

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – May 12, 2015 – 6:00 p.m.
 Administration Building, Harriet T. Upton Room



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

1. Call to Order

2. Roll Call by Approved Rotation

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

3. Executive Session

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

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

AC _____ RF _____ JL _____ PL _____ RP _____

4. Reconvened Board Meeting - _____ p.m. (*no later than 6:00 p.m.*)

5. Communications

6. Adoption of Agenda

AC _____ RF _____ JL _____ PL _____ RP _____

7. Recognition of Speaker(s)

8. Treasurer's Report

9. Superintendent's Report

A. Deryck Toles, Inspiring Minds 2015 Summer Program

B. Michael Wasser, Executive Director - Transportation

C. David Nelson, Lego Squad

10. 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)*

11. Old Business

12. New Business

Treasurer's Recommendations

Superintendent's Recommendations

1. 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: Ohio North East Health Systems, Inc. (One Health Ohio)
 1977 Niles Road SE
 Warren, OH 44484
 330-373-0222
EXHIBIT A, (pp. 20 – 21):
 Amount: No charge to
 Period: May 2015 through May 2016
 Supervisor: Kelly Hutchison, Preschool
 Purpose: To provide the Warren City School District with various health services.

AC _____ RF _____ JL _____ PL _____ RP _____

2. 2015-2016 Membership in the Ohio High School Athletic Association

It is recommended the resolution listed below authorizing 2015-2016 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.

AC _____ RF _____ JL _____ PL _____ RP _____

3. 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 – 2014-2015 School Year:

HARRIS, Mary	\$ 400.00
JAMES, Vani	\$ 395.00
LOWRY, Christopher	\$ 325.00
SANDERS, William	\$ 400.00

Classified – 2014-2015 School Year:

MYERS, Edward	\$ 50.00
TABOR, Chris	\$ 50.00

AC _____ RF _____ JL _____ PL _____ RP _____

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

It is recommended the resolution listed below ratifying the Collective Bargaining Agreement between the Warren City Board of Education and the Ohio Association of Public School Employees Chapter 288, for the period June 30, 2015 through June 29, 2018, be approved as submitted.

WHEREAS, the Ohio Association of Public School Employees Chapter 288, has advised the Warren City Board of Education that their membership has ratified the Collective Bargaining Agreement for the period June 30, 2015, through June 29, 2018.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the Collective Bargaining Agreement with the Ohio Association of Public School Employees Chapter 288, EXHIBIT B, (pp. 22 - 59), 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."

AC _____ RF _____ JL _____ PL _____ RP _____

5. Ratification of Collective Bargaining Agreement with the International Union of Operating Engineers Local 18S

It is recommended the resolution listed below ratifying the Collective Bargaining Agreement between the Warren City Board of Education and the International Union of Operating Engineers Local 18S, for the period June 30, 2015 through June 29, 2018, be approved as submitted.

WHEREAS, the International Union of Operating Engineers Local 18S, has advised the Warren City Board of Education that their membership has ratified the Collective Bargaining Agreement for the period June 30, 2015, through June 29, 2018.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the Collective Bargaining Agreement with the International Union of Operating Engineers Local 18S, EXHIBIT C, (pp. 60 - 91), 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."

AC _____ RF _____ JL _____ PL _____ RP _____

6. Personnel Recommendations

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

CERTIFICATED:

a. Administrative Contract Appointment

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 her placement on the Board of Education adopted Administrative Salary Schedule commensurate with her 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) Megan Marino, Supervisor of School Improvement

Term: July 1, 2015 – June 30, 2017

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, Certificated Administrators – Less than 52 weeks, 216-day contract, 2015-16 School Year - Step 1; 2016-17 School Year – Step 1.

- (2) Karen Zagorec, Supervisor of School Improvement

Term: July 1, 2015 – June 30, 2017

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, Certificated Administrators – Less than 52 weeks, 216-day contract, 2015-16 School Year - Step 1; 2016-17 School Year – Step 1.

