

AGENDA
Board of Education
Warren City School District
Regular Meeting – March 8, 2016 – 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. 5.

1. Call to Order

2. Roll Call by Approved Rotation
Mr. Coleman, Mr. Faulkner, Mr. Lacy, Mrs. Limperos, Mrs. Patterson

3. Communications

4. Adoption of Agenda

AC _____ RF _____ JL _____ PL _____ RP _____

5. Recognition of Speaker(s)6. Treasurer's Report7. Superintendent's Report

- A. The Board of Directors of the Warren City Schools' Foundation and the Committee of the Warren High Schools' Distinguished Alumni Hall of Fame is pleased to announce the following inductees to the Class of 2016:

John W. Baird, Ph D. (California) – 1962 graduate of Warren G. Harding. Principal Partner for Executive Edge of Silicon Valley and an Emeritus Senior Professor in the College of Business at San Jose State University

Thomas Bonasera (Ohio) – 1966 graduate of Warren G. Harding. Corporate Law Partner-National Law Firm of Dinsmore & Shohl, LLP. Top 100 Lawyers in Ohio and Top 50 in Columbus

Jean Heller (Illinois) – 1960 graduate of Warren G. Harding. Pulitzer Prize nominated journalist and author

James "Doc" Pugh, Sr. (Deceased) (Ohio) – 1964 graduate of Warren G. Harding. Groundbreaking entrepreneur and community activist

Andrew D. Sappey, PhD. (Colorado) – 1978 graduate of Warren G. Harding Founder of Zolo Technologies and Chief Technology Officer

Dennis Steinmetz (Florida) – 1962 graduate of Warren G. Harding. Award winning producer and director. President of Les Choux Company

Louie F. Watson (Ohio) – 1978 graduate of Warren Western Reserve. Principal at L.F. Watson & Associates, a management consulting firm

Andrew T. Yount (Deceased) (Ohio) – 1934 graduate of Warren G. Harding. Decorated World War II veteran and member of the Board of Directors of Construction Advancement Program of Eastern Ohio and Western Pennsylvania

The Board is also pleased to announce the 2016 Distinguished Faculty:

Fritz Gillespie – Warren G. Harding English and Social Studies Teacher

William Mullane – Warren G. Harding Art Teacher and Principal

- B. Claire Huff-Franklin, Ohio Department of Education – ADC
- C. Terry Thomas, Community Bus Services
- D. Steve Chiaro, Dante Capers, Jill Merolla – SEL
- E. Jennifer Myers – Nursing Services 2016-2017 School Year

8. Board of Education Committee Reports

- A. Athletics *(Andre Coleman and Patti Limperos)*
- B. Finance Advisory *(Robert Faulkner and John Lacy)*
- C. Board Policies and Guidelines *(Patti Limperos 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. Tax Rates

It is recommended the resolution listed below for tax rates for calendar year 2016 be approved as submitted.

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

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

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

	Inside 10 Mill <u>Limit</u>	Outside 10 Mill <u>Limit</u>	Total <u>Mills</u>
General Fund	4.70	34.85	39.55
Bond Retirement Fund		6.95	6.95
Permanent Improvement		1.00	1.00
Emergency Levy Fund		5.40	5.40
Emergency Levy Fund		<u>11.00</u>	<u>11.00</u>
Grand Total	4.70	59.20	63.90

AND, BE IT FURTHER RESOLVED that the Treasurer of this Board be and is hereby directed to certify a copy of this resolution to the County Auditor of said County.

AC _____ RF _____ JL _____ PL _____ RP _____

Superintendent's Recommendations

1. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a.) 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: Trumbull Career and Technical Center
528 Educational Hwy NW
Warren, OH 44483
EXHIBIT A, (pp. 31 – 32):
 Period: January 1, 2016 through December 31, 2019
 Superintendent: Steve Chiaro
 Purpose: To comply with the Ohio General Assembly amended R.C. 3311.19 to require a change in the individual qualifications of Board members, their terms and limitations on the terms to be served on Career and Technical Center Boards of Education.

AC _____ RF _____ JL _____ PL _____ RP _____

2. Warren City Schools Special Education and Title I Annual Public Meeting

It is recommended the resolution listed below scheduling the Annual Special Education and Title I Public Meeting (a.) be approved as submitted.

