

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – November 17, 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 October, 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 October 20, 2020

RF _____ JF _____ PL _____ RP _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the October, 2020 financial statement and short term investments made by the Treasurer during October, 2020, EXHIBIT A, (pp 42 – 43) be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
Beginning Balance			
July 1, 2020	\$42,095,275.45	\$24,229,348.36	\$66,324,623.81
MTD Receipts	5,783,746.52	3,315,080.64	9,098,827.16
FTD Advances In	-0-	-0-	-0-
FTD Receipts	26,370,908.44	7,920,523.04	34,291,431.48
MTD Expenditures	5,103,705.10	2,584,775.67	7,688,477.77
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	23,004,290.98	10,169,531.12	33,173,822.10
Ending Balance			
October 31, 2020	45,461,892.91	21,980,340.28	67,442,223.19

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

Fund	Amount
001-0000 A10-General Fund	\$1,380.86
006-0000 FS-Food Service	50.01
401 Auxiliary Services	1.09
Total	<hr/> \$1,431.96

RF _____ JF _____ PL _____ RP _____ JW _____

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

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

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

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>	
200-9022	SA2	Student Council - WGH
200-9022	SA18	National Honor Society - WGH
200-9022	SA100	WSCN - WGH
300-9022	SA322	Speech & Debate - WGH
300-9022	SAPB22	Prep/Quiz Bowl - WGH

RF _____ JF _____ PL _____ RP _____ JW _____

4. Revised Appropriation Budget

It is recommended the resolution listed below for revised appropriation budget (a. through j.) be approved as submitted.

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

- | | | |
|----|-----------------|---|
| a. | Fund/S.C.C.: | Title I
Fund #572, S.C.C. #9211 |
| | FY2021 Apprn: | \$3,989,241.32 |
| | Rev. Apprn.: | \$4,544,114.38 |
| | Exec. Director: | Christine Bero, State & Federal Programs |
| | Purpose: | \$544,873.06 increase due to carry-over |
| | | |
| b. | Fund/S.C.C.: | Title I-Neglected
Fund #572, S.C.C. #9215 |
| | FY2021 Apprn: | \$41,227.42 |
| | Rev. Apprn.: | \$60,186.27 |
| | Exec. Director: | Christine Bero, State & Federal Programs |
| | Purpose: | \$18,958.85 increase due to carry-over |
| | | |
| c. | Fund/S.C.C.: | Title I-Delinquent
Fund #572, S.C.C. #9216 |
| | FY2021 Apprn: | \$94,313.94 |
| | Rev. Apprn.: | \$106,637.46 |
| | Exec. Director: | Christine Bero, State & Federal Programs |
| | Purpose: | \$12,323.52 increase due to carry-over |
| | | |
| d. | Fund/S.C.C.: | Title II-A
Fund #590, S.C.C. #9212 |
| | FY2021 Apprn: | \$390,392.29 |
| | Rev. Apprn.: | \$467,840.36 |
| | Exec. Director: | Christine Bero, State & Federal Programs |
| | Purpose: | \$77,448.07 increase due to carry-over |
| | | |
| e. | Fund/S.C.C.: | Title IV-A
Fund #599, S.C.C. #9214 |
| | FY2021 Apprn: | \$314,449.62 |
| | Rev. Apprn.: | \$362,278.45 |
| | Exec. Director: | Christine Bero, State & Federal Programs |
| | Purpose: | \$47,828.83 increase due to carry-over |

