

AGENDA
Board of Education
Warren City School District
Regular Meeting – February 26, 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

5. Adoption of Agenda

AC _____ RF _____ JL _____ PL _____ RP _____

6. Treasurer’s Report

7. Superintendent’s Report

A. Resolution of Condolence – Kathleen J. Rider

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 *Kathleen J. Rider* be approved as submitted.

WHEREAS, the death of *Ms. Rider* has brought great sadness to this School District and the many people with whom she worked; and

WHEREAS, Kathleen was hired in August of 1990 and retired in November of 2018. During her 27 years of teaching for the Warren City Schools, she taught literacy, social studies, fifth and sixth grades and concluded as a media specialist at Lincoln PK – 8 School. Kathleen served on several committees and was a dedicated Warren City School employee.

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. Michael Wasser, Executive Director of Business Operations – Maintenance Update

8. Board of Education Committee Reports

- | | | |
|----|-------------------------------|--|
| A. | Athletics | <i>(John Lacy and Patti Limperos)</i> |
| B. | Finance Advisory | <i>(Andre Coleman and John Lacy)</i> |
| C. | Board Policies and Guidelines | <i>(Bob Faulkner and Regina Patterson)</i> |
| D. | Legislative Liaison | <i>(Patti Limperos and Regina Patterson)</i> |
| E. | TCTC Board Representative | <i>(Bob Faulkner)</i> |
| F. | School Improvement | <i>(Andre Coleman and John Lacy)</i> |

9. Old Business

10. New Business

Treasurer's Recommendations

1. Minutes

It is recommended the resolution listed below regarding the January, 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 January 28, 2019

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the January, 2019 financial statement and short term investments made by the Treasurer during January, 2019, EXHIBIT A, (pp. 32 – 33), 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	5,077,750.12	3,870,757.37	8,948,507.49
FTD Advances In	-0-	-0-	-0-
FTD Receipts	43,218,485.73	16,492,026.97	59,710,512.70
MTD Expenditures	7,148,988.33	2,431,488.24	9,580,476.57
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	42,701,756.00	16,601,728.61	59,303,484.61
Ending Balance			
January 31, 2019	35,122,392.90	16,921,487.41	52,043,880.31

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

Fund	Amount
General Fund	\$40,558.38
002-9003 School Improvement Bond	-0-
004-9003 Building – Local Funds	-0-
006-0000 FS-Food Service	1348.92
Auxiliary Services	82.30
Total	<u>\$41,989.60</u>

AC _____ RF _____ JL _____ PL _____ RP _____

3. 2018-19 Co-curricular Budget and Purpose Statements

It is recommended the resolution listed below establishing 2018-19 Co-curricular Budget and Purpose Statements be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the purpose statements and budgets (on file in the Treasurer's Office) for the following 2018-19 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>	
200-9022	SA100	WSCN – Warren G. Harding H.S.
300-9022	SA225	Boys Track - Warren. G. Harding H. S.

EB _____ RF _____ PL _____ RP _____ KS _____

4. Appropriation Budgets

It is recommended the resolution listed below to approve an appropriation budgets (a.) be approved as submitted.

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

- a. Fund/S.C.C.: Arconic Foundation Grant #223416 Warren G. Harding Wood & Metal Shop Courses
Fund #018, S.C.C. #9019
- Amount: \$20,000.00
- Funding: Arconic Foundation
- Period: August 1, 2018, through May 30, 2019
- Exec. Director: Regina Teutsch, Curriculum & Instruction
- Purpose: To provide materials and supplies to support the Wood and Metal Shop programming at Warren G. Harding High School.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
018	1319	511	9019	Arconic Grant Supplies	\$5000.00
018	1319	520	9019	Arconic Grant Curriculum	\$5000.00
018	1319	640	9019	Arconic Grant Equipment	\$10,000.00

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.: Auxillary Services
Fund #401, S.C.C. #9129, 9229
FY18 Apprn.: \$234,915.21
Rev. Apprn.: \$357,464.40
Exec. Director: Chris Bero, State and Federal Programs
Purpose: \$122,549.19 Increase due to ODE issuing final allocations for FY2019.

