

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – January 30, 2024 – 6:00 p.m.
 Jefferson PK – 8 School, Cafetorium
 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 during the meeting, as indicated in Agenda Items No. 11a and 11b.

1. Call to Order

2. Roll Call by Approved Rotation

Dr. Alls, Mr. Flanagan, 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

AA _____ PF _____ PL _____ RP _____ JW _____

4. Communications

5. Adoption of Agenda

AA _____ PF _____ PL _____ RP _____ JW _____

6. Treasurer's Report

- A. Tax Rates Calendar Year 2024
- B. Tax Abatement Discussion

7. Superintendent's Report

- A. School/District Federal Designations Update – Michelle Moore, Director, State Support Team, Region 5
- B. Jefferson PK – 8 School Update – Jefferson Administrative Team

8. Board of Education Committee Reports

- A. Athletics *(Patti Limperos and Julian Walker)*
- B. Finance Advisory *(Alisha Alls and Patrick Flanagan)*
- C. Board Policies and Guidelines *(Regina Patterson and Patrick Flanagan)*
- D. Legislative Liaison *(Alisha Alls and Patti Limperos)*
- E. TCTC Board Representative *(Regina Patterson)*

9. Old Business

10. New Business

11a. Public Participation (for identified agenda items only)

Treasurer's Recommendations1. Minutes

It is recommended the resolution listed below regarding the December, 2023 and January, 2024 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 Meeting held December 19, 2023

Organizational Meeting held January 9, 2024

Special Meeting held January 13, 2024

AA _____ PF _____ PL _____ RP _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the December, 2023 financial statement and short term investments made by the Treasurer during December, 2023, EXHIBIT A, (pp. 37 – 38), 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, 2023	\$61,449,871.93	\$38,023,272.23	\$99,473,144.16
MTD Receipts	4,832,198.38	8,738,354.35	13,570,552.73
FTD Advances In	-0-	-0-	-0-
FTD Receipts	37,641,229.68	23,272,415.81	60,913,645.49
MTD Expenditures	5,493,184.67	3,167,887.18	8,661,071.85
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	32,793,874.16	31,378,195.25	64,172,069.41
Ending Balance			
December 31, 2023	66,297,227.45	29,917,492.79	96,214,720.24

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

Fund		Amount
001-0000 A10-General Fund	\$	110,151.80
004-9203 COPS Farmer's	\$	2,874.69
006-0000 FS-Food Service	\$	3,100.81
401 Auxiliary Services	\$	<u>143.45</u>
Total	\$	136,270.75

AA _____ PF _____ PL _____ RP _____ JW _____

3. Revised Appropriation Budgets

It is recommended the resolution listed below to approve revised appropriation budgets (a. through g.) be approved as submitted.

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

- a. Fund/S.C.C.: IDEA-B Special Education
Fund #516, S.C.C. #9240
FY2024 Apprn.: \$1,519,922.81
Rev. Apprn.: \$2,352,126.61
Exec. Director: Patricia Dreher, Special Education
Purpose: \$832,203.80 increase due to reallocation of funds and carryover.

- b. Fund/S.C.C.: Title I
Fund #572, S.C.C. #9241
FY2024 Apprn.: \$6,553,377.74
Rev. Apprn.: \$9,796,537.32
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$3,243,159.58 increase due to carryover.

- c. Fund/S.C.C.: Title I-Neglected
Fund #572, S.C.C. #9245
FY2024 Apprn.: \$63,265.27
Rev. Apprn.: \$96,212.29
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$32,947.02 increase due to carryover.

- d. Fund/S.C.C.: Title I-Delinquent
Fund #572, S.C.C. #9246
FY2024 Apprn.: \$71,812.31
Rev. Apprn.: \$74,646.47
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$2,834.16 increase due to carryover.

- e. Fund/S.C.C.: Title II-A
Fund #590, S.C.C. #9242
FY2024 Apprn.: \$397,377.20
Rev. Apprn.: \$559,879.33
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$162,502.13 increase due to carryover.

- f. Fund/S.C.C.: Title IV-A
Fund #584, S.C.C. #9244
FY2024 Apprn.: \$532,750.76
Rev. Apprn.: \$600,759.22
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$68,008.46 increase due to carryover.
- g. Fund/S.C.C.: Early Childhood Education (ECE) Preschool
Fund #439, S.C.C. #9243
FY2024 Apprn.: \$1,275,000.00
Rev. Apprn.: \$1,317,500.00
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$42,500.00 increase due to 10 additional ECE slots
awarded to the district for preschool education.

