

AGENDA
Board of Education
Warren City School District
Regular Meeting – October 28, 2014 – 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. Communications

4. Adoption of Agenda

AC _____ RF _____ JL _____ PL _____ RP _____

5. Recognition of Speaker(s)
6. Treasurer's Report
7. Superintendent's Report
8. Board of Education Committee Reports
 - A. Athletics *(Andre Coleman and Bob Faulkner)*
 - B. Finance Advisory *(Andre Coleman and John Lacy)*
 - C. Board Policies and Guidelines *(Regina Patterson)*
 - D. Legislative Liaison *(Patti Limperos and Regina Patterson)*
 - E. TCTC Board Representative *(Bob Faulkner)*
 - F. Urban Commission *(Patti Limperos and Regina Patterson)*
9. Old Business
10. New Business

Treasurer's Recommendations

1. Minutes

It is recommended the resolution listed below regarding the September, 2014 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:

- Work Session held September 9, 2014
- Special Board Meeting held September 9, 2014
- Regular Board Meeting held September 23, 2014

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the September, 2014 financial statement and short term investments made by the Treasurer during September, 2014, EXHIBIT A, (pp. 50 - 51), 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 |
| September Receipts | 7,520,365.80 | (555,793.04) | 6,964,572.76 |
| FTD Advances In | -0- | -0- | -0- |
| FTD Receipts | 18,667,183.11 | 6,294,124.22 | 24,961,307.33 |
| MTD Expenditures | 5,320,336.71 | 1,644,236.05 | 6,964,572.76 |
| FTD Advances Out | -0- | -0- | -0- |
| FTD Expenditures | 15,245,019.65 | 4,843,973.31 | 20,088,992.96 |
| Ending Balance | | | |
| September 30, 2014 | 17,866,469.05 | 17,412,662.46 | 35,279,131.51 |

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

| Fund | Amount |
|----------------------------------|----------------|
| General Fund | \$462.94 |
| 002-9003 School Improvement Bond | 5.30 |
| 004-9003 Building – Local Funds | 0.50 |
| 006-0000 FS-Food Service | 29.81 |
| 008-Endowment | 0.45 |
| Auxiliary Services | 1.65 |
| Total | <hr/> \$500.65 |

AC _____ RF _____ JL _____ PL _____ RP _____

3. Five-Year Projection of Revenues, Expenditures and Assumptions

It is recommended the resolution listed below submitting the Five-Year Projection of Revenues, Expenditures and Assumptions be approved as submitted.

BE IT RESOLVED, in accordance with Rule 3301-92-04 under Chapter 119 of ORC Section 5705.391, the Warren City Board of Education approve the Five-Year Projection of Revenues, Expenditures and Assumptions, EXHIBIT B, (pp. 52 - 92), in the format as prescribed by the Ohio Department of Education and the Auditor of State.

AC _____ RF _____ JL _____ PL _____ RP _____

4. 2014-15 Co-curricular Budget and Purpose Statement

It is recommended the resolution listed below establishing 2014-15 Co-curricular Budget and Purpose Statement be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the purpose statement and budget (on file in the Treasurer's Office) for the following 2014-15 Co-curricular Activity Account:

| <u>Fund/S.C.C.</u> | <u>Activity Code/Name</u> |
|--------------------------------------|------------------------------|
| <u>Warren G. Harding High School</u> | |
| 300-9022 | SA225 – Boys Track and Field |
| <u>Willard PK-8</u> | |
| 200-9025 | SCWILL - Student Council |

AC _____ RF _____ JL _____ PL _____ RP _____

5. Revised Appropriation Budgets

It is recommended the resolution listed below for a revised appropriation budgets (a. and b.) be approved as submitted.

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

- a. Fund/S.C.C.: Title I - Delinquent
Fund #572, S.C.C. #9225
FY2015 Apprn.: \$84,609.28
Rev. Apprn.: \$82,565.31
Exec. Director: Mark Leiby, State and Federal Programs
Purpose: \$2,043.97 decrease in allocation from the Ohio Department of Education.

- b. Fund/S.C.C.: Title I - Neglected
Fund #572, S.C.C. #9125
FY2015 Apprn.: \$31,947.34
Rev. Apprn.: \$31,816.91
Exec. Director: Mark Leiby, State and Federal Programs
Purpose: \$130.43 decrease in allocation from the Ohio Department of Education.

AC _____ RF _____ JL _____ PL _____ RP _____

Superintendent's Recommendations

1. Resolution to Designate Michael Wasser as Board Designee to Hear and Decide Student Expulsion Appeals Brought Pursuant to Ohio Revised Code Section 3313.66(e)

WHEREAS, Ohio Revised Code Section 3313.66(E) permits the Board to appoint a designee to hear and decide student expulsion appeals brought pursuant to Ohio Revised Code 3313.66(E); and

WHEREAS, the Board has determined to designate Michael Wasser as its designee to hear and decide student expulsion appeals brought pursuant to Ohio Revised Code Section 3313.66 (E)

NOW BE IT HEREBY RESOLVED, that the Board hereby appoints Michael Wasser as its designee to hear and decide student expulsion appeals brought pursuant to Ohio Revised Code Section 3313.66(E).

AC _____ RF _____ JL _____ PL _____ RP _____

2. Agreements, Contracts, and/or Leases

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

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

a. Agreement: Marcus Garvey Institute of Awareness
 Community Tennis Association
 321 Third Street SW
 Warren, OH 44483
EXHIBIT C, (pp. 93 - 94):
 Amount: \$30.00 per session
 Period: October 1, 2014, through May 31, 2015.
 Supervisor: Jill Merolla
 Purpose: To provide tennis lessons two times a week for six week periods at the 21st Century Learning Centers at Jefferson and Willard Schools during the 2014-2015 school year.

b. Agreement: Trumbull County Educational Service Center
 6000 Youngstown Warren Road
 Niles, OH 44446
EXHIBIT D, (pp. 95 - 96):
 Amount: \$24.21 per hour plus fringe benefits and 6% administrative fee
 Period: November 17, 2014, through December 17, 2014.
 Exect. Director: Mark Leiby, State and Federal Programs
 Purpose: To provide reading tutors for Warren City Schools students who have been retained as a result of the Ohio Third Grade Reading Guarantee legislation.

AC _____ RF _____ JL _____ PL _____ RP _____

3. Acceptance of Gifts

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

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

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

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

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

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

| Benefactors | Brief Description of Gifts and/or Services | |
|--|--|-----|
| Believers Church | Jefferson K – 2 Students School Supplies Estimated Value: \$3,000.00 | [1] |
| Parkman Congregational Church | Jefferson K – 2 Students School Supplies Estimated Value: \$100.00 | [1] |
| Sister Diane St. Joseph’s Hospital | Jefferson 3 - 5 Students School Supplies Estimated Value: \$100.00 | [1] |
| Target Take Charge of Education | Warren G. Harding Monetary Donation Value: \$182.00 | [2] |
| Trumbull County Correctional Institution | Jefferson PK – 8 School Gift Cards and an Ipad Estimated Value: \$800.00 | [1] |

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

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

AC _____ RF _____ JL _____ PL _____ RP _____

4. Board Policies – Second Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, Second Reading, be approved as submitted.

