

AGENDA  
Board of Education  
Warren City School District  
**Regular Meeting** – January 19, 2016 – 5:00 p.m.  
Lincoln PK – 8 School, Cafetorium



*This meeting is a meeting of the Warren City Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participating during the meeting, as indicated in Agenda Item No. 6.*

1. Call to Order

2. Roll Call by Approved Rotation

Mr. Coleman, Mr. Faulkner, Mr. Lacy, Mrs. Limperos, Mrs. Patterson

3. Executive Session

Under the provisions of ORC 121.22, the Warren City Board of Education recessed to Executive Session at \_\_\_\_\_ p.m. to discuss:

- A. Consideration of Appointment, Employment, Promotion, etc. of Public Employees
- B. Investigation of Charges or Complaints Against Public Employee
- C. Conference with an Attorney Involving Pending Legal Action
- D. Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding
- E. Preparing for, Conducting, or Reviewing Negotiations with Public Employees
- F. Matters Required to be Kept Confidential by State or Federal Law
- G. District Security Arrangements and Emergency Response Protocols
- H. Consideration of Confidential Information Related to Economic Development Project

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

4. Communications5. Adoption of Agenda

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

6. Recognition of Speaker(s)7. Treasurer's Report8. Superintendent's Report

- A. Ginny Pasha – United Way
- B. Lincoln PK – 8 School
- C. Regina Teutsch, Exec. Director Curriculum and Instruction – WGH Technology Course Adoption
- D. Wendy Hartzell, Associate Superintendent – NAEYC and Early Childhood Education
- E. Regina Teutsch and Steve Chiaro – Math 2016

9. Board of Education Committee Reports

- A. Athletics *(Andre Coleman and Patti Limperos)*
- B. Finance Advisory *(Robert Faulkner and John Lacy)*
- C. Board Policies and Guidelines *(Patti Limperos and Regina Patterson)*
- D. Legislative Liaisons *(Patti Limperos and Regina Patterson)*
- E. TCTC Board Representative *(Robert Faulkner)*
- F. School Improvement *(Andre Coleman and John Lacy)*

10. Old Business11. New Business

**Treasurer's Recommendations**

1. Minutes

It is recommended the resolution listed below regarding the December, 2015 Board Minutes be approved as submitted.

BE IT RESOLVED, under the provisions of ORC 3313.26, the reading of the minutes of the following Board Meetings be waived and the minutes be approved:

Regular Board Meeting held December 16, 2015

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the December, 2015 financial statement and short term investments made by the Treasurer during December, 2015, EXHIBIT A, (pp. 35 – 36), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	<b>General Fund</b>	<b>All Other Funds</b>	<b>Total All Funds</b>
<b>Beginning Balance July 1, 2015</b>	\$18,677,213.08	\$16,957,132.32	\$35,634,345.40
<b>December Receipts</b>	4,639,712.16	3,923,902.07	8,563,614.23
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	36,354,137.57	12,809,351.83	49,163,489.40
<b>MTD Expenditures</b>	6,792,904.33	1,650,044.41	8,442,948.74
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	33,275,764.35	13,294,837.80	46,570,602.15
<b>Ending Balance December 31, 2015</b>	21,755,586.30	16,471,646.35	38,227,232.65

BE IT FURTHER RESOLVED that the following short-term investments be approved:

<b>Fund</b>	<b>Amount</b>
General Fund	\$40,051.92
002-9003 School Improvement Bond	32.75
004-9003 Building – Local Funds	3.19
006-0000 FS-Food Service	1,821.26
008-Endowment	31.19
Auxiliary Services	63.90
Total	<hr/> \$42,004.12

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

3. Tax Rates

It is recommended the resolution listed below for tax rates for calendar year 2016 be approved as submitted.

WHEREAS, the Budget Commission of Trumbull County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part within, the ten mill tax limitation.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education, Warren City School District, Trumbull County, Ohio, that the amounts and rates, as determined by the Budget Commission in its certification, be and the same are hereby accepted; and

BE IT FURTHER RESOLVED that there be and is hereby levied on the tax duplicate of said School District the rate of each tax necessary to be levied within and without the ten mill limitation as follows:

	Inside 10 Mill <u>Limit</u>	Outside 10 Mill <u>Limit</u>	Total <u>Mills</u>
General Fund	4.70	34.85	39.55
Bond Retirement Fund		6.95	6.95
Permanent Improvement		1.00	1.00
Emergency Levy Fund		5.40	5.40
Emergency Levy Fund		<u>11.00</u>	<u>11.00</u>
Grand Total	4.70	59.20	63.90

AND, BE IT FURTHER RESOLVED that the Treasurer of this Board be and is hereby directed to certify a copy of this resolution to the County Auditor of said County.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

4. 2015-16 Co-curricular Budget and Purpose Statement

It is recommended the resolution listed below establishing 2015-16 Co-curricular Budget and Purpose Statement be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the purpose statement and budget (on file in the Treasurer's Office) for the following 2015-16 Co-curricular Activity Account:

Fund/S.C.C.                      Activity Code/Name

Lincoln K-8 National Junior Honor Society  
300-9024                      SA24NH

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

## Superintendent's Recommendations

### 1. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a. through c.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve entering into the following agreements, contracts, and/or leases.

