declared motion carried

5821

Res. 15-105 SUPPLEMENTAL CONTRACT - 2015/2016

Resolution to hire Jim Getz, as bowling coach, for the 2015-2016 school year, for the contract amount of \$2,999.

Upon the recommendation of the district superintendent I move to approve the above contract.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Jones, Shehadi
Nays: None
President declared motion carried

Res. 15-106 VOLUNTEER – SUPPLEMENTAL CONTRACTS – 2015/2016

Resolution to hire the following personnel on supplemental contracts, as volunteers, for the 2015-2016 school year:

Robert Jones, Jr. – Assistant Varsity Volunteer Football Coach, \$0

Jim Hall – Assistant Varsity Volunteer Football Coach, \$0

Upon the recommendation of the district superintendent I move to approve the above contracts.

Mr. Saganich moved and Mr. Hart seconded
Yeas: Saganich, Hart, Krumpak, Shehadi
Abstain: Jones
Nays: None
President declared motion carried

Res. 15-107 PROFESSIONAL LEAVE

Resolution to approve the following personnel for professional leave:

Jennifer Schiavi – Chaperone, Law Week, Warren, 4/21/15, \$0.

5822

Tom Senich – Chaperone, Law Week, Warren, 4/21/15, substitute \$80.

Bill Bundy – Chaperone, Law Week, Warren, 4/21/15, substitute \$80.

Louis Domitrovich – YSU English Festival, Youngstown, 4/22-23/15, registration and substitute \$340.

Ken Halbert – OHSAA Athletic Discussion Meeting, Cuyahoga Falls, 4/27/15, \$0.

Dana Lariccia – Chaperone for Washington, D.C., 5/3-5/15, substitute \$160.

Shannon Averell – Chaperone for Washington, D.C., 5/3-5/15, substitute \$160.

Charles Mooney – Chaperone for Washington, D.C., 5/3-5/15, substitute \$160.

Melissa Mills – Art Club Field Trip, Pittsburg, 5/12/15, substitute \$80.

John Anthony – Art Club Field Trip, Pittsburgh, 5/12/15, substitute \$80.

Beverly Simpson – FCS (Family Consumer Studies) Regional Meeting, 5/14/15, substitute \$0.

Upon the recommendation of the district superintendent I move to approve the above leaves.

Mr. Saganich moved and Mr. Hart seconded

Yeas: Saganich, Hart, Krumpak, Jones, Shehadi

Nays: None

President declared motion carried

C. Program Committee – Robert Jones, Chairperson

Res. 15-108 FIRST READING – POLICY CHANGES – GCN-1 (ALSO AFC-1)
EVALUATION OF PROFESSIONAL STAFF (TEACHERS)

Resolution to approve the first reading of changes to policy GDN-1 (Also AFC-1) – Evaluation of Professional Staff (Teachers), page 2. (See Exhibit B)

5823

Upon the recommendation of the district superintendent I move to approve the above first reading of policy GDN-1 (Also AFC-1).

Mr. Jones moved and Mr. Shehadi seconded
Yeas: Jones, Shehadi, Krumpak, Saganich, Hart
Nays: None
President declared motion carried

Res. 15-109 SECOND READING – POLICY JP
POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORTS
(RESTRAINT AND SECLUSION)

Resolution to approve the second reading of Policy JP, Positive Behavioral Interventions and Supports (Restraint and Seclusion). (See Exhibit C)

Upon the recommendation of the district superintendent I move to approve the above second reading of policy JP.

Mr. Jones moved and Mr. Shehadi seconded
Yeas: Jones, Shehadi, Krumpak, Saganich, Hart
Nays: None
President declared motion carried

Res. 15-110 OHSAA MEMBERSHIP

Resolution authorizing membership for McDonald Schools with the Ohio High School Athletic Association for the 2015-2016 school year.

Upon the recommendation of the district superintendent I move to approve the above membership.

Mr. Jones moved and Mr. Shehadi seconded
Yeas: Jones, Shehadi, Krumpak, Saganich, Hart
Nays: None
President declared motion carried

5824

Res. 15-111 TWELFTH GRADE ELIGIBLE GRADUATION CLASS

Resolution approving the twelfth grade students eligible for graduation from McDonald High School on May 23, 2015, as submitted by Principal Gary Carkido. (See Exhibit D)

Upon the recommendation of the district superintendent I move to approve the above graduating list.

Mr. Jones moved and Mr. Shehadi seconded
Yeas: Jones, Shehadi, Krumpak, Saganich, Hart
Nays: None
President declared motion carried

Res. 15-112 SENIOR CLASS EARLY DISMISSAL

Resolution authorizing the High School Principal, Gary Carkido, to release the senior members of the Class of 2015 on the following days: May 26, May 27, May 28, and May 29, 2015.

Upon the recommendation of the district superintendent I move to approve the early dismissal for the senior class.

Mr. Jones moved and Mr. Shehadi seconded
Yeas: Jones, Shehadi, Krumpak, Saganich, Hart
Nays: None
President declared motion carried

Res. 15-113 STADIUM USE – MCDONALD LITTLE BLUE DEVILS

Resolution to approve the use of the stadium for the 2015-2016 football season for the McDonald Little Blue Devils Organization at a cost of \$125 per game for five (5) games, at a cost of \$625, from 10 a.m. to 7 p.m. each, with dates to be coordinated and approved by the athletic director. (See Exhibit E)

Upon the recommendation of the district superintendent I move to approve the above contract.

5825

Mr. Jones moved and Mr. Shehadi seconded
Yeas: Jones, Shehadi, Krumpak, Saganich, Hart
Nays: None
President declared motion carried

Res. 15-114 ELEMENTARY SUMMER SCHOOL

Resolution to approve a summer school reading program at Roosevelt Elementary School from August 3, 2015 through August 14, 2015, which will be 100% sponsored by the United Way. We certainly thank Ginny Pasha, President of the Trumbull County United Way for her assistance in receiving this grant.

Upon the recommendation of the district superintendent I move to approve the above reading program.

Mr. Jones moved and Mr. Shehadi seconded
Yeas: Jones, Shehadi, Krumpak, Saganich, Hart
Nays: None
President declared motion carried

Res. 15-115 ADJOURNMENT

Mr. Jones moved and Mr. Krumpak seconded to adjourn the Regular Meeting at 7:59 p.m. and go into executive session.

Yeas: Jones, Krumpak, Shehadi, Saganich, Hart
Nays: None
President declared motion carried

Res. 15-116 EXECUTIVE SESSION – O.R.C. 121.22

Mr. Jones moved and Mr. Krumpak seconded, that the McDonald Local Board of Education go into Executive Session at 8:00 p.m. and that the following resolution be adopted.

WHEREAS, as a public Board of Education may hold an executive session only after a majority of the quorum of this board determines by a roll call vote to hold such a session

5826

and only at a regular or special meeting for the sole purpose of the consideration of any of the following matters:

- A. To consider one or more, as applicable, of the check marked items with respect to a public employee or official:
1. _____ Appointment
 2. X Employment
 3. _____ Dismissal
 4. _____ Discipline
 5. _____ Promotion
 6. _____ Demotion
 7. _____ Compensation
 8. X Investigation of charges/complaints (unless public hearing requested)
- B. To consider the purchase of property for public purposes or for the sale of property at competitive bidding.
- C. Conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action.
- D. Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment
- E. Matters required to be kept confidential by federal law or rules or state statutes.
- F. Specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing or avoiding prosecution for a violation of the law.