- b. 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) Jie Lu, Secondary Education Teacher, Salary Table A, Step B-01, Limited Contract, effective the 2015-16 school year. (Replacement position)
- (2) Donato Nerone, Secondary Education Teacher, Salary Table A, Step B-01, Limited Contract, effective the 2015-16 school year. (Replacement position)
- (3) Valerie Thomas, Middle Childhood Education Teacher, Salary Table A, Step B-06, Limited Contract, effective the 2015-16 school year. (Replacement position).

(All offers are contingent upon the completion of satisfactory pre-employment screening and verification of degree/current State of Ohio Teaching License in subject area listed above.)

c. 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) Denise Rich-Gross, Special Education Teacher, resignation effective the close of the day 04/28/2015.

d. 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 Case Manager at High School to complete special education paperwork requirements and student scheduling, effective 06/15/2015 through 06/19/2015, to be paid \$24.21 per an hour, and 08/17/2015 through 08/20/2015, to be paid \$24.57 per an hour, on an as needed basis, to be paid from Fund #516, SCC 9510 (Recommended by J. Myers, Special Education)

Amy Clementi

e. Supplemental Contracts - SUMMER BAND PROGRAM 2015 (one-year contracts, 2015-2016 school year)

WHEREAS, ORC 3319.07 and 3319.08 provide for the employment of certificated (non-administrative) persons for supplemental duties; and

WHEREAS, the certificated persons herein named are acceptable to the administration for the extended time supplemental contract duties specified.

NOW, THEREFORE, BE IT RESOLVED, under the provision of ORC 3319.07 and 3319.08, the following employment actions are 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, under the provisions of ORC 3319.01 such employees shall be directed and assigned. (Recommended by R. Young, Band Director)

- (1) Reid Young, Band Director, Summer Band Program, not to exceed ten (10) weeks, as needed, five days per week, effective 05/30/2015 through 08/20/2015, Salary: \$661 per week, as needed, through 06/30/2015; \$670 per week, as needed, effective 07/01/2015, Salary Table B.
- (2) Daniel Carioti, Assistant Band Director, Summer Band Program, not to exceed seven (7) weeks, as needed, five days per week, effective 07/06/2015 through 08/20/2015, Salary: \$570 per week as needed, Salary Table B.
- (3) Kevin Kifer, Assistant Band Director, Summer Band Program, not to exceed seven (7) weeks, as needed, five days per week, effective 07/06/2015 through 08/20/2015, Salary: \$570 per week as needed, Salary Table B.
- (4) Robert Rollo, Assistant Band Director, Summer Band Program, not to exceed nine (9) weeks, as needed, five days per week, effective 06/08/2015 through 08/20/2015, Salary: \$561 per week, as needed, through 06/30/2015; \$570 per week, as needed, effective 07/01/2015, Salary Table B.
- (5) Sabrina Torres-Feeney, Assistant Band Director, Summer Band Program, not to exceed seven (7) weeks, as needed, five days per week, effective 07/06/2015 through 08/20/2015, Salary: \$570 per week as needed, Salary Table B.

- (6) Jessica Turner, Assistant Band Director, Summer Band Program, not to exceed seven (7) weeks, as needed, five days per week, effective 07/06/2015 through 08/20/2015, Salary: \$570 per week as needed, Salary Table B.
- (7) The following named individuals are being employed for the 2014 Summer Band Program, effective 07/06/2015 through 08/20/2015, Salary and position as indicated.

Jenna McCarty – Majorette Instructor
 Salary: \$1,802,40

f. 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 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 D. Capers High School Principal)

High School Advisors & Clubs:

- (1) Supplemental Contract approved at the October 28, 2014 Regular Board Meeting, **MOTION NO. 10-2014-257**, Section I. Employment-Certificated (current regular employee) Co-Curricular year (2014-15 school year), High School Advisors & Clubs, Item No. 17, Student Council – Code #28, Index 4.0, Amanda Basile, **50%** of Contract be **AMENDED** to **43.5%** of Contract, Salary Table B.

CLASSIFIED:

g. 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 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 retirement is accepted with regret, but with the best wishes and sincere appreciation.

