

AGENDA  
 Board of Education  
 Warren City School District  
**Regular Meeting** – July 16, 2019 – 5:30 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 Report

A. Bond Refunding Presentation

7. Superintendent's Report

- A. Coach Charles Penny recognition of JeSean Sledge – 400 Meter Hurdles at the OHSAA Track and Field Championship
- B. Summer Programs Update
- C. Mollenkopf Athletic Complex Update

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 June, 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 June 28, 2019

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the June, 2019 financial statement and short term investments made by the Treasurer during June, 2019, EXHIBIT A, (pp. 33 – 34), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	<b>General Fund</b>	<b>All Other Funds</b>	<b>Total All Funds</b>
<b>Beginning Balance</b>			
<b>July 1, 2018</b>	\$34,605,663.17	\$17,031,189.05	\$51,636,852.22
<b>MTD Receipts</b>	5,295,027.20	2,465,400.27	7,760,427.47
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	76,182,707.83	28,123,563.37	104,306,271.20
<b>MTD Expenditures</b>	6,094,239.21	2,218,786.99	8,313,026.20
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	73,145,070.62	26,673,927.29	99,818,997.91
<b>Ending Balance</b>			
<b>June 30, 2019</b>	37,643,300.38	18,480,825.13	56,124,125.51

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

<b>Fund</b>	<b>Amount</b>
General Fund	\$44,971.66
006-0000 FS-Food Service	1,593.90
Auxiliary Services	119.60
Total	<hr/> \$46,685.19

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

3. Transfer of Funds

It is recommended the resolution listed below for the transfer of funds be approved as submitted:

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education approve the transfer of funds, EXHIBIT B, (p. 35), for fiscal year ending June 30, 2020.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

4. Approve the Application, Accept the Grant and Approve the Grant Appropriation

It is recommended the resolution listed below to approve the application, accept the grant and approve the grant appropriation (a.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the application, accept the grant and approve the following appropriation:

- a. Fund/S.C.C.: SEL Innovation Award-Novo Foundation-Rockefeller  
Philanthropy - "Girlhood Uninterrupted"  
Fund # 018 S.C.C. #9205
- Amount: \$20,000.00
- Funding: Novo Foundation-Rockefeller Philanthropy
- Period: August 1, 2019, through July 31, 2020.
- Supervisor: Jill Merolla, Community Outreach
- Purpose: To provide year long after school programming for young ladies in 4<sup>th</sup>-6<sup>th</sup> and 9<sup>th</sup> grade at all Warren buildings.

**Appropriation:**

Fund	Func.	Obj.	S.C.C.	Description	Amount
018	2110	113	9925	Certified Salary	\$3,981.50
018	2110	211	9925	Retirement	557.41
018	2110	249	9925	Medicare	57.73
018	2110	261	9925	Worker's Comp	39.24
018	2110	141	9925	Classified Salary	2,496.20
018	2110	221	9925	Retirement	349.46
018	2110	259	9925	Medicare	36.19
018	2110	262	9925	Worker's Comp	24.60
018	2219	490	9925	Purchased Services	10,957.67
018	2219	511	9925	Materials	<u>1,500.00</u>
Total:					\$20,000.00

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

## **Superintendent's Recommendations**

### 1. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a. through 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: Heinemann Professional Development  
361 Hanover Street  
Portsmouth, NH 03801-3912  
603.431.7894  
EXHIBIT C, (pp. 36 – 38)
- Amount: \$3,600  
Fund/S.C.C.: Fund #001, S.C.C. #0000  
Period: September 5, 2019  
Exec. Director: Regina Teutsch, Office of Curriculum and Instruction  
Purpose: To provide training to literacy coaches, coordinators and administrators for the new Reading Minilessons from *Fountas and Pinnell Classroom* for grades K-1 for the 2019-2020 school year. This training will support the coaching model in classrooms.
- b. Agreement: Dr. Sandra DiBacco  
7629 North Lima Road  
Poland, OH 44512
- Fund: #001, #536, #572  
EXHIBIT D, (pp. 39 – 40):
- Period: July 16, 2018, through June 30, 2020.  
Exec. Director: Regina Teutsch, Curriculum and Instruction  
Purpose: To provide executive coaching for Warren City Schools administrators in conjunction with the FY19 Title I School Improvement Grants.
- c. Agreement: Neil Roseberry  
8982 Griswold Circle  
Macedonia, OH 44056
- Fund: #001, #536, #572  
EXHIBIT E, (pp. 41 – 42):
- Period: July 16, 2018, through June 30, 2020.  
Exec. Director: Regina Teutsch, Curriculum and Instruction