WHEREAS, the board of education shall make such rules and regulations as are necessary for its government and the government of its employees, pupils, its schools, and all other persons entering upon its school grounds or premises, by adopting bylaws and policies for the organization and operation of this Board and school district.

NOW, THEREFORE, BE IT RESOLVED that the following Board Policies be adopted and become a part of the Official Bylaws and Policies of the Warren City Board of Education:

- a. Bylaw 0160 (Revised) BYLAWS
MEETINGS
- b. Policy 1422 (New) ADMINISTRATION
NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY
- c. Policy 1619.02 (New) ADMINISTRATION
PRIVACY PROTECTIONS OF FULLY INSURED GROUP
HEALTH PLANS
- d. Policy 1623 (New) ADMINISTRATION
SECTION 504/ADA PROHIBITION AGAINST DISABILITY
DISCRIMINATION IN EMPLOYMENT
- e. Policy 2260 (Revised) PROGRAM
NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL
OPPORTUNITY
- f. Policy 2260.01 (Revised) PROGRAM
SECTION 504/ADA PROHIBITION AGAINST DISCRIMINATION
BASED ON DISABILITY
- g. Policy 3122 (Revised) PROFESSIONAL STAFF
NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY
- h. Policy 3123 (New) PROFESSIONAL STAFF
SECTION 504/ADA PROHIBITION AGAINST DISABILITY
DISCRIMINATION IN EMPLOYMENT

- i. Policy 3419.02 (Revised) PROFESSIONAL STAFF
PRIVACY PROTECTIONS OF FULLY INSURED GROUP
HEALTH PLANS

- j. Policy 4122 (Revised) CLASSIFIED STAFF
NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY

- k. Policy 4123 (New) CLASSIFIED STAFF
SECTION 504/ADA PROHIBITION AGAINST DISABILITY
DISCRIMINATION IN EMPLOYMENT

- l. Policy 4419.02 (Revised) CLASSIFIED STAFF
PRIVACY PROTECTIONS OF FULLY INSURED GROUP
HEALTH PLANS

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 – 2013-2014 School Year:

BERLIN-BATES, Kathleen \$ 375.00

Certificated – 2014-2015 School Year:

BEACHY, Jodi \$ 210.00

BERO, Stephen \$ 375.00

SHIMKO, Stephanie \$ 315.00

Classified – 2014-2015 School Year:

LINDENMUTH, Ronald \$ 50.00

RAINES, Stacy \$ 50.00

AC _____ RF _____ JL _____ PL _____ RP _____

6. Revised Salary Table J – Classified Supervisory Employees

It is recommended the resolution listed below adopting changes to Salary Table J, Classified Supervisory Employees, be approved as submitted with changes as indicated.

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

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education adopt Salary Table J, EXHIBIT E, (pp. 97 - 99), effective the 2014-15 school year.

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

AC _____ RF _____ JL _____ PL _____ RP _____

7. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through u.) 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(s) herein named is hereby appointed and employed for the term indicated and compensated according to their 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) Administrative Appointment approved at the September 9, 2014 Special Board Meeting, **MOTION NO. 09-2014-232**, Section a. Administrative Contract Appointment, Item no. 1, Jennifer Myers, Director of Special Education, Term: September 15, 2014 – June 30, 2016 **be AMENDED to October 20, 2014 – June 30, 2016.**

b. Certificated – Retirement

WHEREAS, the following employee(s) have taught or received teaching credit qualifying for professional 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 that under the provisions of ORC 3319.15, the retirement(s) are accepted;

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

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

BE IT FINALLY RESOLVED that the retirement(s) are accepted with regret, but with best wishes and sincere appreciation.

- (1) Darla Banks, Special Education Teacher, retirement effective the close of the day, February 27, 2015.
- (2) Ruth Ann Groff, Elementary Education Teacher, retirement effective the close of the day, May 29, 2015.
- (3) Patricia Kennedy, Elementary Education Teacher, retirement effective the close of the day, May 29, 2015.
- (4) Elaine Larocca, Elementary Education Teacher, retirement effective the close of the day, May 29, 2015.
- (5) Lauren Mangino, Secondary Education Teacher, retirement effective the close of the day, May 29, 2015.
- (6) Carolyn Martin, Secondary Education Teacher, retirement effective the close of the day, May 29, 2015.
- (7) Carolyn Naples-Gintert, Secondary Education Teacher, retirement effective the close of the day, May 29, 2015.
- (8) Laurel Phythyon, Elementary Education Teacher, retirement effective the close of the day, May 29, 2015.
- (9) Mary Ross, Elementary Education Teacher, retirement effective the close of the day May 29, 2015.

(10) Catherine Vanasdale, Elementary Education Teacher, retirement effective the close of the day May 29, 2015.

c. 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) Marisa Facchini, Library/Media Specialist, resignation effective the close of the day, September 30, 2014.
- (2) Sandra Kernen, School Psychologist, resignation effective the close of the day, October 31, 2014.
- (3) Sharon Singletary, Substitute Teacher, resignation effective the close of the day, October 7, 2014.
- (4) John Vigil, Substitute Teacher, resignation effective the close of the day October 20, 2014.

d. Appointment – Certificated (To receive one-year contract for the 2014-2015 school year)

WHEREAS, a need exists for the services to be rendered by the person(s) herein named; and

WHEREAS, a vacancy exists for this employment action; and

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.07 and 3319.08, the following employment action is taken; and

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01 the following employee(s) shall be directed and assigned.

- (1) Certificated Appointment approved at the July 15, 2014 Regular Board Meeting, **MOTION NO. 07-2014-187**, Section b. Appointment – Certificated, Item no. 3, Vani James, Secondary Education Teacher, Salary Table A, Step M30-11 **be AMENDED TO Step M-11**, Limited Contract, effective the 2014-15 school year (Replacement position) (Due to verification of graduate semester hours past last degree earned.)

