

AGENDA
Board of Education
Warren City School District
Regular Meeting – February 27, 2018 – 6:00 PM
Willard PK – 8 School, Library



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 – *Nialaisha and Noreyion Bason*

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 classmates of *Nialaisha and Noreyion Bason* be approved as submitted.

WHEREAS, the deaths of *Nialaisha and Noreyion* has brought sadness to this School District’s staff, Board Members and the many students with whom they attended school with.

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

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

AC _____ RF _____ JL _____ PL _____ RP _____

- B. Jefferson and Willard Raider Pantries
 - C. Supper Program – Lauren Posthewait
 - D. SEL in Action
 - E. Willard PK – 8 School 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 January, 2018 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:

Organization Meeting held January 9, 2018
Regular Board Meeting held January 30, 2018

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the January, 2018 financial statement and short term investments made by the Treasurer during January, 2018, 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, 2017	\$30,249,827.40	\$17,141,394.77	\$47,391,222.17
January Receipts	5,011,484.97	2,257,885.98	7,269,370.95
FTD Advances In	-0-	-0-	-0-
FTD Receipts	42,233,380.75	14,376,136.45	56,609,517.20
MTD Expenditures	5,327,991.37	2,207,563.35	7,535,554.72
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	39,978,389.11	15,856,644.82	55,835,033.93
Ending Balance			
January 31, 2018	32,504,819.04	15,660,886.40	48,165,705.44

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

Fund	Amount
General Fund	\$22,134.79
002-9003 School Improvement Bond	195.33
004-9003 Building – Local Funds	18.44
006-0000 FS-Food Service	923.46
Auxiliary Services	<u>27.85</u>
Total	\$23,299.87

AC _____ RF _____ JL _____ PL _____ RP _____

3. 2017-18 Co-curricular Budget and Purpose Statements

It is recommended the resolution listed below establishing 2017-18 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 2017-18 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>
300-9022	SAPOC – WGH Poetry Club

AC _____ RF _____ JL _____ PL _____ RP _____

4. Revised Appropriation Budgets

It is recommended the resolution listed below for a revised appropriation budgets (a. and b.) 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.: Auxiliary Services
Fund #401, S.C.C. #9128, #9228
FY2018 Apprn.: \$202,613.42
Rev. Apprn.: \$296,325.59
Exec. Director: Christine Bero, State and Federal Programs.
Purpose: \$93,712.17 increase due to the Ohio Department of Education issuance of final allocations for FY2018.

- b. Fund/S.C.C.: Title IV-A
Fund #599, S.C.C. #9018
FY2018 Apprn.: \$57,774.28
Rev. Apprn.: \$57,111.43
Exec. Director: Christine Bero, State and Federal Programs.
Purpose: \$662.85 decrease due to reallocation of funds by the Ohio Department of Education.

AC _____ RF _____ JL _____ PL _____ RP _____

Superintendent’s Recommendations

- 1. Ratification of Collective Bargaining Agreement with Ohio Association of Public School Employees Chapter 288

It is recommended the resolution listed below ratifying the Collective Bargaining Agreement between the Warren City Board of Education and the Ohio Association of Public School Employees Chapter 288, for the period July 1, 2018 through June 30, 2021, be approved as submitted.

WHEREAS, the Ohio Association of Public School Employees Chapter 288 has advised the Warren City Board of Education that their membership has ratified the Collective Bargaining Agreement for the period July 1, 2018 through June 30, 2021.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the Collective Bargaining Agreement with the Ohio Association of Public School Employees Chapter 288, EXHIBIT B, (pp. 36 - 75), be approved.

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

AC _____ RF _____ JL _____ PL _____ RP _____

2. Approval of Memorandum of Understanding International Union of Operating Engineers Local 95

It is recommended that the Memorandum of Understanding between the International Union of Operating Engineers Local 95 and the Warren City Board of Education, be approved as submitted for the purpose of adding the position of Building Automation Specialist/Programmer, as indicated.

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

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education adopt Salary Table D, EXHIBIT C, (p. 76 – 77), effective 02/21/2018.

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

AC _____ RF _____ JL _____ PL _____ RP _____

3. Change in Location of Regular Board Meeting

It is recommended the resolution listed below changing the location of the March 20, 2018 regular board meeting from Warren City Schools Administration Building to Warren G. Harding High School be approved as submitted.