- a. Agreement: Phillips/Sekanick Architect, Inc.  
 Contact: Kim Phillips, A/A  
 Architect  
 142 East Market Street  
 Warren, OH 44481  
EXHIBIT B, (p. 37):  
 Amount/Fund: \$6,600.00  
 Fund #001  
 Period: One Time Charge  
 Exec. Director: Michael Wasser  
 Purpose: Creation of a comprehensive specification booklet in rough draft form for review & comment, finalizing of booklet, and printing ten (10) sets of documents for the Mollenkopf Stadium Turf Replacement Project.
- b. Agreement: FD Warren Ohio Youngstown Road SE, LLC  
 19 S. LaSalle St., Suite 1007  
 Chicago, IL 60603  
 Nicholas Stratigakes, Manager  
EXHIBIT C, (pp. 38 – 47):  
 Amount: No Charge  
 Exec. Director: Michael Wasser, Business Office  
 Purpose: To donate 1.5130 acre tract of property located adjacent to the Willard PK – 8 School property.



c. Agreement: Marcus Garvey Institute of Awareness – Community  
Tennis Association of Warren (Roland Battle)  
321 Third Street  
Warren, OH 44483  
EXHIBIT D, (p. 48):  
Amount: \$320.00 per six week session  
Period: January through May, 2016.  
Supervisor: Jill Merolla, Community Outreach/Grant Development  
Purpose: To provide tennis lessons for students at the 21<sup>st</sup> Century  
Community Learning Centers at Jefferson and Willard  
Schools.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

2. Ohio Department of Education Certification for Ohio Teachers Evaluation System

It is recommended the resolution listed below regarding the Ohio Department of Education Certification for credentialed Ohio Teachers Evaluation System evaluators be approved as submitted.

Whereas, the Warren City Board of Education wishes to support the efforts of the Ohio Department of Education evaluation system, and

WHEREAS, the following certificated, current, regular employees have passed and met the appropriate standards adopted by the state board of education and are considered credentialed evaluators.

NOW, THEREFORE, BE IT RESOLVED that the following individual(s) be approved.

**OTES**

- Jill Merolla
- William Nicholson
- Treva Pytlik

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

3. Real Estate Donation to the Warren City Schools

It is recommended the resolution listed below be approved as submitted.

WHEREAS, FD Warren Ohio Youngstown Road SE, LLC, an Ohio limited liability company ("Donor"), has agreed to donate to this Board an approximately 1.5130 acre tract of real property located in the City of Warren, County of Trumbull, Ohio, and constituting a portion of the real property identified by the Trumbull County Auditor as Parcel Identification No. 38-076100 ("Property"); and

WHEREAS, the Property is adjacent to the Willard Elementary School site; and

WHEREAS, this Board intends to accept the donation of the Property from the Donor in accordance with the conditions set forth in the Real Estate Donation Agreement currently on file with the Treasurer.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Warren City School District, County of Trumbull, State of Ohio, that:

Section 1. Approval of Real Estate Donation Agreement. The President or Vice-President and the Treasurer of the Board are authorized and directed, in the name, for and on behalf of the Board to execute the Real Estate Donation Agreement in substantially the form now on file in the office of the Treasurer. The Agreement is approved with such changes that are not materially inconsistent with this Resolution and not substantially adverse to the School District and that are permitted by law. The approval of any changes, and that such changes are not materially inconsistent with this Resolution and not substantially adverse to the School District, shall be conclusively evidenced by the signing of the Agreement by the President or Vice-President and Treasurer of this Board.

Section 2. Acceptance of Donation. This Board hereby accepts, on behalf of the School District, the donation by the Donor of the Property pursuant to Section 3313.36 of the Ohio Revised Code provided that the Executive Director of Business Operations has determined that the obligations and conditions for acceptance of the donation as set forth in the Real Estate Donation Agreement are materially complied unless waived by said Executive Director of Business Operations.

Section 3. Approval and Execution of Related Documents. The President or Vice-President, Treasurer, Superintendent and Executive Director of Business Operations of this Board, or such other School District officials as shall be designated by those officials, as appropriate, are each authorized and directed to sign any certificates or documents, and to take such other actions as are desirable, advisable, necessary or appropriate for the matters contemplated by this Resolution and the Conditions.

Section 4. Prior Acts Ratified and Confirmed. Any other actions previously taken by School District officials or agents of this Board in furtherance of the matters set forth in this Resolution are hereby approved, ratified and confirmed.

Section 5. Compliance with Open Meeting Requirements. This Board finds and determines that all formal actions of this Board and any of its committees concerning and

relating to the adoption of this Resolution were adopted in an open meeting of this Board or committees, and that all deliberations of this Board and any of its committees that resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 6. Captions and Headings. The captions and headings in this Resolution are solely for convenience of reference and in no way define, limit or describe the scope or intent of any Sections, subsections, paragraphs, subparagraphs or clauses hereof.

