



AGENDA

Board of Education

Warren City School District

Regular Meeting – December 16, 2015 – 6:00 p.m.

Administration Building, Harriet T. Upton Room

This meeting is a meeting of the Warren City Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participating during the meeting, as indicated in Agenda Item No. 7.

1. Call to Order

2. Roll Call by Approved Rotation

Mr. Coleman, Mr. Faulkner, Mr. Lacy, Mrs. Limperos, Mrs. Patterson

3. Executive Session

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

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

AC _____ RF _____ JL _____ PL _____ RP _____

4. Reconvened Board Meeting - _____ p.m.

5. Communications

6. Adoption of Agenda

AC _____ RF _____ JL _____ PL _____ RP _____

7. Recognition of Speaker(s)

A. Mike Wasser and Jill Merolla, School Food Support Initiative Grant

B. Mike Wasser and William Nicholson, Mollenkopf Field Update

C. Regina Teutsch, Course Addition WGH

8. Treasurer's Report

9. Superintendent's Report

A. Resolution of Condolence – John Hulan

It is recommended the resolution listed below extending the sympathy of the Warren City Board of Education and the Superintendent of Schools to the family, friends, and former co-workers of *John Hulan* be approved as submitted.

WHEREAS, the death of *Mr. Hulan* has brought sadness to this School District and the many people with whom he worked; and

WHEREAS, *John* served this School District for 34 years beginning in 1955 as a Fourth Grade Teacher and concluding in 1990 as the Director of Curriculum and Research.

NOW, THEREFORE, BE IT RESOLVED that Board President Patti Limperos, Vice President Andre Coleman, Board Members Robert L. Faulkner, Sr., John A. Lacy and Regina Patterson, and Superintendent of Schools Steve Chiaro express their condolences to the family and many friends; and

BE IT FURTHER RESOLVED that this message of sympathy be spread across the minutes of this meeting.

AC _____ RF _____ JL _____ PL _____ RP _____

B. Resolution Celebrating the Life of *Juanita Martin*

It is recommended the resolution listed below extending the gratitude of the Warren City Board of Education and the Superintendent of Schools to the family of *Juanita Martin* be approved as submitted.

WHEREAS, the District is grateful for the time *Mrs. Martin* devoted to this School District, it's students and the many people with whom she worked; and

WHEREAS, *Juanita* served this School District for 34 years beginning in 1973 as an Elementary School Teacher and concluding as such in 2007.

NOW, THEREFORE, BE IT RESOLVED that Board President Patti Limperos, Vice President Andre Coleman, Board Members Robert L. Faulkner, Sr., John A. Lacy and Regina Patterson, and Superintendent of Schools Steve Chiaro express their appreciation to the family; and

BE IT FURTHER RESOLVED that this message of thanks be spread across the minutes of this meeting.

AC _____ RF _____ JL _____ PL _____ RP _____

10. Board of Education Committee Reports

- A. Athletics *(Andre Coleman and Bob Faulkner)*
- B. Finance Advisory *(Andre Coleman and John Lacy)*
- C. Board Policies and Guidelines *(Regina Patterson)*
- D. Legislative Liaison *(Patti Limperos and Regina Patterson)*
- E. TCTC Board Representative *(Bob Faulkner)*
- F. Urban Commission *(Patti Limperos and Regina Patterson)*

11. Old Business

12. New Business

Treasurer's Recommendations

1. Minutes

It is recommended the resolution listed below regarding the November, 2015 Board Minutes be approved as submitted.

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

Regular Board Meeting held November 17, 2015

AC _____ RF _____ JL _____ PL _____ RP _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the November, 2015 financial statement and short term investments made by the Treasurer during November, 2015, EXHIBIT A, (pp. 43 – 44), 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, 2015	\$18,677,213.08	\$16,957,132.32	\$35,634,345.40
November Receipts	7,886,577.12	1,671,995.80	9,558,572.92
FTD Advances In	-0-	-0-	-0-
FTD Receipts	31,714,425.41	8,885,449.76	40,599,875.17
MTD Expenditures	4,941,415.75	3,550,827.29	8,492,243.04
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	26,482,860.02	11,644,793.39	38,127,653.41
Ending Balance November 30, 2015	23,908,778.47	14,197,788.69	38,106,567.16

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

Fund	Amount
General Fund	\$11,128.80
002-9003 School Improvement Bond	24.41
004-9003 Building – Local Funds	2.30
006-0000 FS-Food Service	456.25
008-Endowment	8.87
Auxiliary Services	1.96
Total	<hr/> \$11,622.59

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 FY2016 transfer of funds as described in EXHIBIT B, (p. 45).