Purpose: To provide executive coaching for Warren City Schools administrators in conjunction with the FY19 Title I School Improvement Grants.

d. Agreement: Agatha Van Brocklin  
21 Fieldstone  
Poland, OH 44514

Fund: #001, #536, #572  
EXHIBIT F, (pp. 43 – 44):

Period: July 16, 2018, through June 30, 2020.

Exec. Director: Regina Teutsch, Curriculum and Instruction

Purpose: To provide executive coaching for Warren City Schools administrators in conjunction with the FY19 Title I School Improvement Grants.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

2. Payment in Lieu of Providing Transportation for Non-Public School Students

It is recommended the resolution listed below approving payment in lieu of providing transportation for non-public school students transportation to and from school for the 2018-2019 school year be approved as submitted.

WHEREAS, the Board of Education has determined that the students named EXHIBIT G, (p. 45), are legally entitled to transportation; and

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3317.01, the Warren City Board of Education shall compensate the parents/guardians of said students for providing transportation to and from school for the 2018-2019 school year.

BE IT FURTHER RESOLVED that the amount reimbursed to these parents/guardians shall be \$250.00, the rate determined by the State of Ohio Department of Education.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

3. Recognition of Quotes for PK-8 Photographs for the 2019-20 School Year

It is recommended the resolution listed below recognizing the quotes for PK-8 photographs for the 2019-20 school year be approved as submitted.

WHEREAS, it is in the best interest of the Warren City School District and its students to solicit quotes each year for PK-8 photographs; and

WHEREAS, the quotes listed in EXHIBIT H, (p. 46), below have been properly received for PK-8 photographs for the 2019–20 school year.

WHEREAS, formal acceptance of all the quotes in full is required by statute.

NOW, THEREFORE, BE IT RESOLVED that the quotes as presented are hereby recognized as providing the services required and shall be so entered in full on the official records of the Warren City Board of Education.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

4. Awarding the Contract for PK-8 Photographs for the 2019-20 School Year

It is recommended the resolution listed below awarding the contract for the PK-8 photographs for the 2019-20 school year be approved as submitted.

WHEREAS, the quotes for PK-8 photographs have been recognized as providing the services required and have been entered in full on the official records of the Warren City Board of Education; and

WHEREAS, the quote of Inter-State Studio was the lowest responsible quote.

NOW, THEREFORE, BE IT RESOLVED that the quote of Inter-State Studio in the amount of \$18.25 for Package A, \$14.00 for Package B, \$10.00 for Package C, \$7.95 for Package D, \$5.95 for Package E be accepted and approved for PK-8 photographs for the 2019-20 school year.

AC \_\_\_\_\_ RF \_\_\_\_\_ PL \_\_\_\_\_ JL \_\_\_\_\_ RP \_\_\_\_\_

5. Board Policies – First Reading

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

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

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

- a. Policy 5113.02 (Revised) STUDENTS  
SCHOOL CHOICE OPTIONS
- b. Policy 5610 (Revised) STUDENTS  
REMOVAL, SUSPENSION, EXPULSION, AND PERMANENT EXCLUSION OF STUDENTS
- c. Policy 5610.03 (New) STUDENTS  
EMERGENCY REMOVAL OF STUDENTS
- d. Policy 6320 (Revised) FINANCES  
PURCHASING AND BIDDING
- e. Policy 6325 (New) FINANCES  
PROCUREMENT – FEDERAL GRANTS/FUNDS
- f. Policy 6424 (Revised) FINANCES  
USE OF PROCUREMENT CARDS
- g. Policy 6605 (Revised) FINANCES  
CROWDFUNDING
- h. Policy 8400 (Revised) OPERATIONS  
SCHOOL SAFETY
- i. Policy 8500 (Revised) OPERATIONS  
FOOD SERVICES