Section 7. Effective Date. This Resolution shall be in full force and effect from and immediately upon its adoption.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

4. Tuition Reimbursement

It is recommended the resolution listed below for tuition reimbursement be approved as submitted.

WHEREAS, the master working agreements between various bargaining units and the Warren City Board of Education provide for tuition reimbursement for qualified staff; and

WHEREAS, the following employees have submitted proper verification qualifying them for tuition reimbursement in the amounts indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.071, tuition reimbursement is approved as indicated and shall be so made:

Certificated – 2015-2016 School Year:

GIBBS, Melissa	\$ 400.00
GOODYEAR, Suzanne	\$ 400.00
LOWRY, Christopher	\$ 325.00
MCCARTY, Jenna	\$ 400.00
MIZIK, Susan	\$ 325.00
PENMAN, John	\$ 400.00
PENMAN, Tammi	\$ 400.00
ZAGOREC, Karen	\$ 400.00

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

5. Graded Course of Study Adoption

It is recommended the resolution listed below regarding the graded course of study adoption be approved as submitted.

WHEREAS, the boards of education of counties, exempted villages, and city school districts shall prescribe a graded course of study for all schools under their control. A copy of the Graded Course of Study is available for review in the office of Teaching and Learning.

Technology Exploration, EXHIBIT E, (pp. 49 – 51)

BE IT RESOLVED that the graded course of study be approved:

THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.60, the Graded Course of Study herein indicated is prescribed for the schools under the control of the Warren City Board of Education:

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

6. Field Trip

It is recommended the resolution listed below regarding field trip (a.) be approved as submitted.

WHEREAS, the Board of Education has adopted a policy which requires the Board to approve field trips and other District-sponsored trips which are planned to keep students out of the District overnight or longer; and

WHEREAS, Board Policy 2340 further recognizes that field trips, when used for teaching and learning integral to the curriculum, are an educationally sound and important ingredient in the instructional program of the schools; and

WHEREAS, Board Policy 2340 requires proper planning to ensure such trips are educationally sound and address the issue of safety and welfare of students, teachers, and chaperons; and

WHEREAS, the following field trip has been recommended and written confirmation has been received that the field trip has been planned and will be executed per Board Policy and Rules and Regulations.

NOW, THEREFORE, BE IT RESOLVED that the following field trip be approved:

- a. Destination: Switzerland, Italy, Monaco, South of France, Spain
- Class/Group: High School Foreign Language Students with "C" average or better.
- Dates of Trip: June 2017 returning June 2017
- Principal: Dante Capers, Principal – Warren G. Harding
- Sponsor: Jenna McCarty/Kristin Lukanec
- Cost: \$3,735.00 per student.
- Funding: Parent/Guardian to pay cost above.
- Purpose of Trip: This trip will help to enrich each student's knowledge of history, art, culture, literature, conversion rates and geography which all tie into Common Core.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

7. Acceptance of Gifts

It is recommended the resolution listed below regarding acceptance of gifts be approved as submitted.

WHEREAS, the gifts, as briefly herein described, have been offered to the Warren City School District; and

WHEREAS, the Board has the statutory authority to accept such gifts providing such acceptance does not remove any portion of the public schools from the control of the Board.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.36, the Board hereby accepts the gifts.

BE IT FURTHER RESOLVED, under the provisions of ORC 3313.47, the Board hereby declares that acceptance of the gifts does not at this time remove any portion of the public schools from the control of the Board; and

BE IT FINALLY RESOLVED that the Board is appreciative of the generosity of the gifts and the remembrance of this school district and its students.

Benefactors	Brief Description of Gifts and/or Services	
Anonymous	WGH Freshman Incentives Monetary Donation Value: \$1,000.00	[1]
Packard Band	WGH Key Club Monetary Donation Value: \$100.00	[1]
Mr. & Mrs. Lewis Hutchison	Holiday Help for Preschoolers Food, Clothing & Toy Donations Estimated Value: \$500.00	[2]
Mr. & Mrs. Bruce Lawrence	Holiday Help for Preschoolers Food, Clothing & Toy Donations Estimated Value: \$200.00	[2]
Mr. & Mrs. John Schultz	Holiday Help for Preschoolers Food, Clothing & Toy Donations Estimated Value: \$300.00	[2]

[1] To be used to support the students at Warren G. Harding High School.

[2] To be used to support the students at Jefferson and Lincoln PK – 8 Schools.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_



8. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through o.) be approved as submitted.

CERTIFICATED:

a. Administrative Contract Appointment

WHEREAS, the Board of Education of each school district may appoint one or more assistant superintendents and other administrators as necessary; and

WHEREAS, the Board of Education of each city, exempted village, and local school district shall employ principals for all high schools and for such other schools as the board designates, and those boards may appoint assistant principals for any school; and

WHEREAS, prior to taking action to renew or non-renew the employment contract of an administrator or supervisor (except superintendent), the board shall notify such employee of the date the contract expires and that an executive session with the board may be requested to discuss the renewal or non-renewal of the contract; and

WHEREAS, the Board of Education may reemploy an administrator or supervisor during the period beginning on the first day of July of the calendar year immediately preceding the year of expiration of employment and ending on the last day of June of the year the employment contract expires.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.02, the person herein named is hereby appointed and employed for the term indicated and compensated according to her placement on the Board of Education adopted Administrative Salary Schedule commensurate with her training and experience. This employment is contingent on a satisfactory criminal records check as required by law and the individual named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed.

