

AGENDA  
 Board of Education  
 Warren City School District  
**Regular Meeting** – December 18, 2018 – 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. Lacy, 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 \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

4. Communications

5. Adoption of Agenda

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

6. Treasurer's Report

7. Superintendent's Report

A. Mid Sized Urban District Update – Sandusky City Schools Visit

8. Board of Education Committee Reports

- A. Athletics *(John Lacy and Patti Limperos)*
- B. Finance Advisory *(Andre Coleman and John Lacy)*
- 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 and John Lacy)*

9. Old Business

10. New Business

**Treasurer's Recommendations**

1. Minutes

It is recommended the resolution listed below regarding the November, 2018 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 November 27, 2018

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the November, 2018 financial statement and short term investments made by the Treasurer during November, 2018, EXHIBIT A, (pp. 32 – 33), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	<b>General Fund</b>	<b>All Other Funds</b>	<b>Total All Funds</b>
<b>Beginning Balance July 1, 2018</b>	\$34,605,663.17	\$17,031,189.05	\$51,636,852.22
<b>November Receipts</b>	5,621,341.75	1,022,434.45	6,643,776.20
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	32,896,688.72	10,239,407.61	43,136,096.33
<b>MTD Expenditures</b>	5,354,695.80	4,106,262.72	9,460,958.52
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	29,755,711.09	12,191,457.08	41,947,168.17
<b>Ending Balance November 30, 2018</b>	37,746,640.80	15,079,139.58	52,825,780.38

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

<b>Fund</b>	<b>Amount</b>
General Fund	\$47,753.96
006-0000 FS-Food Service	1,341.94
Auxiliary Services	<u>53.61</u>
Total	\$49,149.51

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

3. Alternative Tax Budget Information

It is recommended the resolution listed below for the Alternative Tax Budget Information be approved as submitted.

WHEREAS, school districts must adopt the Alternative Tax Budget Information for the coming fiscal year by January 15; and

WHEREAS, such information is more of an administrative exercise than of revenue-generating significance, in that the "January budget" is commonly referred to as the "asking for" budget (vs. the July appropriations measure which actually deals with expected funds).

NOW, THEREFORE, BE IT RESOLVED, under provisions of ORC 5705.281, that the Alternative Tax Budget Information for the year commencing July 1st, 2019, is approved as presented in EXHIBIT B, (pp. 34 – 38).

BE IT FURTHER RESOLVED, under the provisions of ORC 5705.281, that the Treasurer shall deliver a copy of the approved Alternative Tax Budget Information on the prescribed form to the County Auditor on or before January 20.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

4. 2018-19 Co-curricular Budget and Purpose Statements

It is recommended the resolution listed below establishing 2018-19 Co-curricular Budget and Purpose Statements be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the budget and purpose statements (on file in the Treasurer's Office) for the following 2018-19 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>
300-9022	SA221 – WGH- Key Club
300-9022	SAPB22 – WGH Prep/Quiz Bowl

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

5. Revised Appropriation Budget

It is recommended the resolution listed below for a revised appropriation budget (a.) 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.: IDEA-B Special Education  
Fund #516, S.C.C. #9910  
FY18 Apprn: \$1,359,117.12  
Rev. Apprn.: \$1,496,342.54  
Exec. Director: Jennifer Myers, Special Education  
Purpose: \$137,225.42 increase due to additional funds and carryover.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_



**Superintendent's Recommendations**

1. 2019 Organizational Meeting

It is recommended the resolution listed below scheduling the 2019 Organizational Meeting be approved as submitted.

WHEREAS, each city, local, and exempted village board of education is required to hold an organizational meeting between January 1 and 15 to elect the president and vice president and to conduct other organizational business for the calendar year; and

WHEREAS, such organizational meeting is open to the public.

NOW, THEREFORE, BE IT RESOLVED that, under the provisions of ORC 121.22 and 3313.14, the Warren City Board of Education shall hold its 2019 Organizational Meeting as indicated below:

Date: Tuesday, January 8, 2019

Time: 6:00 p.m.

Location: Board's Administration Building  
105 High Street, N.E.  
Warren, Ohio

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

2. 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 October 23, 2018, 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 October 23, 2018.

