

AGENDA

Board of Education

Warren City School District

**Regular Meeting** – September 21, 2021 – 6:00 p.m.

Warren G. Harding High School, Cafetorium

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 during the meeting, as indicated in Agenda Item No. 11.*

1. Call to Order

2. Roll Call by Approved Rotation

Mr. Fowley, Mrs. Limperos, Mrs. Patterson, Mrs. Shannon, 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

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

4. Communications

5. Adoption of Agenda

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

6. Treasurer’s Report

7. Superintendent’s Report

A. Resolution of Condolence – Rhonda Landman

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

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

WHEREAS, *Rhonda* served this School District as a crossing guard and then in the Food Service Department for over 17 years. She was a dedicated employee and even more importantly a dedicated mother to two Warren City School alumni.

NOW, THEREFORE, BE IT RESOLVED that Board President Patricia Limperos, Vice President Regina Patterson, Board Members John Fowley, Jacqueline Shannon and Julian Walker, and Superintendent of Schools Steve Chiaro express their condolences to the family and many friends; and

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

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

- B. Raider Pride Park – Steve Chiaro
  - C. Na’Veyah Parisi, In Recognition of Qualifying for State – Charles Penny
  - D. Covid 19/Enrollment Update – Steve Chiaro
8. Board of Education Committee Reports
- A. Athletics *(Patti Limperos and Julian Walker)*
  - B. Finance Advisory *(John Fowley and Jaqueline Shannon)*
  - C. Board Policies and Guidelines *(Regina Patterson and Julian Walker)*
  - D. Legislative Liaison *(Patti Limperos and Regina Patterson)*
  - E. TCTC Board Representative *(Bob Faulkner)*
9. Old Business
10. New Business

**Treasurer's Recommendations**

1. Minutes

It is recommended the resolution listed below regarding the August, 2021 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 31, 2021

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the August, 2021 financial statement and short term investments made by the Treasurer during August, 2021, EXHIBIT A, (pp. 38 – 39), 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, 2021</b>	\$49,715,237.32	\$21,697,384.40	\$71,412,621.72
<b>MTD Receipts</b>	6,693,115.02	1,519,369.24	8,212,484.26
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	12,959,625.20	13,430,044.57	26,389,669.77
<b>MTD Expenditures</b>	5,175,071.31	2,141,323.64	7,316,394.95
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	13,572,184.14	4,608,337.50	18,180,521.64
<b>Ending Balance</b>			
<b>August 31, 2021</b>	49,102,678.38	30,519,091.47	79,621,769.85

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

<b>Fund</b>		<b>Amount</b>
001-0000 A10-General Fund	\$	23,503.67
006-0000 FS-Food Service	\$	894.04
401 Auxiliary Services	\$	<u>28.36</u>
Total	\$	24,426.07

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

3. 2021-22 Co-curricular Budget and Purpose Statements

It is recommended the resolution listed below establishing 2021-22 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 2021-22 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>	
300-9022	SA105	WGH HS Visions Yearbook

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

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

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: American Rescue Plan Homeless Children and Youth
- Fund/S.C.C.: Fund #507 S.C.C. #9222
- Amount: \$183,575.14
- Funding: Ohio Department of Education
- Period: July 1, 2021 through June 30, 2022.
- Supervisor: Jill Merolla, Community Outreach and Grant Development
- Purpose: To provide extended supports for Homeless Families.

**Appropriation:**

Fund	Func.	Obj.	S.C.C.	Description	(\$)	Amount
507	2110	141	9222	Classified Homeless Support		17,412.30
				Sal		
507	2110	221	9222	Retirement		2,437.72
507	2110	250	9222	Benefits		3,578.57
507	2110	259	9222	Medicare		247.90
507	2110	262	9222	Worker's Compensation		171.62
507	2110	412	9222	Purchased Service		138,877.66
507	2110	511	9222	Support Materials		5,000.00
507	2110	412	9222	Purchased Service		10,000.00
				Mile/Travel		
507	2850	480	9222	Purchased Service		3,849.37
				Transportation		
507	2590	890	9220	Indirect Costs		<u>2,000.00</u>
				Total:		\$183,575.14

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_



## 5. Appropriation Budgets

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

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

- a. Fund/S.C.C.: ARP ESSER (American Rescue Plan Elementary and Secondary School Emergency Relief Fund)  
Fund #507, S.C.C. #9230
- Amount: \$30,563,373.82
- Funding: Through the Ohio Department of Education
- Period: March 13, 2020, through September 30, 2024
- Exec. Director: Christine Bero, State & Federal Programs
- Purpose: Emergency relief funds to help safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on students.

### Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
507	1100	100	9230	Instruction Salaries	\$4,067,452.78
507	1100	200	9230	Retirement Salaries	999,788.99
507	1100	400	9230	Instr. Purch. Services	1,000,000.00
507	1100	500	9230	Instruction Supplies	1,075,000.00
507	2100	100	9230	Guidance Salaries	39,160.60
507	2100	200	9230	Retirement/Benefits	6,050.31
507	2200	100	9230	PD/Supv. Salaries	464,748.98
507	2200	200	9230	Retirement/Benefits	138,173.56
507	2200	400	9230	PD Purch. Services	550,000.00
507	2400	100	9230	Gov/Admin Salaries	892,334.99
507	2400	200	9230	Retirement/Benefits	330,218.71
507	2700	100	9230	Tech/Maint. Salaries	839,041.92
507	2700	200	9230	Retirement/Benefits	531,711.84
507	2700	500	9230	Maint./PPE Supplies	1,500,000.00
507	2700	500	9230	Technology Supplies	1,500,000.00
507	2700	600	9230	Bldg. Improvements	13,651,440.00
507	2700	600	9230	Comm. Liaison Vehicle	25,000.00
507	2800	400	9230	Transp. Purch. Services	1,660,000.00
507	2800	500	9230	Transportation Supplies	6,000.00
507	2800	600	9230	Transportation Buses	275,228.43
507	2900	400	9230	Parent/Fam. Communic.	40,000.00

507	3100	600	9230	Food Service Vehicle	125,000.00
507	3200	500	9230	Pantry Supplies	150,000.00
507	4500	100	9230	Athletic Salaries	300,000.00
507	4500	200	9230	Retirement/Benefits	46,350.00
507	4500	400	9230	Athletic Purch. Services	32,209.34
507	4500	500	9230	Athletic Supplies	25,000.00
507	2500	800	9230	Indirect Costs	<u>293,463.37</u>
				Total:	\$30,563,373.82

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

6. FY2022 Permanent Appropriation Measure – All Funds

It is recommended the resolution listed below for the FY2022 Permanent Appropriation Measure for All Funds be approved as submitted.

WHEREAS, it is necessary to adopt a Permanent Appropriation Measure for All Funds for Fiscal Year 2022.

WHEREAS, an accurate certificate of estimated resources has been received from the Trumbull County Auditor.

NOW, THEREFORE, BE IT RESOLVED that under provisions of ORC 5705.38, the Fiscal Year 2022 Permanent Appropriation Measure for All Funds, EXHIBIT B, (separate), to meet ordinary expenses for fiscal year 2020 is hereby adopted.

BE IT FINALLY RESOLVED that the Fiscal Year 2022 Permanent Appropriation Measure be prepared and distributed by the Treasurer in such form as the Auditor of State prescribes.

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

## **Superintendent's Recommendations**

### 1. Graduation Requirements for the Class of 2022

It is recommended the resolution listed below regarding the graduation requirements for the class of 2022, be approved as submitted.

WHEREAS, the Warren City School District Board of Education ("Board") has adopted a policy or resolution that requires students to complete a more challenging curriculum than is otherwise required by State law to be eligible to earn a diploma issued by the District; and

WHEREAS, House Bill 67 was adopted into law as an emergency measure which authorized school districts to modify graduation requirements for the 2021-22 school year in response to challenges presented by the pandemic; and

WHEREAS, as a result of the COVID-19 pandemic and its impact on the educational system, the Board has determined that it is in the best interest of the District's students to modify graduation requirements for this school year; and

WHEREAS, the Board of Education authorizes the Superintendent to modify graduation requirements in accordance with this resolution and State law.

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 modify high school curriculum requirements for the 2021-22 school year as deemed appropriate. The Superintendent will evaluate a student's eligibility to receive a District-issued diploma based on modified curriculum requirements.

#### **SECTION II**

The Board of Education will issue a high school diploma to any student enrolled in twelfth grade or is on track to graduate this school year but has not completed requirements for a high school diploma if the student's principal, in consultation with teachers and counselors, reviews the student's progress toward meeting either the regular or modified graduation requirements and determines the student has successfully completed the curriculum and/or the student's Individualized Education Program ("IEP").

