

AGENDA
Board of Education
Warren City School District
Regular Meeting – March 20, 2018 – 6:00 PM
Warren G. Harding High 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. Communications5. Adoption of Agenda

AC _____ RF _____ JL _____ PL _____ RP _____

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 2018:

Roberta Cykon (Ohio) – WGH 1991

Resilient survivor of many adversities who has aspired to influence other women to do the same. Creator of *Integrity Beauty Women of Excellence*, that introduced the first ever Pageant Ministry, focusing on inward beauty. Featured author at Zephyr Gallery in Atlantic City as the author of "Princess in My Reflection." 2013 Tribune Chronicle and Trumbull 100 Community Star (2013). 2012 You Magazine, Editor's Choice, Inspirational Woman Community Star and numerous other awards. Mentors a wide range of women in areas of transition, bereavement, motivation and empowerment and serves as a consultant to those desiring to create vision projects and the achievement of results.

Brian Johnson (Ohio) – WGH 1984

A 28 year music teacher with The Akron Public School System and recipient of the Paul Laurence Dunbar Fine Arts Outstanding Teacher Award for the Akron Association of Black Educators. Professional opera singer, trained in Austria, Rome and New York City, who will be the soloist with The Cleveland Orchestra for this year's European Tour to Austria and Luxembourg. Often returns to Warren to perform with The Warren Philharmonic Orchestra or Opera Western Reserve and has sponsored student participation in The Warren Philharmonic Orchestra's production of Bizet's *Carmen*.

Mark Marvin (New Mexico and Ohio) – WGH 1983

Chief engineer for Diversified Concrete Product, designing concrete components and founder of The Marvin Group, engineering concrete structures. Returned to Warren to found the Downtown Development Group, a renovation group aiming to

revitalize the Warren area by investing over \$4 million in building renovations and encouraging small business growth.

Norm Persin (Ohio) – WGH 1968

Social Studies teacher and head varsity basketball coach of 42 years at Oak Hill High School in Gallipolis. Seven time Ohio Coach of the Year and inductee into the Ohio Basketball Coaches Association Hall of Fame, the Ohio Athletic Director's Hall of Fame, as well as the Ohio Basketball Hall of Fame, being only 1 of 6 high school coaches as members. Coached at several basketball camps sponsored by Michael Jordan, Nike and LeBron James and is presently the co-director of LeBron James Kings Academy as well as Commissioner of Michael Jordan Flight School.

Gerardo Rollison (Ohio) – WWR 1972

General Legal Council for ProMedica Health Service. Instrumental in starting the Toledo Children's Hospital and holds the honor as Distinguished Fellow of that organization. Presently on the board of directors of the Toledo Ronald McDonald's House. Chairman of the Health Care Division for the law firm of Marshall and Melhorn, as well as Special Legal Counsel to the Ohio Attorney General. Selected to Best Lawyers in America and Who's Who in American Law.

John Ovid Russ (Deceased) – WGH 1953

The recession of 1958 greatly influenced the path John would follow. While jobs were scarce, he found employment first at Republic Steele Corporation where he participated in their management training program. He eventually rose to become the superintendent where he developed a reputation for being fair and honest with the labor force at the mill. This rapport with his workers led to him being elected to the first ever Labor/Management Participation Team. He was instrumental in installing The Seismometer which automatically measured strip flatness, a first in the steel industry. Upon retirement, he moved to Florida and was persuaded to work at Gulf States Steel in Gadsden, Alabama as Vice President. While there, he was a key leader in the plant realizing records of increased productivity and quality and reliability, enabling the first ever compensation payments for profit sharing along with gain sharing for all employees.

Vincent Sorrell, MD, FACC, FASE, FACP-ASIM (Kentucky) – WGH- 1980

While an Assistant Professor of Medicine at Temple University, Dr. Sorrell spent 7 years creating an internationally recognized state-of-the art echocardiology laboratory and was recognized as a world expert on the new tool called a 3-Dimensional echocardiography. He eventually rose to Associate Professor of Medicine and was appointed as the youngest Chief of the Division of Cardiology in the country. He went on to develop a similar advanced cardiovascular imaging program at the University of Arizona. His skills earned him numerous awards. He is presently on staff at the University of Kentucky, Division of Cardiovascular Medicine as the Medical Director of Advanced Cardiovascular Imaging for the UK Hospital Enterprise and Associate Chief for the Division of Cardiovascular

Medicine as well as the Program Director for the Adult Cardiovascular Fellowship Training program. He is the author of numerous publications.