- f. Fund/S.C.C.: Auxilary Services
Fund #401 S.C.C. #9217, 9218
FY2021 Apprn: \$246,665.08
Rev Apprn.: \$318,156.35
Exec. Director: Christine Bero, State & Federal Programs
Purpose: \$71,491.27 increase due to carry-over.
- g. Fund/S.C.C.: Title I, School Quality Improvement Grant
Fund #572 S.C.C. #9219
FY2021 Apprn: \$428,097.36
Rev Apprn.: \$484,802.49
Exec. Director: Christine Bero, State & Federal Programs
Purpose: \$56,705.13 increase due to carry-over.
- h. Fund/S.C.C.: IDEA-B Special Education
Fund #516, S.C.C. #9210
FY2021 Apprn: \$1,363,265.95
Rev. Apprn.: \$1,522,496.84
Exec. Director: Jennifer Hoffman, Special Education
Purpose: \$159,230.89 increase due to reallocation of funds and carry-over.
- i. Fund/S.C.C.: Nita M Lowey 21st Century Community Learning Center Grant-
Warren South
Fund #599 S.C.C. #9219
FY2021 Apprn: \$150,000.00
Rev Apprn.: \$204,195.38
Period: July 1, 2020 through June 30, 2021.
Supervisor: Jill Merolla, Community Outreach and Grant Development
Purpose: \$54,195.38 increase due to FY20 carry-over.
- j. Fund/S.C.C.: McKinney Vento Homeless Assistance Program
Fund #572 S.C.C. #9214
FY2021 Apprn: \$25,000.00
Rev Apprn.: \$38,059.39
Period: July 1, 2020 through June 30, 2021.
Supervisor: Jill Merolla, Community Outreach and Grant Development
Purpose: To provide resources to better track/serve/support families who are experiencing homelessness in the Warren City Schools. \$13,059.39 increase due to FY20 carry-over.

AC _____ RF _____ JL _____ PL _____ RP _____

5. 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. through c.) 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: Schermer Trust and DiYorio Foundation Grant
- Fund/S.C.C.: Fund #007 S.C.C. #9211
- Amount: \$6,000.00
- Funding: Schermer Trust and DiYorio Foundation
- Period: October 1, 2020 through June 30, 2021.
- Supervisor: Jill Merolla, Community Outreach and Grant Development
- Purpose: To enhance the educational experiences of our students through parent engagement and enriching educational supplies.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
007	1100	510	9211		<u>\$6,000.00</u>
				Total:	\$6,000.00

b. Name of Grant: Title VI-B Preschool Restoration Grant
 Fund/S.C.C.: Fund #587 S.C.C. #9210
 Amount: \$9,773.43
 Funding: The Ohio Department of Education
 Period: November 1, 2020, through June 30, 2021.
 Exec. Director: Jennifer Hoffman, Special Education
 Purpose: To provide supplies to preschool school children with disabilities. To provide materials to intervention specialist so that they can facilitate IEP goals. In addition to provide families access to materials to follow up in the home with their child. Also, with special focus on communication devices and flexible seating to help students access materials in the classroom.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
587	1280	511	9210	Preschool Supplies	<u>\$9,773.43</u>
Total:					\$69,773.43

c. Name of Grant: Trumbull County Mental Health & Recovery Board
 Fund/S.C.C.: 007 9212
 Amount: \$49,335.59
 Period: October 30, 2020, through June 30, 2021.
 Exec. Dir.: Wendy Hartzell, Associate Superintendent
 Purpose: To facilitation of quality prevention services and best outcomes possible for students within the school district according to prevention services approved by the Board.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
007	1100	511	9212	Materials/Supplies	\$25,243.60
007	1100	411	9212	Purchased Service	<u>\$23,756.40</u>
Total:					\$49,335.59

RF _____ JF _____ PL _____ RP _____ JW _____

6. Five-Year Projection of Revenues, Expenditures and Assumptions

It is recommended the resolution listed below submitting the Five-Year Projection of Revenues, Expenditures and Assumptions be approved as submitted.

BE IT RESOLVED, in accordance with Rule 3301-92-04 under Chapter 119 of ORC Section 5705.391, the Warren City Board of Education approve the Five-Year Projection of Revenues, Expenditures and Assumptions, EXHIBIT B, (separate), in the format as prescribed by the Ohio Department of Education and the Auditor of State.