AC _____ RF _____ JL _____ PL _____ RP _____

4. 2015-16 Co-curricular Budget and Purpose Statement

It is recommended the resolution listed below establishing 2015-16 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 2015-16 Co-curricular Activity Account:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>
<u>Warren G Harding Health Professions Affirmative Community</u> 300-9022	SAHPAC
<u>Warren G. Harding Speech and Debate</u> 300-9022	SA322
<u>Warren G. Harding Interact</u> 200-9022	SA89
<u>Warren G. Harding Yearbook</u> 300-9022	SA105

AC _____ RF _____ JL _____ PL _____ RP _____

5. 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.: Turning Technology Grant
Fund #018, S.C.C. #9660
Amount: \$5,996.20
Funding: Through the Turning Technology Foundation
Period: November 16, 2015 through June 30, 2016
Supervisor: Jill Merolla, Community Outreach/Grant Development
Purpose: To provide students with supplies and professional development for Kindergarten and Pre-school staff.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
018	1100	400	9660	Purch. Services	\$1,000.00
018	1100	500	9660	Supplies	<u>4,996.20</u>
				Total:	\$5,996.20

- b. Fund/S.C.C.: Wean School Success Grant
Fund #018, S.C.C. #9630
Amount: \$14,644.60
Funding: Through the Raymond John Wean Foundation
Period: December 1, 2015 through May 1, 2016
Supervisor: Jill Merolla, Community Outreach/Grant Development
Purpose: To provide educational opportunities for students through field trips, assemblies, supplies and equipment.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
018	1100	400	9630	Purch. Services	\$5,744.50
018	1100	500	9630	Supplies	5,134.20
018	1100	600	9630	Equipment	<u>3,765.90</u>
				Total:	\$14,644.50

AC _____ RF _____ JL _____ PL _____ RP _____

6. Revised Appropriation Budgets

It is recommended the resolution listed below for a revised appropriation budgets (a. through h.) 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.: Special Education, Part B-IDEA
Fund #516, S.C.C. #9610
FY2016 Apprn.: \$1,443,822.31
Rev. Apprn.: \$1,774,643.05
Exec. Director: Jennifer Myers, Special Education
Purpose: \$300,820.74 increase due to additional allocation from the Ohio Department of Education.

- b. Fund/S.C.C.: Auxiliary Services
Fund #401, S.C.C. #9126, #9226
FY2016 Apprn.: \$168,878.00
Rev. Apprn.: \$210,878.00
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$42,000.00 increase due to additional allocation from the Ohio Department of Education.

- c. Fund/S.C.C.: Title I
Fund #572, S.C.C. #9116
FY2016 Apprn.: \$4,631,330.00
Rev. Apprn.: \$5,435,261.10
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$803,931.10 increase due to carry-over funds.

- d. Fund/S.C.C.: Title I - Neglected
Fund #572, S.C.C. #9126
FY2016 Apprn.: \$42,667.05
Rev. Apprn.: \$88,919.27
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$46,252.22 increase due to carry-over funds.

- e. Fund/S.C.C.: Title I - Delinquent
Fund #572, S.C.C. #9226
FY2016 Apprn.: \$97,503.53
Rev. Apprn.: \$104,846.15
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$7,342.62 increase due to carry-over funds.

- f. Fund/S.C.C.: Title I – School Improvement
Fund #536, S.C.C. #9616
FY2016 Apprn.: \$265,000.00
Rev. Apprn.: \$323,178.24
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$58,178.24 increase due to carry-over funds.

- g. Fund/S.C.C.: Title II-A
Fund #590, S.C.C. #9106
FY2016 Apprn.: \$502,399.01
Rev. Apprn.: \$798,757.16
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$296,358.15 increase due to carry-over funds.

- h. Fund/S.C.C.: Early Childhood Education Preschool
Fund #439, S.C.C. #9116
FY2016 Apprn.: \$584,000.00
Rev. Apprn.: \$724,000.00
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$140,000.00 increase due to the addition of 35 additional slots awarded to the district for preschool education.