AA _____ PF _____ PL _____ RP _____ JW _____

4. Tax Rates

It is recommended the resolution listed below for tax rates for calendar year 2024 be approved as submitted.

WHEREAS, the Budget Commission of Trumbull County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part within, the ten mill tax limitation.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education, Warren City School District, Trumbull County, Ohio, that the amounts and rates, as determined by the Budget Commission in its certification, be and the same are hereby accepted; and

BE IT FURTHER RESOLVED that there be and is hereby levied on the tax duplicate of said School District the rate of each tax necessary to be levied within and without the ten mill limitation as follows:

	Inside 10 Mill <u>Limit</u>	Outside 10 Mill <u>Limit</u>	Total <u>Mills</u>
General Fund	4.70	34.85	39.55
Bond Retirement Fund		5.00	5.00
Permanent Improvement		1.00	1.00
Emergency Levy Fund		4.65	4.65
Emergency Levy Fund		<u>9.65</u>	<u>9.65</u>
Grand Total	4.70	55.15	59.85

AND, BE IT FURTHER RESOLVED that the Treasurer of this Board be and is hereby directed to certify a copy of this resolution to the County Auditor of said County.

AA _____ PF _____ PL _____ RP _____ JW _____

5. A resolution to oppose the Trumbull County Board of Commissioners approval of an Enterprise agreement with Dawn Incorporated that provides for tax incentives of 75% for 10 years for renovations on property located at 2861 Sferra Avenue Warren, OH 44483 and the purchase of property at 2961 Sferra Avenue Warren, OH 44483

It is recommended the resolution listed below to oppose the Trumbull County Board of Commissioners approval of an Enterprise agreement with Dawn Incorporated that provides for tax incentives of 75% for 10 years for renovations on property located at 2861 Sferra Avenue Warren, OH 44483 and the purchase of property at 2961 Sferra Avenue Warren, OH 44483 be approved as submitted.

WHEREAS, school districts have a strong interest in the impact tax incentives have on siphoning critical funding away from public school districts, leaving local taxpayers to make up the difference; and

WHEREAS, Dawn Incorporated has submitted a proposed Enterprise Agreement application requesting tax incentives of seventy-five (75) percent for ten (10) years for renovating existing warehouse space at 2861 Sferra Avenue to be office facility and purchase warehouse at 2961 Sferra Avenue to renovate and install a new parking lot to connect the 2 facilities located at parcel numbers 39-569320 and 40-221193 located at 2861 & 2961 Sferra Avenue, Warren, Ohio 44483; and

WHEREAS, Dawn Incorporated has an existing 75% tax incentive for property located at 2861 Sferra Avenue Warren, OH 44483 with foregone taxes in the amount of \$6,342 to the school district in 2023 and the current application for 75% tax incentive would forego \$5,150 in taxes to the school district for a total impact of \$11,796 annually;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Warren City School District, that:

Section 1. It is necessary to oppose the Enterprise Agreement between Dawn Incorporated and the Board of Trumbull County Commissioners which allows for a 75% tax incentive for 10 years.

Section 2. The Treasurer is authorized to deliver or cause to be delivered a certified copy of this Resolution to the Trumbull County Board of Commissioners and Warren City Council.

Section 3. This Resolution shall be in full force and effect immediately upon its adoption.

AA _____ PF _____ 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. and b.) 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: The Ohio State University
Western Reserve Extension Education and Research Area
520 West Main Street, Suite 1
Cortland, OH 44420-1455
EXHIBIT B, (pp. 39 – 44):
Amount: No Charge
Period: 2024-2025 School Year
Exec. Director: Regina Teutsch, Curriculum and Instruction
Purpose: To work cooperatively with the District to provide services to the Warren City Schools youth (grades Pk-8).
#
- b. Agreement: Gardiner
31200 Bainbridge Road
Solon, OH 44139
EXHIBIT C, (pp. 45 – 50):
Amount: \$42,500.00 per year
Period: 3-Year Contract – March 1, 2024 through February 28, 2027
Exec. Director: John Lacy, Business Operations
Purpose: Applied Intelligence Services Agreement to provide support to help ensure the full benefits of HVAC system for Jefferson PK – 8, Lincoln PK – 8, McGuffey PK – 8, Willard PK – 8 and Warren G. Harding High School.

