

AGENDA
Board of Education
Warren City School District
Regular Meeting – April 11, 2017 – 5:15 PM
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. 6.

1. Call to Order

2. Roll Call by Approved Rotation

Mr. Coleman, Mr. Faulkner, Mr. Lacy, Mrs. Limperos, Mrs. Patterson

3. Executive Session

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

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

AC _____ RF _____ JL _____ PL _____ RP _____

4. Communications
 A. Proposed Warren City Council and Warren City Board of Education Joint Meeting

5. Adoption of Agenda

AC _____ RF _____ JL _____ PL _____ RP _____

6. Recognition of Speaker(s)
 A. Dandre Bowers, Warren Neighborhood Association – Nonprofit Partnership

7. Treasurer's Report

8. Superintendent's Report

- A. Resolution of Condolence – Mrs. Lillie Johnson

It is recommended the resolution listed below extending the sympathy of the Warren City Board of Education and the Superintendent of Schools to the family, friends, and co-workers of *Lillie Johnson* be approved as submitted.

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

WHEREAS, *Ms. Johnson* served this School District as a Music Teacher from June 1964 until her retirement in June 1996. Lillie always gave that little bit extra of herself to see that her students Musical experience at the Warren City Schools was something special. After retirement Lillie continued her work with our students on a volunteer basis through The Community Volunteer Council and the Warren Philharmonic Orchestra. She assisted in the creation of the *Strings of Joy* program. This program provides violin instruction to students at Jefferson and Willard PK – 8 buildings. She was an extremely dedicated educator that will be sorely missed by everyone in the Warren City Schools.

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

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

AC _____ RF _____ JL _____ PL _____ RP _____

- B. William Nicholson - Recognition of Girls Bowling Team Qualifying for State
- C. Steve Chiaro, Jill Merolla and Joshua Guthrie - Social Emotional Learning Conference Oakland, CA
- D. Robert L. Faulkner, Regina Patterson and Wendy Hartzell – National School Boards' Association Annual Conference Denver, CO
- E. Steve Chiaro and Giselle Spenser – Student Substance Abuse Testing Policy

9. Board of Education Committee Reports

- A. Athletics *(Andre Coleman and Patti Limperos)*
- B. Finance Advisory *(Andre Coleman 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)*

10. Old Business

11. New Business

Treasurer's Recommendations

1. Minutes

It is recommended the resolution listed below regarding the March, 2017 Board Minutes be approved as submitted.

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

Regular Meeting held March 21, 2017

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the March, 2017 financial statement and short term investments made by the Treasurer during March, 2017, EXHIBIT A, (pp. 31 – 32) 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, 2016	\$24,364,603.94	\$17,433,105.28	\$41,797,709.22
March Receipts	7,726,221.76	1,897,089.49	9,623,311.25
FTD Advances In	-0-	-0-	-0-
FTD Receipts	56,174,232.69	20,470,750.66	76,644,983.35
MTD Expenditures	7,024,263.51	2,061,769.18	9,086,032.69
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	50,833,248.30	21,797,885.82	72,631,134.12
Ending Balance			
March 31, 2017	29,705,588.33	16,105,970.12	45,811,558.45

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

Fund	Amount
General Fund	\$38,656.54
002-9003 School Improvement Bond	117.43
004-9003 Building – Local Funds	11.09
006-0000 FS-Food Service	1,647.40
Auxiliary Services	168.73
Total	<u>\$40,601.19</u>

AC _____ RF _____ JL _____ PL _____ RP _____

3. 2016-17 Co-curricular Budget and Purpose Statement

It is recommended the resolution listed below establishing 2016-17 Co-curricular Budget and Purpose Statement be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the purpose statement and budget (on file in the Treasurer's Office) for the following 2016-17 Co-curricular Activity Account:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>
200-9022	SA100 – WSCN

AC _____ RF _____ JL _____ PL _____ RP _____

Superintendent's Recommendations

1. **Resolution Authorizing Pick – Up of STRS Contributions for Salary Schedule C – 52 Week Certificated Administrators**

It is recommended the resolution listed below authorizing the Warren City School District (“Board”) to pick-up all or a portion of the employee’s share of mandatory State Teacher Retirement System (STRS) contributions for the Superintendent, certificated administrators and teachers, in addition to the Board’s share of such contributions, either as a fringe benefit pick-up or as a salary reduction pick-up; be approved as submitted.

