

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – April 16, 2019 – 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. 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. William Nicholson, Athletic Director – Recognition of Dominic McGhee
- B. Marvin Logan and Jordan Wilkins, Inspiring Minds – Summer Career Development Program
- C. Steve Bosel, Supervisor of Safety Services – Safety Recap and Video

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 Business10. New Business

Treasurer's Recommendations

1. Minutes

It is recommended the resolution listed below regarding the March, 2019 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 19, 2019

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the March, 2019 financial statement and short term investments made by the Treasurer during March, 2019, EXHIBIT A, (pp. 30 – 31), 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, 2018 | \$34,605,663.17 | \$17,031,189.05 | \$51,636,852.22 |
| MTD Receipts | 8,922,349.07 | 2,858,965.26 | 11,781,314.33 |
| FTD Advances In | -0- | -0- | -0- |
| FTD Receipts | 58,378,392.67 | 20,987,020.66 | 79,365,413.33 |
| MTD Expenditures | 7,453,965.71 | 2,096,025.81 | 9,549,991.52 |
| FTD Advances Out | -0- | -0- | -0- |
| FTD Expenditures | 55,461,232.77 | 20,415,749.04 | 75,876,981.81 |
| Ending Balance | | | |
| March 31, 2019 | 37,522,823.07 | 17,602,460.67 | 55,125,283.74 |

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

| Fund | Amount |
|--------------------------|-------------------|
| General Fund | \$72,879.77 |
| 006-0000 FS-Food Service | 2,607.16 |
| Auxiliary Services | 348.68 |
| Total | <hr/> \$75,835.61 |

AC _____ RF _____ JL _____ PL _____ RP _____

3. Appropriation Budgets

It is recommended the resolution listed below to approve appropriation budgets (a.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the following appropriation budgets:

- a. Fund/S.C.C.: Warren G. Harding High School
"Sheds"
Fund #011, S.C.C. #9022
- Amount: \$1952.00
- Funding: Sales
- Period: 2018-2019 School Year
- Supervisor: Regina Teutsch, Director of Curriculum & Instruction
- Purpose: To provide hands-on activities for woodshop construction class through the building and selling of sheds.

Appropriation:

| Fund | Func. | Obj. | S.C.C. | Description | Amount |
|-------------|--------------|-------------|---------------|--------------------|---------------|
| 011 | 1316 | 511 | 9022 | Materials/Supplies | \$1952.00 |

AC _____ RF _____ JL _____ PL _____ RP _____

Superintendent's Recommendations

1. Change in Location of Regular Board Meeting

It is recommended the resolution listed below changing the location of the May 14, 2019 regular board meeting from 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 8, 2019 Organizational Meeting (MOTION NO. 01-2019-05); and

NOW, THEREFORE, BE IT RESOLVED that the location of the Regular Board Meeting scheduled for May 14, 2019, be changed from Administration Building, Harriet T. Upton Room to Warren G. Harding High School Library.

AC _____ RF _____ JL _____ PL _____ RP _____

2. 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: Gilmore Security Systems, Inc.
 26165 Broadway Avenue
 Cleveland, OH 44146
EXHIBIT B, (pp. 32 - 63):
 Amount: \$12,701.16 per year
 Fund/S.C.C. #001, #0000
 Period: May 1, 2019, through May 30, 2022.
 Exec. Director: Michael Wasser
 Purpose: To provide Fire and Burglar Monitoring and Service for PK-8 Buildings, High School, Varsity House, Transportation and Warehouse.

b. Agreement: W. D. Packard Music Hall
 1703 Mahoning Avenue N.W.
 Warren, OH 44483-2066
EXHIBIT C, (pp. 64 - 74):
 Amount: \$3,500.00
 Period: May 30, 2019
 Principal: Dante Capers, Warren G. Harding
 Purpose: To provide a facility for 2019 Commencement.

