

AGENDA  
 Board of Education  
 Warren City School District  
**Regular Meeting** – January 30, 2018 – 5:00 PM  
 Administration Building, Harriet T. Upton Room



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

5. Adoption of Agenda

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

6. Treasurer's Report

7. Superintendent's Report

- A. Trumbull Career and Technical Center – Mr. Brian Foutty
- B. Public Relations and Marketing
- C. School Improvement Update

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, 2017 Board Minutes be approved as submitted.

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

Special Board Meeting held December 4, 2017

Regular Board Meeting held December 19, 2017

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

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the December, 2017 financial statement and short term investments made by the Treasurer during December, 2017, EXHIBIT A, (pp. 32 – 33) be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

|                          | <b>General Fund</b> | <b>All Other Funds</b> | <b>Total All Funds</b> |
|--------------------------|---------------------|------------------------|------------------------|
| <b>Beginning Balance</b> |                     |                        |                        |
| <b>July 1, 2017</b>      | \$30,249,827.40     | \$17,141,394.77        | \$47,391,222.17        |
| <b>December Receipts</b> | 4,974,798.58        | 1,265,586.27           | 6,240,384.85           |
| <b>FTD Advances In</b>   | -0-                 | -0-                    | -0-                    |
| <b>FTD Receipts</b>      | 37,221,895.78       | 12,118,250.47          | 49,340,146.25          |
| <b>MTD Expenditures</b>  | 5,364,275.29        | 1,973,489.84           | 7,337,765.13           |
| <b>FTD Advances Out</b>  | -0-                 | -0-                    | -0-                    |
| <b>FTD Expenditures</b>  | 34,650,397.74       | 13,649,081.47          | 48,299,479.21          |
| <b>Ending Balance</b>    |                     |                        |                        |
| <b>December 31, 2017</b> | 32,821,325.44       | 15,610,563.77          | 48,431,889.21          |

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

| <b>Fund</b>                      | <b>Amount</b> |
|----------------------------------|---------------|
| General Fund                     | \$17,081.92   |
| 002-9003 School Improvement Bond | 180.44        |
| 004-9003 Building – Local Funds  | 17.03         |
| 006-0000 FS-Food Service         | 651.65        |
| Auxiliary Services               | <u>25.54</u>  |
| Total                            | \$17,956.58   |

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

3. FY2018 Permanent Appropriation Measure Revision

It is recommended the resolution listed below for the FY2018 Permanent Appropriation Measure Revision be approved as submitted.

WHEREAS, MOTION NO. 08-2017-173 approved at the August 29, 2017 Regular Board Meeting, established the FY2018 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 FY2018 Permanent Appropriation Measure as outlined in EXHIBIT B, (pp. 34 – 35).

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

4. Tax Rates

It is recommended the resolution listed below for tax rates for calendar year 2018 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<br>10 Mill<br><u>Limit</u> | Outside<br>10 Mill<br><u>Limit</u> | Total<br><u>Mills</u> |
|-----------------------|-----------------------------------|------------------------------------|-----------------------|
| General Fund          | 4.70                              | 34.85                              | 39.55                 |
| Bond Retirement Fund  |                                   | 7.25                               | 7.25                  |
| Permanent Improvement |                                   | 1.00                               | 1.00                  |
| Emergency Levy Fund   |                                   | 5.70                               | 5.70                  |
| Emergency Levy Fund   |                                   | <u>11.70</u>                       | <u>11.70</u>          |
| Grand Total           | 4.70                              | 60.50                              | 65.20                 |

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 \_\_\_\_\_

5. Revised Appropriation Budget

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

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

- a. Fund/S.C.C.: Title VI B IDEA  
Fund #516, S.C.C. #9810
- FY2018 Apprn.: \$1,434,189.13
- Rev. Apprn.: \$1,490,052.93
- Exec. Director: Jennifer Myers, Special Education
- Purpose: \$55,863.80 increase due to change in original allocation and carry-over funds.

