

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – December 6, 2016 – 6:00 PM
 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. 6.

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. Communications5. Adoption of Agenda

AC _____ RF _____ JL _____ PL _____ RP _____

6. Recognition of Speaker(s)7. Treasurer's Report8. Superintendent's Report

A. Steve Chiaro – Honoring 20 under Twenty

B. Steve Chiaro – Honoring Levy Committee

9. Board of Education Committee ReportsA. Athletics *(Andre Coleman and Patti Limperos)*B. Finance Advisory *(Robert Faulkner and John Lacy)*C. Board Policies and Guidelines *(Patti Limperos and Regina Patterson)*D. Legislative Liaison *(Patti Limperos and Regina Patterson)*E. TCTC Board Representative *(Bob Faulkner)*F. School Improvement *(Andre Coleman and John Lacy)*10. Old Business11. New Business

Treasurer's Recommendations1. Minutes

It is recommended the resolution listed below regarding the November, 2016 Board Minutes be approved as submitted.

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

Regular Board Meeting held November 10, 2016

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the November, 2016 financial statement and short term investments made by the Treasurer during November, 2016, EXHIBIT A, (pp. 36 – 37), 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, 2016	\$24,364,603.94	\$17,433,105.28	\$41,797,709.22
November Receipts	5,959,018.89	1,162,930.44	7,121,949.33
FTD Advances In	-0-	-0-	-0-
FTD Receipts	31,922,222.35	10,954,359.60	42,876,581.95
MTD Expenditures	5,002,301.25	3,654,816.77	8,657,118.02
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	27,810,763.72	13,351,288.45	41,162,052.17
Ending Balance November 30, 2016	28,476,062.57	15,036,176.43	43,512,239.00

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

Fund	Amount
General Fund	\$16,258.75
002-9003 School Improvement Bond	88.32
004-9003 Building – Local Funds	8.34
006-0000 FS-Food Service	718.16
008-Endowment	10.93
Auxiliary Services	29.69
Total	<hr/> \$17,114.19

AC _____ RF _____ JL _____ PL _____ RP _____

3. Appropriation Budgets

It is recommended the resolution listed below to approve appropriation budgets (a. and 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.: Dominion Educational Partnership-
Star Light Star Bright Grant
Fund #018, S.C.C. #9730
Amount: \$2,500.00
Funding: Through the Dominion Educational Partnership
Period: November 1, 2016 through June 30, 2017
Supervisor: Jill Merolla, Community Outreach/Grant Development
Purpose: To provide Science experiences for K-2 students with a field trip to a planetarium and COSI on Wheels – Astounding Astronomy.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
018	1100	400	9730	Purch. Services	\$1,800.00
018	1100	500	9730	Supplies	700.00
Total:					\$2,500.00

- b. Fund/S.C.C.: Turning Foundation Innovate Teacher Grant
Fund #018, S.C.C. #9760
Amount: \$28,724.62
Funding: Through the Turning Foundation
Period: November 9, 2016 through June 30, 2017
Supervisor: Jill Merolla, Community Outreach/Grant Development
Purpose: To provide educational supplies, enhancement and extending learning opportunities for students at Warren G. Harding High School, Jefferson PK-8, Willard PK-8 and McGuffey PK-8.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
018	1100	100	9760	Certificated Salary	\$832.29
018	1100	200	9760	Certificated Benefits	136.77
018	2100	100	9760	Classified Salary	470.40
018	2100	200	9760	Classified Benefits	77.00

018	1200	400	9760	Purchased Services	11,245.98
018	1200	500	9760	Materials/Supplies	11,712.18
018	1200	600	9760	Equipment	<u>4,250.00</u>
				Total	\$28,724.62

AC _____ RF _____ JL _____ PL _____ RP _____

4. Revised Appropriation Budget

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

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

- a. Fund/S.C.C.: Title VI Part B-IDEA
 Fund #516, S.C.C. #9710
 FY2016 Apprn.: \$1,438,360.27
 Rev. Apprn.: \$1,500,403.33
 Exec. Director: Jennifer Myers, Special Education
 Purpose: \$62,043.06 increase due to carry-over funds.

