



## AGENDA

Board of Education

Warren City School District

**Organizational Meeting** - January 7, 2020 - 5:30 p.m.

Administration Building, Harriet T. Upton Room

1. Call to Order

The Honorable Judge, James A. Fredericka will administer the Oaths of Office to Newly Elected Board Member Julian Walker and Re-elected Board Member John Fowley and Re-elected Board Member Patricia Limperos.

2. Oaths of Office for New and Re-elected Board Members

3. Roll Call by Approved Rotation

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

4. Designate Temporary Chairperson - \_\_\_\_\_

5. Nominations for President of the Board for Calendar Year 2020

It is recommended the resolution listed below opening the meeting to nominations for the Office of President of the Warren City School District Board of Education for calendar year 2020 be approved as submitted.

WHEREAS, statutes require Board Members to elect one Member of the Board to serve as President

NOW, THEREFORE, as Temporary Chairperson, I declare that nominations for the Office of President of the Warren City School District Board of Education for calendar year 2020 are now in order:

Nominees: \_\_\_\_\_  
\_\_\_\_\_

Vote to close nominations for the Office of President of the Board for calendar year 2020.

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

6. Vote/Election of President of the Board for Calendar Year 2020

It is recommended the resolution listed below to elect a President of the Warren City School District Board of Education for calendar year 2020 be approved as submitted.

WHEREAS,  
(name/names) \_\_\_\_\_ / \_\_\_\_\_  
has/have been duly nominated to serve as President of the Board.

NOW, THEREFORE, as Temporary Chairperson, I call for a vote to elect a President of the Warren City School District Board of Education for calendar year 2020:

Nominee: \_\_\_\_\_ Nominee: \_\_\_\_\_

Vote:

Robert L. Faulkner, Sr.	_____	_____
John E. Fowley	_____	_____
Patricia Limperos	_____	_____
Regina Patterson	_____	_____
Julian Walker	_____	_____

(New President Presiding)

7. Nominations for Vice President of the Board for Calendar Year 2020

It is recommended the resolution listed below opening the meeting to nominations for the Office of Vice President of the Warren City School District Board of Education for calendar year 2020 be approved as submitted.

WHEREAS, statutes require Board Members to elect one Member of the Board to serve as Vice President.

NOW, THEREFORE, as President, I declare that nominations for the Office of Vice President of the Warren City School District Board of Education for calendar year 2020 are now in order:

Nominees: \_\_\_\_\_  
\_\_\_\_\_

Vote to close nominations for the Office of Vice President of the Board for calendar year 2020.

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

8. Vote/Election of Vice President of the Board for Calendar Year 2020

It is recommended the resolution listed below to elect a Vice President of the Warren City School District Board of Education for calendar year 2020 be approved as submitted.

WHEREAS,  
(name/names) \_\_\_\_\_ / \_\_\_\_\_  
has/have been duly nominated to serve as Vice President of the Board.

NOW, THEREFORE, as President, I call for a vote to elect a Vice President of the Warren City School District Board of Education for calendar year 2020:

Nominee: \_\_\_\_\_ Nominee: \_\_\_\_\_

Vote:

Robert L. Faulkner, Sr.	_____	_____
John E. Fowley	_____	_____
Patricia Limperos	_____	_____
Regina Patterson	_____	_____
Julian Walker	_____	_____

9. Establishment of Times, Dates, and Location for Regular Meetings for Calendar Year 2020

It is recommended the resolution listed below establishing board meeting times, dates, and location for calendar year 2020 be approved as submitted in EXHIBIT A, (p. 45).

WHEREAS, the Warren City School District Board of Education is required to establish the times, dates, and locations of its regular board meetings at the January Organizational Meeting; and

WHEREAS, changes may be made or additional meetings called if determined necessary, in addition to special meetings as provided for in ORC 3313.16 and governed by ORC 121.22.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.15, the Warren City School District Board of Education shall hold its calendar year 2020 regular meetings as specified in the Exhibit.

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

10. Determine Board Committee Appointments for Calendar Year 2020

It is recommended the resolution listed below regarding Board Committee Appointments for calendar year 2020 be approved as submitted.

WHEREAS, to enhance efficient board, the Board Members are appointed by the Board President to serve on standing committees; and

WHEREAS, the term of such appointment is one year or until December 31, whichever occurs first.

NOW, THEREFORE, BE IT RESOLVED that the following Board Members are appointed to the standing committees as stated:

Athletics: \_\_\_\_\_  
\_\_\_\_\_

Financial Advisory: \_\_\_\_\_  
\_\_\_\_\_

Board Policies and:  
Guidelines \_\_\_\_\_  
\_\_\_\_\_

Legislative Liaison: \_\_\_\_\_  
\_\_\_\_\_

TCTC Board Representative                      Robert L. Faulkner, Sr.

