

AGENDA  
Board of Education  
Warren City School District  
**Regular Meeting** – April 28, 2015 – 6:00 p.m.  
Jefferson PK – 8 School, Cafetorium



*This meeting is a meeting of the Warren City Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participating during the meeting, as indicated in Agenda Item No. 5.*

1. Call to Order

2. Roll Call by Approved Rotation

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

3. Communications

4. Adoption of Agenda

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

5. Recognition of Speaker(s)
  - A. Richard Thompson, Warren Western Reserve Memorial Committee
  - B. Mr. and Mrs. Sanders – TEAM Sanders
  
6. Treasurer's Report
  
7. Superintendent's Report
  - A. Administrative Team – Jefferson PK – 8 Update
  
8. Board of Education Committee Reports
  - A. Athletics *(Andre Coleman and Bob Faulkner)*
  - B. Finance Advisory *(Andre Coleman and John Lacy)*
  - C. Board Policies and Guidelines *(Regina Patterson)*
  - D. Legislative Liaison *(Patti Limperos and Regina Patterson)*
  - E. TCTC Board Representative *(Bob Faulkner)*
  - F. Urban Commission *(Patti Limperos and Regina Patterson)*
  
9. Old Business
  
10. New Business

**Treasurer's Recommendations**

1. Minutes

It is recommended the resolution listed below regarding the March, 2015 Board Minutes be approved as submitted.

BE IT RESOLVED, under the provisions of ORC 3313.26, the reading of the minutes of the following Board Meetings be waived and the minutes be approved:

Regular Board Meeting held March 3, 2015  
Regular Board Meeting held March 31, 2015

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

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the March, 2015 financial statement and short term investments made by the Treasurer during March, 2015, EXHIBIT A, (pp. 28 - 29), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	<b>General Fund</b>	<b>All Other Funds</b>	<b>Total All Funds</b>
<b>Beginning Balance</b>			
<b>July 1, 2014</b>	\$14,444,305.59	\$15,962,511.55	\$30,406,817.14
<b>March Receipts</b>	6,530,346.99	2,516,642.15	9,046,989.14
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	50,930,525.89	18,023,533.60	68,954,059.49
<b>MTD Expenditures</b>	5,136,455.96	1,496,028.29	6,632,484.25
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	46,003,759.15	17,290,941.29	63,294,700.44
<b>Ending Balance</b>			
<b>March 31, 2015</b>	19,371,072.33	16,695,103.86	36,066,176.19

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

<b>Fund</b>	<b>Amount</b>
General Fund	\$481.73
002-9003 School Improvement Bond	6.83
004-9003 Building – Local Funds	0.65
006-0000 FS-Food Service	26.89
008-Endowment	0.45
Auxiliary Services	2.78
Total	<hr/> \$519.33

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

### 3. Revised Appropriation Budgets

It is recommended the resolution listed below for revised appropriation budgets (a. through d.) 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.: Title I  
Fund #572, S.C.C. #9115  
FY15 Apprn.: \$4,227,485.82  
Rev. Apprn.: \$4,231,413.16  
Exec. Director: Mark R. Leiby, Christine Bero  
State and Federal Programs  
Purpose: \$3,927.34 increase due to reallocation of funds by the Ohio Department of Education.
- b. Fund/S.C.C.: Title I - Neglected  
Fund #572, S.C.C. #9125  
FY15 Apprn.: \$70,435.24  
Rev. Apprn.: \$62,721.38  
Exec. Director: Mark R. Leiby, Christine Bero  
State and Federal Programs  
Purpose: \$7,713.86 decrease in allocation of funds by the Ohio Department of Education.
- c. Fund/S.C.C.: Title II-A  
Fund #590, S.C.C. #9105  
FY15 Apprn.: \$846,296.04  
Rev. Apprn.: \$841,541.79  
Exec. Director: Mark R. Leiby, Christine Bero  
State and Federal Programs  
Purpose: \$4,754.25 decrease in allocation of funds by the Ohio Department of Education.
- d. Fund/S.C.C.: Alternative Education Challenge Grant  
Fund #463, S.C.C. #9115  
FY15 Apprn.: \$111,988.00  
Rev. Apprn.: \$115,122.00  
Supervisor: Jill Merolla, Community Outreach/Grant Development  
Purpose: \$3,134.00 increase in allocation of funds by the Ohio Department of Education.

