

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – January 24, 2017 – 6:00 PM
 Administration Building, Harriet T. Upton Room



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. Dante Capers and William Nicholson - Athletics and Extra Curricular Substance Abuse Policy for 2017-2018 School Year
- B. Sabrina Torres-Feeney, Music Teacher – Willard PK – 8 School, Any Given Child Warren, Ohio
- C. Giselle Spencer, Ennis Britton Co., L.P.A. Attorneys at Law

9. Board of Education Committee Reports

- A. Athletics *(Andre Coleman and Patti Limperos)*
- B. Finance Advisory *(Andre Coleman and John Lacy)*
- C. Board Policies and Guidelines *(Patti Limperos and Regina Patterson)*
- D. Legislative Liaison *(Patti Limperos and Regina Patterson)*
- E. TCTC Board Representative *(Bob 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, 2016 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:

Special Board Meeting held December 6, 2016

Regular Board Meeting held December 6, 2016

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the December, 2016 financial statement and short term investments made by the Treasurer during December, 2016, EXHIBIT A, (pp. 37 – 38), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
Beginning Balance July 1, 2016	\$24,364,603.94	\$17,433,105.28	\$41,797,709.22
December Receipts	4,534,509.72	3,184,061.84	7,718,571.56
FTD Advances In	-0-	-0-	-0-
FTD Receipts	36,456,732.07	14,138,421.44	50,595,153.51
MTD Expenditures	5,415,302.02	1,981,687.70	7,396,989.72
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	33,226,065.74	15,332,976.15	48,559,041.89
Ending Balance December 31, 2016	27,595,270.27	16,238,550.57	43,833,820.84

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

Fund	Amount
General Fund	\$10,133.55
002-9003 School Improvement Bond	103.18
004-9003 Building – Local Funds	9.74
006-0000 FS-Food Service	290.36
008-Endowment	6.88
Auxiliary Services	21.69
Total	<hr/> \$10,565.40

AC _____ RF _____ JL _____ PL _____ RP _____

3. Tax Rates

It is recommended the resolution listed below for tax rates for calendar year 2017 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		7.15	7.15
Permanent Improvement		1.00	1.00
Emergency Levy Fund		5.50	5.50
Emergency Levy Fund		<u>11.10</u>	<u>11.10</u>
Grand Total	4.70	59.60	64.30

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. Transfer Custody of Private Purpose Trust Funds from the Warren City School District to the Community Foundation of the Mahoning Valley.

It is recommended the resolution listed below to Transfer Custody of Private Purpose Trust Funds from the Warren City School District to the Community Foundation of the Mahoning Valley be approved as submitted.

WHEREAS, four private purpose trust funds, created through donations/endowments, and for the purpose of providing scholarships to Warren City Schools graduating seniors upon review of candidates by the Warren City School Foundation (Foundation), have been in the custody of the Warren City Schools as part of the pooled cash of the District,

WHEREAS, it has been determined by the Foundation that these private purpose trust funds would benefit financially by being pooled with the funds of the Community Foundation of the Mahoning Valley while still under the disbursement advisement and control of the Foundation,

NOW, THEREFORE, BE IT RESOLVED that the four private purpose trust funds listed below be remitted in their entirety to the Community Foundation of the Mahoning Valley which shall act as custodian of these funds under the direction of the Foundation.

008-0000	Nellie C. Ohl	\$17,131.48
008-9001	K. L. Kraker	\$ 4,509.85
008-9002	Beraducci	\$ 6,594.81
008-9003	Aurora	\$ 408.32

AC _____ RF _____ JL _____ PL _____ RP _____

5. 2016-17 Co-curricular Budget and Purpose Statement

It is recommended the resolution listed below establishing 2016-17 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 2016-17 Co-curricular Activity Account:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>
200-9022	SA89 – WGH Interact Club

AC _____ RF _____ JL _____ PL _____ RP _____

6. Revised Appropriation Budgets

It is recommended the resolution listed below for a revised appropriation budgets (a. through f.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the following revised appropriation budgets:

- a. Fund/S.C.C.: Title I
Fund #572, S.C.C. #9117
FY2017 Apprn.: \$4,564,296.74
Rev. Apprn.: \$5,387,107.89
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$822,811.15 increase due to change in original allocation and carry-over funds.
- b. Fund/S.C.C.: Title I - Neglected
Fund #572, S.C.C. #9127
FY2017 Apprn.: \$48,263.35
Rev. Apprn.: \$84,754.76
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$36,491.41 increase due to carry-over funds.
- c. Fund/S.C.C.: Title II-A
Fund #590, S.C.C. #9107
FY2017 Apprn.: \$479,002.65
Rev. Apprn.: \$704,170.23
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$225,167.58 increase due to change in original allocation and carry-over funds.
- d. Fund/S.C.C.: Title I - Delinquent
Fund #572, S.C.C. #9227
FY2017 Apprn.: \$51,553.29
Rev. Apprn.: \$66,348.13
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$14,794.84 increase due to carry-over funds.
- e. Fund/S.C.C.: Title I – School Improvement
Fund #536, S.C.C. #9117
FY2017 Apprn.: \$325,000.00
Rev. Apprn.: \$500,881.85
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$175,881.85 increase due to carry-over funds.

f. Fund/S.C.C.: Auxiliary Services
Fund #401, S.C.C. #9127, 9227
FY2017 Apprn.: \$193,949.04
Rev. Apprn.: \$237,365.01
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$43,415.97 increase due to carry-over funds.

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: Teen Straight Talk
 1393 Youngstown Kingsville Rd.
 Vienna, OH 44473
EXHIBIT B, (pp.39 – 42):
 Amount: \$28,565.00
 Fund #499 S.C.C. 9127
 Period: December 1, 2016, through June 30, 2017.
 Exec. Director Regina Teutsch, Teaching and Learning
 Purpose: To provide CBI program support through classroom presentations and mentor/mentee training in conjunction with the Warren Business and Education Community Connector Grant.

b. Agreement: Master of Athletic Training Program
 Youngstown State University
 Jessica Wallace PhD, ATC
 1 University Plaza, 307L Beeghly Center
 Youngstown, OH 44555
 (330) 941-2577
EXHIBIT C, (pp. 43 – 49):
 Amount: No cost to the District
 Period: January 13, 2017, through January 12, 2019.
 Exec. Director William Nicholson, Athletics
 Purpose: To provide clinical education for students selected by Youngstown State University.

MOTION NO. 08-2016-213 (Period Revision)

- c. **Amended Agreement:** City of Warren, Ohio
391 Mahoning Ave. NW
Warren, Ohio 44483
EXHIBIT D, (pp. 50 – 51):
- Amount: \$200,000.00
- Fund: Fund #001
- Period: September 30, 2013, through December 31, 2017.
- Exec. Director: Michael Wasser, Business Operations
- Purpose: To provide specific Student Resource Officer (SRO) services to all Warren City Schools. Provide additional police services at Warren G. Harding High School and also effective police service at all Warren City School locations in order to create a safe and positive school climate.

AC _____ RF _____ JL _____ PL _____ RP _____

2. 2017-18 School Calendar for Teachers and Students - AMENDMENT

It is recommended the resolution listed below AMEND the 2017-18 School Calendar approved at the Organizational Meeting held on January 9, 2017, MOTION NO. 01-2017-15 be approved as submitted.

WHEREAS, formal adoption of a school calendar does not prevent the Board from amending such calendar at a later date.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.48, ORC 3313.47, other appropriate Ohio revised Codes, Ohio Administrative Codes, and standard operating procedures, the following school calendar for the teachers and students, EXHIBIT E, (p. 52), is hereby adopted for the 2017-18 academic year as stated in the Exhibit.

Change from: Tuesday, November 14, 2017, Waiver Day
Change to: Tuesday, November 7, 2017, Waiver Day

Change from: Friday, March 19, 2018, End of Third Nine Weeks
Change to: Friday, March 16, 2018, End of Third Nine Weeks

AC _____ RF _____ JL _____ PL _____ RP _____

3. Board Policies – First Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, First Reading, be approved as submitted.

WHEREAS, the board of education shall make such rules and regulations as are necessary for its government and the government of its employees, pupils, its schools, and all other persons entering upon its school grounds or premises, by adopting bylaws and policies for the organization and operation of this Board and school district.