FURTHERMORE, from time to time, Board Members shall be called upon to make reports to the Board as a whole and public in regard to such standing committees' work; and

FINALLY, the Members of the Board are reminded, under the provisions of ORC 121.22, that Members of the Board are prohibited from making any decisions obligating the Board, as a whole or with public funds when acting outside a Regular or Special Board Meeting.

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

11. Ohio School Boards Association Membership

It is recommended the resolution listed below authorizing membership in the Ohio School Boards Association for the period January 1, 2020, through December 31, 2020, be approved as submitted.

WHEREAS, membership in a school boards' association provides the Members of the Warren City Board of Education beneficial information and training on policy-setting, decision-making, curriculum, legislative concerns, and many other relevant topics and issues.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.87, the Warren City Board of Education hereby authorizes membership in the Ohio School Boards Association for the period January 1, 2020, through December 31, 2020, with annual dues to be paid from the General Fund.

BE IT FINALLY RESOLVED that the Treasurer shall notify the Ohio School Boards Association of the resolution; furnish the home address of each Board Member to the Association and other information as required.

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

12. Ohio School Boards Association Annual Conference and Business Meeting

It is recommended the resolution listed below appointing a Delegate and Alternate to the Ohio School Boards Association's Annual Conference and Business Meeting be approved as submitted.

WHEREAS, the Ohio School Boards Association's Annual Conference and Business Meeting will be held November 8-10, 2020, in Columbus; and

WHEREAS, each OSBA member board may appoint one Board Member as the official Delegate and one Member as the Alternate to attend the Annual Business Meeting with authority to vote.

NOW, THEREFORE, BE IT RESOLVED that the following Board Members are hereby appointed as Delegate and Alternate to attend the OSBA Annual Conference and Business Meeting:

Delegate:

Alternate:

BE IT FINALLY RESOLVED, under provisions of ORC 3315.15, the Board Members shall be reimbursed for expenses incurred while representing the Board.

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

13. Retain Legal Services

It is recommended the resolution listed below to retain legal services be approved as submitted.

WHEREAS, specialized legal services are necessary from time to time for the management, control, defense, or other purposes of the school district's schools, employees, and assets; and

WHEREAS, statutes and the Board's discretionary powers, permit employment or retention of temporary, as needed, on-call, on-demand legal counsel in addition to the counsel appointed by statute.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.203, 3317.171, and 3313.47, the legal services herein named are retained on an as-needed, on-demand, on-call basis to assist with the management, control, and defense of this school district and its employees and Board Members; and

BE IT FURTHER RESOLVED that the fees and costs for such services shall be at the usual and customary rates for the professional services rendered upon receipt of an itemized statement by the Treasurer; and

ENIS BRITTON Co., L.P.A.  
600 Lombardo Center  
Suite 120  
Cleveland, OH 44131

HARRINGTON, HOPPE and MITCHELL, LTD.  
26 Market Street, Suite 1200  
P.O. Box 6077  
Youngstown, OH 44501

MANCHESTER, NEWMAN & BENNETT  
144 N. Park Avenue  
Warren, OH 44483

ROETZEL & ANDRESS  
41 South High Street  
Huntington Center, 21<sup>st</sup> Floor  
Columbus, OH 43215

SQUIRE, PATTON, & BOGGS  
4900 Key Tower  
127 Public Square  
Cleveland, OH 44114-1304

Said legal firms to be retained for negotiations, personnel concerns/litigations, financial (elections, bonds, etc.), or as may be requested in other matters.

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

14. OSBA Legal Assistance Fund

It is recommended the resolution listed below joining the OSBA Legal Assistance Fund for the period January 1, 2020, through December 31, 2020, be approved as submitted.

WHEREAS, the Warren City Board of Education wishes to support the efforts of other boards of education to obtain favorable judicial decisions; and

WHEREAS, the Ohio School Boards Association Legal Assistance Fund has been established for this purpose.

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education participate in the OSBA Legal Assistance Fund and direct the Treasurer to pay the LAF dues for the period January 1, 2020, through December 31, 2020.

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

15. Authorization to Employ Temporary Personnel

It is recommended the resolution listed below authorizing the temporary employment of personnel be approved as submitted.

WHEREAS, it may become necessary to employ temporary personnel for emergency or unexpected situations on a short-term, casual, per diem/hourly basis; and

WHEREAS, it may be inefficient to call a special board meeting to employ such persons and/or not in the best interests of the District to wait until such time that the Board might meet.