AC _____ RF _____ JL _____ PL _____ RP _____

Superintendent's Recommendations

1. Agreements, Contracts, and/or Leases

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

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

- a. Agreement: Enel X North America, Inc.
One Marina Park Drive, Suite 400
Boston, MA 02210
EXHIBIT B, (pp. 33 – 36):
Period: June 1, 2019, through May 30, 2024
Exec. Director: Michael Wasser
Purpose: A program that enables WCS to receive recurring payments for being available to reduce electricity consumption when called upon to do so by Enel X (estimate for 5-yr period \$107,774).
- b. Agreement: College Credit Plus Program
Eastern Gateway Community College
Jimmie D. Bruce, Ed.D., President
1249 Richwood St. SW
Warren, OH
(330) 393-0093
EXHIBIT C, (pp. 37 – 49):
Amount: Tuition rate per credit hour will depend on delivery method and student's county of residence.
Period: Fall 2019/Spring 2020
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: Dr. Sandra DiBacco
Fund: #001
EXHIBIT D, (pp. 50 – 51):
Period: January 1, 2019, through June 30, 2019.
Exec. Director: Regina Teutsch, Curriculum and Instruction
Purpose: To provide executive coaching for Warren City Schools administrators in conjunction with the FY18 Title I School Improvement 1003 Grant Project.

AC _____ RF _____ JL _____ PL _____ RP _____

2. 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:

D'LPPOLITO, Linda \$ 400.00

Certificated – 2018-2019 School Year:

CURRY, John	\$ 400.00
D'LPPOLITO, Linda	\$ 400.00
LOGAN, Jessica	\$ 175.00
OLESKY, Mary	\$ 270.00
ROBERTS, Denise	\$ 175.00

AC _____ RF _____ JL _____ PL _____ RP _____

3. Field Trip

It is recommended the resolution listed below regarding field trip (a. through c.) 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:
Class/Group:
Dates of Trip:
Principal:
Sponsor:
Cost:
Funding:

Purpose of Trip: | UIC Pavilion – Chicago, IL
Robotics, FIRST Team Participants
March 6, 2019 returning March 10, 2019
Dante Capers, WGH Principal
Frank Bosak
\$150.00 per student.
Warren City Schools Account AFP98 and SA222;
and First Robotics Parent Booster Organization
Robotics Regional Event. Students will develop
academic and work related skills within a
competitive environment. |
| b. | Destination:

Class/Group:
Dates of Trip:
Principal:
Sponsor:
Cost:
Funding: | Convocation Center of California University of
Pennsylvania
Robotics, FIRST Team Participants
March 21, 2019 returning March 23, 2019
Dante Capers, WGH Principal
Frank Bosak
\$150.00 per student.
Warren City Schools Account AFP98 and SA222;
and First Robotics Parent Booster Organization |

Purpose of Trip: Greater Pittsburgh Regional Competition. Students will develop academic and work related skills within a competitive environment.

- c. Destination: Wolstein Center – Cleveland, OH
- Class/Group: Robotics, FIRST Team Participants
- Dates of Trip: March 28, 2019 returning March 30, 2019
- Principal: Dante Capers, WGH Principal
- Sponsor: Frank Bosak
- Cost: \$150.00 per student.
- Funding: Warren City Schools Account AFP98 and SA222; and First Robotics Parent Booster Organization
- Purpose of Trip: Robotics Regional Competition. Students will develop academic and work related skills within a competitive environment.

AC _____ RF _____ JL _____ PL _____ RP _____

4. Acceptance of Gifts

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

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

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

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

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

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

Benefactors	Brief Description of Gifts and/or Services	
Ajax Tocco	WGH Welding Program Scrap Metal Estimated Value: \$1,000.00	[1]
Christ Episcopal Church	Lincoln PK – 8 School Pantry Donation Estimated Value: \$100.00	[2]
Donors Choose	Lincoln PK – 8 School Monetary Donation Value: \$94.97	[3]
Rosemary Finley	WGH Raider Pantry Monetary Donation Value: \$20.00	[1]
Nick Francos	Lincoln PK – 8 School Snare Drum Estimated Value: \$150.00	[2]
Habor Freight Tools	WGH Welding Program Gift Card Value: \$200.00	[1]

Ohio Arts Council	Warren City Schools Monetary Donation Value: \$1,670.00	[4]
St. Paul Lutheran Church	Lincoln PK – 8 School Pantry Donation Estimated Value: \$181.00	[2]
Ruthann Sanfrey	WGH Raider Pantry Snacks Estimated Value: \$50.00	[1]
Wendy Wagner	Lincoln PK – 8 School Clothing Donation Estimated Value: \$150.00	[2]

- [1] To be used to support the students of Warren G. Harding High School.
- [2] To be used to support the students of Lincoln PK – 8 School.
- [3] To be used to support the students in Kristie Pierce’s classroom at Lincoln PK – 8 School
- [4] To be used to support the students of the Warren City Schools.

