

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – September 1, 2020 – 6:00 p.m.
 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. There is a time for public participating via email during the meeting, as indicated in Agenda Item No. 11.

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. Communications5. Adoption of Agenda

RF _____ JF _____ PL _____ RP _____ JW _____

6. Treasurer's Report7. Superintendent's Report

- A. Recognition of Summer 2020 Graduates – Dante Capers, Principal – WGH
- B. Restart and Reopen Plan – Steve Chiaro, Superintendent
- C. In Person Learning Cohorts A & B, Full online Remote Learning Cohort C, Update Wendy Hartzell, Associate Superintendent

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 Business10. New Business

Treasurer’s Recommendations

1. Minutes

It is recommended the resolution listed below regarding the August, 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 August 11, 2020

RF _____ JF _____ PL _____ RP _____ JW _____

2. 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. Name of Grant: 21st Century Community Learning Center Grant-Warren-South
- Fund/S.C.C.: Fund #599 S.C.C. #9219
- Amount: \$150,000.00
- Funding: Ohio Department of Education.
- Period: July 1, 2020, through June 30, 2021.
- Supervisor: Jill Merolla, Community Outreach and Grant Development
- Purpose: To provide afterschool academic, social emotional, and recreational intervention and enrichment for the 6th-8th grade students at Jefferson and Willard PK-8 buildings.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
599	1200	100	9219	Certificated Salaries	\$31,294.48
599	1200	200	9219	Benefits	\$5,146.60
599	1200	500	9219	Supplies	\$2,000.00
599	2100	100	9219	Certificated Support	\$7,305.68
599	2100	200	9219	Benefits	\$1,218.64
599	2100	100	9219	Classified Support	\$36,398.47
599	2100	200	9219	Benefits	\$5,964.33
599	2100	400	9219	Purchased Service	\$18,000.00
599	2100	500	9219	Supplies	\$2,352.00
599	2100	100	9219	Certificated PD	\$4,846.18
599	2100	200	9219	Benefits	\$785.46
599	2100	100	9219	Classified PD	\$3,031.10
599	2100	200	9219	Benefits	\$498.17
599	2100	400	9219	Purchased Service	\$4,000.00
599	2110	500	9219	Supplies	\$1,500.00
599	2400	100	9219	Admin-Cert	\$5,179.40
599	2400	200	9219	Benefits	\$851.26
599	2400	100	9219	Admin-Class	\$14,115.00
599	2400	200	9219	Benefits	\$2,319.89
599	2110	400	9219	Transportation	<u>\$3,193.34</u>
				Total:	\$150,000.00

RF _____ JF _____ PL _____ RP _____ JW _____

3. 2020-21 Co-curricular Budget and Purpose Statements

It is recommended the resolution listed below establishing 2020-21 Co-curricular Budget and Purpose Statements be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the purpose statements and budgets (on file in the Treasurer's Office) for the following 2020-21 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>	
300-9022	SA102	WGH High School Cheerleaders
	SA225	WGH High School Boys Track

RF _____ JF _____ PL _____ RP _____ JW _____

4. Depository Agreements

It is recommended the resolution listed below entering into Agreements for Deposit of Public Moneys (a.) be approved as submitted.

WHEREAS, boards of education are obligated to comply with provisions concerning the deposit of public money as set forth in the Uniform Depository Act and ORC 135.01 - 135.21; and

WHEREAS, applications have been received from the following financial institutions to become depository banks of active, interim, and inactive fund deposits of the Warren City School District for the period of August 22, 2020, through August 22, 2025; and

WHEREAS, each financial institution has now delivered to said Board a copy of their most recent financial statement, an Application for Deposit of Public Moneys, and an Agreement for Deposit of Public Moneys.

NOW, THEREFORE, BE IT RESOLVED that the Board enter into Agreements for Deposit of Public Moneys with the following financial institutions:

- a. Huntington
 Youngstown, Ohio

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 c.) 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: PsyCare, Inc.
 Jeff Bogniard M.Ed., LPCC-S
 520 Youngstown-Poland Road
 Struthers, OH 44471
EXHIBIT A, (pp. 39 – 40):
 Amount: No Charge.
 Period: June 20, 2020, through June 20, 2021.
 Assoct. Supt.: Wendy Hartzell
 Purpose: To provide counseling services to students of/in the Warren City Schools.

c. Extend Agreement:
 City of Warren, Ohio
 391 Mahoning Ave NW
 Warren, Ohio
EXHIBIT B, (p. 41):
 Amount: \$59,000 per SRO
 Fund: Fund #001
 Period: August 25, 2017, through July 31, 2021.
 Exec. Director: John Lacy, Business Operations
 Purpose: To provide (5) Student Resource Officers (SROs) to the Warren City Schools in order to support a safe and positive school climate.