NOW, THEREFORE, BE IT RESOLVED, that the McDonald Local Board of Education, by a majority of the quorum present at this meeting, does hereby

5827

declare its intention to hold an executive session on item(s) A (2), A (8), and E, as listed above.

Yeas: Jones, Krumpak, Shehadi, Saganich, Hart
Nays: President declared motion carried

Res. 15-117 ADJOURN EXECUTIVE SESSION

Mr. Shehadi moved and Mr. Krumpak seconded the motion to adjourn the executive session at 9:10 p.m.

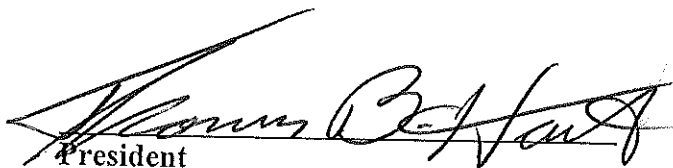
Yeas: Shehadi, Krumpak, Jones, Saganich, Hart
Nays: None
President declared motion carried

Res. 15-118 ADJOURNMENT

Mr. Shehadi moved and Mr. Krumpak seconded to adjourn the Regular Meeting at 9:11 p.m.

Yeas: Shehadi, Krumpak, Jones, Saganich, Hart
Nays: None
President declared motion carried

ATTEST:

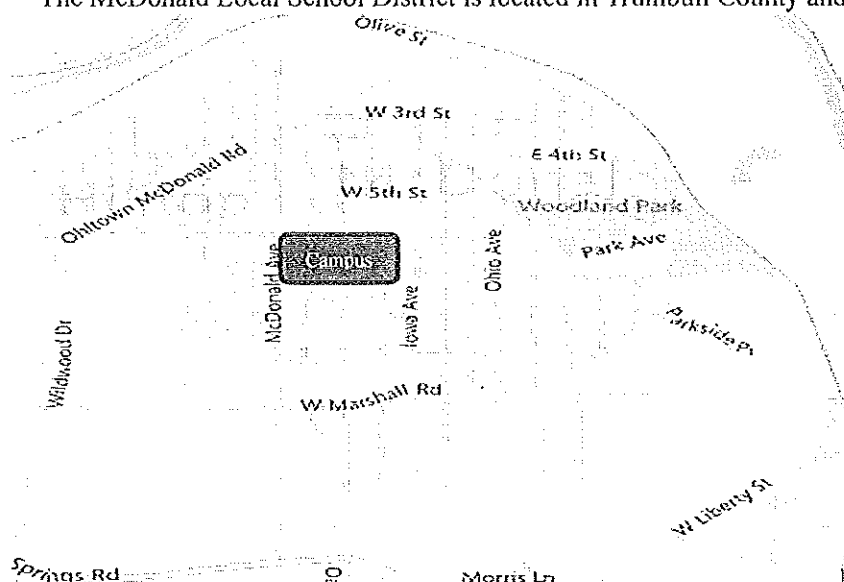

President


Treasurer

McDonald Local School District
Trumbull County
Summary of Significant Assumptions and Accounting Policies
For the Fiscal Year Ending June 30, 2015

Note 1 – The School District

The McDonald Local School District is located in Trumbull County and encompasses all of the Village of McDonald and portions of surrounding townships. The



School District is organized under Article VI, Sections 2 and 3, of the Constitution of

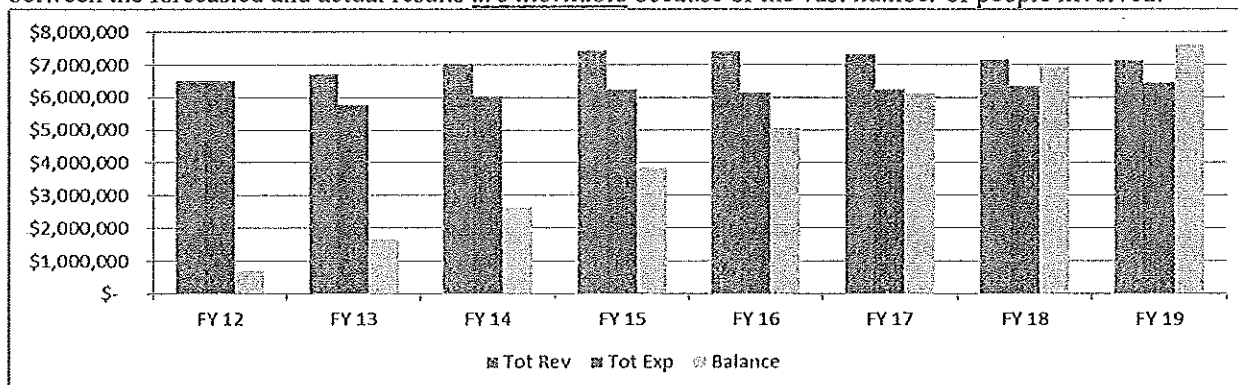


the State of Ohio. The legislative power of the School District is vested in the Board

of Education, consisting of five members elected at large for staggered four year terms. The School District operates two instructional buildings on one campus which are staffed by 55 highly qualified teachers and 13 quality non-teaching classified personnel to provide services to 905 students.

Note 2 - Nature of the Forecast

This forecast presents, to the best of the Board of Education's ability, the expected revenues, expenditures and balances of the operating funds. Accordingly, the forecast reflects the Board's judgment of the expected conditions and its planned course of action as of May 18, 2015, the adopted date of this forecast. The assumptions disclosed herein involve actions and influences of: Board of Education, Superintendent, students, governor, legislators, voters, consortiums, unions and various other stakeholders. Differences between the forecasted and actual results are inevitable because of the vast number of people involved.



Note 3 - General Operating Assumptions

The McDonald Local School District will continue to operate in accordance with its adopted school calendar and pay all obligations. The forecast contains those expenditures deemed necessary to provide

McDonald Local School District
Trumbull County
Summary of Significant Assumptions and Accounting Policies
For the Fiscal Year Ending June 30, 2015

high quality and affordable educational programs aligned with state and local objectives for students.

Capital Expense Line Item shown as Transfer from General Operating Forecast

The district now believes it has a successful strategy to handle existing and emerging capital expense problems related to correcting and completing the construction project. Because of the recent escape from fiscal emergency, many needed repairs and improvements had to be postponed. A recent influx of dollars and budget reductions down to bare bones has produced an opportunity to address some of these issues and as a result the Board developed a capital improvement strategy. During this process of addressing capital problems it has been realized that the 100 year old High School which was remodeled will need a great deal of capital and perhaps even a steady stream of dollars to keep it in top operating condition. To that end, the Board modified their approach by passing a new 5 year PI levy simultaneously to an Emergency Operating levy expiring. The calculation was made to keep the tax rate very close to the same. This may change our current general fund cash flow, however the "Future Plans" shown still will need addressed possibly using the new PI dollars. See the updated model below:

Financial Model

	FY13	FY14	FY15	FY16	FY17	FY18
Beginning Balance	232,115	410,941	405,576	578,811	1,132,595	(152,595)
Receipts						
Perm Imp Fund (003 0000)	180,000	180,000	180,000	-	-	-
OSFC Maintenance (034 0000)	22,498	22,244	22,951	-	22,951	23,646
Half Mill Equilization (034 0000)	25,750	25,750	26,000	-	26,000	26,794
NEW PI FUND (003 9015)	-	-	121,474	121,474	143,352	243,352
Total Receipts	228,248	227,994	350,431	241,474	298,304	293,794
Expenditures						
Accomplished	46,847	30,823	40,377	-	100,000	100,000
FY 2013 Plan (summer 2013)	1,800	38,765	10,100	-	200,000	200,000
FY 2014 Plan (summer 2014)	573	20,181	31,515	20,000	200,000	500,000
FY 2015 Plan (summer 2015)	-	5,950	12,000	50,500	-	-
FY 2016 Plan (summer 2016)	-	9,432	17,093	10,000	-	-
FY 2017 Plan (summer 2017)	-	11,554	10,632	10,000	-	-
FY 2018 Plan (summer 2018)	202	38,263	11,585	10,000	-	-
FY 2019 Plan (summer 2019)	-	78,400	43,884	10,000	-	-
Total Expenditures	49,422	233,368	177,191	240,500	500,000	800,000
Ending Cash Balance	410,941	405,567	578,811	1,132,595	1,132,595	(658,801)

Future Plans

Summer 2014 (FY 15)

High School Chimney	37,700
Auditorium Stage Flooring	10,100
McClary Gym Floor & Steps	30,045
Remove pool bleachers add equipment	12,000
Computers	12,000
Texts	20,000

Seal Football Stadium	25,000
Wireless	25,000
Security Cameras	10,000
Football Visitor Bleachers	82,500
Texts	20,000
Roosevelt (Stadium side) Parking Lot	125,000
HVAC Problems	450,000
New Bus	80,000

Summer 2016 (FY 17)

Gym Bleachers	100,000
Auditorium Seating	200,000
Stadium Lights	200,000

Summer 2017 (FY 18)

Swimming Pool	100,000
Track	200,000
Football Stadium	500,000

McDonald Local School District
Trumbull County
Summary of Significant Assumptions and Accounting Policies
For the Fiscal Year Ending June 30, 2015

Note 5 - Significant Assumptions for Revenues and Other Financing Sources

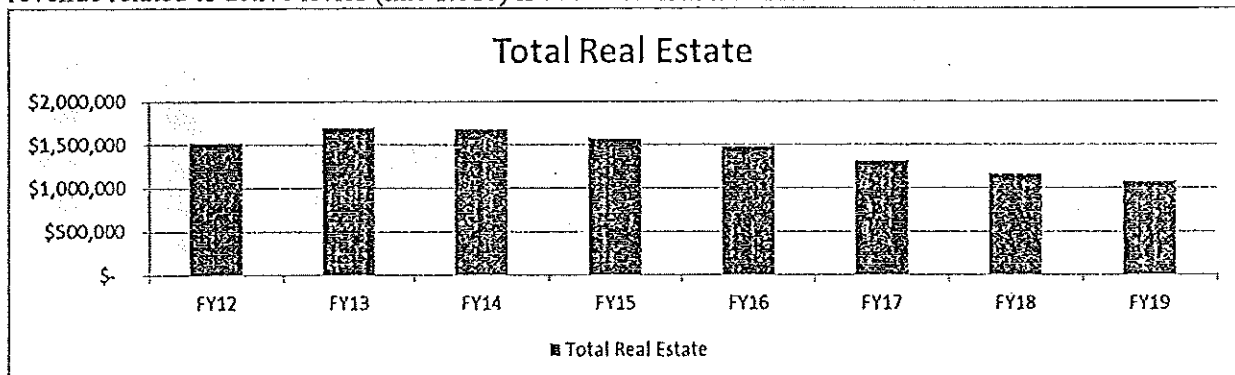
General and Tangible Personal Property Taxes

The property tax revenues for the general fund are realized from the following levies:

Tax Levies	Year Approved/ Renewed	First Calendar Year of Collection	Last Calendar Year of Collection	Full Tax Rate (Per \$1,000 of Assessed Valuation)
Inside Ten Mill Limitation (Unvoted)	n/a	n/a	n/a	\$5.10
Continuing Operating	1976	n/a	n/a	30.80
Continuing Operating	1980	n/a	n/a	6.00
Emergency (\$200,147)	2008	2014	2018	3.90
Emergency (\$260,000) EXPIRED	2009	2010	2014	0.00
Emergency (\$391,000)*	2011	2012	2016	7.55
Total Operating Tax Rate				<u>\$53.35</u>
* Full Tax Rate per \$1,000.00 of Assessed Valuation is estimated Levy was initially approved for \$580,000.00.				
Bond	1999	1999	2021	2.85
PI	2014	2015	2019	4.30
OSFC Maint	1999	1999	2021	0.50
Total Tax Rate				<u>\$61.00</u>

The district has allowed their \$260,000 Emergency Levy to expire. In its place the Board passed a 4.3 mill Permanent Improvement Levy which will keep taxes nearly the same for residents. In addition to the levies listed above, a bond levy of \$2.85 cents per \$1,000 of assessed valuation and a levy for classroom facilities maintenance of \$.50 cents per \$1,000 of assessed valuation are necessary. The School District's total tax rate for calendar year 2015 will be an estimated \$56.75 per \$1,000 of assessed valuation. Added to that is the 4.3 mill PI levy for a total of 61.00 mills down from last year's 61.75. Actual rate paid on residential property will be rolled down to around 39.70 mills.

Line 1.010 General Property Tax - General property tax revenue includes real estate taxes, public utility property taxes and manufactured home taxes. With the expiration of the \$260,000 emergency levy, this forecast has been prepared under the assumption that in FY2015 tax revenues will now decrease by \$130,000 (half of levy this fiscal year, and half next year). FY2016 - FY2019 the property tax revenues will decrease each year (because the required assumption that each of our emergencies expire) and that the board-reduced collection (of the emergency levy passed in 2011) will be continued. The drop in revenue related to active levies (line 1.010) is added back in line 11.020 to allow certification of contracts.



McDonald Local School District
Trumbull County
Summary of Significant Assumptions and Accounting Policies
For the Fiscal Year Ending June 30, 2015

Line 1.035 Unrestricted Grants-in-Aid

Originally, unrestricted aid was estimated to increase by 10.5% this fiscal year. Local student count declined slightly so the forecast has been prepared showing a 8.76% increase. Unrestricted revenue also now includes an adjustment for casino money. Having received \$20,411 in August and 19,873 in January, it is now being forecast to receive \$40,000 per year over the forecast period. There are two drastically different versions of a biennial budget as it pertains to McDonald Local. The Governor would give the district a cut of about \$50,000 each year while the House would increase the district by \$300,000 each year. Because of this drastic difference an increase of 1 percent each year of the forecast will be made.

