

AGENDA  
 Board of Education  
 Warren City School District  
**Regular Meeting** – October 8, 2019 – 6:00 p.m.  
 Administration Building, Harriet T. Upton Room



*This meeting is a meeting of the Warren City Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participating during the meeting, as indicated in Agenda Item No. 11.*

1. Call to Order

2. Roll Call by Approved Rotation

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

3. Executive Session

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

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

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

4. Communications

5. Adoption of Agenda

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

6. Treasurer's Report

7. Superintendent's Report

A. Mollenkopf Project Update – Mike Wasser, Executive Director of Business Operations

8. Board of Education Committee Reports

- A. Athletics *(Patti Limperos)*
- B. Finance Advisory *(Andre Coleman)*
- C. Board Policies and Guidelines *(Bob Faulkner and Regina Patterson)*
- D. Legislative Liaison *(Patti Limperos and Regina Patterson)*
- E. TCTC Board Representative *(Bob Faulkner)*
- F. School Improvement *(Andre Coleman)*

9. Old Business

10. New Business

**Treasurer's Recommendations**

**Superintendent’s Recommendations**

1. Agreements, Contracts, and/or Leases

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

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

- a. Agreement: Forecast 5 Annalytics, Inc.  
2135 CityGate Lane, 7<sup>th</sup> Floor  
Naperville, IL 60563  
Michael R. English, CEO  
EXHIBIT A, (p. 30):  
Amount: \$6,257.25  
Fund/S.C.C.: #001  
Period: June 30, 2019, through June 30, 2020.  
Treasurer: Karen Sciortino  
Purpose: To provide 5Sight – License Agreement for the 2019 – 2020 School Year.
  
- b. Agreement: Averia. L. Lilley of G-FIT  
329 2<sup>nd</sup> Street SW  
Warren, Ohio 44483  
EXHIBIT B, (p. 31):  
Amount: \$30.00 per session with a total of 9 sessions not to exceed \$270.00  
Period: October 1, 2019, through December 20, 2020.  
Supervisor: Jill Merolla, Outreach Department  
Purpose: To teach Health and Wellness through a series of fitness workouts for students in 6<sup>th</sup>-8<sup>th</sup> grade in 21<sup>st</sup> CCLC Program at Willard and Jefferson PK – 8 Schools.

- c.        Agreement:        The Yoga Room  
                              Maureen Lauer Gatta  
                              815 Youngstown –Warren Suite 13  
                              Niles, Ohio 44446  
                              EXHIBIT C, (pp. 32 – 33):  
                              Amount:            \$500.00 (\$25.00 an hour)  
                              Period:            October 1, 2019, through December 19, 2019.  
                              Supervisor:        Jill Merolla, Outreach Department  
                              Purpose:            To provide one hour yoga lessons for 20 sessions for the 21<sup>st</sup>  
  Century Community Learning Centers at Jefferson and  
  Willard PK – 8 Schools during the 2019-2020 school year.
  
- d.        Agreement:        Inspiring Minds  
                              837 Woodland  
                              Warren, Ohio 44483  
                              EXHIBIT D, (p. 34):  
                              Amount:            N/C  
                              Period:            August 1, 2019, through July 31, 2020.  
                              Exec. Director:    Mike Wasser, Business Operations  
                              Purpose:            To provide an after-school enrichment program and a  
  summer program.

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

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**  
Michelle Chiaro

**OPES**

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

3. Board Policies – Review

It is recommended the resolution listed below regarding the review of the Board Policy, listed below, be approved as submitted.

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

NOW, THEREFORE, BE IT RESOLVED that the following Board Policy has been reviewed by the Board of Education of the Warren City School District:

- a. Policy 2413 (Reviewed) PROGRAM  
CAREER ADVISING

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

4. Change in Date of Regular Board Meeting

It is recommended the resolution listed below changing the date of a Regular Board Meeting from Tuesday, December 17, 2019, to Tuesday, December 10, 2019, be approved as submitted.