AC _____ RF _____ JL _____ PL _____ RP _____

3. Special Education Annual Meeting Recognition

It is recommended the resolution listed below recognizing a Special Education Annual Meeting for today Tuesday, April 16, 2019, be approved as submitted.

WHEREAS, the Warren City Schools Special Education Department has invited the general public to its annual meeting; and

WHEREAS, the purpose of the meeting is to inform parents and individuals with disabilities on how the District plans on spending Special Education funds.

NOW, THEREFORE, BE IT RESOLVED the Special Education Annual Meeting be recognized as follows:

Date: Tuesday, April 16, 2019
Time: 5:00 p.m. – 6:00 p.m.
Location: Board of Education
105 High Street, NE
Warren, OH 44481

Purpose: Discussion of District plans for spending Special Education funds and provide for an opportunity for public comment.

AC _____ RF _____ JL _____ PL _____ RP _____

4. Ohio State Testing Procedure

It is recommended the resolution listed below regarding the change in state testing procedures for the 2019-2020 school year, be approved as submitted.

WHEREAS, the Warren City Schools currently administers the Third Grade ELA Ohio State Assessment electronically; and

WHEREAS, the provisions of Senate Bill 216, 132nd General Assembly allows districts the option of paper or online test administration for the third-grade assessments, beginning in the 2019-2020 school year.

NOW, THEREFORE, BE IT RESOLVED that the electronic administration of the Third Grade ELA Ohio State Assessment be changed to the paper version of the test for the 2019-2020 school year.

AC _____ RF _____ JL _____ PL _____ RP _____

5. 2019-2020 Membership in the Ohio High School Athletic Association

It is recommended the resolution listed below authorizing 2019-2020 membership in the Ohio High School Athletic Association be approved as submitted.

WHEREAS, the Warren City School District, Trumbull County, Ohio, has satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary, not-for-profit association; and

WHEREAS, the Warren City Board of Education and its administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the following schools shall be members of the OHSAA and that the Constitution, Bylaws, and Sports Regulations of the OHSAA shall be approved and adopted by this Board of Education for its own minimum student eligibility standards:

- Warren G. Harding High School
- Jefferson PK – 8 School
- Lincoln PK – 8 School
- McGuffey PK – 8 School
- Willard PK – 8 School

The Warren City Board of Education reserves the right to raise the eligibility standards as the Board deems appropriate; and

BE IT FURTHER RESOLVED that the schools under this Board's jurisdiction agree to conduct their athletic programs in accordance with the Constitution, Bylaws, Regulations, Interpretations, and Decisions of the OHSAA; and

FURTHERMORE, the schools under this Board's jurisdiction agree to be primary enforcers of the Constitution, Bylaws, and Sports Regulations and their Interpretations.

AC _____ RF _____ JL _____ PL _____ RP _____

6. Tuition Reimbursement

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

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

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

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

Certificated – 2018-2019 School Year:

| | |
|---------------------|-----------|
| AMOLINE, Samuel | \$ 400.00 |
| ANDRE, Shannon | \$ 381.65 |
| D'ALIO, Gina | \$ 400.00 |
| FISHER, Abigail | \$ 400.00 |
| GABRELCIK, Nina | \$ 400.00 |
| GOFFUS, Carole | \$ 340.00 |
| ISABELLA, Christine | \$ 400.00 |
| KLINE, Anthony | \$ 400.00 |
| MIZIK, Susan | \$ 400.00 |
| NERONE, Donato | \$ 400.00 |
| WUNDROW, Mary | \$ 400.00 |

AC _____ RF _____ JL _____ PL _____ RP _____

7. Field Trip

It is recommended the resolution listed below regarding field trip (a. through c.) 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: Cobo Center – Detroit, MI
- Class/Group: Robotics, FIRST Team Participants
- Dates of Trip: April 23, 2019, returning April 27, 2019.
- Principal: Dante Capers, WGH Principal
- Sponsor: Frank Bosak
- Cost: \$500.00 per student.
- Funding: Warren City Schools Account AFP98 and SA222; and First Robotics Parent Booster Organization
- Purpose of Trip: Students will develop academic and work related skills within a competitive environment.