RF _____ JF _____ PL _____ RP _____ JW _____

2. 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

OPES

Jennifer Hoffman
Daniel Thorpe

RF _____ JF _____ PL _____ RP _____ JW _____

3. Recognition of Bids Received for Supplying Bread and Bread Products for the School Lunch Program for the 2020 – 2021 School Year.

It is recommended the resolution listed below recognizing the bid through Ohio Schools Council for supplying bread and bread products for the School Lunch Program for the 2020 – 2021 school year be approved as submitted.

WHEREAS, the bid through Ohio Schools Council has been properly received for bread and bread products for the School Lunch Program for the 2020– 2021 school year; and

WHEREAS, formal acceptance of the bid in full are required by statute; and,

WHEREAS, the Board is required to either reject all bids or accept the lowest responsible bid.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.46, that the bid from Ohio Schools Council is hereby recognized as having been properly submitted.

BE IT FURTHER RESOLVED, under the provisions of ORC 3313.46, that such bids shall be entered in full on the official records of the Warren City Board of Education.

RF _____ JF _____ PL _____ RP _____ JW _____

4. Awarding the Contract for Supplying Bread and Bread Products for the School Lunch Program for the 2020 – 2021 School Year

It is recommended the resolution listed below awarding the contract for supplying bread and bread products for the School Lunch Program for the 2020– 2021 school year be approved as submitted.

WHEREAS, the Board has recognized the bid EXHIBIT C, (pp. 42 – 47), from Ohio Schools Council as being properly received for supplying bread and bread products for the School Lunch Program for the 2020 -2021 school year; and

WHEREAS, the Board is required to either reject all bids or accept the lowest responsible bid.

NOW, THEREFORE, BE IT RESOLVED that the contract for supplying bread and bread products for the School Lunch Program be awarded to Nickles Bakery, Inc. for the period September 1, 2020 through August 31, 2021.

RF _____ JF _____ PL _____ RP _____ JW _____

5. Recognition of Bids Received for Supplying Milk and Dairy Products for the School Lunch Program for the 2020– 2021 School Year.

It is recommended the resolution listed below recognizing the bid received for supplying milk and dairy products for the School Lunch Program for the 2020–2021 school year be approved as submitted.

WHEREAS, the bid as listed in EXHIBIT D, (pp. 48 – 49), has been properly received for milk and dairy products for the School Lunch Program for the 2020–2021 school year; and

WHEREAS, formal acceptance of the bid in full is required by statute; and,

WHEREAS, the Board is required to either reject all bids or accept the lowest responsible bid.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.46, that the bid as presented is hereby recognized as having been properly submitted.

BE IT FURTHER RESOLVED, under the provisions of ORC 3313.46, that such bid shall be entered in full on the official records of the Warren City Board of Education.

RF _____ JF _____ PL _____ RP _____ JW _____

6. Awarding of Bid Received for Supplying Milk and Dairy Products for the School Lunch Program for the 2020 – 2021 School Year.

It is recommended the resolution listed below awarding the contract for supplying milk and dairy products for the School Lunch Program for the 2020–2021 school year be approved as submitted.

WHEREAS, the Board has recognized the bid as being properly received for supplying milk and dairy products for the School Lunch Program for the 2020–2021 school year; and

WHEREAS, the Board is required to either reject all bids or accept the lowest responsible bid.

NOW, THEREFORE, BE IT RESOLVED that the contract for supplying milk and dairy products for the School Lunch Program be awarded to Turner Dairy Farms, Inc. for the period September 1, 2020 through August 31, 2021.

RF _____ JF _____ PL _____ RP _____ JW _____

7. Agreement for the Selection of Pipefitters for District Projects and Authorizing the Superintendent to Execute Memorandum of Understanding

WHEREAS, the Warren City School District Board of Education (Board) seeks to engage skilled trades workers for assignments as pipefitters; and

WHEREAS, such workers are subject to an agreement between the Mechanical Contractors Association of Mahoning Valley (Association) and Local Union No. 396, in which the Warren City School District Board of Education is a member employer.

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

SECTION I

The Board of Education hereby authorizes the Superintendent to enter into a Memorandum of Understanding to employ two pipefitters under the terms set forth in the labor contract.

SECTION II

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

RF _____ JF _____ PL _____ RP _____ JW _____

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	
Michelle Primm	District Cloth Masks for Every Student Estimated Value: \$15,828.00	[1]

[1] To be used to support the students of the Warren City School District.

