

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – July 14, 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. 7.

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.

5. Communications

6. Adoption of Agenda

AC _____ RF _____ JL _____ PL _____ RP _____

7. Recognition of Speaker(s)

A. William and Sandra Kush, Dave Elston – Elks Lodge 295

8. Treasurer's Report

9. Superintendent's Report

A. Michele DiMuzio, SST5 and Steve Chiaro – School Improvement Support

B. Mike Wasser – School Security Changes and Upgrades Update

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

1. Minutes

It is recommended the resolution listed below regarding the June, 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 June 9, 2015
Regular Board Meeting held June 30, 2015

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the June, 2015 financial statement and short term investments made by the Treasurer during June, 2015, EXHIBIT A, (pp. 35 – 36) 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, 2014	\$14,444,305.59	\$15,962,511.55	\$30,406,817.14
June Receipts	5,295,136.82	2,470,953.13	7,766,089.95
FTD Advances In	-0-	-0-	-0-
FTD Receipts	67,367,085.37	24,461,389.15	91,828,474.52
MTD Expenditures	5,406,231.08	1,802,862.01	7,209,093.09
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	63,134,177.88	23,466,768.38	86,600,946.26
Ending Balance			
June 30, 2015	18,677,213.08	16,957,132.32	35,634,345.40

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

Fund	Amount
General Fund	\$44,909.98
002-9003 School Improvement Bond	9.03
004-9003 Building – Local Funds	0.85
006-0000 FS-Food Service	2,425.55
008-Endowment	38.14
Auxiliary Services	197.38
Total	<hr/> \$47,580.93

AC _____ RF _____ JL _____ PL _____ RP _____

3. Appropriation Budget

It is recommended the resolution listed below to approve an appropriation budget (a.) be approved as submitted.

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

- a. Fund/S.C.C.: Special Education – Part B IDEA
Fund #516, S.C.C. #9610
- Amount: \$1,443,822.31
- Funding: Through the Ohio Department of Education.
- Period: July 1, 2015, through June 30, 2016
- Exec. Director: Jennifer Myers, Special Education
- Purpose: To provide services and materials for the education of children with disabilities.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
516	1200	100	9610	Salaries	\$600,000.00
516	1200	200	9610	Retirement/Benefits	500,000.00
516	1200	400	9610	Purchased Services	45,000.00
516	1200	500	9610	Supplies	20,000.00
516	1200	600	9610	Equipment	15,000.00
516	1200	100	9610	Salaries	18,000.00
516	1200	200	9610	Retirement/Benefits	1,542.00
516	2200	400	9610	Purchased Services	35,377.34
516	2200	500	9610	Supplies	15,000.00
516	2200	600	9610	Equipment	10,000.00
516	2400	100	9610	Salaries	70,000.00
516	2400	200	9610	Retirement/Benefits	39,000.00
516	2400	400	9610	Purchased Services	251.59
516	2600	800	9610	Indirect Costs	30,000.00
516	2800	400	9610	Transportation	15,296.89
516	3200	100	9610	Salaries	22,354.49
516	3200	200	9610	Retirement/Benefits	<u>7,000.00</u>
Total:					\$1,443,822.31

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.) 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: Family and Community Services, Inc.
 d/b/a Valley Counseling Services
 Jody Klase, Executive Director
 150 East Market Street
 Warren, OH 44481
EXHIBIT B, (pp. 37 – 38):
 Amount: \$245,000.00
 Period: August 24, 2015, through August 26, 2016
 Exec. Director: Jennifer Myers, Special Education
 Purpose: To provide the resources of behavioral interventionist personnel to assume the role of a supportive resource to help students improve their conduct, to develop their self-esteem, to encourage students to achieve and behave positively and to experience a respectful environment with firm behavioral expectations.

AC _____ RF _____ JL _____ PL _____ RP _____

2. Recognition of Quotations for K-8 Photographs for the 2015-16 School Year

It is recommended the resolution listed below recognizing the quotations for K-8 photographs for the 2015-16 school year be approved as submitted.

WHEREAS, it is in the best interest of the Warren City School District and its students to solicit quotations each year for K-8 photographs; and

WHEREAS, the quotations listed in EXHIBIT C, (p. 39), below have been properly received for K-8 photographs for the 2015–16 school year.

