

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – September 8, 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

Replacement Page

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AC _____ RF _____ JL _____ PL _____ RP _____

7. Recognition of Speaker(s)

A. Mary Chesney Chapter of the Daughters of the American Revolution (DAR)
Presentation of Proclamation to Superintendent

8. Treasurer's Report

9. Superintendent's Report

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. FY2016 Permanent Appropriation Measure – All Funds

It is recommended the resolution listed below for the FY2016 Permanent Appropriation Measure for All Funds be approved as submitted.

WHEREAS, it is necessary to adopt a Permanent Appropriation Measure for All Funds for Fiscal Year 2016.

WHEREAS, an accurate certificate of estimated resources has been received from the Trumbull County Auditor.

NOW, THEREFORE, BE IT RESOLVED that under provisions of ORC 5705.38, the Fiscal Year 2016 Permanent Appropriation Measure for All Funds, EXHIBIT A, (pp. 36 – 37), to meet ordinary expenses for fiscal year 2016 is hereby adopted.

BE IT FINALLY RESOLVED that the Fiscal Year 2016 Permanent Appropriation Measure be prepared and distributed by the Treasurer in such form as the Auditor of State prescribes.

AC _____ RF _____ JL _____ PL _____ RP _____

2. Appropriation Budgets

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

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

- a. Fund/S.C.C.: Title I – School Improvement
Fund #536, S.C.C. #9616
Amount: \$265,000.00
Funding: Through the Ohio Department of Education.
Period: July 1, 2015, through June 30, 2016
Exec. Director: Christine Bero, State and Federal Programs
Purpose: To provide supplemental services and programs to address school improvement for the Warren City Schools Students.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
536	1200	100	9616	Certificated Salary	\$179,828.60
536	1200	200	9616	Retirement/Benefits	29,456.10
536	2200	100	9616	Profess. Dev. Salaries	43,365.05
536	2200	200	9616	Profess. Dev. Benes	7,103.24
536	2500	800	9616	Indirect Costs	<u>5,247.01</u>
				Total	\$265,000.00

b. Fund/S.C.C.: Early Childhood Education (ECE)
 Fund #439, S.C.C. #9116
 Amount: \$584,000.00
 Funding: Through the Ohio Department of Education.
 Period: July 1, 2015, through June 30, 2016
 Exec. Director: Christine Bero, State and Federal Programs
 Purpose: To provide opportunities for preschool children to acquire the basic skills contained in the state content and performance standards developed for preschool students to ensure a successful transition to kindergarten.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
439	1200	100	9116	Certificated Salaries	\$232,356.50
439	1200	200	9116	Certificated Benefits	92,931.36
439	1200	500	9116	Materials/Supplies	36,000.00
439	1200	600	9116	Equipment	16,000.00
439	1200	100	9116	Support Staff Salaries	91,933.19
439	1200	200	9116	Support Staff Benefits	83,102.74
439	2200	100	9116	Profess. Dev. Salaries	13,222.18
439	2200	200	9116	Profess. Dev. Benefits	2,165.81
439	2200	400	9116	Purchased Services	3,000.00
439	2200	500	9116	Family Supplies/Books	7,288.22
439	2800	400	9116	Transportation	<u>6,000.00</u>
Total:					\$584,000.00

AC _____ RF _____ JL _____ PL _____ RP _____

3. 2015-16 Co-curricular Budget and Purpose Statements

It is recommended the resolution listed below establishing 2015-16 Co-curricular Budget and Purpose Statements be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the purpose statement and budgets (on file in the Treasurer's Office) for the following 2015-16 Co-curricular Activity Account:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>
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<u>Warren G Harding F.I.R.S.T Robotics</u>	
300-9022	SA222