NOW, THEREFORE, BE IT RESOLVED that the following Board Policies have been reviewed and will appear on the agenda of the next regularly scheduled meeting of the Board of Education of the Warren City School District for a second reading and adoption:

- a. Policy 5330.02 (New) STUDENTS
PROCUREMENT AND USE OF EPINEPHRINE AUTO
 INJECTORS IN EMERGENCY SITUATIONS

AC _____ RF _____ JL _____ PL _____ RP _____

4. 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	
Altrusa Club of Warren	WGH Key Club Monetary Donation Value: \$200.00	[1]
Anonymous Donor	WGH Prep/Quiz Bowl Monetary Donation Value: \$500.00	[1]
Community Foundation of the Mahoning Valley	Warren G. Harding Monetary Donation Value: \$566.44	[1]
Howland Scope Center	Warren City Schools Hats, Scarfs and Socks Estimated Value: \$800.00	[2]

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

[2] To be used to support the students of the Warren City Schools.

AC _____ RF _____ JL _____ PL _____ RP _____

5. 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: Cleveland, OH
- Class/Group: WGH Jazz Ensemble I – Grades 10-12
- Dates of Trip: February 2, 2017 returning February 3, 2017
- Principal: Dante Capers, Principal
- Sponsor: Reid Young
- Cost: \$267.00 per student.
- Funding: The cost above and any over-costs will be covered by WGH Band Boosters/private donation.
- Purpose of Trip: This trip will provide statewide exposure and an opportunity to perform in front of educators from across the State of Ohio.

AC _____ RF _____ JL _____ PL _____ RP _____

6. 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:

BRENT, Rachael \$ 146.97

Certificated – 2016-2017 School Year:

CATUOGNO, Lauren	\$ 400.00
CURRY, John	\$ 400.00
FLINNER, Jeremy	\$ 301.28
JOHNSON, Jeffrey	\$ 325.00
LEHMAN, Matthew	\$ 400.00

Classified – 2016-2017 School Year:

BURK, Dormay \$ 400.00

AC _____ RF _____ JL _____ PL _____ RP _____

7. Personnel Recommendations

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

CERTIFICATED:

a. Appointment – Certificated (To receive one-year contract for the 2016-2017 school year)

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

WHEREAS, a vacancy exists for this employment action; and

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.07 and 3319.08, the following employment action is taken; and

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01 the following employee(s) shall be directed and assigned.

- (1) Mary Wundow, Early Childhood Education Teacher, Salary Table A, Step B-01 (pro-rata), Limited Contract, effective 01/12/2017 for the remainder of the 2016-17 school year (New position)

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) Juli Barnes, Elementary Education Teacher, resignation effective the close of the day, January 31, 2017.
- (2) Andre Smith, 4-5 Principal, resignation effective the close of the day, June 30, 2017.

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) Shannon Andre, Physical Education Teacher, Leave of Absence, effective 12/02/2016.
- (2) Ashley Bailey, Visual Arts Education Teacher, Leave of Absence, effective 12/08/2016.
- (3) Courtney Gorup, Special Education Teacher, Leave of Absence, effective 12/05/2016.
- (4) Bertha Kirksey, Elementary Education Teacher, Leave of Absence, effective 12/01/2016.
- (5) Terri Leone, Early Childhood Education Teacher, Leave of Absence, effective 12/09/2016.
- (6) Mark Mazzi, Middle Childhood Education Teacher, Leave of Absence, effective 12/19/2016.
- (7) Christine Whitmore, Multi-Age P-12 Education Teacher, Leave of Absence, effective 01/17/2017.

d. Appointments – Certificated – Hourly Employment (2016-17 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 the Arts Curriculum Development, effective 10/01/2016 through 06/30/2017, \$24.94 per an hour, on an as needed basis, to be paid from BBITA, Fund #001, SCC #0000, not to exceed \$500.00. (Recommended by R. Teutsch, Curriculum & Instruction)

Judith Babik
Krista Kohut
Sabrina Torres-Feeney

- (2) Supplemental Contract for the After School Program, effective 11/01/2016 through 06/30/2017, \$24.94 per an hour, on an as needed basis, to be paid through Fund #516, SCC #9610. (Recommended by J. Myers, Special Education)

Johnathan Bacak

- (3) Supplemental Contract for participating on the Willard PK-8 School Building Leadership Team (BLT) and attending monthly meetings as scheduled, effective 11/01/2016 through 06/30/2017, \$24.94 per an hour, on an as needed basis, to be paid through Title I – School Improvement Fund #536, SCC #9616, not to exceed \$250.00. (Recommended by C. Bero, State & Federal Programs)