WHEREAS, Section 414 of the Internal Revenue Code and Chapter 3307 of the Ohio Revised Code allow the Board of Education of the Warren City School District (“Board”) to pick-up all or a portion of the employee’s share of mandatory State Teacher Retirement System (STRS) contributions for the Superintendent, certificated administrators and teachers, in addition to the Board’s share of such contributions, either as a fringe benefit pick-up or as a salary reduction pick-up; and

WHEREAS, Internal Revenue Service (IRS) Revenue Ruling 2006-43 has clarified that the Board is required to take formal action in order to maintain such a pick-up of employee contributions; and

WHEREAS, the Board has not previously picked-up any amount of such contributions to STRS for certain groups of employees; and

WHEREAS, the Board wishes to assist its Salary Schedule C 52-week certificated administrators with the contribution to STRS by picking-up the total amount of employee contributions effective July 1, 2017.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Warren City School District as follows:

SECTION I

The Board reaffirms that it has agreed to pick-up the total amount of employee STRS contributions required by Section 3307.26 of the Revised Code to be contributed by Administrators employed under Section 3319.02 of the Revised Code to STRS Ohio, for Salary Schedule C 52-week certificated administrators, effective July 1, 2017. The Board is permitted to pick-up this amount of Administrator contributions pursuant to Section 3307.27 of the Revised Code and Section 414(h)(2) of the Internal Revenue Code. Unless otherwise stated in an employment contract between the Board and an

Administrator employed under Section 3319.02 of the Revised Code, these picked-up contributions, although designated as employee contributions, are being paid by the Board in lieu of employee contributions and shall be paid by the Board as a fringe benefit in addition to the contract salary otherwise payable to the employee and shall be treated as additional compensation and included in salary for retirement purposes.

SECTION II

That Administrators subject to this action are not permitted from and after the date of the pick-up to have any cash or deferred election right with respect to designated employee contributions and that such employees are not permitted to opt out of the pick-up or to receive the contributed amounts directly instead of having them paid by the Board to STRS.

BE IT FURTHER RESOLVED, that the Board President, Superintendent and Treasurer are hereby authorized and directed to take all lawful steps necessary to implement picking-up the total amount of employee contributions to STRS effective July 1, 2017, for its Salary Schedule C 52-week certificated administrators.

SECTION III

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

AC _____ RF _____ JL _____ PL _____ RP _____

2. Ratification of Collective Bargaining Agreement with Indiana/Kentucky/Ohio Regional Council of Carpenters

It is recommended the resolution listed below ratifying the Collective Bargaining Agreement between the Warren City Board of Education and the Indiana/Kentucky/Ohio Regional Council of Carpenters, for the period July 1, 2017 through June 30, 2020, be approved as submitted.

WHEREAS, the Indiana/Kentucky/Ohio Regional Council of Carpenters has advised the Warren City Board of Education that their membership has ratified the Collective Bargaining Agreement for the period July 1, 2017 through June 30, 2020.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the Collective Bargaining Agreement with the Indiana/Kentucky/Ohio Regional Council of Carpenters, EXHIBIT B, (separate), be approved.

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

AC _____ RF _____ JL _____ PL _____ RP _____

3. Salary Tables

It is recommended the resolution listed below adopting said salary tables be approved as submitted with changes as indicated.

