

AGENDA  
Board of Education  
Warren City School District  
**Regular Meeting** – December 9, 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. 5.*

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
  - A. 20 Under Twenty – Meredith Brugler and Ariana Shannon
  - B. Terry Thomas, Community Bussing - Capital Improvement Project
  - C. Steve Chiaro – Communications Update
  - D. Steve Chiaro – Policy and Administrative Guidelines 5410 and 5430
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 November, 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:

Regular Board Meeting held November 18, 2014

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the November, 2014 financial statement and short term investments made by the Treasurer during November, 2014, EXHIBIT A, (pp. 34 - 35) be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	<b>General Fund</b>	<b>All Other Funds</b>	<b>Total All Funds</b>
<b>Beginning Balance</b>			
<b>July 1, 2014</b>	\$14,444,305.59	\$15,962,511.55	\$30,406,817.14
<b>November Receipts</b>	4,915,972.41	2,716,759.09	7,632,731.50
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	29,114,375.73	10,151,672.99	39,266,048.72
<b>MTD Expenditures</b>	4,926,654.81	3,456,590.27	8,383,245.08
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	26,298,968.65	10,631,045.81	36,930,014.46
<b>Ending Balance</b>			
<b>November 30 , 2014</b>	17,259,712.67	15,483,138.73	32,742,851.40

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

<b>Fund</b>	<b>Amount</b>
General Fund	\$8,752.25
002-9003 School Improvement Bond	7.35
004-9003 Building – Local Funds	0.69
006-0000 FS-Food Service	348.70
008-Endowment	8.12
Auxiliary Services	15.06
Total	<hr/> \$9,132.17

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

3. Transfer of Funds

It is recommended the resolution listed below for the transfer of funds be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education authorize the Treasurer to make the FY2015 transfer of funds as described in EXHIBIT B, (p. 36).

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>	
200-9022	SA70 – Future Teachers of America
300-9022	Key Club
<u>Willard PK-8</u>	
300-9025	SA25B Band

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

5. Appropriation Budget

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

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

- a. Fund/S.C.C.: School Success Grant  
Fund #018 S.C.C. #9510  
Amount: \$4,839.00  
Funding: Through the Wean Foundation.  
Period: December 1, 2014, through May 1, 2015.  
Supervisor: Jill Merolla, Community Outreach and Grant Development  
Purpose: To provide enrichment of educational experiences for the students of McGuffey PK-8 and Jefferson PK-8 Schools.

**Appropriation:**

<b>Fund</b>	<b>Func.</b>	<b>Obj.</b>	<b>S.C.C.</b>	<b>Description</b>	<b>Amount</b>
018	1100	400	9510	Purchased Services	\$3,199.00
018	1100	500	9510	Materials/Books	1,240.00
018	1100	600	9510	Equipment	<u>400.00</u>
				Total	\$4,839.00



b. Fund/S.C.C.: Warren City Schools Collaborating District Initiative  
 Fund #018 S.C.C. #9525  
 Amount: \$50,000.00  
 Funding: Through the NoVo Foundation and Rockefeller Philanthropy Advisors  
 Period: October 1, 2014, through June 30, 2015  
 Supervisor: Jill Merolla, Community Outreach and Grant Development  
 Purpose: To provide sustainability funds to continue "Skills for Life", the Social Emotional Learning Initiative started in 2010 for PK-12 professional development, program supplies and parent programming.

**Appropriation:**

Fund	Func.	Obj.	S.C.C.	Description	Amount
018	2200	100	9525	Salaries	\$10,168.00
018	2200	200	9525	Benefits	1,668.21
018	2200	400	9525	Purchased Services	35,543.00
018	2200	500	9525	Materials and Supplies	<u>2,620.79</u>
Total:					\$50,000.00

c. Fund/S.C.C.: Schermer Charitable Trust  
 DiYorio Charitable Foundation  
 Fund #007 S.C.C. #9511  
 Amount: \$10,073.69  
 Funding: Through the Frances/Lillian Schermer Charitable Trust and the Zita M./Joseph DiYorio Charitable Foundation.  
 Period: November 1, 2014, through June 30, 2015  
 Supervisor: Jill Merolla, Community Outreach and Grant Development  
 Purpose: To provide supplies, field trips, technology, family events and student incentives for the K-14 schools.

