

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – March 10, 2020 – 6:00 p.m.
 Administration Building, Harriet T. Upton Room



This meeting is a meeting of the Warren City Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participating during the meeting, as indicated in Agenda Item No. 11.

1. Call to Order

2. Roll Call by Approved Rotation

Mr. Faulkner, Mr. Fowley, Mrs. Limperos, Mrs. Patterson, Mr. Walker

3. Executive Session

Under the provisions of ORC 121.22, the Warren City Board of Education recessed to Executive Session at _____ p.m. to discuss:

- A. Consideration of Appointment, Employment, Promotion, etc. of Public Employees
- B. Investigation of Charges or Complaints Against Public Employee
- C. Conference with an Attorney Involving Pending Legal Action
- D. Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding
- E. Preparing for, Conducting, or Reviewing Negotiations with Public Employees
- F. Matters Required to be Kept Confidential by State or Federal Law
- G. District Security Arrangements and Emergency Response Protocols
- H. Consideration of Confidential Information Related to Economic Development Project

RF _____ JF _____ PL _____ RP _____ JW _____

4. Communications5. Adoption of Agenda

RF _____ JF _____ PL _____ RP _____ JW _____

6. Treasurer's Report

Maximizing Investment Opportunities

7. 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 2020:

Robert (Rob) Berk graduated from Warren G. Harding High School in 1972 and from The Ohio State University in 1977. As CEO of Berk Enterprises, he began working with the company after graduating from OSU and, over the ensuing years, increased sales over 1000%. After a successful sales trip to China in 1998, Rob developed an import arm of the company, Berkley Square, a division that now employs a salesforce and a network of brokers throughout the country. He also initiated an international trade show (1985) for pinball enthusiasts, Pinball Expo, which has been recognized by the Guinness Book of World Records as the longest running pinball event. Rob has been honored as the Regional Chamber Entrepreneur of the Year (2019), received the Rotary Assistant Governor's Award for Distinguished Service (2010-2011), and was named a Trumbull County Community Star (2019). As a member of Rotary, he founded the Slice of the Valley Annual Pizza Challenge, and he is a member of Trumbull 100. His personal motto is "Never say never" and credits his time at Harding for helping him grow as an individual, helping him with skills of negotiation, and boosting his confidence.

Adam Cash, a 1998 graduate of Warren G. Harding High School, a 2002 graduate of Case Western Reserve University (BA –Chemistry), and a 2006 graduate of CWRU (MD), was very active in high school. He was involved in Drama Club, Band (Marching and Symphonic), FIRST Robotics, Odyssey of the Mind, and National Honor Society. Dr. Cash was a full diploma recipient of the International Baccalaureate program. In addition to his specialty practice in Plastic and Reconstructive Surgery, he is an adjunct professor at Mercy Health, Ohio University College of Osteopathic Medicine, Lake Erie College of Osteopathic Medicine, Gannon University, and NEOUCOM. He has written a host of scientific articles, chapters, and books. Dr. Cash was selected to Phi Beta Kappa while at CWRU. He is active in Trumbull New Theater, is a volunteer reader for Academic Challenge, and provides free skin cancer screenings at community health events.

After graduating from Warren G. Harding High School in 2002, **Constantine “Angelo” Kafantaris** continued his education at the College for Creative Studies (Detroit) and received a BFA degree in car design in 2007. He has also done graduate work at The Ohio State University (2004-2006). Angelo’s career includes automotive designer for Toyota, product designer for Hot Wheels, design engineer for Mattel, and manager of an innovation group for Disney. He is CEO of Hyperion, a tech company that works with NASA to create next generation electric vehicles. Angelo believes that WCS prepares its students very well for college and life. He was able to “test out” of many freshman classes and was able to enroll in advanced CAD classes. He is involved with GOYA, is a youth basketball coach, and, through Hyperion Manufacturing, is committed to bringing high tech jobs back to the Mahoning Valley. He wants the current generation to know that all dreams are possible if you are willing to work for it.

