

AGENDA  
 Board of Education  
 Warren City School District  
**Regular Meeting** – September 22, 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. Communications

5. Adoption of Agenda

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

6. Treasurer's Report

7. Superintendent's Report

8. Board of Education Committee Reports

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

9. Old Business

10. New Business

**Treasurer’s Recommendations**

1. Minutes

It is recommended the resolution listed below regarding the September, 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 September 1, 2020

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the August, 2020 financial statement and short term investments made by the Treasurer during August, 2020, EXHIBIT A, (pp. 31 – 32), 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, 2020</b>	\$42,095,275.45	\$24,229,348.36	\$66,324,623.81
<b>MTD Receipts</b>	7,509,370.57	1,440,921.47	8,950,292.04
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	14,235,652.64	3,591,337.37	17,826,990.01
<b>MTD Expenditures</b>	6,159,224.07	2,400,164.10	8,559,388.17
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	12,533,077.34	4,485,156.09	17,018,233.43
<b>Ending Balance</b>			
<b>August 31, 2020</b>	43,797,850.75	23,335,529.64	67,133,380.39

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	\$21,120.21
006-0000 FS-Food Service	859.07
401 Auxiliary Services	200.01
Total	<hr/> \$22,179.29

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

3. 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.: Expanding Opportunities for Each Child Non-Competitive Grant Fund #572 S.C.C. #9217
- Amount: \$86,453.50
- Funding: Through the Ohio Department of Education.
- Period: September 1, 2020, through June 30, 2021.
- Exect. Dir.: Chris Bero, State & Federal Programs
- Purpose: To expand student access to and enrollment in one or more of the following areas: Advanced coursework, career pathways, personalized learning, and credit recovery and academic acceleration services.

**Appropriation:**

<b>Fund</b>	<b>Func.</b>	<b>Obj.</b>	<b>S.C.C.</b>	<b>Description</b>	<b>Amount</b>
572	1300	100	9217	Instruction Salary	26,426.03
572	1300	200	9217	Retirement/ Benefits	12,027.47
572	1300	400	9217	Purchased Services	6,000.00
572	1300	500	9217	Instruction Supplies	10,000.00
572	1300	600	9217	Instruction Equipment	<u>32,000.00</u>
Total:					\$86,453.50

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

4. FY2021 Permanent Appropriation Measure – All Funds

It is recommended the resolution listed below for the FY2021 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 2021.

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 2021 Permanent Appropriation Measure for All Funds, EXHIBIT B, (separate), to meet ordinary expenses for fiscal year 2021 is hereby adopted.

BE IT FINALLY RESOLVED that the Fiscal Year 2021 Permanent Appropriation Measure be prepared and distributed by the Treasurer in such form as the Auditor of State prescribes.

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

**Superintendent’s Recommendations**

1. Change in Location of Regular Board Meeting

It is recommended the resolution listed below changing the location of the regular board meetings listed below from Administration Building, Harriet T. Upton Room to WSCN, via Zoom, with Live Stream available at warrencityschools.org be approved as submitted.

- Tuesday, October 20, 2020
- Tuesday, November 17, 2020
- Tuesday, December 8, 2020

WHEREAS, the Warren City Board of Education established the times, dates, and locations of its regular board meetings at its January 7, 2020 Organizational Meeting (MOTION NO. 01-2020-05); and

NOW, THEREFORE, BE IT RESOLVED that the location of the Regular Board Meeting scheduled for the dates listed above, be changed from Administration Building, Harriet T. Upton Room to WSCN, via Zoom, with Live Stream available at warrencityschools.org.

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_



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

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a. through e.) 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: Family and Community Services, Inc.  
 dba Valley Counseling Services  
 Jody Klase, Executive Director  
 150 East Market Street  
 Warren, OH 44481  
EXHIBIT C, (pp. 33 – 34):  
 Amount: Not to exceed \$220,000.00  
 Period: August 1, 2020, through July 31, 2021.  
 Exect. Director: Jennifer Myers, Special Education  
 Purpose: To provide counseling services for students at Warren City Schools.
- b. Agreement: Sagittarius Communication LLC  
 3032 Vega Avenue  
 Cleveland, Ohio 44113  
EXHIBIT D, (pp. 35 – 37):  
 Amount: Not to exceed \$2,000.00  
 Fund: #003  
 Period: August 28, 2020, through October 23, 2020.  
 Director: William Nicholson, Athletics  
 Purpose: WHTX 1570 Radio station to air four (4) games.
- c. Agreement: Ohio North East Health Systems, Inc.  
 716 Tod Avenue SW  
 Warren, OH 44485  
 Ronald Dwinells, M.D.  
 (330) 373-0222  
EXHIBIT E, (pp. 38 – 39):  
 Amount: No cost to the District.  
 Period: September 2020, through August 2021.  
 Coordinator: Kelly Hutchinson, Preschool Coordinator  
 Purpose: To provide dental services to the preschool program.