WHEREAS, the Warren City Board of Education established the times, dates, and locations of its regular board meetings at its January 8, 2019 Organizational Meeting (MOTION NO. 01-2019-05); and

NOW, THEREFORE, BE IT RESOLVED that the date of the Regular Board Meeting be changed from Tuesday, December 17, 2019, to Tuesday, December 10, 2019, at 6:00 p.m. at the Administration Building.

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_



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 – 2018-2019 School Year

ORR, Kimberly \$ 400.00

Certificated – 2019-2020 School Year:

WATSON, Meghan \$ 400.00

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

6. Annual Special Education

It is recommended the resolution listed below recognizing the Annual Special Education Meeting (a.) be approved as submitted.

NOW, THEREFORE, BE IT RESOLVED that the Annual Special Education Meeting was held on:

- a. Date: Tuesday, October 8, 2019
- Time: 5:00 – 6:00 p.m.
- Location: Community Room, Administration Building  
105 High Street NE, Warren 44481

Purpose: The purpose of the meeting was to inform parents and individuals on how the District plans on spending Special Education funds and supports for students and families with disabilities. There was an opportunity for public input and comment.

NOW, THEREFORE, BE IT RESOLVED that the meeting date, time, and location be recognized for the 2019-20 school year.

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

7. Acceptance of Gifts

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

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

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

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

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

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

Benefactors	Brief Description of Gifts and/or Services	
Mr. and Mrs. George Angelo	McGuffey PK – 8 School School Supplies Estimated Value: \$50.00	[1]
Ms. Gina Angle	McGuffey PK – 8 Pantry School Supplies and Monetary Donation Estimated Value: \$550.00	[1]
Buena Vista	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$165.00	[2]
Marilyn Burton	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$150.00	[2]

CSL Plasma	Jefferson PK – 8 School School Supplies Estimated Value: \$150.00	[2]
Daughter of the American Revolution	Lincoln PK – 8 School School Supplies Estimated Value: \$50.00	[3]
Joseph C. Edwards	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$150.00	[2]
Hidden Café & Catering Hall	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$165.00	[2]
Cathy Joseph, DDs	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$165.00	[2]
Yvonne Lipinsky	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$50.00	[2]
Maco	Jefferson PK – 8 School 60 Cases of Water Estimated Value: \$200.00	[2]
Ken MacPherson	Willard PK – 8 School Book Bags and School Supplies Estimated Value: \$100.00	[4]
Mocha House	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$20.00	[2]
Niles Sons of Italy #2874	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$165.00	[2]
Nova Café	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$50.00	[2]

Oakwood Counseling Center	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$300.00	[2]
Albert Pondillo	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$100.00	[2]
Saint Marks Church	Jefferson PK – 8 School School and Pantry Supplies Estimated Value: \$300.00	[2]
United Way	Jefferson PK – 8 School School Supplies Estimated Value: \$200.00	[2]
You'll Be Turning Heads	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$75.00	[2]

- [1] To be used to support the students of McGuffey PK – 8 School.
- [2] To be used to support the students of Jefferson PK – 8 School.
- [3] To be used to support the students of Lincoln PK – 8 School.
- [4] To be used to support the students of Willard PK – 8 School.

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

8. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through m.) 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) Carmella Stawiski, Elementary Education Teacher, retirement effective the close of the day, 05/31/2020.

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) Laura DiGiacobbe, Elementary Education Teacher, Leave of Absence, effective 09/17/2019.
- (2) Emir Salem, Secondary Education Teacher, Leave of Absence, effective 09/10/2019.