WHEREAS, the Warren City Board of Education established the times, dates, and locations of its regular board meetings at its January 9, 2018 Organizational Meeting (MOTION NO. 01-2018-05); and

NOW, THEREFORE, BE IT RESOLVED that the location of the Regular Board Meeting scheduled for March 20, 2018, be changed from Warren City Schools Administration Building to Warren G. Harding High School.

AC _____ RF _____ JL _____ PL _____ RP _____

4. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a.) 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: College Credit Plus Program
 Eastern Gateway Community College
 Jimmie D. Bruce, Ed.D., President
 1249 Richwood St. SW
 Warren, OH
 (330) 393-0093
EXHIBIT D, (pp. 78 – 81):
- Amount: Tuition rate per credit hour will depend on delivery method and student's county of residence.
- Period: Fall 2018/Spring 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.

AC _____ RF _____ JL _____ PL _____ RP _____

5. Field Trip

It is recommended the resolution listed below regarding field trip (a. and b.) 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: Wright State University, Nutter Center – Dayton, OH
 Class/Group: Robotics, FIRST Team Participants
 Dates of Trip: March 1, 2018 returning March 3, 2018
 Principal: Dante Capers, WGH Principal
 Sponsor: Eugene Mach
 Cost: \$310.00 per student.
 Funding: Warren City Schools Account AFP98 and SA222;
 and First Robotics Parent Booster Organization
 Purpose of Trip: Miami Valley Regional FIRST Robotics Competition.
 Students will develop academic and work related
 skills within a competitive environment.

- b. Destination: Convocation Center of California University of
 Pennsylvania
 Class/Group: Robotics, FIRST Team Participants
 Dates of Trip: March 22, 2018 returning March 24, 2018
 Principal: Dante Capers, WGH Principal
 Sponsor: Eugene Mach
 Cost: \$310.00 per student.
 Funding: Warren City Schools Account AFP98 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.

AC _____ RF _____ JL _____ PL _____ RP _____

6. Tuition Reimbursement

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

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

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

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

Certificated – 2017-2018 School Year:

CURRY, John C.	\$ 400.00
GORUP, Courtney	\$ 400.00
JOHNSON, Jeffrey W.	\$ 325.00
LOUIS, Dylan	\$ 400.00

AC _____ RF _____ JL _____ PL _____ RP _____

7. 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	
Ambrose, David W.	Raider Pantry Monetary Donation Value: \$100.00	[1]
Davis, Patricia	Jefferson PK – 8 School 250 Boxes of Valentine’s Day Cards and 75 Egg Dye Kits Value: \$825.00	[2]

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

[2] To be used to support the students of Jefferson PK – 8 School.

AC _____ RF _____ JL _____ PL _____ RP _____

8. Resolution to Terminate the Employment Contract of Jaliza Johnson

WHEREAS, the Superintendent has recommended to the Warren City School District Board of Education (“Board of Education”) that the Board of Education terminate Jaliza Johnson’s employment pursuant to section 3319.081 of the Ohio Revised Code; and

WHEREAS, Ms. Johnson is currently employed by the Board of Education as an educational assistant; and

WHEREAS, the Board of Education has received substantiated evidence from the Superintendent which specifically supports and documents the reasons for that termination, specifically that Ms. Johnson directed profanity and threats of serious physical harm toward a first student in her care and committed other acts of misfeasance, malfeasance, and nonfeasance when she failed to be available for work when so directed by the Superintendent during her contracted work time; and

WHEREAS, the Superintendent provided Ms. Johnson with a letter dated January 30, 2018 that outlined the specifics of the charges against her and provided Ms. Johnson with an opportunity to respond to those charges and present her side of the story; and

WHEREAS, the Board of Education finds that the charges against Ms. Johnson as outlined in the February 12, 2018 determination letter attached hereto as Exhibit A are valid and that there was no justification for Ms. Johnson’s actions described in the letter attached hereto.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Warren City School District, on the recommendation of the Superintendent, that:

SECTION I

The Board of Education hereby terminates the employment contract of Jaliza Johnson. Ms. Johnson shall be furnished with written notice, signed by the Treasurer, that her employment is hereby terminated immediately.