NOW, THEREFORE, BE IT RESOLVED that the quote for two (2) seventy-eight passenger Conventional school bus chassis and bodies in the amount of \$172,960.00 (\$86,480.00 per bus) be accepted and that appropriate purchase orders and payments are issued.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

### 3. Board Policies – First Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, First Reading (a. through l.), 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 Policies have been reviewed and will appear on the agenda of the next regularly scheduled meeting of the Board of Education of the Warren City School District for a second reading and adoption:

- a. Policy 0157 (Revised) BYLAWS  
APPOINTMENT TO TRUMBULL CAREER AND TECHNICAL CENTER
- b. Policy 0175.1 (New) BYLAWS  
SCHOOL BOARD CONFERENCES, CONVENTIONS, AND WORKSHOPS
- c. Policy 2430 (Revised) PROGRAM  
DISTRICT-SPONSORED CLUBS AND ACTIVITIES
- d. Policy 2430.02 (Revised) PROGRAM  
PARTICIPATION OF COMMUNITY SCHOOL STUDENTS IN EXTRA-CURRICULAR ACTIVITIES
- e. Policy 2431 (Revised) PROGRAM  
INTERSCHOLASTIC ATHLETICS
- f. Policy 2623 (Revised) PROGRAM  
STUDENT ASSESSMENT AND ACADEMIC INTERVENTION SERVICES
- g. Policy 3223 (Revised) PROFESSIONAL STAFF  
STANDARDS-BASED SCHOOL COUNSELOR EVALUATION
- h. Policy 5330.03 (New) STUDENTS  
PROCUREMENT AND USE OF ASTHMA INHALERS IN EMERGENCY SITUATIONS
- i. Policy 5630.01 (Revised) STUDENTS  
POSTIVE BEHAVIOR INTERVENTION AND SUPPORTS AND LIMITED USE OF RESTRAINT AND SECLUSION

- j. Policy 8210 (Revised) OPERATIONS  
SCHOOL CALENDAR
- k. Policy 8452 (Revised) OPERATIONS  
AUTOMATIC EXTERNAL DEFIBRILLATORS (AED)
- l. Policy 9270 (Revised) RELATIONS  
EQUIVALENT EDUCATION OUTSIDE THE SCHOOLS & PARTICIPATION IN  
EXTRA-CURRICULAR FOR STUDENTS NOT ENROLLED IN THE DISTRICT

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

4. 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: Career Links  
 P.O. Box 27028  
 Des Moines, IA 50317  
 800-765-7711  
 career@careerlinks.biz  
EXHIBIT C, (p. 39):  
 Amount: \$30,000.00  
 Fund/S.C.C.: Fund #001 S.C.C. #0000  
 Period: December 10, 2018, through March 14, 2019  
 Exec. Director: Jennifer Myers, Special Education  
 Purpose: To provide Speech Language Pathologist services to Warren City Schools students.
- b. Agreement: Side Effects, Inc.  
 259 Industrial Drive  
 Franklin, Ohio 45005  
EXHIBIT D, (pp. 40 – 42):  
 Amount: 50% of Gross Revenue Generated  
 Period: March 1, 2019, through February 27, 2021  
 Director: William Nicholson  
 Purpose: Side Effects will contract with advertisers to place advertising sponsors upon panels of the scoreboard that are to be displayed during all regular season home sporting events at Mollenkopf Stadium.

- c. Agreement: Arete Technology  
 Mitch Kimball  
 3333 Grand Ridge Drive NE Suite B  
 Grand Rapids, MI 49525  
EXHIBIT E, (p. 43):  
 Amount: \$87,150.00  
 Fund/S.C.C. Fund #001, S.C.C. #2760  
 Period: 2018  
 Exec. Director: Michael Wasser  
 Purpose: Install integrated Axis camera system in bus fleet (4 cameras per bus – 30 buses) with a three year service agreement and warranty.
  
- d. Agreement: Kent State University  
 975 University Esplanade  
 Kent, OH 44242  
EXHIBIT F, (pp. 44 – 62):  
 Amount: Tuition rate per credit hour will depend on delivery method and/or location.  
 Period: July 1, 2019, through June 30, 2020.  
 Exec. Director: Wendy Hartzell, Associate Superintendent  
 Purpose: Will govern arrangements in which a secondary grade student enrolls in a college course and, upon successful completion of coursework, receives transcript credit from the college and Warren G. Harding High School.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ 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:

ROGERS, Charlotte \$ 400.00

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

6. 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	
Believer’s Christian Church	Jefferson PK – 8 School Pumpkin Pie Estimated Value: \$500.00	[1]
Suzanne Goodyear	Jefferson PK – 8 School Holiday Shop Items Estimated Value: \$300.00	[1]
Rev. Lewis Macklin	McGuffey PK – 8 School 91 Nutcracker Performance Tickets Estimated Value: \$2,548.00	[2]
Saint Marks Church	Jefferson PK – 8 School 5 Turkeys Estimated Value: \$200.00	[1]
Mr. and Mrs. Sims	Jefferson PK – 8 School School Supplies Estimated Value: \$250.00	[1]
Structured Financial Associates	WCS Preschool Program Monetary Donation Value: 200.00	[3]