Line 1.040 Restricted Grants-in-Aid

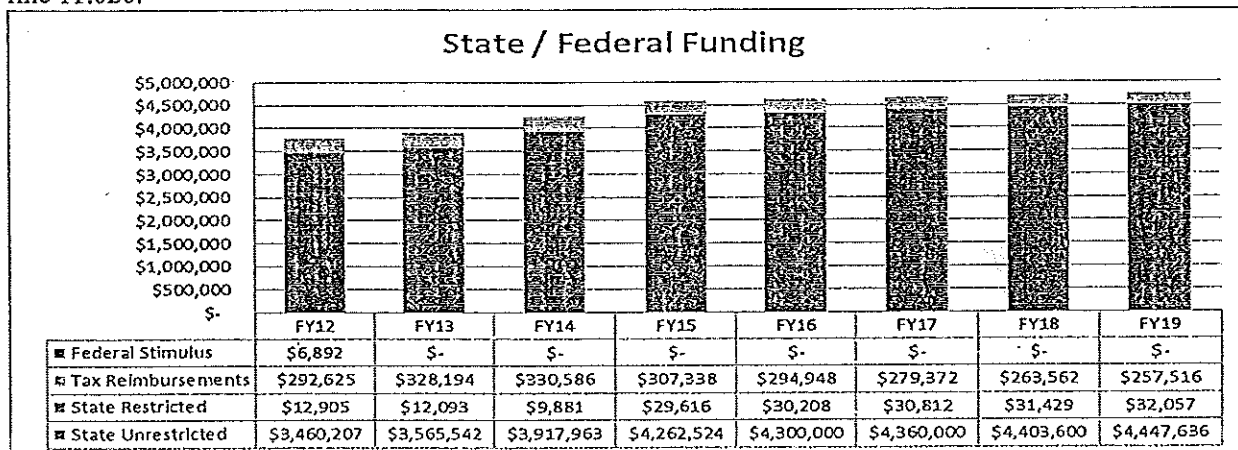
Restricted grant-in-aid is not material to the budget. It consists of a miniscule amount of career tech money. Career Tech Students are educated by the associated Trumbull County Career and Technical Center. A separate 2.4 mill levy is imposed on the McDonald Taxpayers to allow for this educational choice. Also included is \$29,000 restricted for support of McDonald's disadvantaged students.

Line 1.050 Property Tax Allocation

Property tax allocation revenues consisted of the following:

Revenue Sources	Actual Fiscal Year 2010	Actual Fiscal Year 2011	Actual Fiscal Year 2012	Actual Fiscal Year 2013	Actual Fiscal Year 2014
Homestead and Rollback	\$218,067	\$266,365	\$289,275	\$327,823	\$329,842
Tangible Personal Property Exemption	0	0	0	0	0
Utility Deregulation	0	0	0	0	0
Tangible Personal Property Loss Reimbursement	96,754	80,388	3,350	372	744
Totals	\$314,821	\$346,753	\$292,625	\$328,195	\$330,586

As you can see, Tangible Personal Property, Reimbursement of Tangible Personal Property and Utility Deregulation are eliminated though small amounts trickle in from past years. Homestead and Rollback are currently being phased out since new levies will not have this State reimbursement. Since homestead and rollback are directly proportional to the General Property Tax line, it is assumed that they decline each year that the levy is shown to expire and in proportion to that collection. The total amount lost from collection is split between this line and the General Property Tax line. The loss is added back by rule in line 11.020.



McDonald Local School District
Trumbull County
Summary of Significant Assumptions and Accounting Policies
For the Fiscal Year Ending June 30, 2015

Line 1.060 All Other Revenues

All other revenues include open-enrollment-in and a few other items. Open-enrollment-in tuition revenue is expected to jump up by approximately \$120,000 in FY15 and then stay static throughout the forecast.

All other revenues consist of the following:

	Actual Fiscal Year 2010	Actual Fiscal Year 2011	Actual Fiscal Year 2012	Actual Fiscal Year 2013	Actual Fiscal Year 2014
Open Enrollment Tuition	\$981,373	\$993,504	\$1,073,987	\$1,011,099	\$1,035,249
Interest	3,131	2,797	3,171	1,490	1,585
Student Class Fees	15,124	21,824	58,078	19,860	16,773
Other	14,400	11,541	3,347	21,717	18,152
Totals	<u>\$1,014,028</u>	<u>\$1,029,666</u>	<u>\$1,138,583</u>	<u>\$1,054,166</u>	<u>\$1,071,759</u>

Note 6 - Significant Assumptions for Expenditures and Other Financing Uses

Line 3.010 Personal Services

Personal services expenditures represent the salaries and wages paid to certified employees, classified and administrative staff, substitutes, tutors and board members. In addition to regular salaries, it includes payment for supplemental contracts, severance pay, and previous retirement incentive bonuses. All salaries are set by the Board of Education.

Staffing levels for the last five fiscal years are displayed in the chart below.

	2010	2011	2012	2013	2014
General Fund:					
Certified	60	50	49	50	52
Classified	13	9	9	10	10
Total General Fund	<u>73</u>	<u>59</u>	<u>58</u>	<u>60</u>	<u>62</u>
Other Funds:					
Certified	1	1	1	1	1
Classified	2	2	2	2.88	2.88
Total Other Funds	<u>3</u>	<u>3</u>	<u>3</u>	<u>3.88</u>	<u>3.88</u>
Totals	<u>76</u>	<u>62</u>	<u>61</u>	<u>63.88</u>	<u>65.88</u>

Certified (teaching) staff salaries are based on a negotiated contract which includes step increases and educational incentives. The current contract expires August 31, 2016.

Having augmented special needs services last year by entering into a shared services agreement with Weathersfield School District, McDonald further enhanced efforts toward the special needs population by adding 1 staff member at both buildings. A new English teacher was hired in place of a retiring veteran teacher and the salary savings will be about \$20,000 annually. We now also know that 6 certified teachers will retire this year and early next. This will result in approximately \$150,000 savings each year.

McDonald Local School District
Trumbull County
Summary of Significant Assumptions and Accounting Policies
For the Fiscal Year Ending June 30, 2015

Presented below is a comparison of salaries and wages for fiscal years 2010 - 2014.

	Actual Fiscal Year 2010	Actual Fiscal Year 2011	Actual Fiscal Year 2012	Actual Fiscal Year 2013	Actual Fiscal Year 2014
Certified Salaries	\$3,107,000	\$2,559,433	\$2,553,538	\$2,809,425	\$2,827,559
Classified Salaries	560,000	385,226	416,992	416,992	465,962
Substitute Salaries	109,000	78,848	80,949	58,471	84,441
Overtime	11,000	6,118	4,703	5,756	9,617
Supplemental Contracts	163,000	117,059	120,390	121,464	121,464
Severance Pay and Early Retirement Incentives	139,000	122,379	72,610	41,400	62,482
Insurance Incentive	28,000	0	0	0	0
Ins Opt Out/Taxable Benefits	16,000	7,207			
Other Salaries and Wages	11,000	0	0	5,520	5,958
Totals	<u>\$4,144,000</u>	<u>\$3,276,270</u>	<u>\$3,249,182</u>	<u>\$3,459,028</u>	<u>\$3,577,483</u>

Line 3.020 Employees' Retirement/Insurance Benefits

Employees' retirement and insurance benefits include employer contributions to the State pension systems, health care, Medicare, workers' compensation, and other benefits arising from the negotiated agreements.

The School District anticipates minimal unemployment costs as there are no employees on layoff.

Medicare and Retirement will mimic salaries and therefore should not increase in FY16. The Healthcare consortium is carrying a healthy balance and therefore we expect no rate increase for FY16 and could possibly see a savings should some of our new hires be able to take single instead of family coverage.