AA _____ PF _____ PL _____ RP _____ JW _____

2. 2024-2025 Membership in the Ohio High School Athletic Association

It is recommended the resolution listed below authorizing 2024-2025 membership in the Ohio High School Athletic Association be approved as submitted.

WHEREAS, the Warren City School District, Trumbull County, Ohio, has satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary, not-for-profit association; and

WHEREAS, the Warren City Board of Education and its administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the following schools shall be members of the OHSAA and that the Constitution, Bylaws, and Sports Regulations of the OHSAA shall be approved and adopted by this Board of Education for its own minimum student eligibility standards:

Warren G. Harding High School
 Jefferson PK – 8 School
 Lincoln PK – 8 School
 McGuffey PK – 8 School
 Willard PK – 8 School

The Warren City Board of Education reserves the right to raise the eligibility standards as the Board deems appropriate; and

BE IT FURTHER RESOLVED that the schools under this Board's jurisdiction agree to conduct their athletic programs in accordance with the Constitution, Bylaws, Regulations, Interpretations, and Decisions of the OHSAA; and

FURTHERMORE, the schools under this Board's jurisdiction agree to be primary enforcers of the Constitution, Bylaws, and Sports Regulations and their Interpretations.

AA _____ PF _____ 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 students enrolled in the District, a nonpublic or community school, or the joint vocational school 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 student(s) in Exhibit D, (p. 51), for the **2023 – 2024** school year, and further 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.

AA _____ PF _____ PL _____ RP _____ JW _____

4. Ohio State Testing Procedure

It is recommended the resolution listed below regarding the following in state testing procedures for the 2024-2025 school year, be approved as submitted.

WHEREAS, the Warren City Schools currently administers the Third Grade ELA Ohio State Assessment; and

WHEREAS, the provisions of Senate Bill 216, 132nd General Assembly allows districts the option of paper or online test administration for the third-grade assessments, in the 2024-2025 school year.

NOW, THEREFORE, BE IT RESOLVED that the administration of the Third Grade ELA Ohio State Assessment be paper version of the test for the 2024-2025 school year.

AA _____ PF _____ 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

AA _____ PF _____ PL _____ RP _____ JW _____

6. 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 – 2023 – 2024 School Year:

WARD, Emily	\$ 500.00
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AA _____ PF _____ PL _____ RP _____ JW _____

7. Acceptance of Gifts

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

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

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

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

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

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

Benefactors	Brief Description of Gifts and/or Services	
All Poured Out LLC	Jefferson PK – 8 School Robotics T-shirts Estimated Value: \$350.00	[1]
Christ Episcopal Church 2627 Atlantic Street NE Warren, OH 44483	Lincoln PK – 8 School Weekly Pantry Donations Estimated Value: \$150.00 per week	[2]
Christ Episcopal Church 2627 Atlantic Street NE Warren, OH 44483	Lincoln PK – 8 School Christmas Gifts for Students Estimated Value: \$2,900.00	[2]
Do-Cut 3375 Youngstown Road SE Warren, OH 44484	Willard PK – 8 School Winter Clothing Estimated Value: \$2,000.00	[3]
Gina Grabosky	Lincoln PK – 8 School Monetary Donation Value: \$400.00	[2]
Joshua Gruber	Lincoln PK – 8 School 2 Pack Traffic Wands Estimated Value: \$20.00	[2]

Hampton Inn 5581 Youngstown Warren Rd Niles, OH 44446	Lincoln PK – 8 School Misc. School Supplies Estimated Value: \$200.00	[2]
Kathy Keifer	Lincoln PK – 8 School Pantry Donation Estimated Value: \$75.00	[2]
Ms. Nora McCarty	McGuffey PK – 8 School Hats/Gloves Estimated Value: \$45.00	[4]
Rallies 519 S Street SE Warren, OH 44483	Lincoln PK – 8 School 200 Ice Cream Coupons Estimated Value: \$200.00	[2]
The River Church 4257 Tod Ave NW Warren, OH 44485	Warren City School Pantries Monetary Donation Value: \$2,000.00	[5]
St. Marks Church	Jefferson PK – 8 School Assortment of Clothing, Hats/Gloves, and Hygiene Products Estimated Value: \$1,150.00	[1]
Judy Szykalski	Lincoln PK – 8 School Pantry Donation Estimated Value: \$140.00	[2]
United States Air Force	Warren G. Harding High School Christmas Gifts for Students Estimated Value: \$500.00	[6]
United Way	Jefferson PK – 8 School Girls/Boys Shoes Estimated Value: \$2,000.00	[1]

- [1] To be used to support the students of Jefferson PK – 8 School.
 [2] To be used to support the students of Lincoln PK – 8 School.
 [3] To be used to support the students of Willard PK – 8 School.
 [4] To be used to support the students of McGuffey PK – 8 School.
 [5] To be used to support the students of the Warren City Schools.
 [6] To be used to support the students of Warren G. Harding High School.

