

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – January 28, 2020 – 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. Faulkner, Mr. Fowley, Mrs. Limperos, Mrs. Patterson, Mr. Walker

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

RF _____ JF _____ PL _____ RP _____ JW _____

4. Communications

5. Adoption of Agenda

RF _____ JF _____ PL _____ RP _____ JW _____

6. Treasurer's Report

7. Superintendent's Report

8. Board of Education Committee Reports

- A. Athletics *(Patti Limperos and Bob Faulkner)*
- B. Finance Advisory *(John Fowley and Julian Walker)*
- C. Board Policies and Guidelines *(Regina Patterson and Julian Walker)*
- D. Legislative Liaison *(Patti Limperos and Regina Patterson)*
- E. TCTC Board Representative *(Bob Faulkner)*

9. Old Business

10. New Business

Treasurer’s Recommendations

1. Minutes

It is recommended the resolution listed below regarding the December, 2019 and January, 2020 Board Minutes be approved as submitted.

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

- Regular Board Meeting held December 10, 2019
- Organizational Meeting held January 7, 2020
- Board of Education Work Session held January 7, 2020

RF _____ JF _____ PL _____ RP _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the December, 2019 financial statement and short term investments made by the Treasurer during December, 2019, EXHIBIT A, (pp. 34 – 35), 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, 2019	\$37,643,300.38	\$18,480,825.13	\$56,124,125.51
MTD Receipts	5,006,751.76	1,542,492.28	6,549,244.04
FTD Advances In	-0-	-0-	-0-
FTD Receipts	36,885,226.97	24,431,679.96	61,316,906.93
MTD Expenditures	5,542,678.97	1,722,043.97	7,264,722.94
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	36,540,788.68	24,132,505.51	60,673,294.19
Ending Balance			
December 31, 2019	37,987,738.67	18,779,999.58	56,767,738.25

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

Fund	Amount
001-0000 A10-General Fund	\$97,552.69
006-0000 FS-Food Service	2,862.76
401 Auxiliary Services	176.94
Total	<hr/> \$100,592.39

RF _____ JF _____ PL _____ RP _____ JW _____

3. 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. Name of Grant: Ohio STEM Grant
- Fund/S.C.C.: Fund #007 S.C.C. #9202
- Amount: \$692.00
- Funding: First Energy
- Period: January 1, 2020, through June 30, 2020.
- Supervisor(s): Jill Merolla, Community Outreach and Kelly Hutchison, PK
- Purpose: To support PK STEM offerings for all five (5) PK sites for the 2019-2020 school year.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
007	1100	412	9202	Purchased Services	\$692.00
Total:					\$692.00

RF _____ JF _____ PL _____ RP _____ JW _____

4. 2019-20 Co-curricular Budget and Purpose Statements

It is recommended the resolution listed below establishing 2019-20 Co-curricular Budget and Purpose Statements be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the budget and purpose statements (on file in the Treasurer's Office) for the following 2019-20 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>
300-9022	SA225– Warren G Harding Boys Track

RF _____ JF _____ PL _____ RP _____ JW _____

5. Tax Rates

It is recommended the resolution listed below for tax rates for calendar year 2020 be approved as submitted.

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

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

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

	Inside 10 Mill <u>Limit</u>	Outside 10 Mill <u>Limit</u>	Total <u>Mills</u>
General Fund	4.70	34.85	39.55
Bond Retirement Fund		6.60	6.60
Permanent Improvement		1.00	1.00
Emergency Levy Fund		6.05	6.05
Emergency Levy Fund		<u>12.60</u>	<u>12.60</u>
Grand Total	4.70	61.10	65.80

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.

RF _____ JF _____ PL _____ RP _____ JW _____

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 d.) 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: Ohio State University Extension
520 West Main Street, Suite 1
Cortland, OH 44410-1455
EXHIBIT B, (pp. 36 – 37):
Amount: \$1,320.00
Fund/S.C.C.: #599, #9119
Period: January 15, 2020, through June 30, 2020.
Supervisor: Jill Merolla, Community Outreach/Grant Development
Purpose: To provide 12 cooking and nutrition lessons to Jefferson and Willard 6th-8th grade 21st CCLC afterschool programs.
- b. Agreement: Kent State University
975 University Esplanade
Kent, OH 44242
EXHIBIT C, (pp. 38 – 60):
Amount: Tuition rate per credit hour will depend on delivery method and/or location.
Fund/S.C.C.: #001, #0000
Period: July 1, 2020, through June 30, 2021.
Exec. Director: Wendy Hartzell, Associate Superintendent
Purpose: Will govern arrangements in which a secondary grade student enrolls in a college course and, upon successful completion of coursework, receives transcript credit from the college and Warren G. Harding High School.
- c. Agreement: Gilmore Security Systems, Inc.
26165 Broadway Avenue
Cleveland, OH 44146
EXHIBIT D, (pp. 61 – 64):
Amount: \$35.00 per month/\$530.84 Installation Fee
Fund/S.C.C. #001, #0000
Period: January 1, 2020, through December 31, 2025.
Superintendent: Steve Chiaro