RF _____ JF _____ PL _____ RP _____ JW _____

Superintendent's Recommendations

1. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a. through m.) 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: Pera Services INC
 Juliana Ramirez, Lead School Psychologist
 1107 Green Knoll Dr.
 Westerville, OH 43081
 954-684-4382
EXHIBIT C, (p. 44):
 Amount: \$1,800 per student evaluation
 Fund/S.C.C.: Fund #001 S.C.C. #0000
 Period: November 1, 2020, through June 7, 2021.
 Exec Director: Jennifer Hoffmann, Special Education
 Purpose: To provide psychology evaluation services to Spanish speaking students.
- b. Agreement: Amanda Colbert
 1396 Autumn Drive NW
 Warren, OH 44485
EXHIBIT D, (p. 45):
 Amount: \$30.00 per session with a total of 4 sessions not exceeding \$120.00
 Period: October 20, 2020, through December 31, 2020.
 Supervisor: Jill Merolla, Community Outreach/Grant Development
 Purpose: To provide Craft/Maker Space Activities for students in 6th-8th grade in 21st CCLC Program at Willard and Jefferson.
- c. Agreement: Miles Johnson
 736 Mahoning Avenue NW
 Warren, OH 44483
EXHIBIT E, (p. 46):
 Amount: \$40.00 per session with a total of 4 sessions not exceeding \$180.00
 Period: October 20, 2020, through December 31, 2020.
 Supervisor: Jill Merolla, Community Outreach/Grant Development

- Purpose: To provide B.U.I.L.D Building Understanding Improving Leadership Dream Activities for students in 6th-8th grade in 21st CCLC Program at Willard and Jefferson
- d. Contract: Accurate Net Works
951 W. Freeport Rd.
Freeport, MI 49325
Amount: \$116,954.50
EXHIBIT F, (p. 47):
Period: November 2020
Exec. Director: John Lacy, Business Operations
Purpose: To provide an upgrades to existing cameras on buses.
- e. Contract: CDW
230 North Milwaukee Ave
Vernon Hills, IL 60061
Amount: \$44,084.00
EXHIBIT G, (p. 48):
Period: November 2020
Exec. Director: John Lacy, Business Operations
Purpose: To provide Broadband Internet on buses.
- f. Contract: Inspiring Minds
837 Woodland St., NE
Warren, OH 44483
Amount: Based on Student Participation and Related Cost
EXHIBIT H, (pp 49 – 57):
Period: October 1, 2020, through August 6, 2021.
Exec. Director: John Lacy, Business Operations
Purpose: To provide an After School and Summer Enrichment Program for students entering Grades 3-8.
- g. Agreement: Jessica Prater
1726 Roberts Lane
Warren, OH 44483
EXHIBIT I, (p. 58):
Amount: \$35.00 per session with a total of 4 sessions not exceeding \$140.00
Period: October 20, 2020, through December 31, 2020.
Supervisor: Jill Merolla, Community Outreach/Grant Development
Purpose: To provide yoga and fitness activities for students in 6th-8th grade in 21st CCLC Program at Willard and Jefferson.

- h. Agreement: Hometown Ticketing Inc.
EXHIBIT
Ashley Lapka
1328 Dublin Road, 3rd Floor
Columbus, OH 43215
EXHIBIT J, (pp. 59 – 62):
Period: November 20, 2020 through June 10, 2021
Director: William Nicholson, Athletics
Purpose: To provide an electronic ticketing system for winter sports that eliminates the handling of monies.
- i. Contract: Phillips Sekanick Architects
142 East Market Street
Warren, OH 44481
Amount: \$15,100.00 (Base fees plus reimbursable expenses)
EXHIBIT K, (pp. 63 – 68):
Period: November 2020 – December 2020
Exec. Director: John Lacy, Business Operations
Purpose: To provide Professional Architectural Services for the continuation of the Mollenkopf Athletic Project.
- j. Agreement: Akron Children’s Hospital
School Athletic Training Service Agreement
Considine Professional Building
215 W Bowery St., 7th Floor
Akron, Ohio 44308
EXHIBIT L, (pp. 69 – 80):
Contact: Shay Mulford
Period: October 28, 2020 through June 10, 2021
Director: William Nicholson, Athletics
Purpose: To provide an athletic trainer for all Warren City Schools athletic programs.
- k. **Amended Agreement 10-2020-230:** Mahoning County Educational Service Center
7320 North Palmyra Rd.
Canfield, OH 44406
Jack Zacolo
330.533.8755
EXHIBIT M, (pp. 81 – 84):
Amount: \$20,000.00
Fund: #001
Period: July 1, 2020, through June 30, 2021.
Exec. Director: Regina Teutsch, Curriculum and Instruction

Purpose: To provide monthly administrative support meetings.