SECTION II

It is found and determined that all formal actions of this Board concerning or related to the adoption of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees, if any, that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

AC _____ RF _____ JL _____ PL _____ RP _____

9. Personnel Recommendations

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

CERTIFICATED:

a. Appointment – Certificated (To receive one-year contract for the 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) Lindsey Green, Early Childhood Education Teacher, Salary Table A, Step B-01 (pro-rata), Limited Contract, effective 02/26/2018 and for the duration of the 2017-18 school year (Replacement position)
- (2) Sharon Greskovich, Elementary Education Teacher, Salary Table A, Step M-11(pro-rata), Limited Contract, effective 02/26/2018 and for the duration of the 2017-18 school year (Replacement position)
- (3) Jill Selak, Library/Multi-Media Specialist, Salary Table A, Step M-11 (pro-rata), Limited Contract, effective 03/05/2018 and for the duration of the 2017-18 school year (Replacement Position)

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) Amy Hays-Neifer, Secondary Education Teacher, Leave of Absence, effective 03/02/2018.
- (2) Denise Roberts, Elementary Education Teacher, Leave of Absence, effective 01/22/2018.
- (3) Monique Soltis, Secondary Education Teacher, Leave of Absence, effective 03/02/2018.

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) Douglas Barnhart, Teacher, resignation, effective the close of the 2017-18 school year. (From Leave of Absence without Pay or Benefits)
- (2) Spencer Jones, Substitute Teacher, effective the close of the day, 02/02/2018.

d. 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 16, 2018, prorata, as indicated.

- (1) Tonya Antill, Continuing Contract, Salary Table A, from M-15, **TO M30-15**, prorata, effective January 16, 2018.

- (2) Margaret Forde, Limited Contract, Salary Table A, from B18-07, **TO M-07**, prorata, effective January 16, 2018.
- (3) Anthony Kline, Limited Contract, Salary Table A, from B-02, **TO B18-02**, prorata, effective January 16, 2018.

e. 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 participating on the McGuffey PK-8 Building Leadership Team (BLT) and attending monthly meetings as scheduled, effective 01/22/2018 through 06/30/2018, \$25.50 per an hour, on an as needed basis, to be paid through Title I School Improvement Sub A Fund #536, SCC #9118, not to exceed \$400.00 each (Recommended by C. Bero, State & Federal Programs)

Rebecca Calvin
Heather Collier

- (2) Supplemental Contract for the Site Coordinator for the McGuffey Explores Wellness afterschool (Gr. 5-8) program, effective 03/01/2018 through 06/30/2018, \$25.50 per an hour, on an as needed basis, to be paid from Turning Foundation Grant #018, SCC #9860, not to exceed \$841.15 (Recommended by J. Merolla, Community Outreach/Grant Development)

Jill Redmond

- f. Substitute Teacher Appointment(s) (2017-18 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>
Alisha Alls	02/06/2018
Joyce Adams	02/07/2018

- g. 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>
Victoria Rush	02/01/2018	Lincoln PK-8
Charmaine Charles	02/21/2018	Jefferson PK-8
Cara Russo-Gatta	02/22/2018	Lincoln PK-8

- h. 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 Athletic Director)

High School Athletics:

- (1) Andrew Burnett – Baseball (Boys) – Head Coach – Code #34, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.

- (2) Frank Caputo, Jr., - Track – Assistant (Boys) – Code #68, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (3) Craig Charnas – Tennis (Boys) - Code #64, Index 7.0, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (4) Meaghan Coe – Softball – Head Coach (Girls) – Code #58, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (5) Anthony Elias - Track – Assistant (Boys) – Code #68, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (6) Steven Lukco – Track – Assistant (Girls) – Code #69, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (7) Charles Penny – Track – Head Coach (Boys) – Code #66, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (8) Charles Penny – Track – Head Coach (Girls) – Code #67, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (9) Darcy Quinlan – Softball – Assistant Coach – Code #59, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (10) Charlotte Rogers – Softball – Assistant Coach – Code #59, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (11) James Varley – Track – Assistant (Girls) – Code #69, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.

K-8 Other:

- (12) Supplemental Contracts 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), K-8 Other, Item 59, Science (K-8) – Code #124, Index 4.5, Salary Table B, be **AMENDED** as follows:

Mary Jo Altobelli	Lincoln PK-8	50% of Contract TO 40% of Contract
Andrew Kelly	Lincoln PK-8	50% of Contract TO 60% of Contract

CLASSIFIED:i. 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) Paige Jackson, MD Educational Assistant, Willard PK-8, Salary Table I, effective 02/16/2018.
- 2) Tammy Miller, 4-Hr. Bus Driver, Transportation, Salary Table D, effective 01/25/2018.
- 3) Jeana Palmer, Extra Clerk Typist, Salary Table M, effective 02/13/2018.

j. Leave of Absence – Classified

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

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

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

- (1) Dwight Cook, Night Janitor, Jefferson PK-8, Salary Table D, effective 01/26/2018.
- (2) Sharon Doing, Pre-K Educational Assistant, Jefferson PK-8, Salary Table I, effective 02/12/2018.