- (1) Heather Hathaway, Supervisor of Special Education & Related Services, Jefferson PK-8 School

Term: January 11, 2016 – June 30, 2017

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board.

Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule C, Certificated Administrators – Less than 52 weeks, 216-day contract, 2015-16 School Year Step M-01-L13 (pro-rata); 2016-17 School Year Step FROM M-01-L13.

b. Resignation – Certificated – Personal

WHEREAS, the employee(s) herein named has requested to be released from his/her employment contract as specified at the effective date indicated.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the resignation(s) from regular contract are accepted at the effective date indicated.

- (1) Samuel Angelo, Physical Education Teacher, resignation effective the close of the day, 01/08/2016.

c. Leave of Absence – Certificated

WHEREAS, ORC, 3319.13 requires that employees be granted leaves of absence upon their request for reasons of illness or disability and permits leaves of absence for other reasons as approved by the Master Contract between the Warren City Board of Education and the Warren Education Association; and

WHEREAS, ORC 3319.13 requires that upon return to work the employees on leave under this statute shall return to the same contract status held prior to the leave.

NOW, THEREFORE, BE IT RESOLVED, under the provision of ORC 3319.13, the following leave is recognized and/or granted for the dates indicated.

- (1) Hillary Allen, Secondary Education Teacher, Leave of Absence, effective 01/04/2016.
- (2) Megan Dorski, Special Education Teacher, Leave of Absence, effective 12/17/2015.
- (3) Anne McBriarty, Principal, Leave of Absence, effective 12/07/2015.

d. Certificated Personnel – Grant Continuing Contracts

WHEREAS, a need exists for the services to be rendered by the persons herein named; and

WHEREAS, past employment performance evaluations have been satisfactory.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.11, such employees shall be directed and assigned.

BE IT FURTHER RESOLVED that the following-named members of the teaching staff, who have met all the necessary requirements for a Continuing Contract, be granted such contract to become effective the beginning of the day, January 20, 2016.

- (1) Tonya Antill, Salary Table A, Step M-13, Continuing Contract to be effective the beginning of the day, January 20, 2016.
- (2) Angeliki Elenis, Salary Table A, Step M-09, Continuing Contract to be effective the beginning of the day, January 20, 2016.
- (3) Kelly Jadue, Salary Table A, Step M-11, Continuing contract to be effective the beginning of the day, January 20, 2016.

e. Appointments – Certificated – Hourly Employment (2015-16 School Year)

WHEREAS, to prepare for temporary, as needed, casual, on-call hourly certificated personnel to provide educational services for students; and

WHEREAS, such temporary, as needed, casual, on-call employment preparation is needed for only the dates specified not to extend beyond the current school year.

NOW, THEREFORE, BE IT RESOLVED under the provision of ORC 3319.07 and 3319.08, the following employment action is taken. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

BE IT FURTHER RESOLVED that under the provisions of ORC 3319.01, such employees shall be directed and assigned.

- (1) Supplemental Contracts for Home Instruction, effective 11/01/2015 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid through Fund #001 (Recommended by J. Myers, Special Education)

Steve Charnas

Angeliki Elenis

- (2) Supplemental Contracts for After School Intervention Tutors for PK-8 Building students, Grades 6-8, effective 01/05/2016 through 03/17/2016, \$24.57 per an hour, on an as needed basis, to be paid through Title I, Fund #536, SCC 9616, not to exceed \$1,200.00 each (Recommended by C. Bero, State & Federal Programs)

**Jefferson**

Steven Charnas  
Gina D'Alio  
Jacyn Galbincea  
Matthew Lehman  
Roy Ryser  
Nicole Varley  
Joshua Guthrie

**Lincoln**

Stephanie Collier  
Donato Nerone  
Elizabeth Zagorski

**McGuffey**

Thomas Crockett  
Kristen Newbrough  
Deborah Young

**Willard**

Cara Meadows  
Shari Munno  
Shane Schmucker  
Gordon White

**Substitute - Willard**

Stephanie Bear

- (3) Supplemental Contracts for CASEL training, effective 10/01/2015 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid from NoVo Foundation, Fund #007, SCC 9525 & 9625 (Recommended by J. Merolla, Community Outreach & Grant Development)

Kimberly Baker  
Mark Komlanc  
Carol Wilson

- (4) Supplemental Contract for participating on the Building Leadership Team (BLT) at the McGuffey PK-8 School, and attending monthly meetings as scheduled, effective 08/25/2015 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid through Title I – School Improvement Fund #536, SCC 9616 (Recommended by C. Bero, State & Federal Programs)