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



## Superintendent's Recommendations

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

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a. through 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: Summit Mathematics Education Enterprises, LLC  
 Kim Yoak, Ph.D Mathematics Specialist  
 5314 Park Vista Court  
 Stow, OH 44224  
 330-606-3224  
EXHIBIT C, (pp. 36 – 37):  
 Amount: \$4,650.00  
 Fund: Fund #001, S.C.C. #0000  
 Period: February 1, 2018, through June 30, 2018.  
 Exec. Director: Regina Teutsch, Curriculum & Instruction  
 Purpose: To provide staff development and resources for math coaches and teachers to develop effective strategies for supporting student learning and support teacher practice, reflection and growth.
- b. Agreement: College Credit Plus Program  
 Kent State University  
 Johanna E. Pionke, M.Ed  
 975 University Esplanade  
 Kent, OH 44243  
 (330) 672-3754  
EXHIBIT D, (pp. 38 – 50):  
 Amount: No cost to the District  
 Period: July 1, 2018, through June 30, 2019.  
 Assoct. Supt.: Wendy Hartzell  
 Purpose: To increase the educational options and opportunities for secondary students by allowing them to earn credit at the secondary and postsecondary levels simultaneously.

- c. Agreement: SMARTS – Becky Keck  
Ohio One 25 East Boardman Street  
Youngstown, OH 44503  
EXHIBIT E, (p. 51):

Amount: \$1,375.00

Period: January through May, 2018.

Supervisor: Jill Merolla, Supervisor Community Outreach and Grant Development

Purpose: To provide art and dance lessons for the students at the 21<sup>st</sup> Century Community Learning Centers at Jefferson and Willard PK – 8 Schools.
  
- d. Agreement: David Scott Duke  
2103 Henn Hyde Road  
Warren, OH 44484  
EXHIBIT F, (p. 52):

Amount: \$900.00 (\$150.00 per session)

Period: January through May, 2018.

Supervisor: Jill Merolla, Supervisor Community Outreach and Grant Development

Purpose: To provide one hour tennis lessons for 6 sessions for students at the 21<sup>st</sup> Century Community Learning Centers at Jefferson and Willard PK – 8 Schools.

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

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**

Treva Pytlik  
Janis Ulicny

**OPES**

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

3. Special Education Annual Meeting Scheduled

It is recommended the resolution listed below scheduling a Special Education Annual Meeting for Tuesday, February 13, 2018, be approved as submitted.

WHEREAS, the Warren City Schools Special Education Department is inviting the general public to its annual meeting; and

WHEREAS, the purpose of the meeting is to inform parents and individuals with disabilities on how the District plans on spending Special Education funds.

NOW, THEREFORE, BE IT RESOLVED the Special Education Annual Meeting be scheduled as follows:

Date: Tuesday, February 13, 2018

Time: 4:00 – 5:00 p.m.

Location: Board of Education  
105 High Street, NE  
Warren, OH 44481

Purpose: To discuss District plans for spending Special Education funds and allow an opportunity for public comment.

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

4. Tuition Reimbursement

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

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

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

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

Certificated – 2017-2018 School Year:

|                   |           |
|-------------------|-----------|
| ALLEN, Hillary    | \$ 400.00 |
| FALLO, Katie      | \$ 400.00 |
| GOODYEAR, Suzanne | \$ 400.00 |
| ROGERS, Charlotte | \$ 400.00 |
| WAGNER, Nicholas  | \$ 400.00 |

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

5. 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             |     |
|--|--|-----|
| Class of 2007                          | Raider Pantry<br>Monetary Donation<br>Value: \$120.00  | [1] |
| Laborers International Union Local 935 | Raider Pantry<br>Monetary Donation<br>Value: \$250.00  | [1] |
| Mayor Franklin's Holiday Celebration   | Raider Pantry<br>Various Gift Cards<br>Value: \$870.00 | [1] |
| Packard Band                           | WGH Key Club<br>Monetary Donation<br>Value: \$150.00   | [2] |