Purpose: Install a cellular communicator at Willard for it's Fire Monitoring.

d. Agreement: Linda Lantieri, SEL Consultant
130 E 18 Street 12P
New York, NY 10003
EXHIBIT E, (pp. 65 – 67):

Amount: \$6,321.00

Fund/S.C.C.: #007, #9910

Period: January 1, 2020, through June 30, 2020.

Supervisor: Jill Merolla, Community Outreach/Grant Development

Purpose: To provide a two day student (6th–8th) and staff training to create Student Diversity Panels and provide additional Training for Middle School Administrators and School Counselors to implement panel work at each of the four (4) middle schools.

RF _____ JF _____ PL _____ RP _____ JW _____

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

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

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

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

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

OTES

Denise Delaquila

OPES

RF _____ JF _____ PL _____ RP _____ JW _____

3. 2020-2021 Membership in the Ohio High School Athletic Association

It is recommended the resolution listed below authorizing 2020-2021 membership in the Ohio High School Athletic Association be approved as submitted.

WHEREAS, the Warren City School District, Trumbull County, Ohio, has satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary, not-for-profit association; and

WHEREAS, the Warren City Board of Education and its administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the following schools shall be members of the OHSAA and that the Constitution, Bylaws, and Sports Regulations of the OHSAA shall be approved and adopted by this Board of Education for its own minimum student eligibility standards:

- Warren G. Harding High School
- Jefferson PK – 8 School
- Lincoln PK – 8 School
- McGuffey PK – 8 School
- Willard PK – 8 School

The Warren City Board of Education reserves the right to raise the eligibility standards as the Board deems appropriate; and

BE IT FURTHER RESOLVED that the schools under this Board’s jurisdiction agree to conduct their athletic programs in accordance with the Constitution, Bylaws, Regulations, Interpretations, and Decisions of the OHSAA; and

FURTHERMORE, the schools under this Board’s jurisdiction agree to be primary enforcers of the Constitution, Bylaws, and Sports Regulations and their Interpretations.

RF _____ JF _____ PL _____ RP _____ JW _____

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	
David W. Ambrose	Raider Pantry Program Monetary Donation Value \$100.00	[1]
H. Gilson Blair	21 st Century Program Monetary Donation Value \$60.00	[2]
The Cafaro Foundation	21 st Century Program Monetary Donation Value \$250.00	[2]
Citizens for Eugene Mach II	WGH Raider Pantry Monetary Donation Value \$59.21	[3]

Committee to Elect Smith Engineer	21 st Century Program Monetary Donation Value \$30.00	[2]
Do-Cut	Willard Raider Pantry New Clothes Estimated Value \$800.00	[4]
Frank Fuda	21 st Century Program Monetary Donation Value \$30.00	[2]
MKC Project (Making Kids Count)	Willard PK – 8 School 600 Stuffed Animals Estimated Value \$3,000.00	[4]
Olive Garden	21 st Century Program 23 Spaghetti dinners/salads Estimated Value \$300.00	[2]
St. John’s Orthodox Church	WGH Raider Pantry Clothing/Personal Items Estimated Value \$150.00	[3]
St. John’s Orthodox Church	Willard Raider Pantry Clothing/Personal Items/Food Estimated Value \$150.00	[4]
St. John’s Orthodox Church	Lincoln Raider Pantry Clothing/Personal Items/Food Estimated Value \$150.00	[5]
St. John’s Orthodox Church	McGuffey PK – 8 School Non-perishable Snacks Estimated Value \$150.00	[6]
Wilcox Family	Willard Raider Pantry Monetary Donation Value \$1,000.00	[4]
Harold and Kay Wilson	Willard Raider Pantry Monetary Donation Value \$100.00	[4]

- [1] To be used to support the students of the Warren City Schools.
- [2] To be used to support the students of the 21st Century Program.
- [3] To be used to support the students of Warren G. Harding High School.
- [4] To be used to support the students of Willard PK – 8 School.
- [5] To be used to support the students of Lincoln PK – 8 School.
- [6] To be used to support the students of McGuffey PK – 8 School.