AC _____ RF _____ JL _____ PL _____ RP _____

8. Acceptance of Gifts

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

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

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

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

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

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

| Benefactors | Brief Description of Gifts and/or Services | |
|-------------|---|-----|
| Anonymous | WGH Girls' Basketball Monetary Donation Value: \$1000.00 | [1] |
| Anonymous | WGH Physical Science Class Monetary Donation Value: \$500.00 | [1] |
| Anonymous | WGH PBIS Program Monetary Donation Value: \$1,000.00 | [1] |
| Anonymous | WGH Ski Club Monetary Donation Value: \$1,000.00 | [1] |
| Anonymous | WGH WSCN Monetary Donation Value: \$500.00 | [1] |
| Anonymous | WGH Family Group Monetary Donation Value: \$500.00 | [1] |

| | | |
|---------------------------|---|-----|
| Anonymous | WGH Rock & Roll History Class Monetary Donation Value: \$1,000.00 | [1] |
| Anonymous | WGH Robotics Team Monetary Donation Value: \$1,000.00 | [1] |
| Church of the Holy Spirit | Lincoln PK – 8 Pantry Clothing, Shoes, & Toiletries Estimated Value: \$250.00 | [2] |
| Gina Mendoza | Willard PK – 8 School Monetary Donation Value: \$53.00 | [3] |
| NorthMar Church | Willard PK – 8 School Monetary Donation Value: \$28.00 | [3] |
| Renew – IBEW LU #573 | Willard PK – 8 Pantry Laundry Detergent Value: \$200.00 | [3] |
| St. Marks Church | Jefferson PK – 8 Pantry Monetary Donation Value: \$200.00 | [4] |

- [1] To be used to support the students of Warren G. Harding High School.
- [2] To be used to support the students of Lincoln PK – 8 School.
- [3] To be used to support the students of Willard PK – 8 School.
- [4] To be used to support the students of Jefferson PK – 8 School.

AC _____ RF _____ JL _____ PL _____ RP _____

9. Salary Table M, Classified Hourly Salary Table

It is recommended the resolution listed below revising Salary Table M, Classified Hourly Salary Table, 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 adopts revised Salary Table M, EXHIBIT D, (p. 75), effective March 31, 2019.

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 _____

10. 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> | | |
| Carrie Boyer | PK-2 Principal, Jefferson PK-8 | 06/30/2019 |
| Dani Burns | 3-5 Principal, Lincoln PK-8 | 06/30/2019 |
| Michelle Chiaro | PK-2 Principal, Willard PK-8 | 06/30/2019 |
| Heidi Cope-Barker | Supervisor of School Improvement, Willard PK-8 | 06/30/2019 |
| John DeSantis | 6-8 Principal, Lincoln PK-8 | 06/30/2019 |
| Wendy Hartzell | Associate Superintendent | 06/30/2019 |
| Megan Marino | Supervisor of School Improvement, Lincoln PK-8 | 06/30/2019 |
| Skyeler Moenich-O'Neill | Supervisor of Special Education & Related Services | 06/30/2019 |
| Jennifer Myers | Director of Special Education | 06/30/2019 |
| Carly Polder | 6-8 Principal, Willard PK-8 | 06/30/2019 |
| Treva Pytlik | PK-2 Principal, Lincoln PK-8 | 06/30/2019 |
| Tracey Ryser | 6-8 Principal, McGuffey PK-8 | 06/30/2019 |
| Holly Seimetz | Senior High Assistant Principal, Warren G. Harding | 06/30/2019 |
| Regina Teutsch | Director of Curriculum & Instruction | 06/30/2019 |
| Daniel Thorpe | Assistant Curriculum Director | 06/30/2019 |
| Karen Zagorec | Supervisor of School Improvement, Jefferson PK-8 | 06/30/2019 |