AC _____ RF _____ JL _____ PL _____ RP _____

7. 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, 2016, through December 31, 2016, 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, 2016, through December 31, 2016, 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 _____

8. OSBA Legal Assistance Fund

It is recommended the resolution listed below joining the OSBA Legal Assistance Fund for the period January 1, 2016, through December 31, 2016, 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, 2016, through December 31, 2016.

AC _____ RF _____ JL _____ PL _____ RP _____

Superintendent's Recommendations

1. 2016 Organizational Meeting

It is recommended the resolution listed below scheduling the 2016 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 2016 Organizational Meeting as indicated below:

Date: January 5, 2016

Time: 6:00 p.m.

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

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. Grant: Chef Ann Foundation
 Agreement 3550 Frontier Ave, Suite A2
 Boulder, CO 80301
 Grant Amount: \$70,000.00
EXHIBIT C, (pp.46 – 53)
 Period: 2016
 Exec. Director: Michael Wasser
 Purpose: To assess the District’s current operations and enrich and build a stronger food service program; moving the District closer to a scratch-cook model, while reducing & removing ingredients of concern, including high fructose corn syrup, artificial colors & sweeteners, artificial preservatives, trans-fats, hormone and antibiotics and bleached flour.

- b. Agreement: Inspiring Minds
 175 Laird Ave NE
 Warren, OH 44483
 Amount/Fund: N/C
EXHIBIT D, (pp. 54 – 62)
 Period: January 1, 2016 – May 31, 2016
 Exec. Director: Michael Wasser
 Purpose: To provide an after-school enrichment Program at Lincoln PK-8.

AC _____ RF _____ JL _____ PL _____ RP _____

3. Ohio Department of Education Certification for Ohio Teachers Evaluation System

It is recommended the resolution listed below regarding the Ohio Department of Education Certification for credentialed Ohio Teachers 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.

OTES

- Carrie Boyer
- Michelle Chiaro
- Steve Chiaro
- Heather Hathaway
- Larry Johnson
- Katie Lyell

AC _____ RF _____ JL _____ PL _____ RP _____

4. 2016-17 School Calendar for Teachers and Students

It is recommended the resolution listed below for the 2016-17 school year calendar for teachers and students be approved as submitted.

WHEREAS, formal adoption of a school calendar does not prevent the Board from amending such calendar at a later date.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.48, ORC 3313.47, other appropriate Ohio revised Codes, Ohio Administrative Codes, and standard operating procedures, the following school calendar for the teachers and students, EXHIBIT E, (p. 63), is hereby adopted for the 2016-17 academic year as stated in the Exhibit.

AC _____ RF _____ JL _____ PL _____ RP _____

5. Warren Secretarial Association Job Description Revisions

It is recommended the resolution listed below revising Warren Secretarial Association Job Descriptions 500 – 545, be approved as submitted with changes as indicated.

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

WHEREAS, the Warren City Board of Education authorizes the Superintendent to make changes to said job descriptions as needed.

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education adopts the revised Warren Secretarial Association (“WSA”) job descriptions 500-545, EXHIBIT F, (separate), effective December 16, 2015.

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 job descriptions.

AC _____ RF _____ JL _____ PL _____ RP _____

6. Veteran's High School Diploma

It is recommended the resolution listed below awarding an Ohio High School Diploma to Gerald Louis Dickson be approved as submitted.

WHEREAS, Ohio Revised Code Section 3313.614 permits any school district to award a high school diploma to any resident of the state who meets the following eligibility requirements:

- 1) Veteran left public or nonpublic high school in Ohio to serve in the armed forces
- 2) Veteran received an honorable discharge from the U.S. military; and
- 3) Veteran was in the U.S. military between the periods of September 16, 1940 to December 31, 1946 or June 27, 1950 to January 31, 1955, or between August 5, 1964 to May 7, 1975; and

WHEREAS, the local Veterans Service Office has verified that:

- 1) Veteran meets the eligibility requirements as stipulated in Ohio Revised Code 3313.614; and
- 2) Veteran was on active duty between the period of April 16, 1965 and September 20, 1966; and
- 3) Veteran has provided proof of DD214 or Certificate of Service; and

WHEREAS, the veteran has made application for awarding of a High School Diploma because he did not receive his diploma due to his military service.