Heather Guthrie

- (4) Supplemental Contract for Participation in IEP Meetings, effective the 2016-2017 School Year, \$300 per diem, on an as needed basis, to be paid through Fund #516, not to exceed \$1,200.00. (Recommended by J. Myers, Special Education)

Donna LaTessa

- (5) Supplemental Contracts for the purpose of attending the Early Childhood Education (ECE) meeting on 01/04/2017, \$24.94 per an hour, on an as needed basis, to be paid from ECE Fund #439, SCC #9117, not to exceed \$75.00. (Recommended by C. Bero, State & Federal Programs)

Rachel Brent
Abigail Fisher

Stephanie Gilligan
 Drake Jesse
 Leslie Readman
 Elyse Rohrer
 Brandi Shrock

- (6) Supplemental Contracts for CASEL Training, effective 01/01/2017 through 06/30/2017, \$24.94 per an hour, on an as needed basis, to be paid from NoVo Foundation Fund #007, SCC #9725, not to exceed \$150.00. (Recommended by J. Merolla, Community Outreach/Grant Development)

Adam Davidson
 Marchella Shaw

- (7) Supplemental Contracts for Wean Grant "Effective Transitions" Afterschool Family Program, effective 01/01/2017 through 06/30/2017, \$24.94 per an hour, on an as needed basis, to be paid from Fund #018, SCC #9720, not to exceed \$199.52, if attending 4 events per school. (Recommended by J. Merolla, Community Outreach/Grant Development)

Michelle Gibson-Williams
 Abbey Juillerat
 Monica Pishotti
 Cara Venetti

- (8) Supplemental Contracts for 2017 Third Grade Reading Support Academy at each PK-8 Building, effective 01/12/2017 through 03/30/2017, \$24.94 per an hour, on an as needed basis, to be paid from Fund #572, SCC #9117, not to exceed \$1,500.00. (Recommended by C. Bero, State & Federal Programs)

Lincoln PK-8

Mary Jo Altobelli
 Michelle Gibson-Williams
 Abbey Juillerat
 Mary Moyer
 Colleen Shrum
 Cara Venetti
 Katherine Vrbancic
 Kristina White

Willard PK-8

Annette Constantino
 Dawn Danko
 Ashley Goff
 Alycia Greene
 Kendra Lasko
 Cara Meadows
 Erikka Sampson
 Matthew Stiner
 Samantha Wiesen

Jefferson PK-8

McGuffey PK-8

Molly James
 Diane Orr
 Sheena Ridel
 Matthew Seidel
 Christine Ulrich
 Alexis Williams

Andrea Bluedorn
 Annamarie Buonavolonta
 Cheryl Leshnack
 Margaret O'Brien-March
 Andrea Seguin
 Rachel Sheller

Administrative Office

Patricia Fisher Jacqueline Lawrence
 Sylvia Littleton Paula Yauger

- (9) Supplemental Contracts for 2017 Fourth Grade ELA and Math Support Academy at the Jefferson and Willard PK-8 Buildings, effective 01/12/2017 through 03/30/2017, \$24.94 per an hour, on an as needed basis, to be paid from Fund #572, SCC #9117, not to exceed \$1,500.00. (Recommended by C. Bero, State & Federal Programs)

Jefferson PK-8

Diane Gibbons
 Lisa Mesaros
 Tina Noble

Willard PK-8

Heather Guthrie

Administrative Office

Patricia Fisher Jacqueline Lawrence
 Sylvia Littleton Paula Yauger

- (10) Supplemental Contract for Home Instruction, effective 01/30/2017 through 05/30/2017, \$24.94 per an hour, on an as needed basis, to be paid through Fund #001, SCC #0000, not to exceed \$3,000.00. (Recommended by J. Myers, Special Education)

Isabella Notar

- (11) Supplemental Contract for Special Education Transition Services, effective 08/15/2016 through 05/30/2017, \$24.94 per an hour, on an as needed basis, to be paid through Fund #516, SCC #9710, not to exceed \$200.00. (Recommended by J. Myers, Special Education)

Melissa Bartholomew

- e. Substitute Teacher Appointment(s) (2016-17 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>
Jean Mulverhill-Cole	01/13/2017
Tiffany Moore	01/19/2017
Beverly Pollard	01/19/2017

