

AGENDA
Board of Education
Warren City School District
Regular Meeting – January 28, 2019 – 6:00 p.m.
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. 11.

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. Communications
 - A. Board Appreciation

- 5. Adoption of Agenda

AC _____ RF _____ JL _____ PL _____ RP _____

- 6. Treasurer’s Report

- 7. Superintendent’s Report

- A. Resolution of Condolence – Jeffrey K Johns

It is recommended the resolution listed below extending the sympathy of the Warren City Board of Education and the Superintendent of Schools to the family, friends, and colleagues of *Jeffrey K Johns* be approved as submitted.

WHEREAS, the death of *Mr. Johns* has brought great sadness to this School District and the many people with whom he worked; and

WHEREAS, Jeff taught music for the District from 1999 until his death. *He was a fabulous musician, educator and a man of tremendous faith. Jeff loved music and was an accomplished violinist.* He was a true gift to the students of the Warren City Schools.

NOW, THEREFORE, BE IT RESOLVED that Board President Regina Patterson, Vice President John Lacy, Board Members Andre Coleman, Robert L. Faulkner, Sr., and Patricia Limperos, and Superintendent of Schools Steve Chiaro express their condolences to the family, friends and colleagues; and

BE IT FURTHER RESOLVED that this message of sympathy be spread across the minutes of this meeting.

AC _____ RF _____ JL _____ PL _____ RP _____

- B. Graduation Requirements Update – Dante Capers, Warren G. Harding High School Principal
 - C. Trumbull County Educational Service Center – Public School Commercial – Virginia Shank, Communications
 - D. Mollenkopf Stadium Lighting Upgrade – Michael Wasser, Executive Director of Business Operations
 - E. Ohio Improvement Process Crosswalk – Wendy Hartzell, Associate Superintendent
 - F. CASEL Equity Team Work – Jill Merolla, Supervisor of Community Outreach and Grant Development, Janis Ulicny, Warren G. Harding Assistant Principal and Dante Capers, Warren G. Harding Principal
8. Board of Education Committee Reports
- A. Athletics *(John Lacy and Patti Limperos)*
 - B. Finance Advisory *(Andre Coleman and John Lacy)*
 - C. Board Policies and Guidelines *(Bob Faulkner 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)*
9. Old Business
10. New Business

Treasurer's Recommendations

1. Minutes

It is recommended the resolution listed below regarding the December 18, 2018 and January 8, 2019 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 Meeting held December 18, 2018
Organization Meeting held January 8, 2019

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the December, 2018 financial statement and short term investments made by the Treasurer during December, 2018, EXHIBIT A, (pp. 43 - 44), 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, 2018	\$34,605,663.17	\$17,031,189.05	\$51,636,852.22
December Receipts	5,244,046.89	2,381,861.99	7,625,908.88
FTD Advances In	-0-	-0-	-0-
FTD Receipts	38,140,735.61	12,621,269.60	50,762,005.21
MTD Expenditures	5,797,056.58	1,978,783.29	7,775,839.87
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	35,552,767.67	14,170,240.37	49,723,008.04
Ending Balance			
December 31, 2018	37,193,631.11	15,482,218.28	52,675,849.39

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

Fund	Amount
General Fund	\$44,926.82
002-9003 School Improvement Bond	-0-
004-9003 Building – Local Funds	-0-
006-0000 FS-Food Service	1490.33
Auxiliary Services	107.89
Total	<hr/> \$46,525.04

AC _____ RF _____ JL _____ PL _____ RP _____

3. FY2019 Permanent Appropriation Measure Revision

It is recommended the resolution listed below for the revised appropriation budget (a. and b.) be approved as submitted.

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

- a. Fund/S.C.C.: Title I-A
Fund #572, S.C.C. #9119
FY19 Apprn.: \$4,794,441.48
Rev. Apprn.: \$4,792,797.72
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$1,643.76 decrease due to reallocation of funds by Ohio Department of Education.