l. Contract: Ohio History Connection
 800 East 17th Avenue
 Columbus, OH 43211
EXHIBIT N, (p. 85):
 Amount: No Charge
 Period: Jefferson & Willard PK – 8 July 1, 2019, through July 1, 2022
 Lincoln & McGuffey PK – 8 July 1, 2020, through July 1, 2022
 Exec. Director: Regina Teutsch, Curriculum and Instruction
 Purpose: To provide a Three year subscriptions to Ohio as America for electronic logins for fourth grade students and teachers online Social Studies textbooks.

m. Agreement: Mahoning County Educational Service Center
 7320 North Palmyra Rd.
 Canfield, OH 44406
 Sandy Furan
 330.533.8755
EXHIBIT O, (pp. 86 – 89):
 Amount: No Charge
 Period: July 1, 2020, through June 30, 2021.
 Treasurer: Karen Sciortino
 Purpose: To provide pre-employment, onboarding and personnel services.

RF _____ JF _____ PL _____ RP _____ JW _____

2. Authorizing the Execution and Delivery of a Renewal Agreement to the Master Electric Energy Sales Agreement between the Warren City School District and Power4Schools' Endorsed Electric Supplier, ENGIE Resources LLC

It is recommended the resolution listed below authorizing the execution and delivery of a renewal agreement to the master electric energy sales agreement between the Warren City School District and Power4Schools' endorsed electric supplier, ENGIE Resources LLC be approved as submitted.

WHEREAS, the Board of Education (the "Board") of this School District (the "District"), as a member of one of the Associations, pursuant to this resolution desires to authorize the execution and delivery by the District of Renewal Agreement to the Master Electric Energy Sales Agreement between the District and ENGIE (the "Power Sales Agreement"), pursuant to which the District, will purchase electricity generation for its school facilities EXHIBIT P, (pp. 90 – 97); and

WHEREAS, the Ohio Schools Council, Ohio School Boards Association, Ohio Association of School Business Officials, and the Buckeye Association of School Administrators (the "Associations") each carries out cooperative purchase programs and promotes cooperative arrangements and agreements among its member school districts and government agencies or private persons; and

WHEREAS, the Associations collectively do business under the trade name "Power4Schools" ("P4S") for the purpose of endorsing competitive retail electric service ("CRES") providers to supply retail electric energy services to the Associations' members; and

WHEREAS, the members of, and other participating public schools associated with, the Associations desire to purchase retail electric energy services from the CRES provider that has received the endorsement of P4S, ENGIE Resources LLC ("ENGIE"); and

WHEREAS, the Board of Education (the "Board") of this School District (the "District"), as a member of one of the Associations, pursuant to this resolution desires to authorize the execution and delivery by the District of a Master Electric Energy Sales Agreement between the District and ENGIE (the "Power Sales Agreement"), pursuant to which the District, will purchase electricity generation for its school facilities; and

NOW, THEREFORE, BE IT RESOLVED, The Board authorizes and directs the Treasurer to execute and deliver, in the name of the District and on its behalf, the Power Sales Agreement, substantially in the form now on file with this Board, with any changes that are not inconsistent with this resolution and that may be acceptable to

the Treasurer whose acceptance shall be conclusively evidenced by the execution of such document by the Treasurer.

BE IT FURTHER RESOLVED, Monies adequate to pay amounts due under the Power Sales Agreement for the current fiscal year are hereby appropriated for that purpose.

BE IT FURTHER RESOLVED, It is hereby found and determined that all formal actions of the Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board, and that all deliberations of the Board and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

RF _____ JF _____ PL _____ RP _____ JW _____

3. Declaring Transportation Impractical

It is recommended the resolution listed below 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 Q, (p. 98), 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 2020 – 2021 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.

RF _____ JF _____ PL _____ RP _____ JW _____

4. Purchase of Two (2) Seventy-Eight Passenger Conventional School Buses

It is recommended the resolution listed below for the purchase of two (2) seventy-eight passenger Conventional school buses from Myers Equipment be approved as submitted.

WHEREAS, the Warren City School District is a member of the Ohio Schools Council. On November 2, 2020, the Ohio Schools Council received bids for school buses on behalf of its members. The Warren City Schools Board of Education authorizes the purchase of two (2) seventy-eight passenger Conventional school bus chassis and bodies that were bid through the Ohio Schools Council.

THEREFORE, BE IT RESOLVED the Warren City Schools Board of Education wishes to purchase two (2) seventy-eight passenger Conventional school bus chassis and bodies from the bids received through the Ohio Schools Council on November 2, 2020.

