

REPORT OF THE SUPERINTENDENT TO THE BOARD OF EDUCATION

May 20, 2013

YEAR END

As usual, this is a very busy time of the year with all the end-of-year responsibilities including partner school award assemblies and graduations. The Pioneer Awards Assembly was held on Thursday, May 2 in the Gale Leimbach Arena. Our students have been awarded over \$400,000 in scholarships already this year! It is so rewarding to see our students recognized for their excellent work!!

The senior recognition, "Senior Moments" was held Wednesday, May 15 at 12:30 pm. Seniors were recognized for completing their Career Technical program and upcoming graduation at their partner school. Ms. Lindi Lane, Student Council Advisor, did a wonderful job organizing the event and making it a very special occasion for our students.

REDUCTION IN FORCE

I have provided a few notices for reductions in force and one (1) first year grace for next year. The high school enrollment has increased by about 100 students from this time last year. These are the notices that were delivered:

INSTRUCTOR	PROGRAM	REASON
Jim Smith	CBI	Elimination of Program/Low Enrollment
Melinda Shaum	Facility Services	Elimination of Program/Low Enrollment
Pam Bell	Medical Office	First Year Grace/Low Enrollment
	Cosmetology	Elimination of Program/Attrition
	Cosmetology	Elimination of position from full time to 5/8's time
	FCS – Colonel Crawford	Elimination of Program/Attrition
	FCS - Wynford	Elimination of Program/Attrition

Facilities Services is a program for special needs students' and should have enough enrollment to prevent elimination. Although these RIF letters are delivered April 30th, all enrollments for these programs will be reviewed prior to the June Board of Education Meeting and final recommendations will be made at that time. Due to various reasons, I will be recommending that the following programs/positions be abolished at the June Board meeting: CBI, Colonel Crawford FCS, Wynford FCS, and one (1) Cosmetology position. I also am recommending that one (1) Cosmetology position be reduced from full time to 5/8's time.

Due to funding cuts, we have worked diligently to reduce cost, so when a position is vacated or there is low enrollment, we examine options to abolish the program/position, reduce the program/position from full-time to part-time or redesign the program/position for more student appeal or more efficiency. This validates our commitment to our constituents to be good stewards of our finances.

ADMINISTRATOR YEAR-END REVIEWS

We will be doing the Administrator year-end reviews in the next couple of weeks. Our year-end Administrator Retreat is scheduled for June 7, 2013 at Hope Cabins in the Northmor area. At the retreat we will review our 2012 – 2013 progress, review the Strategic Plan, share staff requests, and begin planning for the 2013 -14 school year. We have scheduled the Board Goal Setting Retreat for July 31, 2013 from 12:00 pm - 4:00 pm at the Pioneer Performing Arts Center. Lunch will be provided. Agendas will be sent out at a later date.

OTES POLICY

I have included the new Ohio Teacher Evaluation System (OTES) policy for your review. This policy must be approved by July 1, 2013, so I will ask for your approval of the policy at the next board meeting.

AMERICAN GOVERNMENT/AMERICAN HISTORY END OF YEAR EXAM

As mandated by legislation, the Social Studies Department has developed an End-of-Year exam in American Government and American History. We are presenting these exams for your review at this Board meeting and will be asking you to approve them in June.

STUDENT ACCIDENT INSURANCE

We have a new student insurance agent for the 2013 – 2014 school year, Shelby Mutual Insurance Agency. They are offering a standard accident plan for all students attending Pioneer at a very affordable rate. Rates have increased slightly.

PERSONNEL

Due to the many retirements this year, we are asking you to approve several new staff members at this meeting. We will be asking you to approve instructors for Chemistry/Physics, Masonry, Student Services, and Industrial Technologies. Our staff used a team process to interview candidates for these positions, and then the team selects two (2) to three (3) people for final interviews with me. The teams realize the importance of hiring quality people for these positions and have done an excellent job selecting the best candidates for your approval.

All other personnel items are common for this time year.

EXECUTIVE SESSION

We will be entering into Executive Session to discuss negotiations and our Security Plan.

The Education Association of Pioneer (EAP) had the agreement ratified on Wednesday, May 15, 2013. Negotiations were completed in two and one half (2 1/2) days using the Interest Based Bargaining (IBB) system. The EAP brought four (4) items plus economics to the table and the Board brought five (5) items plus economics to the table. We had two issues in common. Other areas of the contract were settled through housekeeping - a cleaning up of contract language. The following issues were tentatively agreed upon:

- Association/Board Issue: An addition to the Complaint Procedure and Individual Rights that is no longer in conflict with state or federal law or the ODE Professional Code of Conduct.
- Association/Board Issue: Certified/Licensed Staff Evaluation Procedure will follow the new Ohio Teacher Evaluation System as developed by the Ohio Department of Education. The OTES procedure was reviewed and developed by an Administrative and EAP committee prior to presentation at negotiations. This also meets the legislative requirements that the evaluation system must be in consultation with the teacher's association.

- Board Issue: Classified Evaluation Procedures were changed to be in alignment with the Certified/Licensed Staff Evaluation procedures.
- Board Issue: Three Probationary Period – Although a probationary period for new teachers was not approved, an extra year was added to one (1) year contracts to provide flexibility if a staff member performance is not quality.
- Association Issue: Request for Unrestricted Personal Days - Personal Days were changed to unrestricted until May 1st, then staff must notify the superintendent of the reasons for personal day request. Association Issue: Ensure that Workload not Increased with RIF, Job Abolishment and Absences – issue withdrawn.
- Board Issue: Elimination of Ten (10) minute Floats for Double Lab instructors. Floats will be on an “On Call” only basis and labs will stay split out for a 3 year grace period if numbers are above 15 students.

If you accept the two (2) year agreement, the staff will receive a 3.5% increase on the base for the first year and a 2.5% increase for the second year with no step increases at a cost of \$499,851. (Steps for the 1st year would have cost \$195,900 and for the 2nd year \$203,736 at a total cost of \$399,656.

I will recommend the Administrators Linda Schumacher and Jason Fortman in the School Employee Retirement System (SERS) receive the same changes to their contracts. My recommendation for Administrators in the State Teacher Retirement System (STRS) receive a 2.5% the first year and a 1.5% the second year. Administrators in the STRS system have a retirement pick up in their contracts which would require the pick-up of an additional 1% in each year. These changes will keep everyone on a level playing field.

I will have a news release prepared for the media after the Board meeting. This information is confidential and cannot be released until you approve the contract.

I am pleased with the final results of negotiations. This plan will be of very little cost to the district. I believe both sides felt the agreement was fair for all concerned.

I would also like to present to you the Security Plan for your approval. I will have copies of the plan ready for Executive Session. The plan was presented for your review a few months ago, we have had our final meetings with the Security committee and are now ready to finalize the plan for approval.