Presented below is a comparison of past five fiscal years:

	Actual Fiscal Year 2010	Actual Fiscal Year 2011	Actual Fiscal Year 2012	Actual Fiscal Year 2013	Actual Fiscal Year 2014
Employer's Retirement	\$606,000	\$399,914	\$439,935	\$496,785	\$479,966
Health Care/Dental/Vision/Life	948,000	520,032	637,993	667,100	704,401
Workers' Compensation	56,000	25,187	19,399	17,739	19,187
Medicare	48,000	35,332	43,267	45,733	47,415
Unemployment	1,000	55,725	12,046	0	0
Tuition Reimbursement	8,000	9,000	120	5,925	11,070
Ohio Deferred Compensation	2,000	2,000	2,000	2,000	4,000
Totals	<u>\$1,669,000</u>	<u>\$1,047,191</u>	<u>\$1,154,760</u>	<u>\$1,235,282</u>	<u>\$1,266,039</u>

Line 3.030 Purchased Services

Presented below is a comparison of purchased service expenditures for the past five fiscal years:

McDonald Local School District
Trumbull County
Summary of Significant Assumptions and Accounting Policies
For the Fiscal Year Ending June 30, 2015

	Actual Fiscal Year 2010	Actual Fiscal Year 2011	Actual Fiscal Year 2012	Actual Fiscal Year 2013	Actual Fiscal Year 2014
Professional and Technical Services	\$39,000	\$60,453	\$89,379	\$77,178	\$64,987
Property Services	66,000	59,536	80,055	90,298	108,932
Travel and Meeting Expenses	7,000	8,409	8,101	12,517	10,958
Communication Costs	10,000	9,957	8,064	9,280	7,895
Utility Services	242,000	176,990	136,778	142,231	146,456
Tuition and Other Similar Payments	278,000	307,779	436,541	432,538	363,035
Pupil Transportation	50,000	64,146	63,068	56,230	38,988
Other Purchased Services	0	0	0	0	0
Totals	<u>\$692,000</u>	<u>\$687,270</u>	<u>\$821,986</u>	<u>\$820,272</u>	<u>\$741,251</u>

The district has signed to have its natural gas cost reduced by 35%. There are other downward pressures that may keep electrical costs in check. It is anticipated that tuition paid to other districts remains steady based on the most recent ADM analysis. The district may see savings related to new copier contracts.

Line 3.040 Supplies and Materials

Presented below are the supplies and materials expenditures for the past five fiscal years:

	Actual Fiscal Year 2010	Actual Fiscal Year 2011	Actual Fiscal Year 2012	Actual Fiscal Year 2013	Actual Fiscal Year 2014
General Supplies, Library Books and Periodicals	\$94,000	\$59,935	\$81,226	\$77,139	\$65,426
Operations, Maintenance and Repair	75,000	47,195	40,401	60,728	74,706
Textbooks	35,000	8,519	15,660	11,844	43,307
Totals	<u>\$204,000</u>	<u>\$115,650</u>	<u>\$137,287</u>	<u>\$149,711</u>	<u>\$183,439</u>

Supplies and materials are forecast to increase at a three percent clip.

Line 3.050 Capital Outlay

The district has developed a strategy that removes capital expenditures from the general fund. These problems are currently handled by a combination of the Permanent Improvement Fund and the OSFC Maintenance Fund. The newly PI passed levy will supplement the efforts and help keep capital expenditures out of the operating funds.

Line 4.300 Other Objects

Other objects can vary significantly from year to year so it will be forecast flat from previous levels.

Line 5.010 Operating Transfers-Out

Transfers-Out will currently be kept the same to support the capital expense strategy which moves

McDonald Local School District
Trumbull County
Summary of Significant Assumptions and Accounting Policies
For the Fiscal Year Ending June 30, 2015

\$180,000 from the General Fund to the PI fund. With the passage of the new 4.3 mill PI levy, this strategy may change but for now, the Board has not decided whether to continue with the transfers or not. Additionally, the Athletic Department needed a large transfer last year. The Board has decided to remove transportation costs from Athletics since the fee to ride has also been removed. This should allow a smaller transfer this year and a hopefully none the following year.

Line 5.020 Operating Advances-Out

Advances out for this fiscal year are now anticipated to be \$0 as yearbook has solved some chronic problems with revenue.

Line 11.020 Property Tax -- Renewal or Replacement

Though it is required that the district remove renewals from the main body of the forecast document, the amounts deleted may be added back in here at the end of each year to allow for certification of long term contracts. We now must show the loss of our \$260,000 levy with half of the loss occurring in FY 2015 and half in FY2016. The \$580,000 levy that is collecting a reduced amount of \$391,000 is shown dropping off in FY 2017 for half of the \$391,000 amount and the other half in FY 2019.

MCDONALD

TRUMBULL

Schedule of Revenues, Expenditures and Changes in Fund Balances

For the Fiscal Years Ended June 30, 2012, 2013 and 2014 Actual;