- Salary Table C, Certificated Administrators – Less than 52 Weeks
- Salary Table C, Certificated Administrators – 52 Weeks
- Salary Table J – Classified Supervisory Salary Schedule
- Salary Table K – Exempt Classified Employees Salary Schedule
- Salary Table L – Classified Non-Supervisory & Grant Funded Schedule
- Salary Table M – Classified Hourly Salary Table

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 tables, EXHIBIT C, (pp. 33 – 43), effective July 1, 2017 through June 30, 2020.

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 tables, including the execution of applicable "412 Certificate."

AC _____ RF _____ JL _____ PL _____ RP _____

4. Termination of Employment of Immaru Webster

WHEREAS, Immaru Webster is currently employed by the Board of Education of the Warren City School District (the "Board") as an paraprofessional; and

WHEREAS, the Superintendent has recommended the termination, for just cause, of paraprofessional Immaru Webster; and

WHEREAS, on March 29, 2017, said employee was provided with notice of the charges and an opportunity to be heard in explanation and defense; and

WHEREAS, the Superintendent provided said employee with a disposition letter outlining the reasons for his termination recommendation to the Board for just cause; and

WHEREAS, the Board finds that just cause exists for termination;

NOW THEREFORE BE IT RESOLVED by the Board of Education of the Warren City School District as follows:

1. The employment of Immaru Webster is terminated effective at 12:01 a.m. on April 12, 2017.
2. The Superintendent is authorized and directed to notify Mr. Webster of the Board's action by certified copy of this action, which is hereby entered into the official minutes of the Board, and advising him of his right to appeal to the Trumbull County Court of Common Pleas.
3. It is found and determined that all formal actions of this Board concerning or related to the adoption of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

AC _____ RF _____ JL _____ PL _____ RP _____

5. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a. and b.) 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: Annastacia Ray Fitness Trainer
 3465 Tod Avenue
 Warren, Ohio 44485
 EXHIBIT D, (p. 44):
 Amount: \$25 per hour not exceeding \$600.00
 Period: March, 2017 through May, 2017.
 Supervisor: Jill Merolla, Community Outreach and Grant Development
 Purpose: To provide physical fitness lessons two times a week for a
 six week period as part of the McGuffey Fitness Program
 at McGuffey School.

- b. Agreement: Julian & Grube, Inc.
 333 County Line Road West
 Westerville, OH 43082
 (614) 846-1899
 EXHIBIT E, (pp. 45 – 51):
 Amount: \$6,300.00 (Three year engagement)
 Period: FY17 – FY18 – FY19
 Treasurer: Angela J. Lewis CPA
 Purpose: To provide the district’s “Annual Financial Report” (AFR) in
 compliance with the accounting principles generally
 accepted in the USA (GAAP) and reporting rules issued by
 the Auditor of State.

AC _____ RF _____ JL _____ PL _____ RP _____

6. Tuition Reimbursement

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

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

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

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

Classified – 2016-2017 School Year:

WOODGETT, Larreka \$ 400.00

AC_____ RF_____ JL_____ PL_____ RP_____

7. Acceptance of Gifts

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

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

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

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

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

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

Benefactors	Brief Description of Gifts and/or Services	
Aulizios Catering	Student Support/Testing Monetary Donation Value: \$25.00	[1]
John Campolito, State Farm	Student Support/Testing Monetary Donation Value: \$30.00	[1]
Carl W. Hall Funeral Planning Agency	Student Support/Testing Monetary Donation Value: \$50.00	[1]
Champion Presbyterian Church	Lincoln PK – 8 School Pencils Estimated Value: \$25.00	[2]
McTeacher Night	PBIS Monetary Donation Value: \$387.00	[1]
Peter & Mary Rossi	Student Support/Testing Monetary Donation Value: \$100.00	[1]

Stanton-Borowski Funeral Home	Student Support/Testing Monetary Donation Value: \$100.00	[1]
Andrea & Jeffery Swogger	Student Support/Testing Monetary Donation Value: \$100.00	[1]

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

[2] To be used to support the student of Lincoln PK – 8 School.