WHEREAS, formal acceptance of all the quotes in full is required by statute.

NOW, THEREFORE, BE IT RESOLVED that the quotations as presented are hereby recognized as providing the services required and shall be so entered in full on the official records of the Warren City Board of Education.

AC _____ RF _____ JL _____ PL _____ RP _____

3. Awarding the Contract for K-8 Photographs for the 2015-16 School Year

It is recommended the resolution listed below awarding the contract for the K-8 photographs for the 2015-16 school year be approved as submitted.

WHEREAS, the quotations for K-8 photographs have been recognized as providing the services required and have been entered in full on the official records of the Warren City Board of Education; and

WHEREAS, the quote of Lifetouch School Portrait Specialists was the comparable local vendor.

NOW, THEREFORE, BE IT RESOLVED that the quote of Lifetouch School Portrait Specialists in the amount of \$20.00 for Package A, \$15.00 for Package B, \$11.00 for Package C, \$9.00 for Package D, \$7.00 for Package E, and also complimentary SmileSafe Kids National Safety ID Cards, be accepted and approved for K-8 photographs for the 2015-16 school year.

AC _____ RF _____ JL _____ PL _____ RP _____

4. Adopting a Calamity Day Alternative Make-Up Plan

WHEREAS, the Warren City Schools Board of Education desires that students have learning opportunities even when schools are closed for any reasons specified in section 3313.482 of the Ohio Revised Code; and

WHEREAS, section 3313.482 authorizes a Board of Education to file an annual plan with the Ohio Department of Education by August 1 of each year to provide online learning opportunities for students in lieu of attendance on such days of closure;

Plan for Alternative Make-Up of Calamity Days

Pursuant to Ohio Revised Code section 3313.482, the Board of Education of the Warren City Schools hereby authorizes the following plan to allow students of the district to access and complete classroom lessons in order to fulfill up to a maximum of the number of hours that are the equivalent of three school days because of the closing of schools for any of the reasons specified in section 3313.482.

- (1) This plan is submitted, pursuant to approval of the Board of Education.
- (2) This plan includes the written consent of the teachers' employee representative designated under division (B) of section 4117.04 EXHIBIT D, (p. 40). Such consent is on file in the official file of the Board of Education and is hereby incorporated into this plan as if specifically rewritten.
- (3) Teachers will create lessons, as determined necessary by the Superintendent of designee throughout the school year based on the instructional progress of students.
- (4) As soon as practicable after an announced school closure authorized under section 3313.482, the appropriate administrator may direct staff to make the designated lessons available to students.
- (5) Each student enrolled in a course for which a lesson is given shall be granted a two week period to complete the lesson. If the student does not complete the lesson within this time period, the student will receive an incomplete or failing grade, for the assignment, unless a reason sufficient to the teacher is provided.
- (6) The Board of Education hereby authorizes "blizzard bags," which are copies of the lessons students missed due to calamity days. Teachers shall prepare paper copies approximating the content of their lessons and shall update such paper copies when updating any of their lessons. "Blizzard bags" shall be distributed to students on such date selected by the Superintendent. Students shall submit completed lessons to the teachers assigning such lessons not later than two weeks after the "blizzard bag" lessons are assigned.

NOW THEREFORE BE IT, AND IT IS, HEREBY RESOLVED that the Warren City Schools Board of Education hereby approves the following plan and authorizes its filing with the Ohio Department of Education.

AC _____ RF _____ JL _____ PL _____ RP _____

5. Memorandum of Understanding to the Warren Secretarial Association Collective Bargaining Agreement

It is recommended the resolution listed below to approve a Memorandum of Understanding to the Warren Secretarial Association Collective Bargaining Agreement between the Warren City Board of Education and the Warren Secretarial Association be approved as submitted.

WHEREAS, at its May 27, 2014 Regular Board Meeting, the Warren City Board of Education approved MOTION NO. 05-2014-125 ratifying a Collective Bargaining Agreement with the Warren Secretarial Association governing the three-year period commencing June 30, 2014, through June 29, 2017.

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education approve a Memorandum of Understanding to said Collective Bargaining Agreement, EXHIBIT E, (p. 41), effective October 1, 2015, and ending June 29, 2017.