NOW, THEREFORE, BE IT RESOLVED that the quote for two (2) seventy-eight passenger Conventional school bus chassis and bodies, not to exceed \$180,000.00, be accepted and that appropriate purchase orders and payments are issued.

RF _____ JF _____ PL _____ RP _____ JW _____

5. Board Policies – Review

It is recommended the resolution listed below regarding the Review of Board Policies, 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 reviewing 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 2261.01 (Reviewed) PROGRAM
PARENT PARTICIPATION IN TITLE I PROGRAMS

RF _____ JF _____ PL _____ RP _____ JW _____

6. Memorandum of Understanding between the Warren City School District Board of Education and the Ohio Association of Public Employees Chapter 288

It is recommended the resolution listed below approving a Memorandum of Understanding between the Warren City School District Board of Education and the Ohio Association of Public Employees Chapter 288 this 11th day of November, 2020 be approved as submitted.

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

WHEREAS, the Board and Association wish to enter into an agreement regarding modification of salary for Association members employed on November 17, 2020, retroactive to August 25, 2020 in the amount of \$.50 additional, not tied to the base salary hereafter, per hour worked through May 28, 2021.

WHEREAS, the parties intend to amend the Agreement as set forth hereinafter, and further intend that all remaining sections of the CBA, that are not inconsistent herewith, shall remain in full force and effect through its duration ending June 30, 2021.

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board and the Association that the above referenced salary modification be made by the Treasurer following approval by both the Board and Association.

The parties agree to the terms of this MOU are not intended to create a case precedent or form the basis of a past practice between or among the parties. All other provisions of the CBA not expressly addressed herein shall remain in full force and effect.

This MOU shall automatically expire on June 30, 2021.

RF _____ JF _____ PL _____ RP _____ JW _____

7. Memorandum of Understanding between the Warren City School District Board of Education and the Ohio Association of Public Employees Chapter 288

It is recommended the resolution listed below approving a Memorandum of Understanding between the Warren City School District Board of Education and the Ohio Association of Public Employees Chapter 288 this 11th day of November, 2020 be approved as submitted.

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

WHEREAS, the Board has reviewed the position of Records Keeper and has determined the position shall be eliminated effective immediately. The Board and the Association wish to follow the collective bargaining agreement and modify as follows:

1. Bargaining unit member assigned as Records Keeper shall retain her right to bump into a six or seven hour position, or lower, for which she maintains seniority.
2. Bargaining unit member retains her current rate of pay through the end of the day of December 31, 2020, where she will then receive a salary adjustment effective January 1, 2021.

WHEREAS, the parties intend to amend the Agreement and further intend that all remaining sections of the CBA, that are not inconsistent herewith, shall remain in full force and effect through its duration ending June 30, 2021.

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board and the Association that the above referenced modification be made by the Treasurer following approval by both the Board and the Association.

The parties agree to the terms of this MOU are not intended to create a case precedent or form the basis of a past practice between or among the parties. All other provisions of the CBA not expressly addressed herein shall remain in full force and effect.

This MOU shall automatically expire on June 30, 2021.

RF _____ JF _____ PL _____ RP _____ JW _____

8. Ratification of Collective Bargaining Agreement with the Ohio Association of Public School Employees, Chapter 288

It is recommended the resolution listed below ratifying the Collective Bargaining Agreement between the Warren City Board of Education and the Ohio Association of Public School Employees, Chapter 288, be approved as submitted.

WHEREAS, the Ohio Association of Public School Employees, Chapter 288, has advised the Warren City Board of Education that their membership has ratified the Collective Bargaining Agreement for the period July 1, 2021, through June 30, 2024.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the Collective Bargaining Agreement with the Ohio Association of Public School Employees, Chapter 288, EXHIBIT R, (separate), be approved.

BE IT FURTHER RESOLVED that the Board President, Superintendent, and Treasurer be, and the same hereby are, authorized and directed to take all awful steps necessary to implement said Collective Bargaining Agreement, including the execution of applicable "412 Certificate."