Sarah Anzelmo- Steele (Virginia) WGH 1998

After completing her Bachelor of Arts degree at Westminster and her graduate degree at George Mason, Sarah moved to Virginia where she began her career as a 6th to 8th grade inner city teacher of Civics, Economics and American History, as well as an International Baccalaureate instructor in Richmond's only Middle School IB Program. She serves as the faculty representative for Student Government, coordinating the school's History/Black History programs, serves as department chair, and as a member of the school's leadership team. She has organized numerous field trips to the Virginia General Assembly resulting in her students connecting with state and local legislators, thus enabling her students to participate in lobbying activities. She was awarded the Community Foundation's R.E.B. Award, a grant for area educators. This award followed an interviewing process that ultimately earned her grant money to engage in meaningful professional development by traveling to Poland and Prince Edward Island (Canada) to connect the classic "Anne of Green Gables" to the World War II Polish Resistance. She previously served as a member of the VEA Government Relations Committee, drafting state and local policy and legislation and lobbied state and local representatives.

Cheryl Warfield (New York) WGH 1976

Cheryl presently is General Director of the Manhattan Opera Repertory Ensemble in New York, NY, where she strives to assist individuals of various backgrounds and age groups understand and appreciate opera. She designs high caliber outreach programs to enlighten and educate audiences. She collaborates with esteemed conductors to ensure high quality performances. Her charitable causes include ADVANCE (the Association for the Development of Vocal Artistry), as well as Classical Vocal Arts for Children which assists students in learning vocal technique and stage deportment while singing traditional standards and songs of America. She has performed with the Lyric Opera of Chicago, Opera Columbus, on Broadway and the Metropolitan Opera. She has performed over 15 lead roles in the standard operatic repertoire lead including title roles of Tosca, Aida and La Gioconda. This year she will make her debut with Empire Opera in Verdi's "Macbeth" singing the role of Lady Macbeth.

The Board is also pleased to announce the 2018 Distinguished Faculty:

Dennis Girton – WGH – Vocal Music teacher

Dates of Employment: 1971 to 1998

Raymond Crawford (Deceased) – WGH – Zoology teacher

Dates of Employment 1929 to 1962

- B. Student Recognition, Gianna Jones and Jordan Mason
- C. Warren Police Department – Captain Cole
- D. Maintenance Upgrades and Updates – Don Viano, Matt Berry and Bill Kush
- E. Staff Recognition, Tom Sunderman
- F. Warren G. Harding Update – Dante Capers, Principal

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 February, 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:

Special Board Meeting held February 12, 2018
Regular Board Meeting held February 27, 2018

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the February, 2018 financial statement and short term investments made by the Treasurer during February, 2018, 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, 2017	\$30,249,827.40	\$17,141,394.77	\$47,391,222.17
February Receipts	6,310,123.12	2,411,883.86	8,722,006.98
FTD Advances In	-0-	-0-	-0-
FTD Receipts	48,543,503.87	16,788,020.31	65,331,524.18
MTD Expenditures	5,499,508.49	1,701,299.97	7,200,808.46
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	45,477,897.60	17,557,944.97	63,035,842.39
Ending Balance			
February 28, 2018	33,315,433.67	16,371,470.29	49,686,903.96

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

Fund	Amount
General Fund	\$2,694.14
002-9003 School Improvement Bond	183.51
004-9003 Building – Local Funds	17.32
006-0000 FS-Food Service	121.02
Auxiliary Services	<u>2.39</u>
Total	\$3,018.38

AC _____ RF _____ JL _____ PL _____ RP _____

3. Tax Rates

It is recommended the resolution listed below for tax rates for calendar year 2018 be approved as submitted.

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

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

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

	Inside 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		7.25	7.25
Permanent Improvement		1.00	1.00
Emergency Levy Fund		5.70	5.70
Emergency Levy Fund		<u>11.70</u>	<u>11.70</u>
Grand Total	4.70	<u>60.50</u>	<u>65.20</u>

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. through f.) 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 Dual Enrollment Program
Youngstown State University
Martin Abraham, Provost
One University Plaza
Youngstown, OH 44555
EXHIBIT B, (pp. 35 – 40):
- Amount: Tuition for the program is aligned with the Ohio College Credit Plus tiered default rates.
- 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.
- b. Agreement: Northeast Ohio Management Information Network
528 Educational Highway
Warren, Ohio 44483
EXHIBIT C, (pp. 41 – 53):
- Amount: \$151,254.00 (based on a month charge of \$12,604.50 for the period of the contract before Erate discount is applied.)
- Period: July 1, 2018 through June 30, 2023.
- Supervisor: Danielle Miller
- Purpose: To provide internet access for students and staff at following Warren locations: Warren Harding High School, Jefferson K8, Lincoln K8, Willard K8, and Board of Education.