Forecasted Fiscal Years Ending June 30, 2015 Through 2019

		Actual				Forecasted				
		Fiscal Year	Fiscal Year	Fiscal Year	Average	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year
		2012	2013	2014	Change	2015	2016	2017	2018	2019
	Revenues									
1.010	General Property Tax (Real Estate)	\$1,523,960	\$1,698,410	\$1,683,737	5.3%	\$1,636,237	\$1,540,781	\$1,383,892	\$1,204,651	\$1,132,720
1.020	Tangible Personal Property Tax									
1.030	Income Tax									
1.035	Unrestricted State Grants-in-Aid	3,460,205	3,565,542	3,917,963	6.5%	4,262,524	4,343,000	4,343,860	4,430,294	4,474,597
1.040	Restricted State Grants-in-Aid	12,908	12,093	9,882	-12.3%	29,616	30,208	30,812	31,429	32,057
1.045	Restricted Federal Grants-in-Aid - SFSF	6,892								
1.050	Property Tax Allocation	292,625	328,195	330,586	6.4%	307,338	311,948	296,627	281,076	275,292
1.060	All Other Revenues	1,138,085	1,054,169	1,071,759	-2.9%	1,183,418	1,183,418	1,183,418	1,183,418	1,183,418
1.070	Total Revenues	6,434,675	6,658,409	7,013,927	4.4%	7,419,133	7,409,355	7,238,609	7,130,868	7,098,084
	Other Financing Sources									
2.040	Operating Transfers-In	158								
2.050	Advances-In	33,974	5,200	5,314	-41.3%	4,800	5,200			
2.060	All Other Financing Sources	37,590	52,769	25,014	-6.1%	17,453	17,453	17,453	17,453	17,453
2.070	Total Other Financing Sources	71,722	57,969	30,328	-33.4%	22,253	22,653	17,453	17,453	17,453
2.080	Total Revenues and Other Financing Sources	6,506,397	6,716,378	7,044,255	4.1%	7,441,386	7,432,008	7,256,062	7,148,321	7,115,537
	Expenditures									
3.010	Personal Services	3,249,182	3,285,222	3,557,483	4.7%	3,673,272	3,639,513	3,676,384	3,738,883	3,802,444
3.020	Employees' Retirement/Insurance Benefits	1,154,661	1,184,511	1,266,039	4.7%	1,281,374	1,266,724	1,288,558	1,314,329	1,340,616
3.030	Purchased Services	818,989	820,272	741,252	-4.7%	850,705	827,716	844,274	861,159	878,382
3.040	Supplies and Materials	137,289	149,711	183,439	15.8%	165,974	170,953	176,081	181,364	186,805
3.050	Capital Outlay	1,272	78,759	452	2996.2%	1,048	1,080	1,112	1,146	1,180
	Debt Service:									
4.040	Principal-State Advancements	1,000,500								
4.300	Other Objects	60,712	67,538	64,483	3.4%	63,160	64,423	65,712	67,026	38,367
4.500	Total Expenditures	6,422,605	5,586,013	5,813,148	-4.5%	6,035,533	5,970,409	6,052,121	6,163,907	6,247,794
	Other Financing Uses									
5.010	Operating Transfers-Out	75,893	188,744	203,550	78.3%	195,000				
5.020	Advances-Out	5,200	5,314	5,652	4.3%					
5.030	All Other Financing Uses									
5.040	Total Other Financing Uses	81,093	194,058	209,202	73.6%	195,000				
5.050	Total Expenditures and Other Financing Uses	6,503,698	5,780,071	6,022,350	-3.5%	6,230,533	5,970,409	6,052,121	6,163,907	6,247,794
6.010	Excess of Revenues and Other Financing Sources over (under) Expenditures and	2,699	936,307	1,021,905	17300.0%	1,210,853	1,461,599	1,203,941	984,414	867,743
7.010	Cash Balance July 1 - Excluding Proposed	680,733	683,432	1,619,739	68.7%	2,641,644	3,852,497	5,314,096	6,518,037	7,502,451
7.020	Cash Balance June 30	683,432	1,619,739	2,641,644	100.0%	3,852,497	5,314,096	6,518,037	7,502,451	8,370,194
8.010	Estimated Encumbrances June 30	87,470	10,255	14,273	-24.5%	15,000	15,000	15,000	15,000	15,000
10.010	Fund Balance June 30 for Certification of	595,962	1,609,484	2,627,371	116.7%	3,837,497	5,299,096	6,503,037	7,487,451	8,355,194
	Revenue from Replacement/Renewal Levies									
11.010	Income Tax - Renewal							200,000	190,000	100,000
11.020	Property Tax - Renewal or Replacement									
11.300	Cumulative Balance of Replacement/Renewal							200,000	390,000	490,000
12.010	Fund Balance June 30 for Certification of Contracts, Salary Schedules and Other Obligations	595,962	1,609,484	2,627,371	116.7%	3,837,497	5,299,096	6,703,037	7,877,451	8,845,194
15.010	Unreserved Fund Balance June 30	595,962	1,609,484	2,627,371	116.7%	3,837,497	5,299,096	6,703,037	7,877,451	8,845,194

EVALUATION OF PROFESSIONAL STAFF (Teachers)

The Board of Education, in consultation with teachers employed by the Board, adopts this standards-based evaluation policy in conformance with the framework for evaluation of teachers developed by the State Board of Education under Ohio Revised Code Section (RC) 3319.112. The Board directs the Superintendent to implement this policy in accordance with State law.

1. Teaching Employees Covered by this Policy

- A. This policy applies to any person employed under a teacher's license or a professional teacher's certificate in accordance with State law and who spends at least 50% of his/her time providing student instruction.
- B. Principals shall be evaluated in accordance with the principal evaluation policy adopted by the Board in accordance with RC 3319.02.
- C. This policy does not apply to the Superintendent, Treasurer or "other administrator" as defined by RC 3319.02. This policy also does not apply to substitute teachers.

2. Credentialed Evaluators

The Board will adopt a list of approved credentialed evaluators. Each teacher evaluation conducted under this policy shall be conducted by a person: 1) who is eligible to be an evaluator in accordance with RC 3319.111(D); and 2) who holds a credential established by the Ohio Department of Education (ODE) for being an evaluator. Every evaluator must complete state-sponsored evaluation training and is required to pass an online credentialing assessment.

3. Evaluation Time Line and Requirement

A. All Teachers

- 1) Subject to the provisions of RC 3319.111(C), except as provided in division (C)(2) of this Section, District administrators shall conduct an evaluation of each teacher subject to this policy at least annually. Each evaluation shall consist of two cycles of formal observations of at least 30 minutes each. All teacher evaluations shall be completed by the first day of May, and each teacher subject to this policy shall be provided with a written copy of the evaluation results by the 10th day of May.

2) For those teachers who are on limited or extended limited contracts pursuant to RC 3319.11 and who are under consideration for nonrenewal, one evaluation consisting of at least three formal observations must be conducted annually by the first day of May. Each teacher on a limited or extended limited contract shall be provided with a written copy of the evaluation results by the 10th day of May.

B. Skilled (Added as B)

The Board elects to evaluate a teacher receiving an effectiveness rating of "skilled" on the teacher's most recent evaluation conducted pursuant to this policy once every two (2) years. During the "off" year, one (1) observation and at least one (1) conference with the teacher is required. Student Growth Measures must be calculated in ETPES and remain average or higher. The skilled rating will be carried forward to the Final Summative to complete the rating for the "off" academic year, if requirements above are met. Option available to complete full evaluation, if desired.

C. Accomplished Teachers (Changed from B to C)

- 1) The Board elects to evaluate a teacher receiving an effectiveness rating of "Accomplished" on the teacher's most recent evaluation conducted pursuant to this policy once every two (2) years. ~~Any biennial evaluation conducted under this provision must be conducted and completed by the first day of May, and the teacher shall be provided with a written copy of the evaluation results by the 10th of May.~~ The accomplished rating will be carried forward to the Final Summative in 2014-2015. No observations, conferences or SGM are required. Option available to complete selected evaluation components, if desired.
- 2) The Board elects to evaluate a teacher receiving an effectiveness rating of "Accomplished" on the teacher's most recent evaluation conducted pursuant to this policy, via one formal observation, provided the teacher completes a project that has been approved by the Board to demonstrate the teacher's continued growth and practice at the Accomplished level. The teacher must submit a proposed project to the Superintendent no later than October 1 for the Superintendent to obtain the necessary Board approval.

4. Assigning an Effectiveness Rating.

Each evaluation will result in an effectiveness rating of "Accomplished," "Proficient," "Developing," or "Ineffective." An effectiveness rating is based on the following two categories: 1) Teacher Performance; and 2) Student Growth Measures. 50% of the evaluation will be attributed to Teacher Performance and 50% will be attributed to multiple measures of Student Growth.

Teacher Performance and Student Growth Measures ratings shall be combined to reach the summative teacher effectiveness rating. The Evaluation Matrix developed by the ODE is incorporated herein.

The Board shall annually submit to the ODE, in accordance with ODE guidelines, the number of teachers assigned an effectiveness rating, aggregated by the teacher preparation programs from which, and the years in which, the teachers graduated.

5. Calculating Teacher Performance

Teacher Performance is evaluated during the two cycles of formal observations. 50% of the effectiveness rating will be attributed to Teacher Performance through a holistic process based upon the following Ohio Standards for the Teaching Profession and training for credentialed evaluators:

- A. Understanding student learning and development and respecting the diversity of the students they teach;
- B. Understanding the content area for which they have instructional responsibility;
- C. Understanding and using varied assessment to inform instruction, evaluate and ensure student learning;
- D. Planning and delivering effective instruction that advances individual student learning;
- E. Creating learning environments that promote high levels of learning and student achievement;
- F. Collaborating and communicating with students, parents, other educators, District administrators and the community to support student learning and
- G. Assuming responsibility for professional growth, performance, and involvement.