Classified:

| <u>Administrator</u> | <u>Position</u> | <u>Expiration Date</u> |
|-----------------------------|--|-----------------------------------|
| Patti Greathouse | Plant Manager I, Lincoln PK-8 | 06/30/2019 |
| Edward Myers | Plant Manger I, Willard PK-8 | 06/30/2019 |
| Heather Powers | Plant Manager I, McGuffey PK-8 | 06/30/2019 |
| Shawn Shimko | Supervisor of Plant Operations/ Maintenance | 06/30/2019 |
| Chris Tabor | Plant Manager I, Jefferson PK-8 | 06/30/2019 |

AC _____ RF _____ JL _____ PL _____ RP _____

11. Personnel Recommendations

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

CERTIFICATED:

a. Appointment – Certificated (To receive one-year contract for the 2018-2019 school year)

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

WHEREAS, a vacancy exists for this employment action; and

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

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01 the following employee(s) shall be directed and assigned.

- (1) Alison LaJuett, School Speech Language Pathologist, Salary Table A, Step M-01 (pro-rata), effective 03/25/2019 and for the duration of the 2018-19 school year.

b. 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) Melissa Ustik, Supervisor of Special Education or Related Service

Term: April 29, 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, 2018-19 School Year Step M30-01-L24; 2019-20 School Year Step M30-01-L25; 2020-21 School Year Step M30-02-L26.

c. 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, their retirement 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 their retirement is accepted with regret, but with best wishes and sincere appreciation.

- (1) Angeliki Elenis, Special Education Teacher, retirement effective the close of the day, 05/31/2019.
- (2) Janice Gruver, Music Teacher, retirement effective the close of the day, 05/31/2019.

- (3) Larry C. Johnson, Senior High Assistant Principal, retirement effective the close of the day, 06/17/2019.
- (4) Richard Lloyd, Elementary Education Teacher, retirement effective the close of the day, 08/31/2019.

d. Resignation – Certificated – Personal

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

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

- (1) Joseph Copenhaver, Building Substitute Teacher, resignation effective the close of the day, 03/26/2019.
- (2) Laura Thomas, Early Childhood Education Teacher, resignation, effective the close of the 2018-19 school year. (From Leave of Absence without Pay or Benefits)
- (3) Nicole Spencer, Early Childhood Education Teacher, resignation, effective the close of the 2018-19 school year. (From Leave of Absence without Pay or Benefits)

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 leaves are recognized and/or granted for the dates indicated.

- (1) Therese Foley, Secondary Education Teacher, Leave of Absence, effective 04/08/2019.
- (2) Natasha Galbraith, Early Childhood Education Teacher, Leave of Absence, effective 03/25/2019.

- (3) Courtney Gorup, Special Education Teacher, Leave of Absence Without Pay or Benefits, effective 04/26/2019 and for the duration of the 2018-19 school year.
- (4) Steven Lukco, Secondary Education Teacher, Leave of Absence Without Pay or Benefits, effective the beginning and for the duration of the 2019-20 school year.
- (5) Heather Mennow, Special Education Teacher, Leave of Absence Without Pay or Benefits, effective the beginning and for the duration of the 2019-20 school year.
- (6) Jill Redmond, School Counselor, Leave of Absence, effective, 04/11/2019.

f. Appointments – Certificated – Hourly Employment (2018-19 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 21st Century Community Learning Afterschool Program, Grades 6-8, at the Jefferson and Willard PK-8 Schools, effective 01/01/2019 to 06/30/2019, \$26.01 per an hour, on an as needed basis, to be paid from 21st CCLC Fund #599, SCC #9119, not to exceed \$1,000.00 (Recommended by J. Merolla, Community Outreach and Grant Development)

Ian Lanney

(2) Supplemental Contracts for the preparation and facilitation of after school professional development work, effective 04/01/2019 through 06/30/2019, \$30.00 per an hour, on an as needed basis, to be paid from Fund BBITA, SCC #0000, not to exceed \$150.00 each (Recommended by R. Teutsch)

Dante Capers
Carly Polder

g. Substitute Teacher Appointment(s) (2018-19 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> |
|-------------------|-----------------------|
| Catherine Welsh | 03/25/2019 |
| Joseph Copenhaver | 03/27/2019 |

CLASSIFIED:

h. 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 retirement 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) Mary Marrie, ED Educational Aide, Jefferson PK-8, effective 05/31/2019.

