

File: BDDH (Also KD)

PUBLIC PARTICIPATION AT BOARD MEETINGS

All meetings of the Board and Board-appointed committees are open to the public.

In order for the Board to fulfill its obligation to complete the planned agenda in an effective and efficient fashion, a maximum of 15 minutes of public participation will be devoted to any one topic, unless a majority of the Board votes to continue the discussion. Public participation at committee meetings is limited to those invited to speak on specific issues.

Each person addressing the Board shall complete a form listing his/her name, address and the agenda or non-agenda item prior to the meeting. If several people wish to speak, each person is allotted five minutes until the total time of 15 minutes per topic is used. During that period, no person may speak twice until all who desire to speak have had the opportunity to do so. Persons desiring more time should follow the procedure of the Board to be placed on the regular agenda. The period of public participation may be extended by a vote of the majority of the Board, present and voting.

Agendas are available to all those who attend Board meetings. The section on the agenda for public participation shall be indicated. Noted at the bottom of each agenda shall be a short paragraph outlining the Board's policy on public participation at Board meetings. The Board will not hear personal complaints of school personnel or complaints against any person connected with the District during public hearing times at Board meetings. Such concerns and comments about individuals should be brought to the attention of the administration through the applicable channels as outlined in Board policies and procedures.

[Adoption date: June 15, 2000]
[Re-adoption date: January 2, 2003]
[Re-adoption date: September 20, 2012]
[Re-adoption date:]

LEGAL REFS.: ORC 121.22
3313.20

CROSS REFS.: BCE, Board Committees
BD, School Board Meetings
BDDB, Agenda Format
BDDC, Agenda Preparation and Dissemination
BG, Board-Staff Communications (Also GBD)

REDUCTION IN PROFESSIONAL STAFF WORKFORCE
(Administrators Both Professional and Support)
(Alternate version 2)

The Board recognizes that no contract entered into with a member of the administrative staff may be suspended except in the following manner. Accordingly, this policy was developed with input from the District's administrative staff.

The reasons for which the Board considers suspending an administrator's contract are:

1. a decrease in the District's enrollment;
2. a return to duty of an administrator after a leave of absence;
3. the suspension of schools or territorial changes affecting the District;
4. financial conditions affecting the District or
5. reorganization and/or consolidation of administrative functions.

The following procedure is followed in the event that the Board determines it is necessary to reduce its administrative staff through a suspension of contract.

If it is necessary to achieve a reduction in the administrative staff, the Board may proceed to suspend contracts in accordance with the recommendation of the Superintendent. In making his/her recommendation, the Superintendent gives consideration to administrators who have the greater seniority in administrative service with the District among those who are properly certificated/licensed for a particular position. However, the Board recognizes that administrative positions are not interchangeable, and that the primary factor in any reduction of administrators is the best interest of the District.

Any administrator whose contract is to be suspended as the result of a reduction in the administrative staff is notified, in writing, of his/her intended suspension at least 15 calendar days prior to the next regularly-scheduled Board meeting at which the action is to be taken.

The suspension becomes effective no sooner than 30 days after said action.

An administrator whose contract is suspended pursuant to this policy and who was employed by the District previously under a continuing contract as a teacher, or who had a continuing contract as a teacher elsewhere prior to being employed by the District as an administrator and who has served the District for at least two years, is offered a position in the District as a classroom teacher in his/her area of certification/licensure, provided he/she possesses more seniority of service than the teacher with the least seniority of service who is currently employed.

Administrators whose contracts are suspended are on the administrative recall list for a period of two years from the last day of active employment by the District, unless the administrator has accepted, prior to such time, other employment.

Administrators who are on the administrative recall list have the right of recall only to their prior position (i.e., "assistant principal at the middle school") and only if the Board re-institutes that position. However, the Board considers such administrators for openings occurring in any other administrative position for which the administrator is qualified and holds the appropriate certification/licensure. The primary factor in filling administrative positions are the best interests of the District.

An administrator is notified of a recall by certified mail and must accept, in writing, the employment within 15 days of service of the recall notice. It is the administrator's responsibility to maintain a current mailing address and email address with the Board. Failure to accept recall within 15 days is interpreted as an indication that the administrator does not wish to return to active employment in the District and results in the removal of the administrator from the recall list. If the recall occurs after August 1, the administrator must respond, in writing, within five days or he/she is removed from the recall list.

(Approval date:)