- (3) Stacy Raines, Plant Manager 2, Lincoln PK-8, Salary Table D, effective 01/31/2018.
- (4) Nailah Shaw, Cafeteria Manager, Willard PK-8, Salary Table G, effective 02/14/2018.

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

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

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

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

- (1) Bonnie Stephens, Cook, McGuffey PK-8 School, Salary Table G, effective 02/16/2018.

l. Military Leave

WHEREAS, in accordance with ORC 5923.05 permanent public employees who are members of the Ohio organized militia or members of other reserve components of the armed forces of the United States, including the Ohio national guard, are entitled to leave of absence from their respective positions 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 permanent public employee 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 permanent public employee 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.

NOW, THEREFORE, BE IT RESOLVED under the provisions of the ORC 5923.05, the following military leave of absence is granted for the dates indicated; and

BE IT FURTHER RESOLVED that the permanent public employee 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 permanent public employee 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) Justin Blair, Sr., ED Educational Assistant, McGuffey PK-8, effective 02/12/2018 through 02/23/2018.

m. 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) Matthew Barry, Building Automation Specialist/Programmer, Administration Building, Salary Table D, effective 02/28/2018.
(Recommended by M. Wasser, Business Operations)

n. Change in Classification – Classified

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

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

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

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

- (1) Cynthia Miller, from High School Receptionist at Monroe, Warren G. Harding High School, Salary Table E, Pay Range 2, 214 Day Contract, to Administrative Assistant to Executive Director of State and Federal Programs, Salary Table E, Pay Range 5, 260-262 Day Contract, Administration Building, effective 02/20/2018.

o. Substitute Employment Additions – Classified

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

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

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

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) Myles Brossard, Substitute Night Janitor, Salary Table M, effective 02/07/2018.

- (2) Austin Elder, Substitute Educational Assistant, Salary Table M, effective 02/20/2018.
- (3) Kevin Prychodnik, Substitute Night Janitor, Salary Table M, effective 02/07/2018.
- (4) Tammie Shelby, Substitute General Helper, Salary Table M, effective 02/07/2018.
- (5) Ryan Wicks, Substitute Night Janitor, Salary Table M, effective 02/12/2018.

p. Classified Temporary Employment

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

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

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

- (1) 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 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:

Richard Plant

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.

- (2) The following individual be granted a supplemental contract as School Liaison for afterschool Warren Youth Fitness Challenge 5th – 8th grade program “McGuffey Explores Wellness” at McGuffey PK-8, during the period of March 1, 2018 through June 30, 2018, to be paid from Turning Foundation Grant Fund #018, SCC #9860 at the rate of \$17.14 per hour, not to exceed \$462.78. (Recommended by J. Merolla, Community Outreach/Grant Development)

Joyce Benson

q. 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 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) 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. 7, **Edward Wilson**, Code #53, Index 7.0, Salary Table B, Indoor Track Coach, High School, Warren G. Harding High School (Girls) (25% of contract), and **MOTION NO. 01-2018-26**, Section R. Employment-Classified Co-curricular 2017-2018 School Year, Item No. 2, **Edward Wilson**, Code #53, Index 7.0, Salary Table B, Indoor Track Coach, High School, Warren G. Harding High School (Girls) (25% of contract) be **RESCINDED**.
- (2) Timothy Adams, Code #35.0, Index 5.6, Salary Table B, Baseball Coach, High School, Warren G. Harding High School, (Boys) (100% of Contract)
- (3) Paris Bruner, Code #114.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools, (Boys/Girls) (100% of Contract)
- (4) 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)
- (5) Chauncey Harris, Code #114.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools, (Boys/Girls) (100% of Contract)

- (6) 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)
- (7) 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)
- (8) 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)
- (9) Ja'Quana Threats, Code #114.0, Index 4.0, Salary Table B, Head Track Coach, Middle School, Warren Middle Schools, (Boys/Girls) (100% of Contract)
- (10) 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 _____

SC:tep
2/23/2018