BE IT FURTHER RESOLVED that nothing in the Memorandum of Understanding shall interfere with any other section of the Collective Bargaining Agreement.

AC _____ RF _____ JL _____ PL _____ RP _____

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 – 2014-2015 School Year:

IRWIN, James \$ 400.00

Classified – 2014-2015 School Year:

BOYLE, Rebecca \$ 375.00

Classified – 2015-2016 School Year:

TOMLIN, Madelyn \$ 50.00

AC _____ RF _____ JL _____ PL _____ RP _____

7. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through o.) 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) Jason Braddock, Supervisor of School Improvement

Term: July 27, 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 M-01-L10; 2016-17 School Year M-01-L10.

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) Ashley Bailey, Visual Art Teacher, Salary Table A, Step B-01, Limited Contract, effective the 2015-16 school year (Replacement position)
- (2) Aaron Baker, Special Education Teacher, Salary Table A, Step B-01, Limited Contract, effective the 2015-16 school year (Replacement position)
- (3) Stacy Barthlemess, Special Education Teacher, Salary Table A, Step B-02, Limited Contract, effective the 2015-16 school year (Replacement position)
- (4) Bernard Bolha, Special Education Teacher, Salary Table A, Step M30-11, Limited Contract, effective the 2015-16 school year (Replacement position)
- (5) Keelyn Claar, Special Education Teacher, Salary Table A, Step B-08, Limited Contract, effective the 2015-16 school year (Replacement position)
- (6) Tina Detate, Special Education Teacher, Salary Table A, Step B-02, Limited Contract, effective the 2015-16 school year (Replacement position)
- (7) Kate Komlanc, School Psychologist, Salary Table A, Step M30-07, Limited Contract, effective the 2015-16 school year (Replacement position)

- (8) Andrew Krcmar, Special Education Teacher, Salary Table A, Step M-11, Limited Contract, effective the 2015-16 school year (Replacement position)
- (9) Tammy Nicholls, Special Education Teacher, Salary Table A, Step M-11, Limited Contract, effective the 2015-16 school year (Replacement position)

c. Resignation – Certificated – Personal

WHEREAS, the employees herein named has requested to be released from his/her 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 is accepted at the effective date indicated.

- (1) Nadia Ahmed, Special Education Teacher, resignation effective the close of the day, 08/20/2015.
- (2) Patrick DiNapoli, Secondary Education Teacher, resignation effective the close of the day, 08/20/2015.
- (3) James Keagy, Middle Childhood Education Teacher, resignation effective the close of the day, 08/19/2015.
- (4) Mary Harris, Early Childhood Education Teacher, resignation effective the close of the day, 07/31/2015.
- (5) Cassandra Pantelis, Middle Childhood Education Teacher, resignation effective the close of the day, 08/20/2015.
- (6) Ashley Street, Special Education Teacher, resignation effective the close of the day, 08/18/2015.
- (7) Joshua Upshire, Special Education Teacher, resignation effective the close of the day, 08/18/2015.
- (8) Sandra Williams, Assistant High Principal, resignation effective the close of the day, 07/22/2015.
- (9) Lori Witt, Elementary Education Teacher, resignation effective the close of the day, 07/12/2015.

d. Early Retirement Incentive Program of 2005

WHEREAS, the Master Contract between the Warren City Board of Education and the Warren Education Association, effective June 30, 2005 provides for an Early Retirement Incentive; and

WHEREAS, a certificated employees shall be entitled to an early retirement incentive of twenty thousand dollars (\$20,000) if he/she meets all the requirements of Section 7.04 of the Master Contract and retires during his/her first year of eligibility; and

WHEREAS, the Master Contract requires mandatory participation in a 403(b) plan for certain persons who meet requirements as outlined in the Contract, and that the Treasurer shall be the administrator of the 403(b) plan.

NOW, THEREFORE, BE IT RESOLVED that the following certificated staff persons shall qualify for participation in the Early Retirement Incentive Program of 2005.