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Board President, Treasurer, Superintendent, and High School Principal shall sign a diploma for Gerald Louis Dickson.

BE IT FINALLY RESOLVED that the expenditure to cover the cost of the diploma be made from the General Fund.

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 – 2015-2016 School Year:

CATUOGNO, Lauren	\$ 400.00
WILSON, Carol	\$ 325.00

AC_____ RF_____ JL_____ PL_____ RP_____

8. Personnel Recommendations

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

CERTIFICATED:

a. Certificated – Retirement

WHEREAS, the following employee has taught or received teaching credit qualifying for professional 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 that under the provisions of ORC 3319.15, the retirement is 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 is accepted with regret, but with best wishes and sincere appreciation.

(1) Fredrick Benson, retirement effective the close of the day, 05/31/2016.

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) Crystal Bryski, Supervisor of Special Education, resignation effective the close of the day, 12/04/2015.

- (2) Russell Chow, Building Substitute Teacher, resignation effective the close of the day, 12/18/2015.
- (3) Lori Hernon, Special Education Teacher, resignation, effective the close of the day, 12/14/2015.
- (4) Julian Walker, Building Substitute Teacher, resignation effective the close of the day, 11/27/2015.

c. Appointment – Certificated (To receive one-year contract for the 2015-2016 school year)

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

WHEREAS, a vacancy exists for this employment action; and

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

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

- (1) Kimberly Baker, Early Childhood Education Teacher, Salary Table A, Step B-02 (pro-rata), Limited Contract, effective 12/14/2015 and for the remainder of the 2015-16 school year (Replacement position)

d. 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) Kristen Bozin, Early Childhood Education Teacher, Leave of Absence, effective 12/16/2015.
- (2) Heather Mennow, Special Education Teacher, Leave of Absence, effective 11/30/2015.
- (3) Christine Rizkallah, Foreign Language Teacher, Leave of Absence, effective 12/11/2015.
- (4) Susan Senvissky, School Counselor, Leave of Absence, effective 11/23/2015.
- (5) Tina Stiver, Middle Childhood Education Teacher, Leave of Absence, effective 12/02/2015.
- (6) Sabrina Torres-Feeney, Music Teacher, Leave of Absence, effective 12/04/2015.

e. Appointments – Certificated – Hourly Employment (2015-16 School Year)

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

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

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

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

- (1) Supplemental Contract for CASEL Training, effective 10/01/2015 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid from NoVo Foundation Fund #007, SCC 9525/9625 (Recommended by J. Merolla, Community Outreach & Grant Development)

Kristin Barnes

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

Edward Freel

- (3) Supplemental Contracts for the purpose of providing afterschool intervention at Warren G. Harding High School, effective 11/30/2015 through 01/31/2016, \$24.57 per an hour, on an as needed basis, to be paid from Title I, Fund #536, SCC 9616, not to exceed \$1,000.00 each (Recommended by C. Bero, State & Federal Programs)

Amy Burd
 Anthony Elias
 Joan Elliott
 Mary Jo Pardee
 Christine Rizkallah
 Shannon Street
 Carol Wilson

- (4) Supplemental Contract for Special Education Administrative Services, effective 12/07/2015 through the close of the 2015-16 school year, \$300.00 per diem, on an as needed basis, to be paid through Fund #001 (Recommended by J. Myers, Special Education)

Donna Latessa

- (5) Supplemental Contract for the 21st Century Community Learning Afterschool Program for services of Teachers for Grades 6-8 at both the Jefferson and Willard PK-8 Schools, effective 11/30/2015 through 06/30/2016, \$24.57 per an hour, on an as needed basis, to be paid from 21st CCLC, Fund #599, SCC 9116 (Recommended by J. Merolla, Community Outreach & Grant Development)

Laura Krcelic

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

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

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

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

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

<u>Name</u>	<u>Effective Date</u>
Andria Miller	12/03/2015

g. Employment – Certificated (current regular employee) Co-Curricular year (2015-16 school year)

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

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

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

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

notice of non-reemployment for the ensuing school year. (Recommended by 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	CHS Physics
Thomas Burd	CHS Calculus
John Croyts	CHS Investigations
Joan Elliott	CHS Biology I
Joan Elliott	CHS Biology II
Amy Hays-Neifer	CHS Chemistry I
Amy Hays-Neifer	CHS Chemistry II

(2) Teacher in Charge – Code #4, Index 10.0, Salary Table B.