RF _____ JF _____ PL _____ RP _____ JW _____

9. 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
Suzette Jackson

OPES
Dani Burns

RF _____ JF _____ PL _____ RP _____ JW _____

10. 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	
Berk Enterprises, Inc.	Warren City School District 6 Pallets of Hand Sanitizer Estimated Value: \$21,300.00	[1]
Chick-fill-a	Jefferson PK – 8 School Free Meal Gift Cards Estimated Value: \$425.00	[2]
Ohio Ceramic Supply	Jefferson PK – 8 School Ceramic Pieces Estimated Value: \$5,000.00	[2]

[1] To be used to support the students and staff of the Warren City Schools.

[2] To be used to support the students of Jefferson PK – 8 School.

RF _____ JF _____ PL _____ RP _____ JW _____

11. 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:

EARLS, Joshua \$ 150.00

Certificated – 2020-2021 School Year:

JOHNSON, John B.	\$ 400.00
KIFER, Kevin	\$ 400.00
MASSUCCI, Julie	\$ 400.00
RIESER, Kayla	\$ 400.00
SEWICKLEY, Thomas	\$ 400.00
WHITMORE, Christine	\$ 400.00

RF _____ JF _____ PL _____ RP _____ JW _____

12. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through g.) 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) Nancy Jarvis, Elementary Education Teacher, retirement effective the close of the day, 05/31/2021.

b. Change in Classification – Certificated

WHEREAS, the following change of employee classification is being made for the benefit of the District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.01, the following change in the employees working classification is made as of the date indicated.

BE IT FURTHER RESOLVED, under the provisions of ORC 3317.12, the employee 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 employee shall be assigned and directed.

- (1) Keelyn Franklin, from Community Liaison, Lincoln PK-8, Salary Table L, to Special Education Teacher, Salary Table A, Step M-01, Limited Contract, effective 11/09/2020, and for the duration of the 2020-21 school year.

c. Resignation – Certificated – Personal

WHEREAS, the employee herein named have requested to be released from her employment contract as specified at the effective date indicated.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the resignation from regular contract is accepted at the effective date indicated.

- (1) Patricia Tsagaris, Substitute Teacher, resignation effective the close of the day, 10/22/2020.

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 Dates: October 30 – November 11, 2020.
(Due to Civil Unrest)

e. Appointments – Certificated – Hourly Employment (2020-21 School Year)

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

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

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

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

- (1) Supplemental Contract for attending Step Up to Quality meetings, effective 11/01/2020 through 11/30/2020, \$27.26 per an hour, on an as needed basis, to be paid from ECE Fund #439, SCC #9213, and Title II-A, Fund #590, SCC #9212, not to exceed \$110.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Abigail Fisher

- (2) Supplemental Contracts for the teachers of the 21st Century Community Learning Afterschool Program at the Willard and Jefferson PK-8 Schools, servicing grades 6-8, effective 10/02/2020 through 06/30/2021, \$27.26 per an hour, on an as needed basis, to be paid from 21st CCLC Fund #599, SCC #9219, not to exceed \$5,463.00 (Recommended by J. Merolla, Supervisor of Community Outreach/Grant Development)

Cheyenne Burns
 Shannon Chrnko
 Richard Dixon
 Thomas Ericksen
 Maggie Forde
 Summer Hamrick
 Laura Krcelic
 Erika Prater

- (3) Supplemental Contracts for the After School Credit Recovery Program at Warren G. Harding High School, effective 11/01/2020 through 06/30/2021, \$27.26 per an hour, on an as needed basis, to be paid from Title I-Neglected Fund #572, SCC #9215, not to exceed \$3,000.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kathryn Malasky
 Maryjo Pardee

- (4) Supplemental Contract for **William Nicholson**, Home Site Tournament Manager, Division II, Football, held on 10/09/2020 and 10/16/2020, to be paid from Fund #022, not to exceed \$300.00 (Recommended by S. Chiaro, Superintendent)
- (5) Supplemental Contract for **Shannon Superak-Skiles**, Home Site Ticket Manager/Assistant Tournament Manager, Division II, Football, held on 10/09/2020 and 10/16/2020, to be paid from Fund #022, not to exceed \$200.00 (Recommended by S. Chiaro, Superintendent)

- f. Substitute Teacher Appointment(s) (2020-21 School Year) \$95.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule, (as needed)

WHEREAS, to prepare for temporary absences of certificated personnel for whom temporary, casual, as needed, on-call replacements (substitute teachers) may be needed to provide educational services for students; and

WHEREAS, the Board of Education has the authority to employ eligible personnel on such temporary, casual, as needed, on-call substitute basis. Pursuant to the

provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

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

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

<u>Name</u>	<u>Effective Date</u>
Deborah Collins	10/20/2020

- g. Employment – Certificated (current regular employee) Co-Curricular year) (2020-21 school year)

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

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

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

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

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

General:

- (1) Mentor Teacher – One on One - Code #2, Index 3.5, Salary Table B.