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

## **Superintendent's Recommendations**

### 1. Agreements, Contracts, and/or Leases

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

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

- a. Agreement: Lauren Hammond  
14 Cheyenne Drive  
Girard, OH 44420  
EXHIBIT B, (pp. 30 - 31):  
Amount: \$120.00 (\$15.00 per hour)  
Period: April 10, 2015 through May 31, 2015  
Supervisor: Jill Merolla, Community Outreach/Grant Development  
Purpose: To provide one hour writing and publishing lessons two times a week for four weeks for a total of eight lessons for students at the 21<sup>st</sup> Century Community Learning Centers at Jefferson and Willard Schools.
- b. Agreement: Tanay Hill  
920 Prospect Avenue  
Warren, OH 44483  
EXHIBIT C, (pp. 32 - 33):  
Amount: \$140.00 (\$17.50 per hour)  
Period: April 10, 2015 through May 31, 2015  
Supervisor: Jill Merolla, Community Outreach/Grant Development  
Purpose: To provide one hour financial literacy lessons two times a week for four weeks for a total of eight lessons for students at the 21<sup>st</sup> Century Community Learning Centers at Jefferson and Willard Schools.

- c. Agreement: YWCA of Warren, Ohio  
 375 North Park Avenue  
 Warren, OH 44481  
EXHIBIT D, (pp. 34 - 35):  
 Amount: \$5,763.54  
 Period: March 20, 2015 through June 30, 2015  
 Supervisor: Jill Merolla, Community Outreach/Grant Development  
 Purpose: To provide qualified staffing support, activity space and supplies for fitness and nutrition instruction to youth in the YWCA Afterschool Programs at Lincoln PK-8, the Warren YWCA and Trumbull Family Fitness.
  
- d. Agreement: Healthcare Billing Services, Inc. (HBS)  
 55 High Street  
 Carroll, OH 43112  
EXHIBIT E, (pp. 36 - 38):  
 Amount: The fee for services outlined in Section II through V of this proposal shall be a total of 7% (seven percent) of the cash receipts that District collects under the MSP program.  
 Period: Fall 2015 through Spring 2016  
 Exec. Director: Jennifer Myers, Special Education  
 Purpose: The District Ohio Medicaid School Program (MSP) service provider shall document MSP services using the HBS web-based documentation system and provide all necessary support for billing.

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



2. Appointment of Committee Members to Serve as Advisors to the Warren City Schools Career Based Intervention Program

It is recommended the resolution listed below regarding the appointment of Committee Members to Serve as Advisors to the Warren City Schools Career Based Intervention Program be approved as submitted.

WHEREAS, all career-technical education programs are required to implement an active advisory committee comprised of volunteers who agree to serve as advisors to the CBI program.

WHEREAS, these committee members can provide valuable advice, guidance and assistance because of their working knowledge of the competency requirements of specific occupations.

FURTHERMORE, all committee members should agree to serve in an advisory capacity, not as policymakers.

NOW, THEREFORE, BE IT RESOLVED that the following Volunteers are appointed as Committee Members to serve as Advisors to the Warren City Schools Career Based Intervention Program:

- Dante Capers, Head Principal, Warren G. Harding High School
- Erin Kampf-Melillo, Guidance Counselor, Warren G. Harding High School
- Melissa Bartholomew, Transition-to-Work Coordinator
- Hillary Allen & Daniel Bubon, CBI Teachers/Coordinators, WGH
- Guido Bucci, General Manager – McDonald’s
- Jennifer Thomason, Manager – West Corp.
- Kim Ritter, Store Manager – McDonald’s
- Joe Christopher, retired Career – Based Intervention Teacher
- John Lacy, Warren City Schools – Board Member
- Robert L. Faulkner, Warren City Schools – Board Member

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

3. 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	
Anonymous	Washington D.C., Trip Monetary Donation Value: \$500.00	[1]
St. Paul Lutheran Church	Lincoln PK – 8 School Monetary Donation Value: \$250.00	[2]

[1] To be used to support the students at McGuffey PK – 8 School.