Elaine Larocca
Lynda Laurich
Carolyn Martin
Mary Ross
Brenda Tripodi

e. 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 Contracts for attending the Summer Jump Start Program pre-service training held on 06/17/2015, \$24.21 per an hour, on an as

needed basis, to be paid from Title I Fund #572, SCC 9115 (Recommended by M. Leiby, State/Federal Programs)

Michelle Gibson-Williams
Danielle Mailach
Erikka Sampson

- (2) Supplemental Contract for the purpose of attending FIP professional development training, effective 06/09/2015 and 06/10/2015, \$24.21 per an hour, on an as needed basis, to be paid from Title IIA Fund #590, SCC 9105, not to exceed \$345.00 (Recommended by M. Leiby, State/Federal Programs)

Heather Hathaway

- (3) Supplemental Contracts for attending the Collaborative Learning Summit 2015 sponsored by the SSTR5 at the MCECSC, effective 06/18/2015, \$75.00 for one (1) day workshop, to be paid from Title IIA, Fund #590, SCC 9105 (Recommended by M. Leiby, State/Federal Programs)

Jodi Beachy
Stephanie Shimko

f. Appointments – Certificated – Hourly Employment (2015-16 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 the purpose of teaching the Summer Jump Start Program, effective 07/09/2015 through 08/14/2015, \$24.57 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC

9116 not to exceed \$2,800 each (Recommended by M. Leiby, State/Federal Programs)

Teachers

Kimberly Anzevino
 Nicole Burlock
 Brianna Cohen
 Cynthia Dressel
 Stephanie Gilligan
 Julie Householder
 Abbey Kuzmaul
 Emily McHenry
 Danielle Mailach
 Erikka Sampson
 Brandi Shrock
 Jessica Smith
 Branning Street
 Christine Tamaro
 Melissa Thompson
 Cara Venetti
 Lori Voytko
 Alexis Williams

Substitutes

Jarod Anda
 Robert Cowell
 Michelle Gibson-Williams

- (2) Supplemental Contracts for the purpose of pre-service training for Summer Jump Start Program, effective 07/02/2015, \$24.57 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC 9116 not to exceed \$200 each (Recommended by M. Leiby, State/Federal Programs)

Emily McHenry
 Christine Tamaro

- (3) Supplemental Contract for attending the Summer of Growth Workshop at the Trumbull County Educational Service Center, effective 08/10/2015 and 08/11/2015, \$75.00 per a day, to be paid from Title IIA, Fund #590, SCC 9105 (Recommended by M. Leiby, State/Federal Programs)

Jeffrey Johns

- (4) Supplemental Contracts for teachers to plan and implement the “Freshman Focus” as part of the Wean Community Investment Grant, effective 07/14/2015 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid from Fund #018, SCC 9610 (Recommended by J. Merolla, Supervisor of Community Outreach and Grant Development)

Leigh Arvin
 Marc Bjelac
 Justin Drapp
 Carol Holmes-Chambers
 Mark Komlanc
 Sherri Mayoros
 Ashlee Schier
 Davanzo Tate
 Carol Wilson

- g. Extended Time Supplemental Contract(s) (one-year contract, 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.

- (1) Hillary Allen, CBI/Social Studies, Salary: Daily rate times five (5) days as needed, B-08, Salary Table A.
- (2) James Bell, Student Services, Salary: Daily rate times ten (10) days as needed, B18-21, Salary Table A.
- (3) Jodi Brown, Guidance Counselor, Salary: Daily rate times ten (10) days as needed, M30-16, Salary Table A.