<u>Warren G. Harding Track and Field</u>	
300-9022	SA225

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. Contract: Geauga/Trumbull Solid Waste Management District
 Contact: Robert Villers
 Director
 5138 Enterprise Blvd.
 Warren, OH 44481
 EXHIBIT B, (pp. 38 – 39):
 Amount: No Charge
 Period: September 1, 2015, through December 31, 2016
 Exec. Director: Michael Wasser
 Purpose: To provide space for the housing of two (2) 8-cubic yard
 front load containers for a single stream drop-off recycling
 program.
- b. Agreement: Trumbull County Educational Service Center
 LLI Tutors and ESL Tutors
 6000 Youngstown Warren Road
 Niles, OH 44446
 EXHIBIT C, (pp. 40 – 41):
 Amount: \$24.57 per hour plus fringe benefits and
 6% administrative fee
 Period: August 21, 2015, through June 30, 2016
 Exec. Director: Christine Bero, State and Federal Programs
 Purpose: To provide assistance for ELL students whose primary
 language is not English and need additional support. To
 provide Leveled Literacy Intervention (LLI) for students
 who are not proficient in reading in grades K-3.
- c. Agreement: Mahoning County Educational Service Center
 (Amended Agreement)
 100 DeBartolo Place Suite 220
 Youngstown, OH 44512
 Janet Polish
 330-965-7828 ext. 1114
 EXHIBIT D, (p. 42):

Amount: Annual Amount Dependent upon Number of Students
 Period: 2015-2016 School Year
 Exec. Director: Wendy Hartzell, Associate Superintendent
 Purpose: To provide eLearning Options for our students by MCECSC partnering with Fuel Education.

- d. Agreement: Trumbull County Educational Service Center
 6000 Youngstown Warren Road
 Niles, OH 44446
 330-505-2800
EXHIBIT E, (pp. 43 - 45):
 Period: August 1, 2015 automatically renew unless either party gives written notice to the TCESC by April 1st of the school year preceding withdrawal.
 Exec. Director: Jennifer Myers
 Purpose: To provide special education programs, supervisory, and related services and personnel to the Warren City School District.

AC _____ RF _____ JL _____ PL _____ RP _____

2. The Warren City School District is a Participating Member of the Ohio High School Athletic Association (OHSAA)

It is recommended the resolution listed below for the District’s participation as a member of the Ohio High School Athletic Association (OHSAA) be approved as submitted.

WHEREAS, the District is a participating member of the Ohio High School Athletic Association (OHSAA); and

WHEREAS, the District therefore has agreed to the rules and regulations promulgated by OHSAA;

- 1. The operation of unmanned aerial vehicles (UAVs), commonly known as drones, is prohibited on Warren City School Districts premises during District sponsored contests (including scrimmages and previews), practices, and activities under the auspices of the Ohio High School Athletic Association (OHSAA).
- 2. District officials may deny admission or entry to anyone attempting to use a UAV until the event has been completed.
- 3. Any exceptions to this regulation must be approved in advance by the Superintendent.

NOW, THEREFORE, BE IT RESOLVED, that The Warren City Schools has agreed to the rules and regulations promulgated by the Ohio High School Athletic Association.

AC _____ RF _____ JL _____ PL _____ RP _____

3. Payment in Lieu of Providing Transportation for Non-Public School Students

It is recommended the resolution listed below approving payment in lieu of providing transportation for non-public school students transportation to and from school for the 2014-2015 school year be approved as submitted.

WHEREAS, the Board of Education has determined that the student named EXHIBIT F, (p. 46), is legally entitled to transportation; and

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3317.01, the Warren City Board of Education shall compensate the parents/guardians of said student for providing transportation to and from school for the 2014-2015 school year.

BE IT FURTHER RESOLVED that the amount reimbursed to these parents/guardians shall be \$250.00, the rate determined by the State of Ohio Department of Education.

AC _____ RF _____ JL _____ PL _____ RP _____

4. 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	
Berk Enterprises Mr. Robert Berk	Back To School Celebration Food Donation Estimated Value: \$100.00	[1]
Drund Ltd.	Warren City Schools 3 year Product License Value: \$267,300.00	[1]
Hellenic Orthodox Church	WGH Girls Volleyball Monetary Donation Value: \$500.00	[2]
Gordon Food Service, Inc. Cathey Zikeli	Back To School Celebration Food Donation Estimated Value: \$500.00	[1]
Nickles Bakery, Inc. Larry Gelet	Back To School Celebration Food Donation Estimated Value: \$250.00	[1]
North Mar Church	Back To School Celebration 100 Book Bags Estimated Value: \$500.00	[1]

Sysco Paul Zentner	Back To School Celebration Bottled Water Estimated Value: \$250.00	[1]
Trips Ahoy	Pre K and/or Kindergarteners 300 Book Bags Estimated Value: \$1,500.00	[1]
Wise Foods, Inc.	Back To School Celebration Bags of Chips Estimated Value: \$600.00	[1]

[1] To be used to support the students of the Warren City Schools.