- (2) Certificated Appointment approved at the August 19, 2014 Regular Board Meeting, **MOTION NO. 08-2014-209**, Section b. Appointment – Certificated, Item no. 8, Todd Jones, Secondary Education Teacher, Salary Table A, Step B-01 **be AMENDED TO Step B-02**, Limited Contract, effective the 2014-15 school year (Replacement position) (Due to verification received supporting previous full-time teaching experience.)
- (3) Christine Whitmore, Library/Media Specialist, Salary Table A, Step M-09, Limited Contract, effective 10/06/2014 for the remainder of the 2014-15 school year. (Replacement position)

e. Certificated Personnel – Individual Salary Schedule Placement Change (for additional training or experience)

WHEREAS, ORC 3317.13 and 3317.14 require compensation of teachers according to an adopted salary schedule with provision for increments based upon training and years of service; and

WHEREAS, the employees herein named have submitted proper verification qualifying for a change of placement on the salary schedule.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3317.14, change of placement on the salary schedule is approved as indicated and shall be so made to be effective retroactive to the beginning of the 2014-15 school year, as indicated.

- (1) Stephen Bero, Limited Contract, Salary Table A, from B18-14, **TO M-14**, effective the beginning of the 2014-15 school year.
- (2) Denise Delaquila, Limited Contract, Salary Table A, from B-03, **TO B18-03**, effective the beginning of the 2014-15 school year.
- (3) Angeliki Elenis, Limited Contract, Salary Table A, from B18-8, **TO M-08**, effective the beginning of the 2014-15 school year.
- (4) Angela Hammond, Limited Contract, Salary Table A, from B-02, **TO B18-02**, effective the beginning of the 2014-15 school year.
- (5) Adrian Komora, Continuing Contract, Salary Table A, from M-08, **TO M30-08**, effective the beginning of the 2014-15 school year.
- (6) Kelly Kuntzman, Limited Contract, Salary Table A, from B-02, **TO B18-02**, effective the beginning of the 2014-15 school year.

- (7) Abbey Kuszmaul, Limited Contract, Salary Table A, from B-02, **TO B18-02**, effective the beginning of the 2014-15 school year.
 - (8) Terri Leone, Limited Contract, Salary Table A, from M-14, **TO M30-14**, effective the beginning of the 2014-15 school year.
 - (9) Frank Melillo, Limited Contract, Salary Table A, from B18-18, **TO M-18**, effective the beginning of the 2014-15 school year.
 - (10) Shari Munno, Limited Contract, Salary Table A, from B18-14, **TO M-14**, effective the beginning of the 2014-15 school year.
 - (11) Stephanie Porterfield, Limited Contract, Salary Table A, from B-04, **TO B18-04**, effective the beginning of the 2014-15 school year.
 - (12) Michelle Rodgers, Continuing Contract, Salary Table A, from M-20, **TO M30-20**, effective the beginning of the 2014-15 school year.
 - (13) Matthew Stiner, Limited Contract, Salary Table A, from B-10, **TO B18-10**, effective the beginning of the 2014-15 school year.
 - (14) Aadrian Thomas, Limited Contract, Salary Table A, from M-11, **TO M30-11**, effective the beginning of the 2014-15 school year.
 - (15) Katherine Vrbancic, Continuing Contract, Salary Table A, from M-26, **TO M30-26**, effective the beginning of the 2014-15 school year.
 - (16) Meghan Watson, Limited Contract, Salary Table A, from B-02, **TO B18-02**, effective the beginning of the 2014-15 school year.
 - (17) Lori Witt, Continuing Contract, Salary Table A, from M-17, **TO M30-17**, effective the beginning of the 2014-15 school year.
- f. **Administrative Personnel – Individual Salary Schedule Placement Change (for additional training or experience)**

WHEREAS, ORC 3319.02 requires compensation for administrative personnel based upon training and years of service; and

WHEREAS, the employee herein named has submitted proper verification qualifying for a change of placement on the salary schedule.

NOW, THEREFORE, BE IT RESOLVED, under the provision of ORC 3319.02, change of placement on the salary schedule is approved as indicated and shall be so made as of the effective date indicated.

- (1) Richard Dixon, Senior High Assistant Principal, 216 day, Limited Contract, Salary Table C, from Step M-02-L16, **TO Step M30-02-L16**, effective the beginning of the 2014-15 school year.

g. Extended Time Supplemental Contract(s) (one-year contract, 2014-2015 school year)

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

WHEREAS, the certificated person(s) 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) Lauren Mangino, Vocational Home Economics Teacher, Salary: Daily rate times seven (7) days as needed, M30-28, Salary Table A.

h. Leave of Absence – Certificated

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

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

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

- (1) Elaine Larocca, Elementary Education Teacher, effective 11/18/2014, concurrent with applicable sick leave.
- (2) Juanita Manios-Hornak, Elementary Education Teacher, effective 09/26/2014, concurrent with applicable sick leave.
- (3) Brenda Tripodi, Secondary Education Teacher, effective 09/03/2014, concurrent with applicable sick leave.

i. 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 the purpose of providing intervention for the Ohio Graduation Test (OGT) after school at Warren G. Harding High School, effective 09/08/2014 through 10/31/2014, \$24.21 per an hour, on an as needed basis, to be paid through Title I, Fund #572, SCC 9115, not to exceed \$340.00 (Recommended by M. Leiby, State & Federal Programs and Technology)

Justin Drapp
Joan Elliott
Emir Salem

Ashlee Schier
Michelle Stoutamire

- (2) Supplemental Contracts for 21st Century Community Learning Afterschool Program, for teachers servicing Grades 6-8 at the Jefferson and Willard PK-8 Schools, effective 09/23/2014 through 06/30/2015, \$24.21 per an hour, on an as needed basis, to be paid from 21st CCLC Fund #599, SCC 9115 (Recommended by J. Merolla, Community Outreach/Grant Development)

Frederick Benson
 Krista Kohut
 Lindsey Komora

Marie Komora
 Tina Noble
 Lorena Schroeder

- (3) Supplemental Contracts for the purpose of participating on the Building Leadership Team at each PK-8 and the High School and attending the monthly meetings as scheduled, effective 08/04/2014 through 06/30/2015, \$24.21 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC 9115 and Fund #536, SCC 9515 (Recommended by M. Leiby, State/Federal Programs and Technology)

Lincoln

Erica Miranda
 Bryan Whitmore

McGuffey

Heather Eich
 Christine Groves

Jefferson

Laura Billetz
 Natalie Grayson
 Tina Noble

- (4) Supplemental Contracts for Special Education Teachers attending SST5 Parent-Teacher Training Sessions for the 2014-15 school year, \$24.21 per an hour, on an as needed basis, to be paid from Fund #516, SCC 5610 (Recommended by W. Hartzell, Associate Superintendent)

Danielle DeJulio
 Denise Delaquila
 Mesa Morlan

Susan Stowe
 Nicole Varley

- (5) Supplemental Contract for Special Education – Case Manager to review and make corrections for all H.S. special education schedules and 504 students, for the 2014-15 school year, effective 08/12/2014 through 08/20/2014, \$24.21 per an hour, on an as needed basis, to be paid from Fund #516, SCC 9510 (Recommended by W. Hartzell, Associate Superintendent)