- f. Building Substitute Teacher Appointment(s) (2016-17 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>
Amelina Herman	01/03/2017	Willard PK-8
Bernadette Nicopolis	01/03/2017	Lincoln PK-8
Heather Miller	01/04/2017	Harding
Victoria DeRiggi	01/17/2017	Lincoln PK-8

g. Employment – Certificated (current regular employee) (Co-Curricular year) (2016-17 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 or 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 W. Nicholson, Athletic Director)

High School Athletics:

- (1) Supplemental Contracts approved at the **December 6, 2016**, Regular Board Meeting, **MOTION NO. 12-2016-307**, Section i., Employment – Certificated (current regular employee) Co-Curricular year (2016-17 school year), High School Athletics, **Item No. 4** and **No. 5**, Indoor Track – Head Coach (Girls) – be **AMENDED** as follows:

Charles Penny – Indoor Track – Head Coach (Girls) – Code #53, Index 7.0, **FROM 20%** of Contract **TO 34%** of Contract, Salary Table B.

James Varley – Indoor Track – Head Coach (Girls) – Code #53, Index 7.0, **FROM 25%** of Contract **TO 33%** of Contract, Salary Table B.

CLASSIFIED:

h. 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) Glenda McElhaney, MD Educational Assistant, Willard PK-8, Salary Table I, effective the close of the day 06/01/2017.
- (2) Louisa Pandelli, Cook, Willard PK-8, Salary Table G, effective the close of the day 01/31/2017.
- (3) Marjorie Yarnell, Secretary to Executive Director of State & Federal, Administration, Salary Table E, effective the close of the day 01/03/2017.

i. Resignations – Classified

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) April Dunkerley, MD Educational Assistant, McGuffey PK-8, Salary Table I, effective 12/02/2016.
- (2) Darryl Flanagan, MD Educational Assistant, Warren G. Harding High School, Salary Table I, effective 01/06/2017.

j. 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) Linda Huff, Cafeteria Manager, McGuffey PK-8, Salary Table F, effective 09/29/2016.
- (2) Karen Massari, Bookkeeper Clerk, Warren G. Harding High School, Salary Table E, effective 01/03/2017.
- (3) Christopher Newsome, Plant Manager 2, McGuffey PK-8, Salary Table D, effective 12/23/2016.
- (4) Chris Tabor, III, Plant Manager 1, Jefferson PK-8, Salary Table D, effective 01/17/2017.

k. Leave of Absence – Classified (Without Pay or Benefits)

WHEREAS, ORC 3319.13 permits the granting of a leave of absence for a period of not more than two years upon the request of the employee for reasons of illness or disability and permits leaves of absence for other reasons as approved by Article XXV, Section 25.1, of the Master Contract between the Warren City Board of Education and the Ohio Association of Public School Employees Chapter 288;

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 provision of ORC 3319.13, the following leave is recognized and/or granted for the dates indicated.

- (1) Gloria Berresford, Food Service General Helper, Warren G. Harding High School, Salary Table G, effective 01/03/2017.
- (2) Linda Huff, Cafeteria Manager, McGuffey PK-8 Building, Salary Table G, effective 01/12/2017.

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) Alyssa Dye, Food Service Helper-4.25 hours per day, Jefferson PK-8, Salary Table G, effective 12/14/2016, (60 days probationary period successfully completed as of 12/13/2016). (Recommended by L. Postlethwait, Food Service)

- (2) Tonya Gavin, ED Educational Assistant, McGuffey PK-8, Salary Table I, effective 01/23/2017. (Recommended by J. Myers, Special Education)
- (3) Andrea Musloski, Pre-K Title 1 Educational Assistant, Warren G. Harding High School, Salary Table I, effective 01/18/2017. (Recommended by C. Bero, State & Federal Programs)
- (4) Matthew Nypaver, MD Educational Assistant, McGuffey PK-8, Salary Table I, effective 12/16/2016. (Recommended by J. Myers, Special Education)
- (5) Jason Stouffer, ED Educational Assistant, Warren G. Harding High School, Salary Table I, effective 01/30/2017. (Recommended by J. Myers, Special Education)
- (6) Bree White, Food Service Helper-4.0 hours per day, Warren G. Harding High School, Salary Table G, effective 01/10/2017, (60 days probationary period successfully completed as of 01/09/2017). (Recommended by L. Postlethwait, Food Service)
- (7) Sonya Williams, MD Educational Assistant, Willard PK-8, Salary Table I, effective 12/19/2016. (Recommended by J. Myers, Special Education)
- (8) Bethany York, Pre-K Title I Educational Assistant, McGuffey PK-8, Salary Table I, effective 01/03/2017. (Recommended by C. Bero, State & Federal Programs)

m. Change in Classification – Classified

WHEREAS, the following change of employee classifications are made for the benefit of the District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.01, the following change in employee working classifications are made as of the date indicated.