d. Agreement: Farmers Trust Company  
 Todd P. Finn, CFA  
 1625 Niles- Cortland Road NE  
 Warren, OH 44484  
 (877) 228-1643  
EXHIBIT F, (pp. 40 – 45):  
 Period: Continuous  
 Treasurer: Karen Sciortino  
 Purpose: Investment Agency Agreement

e. Agreement: S. Wright Consulting, LLC  
 Sarah Wright  
 2475 Township Road 126 NE  
 New Lexington, Ohio 43764  
EXHIBIT G, (pp. 46 – 48):  
 Period: July 1, 2020 through June 30, 2021  
 Supervisor: Jill Merolla, Outreach and Community Development  
 Purpose: To provide required evaluation service for the 21<sup>st</sup> CCLC grant 2020-21.

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

3. Memorandum of Understanding between Warren City Board of Education and the International Union of Operating Engineers, Local 95

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

This Memorandum of Understanding is entered into on September 1, 2020 by and between the Warren City School District Board of Education (Board) and the International Union of Operating Engineers, Local 95 (Local 95) this twenty-second day of September, 2020.

WHEREAS, the Board and Local 95 have entered into a Collective Bargaining Agreement (CBA) which is effective from July 1, 2018 through June 30, 2021;

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board and Local 95 that Exhibit H, (p. 49), shall constitute their Agreement.

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

4. Memorandum of Understanding between Warren City Board of Education and the International Union of Operating Engineers, Local 95

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

This Memorandum of Understanding is entered into on September 1, 2020 by and between the Warren City School District Board of Education (Board) and the International Union of Operating Engineers, Local 95 (Local 95) this twenty-second day of September, 2020.

WHEREAS, the Board and Local 95 have entered into a Collective Bargaining Agreement (CBA) which is effective from July 1, 2018 through June 30, 2021;

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board and Local 95 that Exhibit I, (p. 50), shall constitute their Agreement.

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

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

It is recommended the resolution listed below approving payment in lieu of providing transportation for non-public school students transportation to and from school for the 2019-2020 school year be approved as submitted.

WHEREAS, the Board of Education has determined that the students named Malik Allen and Mysean Allen are legally entitled to transportation; and

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3317.01, the Warren City Board of Education shall compensate the parents/guardians of said students for providing transportation to and from school for the 2019-2020 school year.

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

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

6. Revised Salary Tables J – Classified Supervisory and K - Exempt Classified Employees

It is recommended the resolution listed below adopting changes to Salary Tables J - Classified Supervisory Employees, and K – Exempt Classified Employees be approved as submitted with changes as recommended.

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

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education adopt Salary Table J and K, EXHIBIT J, (pp. 51 – 54), effective July 1, 2020.

BE IT FURTHER RESOLVED that the Board President, Superintendent and Treasurer are hereby authorized and directed to take lawful steps necessary to implement said salary tables, including the execution of applicable “412 Certificate”.

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

7. 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**

Danielle Miller  
Vicki Raptis

**OPES**

Jill Merolla  
Holly Seimetz

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	
Apostalakis Honda	Willard PK – 8 School Monetary Donation Value: \$700.00	[1]
Believer’s Christian Church	Jefferson PK – 8 School School Supplies Estimated Value: \$2,000.00	[2]
Bella & Canvas	Jefferson PK – 8 School 650 Adult and Student Masks Estimated Value: \$6,000.00	[2]
Ms. Linda Fabrizio	District Staff 300 Adult Masks Estimated Value: \$1,000.00	[3]
Ms. Jan Losey	Jefferson PK – 8 School School Supplies Estimated Value: \$100.00	[2]



- [1] To be used to support the students of Willard PK – 8 School.
- [2] To be used to support the student of Jefferson PK – 8 School.
- [3] To be used to support the staff in the Warren City Schools.