- c. Agreement: Northeast Ohio Management Information Network
528 Educational Highway
Warren, Ohio 44483
Exhibit D, (pp. 54 – 55):
Amount: \$75,462.00 (based on a month charge of \$6,288.50 for the period of the contract before Erate discount is applied.)
Period: July 1, 2018 through June 30, 2020.
Supervisor: Danielle Miller
Purpose: To provide sufficient internet access for students and staff at following Warren locations: Board of Education, Monroe Center, and McGuffey PK-8.
- d. Agreement: The Yoga Room – Maureen Lauer-Gatta
815 Youngstown-Warren Rd
Niles, OH 44446
EXHIBIT E, (p. 56):
Amount: \$40.00 per hour not exceeding \$160.00
Period: March 1, 2018 through June 1, 2018.
Supervisor : Jill Merolla, Outreach and Grant Development
Purpose: To provide Yoga for students in the Trumbull Memorial Hospital Foundation afterschool program at McGuffey and Lincoln PK-8 schools.
- e. Agreement: Lisa Lachowski
931 Bowman St
Niles, OH 44446
EXHIBIT F, (p. 57):
Amount: \$2,300.00
Period: March 1, 2018 through June 1, 2018.
Supervisor : Jill Merolla, Outreach and Grant Development
Purpose: To provide fitness/nutrition lessons to students as part of the Warren Afterhours Trumbull Memorial Health Foundation and supporting our students Health and Academic Achievement in Afterschool Programming.

f. Agreement: W. D. Packard Music Hall
1703 Mahoning Avenue N.W.
Warren, OH 44483-2066
EXHIBIT G, (pp. 58 - 69):
Amount: \$3,500.00
Period: May 24, 2018
Principal: Dante Capers, Warren G. Harding
Purpose: To provide a facility for 2018 Commencement.

AC _____ RF _____ JL _____ PL _____ RP _____

2. Revised Salary Table J – Classified Supervisory Employees

It is recommended the resolution listed below adopting changes to Salary Table J, Classified Supervisory Employees, be approved as submitted with changes 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 J, EXHIBIT H, (pp. 70 – 71), effective the 2017-18 school year.

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. Board Policies – First Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, First Reading (a. through k.), be approved as submitted.

WHEREAS, the board of education shall make such rules and regulations as are necessary for its government and the government of its employees, pupils, its schools, and all other persons entering upon its school grounds or premises, by adopting bylaws and policies for the organization and operation of this Board and school district.

NOW, THEREFORE, BE IT RESOLVED that the following Board Policies have been reviewed and will appear on the agenda of the next regularly scheduled meeting of the Board of Education of the Warren City School District for a second reading and adoption:

- a. Policy 4121 (Revised) CLASSIFIED STAFF
CRIMINAL HISTORY RECORD CHECK
- b. Policy 4162 (Revised) CLASSIFIED STAFF
DRUG AND ALCOHOL TESTING OF CDL LICENSE HOLDERS AND OTHER EMPLOYEES WHO PERFORM SENSITIVE FUNCTIONS
- c. Policy 5111 (Revised) STUDENTS
ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS
- d. Policy 5112 (Revised) STUDENTS
ENTRANCE REQUIREMENTS
- e. Policy 7530 (Revised) PROPERTY
LENDING OF BOARD-OWNED EQUIPMENT
- f. Policy 7530.02 (New) PROPERTY
STAFF USE OF PERSONAL COMMUNICATION DEVICES
- g. Policy 7542 (Revised) PROPERTY
ACCESS TO DISTRICT TECHNOLOGY RESOURCES AND/OR INFORMATION RESOURCES FROM PERSONAL COMMUNICATION DEVICES
- h. Policy 7543 (Revised) PROPERTY
ENTRANCE REQUIREMENTS UTILIZATION OF THE DISTRICT'S WEBSITE AND REMOTE ACCESS TO THE DISTRICT'S NETWORK

- i. Policy 8400 (Revised) OPERATIONS
SCHOOL SAFETY
- j. Policy 8600.04 (Revised) OPERATIONS
BUS DRIVER CERTIFICATION
- k. Policy 9141 (Revised) RELATIONS
BUSINESS ADVISORY COUNCIL

AC _____ RF _____ JL _____ PL _____ RP _____

4. Board Policies – Waive Second Reading

It is recommended the resolution listed below regarding the adoption of Board Policies a. through k., Second Reading be waived and approved as submitted.

