

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – April 21, 2020 – 6:00 p.m.
 Warren G. Harding High School, WSCN, Via Zoom
 With Live Stream available at warrencityschools.org



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.

1. Call to Order

2. Roll Call by Approved Rotation

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

3. Executive Session

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

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

RF _____ JF _____ PL _____ RP _____ JW _____

4. Communications

5. Adoption of Agenda

RF _____ JF _____ PL _____ RP _____ JW _____

6. Treasurer's Report

7. Superintendent's Report

8. Board of Education Committee Reports

- A. Athletics *(Patti Limperos and Bob Faulkner)*
- B. Finance Advisory *(John Fowley and Julian Walker)*
- C. Board Policies and Guidelines *(Regina Patterson and Julian Walker)*
- D. Legislative Liaison *(Patti Limperos and Regina Patterson)*
- E. TCTC Board Representative *(Bob Faulkner)*

9. Old Business

10. New Business

Treasurer’s Recommendations

1. Minutes

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

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

Regular Board Meeting held March 10, 2020
Special Board Meeting held April 3, 2020

RF _____ JF _____ PL _____ RP _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the March, 2020 financial statement and short term investments made by the Treasurer during March, 2020, EXHIBIT A, (pp. 25 – 26), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
Beginning Balance			
July 1, 2019	\$37,643,300.38	\$18,480,825.13	\$56,124,125.51
MTD Receipts	7,454,286.13	2,840,099.39	10,294,385.52
FTD Advances In	-0-	-0-	-0-
FTD Receipts	56,499,968.22	49,679,014.04	106,178,982.26
MTD Expenditures	5,984,526.02	1,847,765.36	7,832,291.38
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	55,349,143.24	44,607,388.77	99,956,532.01
Ending Balance			
March 31, 2020	38,794,125.36	23,552,450.40	62,346,575.76

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

Fund	Amount
001-0000 A10-General Fund	\$29,741.52
006-0000 FS-Food Service	879.76
401 Auxiliary Services	105.33
Total	<hr/> \$30,726.61

RF _____ JF _____ PL _____ RP _____ JW _____

3. Revised Appropriation Budget

It is recommended the resolution listed below for revised appropriation budget (a.) be approved as submitted.

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

- a. Fund/S.C.C.: Auxiliary Services
Fund #401, S.C.C. #9207, #9208
FY2018 Apprn: \$217,554.85
Rev. Apprn.: \$328,887.04
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$111,332.19 increase ODE issuance of final allocations for FY2020.

RF _____ JF _____ PL _____ RP _____ JW _____

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 d.) 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: NWEA (Northwest Evolution Association)
121 NW Everett St.
Portland, OR 97209
EXHIBIT B, (pp. 27 – 41):
Amount: \$46,539.50
Fund: Fund #572, 9201, #572, 9209
Period: July 1, 2020, through June 30, 2021.
Exec. Director: Christine Bero, State and Federal Programs
Purpose: To provide computer adaptive interim assessments that measure and inform student progress and growth in the areas of Reading, Language, and Math, in Kindergarten through grade 8.

- b. Agreement: CDW Government LLC
230 N. Milwaukee Ave
Vernon Hills, Illinois 60061
(800) 328-4239
EXHIBIT C, (42 - 46):
Amount: \$8,500.00
Fund: Fund #001
Period: July 1, 2020, through June 30, 2021.
Supervisor: Danielle Miller
Purpose: To provide fiber transport for outdoor wireless at the campus of Warren G. Harding.

c. Agreement: CDW Government LLC
 230 N. Milwaukee Ave
 Vernon Hills, Illinois 60061
 (800) 328-4239
EXHIBIT D, (pp. 47 - 51):
 Amount: \$18,080.78
 Fund: Fund #001
 Period: July 1, 2020, through June 30, 2021.
 Supervisor: Danielle Miller
 Purpose: To provide power backups to the District’s instructional buildings switches, which provides network connectivity to the building. This protects the switches from power surges and outages.

d. Agreement: CDW Government LLC
 230 N. Milwaukee Ave
 Vernon Hills, Illinois 60061
 (800) 328-4239
EXHIBIT E, (pp. 52 - 56):
 Amount: \$143,365.00
 Fund: Fund #001
 Period: July 1, 2020, through June 30, 2021.
 Supervisor: Danielle Miller
 Purpose: To provide wireless connectivity access to the District’s instructional buildings.