AA _____ PF _____ PL _____ RP _____ JW _____

8. Personnel Recommendations

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

CERTIFICATED:

a. Leave of Absence – Certificated

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

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

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

- (1) Cynthia Dressel, Elementary Education Teacher, Leave of Absence, effective 02/09/2024.
- (2) Julia McMenamin, Primary Education Teacher, Leave of Absence, effective 01/25/2024.
- (3) Celeste Maillis, Special Education Teacher, Leave of Absence, effective 01/19/2024.
- (4) Brenda Mancino, Secondary Education Teacher, Leave of Absence, effective 01/02/2024.
- (5) Rachel Vince, Special Education Teacher, Leave of Absence, effective 01/22/2024.

b. 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) Rylee Laswell-Bernard, Special Education Teacher
Effective Date(s) for the 2023-24 School Year:

January 12, 2024

c. Appointments – Certificated – Hourly Employment (2023-24 school year)

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

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

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

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

- (1) Supplemental contracts for participating in Warren City Schools District Literacy Leadership Team Meetings, effective 12/12/2023 through 06/30/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I SI Fund #536, SCC #9241, Title I-A Fund #572, SCC #9241, and Title II-A Fund #590, SCC #9242, not to exceed \$212.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8

Rebecca Battista

McGuffey PK-8

Emily Ward

- (2) Supplemental contract for McKinney Vento Homeless Shelter Tutor, for services of McKinney Vento Tutoring at our area homeless shelters: Someplace Safe and Christy House, effective 01/02/2024 through 06/30/2024, \$30.04 per an hour, on an as needed basis, to be paid from 21st CCLC Fund #572 SCC #9244 not to exceed \$4,000.00 each (Recommended by Jill Merolla, Supervisor of Community Outreach/Grant Development)

Jessica Hostetler

- (3) Supplemental contracts for participating in the Ohio Summit on Dyslexia 2024 (Virtual) to be held on 02/24/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I SI Fund #536, SCC #9241 and Title I-A Fund #572, SCC #9241, not to exceed \$226.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Natalie Grayson
Jacqueline Lawrence
Caren Purcell

Erikka Sampson
Jessica Smith

- (4) Supplemental contract approved at the **August 8, 2023**, Regular Meeting, **MOTION NO. 08-2023-176**, Section d., Appointments –

Certificated – Hourly Employment (2023-24 School Year), Item No. 3, Home Instruction, **Isabella Notar**, effective 08/21/2023 through 06/30/2024, \$30.04 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, **AMEND the not to exceed amount from \$12,000.00 to \$22,000.00** (Recommended by P. Dreher, Executive Director of Special Education)

- (5) Supplemental contracts for the purpose of participating in Jefferson PK-8 PBIS Team Meetings, effective 09/22/2023 through 06/28/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I SI Fund #536, SCC #9241 and Title IV-A Fund #584, SCC #9244, not to exceed \$271.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Tina Detate

Stacey Lasher

- (6) Supplemental contract for participating on the WGH Building Leadership Team (BLT) as specified below, and attending monthly meetings as scheduled, effective 01/08/2024 through 06/28/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I-SI Fund #536, SCC #9241, Title I-A Fund #572, SCC #9241 and Title II-A Fund #590, SCC #9242, not to exceed \$181.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Nathaniel Bodnar

- (7) Supplemental contracts for participating in Warren City Schools District Math Leadership Team Meetings from 01/30/2024 through 06/30/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I-SI Fund #536 SCC #9241, Title I-A #572, SCC #9241, and Title II-A Fund #590, SCC #9242, not to exceed \$151.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Danielle Sauer

Matthew Seidel

- (8) Supplemental contracts for the purpose of attending Willard PK-8 SEL Instructional Rounds Work Sessions, effective 01/09/2024 through 06/28/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9241, not to exceed \$361.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Laura Krcelic