WHEREAS, the board of education shall make such rules and regulations as are necessary for its government and the government of its employees, pupils, its schools, and all other persons entering upon its school grounds or premises, by adopting bylaws and policies for the organization and operation of this Board and school district.

NOW, THEREFORE, BE IT RESOLVED that the following Board Policies be adopted and become a part of the Official Bylaws and Policies of the Warren City Board of Education:

- a. Policy 4121 (Revised) CLASSIFIED STAFF
CRIMINAL HISTORY RECORD CHECK
- b. Policy 4162 (Revised) CLASSIFIED STAFF
DRUG AND ALCOHOL TESTING OF CDL LICENSE HOLDERS AND OTHER EMPLOYEES WHO PERFORM SENSITIVE FUNCTIONS
- c. Policy 5111 (Revised) STUDENTS
ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS
- d. Policy 5112 (Revised) STUDENTS
ENTRANCE REQUIREMENTS
- e. Policy 7530 (Revised) PROPERTY
LENDING OF BOARD-OWNED EQUIPMENT
- f. Policy 7530.02 (New) PROPERTY
STAFF USE OF PERSONAL COMMUNICATION DEVICES
- g. Policy 7542 (Revised) PROPERTY
ACCESS TO DISTRICT TECHNOLOGY RESOURCES AND/OR INFORMATION RESOURCES FROM PERSONAL COMMUNICATION DEVICES
- h. Policy 7543 (Revised) PROPERTY
ENTRANCE REQUIREMENTS UTILIZATION OF THE DISTRICT'S WEBSITE AND REMOTE ACCESS TO THE DISTRICT'S NETWORK

i. Policy 8400 (Revised) OPERATIONS
SCHOOL SAFETY

j. Policy 8600.04 (Revised) OPERATIONS
BUS DRIVER CERTIFICATION

k. Policy 9141 (Revised) RELATIONS
BUSINESS ADVISORY COUNCIL

AC _____ RF _____ JL _____ PL _____ RP _____

5. 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 – 2016-2017 School Year:

ANZEVINO, KIM	\$ 180.00
HAMAD, Melinda	\$ 400.00
KOMLANC, Kate	\$ 175.00

Certificated – 2017-2018 School:

ANTILL, Tonya	\$ 400.00
RIEDEL, Jenny	\$ 400.00

AC _____ RF _____ JL _____ PL _____ RP _____

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	
AVI Foodsystems	WGH Ski Club Monetary Donation Value: \$1,194.00	[1]
St. Paul Lutheran Church	WGH Raider Pantry Monetary Donation Value: \$118.76	[1]
Target	Monroe Center Game Night Board Games Value: \$48.01	[1]
Target	Monroe Center School Supplies Estimated Value: \$75.00	[1]
Tondo Carpeting	Willard Raider Pantry Carpeting Value: \$115.00	[2]
Warren Kiwanis	WGH Key Club Monetary Donation Value: \$200.00	[1]

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

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

AC _____ RF _____ JL _____ PL _____ RP _____

7. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through k.) 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 Huffman, Physical Education Teacher, retirement effective the close of the day, 10/31/2018.

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) Mary Haswell, Early Childhood Education Teacher, Leave of Absence, effective 03/23/2018.
- (2) Jessica Rolla, Early Childhood Education Teacher, Leave of Absence, effective 03/08/2018.

c. 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 Contract for the purpose of providing instruction in the Afterschool Tutoring/Intervention Program at Warren G. Harding High School, effective 02/05/2018 through 03/16/2018, \$25.50 per an hour, on an as needed basis, to be paid from Title I SI Sub A Fund #536, SCC #9118, Title I-A Fund #572, SCC #9118, and Fund #001, SCC #0000, not to exceed \$1,000.00 (Recommended by C. Bero, State & Federal Programs)

Stephanie Porterfield

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

- (2) Supplemental Contract for William Nicholson, Home Site Sectional Manager, Division I, Girls’ Basketball, held at the Warren G. Harding

High School on 02/17/2018, to be paid \$100.00 from Fund #022 (Recommended by S. Chiaro, Superintendent)