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

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

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

6. Personnel Recommendations

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

CERTIFICATED:

a. 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) Mary Jo Altobelli, Elementary Education Teacher, retirement effective the close of the day, 03/30/2018.

b. Appointment – Certificated (To receive one-year contract for the 2017-2018 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) Erin Konitsney, Special Education Teacher, Salary Table A, Step B-01 (pro-rata), Limited Contract, effective 01/08/2018 for the remainder of the 2017-18 school year. (Replacement position)

c. Resignation – Certificated – Personal

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

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

- (1) Christie Kovalchick, Building Substitute Teacher, resignation, effective the close of the day, 12/21/2017.
- (2) Anne McBriarty, Elementary Education Teacher, resignation, effective the close of the day, 01/31/2018.
- (3) Brittany Telshaw, Building Substitute Teacher, resignation, effective the close of the day, 01/10/2018.

d. 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) Diane Orr, Early Childhood Education Teacher, Leave of Absence effective 01/16/2018.
- (2) Laura Thomas, Leave of Absence Without Pay or Benefits, effective 01/24/2018, for the remainder of the 2017-18 school year.



e. 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 04/10/2018 and through the close of the 2017-18 school year.

f. 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 31, 2018.

- (1) Edward Yuhas, Salary Table A, Step B18-19, Continuing Contract to be effective the beginning of the day, 01/31/2018.

g. Appointments – Certificated – Hourly Employment (2017-18 School Year)

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

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

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

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

- (1) Supplemental Contracts for Third Grade After School Reading Support Academy at each PK-8 Building, effective 01/18/2018 through 03/22/2018, \$25.50 per an hour, on an as needed basis, to be paid from Fund #572, SCC #9118, not to exceed \$1,100.00 each (Recommended by C. Bero, State & Federal Programs)

**Lincoln PK-8**  
 Mary Jo Altobelli  
 Brandi Gazso  
 Michelle Gibson-Williams

**Willard PK-8**  
 Annette Constantino  
 Dawn Danko  
 Ashley Goff

Jennifer Holbrook  
Kristie Pierce  
Colleen Shrum  
Amber VanKirk  
Cara Venetti

Cara Meadows  
Erikka Sampson

**Jefferson PK-8**

Brianna Cohen  
Molly James  
Sofia Mavrogianis  
Alexis Rhodes  
Danielle Sauer  
Matthew Seidel

**McGuffey PK-8**

Erika Aulizia  
Stephanie Caldwell  
Margaret Forde  
Rachel Hitchings  
Margaret O'Brien-March  
Kristen Newbrough  
Kelly Stephens

**Administrative Office**

Jacqueline Lawrence  
Paula Yauger

Pre-Service Training: January 9, 2018  
Not to exceed \$60.00 per person  
2 hours / \$25.50 per hour  
Title II-A Fund #590, SCC #9108

- (2) Supplemental Contracts for Fourth Grade Math Support Academy at each PK-8 Building, effective 01/18/2018 through 03/22/2018, \$25.50 per an hour, on an as needed basis, to be paid from Fund #572, SCC #9118, not to exceed \$1,100.00 (Recommended by C. Bero, State & Federal Programs)

**Lincoln PK-8**

Lori DeToro  
Mary Moyer

**Willard PK-8**

Rebecca Boyle  
Dawn Danko  
Gordon White

**Jefferson PK-8**

Diane Gibbons  
Lisa Mesaros  
Tina Noble

**McGuffey PK-8**

William Bell  
Cheryl Leshnack  
Kellie Ruane

**Administrative Office**

Patricia Fisher  
Sylvia Littleton

Pre-Service Training: January 9, 2018

Not to exceed \$60.00 per person  
2 hours / \$25.50 per hour  
Title II-A Fund #590, SCC #9108