NOW, THEREFORE, BE IT RESOLVED that the Annual Special Education and Title I Public Meeting will be scheduled as follows:

- a. Date: Monday, March 21, 2016
- Time: 6:30 – 8:00 p.m.
- Location: Tech Lab, Administration Building
 105 High Street NE, Warren 44481
- Purpose: The purpose of the meeting is to inform parents and individuals with disabilities on how the District plans on spending Special Education and Title I funds. There will be an opportunity for public comment.

AC _____ RF _____ JL _____ PL _____ RP _____

3. Replacement Graded Course of Study Adoption

It is recommended the resolution listed below regarding the graded course of study adoption be approved as submitted.

BE IT RESOLVED that the following graded course of study be approved:

WHEREAS, the boards of education of county, exempted village, and city school districts shall prescribe a graded course of study for all schools under their control. A copy of the Graded Course of Study is available for review in the office of Curriculum and Instruction.

Career and College Readiness, Grades 9-12: EXHIBIT B, (pp. 33 – 34)

THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.60, the Graded Course of Study herein indicated is prescribed for the schools under the control of the Warren City Board of Education:

AC _____ RF _____ JL _____ PL _____ RP _____

4. Replacement Graded Course of Study Adoption

It is recommended the resolution listed below regarding the graded course of study adoption be approved as submitted.

BE IT RESOLVED that the following graded course of study be approved:

WHEREAS, the boards of education of county, exempted village, and city school districts shall prescribe a graded course of study for all schools under their control. A copy of the Graded Course of Study is available for review in the office of Curriculum and Instruction.

Culinary Fundamentals, Grades 10-12: EXHIBIT C, (pp. 35 – 36)

THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.60, the Graded Course of Study herein indicated is prescribed for the schools under the control of the Warren City Board of Education:

AC _____ RF _____ JL _____ PL _____ RP _____

5. Graded Course of Study Adoption

It is recommended the resolution listed below regarding the graded course of study adoption be approved as submitted.

BE IT RESOLVED that the following graded course of study be approved:

WHEREAS, the boards of education of county, exempted village, and city school districts shall prescribe a graded course of study for all schools under their control. A copy of the Graded Course of Study is available for review in the office of Curriculum and Instruction.

Entrepreneurship, Grades 11-12: EXHIBIT D, (pp. 37 – 38)

THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.60, the Graded Course of Study herein indicated is prescribed for the schools under the control of the Warren City Board of Education:

AC _____ RF _____ JL _____ PL _____ RP _____

6. Replacement Graded Course of Study Adoption

It is recommended the resolution listed below regarding the graded course of study adoption be approved as submitted.

BE IT RESOLVED that the following replacement graded course of study be approved:

WHEREAS, the boards of education of county, exempted village, and city school districts shall prescribe a graded course of study for all schools under their control. A copy of the Graded Course of Study is available for review in the office of Curriculum and Instruction.

Foundations of Business & Marketing, Grades 9-12: EXHIBIT E, (pp. 39 – 40)

THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.60, the Graded Course of Study herein indicated is prescribed for the schools under the control of the Warren City Board of Education:

AC _____ RF _____ JL _____ PL _____ RP _____

7. Replacement Graded Course of Study Adoption

It is recommended the resolution listed below regarding the graded course of study adoption be approved as submitted.

BE IT RESOLVED that the following graded course of study be approved:

WHEREAS, the boards of education of county, exempted village, and city school districts shall prescribe a graded course of study for all schools under their control. A copy of the Graded Course of Study is available for review in the office of Curriculum and Instruction.

G.R.A.D.S, Grades 9-12: EXHIBIT F, (pp. 41 – 43)

THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.60, the Graded Course of Study herein indicated is prescribed for the schools under the control of the Warren City Board of Education:

AC _____ RF _____ JL _____ PL _____ RP _____

8. Replacement Graded Course of Study Adoption

It is recommended the resolution listed below regarding the graded course of study adoption be approved as submitted.

BE IT RESOLVED that the following graded course of study be approved:

WHEREAS, the boards of education of county, exempted village, and city school districts shall prescribe a graded course of study for all schools under their control. A copy of the Graded Course of Study is available for review in the office of Curriculum and Instruction.