**Appropriation:**

Fund	Func.	Obj.	S.C.C.	Description	Amount
007	1100	400	9511	Purchased Services	\$4,108.00
007	1100	400	9511	Transportation	2,440.00
007	1100	500	9511	Materials and Supplies	<u>3,525.69</u>
Total:					\$10,073.69

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

6. Revised Appropriation Budgets

It is recommended the resolution listed below for revised appropriation budgets (a. through f.) 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.: Special Education, Part B-IDEA  
Fund #516, S.C.C. #9510  
FY2015 Apprn.: \$1,402,979.28  
Rev. Apprn.: \$1,778,526.92  
Exec. Director: Jennifer Myers, Special Education  
Purpose: \$375,547.64 increase due to carry-over funds.
- b. Fund/S.C.C.: Title I  
Fund #572, S.C.C. #9115  
FY2015 Apprn.: \$3,676,735.22  
Rev. Apprn.: \$4,227,485.82  
Exec. Director(s): Mark R. Leiby, Christine Bero, State/Fed. Programs  
Purpose: \$550,750.60 increase due to carry-over funds.
- c. Fund/S.C.C.: Title I - Neglected  
Fund #572, S.C.C. #9125  
FY2015 Apprn.: \$31,816.91  
Rev. Apprn.: \$70,435.24  
Exec. Director(s): Mark R. Leiby, Christine Bero, State/Fed. Programs  
Purpose: \$38,618.33 increase due to carry-over funds.
- d. Fund/S.C.C.: Title I - Delinquent  
Fund #572, S.C.C. #9215  
FY2015 Apprn.: \$82,565.31  
Rev. Apprn.: \$108,320.12  
Exec. Director(s): Mark R. Leiby, Christine Bero, State/Fed. Programs  
Purpose: \$25,754.81 increase due to carry-over funds.
- e. Fund/S.C.C.: Title I – School Improvement  
Fund #536, S.C.C. #9515  
FY2015 Apprn.: \$159,000.00  
Rev. Apprn.: \$184,975.41  
Exec. Director(s): Mark R. Leiby, Christine Bero, State/Fed. Programs  
Purpose: \$25,975.41 increase due to carry-over funds.

f. Fund/S.C.C.: Title II-A  
Fund #590, S.C.C. #9105  
FY2015 Apprn.: \$581,968.76  
Rev. Apprn.: \$846,296.04  
Exec. Director(s): Mark R. Leiby, Christine Bero, State/Fed. Programs  
Purpose: \$264,327.28 increase due to carry-over funds.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

7. Amendment to the Warren City Schools Cafeteria and Flexible Spending Plans

It is recommended the resolution to Amend the Warren City Schools Cafeteria and Flexible Spending Plans be approved as submitted.

WHEREAS, this amendment will allow employees of the Warren City Schools to drop health coverage with the District instead of waiting for the annual open enrollment period.

THEREFORE, BE IT RESOLVED that the Warren City Board of Education approve the Warren City Schools Amended Cafeteria and Flexible Spending Plans, EXHIBIT C, (pp. 37 - 38).

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

8. Classified Temporary Employment – Adult Game Worker 2014-2015 School Year

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

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

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

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

- (1) 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 <sup>th</sup> 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:

- Michelle Chiaro
- Christopher Lowry
- Susan Manusakis
- Alexandria Narotsky
- Shawn Shimko
- James Ziegler

The above 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.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

9. 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, 2015, through December 31, 2015, 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, 2015, through December 31, 2015, 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 \_\_\_\_\_

10. OSBA Legal Assistance Fund

It is recommended the resolution listed below joining the OSBA Legal Assistance Fund for the period January 1, 2015, through December 31, 2015, 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, 2015, through December 31, 2015.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_



**Superintendent's Recommendations**

1. Schedule of Charges Effective January 5, 2015

It is recommended the resolution listed below for an increase of rental fees effective January 5, 2015 be approved as submitted.