Amy Clementi

- (6) Supplemental Contracts for the purpose of providing Tutoring Services for the students at the Children's Service Board (CSB) after school as scheduled, effective 09/10/2014 through 06/30/2015, \$24.21 per an hour, on an as needed basis, to be paid from Title I Neglected Fund #572, SCC 9125 (Recommended by M. Leiby, State & Federal Programs and Technology)

Ashley Street

- (7) Supplemental Contracts for the teachers at the Children’s Service Board (CSB) to attend after school professional development, effective for the 2014-15 school year, \$24.21 per an hour, on an as needed basis, to be paid from Fund #516, SCC 9510 (Recommended by W. Hartzell, Associate Superintendent)

Siobhan Richardson
Karen Stamp

j. Building Substitute Teacher Appointment(s) (2014-15 School Year) \$85.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

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

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

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

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

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

| <u>Name(s)</u> | <u>Effective Date</u> | <u>Building</u> |
|-----------------|-----------------------|-----------------|
| Kristen Bozin | 09/22/2014 | Lincoln PK-8 |
| Michael Wolford | 09/29/2014 | Harding |

- k. Substitute Teacher Appointment(s) (2014-15 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> |
|-------------------|-----------------------|
| Gregory Christman | 09/23/2014 |
| Edna Douglas | 09/24/2014 |
| Robert Fernback | 09/29/2014 |
| Liebchen Bryant | 10/10/2014 |

- l. Employment – Certificated (current regular employee) Co-Curricular year (2014-15 school year)

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions or ORC 3319.08, the following persons are employed for one school year, on a limited contract, for the pupil activity program as indicated. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these persons shall not be re-employed to perform this same duty for the ensuing school year. The supplemental limited contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year. (Recommended by W. Nicholson/ Athletic Director, Principals of Record PK-8 Buildings & HS Principal)

General:

- (1) Mentor Teacher – One on One - Code #2, Index 3.5, Salary Table B.

| <u>Teacher Mentor</u> | | <u>Mentee</u> |
|------------------------------|----------------|----------------------|
| Erin Hricik | Harding | Logan Hileman |
| Kristy Thornton | Harding | Tarah Kerr |
| Carol Wilson | Harding | Davanzo Tate |
| | | |
| Rachel Brent | Willard PK-8 | Brandi Shrock |
| Heather Hathaway | Willard PK-8 | Stephanie Chimento |
| | | Ashley Goff |
| | | |
| Joy Angelo | Jefferson PK-8 | Lance Ronghi |
| Mesa Morlan | Jefferson PK-8 | Heather Mennow |
| Denise Roberts | Jefferson PK-8 | Alexis Williams |
| | | |
| Diane Finesilver | McGuffey PK-8 | Todd Jones |
| Heather Guthrie | McGuffey PK-8 | Jessica Stacy |
| | | |
| Kristine White | Lincoln PK-8 | Sidney Glover |

- (2) Cohort (per mentee) – Code #2, Index 2.0, Salary Table B.

(RESA – Year 2)

| <u>Teacher Mentor</u> | <u>Mentee</u> |
|------------------------------|----------------------|
|------------------------------|----------------------|

| | | |
|--------------------|----------------|--|
| Amy Burd | Harding | Jennifer Cicero Ashlee Schier |
| Judith Fabian | Willard PK-8 | Christina Adams Donna Knox-Brown Lindsey Komora |
| Lisa Mesaros | Jefferson PK-8 | Adam Davidson Shelby DeRubba Laurie Summerville |
| Nicole Varley | Jefferson PK-8 | Angela Hammond Alyssa Infante Courtney Ronghi |
| Danielle DeJulio | McGuffey PK-8 | Alison Funtik Heather Hrelec |
| Rita Jeffries | McGuffey PK-8 | Lindsay Kovach Daniel Voytko Katherine Wilson |
| Cara Venetti | Lincoln PK-8 | Abbey Kuszmaul Kristen Pierce Stephanie Tamburro |
| Christopher Wilson | Lincoln PK-8 | Alisha Kolasinski Cassandra Pantelis Mary Sanata |

(RESA – Year 3)**Teacher Mentor**

Nicole Pegg

Harding

MenteeAmanda Basile
Megan Ferraro
Jenna McCarty
Douglas Sangregorio

Jeffery Pegg

Willard PK-8

Joshua Guthrie
Amanda Lockney
Roseann McCracken

Erikka Sampson

Willard PK-8

Stephanie Davis
Samantha Wiesen

Patricia Fisher

Jefferson PK-8

Nicole Laprocina

Nina Vaughn

Megan Mussler Jefferson PK-8 Kendra Godiciu

Margaret Smith Jefferson PK-8 Brianna Cohen
Kayla Wilson

Paula Yauger Jefferson PK-8 Gina D’Alio
John Curry
Meghan Watson

Elizabeth Lowe McGuffey PK-8 Annamarie Buonavolonta
Nicole Burlock
Diane Orr
Melissa Thompson

(RESA – Year 4)

Teacher Mentor

Amy Clementi Harding

Mentee

Jodi Beachy
Justin Drapp

Robert Cowell Jefferson PK-8 Jarod Anda
Angela Betts
Brent Bitner
Joshua Upshire

Barbara Waldman McGuffey PK-8 Andrea Bluedorn
Andrew Burnett
Denise Delaquila
Stacey Scott

Therese Olesky Lincoln PK-8 Lauren Catuogno
Laura Vennetti

High School Academics:

(3) Department Chair – Code #5, Index 5.0, Salary Table B.

| | |
|------------------|---------------------------|
| Frank Melillo | English |
| Natalie Shaner | Math (Co-chair) |
| Amy Burd | Math (Co-chair) |
| Joan Elliott | Science |
| Emir Salem | Social Studies |
| Mary Dolan-Meese | Fine Arts |
| Kristin Lukanec | Foreign Language |
| Marc Morgan | Physical/Health Education |

Amy Clementi
Victoria Hallam

Special Education
Vocational/Computer Science

High School Advisors & Clubs:

- (4) Academic Coach – Code #6, Index 6.0, Salary Table B.

| | |
|---------------------|----------------------|
| Kimberly Hunter | Quiz Bowl |
| Charlotte DiTommaso | YSU English Festival |
| Nicole Pegg | YSU English Festival |

- (5) Biology Club and/or Science Club – Code #7, Index 3.0, Salary Table B.

Amy Hays-Neifer

- (6) Dramatics Coach – Code #10, Index 8.0, Salary Table B.

Christine DePascale

- (7) Dramatics Assistant Coach – Code #11, Index 5.6, Salary Table B.

Kevin Kifer

- (8) F.I.R.S.T. Project Coordinator – Code #14, Index 8.0, Salary Table B.