Personal Financial Management, Grades 9-12: EXHIBIT G, (pp. 44 – 45)

THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.60, the Graded Course of Study herein indicated is prescribed for the schools under the control of the Warren City Board of Education:

AC _____ RF _____ JL _____ PL _____ RP _____

9. Replacement Graded Course of Study Adoption

It is recommended the resolution listed below regarding the graded course of study adoption be approved as submitted.

BE IT RESOLVED that the following graded course of study be approved:

WHEREAS, the boards of education of county, exempted village, and city school districts shall prescribe a graded course of study for all schools under their control. A copy of the Graded Course of Study is available for review in the office of Curriculum and Instruction.

Personal Wellness and Development, Grades 9-10: EXHIBIT H, (pp. 46 – 47)

THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.60, the Graded Course of Study herein indicated is prescribed for the schools under the control of the Warren City Board of Education:

AC _____ RF _____ JL _____ PL _____ RP _____

10. Replacement Graded Course of Study Adoption

It is recommended the resolution listed below regarding the graded course of study adoption be approved as submitted.

BE IT RESOLVED that the following graded course of study be approved:

WHEREAS, the boards of education of county, exempted village, and city school districts shall prescribe a graded course of study for all schools under their control. A copy of the Graded Course of Study is available for review in the office of Curriculum and Instruction.

Textiles and Interior Design, Grades 10-12: EXHIBIT I, (pp. 48 – 49)

THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.60, the Graded Course of Study herein indicated is prescribed for the schools under the control of the Warren City Board of Education:

AC _____ RF _____ JL _____ PL _____ RP _____

11. Graded Course of Study Adoption

It is recommended the resolution listed below regarding the graded course of study adoption be approved as submitted.

BE IT RESOLVED that the following graded course of study be approved:

WHEREAS, the boards of education of county, exempted village, and city school districts shall prescribe a graded course of study for all schools under their control. A copy of the Graded Course of Study is available for review in the office of Curriculum and Instruction.

Web Page Design II, Grades 11-12: EXHIBIT J, (pp. 50 – 51)

THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.60, the Graded Course of Study herein indicated is prescribed for the schools under the control of the Warren City Board of Education:

AC _____ RF _____ JL _____ PL _____ RP _____

12. Ohio Department of Education Certification for Ohio Principals Evaluation System

It is recommended the resolution listed below regarding the Ohio Department of Education Certification for credentialed Ohio Principals Evaluation System 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.

OPES
Regina Teutsch

AC _____ RF _____ JL _____ PL _____ RP _____

13. 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 – 2015-2016 School Year:

DELAQUILA, Denise	\$ 400.00
WHITE, Kristina	\$ 397.50

AC_____ RF_____ JL_____ PL_____ RP_____

14. 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	
Anonymous Donor	WGH Prep/Quiz Bowl Monetary Donation Value: \$500.00	[1]
In Memory of Paul Joseph Trina, Sr. on behalf of Anthony and Tina Payiavlas	WGH Athletic Department Monetary Donation Value: \$500.00	[1]
Todd R. Pippenger & Son Plumbing	Lincoln Leader Store Miscellaneous Items Estimated Value: \$200.00	[2]
Opal Simpson	Lincoln Leader Store Miscellaneous Items Estimated Value: \$200.00	[2]
Target	Take Charge of Education Monetary Donation Value: \$124.35	[1]

[1] To be used to support the students at Warren G. Harding High School.

[2] To be used to support the students at Lincoln PK – 8 School.

AC _____ RF _____ JL _____ PL _____ RP _____

15. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through n.) 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) Susan Senvissky, School Counselor, retirement effective the close of the day, May 31, 2016.

b. Appointment – Certificated (To receive one-year contract for the 2015-2016 school year)

WHEREAS, a need exists for the services to be rendered by the person 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 shall be directed and assigned.

