



Department of
Job and Family Services

Ted Strickland, Governor
Douglas E. Lumpkin, Director

MEMORANDUM

Date: May 3, 2010

002-09-125
WARN Identified Number

TO: See Distribution Below*

FROM: Jean Ann Carlson, Rapid Response Program Manager

SUBJECT: WARN received: Medina City Schools

The Rapid Response Section has received notice of a plant closing or mass layoff which has occurred in your region. A copy of the notice is attached and is being provided for your information and action.

If you have any questions concerning this notice, please contact Sue Newland, Rapid Response Coordinator, at (614) 644-0568. If Sue is not available, you may call Jean Ann Carlson, at (614) 466-9700..*Distribution:

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Primary Workforce Area: 2

Medina (Medina County)

One-Stop Office: Medina Works

Attachment

WARN DATA

Date Received	May 3, 2010
Company Name	Medina City Schools
Location (City)	Medina (Medina County)
Number of Affected Workers	158
Layoff Date	June 30, 2010
Phone Number	(330)725-8831
Union Affiliation	Medina City Teachers Association and OAPSE Local #305
WARN Identification No.	002-09-125



**Medina
City Schools**

Recognizing Potential-Maximizing Achievement

March 26, 2010

Ms. Molly O'Connor
President, OAPSE Local #305

Dear Ms. O'Connor,

The Medina City School Board of Education has decided that it will be necessary to reduce staff and will make a reasonable reduction based on a comprehensive plan of program needs for the District. The goal of the plan is to reduce projected expenditures district-wide over the course of the 2010-11 school year by approximately \$9.4 million, in light of available resources. This will necessitate, in addition to cutbacks in some non-personnel areas, a reduction in personnel, not only in the bargaining unit represented by Medina City Teachers Association, but also in both the bargaining unit represented by OAPSE Local # 305 and among unrepresented employees, including administrative and supervisory employees. It is anticipated that retirements, resignations and attrition will, to some extent, mitigate the impact of these reductions, depending on how many employees elect voluntarily to leave the Board's employ and which particular positions are affected by such departures. With respect to unrepresented employees, there is no contractual or statutory deadline for Board action or advance notice. The Board will not finalize who will be impacted by layoff until the effect of such attrition becomes somewhat clearer.

Pursuant to Article XII Section 12.01 of the Board's collective bargaining agreement with OAPSE Local #305, notice is hereby served that the board contemplates laying off bargaining unit employees as a part of a reduction - in - force before the end of the 2009-10 school year, with such anticipated suspensions becoming effective at the beginning of the 2010-11 school year and continuing in effect indefinitely thereafter. The specific positions to be affected and the reasons therefore, in addition to the above are:

- 1.) Paraprofessional Classification – 156.75 hours per day of both support and instructional paraprofessional time currently consisting of 21 instructional paraprofessionals and 9 support paraprofessional positions located at various school buildings throughout the Medina City School District. These 30 positions will be eliminated outright. All remaining paraprofessional classification positions after the 30 positions have been eliminated that currently have greater than 7.5 hours (i.e 7.5 to 8.0 hours) will be reduced to 7 hours. All paraprofessionals currently working 7 hours will be reduced to 6.5 hours. All remaining paraprofessional positions of 6.5 hours or less will remain at their current hours. Such reductions will be applied across the District as evenly as possible in all buildings due to an overall reduction in programming and lack of funds.
- 2.) Custodial Classification – 3 custodial classification positions located at various buildings throughout the Medina City School District. These positions will be eliminated outright. Such reductions will be applied across the District as relatively equal as possible in all buildings due to an overall reduction of programming and lack of funds.
- 3.) Secretary Classification – 2.6 secretarial classification positions located at various buildings/departments throughout the Medina City School District. These 2.6 positions will be eliminated outright. All remaining secretarial classification positions after the 2.6 positions have been eliminated that currently have greater than 7.5 hours (i.e 7.5 to 8.0 hours) will be reduced to 7.5 hours. All remaining secretarial classification positions of 6 hours or less will remain at their current hours. One current 12 month secretarial classification position will be reduced to 10 months. Such reductions will be applied across the District as relatively equal as possible in all buildings due to an overall reduction of programming and lack of funds.
- 4.) Computer Operator Classification - 3 current 12 month computer operator classification

CONFIDENTIAL

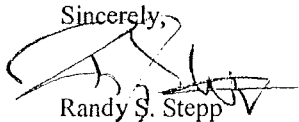
Ms. Molly O'Connor
March 26, 2010
Page 2

positions will be reduced to 10 month positions. All remaining computer operator classification positions of 10 months will remain unchanged. Such reductions are due to an overall reduction of programming and lack of funds.

- 5.) Transportation Classification – 1 vacant transportation dispatcher position located in the Transportation Department. This position will be eliminated outright. Such reduction is due to an overall reduction of programming and lack of funds.

In accordance with Article XII Section 12.01 of the collective bargaining agreement, all bargaining unit employees affected by the reductions identified above will receive written notice at least 60 calendar days in advance of the layoffs, with due regard (as required by Article XII) for such employee's seniority.

Sincerely,



Randy S. Stepp
Superintendent