- (3) Supplemental Contract for William Nicholson, Home Site Sectional Manager, Division I, Boys' Basketball, held at the Warren G. Harding High School on 02/28/2018, to be paid \$100.00 from Fund #022 (Recommended by S. Chiaro, Superintendent)
- (4) Supplemental Contract for William Nicholson, Sectional/District Manager of the Warren D-3 Basketball Tournaments, held at the Warren G. Harding High School on March 5, 6 and 9, 2018, to be paid \$733.12 from Fund #022 (Recommended by S. Chiaro, Superintendent)
- (5) Supplemental Contract for Shannon Superak-Skiles, Home Site Ticket Manager/Secretary, Division I, Girls' Basketball, held at the Warren G. Harding High School on 02/17/2018, to be paid \$80.00 from Fund #022 (Recommended by S. Chiaro, Superintendent)
- (6) Supplemental Contract for Shannon Superak-Skiles, Home Site Ticket Manager/Secretary, Division I, Boys' Basketball, held at the Warren G. Harding High School on 02/28/2018, to be paid \$80.00 from Fund #022 (Recommended by S. Chiaro, Superintendent)
- (7) Supplemental Contract for Shannon Superak-Skiles, Sectional/District Secretary of the Warren D-3 Basketball Tournaments, held at the Warren G. Harding High School on March 5, 6 and 9, 2018, to be paid \$210.00 from Fund #022 (Recommended by S. Chiaro, Superintendent)
- (8) Supplemental Contract for participating on the Warren G. Harding Building Leadership Team (BLT), and attending monthly meetings as scheduled, effective 11/28/2017 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 (Recommended by C. Bero, State & Federal Programs)

Philip Rogers

- (9) Supplemental Contracts for Social Studies Textbook Adoption, effective 03/01/2018 through 06/30/2018, \$25,50 per an hour, on an as needed basis, to be paid from Fund BBITA, SCC #0000, not to exceed \$800.00 each (Recommended by R. Teutsch, Curriculum & Instruction)

Rebecca Calvin
John Curry
Cheryl Leshnack

Tina Noble
Stephanie Porterfield
Roy Ryser

Mary Jo Livi
Laura Mastro

Richard Rohrer
Emir Salem

- (10) Supplemental Contracts for the purpose of providing instruction in the Afterschool Tutoring/Intervention Program at Warren G. Harding High School, effective 03/19/2018 through 05/18/2018, \$25.50 per an hour, on an as needed basis, to be paid from Title I SI Sub A Fund #536, SCC #9118, Title I-A Fund #572, SCC #9118, and Fund #001, SCC #0000, not to exceed \$1,000.00 each (Recommended by C. Bero, State & Federal Programs)

Joan Elliott
Katherine Malasky
Victoria Midgett

Mary Jo Pardee
Stephanie Porterfield
Philip Rogers

- d. 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>
Ashleigh Vivo	03/19/2018

- e. 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>
Alisha Alls	03/05/2018	McGuffey PK-8
Joyce Adams	03/05/2018	McGuffey PK-8

f. 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.

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

High School Athletics:

- (1) Stephen Bero – Track – Assistant (Girls) – Code #69, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.

CLASSIFIED:

g. **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) Tiffany Cherry, Substitute General Helper, Food Service, Salary Table M, effective 03/13/2018.
- (2) Anthony Willis, 4-Hr. Bus Driver, Transportation, Salary Table D, effective 03/13/2018.
- (3) Sheldon Wilson, Night Janitor, Warren G. Harding High School, Salary Table D, effective 03/02/2018.

h. 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 02/28/2018 through 03/02/2018 and 3/10/2018 through 3/30/2018.

i. 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 International Union of Operating Engineers, Local 18S, 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) Steven Bosel, Supervisor of School Security, Classified Administrative Personnel, Salary Table J, Contract period of two (2) years, effective 03/21/2018. (Recommended by M. Wasser, Business Operations)
- (2) Shellee Shaffer, Clerk Auxiliary Service/Teaching & Learning Clerk, Administration/J.F.K. School, Salary Table E, Pay Range I, 204 Day Contract, effective 03/05/2018. (Recommended by C. Bero, State/Federal Programs. Vacancy created due to movement in workforce)

j. 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) Jacob Evans, Substitute Night Janitor, Salary Table M, effective 02/26/2018.

- (2) Brittany Seay, Substitute Food Service Helper, Salary Table M, effective 02/27/2018.
- (3) Ashley Wright, Substitute Educational Assistant, Salary Table M, effective 03/12/2018.

k. 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:

DeAndrea Brantley

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.

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
3/15/2018