Kelly Kuntzman

- (5) Supplemental Contracts for the following individuals for the purpose of attending monthly preschool professional development meetings as scheduled and ELA Assessment Training in January, effective 10/15/2015 through 05/20/2016, \$24.57 per an hour, on an as needed basis to be paid through the Early Childhood Education (ECE) Fund #439, SCC 9116 (Recommended by C. Bero, State & Federal Programs)

Drake Jesse  
Kelly Hutchison

- (6) Supplemental Contract for the purpose of providing afterschool intervention at Warren G. Harding High School, effective 10/19/2015 through 11/29/2015, \$24.57 per an hour, on an as needed basis, to be paid from Title I, Fund #536, SCC 9616, not to exceed \$1,000.00 (Recommended by C. Bero, State & Federal Programs)

Amy Burd

- (7) Supplemental Contracts for the Afterschool Wean Grant Programming, effective 01/01/2016 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid from Fund #018, SCC 9620 (Recommended by J. Merolla, Community Outreach/Grant Development)

Holly Anders  
Evelyn Canton  
Tasha Dragish  
Allison Evans  
Laurissa Garrett  
Brandi Gazso  
Ashley Goff  
Diane Holland  
Jenna Moore  
Shannon Popadak  
Lorena Schroeder  
Carol Shrodek  
Carmella Stawiski  
Amber VanKirk  
Samantha Wiesen  
Rebecca Woodyard

- (8) Supplemental Contracts for Home Instruction, effective 01/12/2016 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid through Fund #001 (Recommended by J. Myers, Special Education)

Catherine Moran  
David Moran

- (9) Supplemental Contracts for the purpose of providing instruction in the Third Grade After School Reading Program at each PK-8 School, effective 02/01/2016 through 04/22/2016, \$24.57 per an hour, on an as needed basis, to be paid from Title I Fund #536, SCC 9616, not to exceed \$1,300.00 (Recommended by C. Bero, State & Federal Programs)

**Lincoln**

Mary Jo Altobelli  
Michelle Gibson-Williams  
Jennifer Holbrook  
Mary Moyer  
Amber VanKirk

**McGuffey**

Andrea Bluedorn  
Denise Delaquila

**Jefferson**

Jody Cicero  
Molly James  
Sofia Mavrogianis  
Sheena Ridel  
Brenda Stauffer  
Alexis Williams

**Willard**

Dawn Danko  
Ashley Goff  
Shannon Popadak  
Erikka Sampson  
Lorena Schroeder  
Samantha Wiesen

Kelly Hutchison  
Jacqueline Lawrence  
Paula Yauger

- f. Substitute Teacher Appointment(s) (2015-16 School Year) \$80.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule, (as needed)

WHEREAS, to prepare for temporary absences of certificated personnel for whom temporary, casual, as needed, on-call replacements (substitute teachers) may be needed to provide educational services for students; and

WHEREAS, the Board of Education has the authority to employ eligible personnel on such temporary, casual, as needed, on-call substitute basis. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

NOW, THEREFORE, BE IT RESOLVED that the following employment action(s) are taken.

These teacher(s) are to remain on our substitute lists for the current school year unless notice is provided that they have found full-time positions or request their name(s) be removed from the lists. These individual(s) are at will employees and will be assigned as needed and will be paid per the Substitute Teacher Salary Schedule.

<u>Name</u>	<u>Effective Date</u>
Kristine Smith	01/08/2016
Catherine Moran	01/12/2016
David Moran	01/12/2016
Bernadette Nicopolis	01/12/2016
Damiano Knapp	01/19/2016

- g. Building Substitute Teacher Appointment(s) (2015-16 School Year) \$85.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

WHEREAS, the Warren City Board of Education recognizes the need for quality substitutes to provide for the continued education of the students in the event a teacher is required to be absent from the classroom or to provide additional educational assistance to students in conjunction with the regular teacher.

WHEREAS, the Warren City Board of Education recognizes that finding quality substitutes is becoming increasingly difficult and that by assuring building substitutes regular employment, the District will be better able to attract and retain quality substitutes;

WHEREAS, the Warren City Board of Education is committed to fair and equitable salary and benefits to all employees regardless of their representation or non-representation in formal labor organizations.

NOW, THEREFORE, BE IT RESOLVED that the following employment actions(s) are taken.

These teacher(s) are to remain as building substitutes for the current school year unless notice is provided that they have found full-time positions or request their name(s) be removed as building substitute. These individual(s) are at will employees and will be assigned as needed and will be paid per the Substitute Teacher Salary Schedule.

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Bernadette Nicopolis	01/13/2016	Lincoln PK-8

h. Employment – Certificated (current regular employee) Co-Curricular year (2015-16 school year)

WHEREAS, the following co-curricular positions have been offered to the certificated employees of this school district; and

WHEREAS, the following certificated, current, regular employees have applied, meet appropriate standards adopted by the state board of education and are acceptable to the administration; and

WHEREAS, persons employed for coaching positions are required to submit verification of completion of CPR and Sports Medicine Clinic certification.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.08, the following persons are employed for one school year, on a limited contract, for the pupil activity program as indicated. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these persons shall not be re-employed to perform this same duty for the ensuing school year. The supplemental limited contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year. (Recommended by PK-8 Principal, High School Principal and Athletic Director)

**General:**

(1) Teacher in Charge – Code #4, Index 10.0, Salary Table B.