- (1) Andrew Hampton, Special Education Teacher, Salary Table A, Step B-01, prorata, Limited Contract, effective 03/07/2016 and for the remainder of the 2015-16 school year (Replacement position)

c. Resignation – Certificated – Personal

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

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

- (1) Adam Capretta, PE/Health Teacher, resignation effective the close of the day, February 19, 2016.

d. Early Retirement Incentive Program of 2005

WHEREAS, the Master Contract between the Warren City Board of Education and the Warren Education Association, effective June 30, 2005 provides for an Early Retirement Incentive; and

WHEREAS, a certificated employees shall be entitled to an early retirement incentive of twenty thousand dollars (\$20,000) if he/she meets all the requirements of Section 7.04 of the Master Contract and retires during his/her first year of eligibility; and

WHEREAS, the Master Contract requires mandatory participation in a 403(b) plan for certain persons who meet requirements as outlined in the Contract, and that the Treasurer shall be the administrator of the 403(b) plan.

NOW, THEREFORE, BE IT RESOLVED that the following certificated staff persons shall qualify for participation in the Early Retirement Incentive Program of 2005.

- (1) Carolyn Naples-Gintert

e. Leave of Absence – Certificated

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

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

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

- (1) Tina Culp, Kindergarten-Elementary Education Teacher, Leave of Absence, effective 03/14/2016.
- (2) Carole Goffus, School Counselor, Leave of Absence, effective 02/22/2016.

f. Appointments – Certificated – Hourly Employment (2015-16 School Year)

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

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

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

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

- (1) Supplemental Contract for Home Instruction, effective 01/12/2016 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid through Fund #001 (Recommended by J. Myers, Special Education)

Veronica Wadsworth

- (2) Supplemental Contract for Home Instruction, effective 03/02/2016 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid through Fund #001 (Recommended by J. Myers, Special Education)

Patricia Anderson

- (3) Supplemental Contract for Wean Grant, "Effective Transitions Afterschool Family Program", effective 01/01/2016 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid from Fund #018, SCC 9620, not to exceed \$196.56 if attending four events per school (Recommended by J. Merolla, Community Outreach/Grant Development)

Jacquelyn Sabatino

- (4) Supplemental Contract for the Afterschool Wean Grant Programming, effective 01/01/2016 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid from Fund #018, SCC 9620 not to exceed \$196.56 each, if attending four events per school. (Recommended by J. Merolla, Community Outreach/Grant Development)

Cara Venetti

- g. Building Substitute Teacher Appointment(s) (2015-16 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>
Cathleen Hambach	02/18/2016	McGuffey PK-8
Heather Street	02/29/2016	McGuffey PK-8
Rebecca Muckridge	03/02/2016	Willard PK-8

h. Employment – Certificated (current regular employee) Co-Curricular year (2015-16 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.

WHEREAS, any persons employed for a supplemental limited contract position here in named and does not complete or comply with said supplemental limited contract as outlined and directed by the building principal(s) and/or athletic director due to resignation, termination, leave of absence, suspension and/or non-compliance of said supplemental limited contract, upon review and at the sole discretion of the building principal(s) and/or athletic director, the payment of the supplemental limited contract may be prorated based upon fact-finding.

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 T. Pytlik, Principal of Record)

K-8 Advisors & Clubs:

- (1) Supplemental Contract approved at the October 27, 2015 Regular Board Meeting, **MOTION NO. 10-2015-252** Section j., Employment – Certificated (current regular employee) Co-Curricular year (2015-16 school year), K-8 Advisors & Clubs, Item No. 47, Yearbook - Code #100, Index 6.0, **Deborah Young**, McGuffey PK-8, 50% of Contract, Salary Table B., be **RESCINDED**.

CLASSIFIED:i. Administrative Contract Appointments

WHEREAS, the contracts of employment of the administrators listed below expired on June 30, 2015; and

WHEREAS, the superintendent of the Warren City School District, Trumbull County has recommended the administrators listed below be reemployed in the positions indicated for the terms indicated; and

WHEREAS, each of the administrators listed below has been notified of the date his or her contract renewal.

BE IT RESOLVED by the Board of Education of the Warren City School District, Trumbull County, Ohio, pursuant to Ohio Revised Code Section 3319.02 that:

The nominations of the superintendent are accepted.

The individuals listed below are reemployed for the terms indicated with the salaries, vacation days and workdays to be provided by contract or annual notice, retroactive to July 1, 2015.