TCI	Jefferson PK – 8 School Shoe Rack Estimated Value: \$100.00	[1]
Tommy Brothers Pizza	Jefferson PK – 8 School Bake Sale Items Estimated Value: \$40.00	[1]

- [1] To be used to support the students of Jefferson PK – 8 School.
- [2] To be used to support the students of McGuffey PK – 8 School.
- [3] To be used to support the Warren City Schools Preschool Program.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

7. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through n.) 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 retirement is 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) Jeffrey Johns, Music Teacher, retirement effective the close of the day, 11/30/2018.

b. Resignation – Certificated

WHEREAS, the employee(s) herein named have requested to be released from their employment contracts as specified at the effective date indicated.

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

- (1) Phyllis Collier, Building Substitute Teacher, resignation effective the close of the day, 12/04/2018.

- (2) Heather Hrelec, Early Childhood Education Teacher, resignation effective, 02/01/2019.

c. Appointment – Certificated (To receive one-year contract for the 2018-2019 school year)

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

WHEREAS, a vacancy exists for this employment action; and

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.07 and 3319.08, the following employment action is taken; and

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01 the following employee(s) shall be directed and assigned.

- (1) Nick Wagner, Intervention Specialist Teacher, Salary Table A, Step M-02 (pro-rata), effective 12/10/2018 and for the duration of the 2018-19 school year.

d. 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) Shannon Andre, Physical Education Teacher, Leave of Absence, effective 11/30/2018.
- (2) Heather Mennow, Special Education Teacher, Leave of Absence Without Pay or Benefits, effective 12/13/2018 through the close of the day, 01/11/2019 (end of the first semester).

- (3) Marissa Reed, School Speech Language Pathologist, Leave of Absence, effective 11/27/2018.
- (4) Jeanne Reighard, Principal, Leave of Absence, effective 12/10/2018.
- (5) Jill Selak, Multi Media Specialist, Leave of Absence Without Pay or Benefits, effective 12/07/2018 through the close of the day 03/01/2019.
- (6) Marchella Shaw, Early Childhood Education, Leave of Absence, effective 12/14/2018.
- (7) Edward Yuhas, Secondary Education Teacher, Leave of Absence, effective 12/17/2018.

e. Appointments – Certificated – Hourly Employment (2018-19 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 the purpose of attending monthly preschool professional development meetings as scheduled, effective 11/01/2018 through 01/31/2019, \$26.01 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9109, not to exceed \$100.00 (Recommended by C. Bero, State & Federal Programs)

Tracy Lewis

- (2) Supplemental Contract for Administrative Services, effective for the 2018-19 school year, EXHIBIT G, (pp. 63 – 64), on an as needed basis, to be paid through Fund #001 (Recommended by J. Myers, Special Education)

Donna Latessa

- f. Substitute Teacher Appointment(s) (2018-19 School Year) \$80.00 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>
Chris Davis	12/04/2018
Phyllis Collier	12/05/2018
Sher-ree Glover	12/14/2018

- g. Employment – Certificated (current regular employee) (Co-Curricular year) (2018-19 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 H.S. Principal and Special Education)

**General:**

- (1) Supplemental Contract approved at the October 30, 2018, Regular Board Meeting, **MOTION NO. 10-2018-244**, Section f., Employment – Certificated (current regular employee) Co-Curricular year (2018-19 school year), General, Item No. 1, Mentor Teacher – One on One - Code #2.0, Index 3.5, Salary Table B., Mary Hedge, SLP, be **AMENDED** from **100%** of Contract to **50%** of Contract.

**High School Advisors & Clubs:**

- (2) F.I.R.S.T. Project Coordinator – Code #14, Index 8.0, Salary Table B.
 

Val Jean Pace	50% of Contract
Fred Whitacre	50% of Contract

**High School Athletics:**

- (3) Indoor Track – Head Coach (Girls) – Code #53, Index 7.0, Salary Table B.
 

Stephen Bero	33% of Contract
James Varley	33% of Contract

**CLASSIFIED:**

h. **Retirement – Classified**

WHEREAS, the following employee has worked or received working credit qualifying for 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, 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 is accepted with regret, but with the best wishes and sincere appreciation.