- b. Fund/S.C.C.: Title IV-A
Fund #599, S.C.C. #9019
FY19 Apprn.: \$264,741.27
Rev. Apprn.: \$265,200.97
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$459.70 increase due to reallocation of funds by Ohio Department of Education.

AC _____ RF _____ JL _____ PL _____ RP _____

4. Approve the Application, Accept the Grant and Approve the Grant Appropriation

It is recommended the resolution listed below to approve the application, accept the grant and approve the grant appropriation (a.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the application, accept the grant and approve the following appropriation:

- a. Fund/S.C.C.: Title VI-B Preschool Restoration
Fund #587 S.C.C. #9910
- Amount: \$12,806.14
- Funding: Comprehensive Continuous Improvement Plan (CCIP) Grant
- Period: September 14, 2018, through June 30, 2019.
- Exec. Director: Jennifer Myers, Special Education
- Purpose: To provide funds to the preschool department for education supplies, materials, and equipment.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
587	1280	411	9910	Purchased Services	\$5,000.00
587	1280	511	9910	Professional Develop.	<u>7,806.14</u>
Total:					\$12,806.14

AC _____ RF _____ JL _____ PL _____ RP _____

5. FY2019 Permanent Appropriation Measure Revision

It is recommended the resolution listed below for the FY2019 Permanent Appropriation Measure Revision be approved as submitted.

WHEREAS, MOTION NO. 09-2018-202 approved at the September 25, 2018 Regular Board Meeting, established the FY2019 Permanent Appropriation Measure for all Funds; and

WHEREAS, during the fiscal year, adjustments do occur to the Permanent Appropriation Measure.

NOW, THEREFORE, BE IT RESOLVED, that the Warren City Board of Education approve revisions to the FY2019 Permanent Appropriation Measure as outlined in EXHIBIT B, (pp. 45 – 46).

AC _____ RF _____ JL _____ PL _____ RP _____

6. Tax Rates

It is recommended the resolution listed below for tax rates for calendar year 2019 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		7.20	7.20
Permanent Improvement		1.00	1.00
Emergency Levy Fund		6.05	6.05
Emergency Levy Fund		<u>12.25</u>	<u>12.25</u>
Grand Total	4.70	61.35	66.05

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 _____

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 f.) 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: Boak & Sons, Inc.
75 Victoria Road
Youngstown, OH 44515
EXHIBIT C, (pp. 47 – 64):
Amount: \$2,190.00 – Administration Building
\$2,650.00 – Jefferson PK-8
\$3,420.00 – Lincoln PK-8
\$2,650.00 – McGuffey PK-8
\$3,420.00 – Willard PK-8
\$7,710.00 – Warren G. Harding
Fund/S.C.C.: #034, #9003
Period: March 1, 2019, through February 31, 2021.
Exec. Director: Michael Wasser, Business Operations
Purpose: Roof Maintenance Program to include two (2) inspections per year.

b. Agreement: Hepner Air Filter Service Inc.
Eric Hepner
3011 Henninger Road
Cleveland, OH 44109
EXHIBIT D, (pp. 65 – 66):
Amount: \$3,957.08 – Jefferson PK-8
\$3,498.60 – Lincoln PK-8
\$3,957.08 – McGuffey PK-8
\$4,235.74 – Willard PK-8
\$13,218.68 – Warren G. Harding
Fund/S.C.C.: #034, #9003
Period: February 1, 2019, through December 31, 2019.
Exec. Director: Michael Wasser, Business Operations
Purpose: Air Filter Changing Service every three (3) months which includes material and labor.