#### **SECTION III**

The description of the minimum requirements for graduation applicable to the graduating class of the 2021-2022 school year.

**SECTION IV**

It is found and determined that all formal action of this Board concerning or related to the adoption of this Resolution was adopted in an open meeting of this Board, and all deliberations of this Board 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.

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

2. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a. and b.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve entering into the following agreements, contracts, and/or leases.

- a. Agreement: Propio LS, LLC  
 10801 Mastin St. Ste 580  
 Overland Park, KS 66210  
 877-492-7754  
EXHIBIT C, (pp. 40 – 53):  
 Amount: \$5,000.00  
 Fund: #001  
 Period: 2021-2022 School Year  
 Exec. Director: Christine Bero, Office of State and Federal Programs  
 Purpose: Interpretation and translation services for school-home communications, meetings, etc.  
 #
- b. Agreement: Teaching Strategies, LLC  
 4500 East-West Highway, Suite 300  
 Bethesda, MD 20814  
 601-634-0818  
EXHIBIT D, (pp. 54 – 63):  
 Amount: \$35,600.00; \$2,400  
 Fund: Fund #507  
 Period: September 13, 2021-September 12, 2023  
 Exec. Director: Christine Bero, Office of State and Federal Programs  
 Purpose: Two-year Creative Curriculum for Preschool, Guided Edition w/Ready Rosie and online professional development; six hours of Getting Started w/Teaching Strategies for Preschool professional development December 2021 and January 2022.

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

### 3. Declaring Transportation Impractical

It is recommended the resolution listed below declaring transportation impractical be approved as submitted.

WHEREAS, the Warren City School District Board of Education (hereafter the "Board") has carefully considered transportation options for the students listed in Exhibit A under Ohio Revised Code Section 3327.01; and

WHEREAS, for each of the students listed, the Board has considered the following:

- 1) The time and distance required to provide the transportation;
- 2) The number of pupils to be transported;
- 3) The cost of providing transportation in terms of equipment, maintenance, personnel and administration;
- 4) Whether similar or equivalent service is provided to other pupils eligible for transportation;
- 5) Whether and to what extent the additional service unavoidably disrupts current transportation schedules;
- 6) Whether other reimbursable types of transportation are available.

WHEREAS, the option of offering payment-in-lieu of transportation is provided by the Ohio Revised Code.

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

Section 1: After fully and carefully considering each of the factors listed above, the Board hereby declares that it is impractical to transport the students listed in Exhibit A for the 2021 – 2022 school year, hereby offers the parent(s)/guardian(s) payment-in-lieu of transportation. The reasons for the decision include a combination of the cost of transporting the students and disruption to the current transportation schedule in terms of equipment, routing and scheduling personnel, the number of students being transported, as well as time and distance required to provide the transportation, whether other types of reimbursement are available, and whether similar or equivalent service is provided to other pupils eligible for transportation.

Section 2: The treasurer shall report on behalf of the Board the Board's determination of impracticability to the State Board of Education.

Section 3. The Board of Education hereby finds and determines that all formal actions relative to the adoption of this resolution were taken in an open meeting of this Board of Education, and that all deliberations of this Board of Education and of its committees, if

any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Ohio Revised Code Section 121.22.

Section 4. This resolution shall be in full force and effect from and immediately after its adoption and shall supersede any prior resolution or act of this Board of Education that may be inconsistent or duplicative with the provisions of this resolution.

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_



4. 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	
North Mar Church	Willard PK – 8 School 8 Speedway \$10 Gas Cards Value: \$80.00	[1]
Trumbull County Sheriffs' Department	Warren G. Harding High School 160 Submarine Sandwiches Estimated Value: \$1,200.00	[2]

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

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

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

5. 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 – 2021 - 2022 School Year:

DICESARE, Alyssa	\$ 400.00
ULRICH, Christine	\$ 400.00

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

6. Personnel Recommendations

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

CERTIFICATED:

a. Certificated – Retirement

WHEREAS, the following employee has taught or received teaching credit qualifying for professional retirement; and

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

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

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

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

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

(1) Diane Holland, Elementary Education Teacher, retirement effective the close of the day, 07/31/2022.

b. 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) Kaitlynn Goldner, Building Substitute Teacher, resignation effective the close of the day, 09/03/2021.