Bryan Whitmore

High School Academics:

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

Frank Melillo	English	
Natalie Shaner	Math (Co-chair)	50% of Contract
Kristy Thornton	Math (Co-chair)	50% of Contract
Joan Elliott	Science	
Emir Salem	Social Studies	
Mary Dolan-Meese	Fine Arts	
Kristin Lukanec	Foreign Language	
Marc Morgan	Physical/Health Education	
Amy Clementi	Special Education	
Victoria Hallam	Vocational/Computer Science	

CLASSIFIED:

h. 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) Kathryn Lee, Order Clerk/Mailroom/Duplicating Clerk, Administration Building, Salary Table E, effective 12/31/2015.

i. 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) Mechelle Kovach, MD Educational Assistant, Salary Table I, effective the close of the day 11/23/2015.

(2) Janet Yaksic, Secretary D – Attendance, Warren G. Harding High School, Salary Table E, effective the close of the day 12/04/2015.

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) Melanie Box, PK-3 Pod Secretary, Jefferson PK-8 Building, Salary Table E, effective 11/09/2015.
- (2) Franklin Parker, Jr., Educational Assistant, Warren G. Harding High School, Salary Table I, effective 11/18/2015.

k. Initial Regular Employment – Classified

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

WHEREAS, such employee has rights, benefits, and protection afforded them through the Board approved Agreement between the International Union of Operating Engineers, Local 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) Alfred Crouse, Night Janitor, Administration Building, Salary Table D, effective 10/01/2015, (30 days probationary period successfully completed as of 11/11/2015) (Recommended by W. Kush, Maintenance)
- (2) Margie Flanagan, Pre-school Educational Assistant, Lincoln PK-8, Salary Table I, effective 11/13/2015. (Recommended by C. Bero, State & Federal Programs)

l. 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) Lisa Duncan, from Secretary C/Receptionist, Warren G. Harding High School, Salary Table E, Pay Range III, 214 day contract, to Secretary D /Attendance Office, Warren G. Harding High School, Salary Table E, Pay Range III, effective 12/07/2015. (Superintendent Assignment)
- (2) Marjorie Yarnell, from Office Clerk – Teaching & Learning, Administration Building, Salary Table E, Pay Range II, 214 day contract, to Secretary C/Receptionist, Warren G. Harding High School, Salary Table E, Pay Range III, effective 12/07/2015. (Superintendent Assignment)

m. Substitute Employment Additions – Classified

WHEREAS, to prepare for temporary absences of classified personnel for whom temporary, casual, as needed, on-demand, on-call replacements (substitute personnel) may be needed to provide support services in conjunction with the management and control of the schools; and

WHEREAS, ORC 3313.47 grants authority for the Board to employ personnel on such a temporary, casual, as needed, on-demand, on-call substitute basis.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be added to the approved list of substitute personnel. This employment is contingent upon receiving satisfactory results from a mandatory pre-employment drug test screening required by school policy and the individual(s) named below shall be

deemed employed only on a conditional basis until the satisfactory check has been performed. This employment is also conditional until receipt of satisfactory results from a state required police check.

- (1) Tiffany Cherry, Substitute Food Service Worker, Salary Table M, effective 11/30/2015.
- (2) Anna Doerr, Substitute Night Janitor, Salary Table M, effective 12/14/2015.
- (3) April Dunkerley, Substitute Educational Assistant, Salary Table M, effective 11/23/2015.
- (4) Heather Fellows, Substitute Educational Assistant, Salary Table M, effective 11/01/2015.
- (5) Aimee Herlinger, Substitute Educational Assistant, Salary Table M, effective 11/30/2015.
- (6) Gloria Jackson, Substitute Educational Assistant, Salary Table M, effective 11/16/2015.
- (7) Taslim Patterson, Substitute Educational Assistant, Salary Table M, effective 12/14/2015.

n. Employment—Classified Co-curricular 2015-2016 School Year

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

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

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

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

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

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

- (1) Supplemental Contract approved at the July 14, 2015 Regular Board Meeting, **MOTION NO. 07-2015-167**, Section O. Employment-Classified Co-curricular 2015-2016 School Year, Item No. 19, **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)**