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

6. 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**

Christine Bero  
Danielle Chine  
Gary Israel

**OPES**

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

7. Tuition Reimbursement

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

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

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

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

Certificated – 2018-2019 School Year:

LOWRY, Christopher	\$ 340.00
MALASKY, Kathryn	\$ 400.00
SCOTTODIUCCIO, Christina	\$ 400.00

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

8. Personnel Recommendations

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

CERTIFICATED:

a. Administrative Contract Appointment

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

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

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

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

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

- (1) Heidi Cope-Barker, Supervisor of School Improvement, Jefferson PK-8  
**(Building Change ONLY)**

Term: July 1, 2019 – June 30, 2021

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board.



Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule C, 224-day contract, 2019-2020 School Year Step M-03-L18; 2020-2021 School Year Step M-04-L19.

- (2) Denise Delaquila, Supervisor of Special Education & Related Services, McGuffey PK-8  
**(Building Change ONLY)**

Term: July 1, 2019 – June 30, 2020

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, 224-day contract, 2019-2020 School Year Step M-04-L8.

- (3) Joshua Guthrie, 6-8 Principal, Lincoln PK-8  
**(Building Change ONLY)**

Term: July 1, 2019 – June 30, 2020

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, 224-day contract, 2019-2020 School Year Step M30-04-L7.

- (4) James Joseph, 6-8 Principal, McGuffey PK-8  
**(Title Change ONLY)**

Term: July 1, 2019 – June 30, 2020

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, 224-day contract, 2019-2020 School Year Step M-04-L13.

- (5) James Rasile, Jr., Senior High Assistant Principal, Warren G. Harding  
**(Building Change ONLY)**

Term: July 1, 2019 – June 30, 2020

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, 224-day contract, 2018-2019 School Year Step M30-05-L24; 2019-2020 School Year Step M30-05-L25.

- (6) Karen Zagorec, 3-5 Principal, McGuffey PK-8 School  
**(Title/Building Change ONLY)**

Term: July 1, 2019 – June 30, 2021

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board.

Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule C, 224-day contract, 2019-2020 School Year Step M30-05-L19; 2020-2021 School Year Step M30-05-L20.

- (7) Stephanie Toporcer, Supervisor of School Improvement, Willard PK-8

Term: July 1, 2019 – June 30, 2021

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board.

Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule C, 224-day contract, 2019-2020 School Year Step M30-01-L18; 2020-2021 School Year Step M30-02-L19.

- b. Appointment – Certificated (To receive one-year contract for the 2019-2020 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) Heather Frank, School Psychologist, Salary Table A, Step M30, effective the 2019-20 school year.
- (2) Jennifer Salim, Speech Language Pathologist, Salary Table A, Step M-01, effective the 2019-20 school year.
- (3) Sara Vescera, Speech Language Pathologist, Salary Table A, Step M-01, effective the 2019-20 school year.

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) Rhiann Gordon, Early Childhood Education Teacher, resignation effective the close of the day, 08/15/2019.
- (2) Jessica Havallo, Music Teacher, resignation effective the close of the day, 07/05/2019.
- (3) Kylie Keleman, Early Childhood Education Teacher, resignation effective the close of the day, 08/15/2019.
- (4) Lindsay Kovach, Middle Childhood Education Teacher, resignation effective the close of the day, 08/15/2019.
- (5) Ashley Lamanna, Secondary Education Teacher, resignation effective the close of the day, 08/15/2019.
- (6) Lauren Mauric, Special Education Teacher, resignation effective the close of the day, 08/15/2019.
- (7) Donato Nerone, Secondary Education Teacher, resignation effective the close of the day, 08/15/2019.
- (8) Joshua Reddinger, Art Teacher, resignation effective the close of the day, 08/15/2019.
- (9) Veronica Wadsworth, Special Education Teacher, resignation effective the close of the day, 08/13/2019.