AC _____ RF _____ JL _____ PL _____ RP _____

5. Ohio School Boards Association Membership

It is recommended the resolution listed below authorizing membership in the Ohio School Boards Association for the period January 1, 2017, through December 31, 2017, be approved as submitted.

WHEREAS, membership in a school boards' association provides the Members of the Warren City Board of Education beneficial information and training on policy-setting, decision-making, curriculum, legislative concerns, and many other relevant topics and issues.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.87, the Warren City Board of Education hereby authorizes membership in the Ohio School Boards Association for the period January 1, 2017, through December 31, 2017, with annual dues to be paid from the General Fund.

BE IT FINALLY RESOLVED that the Treasurer shall notify the Ohio School Boards Association of this resolution; furnish the home address of each Board Member to the Association and other information as required.

AC _____ RF _____ JL _____ PL _____ RP _____

6. OSBA Legal Assistance Fund

It is recommended the resolution listed below joining the OSBA Legal Assistance Fund for the period January 1, 2017, through December 31, 2017, be approved as submitted.

WHEREAS, the Warren City Board of Education wishes to support the efforts of other boards of education to obtain favorable judicial decisions; and

WHEREAS, the Ohio School Boards Association Legal Assistance Fund has been established for this purpose.

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education join the OSBA Legal Assistance Fund and direct the Treasurer to pay the LAF dues for the period January 1, 2017, through December 31, 2017.

AC _____ RF _____ JL _____ PL _____ RP _____

Superintendent's Recommendations**1. Warren Education Association Collective Bargaining Agreement**

It is recommended the resolution listed below to approve and adopt the Collective Bargaining Agreement between the Warren Education Association and the Warren City Board of Education governing the three-year period commencing June 30, 2017, and concluding June 29, 2020 be approved as submitted.

SECTION 1: The Warren City Board of Education hereby approves and adopts the Collective Bargaining Agreement, EXHIBIT B, (separate), between the Warren Education Association and the Warren City Board of Education governing the three-year period commencing June 30, 2017, and concluding June 29, 2020.

SECTION 2: The Warren City Board of Education hereby authorizes and directs the appropriate officers and administrators of the Warren City Board of Education and the Warren City School District, including the Board President, Superintendent, and Treasurer, to take any and all acts or actions necessary to execute the Collective Bargaining Agreement and any related documents, including the Certificate of Availability of Funds, as may be necessary to assure its full implementation.

AC _____ RF _____ JL _____ PL _____ RP _____

2. Salary Table C, Certificated Administrators – Less than 52 Weeks

It is recommended the resolution listed below adopting Salary Table C, Certificated Administrators – Less than 52 Weeks, 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 C, Certificated Administrators – Less than 52 Weeks, EXHIBIT C, (pp. 38 – 41), effective July 1, 2017 through June 30, 2020.

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 _____

3. 2017 Organizational Meeting

It is recommended the resolution listed below scheduling the 2017 Organizational Meeting be approved as submitted.

WHEREAS, each city, local, and exempted village board of education is required to hold an organizational meeting between January 1 and 15 to elect the president and vice president and to conduct other organizational business for the calendar year; and

WHEREAS, such organizational meeting is open to the public.

NOW, THEREFORE, BE IT RESOLVED that, under the provisions of ORC 121.22 and 3313.14, the Warren City Board of Education shall hold its 2017 Organizational Meeting as indicated below:

Date: Monday, January 9, 2017

Time: 6:00 p.m.

Location: Board's Administration Building
105 High Street, N.E.
Warren, Ohio

AC _____ RF _____ JL _____ PL _____ RP _____

4. Tuition Reimbursement

It is recommended the resolution listed below for tuition reimbursement be approved as submitted.