RF _____ JF _____ PL _____ RP _____ JW _____

9. 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 – 2020-2021 School Year:

CATUOGNO, Lauren	\$ 400.00
GREENE, Alycia	\$ 335.00

RF _____ JF _____ PL _____ RP _____ JW _____

10. Personnel Recommendations

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

CERTIFICATED:

a. Resignation – Certificated

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) Denise Leibold, Substitute Teacher, resignation, effective the close of the day, 08/25/2020.
- (2) Kaitlin Pelton, Substitute Teacher, resignation, effective the close of the day, 08/17/2020.
- (3) Alexis McMahon, Substitute Teacher, resignation, effective the close of the day, 08/17/2020.

b. Leave of Absence – Certificated

WHEREAS, ORC, 3319.13 requires that employees be granted leaves of absence upon their request for reasons of illness or disability and permits leaves of absence for other reasons as approved by the Master Contract between the Warren City Board of Education and the Warren Education Association; and

WHEREAS, ORC 3319.13 requires that upon return to work the employees on leave under this statute shall return to the same contract status held prior to the leave.

NOW, THEREFORE, BE IT RESOLVED, under the provision of ORC 3319.13, the following leave is recognized and/or granted for the dates indicated.

- (1) Bertha Kirksey, Early Childhood Education Teacher, Leave of Absence, effective 08/20/2020.
- (2) Sofia Ross, Early Childhood Education Teacher, Leave of Absence, effective 08/20/2020.

- (3) Ashleigh Sulick, Early Childhood Education Teacher, Leave of Absence, effective 08/20/2020.

c. 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 2020-21 School Year:

August 27, 2020 through September 10, 2020

- d. Building Substitute Teacher Appointment(s) (2020-21 School Year) \$100.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

WHEREAS, the Warren City Board of Education recognizes the need for quality substitutes to provide for the continued education of the students in the event a teacher is required to be absent from the classroom or to provide additional educational assistance to students in conjunction with the regular teacher.

WHEREAS, the Warren City Board of Education recognizes that finding quality substitutes is becoming increasing difficult and that by assuring building substitutes regular employment, the District will be better able to attract and retain quality substitutes;

WHEREAS, the Warren City Board of Education is committed to fair and equitable salary and benefits to all employees regardless of their representation or non-representation in formal labor organizations.

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

These teacher(s) are to remain as building substitutes for the current school year unless notice is provided that they have found full-time positions or request their name(s) be removed as building substitute. These individual(s) are at will employees and will be assigned as needed and will be paid per the Substitute Teacher Salary Schedule.

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Olivia Nicholas	08/27/2020	Jefferson PK-8
Kaitlynn Goldner	08/26/2020	Lincoln PK-8
Danielle Sample	08/26/2020	Lincoln PK-8
Kathy Zuniga	08/26/2020	McGuffey PK-8
Chandra Brooks	08/24/2020	Warren G. Harding
Deborah Christ	08/24/2020	Warren G. Harding
Trillion McCarty	08/24/2020	Warren G. Harding
Lisa Over	08/24/2020	Warren G. Harding
James Varley	08/24/2020	Warren G. Harding
William Angle	08/27/2020	Willard PK-8
Tracy Lewis	08/27/2020	Willard PK-8

Vera Mallory

08/27/2020

Willard PK-8

e. Appointments – Certificated – Hourly Employment (2020-21 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 the Warren Local Professional Development Committee (Warren LPDC) teacher members who attended the meeting held on 08/05/2020, \$27.26 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$96.00 each (Recommended by S. Chiaro, Superintendent)

Hillary Allen
Andrew Kelly
Lisa Mesaros

Monica Pishotti
Shane Schmucker

- (2) Supplemental Contracts for the purpose of attending monthly preschool professional development meetings as scheduled, effective 09/01/2020 through 05/31/2021, \$27.26 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9212, not to exceed \$275.00 each (C. Bero, Executive Director of State & Federal Programs)

Brittany Barone
Emily Benjamin
Melissa Baumbick
Andrea Drotar
Abigail Fisher
Stephanie Gilligan
Drake Jesse

Jessica Logan
Leslie Readman
Denise Roberts
Elyse Rohrer
Brandi DeJean
Rachel Sikon
Laura Zellers