- c. Agreement: Musco Sports Lighting, LLC
Lori Meerdink
100 1st Avenue West
Oskaloosa, IA 52577
EXHIBIT E, (pp. 67 - 72):
Amount: \$194,844.00
Fund/S.C.C.: #001, #9003
Period: February 1, 2019, through June 1, 2019.
Exec. Director: Michael Wasser, Business Operations
Purpose: Replacement of stadium lights.
- d. Agreement: Akron's Children Hospital
Lisa Aurilio, MSN, MBA, RN, NEA-BC
Chief Operating Officer
One Perkins Square
Akron OH 44308-1062
(330) 543-1000
EXHIBIT F, (p. 73):
Amount: \$17,382.32
Fund/S.C.C.: #001, #0000
Period: August 1, 2018, through July 31, 2019.
Exec. Director: Jennifer Myers, Special Education
Purpose: To provide nursing services for Warren City Schools students.
- e. Agreement: Geauga County Educational Service Center
Janina Gandolfi Service Provider
470 Center St., BLDG. #2
Chardon, OH 44024
EXHIBIT G, (p. 74):
Amount: \$487.60/3 hour training or \$710.20/6 hour training
Fund/S.C.C.: #001, #0000
Period: September 4, 2018, through May 31, 2019.
Exec. Director: Jennifer Myers, Special Education
Purpose: To provide professional development services to Warren City Schools teachers.

f. Agreement: The Ohio State University
Western Reserve Extension Education and Research Area
520 West Main Street, Suite 1
Cortland, OH 44410-1455
EXHIBIT H, (pp. 75 – 77):
Amount: No Charge
Period: 2019 – 2020 School Year
Executive Dir: Regina Teutsch, Curriculum and Instruction
Purpose: To work cooperatively with the District to provide services
to the Warren City Schools youth (grades K – 8).

AC _____ RF _____ JL _____ PL _____ RP _____

2. Amendment to Mahoning County Educational Service Center Agreement

It is recommended the resolution listed below to amend the Mahoning County Educational Service Center agreement to include revised agreed upon procedures and costs to be approved as submitted.

WHEREAS, Mahoning County Educational Service Center agreement was originally approved at the October 30, 2018 Regular Board Meeting (MOTION 10-2018-237)

THEREFORE, BE IT RESOLVED, that the Warren City Board of Education approve entering into an amended Mahoning County Educational Service Center agreement as outlined in EXHIBIT I, (pp. 78 – 83).

AC _____ RF _____ JL _____ PL _____ RP _____

3. Authorization for Disposal of Board-Owned Fixed Assets for the Period June, 2018 through December, 2018

It is recommended the resolution authorizing disposal of Board-owned fixed assets for the period June, 2018 through December, 2018 be approved as submitted.

WHEREAS, the fixed assets as listed in EXHIBIT J, (p. 84), are of no further value to the Warren City School District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.41, the Warren City Board of Education shall authorize the disposal of Board-owned fixed assets for the period June, 2018 through December, 2018.

AC _____ RF _____ JL _____ PL _____ RP _____

4. Salary Table J, Classified Supervisory Salary Table

It is recommended the resolution listed below revising Salary Table J, Classified Supervisory Salary Table, be approved as submitted with changes as indicated.

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

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education adopts revised Salary Table J, EXHIBIT K, (pp. 85 – 87), effective January 02, 2019.

BE IT FURTHER RESOLVED that the Board President, Superintendent and Treasurer are hereby authorized and directed to take all lawful steps necessary to implement said salary table, including the execution of applicable "412 Certificate."

AC _____ RF _____ JL _____ PL _____ RP _____

5. Revised Salary Table K – Exempt Classified Employees

It is recommended the resolution listed below adopting changes to Salary Table K, Exempt Classified Employees, be approved as submitted with changes as recommended.

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

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education adopt Salary Table K, EXHIBIT L, (pp. 88 – 89), effective July 1, 2018.

BE IT FURTHER RESOLVED that the Board President, Superintendent and Treasurer are hereby authorized and directed to take lawful steps necessary to implement said salary table, including the execution of applicable “412 Certificate”.