(10) Holly Welch, Principal, resignation effective the close of the day, 07/09/2019.

d. Extended Time Supplemental Contract(s) (one-year contract, 2019-2020 school year)

WHEREAS, ORC 3319.07 and 3319.08 provide for the employment of certificated (non-administrative) persons for supplemental duties; and

WHEREAS, the certificated persons herein named are acceptable to the administration for the extended time supplemental contract duties specified.

NOW, THEREFORE, BE IT RESOLVED, under the provision of ORC 3319.07 and 3319.08, the following employment actions are 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, under the provisions of ORC 3319.01 such employees shall be directed and assigned.

- (1) Hillary Allen, CBI/Social Studies, Salary: Daily rate times five (5) days as needed, B18-12, Salary Table A.
- (2) James Bell, Student Services, Salary: Daily rate times ten (10) days as needed, B18-25, Salary Table A.
- (3) Jodi Brown, Teacher on Special Assignment, Salary: Daily rate times twenty (20) days as needed, M30-20, Salary Table A.
- (4) Daniel Bubon, CBI/Social Studies, Salary: Daily rate times five (5) days as needed, M-21, Salary Table A.
- (5) Thomas Crocket, Student Services, Salary: Daily rate times ten (10) days as needed, M-17, Salary Table A.
- (6) Patricia Fisher, Math Coordinator, Salary: Daily rate times twenty (20) days as needed, M-21, Salary Table A.
- (7) Mark Fleming, Student Services, Salary: Daily rate times ten (10) days as needed, M30-35, Salary Table A.

- (8) Elizabeth Gray, School Nurse, Salary: Daily rate times five (5) days as needed, B18-17, Salary Table A.
  - (9) Kelly Hutchison, District Preschool Coordinator, Salary: Daily rate times twenty five (25) days as needed, M30-20, Salary Table A.
  - (10) Erin Kampf, Guidance Counselor/Test Coordinator, Salary: Daily rate times twenty five (25) days as needed, M-20, Salary Table A.
  - (11) Jacqueline Lawrence, Literacy Specialist, Salary: Daily rate times twenty (20) days as needed, M30-20, Salary Table A.
  - (12) Sylvia Littleton, Math Coordinator, Salary: Daily rate times twenty (20) days as needed, M-14, Salary Table A.
  - (13) Richard Lloyd, Student Services, Salary: Daily rate times ten (10) days as needed, M-28, Salary Table A.
  - (14) Susan Mizik, Guidance Counselor, Salary: Daily rate times ten (10) days as needed, M-12, Salary Table A.
  - (15) Mesa Morlan, Teacher on Special Assignment, Salary: Daily rate time twenty (20) days as needed, B18-11, Salary Table A.
  - (16) Charles Penny, Student Services, Salary: Daily rate times ten (10) days as needed, M-19, Salary Table A.
  - (17) Lisa Rek, Reading Recovery Team Leader, Salary: Daily rate times ten (10) days as needed, M30-19, Salary Table A.
  - (18) Brandy Scarmack, Family & Consumer Science, Salary: Daily rate times five (5) days as needed, B-05, Salary Table A.
  - (19) Michelle Senediak, Guidance Counselor, Salary: Daily rate times ten (10) days as needed, M-20, Salary Table A.
  - (20) Melissa Wilthew, Guidance Counselor, Salary: Daily rate times ten (10) days as needed, M-13, Salary Table A.
  - (21) Paula Yauger, District Literacy Coach/Data Analysis, Salary: Daily rate times twenty (20) days as needed, M-16, Salary Table A.
- e. Extended Time Supplemental Contract(s) (one-year contract, 2018-2019 school year)

WHEREAS, ORC 3319.07 and 3319.08 provide for the employment of certificated (non-administrative) persons for supplemental duties; and

WHEREAS, the certificated persons herein named are acceptable to the administration for the extended time supplemental contract duties specified.