Edward Lucko, a 1966 graduate of Warren G. Harding High School, furthered his education on a full athletic scholarship (basketball) to the University of Florida. He graduated from there in 1971 with a BSBA degree and earned an MBA from Ohio University in 1985. His first employment was in insurance; as such, he traveled the world and worked for Lloyd’s of London. He then joined with a group of individuals to form an artificial intelligence-based software company, which was the first of its kind and which provided services to international companies. Because of his love of learning, Ed then transitioned into college teaching. He currently teaches at The Ohio State University, Ohio Dominican and Franklin. He is consistently one of the highest rated professors at Ohio State in the College of Arts and Sciences. He has volunteered as a high school basketball coach and is involved with fundraisers for local causes. As a basketball player at WGH, he was co-captain of the final four state-ranked basketball team (1966) and won All-Ohio Honorable Mention.

Nick Macris graduated from Warren G. Harding High School in 1944, from (then) Youngstown College in 1960 (BS degree in Education and a degree in Engineering), and from Westminster College in 1966 with a MEd in School Administration. He also did post-graduate work at Kent State, the University of Pittsburgh, and the University of Akron. He began his teaching career as a junior and senior high school teacher of math and science in various districts then became a high school principal in the Waterloo School District. Returning to the area in 1977, he was named Superintendent of the Grand Valley Local School District and then moved to the Howland School District from 1979-1989 as Superintendent. He was inducted into the Howland Schools’ Distinguished Alumni Hall of Fame. Nick was active in the community as seen by his involvement with the Children’s Rehab Center, the W-TC Public Library, and the Trumbull County Educational Service Center. He was also a long-standing member of Phi Delta Kappa.

As a 1982 graduate of Warren Western Reserve High School, **Vincent Peterson** has distinguished himself in various areas of endeavor. He attended Youngstown State University on a full athletic scholarship and graduated in 1987 with a Bachelor’s degree. He went on to graduate from the North Carolina College of Theology in 2018 and is now

pursuing a Master's degree, also in Theology. Vince is currently the officer in charge of adult probation and supervises the staff that oversees high level probation offenders. In addition, he is supervisor to the U.S. Marshal's Violent Fugitive Task Force as well as an FBI hostage negotiator. He has been the recipient of many honors, including Trumbull County Community Star, African American Achievement Hall of Fame, Warren City Sports Hall of Fame, Trumbull County Sports Hall of Fame, and YSU's first Cultural Diversity Award. Vince is currently the vice-president of the Trumbull County Interdenominational Ministerial Alliance Board, chairman of the Trumbull County Corrections Board and is on the Board of Directors for Trumbull County Drug and Mental Health. He believes that there is no better place to get an education than in the Warren City School System.

After a highly successful and activity-filled high school career at Warren G. Harding High School, **Sara "Sally" Kingsbery Walsh** went on to Wellesley and graduated with a Bachelor of Arts degree in Philosophy. After a few years of living in Germany, Sally moved to Austin, Texas, where she studied law at the University of Texas, Austin. In 1978 she graduated with a Master of Arts degree in Nonbivalent Logic/Philosophy and a J.D. in International Law in 1982. While working part-time, she composed questions and answers for the GRE for the Educational Testing Service. Her legal career was devoted to public service law, first as a public defender then with the Legal Services of New Jersey. Sally was later coordinator of the Pro Bono Project, which worked with private attorneys in doing volunteer legal work. Though she is currently semi-retired, she has retained her law license and does editing work, volunteers at Good Grief, and helps with tax prep for the elderly and disabled. She is active in her church, where she teaches faith development classes.