AC _____ RF _____ JL _____ PL _____ RP _____

6. Resolution to Authorize Superintendent to Notify the Ohio Department of Education Regarding Darcy Quinlan

WHEREAS, on May 29, 2018, the Board of Education for the Warren City Schools approved and issued an employment contract to Darcy Quinlan (“Teacher”) for the 2018-2019 school year; and

WHEREAS, on January 4, 2019, teacher verbally communicated, her intention to resign her teaching position; and

WHEREAS, the Board received a letter of resignation from the employee that was not accepted or approved by the Superintendent.

WHEREAS, said communications were received outside of the timeframes proscribed by law for unilateral termination of the employment relationship; and

WHEREAS, said teacher has failed to appear at her assignment with Warren School, causing hardship to the District; and

NOW, THEREFORE BE IT RESOLVED that the Board of Education authorizes and directs the Superintendent to notify the Ohio Department of Education’s Office of Professional Conduct of the employee’s unilateral termination of the employment relationship after July 10, 2018, without the consent of the Board of Education, in violation of Ohio Revised Code Section 3319.15.

AC _____ RF _____ JL _____ PL _____ RP _____

7. Board Policies – Second Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, Second Reading (a. through l.), 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 be adopted and become a part of the Official Bylaws and Policies of the Warren City Board of Education:

- a. Policy 0157 (Revised) BYLAWS
APPOINTMENT TO TRUMBULL CAREER AND TECHNICAL CENTER
- b. Policy 0175.1 (New) BYLAWS
SCHOOL BOARD CONFERENCES, CONVENTIONS, AND WORKSHOPS
- c. Policy 2430 (Revised) PROGRAM
DISTRICT-SPONSORED CLUBS AND ACTIVITIES
- d. Policy 2430.02 (Revised) PROGRAM
PARTICIPATION OF COMMUNITY SCHOOL STUDENTS IN EXTRA-CURRICULAR ACTIVITIES
- e. Policy 2431 (Revised) PROGRAM
INTERSCHOLASTIC ATHLETICS
- f. Policy 2623 (Revised) PROGRAM
STUDENT ASSESSMENT AND ACADEMIC INTERVENTION SERVICES
- g. Policy 3223 (Revised) PROFESSIONAL STAFF
STANDARDS-BASED SCHOOL COUNSELOR EVALUATION
- h. Policy 5330.03 (New) STUDENTS
PROCUREMENT AND USE OF ASTHMA INHALERS IN EMERGENCY SITUATIONS
- i. Policy 5630.01 (Revised) STUDENTS
POSTIVE BEHAVIOR INTERVENTION AND SUPPORTS AND LIMITED USE OF RESTRAINT AND SECLUSION

- j. Policy 8210 (Revised) OPERATIONS
SCHOOL CALENDAR

- k. Policy 8452 (Revised) OPERATIONS
AUTOMATIC EXTERNAL DEFIBRILLATORS (AED)

- l. Policy 9270 (Revised) RELATIONS
EQUIVALENT EDUCATION OUTSIDE THE SCHOOLS & PARTICIPATION IN
EXTRA-CURRICULAR FOR STUDENTS NOT ENROLLED IN THE DISTRICT

AC _____ RF _____ JL _____ PL _____ RP _____

8. 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 – 2018-2019 School Year:

JOHNSON, Jeffrey W.	\$ 340.00
KLEM, Meghan	\$ 400.00

AC _____ RF _____ JL _____ PL _____ RP _____

9. 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	
Advanced Roofing Co. Inc.	WGH Raider Pantry Monetary Donation Value: \$100.00	[1]
AHEPA	Lincoln PK – 8 School Gloves, Hats & Scarves Value: \$400.00	[2]
Melanie Hameed	WGH Key Club Monetary Donation Value: \$50.00	[1]
Making Kids Counts & Pet Smarts/Project MKC	Willard PK – 8 School 350 Stuffed Animals Estimated Value: \$1,750.00	[3]
Shaarey Tikvah	McGuffey PK – 8 School Monetary Donation Value: \$750.61	[4]
Trumbull Neighborhood Partnership	WCS Preschool Program Monetary Donation Value: \$100.00	[5]

Wendy Wagner	Lincoln PK – 8 School Clothing Donation Estimated Value: 150.00	[2]
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- [1] To be used to support the students of Warren G. Harding High School.
- [2] To be used to support the students of Lincoln PK – 8 School.
- [3] To be used to support the students of Willard PK – 8 School.
- [4] To be used to support the students of McGuffey PK – 8 School.
- [5] To be used to support the Warren City Schools Preschool Program.