NOW, THEREFORE, BE IT RESOLVED that the Superintendent is hereby authorized to employ such temporary certificated and non-certificated personnel as needed; and

BE IT FURTHER RESOLVED that the Superintendent shall present such employment recommendations to the Board at the next regular meeting for formal action.

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

16. Authorization to Fund Signatures

It is recommended the resolution listed below regarding authorization to fund signatures be approved as submitted.

BE IT RESOLVED that the President or Vice President, together with the Treasurer, be authorized to sign required disbursements of District funds. Payroll clearing account checks require only the signature of the Treasurer.

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

17. Payment of Bills

It is recommended the resolution listed below regarding payment of bills be approved as submitted.

BE IT RESOLVED that the Treasurer be authorized to pay all bills within the limits of the Appropriations Resolution as bills are received and when the merchandise has been received in good condition.

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

18. 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 \_\_\_\_\_

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

**Treasurer's Recommendations**

**Superintendent's Recommendations**

- 1. Ratification of Collective Bargaining Agreement with the Warren Secretarial Association

It is recommended the resolution listed below ratifying the Collective Bargaining Agreement between the Warren City Board of Education and the Warren Secretarial Association, for the period June 30, 2020 through June 29, 2023, be approved as submitted.

WHEREAS, the Warren Secretarial Association, has advised the Warren City Board of Education that their membership has ratified the Collective Bargaining Agreement for the period June 30, 2020, through June 29, 2023.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the Collective Bargaining Agreement with the Warren Secretarial Association, 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 lawful steps necessary to implement said Collective Bargaining Agreement, including the execution of applicable "412 Certificate."

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

2. Revised Salary Table C – Non-Certificated Administrator-Classified Employees

It is recommended the resolution listed below adopting changes to Salary Table C, Non-Certificated Administrator-Classified Employees, be approved as submitted with changes as recommended.

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

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education adopt Salary Table K, EXHIBIT B, (pp. 46), effective January 1, 2020.

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

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

3. 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**

Gary Israel  
Janis Ulicny

**OPES**

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

4. Warren City Schools' Athletic Council Meetings 2020

It is recommended the resolution listed below establishing meetings for the Warren City Schools' Athletic Council Meetings for the 2020 calendar year be approved as submitted.

WHEREAS, that the following meeting dates, time, and location of the meetings of this council are established for the 2020 calendar year and are hereby posted for public information.

Location: All meetings are scheduled to be held in the Athletic Office Conference Room of Warren G. Harding High School Building at 260 Elm Road NE, Warren, Ohio.

<u>Dates</u>	<u>Time</u>
January 16, 2020	5:15 p.m. – 6:15 p.m.
February 20, 2020	5:15 p.m. – 6:15 p.m.
March 19, 2020	5:15 p.m. – 6:15 p.m.
April 23, 2020	5:15 p.m. – 6:15 p.m.
May 15, 2020	5:15 p.m. – 6:15 p.m.
June 18, 2020	5:15 p.m. – 6:15 p.m.
July 16, 2020	5:15 p.m. – 6:15 p.m.
August 20, 2020	5:15 p.m. – 6:15 p.m.
September 17, 2020	5:15 p.m. – 6:15 p.m.
October 22, 2020	5:15 p.m. – 6:15 p.m.
November 19, 2020	5:15 p.m. – 6:15 p.m.
December 17, 2020	5:15 p.m. – 6:15 p.m.

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

5. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a.) 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: Akron’s Children Hospital  
 Lisa Aurilio, MSN, MBA, RN, NEA-BC  
 Chief Operating Officer  
 One Perkins Square  
 Akron OH 44308-1062  
 (330) 543-1000  
EXHIBIT C, (p. 47):  
 Amount: \$24,675.84  
 Fund/S.C.C.: Fund #001 S.C.C. #0000  
 Period: January 1, 2020, through July 31, 2020.  
 Exec Director: Jennifer Myers, Special Education  
 Purpose: To expand nursing services to include Warren G. Harding High School.