The Board is also pleased to announce the 2020 Distinguished Faculty:

Nick Angelo (First St., Jefferson, H. Mann, Tod, East Junior, WGH, Administration)

Social Studies Teacher
 Guidance Counselor
 Supervisor of Interscholastic Athletics and Recreation
 WCS Business Manager
 Dates of Employment 8/5/1958 – 1/31/1991

Frank Supancic (WGH and WWR)

Social Studies teacher
 Warren G. Harding Head Swim Coach
 Dates of Employment 9/24/1978 – 5/31/2013

- B. Social Emotional Learning Update
 - C. Academic Crosswalk Update
8. Board of Education Committee Reports
- A. Athletics *(Patti Limperos and Bob Faulkner)*
 - B. Finance Advisory *(John Fowley and Julian Walker)*
 - C. Board Policies and Guidelines *(Regina Patterson and Julian Walker)*
 - D. Legislative Liaison *(Patti Limperos and Regina Patterson)*
 - E. TCTC Board Representative *(Bob Faulkner)*
9. Old Business
10. New Business

Treasurer's Recommendations

1. Minutes

It is recommended the resolution listed below regarding the February, 2020 Board Minutes be approved as submitted.

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

Regular Board Meeting held February 18, 2020

RF _____ JF _____ PL _____ RP _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the February, 2020 financial statement and short term investments made by the Treasurer during February, 2020, EXHIBIT A, (pp. 33 – 34), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
Beginning Balance			
July 1, 2019	\$37,643,300.38	\$18,480,825.13	\$56,124,125.51
MTD Receipts	7,101,538.11	3,892,096.39	10,993,634.50
FTD Advances In	-0-	-0-	-0-
FTD Receipts	49,045,682.09	46,838,914.65	95,884,596.74
MTD Expenditures	5,521,650.72	1,851,539.41	7,373,190.13
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	49,364,617.22	42,759,623.41	92,124,240.63
Ending Balance			
February 29, 2020	37,324,365.25	22,560,116.37	59,884,481.62

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

Fund	Amount
001-0000 A10-General Fund	\$42,090.50
006-0000 FS-Food Service	1,322.29
401 Auxiliary Services	45.11
Total	<hr/> \$43,457.90

RF _____ JF _____ PL _____ RP _____ JW _____

3. Tax Rates

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

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

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

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

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

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

RF _____ JF _____ PL _____ RP _____ JW _____

Superintendent's Recommendations

1. Change in Location of Regular Board Meeting

It is recommended the resolution listed below changing the location of the April 7, 2020, regular board meeting from Warren City Schools Administration Building, Harriet T. Upton Room to Warren G. Harding High School, Library 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 7, 2020, Organizational Meeting (MOTION NO. 01-2020-05); and

NOW, THEREFORE, BE IT RESOLVED that the location of the Regular Board Meeting scheduled for April 7, 2020, be changed from Warren City Schools Administration Building, Harriet T. Upton Room to Warren G. Harding High School, Library.

RF _____ JF _____ PL _____ RP _____ JW _____

2. 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.

- Extend

a. Agreement: City of Warren, Ohio
391 Mahoning Ave NW
Warren, Ohio
EXHIBIT B, (pp. 35 – 36):
Amount: \$58,000 per SRO
Fund: Fund #001
Period: August 25, 2017, through July 31, 2020.
Exec. Director: John Lacy
Purpose: To provide Student Resource Officers (SROs) to the Warren City Schools in order to support a safe and positive school climate.

- b. Agreement: Northeast Ohio Management Information Network
528 Educational Highway
Warren, OH 44483
EXHIBIT C, (pp. 37 – 49):
Amount: \$4,884.00 (based on a month charge of \$407.00 for the period of the contract before Erate discount is applied)
Period: July 1, 2020, through June 30, 2025.
Supervisor: Danielle Miller
Purpose: To provide internet access for students and staff at the following Warren locations: District Warehouse.