- (2) Garrett Mulrooney, Building Substitute Teacher, resignation effective the close of the day, 08/26/2021.

c. 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) Shaina Cowell, Early Childhood Education Teacher, Leave of Absence, effective 09/07/2021.
- (2) Anthony Kline, Special Education Teacher, Leave of Absence, effective 09/02/2021.
- (3) Melissa Ustik, Supervisor of Special Education & Related Services, Leave of Absence, effective 09/24/2021.

d. 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 2021-22 School Year:

October 15, 2021  
January 21, 2022  
March 18, 2022  
April 14, 2022

e. Building Substitute Teacher Appointment(s) (2021-22 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 increasingly 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>
Isabella Notar	08/27/2021	Jefferson PK-8
Kristian Binder	08/27/2021	Willard PK-8
Chloe Drennen	09/07/2021	Willard PK-8
Bobby Humphrey	09/07/2021	Willard PK-8

f. Appointments – Certificated – Hourly Employment (2021-22 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 Home Instruction, effective 08/23/2021 through 05/27/2022, \$27.94 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$10,000.00 (Recommended by J. Hoffmann, Executive Director of Special Education)

Kathleen Berlin-Bates  
Chelsea Buskirk  
Thomas Ericksen  
Colette Dennison  
Monique Soltis

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- (2) Supplemental Contract for the purpose of IEP and ETR monitoring by the internal monitoring team, effective 08/19/2021 through 10/22/2021, \$27.94 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$280.00 (Recommended by J. Hoffmann, Executive Director of Special Education)

Jessica Sexton  
Natalie Toro

- (3) Supplemental Contracts for the 21<sup>st</sup> Century Community Learning Afterschool Program for services of the 21<sup>st</sup> CCLC Site Coordinator of grades 6-8 at the Willard and Jefferson PK-8 Schools, effective 07/01/2021 through 06/30/2022, \$27.94 per an hour, on an as needed basis, to be paid from 21<sup>st</sup> CCLC Fund #509, 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

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- (4) Supplemental contracts for participating in Skills for Life: Implementation of SEL in the classroom, effective 09/02/2021 through 11/12/2021, \$27.94 per hour, on an as needed basis, to be paid from Title IV-A Fund #584, SCC #9224, Title I-A Fund #572, SCC #9221, and ECE Fund #439, SCC #9223, not to exceed \$340.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs).

**Jefferson PK-8**

Miranda Vitale  
Melanie Vlad  
Eleanna Vlahos-Hall

**Lincoln PK-8**

Trisha DiCesare  
Alexis McMahon  
Christopher Martini  
Emily Petrick

**McGuffey PK-8**

Kaley Dellinger  
Emily Krafcik  
Brian Ladner  
Amanda Minnillo  
Jill Redmond  
Heather Shields  
Rebecca Streb  
Jillian Swauger  
Natalie Toro

Jocelyn Penney  
 Megan Stadler  
 Brianna Rzucidlo  
 Angela Toro

**Willard PK--8**

Erin Batson  
 Abby Mowery  
 Deanna Reed

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**Warren G. Harding**

Shauna McKinstry

- (5) Supplemental contracts for participating in Student Leadership Excellence Planning for Implementation, effective 09/07/2021 through 12/17/2021, \$27.94 per hour, on an as needed basis, to be paid from Expanding Opportunities for Each Child Fund #572, SCC #9222, not to exceed \$170.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Holly Chapin  
 John Croyts  
 Eric Elmore  
 Monica Kopp

Mark Orr  
 Christopher Penezich  
 Carol Wilson

- (6) Supplemental contracts for participating in Keys to Vocabulary PD Planning, effective 09/08/2021 through 12/17/2021, \$27.94 per hour, on an as needed basis, to be paid from School Quality Improvement Grant Fund #572, SCC #9223, not to exceed \$280.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Stephanie Porterfield  
 Ahmed Sutton

- (7) Supplemental contracts for the Warren Local Professional Development Committee (Warren LPDC) teacher members for work outside of regular work hours for the 2021-22 school year, \$27.94 per an hour on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed 15 hours each (Recommended by S. Chiaro, Superintendent/CEO)