AC _____ RF _____ JL _____ PL _____ RP _____

10. Personnel Recommendations

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

CERTIFICATED:a. Appointment – Certificated (To receive one-year contract for the 2018-2019 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) Chelsea Buskirk, Early Childhood Education Teacher, Salary Table A, Step B-05 (pro-rata), effective 01/02/2019 and for the duration of the 2018-19 school year.

b. Certificated – Retirement

WHEREAS, the following employee has taught or received teaching credit qualifying for professional retirement; and

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the retirement is accepted;

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

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 the retirement is accepted with regret, but with best wishes and sincere appreciation.

- (1) Heather Hathaway, Supervisor of Special Education & Related Services, retirement effective the close of the day, 10/31/2018.

c. Resignation – Certificated

WHEREAS, the employee(s) herein named have requested to be released from their employment contracts as specified at the effective date indicated.

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

- (1) Donna Alflen, Building Substitute Teacher, resignation effective the close of the day, December 26, 2018.

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 29, 2019.

- (1) Laura Mogg, Salary Table A, Step M-13, Continuing Contract to be effective the beginning of the day, January 29, 2019.

e. 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) Heather Mennow, Special Education Teacher, Leave of Absence Without Pay or Benefits, effective 01/14/2019 and for the duration of the 2018-19 school year.
- (2) Jennifer Myers, Director of Special Education, Leave of Absence, effective 01/17/2019.
- (3) Angela Smith, Music Education Teacher, Leave of Absence, effective 01/02/2019.
- (4) Karen Stamp, Special Education Teacher, Leave of Absence, effective 01/07/2019.
- (5) Mary Wundrow, Early Childhood Education Teacher, Leave of Absence Without Pay or Benefits, effective 01/02/2019 through the close of the day, 01/11/2019.

f. Military Leave

WHEREAS, in accordance with the Master Contract between the Warren City Board of Education and the Warren Education Association, teachers who are members of the Reserve Forces of the United States or Organized militia as defined in ORC 5923.01 are entitled to leave of absence from their respective duties without loss of pay for such time as they are in military service on field training or active duty as defined in ORC 5923.05 for period not to exceed thirty-one (31) days in any one calendar year; and

WHEREAS, military leaves and right to re-employment upon completion of military service shall be granted in accordance with ORC 3319.14, ORC 5903.06, ORC 5903.061, and ORC 5923.05; and

WHEREAS, during a national emergency, should the period of active duty exceed thirty-one (31) days, the teacher shall continue to receive the difference between his/her normal pay and his/her military pay for the duration of military services and all benefits shall remain in force. Upon return, the teacher shall be reinstated to his/her previous assignment if within the same school year or the same or similar assignment if the leave is longer than one year. For purposes of seniority and placement on the salary schedule, years of absence

for military service shall be counted as though teaching service had been performed during that time.

NOW, THEREFORE, BE IT RESOLVED under the provisions of the Master Contract between the Warren City Board of Education and the Warren Education Association and under the provisions of ORC 5923.05, the following military leave of absence is granted for the dates indicated; and

BE IT FURTHER RESOLVED that the teacher be granted military leave without loss of pay or benefits for thirty-one (31) days; and

BE IT FURTHER RESOLVED that should the active duty exceed thirty-one (31) days, the teacher shall continue to receive the difference between his/her normal pay and his/her military pay (not to include military allowances) for the duration of military services and all benefits shall remain in force, including but not limited to all health care benefits, life insurance, and accrual of sick leave, for the period indicated below.