- c. Agreement: Northeast Ohio Management Information Network
528 Educational Highway
Warren, OH 44483
EXHIBIT D, (pp. 50 – 62):
Amount: \$47,946.00 (based on a month charge of \$3,995.50 for the period of the contract before Erate discount is applied)
Period: July 1, 2020, through June 30, 2025.
Supervisor: Danielle Miller
Purpose: To provide internet access for students and staff at the following Warren locations: McGuffey PK – 8, Monroe and the Board of Education.

RF _____ JF _____ PL _____ RP _____ JW _____

3. Ohio Schools Council Cooperative Advertising and Receiving Bids for School Bus Chassis and Bodies

It is recommended the resolution listed below to approve the Ohio Schools Council cooperative advertising and receiving bids for school bus chassis and bodies be approved as submitted.

WHEREAS, the Warren City Schools Board of Education wishes to advertise and receive bids for the purchase of 2 - 72 passenger conventional school bus chassis and bodies.

THEREFORE, BE IT RESOLVED the Warren City Schools Board of Education wishes to participate and authorizes the Ohio Schools Council to advertise and receive bids on behalf of said Board as per the specifications submitted for the cooperative purchase of 2 - 72 passenger conventional school bus chassis and bodies.

RF _____ JF _____ PL _____ RP _____ JW _____

4. Field Trip

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

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

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

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

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

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

- a. Destination: New York City, NY
- Class/Group: Warren G. Harding Marching Band
- Dates of Trip: April 2, 2020, returning April 5, 2020.
- Principal: Dante Capers, WGH Principal
- Sponsor: Reid Young
- Cost: \$600.00 per student.
- Funding: WGH Band Boosters, fundraising and parents.
- Purpose of Trip: To participate in the Tartan Day Parade. Students will benefit from performance opportunity in front of large audience, cultural and historical experiences in New York City.

RF _____ JF _____ PL _____ RP _____ JW _____

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

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

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

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

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

OTES

OPES

Suzette Jackson

RF _____ JF _____ PL _____ RP _____ JW _____

6. 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	
Mr. and Mrs. Athanas	Lincoln PK – 8 School Pencils Estimated Value: \$100.00	[1]
Mark Cashman/Cleveland Cavaliers	Willard PK – 8 School Clothing Donation Estimated Value: \$1,000.00	[2]
Mercy In Action	Jefferson PK – 8 School Candy Donation Estimated Value: \$500.00	[3]
Mercy In Action	Jefferson PK – 8 School 300 Gift Bags filled with hair supplies Estimate Value: \$3,000.00	[3]
St. Paul's Lutheran Church	WGH Raider Pantry Monetary Donation Value: \$178.00	[4]

Salon La'Sej	Willard Raider Pantry Pepperoni Rolls and Chips Estimate Value: \$850.00	[2]
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- [1] To be used to support the students of Lincoln PK – 8 School.
- [2] To be used to support a student of Willard PK – 8 School.
- [3] To be used to support the students of Jefferson PK – 8 School.
- [4] To be used to support the students of Warren G. Harding High School.

RF _____ JF _____ PL _____ RP _____ JW _____

7. Tuition Reimbursement

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

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

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

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

Certificated – 2019-2020 School Year:

BLUEDORN, Andrea	\$ 400.00
WAGNER, Nicholas	\$ 400.00

RF _____ JF _____ PL _____ RP _____ JW _____

8. Revised Salary Table J – Classified Supervisory

It is recommended the resolution listed below adopting changes to Salary Table J, Classified Supervisory Employees, be approved as submitted with changes as recommended.

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 K, EXHIBIT E (pp. 63 - 65), effective July 1, 2019.