- (3) Supplemental Contracts for Academic Student Support, effective 12/13/2017 through 12/29/2017, \$25.50 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$400.00 each (Recommended by S. Chiaro, Superintendent)

Laurel Phythyon  
Patricia Tsagaris

- (4) Supplemental Contracts for Afterschool Tutoring/Intervention Program at Warren G. Harding High School, effective 02/06/2018 through 03/16/2018, \$25.50 per an hour, on an as needed basis to be paid from Title I SI Sub A Fund #536, SCC #9118, Title I-A Fund #572, SCC #9118, and Fund #001, SCC #0000, not to exceed \$1,000.00 each (Recommended by C. Bero, State & Federal Programs)

Joan Elliott  
Kathryn Malasky  
Victoria Midgett  
Mary Jo Pardee  
Philip Rogers  
Natalie Shaner  
Ahmed Sutton

Pre-Service Training: To Be Determined  
Not to exceed \$60.00 per person  
2 hours / \$25.50 per hour

- h. Building Substitute Teacher Appointment(s) (2017-18 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.

| <u>Name(s)</u>   | <u>Effective Date</u> | <u>Building</u> |
|------------------|-----------------------|-----------------|
| Erin Konitsney   | 01/03/2018            | McGuffey PK-8   |
| Brittany Telshaw | 01/04/2018            | McGuffey PK-8   |
| Spencer Jones    | 01/22/2018            | McGuffey PK-8   |

i. Employment – Certificated (current regular employee) (Co-Curricular year) (2017-18 school year)

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

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

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

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

**High School Athletics:**

- (1) Supplemental Contract approved at the October 30, 2017, Regular Meeting, MOTION NO 10-2017-230, Section i. Employment – Certificated (current regular employee) (Co-Curricular year) (2017-18

school year), High School Athletics, **Item 23**, Indoor Track – Head Coach (Girls), **Charles Penny**, Code #53, Index 7.0, Salary Table B, be **AMENDED from 25% of Contract TO 34 % of Contract.**

- (2) Supplemental Contract approved at the October 30, 2017, Regular Meeting, MOTION NO 10-2017-230, Section i. Employment – Certificated (current regular employee) (Co-Curricular year) (2017-18 school year), High School Athletics, **Item 24**, Indoor Track – Head Coach (Girls), **James Varley**, Code #53, Index 7.0, Salary Table B, be **AMENDED from 25% of Contract TO 33 % of Contract.**

CLASSIFIED:

j. Retirement – Classified

WHEREAS, the following employee(s) have worked or received working credit qualifying for retirement; and

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

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

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

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

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

- (1) Dwight Cook, Night Janitor, Jefferson PK-8, Salary Table D, effective the close of the day 03/01/2018.

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) Terry Antonelli, Substitute Night Janitor, Salary Table M, effective 12/20/2017.

(2) Barbara Zadai, 4.0 hpd General Food Service Helper, Warren G. Harding High School, Salary Table G, effective 01/23/2018.

I. Minimum Wage Increase

WHEREAS, on 01/01/2018, the Ohio State Minimum Wage was increased from \$8.15 per hour to \$8.30 per hour; and

WHEREAS, a number of school employees are currently being paid the State of Ohio Minimum Wage of \$8.15 per hour.

NOW, THEREFORE, BE IT RESOLVED that the hourly rate for employees in the following categories henceforth will be increased by the mandates of the requirements of Ohio State Minimum Wage Laws.