- (3) Supplemental Contracts for the purpose of Online Instruction Training, effective 08/18/2020 and 08/19/2020, \$27.26 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9212, not to exceed \$165.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Hillary Allen	Mark Mazzi
Tonya Antill	Annette McCorvey
Aaron Baker	Roseann McCracken
Kimberly Baker	Cara Meadows
Jodi Beachy	Angela Medvec
Kathleen Berlin-Bates	David Meese
Andrea Bluedorn	Stacy Milleson
Thomas Burd	Russell Moyer
Cheyenne Burns	Leah Muntean
Frank Caputo	David Nelson
Holly Chapin	Bernadette Nicopolis
Craig Charnas	Amber Opperman
Theresa Chucksa	Diane Orr
Mary Compton	Kimberly Orr
Amanda Corder	Lori Orr
Shaina Cowell	Mark Orr
John Curry	ValJean Pace
Alyssa DiCesare	Thomas Riedel
Laura DiGiacobbe	Keith Rising
Rosann Diroll	Charlotte Rogers
Richard Dixon	Natalie Rohrer
Mary Dolan-Meese	Michael Sandy
Anthony Elias	Danielle Sauer
Eric Ensley	Brandy Scarmack
Christina Ferreri	Laurissa Shaw
Jeremy Flinner	Marchella Shaw
Megan Francisco	Brent Spinden
Melissa Givens	David Staley
Megan Grayham	Karen Stamp
Dolores Habowski	Stacey Streeter
Kyle Irish	Stephanie Tamburro
James Irwin	Gina Tempelis
Vani James	Kristy Thornton
Katie Keenan	Erinn Urioste
Lindsay Klein	Amber VanKirk
Anthony Kline	Cara Venetti
Alisha Kolasinski	Lori Voytko
Kristen Kuntzman	Laura Ware
Eugene Mach	Tracy Weber

Juanita Manios
Victoria Manzo
Leigh Marino

Karlie Williams
Kathleen Wilson

- (4) Supplemental Contracts for the 21st Century Community Learning Afterschool Program for services of the 21st CCLC Site Coordinator of grades 6-8 at the Willard and Jefferson PK-8 Schools, effective 07/01/2020 through 06/30/2021, \$27.26 per an hour, on an as needed basis, to be paid from 21st CCLC Fund #599, SCC #9219, not to exceed \$11,300.00 (Recommended by J. Merolla, Community Outreach and Grant Development)

Adiran Komora – Willard PK-8 Site
Mesa Morlan – Jefferson PK-8 Site

f. Employment – Certificated (current regular employee) (Co-Curricular year) (2020-21 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 or ORC 3319.08, the following persons are employed for one school year, on a limited contract, for the pupil activity program as indicated. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these persons shall not be re-employed to perform this same duty for the ensuing school year. The supplemental limited contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year. (Recommended by W. Nicholson, Athletic Director)

(The payment of supplemental contracts listed below are subject to proration at the discretion of the Superintendent.)

High School Athletics:

- (1) Supplemental Contract approved at the June 30, 2020, Regular Board Meeting, **MOTION NO. 06-2020-151**, Section d. Employment – Certificated (current regular employee) (Co-Curricular year, 2020-21 school year), Item

no. 4, **Patrick Notar** – Tennis – (Girls) – High School – Warren G. Harding, Code #65, Index 7.0, Salary Table B, 100% of Contract, **be RESCINDED.**

- (2) Bernard Bolha – Basketball – Assistant Coach (Girls) – High School – Warren G. Harding, Code #39, Index 16.0, Salary Table B, 85% of Contract.
- (3) Anthony Elias – Football – Assistant Coach (Boys) – High School – Warren G. Harding, Code #48, Index 16.0, Salary Table B, 100% of Contract.
- (4) Richard Palumbo – Football – Assistant Coach (Boys) – High School – Warren G. Harding, Code #48, Index 16.0, Salary Table B, 50% of Contract.
- (5) Charles Penny – Cross County (Boys) – High School – Warren G. Harding, Code #44, Index 7.0, Salary Table B, 100% of Contract.
- (6) Charles Penny – Cross County (Girls) – High School – Warren G. Harding, Code #45, Index 7.0, Salary Table B, 100% of Contract.
- (7) Charlotte Rogers – Volleyball – Assistant Coach (Girls) – High School – Warren G. Harding, Code #71, Index 5.6, Salary Table B, 100% of Contract.
- (8) Douglas Sangregorio – Football – Assistant Coach (Boys) – High School – Warren G. Harding, Code #48, Index 16.0, Salary Table B, 100% of Contract.
- (9) Shannon Superak-Skiles – Faculty Manager – High School – Warren G. Harding, Code #46, Index 35.5, Salary Table B, 100% of Contract.

K-8 Athletics:

- (10) James Bell – Faculty Manager – K-8 (with football) – Middle School – Jefferson PK-8, (Boys/Girls), Code #105, Index 12.0, Salary Table B, 50% of Contract.
- (11) James Bell – Faculty Manager – K-8 (without football) – Middle School – Jefferson PK-8, (Boys/Girls), Code #106, Index 8.0, Salary Table B, 50% of Contract.
- (12) 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.