- (1) Adult Game Workers for Athletic Events
For the 2015-2016 School Year
All Adult Game Workers for High School and Middle School sports will be paid as follows:

Gate for Boys' JV/9 th Football	\$8.10 per hour
Gate for Boys' Varsity Football	\$8.10 per hour
Gates for Boys' Single Middle School Football	\$810 per hour
Main Ticket Clerk for Varsity Football	\$8.10 per hour
Football Chain Coordinator	\$10.00 per hour
Football Clock Assistant	\$12.50 per hour
J.V. Football Clock	\$8.10 per hour
Freshmen Football Clock	\$8.10 per hour
Lower Level Football Clock	\$8.10 per hour
Football Announcer	\$10.00 per hour
Football Assistant Announcer	\$10.00 per hour
Audio for Football	\$8.10 per hour
Video for Football	\$8.10 per hour
Computer for Football	\$8.10 per hour
Game Book/Statistician for Football	\$8.10 per hour
Press Box Host	\$8.10 per hour
Officials' Host for Football	\$8.10 per hour
Parking Worker for Football	\$12.00 per hour
Parking Coordinator for JFK Football	\$18.00 per hour
Parking Coordinator for WGH Football	\$18.00 per hour
Gate for Single Girls' Volleyball	\$8.10 per hour
Gate for Single Girls' Middle School Volleyball	\$8.10 per hour
Gate for Single Boys' and/or Girls' Soccer	\$8.10 per hour
Gate for Single Boys' and/or Girls' Basketball Game	\$8.10 per hour

Gate for Single Boys' and/or Girls' Middle School Basketball Game	\$8.10 per hour
Varsity Main Basketball Clock	\$15.00 per hour
Assistant Varsity Basketball Clock	\$12.00 per hour
JV Basketball Clock	\$8.10 per hour
Freshman Basketball Clock	\$8.10 per hour
Basketball Announcer	\$10.00 per hour
Game Book/Statistician for Boys' Basketball	\$12.00 per hour
Scorebook for Basketball	\$8.10 per hour
Video for Basketball	\$8.10 per hour
Gate for Boys' and/or Girls' Swim Meet	\$8.10 per hour
Gate for Boys' a/o Girls' Middle School Swim Meet	\$8.10 per hour
Security for High School Sporting Event	\$8.10 per hour
Security for Single Middle School Events	\$8.10 per hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$8.10 per hour
Overtime Game worker	\$12.00 per hour
	For any \$8.10 position worked above

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

Elias, Anthony

The above game worker will work between 1 and 4.0 hours (depending on single/double/triple event) for any game and/or event which meets state minimum wage requirements. To be paid from Athletic Fund 300 or Fund 014.

(3) Student Game Workers for Athletic Events
For the 2015-2016 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	\$8.10 per hour
Gate for Boys' Varsity Football	\$8.10 per hour
Gates for Boys' Single Middle School Football	\$810 per hour
Main Ticket Clerk for Varsity Football	\$8.10 per hour
Football Chain Coordinator	\$10.00 per hour
Football Clock Assistant	\$12.50 per hour
J.V. Football Clock	\$8.10 per hour

Freshmen Football Clock	\$8.10 per hour
Lower Level Football Clock	\$8.10 per hour
Football Announcer	\$10.00 per hour
Football Assistant Announcer	\$10.00 per hour
Audio for Football	\$8.10 per hour
Video for Football	\$8.10 per hour
Computer for Football	\$8.10 per hour
Game Book/Statistician for Football	\$8.10 per hour
Press Box Host	\$8.10 per hour
Officials' Host for Football	\$8.10 per hour
Parking Worker for Football	\$12.00 per hour
Parking Coordinator for JFK Football	\$18.00 per hour
Parking Coordinator for WGH Football	\$18.00 per hour
Gate for Single Girls' Volleyball	\$8.10 per hour
Gate for Single Girls' Middle School Volleyball	\$8.10 per hour
Gate for Single Boys' and/or Girls' Soccer	\$8.10 per hour
Gate for Single Boys' a/o Girls' Basketball Game	\$8.10 per hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$8.10 per hour
Varsity Main Basketball Clock	\$15.00 per hour
Assistant Varsity Basketball Clock	\$12.00 per hour
JV Basketball Clock	\$8.10 per hour
Freshman Basketball Clock	\$8.10 per hour
Basketball Announcer	\$10.00 per hour
Game Book/Statistician for Boys' Basketball	\$12.00 per hour
Scorebook for Basketball	\$8.10 per hour
Video for Basketball	\$8.10 per hour
Gate for Boys' and/or Girls' Swim Meet	\$8.10 per hour
Gate for Boys' a/o Girls' Middle School Swim Meet	\$8.10 per hour
Security for High School Sporting Event	\$8.10 per hour
Security for Single Middle School Events	\$8.10 per hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$8.10 per hour
Overtime Game worker	\$12.00 per hour for any \$8.10 position worked above