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

AC _____ RF _____ JL _____ PL _____ RP _____

5. 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:

MAILLIS, Celeste	\$ 400.00
MEROLLA, Jill	\$ 325.00

Certificated – 2015-2016 School Year:

UNGARO-JONES, Candice	\$ 400.00
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Classified – 2015-2016 School Year:

BOYLE, Rebecca	\$ 375.00
NEWSOME, Christopher	\$ 50.00

AC_____ RF_____ JL_____ PL_____ RP_____

6. Personnel Recommendations

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

CERTIFICATED:

a. 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) Anthony Elias, Secondary Education Teacher, Salary Table A, Step B-01, Limited Contract, effective the 2015-16 school year (Replacement position)
- (2) Andrew Martin, Secondary Education Teacher, Salary Table A, Step B-02, Limited Contract, effective the 2015-16 school year (Replacement position)
- (3) Certificated Appointment approved at the May 12, 2015, Regular Board Meeting, **MOTION NO. 05-2015-104**, Section b., Appointment – Certificated (To receive one-year contract for the 2015-2016 school year), Item No. 2, **Donato Nerone**, Middle Childhood Education Teacher, Salary Table A, Step **B-01** be **AMENDED TO B-02**, Limited Contract, effective the 2015-16 school year (Replacement Position) **(Due to verification of prior military service.)**
- (4) Certificated Appointment approved at the August 18, 2015, Regular Board Meeting, **MOTION NO. 08-2015-193**, Section b., Appointment – Certificated (To receive one-year contract for the 2015-2016 school year), Item No. 9, **Dolores Habowski**, Secondary Education Teacher, Salary Table A, Step **B-05** be **AMENDED TO B-04**, Limited Contract, effective the 2015-16 school year (Replacement Position) **(Due to verification of full-time teaching years of service.)**

b. Resignation – Certificated – Personal

WHEREAS, the employee(s) 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(s) from regular contract are accepted at the effective date indicated.

- (1) Certificated Resignation approved at the June 30, 2015 Regular Board Meeting, **MOTION NO. 06-2015-153**, Section b., Resignation – Certificated – Personal, Item No. 1, **Laura Billetz**, School Psychologist, resignation, effective the close of the day, **August 20, 2015** be **AMENDED** effective the close of the day, **July 31, 2015**.
- (2) Ami Batt, Secondary Education Teacher, resignation effective the close of the day August 20, 2015.
- (3) Derek Pressell, Secondary Education Teacher, resignation effective the close of the day August 19, 2015.
- (4) Tracey Wyatt-Spicer, Substitute Teacher, resignation effective the close of the day, June 30, 2015.

c. 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.

Mark Carnahan

d. Leave of Absence – Certificated

WHEREAS, ORC, 3319.13 requires that the employee be granted a leave of absence upon his request for reasons of illness or disability and permitted 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 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) Stephen Chiaro, Superintendent, Medical Leave, effective 09/18/2015.

e. 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 attending Early Learning Assessment Training on August 17, 2015, \$24.57 per an hour, on an as needed basis, to be paid through Title I Fund #572, SCC 9116, not to exceed more than \$180.00 each (Recommended by C. Bero, State & Federal Programs)

Rachel Brent
Stephanie Gilligan

Jessica Logan
Leslie Readman
Denise Roberts
Brandi Schrock

- (2) Supplemental Contracts for After School Intervention, effective 08/01/2015 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid through Fund #001 (Recommended by J. Myers, Special Education)

Jodi Beachy
Andrew Krcmar
Christopher Lowry
Dominic Mileto
Robin Owens-Walsh
Stephanie Shimko

- (3) Supplemental Contracts for participating on the Warren City School District Leadership Team (DLT) and attending monthly meetings as scheduled, effective 08/25/2015 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid from Title I School Improvement Fund #536, SCC 9616 (Recommended by C. Bero, State & Federal Programs)