Hillary Allen  
 Andrew Kelly  
 Lisa Mesaros

Monica Pishotti  
 Shelley Russell  
 Shane Schmucker

- (8) Supplemental contracts for 21<sup>st</sup> Century Community Learning Afterschool Program at the Jefferson and Willard PK-8 Schools, servicing grades 6-8, effective 08/01/2021 through 06/30/2022, \$27.94 per an hour, on an as needed basis, to be paid from 21<sup>st</sup> CCLC Fund #509, SCC #9219, not to



exceed \$5,463.00 (Recommended by J. Merolla, Community Outreach/Grant Development)

Maggie Forde  
Summer Hamrick  
Krista Kohut  
Laura Krcelic

Ian Lanney  
Erika Prater  
Jessica Sexton

- (9) Supplemental contract for Administrative Services, effective the 2021-22 school year, EXHIBIT E, (pp. 64 – 65), on an as needed basis to be paid from Fund #001, SCC #0000 (Recommended by S. Chiaro, Superintendent/CEO)

Donna Latessa

- (10) Supplemental contract for Curriculum Training, effective 09/13/2021 through 09/30/2021, \$27.94 per an hour, on an as needed basis, to be paid from BBITA, Fund #001, SCC #0000, not to exceed \$84.00 (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

Maryann Prince  
Laurissa Shaw

g. Employment – Certificated (current regular employee) Co-Curricular year) (2021-22 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 Athletics Director)

**High School Athletics:**

- (1) Thomas Burd – Bowling (Boys) – High School – Warren G. Harding High School, Code #42.0, Index 7.0, Salary Table B, 100% of Contract.
- (2) Richard Palumbo – Football – Assistant Coach (Boys) – High School – Warren G. Harding High School, Code #48.0, Index 16.0, Salary Table B, 50% of Contract.
- (3) Charles Penny – Indoor Track – Head Coach (Boys) – High School – Warren G. Harding High School, Code #52.0, Index 7.0, Salary Table B, 100% of Contract.
- (4) Charles Penny – Indoor Track – Head Coach (Girls) - High School – Warren G. Harding High School, Code #53.0, Index 7.0, Salary Table B, 100% of Contract.

**CLASSIFIED:**

h. **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) Christine Chill, Substitute General Helper – Food Service, Salary Table M, effective 09/08/2021.

i. **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) Leave of Absence – Classified recommendation at the August 31, 2021, Regular Board Meeting **MOTION NO. 08-2021-197**, Section h., Item no. 2, Shaina Shardy, School Community Liaison, Lincoln PK-8, Salary Table L, effective **08/18/2021**, be **AMENDED** to **08/16/2021**.
- (2) Janice Losey, 7.0 Hour Cook, Warren G. Harding High School, Salary Table G, effective 08/23/2021.

j. Initial Regular Employment – Classified

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

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

WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Adam Harrold, Night Janitor 3 Hr.-Monroe/2 Hr. Transportation/3 Hr. Administration, Administration, Salary Table D, effective 08/02/2021. (30 days probationary period successfully completed as of 09/13/2021) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

- (2) Marshall Lukovich, Night Janitor Warren G. Harding High School, Salary Table D, effective 08/17/2021 (Begin Probationary Period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Kevin Prychodnik, Night Janitor, Warren G. Harding High School, Salary Table D, effective 08/27/2021 (Begin Probationary Period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (4) Thomas Yuricek, Jr., Night Janitor, Warren G. Harding High School, Salary Table D, effective 08/16/2021 (Begin Probationary Period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

k. 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) Angelena Baskins, Substitute Food Service General Helper, Salary Table M, effective 09/08/2021.
- (2) Charlene Currey, Substitute Food Service General Helper, Salary Table M, effective 08/26/2021.

- (3) Christine Chill, Substitute Food Service General Helper, Salary Table M, effective 09/07/2021.
- (4) Charles Crusan, Substitute Night Janitor, Salary Table M, effective 09/16/2021.
- (5) Colleen Dillon, Substitute Night Janitor, Salary Table M, effective 09/16/2021.
- (6) Jaylen Stone, Substitute Night Janitor, Salary Table M, effective 09/16/2021.

I. 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.

(30 days probationary period successfully completed as of 08/28/2020)  
(Vacancy created due to resignation/retirement in department.)