(1) Zachary Cowher, Secondary Education Teacher, effective 01/02/2019 and through the close of the day 01/25/2019.

g. Appointments – Certificated – Hourly Employment (2018-19 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 Contract for WGH Afterschool Tutoring Intervention, effective 01/02/2019 through 04/18/2019, \$26.01 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9119, not to exceed \$1,200.00 (Recommended by C. Bero, State & Federal Programs)

Joan Elliott
 Kyle Irish
 Khristine Krcelic

David Meese
 Mary Jo Pardee
 Thomas Riedel

- (2) Supplemental Contracts for WGH End-of-Course Test Intervention, effective 02/04/2019 through 03/22/2019, \$26.01 per an hour, on an as needed basis, to be paid from Title I-A, Fund #572, SCC #9119, not to exceed \$900.00 (Recommended by C. Bero, State & Federal Programs)

Amy Burd
 Lindsay Bates
 Eric Ensley
 Logan Hileman

Kimberly Hunter
 Stephanie Porterfield
 Melissa Rentz
 Ahmed Sutton

- (3) Supplemental Contract for WGH Afterschool Tutoring Intervention-EL (English Learners), effective 01/02/2019 through 04/28/2019, \$26.01 per an hour, on an as needed basis, to be paid from Title I-A, Fund #572, SCC #9119, not to exceed \$1,200.00 each (Recommended by C. Bero, State & Federal Programs)

Cheyenne Burns

- (4) Supplemental Contracts for the purpose of providing instruction in the Third Grade After School Reading Support Academy at each PK-8 School, effective 02/04/2019 through 03/27/2019, \$26.01 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9119, and Fund #001, SCC #0000, not to exceed \$1,000.00 each (Recommended by C. Bero, State & Federal Programs)

Jefferson PK-8

Alyssa Dicesare
 Natalie Grayson
 Molly James
 Matthew Seidel
 Christine Ulrich
 Ashleigh Vivo

Lincoln PK-8

Abbey Boggs
 Megan Grayham
 Jennifer Holbrook
 Elizabeth McComb
 Colleen Shrum
 Karen Stamp
 Kristina White

McGuffey PK-8

Erika Aulizia
 Andrea Bluedorn
 Annamarie Buonavolonta
 Stephanie Caldwell
 Cheryl Leshnack

Willard PK-8

Kimberly Baker
 Annette Constantino
 Maggie Forde
 Rhiann Gordon
 Lauren Mauric

Katherine Neal

Kayla Rieser
Erikka Sampson

District

Jacqueline Lawrence
Paula Yauger

Pre-Service Training: January 17, 2019
Not to exceed \$65.00 per person
\$26.01 per hour
Title II-A Fund #590, SCC #9109

- (5) Supplemental Contracts for the purpose of providing instruction in the Fourth Grade Math Support Academy at each PK-8 School, effective 02/04/2019 through 03/27/2019, \$26.01 per an hour, on an as needed basis, to be paid from Title I-A, Fund #572, SCC #9119, and Fund #001, SCC #0000, not to exceed \$1,000.00 each (Recommended by C. Bero, State & Federal Programs)

Jefferson PK-8

Lisa Mesaros
Tina Noble
Christina Scottodiuccio

Lincoln PK-8

Lori DeToro
Mary Moyer
Janell Richardson

McGuffey PK-8

William Bell
Erin Konitsney

Willard PK-8

Rebecca Boyle
Dawn Danko
Judith Miller
Gordon White

District

Patricia Fisher
Sylvia Littleton

Pre-Service Training: January 17, 2019
Not to exceed \$65.00 per person
\$26.01 per hour
Title II-A Fund #590, SCC #9109

- (6) Supplemental Contracts for the purpose of providing instruction in the Fifth Grade Math Support Academy at the Jefferson PK-8 School, effective 02/04/2019 through 03/27/2019, \$26.01 per an hour, on an as needed basis, to be paid from Title I-A, Fund #572, SCC #9119, not to exceed \$1,000.00 each (Recommended by C. Bero, State & Federal Programs)