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

6. Support to Repeal Ohio Revised Code 3311.242

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

WHEREAS, amended House Bill 166 of the 133<sup>rd</sup> General Assembly (HB 166) known as Ohio Revised Code 3311.242 (R.C. 3311.242) was passed by the General Assembly and signed into law by Governor Mike DeWine on July 18, 2019, effective October 17, 2019; and

WHEREAS, R.C. 3311.242 creates a new process by which electors residing in a school district with territory in an eligible township may initiate and consummate the transfer of school district territory to another school district; and

WHEREAS, prior to this enactment of R.C. 3311.242, all Ohio school district territorial transfers were governed by R.C. 3311.06 and R.C. 3311.24, in conjunction with Ohio Administrative Code (O.A.C) 3301-89; and

WHEREAS, there appears to be a serious lack of transparency in how R.C. 3311.242 was inserted into HB 166, who is responsible for it, who wrote it and how it got into the final bill; and

WHEREAS, the newly enacted R.C. 3311.242, unlike R.C. 3311.06 and R.C. 3311.24, provides no due process measures for either a transferring or receiving school district to challenge a proposed transfer on the grounds that such transfer will violate students' equal protection rights; will result in financial hardship for students and create and perpetuate economic inequality; and/or create and perpetuate inequality in residential segregation; and

WHEREAS, R.C.3311.242 can result in student enrollment, district finances and district boundaries being a perpetual moving target; and

WHEREAS, the tax payers in the transferring district will have no voice in the decision even though it may have economic consequences for those residents;

NOW THEREFORE BE IT RESOLVED:

1. The Warren City Schools Board of Education supports the Plain Local Board of Education's efforts to challenge R.C. 3311.242 and the serious consequences it presents to public school districts.
2. That our state legislators immediately introduce legislation to repeal R.C. 3311.242.

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

7. Opposition of the State of Ohio EdChoice Scholarship (Voucher) Program

It is recommended the resolution opposing the State of Ohio EdChoice Scholarship (Voucher) Program, be approved as submitted.

WHEREAS, the Ohio legislature has recently made amendments which greatly increase the number and availability of vouchers for students to attend private/parochial schools at public tax expense, and

WHEREAS, such vouchers will be available to numerous families and students who have never attended the Warren City School District or any other public schools and for whom state funding has never been provided to the Warren City Schools or any other public schools, and

WHEREAS, the Warren City School District's state funding will be unjustly decreased by the amount of the vouchers provided to such families and students who have not and will not attend public schools and others who transfer to private/parochial schools, and

WHEREAS, private/parochial schools accepting students with public tax vouchers would not be required to accept all students but would be permitted to retain their selective admission policies without enforcement of other laws applicable to public schools, and

WHEREAS, private/parochial school students are not subject to the testing standards required of public school students so that the actual performance of private/parochial schools subsidized with public tax dollars will not be known, relative to equivalent public school evaluation standards, and

WHEREAS, this Board believes that the EdChoice voucher program as it currently exists presents serious constitutional issues regarding the separation of church and state and the funding of religious institutions with public tax dollars, and

WHEREAS, the State of Ohio has the constitutional responsibility to secure a thorough and efficient system of common schools, and

WHEREAS, the EdChoice voucher program will have exactly the opposite effect by providing funding to private/parochial schools at the expense and to the detriment of public schools and their students.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Schools Board of Education that this Board reaffirms its commitment to free accessible public schools which are adequately and equitably funded to guarantee a comparable education for ALL children and therefore opposes and respectfully requests the repeal of the ill-

conceived EdChoice voucher program of the State of Ohio.

BE IT FURTHER RESOLVED that this Board opposes any funding programs, vouchers or otherwise, that have the effect of diverting public tax dollars from public schools to private/parochial schools.

BE IT FURTHER RESOLVED that the Treasurer is hereby authorized and directed to forward copies of this Resolution to all Ohio state legislators, the Superintendent of Public Instruction and Governor of the State of Ohio.

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

8. Board Policies – First Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, First Reading (a. through p.), 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 1481 (NEW) Administration  
USE OF EMPLOYEE'S PERSONAL PROPERTY AT SCHOOL
- b. Policy 1619.01 (REVISION) Administration  
PRIVACY PROTECTIONS OF SELF-FUNDED GROUP HEALTH PLANS
- c. Policy 1619.02 (RESCIND) Administration  
PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS
- d. Policy 2460 (NEW) Program  
DISTRICT-ISSUED STUDENT E-MAIL ACCOUNT
- e. Policy 2460.03 (NEW) Program  
INDEPENDENT EDUCATIONAL EVALUATIONS
- f. Policy 2461 (NEW) Program  
RECORDING OF DISTRICT MEETINGS INVOLVING STUDENTS AND/OR PARENTS
- g. Policy 3120.08 (NEW) Professional Staff  
EMPLOYMENT OF PERSONNEL FOR CO-CURRICULAR/EXTRA-CURRICULAR ACTIVITIES
- h. Policy 3281 (NEW) Professional Staff  
USE OF EMPLOYEE'S PERSONAL PROPERTY AT SCHOOL