- (4) Daniel Bubon, CBI/Social Studies, Salary: Daily rate times five (5) days as needed, M-17, Salary Table A.
- (5) Patricia Fisher, Math Coordinator, Salary: Daily rate times twenty (20) days as needed, M-17, Salary Table A.
- (6) Mark Fleming, Student Services, Salary: Daily rate times ten (10) days as needed, M30-31, Salary Table A.
- (7) Elizabeth Gray, School Nurse, Salary: Daily rate times five (5) days as needed, B-13, Salary Table A.
- (8) Heather Hathaway, Teacher on Special Assignment – Special Education, Salary: Daily rate times twenty five (25) days as needed, M-13, Salary Table A.
- (9) Kelly Hutchison, District Preschool Coordinator, Salary: Daily rate times twenty five (25) days as needed, M30-16, Salary Table A.
- (10) Erin Kampf, Guidance Counselor/Test Coordinator, Salary: Daily rate times twenty five (25) days as needed, M-16, Salary Table A.
- (11) Jacqueline Lawrence, Literacy Specialist, Salary: Daily rate times twenty (20) days as needed, M30-16, Salary Table A.
- (12) Sylvia Littleton, Math Coordinator, Salary: Daily rate times twenty (20) days as needed, M-10, Salary Table A.
- (13) Richard Lloyd, Student Services, Salary: Daily rate times ten (10) days as needed, M-25, Salary Table A.
- (14) Charles Penny, Student Services, Salary: Daily rate times ten (10) days as needed, M-15, Salary Table A.
- (15) Lisa Rek, Reading Recovery Team Leader, Salary: Daily rate times ten (10) days as needed, M30-15, Salary Table A.
- (16) Michelle Senediak, Guidance Counselor, Salary: Daily rate times ten (10) days as needed, M-16, Salary Table A.
- (17) Candace Ungaro-Jones, Guidance Counselor, Salary: Daily rate times ten (10) days as needed, M30-15, Salary Table A.
- (18) Paula Yauger, District Literacy Coach/Data Analysis, Salary: Daily rate times twenty (20) days as needed, M-12, Salary Table A.

h. Employment – Certificated (current regular employee) Co-Curricular year (2015-16 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 W. Nicholson, Athletic Director)

General:

- (1) Steven Lukco, Supervisor Swimming Pool, Middle School/High School – Warren G. Harding High School, Boys/Girls, Code #3, Index 7.0, Salary Table B.

High School Athletics:

- (2) Thomas Burd – Golf (Boys), High School – Warren G. Harding High School, Code #50, Index 7.0, Salary Table B.
- (3) Craig Charnas – Tennis (Girls), High School – Warren G. Harding High School, Code #65, Index 7.0, Salary Table B.
- (4) Craig Charnas – Swimming – Assistant Coach (Boys), High School - Warren G. Harding High School, Code #62, Index 5.6, Salary Table B.
- (5) Craig Charnas – Swimming – Assistant Coach (Girls), High School – Warren G. Harding High School, Code #63, Index 5.6, Salary Table B.
- (6) John Croyts – Football – Assistant Coach, High School – Warren G. Harding High School, Boys, Code #48, Index 16.0, Salary Table B.

- (7) Heather Guthrie – Volleyball – Head Coach, High School – Warren G. Harding High School, Girls, Code #70, Index 11.2, Salary Table B.
- (8) Steven Lukco, Swimming – Head Coach (Boys), High School – Warren G. Harding High School, Code #60, Index 11.2, Salary Table B.
- (9) Steven Lukco, Swimming – Head Coach (Girls), High School – Warren G. Harding High School, Code #61, Index 11.2, Salary Table B.
- (10) Jenna McCarty – Golf (Girls), High School – Warren G. Harding High School, Code #51, Index 7.0, Salary Table B.
- (11) Douglas Sangregorio – Assistant Football Coach, High School – Warren G. Harding High School, Boys, Code #48, Index 16.0, Salary Table B.
- (12) Shannon Superak-Skiles – Faculty Manager, High School – Warren G. Harding High School, Boys/Girls, Code #46, Index 35.5, Salary Table B.
- (13) Daniel Sweet – Assistant Soccer Coach, High School – Warren G. Harding High School, Boys, Code #56, Index 5.6, Salary Table B.
- (14) Davanzo Tate – Football – Assistant Coach, High School – Warren G. Harding High School, Boys, Code #48, Index 16.0, Salary Table B.

K-8 Athletics:

- (15) Thomas Crockett – Faculty Manager – K-8 (with football), Middle School - McGuffey PK-8 School, Boys/Girls, Code #105, Index 12.0, 50% of contract, Salary Table B.
- (16) Thomas Crockett – Faculty Manager – K-8 (without football), Middle School - McGuffey PK-8 School, Boys/Girls, Code #106, Index 8.0, 50% of contract, Salary Table B.
- (17) Tracy Ishee – Faculty Manager – K-8 (with football), Middle School - Willard PK-8 School, Boys/Girls, Code #105, Index 12.0, 50% of contract, Salary Table B.
- (18) Tracy Ishee – Faculty Manager - K-8 (without football), Middle School - Willard PK-8 School, Boys/Girls, Code #106, Index 8.0, 50% of contract, Salary Table B.
- (19) James Kopp – Swim Coach, Middle Schools – Warren Middle Schools, Boys/Girls, Code #113, Index 8.0, 79% of contract, Salary Table B.