(1) William Kush, Supervisor of Plant Operations & Maintenance, Administration, Salary Table J, effective 12/31/2018.

i. 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) Treva Perry, Secretary-A High School, Warren G. Harding High School, Salary Table E, effective 12/26/2018.

j. Initial Regular Employment – Classified

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

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

WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Melissa Bartscher, 5.5 Hr. Night Janitor, Area #8, McGuffey PK-8, Salary Table D, effective 10/11/2018. (30 days probationary period successfully completed as of 11/21/2018) (Recommended by W. Kush/Maintenance)
- (2) Charlene Pittman, MD Educational Assistant, Fairhaven, Salary Table I, effective 01/07/2019. (Vacancy due to retirement/resignation of staff. Recommended by J. Myers, Special Education)
- (3) Shenita Seay, Food Service Helper-4.0 hours/day, McGuffey PK-8, Salary Table G, effective 09/10/2018, (60 days probationary period successfully completed as of 12/10/2018). (Recommended by L. Postlethwait, Food Service)

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) Sesanee Lewis, from EMIS Secretary-Special Education, Salary Table E, Pay Range V, Step 1, 260-262 Day (52 Week) Contract, to EMIS Secretary-Special Education, Salary Table E, Pay Range V, Step 3, 260-262 Day (52 Week) Contract, effective 12/01/2018. (Completion of 90-days worked probationary period, years of experience credit.)
- 2) Shellee Shaffer, Clerk Auxiliary Service/Teaching & Learning Clerk, Administration/John F. Kennedy School, Salary Table E, Pay Range I, 204 Day (40 Week) Contract, to Secretary to Executive Director of State and Federal Programs, Administration, Salary Table E, Pay Range V,



260-262 Day (52 Week) Contract, effective 12/10/2018. (Vacancy created due to resignation/retirement in building.)

I. 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) Brennen Dolan, Substitute Educational Assistant, Salary Table M, effective 12/03/2018.
- (2) Mia McEachern, Substitute Extra Clerk Typist, Salary Table M, effective 12/10/2018.
- (3) Lauren Niddel, Substitute Extra Clerk Typist, Salary Table M, effective 12/11/2018.
- (4) Sally Richards, Substitute Night Janitor, Salary Table M, effective 12/12/2018.

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) The following individual be granted a supplemental contract for 21<sup>st</sup> Century Community Learning Center Afterschool Program effective November 26, 2018 to June 30, 2019, to be paid from 21<sup>st</sup> CCLC Fund #599 SCC #9119, at the rate of \$11.68 per hour for services of School Activity Leader for afterschool 6<sup>th</sup> – 8<sup>th</sup> grade program at Jefferson PK-8 and Willard PK-8, not to exceed \$3,562.40. (Recommended by J. Merolla, Community Outreach and Grant Development)

Nakilia Adams

- (2) The following individual be granted supplemental contracts for McGuffey “Challenge in Fitness and Wellness” Program effective November 26, 2018 to June 30, 2019, to be paid from Turning Foundation Grant Fund #018 SCC #9960, at the rate of \$17.48 per hour for services of School Community Liaison for afterschool 5<sup>th</sup> – 8<sup>th</sup> grade program at McGuffey PK-8, not to exceed \$564.53. (Recommended by J. Merolla, Community Outreach and Grant Development)

Kerri Newman

- (3) Adult Game Workers for Athletic Events for the 2018-2019 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:

Johnathan Bacak  
Ja'Lano Provitt

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.

- (4) Student Game Workers for Athletic Events for the 2018-2019 School Year. All Student 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:

Jamel Anderson  
Deandrea Brantley

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.

- (5) Football Equipment Manager  
For the 2018-2019 School Year  
Funding: Athletic Fund #300

Fred Simmons      Salary: \$750.00

n.      Employment—Classified Co-curricular 2018-2019 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, and

WHEREAS, persons employed are required to submit verification of satisfactory completion of BCII clearance, and

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)      Andre Clarke, Code #49.0, Index 16.0, Salary Table B, 9<sup>th</sup> Grade Football Coach, High School, Warren G. Harding High School (Boys) (100% of contract)
- (2)      Tyrone Owens, Code #53.0, Index 7.0, Salary Table B, Indoor Track Coach, High School, Warren G. Harding High School (Girls) (33% of contract)
- (3)      Richard Williamson, Code #38.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Boys) (100% of contract)

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

**Board's Recommendations**

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  
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 \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

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

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

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

SC:tep  
12/13/2018