- i. Policy 3419.01 (REVISION) Professional Staff  
PRIVACY PROTECTIONS OF SELF-FUNDED GROUP HEALTH PLANS
- j. Policy 3419.02 (RESCIND) Professional Staff  
PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS
- k. Policy 3430.03 (NEW) Professional Staff  
CALL TO ACTIVE DUTY LEAVE
- l. Policy 4281 (NEW) Classified Staff  
USE OF EMPLOYEE'S PERSONAL PROPERTY AT SCHOOL
- m. Policy 4419.01 (REVISION) Classified Staff  
PRIVACY PROTECTIONS OF SELF-FUNDED GROUP HEALTH PLANS
- n. Policy 4419.02 (RESCIND) Classified Staff  
PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS
- o. Policy 4430.03 (NEW) Classified Staff  
CALL TO ACTIVE DUTY LEAVE
- p. Policy 7540.06 (NEW) Property  
DISTRICT-ISSUED STUDENT E-MAIL ACCOUNT

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

9. Board Policies – Second Reading

It is recommended the resolution listed below regarding the adoption of Board Policies (a. through y.), Second Reading, be approved as submitted.

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

NOW, THEREFORE, BE IT RESOLVED that the following Board Policy be adopted and become a part of the Official Bylaws and Policies of the Warren City Board of Education:

- a. Policy 1310 (Revised) ADMINISTRATION  
EMPLOYMENT OF THE TREASURER
- b. Policy 1340 (Revised) ADMINISTRATION  
NON-REEMPLOYMENT OF THE TREASURER
- c. Policy 1623 (Revised) ADMINISTRATION  
SECTION 504/ADA PROHIBITION AGAINST DISABILITY  
DISCRIMINATION IN EMPLOYMENT
- d. Policy 1662 (Revised) ADMINISTRATION  
ANTI-HARASSMENT
- e. Policy 2260.01 (Revised) PROGRAM  
SECTION 504/ADA PROHIBITION AGAINST DISABILITY  
DISCRIMINATION IN EMPLOYMENT
- f. Policy 2431 (Revised) PROGRAM  
CAREER ADVISING
- g. Policy 3122.02 (Revised) PROFESSIONAL STAFF  
COMPLIANCE WITH FEDERAL DRUG-FREE WORKPLACE ACT
- h. Policy 3123 (Revised) PROFESSIONAL STAFF  
SECTION 504/ADA PROHIBITION AGAINST DISABILITY  
DISCRIMINATION IN EMPLOYMENT

- i. Policy 3362 (Revised) PROFESSIONAL STAFF  
ANTI-HARASSMENT
- j. Policy 4122.02 (Revised) NONTEACHING PERSONNEL  
NONDISCRIMINATION BASED ON GENETIC INFORMATION OF THE  
EMPLOYEE
- k. Policy 4123 (Revised) NONTEACHING PERSONNEL  
SECTION 504/ADA PROHIBITION AGAINST DISABILITY  
DISCRIMINATION IN EMPLOYMENT
- l. Policy 4362 (Revised) NONTEACHING PERSONNEL  
ANTI-HARASSMENT
- m. Policy 5113.02 (Revised) STUDENTS  
EDUCATIONAL OPPORTUNITY FOR MILITARY CHILDREN
- n. Policy 5200 (Revised) STUDENTS  
ATTENDANCE
- o. Policy 5230 (Revised) STUDENTS  
LATE ARRIVAL AND EARLY DISMISSAL
- p. Policy 5350 (Revised) STUDENTS  
STUDENT SUICIDE
- q. Policy 5460 (NEW) STUDENTS  
GRADUATION REQUIREMENTS
- r. Policy 5512 (Revised) STUDENTS  
USE OF TOBACCO
- s. Policy 5517 (Revised) STUDENTS  
ANTI-HARASSMENT
- t. Policy 5517.02 (Revised) STUDENTS  
SEXUAL VIOLENCE
- u. Policy 7300 (Revised) PROPERTY  
DISPOSITION OF REAL PROPERTY/PERSONAL PROPERTY
- v. Policy 8330 (Revised) OPERATIONS  
STUDENT RECORDS

w. Policy 8403 (Revised) OPERATIONS  
SCHOOL RESOURCE OFFICER

x. Policy 8462 (Revised) OPERATIONS  
STUDENT ABUSE AND NEGLECT

y. Policy 8500 (Revised) OPERATIONS  
FOOD SERVICES

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	
Ms. Kista Aivazis	Jefferson PK – 8 School Girls on the Run Program Monetary Donation Value: \$50.00	[1]
Ms. Eva Antonaklas	Jefferson PK – 8 School Girls on the Run Program Monetary Donation Value: \$50.00	[1]
Fraternal Order of Police #34	WGH Raider Pantry Monetary Donation Value: \$1,050.00	[2]
Efrosini Giazikis	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$50.00	[1]