The Board hereby authorizes and directs the treasurer to execute contracts of employment on behalf of the Board, and take all other actions necessary to carry out this resolution.

It is hereby found and determined that all formal action of the Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board, and that all deliberations of the Board and of any of its committees that resulted in such formal action were in meetings open to the public, when required by law, in full compliance with the law.

NOW, THEREFORE, BE IT RESOLVED under the provisions of ORC 3319.02, the persons herein named are hereby appointed and employed for the term indicated and compensated according to his/her placement on the Board of Education adopted Administrative Salary Schedule commensurate with his/her training and experience.

(1) Patti Greathouse, Plant Manager I, Lincoln PK-8

Term: July 1, 2015 – June 30, 2017

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board. Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule J, 260-261 day contract

- (2) Ed Myers, Plant Manager I, Willard PK-8

Term: July 1, 2015 – June 30, 2017

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board. Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule J, 260-261 day contract

- (3) Heather Powers, Plant Manager I, McGuffey PK-8

Term: July 1, 2015 – June 30, 2017

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board. Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule J, 260-261 day contract

- (4) Shawn Shimko, Plant Manager I, Warren G. Harding High School

Term: July 1, 2015 – June 30, 2017

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board. Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule J, 260-261 day contract

- (5) Chris Tabor, Plant Manager I, Jefferson PK-8

Term: July 1, 2015 – June 30, 2017

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board. Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule J, 260-261 day contract

- j. Resignation – Classified – Personal

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) Kim Johnson, ED Educational Assistant, Warren G. Harding High School, Salary Table I, effective 03/15/2016.

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) Stephanie Weber, Secretary E-Registration, Warren G. Harding High School, Salary Table E, effective 01/06/2016.

l. Substitute Employment Additions – Classified

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

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

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

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) Cecile Butts, Substitute Food Service, Salary Table M, effective 03/01/2016.
- (2) Dana Johnson, Substitute Educational Assistant, Salary Table M, effective 02/29/2016.
- (3) Ryan Johnson, Substitute Educational Assistant, Salary Table M, effective 02/24/2016.
- (4) Cassandra Kinney, Substitute Food Service, Salary Table M, effective 03/01/2016.

m. Employment—Classified Co-curricular 2015-2016 School Year

WHEREAS, the following co-curricular positions have been offered to the certificated employees of this school district with no acceptable responses; and

WHEREAS, the following co-curricular positions have been offered to or advertised to attract certificated persons not currently employed by this school district with no acceptable responses; and

WHEREAS, the non-certificated individuals herein recommended have been determined to meet the standards adopted by the state board; and

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

WHEREAS, persons employed are required to submit verification of satisfactory completion of BCII clearance, and

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.53, the following persons are employed for a period of not more than one school year at the same salary/wage (Salary Table B) offered to certificated

persons for the pupil activity program as indicated. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

- (1) Classified Employment-Co-curricular 2015-2016 approved at the October 27, 2015 Regular Board Meeting, **MOTION NO. 10-2015-252**, Section P, K-8 Advisors & Clubs, Item No. 8, Yearbook Advisor – Code #100, Index 6.0, Salary Table B. Aderonia Foreback, McGuffey PK-8, **50% of Contract**, be **AMENDED** as follows:

K-8 Advisors & Clubs:

Yearbook Advisor – Code #100, Index 6.0 Salary Table B.

Aderonia Foreback	McGuffey PK-8	100% of Contract
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n. 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.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be deemed employed only on a conditional basis until the satisfactory check has been performed.

- (1) The following individual is to be given a supplemental contract for services related to 21st Century Community Learning Afterschool Program, for the afterschool 6th-8th grade program at Willard and Jefferson PK-8 buildings, for the position of Activity Leader, at the rate of \$11.28 per hour, not to exceed \$1,353.60, to be paid from 21st CCLC Fund #599, SCC 9116, for the period of 03/01/2016 through 06/30/2016. (Recommended by J. Merolla, Community Outreach/Grant Development Department)

Sara Tice

AC _____ RF _____ JL _____ PL _____ RP _____

Board's Recommendations

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*

11. 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 _____

12. Reconvened Board Meeting - _____ p.m.

13. Adjournment - _____ p.m.

AC _____ RF _____ JL _____ PL _____ RP _____