(2) James Ziegler, Jr., Crossing Guard, Jefferson PK-8, effective 05/30/2019.

i. Resignation – Classified - Rescind

Rescind MOTION NO. 03-2019-58 Personnel Recommendations Item f. (1) Resignation – Classified – Rebecca Reed, School Community Liaison

It is recommended the resolution listed below to rescind MOTION NO. 03-2019-58 – Personnel Recommendations Item f. (1) Resignation - Classified – Rebecca Reed, School Community Liaison, which was approved at the Board Meeting held March 19, 2019, be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education hereby rescinds MOTION NO. 03-2019-58 – Personnel Recommendations Item f. (1) Resignation - Classified – Rebecca Reed, School Community Liaison, which was approved at the Board Meeting held March 19, 2019.

j. Resignation – Classified

WHEREAS, the employees herein named have requested to be released from all contracts of employment by way of resignation as specified at the effective dates indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, these resignation are 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 these resignations are accepted with regret, but with the best wishes and sincere appreciation.

1) Keith Miller, Substitute Bus Driver, Salary Table M, effective 04/13/2019.

2) Brandy Weekley, Substitute Food Service General Helper, effective 02/22/2019.

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

WHEREAS, ORC 3319.13 requires that employees be granted an unpaid leave of absence upon their request for reasons 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 unpaid leave of absence without Board paid benefits, is recognized and granted for the employee and for the approximate dates indicated.

- (1) Rebecca Reed, School Community Liaison, Willard PK-8, Salary Table L, effective 03/18/2019.

l. 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 for the purpose of assisting the Athletic Director in the needs of the Athletic Department effective 04/1/2019 through 6/30/2020, at \$25.00 per an hour, on an as needed basis, at the direction of the Superintendent and/or designee, to be paid from Fund #001, SCC #0000, not to exceed 975 hours. (Recommended by S. Chiaro, Superintendent)

Steve Arnold

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.

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) Amanda Adams, Substitute Extra Office Clerk Typist, Salary Table M, effective 04/09/2019.
- (2) Kathryn Baughman, Substitute Food Service General Helper, Salary Table M, effective 03/25/2019.
- (3) Lekeshia Blackburn, Bus Attendant, Transportation, Salary Table M, effective 04/10/2019.
- (4) Nancy Gough, Substitute Extra Office Clerk Typist, Salary Table M, effective 04/09/2019.
- (5) Scott Jones, Substitute Food Service General Helper, Salary Table M, effective 03/15/2019.
- (6) Jennifer Marlowe, Substitute Educational Aide, Salary Table M, effective 04/03/2019.
- (7) James Ramsey, Bus Attendant, Transportation, Salary Table M, effective 04/01/2019.
- (8) Lisa Robinson, Substitute Food Service General Helper, Salary Table M, effective 04/01/2019.
- (9) George Stubbs, Substitute Food Service General Helper, Salary Table M, effective 04/01/2019.
- (10) Caprina Wade, Substitute Night Janitor, Salary Table M, effective 04/08/2019.

n. Employment—Classified Co-curricular 2018-2019 School Year

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

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

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

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

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

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

High School & K-8 Athletics:

- (1) Andrew Barker, Code #35.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. High School (Boys) (100% of contract)
- (2) Shanae Butler, Code #114.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools (Boys/Girls) (100% of contract)
- (3) T'Keeyah Cambridge, Code #114.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools (Boys/Girls) (100% of contract)
- (4) 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)

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
4/12/2019