Sandra Carson
Diana Gibbons

Pre-Service Training: January 15, 2019
Not to exceed \$65.00 per person
\$26.01 per hour
Title II-A Fund #590, SCC #9109

- (7) Supplemental Contract for Home Instruction, effective 02/01/2019 through 06/01/2019, \$26.01 per an hour, on an as needed basis, to be paid through Fund #001, SCC #0000, not to exceed \$1,000.00 (Recommended by J. Myers, Special Education)

Nina Gabrelcik

- h. Building Substitute Teacher Appointment(s) (2018-19 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 increasing 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.

Name(s) **Effective Date** **Building**

Mary Wike

01/09/2019

Jefferson PK-8

- i. Substitute Teacher Appointment(s) (2018-19 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>
William Angle	01/02/2019

- j. Employment – Certificated (current regular employee) (Co-Curricular year) (2018-19 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 H.S. Principal)

High School Athletics:

- (1) Andrew Burnett – Baseball (Boys) – Head Coach – Code #34, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (2) Cheyanne Burns – Cheerleading (Gr. 10-12) – Code #8, Index 16.0, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (3) Meaghan Coe – Softball – Head Coach (Girls) – Code #58, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (4) Charles Penny – Track – Head Coach (Boys) – Code #66, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (5) Charles Penny – Track – Head Coach (Girls) – Code #67, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.

K-8 Academics:

- (6) Supplemental Contract approved at the October 30, 2018, Regular Board Meeting, **MOTION NO. 10-2018-244**, Section f., Employment – Certificated (current regular employee) Co-Curricular year (2018-19 school year), K-8 Academics, Item No. 37, English Festival Coach – Code #83, Index 2.0, Salary Table B, **Erinn Urioste**, McGuffey PK-8 be **AMENDED** from **100%** of Contract to **50%** of Contract.
- (7) English Festival Coach – Code #83, Index 2.0, Salary Table B.
 Kayla Kelsh 50% of Contract McGuffey PK-8

CLASSIFIED:

k. **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) Chauncey Harris, ED Educational Assistant, McGuffey PK-8, Salary Table I, effective 01/03/2019.
- (2) Sara Hosni, EMIS Data/File Specialist, Administration, Salary Table E, effective 01/11/2019.
- (3) Heather Jakubec, General Helper-Food Service, Salary Table M, effective 01/18/2019.
- (4) Brenda Williams, Substitute General Helper-Food Service, Salary Table M, effective 01/18/2019.

i. 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 Barnhart, Night Janitor, Warren G. Harding High School, Salary Table D, effective 12/10/2018.

m. Initial Regular Employment – Classified

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

WHEREAS, such employee has rights, benefits, and protection afforded them through the Board approved Agreement between their respective Union(s), 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(s); 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) LaToya Brown, Administrative Secretary to Treasurer, Administration, 260 Day Contract, Salary Table K, effective 01/02/2019. (Vacancy created due to resignation/retirement in department.) (Recommended by K. Sciortino, Treasurer)
- (2) Cortney Neer, EMIS Data/File Specialist, Administration, 260-262 Day Contract, Salary Table E, Pay Range V, effective 01/07/2019. (Vacancy created due to resignation/retirement in department.) (Recommended by M. Wasser, Business Operations)
- (3) Theresa Wilson, 5.5 Hour Bus Driver, Transportation, Salary Table D, effective 10/30/2018 (30 days probationary period successfully completed as of 12/18/2018) (Vacancy created due to resignation/retirement in department.)