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: September 13, 2019

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

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

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

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

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

- (1) Supplemental Contracts for participating on the Jefferson PK-8, Building Leadership Teams (BLTs) as specified below, and attending monthly meeting as scheduled, effective 09/01/2019 through 05/31/2020, \$26.53 per an hour, on an as needed basis, to be paid from Title II-A, Fund #590, SCC #9202, not to exceed \$500.00 each (Recommended by C. Bero, State & Federal Programs)

**Jefferson PK-8**

Jodi Cicero  
Robert Cowell  
Laura Krcelic  
Mesa Morlan  
Michelle Rodgers  
Derek Sumner

**Harding**

Erin Kampf-Melillo

**McGuffey PK-8**

Kelly Stephens

- (2) Supplemental Contracts for participating on the Warren City School District Leadership Teams (DLT) and attending monthly meetings as scheduled, effective 09/01/2019 through 06/30/2020, \$26.53 per an hour, on an as needed basis, to be paid from Title II-A, Fund #590, SCC #9202, not to exceed \$300.00 each (Recommended by C. Bero, State & Federal Programs)

Diane Finesilver



Kelly Hutchison

- (3) Extended time for the following Administrators for the 2019-20 school year, effective 06/17/2019 through 06/30/2020, not to exceed five (5) days at their per diem rate of pay (Recommended by S. Chiaro, Superintendent)

Megan Marino

- (4) Supplemental Contracts for the teachers of the 21<sup>st</sup> Century Community Learning Afterschool Program at the Jefferson and Willard PK-8 Schools, servicing Grades 6-8, effective 09/01/2019 through 06/30/2020, \$26.53 per an hour, on an as needed basis, to be paid from the 21<sup>st</sup> CCLC Fund #599, SCC #9119, not to exceed \$5,463.00 each (Recommended by J. Merolla, Community Outreach/Grant Development)

Diane Baglier  
Madeline Cuckow  
Jaclyn Davia  
Richard Dixon  
Margaret Forde  
Summer Hamrick

Krista Kohut  
Laura Krcelic  
Ian Lanney  
Amber Opperman  
Erika Prater  
Derek Sumner

- (5) Supplemental Contracts for WGH Standards Alignment work session on 10/09/2019, \$26.53 per an hour, on an as needed basis, to be paid from the School Quality Improvement Grant, Fund #572, SCC #9209, and Title II-A, Fund #590, SCC #9202, not to exceed \$65.00 each (Recommended by C. Bero, State & Federal Programs)

Joan Elliott  
Melanie Hameed  
Kimberly Hunter  
Kyle Irish  
Val Jean Pace

Mary Jo Pardee  
Christopher Penezich  
Courtney Susko  
Robin Walk

- (6) Supplemental Contracts for the purpose of providing tutoring services for students at the Trumbull County Children Services Board (CSB) after school as scheduled, effective 10/01/2019 through 04/30/2020, \$26.53 per an hour, on an as needed basis, to be paid from Title I Neglected Fund #572, SCC #9205, not to exceed \$3,000.00 each (Recommended by C. Bero, State & Federal Programs)

William Bell  
Philip Rogers

- (7) Supplemental Contracts for the purpose of providing instruction in the Fall 2019 Third Grade Reading Support Academy at each PK-8, effective 10/08/2019 through 10/17/2019, \$26.53 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9201, and Fund #001, SCC #0000, not to exceed \$400.00 each (Recommended by C. Bero, State & Federal Programs)

**Jefferson PK-8**

Stephanie Brugler  
Sandy Carson  
Matthew Seidel  
Ashleigh Sulick

**Lincoln PK-8**

Lora DeToro  
Megan Grayham  
Jennifer Holbrook  
Mary Moyer  
Tammi Penman  
Shannon Popadak  
Janell Richardson  
Erikka Sampson  
Karen Stamp

**District**

Jacqueline Lawrence  
Paula Yauger

**McGuffey PK-8**

Erika Aulizia  
Andrea Bluedorn  
Keelyn Claar  
Shaina Cowell  
Rachel Hitchings  
Danielle Mailach  
Shayla Padilla  
Karlie Williams

**Willard PK-8**

Tasha Dragish  
Alison Evans  
Natalie Grayson  
Molly James  
Kayla Rieser  
Lorena Schroeder  
Meghan Watson