WHEREAS, the master working agreements between various bargaining units and the Warren City Board of Education provide for tuition reimbursement for qualified staff; and

WHEREAS, the following employees have submitted proper verification qualifying them for tuition reimbursement in the amounts indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.071, tuition reimbursement is approved as indicated and shall be so made:

Certificated – 2016-2017 School Year:

ANDA, Jarod	\$ 400.00
FISHER, Patricia	\$ 175.00
FORDE, Margaret	\$ 400.00
LITTLETON, Sylvia	\$ 175.00
MENNOW, Heather	\$ 400.00

AC_____ RF_____ JL _____ PL _____ RP _____

5. Authorization for Disposal of Board-Owned Fixed Assets for the Period July 2016 through December 2016

It is recommended the resolution authorizing disposal of Board-owned fixed assets for the period July 2016 through December 2016 be approved as submitted.

WHEREAS, the fixed assets as listed in EXHIBIT D, (p. 42), are of no further value to the Warren City School District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.41, the Warren City Board of Education shall authorize the disposal of Board-owned fixed assets for the period July 2016 through December 2016.

AC _____ RF _____ JL _____ PL _____ RP _____

6. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a. through c.) 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. | Amended Agreement: Motion #10-2016-262

Amount/Fund:

Period:
Exec. Director:
Purpose: | Warwick Communications Inc.
405 Ken Mar Parkway
Broadview Heights, OH 44147
216-830-8523
<u>EXHIBIT E, (pp. 43 – 58):</u>
Warren G. Harding \$37,365.50
Lincoln PK-8 \$21,282.10
Willard PK-8 \$20,389.00
(003) Permanent Improve-District Wide
October 2016
Michael Wasser, Business Office
To update phone system at Warren G. Harding, Lincoln and Willard from Inter-Tel Axxess to Mitel MiVoice Office 250 Conversions. |
| b. | Agreement:

Amount:
Fund:
Period:
Exec. Director:
Purpose: | Pitney Bowes
6910 Treeline Dr Ste C
Brecksville, OH 44141
800-322-8000
<u>EXHIBIT F, (pp.59 – 61):</u>
\$973.53/month
#001 S.C.C. #0000
60 months
Michael Wasser, Business Office
To lease mailing equipment in Mailroom per Pitney Bowes contract. |

c. Agreement: Geauga/Trumbull Solid Waste Management District
 Robert Villers
 Director
 5138 Enterprise Blvd.
 Warren, OH 44481
 EXHIBIT G, (pp. 62 – 63):
 Amount: No Charge
 Period: January 1, 2017, through December 31, 2019
 Exec. Director: Michael Wasser, Business Office
 Purpose: To provide space for the housing of two (2) 8-cubic
 yard front load containers for a single stream drop-
 off recycling program.

AC _____ RF _____ JL _____ PL _____ RP _____

7. Ohio Department of Education Certification for Ohio Principals Evaluation System

It is recommended the resolution listed below regarding the Ohio Department of Education Certification for credentialed Ohio Principal Evaluation System evaluators be approved as submitted.

WHEREAS, the Warren City Board of Education wishes to support the efforts of the Ohio Department of Education evaluation system, and

WHEREAS, the following certificated, current, regular employees have passed and met the appropriate standards adopted by the state board of education and are considered credentialed evaluators.

NOW, THEREFORE, BE IT RESOLVED that the following individual(s) be approved.