n. 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) Margaret Baker, Day Fireman, Administration, Salary Table D, to Plant Manager 2, Administration, Salary Table D, effective 07/01/2018.
- (2) Tyon Flowers, from ED Educational Assistant, Jefferson PK-8, Salary Table I, to MD Educational Assistant, Lincoln PK-8, Salary Table I, effective 01/02/2019.
- (3) Keelyn Franklin, from Community Liaison, Leave of Absence, Lincoln PK-8, Salary Table L, to MD Educational Assistant, McGuffey PK-8, Salary Table I, effective 12/11/2018.
- (4) Kimberly Leigh, from Secretary Transportation Center, Transportation, Salary Table E, Pay Range III, 260-262 Day Contract to Secretary A High School, Warren G. Harding High School, Salary Table E, Pay Range V, 260-262 Day Contract, effective 01/02/2019.
- (5) Charlene Pittman, from MD Educational Assistant, Fairhaven, Salary Table I, to MD Educational Assistant – ESEA Qualified, Fairhaven, Salary Table I, effective 01/15/2019.
- (6) Shawn Shimko, Plant Manager 1, Warren G. Harding High School, Salary Table D, to Supervisor of Plant Operations/Maintenance, Administration, Salary Table J, effective 01/02/2019.

o. 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. 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 Brekoski, Substitute Night Janitor, Salary Table M, effective 01/16/2019.

- (2) Jacob Evans, Substitute Night Janitor, Salary Table M, effective 12/26/2018.

p. 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 individuals be granted supplemental contracts for the purpose of participating on the Jefferson and McGuffey PK-8, and Warren G. Harding High School Building Leadership Teams (BLTs), as specified below, attending monthly meetings as scheduled, effective January 14, 2019 through May 31, 2019, at their currently hourly rate, to be paid from Title II-A Fund #590, SCC #9109, not to exceed \$300.00 each. (Recommended by C. Bero, State & Federal Programs)

Sherry Arnold – Jefferson PK-8
 Lutrica Hall – McGuffey PK-8
 Tamara Haynes – Warren G. Harding High School

- (2) Adult Game Workers for Athletic Events for the 2018-2019 School Year. All Adult 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	\$ 9.00 per hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$ 9.00 per hour

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

Sherry Arnold

The above adult game worker 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 and will be paid at above rates according to event/assignment working. To be paid from Athletic Fund #300 or Fund #014.

- (3) Student Game Workers for Athletic Events for the 2018-2019 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	\$ 9.00 per hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$ 9.00 per hour

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

Elijah Taylor

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.

q. Employment—Classified Co-curricular 2018-2019 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.

- (1) Supplemental Contract approved at the October 30, 2018 Regular Board Meeting, **MOTION NO. 10-2018-244**, Section I, Classified Co-curricular Employment 2018-19, Item no. 16, **David Rock**, Code #62.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School (Boys) **100%** be **AMENDED** to **50%** and Item no. 17, **David Rock**, Code #62.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School (Girls) **100%** be **AMENDED** to **50%**.
- (2) Keelyn Franklin, Code #40.0, Index 16.0, Salary Table B, 9th Grade Basketball Coach, High School, Warren G. Harding High School (Boys) (33% of Contract)
- (3) Keelyn Franklin, Code #102.0, Index 8.0, Salary Table B, 8th Grade (Gold) Basketball Coach, Middle School, Lincoln Middle School (Boys) (50% of Contract)
- (4) Keelyn Franklin, Code #102.0, Index 8.0, Salary Table B, 8th Grade (White) Basketball Coach, Middle School, Jefferson Middle School (Boys) (50% of Contract)

- (5) Artel Hooks, Code #40.0, Index 16.0, Salary Table B, 9th Grade Basketball Coach, High School, Warren G. Harding High School (Boys) (67% of Contract)
- (6) Kim Johnson, Code #38.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Boys) (50% of Contract)
- (7) Jeremy Starr, Code #62.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School (Boys) (50% of Contract)
- (8) Jeremy Starr, Code #63.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School (Girls) (50% of Contract)

AC _____ RF _____ JL _____ PL _____ RP _____

Board's Recommendations

11. Recognition of Speaker(s)

*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 _____

SC:tep
01/24/2019