Rachel Brent
Gina D’Alio
Denise Delaquilla
Diane Finesilver
Patricia Fisher
Joshua Guthrie
Heather Hathaway
Julie Householder
Erin Hricik
Kelly Hutchison
Katie Kish
Krista Kohut
Nicole Laprocina
Jacqueline Lawrence
Nikki Littleton
Elizabeth McComb
Roseann McCracken
Cara Meadows
Erica Miranda
Mesa Morlan
Nicole Pegg

Richard Rohrer
Nicole Shaker
Susan Stowe
Kristy Thornton
Cara Venetti
Christopher Wilson
Paula Yauger

- (4) Supplemental Contract for attending the Collaborative Learning Summit 2015 sponsored by the SSTR5 at the Mahoning County Career and Technical Center, 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/Technology)

Elaine Holdt

- (5) Supplemental Contracts for the purpose of attending monthly preschool professional development meetings as scheduled, effective 10/01/2015 through 05/20/2016, \$24.57 per an hour, on an as needed basis, to be paid through the Early Childhood Education (ECE) Fund #439, SCC 9116 (Recommended by C. Bero, State & Federal Programs)

Rachel Brent
Stephanie Gilligan
Jessica Logan
Leslie Readman
Denise Roberts
Brandi Schrock

- (6) Supplemental Contracts for the 21st Century Community Learning Afterschool Program, for services of Site Coordinator for the afterschool 6-8 grade program at Willard and Jefferson PK-8 Schools, effective 08/01/2015 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid from 21st CCLC Fund #599, SCC 9116 (Recommended by J. Merolla, Community Outreach/Grant Development)

Vurnise Johnson
Danielle Miller
Mesa Morlan

- f. Building Substitute Teacher Appointment(s) (2015-16 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>
Cheyenne Burns	08/21/2015	Harding
April Evans	08/21/2015	Harding
Dawn Harper	08/21/2015	Harding
Thomas Henshaw	08/21/2015	Harding
Daniel Sweet	08/25/2015	Harding
James Varley	08/21/2015	Harding
Chaneka Alexander -Newsome	08/26/2015	Jefferson PK-8
Orbin Holland	08/25/2015	Jefferson PK-8
Lisa Paugh	08/25/2015	Jefferson PK-8
Cynthia Kelson-Golar	08/25/2015	Jefferson PK-8
Lutricia Hall	08/21/2015	McGuffey PK-8
Courtney Susko	08/25/2015	McGuffey PK-8
Russell Chow	09/02/2015	McGuffey PK-8
Erika Aulizia	08/21/2015	Lincoln PK-8
Kimberly Baker	08/21/2015	Lincoln PK-8
Joseph Copenhaver	08/25/2015	Lincoln PK-8
Debora Runtas	08/21/2015	Lincoln PK-8
Stephanie Bear	08/21/2015	Willard PK-8
William Gregory	08/21/2015	Willard PK-8
Vera Mallory	08/24/2015	Willard PK-8
Jessica Sexton	08/21/2015	Willard PK-8

- g. Substitute Teacher Appointment(s) (2015-16 School Year) \$80.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule, (as needed)

WHEREAS, to prepare for temporary absences of certificated personnel for whom temporary, casual, as needed, on-call replacements (substitute teachers) may be needed to provide educational services for students; and

WHEREAS, the Board of Education has the authority to employ eligible personnel on such temporary, casual, as needed, on-call substitute basis. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

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

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

<u>Name</u>	<u>Effective Date</u>
Richard Radich	08/25/2015
Alexandra Walters	08/25/2015
Daniel Prince	09/08/2015

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 or ORC 3319.08, the following persons are employed for one school year, on a limited contract, for the pupil activity program as indicated. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these persons shall not be re-employed to perform this same duty for the ensuing school year. The supplemental limited contract shall state that the Board of Education gives

notice of non-reemployment for the ensuing school year. (Recommended by W. Nicholson/Athletic Director)

High School Athletics:

- (1) Supplemental Contract approved at the July 14, 2015, Regular Board Meeting, **MOTION NO. 07-2015-167**, Section h. Employment-Certificated (current regular employee) Co-Curricular year (2015-16 school year), High School Athletics, Item No. 13, **Daniel Sweet** – Assistant Soccer Coach, High School – Warren G. Harding High School, Boys, Code #56, Index 5.6, Salary Table B, **100%** of Contract be **AMENDED** to **67%** of Contract, Salary Table B.