WHEREAS, the Schedule of Charges Effective January 5, 2015 (EXHIBIT D, (p. 39), is attached;

WHEREAS, there has not been an increase in fees for at least ten years; and

WHEREAS, utility and custodial costs to Warren City Schools are increasing.

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education shall authorize the increase of rental fees effective January 5, 2015.

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.) 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: Frontline Technologies (VeriTime)  
 397 Eagleview Blvd  
 Exton, PA 19341  
EXHIBIT E, (pp. 40 - 41):  
 Amount: \$5,400.00  
 Fund/S.C.C: Fund #001 SCC #0000  
 Exec. Director: Michael Wasser, Business Operations  
 Purpose: To provide workforce management for time and attendance.

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

3. Authorization for Disposal of Board-Owned Fixed Assets for the Period July, 2014 through December, 2014

It is recommended the resolution authorizing disposal of Board-owned fixed assets for the period July, 2014 through December, 2014 be approved as submitted.

WHEREAS, the fixed assets as listed in EXHIBIT F, (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, 2014, through December, 2014.

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. Policy 7450 (Revised) FINANCE  
PROPERTY INVENTORY

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

5. Ohio Department of Education Certification for Ohio Teachers Evaluation System and Ohio Principals Evaluation System

It is recommended the resolution listed below regarding the Ohio Department of Education Certification for credentialed Ohio Teachers Evaluation System evaluators and credentialed Ohio Principals 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 systems, 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.

**OTES**

Danielle Miller

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

6. 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	
Anonymous Donor	Key Club Monetary Donation Value: \$500.00	[1]
Anonymous Donor	The Cauldron Monetary Donation Value: \$1,000.00	[1]
Believers Christian Fellowship	WGH Band Monetary Donation Value: \$1,000.00	[1]
Wholesale Fireworks Corporation	Lady Raider Basketball Team Monetary Donation Value: \$50.00	[1]

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

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

7. Tuition Reimbursement

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

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

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

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

Certificated – 2014-2015 School Year:

TORRES-FEENEY, Sabrina \$ 165.00

AC \_\_\_\_\_ RF \_\_\_\_\_ JL \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_

8. Personnel Recommendations

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

CERTIFICATED:

a. Administrative Contract Appointment

WHEREAS, the Board of Education of each school district may appoint one or more assistant superintendents and other administrators as necessary; and

WHEREAS, the Board of Education of each city, exempted village, and local school district shall employ principals for all high schools and for such other schools as the board designates, and those boards may appoint assistant principals for any school; and

WHEREAS, prior to taking action to renew or non-renew the employment contract of an administrator or supervisor (except superintendent), the board shall notify such employee of the date the contract expires and that an executive session with the board may be requested to discuss the renewal or non-renewal of the contract; and

WHEREAS, the Board of Education may reemploy an administrator or supervisor during the period beginning on the first day of July of the calendar year immediately preceding the year of expiration of employment and ending on the last day of June of the year the employment contract expires.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.02, the person herein named is hereby appointed and employed for the term indicated and compensated according to her placement on the Board of Education adopted Administrative Salary Schedule commensurate with her training and experience. This employment is contingent on a satisfactory criminal records check as required by law and the individual named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed.

(1) Christine Bero, Director of State & Federal Programs

Term: July 1, 2015 – June 30, 2017

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board.



Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule C, Certificated Administrators – 52 weeks, Step 1.

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) Brenda Tripodi, Secondary Education Teacher, retirement effective the close of the day, May 29, 2015.