**Pre-service Training:**

**Training Date:** October 2, 2019  
\$26.53 per hour, not to exceed \$35.00  
each Title I-A Fund #572, SCC #9201;  
Fund #001, SCC #0000

- e. Building Substitute Teacher Appointment(s) (2019-20 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>
Melissa Davies	09/23/2019	Lincoln PK-8

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

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

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

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

WHEREAS, any persons employed for a supplemental limited contract position here in named and does not complete or comply with said supplemental limited contract as outlined and directed by the building principal(s) and/or athletic director due to resignation, termination, leave of absence, suspension and/or non-compliance of said supplemental limited contract, upon review and at the sole discretion of the building principal(s) and/or athletic director, the payment of the supplemental limited contract may be prorated based upon fact-finding.

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)

**High School Athletics:**

- (1) Thomas Burd – Bowling Coach (Boys) – Code #42.0, Index 7.0, High School – Warren G. Harding High School, Salary Table B.
- (2) Holly Chapin – Swimming – Assistant Coach (Girls) – Code #63, Index 5.6, High School – Warren G. Harding High School, Salary Table B.
- (3) Charles Penny – Indoor Track – Head Coach (Boys) – Code #52.0, Index 7.0, High School – Warren G. Harding High School, Salary Table B.

**K-8 Athletics:**

- (4) Melissa Wilthew – Basketball – Head Coach (Girls – 8<sup>th</sup>) – Code #104, Index 8.0, Middle School, Lincoln PK–8 School, Salary Table B.

**CLASSIFIED:**

g. **Retirement – Classified**

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, under the provisions of ORC 3319.081, the retirement is accepted.

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

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

- (1) Heather Powers, Plant Manager 1, Jefferson PK-8, Salary Table J, effective the close of the day 12/31/2019.
- (2) Stephen Powers, Groundskeeper, Maintenance, Salary Table D, effective the close of the day 12/31/2019.

h. **Resignation – Classified**

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

NOW, THEREFORE BE IT RESOLVED, under the provisions of ORC 3319.081, the resignation is accepted.

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

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

- (1) Charles Crusan, Substitute Night Janitor, Salary Table M, effective the close of the day 09/16/2019.
- (2) Beverly Jones, Noon Hour Aide/Crossing Guard, Willard PK-8 Building, Salary Table M, effective the close of the day 10/07/2019.
- (3) Ginny Weaver, Substitute Food Service Helper, Salary Table M, effective the close of the day 10/01/2019.

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) Peggy Benz, Pre-K Educational Aide, Lincoln PK-8, Salary Table I, effective 09/03/2019.

j. Leave of Absence (Without Pay or Board Paid Benefits) – Classified

WHEREAS, ORC 3319.13 requires that employees be granted an unpaid leave of absence upon their request for reasons as approved by the Warren City Board of Education; and

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

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

- (1) Sherry Arnold, School Community Liaison, Jefferson PK-8, Salary Table L, effective 09/17/2019.

k. Change in Classification – Classified

WHEREAS, the following change of employee classifications are made for the benefit of the District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.01, the following change in employee working classifications are made as of the date indicated.

BE IT FURTHER RESOLVED, under the provisions of ORC 3317.12, the employees shall be compensated at the established wage rate as indicated on the Board of Education adopted salary schedule; and

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

- (1) Brad Gargas, Substitute Night Janitor, Salary Table M, to 5.5 Hr. Night Janitor, McGuffey PK-8 – Area #8, Salary Table D, effective 09/20/2019 (Begin probationary period).

- (2) Ryan Wicks, Substitute Night Janitor, Salary Table M, to Night Janitor, Willard PK-8 – Area #9, Salary Table D, effective 09/18/2019 (Begin probationary period).

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.

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. This employment is contingent upon receiving satisfactory results from a mandatory pre-employment drug test screening 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.