CLASSIFIED:

i. Retirement – Classified

WHEREAS, the following employee(s) have worked or received working credit qualifying for retirement; and

WHEREAS, the employee(s) have 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 retirements are 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 these retirements are accepted with regret, but with the best wishes and sincere appreciation.

- (1) Classified Retirement-Classified approved at the August 18, 2015 Regular Board Meeting, **MOTION NO. 08-2015-193**, Section G. Classified Retirement-Classified, Item No. 1, **Juanda Madison**, General Helper, Food Service, Warren G. Harding High School, Salary Table G, effective the close of the day **08/24/2015**, be **AMENDED** as follows:

Juanda Madison, General Helper, Food Service, Warren G. Harding High School, Salary Table G, effective the close of the day **05/28/2015**.

j. Resignations – Classified – Personal

WHEREAS, the employees 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, under the provisions of ORC 3319.081, these resignations are accepted.

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

BE IT FINALLY RESOLVED that these resignations are accepted with regret, but with the best wishes and sincere appreciation.

- (1) Anthony Davis, District Parent/Family Engagement Coordinator, Salary Table L, effective 08/10/2015.
- (2) Jamey May, Crossing Guard, Salary Table M, effective 08/24/2015.

k. Leave of Absence – Classified

WHEREAS, ORC 3319.13 permits the granting of a leave of absence for a period of not more than two years upon the request of the employee for reasons of illness or disability and permits leaves of absence for other reasons as approved by Article XXV, Section 25.1, of the Master Contract between the Warren City Board of Education and the Ohio Association of Public School Employees chapter 288;

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 provision of ORC 3319.13, the following leave is recognized and/or granted for the dates indicated.

- (1) John Mickelakis, Night Janitor, Willard PK-8 Building, Salary Table D, effective 07/13/2015.

l. Leave of Absence – Classified (Without Pay or Benefits)

WHEREAS, ORC 3319.13 permits the granting of a leave of absence for a period of not more than two years upon the request of the employee for reasons of illness or disability and permits leaves of absence for other reasons as approved by Article XXV, Section 25.1, of the Master Contract between the

Warren City Board of Education and the Ohio association of Public School Employees chapter 288;

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 provision of ORC 3319.13, the following leave is recognized and/or granted for the dates indicated.

- (1) Mechelle Kovach, Educational Aide, Fairhaven, Salary Table I, effective 08/20/2015.

m. 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 18S, 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) Jessica Kulik, Night Janitor, Willard PK-8, Area #5, Salary Table D, effective 05/18/2015, (60 days probationary period successfully completed as of 08/11/2015) (Recommended by W. Kush/Maintenance)

n. 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) Emma Brown-Simpson, from School Community Liaison, Jefferson PK-8, Salary Table L, to School Community Liaison, Warren G. Harding High School at Monroe, Salary Table L, effective 08/19/2015. (Superintendent Assignment)
- (2) Rosann Carnahan, from Food Service Stenographer, Food Service Department, Administration Building, Salary Table E, Pay Range III, 261 Day Contract, to Secretary I-Maintenance, Administration Building, Salary Table E, Pay Range IV, 261 Day Contract, effective 08/31/2015. (Superintendent Assignment)
- (3) Lisa Duncan, from Office Clerk-Teaching & Learning Department, Administrative Building, Salary Table E, Pay Range II, to Secretary C/Reception Area, Warren G. Harding High School, Salary Table E, Pay Range III, effective 08/31/2015. (Superintendent Assignment)
- (4) Roger Hoffman, from Plant Manager 2, Jefferson PK-8, Salary Table D, to Day Fireman – Warren G. Harding High School - Monroe Center, Salary Table D, effective 08/17/2015.
- (5) Pamela Komray, from Special Education Secretary-Warren G. Harding, Warren G. Harding High School, Salary Table E, Pay Range III, 214 Day Contract, to Food Service Stenographer, Administration Building, Salary Table E, Pay Range III, 261 Day Contract, effective 08/31/2015. (Superintendent Assignment)
- (6) Anita McNair, from Secretary E/Registration Area, Warren G. Harding High School, Salary Table E, Pay Range II, to Receptionist, Warren G. Harding High School at Monroe Center, Salary Table E, Pay Range II, effective 08/21/2015. (Superintendent Assignment)
- (7) Nancy Pappas, from Secretary C/Reception Area, Warren G. Harding High School, Salary Table E, Pay Range III, to Special Education Secretary-Warren G. Harding, Warren G. Harding High School, Salary Table E, Pay Range III, effective 08/31/2015. (Superintendent Assignment)