BE IT FURTHER RESOLVED, under the provisions of ORC 3317.12, the employees shall be compensated at the established wage rate as indicated on the Board of Education adopted salary schedule; and

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

- (1) Daphne Gary, from Night Janitor, Area #11, Warren G. Harding High School, Salary Table D, to Night Janitor, Area #8, Warren G. Harding High School, Salary Table D, effective 12/21/2016.
- (2) Linda Ohlin, from Substitute Extra Clerk, Salary Table M, to Mailroom/Order Clerk, Administration, Salary Table E, Pay Range III, 260-262 Day Contract, effective 01/03/2017.
- (3) Pamela Smith, from Substitute Educational Assistant, Salary Table M, to ED Educational Assistant, McGuffey PK-8, Salary Table I, effective 01/23/2017.
- (4) Savannah Thomas, from Jefferson/McGuffey/John F. Kennedy High School Building/Auxiliary Clerk, Salary Table E, Pay Range I, 204 Day Contract, to Lincoln PK-8, 3-5 Pod Secretary, Salary Table E, Pay Range IV, 214 Day Contract, effective 01/17/2017.
- (5) Gail Walker, from Lincoln PK-8, 3-5 Pod Secretary, Salary Table E, Pay Range IV, 214 Day Contract, to Lincoln PK-8, 6-8 Pod Secretary, Salary Table E, Pay Range IV, 214 Day Contract, effective 01/17/2017.
- (6) LaVonda Wright, from Cook Helper, Willard PK-8, Salary Table G, to Cook, McGuffey PK-8, Salary Table G, effective 12/05/2016.

n. 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) Demetrea Armstrong, Substitute Food Service Helper, Salary Table M, effective 01/03/2017.
- (2) Jack Brannon, Substitute Night Janitor, Salary Table M, effective 12/05/2016.
- (3) Nicole Baugh, Substitute Food Service Helper, Salary Table M, effective 01/12/2017.
- (4) Amanda Delaquila, Substitute Educational Assistant, Salary Table M, effective 01/03/2017.
- (5) David Devlin, Substitute Night Janitor, Salary Table M, effective 12/28/2016.
- (6) K. Linda Koszela, Substitute Educational Assistant, Salary Table M, effective 01/03/2017.
- (7) Kayla Pakulniewicz, Substitute Food Service Helper, Salary Table M, effective 01/04/2017.
- (8) Meredith Percich, Substitute Food Service Helper, Salary Table M, effective 12/19/2016.
- (9) Pamela Smith, Substitute Educational Assistant, Salary Table M, effective 01/03/2017.
- (10) Robert Sudzina, Substitute Food Service Helper, Salary Table M, effective 01/10/2017.
- (11) Kimberly Thompson, Substitute Educational Assistant, Salary Table M, effective 01/19/2017.
- (12) Barbara Zadai, Substitute Food Service Helper, Salary Table M, effective 01/06/2017.

o. 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 for the purpose of attending CASEL Skills for Life training on January 12 and February 16, 2017, at the rate of \$12.18 per hour, to be paid from Early Childhood Education (ECE) Fund #439 SCC #9117 and Title I-A Fund #572, SCC #9117, for not more than 3 hours per evening, 6 hours total, not to exceed \$100.00. (Recommended by C. Bero, State & Federal Programs)

Bethany York

p. Employment—Classified Co-curricular 2016-2017 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 October 25, 2016 Regular Board Meeting, **MOTION NO. 10-2016-268**, Section Q. Employment-Classified Co-curricular 2016-2017 School Year, Item No. 4, **Keelyn Franklin**, Code #40, Index 16.0, Salary Table B, Basketball Coach, 9th Grade,

High School, Warren G. Harding High School (Boys) **(100% of contract)**, be **AMENDED to (85% of contract)**