- (20) Steven Lukco – Swim Coach, Middle Schools - Warren Middle Schools, Boys/Girls, Code #113, Index 8.0, 21% of contract, Salary Table B.
- (21) Katherine Vrbancic – Faculty Manager – K-8 (with football), Middle School - Lincoln PK-8, Boys/Girls, Code #105, Index 12.0, 50% of contract, Salary Table B.
- (22) Katherine Vrbancic – Faculty Manger – K-8 (without football), Middle School - Lincoln PK-8, Boys/Girls, Code #106, Index 8.0, 50% of contract, Salary Table B.
- (23) Jesse Wonders – Faculty Manager – K-8 (with football), Middle School - Jefferson PK-8 Building, Boys/Girls, Code #105, Index 12.0, 50% of contract, Salary Table B.
- (24) Jesse Wonders – Faculty Manager – K-8 (without football), Middle School - Jefferson PK-8 Building, Boys/Girls, Code #106, Index 8.0, 50% of contract, Salary Table B.

CLASSIFIED:

i. Disability Retirement – Classified

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

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

NOW, THEREFORE BE IT RESOLVED, under the provisions of ORC 3319.081, the disability 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 disability retirement is accepted with regret, but with the best wishes and sincere appreciation.

- (1) Suzanne O'Dell, Night Janitor, Jefferson PK-8, Salary Table D, effective the close of the day 05/01/2015.
- (2) Vicky Straw, General Helper, Food Service, Warren G. Harding High School, Salary Table G, effective the close of the day 04/12/2015.

j. Leave of Absence – Classified

WHEREAS, ORC 3319.13 requires that employees be granted a leave of absence upon their request for reasons of illness or disability and permits leaves of absence for other reasons 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 leave is recognized and granted for the medical condition of the employee and for the approximate dates indicated.

- (1) Nancy Corbin, Lead Secretary, Lincoln PK-8, Salary Table E, effective 06/23/2015.

k. 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 Board of Education, 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.

- (1) Initial Regular Employment Classified approved at the June 30, 2015 Regular Board Meeting, **MOTION NO. 06-2015-153**, Section G., Initial Regular Employment Classified, Item No. 2, Jaliza Johnson, from **MD** Educational Assistant, Jefferson PK-8, Salary Table I, effective 08/20/2015, Item No. 4, Lynn Neff, **MD** Educational Assistant, Jefferson PK-8, Salary Table I, effective 8/20/2015, and Item No. 5, Jasmine Smith, **MD** Educational Aide, CSB Unit, Salary Table I, effective 08/20/2015, be **AMENDED** as follows:

Jaliza Johnson, **ED** Educational Assistant, Jefferson PK-8, Salary Table I, effective 08/20/2015.

Lynn Neff, **ED** Educational Assistant, Jefferson PK-8, Salary Table I, effective 08/20/2015.

Jasmine Smith, **ED** Educational Assistant, CSB Unit, Salary Table I, effective 08/20/2015.

- (2) Joseph Allen, Jr., ED Educational Assistant, Jefferson PK-8, Salary Table I, effective 08/20/2015. (Recommended by J. Myers, Special Education)
- (3) Michelle Byrd, MD Educational Assistant, Willard PK-8, Salary Table I, effective 08/20/2015. (Recommended by J. Myers, Special Education)
- (4) Jennifer Laird, ED Educational Assistant, Lincoln PK-8, Salary Table I, effective 08/20/2015. (Recommended by J. Myers, Special Education)
- (5) Janel Watkins, Title I-Kindergarten Educational Assistant, Jefferson PK-8, Salary Table I, effective 08/20/2015. (Recommended by M. Leiby, State/Federal Programs)

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) Change in Classification approved at the June 30, 2015 Regular Board Meeting, **MOTION NO. 06-2015-153**, Section H., Change in Classification, Item No. 2, Francis Spain, from **ED** Educational Assistant, **Lincoln PK-8**, Salary Table I, Step 6, to **ED** Educational Assistant, **Lincoln PK-8**, Salary Table I, Step 6 plus \$.27 per hour, effective the

2015-16 school year. (Reclassification of salary due to attainment of paraprofessional certification.) be **AMENDED** as follows:

Frances Spain, from **MD** Educational Assistant, **Jefferson PK-8**, Salary Table I, Step 6, to **MD** Educational Assistant, **Jefferson PK-8**, Salary Table I, Step 6 plus \$.27 per hour, effective the 2015-16 school year. (Reclassification of salary due to attainment of paraprofessional certification.)