Greg Christman
Debra Christman
Keith Rising

- (9) FTA – Code #15, Index 8.0, Salary Table B.

Lauren Mangino

- (10) Interact – Code #16, Index 3.0, Salary Table B.

Veronica Wadsworth

- (11) Literary Publication – Code #18.0, Index 4.0, Salary Table B.

| | |
|---------------------|-----------------|
| Christine Rizkallah | 50% of Contract |
| Kendra Garner | 50% of Contract |

- (12) National Honor Society – Code #19, Index 6.0, Salary Table B.

| | |
|--------------|-----------------|
| Joan Elliott | 50% of Contract |
|--------------|-----------------|

Kimberly Hunter 50% of Contract

- (13) Renaissance Program – Code #20, Index 4.0, Salary Table B.

Charlotte DiTommaso

- (14) Senior Class – Head – Code #21, Index 8.0, Salary Table B.

Joan Elliott

- (15) Senior Class – Assistant – Code #22, Index 4.0, Salary Table B.

Kimberly Hunter

- (16) Speech/Debate – Head Coach – Code #25, Index 7.0, Salary Table B.

Stephanie Porterfield

- (17) Student Council – Code #28, Index 4.0, Salary Table B.

Amanda Basile 50% of Contract

- (18) WSCN Director – Code #29, Index 10.0, Salary Table B.

Fred Whitacre, Jr.

- (19) Yearbook – Code #30, Index 13.5, Salary Table B.

Vance Lawman

High School Athletics:

- (20) Basketball – Head Coach (Boys) – Code #36, Index 30.0, Salary Table B.

Andrew Vlajkovich

- (21) Basketball – Head Coach (Girls) – Code #37, Index 30.0, Salary Table B.

Frank E. Caputo, Jr.

- (22) Basketball – Assistant Coach (Boys) – Code #38, Index 16.0, Salary Table B.

Mark Komlanc 96% of Contract

(23) Basketball – Assistant Coach (Girls) – Code #39, Index 16.0, Salary Table B.

Marc Morgan 92% of Contract
Meaghan Coe 8% of Contract
Richard Lloyd

(24) Basketball – Head Coach (Girls-9th) – Code #41, Index 16.0, Salary Table B.

Richard Lloyd 50% of Contract

(25) Bowling (Boys) – Code #42, Index 7.0, Salary Table B.

Thomas Burd

(26) Indoor Track – Head Coach (Boys) – Code #52, Index 7.0, Salary Table B.

Charles Penny

(27) Indoor Track – Head Coach (Girls) – Code #53, Index 7.0, Salary Table B.

Charles Penny 20% of Contract

(28) Swimming – Assistant Coach (Boys) – Code #62, Index 5.6, Salary Table B.

Craig Charnas

(29) Swimming – Assistant Coach (Girls) – Code #63, Index 5.6, Salary Table B.

Craig Charnas

High School Music:

(30) Band Director – Code #72, Index 16.0, Salary Table B.

Reid Young

(31) Assistant Band Director – Code #73, Index 9.1, Salary Table B.

Robert Rollo

- (32) Director, A'Cappella High School – Code #74, Index 10.0, Salary Table B.

Keith Rising

- (33) Assistant Vocal Director High School – Code #75, Index 9.1, Salary Table B.

Mary Dolan-Meese

K-8 Academics:

- (34) Challenge 24 Coach – Code #80, Index 2.0, Salary Table B.

| | |
|----------------|--------------------------|
| Lisa Mesaros | Jefferson PK-8 (Gr. 3-5) |
| Nicole Varley | Jefferson PK-8 (Gr. 6-8) |
| Kristina White | Lincoln PK-8 (Gr. 4-5) |
| Richard Lloyd | McGuffey PK-8 |
| Marie Ciapala | Willard PK-8 |

- (35) Destination Imagination Coach – Code #81, Index 4.0, Salary Table B.

| | |
|----------------|------------------------|
| Carol Shrodek | Lincoln PK-8 (Gr. K-2) |
| Cara Venetti | Lincoln PK-8 (Gr. 3-5) |
| Judith Babik | Lincoln PK-8 (Gr. 6-8) |
| Shannon Rupert | Willard PK-8 |

- (36) District Coordinator Challenge 24 – Code #82, Index 4.0, Salary Table B.

Kristina White

- (37) English Festival Coach – Code #83, Index 2.0, Salary Table B.

| | |
|----------------|----------------|
| Gina D'Alio | Jefferson PK-8 |
| Tina Stiver | Lincoln PK-8 |
| Lindsay Kovach | McGuffey PK-8 |
| Lindsey Komora | Willard PK-8 |

- (38) Great Books Coach – Code #84, Index 2.0, Salary Table B.

| | |
|-------------------|----------------|
| Melissa Stanford | Jefferson PK-8 |
| Mary Jo Altobelli | Lincoln PK-8 |

| | |
|---------------|----------------------------|
| Terri Madej | McGuffey PK-8 (Grades 3-5) |
| Deborah Young | McGuffey PK-8 (Grades 6-8) |
| Deanna Teter | Willard PK-8 |

(39) Math Counts – Code #85, Index 2.0, Salary Table B.

| | |
|-------------------|--------------|
| John Penman | Lincoln PK-8 |
| Suzanne Griffiths | Willard PK-8 |

(40) National Geographic Bee Coach – Code #86, Index 2.0, Salary Table B.

| | |
|-----------------------|--------------------------|
| Tina Noble | Jefferson PK-8 (Gr. 3-5) |
| John Curry | Jefferson PK-8 (Gr. 6-8) |
| Kelly Jadue | Lincoln PK-8 |
| Sabrina Torres-Feeney | Willard PK-8 |

(41) Power of the Pen Coach – Code #87, Index 2.0, Salary Table B.

| | |
|---------------|--------------|
| Tanya Daniels | Lincoln PK-8 |
|---------------|--------------|

(42) Prep Bowl Coach – Code #88, Index 2.0, Salary Table B.

| | |
|-----------------|------------------------|
| Trisha DiCesare | Lincoln PK-8 (Gr. 3-5) |
| Trisha DiCesare | Lincoln PK-8 (Gr. 6-8) |

(43) Science Fair Coordinator – Code #89, Index 2.0, Salary Table B.

| | | |
|----------------|----------------|-----------------|
| Lisa Mesaros | Jefferson PK-8 | 50% of Contract |
| Tina Noble | Jefferson PK-8 | 50% of Contract |
| Kelly Jadue | Lincoln PK-8 | |
| Lindsey Komora | Willard PK-8 | |

(44) Spelling Bee Coach – Code #90, Index, 2.0, Salary Table B.

| | |
|----------------|--------------------------|
| Charlene Dedo | Jefferson PK-8 (Gr. 3-5) |
| Gina D’Alio | Jefferson PK-8 (Gr. 6-8) |
| Tammi Penman | Lincoln PK-8 |
| Lindsay Kovach | McGuffey PK-8 |
| Mary Harris | Willard PK-8 |