- (2) Supplemental Contract approved at the October 25, 2016 Regular Board Meeting, **MOTION NO. 10-2016-268**, Section Q. Employment-Classified Co-curricular 2016-2017 School Year, Item No. 6, **Kim Johnson**, Code #40, Index 16.0, Salary Table B, Basketball Coach, 9th Grade, High School, Warren G. Harding High School (Boys) **(75% of contract)**, be **AMENDED to (60% of contract)**
- (3) Supplemental Contract approved at the October 25, 2016 Regular Board Meeting, **MOTION NO. 10-2016-268**, Section Q. Employment-Classified Co-curricular 2016-2017 School Year, Item No. 8, **Michael Phillips**, Code #38, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Boys) **(75% of contract)**, be **AMENDED to (85% of contract)**
- (4) Supplemental Contract approved at the October 25, 2016 Regular Board Meeting, **MOTION NO. 10-2016-268**, Section Q. Employment-Classified Co-curricular 2016-2017 School Year, Item No. 11, **John Simcox**, Code #41, Index 16.0, Salary Table B, 9th Grade Basketball Coach, High School, Warren G. Harding High School (Girls) **(85% of contract)**, be **AMENDED to (60% of contract)**
- (5) Supplemental Contract approved at the October 25, 2016 Regular Board Meeting, **MOTION NO. 10-2016-268**, Section Q. Employment-Classified Co-curricular 2016-2017 School Year, Item No. 13, **Bryan Wright**, Code #38, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Boys) **(100% of contract)**, be **AMENDED to (85% of contract)**
- (6) Supplemental Contract approved at the November 10, 2016 Regular Board Meeting, **MOTION NO. 11-2016-283**, Section I. Employment-Classified Co-curricular 2016-2017 School Year, Item No. 4, **Brandon Tedesco**, Code #38, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Boys) **(100% of contract)**, be **AMENDED to (85% of contract)**
- (7) Cache't Murray, Code #39.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Girls) (100% of Contract)
- (8) Tyrone Owens, Code #53.0, Index 7.0, Salary Table B, Indoor Track Coach, High School, Warren G. Harding High School (Girls) (33% of Contract)

- (9) James Rawl, Code #113.0, Index 8.0, Salary Table B, Head Middle School Swimming Coach, Warren Middle Schools (Boys and Girls) (40% of Contract)
- (10) Student Game Workers for Athletic Events
For the 2016-2017 School Year

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

Gate for Boys' JV/9 th Football	\$ 9.00 per hour
Gate for Boys' Varsity Football	\$ 9.00 per hour
Gates for Boys' Single Middle School Football	\$ 9.00 per hour
Main Ticket Clerk for Varsity Football	\$ 9.00 per hour
Football Chain Coordinator	\$ 9.00 per hour
Varsity Football Clock	\$12.50 per hour
Football Clock Assistant	\$12.50 per hour
J.V. Football Clock	\$ 9.00 per hour
Freshmen Football Clock	\$ 9.00 per hour
Lower Level Football Clock	\$ 9.00 per hour
Football Announcer	\$10.00 per hour
Football Assistant Announcer	\$10.00 per hour
Audio for Football	\$ 9.00 per hour
Video for Football	\$ 9.00 per hour
Computer for Football	\$ 9.00 per hour
Game Book/Statistician for Football	\$ 9.00 per hour
Press Box Host	\$ 9.00 per hour
Officials' Host for Football	\$ 9.00 per hour
Gate for Single Girls' Volleyball	\$ 9.00 per hour
Gate for Single Girls' Middle School Volleyball	\$ 9.00 per hour
Gate for Single Boys' and/or Girls' Soccer	\$ 9.00 per hour
Gate for Single Boys' a/o Girls' Basketball Game	\$ 9.00 per hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$ 9.00 per hour
Varsity Main Basketball Clock	\$15.00 per hour
Assistant Varsity Basketball Clock	\$12.50 per hour
JV Basketball Clock	\$10.00 per hour
Freshman Basketball Clock	\$10.00 per hour
Basketball Announcer	\$10.00 per hour
Game Book/Statistician for Boys' Basketball	\$12.00 per hour
Scorebook for Basketball	\$ 9.00 per hour
Video for Basketball	\$ 9.00 per hour
Gate for Boys' and/or Girls' Swim Meet	\$ 9.00 per hour
Security for High School Sporting Event	\$ 9.00 per hour

Security for Single Middle School Events	34
Ticket Worker Position for Boys'/Girls'	\$ 9.00 per hour
Track Meets	\$ 9.00 per hour

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

Andrew Peterson

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.

AC _____ RF _____ JL _____ PL _____ RP _____

Board's Recommendations

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 _____