AC _____ RF _____ JL _____ PL _____ RP _____

8. Resolution Authorizing Notification of Expiration of Administrator Contracts and Consideration of Renewal/Non-renewal

It is recommended the resolution listed below authorizing written notification to the listed administrators regarding the expiration of their contracts, and the Board's consideration of the renewal/non-renewal of their contracts, be approved as submitted.

WHEREAS, the contracts of employment of the administrators listed below are due to expire at the end of the current school year; and

WHEREAS, the Board of Education will soon consider whether to re-employ said administrators.

NOW, THEREFORE, 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 Treasurer is authorized and directed to notify each of the following administrators in writing that his or her contract expires on the date indicated and the he or she may request a meeting with the Board of Education in Executive Session to discuss the Board's reasons for renewal or non-renewal of the contract.

<u>Administrator</u>	<u>Position</u>	<u>Expiration Date</u>
<u>Certificated:</u>		
Christine Bero	Director of State & Federal Programs	06/30/2017
Carrie Boyer	PK-2 Principal, Jefferson PK-8	06/30/2017
Jason Braddock	Supervisor of Curriculum	06/30/2017
Dani Burns	PK-1 Principal, Lincoln PK-8	06/30/2017
Dante Capers	HS Principal, Warren G. Harding	06/30/2017
Michelle Chiaro	PK-2 Principal, Willard PK-8	06/30/2017
Richard Dixon	Senior High Assistant Principal, Warren G. Harding	06/30/2017
Heather Hathaway	Supervisor of Special Education & Related Services, Lincoln PK-8	06/30/2017
Megan Marino	Supervisor of School Improvement, Lincoln PK-8	06/30/2017
Skyeler Moenich-O'Neill	Supervisor of Special Education & Related Services, Willard PK-8	06/30/2017
Carly Polder	6-8 Principal, Willard PK-8	06/30/2017
Treva Pytlik	PK-2 Principal, McGuffey PK-8	06/30/2017
Holly Seimetz	Senior High Assistant Principal, Warren G. Harding	06/30/2017
Daniel Thorpe	Supervisor of Curriculum	06/30/2017
Jennifer Walker	Supervisor of School Improvement, Warren G. Harding	06/30/2017

Karen Zagorec

Supervisor of School Improvement,
Jefferson PK-8

06/30/2017

Classified:

Administrator

Position

**Expiration
Date**

Patti Greathouse
Edward Myers
Heather Powers
Shawn Shimko
Chis Tabor

Plant Manager I, Lincoln PK-8
Plant Manager I, Willard PK-8
Plant Manager I, McGuffey PK-8
Plant Manager I, Warren G. Harding
Plant Manager I, Jefferson PK-8

06/30/2017
06/30/2017
06/30/2017
06/30/2017
06/30/2017

AC _____ RF _____ JL _____ PL _____ RP _____

9. Personnel Recommendations

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

CERTIFICATED:

a. Certificated – Retirement

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

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the retirements be accepted;

BE IT FURTHER RESOLVED to provide the severance pay under the provisions of the negotiated master working agreement;

BE IT FURTHER RESOLVED that the Board of Education commends the public service rendered, commitment to young people, and loyalty to the schools and community; and

BE IT FINALLY RESOLVED that the retirements are accepted with regret, but with best wishes and sincere appreciation.

(1) Elaine Holdt, Special Education Teacher, retirement effective the close of the day, June 30, 2017.

(2) Terri Leone, Early Childhood Education Teacher, retirement effective the close of the day, May 31, 2017.

b. Resignation – Certificated – Personal

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

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

- (1) Heather Miller, Building Substitute Teacher, resignation effective the close of the day, 04/13/2017.

c. Reinstatement – Certificated

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

WHEREAS, past employment performance evaluations have been satisfactory.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.07 and 3319.08, the following employment action is taken; and

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

- (1) Megan Ferraro, Teacher, Salary Table A, Step B-04, Limited Contract, effective the beginning of the 2017-18 school year.

d. Certificated Personnel – Grant Continuing Contracts

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

WHEREAS, past employment performance evaluations have been satisfactory.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.11, such employees shall be directed and assigned.