Phantom Hockey Team	Jefferson PK – 8 School Girls on the Run Project Basket, t-shirts, pens, pins, and 4 hockey game tickets Estimated Value: \$150.00	[1]
St. Marks Church	Jefferson PK – 8 School Food Pantry Donation Estimated Value: \$300.00	[1]
Ms. Alexandra Vlahos	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$100.00	[1]
Vlahos Greek Gyros	Jefferson PK – 8 School Girls On the Run Project Monetary Donation Value: \$130.00	[1]
Mr. Harold and Mrs. Kay Wilson	Lincoln PK – 8 School Pantry Monetary Donation Value: \$100.00	[3]

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

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

[3] To be used to support the student of Lincoln PK – 8 School.

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

11. Personnel Recommendations

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

CERTIFICATED:

a. Appointment – Certificated (To receive one-year contract for the 2019-2020 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) Angela Toro, Early Childhood Education, Salary Table A, Step B-01 (pro-rata), effective 01/06/2020, and for the remainder of the 2019-20 school year.
- (2) Natalie Toro, Early Childhood Intervention Specialist, Salary Table A, Step B-01 (pro-rata), effective 01/06/2020, and for the remainder of the 2019-20 school year.

b. Substitute Teacher Appointment(s) (2019-20 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>
Theresa Vincent	12/13/2019

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

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

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

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

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

- (1) Supplemental Contract for the purpose of attending Teacher Based Team and Preschool professional development meetings, effective 10/01/2019 through 10/31/2019, \$26.53 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9920, not to exceed \$500.00 (Recommended by J. Myers, Special Education)

Tracy Lewis

- (2) Supplemental Contracts for participating on the Warren G. Harding Building Leadership Team (BLT) and attending monthly meetings as scheduled, effective 09/01/2019 through 05/31/2020, \$26.53 per an

hour, on an as needed basis, to be paid from Fund #572, SCC #9201, not to exceed \$500.00 (Recommended by C. Bero, State & Federal Programs)

MaryJo Pardee

- (3) Supplemental Contract for the purpose of providing tutoring services for students at the Trumbull County Children Services Board (CSB) after school as scheduled, effective 12/1/2019 through 04/30/2020, to be paid from Title I Neglected Fund #572, SCC #9205, not to exceed \$2,500.00 (Recommended by C. Bero, State & Federal Programs)

Dolores Habowski

- (4) Supplemental Contracts for WGH Graduation Task Force Core Planning Meeting, effective 01/02/2020 through 05/29/2020, \$26.53 per an hour, on an as needed basis, to be paid from Title I-Neglected Fund #572, SCC #9205, not to exceed \$400.00 each (Recommended by C. Bero, State & Federal Program)

John Croyts  
Erin Kampf-Melillo  
Susan Mizik  
Mark Orr  
Stephanie Porterfield

Michelle Senediak  
Heather Sirney  
Nicholas Wagner  
Carol Wilson  
Melissa Wilthew

- d. Employment – Certificated (current regular employee) (Co-Curricular year) (2019-2020 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 Athletic Director)

**High School Athletics:**

- (1) Anthony Elias - Track – Assistant (Boys) – Code #68, Index 5.6, High School – Warren G. Harding, 100% of Contract, Salary Table B.

**K-8 Athletics:**

- (2) Stephen Bero – Faculty Manager – K-8 (without football) (Boys/Girls) – Code #106, Index 8.0, Middle School – Willard PK-8, 50% of Contract, Salary Table B.
- (3) Meaghan Coe – Faculty Manager – K-8 (without football) (Boys/Girls) – Code #105, Index 12.0, Middle School – Lincoln PK-8, 25% of Contract, Salary Table B.
- (4) Nina Gabrelcik – Faculty Manager – K-8 (without football) (Boys/Girls) – Code #105, Index 12.0, Middle School – Lincoln PK-8, 25% of Contract, Salary Table B.

**CLASSIFIED:**

e. **Retirement – Classified**

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

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

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

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

- (1) Timothy Gargas, Night Janitor, Warren G. Harding High School, Salary Table D, effective the close of the day 1/31/2020.
- (2) Edward Shaker, Carpenter/Electrician, Administration, Salary Table F, effective the close of the day 03/31/2020.

f. Resignations – Classified

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, these resignations are accepted.