Joshua Guthrie      Jefferson PK-8      50% of Contract

**CLASSIFIED:**

i. Retirement – Classified

WHEREAS, the following employees have worked or received working credit qualifying for retirement; and

WHEREAS, the employees have requested to be released from all contracts of employment by way of retirement at the effective date indicated.

NOW, THEREFORE BE IT RESOLVED, under the provisions of ORC 3319.081, the retirement is accepted.

BE IT FURTHER RESOLVED to provide the severance pay under the provisions of the negotiated master working agreement; and



BE IT FURTHER RESOLVED that the Board of Education commends the public service rendered, commitment to young people, and loyalty to the schools and community; and

BE IT FINALLY RESOLVED that this retirement is accepted with regret, but with the best wishes and sincere appreciation.

- (1) Ronald Lindenmuth, Grounds Crew, Administration, Salary Table D, effective the close of the day 02/19/2016.
- (2) Nancy Pappas, Secretary – High School Special Education, Warren G. Harding High School, Salary Table E, effective the close of the day 02/19/2016.

j. Resignations – Classified – Personal

WHEREAS, the employee herein named has requested to be released from all contracts of employment by way of resignation as specified at the effective date indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, these resignations are accepted.

BE IT FURTHER RESOLVED that the Board of Education commend the public service rendered, commitment to young people, and loyalty to the schools and community; and

BE IT FINALLY RESOLVED that this resignation is accepted with regret, but with the best wishes and sincere appreciation.

- (1) Kimberly Calvert, Food Service Helper, Jefferson PK-8, Salary Table G, effective 01/20/2016.
- (2) Latricia Hughley, Substitute Food Service Helper, Salary Table M, effective 01/11/2016.
- (3) Debra Roth, 4-Hr. Bus Driver, Transportation, Salary Table D, effective 1/04/2016.
- (4) Anita Tenney, Noon Hour Aide, Lincoln PK-8, Salary Table M, effective 12/11/2015.

k. Leave of Absence – Classified

WHEREAS, ORC 3319.13 requires that employees be granted a leave of absence upon their request and permits leaves of absence as approved by the Warren City Board of Education; and

WHEREAS, ORC 3319.13 requires that upon return to work the employee on leave under this statute shall return to the same contract status held prior to the leave.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.13, the following leaves are recognized and granted for the approximate dates indicated.

- (1) Karen Massari, Bookkeeper Clerk, Warren G. Harding High School, Salary Table E, effective 01/01/2016.

I. Initial Regular Employment

WHEREAS, a need exists for the services to be rendered by the person herein named; and

WHEREAS, such employees have rights, benefits, and protection afforded them through the Board approved Agreement between the respective Unions, and the Warren City Board of Education, and shall be a member of the School Employees Retirement System, and shall be compensated according to the before mentioned Agreement; and

WHEREAS, a vacancy exists for this employment action.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081 and 3319.083, the following employment action is taken; and

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01, such employee shall be directed and assigned.

- (1) Whitney Anderson, Food Service Helper, Warren G. Harding High School, Salary Table G, effective 12/17/2015.
- (2) Camilla Butler, Food Service Helper, Warren G. Harding High School, Salary Table G, effective 12/11/2015.
- (3) Angela McCollough, Food Service Helper, Jefferson PK-8, Salary Table G, effective 12/16/2015.
- (4) Stacia Seay, MD Educational Aide, Willard PK-8, Salary Table I, effective 01/04/2016.

m. Substitute Employment Additions – Classified

WHEREAS, to prepare for temporary absences of classified personnel for whom temporary, casual, as needed, on-demand, on-call replacements (substitute personnel) may be needed to provide support services in conjunction with the management and control of the schools; and

WHEREAS, ORC 3313.47 grants authority for the Board to employ personnel on such a temporary, casual, as needed, on-demand, on-call substitute basis.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be added to the approved list of substitute personnel.

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01, such employee shall be directed and assigned. This employment is contingent upon receiving satisfactory results from a mandatory pre-employment drug test screening required by school policy and the individual(s) named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed. This employment is also conditional until receipt of satisfactory results from a state required police check.

- (1) Robert Dufey, Substitute Night Janitor, Salary Table M, effective 01/06/2016.
- (2) Cynthia Faber, Substitute Office Clerk, Salary Table M, effective 01/11/2016.
- (3) Monica Freeman, Substitute Educational Aide, Salary Table M, effective 01/11/2016.
- (4) Rebecca Morgan, Substitute Food Service, Salary Table M, effective 12/11/2015.
- (5) Jeffrey Votaw, Substitute Night Janitor, Salary Table M, effective 01/04/2016.
- (6) Bree White, Substitute Food Service, Salary Table M, effective 12/15/2015.
- (7) Kathleen Woods, Substitute Educational Aide, Salary Table M, effective 01/11/2016.

n. Classified Temporary Employment

WHEREAS, a temporary, limited, on-demand need exists for the services to be rendered by the persons herein named.