- (13) Stephen Bero – Faculty Manager – K-8 (without football) – Middle School – Willard PK-8, (Boys/Girls), Code #106, Index 8.0, Salary Table B, 50% of Contract.
- (14) Stephen Bero – Track (Cross Country) – Middle School – Warren Middle School – (Boys/Girls), Code #114, Index 4.0, Salary Table B, 100% of Contract.
- (15) Meaghan Coe – Faculty Manager – K-8 (with football) – Middle School – Lincoln PK-8, (Boys/Girls), Code #105, Index 12.0, Salary Table B, 25% of Contract.
- (16) Meaghan Coe – Faculty Manager – K-8 (without football) – Middle School – Lincoln PK-8, (Boys/Girls), Code #106, Index 8.0, Salary Table B, 25% of Contract.
- (17) Thomas Crockett – Faculty Manager – K-8 (with football) – Middle School – McGuffey PK-8, (Boys/Girls), Code #105, Index 12.0, Salary Table B, 50% of Contract.
- (18) Thomas Crockett – Faculty Manager – K-8 (without football) – Middle School – McGuffey PK-8, (Boys/Girls), Code #106, Index 8.0, Salary Table B, 50% of Contract.
- (19) Nina Gabrelcik – Faculty Manager – K-8 (with football) – Middle School – Lincoln PK-8, (Boys/Girls), Code #105, Index 12.0, Salary Table B, 25% of Contract.
- (20) Nina Gabrelcik – Faculty Manager – K-8 (without football) – Middle School – Lincoln PK-8, (Boys/Girls), Code #106, Index 8.0, Salary Table B, 25% of Contract.

CLASSIFIED:

g. Administrative Contract Appointment

WHEREAS, the contract of employment of the administrator listed below expires on the date indicated; and

WHEREAS, the Superintendent of the Warren City School District, Trumbull County has recommended the administrator listed below be employed in the position indicated for the term indicated; and WHEREAS, the administrator listed below has been notified of the date his or her contract expires.

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 nomination of the Superintendent is accepted.

The individual listed below is employed for the term indicated with the salary, vacation days and workdays to be provided by contract or annual notice.

The Board hereby authorizes and directs the Treasurer to execute contract of employment on behalf of the Board, and take all other actions necessary to carry out this resolution.

It is hereby found and determined that all formal action of the Board of Education concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board, and that all deliberations of the Board and of any of its committees that resulted in such formal action were in meetings open to the public, when required by law, in full compliance with the law.

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 his/her placement on the Board of Education adopted Administrative Salary Schedule commensurate with his/her training and experience.

- (1) Kathy Liebal – Plant Manager 1
 Retroactive to:
 Term: July 1, 2020 – 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 J, 260-262 day contract, step and salary to be determined.

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 resignation is accepted.

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

BE IT FINALLY RESOLVED that this retirement is accepted with regret, but with the best wishes and sincere appreciation.

(1) Barbara Nicholas, Food Service General Helper, Lincoln PK-8, Salary Table G, effective 08/13/2020.

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, under the provisions of ORC 3319.081, this resignation is accepted.

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

BE IT FINALLY RESOLVED that this resignation is accepted with regret, but with the best wishes and sincere appreciation.

(1) Karlee Airgood, MD Educational Aide, McGuffey PK-8, Salary Table I, effective 08/14/2020.

(2) Lisa Loy, Noon Hour Aide, Salary Table M, effective 08/05/2020.

j. Leave of Absence – Classified

WHEREAS, ORC 3319.13 requires that employees be granted a leave of absence upon their request and permits leaves of absence as approved by the Warren City Board of Education; and

WHEREAS, ORC 3319.13 requires that upon return to work the employee on leave under this statute shall return to the same contract status held prior to the leave.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.13, the following leaves are recognized and granted for the approximate dates indicated.

- (1) Scott Metea, Day Fireman, Warren G. Harding High School, Salary Table D, effective 08/07/2020.
- (2) Sharron Napier, Secretary B-Teaching & Learning, Administration, Salary Table E, effective 07/01/2020.