- (1) Lorraine Grabosky, Noon Hour Aide, Willard PK-8 Building, Salary Table M, to Crossing Guard, Willard PK-8 Building, Salary Table M, effective 09/20/2021.
- (2) Lorraine Grabosky, Noon Hour Aide, Willard PK-8 Building, Salary Table M, to Substitute Noon Hour Aide, Salary Table M, effective 09/20/2021.
- (3) Laurie Sitch, Clerk – Noon Hour Aide/Crossing Guard, McGuffey PK – 8 Building, Salary Table M, to Clerk – Auxiliary Services (2.0 Days)/Teaching & Learning Clerk (3.0 Days), John F. Kennedy High School/Curriculum & Instruction Department, 204 Day Contract, July – June Modified Calendar, Salary Table E, Pay Range I, effective 09/07/2021.

m. Employment – Classified – Crossing Guards, Noon Hour Aides 2021-2022 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) Crossing Guards, effective the beginning of the 2021-2022 school year. Employment is on an as-needed basis, funding is from the Public School Support Fund #018 and General Fund #001, Salary Table M:

Jeffrey Dunn  
 Lorraine Grabosky  
 Jenny Livingston

- (2) Noon Hour Aides, effective the beginning of the 2021-2022 school year. Employment is on an as-needed basis. Funding is from the Food Service Fund, Salary Table M.

Jeffrey Dunn

n. Substitute Classified Appointment(s) 2021-2022 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.

This classified employee is to remain on our substitute list 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>
Lorraine Grabosky	Crossing Guard

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) The following individual be granted a supplemental contract to provide School Liaison services for 6<sup>th</sup>-8<sup>th</sup> grade afterschool program at Willard PK-8, for 21<sup>st</sup> Century Community Learning Afterschool Program, effective August 1, 2021 through June 30, 2022, at the hourly rate of \$18.72, not to exceed \$5,316.57, to be paid from 21<sup>st</sup> CCLC Fund #509, SCC #9219. (Recommended by J. Merolla, Supervisor/Community Outreach and Grant Development)

Michael Engram – Willard PK-8

- (2) The following individuals be granted supplemental contracts to provide 21<sup>st</sup> CCLC Activity Leader services for 6<sup>th</sup>-8<sup>th</sup> grade afterschool program at Jefferson and Willard PK-8 buildings, for 21<sup>st</sup> Century Community Learning Afterschool Program, effective August 1, 2021 through June 30, 2022, at the hourly rate of \$12.76, not to exceed \$3,622.95 each, to be paid from 21<sup>st</sup> CCLC Fund #509, SCC #9219. (Recommended by J. Merolla, Supervisor/Community Outreach and Grant Development)

Arlene Parker  
LaDeana Simpson

- (3) The following individuals be granted supplemental contracts for participating in “Skills for Life: Implementation of SEL in the Classroom”,

effective September 2, 2021 to November 12, 2021, at their currently hourly, not to exceed \$200.00 each, to be paid from Title I-A Fund #572, SCC 9221 and ECE Fund #439, SCC #9223. (Recommended by C. Bero, Director of State/Federal Programs)

Deborah Horner  
Sonya Williams

- (4) The following individual be granted a supplemental contract for providing educational aide services/support services while transporting a Warren City School student, attending Fairhaven School, effective September 1, 2021 to June 2, 2022, at their current hourly rate, on an as needed basis, not to exceed \$300.00, to be paid from Fund #001, SCC #0000. (Recommended by J. Hoffmann, Director of Special Education)

Bernard Provitt

- (5) Adult Game Workers for Athletic Events for the 2021-2022 School Year. All Adult Game Workers for High School and Middle School sports will be paid as follows:

Gate for Boys' JV/9 <sup>th</sup> Football	\$ 9.50/hour
Gate for Boys' Varsity Football	\$ 9.50/hour
Gates for Boys' Single Middle School Football	\$ 9.50/hour
Main Ticket Clerk for Varsity Football	\$ 9.50/hour
Football Chain Coordinator	\$10.00/hour
Varsity Football Clock	\$12.50/hour
Football Clock Assistant	\$12.50/hour
J.V. Football Clock	\$ 9.50/hour
Freshmen Football Clock	\$ 9.50/hour
Lower Level Football Clock	\$ 9.50/hour
Football Announcer	\$10.00/hour
Football Assistant Announcer	\$10.00/hour
Audio for Football	\$ 9.50/hour
Video for Football	\$ 9.50/hour
Computer for Football	\$ 9.50/hour
Game Book/Statistician for Football	\$ 9.50/hour
Press Box Host	\$ 9.50/hour
Officials' Host for Football	\$ 9.50/hour
Gate for Single Girls' Volleyball	\$ 9.50/hour
Gate for Single Girls' Middle School Volleyball	\$ 9.50/hour
Gate for Single Boys' and/or Girls' Soccer	\$ 9.50/hour
Gate for Single Boys' a/o Girls' Basketball Game	\$ 9.50/hour
Gate for Single Boys' a/o Girls' Middle School	