NOW, THEREFORE, BE IT RESOLVED, that the temporary, on demand employment action as herein described and limited is hereby made; and

BE IT FURTHER RESOLVED that following the employment date herein specified, such employment is terminated without prejudice toward the person(s) concerned.

- (1) The following individual be granted a supplemental contract as Sign Language Interpreter, to be paid through Fund #516, SCC 9610, at a rate of \$20.00 per hour, as needed, effective 12/01/2015 through 6/30/2016. (Recommended by J. Myers, Special Education)

Tulip Stewart

- (2) The following individual be granted a supplemental contract for the Wean Grant, "Effective Transitions Afterschool Family Program," for the period of January 1, 2016 through June 30, 2016, at the rate of \$10.95 per hour, to be paid from Fund #018 SCC 9620, not to exceed \$ 43.80. (Recommended by J. Merolla, Community Outreach/Grant Development)

Rebecca Karafa

o. Employment—Classified Co-curricular 2015-2016 School Year

WHEREAS, the following co-curricular positions have been offered to the certificated employees of this school district with no acceptable responses; and

WHEREAS, the following co-curricular positions have been offered to or advertised to attract certificated persons not currently employed by this school district with no acceptable responses; and

WHEREAS, the non-certificated individuals herein recommended have been determined to meet the standards adopted by the state board; and

WHEREAS, persons employed for coaching positions are required to submit verification of completion of CPR and Sports Medicine Clinic certification, and

WHEREAS, persons employed are required to submit verification of satisfactory completion of BCII clearance, and

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.53, the following persons are employed for a period of not more than one school year at the same salary/wage (Salary Table B) offered to certificated persons for the pupil activity program as indicated. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

**High School Athletics:**

- (1) Supplemental Contract approved at the July 14, 2015 Board Meeting, **MOTION NO. 07-2015-167**, Classified Co-Curricular Supplemental Contract, Item No. 17, Aleaha Ogletree, 8<sup>th</sup> Grade Cheerleading Sponsor, McGuffey PK-8/Lincoln PK-8 Schools (Girls), Salary Table B, Code #92, Index 8.0, 100% of contract, be **RESCINDED**.
- (2) Cheerleading – 8<sup>th</sup> Grade Cheerleading Sponsor – Middle Schools – McGuffey/Lincoln PK-8 Schools (Girls) – Code #92.0, Index 8.0, Salary Table B. (100% of contract)

Jasmine Johnson

- (3) Student Game Worker for Athletic Events  
For the 2015-2016 School Year

A Student Game Worker for High School sports will be paid from Athletic Fund #300, as follows:

Gate for Boys' JV/9 <sup>th</sup> Football	\$8.10/hour
Gate for Boys' Varsity Football	\$8.10/hour
Main Ticket Clerk for Varsity Football	\$8.10/hour
Football Chain Coordinator	\$10.00/hour
Varsity Football Clock	\$8.10/hour
Football Clock Asst.	\$8.10/hour
J.V. Football Clock	\$8.10/hour
Freshmen Football Clock	\$8.10/hour
Lower Level Football Clock	\$8.10/hour
Football Announcer	\$10.00/hour
Football Asst. Announcer	\$10.00/hour
Audio for Football	\$8.10/hour
Video for Football	\$8.10/hour
Computer for Football	\$8.10/hour
Game Book/Statistician for Football	\$8.10/hour
Press Box Host	\$8.10/hour
Officials' Host for Football	\$8.10/hour
Parking Worker for Football	\$12.00/hour

Parking Coordinator for JFK Football	\$18.00/hour
Parking Coordinator for WGH Football	\$18.00/hour
Gate for Single Girls' Volleyball	\$8.10/hour
Gate for Single Boys and/or Girls Soccer	\$8.10/hour
Gate for Single Boys and/or Girls Basketball Game	\$8.10/hour
Varsity Main Basketball Clock	\$15.00/hour
Assistant Varsity Basketball Clock	\$12.00/hour
JV Basketball Clock	\$8.10/hour
Freshman Basketball Clock	\$8.10/hour
Basketball Announcer	\$10.00/hour
Game Book/Statistician for Boys' Basketball	\$12.00/hour
Scorebook for Basketball	\$8.10/hour
Video for Basketball	\$8.10/hour
Gate for Boys' and/or Girls' Swim Meet	\$8.10/hour
Security for High School Sporting Event	\$8.10/hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$8.10/hour
Overtime Game Worker	\$8.10/hour

The Game Worker listed below will be paid at above rates according to event/assignment working:

Evans, Elyssa

The above Game Workers will work between 1 and 4.5 hours (depending on single/double/triple event) for any game and/or event, which meets state minimum wage requirements.