OPES

Christine Bero

AC _____ RF _____ JL _____ PL _____ RP _____

8. 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	
Michael R. Bassett	Speech and Debate Team Monetary Donation Value: \$125.00	[1]
James Mitolo	Warren G. Harding Christmas Wreath Estimated Value: \$300.00	[1]
Trumbull One Hundred	Band, Choir and Key Club Mobile Learning Exhibits Estimated Value: \$3,200.00	[1]

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

AC _____ RF _____ JL _____ PL _____ RP _____

9. Personnel Recommendations

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

CERTIFICATED:

a. Appointment – Certificated (To receive one-year contract for the 2016-2017 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) Marchella Shaw, Early Childhood Education Teacher, Salary Table A, Step B-01 (pro-rata), Limited Contract, effective 11/17/2016 and for the remainder of the 2016-17 school year (New position)

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) Laneesha Dixon, Building Substitute Teacher, resignation, effective the close of the day, 11/21/2016.
- (2) Tanay Hill, Substitute Teacher, resignation effective the close of the day, 10/31/2016.

c. 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) Juli Barnes, Elementary Education Teacher, Leave of Absence, effective 11/18/2016.
- (2) Stephanie Chimento, Early Childhood Education Teacher, Leave of Absence, effective 11/15/2016.
- (3) Dominic Mileto, Secondary Education Teacher, Leave of Absence, effective 10/11/2016.
- (4) David Nelson, Middle Childhood Education Teacher, Leave of Absence, effective 11/28/2016.
- (5) Deanna Teter, Elementary Education Teacher, Leave of Absence, effective 11/11/2016.

d. Appointments – Certificated – Hourly Employment (2016-17 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 Wean Grant, "Effective Transitions Afterschool Family Program", effective 11/01/2016 through 06/30/2017, \$24.94 per an hour, on an as needed basis, to be paid from Fund #018, SCC 9720, not to exceed \$199.52, if attending 4 events per school (Recommended by J. Merolla, Community Outreach/Grant Development)

Jarod Anda
Brent Bitner

Megan Francisco
Mary Haswell

- (2) Supplemental Contract for the purpose of attending the 09/22/2016 Preschool Professional Development meeting, \$24.94 per an hour, on an as needed basis, to be paid from Early Childhood Education (ECE), Fund #439, SCC 9117, not to exceed \$30.00 (Recommended by C. Bero, State & Federal Programs)

Rachel Brent
Drake Jesse
Abigail Fisher
Stephanie Gilligan
Jessica Logan
Leslie Readman
Denise Roberts
Elyse Rohrer
Brandi Shrock

- (3) Supplemental Contract for participating on the Jefferson PK-8 Building Leadership Team (BLT) and attending monthly meetings as scheduled, effective 11/01/2016 through 02/28/2017, \$24.94 per an hour, on an as needed basis, to be paid from Title I – School Improvement Fund #536, SCC 9117, not to exceed \$200.00 (Recommended by C. Bero, State & Federal Programs)

Charlene Dedo

- (4) Supplemental Contract for William Nicholson, Home Site Sectional Manager, Division II, Boys Football Tournament, held on 11/04/2016 at Mollenkopf Stadium, to be paid \$250.00 from Fund #022 (Recommended by S. Chiaro, Superintendent)
- (5) Supplemental Contract for William Nicholson, Home Site Media Coordinator, Division II Boys' Football Tournament, held on 11/04/2016 at Mollenkopf Stadium, to be paid \$100.00 from Fund #022 (Recommended by S. Chiaro, Superintendent)

- (6) Supplemental Contract for Shannon Superak-Skiles, Home Site Assistant Manager, Division II, Boys Football Tournament, held on 11/04/2016 at Mollenkopf Stadium, to be paid \$75.00 from Fund #022 (Recommended by S. Chiaro, Superintendent)
- (7) Supplemental Contract for Shannon Superak-Skiles, Home Site Ticket Manager, Division II Boys' Football Tournament, held on 11/04/2016 at Mollenkopf Stadium, to be paid \$100.00 from Fund #022 (Recommended by S. Chiaro, Superintendent)
- e. Substitute Teacher Appointment(s) (2016-17 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>
Katie Giardina	11/22/2016

- f. Employment – Certificated (current regular employee) Co-Curricular year (2016-17 school year)

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

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

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

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

High School Academics:

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

Frank Melillo	English
Kristy Thornton	Math
Joan Elliott	Science
Emir Salem	Social Studies
Mary Dolan-Meese	Fine Arts
Kristin Lukanec	Foreign Language
Marc Morgan	Physical/Health Education
Susan Stowe	Special Education
Victoria Hallam	Vocational/Computer Science

High School Advisors & Clubs:

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

Zachary Cowher	
Vance Lawman	50% of Contract
Fred Whitacre	50% of Contract
Alisha Williams	50% of Contract

- (3) Literary Publication – Code #18, Index 4.0, Salary Table B.

Melanie Hameed

High School Athletics:

- (4) Charles Penny – Indoor Track – Head Coach (Girls) – Code #53, Index 7.0, 20% of Contract, Salary Table B.
- (5) James Varley – Indoor Track – Head Coach (Girls) – Code #53, Index 7.0, 25% of Contract, Salary Table B.

High School Other:

- (6) IT Resource Liaison (9-12) – Code #78, Index 3.5, Salary Table B.

Joy Angelo

K-8 Academics:

- (7) Supplemental Contract approved at the October 25, 2016, Regular Board Meeting, **MOTION NO. 10-2016-268**, Section i., Employment – Certificated (current regular employee) Co-Curricular year (2016-17 school year), K-8 Academics, Item No. 38, English Festival Coach - Code #83, Index 2.0, Salary Table B., Lindsey Popadak, be **RESCINDED**.

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

Lindsey Komora

- (9) Math Counts Coach – Code #85, Index 2.0, Salary Table B.

David Nelson

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

Jill Redmond
Jill Redmond

McGuffey PK-8 (Gr. 5/6)
McGuffey PK-8 (Gr. 7/8)

K-8 Athletics:

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

Tracy Ishee

Willard PK-8

- (12) Intramurals (winter sports) – Code #111, Index 2.0, Salary Table B.

Tracy Ishee

Willard PK-8

- (13) Intramurals (spring sports) – Code #112, Index 2.0, Salary Table B.

Tracy Ishee

Willard PK-8

- (14) Steven Lukco - Swim Coach, Middle Schools, Warren Middle Schools, Boys/Girls, Code #113, Index 8.0, 20% of Contract, Salary Table B.
- (15) Supplemental Contract approved at the October 25, 2016, Regular Board Meeting, **MOTION NO. 10-2016-268**, Section i., Employment – Certificated (current regular employee) Co-Curricular year (2016-17 school year), K-8 Athletics, Item No. 59, **Jesse Wonders** - Swim Coach - Code #113, Index 8.0, **33% of Contract**, Salary Table B., **be AMENDED TO 40% of Contract.**

CLASSIFIED:

g. Retirement – Classified

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

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

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

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

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

- (1) Maggie Villers, Lead Secretary, McGuffey PK-8 Building, Salary Table E, effective 12/31/2016.

h. Resignations – Classified

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) Shakeila Allen, Substitute Night Janitor, Salary Table M, effective the close of the day 11/19/2016.
- (2) Ida Inman, Night Janitor, McGuffey PK-8, Salary Table D, effective the close of the day 11/30/2016.
- (3) Marchella Shaw, Pre-K/Title 1 Educational Assistant, McGuffey PK-8, Salary Table I, effective the close of the day 11/16/2016.

i. 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) Melanie Box, Pod Secretary, Jefferson PK-8 Building, Salary Table E, effective 11/17/2016.
- (2) John Michelakis, Substitute Day Janitor, Lincoln PK-8 Building, Salary Table D, effective 10/10/2016.

j. 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) Sonya Jarrette, MD Educational Assistant, Warren G. Harding High School, Salary Table I, effective 11/14/2016. (Recommended by J. Myers, Special Education)
- (2) Autumn Liebal, Night Janitor, 4 Hr. Jefferson PK-8/4 Hr. McGuffey PK-8, Salary Table D, effective 10/17/2016, (30 days probationary period successfully completed as of 11/29/2016). (Recommended by W. Kush, Maintenance)

k. Change in Classification – Classified

WHEREAS, the following change of employee classifications are made for the benefit of the District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.01, the following change in employee working classifications are made as of the date indicated.