RF _____ JF _____ PL _____ RP _____ JW _____

5. Board Policies – Second Reading

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

- a. Policy 1481 (NEW) Administration
USE OF EMPLOYEE'S PERSONAL PROPERTY AT SCHOOL
- b. Policy 1619.01 (REVISION) Administration
PRIVACY PROTECTIONS OF SELF-FUNDED GROUP HEALTH PLANS
- c. Policy 1619.02 (RESCIND) Administration
PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS
- d. Policy 2460 (NEW) Program
DISTRICT-ISSUED STUDENT E-MAIL ACCOUNT
- e. Policy 2460.03 (NEW) Program
INDEPENDENT EDUCATIONAL EVALUATIONS
- f. Policy 2461 (NEW) Program
RECORDING OF DISTRICT MEETINGS INVOLVING STUDENTS AND/OR PARENTS
- g. Policy 3120.08 (NEW) Professional Staff
EMPLOYMENT OF PERSONNEL FOR CO-CURRICULAR/EXTRA-CURRICULAR ACTIVITIES
- h. Policy 3281 (NEW) Professional Staff
USE OF EMPLOYEE'S PERSONAL PROPERTY AT SCHOOL

- i. Policy 3419.01 (REVISION) Professional Staff
PRIVACY PROTECTIONS OF SELF-FUNDED GROUP HEALTH PLANS
- j. Policy 3419.02 (RESCIND) Professional Staff
PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS
- k. Policy 3430.03 (NEW) Professional Staff
CALL TO ACTIVE DUTY LEAVE
- l. Policy 4281 (NEW) Classified Staff
USE OF EMPLOYEE'S PERSONAL PROPERTY AT SCHOOL
- m. Policy 4419.01 (REVISION) Classified Staff
PRIVACY PROTECTIONS OF SELF-FUNDED GROUP HEALTH PLANS
- n. Policy 4419.02 (RESCIND) Classified Staff
PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS
- o. Policy 4430.03 (NEW) Classified Staff
CALL TO ACTIVE DUTY LEAVE
- p. Policy 7540.06 (NEW) Property
DISTRICT-ISSUED STUDENT E-MAIL ACCOUNT

RF _____ JF _____ PL _____ RP _____ JW _____

6. Field Trip

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

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

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

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

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

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

- a. Destination: Tampa, FL
- Class/Group: WGH Girls Basketball
- Dates of Trip: December 26, 2019, returning December 31, 2019.
- Principal: Dante Capers, WGH Principal
- Sponsor: Frank Caputo/William Nicholson
- Cost: \$985.00 per student.
- Funding: Private donations, food/candy sales and Lady Raider Basketball Booster Club.
- Purpose of Trip: To participate in the Tampa Holiday Basketball Tournament. The students will benefit from playing "top notch" teams from Southern U.S. states, receive exposure from numerous college scouts and get to experience Florida culture and venues.

RF _____ JF _____ PL _____ RP _____ JW _____

7. 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 – 2019-2020 School Year:

FETCENKO, Kathleen	\$ 340.00
JOHNSON, John	\$ 400.00
JORITZ, Keith	\$ 340.00
MORGAN, Gregory	\$ 387.00
PITZULO, Brett	\$ 400.00
SEWICKLEY, Thomas	\$ 400.00

RF _____ JF _____ PL _____ RP _____ JW _____

8. Personnel Recommendations

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

CERTIFICATED:

a. 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, 2020.

- (1) Melissa Wilthew, Salary Table A, Step M-13, Continuing Contract to be effective the beginning of the day, January 29, 2020.

b. 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) Carol Shrodek, Elementary Education Teacher, Leave of Absence, effective 01/21/2020.
- (2) Karen Stamp, Special Education Teacher, Leave of Absence, effective 01/15/2020.

c. 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 01/13/2020 and through the close of the day 01/15/2020.

d. Appointments – Certificated – Hourly Employment (2019-20 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 21st Century Community Learning Afterschool Program at the Jefferson and Willard PK-8 Schools, servicing Grades 6-8, effective 12/01/2019 through 06/30/2020, \$26.53 per an hour, on an as needed basis, from the 21st CCLC Fund #599, SCC #9119, not to exceed \$5,463.00 (Recommended by J. Merolla, Community Outreach/Grant Development)

Sarah Komsa

- (2) The following individuals shall receive a stipend for the purpose of participating in Title III Consortium English Learner Professional Development at the Trumbull Educational Service Center, effective 11/18/2019 through 05/29/2020, \$50.00 per session, to be paid from Fund #001, SCC #0000, not to exceed \$150.00 each (Recommended by C. Bero, State & Federal Programs)