- (8) Tia Phillips, from Cook Helper, Lincoln PK-8, Salary Table G, to School Community Liaison, Jefferson PK-8, Salary Table L, effective 08/19/2015. (Recommended by J. Merolla, Supervisor of Community Outreach/Grant Development)
 - (9) David Prokop, from Day Janitor, Warren G. Harding High School, Salary Table D, to Substitute Grounds Crew, Administration, Salary Table D, effective 08/31/2015.
 - (10) Marjorie Yarnell, from Secretary I-Maintenance, Administration Building, Salary Table E, Pay Range V, 261 Day Contract, to Office Clerk-Teaching & Learning Department, Administrative Building, Salary Table E, Pay Range II, 214 Day Contract, effective 08/31/2015. (Superintendent Assignment)
- o. Employment – Classified – Crossing Guards, Noon Hour Aides (2015-16 School Year)

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

NOW, THEREFORE, BE IT RESOLVED that the following persons be employed for a period of not more than one school year; and

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

- (1) Crossing Guards, effective the beginning of the 2015-16 school year. Employment is on an as-needed basis, funding is from the Public School Support Fund #018 and General Fund #001, Salary Table M:

Georgina Williams
 Velma Thompson
 Jeffrey Dunn
 Ashley Miner
 Beverly Jones
 Rhonda Landman
 James Ziegler
 Karen McLaughlin
 Laurie Sitch
 Ruth Washington

- (2) Noon Hour Aides, effective the beginning of the 2015-16 school year. Employment is on an as-needed basis. Funding is from the Food Service Fund, Salary Table M.

Michelle Tatebe
 Anita Tenney
 Georgina Williams
 Jeffrey Dunn
 Beverly Jones
 Ashley Miner
 Kristina Leeworthy
 Laurie Sitch
 Ruth Washington
 Greta McKinnon
 James Ziegler

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) Shakeila Allen, Substitute Night Janitor, Salary Table M, effective 08/31/2015.
- (2) Gregory Andrews, Substitute Night Janitor, Salary Table M, effective 08/31/2015.
- (3) Ashley Bush, Substitute Night Janitor, Salary Table M, effective 08/27/2015.

- (4) Elizabeth Carnahan, Substitute Educational Aide, Salary Table M, effective 08/20/2015.
- (5) Emily Carnahan, Substitute Educational Aide, Salary Table M, effective 08/20/2015.
- (6) Jeanine Lewis, Substitute Night Janitor, Salary Table M, effective 09/02/2015.
- (7) Jamey May, Substitute General Helper-Food Service, Salary Table M, effective 08/25/2015.
- (8) Chastity Moore, Substitute General Helper-Food Service, Salary Table M, effective 09/03/2015.
- (9) Linda Nolan, Substitute Night Janitor, Salary Table M, effective 09/01/2015.
- (10) Susan Nolan, Substitute Noon Hour Aide/Crossing Guard, Salary Table M, effective 08/24/2015.
- (11) Kimberly Wells, Substitute Night Janitor, Salary Table M, effective 08/31/2015.
- (12) Thomas Yuricek, Jr., Substitute Night Janitor, Salary Table M, effective 09/08/2015.

q. Classified Temporary Employment

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

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

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

- (1) Classified Temporary Employment approved at the June 30, 2015 Regular Board Meeting, **MOTION NO. 06-2015-153**, Section J, Classified Temporary Employment, Item No. 7, the following individual is to receive additional days (as indicated) at their per diem rate to implement the Food Service Summer Program, from 06/01/2015 to

08/07/2015. **Susan Harcarik**, up to 17 days June, 2015; up to **25 days** July/August, 2015, be **AMENDED** as follows:

The following individual is to receive additional days (as indicated) at their per diem rate to implement the Food Service Summer Program, from 06/01/2015 to 08/07/2015.