[2] To be used to support the students at Lincoln PK – 8 School.

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

4. 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 – 2013-2014 School Year:

SENVISSKY, Susan \$ 278.00

Certificated – 2014-2015 School Year:

GOFF, Ashley \$ 400.00

MALLIARAS, Lana \$ 400.00

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

5. Salary Table M, Classified Hourly Salary Table

It is recommended the resolution listed below revising Salary Table M, Classified Hourly Salary Table, be approved as submitted with changes as indicated.

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 adopts revised Salary Table M, EXHIBIT F, (p. 39), effective May 1, 2015.

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

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

6. Salary Table L, Classified Non-Supervisory & Grant Funded Schedule

It is recommended the resolution listed below revising Salary Table L, Classified Non-Supervisory & Grant Funded Schedule, be approved as submitted with changes as indicated.

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 adopts Salary Table L, EXHIBIT G, (pp. 40 – 41), effective May 1, 2015.

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

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

7. Personnel Recommendations

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

CERTIFICATED:

a. Certificated – Retirement

WHEREAS, the following employee has taught or received teaching credit qualifying for professional retirement; and

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the retirement is accepted;

BE IT FURTHER RESOLVED to provide the severance pay under the provisions of the negotiated master working agreement;

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

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

(1) Mark Carnahan, Elementary Education Teacher, retirement effective the close of the day, May 29, 2015.

b. Resignation – Certificated – Personal

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

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

(1) Amanda Basile, Secondary Education Teacher, resignation effective the close of the day, April 24, 2015.

(2) Vincent Vaughn, Building Substitute Teacher, resignation effective the close of the day, April 20, 2015.

c. Appointment – Certificated (To receive one-year contract for the 2014-2015 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) Certificated Appointment approved at the March 31, 2015 Regular Board Meeting, MOTION NO. 03-2015-80, Section a. Appointment – Certificated, Item no. 1, Linda D'Ippolito, Secondary Education Teacher, Salary Table A, **Step B-06** be **AMENDED** to **Step B-11** (prorata), Limited Contract, effective 02/23/2015 and for the remainder of the 2014-15 school year. (Due to verification of service years received.)
- (2) Alison Evans, Special Education Teacher, Salary Table A, Step B-02 (prorata), Limited Contract, effective 04/07/2015 and for the remainder of the 2014-15 school year. (Replacement position)
- (3) Katie Keenan, Secondary Education Teacher, Salary Table A, Step B-07 (prorata), Limited Contract, effective 03/16/2015 and for the remainder of the 2014-15 school year. (Replacement position)

d. Appointment – Certificated (To receive one-year contract for the 2015-2016 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) Kristin Barnes, Special Education Teacher, Salary Table A, Step M-08, Limited Contract, effective the beginning of the 2015-16 school year. (Replacement position)
- (2) Kristen Bozin, Early Childhood Teacher, Salary Table A, Step M-11, Limited Contract, effective the beginning of the 2015-16 school year. (Replacement position)
- (3) Steven Charnas, Special Education Teacher, Salary Table A, Step B-02, Limited Contract, effective the beginning of the 2015-16 school year. (Replacement position)
- (4) Larissa Garrett, Early Childhood Teacher, Salary Table A, Step B-01, Limited Contract, effective the beginning of the 2015-16 school year. (Replacement position)
- (5) Rosanne Gosselin, Media Specialist, Salary Table A, Step M-07, Limited Contract, effective the beginning of the 2015-16 school year. (Replacement position)
- (6) Kendra Lasko, Early Childhood Education, Salary Table A, Step B-01, Limited Contract, effective the beginning of the 2015-16 school year. (Replacement position)

e. 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 a period not to exceed 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) Derek Pressell, Secondary Education Teacher  
Date: Friday, May 1, 2015

f. Certificated Personnel – Grant Continuing Contracts

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

WHEREAS, past employment performance evaluations have been satisfactory.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.11, such employees shall be directed and assigned.

BE IT FURTHER RESOLVED that the following-named members of the teaching staff, who have met all the necessary requirements for a Continuing Contract, be granted such contract to become effective the beginning of the day, April 29, 2015.