Kimberly Anzevino

Shannon Chrnko

Cynthia Dressel

Julie Massucci

Stacy Milleson

Lori Voytko

- (3) Supplemental Contracts for Zaner Bloser Literacy Intervention Training on 01/25/2020, \$26.53 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9201, and Title II-A, Fund #590, SCC #9202, not to exceed \$100.00 each (Recommended by C. Bero, State & Federal Programs)

Jefferson

Alyssa Dicesare

Diane Orr

McGuffey

Andrea Bluedorn

Natalie Toro

Lincoln

Erikka Sampson
Angela Toro

Willard

Kimberly Baker
Alison Evans
Natalie Grayson
Laura Mastro
Meghan Watson

District

Kelly Hutchison
Jacqueline Lawrence

- (4) Supplemental Contracts for the purpose of providing instruction in the Winter 2020 Third Grade Reading Support Academy at each PK-8 Building, effective 02/04/2020 through 03/19/2020, \$26.53 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9201, and Fund #001, SCC #0000, not to exceed \$1,200.00 each (Recommended by C. Bero, State & Federal Programs)

Jefferson

Stephanie Brugler
Alyssa Dicesare
Diane Orr
Matthew Seidel
Ashleigh Sulick
Christine Ulrich

McGuffey

Andrea Bluedorn
Annamarie Buonavolonta
Christina Carlson
Shaina Cowell
Megan Francisco
Bernadette Nicopolis
Natalie Toro

Lincoln

Tammy Church
Michelle Gibson-Williams
Jennifer Holbrook
Elizabeth McComb
Shannon Popadak
Erikka Sampson
Angela Toro

Willard

Kimberly Baker
Annette Constantino
Tasha Dragish
Alison Evans
Molly James
Laura Mastro
Kayla Rieser
Meghan Watson

District

Kelly Hutchison
Jacqueline Lawrence
Paula Yauger

Pre-Service Training:

January 21, 2020
\$26.53 per hour, not to exceed \$26.53
each. Title I-A, Fund #572, SCC #9201;
Fund #590, SCC #9202

- (5) Supplemental Contracts for the purpose of providing instruction for the Winter 2020 Fourth Grade Math Support Academy at each PK-8 School, effective 02/04/2020 through 03/19/2020, \$26.53 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9201, and Fund #001, SCC #0000, not to exceed \$1,200.00 each (Recommended by C. Bero, State & Federal Programs)

Jefferson

Diane Gibbons
Lisa Mesaros
Tina Noble

McGuffey

Chelsea Buskirk
Erin Konitsney

Lincoln

Lora DeToro
Mary Moyer
Janell Richardson

Willard

Rebecca Boyle
Gordon White

District

Patricia Fisher
Sylvia Littleton

Pre-Service Training: January 21, 2020
\$26.53 per hour, not to exceed \$26.53 each. Title I-A, Fund #572, SCC #9201; Fund #590, SCC #9202

- e. Building Substitute Teacher Appointment(s) (2019-20 School Year) \$100.00 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.

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Kaitlyn Pelton	01/08/2020	Willard PK-8
Alexis McMahon	01/22/2020	Jefferson PK-8

- f. Substitute Teacher Appointment(s) (2019-20 School Year) \$95.00 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>
Alex Ferfolia	01/09/2020
Sherry Swiger	01/14/2020

- g. Employment – Certificated (current regular employee) (Co-Curricular year) (2019-20 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 and Athletics Director)

High School Advisors & Clubs:

- (1) F.I.R.S.T. Project Coordinator – Code #14, Index 8.0, Salary Table B.

Joy Angelo	60% of Contract
Cheyenne Burns	60% of Contract
Eugene Mach	60% of Contract
Val Jean Pace	60% of Contract
Natalie Rohrer	50% of Contract
Brent Spinden	50% of Contract

High School Athletics:

- (2) Stephen Bero - Track – Assistant (Boys) – Code #68, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (3) Charles Penny – Indoor Track – Head Coach (Boys) – Code #52, Index 7.0, High School – Warren G. Harding, 100% of Contract, Salary Table B.

K-8 Athletics:

- (4) Supplemental Contract approved at the **August 13, 2019**, Regular Board Meeting, **MOTION NO. 08-2019-167**, Section g., Employment – Certificated (current regular employee) Co-Curricular year (2019-20 school year), K-8 Athletics, Item No. 2, **Meaghan Coe**, Faculty Manager K-8 (with

football) (Boys/Girls), Code #105, Index 12.0, Middle School – Lincoln PK-8, be **AMENDED FROM 50% TO 25% of Contract**, Salary Table B.