(4) Adult Game Workers for Athletic Events  
For the 2015-2016 School Year

All Adult Game Workers for High School and Middle School sports will be paid as follows:

Gate for Boys' JV/9 <sup>th</sup> Football	\$8.10/hour
Gate for Boys' Varsity Football	\$8.10/hour
Gates for Boys' Single Middle School Football	\$810/hour
Main Ticket Clerk for Varsity Football	\$8.10/hour
Football Chain Coordinator	\$10.00/hour
Football Clock Assistant	\$12.50/hour
J.V. Football Clock	\$8.10/hour
Freshmen Football Clock	\$8.10/hour
Lower Level Football Clock	\$8.10/hour
Football Announcer	\$10.00/hour
Football Assistant Announcer	\$10.00/hour
Audio for Football	\$8.10/hour

Video for Football	\$8.10/hour
Computer for Football	\$8.10/hour
Game Book/Statistician for Football	\$8.10/hour
Press Box Host	\$8.10/hour
Officials' Host for Football	\$8.10/hour
Parking Worker for Football	\$12.00/hour
Parking Coordinator for JFK Football	\$18.00/hour
Parking Coordinator for WGH Football	\$18.00/hour
Gate for Single Girls' Volleyball	\$8.10/hour
Gate for Single Girls' Middle School Volleyball	\$8.10/hour
Gate for Single Boys' and/or Girls' Soccer	\$8.10/hour
Gate for Single Boys' and/or Girls' Basketball Game	\$8.10/hour
Gate for Single Boys' and/or Girls' Middle School Basketball Game	\$8.10/hour
Varsity Main Basketball Clock	\$15.00/hour
Assistant Varsity Basketball Clock	\$12.00/hour
JV Basketball Clock	\$8.10/hour
Freshman Basketball Clock	\$8.10/hour
Basketball Announcer	\$10.00/hour
Game Book/Statistician for Boys' Basketball	\$12.00/hour
Scorebook for Basketball	\$8.10/hour
Video for Basketball	\$8.10/hour
Gate for Boys' and/or Girls' Swim Meet	\$8.10/hour
Gate for Boys' a/o Girls' Middle School Swim Meet	\$8.10/hour
Security for High School Sporting Event	\$8.10/hour
Security for Single Middle School Events	\$8.10/hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$8.10/hour
Overtime Game Worker	\$12.00/hour

For any \$8.10 position worked above

Game workers listed below will be paid at above rates according to event/assignment working:

Franklin, LaQuisha  
Galbincea, Jaclyn  
Kirby, Holly

The above game workers will work between 1 and 4.0 hours (depending on single/double/triple event) for any game and/or event which meets state minimum wage requirements. To be paid from Athletic Fund 300 or Fund 014.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

**Board's Recommendations**

1. Second Addendum to the Superintendent's Employment Contract

It is recommended the resolution listed below be approved as submitted:

WHEREAS, the Superintendent has requested the Board consider approving a second addendum to his employment contract; and

WHEREAS, the Board has considered this request and find the requested changes to be reasonable and in the best interests of the District;

BE IT HEREBY RESOLVED, that the Board hereby approves the second addendum to the Superintendent's contract and authorizes the Board President to execute the agreement on behalf of the Board.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_



2. Renewal of the Superintendent's Contract

It is recommended the resolution listed below be approved as submitted:

WHEREAS, the Superintendent's current employment contract expires on July 31, 2017; and

WHEREAS, Ohio Revised Code Section 3319.01 provides that a board may at any regular or special meeting held during the period beginning on the first day of January of the calendar year immediately preceding the year the contract of employment of a superintendent expires and ending on the first day of March of the year it expires, reemploy such superintendent for a succeeding term for not longer than five years, beginning on the first day of August immediately following the expiration of the superintendent's current term of employment and ending on the thirty-first day of July of the year in which such succeeding term expires; and

WHEREAS, the Superintendent has consistently met or exceeded the Board's expectations and has provided both the leadership and vision necessary to provide the students with a quality educational program; and

WHEREAS, the Board finds it is in the best interests of the District to offer the Superintendent a contract to become effective at the end of his current contract;

BE IT HEREBY RESOLVED, that the Board hereby approves the Superintendent's contract to become effective August 1, 2017 and authorizes the Board President to execute the agreement on behalf of the Board.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

*Executive Session is a private conference between the members of the Board of Education from which the public is excluded. Because Executive Session is confidential and closed to public view, there are limitations on the use of Executive Session. Executive Session can be used for the following:*

- Consideration of Appointment, Employment, Promotion etc. of Employees*
- Conference with an Attorney Involving Pending Legal Action*
- Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding*
- Preparing for, Conducting or Reviewing Negotiations with Public Employees*
- Matters Required to be Kept Confidential by State or Federal Law*

12. Executive Session

Under the provisions of ORC 121.22, the Warren City Board of Education recessed to Executive Session at \_\_\_\_\_ p.m. to discuss:

- A. Consideration of Appointment, Employment, Promotion, etc. of Public Employees
- B. Investigation of Charges or Complaints Against Public Employee
- C. Conference with an Attorney Involving Pending Legal Action
- D. Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding
- E. Preparing for, Conducting, or Reviewing Negotiations with Public Employees
- F. Matters Required to be Kept Confidential by State or Federal Law
- G. District Security Arrangements and Emergency Response Protocols
- H. Consideration of Confidential Information Related to Economic Development Project

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

13. Reconvened Board Meeting - \_\_\_\_\_ p.m.

14. Adjournment - \_\_\_\_\_ p.m.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_