- (1) Stephanie Gilligan, Salary Table A, Step M30-10, Continuing Contract to be effective the beginning of the day, April 29, 2015.
- (2) Stacy Marciano, Salary Table A, Step B18-10 Continuing Contract to be effective the beginning of the day, April 29, 2015.
- (3) Shari Munno, Salary Table A, Step M-14, Continuing Contract to be effective the beginning of the day, April 29, 2015.

- (4) Siobhan Richardson, Salary Table A, Step M-05, Continuing Contract to be effective the beginning of the day, April 29, 2015.

g. Leave of Absence – Certificated

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

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

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

- (1) Stephanie Shimko, Special Education Teacher, Leave of Absence, effective 04/02/2015.

h. Appointments – Certificated – Hourly Employment (2014-15 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 Special Education After School Program Art Teacher, effective 01/27/2015 through 05/29/2015, \$24.21 per an hour, on an as needed basis, to be paid from Fund #516, SCC 9510 (Recommended by J. Myers, Special Education)

Tarah Kerr

- (2) Supplemental Contract for the purpose of providing instruction in the Third Grade After School Intervention Program at each PK-8 Building as a substitute, effective 02/23/2015 through 04/23/2015, \$24.21 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC 9115, not to exceed \$1,000.00 each (Recommended by M. Leiby, State/Federal Programs & Technology)

Michelle Rodgers

- (3) Supplemental Contracts for the purpose of providing intervention for the Ohio Graduation Test (OGT) after school at Warren G. Harding High School, effective 02/02/2015 through 04/30/2015, \$24.21per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC 9115, not to exceed \$340.00 each (Recommended by M. Leiby, State/Federal Programs & Technology)

Joan Elliott  
 Emir Salem  
 Ashlee Schier  
 Michelle Stoutamire

- (4) Supplemental Contract for the purpose of providing instruction in the High School After School Intervention Program, effective 01/20/2015 through 05/22/2015, \$24.21 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC 9115, not to exceed \$1,800.00 each (Recommended by M. Leiby, State/Federal Programs & Technology)

Tarah Kerr

- (5) Supplemental Contracts for the purpose of providing after school tutoring instruction to the Willard PK-8 School, effective 04/13/2015 through 05/29/2015, \$24.21 per an hour, on an as needed basis, to be paid from Title I Fund #573, SCC 9115, not to exceed \$1,000.00 each (Recommended by M. Leiby, State/Federal Programs & Technology)

Ashley Goff  
 Bobbie Humphrey  
 Lorena Schroeder  
 Gordon White  
 Samantha Wiesen

- (6) Supplemental Contract for the purpose of tutoring instruction for Warren City School students in the New Behavior Alternative Program located at

Valley Counseling Services, effective 04/27/2015 through 05/22/2015, \$24.21 per an hour, on an as needed basis, to be paid through Fund #001 (Recommended by W. Hartzell, Associate Superintendent)

Johnny Fite, Jr.

- (7) Supplemental Contract for Home Instruction, effective 04/01/2015 through 06/30/2015, \$24.21 per an hour, on an as needed basis, to be paid through Fund #001 (Recommended by J. Myers, Special Education)

Adrian Komora

- i. Building Substitute Teacher Appointment(s) (2014-15 School Year) \$85.00 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>
Robert Kren	04/27/2015	Lincoln PK-8

- j. Employment – Certificated (current regular employee) Co-Curricular year (2014-15 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 of 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 B. Nicholson, Athletic Director)

**K-8 Athletics:**

- (1) Leigh Arvin - Track (Girls) – Code #114, Index 4.0, Middle School, 20% of Contract, Salary Table B.

**CLASSIFIED:**

k. **Resignation - Classified – Personal**

WHEREAS, the employee(s) herein named have 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 that under the provisions of ORC 3319.081, the resignation is accepted.

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

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

- (1) Suzanne Diekmann, Substitute Night Janitor, Salary Table M, effective the close of the day 04/21/2015.

- (2) Gerald Dowe, Community Liaison, Warren G. Harding High School, effective the close of the day 04/10/2015.