BE IT FURTHER RESOLVED that the following-named members of the teaching staff, who have met all the necessary requirements for a Continuing Contract, be granted such contract to become effective the beginning of the day, April 12, 2017.

- (1) Jarod Anda, Salary Table A, Step M-06, Continuing Contract to be effective the beginning of the day, April 12, 2017.
- (2) Nicole Shuttic, Salary Table A, Step M-13, Continuing Contract to be effective the beginning of the day, April 12, 2017.

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) Douglas Sangregorio, Secondary Education Teacher, Leave of Absence, effective 03/22/2017.
- (2) Stephanie Tamburro, Early Childhood Education Teacher, Leave of Absence, effective 04/03/2017.
- (3) Edward Yuhas, Secondary Education Teacher, Leave of Absence, effective 03/27/2017.

- f. Substitute Teacher Appointment(s) (2016-17 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.

Name	Effective Date
Aliza McVicker	03/20/2017

- g. Building Substitute Teacher Appointment(s) (2016-17 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>
Phyllis Collier	03/27/2017	Lincoln PK-8

- h. Appointments – Certificated – Hourly Employment (2016-17 School Year)

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

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

NOW, THEREFORE, BE IT RESOLVED under the provision of ORC 3319.07 and 3319.08, the following employment action is taken. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be

reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

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

- (1) Supplemental Contracts for Wean Grant, "Effective Transitions Afterschool Family Program", effective 01/01/2017 through 06/30/2017, \$24.94 per an hour, on an as needed basis, to be paid from Fund #018, SCC #9720, not to exceed \$199.52 (Recommended by J. Merolla, Community Outreach and Grant Development)

Robert Cowell
Tina DeTate
Natalie Grayson

- (2) Supplemental Contract for presenter of Child Safety and Prevention Training, held on 03/01/2017 and 03/22/2017, \$24.94 per an hour, on an as needed basis, to be paid through Fund #001, SCC #0000, not to exceed \$275.00 (Recommended by W. Hartzell, Associate Superintendent)

Susan Senvissky

- (3) Supplemental Contract for participating on the Jefferson PK-8 Building Leadership Team (BLT) and attending monthly meetings as scheduled, effective 02/06/2017 through 06/30/2017, \$24.94 per an hour, on an as needed basis, to be paid from Title I – School Improvement Fund #536, SCC #9117, not to exceed \$300.00 (Recommended by C. Bero, State & Federal Programs)

Charlene Dedo

- (4) Supplemental Contract for William Nicholson, Sectional/District Manager of the Warren D-3 Tournaments, held on 03/06/2017 and 03/07/2017, to be paid \$740.38 from Fund #022 (Recommended by S. Chiaro, Superintendent)

- (5) Supplemental Contract for William Nicholson, Home Site Sectional Manager, Division I, Boys Basketball, held on 03/01/2017 and 03/04/2017, to be paid \$135.00 from Fund #022 (Recommended by S. Chiaro, Superintendent)

i. Employment – Certificated (current regular employee) Co-Curricular year (2016-17 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 W. Nicholson, Athletic Director)

High School Athletics:

- (1) Meaghan Coe – Softball – Head Coach – Code #58, Index 11.2, High School – Warren G. Harding, 50% of Contract, Salary Table B.
- (2) Supplemental Contract approved at the February 7, 2017, Regular Board Meeting, **MOTION NO. 02-2017-43**, Section d. Employment – Certificated (current regular employee) Co-Curricular year (2016-17 school year), High School Athletics, Item No. 4, **Meaghan Coe**, Softball – Assistant Coach – Code #59, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B, be **RESCINDED**.