AC _____ RF _____ JL _____ PL _____ RP _____

5. Personnel Recommendations

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

CERTIFICATED:

a. Appointment – Certificated (To receive one-year contract for the 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) Kristen Richter, Music Education Teacher, Salary Table A, Step B-01 (pro-rata), effective 02/11/2019 and for the remainder of the 2018-19 school year.

b. Certificated – Retirement

WHEREAS, the following employees have taught or received teaching credit qualifying for professional retirement; and

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the retirements are 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 retirements are accepted with regret, but with best wishes and sincere appreciation.

- (1) Daniel Carioti, Music Education Teacher, retirement effective the close of the day, 02/28/2019.
- (2) Katherine Vrbancic, Elementary Education Teacher, retirement effective the close of the day, 05/31/2019.

c. Leave of Absence – Certificated

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

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

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

- (1) Courtney Gorup, Special Education Teacher, Leave of Absence, effective 01/23/2019.
- (2) Lana Malliaras, Early Childhood Education Teacher, Leave of Absence Without Pay or Benefits, effective the beginning and for the duration of the 2019-20 school year.
- (3) Leslie Readman, Early Childhood Education Teacher, Leave of Absence, effective 01/28/2019.
- (4) Veronica Wadsworth, Special Education Teacher, Leave of Absence, effective 02/25/2019.

d. 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) Sarah Smith, Building Substitute Teacher, resignation effective the close of the day, 02/01/2019.

e. Certificated Personnel – Individual Salary Schedule Placement Change (for additional training or experience)

WHEREAS, ORC 3317.13 and 3317.14 require compensation of teachers according to an adopted salary schedule with provision for increments based upon training and years of service; and

WHEREAS, the employees herein named have submitted proper verification qualifying for a change of placement on the salary schedule.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3317.14, change of placement on the salary schedule is approved as indicated and shall be so made to be effective January 14, 2019, prorata, as indicated.

- (1) Abigail Fisher, Limited Contract, Salary Table A, from B-03, **TO B18-03**, prorata, effective January 14, 2019.
- (2) Michelle Kalman, Continuing Contract, Salary Table A, from B-16, **TO M-16**, prorata, effective January 14, 2019.
- (3) Donato Nerone, Limited Contract, Salary Table A, from B-05, **TO B18-05**, prorata, effective January 14, 2019.
- (4) Brett Pitzulo, Limited Contract, Salary Table A, from B-08, **TO B18-08**, prorata, effective January 14, 2019.
- (5) Daniel Smith, Limited Contract, Salary Table A, from B18-06, **TO M-06**, prorata, effective January 14, 2019.

f. 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 Contracts for 21st Century Community Learning Afterschool Program, Grades 6-8, at the Jefferson and Willard PK-8 Schools, for services of Counselor for Peace in Family Parent Program, effective 02/01/2019 to 06/30/2019, \$26.01 per an hour, on an as needed basis, to be paid from 21st CCLC Fund #599, SCC #9119, not to exceed 199.16 each (Recommended by J. Merolla, Community Outreach and Grant Development)

Carole Goffus
Suzanne Goodyear

- (2) Supplemental Contract 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, not to exceed \$1,000.00 each (Recommended by C. Bero, State & Federal)

District

Kelly Hutchison

- (3) Supplemental Contract for William Nicholson, Home Site Sectional Manager, Division I, Boys' and Girls' Basketball, held on 02/16/2019 and 02/27/2019, to be paid from Fund #022, not to exceed \$230.00 (Recommended by S. Chiaro, Superintendent)
- (4) Supplemental Contract for Shannon Superak-Skiles, Home Site Ticket Manager/Secretary, Division I, Boys' and Girls' Basketball, held on 02/16/2019 and 02/27/2019, to be paid from Fund #022, not to exceed \$190.00 (Recommended by S. Chiaro, Superintendent)

- g. 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>
Dorothy Binford	01/29/2019
Hope Weckerly	01/29/2019
Phillip Arbie	02/14/2019
Anna Kalkbrenner	02/25/2019

- 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 increasingly difficult and that by assuring building substitutes regular employment, the District will be better able to attract and retain quality substitutes;

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

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

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

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Kellsie Foster	02/26/2019	Lincoln PK-8

i. 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 W. Nicholson, Athletic Director)

High School Athletics:

- (1) Supplemental Contract approved at the January 28, 2019, Regular Board Meeting, **MOTION NO. 01-2019-34**, Section i., Employment – Certificated (current regular employee) Co-Curricular year (2018-19 school year), High School Athletics, Item No. 2, Cheerleading (Gr. 10-12) – Code #8, Index 16.0, Salary Table B, **Cheyenne Burns**, Harding be **AMENDED** from **100%** of Contract to **50%** of Contract.