BE IT FURTHER RESOLVED, under the provisions of ORC 3317.12, the employees shall be compensated at the established wage rate as indicated on the Board of Education adopted salary schedule; and

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

- (1) Sandra Andrews, Mailroom Clerk/Order Clerk/T & L Office Clerk, Administration, Salary Table E, Pay Range III, 260-262 Day Contract, to Lead Secretary, McGuffey PK-8, Salary Table E, Pay Range V, 256 Day (50 Week) Contract, effective 12/05/2016.

- (2) Carol Ayres, Night Janitor – Area #8, Warren G. Harding High School, Salary Table D, to Night Janitor – Area #4, McGuffey PK-8, Salary Table D, effective 12/01/2016.
- (3) Deborah Buckner, Pod Secretary, Lincoln PK-8, Salary Table E, Pay Range IV, 214 Day (42 Week) Contract, to Lead Secretary, Lincoln PK-8 Salary Table E, Pay Range V, 256 Day (50 Week) Contract, effective 12/05/2016. (Superintendent Assignment)
- (4) Nancy Corbin, Lead Secretary, Lincoln PK-8, Salary Table E, Pay Range V, 256 Day (50 Week) Contract, to Secretary B – High School, Warren G. Harding High School, Salary Table E, Pay Range V, 260-262 Day Contract, effective 01/03/2017. (Superintendent Assignment)
- (5) LaQuisha Franklin, from Cook, Jefferson PK-8, Salary Table G, to Cook, Lincoln PK-8, Salary Table G, effective 11/28/2016.
- (6) Sara Hosni, School Community Liaison, Willard PK-8, Salary Table L, to Administrative Assistant to Executive Director of Special Education, Salary Table E, Pay Range V, 260-262 Day Contract, effective 12/05/2016.

I. 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) Mindy Austin, Substitute Food Service Worker, Salary Table M, effective 11/04/2016.

- (2) Sarah Bankston, Substitute Food Service Worker, Salary Table M, effective 11/15/2016.
- (3) Melissa Bartscher, Substitute Night Janitor, Salary Table M, effective 11/29/2016.
- (4) Lori Lewis, Substitute Food Service Worker, Salary Table M, effective 11/28/2016.
- (5) Benjamin Lowry, Substitute Night Janitor, Salary Table M, effective 11/09/2016.
- (6) Stanton McCauley, Substitute Night Janitor, Salary Table M, effective 11/09/2016.
- (7) Tammy Miller, Substitute Bus Driver, Salary Table M, effective 11/16/2016.
- (8) Christian Waldron, Substitute Food Service, Salary Table M, effective 10/26/2016.

m. Employment—Classified Co-curricular 2016-2017 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.

K-8 Athletics:

- (1) Supplemental Contract approved at the June 21, 2016 Regular Board Meeting, **MOTION NO. 06-2016-159**, Section Q. Employment-Classified Co-curricular 2016-2017 School Year, Item No. 23, **Michael Phillips**, Code #108, Index 8.0, Salary Table B, 8th Grade Head Football Coach, Warren Middle Schools, Boys. **(100% of contract)**, be **AMENDED** to **(75% of contract)**
- (2) Marisha Dykes, Basketball – 8th Grade Basketball Coach – Middle School - Warren Middle Schools – (Girls) – Code 104.0, Index 8.0, Salary Table B. (100% of contract)

High School Advisors & Clubs:

- (3) Frank Bosak, F.I.R.S.T. Project Coordinator, Code 14.0, Index 8.0, Salary Table B. (50% of contract)
- (4) Student Game Workers for Athletic Events
For the 2016-2017 School Year