RF _____ JF _____ PL _____ RP _____ JW _____

2. Ohio State Testing Procedure

It is recommended the resolution listed below regarding the following in state testing procedures for the 2020-2021 school year, be approved as submitted.

WHEREAS, the Warren City Schools currently administers the Third Grade ELA Ohio State Assessment; 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, in the 2020-2021 school year.

NOW, THEREFORE, BE IT RESOLVED that the administration of the Third Grade ELA Ohio State Assessment be paper version of the test for the 2020-2021 school year.

RF _____ JF _____ PL _____ RP _____ JW _____

3. Adopt Contingency Plan for Distance Learning for the 2019-2020 School Year

WHEREAS, Ohio Revised Code §3313.48 mandates that a school district must be open for instruction with pupils in attendance for a minimum number of hours each school year; and

WHEREAS, the Ohio Department of Education further requires that the educational programs operated by the Board be open for instruction each school year for a minimum of 910 hours for students in grades kindergarten through six, and 1001 hours for students in grades seven through twelve; and

WHEREAS, R.C. §3313.482 authorizes a Board to adopt a plan that permits students to make up and complete hours of instruction via online/remote learning in the event that schools are closed to students for a disease epidemic or other reasons, and the Superintendent has developed a plan for such remote learning; and

WHEREAS, House Bill 197 (2020), which was enacted on March 27, 2020 in response to the COVID-19 pandemic health emergency, authorizes the Board of Education of the Warren City School District (“Board”) to adopt a plan to provide for online learning opportunities for students to make up/complete an unlimited number of hours in lieu of attendance on days when buildings are not open to students during the 2019-2020 school year in compliance with any order issued by the Ohio Director of Health and/or a local board of health; and

WHEREAS, the Board has developed a contingency plan in accordance with R.C. §3313.482 under which district students will make up any time missed through online instruction/remote learning that may cause the District to fall below the minimum number of hours of instruction required by section 3313.48 of the Ohio Revised Code and Board Policy; and

WHEREAS, the Board further authorizes licensed staff including intervention specialists to provide instructional support and related services within the scope of their practice by electronic delivery method or telehealth communication to district students, including students who receive special education and related services under an Individualized Education Plan or Section 504 Services Plan, while the Director of Health’s order to close schools to students remains in effect; and

WHEREAS, the Board desires to adopt said plan.

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

SECTION I

Pursuant to R.C. §3313.482 and House Bill 197 (2020), the Board of Education hereby authorizes the following plan to allow students enrolled in Warren Schools access and complete online/remote lessons in order to fulfill the required number of days/hours during the 2019-2020 school year:

- A. Each teacher shall develop a sufficient number of lessons equal to or greater than the amount of instructional time required by ORC 3313.48, lessons shall be posted for each course that was scheduled while the school was closed.
- B. Teachers will submit the lessons to the designated administrator for approval on a weekly basis. The designated administrator will certify that the lessons are equal to or greater than the amount of instructional time required by ORC 3313.48.
- C. As soon as practicable, the appropriate administrator will direct staff about how to make lessons available through a District approved website or other technology portal.
- D. The teacher/designated administrator will be responsible for posting the lessons online. The teacher shall designate the order in which the lessons are to be posted on the web portal or website if another employee is responsible for posting them on the teacher's behalf.
- E. Teachers will regularly assess the progress of students and will update or replace such lessons as necessary throughout the remainder of the school year based on the results of the assessments.
- F. Each student enrolled in a course for which a lesson or assignment is posted shall be granted a week from the date of posting to complete the lesson/assignment. If the student does not complete the lesson/assignment within this time period, the student may receive an incomplete or failing grade unless the student provides a sufficient reason to the teacher justifying why they failed to complete the lesson/assignment.
- G. For students who experience difficulty accessing the online material or who do not have access to a computer, students shall be permitted to complete the posted lessons after the deadline provided they communicate their concern with teacher or building principal. Students utilizing this option will be given to the end of the 4th grading period to complete such lessons/assignments. If the student does not complete the lesson/assignment within this time period, the student will receive a failing grade unless the student provides a sufficient reason to the teacher justifying why they failed to complete it.
- H. The Board of Education hereby authorizes "blizzard bags" as needed, which are paper copies of the lessons/assignments posted. Teachers shall prepare paper copies approximating the content of the online lessons and shall update such by the

