

New Lexington, Ohio

September 7, 2012

The New Lexington City Board of Education met in special session at 4:00 p.m. in the New Lexington School Board Administration Office, 1605 Airport Rd.

Members present: Jeanette Addington, Mary Dodd, Carl Fondale, Joyce Barnett and Mike Davisson.

Pursuant to Section 121.22 {F}, Revised Code, the local news media along with the members of the Board of Education were informed of the meeting.

It was moved by Fondale and seconded by Davisson to adjourn to executive session at 4:02 p.m. under the provisions of O.R.C. 121.22(G)(1) to investigate complaint against a public employee and to consider actions regarding employment and discipline of personnel.

THE VOTE: Fondale, yes; Davisson, yes; Addington, yes; Fondale, yes; Barnett, yes. President Addington declared the motion carried.

Board President declared the Board in open session at 4:43 p.m.

It was moved by Davisson and seconded by Fondale to adopt Resolution #12-18 as follows:

WHEREAS, Ohio Revised Code Section 3313.53 provides in relevant part that, “no contract issued under this section shall be terminated or suspended except pursuant to the procedure established by division (C) of section 3319.08.1 of the Revised Code”; and

WHEREAS, division (C) of Ohio Revised Code Section 3319.08.1 provides in relevant part that, “[t]he contracts as provided for in this section may be terminated by a majority vote of the board of education. Except as provided in sections 3319.08.10 and 3319.17.2 of the Revised Code, the contracts may be terminated only for violation of written rules and regulations as set forth by the board of education or for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, or any other acts of misfeasance, malfeasance, or nonfeasance”; and

WHEREAS, the New Lexington City School District Board of Education employed Koy Dennis on a 1-year supplemental contract as Middle School Assistant Football Coach for the 2012-2013 school year pursuant to Ohio Revised Code Section 3313.53; and

WHEREAS, Koy Dennis is not a teaching employee of the New Lexington City School District; and

WHEREAS, upon internal administrative investigation of various parent and student complaints filed recently against Koy Dennis as a non-teaching, supplemental contract employee of the New Lexington City School District in his role as Middle

School Assistant Football Coach, the Superintendent was able to confirm and substantiate that Koy Dennis violated the following reasonable rules and regulations of the New Lexington City School District Board of Education and in the following manners:

- Harassing/bullying of student athletes (in violation of Board Policies 5517.01, 3210 and 3213);
- Using profanity directed toward student athletes (in violation of Board Policies 3210 and 3213);
- Failure to complete scouting reports (in violation of job description requirements);
- Failure to report (or investigate) to the school administration allegations from parent concerning harassment/bullying among student athletes (in violation of Board Policy 5517.01);
- Failure to ensure safety of students in several respects, including but not limited to providing water supplies for student athletes during practices (in violation of Board Policies 3210 and 3213);
- Failure to ensure the proper conduct and actions of team players (in violation of job description requirements);
- Failure to supervise players in day-long practices, meetings, lunch and locker room activities (in violation of job description requirements);
- Failure to make contacts with the public with tact and diplomacy (in violation of job description requirements and Board Policy 3210);
- Failure to interact in a positive manner with staff, students and parents (in violation of job description requirements and Board Policy 3210); and

WHEREAS, the Superintendent has determined that the above violations to constitute good and just cause for termination of non-teaching employee Koy Dennis's supplemental contract as Middle School Assistant Football Coach for the New Lexington City School District for the 2012-2013 school year on the bases of immoral conduct, insubordination, discourteous treatment of the public and neglect of duty; and

WHEREAS, it is the Superintendent's recommendation that the Board act to approve the termination of non-teaching employee Koy Dennis's supplemental contract as Middle School Assistant Football Coach for the New Lexington City School District for the 2012-2013 school year as provided herein, with such action to be effective immediately;

NOW, THEREFORE BE IT RESOLVED, that the New Lexington City School District Board of Education hereby acts to approve the Superintendent's recommendation that good and just cause exists pursuant to Ohio Revised Code Sections 3313.53 as well as 3319.08.1 to terminate the non-teaching supplemental contract of employment of Koy Dennis as Middle School Assistant Football Coach for the 2012-2013 school year on the grounds detailed and described above herein;

BE IT FURTHER RESOLVED, that the New Lexington City School District Board of Education hereby acts to terminate Koy Dennis's supplemental contract of employment with the District effective immediately;

BE IT FURTHER RESOLVED, that the New Lexington City School District Board of Education hereby directs its Superintendent to report these matters to the Ohio Department of Education as required by Ohio law;

BE IT FURTHER RESOLVED, that the New Lexington City School District Board of Education hereby directs its Treasurer to provide written notice of this action, along with an accompanying explanation of any applicable rights and/or provisions pursuant to Ohio Revised Code Sections 3313.53 and/or 3319.08.1 and any other applicable laws or policies to Koy Dennis forthwith to the last known address on file with the District, with such notice to be sent by certified U.S. mail return receipt requested as well as regular U.S. mail.

THE VOTE: Davisson, yes; Fondale, yes; Addington, yes; Dodd, yes; Barnett, yes. President Addington declared the motion carried.

Carl Fondale raised a concern about the student drop off area at Junction City Elementary. Mrs. Sherburne will discuss his concerns with the principal.

It was moved by Fondale and seconded by Davisson to adjourn the meeting.

THE VOTE: Fondale, yes; Davisson, yes; Addington, yes; Dodd, yes; Barnett, yes. President Addington declared the motion carried.

President

Treasurer