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

RF _____ JF _____ PL _____ RP _____ JW _____

9. Personnel Recommendations

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

CERTIFICATED:

a. Administrative Contract Appointment

WHEREAS, the Board of Education of each school district may appoint one or more assistant superintendents and other administrators as necessary; and

WHEREAS, the Board of Education of each city, exempted village, and local school district shall employ principals for all high schools and for such other schools as the board designates, and those boards may appoint assistant principals for any school; and

WHEREAS, prior to taking action to renew or non-renew the employment contract of an administrator or supervisor (except superintendent), the board shall notify such employee of the date the contract expires and that an executive session with the board may be requested to discuss the renewal or non-renewal of the contract; and

WHEREAS, the Board of Education may reemploy an administrator or supervisor during the period beginning on the first day of July of the calendar year immediately preceding the year of expiration of employment and ending on the last day of June of the year the employment contract expires.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.02, the person herein named is hereby appointed and employed for the term indicated and compensated according to her placement on the Board of Education adopted Administrative Salary Schedule commensurate with her training and experience. This employment is contingent on a satisfactory criminal records check as required by law and the individual named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed.

- (1) Administrative Contract Appointment approved at the **May 14, 2019, Regular Board Meeting, MOTION NO. 05-2019-89**, Section a. Administrative Contract Appointments, Item No. 1 be **AMENDED** as follows, **effective February 18, 2020**:

Suzette Jackson, Assistant Curriculum Director 6-12

Term: July 1, 2019 – June 30, 2021

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 C, Certificated Administrators – Less than 52 weeks, 224-day contract, 2019-20 School Year Step M30-01-**L28** (Prorata); 2020-21 School Year Step M30-02-**L29**. (Adjustment due to verification of previous teaching years of experience.)

b. Resignation – Certificated

WHEREAS, the employee herein named have 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 be accepted at the effective date indicated.

- (1) Steven Lukco, Career Technical Education Teacher, resignation effective the close of the 2019-20 school year. (From Leave of Absence without Pay or Benefits)

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) Marian Mihas, Leave of Absence without Pay or Benefits, beginning and for the duration of the 2020-21 school year.

d. Appointments – Certificated – Hourly Employment (2019-20 School Year)

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

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

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

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

- (1) Supplemental Contract for the Site Coordinator of the McGuffey Explores Wellness Afterschool Program, servicing Grades 5-8, effective 03/01/2020 through 06/30/2020, \$26.53 per an hour, on an as needed basis, to be paid from Turning Foundation Grant #018, SCC #9201, not to exceed \$611.00 (Recommended by J. Merolla, Community Outreach/Grant Development)

Jill Redmond

- (2) Supplemental Contract for 21st Century Community Learning Afterschool Program at the Jefferson and Willard PK-8 Schools, servicing Grades 6-8, effective 03/01/2020 through 06/30/2020, \$26.53 per an hour, on an as needed basis, from the 21st CCLC Fund #599, SCC #9209, not to exceed \$500.00 (Recommended by J. Merolla, Community Outreach/Grant Development)

Christine Whitmore

- (3) Supplemental Contract for WGH Afterschool Tutoring, effective 01/06/2020 through 04/09/2020, \$26.53 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9201, not to exceed \$400.00 each (Recommended by C. Bero, State & Federal Programs)

David Meese
Mary Jo Pardee

- e. Substitute Teacher Appointment(s) (2019-20 School Year) \$95.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule, (as needed)

WHEREAS, to prepare for temporary absences of certificated personnel for whom temporary, casual, as needed, on-call replacements (substitute teachers) may be needed to provide educational services for students; and

WHEREAS, the Board of Education has the authority to employ eligible personnel on such temporary, casual, as needed, on-call substitute basis. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

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

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

<u>Name</u>	<u>Effective Date</u>
Angela Snelson	02/21/2020
Mignon Green	03/09/2020

- f. Building Substitute Teacher Appointment(s) (2019-20 School Year) \$100.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

WHEREAS, the Warren City Board of Education recognizes the need for quality substitutes to provide for the continued education of the students in the event a teacher is required to be absent from the classroom or to provide additional educational assistance to students in conjunction with the regular teacher.