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

Bruegler, Seth
Webster, Jr. Immaru

o. 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 to be given a supplemental contract for 21st Century Community Learning Afterschool Program, effective November 18, 2015 to June 30, 2016, to provide services as an Activity Leader for afterschool 6th – 8th grade program at Willard and Jefferson, at the hourly rate of \$11.28 per hour, to be paid from 21st CCLC Fund #599 SCC 9116 not to exceed \$2,774.88. (Recommended by J. Merolla, Community Outreach & Grant Development)

Carol Henderson

- (2) The following individual to be given a supplemental contract for Family Engagement Coordinator for Afterschool Family Programming, effective January 1, 2016 to June 30, 2016, to provide services as a Family Engagement Coordinator for afterschool family programming for grades 1 and 2, from the Wean Grant “Effective Transitions: Making a Difference” at the hourly rate of \$16.93 per hour, to be paid from Fund #018 SCC 9620 not to exceed \$914.22. (Recommended by J. Merolla, Community Outreach & Grant Development)

Karin Kilpatrick

- (3) The following individuals be given supplemental contracts for School Community Liaisons for Afterschool Family Programming, effective January 1, 2016 to June 30, 2016, to provide services as School Community Liaisons for afterschool family programming for grades 1 and 2, from the Wean Grant “Effective Transitions: Making a Difference” at

the hourly rate of \$16.56 per hour, to be paid from Fund #018 SCC 9620 not to exceed \$2,087.68. (Recommended by J. Merolla, Community Outreach and Grant Development)

Joyce Benson
Keelyn Franklin
Sara Hosni
Larry D. Johnson
Garrick Matlock
Cynthia McCoy
Angela McKinnon
Tia Phillips

AC _____ RF _____ JL _____ PL _____ RP _____

Board's Recommendations

1. Resolution to Support Senate Bill 230

It is recommended the resolution listed below regarding the support of Senate Bill 230 be approved as submitted.

WHEREAS, local control has long been a crucial principle of Ohio public schooling; and

WHEREAS, the Board believes local communities should have a voice in how their schools are run; and

WHEREAS, the Board believes district performance goals and efforts at improvement should include public discussion; and

WHEREAS, in an effort to improve accountability in Ohio school districts, the legislature passed portions of Ohio Revised Code Chapter 3302 that create oversight of districts identified as being in "academic distress"; and

WHEREAS, recent changes to Ohio Revised Code Chapter 3302 centralized authority over local school districts primarily in individuals appointed by state officials, including the authority to appoint members and leaders of the "academic distress commission" and the authority to determine the qualifications required of a district's chief executive officer ("CEO"); and

WHEREAS, Chapter 3302 currently places district improvement planning outside the scope of the state's public records and public meetings laws for districts in academic distress; and

WHEREAS, Senate Bill 230 proposes modifications to R.C. Chapter 3302 that would:

- Add parents and teachers to all academic distress commissions;
- Allow the members of the academic distress commission, rather than the state superintendent of schools, to choose a president of the commission;
- Require appointed CEOs to have experience in education as a teacher or administrator, and have experience working with low-income communities;
- Ensure that the CEO and academic distress commissions are subject to the Ohio public records and public meetings law;
- Require the CEO to present any improvement plan to the community before implementation and annually thereafter;

- Eliminate authority given to the CEO to modify collective bargaining agreements; and
- Eliminate a provision that would dissolve the elected school board; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Warren City School District, Trumbull County, Ohio, as follows:

This Board fully supports Senate Bill 230 and wishes to see it enacted into law in order to restore local authority over and public oversight of local schools while still ensuring all districts are helping students reach their full potential.