Susan Harcarik Up to 17 days June, 2015
Up to **26 days** July/August, 2015

- (2) Classified Temporary Employment approved at the August 4, 2015 Regular Board Meeting, **MOTION NO. 08-2015-175**, Section I, Classified Temporary Employment, Item No. 5, Supplemental Contract as Community Liaisons for the "Reading Great by Eight" Program held at Willard and Jefferson PK-8 Buildings Date: July 27, 2015 through August 7, 2015, be **AMENDED** as follows:

The following Individuals be granted a supplemental contract as Community Liaisons for the "Reading Great by Eight" Program held at Willard and Jefferson PK-8 Buildings at a rate of \$16.32 per hour, to be paid through Title I Fund #572, SCC 9116, for the time period of **July 20, 2015 through August 7, 2015**.

Tamara Haynes
Larry Johnson
Nadine Zajackowski

- (3) The following individuals be given supplemental contracts as SMILES Lifeguards from June 22, 2015 through July 17, 2015, to be paid through Fund #516, SCC 9510 at a rate of \$10.00 per hour. (Recommended by J. Myers, Special Education)

Allison Charnas
Cara Hernon
Rachel Fowler
Taylor Tickerhoff

- (4) The following individuals be given supplemental contracts for the purpose of attending Early Learning Assessment training on August 17, 2015, at their hourly rate, to be paid through Title I Fund #439, SCC 9116, for 6.5 hours. (Recommended by C. Bero, State & Federal Programs)

Rebecca Boyle
Holly Chambers

Julia Hunter
 Rebecca Karafa
 Kelly Kroynovich
 Katherine Ohlin

- (5) The following individuals be given supplemental contracts for the purpose of attending monthly preschool professional development meetings as scheduled, effective October 1, 2015 through May 20, 2016, at their current hourly rate, to be paid through Early Childhood Education (ECE) Fund #439, SCC 9116, for not more than one hour per meeting, not to exceed seven hours total. (Recommended by C. Bero, State & Federal Programs)

Rebecca Boyle
 Holly Chambers
 Julia Hunter
 Rebecca Karafa
 Kelly Kroynovich
 Katherine Ohlin

r. 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.

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 July 14, 2015 Regular Board Meeting, **MOTION NO. 07-2015-167**, Section O. Employment-Classified Co-curricular 2015-2016 School Year, Item Nos. 26 and 27, **DeWayne**

Shealey, Code #107, Index 8.0, Salary Table B, 8th Grade Head Football Coach, Warren Middle Schools, (Boys) (25% of contract), and **DeWayne Shealey**, Code #109, Index 4.0, Salary Table B, 7th Grade Assistant Football Coach, Warren Middle Schools, (Boys) (25% of contract); be **RESCINDED**.

- (2) Supplemental Contract approved at the July 14, 2015 Regular Board Meeting, **MOTION NO. 07-2015-167**, Section O. Employment-Classified Co-curricular 2015-2016 School Year, Item No. 25, **RaShawn Shannon**, Code #107, Index 8.0, Salary Table B, 7th Grade Head Football Coach, Warren Middle Schools, (Boys) (75% of contract); be **RESCINDED**.
- (3) Supplemental Contract approved at the July 14, 2015 Regular Board Meeting, **MOTION NO. 07-2015-167**, Section O. Employment-Classified Co-curricular 2015-2016 School Year, Item No. 30 , **Tilden Tatebe**, Code #54, Index 11.2, Salary Table B, Soccer Coach, High School, Warren G. Harding High School (Boys). **(100% of contract)**, be **AMENDED to (83% of contract)**.
- (4) Paris Bruner, Code #108.0, Index 8.0, Salary Table B, 8th Grade Head Football Coach, Middle School, Warren Middle Schools (Boys). (25% of contract).
- (5) Paris Bruner, Code #107.0, Index 8.0, Salary Table B, 7th Grade Head Football Coach, Middle School, Warren Middle Schools (Boys). (25% of contract).
- (6) Charmaine Charles, Code #91.0, Index 8.0, Salary Table B, 7th Grade Cheerleading Advisor, Middle School, Willard/Jefferson Middle Schools (Girls). (100% of contract).
- (7) RaShawn Shannon, Code #49.0, Index 16.0, Salary Table B, 9th Grade Assistant Football Coach, High School, Warren G. Harding High School (Boys). (50% of contract).
- (8) DeWayne Shealey, Code #48.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys). (50% of contract).
- (9) Karissa Young, Code #54.0, Index 11.2, Salary Table B, Soccer Coach, High School, Warren G. Harding High School (Boys). (17% of contract).
- (10) Karissa Young, Code #56.0, Index 5.6, Salary Table B, Assistant Soccer Coach, High School, Warren G. Harding High School (Boys). (33% of contract).