- (1) Kelly Brown, Substitute General Food Service Helper, Salary Table M, effective 09/26/2019.
- (2) Lorraine Grabosky, Substitute Noon Hour Aide/Crossing Guard, Salary Table M, effective 10/07/2019.
- (3) Janet Turner, Substitute Noon Hour Aide/Crossing Guard, Salary Table M, effective 09/12/2019.

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.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be deemed employed only on a conditional basis until the satisfactory check has been performed.

- (1) Supplemental Contract approved at the September 17, 2019 Regular Board Meeting, **MOTION NO. 09-2019-208**, Section M. Classified Temporary Employment, Item No. 6, The following individuals be granted supplemental contracts for Warren G. Harding 1-5 After School Program, effective August 20, 2019 through June 05, 2020, at their current hourly rate, not to exceed **\$400.00**, to be paid from Fund #001, SCC #0000, be **AMENDED** to **\$2,500.00 each**, to be paid from Fund #001, SCC #0000. (Recommended by J. Myers, Special Education.)

Natalie Bozin

Christine Tobin

Sonya Jarrett

- (2) The following individual be granted a supplemental contract for the 21<sup>st</sup> Century Community Learning Afterschool Program, for the services of 21<sup>st</sup> Century Community Learning Center Activity Leader for afterschool 6-8 grade program at Jefferson and Willard PK-8 buildings, effective 09/22/2019 through 06/30/2020, at the hourly rate of \$12.15, to be paid from 21<sup>st</sup> CCLC Fund #599, SCC #9209, not to exceed \$3,608.55. (Recommended by J. Merolla, Community Outreach/Grant Development)

La'Deana Simpson

- (3) The following individual be granted a supplemental contract for the 21<sup>st</sup> Century Community Learning Afterschool Program, for the services of School Liaison, effective 09/17/2019 through 06/30/2020, at the hourly rate of \$17.83, to be paid from 21<sup>st</sup> CCLC Fund #599, SCC #9209, not to exceed \$5,244.00. (Recommended by J. Merolla, Community Outreach/Grant Development)

Marvin L. Logan, Jr. – Jefferson PK-8

- (4) Boys' Basketball Equipment Manager  
For the 2019-2020 School Year  
Funding: Athletic Fund #300

Franklin Parker - Salary \$1,700.00

- (5) Adult Game Workers for Athletic Events for the 2019-2020 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	\$ 9.00/hour
Gate for Boys' Varsity Football	\$ 9.00/hour
Gates for Boys' Single Middle School Football	\$ 9.00/hour
Main Ticket Clerk for Varsity Football	\$ 9.00/hour
Football Chain Coordinator	\$10.00/hour
Varsity Football Clock	\$12.50/hour
Football Clock Assistant	\$12.50/hour
J.V. Football Clock	\$ 9.00/hour
Freshmen Football Clock	\$ 9.00/hour
Lower Level Football Clock	\$ 9.00/hour
Football Announcer	\$10.00/hour
Football Assistant Announcer	\$10.00/hour
Audio for Football	\$ 9.00/hour
Video for Football	\$ 9.00/hour



Computer for Football	\$ 9.00/hour
Game Book/Statistician for Football	\$ 9.00/hour
Press Box Host	\$ 9.00/hour
Officials' Host for Football	\$ 9.00/hour
Gate for Single Girls' Volleyball	\$ 9.00/hour
Gate for Single Girls' Middle School Volleyball	\$ 9.00/hour
Gate for Single Boys' and/or Girls' Soccer	\$ 9.00/hour
Gate for Single Boys' a/o Girls' Basketball Game	\$9.00/hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$ 9.00/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	\$ 9.00/hour
Video for Basketball	\$ 9.00/hour
Gate for Boys' and/or Girls' Swim Meet	\$ 9.00/hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$ 9.00/hour
Security for High School Sporting Event	\$ 9.00/hour
Security for Single Middle School Events	\$ 9.00/hour

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

Lindsay Bates

The above game worker(s) will work between 1 and 4.0 hours (depending on single/double/triple event) for any game and/or event which meets state minimum wage requirements and will be paid at above rates according to event/assignment working. To be paid from Athletic Fund 300 or Fund 014.