Christine Velazquez

- (9) Supplemental contract approved at the **November 28, 2023**, Regular Meeting, **MOTION NO. 11-2023-240**, Section e., Appointments – Certificated – Hourly Employment (2023-24 School Year), Item No. 5, IEP and ETR monitoring by the Internal Monitoring Team, **Gregory Lazzari**, effective 10/20/2023 through 12/21/2023, \$30.04 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9240, **AMEND the not to exceed amount from \$301.00 to \$430.00** (Recommended by P. Dreher, Executive Director of Special Education)
- (10) Supplemental contracts for District Art Show planning & preparation, effective 03/01/2024 through 05/31/2024. \$30.04 per an hour, on an as needed basis, to be paid from BBITA, Fund #001, SCC #0000, not to exceed \$400.00 each (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

Caitlin Adams
Robert Byrd
John Girard
Kendra Godiciu
John Johnson
Tarah Kerr

Krista Kohut
Suzanne Melia
Kristin Newbrough
Jasmine Santiago
Thomas Sewickley

- (11) Supplemental contracts for the purpose of providing instruction in the Jefferson PK-8 Grade 3-5 ELA & Math Afterschool Intervention Program, as scheduled, 02/07/2024 through 03/22/2024, \$30.04 per an hour, on an as needed basis, to paid from Title I SI Fund #536, SCC #9241, not to exceed \$631.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8

Diane Gibbons
Stacey Lasher
Margaret O'Brien-March
Lisa Mesaros

Tina Noble
Matthew Seidel
Christine Ulrich
Melinda Vrable

Substitutes

Laura Crank

Roseann McCracken

- (12) Supplemental contracts for the purpose of attending PreK Heggerty Training, effective 01/25/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9241, Title II-A Fund #590, SCC #9242, and ECE Fund #439, SCC #9243, not to exceed \$61.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Skyler Bell
 Gabriella Hernandez
 Andrea Hochmann
 Kelly Hutchison

Lisa Judd
 Zachary McKenzie
 Shauna McKinstry
 Brittany Williams

- (13) Supplemental contracts for participating in Trauma-Informed Care (TIC) & Resilience Training on 01/22/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9242, Title IV-A Fund #584, SCC #9244, not to exceed \$61.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Leigh Arvin
 Erika Aulizia
 Kimberly Baker
 Brittany Boerio
 Jenna Bryant
 Stephanie Caldwell
 Debra Carrino
 Laura Crank
 Trisha Dicesare
 Julianne Dundee
 Margaret Forde
 Andrea Galloway
 Brandi Gazso
 Diane Gibbons
 Suzanne Goodyear-Pondillo
 Kimberly Hunter
 Kelly Hutchison
 Erin Kampf
 Donna Knox
 Laura Krcelic
 Jacqueline Lawrence

Cheryl Leshnack
 Sylvia Littleton
 Abby Logan
 Cara Meadows
 Robert Middleton
 Susan Mizik
 Kristin Newbrough
 Olivia Nicholas
 Bernadette Nicopolis
 Stephanie Porterfield
 Kayla Rieser
 Heather Sirney
 Jillian Smith
 Diane Snier
 Tamara Stanovcak
 Shannon Superak-Skiles
 Stephanie Tamburro
 Eleanna Vlahos-Hall
 Emily Ward
 Corinna Williamson

- d. Substitute Teacher Appointment(s) (2023-24 School Year) \$125.00 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>
Lynda Dibacco	01/18/2024

- e. Building Substitute Teacher Appointment(s) (2023-24 School Year) \$150.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

WHEREAS, the Warren City Board of Education recognizes the need for quality substitutes to provide for the continued education of the students in the event a teacher is required to be absent from the classroom or to provide additional educational assistance to students in conjunction with the regular teacher.