- (2) William Bogan, from ED Educational Assistant, Lincoln PK-8, Salary Table I, Step 3, to ED Educational Assistant, Lincoln PK-8, Salary Table I, Step 3 plus \$.80 per hour, effective the 2015-16 school year. (Reclassification of salary due to attainment of Bachelor of Science Degree in Special Education.)
- (3) L. Kay Koszela, from MD Educational Assistant, Warren G. Harding High School, Salary Table I, Step 8, to MD Educational Assistant, Warren G. Harding High School, Salary Table I, Step 8 plus \$.27 per hour, effective the 2015-16 school year. (Reclassification of salary due to attainment of paraprofessional certification.)
- (4) Patricia Llewelyn, from 4-Hour Bus Driver, Transportation, Salary Table D, Step 15, to 8-Hour Bus Driver, Transportation, Salary Table D, Step 15, effective 07/06/2015. (Recommendation by M. Wasser/Business Operations & Human Resources)
- (5) LaVant Warfield, from Night Janitor, Willard/Lincoln PK-8, Salary Table D, Step 1, to Night Janitor - Area #9, Willard PK-8, Salary Table D, Step 1, effective 02/12/2015. (Recommended by W. Kush, Plant/Operations/Maintenance and Warehouse)

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) Lisa Loy, Substitute Noon Hour Aide/Crossing Guard, effective 08/25/2015.

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.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be deemed employed only on a conditional basis until the satisfactory check has been performed.

- (1) Classified Temporary Employment approved at the May 26, 2015 Regular Board Meeting, **MOTION NO. 05-215-119**, Section M, Classified Temporary Employment, Item No. 3, 2015 SMILES Program, Date: **06/22/2015** through 07/24/2015, Fund #516 SCC 9510, Educational Assistants - \$15.00 per hour – Sandra Andrews, Charmaine Charles, Anthony Davis, LaTarsha Golden, Athena Matlock, Vickie Ostetrico, be **AMENDED** as follows:

2015 SMILES Program
Date: **06/15/2015** through 07/24/2015
Fund: #516 S.C.C. #9510

Educational Assistants - \$15.00 per hour

Sandra Andrews
Charmain Charles
Anthony Davis
LaTarsha Golden
Athena Matlock
Shalisha May
Vickie Ostetrico

- (2) 2015 SMILES Program
 Date: 06/15/2015 through 07/24/2015
 Fund: #516 S.C.C. #9510

Substitutes Educational Assistants - \$15.00 per hour
 Latoya Johnson
 Stacia Seay

o. Employment—Classified Co-curricular 2015-2016 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) Steven T. Arnold, Code #47, Index 35.0, Salary Table B, Head Football Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (2) Kevin Brown, Code #57, Index 5.6, Salary Table B, Assistant Soccer Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (3) Allen Caldwell, Code #107, Index 8.0, Salary Table B, 7th Grade Head Football Coach, Warren Middle Schools, (Boys). (25% of contract)