NOW, THEREFORE, BE IT RESOLVED, under the provision of ORC 3319.07 and 3319.08, the following employment actions are 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, under the provisions of ORC 3319.01 such employees shall be directed and assigned.

- (1) Jodi Brown, Teacher on Special Assignment, Salary: Daily rate times fifteen (15) days as needed, M30-19, Salary Table A.

f. 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 approved at the June 11, 2019 Regular Meeting, **MOTION NO. 06-2019-116**, Section d. Appointments – Certificated – Hourly Employment (2018-19 and 2019-20 School Year), Item No. 14, WGH End-of-Course Test Intervention, **effective dates be AMENDED to 07/10/2019 through 07/16/2019**, \$26.53 per an hour, on an as needed basis, to be paid through Title I Fund #572, SCC #9201,

not to exceed \$800 each (Recommended by C. Bero, State & Federal Programs)

Amy Burd  
Kimberly Hunter  
Andrew Martin

Natalie Shaner  
Shannon Superak-Skiles  
Courtney Susko

- (2) Supplemental Contracts for the purpose of attending Step Up to Quality meetings, effective 07/01/2019 through 07/30/2019, \$26.53 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9202, not to exceed \$190.00 each (Recommended by C. Bero, State & Federal Programs)

Emily Benjamin  
Brandi DeJean  
Abigail Fisher  
Stephanie Gilligan

Drake Jesse  
Leslie Readman  
Elyse Rohrer  
Mary Wundrow

- (3) Supplemental Contracts for the following individuals to attend the 2019 Jump Start into Kindergarten Program Pre-service Training on 07/02/2019, \$26.53 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9202, not to exceed \$100.00 each (Recommended by C. Bero, State & Federal Programs)

Christine Isabella  
Leigh Marino

Danielle Sauer  
Branning Street

- (4) Supplemental Contract for the 2019 Jump Start into Kindergarten Program, effective 07/22/2019 through 08/09/2019, and one hour of preparation time on 07/19/2019, \$26.53 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9201, not to exceed \$2,200.00 each (Recommended by C. Bero, State & Federal Programs)

Leigh Marino

- (5) Supplemental Contract for the purpose of Preschool Itinerant to attend Preschool Autism Three-Day Institute on 07/09/2019, 07/18/2019 and 07/23/2019, \$26.53 per an hour, on an as needed basis, to be paid through Fund #516, SCC #9910, not to exceed \$500.00 (Recommended by J. Myers, Special Education)

Laura Zellers

- (6) Supplemental Contracts for the purpose of Test Proctors, effective 07/17/2019 through 07/19/2019, \$26.53 per an hour, on an as needed

basis, to be paid through Fund BBITA, SCC #0000, not to exceed \$320.00 each (Recommended by R. Teutsch, Curriculum & Instruction)

Amy Burd  
Kimberly Hunter  
Andrew Martin

Natalie Shaner  
Shannon Superak-Skiles  
Courtney Susko

- g. Substitute Teacher Appointment(s) (2019-20 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>
Debra Manfredi	08/20/2019
Shanay Verdream	08/20/2019

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

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



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

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

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

**High School Athletics:**

- (1) Doug Sangregorio – Football – Assistant Coach – High School – Warren G. Harding (Boys), Code #48, Index 16.0, Salary Table B.

**K-8 Athletics:**

- (2) Stephen Bero – Faculty Manager – K-8 (with football) – Middle School – Willard PK-8, (Boys/Girls), Code #105, Index 12.0, Salary Table B., 50% of Contract.
- (3) Stephen Bero – Cross Country – Middle School – Lincoln PK-8, (Boys/Girls), Code #114, Index 4.0, Salary Table B.

**CLASSIFIED:**

i. **Resignation - Classified**

WHEREAS, the employee herein named has requested to be released from all contracts of employment by way of resignation as specified at the effective date indicated.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.081, the resignation is 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 this resignation is accepted with regret, but with best wishes and sincere appreciation.