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

Gate for Boys' JV/9 th Football	\$ 9.00 per hour
Gate for Boys' Varsity Football	\$ 9.00 per hour
Gates for Boys' Single Middle School Football	\$ 9.00 per hour
Main Ticket Clerk for Varsity Football	\$ 9.00 per hour
Football Chain Coordinator	\$ 9.00 per hour
Varsity Football Clock	\$12.50 per hour
Football Clock Assistant	\$12.50 per hour
J.V. Football Clock	\$ 9.00 per hour
Freshmen Football Clock	\$ 9.00 per hour
Lower Level Football Clock	\$ 9.00 per hour
Football Announcer	\$10.00 per hour
Football Assistant Announcer	\$10.00 per hour
Audio for Football	\$ 9.00 per hour
Video for Football	\$ 9.00 per hour
Computer for Football	\$ 9.00 per hour
Game Book/Statistician for Football	\$ 9.00 per hour
Press Box Host	\$ 9.00 per hour
Officials' Host for Football	\$ 9.00 per hour
Gate for Single Girls' Volleyball	\$ 9.00 per hour
Gate for Single Girls' Middle School Volleyball	\$ 9.00 per hour

Gate for Single Boys' and/or Girls' Soccer	\$ 9.00 per hour
Gate for Single Boys' a/o Girls' Basketball Game	\$ 9.00 per hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$ 9.00 per hour
Varsity Main Basketball Clock	\$15.00 per hour
Assistant Varsity Basketball Clock	\$12.50 per hour
JV Basketball Clock	\$10.00 per hour
Freshman Basketball Clock	\$10.00 per hour
Basketball Announcer	\$10.00 per hour
Game Book/Statistician for Boys' Basketball	\$12.00 per hour
Scorebook for Basketball	\$ 9.00 per hour
Video for Basketball	\$ 9.00 per hour
Gate for Boys' and/or Girls' Swim Meet	\$ 9.00 per hour
Security for High School Sporting Event	\$ 9.00 per hour
Security for Single Middle School Events	\$ 9.00 per hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$ 9.00 per hour

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

Elyssa Evans
Immaru Webster, Jr.

n. Classified Temporary Employment

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

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

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

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

- (1) The following individual be granted a supplemental contract as a one-on-one Educational Assistant for the Century 21 Afterschool Program, at their current hourly rate, not to exceed \$3,200.00, to be paid from Fund

#516, SCC 9710, for the period of October 16, 2016 through May 31, 2017. (Recommended by J. Myers, Special Education)

Ryan Johnson

- (2) The following individual be granted a supplemental contract as a substitute Educational Assistant for the 1-5 After School Program, at their current hourly rate, not to exceed \$1,600.00, to be paid from Fund #516, SCC 9710, for the period of October 25, 2016 through May 31, 2017. (Recommended by J. Myers, Special Education)

Karen Osborne

- (3) The following individual to be given a supplemental contract for 21st Century Community Learning Afterschool Program, effective November 14, 2016 to June 30, 2017, to provide services as an Activity Leader for afterschool 6th – 8th grade program at Willard and Jefferson, at the hourly rate of \$11.45 per hour, to be paid from 21st CCLC Fund #599 SCC 9117, not to exceed \$3,057.15. (Recommended by J. Merolla, Community Outreach/Grant Development)

Jamie Carter

- (4) The following individual to be given a supplemental contract for School Site Coordinator, effective December 1, 2016 to June 30, 2017, from the Community Correction Chamber Grant, at the hourly rate of \$16.81 per hour, not to exceed 27 hours/week. (Recommended by S. Chiaro, Superintendent)

Michael Engram

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

12. 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 _____

13. Reconvened Board Meeting - _____ p.m.

14. Adjournment - _____ p.m.

AC _____ RF _____ JL _____ PL _____ RP _____

SC:tep
12/02/2016