WHEREAS, the Warren City Board of Education recognizes that finding quality substitutes is becoming increasing difficult and that by assuring building substitutes regular employment, the District will be better able to attract and retain quality substitutes;

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

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

These teacher(s) are to remain as building substitutes for the current school year unless notice is provided that they have found full-time positions or request their name(s) be removed as building substitute. These individual(s) are at will

employees and will be assigned as needed and will be paid per the Substitute Teacher Salary Schedule.

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Kaitlyn Goldner	03/01/2020	Lincoln PK-8

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

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

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

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

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

High School Athletics:

- (1) Stephen Bero - Track – Assistant ***Indoor*** (Boys) – Code #68, Index 5.6, High School – Warren G. Harding, 50% of Contract, Salary Table B.
- (2) Andrea Bluedorn – Softball – Assistant Coach – Code #59, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (3) Andrew Burnett – Baseball (Boys) – Head Coach – Code #34, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (4) Frank Caputo – Track – Assistant (Girls) - Code #69, Index 16.0, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (5) Craig Charnas – Tennis (Boys) - Code #64, Index 7.0, High School – Warren G. Harding, 100% of Contract, Salary Table B.

- (6) Meaghan Coe – Softball – Head Coach (Girls) – Code #58, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (7) Anthony Elias - Track – Assistant **Indoor** (Boys) – Code #68, Index 5.6, High School – Warren G. Harding, 50% of Contract, Salary Table B.
- (8) Charles Penny – Track – Head Coach (Boys) – Code #66, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (9) Charles Penny – Track – Head Coach (Girls) – Code #67, Index 11.2, High School – Warren G. Harding, 100% of Contract, Salary Table B.
- (10) Morgan Zadroski – Softball – Assistant Coach – Code #59, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.

CLASSIFIED:

h. Retirement – Classified

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, under the provisions of ORC 3319.081, these retirements are accepted.

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 these retirements be accepted with regret, but with the best wishes and sincere appreciation.

- (1) Edward Myers, Plant Manager 1, Willard PK-8, Salary Table J, effective the close of the day 06/30/2020.

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) Harry Strawn, Substitute Bus Driver, Transportation, Salary Table D, effective 12/06/2019.

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) Alethea Barns, MD Educational Aide, Fairhaven, Salary Table I, effective 02/28/2020.
- (2) Keelyn Franklin, Interim School Community Liaison, Administration, Salary Table L, effective 01/27/2020.
- (3) LaQuisha Franklin, Cook, Lincoln PK-8, Salary Table G, effective 02/10/2020.

k. Initial Regular Employment – Classified

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

WHEREAS, such employee has rights, benefits, and protection afforded them through the Board approved Agreement between their respective Union(s), and the Warren City Board of Education, and shall be a member of the School Employees Retirement System, and shall be compensated according to the before mentioned Agreement(s); and

WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Myles Brossard, 5.5 Hr. Night Janitor, McGuffey PK-8 Building, Salary Table D, effective 02/24/2020. (Vacancy created due to resignation/retirement in department.) (Recommended by S. Shimko, Plant Operations/Maintenance)

I. 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) Myles Bossard, 5.5 Hr. Night Janitor- Area #9, McGuffey PK-8, for the 2019-2020 contract year as follows:

March 10, 2020
 April 15 – 17, 2020
 May 29, 2020
 May 30 – June 13, 2020
 July 10, 2020

m. Substitute Employment Additions – Classified

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

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be added to the approved list of substitute personnel. This employment is contingent upon receiving satisfactory results from a mandatory pre-employment drug test screening required by school policy and the individual(s) named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed. This employment is also conditional until receipt of satisfactory results from a state required police check.

- (1) Tionnie Bond, Substitute Food Service General Helper, Salary Table M, effective 03/03/2020.
- (2) Marshall Lukovich, Substitute Night Janitor, Salary Table M, effective 02/20/2020.