- (2) Ja'Von Provitt, Substitute General Helper, Salary Table M, effective the close of the day 05/30/2019.

j. 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) Bradley Bevan, 5.5 Hour Bus Driver, Transportation, Salary Table D, effective 07/05/2019.

k. 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) James Ramsey, Bus Attendant, Transportation, Salary Table M, to Substitute Bus Driver, Transportation, Salary Table M, effective 06/24/2019.

- (2) John Soles, Bus Attendant, Transportation, Salary Table M, to Substitute Bus Driver, Transportation, Salary Table M, effective 06/26/2019.

I. 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) Terrence Edington, Substitute Night Janitor, Salary Table M, effective 06/25/2019.
- (2) Julie Hites, Substitute Educational Aide, Salary Table M, effective 08/14/2019.

m. Substitute Classified Appointment(s) 2019-2020 School Year. Base salary per Board approved Salary Table M, as needed.

WHEREAS, to prepare for temporary absences of classified personnel for whom temporary, casual, as needed, on-call replacements may be needed to provide services; 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 substitutes shall not be reemployed to perform these duties for the ensuing school year.

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

These classified employees 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 in writing. These individual(s) will be assigned as needed and will be paid per Salary Table M.

<u>Name</u>	<u>Department/Area</u>
Terrence Edington	Night Janitor
Julie Hites	Educational Aide
James Ramsey	Bus Driver
John Soles	Bus Driver

n. Employment – Classified – Crossing Guards, Noon Hour Aides (2019-20 School Year

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

NOW, THEREFORE, BE IT RESOLVED that the following persons be employed for a period of not more than one school year; and

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

- (1) Noon Hour Aides, effective the beginning of the 2019-20 school year. Employment is on an as-needed basis. Funding is from the Food Service Fund, Salary Table M.

Greta McKinnon

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) Food Service Summer Program  
(Recommended by L. Postlethwait, Food Service)

Dates: 06/03/2019 through 08/13/2019  
Fund: Food Service Fund #006  
Dates: 06/03/2019 to 06/30/2019  
Salary: \$18.08/hr.

Dates: 07/01/2019 to 08/13/2019  
Salary: \$18.48/hr.

High School Manager

Janice Pearson                      Nailah Shaw

Dates: 06/03/2019 through 08/13/2019  
Fund: Food Service Fund #006  
Dates: 06/03/2019 to 06/30/2019  
Salary: \$16.79/hour

Dates: 07/01/2019 to 08/13/2019  
Salary: \$17.19/hour

Substitute Manager

Rhonda Landman                      Kelly Palmer

(2) The following individual be given substitute Liaison summer work for the purpose of address verification and parent contact for summer testing and programs, for the period of June 24, 2019 through June 30, 2019, at his current hourly rate, as needed, to be paid from General Fund #001. (Recommended by W. Hartzell, Associate Superintendent)

King Garner

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

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

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

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

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

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

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

- (1) Alexandra Hines, Code 71.0, Index 5.6, Salary Table B, Assistant Volleyball Coach, High School, Warren G. Harding High School, (Girls). (100% of contract)
- (2) Jasmine Johnson, Code 91.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Cheerleading Sponsor, Middle Schools, McGuffey/Lincoln PK-8 Schools, (Girls). (100% of contract)
- (3) Jasmine Johnson, Code 92.0, Index 8.0, Salary Table B, 8<sup>th</sup> Grade Cheerleading Sponsor, Middle Schools, McGuffey/Lincoln PK-8 Schools, (Girls). (100% of contract)
- (4) Jeremy Starr, Code 62.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (5) Jeremy Starr, Code 63.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Girls). (100% of contract)
- (6) Jeremy Starr, Code 113.0, Index 8.0, Salary Table B, Swimming Coach, Middle School, Lincoln Pk-8 School, (Boys/Girls). (100% of contract)
- (7) Tilden Tatebe, Code 54.0, Index 11.2, Salary Table B, Soccer Coach, High School, Warren G. Harding High School, (Boys). (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 \_\_\_\_\_