- (5) Supplemental Contract approved at the **August 13, 2019**, Regular Board Meeting, **MOTION NO. 08-2019-167**, Section g., Employment – Certificated (current regular employee) Co-Curricular year (2019-20 school year), K-8 Athletics, Item No. 3, **Nina Gabrelcik**, Faculty Manager K-8 (with football) (Boys/Girls), Code #105, Index 12.0, Middle School – Lincoln PK-8, be **AMENDED FROM 50% TO 25% of Contract**, Salary Table B.
- (6) Supplemental Contract approved at the **January 7, 2020**, Regular Board Meeting, **MOTION NO. 01-2020-25**, Section d., Employment – Certificated (current regular employee) Co-Curricular year (2019-20 school year), K-8 Athletics, Item No. 3, **Meaghan Coe**, Faculty Manager K-8 (**without football**) (Boys/Girls), be **AMENDED FROM Code #105, Index 12.0 TO Code #106, Index 8.0**, Middle School – Lincoln PK-8, 25% of Contract, Salary Table B.
- (7) Supplemental Contract approved at the **January 7, 2020**, Regular Board Meeting, **MOTION NO. 01-2020-25**, Section d., Employment – Certificated (current regular employee) Co-Curricular year (2019-20 school year), K-8 Athletics, Item No. 4, **Nina Gabrelcik**, Faculty Manager K-8 (**without football**) (Boys/Girls), be **AMENDED FROM Code #105, Index 12.0 TO Code #106, Index 8.0**, Middle School – Lincoln PK-8, 25% of Contract, Salary Table B.

CLASSIFIED:

h. 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) Rebecca Haddox, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 01/31/2020.
- (2) Jessica Hampton, Substitute Food Service Helper, Salary Table M, effective 12/20/2019.

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) Melanie Box, Pod Secretary, Jefferson PK-8, Salary Table E, effective 12/08/2019.
- (2) Nancy Corbin, Secretary B, Warren G. Harding High School, Salary Table E, effective 12/30/2019.
- (3) Shaina Shardy, School Community Liaison, Lincoln PK-8, Salary Table L, Leave of Absence With-out Pay or Benefits, effective 02/19/2020.

j. 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) Gianna Myers, Pre-K Educational Aide, Willard PK-8 School, Salary Table I, effective 01/13/2020. (Vacancy created due to resignation/retirement in department.) (Recommended by J. Myers, Special Education)
- (2) Ursula Toles, MD Educational Aide, McGuffey PK-8 School, Salary Table I, effective 01/06/2020. (Vacancy created due to resignation/retirement in department.) (Recommended by J. Myers, Special Education)
- (3) Rashonda Walker, ED Educational Aide, Lincoln PK-8 School, Salary Table I, effective 01/21/2020. (Vacancy created due to resignation/retirement in department.) (Recommended by J. Myers, Special Education)

k. 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) Jesse Allen, Day Janitor – Area #2, Willard PK-8, Salary Table D, to Grounds Crew, Administration, Salary Table D, effective 01/06/2020.
- (2) David Prokop, from Grounds Crew, Administration, Salary Table D, to Grounds Keeper, Administrative, Salary Table D, effective 01/06/2020.

l. 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) Tyeisha Brown, Substitute Food Service General Helper, Salary Table M, effective 01/07/2020.
- (2) Joe'l Moss, Substitute Educational Aide, Salary Table M, effective 01/14/2020.

m. 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) Adult Game Workers for Athletic Events for the 2019-2020 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:

Marion Manningham

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.

n. Employment—Classified Co-curricular 2019-2020 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 Advisors & Clubs:

- (1) Frank Bosak, Code #14.0, Index 8.0, Salary Table B, F.I.R.S.T. Projects Coordinator, High School, Warren G. Harding High School (100% of Contract)
- (2) Trevor Donley, Code #14.0, Index 8.0, Salary Table B, F.I.R.S.T. Projects Coordinator, High School, Warren G. Harding High School (60% of Contract)

High School Athletics:

- (3) Bryan Wright, Code #38.0, Index 16.0, Salary Table B, 8th Assistant Basketball Coach, High School, Warren G. Harding High School (30% of Contract)

RF _____ JF _____ PL _____ RP _____ JW _____

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*
- Investigate of Charges or Complaints Against Public Employee*
- 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*
- District Security Arrangements and Emergency Response Protocols*
- Consideration of Confidential Information Related to Economic Development Project*

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

RF _____ JF _____ PL _____ RP _____ JW _____

13. Reconvened Board Meeting - _____ p.m.

14. Adjournment - _____ p.m.

RF _____ JF _____ PL _____ RP _____ JW _____

SC:tep
01/24/2020