AC _____ RF _____ JL _____ PL _____ RP _____

Board’s Recommendations

1. Opposition to State Issue 3

It is recommended the resolution listed below for opposition to State Issue 3 be approved as submitted.

WHEREAS, State Issue 3 on the November 3, 2015 ballot seeks to legalize marijuana in Ohio and grants monopoly rights for the commercial growth and distribution of marijuana in Ohio to a small pre-determined group of landowners who will profit exclusively from that ownership, and

WHEREAS, use of Ohio’s Constitution to create a marijuana monopoly violates Ohio’s tradition of free and open commerce and competition, and

WHEREAS, increased availability of marijuana drives increased usage, Issue 3 will exacerbate the difficulty employers already face in recruiting drug-free employees and undermine efforts to keep workplaces safe and drug-free.

WHEREAS, rising marijuana use compromises work productivity and will cause an increase in accidents, injuries, and absenteeism in the workplace.

WHEREAS, there is existing case law surrounding legal marijuana, Issue 3 will lead to an inevitable increase in litigation as employers seek to enforce employment decisions and other policies surrounding their current lawful substance abuse policies, costing employers money and resources.

WHEREAS, excessively high marijuana possession limits provided in Issue 3 will facilitate sharp increases in marijuana usage in Ohio, and that marijuana will fall into the hands of underage Ohioans including high school and college students, and

WHEREAS, Issue 3 allows sale of marijuana in forms like candy, brownies and cookies that pose especially great temptation and danger to children, and

NOW, THEREFORE, BE IT RESOLVED, that The Warren City Schools declares its opposition to State Issue 3 and urges Ohioans to cast a NO vote.

AC _____ RF _____ JL _____ PL _____ RP _____

2. Appointment of Public Records Training Designee

It is recommended the following resolution be approved.

WHEREAS, the Warren City Board of Education in accordance with public records law as elected public officials are required to attend three hours of public records training for each term of office for which any given member is elected or appointed (RC 149.43 (E)(1)).; and

WHEREAS, the Warren City Board of Education may designate a person or persons to attend training on behalf of the entire Board and;

WHEREAS, the Board will need to designate a designee every two years to meet the requirements of having each board member attend once per term and;

WHEREAS, if a new Board Member is appointed, either the appointee or the board designee will need to attend the training.

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education does hereby appoint the Treasurer as designee of the Board for HB 9 public records training, as well as for training of the entire Ohio Public Records Act.

AC _____ RF _____ JL _____ PL _____ RP _____

3. Amend Treasurer Employment Contract

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

WHEREAS, Angela J. Lewis, Treasurer of the Warren City School District, is not a member of a bargaining unit which negotiates wages, fringe benefits, and working conditions with the Board on behalf of employees.

NOW, THEREFORE BE IT RESOLVED , under the provisions of ORC 3313.24, the employment contract of Angela J. Lewis, Treasurer, as approved at the October 30, 2012 regular meeting (Motion No. 10-2012-298) shall be amended effective August 1, 2015.

AC _____ RF _____ JL _____ PL _____ RP _____

4. Amend Superintendent Employment Contract

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

WHEREAS, Stephen G. Chiaro, Superintendent of the Warren City School District, is not a member of a bargaining unit which negotiates wages, fringe benefits, and working conditions with the Board on behalf of employees.

NOW, THEREFORE BE IT RESOLVED , under the provisions of ORC 3313.24, the employment contract of Stephen G. Chiaro, Superintendent, as approved at the July 18, 2014 Special Meeting (Motion No. 07-2014-194) shall be amended effective August 1, 2015.

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 _____