- (1) Alice Stephens, Food Service Manager, Warren G. Harding High School, Salary Table G, effective the close of the day 05/29/2015.

h. Resignation - Classified – Personal

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 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) Tony Reed, MD Educational Assistant, Warren G. Harding High School, Salary Table I, effective the close of the day 05/01/2015.

i. Change in Classification – Classified

WHEREAS, the following change of employees 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 employees 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) Stacey Denovchek, from Night Janitor-Area #5, Willard PK-8, Salary Table D, to Night Janitor-Area #8, Willard PK-8, Salary Table D, effective 04/27/2015.
- (2) Carrie Reger, from Night Janitor-Area #4, McGuffey PK-8, Salary Table D, to Night Janitor-Area #6, McGuffey PK-8, Salary Table D, effective 05/01/2015.

j. Supplemental Contracts Classified - SUMMER BAND PROGRAM 2015 (one-year contracts, 2015-2016 school year)

WHEREAS, ORC 3319.07 and 3319.08 provide for the employment of classified (non-administrative) person for supplemental duties; and

WHEREAS, the classified person herein named is acceptable to the administration for the extended time supplemental contract duties specified.

NOW, THEREFORE, BE IT RESOLVED, under the provision of ORC 3319.07 and 3319.08, the following employment actions are taken. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, this classified person 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, under the provisions of ORC 3319.01 such classified person shall be directed and assigned. (Recommended by W. Nicholson, Athletic Director and R. Young, Band Director)

- (1) The following named individual is being employed for the 2015 Summer Band Program, effective 07/06/2015 through 08/20/2015. Salary and position as indicated.

Alexandria Limperos - Flagline Instructor
Amount: \$1,802.40

k. 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, 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) Supplemental Contract approved at the October 28, 2014 Regular Board Meeting, **MOTION NO. 10-2014-257**, Section t. Employment—Classified Co-curricular 2014-2015 School Year, High School Advisors & Clubs, Item No. 3, Student Council – Code #28, Index 4.0, Salary Table B, Karen Massari, **50%** of Contract be **AMENDED** to **56.5%** of Contract, Salary Table B.

l. Temporary Employment – Classified

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) Secondary Summer School Coordinator/Data Manager (Recommended by W. Hartzell/Associate Superintendent)

Rate: \$24.21 (Effective 07/01/2015 rate increase to \$24.57)

Effective Date: 06/01/2015

Ending Date: 07/31/2015

Fund: 001

Michele Douglas

AC _____ RF _____ JL _____ PL _____ RP _____

Board’s Recommendations

1. Case No. 4:14 CV 2170 Angela Desai v. Warren City School District

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

WHEREAS, the Board desires to resolve a pending legal dispute involving the Board and Angela Desai (“Desai”); and

WHEREAS, Desai similarly desires to resolve a pending legal dispute between herself and the Board; and

WHEREAS, Desai has agreed to dismiss, with prejudice, the *Complaint*, she filed against the Board which is pending in the United States District Court, Northern District of Ohio, Eastern Division Case No. 4:14 CV 2170;

NOW, THEREFORE, BE IT RESOLVED, that the Board authorizes and directs the Superintendent and Treasurer to execute a “Settlement Agreement and Release” between and among Desai, Michael Notar and the Board to resolve the pending litigation.

BE IT FURTHER RESOLVED, that the Board authorizes the Treasurer to issue a check to Liberty Mutual Insurance to meet the deductible provision to compromise, resolve, and settle the pending litigation. It is understood that the Board’s insurance carrier shall reimburse the Board for any and all settlement costs and legal costs expended by the Board in connection with the pending litigation above the Board’s Self Insurance Retention.

BE IT FURTHER RESOLVED, that the Board authorizes the Superintendent and Treasurer to take any other action to effectuate the terms of the Settlement Agreement and Release.

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

AC _____ RF _____ JL _____ PL _____ RP _____

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*

13. 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 _____

14. Reconvened Board Meeting - _____ p.m.

15. Adjournment - _____ p.m.

AC _____ RF _____ JL _____ PL _____ RP _____