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) Cortney Neer, from EMIS Data/File Specialist, Administration, Salary Table E, Pay Range V, 52 Week (260-262 Day) Contract, to Secretary to Associate Superintendent, Administration, Classified Exempt, 260 Day Contract, Salary Table K, effective 03/02/2020.

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) The following individual be granted a supplemental contract to provide School Liaison services for afterschool 5-8th grade program, for McGuffey Explores Wellness, effective March 1, 2020 to June 30, 2020, at an hourly rate of \$17.83, to be paid from Turning Foundation Grant Fund #018, SCC #9201, not to exceed \$320.94. (Recommended by J. Merolla, Community Outreach/Grant Development)

Rebecca Reed

p. Employment—Classified Co-curricular 2019-2020 School Year

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

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

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

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

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

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

- (1) Andrew Barker, Code #35.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School (Boys) (100% of Contract)
- (2) Paris Bruner, Code #114.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools, (Boys/Girls) (100% of Contract)
- (3) Shanae Butler, Code #114.0, Index 4.0, Salary Table B, Head Track Coach, Middle School, Warren Middle Schools, (Boys/Girls) (100% of Contract)
- (4) T'Keeyah Cambridge, Code #59.0, Index 5.6, Salary Table B, Assistant Softball Coach, High School, Warren G. Harding High School, (Girls) (100% of Contract)
- (5) Ta'Layshah Harris, Code #59.0, Index 5.6, Salary Table B, Assistant Softball Coach, High School, Warren G. Harding High School, (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) Matthew Nypaver, Code #68.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School, (Boys) (100% of Contract)
- (8) Matthew Nypaver, Code #68.0, Index 5.6, Salary Table B, Assistant **Indoor** Track Coach, High School, Warren G. Harding High School, (Boys) (50% of Contract)

- (9) Tyrone Owens, Code #69.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School, (Girls) (100% of Contract)
- (10) Tyrone Owens, Code #69.0, Index 5.6, Salary Table B, Assistant **Indoor** Track Coach, High School, Warren G. Harding High School, (Girls) (50% of Contract)
- (11) 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)
- (12) Joseph Threats, Code #114.0, Index 4.0, Salary Table B, Head Track Coach, Middle School, Warren Middle Schools, (Boys/Girls) (100% of Contract)

RF _____ JF _____ PL _____ RP _____ JW _____

Board's Recommendations

11. Recognition of Speaker(s)

Executive Session is a private conference between the members of the Board of Education from which the public is excluded. Because Executive Session is confidential and closed to public view, there are limitations on the use of Executive Session. Executive Session can be used for the following:

- Consideration of Appointment, Employment, Promotion etc. of Employees*
- Investigate of Charges or Complaints Against Public Employee*
- Conference with an Attorney Involving Pending Legal Action*
- Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding*
- Preparing for, Conducting or Reviewing Negotiations with Public Employees*
- Matters Required to be Kept Confidential by State or Federal Law*
- District Security Arrangements and Emergency Response Protocols*
- Consideration of Confidential Information Related to Economic Development Project*

12. Executive Session

Under the provisions of ORC 121.22, the Warren City Board of Education recessed to Executive Session at _____ p.m. to discuss:

- A. Consideration of Appointment, Employment, Promotion, etc. of Public Employees
- B. Investigation of Charges or Complaints Against Public Employee
- C. Conference with an Attorney Involving Pending Legal Action
- D. Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding
- E. Preparing for, Conducting, or Reviewing Negotiations with Public Employees
- F. Matters Required to be Kept Confidential by State or Federal Law
- G. District Security Arrangements and Emergency Response Protocols
- H. Consideration of Confidential Information Related to Economic Development Project

RF _____ JF _____ PL _____ RP _____ JW _____

13. Reconvened Board Meeting - _____ p.m.

14. Adjournment - _____ p.m.

RF _____ JF _____ PL _____ RP _____ JW _____

SC:tep
03/05/2020