AC _____ RF _____ JL _____ PL _____ RP _____

2. Resolution to Stop the \$71 Million Federal Grant to Charterize Youngstown and School Districts Across Ohio

It is recommended the resolution listed below regarding the \$71 million federal grant to charterize Youngstown and school districts across Ohio be approved as submitted.

WHEREAS, after months of covert meetings led by the Ohio Department of Education, Ohio’s Legislature swiftly passed a school takeover bill, and its governor signed “The Youngstown Plan” into law, a plan to takeover public school districts with low test scores and replace them with charter schools, and

WHEREAS, the Youngstown Plan may have bypassed Article VI Section 3 of the Ohio Constitution, stating that, “Provision shall be made by law for the organization, administration and control of the public school system of the state supported by public funds: provided, that each school district embraced wholly or in part within any city shall have the power by referendum vote to determine for itself the number of members and the organization of the district board of education, and provision shall be made by law for the exercise of this power by such school districts,” and

WHEREAS, Ohio’s chief charter school oversight officer resigned when it was revealed that he purposefully tampered with charter school sponsor evaluations to hide failing performance scores, and

WHEREAS, that very same chief charter school oversight officer was the Ohio Department of Education representative who filled out Ohio’s USDOE grant application, and

WHEREAS, the U.S. Department of Education already has imposed additional stipulations on how Ohio will be watched as the federal government releases the \$71 million grant money over the next three years; therefore,

BE IT RESOLVED that the Warren City School District strongly urges Arne Duncan and the U.S. Department of Education to further stipulate that all of Ohio’s grant money be withheld until a thorough and independent investigation is completed on the practices of the Ohio Department of Education as they relate to the potential unconstitutionality of the Youngstown plan developed in secret and the illegal rating of charter school sponsors.

AC _____ RF _____ JL _____ PL _____ RP _____

3. Resolution Regarding House Bill 70 to Support the Wrap Around Services Approach and to Oppose the Youngstown Plan

It is recommended the resolution listed below regarding House Bill 70 to support the wrap around services approach and to oppose the Youngstown Plan be approved as submitted.

WHEREAS the version of House Bill 70, as passed by the House of Representatives, provided for the concept of Community Learning Centers (CLC), and

WHEREAS the CLC Model provides for school-based health, mental health, vision, recreational, and tutoring services (wraparound services) and makes the public school the hub of the community, and

WHEREAS the CLC Model involves the strategy of comprehensive school and community planning and involvement in a democratic environment, and

WHEREAS the Cincinnati City School District has been successful in improving educational opportunities by implementing the CLC Model inherent in HB 70, and

WHEREAS the Model ensures the participation of teachers, school administrators, service providers and community members, and

WHEREAS the Ohio Senate inserted a 66-page amendment known as the Youngstown Plan into HB 70 in a 24-hour timeframe with no opportunity for opposition testimony, and

WHEREAS the Youngstown Plan was crafted in secret deliberations with the Superintendent of Public Instruction and certain Ohio Department of Education personnel orchestrating the effort with a few non-elected Youngstown area persons, and

WHEREAS the process for developing the Youngstown Plan excluded input from the Youngstown Board of Education, school personnel, parents and community members, and

WHEREAS the State Superintendent of Public Instruction withheld information about the Plan until it was introduced into HB 70, and

WHEREAS the Youngstown Plan is antithetical to the CLC Model in content and process, and

WHEREAS the Youngstown Plan essentially will put the Youngstown City School District in the hands of an unelected administrator with extensive unilateral powers, including those that are currently assigned to the elected Youngstown Board of Education,

THEREFORE BE IT RESOLVED that the Warren City School Board of Education supports the CLC (wraparound services) Model for the improvement of the educational opportunities,

THEREFORE BE IT FURTHER RESOLVED that the Warren City School Board of Education strenuously opposes the Youngstown Plan, and be it

FURTHER RESOLVED that the Warren City School Board of Education will provide a copy of this resolution to all state officials, the media and the Ohio Coalition for Equity & Adequacy of School Funding.

AC _____ RF _____ JL _____ PL _____ RP _____

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

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

13. Executive Session

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

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

AC _____ RF _____ JL _____ PL _____ RP _____

14. Reconvened Board Meeting - _____ p.m.

15. Adjournment - _____ p.m.

AC _____ RF _____ JL _____ PL _____ RP _____