K-8 Advisors & Clubs:

(45) Dramatics Coach – Code #93, Index 4.6, Salary Table B.

| | | |
|---------------------|--------------|-----------------|
| Christine DePascale | Lincoln PK-8 | 50% of Contract |
|---------------------|--------------|-----------------|

Lisa Scavnicky-Mamula Lincoln PK-8 50% of Contract

- (46) Junior National Honor Society Advisor – Code #94, Index 3.0, Salary Table B.

| | | |
|------------------|----------------|-----------------|
| John Curry | Jefferson PK-8 | 50% of Contract |
| Gina D’Alio | Jefferson PK-8 | 50% of Contract |
| Trisha DiCesare | Lincoln PK-8 | 50% of Contract |
| Tammi Penman | Lincoln PK-8 | 50% of Contract |
| Diane Finesilver | McGuffey PK-8 | |
| Carole Goffus | Willard PK-8 | |

- (47) Junior Robotics Coach – Code #95, Index 2.0, Salary Table B.

| | | |
|--------------|------------------------|--|
| Judith Babik | Lincoln PK-8 | |
| David Nelson | McGuffey PK-8 (Team 1) | |
| Jack Reppart | McGuffey PK-8 (Team 2) | |

- (48) Science Club Advisor – Code #96, Index 3.0, Salary Table B.

| | | |
|--------------|---------------|--|
| David Nelson | McGuffey PK-8 | |
| Deanna Teter | Willard PK-8 | |

- (49) Student Council Advisor (3-5) – Code #97, Index 4.0, Salary Table B.

| | | |
|-----------------|----------------|--|
| Lisa Mesaros | Jefferson PK-8 | |
| Kelly Jadue | Lincoln PK-8 | |
| Cheryl Leshnack | McGuffey PK-8 | |
| Mary Harris | Willard PK-8 | |

- (50) Student Council Advisor (Gr. 6-8) – Code #98, Index 4.0, Salary Table B.

| | | |
|-----------------------|----------------|-----------------|
| John Curry | Jefferson PK-8 | |
| Andrew Kelly | Lincoln PK-8 | 50% of Contract |
| Juanita Manios-Hornak | Lincoln PK-8 | 50% of Contract |
| Katherine Wilson | McGuffey PK-8 | |
| Carole Goffus | Willard PK-8 | |

- (51) Student News Publication Advisor – Code #99, Index 3.0, Salary Table B.

| | | |
|-----------------------|--------------|-----------------|
| Andrew Kelly | Lincoln PK-8 | 50% of Contract |
| Juanita Manios-Hornak | Lincoln PK-8 | 50% of Contract |
| Sabrina Torres-Feeney | Willard PK-8 | |

(52) Yearbook – Code #100, Index 6.0, Salary Table B.

| | |
|-----------------------|----------------|
| Joy Angelo | Jefferson PK-8 |
| Mary Olesky | Lincoln PK-8 |
| Terri Madej | McGuffey PK-8 |
| Sabrina Torres-Feeney | Willard PK-8 |

K-8 Athletics:

(53) Basketball – Head Coach (Girls – 7th) – Code #103, Index 8.0, Salary Table B.

Brianna Morgan

(54) Basketball – Head Coach (Girls – 8th) – Code #104, Index 8.0, Salary Table B.

John Curry

(55) Faculty Manager – K-8 (with football) – Code #105, Index 12.0, Salary Table B.

| | |
|-----------------|---------------|
| Thomas Crockett | McGuffey PK-8 |
|-----------------|---------------|

(56) Intramurals (fall sports) – Code #110, Index 2.0, Salary Table B.

| | |
|----------------|----------------|
| Patrick Notar | Jefferson PK-8 |
| Andrew Kelly | Lincoln PK-8 |
| Andrew Burnett | McGuffey PK-8 |
| Tracy Ishee | Willard PK-8 |

(57) Intramural (winter sports) – Code #111, Index 2.0, Salary Table B.

| | |
|----------------|----------------|
| Patrick Notar | Jefferson PK-8 |
| Andrew Kelly | Lincoln PK-8 |
| Andrew Burnett | McGuffey PK-8 |
| Tracy Ishee | Willard PK-8 |

(58) Intramural (spring sports) – Code #112, Index 2.0, Salary Table B.

| | |
|----------------|----------------|
| Patrick Notar | Jefferson PK-8 |
| Andrew Kelly | Lincoln PK-8 |
| Andrew Burnett | McGuffey PK-8 |
| Tracy Ishee | Willard PK-8 |

K-8 Music:

(59) Band (Gr. 5-8) (without summer supplemental) – Index #117, Code 9.1, Salary Table B.

| | |
|-----------------------|----------------|
| Jessica Turner | Jefferson PK-8 |
| Daniel Carioti | Lincoln PK-8 |
| Kevin Kifer | McGuffey PK-8 |
| Sabrina Torres-Feeney | Willard PK-8 |

(60) Choir (Gr. 5-8) – Index #118, Code 9.1, Salary Table B.

| | |
|------------------|----------------|
| Paul Sweeny | Jefferson PK-8 |
| Mackenzie Pinto | Lincoln PK-8 |
| Jeffrey Johns | McGuffey PK-8 |
| Christina Kittle | Willard PK-8 |

K-8 Other:

(61) Science (K-8) – Code #124, Index 4.5, Salary Table B.

| | | |
|-------------------|----------------|-----------------|
| Rebecca Gabrick | Jefferson PK-8 | |
| Andrew Kelly | Lincoln PK-8 | 50% of Contract |
| Mary Jo Altobelli | Lincoln PK-8 | 50% of Contract |
| Juli Barnes | McGuffey PK-8 | |

CLASSIFIED:

m. Retirement – Classified

WHEREAS, the following employees have worked or received working credit qualifying for retirement; and

WHEREAS, the employees 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 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 these retirements be accepted with regret, but with the best wishes and sincere appreciation.

- (1) JimAnnie Jackson, Substitute Noon Hour Aide, Salary Table M, effective the close of the day 09/15/14.

n. Disability Retirement – Classified

WHEREAS, the following employees have worked or received working credit qualifying for disability retirement; and

WHEREAS, the employees have 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) Kassia Calbert, Food Service Worker, Salary Table G, effective the close of the day 07/01/2014.
- (2) Thomas Pawcio, Grounds Crew, Salary Table D, effective the close of the day 07/01/2014.

o. 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) Amanda Klaholz, Pre-School Educational Aide – Jefferson PK-8, Salary Table I, effective 10/03/14.
- (2) Barbara Damon, MD Educational Aide – Willard PK-8, Salary Table I, effective 10/06/2014.

p. Leave of Absence – Classified

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

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

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

- (1) Suzanne O'Dell, Night Janitor- Jefferson PK-8, Salary Table D, effective 10/14/2014.

q. Initial Regular Employment

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

WHEREAS, such employee has rights, benefits, and protection afforded them through the Board approved Agreement between the International Union of Operating Engineers, Local 95, and the Warren City Board of Education, and shall be a member of the School Employees Retirement System, and shall be compensated according to the before mentioned Agreement; and

WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Lisa Duncan, Office Clerk, Teaching & Learning, Salary Table E, effective 09/22/2014.