- (4) Allen Caldwell, Code #109, Index 8.0, Salary Table B, 8th Grade Assistant Football Coach, Warren Middle Schools, (Boys). (100% of contract)
- (5) Dante Campbell, Code #48, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (6) Andre Clarke, Code #107, Index 8.0, Salary Table B, 7th Grade - Head Football Coach, Warren Middle School, Warren G. Harding High School, (Boys). (25% of contract)
- (7) Andre Clarke, Code #109, Index 4.0, Salary Table B, 8th Grade – Assistant Football Coach, Warren Middle School, Warren G. Harding High School, (Boys). (100% of contract)
- (8) Mark Derthick, Code #48, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (9) Alex M. Ferfolia, Code #48, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (10) Patrick J. Flanagan, Sr., Code #49, Index 16.0, Salary Table B, 9th Grade Football Coach, High School, Warren G. Harding High School, (Boys). (50% of contract)
- (11) Dawn Harper, Code #8, Index 16.0, Salary Table B, Cheerleading Sponsor, High School, Warren G. Harding High School, (Girls). (100% of contract)
- (12) Dawn Harper, Code #9, Index 8.0, Salary Table B, 9th Grade Cheerleading Sponsor, High School, Warren G. Harding High School, (Girls). (100% of contract)
- (13) Diane Hernandez, Code #55, Index 11.2, Salary Table B, Soccer Coach, High School, Warren G. Harding High School, (Girls). (50% of contract)
- (14) Jasmine Johnson, Code #91, Index 8.0, Salary Table B, 7th Grade Cheerleading Sponsor, McGuffey PK-8/Lincoln PK-8 Schools, (Girls). (100% of contract)
- (15) Kim Johnson, Code #108, Index 8.0, Salary Table B, 8th Grade Head Football Coach, Warren Middle Schools, (Boys). (100% of contract)

- (16) Kara Jones, Code #70, Index 5.6, Salary Table B, Assistant Volleyball Coach, High School, Warren G. Harding High School, (Girls). (100% of contract)
- (17) Kayla Manz, Code #71, Index 5.6, Salary Table B, Assistant Volleyball Coach, High School, Warren G. Harding High School, (Girls). (100% of contract)
- (18) Timothy McGlynn, Code #48, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (19) Aleaha Ogletree, Code #92, Index 8.0, Salary Table B, 8th Grade Cheerleading Sponsor, McGuffey PK-8/Lincoln PK-8 Schools, (Girls). (100% of contract)
- (20) Franklin Parker, Code #48, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (21) Michael Phillips, Code #108, Index 8.0, Salary Table B, 8th Grade Head Football Coach, Warren Middle Schools, (Boys). (100% of contract)
- (22) Tony Reed, Code #49, Index 16.0, Salary Table B, 9th Grade Football Coach, High School, Warren G. Harding High School, (Boys). (50% of contract)
- (23) David Rock, Code #62, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (24) David Rock, Code #63, Index 5.6, Salary Table B, Assistant Swimming Coach, High School, Warren G. Harding High School, (Girls). (100% of contract)
- (25) RaShawn Shannon, Code #107, Index 8.0, Salary Table B, 7th Grade Head Football Coach, Warren Middle Schools, (Boys). (75% of contract)
- (26) DeWayne Shealey, Code #107, Index 8.0, Salary Table B, 8th Grade Head Football Coach, Warren Middle Schools, (Boys). (25% of contract)
- (27) DeWayne Shealey, Code #109, Index 4.0, Salary Table B, 7th Grade Assistant Football Coach, Warren Middle Schools, (Boys). (25% of contract)

- (28) Daniel Stella, Code #48, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (29) Jason Stouffer, Code #49, Index 16.0, Salary Table B, 9th Grade Football Coach, High School, Warren G. Harding High School, (Boys). (50% of contract)
- (30) Tilden Tatebe, Code #54, Index 11.2, Salary Table B, Soccer Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (31) Clark Thompson, Code #49, Index 16.0, Salary Table B, 9th Grade Football Coach, High School, Warren G. Harding High School, (Boys). (50% of contract)
- (32) Ronald Ware, Code #107, Index 8.0, Salary Table B, 7th Grade Head Football Coach, Warren Middle Schools, (Boys). (25% of contract)
- (33) Ronald Ware, Code #109, Index 4.0, Salary Table B, 8th Grade Assistant Football Coach, Warren Middle Schools, (Boys). (100% of contract)
- (34) Robert Wolfe, Code #48, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (35) Brittney Woodward, Code #92, Index 8.0, Salary Table B, 8th Grade Cheerleading Sponsor, Willard PK-8/Jefferson PK-8 Schools, (Girls). (100% of contract)
- (36) Nadine Zajackowski, Code #116, Index 4.0, Salary Table B, 8th Grade Volleyball Coach, Warren Middle Schools, (Girls). (100% of contract)
- (37) Nadine Zajackowski, Code #115, Index 4.0, Salary Table B, 7th Grade Volleyball Coach, Warren Middle Schools, (Girls). (100% of contract)

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*

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 _____

SC:tep
07/09/2015