The Superintendent/designee has developed, in consultation with teachers, evaluation tools to be used in calculating the Teacher Performance. The tools are aligned to the Ohio Standards for the Teaching Profession and the Ohio Teacher Evaluation System Performance Rubric. Those tools are as follows:

- 1. Two cycles of formal evaluations.
- 2. May include one or more walk-throughs.
- 3. May include a preconference and/or post conference in connection with any formal evaluation.
- 4. May include a Professional Improvement Plan using the forms attached as Exhibit 1 and/or a Professional Growth Plan using the form attached as Exhibit-2, in each case as necessary.

6. Calculating Student Growth Measures

For purposes of the Ohio Teacher Evaluation System (OTES), "Student Growth" means the change in student achievement for an individual student between two or more points in time. This component of the evaluation includes some combination of the following: 1) Teacher-level value-added data; 2) ODE-approved assessments and/or 3) Locally-determined measures.

- A. Teacher-Level Value-Added: "Value-Added" refers to the value-added methodology provided by ODE. Where value-added data for grades 4-8 English language arts and mathematics exists (via state-provided assessments), value-added data must be one of the multiple measures used in calculating student growth.
- B. ODE-Approved List of Assessments: Assessments, if utilized by the District, must be included as one of the multiple measures of student growth. Assessments utilized must be included when calculating the 50% attributed to Student Growth Measures. The Superintendent/designee, in consultation with teachers and subject to Board approval, will utilize the assessments on the approved list as he/she deems necessary and appropriate.
- C. Locally-Determined Measures: For courses of instruction in which neither Teacher level value-added data nor ODE-approved assessments are available, the Superintendent/designee, in consultation with teachers and subject to Board approval, shall establish a process in accordance with ODE guidance to create Student Learning Objectives (SLOs) to measure student growth in the courses of instruction.

The percentages the District will attribute to teacher-level value-added, ODE-approved assessments, and locally determined measures are as follows:

- 1. For teachers teaching courses for which teacher-level value-added data is available, (a) the percentage attributable to teacher-level value-added data will equal 1x the quotient of (i) the number of courses for which teacher-level value-added data is available taught by the teacher and (ii) the number of courses taught by the teacher and (b) the percentage attributable to other than teacher-level value-added data will be determined as provided in paragraph two.
- 2. For teachers teaching courses for which teacher-level value-added data is not available for any courses taught, percentage options will be calculated from the following options:
 - A. Vendor Assessment (if applicable) — 10%;

- B. Shared Attribution 10% and/or
- C. Student Learning Objectives (created by the teacher and approved by a Student Learning Objectives committee) — 30% (if Vendor Assessment not applicable — 40%).

In the calculation for student academic growth, any student who is absent 1) 15 or more times from any nine week course, 2) 30 or more times from any semester course or 3) 60 or more times from any year course will not be included.

Data from these multiple measures will be scored on five levels in accordance with ODE guidance and converted to a score in one of three levels of student growth: 1) "Above," 2) "Expected" and 3) "Below."

7. Professional Growth and Improvement Plans

Teachers must develop professional growth or improvement plans based on the Evaluation Matrix.

- A. Above-Expected levels: Teachers who meet Above-Expected levels of student growth must develop a Professional Growth Plan and choose their credentialed evaluator for the evaluation cycle from the Board-approved list. The Professional Growth Plan will be in the form attached as Exhibit 2.
- B. Expected levels: Teachers who meet Expected levels of student growth must develop a Professional Growth Plan collaboratively with a credentialed evaluator for the evaluation cycle from the Board-approved list. The teacher will have input on the selection of a credentialed evaluator for the evaluation cycle. The Professional Growth Plan will be in the form attached as Exhibit 2.
- C. Below-Expected levels: Teachers who meet Below-Expected levels of student growth must comply with an Professional Improvement Plan developed by the credentialed evaluator assigned by the Superintendent/designee for the evaluation cycle from the Board-approved list. The Professional Improvement Plan will be in the form attached as Exhibit 1.

8. Retention and Promotion Decisions

The Board will use the procedures set forth in ARTICLE X of the Collective Bargaining Agreement between the Board and the McDonald Education Association (MEA), as the same is in effect from time to time (CBA), in making retention and promotion decisions.

Seniority shall not be a basis for making retention decisions, except when making a decision between teachers who have comparable evaluations. For purposes of this Section 8, any teacher who has received an effectiveness rating of "Accomplished," "Proficient" or "Developing" on an evaluation shall be deemed to have "comparable evaluations."

9. Removal of Poorly Performing Teachers

Teachers of core subjects earning a rating of Ineffective for two of the three most recent school years who pass all written examinations of content knowledge selected by ODE shall be required to complete professional development courses (at their own expense) targeted to the deficiencies identified in the evaluations. Failure to complete professional development or a subsequent Ineffective evaluation shall be grounds for termination or separation.

Teachers of core subjects earning a rating of Ineffective for two of the three most recent school years who fail any of the written examinations of content knowledge selected by ODE may be removed as determined by the Superintendent.

Teachers of subjects other than core subjects earning a rating of Ineffective for two of the three most recent school years shall be required to complete professional development courses (at their own expense) targeted to the deficiencies identified in the evaluations. Failure to complete the professional development or a subsequent Ineffective evaluation shall be grounds for termination or separation.

The Board will use the procedures set forth in ARTICLE X of the CBA for purposes of removing poorly performing teachers.

10. Professional Development

The Board's plan for the allocation of financial resources to support professional development has been developed in consultation with District administrators and teachers and shall be as provided in ARTICLE XLTI of the CBA.

11. Amendment

The Board shall not amend, modify or rescind this policy without first engaging in consultation with the teachers of the District in substantially the same manner and to substantially the same degree as the District engaged in consultation prior to the adoption of this policy. This policy shall not be changed unless such change is approved by both the Board and the duly authorized representatives of the MBA.

12. Term

The term of this policy shall be coextensive with the term of the first Collective Bargaining Agreement between the Board and the MBA that is adopted after the date of this policy.

[Adoption date: August 8, 1984]

[Re-adoption date: November 16, 2009]

[Re-adoption date: June 17, 2013]

LEGAL REFS.: ORC 3319.11; 3319.111; 3319.112; 3319.16; 3319.58
Chapter 4117
OAC 3301-35-05

CROSS REFS.: AF, Commitment to Accomplishment
GBL, Personnel Records
GCB, Professional Staff Contracts and Compensation Plans

CONTRACT REF.: Teachers' Negotiated Agreement

File: JP

POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS
(Restraint and Seclusion)

Positive Behavioral Interventions and Supports (PBIS)

The District implements PBIS on a system-wide basis. The Board directs the Superintendent/designee to develop a PBIS system that is consistent with the components set forth in the State Board of Education's (SBOE) policy on positive behavior interventions and supports. The District encourages family involvement as an integral part of its PBIS system.