- (2) Keelyn Franklin, School/Community Liaison – Lincoln PK-8 School, Salary Table L, effective 10/13/2014.
- (3) Jasmine Jackson, Title I Pre-School Educational Aide – Jefferson PK-8, Salary Table I, effective 10/27/2014.
- (4) Athena Matlock, MD Educational Aide – Willard PK-8, Salary Table I, effective 10/07/2014.

r. 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) Jesse Allen, from Night Janitor, McGuffey PK-8 Building – Area #7, Salary Table D, to Night Janitor, Willard PK-8 Building – Area #4, Salary Table D, effective 10/13/2014.
- (2) Linda Blakely, from Food Service Helper, 3.5 hours/day, Warren G. Harding High School, Salary Table G, to Food Service Helper, 4.0 hours/day, Warren G. Harding High School, Salary Table G, effective 11/03/2014.
- (3) Roger Hoffman, from Plant Manager 2, McGuffey PK-8, Salary Table D, to Plant Manager 2, Jefferson PK-8, Salary Table D, effective 10/14/2014.
- (4) Rhonda Landman, from Food Service Helper, 4.0 hours/day, Jefferson PK-8, Salary Table G, to Food Service Helper, 5.75 hours/day, Jefferson PK-8, Salary Table G, effective 11/03/2014.
- (5) Cheryl McConnell, from Software Coordinator, Salary Table L, to District Systems Manager, Salary Table J, effective 11/03/2014.

- (6) Cheryl Thomas, from Night Janitor , Willard PK-8 Building - Café, Salary Table D, to Night Janitor, Willard PK-8 Building – Area #6, Salary Table D, effective 09/29/2014.
- (7) Madelyn Tomlin, from Plant Manager 2, Jefferson PK-8, Salary Table D, to Plant Manager 2, McGuffey PK-8, Salary Table D, effective 10/14/2014.
- (8) Sarah Williams, from Food Service Helper, 3.5 hours/day, Warren G. Harding High School, Salary Table G, to Food Service Helper, 4.0 hours/day, Warren G. Harding High School, Salary Table G, effective 11/03/2014.

s. 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) Substitute Food Service, Salary Table M, effective the dates indicated:

| | |
|-------------------|-----------------------|
| Johnnie Anderson | Effective: 09/26/2014 |
| Crystal DeJesus | Effective: 10/07/2014 |
| Marion Manningham | Effective: 10/08/2014 |
| Renda Smith | Effective: 10/06/2014 |
| Velma Thompson | Effective: 09/22/2014 |
| Brenda Williams | Effective: 10/13/2014 |

- (2) Substitute Educational Aide, Salary Table M, effective the dates indicated:

| | |
|------------|-----------------------|
| Amy Gadzik | Effective: 09/30/2014 |
|------------|-----------------------|

Carita Hameed Effective: 10/01/2014
 Athena Matlock Effective: 10/01/2014

(3) Substitute Maintenance, Salary Table M, effective the dates indicated:

Anna Doerr Effective: 10/28/2014

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

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

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

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

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

WHEREAS, persons employed are required to submit verification of satisfactory completion of BCII clearance, and

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

High School Advisors & Clubs:

(1) F.I.R.S.T. Project Coordinator – Code #14, Index 8.0, Salary Table B. (100% of contract)

Aaron Schwab

(2) Key Club – Code #17, Index 3.0, Salary Table B. (100% of contract)

Karen J. Massari

(3) Student Council – Code #28, Index 4.0, Salary Table B. (50% of contract)

Karen Massari

High School Athletics:

- (4) Basketball - Assistant Coach – High School - Warren G. Harding High School (Boys) – Code #38, Index 16.0, Salary Table B. (60% of contract)

Todd L. Burch

- (5) Basketball - 8th Grade Head Coach – Middle School – Lincoln PK-8 Building (Boys) - Code #102, Index 8.0, Salary Table B. (100% of contract)

Keelyn M. Franklin

- (6) Basketball - 9th Grade Coach – High School - Warren G. Harding High School (Boys) - Code #40, Index 16.0, Salary Table B. (64% of contract)

Kim J. Johnson

- (7) Volleyball – 8th Grade Head Coach – Middle School – Warren Middle School (Girls) - Code #116, Index 4.0, Salary Table B. (100% of contract)

Kara Jones

- (8) Bowling – Head Coach – Warren G. Harding High School (Girls) - Code #43, Index 7.0, Salary Table B. (100% of contract)

John W. Nolen, Sr.

- (9) Indoor Track – Head Coach – Warren G. Harding High School (Girls) - Code #53, Index 7.0, Salary Table B. (80% of contract)

Tyrone B. Owens

- (10) Baseball - Head Coach – High School – Warren G. Harding High School (Boys) - Code #34, Index 11.2, Salary Table B. (100 % of contract)

Edward J. Shaker

- (11) Basketball – 8th Grade Head Coach – Middle School - Warren Middle School (Girls) - Code #104, Index 8.0, Salary Table B. (100% of contract)
- Vincent K. Vaughn
- (12) Basketball – Assistant Coach – High School - Warren G. Harding High School (Boys) - Code #38, Index 16.0, Salary Table B. (80% of contract)
- Bryan T. Wright

K-8 Advisors & Clubs:

- (13) Dramatics Coach - Code #93, Index 4.6, Salary Table B.
- | | | |
|--------------------|----------------|-----------------|
| Emma Brown-Simpson | Jefferson PK-8 | 50% of Contract |
| Garrick Matlock | Jefferson PK-8 | 50% of Contract |

K-8 Athletics:

- (14) Cheerleading – 7th Grade Sponsor – Middle School (Girls) - Code #91, Index 8.0, Salary Table B. (100 % of contract)
- Jasmine Johnson
- (15) Cheerleading – 8th Grade Sponsor – Middle School (Girls) - Code #92, Index 8.0, Salary Table B. (100% of contract)
- Aleaha Ogletree
- (16) Cheerleading – 8th Grade Sponsor – Middle School (Girls) - Code #92, Index 8.0, Salary Table B. (100% of contract)
- Brittney Woodward

u. **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 September 23, 2014 Board Meeting, **MOTION NO. 09-2014-249**, Classified Temporary Employment, Item No. 2, Supplemental Contract for participating on the District Leadership Team (Recommended by M. Leiby, Exec. Director State/Federal Programs and Technology) Dates: August 4, 2014 through June 30, 2015: Title 1 Fund #572, SCC 9115 and Fund #536, SCC 9515, at an hourly rate of \$16.72, be **AMENDED** as follows:

The following individual to be given supplemental contracts for the purpose of participating on the District Leadership Team and attending the monthly meetings as scheduled, at the rate of \$16.96 per hour, not to exceed \$560.00, effective for the period of August 4, 2014 through June 30, 2015, to be paid from the Title I Fund #572 SCC 9115 and Fund #536 SCC 9515. (Recommended by M. Leiby, Exec. Director State/Federal Programs and Technology)

Anthony Davis

- (2) The following individuals are to be given supplemental contracts for services related to the 21st Century Community Learning Afterschool Program, Grades 6-8, Willard PK-8 and Jefferson PK-8, for the positions, rates and funds indicated, on an as-scheduled basis for the period of 09/23/14 through 06/30/15. (Recommended by J. Merolla/Outreach Department)

Position: Learning Center Activity Leader – Willard PK - 8
and Jefferson PK-8
Fund: 21st Century CLC Grant Fund #599 SCC 9114
Rate: \$11.11/hour

LaShonda Allen
Annette Drummond
Carita Hameed
Roberta Jones
Letitia Poole
Joseph Threats, IV

(3) Student Game Workers for Athletic Events
For the 2014-2015 School Year

All Student Game Workers for High School sports will be paid as follows:

| | |
|---|------------------|
| Gate for Boys' JV/9 th Football | \$8.00 per hour |
| Gate for Boys' Varsity Football | \$8.00 per hour |
| Main Ticket Clerk-Varsity Football | \$8.00 per hour |
| Football Chain Coordinator | \$10.00 per hour |
| Varsity Football Clock | \$12.50 per hour |
| Football Clock Asst. | \$12.50 per hour |
| J.V. Football Clock | \$8.00 per hour |
| Freshmen Football Clock | \$8.00 per hour |
| Lower Level Football Clock | \$8.00 per hour |
| Football Announcer | \$10.00 per hour |
| Football Asst. Announcer | \$10.00 per hour |
| Audio for Football | \$8.00 per hour |
| Video for Football | \$8.00 per hour |
| Computer for Football | \$8.00 per hour |
| Game Book/Statistician for Football | \$8.00 per hour |
| Press Box Host | \$8.00 per hour |
| Officials' Host for Football | \$8.00 per hour |
| Parking Worker for Football | \$12.00 per hour |
| Parking Coordinator-JFK Football | \$18.00 per hour |
| Parking Coordinator-WGH Football | \$18.00 per hour |
| Gate for Single Girls' Volleyball | \$8.00 per hour |
| Gate-Single Boys a/o Girls Soccer | \$8.00 per hour |
| Gate-Single Boys a/o Girls Basketball Game | \$8.00 per hour |
| Varsity Main Basketball Clock | \$15.00 per hour |
| Assistant Varsity Basketball Clock | \$12.00 per hour |
| JV Basketball Clock | \$8.00 per hour |
| Freshman Basketball Clock | \$8.00 per hour |
| Basketball Announcer | \$10.00 per hour |
| Game Book/Statistician-Boys' Basketball | \$12.00 per hour |
| Scorebook for Basketball | \$8.00 per hour |
| Video for Basketball | \$8.00 per hour |
| Gate-Boys' and/or Girls' Swim Meet | \$8.00 per hour |
| Security-High School Sporting Event | \$8.00 per hour |
| Ticket Worker Position-Boys'/Girls' Track Meets | \$8.00 per hour |
| Overtime Game Worker | \$12.00 per hour |

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

La'Deana Simpson

The above student game worker will work between 1 and 4.5 hours (depending on single/double/triple event) for any game and/or event, which meets state minimum wage requirements.

(4) Adult Game Workers for Athletic Events
For the 2014-2015 School Year

All Adult Game Workers for High School sports will be paid as follows:

| | |
|---|------------------|
| Gate for Boys' JV/9 th Football | \$8.00 per hour |
| Gate for Boys' Varsity Football | \$8.00 per hour |
| Main Ticket Clerk-Varsity Football | \$8.00 per hour |
| Football Chain Coordinator | \$10.00 per hour |
| Varsity Football Clock | \$12.50 per hour |
| Football Clock Asst. | \$12.50 per hour |
| J.V. Football Clock | \$8.00 per hour |
| Freshmen Football Clock | \$8.00 per hour |
| Lower Level Football Clock | \$8.00 per hour |
| Football Announcer | \$10.00 per hour |
| Football Asst. Announcer | \$10.00 per hour |
| Audio for Football | \$8.00 per hour |
| Video for Football | \$8.00 per hour |
| Computer for Football | \$8.00 per hour |
| Game Book/Statistician for Football | \$8.00 per hour |
| Press Box Host | \$8.00 per hour |
| Officials' Host for Football | \$8.00 per hour |
| Parking Worker for Football | \$12.00 per hour |
| Parking Coordinator-JFK Football | \$18.00 per hour |
| Parking Coordinator-WGH Football | \$18.00 per hour |
| Gate for Single Girls' Volleyball | \$8.00 per hour |
| Gate - Single Boys a/o Girls Soccer | \$8.00 per hour |
| Gate-Single Boys a/o Girls Basketball Game | \$8.00 per hour |
| Varsity Main Basketball Clock | \$15.00 per hour |
| Assistant Varsity Basketball Clock | \$12.00 per hour |
| JV Basketball Clock | \$8.00 per hour |
| Freshman Basketball Clock | \$8.00 per hour |
| Basketball Announcer | \$10.00 per hour |
| Game Book/Statistician-Boys' Basketball | \$12.00 per hour |
| Scorebook for Basketball | \$8.00 per hour |
| Video for Basketball | \$8.00 per hour |
| Gate-Boys' and/or Girls' Swim Meet | \$8.00 per hour |
| Security-High School Sporting Event | \$8.00 per hour |
| Ticket Worker Position-Boys'/Girls' Track Meets | \$8.00 per hour |

Overtime Game worker

47
\$12.00 per hour

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

Tamara Haynes
Ashley Schier

The above game workers will work between 1 and 4.5 hours (depending on single/double/triple event) for any game and/or event, which meets state minimum wage requirements.

AC _____ RF _____ JL _____ PL _____ RP _____

Board's Recommendations

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

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

11. Executive Session

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

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

AC _____ RF _____ JL _____ PL _____ RP _____

12. Reconvened Board Meeting - _____ p.m.

13. Adjournment - _____ p.m.

AC _____ RF _____ JL _____ PL _____ RP _____