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) Carrie Alexander, Night Janitor, Area #5, McGuffey PK-8, Salary Table D, to Plant Manager 2, McGuffey PK-8, Salary Table D, effective 08/17/2020.
- (2) Margaret Baker, Plant Manager 2, Administration, Salary Table D, to Preventive Maintenance Technician-Step 1, Administration, Salary Table D, effective 08/17/2020.
- (3) Glenn Conway, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 07/20/2020. (30 days probationary period successfully completed as of 08/14/2020) (Vacancy created due to resignation/retirement in department.)
- (4) Lyndsay Greathouse, Night Janitor, Area #3, Warren G. Harding High School, Salary Table D, to Plant Manager 2, Administration, Salary Table D, effective 08/17/2020.
- (5) Mollie Peterson, Day Janitor 2, Warren G. Harding High School, Salary Table D, to Plant Manager 2, Warren G. Harding High School, Salary Table D, effective 08/17/2020.

l. 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) Lisa Loy, Substitute Noon Hour Aide, Salary Table M, effective 08/06/2020.

m. 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 individuals be granted supplemental contracts for the purpose of setting up school kitchens and two (2) hours for Food Service meetings for the 2020-2021 school year, effective August 18, 2020 through August 26, 2020, at their current hourly rate, not to exceed \$250.00 per person, to be paid from Fund #006 Food Service. (Recommended by L. Postlethwait, Supervisor, Food Service)

Marsha Burch
Vanessa Clark
Diane Davis
Billie Humphrey

Rebecca Morgan
JoAnn Parkhurst
Donna Repula
Lisa Robinson

Tammy Irwin	Elizabeth Snyder
Mary Jennings	Miesha Stringfield

- (2) The following individual be granted a supplemental contracts for the purpose of attending Food Service meeting, and assisting with the Summer Feeding Program, effective August 13, 2020 through August 26, 2020, at their current hourly rate of \$17.02, plus \$1.00, not to exceed \$300.00, to be paid from Fund #006 Food Service. (Recommended by L. Postlethwait, Supervisor, Food Service)

Janice Losey	Jefferson School Kitchen Manager
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- (3) The following individuals be granted supplemental contracts for the purpose of attending monthly pre-school professional development meetings as scheduled, effective September 1, 2020 through May 31, 2021, at their current hourly rate, for not more than one hour per meeting, and not to exceed \$155.00 per person, to be paid from Title II-A Fund #590, SCC #9212. (Recommended by C. Bero, Executive Director, State/Federal Programs)

Peggy Benz	Gianna Myers
Sharon Doing	Lynne Neff
Julia Hunter	Charlene Pittman
Rebecca Karafa	Brandy Swauger
Kelly Kroynovich	Janel Watkins
Andrea Musloski	Bethany York

- (4) The following individuals be granted supplemental contracts for 21st Century Community Learning Afterschool Program, to provide 21st CCLC Activity Leader services for afterschool 6th – 8th grade program at Jefferson and Willard PK-8 buildings, effective August 1, 2020 through June 30, 2021, at the hourly rate of \$12.45, not to exceed \$3,622.95, to be paid from 21st CCLC Fund #599, SCC #9219. (Recommended by J. Merolla, Supervisor, Community Outreach/Grant Development)

Kyla Bossard	Nicholas Shearer
Arlene Parker	LaDeana Simpson
James Reed	

- (5) The following individuals be granted supplemental contracts for 21st Century Community Learning Afterschool Program, effective August 1, 2020 through June 30, 2021, at the hourly rate of \$18.27 for services of School Liaison for afterschool 6th – 8th grade program at Jefferson PK-8 School, not to exceed \$5,316.57, to be paid from 21st CCLC Fund #599,

SCC #9219. (Recommended by J. Merolla, Supervisor, Community Outreach/Grant Development)

Michael Engram-Willard PK-8
 Jamie Parker – Jefferson PK-8

n. Employment—Classified Co-curricular 2020-2021 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.

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.

(The payment of supplemental contracts listed below are subject to proration at the discretion of the Superintendent.)

- (1) Employment-Classified Co-curricular 2020-2021 School Year, recommendation at the June 30, 2020, Regular Board Meeting, **MOTION NO. 06-2020-151**, Section i., Item no. 5, Brent Ulicny, Code #51.0, Index 7.0 Salary Table B, Golf Coach, High School, Warren G. Harding High School, (Girls). (100% of contract), be **RESCINDED**.
- (2) Paris Bruner, Code #48.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (3) Casey Calhoun, Code #108.0, Index 8.0, Salary Table B, Head 8th Grade Football Coach, Middle School, Warren Middle Schools (Boys), (25% of contract).