Prohibited Practices

The District does not engage in practices prohibited by State law, including:

1. prone restraint;
2. any form of physical restraint that involves the intentional, knowing or reckless use of any technique that:
 - A. involves the use of pinning down a student by placing knees to the torso, head or neck of the student;
 - B. uses pressure point, pain compliance or joint manipulation techniques or
 - C. otherwise involves techniques that are used to unnecessarily cause pain.
3. corporal punishment;
4. child endangerment, as defined by Ohio Revised Code Section (RC) 2919.22;
5. deprivation of basic needs;
6. seclusion and restraint of preschool children in violation of Ohio Administrative Code Section (OAC) 3301-37-10;
7. chemical restraint;
8. mechanical restraint (that does not include devices used by trained school personnel, or by a student, for the specific and approved therapeutic or safety purposes for which such devices were designed and, if applicable, prescribed);

9. aversive behavioral interventions or
10. seclusion in a locked room or area.

Restraint

Physical restraint may not be used as a form of punishment or discipline, or as a substitute for other less restrictive means of assisting a student in regaining control. The use of prone restraint is prohibited. This policy does not prohibit the use of reasonable force and restraint as provided by RC 3319.41.

Restraint may be used only:

1. if a student's behavior poses an immediate risk of physical harm to the student or others and no other safe or effective intervention is available;
2. if the physical restraint does not interfere with the student's ability to breathe;
3. if the physical restraint does not interfere with the student's ability to communicate in the student's primary language or mode of communication and
4. by school personnel trained in safe restraint techniques, except in the case of rare and unavoidable emergency situations when trained personnel are not immediately available.

Seclusion

Seclusion may not be used as a form of punishment or discipline, for staff convenience or as a substitute for other less restrictive means of assisting a student in regaining control.

Seclusion may be used only:

1. if a student's behavior poses an immediate risk of physical harm to the student or others and no other safe or effective intervention is available;
2. for the minimum amount of time necessary to protect the student and others from physical harm;
3. in a room or area that is not locked, does not preclude the student from exiting the area should the staff member become incapacitated or leave, and that provides adequate space, lighting, ventilation and the ability to observe the student and

4. under the constant supervision of trained staff able to detect indications of physical or mental distress that require removal and/or immediate medical assistance, and who document their observations of the student.

Repeated Dangerous Behaviors

The District conducts functional behavioral assessments for students who repeatedly engage in dangerous behavior that leads to instances of restraint and/or seclusion to identify students' needs and more effective ways of addressing those needs. Behavioral intervention plans that incorporate appropriate positive behavioral interventions are created when necessary.

Training and Professional Development

The District trains an appropriate number of personnel in each building in crisis management and de-escalation techniques. The District maintains written or electronic documentation of provided training and lists of participants in each training session.

All student personnel, as defined by OAC 3301-35-15, are trained annually on the SBOE's and the District's policies and procedures regarding restraint and seclusion.

The Board directs the Superintendent/designee to develop a plan for any necessary training of student personnel to implement PBIS on a system-wide basis.

Data and Reporting

Each incident of seclusion or restraint is immediately reported to the building administrator and the student's parent. Each incident of seclusion or restraint is documented in a written report, which is made available to the student's parent within 24 hours. The District maintains written reports of seclusion or restraint. These reports are educational records under the Family Education Rights and Privacy Act.

The District annually reports information concerning the use of restraint and seclusion to the Ohio Department of Education (ODE), as requested by ODE.

Monitoring and Complaint Processes

The Board directs the Superintendent/designee to establish a procedure to monitor the implementation of State law and the District's policy on restraint and seclusion.

File: JP

The Board directs the Superintendent/designee to establish District complaint procedures, which include a:

1. procedure for parents to present complaints to the Superintendent to initiate a complaint investigation by the District regarding incidents of restraint or seclusion and
2. requirement that the District respond to parents in writing within 30 days of the filing of a complaint regarding restraint and seclusion.

Parents are notified annually of the District's seclusion and restraint policies and procedures, which are also posted on the District's website.

[Adoption date:]

LEGAL REF.: ORC 2919.22
OAC 3301-35-15
3301-37-10

CROSS REFS.: IGBA, Programs for Students with Disabilities
JF, Student Rights and Responsibilities
JGA, Corporal Punishment
JH, Student Welfare
JHF, Student Safety

NOTE: Beginning with the 2013/2014 school year, districts are required to develop policies dealing with seclusion, restraint and PBIS. The requirement stems from OAC 3301-35-15, which was finalized through the Joint Committee on Agency Rule Review (JCARR) on April 8, 2013. Prior to rule finalization, the State Board of Education (SBOE) adopted an accompanying model policy in January 2013. The rule requires district policies and procedures to be consistent with the SBOE policy.

Policies and procedures dealing with seclusion and restraint are required to be posted on the district's website and parents must be notified annually of district policies and procedures dealing with seclusion and restraint.

THIS IS A REQUIRED POLICY

2015 McDonald High School
Graduates

EXHIBIT D

Alysia Bansberg
Jacob Tyler Billock
Shawn E. Booty Jr.
Nicholas F. Cellio IV
Tyler James Christoff
Austin Colburn
Zachary Robert Conley
Tyler Cvetkovich
Samantha Marie Dawson
Michael Deak
Cassandra Lynn Rose Dean
Taylor Elizabeth Dean
Hannah Renee DeBow
Alex Dickson
Caleb Dimery
Austin Durfee
Michaela Jane Ellis
Taylor Nicole Fortune
Sylvie Gratz
Zacharias A. Hale
Savannah Kathleen Harrison
Zachary A. Hawout
Georgianna Mae Hepfner
Cody Hunt
Cameron M. Ifft
Kyle Jerina
Jacob Johnson
Samantha Victoria Johnson
David Keener
Emily Ann Kelly
Madison Rose Leigh Kraynek
Marissa Latcheran

2015 McDonald High School
Graduates

Issabell Leeper
Bailey Ann Lindauer
Abby Lipkovich
David Lowe
Jacob T. Lowry
Jacob R. Miller
Erin Murphy
Nathan Scott Murray
Natalie Nicole Naples
David G. Natoli
Bobbi Marie Oakes
Richard Charles Oblinsky
Brendan Padovan
Brittany Lynn Palowitz
Christian N. Plant
Anthony D. Pugh
Brandon M. Quinlan
Jo-Anna Riley
Alyssa Ritz
Elizabeth Ruminski
Dillon Simmons
Christian J. Smith
Matthew Smith
Megan Renee Smith
Michael Soots
Seth N. Staudacher
Bryce D. Street
Erika Townsend
Conner Tuttle
Alexis Underwood
Daniel VanMeter Jr.
Celina Raquel Vidman

2015 McDonald High School
Graduates

Bre'Anna Wallace

Samantha Lynn Marie Welch

Dianna West

Tina Wilkerson

Cody James Williamson

Bradley Woodley

William Woolfrom

Patrick Thomas Wynyard

Albert Edwin Yates

2015 McDonald Little Blue Devils
Football Schedule

Week one

August - 15-16

Newton Falls @ McDonald 1:00

Week Two

August - 22-23

McDonald @ Sebring

Week Three

August - 29-30

Southington @ McDonald

Week Four

September - 5-6

McDonald @ Champion

Week Five

September - 12-13

McDonald @ Mathews

Week Six

September - 19-20

Jackson Milton @ McDonald

Week Seven ** Should Be Night Game **

September 26-27

Badger @ McDonald

Playoffs to follow

October 3-4 We should be hosting **

October 10-11

All games are at 1:00 pm unless otherwise stated