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

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

- (1) Tammy Shelby, Substitute Food Service General Helper, Salary Table M, effective 12/20/2019.

g. 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) Debra Ball, Human Resources Administrative Assistant-Classified, Administration, Salary Table K, effective 12/05/2019.

- (2) Ashley Bush, Night Janitor, Warren G. Harding High School, Salary Table D, effective 12/19/2019.

h. Administrative Contract Appointment-Classified

WHEREAS, the Board of Education of each school district may appoint one or more assistant superintendents and other administrators as necessary; and

WHEREAS, the Board of Education of each city, exempted village, and local school district shall employ principals for all high schools and for such other schools as the board designates, and those boards may appoint assistant principals for any school; and

WHEREAS, prior to taking action to renew or non-renew the employment contract of an administrator or supervisor (except superintendent), the board shall notify such employee of the date the contract expires and that an executive session with the board may be requested to discuss the renewal or non-renewal of the contract; and

WHEREAS, the Board of Education may reemploy an administrator or supervisor during the period beginning on the first day of July of the calendar year immediately preceding the year of expiration of employment and ending on the last day of June of the year the employment contract expires.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.02, the person herein named is hereby appointed and employed for the term indicated and compensated according to his placement on the Board of Education adopted Administrative Salary Schedule commensurate with his training and experience. This employment is contingent on a satisfactory criminal records check as required by law and the individual named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed.

- (1) John Lacy, Executive Director of Business Operations

Term: January 24, 2020 – June 30, 2022

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board.

Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule C, 52-week Non-Certificated

Administrators, 260-day contract, 2019-20 School Year; Step 1, 2020-21 School Year; Step 1, 2021-22 School Year; Step 2.

i. 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) Kim Johnson, School Community Liaison/Truancy Liaison, Administration, Salary Table L, effective 01/06/2020. Position added to support the compliance requirements of HB 410, (Recommended by W. Hartzell, Associate Superintendent)

j. 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) Ronald Cole, Night Janitor, Warren G. Harding High School, Salary Table D, to Plant Manager 2, Lincoln PK-8 Building, Salary Table D, effective 12/16/2019.
- (2) Patti Greathouse, from Plant Manager 1, Lincoln PK-8, Salary Table J, to Plant Manager 1, Warren G. Harding High School, Salary Table J, effective 12/17/2019.
- (3) Stacy Raines, from Plant Manager 2, Lincoln PK-8, Salary Table D, to Plant Manager 1, Lincoln PK-8, Salary Table J, effective 12/16/2019.
- (4) Robert Weaver, from Plant Manager 1, Warren G. Harding High School, Salary Table J, to Plant Manager 1, Jefferson PK-8, Salary Table J, effective 12/23/2019.
- (5) Larreka Woodgett, from Secretary to Associate Superintendent, Administration, Classified Exempt 260-Day Contract, Salary Table K, to Payroll Clerk, Administration, Salary Table E, Pay Range VI, 52 Week (260-262 Day) Contract, effective 1/13/2020.

k. Classified Temporary Employment

WHEREAS, a temporary, limited, on-demand need exists for the services to be rendered by the persons herein named.

NOW, THEREFORE, BE IT RESOLVED, that the temporary, on demand employment action as herein described and limited is hereby made; and

BE IT FURTHER RESOLVED that following the employment date herein specified, such employment is terminated without prejudice toward the person(s) concerned.

- (1) The Supplemental Contract approved at the December 10, 2019 Regular Board Meeting, **MOTION NO. 12-2019-276**, Section I. Classified Temporary Employment, Item No. 3, The following individuals be granted supplemental contracts for extra administrative duties, such as technological support, provided on an as needed basis, at their current hourly rate, not to exceed \$5,000.00, to be paid from Fund #001, for the 2019-20 School Year: Jeffrey Breckner and **Jason Gregory**, be **AMENDED** to **Joshua Zackeroff**. (Recommended by W. Hartzell, Associate Superintendent.)
- (2) It is recommended that the following individual be granted a supplemental contract for WGH Graduation Task Force Core Planning

Meetings, at their current hourly rate, not to exceed \$300, to be paid from Title I-Neglected Fund #572, SSC #9205, for the time period of January 2, 2020 to May 29, 2020. (Recommended by C. Bero, State & Federal Programs.)