Teacher Mentor

Kristina White

Mentee

Keeyln Franklin

High School Advisors & Clubs:

- (2) The following Supplemental Contracts approved at the **October 20, 2020**, Regular Board Meeting, **MOTION NO. 10-2020-237**, Section g., Employment – Certificated (current regular employee) Co-Curricular year (2020-21 school year), **High School Advisor & Clubs**, Item No. 11, **Senior Class Head** – Code #21, Index 8.0, Salary Table B, be **AMENDED** and **RESCINDED** as listed below:

Victoria Midgett	From 25% to 50% of Contract
Jodi Beachy	RESCIND

- (3) The following Supplemental Contract approved at the **October 20, 2020**, Regular Board Meeting, **MOTION NO. 10-2020-237**, Section g., Employment – Certificated (current regular employee) Co-Curricular year (2020-21 school year), **High School Advisor & Clubs**, Item No. 12, **Senior Class Assistant** – Code #22, Index 4.0, Salary Table B, be **AMENDED** and **RESCINDED** as listed below:

Victoria Midgett	RESCIND
Jodi Beachy	From 25% to 50% of Contract

High School Athletics:

- (4) The following Supplemental Contract approved at the **September 1, 2020**, Regular Board Meeting, **MOTION NO. 09-2020-202**, Section f., Employment – Certificated (current regular employee) Co-Curricular year (2020-21 school year), **High School Athletics**, Item No. 2, **Bernard Bolha, Basketball – Assistant Coach (Girls)** – Code #39, Index 16.0, Salary Table B, 85% of Contract be **RESCINDED**.
- (5) Marc Morgan – Basketball – Assistant Coach (Girls) – High School – Warren G. Harding, Code #39, Index 16.0, Salary Table B, 85% of Contract.

High School Other:

- (6) IT Resource Liaison (9-12) – Code #78, Index 3.5, Salary Table B.

Joy Angelo	Harding
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K-8 Academics:

- (7) The following Supplemental Contract approved at the **October 20, 2020**, Regular Board Meeting, **MOTION NO. 10-2020-237**, Section g., Employment – Certificated (current regular employee) Co-Curricular year (2020-21 school year), **K-8 Academics**, Item No. 23, **Mary Sanata, Challenge 24 Coach (Gr. 6-8)** – Code #80, Index 2.0, Salary Table B, be **RESCINDED**.

- (8) The following Supplemental Contracts approved at the **October 20, 2020**, Regular Board Meeting, **MOTION NO. 10-2020-237**, Section g., Employment – Certificated (current regular employee) Co-Curricular year (2020-21 school year), **K-8 Academics**, Item No. 27, **Great Books Coach** – Code #84, Index 2.0, Salary Table B, be **AMENDED from 50% to 100%** as listed below:

Brandi Gazso	Lincoln PK-8 (Gr. 3-5)
Kelly Notar	Lincoln PK-8 (Gr. 6-8)

K-8 Advisors & Clubs:

- (9) Student Council Advisor (Gr. 6-8) – Code #98, Index 4.0, Salary Table B.

Trisha DiCesare	50% of Contract	Lincoln PK-8
Nina Gabrelcik	50% of Contract	Lincoln PK-8

RF _____ JF _____ PL _____ RP _____ JW _____

13. Personnel Recommendations

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

CLASSIFIED/CERTIFICATED:

a. 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) Daphne Gary, Night Janitor-Area #5, Warren G. Harding High School, Salary Table D, effective 11/09/2020.

b. 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 October 20, 2020, Regular Board Meeting, **MOTION NO. 10-2020-237**, Section i., Item no. 1, Kathy Kardassilaris, Food Service General Helper, Warren G. Harding High School, Salary Table G, effective **12/14/2020**, be **AMENDED** to **09/01/2020**.