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 – 2019-2020 School Year:

KRCELIC, Laura \$ 400.00

Certificated – 2020-2021 School Year:

DEPASCALE, Christine \$ 400.00  
GREENE, Alycia \$ 65.00

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

10. Personnel Recommendations

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

CERTIFICATED:

a. Leave of Absence – Certificated

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

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

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

- (1) M. Fran Compton, Elementary Education Teacher, Leave of Absence, effective 09/01/2020.
- (2) Marc Morgan, Health/PE Education Teacher, Leave of Absence, effective 09/01/2020.
- (3) Shannon Popadak, Early Childhood Education Teacher, Leave of Absence, effective 09/08/2020.

b. 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 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>
Elenie Mantos	09/17/2020	McGuffey PK-8

c. 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 for work outside of regular work hours, effective 09/01/2020 through 06/30/2021, \$27.26 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed 20 hours each (Recommended by S. Chiaro)

Hillary Allen  
Andrew Kelly  
Lisa Mesaros

Monica Pishotti  
Shelley Russell  
Shane Schmucker

- (2) Supplemental Contract for the purpose of EL (English Learner) student/family interpreter and document translation services, effective 09/09/2020 through 06/30/2020, \$27.26 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$2,000.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Anna Calderas

- (3) Supplemental Contracts for Novo Grant "Girlhood Uninterrupted", effective 09/10/2020 through 06/30/2021, \$27.26 per an hour, on an as needed basis, to be paid NoVo Foundation Fund #018, SCC #9925, not to exceed \$996.00 (Recommended by J. Merolla, Supervisor of Community Outreach/Grant Development)

Suzanne Goodyear  
Jill Redmond

CLASSIFIED:

d. 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) Lori Burford, K-Title I Educational Aide, Willard PK-8, Salary Table I, effective 09/09/2020.
- (2) Jeffrey Dunn, Noon Hour Aide/Crossing Guard, Willard PK-8, Salary Table M, effective 09/01/2020.
- (3) Maggie May, MD Educational Aide, Lincoln PK-8, Salary Table I, effective 09/01/2020.

e. 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) Monica Freeman, MD Educational Aide, McGuffey PK-8, Salary Table I, effective 08/25/2020.

f. Leave of Absence – Classified

WHEREAS, ORC 3319.13 requires that employees be granted an unpaid leave of absence, without leave accrual or board paid benefits, upon their request for reasons as approved by the Warren City Board of Education; and

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.13, the following unpaid leave of absence without Board paid benefits, is recognized and granted for the employee and for the approximate dates indicated.

- (1) Sherry Arnold, School Community Liaison, Jefferson PK-8, Salary Table L, effective 08/17/2020.
- (2) Peggy Benz, Pre-K Educational Assistant, Lincoln PK-8, Salary Table I, effective 08/17/2020.

g. Military Leave - Classified

WHEREAS, in accordance with ORC 5923.05 permanent public employees who are members of the Ohio organized militia or members of other reserve components of the armed forces of the United States, including the Ohio national guard, are entitled to leave of absence from their respective positions 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 permanent public employee 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 permanent public employee 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.

NOW, THEREFORE, BE IT RESOLVED under the provisions of the ORC 5923.05, the following military leave of absence is granted for the dates indicated; and

BE IT FURTHER RESOLVED that the permanent public employee 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 permanent public employee 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) Myles Bossard, 5.5 Hr. Night Janitor- Area #9, McGuffey PK-8, for the 2020-2021 contract year as follows:

September 11, 2020 – Duty Training

h. Compensation Owed to Employee – Classified

WHEREAS, the Board of Education has reached agreement with an employee(s) to settle a claim regarding compensation owed to employee(s); and

WHEREAS, The Board desires to approve the terms of the agreement as indicated herein.

THEREFORE, BE IT RESOLVED:

- Section 1. The Board of Education hereby approves the terms of the agreement between the Board and Employee(s) with regard to compensation due to Employee(s) for prior services rendered.
- Section 2. The Board directs the Treasurer to execute any documents and take all steps necessary to effectuate this action.
- 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 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.

BE IT FURTHER RESOLVED that the following action(s) are taken.