Gabriel Bubon

- (3) Adult Game Workers for Athletic Events for the 2019-2020 School Year. All Adult Game Workers for High School and Middle School sports will be paid as follows:

Gate for Boys' JV/9 <sup>th</sup> Football	\$ 9.00 per hour
Gate for Boys' Varsity Football	\$ 9.00 per hour
Gates for Boys' Single Middle School Football	\$ 9.00 per hour
Main Ticket Clerk for Varsity Football	\$ 9.00 per hour
Football Chain Coordinator	\$ 9.00 per hour
Varsity Football Clock	\$12.50 per hour
Football Clock Assistant	\$12.50 per hour
J.V. Football Clock	\$ 9.00 per hour
Freshmen Football Clock	\$ 9.00 per hour
Lower Level Football Clock	\$ 9.00 per hour
Football Announcer	\$10.00 per hour
Football Assistant Announcer	\$10.00 per hour
Audio for Football	\$ 9.00 per hour
Video for Football	\$ 9.00 per hour
Computer for Football	\$ 9.00 per hour
Game Book/Statistician for Football	\$ 9.00 per hour
Press Box Host	\$ 9.00 per hour
Officials' Host for Football	\$ 9.00 per hour
Gate for Single Girls' Volleyball	\$ 9.00 per hour
Gate for Single Girls' Middle School Volleyball	\$ 9.00 per hour
Gate for Single Boys' and/or Girls' Soccer	\$ 9.00 per hour
Gate for Single Boys' a/o Girls' Basketball Game	\$ 9.00 per hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$ 9.00 per hour
Varsity Main Basketball Clock	\$15.00 per hour
Assistant Varsity Basketball Clock	\$12.50 per hour
JV Basketball Clock	\$10.00 per hour
Freshman Basketball Clock	\$10.00 per hour
Basketball Announcer	\$10.00 per hour
Game Book/Statistician for Boys' Basketball	\$12.00 per hour
Scorebook for Basketball	\$ 9.00 per hour
Video for Basketball	\$ 9.00 per hour
Gate for Boys' and/or Girls' Swim Meet	\$ 9.00 per hour

Security for High School Sporting Event	\$ 9.00 per hour
Security for Single Middle School Events	\$ 9.00 per hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$ 9.00 per hour

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

Justin Blair  
Trisha DiCesare  
LaVonda Wright

The above adult game worker 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 2019-2020 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 per hour
Gate for Boys' Varsity Football	\$ 9.00 per hour
Gates for Boys' Single Middle School Football	\$ 9.00 per hour
Main Ticket Clerk for Varsity Football	\$ 9.00 per hour
Football Chain Coordinator	\$ 9.00 per hour
Varsity Football Clock	\$12.50 per hour
Football Clock Assistant	\$12.50 per hour
J.V. Football Clock	\$ 9.00 per hour
Freshmen Football Clock	\$ 9.00 per hour
Lower Level Football Clock	\$ 9.00 per hour
Football Announcer	\$10.00 per hour
Football Assistant Announcer	\$10.00 per hour
Audio for Football	\$ 9.00 per hour
Video for Football	\$ 9.00 per hour
Computer for Football	\$ 9.00 per hour
Game Book/Statistician for Football	\$ 9.00 per hour
Press Box Host	\$ 9.00 per hour
Officials' Host for Football	\$ 9.00 per hour
Gate for Single Girls' Volleyball	\$ 9.00 per hour
Gate for Single Girls' Middle School Volleyball	\$ 9.00 per hour
Gate for Single Boys' and/or Girls' Soccer	\$ 9.00 per hour
Gate for Single Boys' a/o Girls' Basketball Game	\$ 9.00 per hour

Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$ 9.00 per hour
Varsity Main Basketball Clock	\$15.00 per hour
Assistant Varsity Basketball Clock	\$12.50 per hour
JV Basketball Clock	\$10.00 per hour
Freshman Basketball Clock	\$10.00 per hour
Basketball Announcer	\$10.00 per hour
Game Book/Statistician for Boys' Basketball	\$12.00 per hour
Scorebook for Basketball	\$ 9.00 per hour
Video for Basketball	\$ 9.00 per hour
Gate for Boys' and/or Girls' Swim Meet	\$ 9.00 per hour
Security for High School Sporting Event	\$ 9.00 per hour
Security for Single Middle School Events	\$ 9.00 per hour
Ticket Worker Position for Boys'/Girls'	
Track Meets	\$ 9.00 per hour

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

DeAndrea Brantley  
Elijah Taylor

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

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

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

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

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

WHEREAS, persons employed for coaching positions are required to submit verification of completion of CPR and Sports Medicine Clinic certification, 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) Ron Navarra, Code #62.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School (Boys) (100% of Contract)
- (2) Matthew Nypaver, Code #69.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School (Girls) (100% of Contract)
- (3) Tyrone Owens, Code #69.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School (Girls) (100% of Contract)

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

20. Adjournment - \_\_\_\_\_ p.m.

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

SC:tep  
01/02/2020