Adult Game Workers  
 Adult Stadium Clean-up Workers  
 Student Game Workers  
 Student Stadium Clean-up Workers

m. 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) Dwight Cook, Night Janitor, Jefferson PK-8, Salary Table D, effective 12/05/2017.
- (2) Karen Massari, Bookkeeper Clerk, Warren G. High School, Salary Table E, effective 01/01/2018.
- (3) Christopher Newsome, Plant Manager 2, McGuffey PK-8, Salary Table D, effective 12/12/2017.
- (4) Marina Raptis, Educational Assistant, McGuffey PK-8, Salary Table I, effective 11/06/2017.
- (5) Kevin Stringer, Title I Parent/Family Engagement Coordinator/Other Duties, Administration, Salary Table L, effective 11/06/2017.

n. Initial Regular Employment

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

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

WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Deborah Horner, ED Educational Assistant, Lincoln PK-8, Salary Table I, effective 01/08/2018. (Recommended by J. Myers, Special Education) (Vacancy due to retirement/resignation of staff)

o. 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) Sara Hosni, from Administrative Assistant to Executive Director of State & Federal Programs, Administration, Salary Table E, Pay Range V, 260-262 Day Contract, to EMIS Data/File Specialist, Administration, Salary Table E, Pay Range VI, 260-262 Day Contract, effective 02/01/2018.
- (2) Travis Smith, from Night Janitor, Monroe Building, Warren G. Harding High School, Salary Table D, to Day Janitor 2, Area #2, Lincoln PK-8, Salary Table D, effective 01/03/2018.
- (3) Christine Tobin, from Substitute Educational Assistant, Salary Table M, to ED Educational Assistant, Lincoln PK-8, Salary Table I, effective 01/08/2018.

- p. Substitute Classified Appointment(s) 2017-2018 School Year. Base salary per Board approved Salary Table M, as needed.

WHEREAS, to prepare for temporary absences of classified personnel for whom temporary, casual, as needed, on-call replacements may be needed to provide services; 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 substitutes shall not be reemployed to perform these duties for the ensuing school year.

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

These classified employees 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 in writing. These individual(s) will be assigned as needed and will be paid per Salary Table M.

| <u>Name</u> | <u>Department/Area</u> |
|-------------|------------------------|
| Nailah Shaw | Night Janitor          |

q. 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 2017-2018 School Year. All Adult Game Workers for High School and Middle School sports will be paid as follows:

|  |                  |
|--|------------------|
| Gate for Boys' JV/9 <sup>th</sup> Football       | \$ 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:

Mary Marrie  
Elizabeth Zagorski

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 meet's 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.

- (2) Student Game Workers for Athletic Events for the 2017-2018 School Year. All Student Game Workers for High School and Middle School sports will be paid as follows:

|   |                  |
|---|------------------|
| Gate for Boys' JV/9 <sup>th</sup> 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:

Anthony Perrotti  
Jarriel White

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.

r. Employment—Classified Co-curricular 2017-2018 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 BCI clearance, and

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

**High School Athletics:**

- (1) Supplemental Contract approved at the October 30, 2017 Regular Board Meeting, **MOTION NO. 10-2017-230**, Section N. Employment-Classified Co-curricular 2017-2018 School Year, Item No. 6, **Tyrone Owens**, Code #53, Index 7.0, Salary Table B, Indoor Track Coach, High School, Warren G. Harding High School (Girls) **(25% of contract)**, be **AMENDED to (33% of contract)**
- (2) Edward Wilson, Code #53.0, Index 7.0, Salary Table B, Indoor Track Coach, High School, Warren G. Harding High School (Girls) (25% of Contract)

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

**Board’s Recommendations**

1. Treasurer’s Retirement

It is recommended the following resolution be approved.

WHEREAS, Treasurer of Schools Angela J. Lewis submitted to the Warren City Board of Education, on December 18, 2017, a letter announcing her retirement from the Treasurer’s position, effective at the conclusion of December 31, 2018, EXHIBIT G, (p. 53).

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Warren City School District, Trumbull County, Ohio, that the Treasurer’s retirement is accepted with regret, but with the best wishes and sincere appreciation.

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 FURTHER RESOLVED that all formal actions of this Board of Education concerning or relating to the adoption of this Resolution were adopted in an open meeting of this Board of Education in compliance with the law.

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

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  
1/24/2018