CLASSIFIED:j. Retirement – Classified

WHEREAS, the employee herein named has requested to be released from all contracts of employment by way of retirement 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 retirement is accepted with regret, but with the best wishes and sincere appreciation.

- (1) Peggy Fryer, 8-Hour Bus Driver, Transportation, effective Wednesday, April 5, 2017.

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) Stacey Frederick, Pod Secretary, Jefferson PK-8, Salary Table E, effective 02/09/2017.
- (2) Karin Kilpatrick-Matthews, Title I Family Engagement Coordinator, Administration, Salary Table L, effective 01/27/2017.

l. Initial Regular Employment

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

WHEREAS, such employee has rights, benefits, and protection afforded them through the Board approved Agreement between the Warren Secretarial Association, 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) Tamatha Ginn, Secretary B-Executive Director of Special Education and Executive Director of State and Federal Programs, Administration, Salary Table E, Pay Range V, 260-262 day (52 week) contract, effective 03/30/2017. (Recommended by J. Myers, Special Education and C. Bero, State and Federal Programs) (Vacancy created due to additional requirements in department.)
- (2) Kelley Statema, MD Educational Assistant, Lincoln PK-8, Salary Table I, effective 04/05/2017. (Recommended by J. Myers, Special Education) (Vacancy created due to retirement/resignation in building.)

m. Change in Classification – Classified

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

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

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

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

- (1) Crystal DeJesus, from Food Service General Helper 6.5 hpd, Jefferson PK-8, Salary Table G, to Cook Helper 7.0 hpd, Jefferson PK-8, Salary Table G, effective 03/21/2017.

- (2) Sara Hosni, from Administrative Assistant to Executive Director of Special Education, Salary Table E, Pay Range V, 260-262 day contract, to Secretary A to Executive Director of Special Education and Executive Director of State and Federal Programs, Salary Table E, Pay Range V, 260-262 day contract, effective 03/30/2017.

n. Substitute Employment Additions – Classified

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

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

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 drug test 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.

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.

- (1) Dianne Cayson, Substitute Food Service Helper, Salary Table M, effective 03/27/2017.
- (2) Aries Ford, Substitute Food Service Helper, Salary Table M, effective 03/06/2017.
- (3) Carri Golias, Substitute Extra Clerk Typist, Salary Table M, effective 04/03/2017.
- (4) Shenita Seay, Substitute Food Service Helper, Salary Table M, effective 03/27/2017.

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) Supplemental Contract approved at the February 7, 2017 Regular Board Meeting, **MOTION NO. 02-2017-43**, Section m. Employment—Classified Co-curricular 2016-2017 School Year, Item No. 7, **Michael McMillion**, Code #58.0, Index 11.2, Salary Table B, Head Softball Coach, High School, Warren G. Harding High School (Girls) (50% of contract), be **RESCINDED**.
- (2) Supplemental Contract approved at the December 6, 2016 Regular Board Meeting, **MOTION NO. 12-2016-307**, Section n. Employment—Classified Temporary Employment, Item No. 4, The following individual be given a supplemental contract for School Site Coordinator, effective December 1, 2016 through June 30, 2017, at the hourly rate of **\$16.81**, not to exceed 27 hours/week, be **AMENDED** to the hourly rate of **\$20.87**. (Recommended by S. Chiaro, Superintendent)

Michael Engram

- (3) The following individual is to be given a supplemental contract for Wean Grant, “Effective Transitions” Afterschool Family Program for the services of Educational Assistant for the afterschool Wean Grant Family Programming, at the rate of \$11.28 per hour, amount not to exceed \$45.12, to be paid from Fund #018, SCC #9720, for the period of 03/01/2017 through 06/30/2017. (Recommended by J. Merolla, Community Outreach/Grant Development)

Lynne Neff

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*

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
04/07/2017