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) Tina Culp, Elementary Education Teacher, effective 11/21/2014, concurrent with applicable sick leave.
- (2) Shelby DeRubba, Middle Childhood Education Teacher, Parental Leave of Absence, effective 12/01/2014 and for the remainder of the semester, 01/16/2015.
- (3) Denise Rich-Gross, Special Education Teacher, effective 12/03/2014, concurrent with applicable sick leave.

d. Appointments – Certificated – Hourly Employment (2014-15 School Year)

WHEREAS, to prepare for temporary, as needed, casual, on-call hourly certificated personnel to provide educational services for students; and

WHEREAS, such temporary, as needed, casual, on-call employment preparation is needed for only the dates specified not to extend beyond the current school year.

NOW, THEREFORE, BE IT RESOLVED under the provision of ORC 3319.07 and 3319.08, the following employment action is taken. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

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

- (1) Supplemental Contract for William Nicholson, OHSAA Tournament Manager, for 11/15/2014, to be paid \$300.00. (Recommended by S. Chiaro, Superintendent)
- (2) Supplemental Contract for Special Education Teacher attending SST5 Parent-Teacher Training Session 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 J. Myers, Special Education)

Monica Kopp  
Mary Williams

- (3) Supplemental Contract for Administrative Services, effective for the 2014-15 school year, \$300.00 per diem, on an as needed basis, to be paid from Fund #001 (Recommended by S. Chiaro, Superintendent)

Edward Ashcroft

- e. 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>
Ashley Bankston	11/18/2014
Andrew McCarty	11/25/2014
Tanay Hill	12/04/2014
Nancy Charnas	12/08/2014

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

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

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

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

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

**General:**

- (1) College in High School Instructor – Code #2, Index 2.0, Salary Table B.

Amy Burd	Math
Amy Burd	Science
Joan Elliott	Science
Amy Hayes-Neifer	Science

**K-8 Athletics:**

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

Lindsey Komora	Warren Middle School
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**K-8 Other:**

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

Kristen Borsic	Willard PK-8
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**CLASSIFIED:**

- g. 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 resignation at the effective date indicated.

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

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

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

- (1) Odetta Weber, Food Service Helper, Willard PK-8, Salary Table G, effective 12/31/2014.
- (2) Richard Sheppard, Jr., Night Janitor – Area #6, Jefferson PK-8, Salary Table D, effective 12/31/2014.

h. Minimum Wage Increase

WHEREAS, on 01/01/2015, the Ohio State Minimum Wage will be increased from \$7.95 per hour to \$8.10 per hour; and

WHEREAS, a number of school employees are currently being paid the State of Ohio Minimum Wage of \$7.95 per hour.

NOW, THEREFORE, BE IT RESOLVED that the hourly rate for employees in the following categories henceforth will be increased by the mandates of the requirements of Ohio State Minimum Wage Laws.

Crossing Guards  
 Adult Game Workers  
 Adult Stadium Clean-up Workers  
 Student Game Workers  
 Student Stadium Clean-up Workers

i. Change in Classification – Classified

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

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

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

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

- (1) Karen Carpenter from Night Janitor – Area #1, Warren G. Harding High School, Salary Table D, to Night Janitor – Area #5, Jefferson PK-8, Salary Table D, effective 12/01/2014.

j. 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) Dwight Cook, Night Janitor, Administration/Transportation, Salary Table D, effective 11/11/2014.
- (2) Christine Heyd, 8-Hour Bus Driver, Transportation, Salary Table D, effective 11/13/2014.
- (3) Roger Hoffman, Plant Manager 2, Willard, Salary Table D, effective 12/01/2014.

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

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

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

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

- (1) Linda Blakely, Food Service Helper, Warren G. Harding High School, Salary Table G, effective 10/27/2014.

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) Elizabeth Carnahan, Substitute Food Service Worker, effective 12/01/2014.
- (2) Emily Carnahan, Substitute Food Service Worker, effective 12/01/2014.
- (3) Brandon Harcarik, Substitute Food Service Worker, effective 12/01/2014.
- (4) Nancy Higham, Substitute Office Clerk, effective 12/02/2014.
- (5) Genice Mowery, Substitute Night Janitor, effective 11/24/2014.
- (6) Jeana Palmer, Substitute Office Clerk, effective 12/02/2014.

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 \_\_\_\_\_