building principal on a weekly basis. Printed copies of any graded lessons or assignments will be included in the blizzard bags. Students utilizing this option will be granted one week from the date after picking them up to return completed lessons/assignments to their assigned building. If the student does not complete the lesson/assignment within this time period, the student will receive a failing grade unless the student provides a sufficient reason to the teacher justifying why they failed to complete the lesson/assignment.

- I. Licensed staff including intervention specialists may provide instructional support and related services within the scope of their practice by electronic delivery method or telehealth communication to any district students, including students who receive services under Individualized Education Plans or Section 504 Services Plans, while the Director of Health’s order to close schools to students remains in effect.
- J. The District intends to meet its obligation to provide all students, including children with disabilities, equal access to curriculum and services during an extended school closure in accordance with state and federal law. Each building will notify parents about who they may contact if students are unable to access or participate in the program remotely because of a disability-related or other reason so that the District may explore alternative methods of instruction and possible accommodations.

SECTION II

Should circumstances warrant a change in the plan during the 2019-2020 school year, this contingency plan may be amended by the Superintendent at any time in his or her discretion.

SECTION III

IT IS FOUND AND DETERMINED that all formal action of this Board concerning or related to the adoption of this Resolution was adopted in an open meeting of this Board, and all deliberations of this Board that resulted in such formal action were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

RF _____ JF _____ PL _____ RP _____ JW _____

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

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

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

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

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

OTES

James Joseph
Stephanie Toporcer

OPES

Christine Bero
Dante Capers

RF _____ JF _____ PL _____ RP _____ JW _____

5. Acceptance of Gifts

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

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

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

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

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

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

Benefactors	Brief Description of Gifts and/or Services	
Mr. and Mrs. Paul Hayes	Lincoln PK – 8 School Book Bags Estimated Value: \$250.00	[1]

[1] To be used to support the students of Lincoln PK – 8 School.

RF _____ JF _____ PL _____ RP _____ JW _____

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 – 2019-2020 School Year:

BURNETT, Andrew \$ 400.00

RF _____ JF _____ PL _____ RP _____ JW _____

7. 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	Executive Director of State & Federal Programs, Administrative Office	06/30/2020
Jennifer Cambareri	Supervisor of School Improvement, Warren G. Harding	06/30/2020
Dante Capers	High School Principal, Warren G. Harding	06/30/2020
Amy Clementi	Supervisor of Special Education & Related Services, Warren G. Harding	06/30/2020
Denise Delaquila	Supervisor of Special Education & Related Services, McGuffey PK-8	06/30/2020
Joshua Guthrie	6-8 Principal, Lincoln PK-8	06/30/2020
James Joseph	6-8 Principal, McGuffey PK-8	06/30/2020
Shelley Lowry	Supervisor of Special Education & Related Services, Administrative Office	06/30/2020
Sonya Marshall	3-5 Principal, Jefferson PK-8	
Jill Merolla	Supervisor of Community Outreach & Grant Development, Administrative Office	06/30/2020
Danielle Miller	Supervisor of Technology, Administrative Office	06/30/2020
William Nicholson	Director of Athletics, Warren G. Harding	06/30/2020
Vicki Raptis	3-5 Principal, Willard PK-8	06/30/2020

James Rasile, Jr.	Senior High Assistant Principal, Warren G. Harding	06/30/2020
Jeanne Reighard	PK-2 Principal, Lincoln PK-8	06/30/2020
Janis Ulicny	Senior High Assistant Principal, Warren G. Harding	06/30/2020

Classified:

<u>Administrator</u>	<u>Position</u>	<u>Expiration Date</u>
Steven Bosel	Supervisor of School Security	06/30/2020
Deborah Bufano	Data Processing Coordinator	06/30/2020
Pearlie Phillips	Assistant Supervisor, Food Service	06/30/2020
Laureen Postlethwait	Supervisor, Food Service	06/30/2020

RF _____ JF _____ PL _____ RP _____ JW _____

8. Personnel Recommendations

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

CERTIFICATED:

a. 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) Shannon Andre, Physical Education Teacher, Leave of Absence, effective 03/20/2020.
- (2) Melissa Givens, Elementary Education Teacher, Leave of Absence, effective 03/04/2020.
- (3) Erica Miranda, Elementary Education Teacher, Leave of Absence, effective 03/04/2020.
- (4) Casey Smith, School Counselor, Leave of Absence, effective 03/30/2020.

b. Military Leave

WHEREAS, in accordance with the Master Contract between the Warren City Board of Education and the Warren Education Association, teachers who are members of the Reserve Forces of the United States or Organized militia as defined in ORC 5923.01 are entitled to leave of absence from their respective duties 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 teacher 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 teacher 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. For purposes of seniority and placement on the salary schedule, years of absence for military service shall be counted as though teaching service had been performed during that time.

NOW, THEREFORE, BE IT RESOLVED under the provisions of the Master Contract between the Warren City Board of Education and the Warren Education Association and under the provisions of ORC 5923.05, the following military leave of absence is granted for the dates indicated; and

BE IT FURTHER RESOLVED that the teacher 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 teacher 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) Zachary Cowher, Secondary Education Teacher
Effective Date(s) for the 2019-20 School Year:

March 16, 2020 through March 20, 2020
March 30, 2020

c. Resignation – Certificated – Personal

WHEREAS, the employee(s) herein named have requested to be released from their 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) Tracy Ishee, Physical Education/Health Teacher, resignation effective the close of the 2019-20 school year. (From a Leave of Absence Without Pay or Benefits)

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

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

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

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

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

- (1) Supplemental Contracts for Special Education Case Management services, effective 05/27/2020 through 06/05/2020, \$26.53 per hour, as needed, to be paid from Fund #516, SCC #9920, not to exceed \$2,000.00 (Recommended by J. Hoffman, Special Education)

Melissa Bartholomew
Susan Stowe

CLASSIFIED:

e. Retirement – Classified

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

NOW, THEREFORE BE IT RESOLVED, under the provisions of ORC 3319.081, these retirements are accepted.

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

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

- (1) William Lucas, Painter, Administration, Salary Table D, effective the close of the day 06/30/2020.

f. Leave of Absence – 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) Rosanne DiCenso, MD Educational Aide, Willard PK-8, Salary Table I, effective 02/24/2020.
- (2) Rose Hurt, MD Educational Aide, Willard PK-8, Salary Table I, effective 02/21/2020.
- (3) Danielle Webber, MD Educational Aide, Fairhaven, Salary Table I, Leave of Absence without Pay or Benefits, effective 04/26/2020.

g. Initial Regular Employment – Classified

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

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

WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Sheri Dukes, Night Janitor, Lincoln PK-8 Building, Area #4, Salary Table D, effective 03/06/2020. (Vacancy created due to resignation/retirement in department.) (Recommended by S. Shimko, Supervisor, Plant Operations/Maintenance)
- (2) Carol Lee, Night Janitor, Jefferson PK-8 Building, Area #6, Salary Table D, effective 03/16/2020. (Vacancy created due to resignation/retirement in department.) (Recommended by S. Shimko, Supervisor, Plant Operations/Maintenance)

*Probationary period modified to reflect days worked in position while school is in session with students.

h. 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) Kristopher Ketchum, Substitute Night Janitor, Salary Table M, effective 03/09/2020.

RF _____ JF _____ PL _____ RP _____ JW _____

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

11. Executive Session

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

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

RF _____ JF _____ PL _____ RP _____ JW _____

12. Reconvened Board Meeting - _____ p.m.

13. Adjournment - _____ p.m.

RF _____ JF _____ PL _____ RP _____ JW _____

SC:tep
04/13/2020