- (4) Casey Calhoun, Code #109.0, Index 4.0, Salary Table B, Assistant Football Coach, Middle Schools, Warren Middle Schools (Boys), (100% of contract).
- (5) Timothy Calhoun, Code #48.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (6) T'Keeyah Cambridge, Code #8.0, Index 16.0, Salary Table B, Cheerleading Sponsor, High School, Warren G. Harding High School (Girls), (50% of contract).
- (7) T'Keeyah Cambridge, Code #9.0, Index 8.0, Salary Table B, 9th Grade Cheerleading Sponsor, High School, Warren G. Harding High School (Girls), (50% of contract).
- (8) Andre Clarke, Code #107.0, Index 8.0, Salary Table B, 7th Grade Head Football Coach, Middle Schools, Warren Middle Schools (Boys), (25% of contract).
- (9) Andre Clarke, Code #109.0, Index 4.0, Salary Table B, Assistant Football Coach, Warren Middle Schools, Warren Middle Schools (Boys), (100% of contract).
- (10) George Clarke, Code #48, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (11) Alex Ferfolia, Code #48.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (12) Tyon Flowers, Code #107.0, Index 8.0, Salary Table B, 7th Grade Head Football Coach, Middle School, Warren Middle Schools (Boys), (25% of contract).
- (13) Tyon Flowers, Code #109.0, Index 4.0, Salary Table B, Assistant Football Coach, Middle School, Warren Middle Schools (Boys), (100% of contract).
- (14) Dawn Harper, Code #8.0, Index 16.0, Salary Table B, Cheerleading Sponsor, High School, Warren G. Harding High School (Girls), (50% of contract).
- (15) Dawn Harper, Code #9.0, Index 8.0, Salary Table B, 9th Grade Cheerleading Sponsor, High School, Warren G. Harding High School (Girls), (50% of contract).

- (16) O'Sha Jackson, Code #49.0, Index 16.0, Salary Table B, 9th Grade Football Coach, High School, Warren G. Harding High School (Boys), (50% of contract).
- (17) Jasmine Johnson, Code #91.0, Index 8.0, Salary Table B, 7th Grade Cheerleading Sponsor, Middle Schools, McGuffey/Lincoln PK-8 Schools (Girls), (100% of contract).
- (18) Jasmine Johnson, Code #92.0, Index 8.0, Salary Table B, 8th Grade Cheerleading Sponsor, Middle Schools, McGuffey/Lincoln PK-8 Schools (Girls), (100% of contract).
- (19) Kim Johnson, Code #108.0, Index 8.0, Salary Table B, 8th Grade Head Football Coach, Middle Schools, Warren Middle Schools (Boys), (100% of contract).
- (20) Jake Jones, Code #48.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (21) James Keagy, Code #48.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (22) Joseph Lyles, Code #108.0, Index 8.0, Salary Table B, 8th Grade Head Football Coach, Middle School, Warren Middle Schools (Boys), (75% of contract).
- (23) Chastity Moore, Code #92.0, Index 8.0, Salary Table B, 8th Grade Cheerleading Sponsor, Middle Schools, Willard/Jefferson PK-8 Schools (Girls), (100% of contract).
- (24) Franklin Parker, Code #48.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (25) Michael Phillips, Code #108.0, Index 8.0, Salary Table B, 8th Grade Head Football Coach, Middle School, Warren Middle Schools (Boys), (75% of contract).
- (26) Michael Pilipovich, Code #48.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).

- (27) Matthew Porter, Code #56.0, Index 5.6, Salary Table B, Assistant Soccer Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (28) Tori Pugh, Code #91.0, Index 8.0, Salary Table B, 7th Grade Cheerleading Sponsor, Middle School, Willard/Jefferson PK-8 Buildings (Girls), (100% of contract).
- (29) Anastacia Ray, Code #39.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Girls), (85% of contract).
- (30) Antonio Reed, Code #48.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (31) Rebecca Reed, Code #71.0, Index 5.6, Salary Table B, Assistant Volleyball Coach, High School, Warren G. Harding High School (Girls), (100% of contract).
- (32) Rashawn Shannon, Code #48.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (33) Joseph Shesko, Code #57.0, Index 5.6, Salary Table B, Assistant Soccer Coach, High School, Warren G. Harding High School (Girls), (100% of contract).
- (34) Joseph Simon, Code #49.0, Index #16.0, Salary Table B, 9th Grade Football Coach, High School, Warren G. Harding High School (Boys), (50% of contract).
- (35) La'Deana Simpson, Code #115.0, Index 4.0, Salary Table B, 7th Grade Volleyball Coach, Middle School, Warren Middle Schools (Girls), (100% of contract).
- (36) Tilden Tatebe, Code #54.0, Index 11.2, Salary Table B, Soccer Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (37) Joseph Threats, Code #49.0, Index 16.0, Salary Table B, 9th Grade Football Coach, High School, Warren G. Harding High School (Boys), (50% of contract).