- (2) Stephen Bero - Track – Assistant (Boys) – Code #68, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (3) Frank Caputo, Jr. - Track – Assistant (Boys) – Code #68, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (4) Craig Charnas – Tennis (Boys) - Code #64, Index 7.0, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (5) Anthony Elias - Track – Assistant (Girls) – Code #69, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (6) Christopher Lowery – Baseball – Assistant Coach – Code #35, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (7) Charlotte Rogers – Softball – Assistant Coach – Code #59, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (8) James Varley – Track – Assistant (Girls) – Code #69, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (9) Morgan Zadroski – Softball – Assistant Coach – Code #59, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.

CLASSIFIED:

j. Resignation – 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, this resignation is 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) Mindy Austin, Substitute Food Service Helper, Salary Table M, effective 02/12/2019.

- 2) Laurie Criddle, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 02/15/2019.

k. Leave of Absence – Classified

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

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

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

- (1) Karen Massari, Bookkeeper Clerk - High School, Warren G. Harding High School, Salary Table E, effective 01/01/2019.

l. Initial Regular Employment

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 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) Michelle Garrett, Clerk-Auxiliary Service (2.0 Days)/Teaching & Learning Clerk (3.0 Days), John F. Kennedy High School/Curriculum & Instruction Department, 204 Day Contract, July – June Modified Calendar, Salary Table E, Pay Range I, effective 02/06/2019. (Vacancy created due to

resignation/retirement in department.) (Recommended by R. Teutsch, Curriculum & Instruction)

- (2) Mia McEachern, Secretary-Transportation Center, Transportation, 260-262 Day Contract, Salary Table E, Pay Range III, effective 01/28/2019. (Vacancy created due to resignation/retirement in department.) (Recommended by M. Wasser, Business Operations)

m. Change in Classification – Classified

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

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

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

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

- (1) Keelyn Franklin, from MD Educational Assistant, McGuffey PK-8, Salary Table I, to MD Educational Assistant – ESEA Qualified, McGuffey PK-8, Salary Table I, effective 02/04/2019.

n. Substitute Employment Additions – Classified

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

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

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

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01, such employee shall be directed and assigned. This employment is contingent upon receiving satisfactory results from a mandatory pre-employment drug test

screening required by school policy and the individual(s) named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed. This employment is also conditional until receipt of satisfactory results from a state required police check.

- (1) Cynthia Cayson, Substitute Food Service Helper, Salary Table M, effective 02/07/2019.
- (2) Bonnie Conti, Substitute Food Service Helper, Salary Table M, effective 02/15/2019.
- (3) Laura Hughes, Substitute Extra Clerk Typist, Salary Table M, effective 02/07/2019.
- (4) Kimberly Hughley, Substitute Food Service Helper, Salary Table M, effective 02/04/2019.
- (5) Miesha Stringfield, Substitute Food Service Helper, Salary Table M, effective 02/19/2019.

o. Classified Temporary Employment

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

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

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

- (1) 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:

Lisa Tabor

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.

p. 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.

High School & K-8 Athletics:

- (1) Paris Bruner, Code #114.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools, (Boys/Girls) (100% of Contract)
- (2) Nadine Gardner, Code #59.0, Index 5.6, Salary Table B, Assistant Softball Coach, High School, Warren G. Harding High School, (Girls) (100% of Contract)
- (3) William Lucas, Code #35.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School, (Boys) (100% of Contract)
- (4) Matthew Nypaver, Code #69.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School, (Girls) (100% of Contract)
- (5) Tyrone Owens, Code #68.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School, (Boys) (100% of Contract)
- (6) Jason Stouffer, Code #35.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School, (Boys) (100% of Contract)

(7) Joseph Threats, IV, Code #114.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools, (Boys/Girls) (100% 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 _____