- (2) Dalene Behlke, Secretary I-Student Services, Administration, Salary Table E, effective 10/08/2020.
- (3) Gayle Dilley, 8 Hr. Bus Driver, Transportation, Salary Table D, effective 11/02/2020.
- (4) Dennis Stienstra, Night Janitor-Area #8, Lincoln PK-8, Salary Table D, effective 10/13/2020.

c. 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:

October 15-16, 2020 – Military Training
 December 4, 2020 – Military Training
 May 13-14, 2021 – Military Training
 June 4 – June 18, 2021 – Annual Training

d. 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) Classified Temporary Employment, recommendation at the August 11, 2020, Regular Board Meeting, **MOTION NO. 08-2020-184**, Section f., Item no. 3, the following individual be granted a supplemental contract for the After School Credit Recovery Program at Warren G. Harding High School for the period of August 24, 2020, through June 30, 2021, at the hourly rate of \$15.00, to be paid through **Title 1-A Fund #572, SCC #9211**, not to exceed \$5,775.00, be **AMENDED** to **Title I-Neglected Fund #572, SCC #9215**. (Recommended by C. Bero, Executive Director, State/Federal Programs)

Michele Douglas

- (2) The following individual be granted a supplemental contract for the purpose of attending Step Up to Quality meetings, as needed, effective November 1, 2020, through November 30, 2020, paid from ECE Fund #439, SSC 9213, and Title II-A Fund #590, SCC #9212, at their current hourly rate, not to exceed \$60.00. (Recommended by C. Bero, Executive Director, State/Federal Programs)

Andrea Musloski – Pre-K Educational Assistant

- (3) The following individual be granted a supplemental contract for providing Family Coordinator services for 21st Century Community Learning Afterschool Program for the 6th-8th grade program at Willard and Jefferson PK-8 Schools, effective November 2, 2020, to June 30, 2021, to be paid from 21st CCLC Fund #599, SSC #9219, at their current hourly rate of \$18.70, not to exceed \$1,079.00. (Recommended by J. Merolla, Supervisor of Community Outreach/Grant Development)

Karin Kilpatrick-Matthews

e. Employment—Classified/Certificated 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.)

K-8 Athletics:

- (1) Employment-Classified Co-curricular 2020-2021 School Year, recommendation at the October 10, 2020, Regular Board Meeting, **MOTION NO. 10-2020-237**, Section m., Item no. 19, **Joe'I Moss**, Code #104.0, Index 8.0 Salary Table B, 8th Grade Basketball Coach (White), Middle School, Warren Middle Schools, (Girls). (**50%** of contract), be **AMENDED** to (**100%** of contract).

High School Other:

- (2) Trevor Donley, Code #79.0, Index 2.0, Salary Table B, IT Resource Coordinator, High School, Warren G. Harding High School, (100% of contract).

K-8 Other:

- (3) Jasen Gregory, Code #122.0, Index 3.5, Salary Table B, IT Resource Liaison (6-8), Middle School, Willard PK-8 Building, (100% of contract).
- (4) Kevin Koncsol, Code #122.0, Index 3.5, Salary Table B, IT Resource Liaison (6-8), Middle School, Jefferson PK-8 Building, (100% of contract).
- (5) Richard Taneri, Code #122.0, Index 3.5, Salary Table B, IT Resource Liaison (6-8), Middle School, Lincoln PK-8 Building, (100% of contract).
- (6) Joshua Zackeroff. Code #122.0, Index 3.5, Salary Table B, IT Resource Liaison (6-8), Middle School, McGuffey PK-8 Building, (100% of contract).
- (7) IT Resource Liaison (K-2) – Code #120, Index 3.5, Salary Table B.

Jillian Oswald	Jefferson PK-8
Mary Olesky	Lincoln PK-8
Jack Reppart	McGuffey PK-8
Sharon Gordon	Willard PK-8

- (8) IT Resource Liaison (3-5) – Code #121, Index 3.5, Salary Table B.

Christina Kittle	Jefferson PK-8
Jill Selak	Lincoln PK-8
Diane Finesilver	McGuffey PK-8
Christine Whitmore	Willard PK-8

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
11/13/2020