WHEREAS, the Warren City Board of Education recognizes that finding quality substitutes is becoming increasing difficult and that by assuring building substitutes regular employment, the District will be better able to attract and retain quality substitutes;

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

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

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

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Alexis Ward	01/02/2024	Harding

f. Change in Classification – Certificated

WHEREAS, the following changes in 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) Caitlin Adams from Building Substitute Teacher, Jefferson PK-8, to Visual Art Education Teacher, Salary Table A, Step B-01 (prorated), Limited Contract, effective 01/08/2024, and for the duration of the 2023-24 school year.
- (2) Jasmine Santiago, from Building Substitute Teacher, Lincoln PK-8, to Visual Art Education Teacher, Salary Table A, Step B-01 (prorated), Limited Contract, effective 01/17/2024, and for the duration of the 2023-24 school year.
- (3) Alexis Ward, from Building Substitute Teacher, Warren G. Harding, to Special Education Teacher, Salary Table A, Step B-01 (prorated), Limited Contract, effective 01/08/2024, and for the duration of the 2023-24 school year.

g. Employment – Certificated (current regular employee) (Co-Curricular year) (2023-24 school year)

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

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

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

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

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

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

High School Athletics:

- (1) Gariana Bercheni – Basketball – Head Coach (Girls – 9th), Code #38.0, Index 16.0, High School – Warren G. Harding High School, Salary Table B, 60% of Contract.
- (2) Gariana Bercheni – Indoor Track – Head Coach (Girls), Code #51.0, Index 7.0, High School – Warren G. Harding High School, Salary Table B, 100% of Contract.

CLASSIFIED:

h. **Resignations – Classified**

WHEREAS, the employees herein named have requested to be released from all contracts of employment by way of resignation as specified at the effective dates 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 these resignations are accepted with regret, but with the best wishes and sincere appreciation.

- (1) Sesanee Lewis, Secretary B-Executive Director of Special Education, Administration, Salary Table E, effective 02/29/2024.
- (2) LaDeana Simpson, MD Educational Assistant, Jefferson PK-8 Building, Salary Table I, effective 01/12/2024.

i. Leave of Absence – Classified

WHEREAS, ORC 3319.13 requires that employees be granted a leave of absence upon their request and permits leaves of absence as approved by the Warren City Board of Education; and

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.13, the following leaves are recognized and granted for the approximate dates indicated.

- (1) Nina Liptak, Secretary D-Attendance/2nd Receptionist, Warren G. Harding High School, Salary Table E, effective 11/29/2023.
- (2) Archie Blair, 6.5 Hr. Food Service General Helper, Jefferson PK-8 Building, Salary Table G, effective 01/03/2024 to 03/15/2024.

j. 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) Kyle Huey, Floating Night Janitor, Administration, for the 2023-2024 contract year as follows:

January 5, 2024-January 7, 2024 – Administrative/Vehicle Readiness-Army Reserve

February 2, 2024-February 4, 2024 – Administrative/Vehicle Readiness-Army Reserve

March 8, 2024-March 10, 2024 – Administrative/Vehicle Readiness-Army Reserve

April 19, 2024-April 21, 2024 – PMI - Army Reserve

May 15, 2024-May 18, 2024 – BN FTX – Army Reserve

June 1, 2024-June 14, 2024 – WAREX (ECT) Training-Army Reserve

k. Initial Regular Employment – Classified

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

WHEREAS, such employees have 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 members of the School Employees Retirement System, and shall be compensated according to the before mentioned Agreement(s); and

WHEREAS, vacancies exists for these employment actions.

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

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

- (1) Kevin Allgood, 5.5 Hr. Floating Night Janitor, Administration, Salary Table D, effective 12/06/2023. (Complete 30 day probationary period on 01/22/2024). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Linda Barnhart, Floating Night Janitor, Administration, Salary Table D, effective 02/05/2024. (Begin 30 day probationary period.) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Kimberly Batcho, MD Educational Assistant, Warren G. Harding High School, Salary Table I, effective 01/16/2024. (Vacancy created due to resignation/ retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (4) Kyle Huey, Floating Night Janitor, Administration, Salary Table D, effective 11/28/2023. (Complete 30 day probationary period on 01/17/2024). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (5) Rachael Kellerman, Night Janitor, McGuffey PK-8 Building, Salary Table D, effective 11/13/2023. (Complete 30 day probationary period on 12/28/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (6) Tara Mulrooney, MD Educational Assistant, McGuffey PK-8 Building, Salary Table I, effective 1/23/2024. (Vacancy created due to

resignation/ retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)

- (7) Antonio Ramsey, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 11/06/2023. (Complete probationary period on 12/19/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (8) Craig Whitman, 5.5 Hr. Floating Night Janitor, Administration, Salary Table D, effective 12/04/2023. (Complete 30 day probationary period on 01/18/2024). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