(1) Cheryl McConnell, District Systems Manager

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.

- (1) Rebecca Haddox, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 07/20/2020. (30 days probationary period successfully completed as of 08/28/2020) (Vacancy created due to resignation/retirement in department.)



- (2) Kelly Kroynovich, Pre-K Educational Aide, Willard PK-8, Salary Table I, to K-Title I Educational Aide, Willard PK-8, Salary Table I, effective 09/11/2020.
- (3) Eric Musloski, Day Janitor – Area #2, McGuffey PK-8, Salary Table D, to Painter at 85% of Painter rate, a minimum of 3 days per week, Administration, Salary Table D, effective 07/01/2020; and to Grounds Crew, a minimum of 2 days per week, Administration, Salary Table D, effective 10/01/2020.
- (4) Gianna Myers, ED Educational Aide, Willard PK-8, Salary Table I, to Pre-K Educational Aide, Willard PK-8, Salary Table I, effective 09/11/2020.
- (5) Sheldon Wilson, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 07/20/2020. (30 days probationary period successfully completed as of 08/31/2020) (Vacancy created due to resignation/retirement in department.)

j. Substitute Classified Appointment(s) 2020-2021 School Year. Base salary per Board approved Salary Table M, as needed.

WHEREAS, to prepare for temporary absences of classified personnel for whom temporary, casual, as needed, on-call replacements may be needed to provide services; and

WHEREAS, the Board of Education has the authority to employ eligible personnel on such temporary, casual, as needed, on-call substitute basis. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these substitutes shall not be reemployed to perform these duties for the ensuing school year.

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

These classified employees are to remain on our substitute lists for the current school year unless notice is provided that they have found full-time positions or request their name(s) be removed from the lists in writing. These individual(s) will be assigned as needed and will be paid per Salary Table M.

<u>Name</u>	<u>Department/Area</u>
Joseph Jennings	Bus Driver

k. 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 temporary janitorial/special assignment duties, effective August 27, 2020 for a duration to be determined at the discretion of the Superintendent, not to exceed May 31, 2021, at an hourly rate of \$16.87, not to exceed \$275.00 per person, to be paid from General Fund #001. (Recommended by J. Lacy, Executive Director, Business Operations)

Karen Carpenter – Jefferson PK-8  
 Al Crouse – McGuffey PK-8  
 Matt Devlin – Willard PK-8  
 John Romanchik – Lincoln PK-8  
 Brenda Simmons – W. G. Harding HS

- (2) The following individuals be granted supplemental contracts for Novo Grant -“Girlhood Uninterrupted”, effective September 10, 2020, through June 30, 2021, at the hourly rate of \$18.27, as needed, not to exceed \$624.05, to be paid from NoVo Foundation Fund #018, SCC #9925. (Recommended by J. Merolla, Supervisor of Community Outreach and Grant Development)

Joyce Benson – McGuffey PK-8  
 Lutrica Hall – Warren G. Harding High School  
 Angela McKinnon – Jefferson PK-8  
 Tia Phillips – Willard PK-8  
 Shaina Shardy – Lincoln PK-8

- (3) Football Equipment Manager  
 For the 2020-2021 School Year  
 Funding: Athletic Fund #300

Johnny Hugley – Warren G. Harding High School - \$750.00  
 Jahmal Martin – Warren G. Harding High School - \$750.00  
 Sean Mullet – Warren G. Harding High School - \$750.00  
 Richard Smith – Warren G. Harding High School - \$750.00

- (4) The following individual be granted a supplemental contract for PPE/Pandemic Preparation Coordinator services, effective July 1, 2020 through June 30, 2021, at a monthly rate of \$400.00, not to exceed \$4,800.00 annually, to be paid from Fund #001. (Recommended by S. Chiaro, Superintendent)

Cheryl McConnell

- (5) The following individual be granted a supplemental contract for COVID 19 Coordinator services, effective July 1, 2020 through June 30, 2021, at a monthly rate of \$400.00, not to exceed \$4,800.00 annually, to be paid from Fund #001. (Recommended by S. Chiaro, Superintendent)

Tracy Preston

I. 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 September 1, 2020, Regular Board Meeting, **MOTION NO. 09-2020-202**, Section n., Item no. 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), be **AMENDED** to (40% of contract).

RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

**Board's Recommendations**

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  
09/17/2020