Basketball Game	\$ 9.50/hour
Varsity Main Basketball Clock	\$15.00/hour
Assistant Varsity Basketball Clock	\$12.50/hour
JV Basketball Clock	\$10.00/hour
Freshman Basketball Clock	\$10.00/hour
Basketball Announcer	\$10.00/hour
Game Book/Statistician for Boys' Basketball	\$12.00/hour
Scorebook for Basketball	\$ 9.50/hour
Video for Basketball	\$ 9.50/hour
Gate for Boys' and/or Girls' Swim Meet	\$ 9.50/hour
Ticket Worker Position for Boys'/Girls'	
Track Meets	\$ 9.50/hour
Security for High School Sporting Event	\$ 9.50/hour
Security for Single Middle School Events	\$ 9.50/hour

Game workers listed below will be paid at above rates according to event/assignment working:

Najee Hameed

The above Game Workers will work between 1 and 4.5 hours (depending on single/double/triple event) for any game and/or event, which meets state minimum wage requirements.

p. Employment—Classified Co-curricular 2021-2022 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.)**

**High School Athletics:**

- (1) King Garner, Code 38.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (2) Gregory Jackson, Code 40.0, Index 16.0, Salary Table B, 9<sup>th</sup> Grade Basketball Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (3) Kim Johnson, Code 38.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (4) Steve Lukco, Code 60.0, Index 11.2, Salary Table B, Swimming Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (5) Steve Lukco, Code 61.0, Index 11.2, Salary Table B, Swimming Coach, High School, Warren G. Harding High School, (Girls). (100% of contract)
- (6) Tricia Unger-Mark, Code 63.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Girls). (100% of contract)
- (7) Tricia Unger-Mark, Code 62.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Boys). (50% of contract)
- (8) Justyn Morgan, Code 62.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (9) Justyn Morgan, Code 63.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Girls). (50% of contract)
- (10) Michelle Schuller, Code 43.0, Index 7.0, Salary Table B, Bowling Coach, High School, Warren G. Harding High School, (Girls). (100% of contract)

- (11) John Simcox, Jr., Code 41.0, Index 16.0, Salary Table B, 9<sup>th</sup> Grade Basketball Coach, High School, Warren G. Harding High School, (Girls). (60% of contract)
- (12) Bryan Wright, Code 38.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Boys). (100% of contract)

**K-8 Athletics:**

- (13) Paris Bruner, Code 101.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Basketball Coach (Gold), Middle School, Lincoln PK-8 Building, (Boys). (100% of contract)
- (14) Justyn Morgan, Code 113.0, Index 8.0, Salary Table B, Swimming Coach, Middle School, Warren Middle Schools (Boys and Girls). (100% of contract)
- (15) Joe'l Moss, Code 103.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Basketball Coach (White), Middle School, Warren Middle School, (Girls). (100% of contract)
- (16) Rashawn Shannon, Code 102.0, Index 8.0, Salary Table B, 8<sup>th</sup> Grade Basketball Coach (Gold), Middle School, McGuffey PK-8, (Boys). (100% of contract)
- (17) Joseph Threats, IV, Code 102.0, Index 8.0, Salary Table B, 8<sup>th</sup> Grade Basketball Coach (White), Middle School, Willard PK-8 Building (Boys). (100% of contract)

**K-8 Advisors & Clubs:**

- (18) T'KeeYah Cambridge, Code 98.0, Index 4.0, Salary Table B, Grade 6 – 8 Student Council Advisor, Middle School, Willard PK-8 Building. (50% of contract)
- (19) Tia Phillips, Code 98.0, Index 4.0, Salary Table B, Grade 6 – 8 Student Council Advisor, Middle School, Willard PK-8 Building. (50% of contract)

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

**Board's Recommendations**

11. Public Participation

*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

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

13. Reconvened Board Meeting - \_\_\_\_\_ p.m.14. Adjournment - \_\_\_\_\_ p.m.

JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JS \_\_\_\_\_ JW \_\_\_\_\_

SC:tep  
9/15/2021