I. Retirement – Classified

WHEREAS, the following employee has worked or received working credit qualifying for retirement; and

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

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

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

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

- (1) Christine Heyd, 8-Hour Bus Driver, Transportation, effective the close of the day 06/30/2015.

m. 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) Alice Stephens, Food Service Manager, Warren G. Harding High School, Salary Table G, effective 04/06/2015.

n. 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 the International Union of Operating Engineers, Local 95, 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; 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) Timothy Adams, 5-Hour Delivery Driver, Warehouse, Salary Table D, effective 12/29/2014, (60 days probationary period successfully completed as of 03/26/2015) (Recommended by W. Kush/Maintenance)
- (2) Dennis Stienstra, Night Janitor, Lincoln PK-8, Area #7, Salary Table D, effective 01/15/2015, (60 days probationary period successfully completed as of 04/14/2015) (Recommended by W. Kush/Maintenance)

o. 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) Sandra Andrews, from MD Educational Assistant, Lincoln PK-8, Salary Table I, Step 3, to MD Educational Assistant, Lincoln PK-8, Salary Table I, Step 3 plus \$.27 per hour, effective 04/14/2015. (Reclassification of salary due to attainment of paraprofessional certification.)

- (2) Ronald Cole, from Night Janitor – Area #7, McGuffey PK-8, Salary Table D, to Night Janitor – Area #4, Lincoln PK-8, Salary Table D, effective 04/06/2015.
- (3) Christine Daskivich, from Night Janitor – Area #6, McGuffey PK-8, Salary Table D, to Night Janitor – Area #7, McGuffey PK-8, Salary Table D, effective 04/22/2015.
- (4) Lora Dennis, from Braille Typist, 204 days, Salary Table M, to Braille Typist/Special Projects/State & Federal Grants/Records Retention, 260 Days, Salary Table L, effective 05/04/2015.
- (5) Lisa Duncan, from Office Clerk, Teaching & Learning, Salary Table E, Pay Range II, Step 1, to Office Clerk, Teaching & Learning, Salary Table E, Pay Range II, Step 3, effective 05/17/2015. (Completion of 90-days worked probationary period, years of experience credit.)
- (6) Elizabeth Howard, from MD Educational Assistant, Willard PK-8, Salary Table I, Step 15, to MD Educational Assistant, Willard PK-8, Salary Table I, Step 15 plus \$.27 per hour, effective 04/14/2015. (Reclassification of salary due to attainment of paraprofessional certification.)
- (7) Kevin Stringer, from 21<sup>st</sup> Century Learning Center Program Manager, 125 days, 19 hours per week, Salary Table M, to Coordinator 21<sup>st</sup> Century Learning Center/We Are Warren Initiative, not to exceed 35 hours per week, Salary Table M, effective 05/11/2015.

p. 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.

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01, such employee shall be directed and assigned. This employment is contingent upon receiving satisfactory results from a mandatory drug test 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.



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.

- (1) Whitney Anderson, Substitute Food Service Helper, Salary Table M, effective 04/14/2015.
- (2) Jacquelyn Mallory, Substitute Food Service Helper, Salary Table M, effective 04/08/2015.
- (3) Ashley Miner, Substitute Noon Hour Aide/Crossing Guard, Salary Table M, effective 03/31/2015.
- (4) Stacia Seay, Substitute Educational Aide, Salary Table M, effective 04/02/2015.

q. Employment—Classified Co-curricular 2014-2015 School Year

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

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

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

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

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

- (1) Chester Allen, Assistant Track Coach, High School (Boys), Warren G. Harding High School, Salary Table B, Code #68, Index 5.6 (100% of contract) (Recommended by W. Nicholson/Athletics)

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

**Board's Recommendations**

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

*Consideration of Appointment, Employment, Promotion etc. of Employees*  
*Conference with an Attorney Involving Pending Legal Action*  
*Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding*  
*Preparing for, Conducting or Reviewing Negotiations with Public Employees*  
*Matters Required to be Kept Confidential by State or Federal Law*

11. Executive Session

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

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

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

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

13. Adjournment - \_\_\_\_\_ p.m.

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

SC:tep  
04/23/2015