I. Change in Classification – Classified

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

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

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

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

- (1) Kelly Palmer, from 7.0 Hr. Cook Helper, Warren G. Harding High School, Salary Table G, to 7.0 Hour Cook, Willard PK-8 Building, Salary Table G, effective 11/06/2023.

m. 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) Eric Murray, Substitute Night Janitor, Salary Table M, effective 01/12/2024.
- (2) LaDeana Simpson, Substitute Educational Assistant, Salary Table M, effective 01/16/2024.
- (3) Joshua Mistovich, Journeymen Carpenter, (temporary hire), effective 01/22/2024.

n. 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) It is recommended that the following individuals be granted supplemental contracts for participating in Trauma-Informed Care (TIC) and Resilience Training on January 22, 2024, at their currently hourly rate, not to exceed \$45.00 each, to be paid from Title II-A Fund #590, SCC #9242. (Recommended by C. Bero, Executive Director of State & Federal Programs.)

Kimberly Anzevino
 Alethea Barnes
 Heather Fellows
 Nadine Gardner
 Maria Koncsol

- (2) It is recommended that the following individuals be granted supplemental contracts for the purpose of attending PK Heggerty Training, effective January 25, 2024, at their current hourly rate, not to exceed \$36.00 each, to be paid from ECE Fund #439, SCC #9243, Title I-A Fund #572, SCC #9241, and Title II-A Fund #590, SCC #9242. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Rebecca Gallatin
 Ashligh George
 Emilee James
 Lucy Lepola
 Kiani Seda
 Angela White

- (3) It is recommended that the following individual be granted a supplemental contract for educational aide services to provide support services on the bus for Warren City School students that attend Fairhaven School, effective January 22, 2024, to May 30, 2024, at their current hourly rate, on an as needed basis, not to exceed \$500.00, to be paid from Fund #516, SCC #9240. (Recommended by P. Dreher, Executive Director of Special Education)

Monica Freeman

- (4) Adult Game Workers for Athletic Events for the 2023-2024 School Year. All Adult Game Workers for High School and Middle School sports will be paid as follows:

Gate for Boys' JV/9 th Football	\$11.00/hour
Gate for Boys' Varsity Football	\$11.00/hour
Gates for Boys' Single Middle School Football	\$11.00/hour
Main Ticket Clerk for Varsity Football	\$11.00/hour
Football Chain Coordinator	\$11.00/hour
Varsity Football Clock	\$12.50/hour
Football Clock Assistant	\$12.50/hour
J.V. Football Clock	\$11.00/hour
Freshmen Football Clock	\$11.00/hour
Lower Level Football Clock	\$11.00/hour
Football Announcer	\$11.00/hour
Football Assistant Announcer	\$11.00/hour
Audio for Football	\$11.00/hour
Video for Football	\$11.00/hour
Computer for Football	\$11.00/hour
Game Book/Statistician for Football	\$11.00/hour

Press Box Host	\$11.00/hour
Officials' Host for Football	\$11.00/hour
7/8 Grade School Volleyball Clock	\$11.00/hour
Gate for Single Girls' Volleyball	\$11.00/hour
Gate for Single Girls' Middle School Volleyball	\$11.00/hour
Gate for Single Boys' and/or Girls' Soccer	\$11.00/hour
Gate for Single Boys' a/o Girls' Basketball Game	\$11.00/hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$11.00/hour
Varsity Main Basketball Clock	\$15.00/hour
Assistant Varsity Basketball Clock	\$12.50/hour
JV Basketball Clock	\$11.00/hour
Freshman Basketball Clock	\$11.00/hour
Basketball Announcer	\$11.00/hour
Game Book/Statistician for Boys' Basketball	\$12.00/hour
Scorebook for Basketball	\$11.00/hour
Video for Basketball	\$11.00/hour
Gate for Boys' and/or Girls' Swim Meet	\$11.00/hour
Ticket Worker Position for Boys'/Girls'	
Track Meets	\$11.00/hour
Security for High School Sporting Event	\$11.00/hour
Security for Single Middle School Events	\$11.00/hour

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

Kaitlyn Statema
Tyler Wagner

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.

AA _____ PF _____ PL _____ RP _____ JW _____

Board's Recommendations

11b. Public Participation

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

AA _____ PF _____ PL _____ RP _____ JW _____

13. Reconvened Board Meeting - _____ p.m.14. Adjournment - _____ p.m.

AA _____ PF _____ PL _____ RP _____ JW _____

SC:tep
01/25/2024