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

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

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

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

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

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

- (1) Supplemental Contract approved at the July 16, 2019 Board Meeting, **MOTION NO. 07-2019-151**, Employment-Classified Co-curricular 2019-2020 School Year, Section P, Item No. 5, Jeremy Starr, Code #63.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Girls). (100% of contract), be **RESCINDED**.
- (2) Supplemental Contract approved at the August 13, 2019 Board Meeting, **MOTION NO. 08-2019-167**, Employment-Classified Co-curricular 2019-2020 School Year, Section O, Item No. 5, Tyrone Owens, Code #44.0, Index 7.0, Salary Table B, Cross Country Coach, High School, Warren G. Harding High School, (Girls). (100% of contract), be **RESCINDED**.
- (3) Paris Bruner, Code #101.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Basketball Coach, (Gold), Middle School, Lincoln PK-8, (Boys). (100% of contract).
- (4) Holly Chapin, Code #63.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Girls). (100% of contract).
- (5) Chelsea DiPaolo, Code #104.0, Index 8.0, Salary Table B, 8<sup>th</sup> Grade Basketball Coach, (White), Middle School, Warren Middle Schools, (Girls). (100% of contract).
- (6) Aaron Elder, Code #38.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys). (100% of contract).
- (7) 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).

- (8) O'Sha Jackson, Code #102.0, Index 8.0, Salary Table B, 8<sup>th</sup> Grade Basketball Coach, (White), Middle School, Willard PK-8, (Boys). (100% of contract).
- (9) Kim Johnson, 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).
- (10) Ryan Johnson, Code #103.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Basketball Coach, (White), Middle School, Warren Middle Schools, (Girls). (100% of contract).
- (11) Tricia Mark, Code #63.0, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Girls). (100% of contract).
- (12) Michelle Schuller, Code #43.0, Index 7.0, Salary Table B, Bowling Coach, High School, Warren G. Harding High School, (Girls). (100% of contract).
- (13) 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).
- (14) 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).
- (15) Joseph Threats, IV, Code #101.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Basketball Coach, (White), Middle School, Jefferson PK-8, (Boys). (100% of contract).

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

**Board's Recommendations**

- 1. Resolution to Specify the Warren City School District's Intent Not to Provide Career-Technical Education to Students Enrolled in Grades Seven and Eight for the 2019-2020 School Year

It is recommended the resolution listed below for the District's intent not to provide career-technical education to students enrolled in grades seven and eight for year 2019-2020 school year be approved as submitted.

WHEREAS, effective September 17, 2014, Am. Sub. H.B. No. 487 amends R.C. 3313.90 regarding the provision of career-technical education to students; and

WHEREAS, effective September 17, 2014, R.C. 3313.90 requires school districts to provide career-technical education to students in grades seven through twelve; and

WHEREAS, R.C. 3313.90 also provides that the requirement for a school district to provide career-technical education to students enrolled in grades seven and eight can be waived for a particular school year if the school district's board of education adopts a resolution that specifies the district's intent not to provide career-technical education to students enrolled in grades seven and eight for a particular school year and submits that resolution to the Ohio Department of Education.

NOW, THEREFORE, BE IT RESOLVED THAT, the Board will not provide career-technical education to students enrolled in grades seven and eight for the 2019-2020 school year.

BE IT FINALLY 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.

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

11. Recognition of Speaker(s)

*Executive Session is a private conference between the members of the Board of Education from which the public is excluded. Because Executive Session is confidential and closed to public view, there are limitations on the use of Executive Session. Executive Session can be used for the following:*

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

12. Executive Session

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

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

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

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

14. Adjournment - \_\_\_\_\_ p.m.

AC \_\_\_\_\_ RF \_\_\_\_\_ JF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

SC:tep  
10/03/2019