- (38) Timothy Wade, Code #49.0, Index 16.0, Salary Table B, 9th Grade Football Coach, High School, Warren G. Harding High School (Boys), (50% of contract).
- (39) Ronald Ware, Code #107.0, Index 8.0, Salary Table B, 7th Grade Head Football Coach, Middle Schools, Warren Middle Schools (Boys), (75% of contract)

RF _____ JF _____ PL _____ RP _____ JW _____

Board's Recommendations

1. **SECOND ADDENDUM TO THE TREASURER'S EMPLOYMENT CONTRACT**

It is recommended the resolution below regarding an addendum to the Treasurer's employment contract be approved as submitted.

WHEREAS, the Warren City School District Board of Education ("Board") and Karen M. Sciortino ("Treasurer") entered into an Employment Contract, dated April 27, 2018 and effective January 1, 2019; and

WHEREAS, the Board intends to allow for additional vacation time during Ms. Sciortino's tenure as Treasurer.

NOW, THEREFORE, for the consideration herein specified, the Treasurer and the Board agree to the following Addendum to the Treasurer's contract of employment; and

NOW, THEREFORE, BE IT RESOLVED, the Board hereby adopts the addendum to the Treasurer's employment contract.

RF _____ JF _____ PL _____ RP _____ JW _____

2. Resolution Authorizing Filing of Bankruptcy Proof of Claim

It is recommended the resolution listed below regarding authorizing filing of bankruptcy proof of claim be approved as submitted.

Resolved, effective September 1, 2020, that the Warren City School District Board of Education, Warren, Ohio, engages the law firms of Brennan Manna and Diamond and Ennis Britton to file a proof of claim on behalf of the District in the Purdue Pharma bankruptcy in the United States Bankruptcy Court, Southern District of New York, *In Re: Purdue Pharma L.P., et al.*, Chapter 11, Case No.19-23649 (RDD), in accordance with the terms of the engagement letter provided to the District.

NOW, THEREFORE, BE IT RESOLVED the Warren City School District Board of Education approves the law firms' engagement in Case No. 19-23649 (RDD), on the Districts behalf.

RF _____ JF _____ PL _____ RP _____ JW _____

3. Ohio School Boards Association Virtual Annual Business Meeting

It is recommended the resolution listed below appointing a Delegate to the Ohio School Boards Association's Virtual Annual Business Meeting be approved as submitted.

WHEREAS, the Ohio School Boards Association's Virtual Annual Business Meeting will be held October 29, 2020; and

WHEREAS, each OSBA member board may appoint one Board Member as the official Delegate and one Member as the Alternate to participate in the Virtual Annual Business Meeting with authority to vote.

NOW, THEREFORE, BE IT RESOLVED that the following Board Members is hereby appointed as Delegate and Alternate to participate in the OSBA Virtual Annual Business Meeting:

Delegate: Patricia Limperos

Alternate: Regina Patterson

BE IT FINALLY RESOLVED, under provisions of ORC 3315.15, the Board Member shall be reimbursed for expenses incurred while representing the Board.

RF _____ JF _____ PL _____ RP _____ JW _____

4. RESOLUTION Condemning Racism and Affirming the Board’s Committee to an Inclusive Educational Environment

WHEREAS, The Warren City School District Board of Education (“the Board”) and Warren Schools staff are saddened and outraged by recent events highlighting certain injustices throughout our country; and

WHEREAS, racism, bigotry and hate have no place in our schools, our community, or our nation; and

WHEREAS, the Board has adopted policies promoting equity for all students and families, and prohibiting discriminatory, retaliatory, harassing or hazing behaviors against any member of the Warren Schools community; and

WHEREAS, the Board, Administration and Staff remain committed to providing a safe and nurturing learning environment, free from racism, and supporting the rights of all students and families.

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

1. We, the members of the Board of Education of the Warren City School District, along with its administration and staff, denounce racism and all forms of unlawful discriminatory behavior.
2. The Board and District Administration reaffirm our commitment to foster an educational, employment, and community framework that values the lives and contributions of every human being.
3. The Board will continuously monitor its policies to ensure promotion of equity and fairness across all school and community settings to the greatest extent possible.
4. The Board, Administration and Staff commit to maintaining an inclusive educational environment where all are treated with respect and dignity, and one that will develop future leaders who will carry the mission of equality, justice and respect into their various communities and professions.

BE IT FURTHER RESOLVED that all formal actions of this Board of Education concerning or relating to the adoption of this Resolution were adopted in an open meeting of this Board of Education in compliance with the law.

RF _____ JF _____ PL _____ RP _____ JW _____

11. Public Participation Via Email

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*

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

RF _____ JF _____ PL _____ RP _____ JW _____

13. Reconvened Board Meeting - _____ p.m.

14. Adjournment - _____ p.m.

RF _____ JF _____ PL _____ RP _____ JW _____

SC:tep
08/27/2020