

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – December 19, 2023 – 6:00 p.m.
 Warren G. Harding High School, Cafetorium
 With Live Stream available at warrencityschools.org



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 Items No. 11a and 11b.

1. Call to Order

2. Roll Call by Approved Rotation

Mr. Flanagan, Mr. Fowley, Mrs. Limperos, Mrs. Patterson, Mr. Walker

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

PF _____ JF _____ PL _____ RP _____ JW _____

4. Communications5. Adoption of Agenda

PF _____ JF _____ PL _____ RP _____ JW _____

6. Treasurer's Report7. Superintendent's Report

A. WGH Update, WGH Administrative Team

8. Board of Education Committee Reports

- | | |
|----------------------------------|--|
| A. Athletics | <i>(Patti Limperos and Julian Walker)</i> |
| B. Finance Advisory | <i>(John Fowley and Patrick Flanagan)</i> |
| C. Board Policies and Guidelines | <i>(Regina Patterson and Patrick Flanagan)</i> |
| D. Legislative Liaison | <i>(Patti Limperos and John Fowley)</i> |
| E. TCTC Board Representative | <i>(Regina Patterson)</i> |

9. Old Business10. New Business11a. Public Participation (for identified agenda items only)

Treasurer's Recommendations1. Minutes

It is recommended the resolution listed below regarding the November 28, 2023 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 Meeting held November 28, 2023

PF _____ JF _____ PL _____ RP _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the November, 2023 financial statement and short term investments made by the Treasurer during November, 2023, EXHIBIT A, (pp. 33 – 34), 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, 2023	\$61,449,871.93	\$38,023,272.23	\$99,473,144.16
MTD Receipts	4,997,640.72	1,742,549.18	6,740,189.90
FTD Advances In	-0-	-0-	-0-
FTD Receipts	32,809,031.30	14,534,061.46	47,43,092.76
MTD Expenditures	5,811,163.17	9,596,527.17	15,407,690.34
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	27,300,689.49	28,210,308.07	55,510,997.56
Ending Balance			
November 30, 2023	66,958,213.74	24,347,025.62	91,305,239.36

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

Fund		Amount
001-0000 A10-General Fund	\$	324,023.99
004-9203 COPS Farmer's	\$	34,886.67
006-0000 FS-Food Service	\$	9,788.28
401 Auxiliary Services	\$	<u>53.75</u>
Total	\$	368,752.69

PF _____ JF _____ PL _____ RP _____ JW _____

3. Revised Appropriation Budgets

It is recommended the resolution listed below to approve revised appropriation budgets (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.: Auxiliary Services
Fund #401, S.C.C. #9247, #9248
- FY2024 Apprn.: \$240,020.48
- Rev. Apprn.: \$250,866.83
- Exec. Director: Christine Bero, State and Federal Programs
- Purpose: \$10,846.35 increase due to ODE issuance of second payment for FY2024.

PF _____ JF _____ PL _____ RP _____ JW _____

4. Approve the Application, Accept the Grant, and Approve the Grant Appropriations

It is recommended the resolution listed below to approve the application, accept the grant, and approve grant appropriations (a.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the application, accept the grant, and approve the following Grant Appropriations:

- a. Name of Grant: American Rescue Plan Homeless Children and Youth I
 Fund/S.C.C.: Fund #507 S.C.C. #9222
 Amount: \$54,515.29
 Funding: State of Ohio Department of Education and Workforce
 Development
 Period: July 1, 2023, through June 30, 2024.
 Supervisor: Jill Merola, Community Outreach and Grant Development
 Purpose: To provide extended supports for Homeless families.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
507	2110	141	9222	Classified Homeless Support Salaries	\$5,007.35
507	2110	221	9222	Retirement	1,879.48
507	2110	250	9222	Benefits	1,183.96
507	2110	259	9222	Medicare	124.61
507	2110	262	9222	Worker's Comp	75.62
507	2110	412	9222	Purchased Services	45,744.27
507	2590	890	9222	Indirect Costs	500.00
Total					\$54,515.29

PF _____ JF _____ PL _____ RP _____ JW _____

5. Alternative Tax Budget Information

It is recommended the resolution listed below for the Alternative Tax Budget Information be approved as submitted.

WHEREAS, school districts must adopt the Alternative Tax Budget Information for the coming fiscal year by January 15; and

WHEREAS, such information is more of an administrative exercise than of revenue-generating significance, in that the "January budget" is commonly referred to as the "asking for" budget (vs. the July appropriations measure which actually deals with expected funds).

NOW, THEREFORE, BE IT RESOLVED, under provisions of ORC 5705.281, that the Alternative Tax Budget Information for the year commencing July 1st, 2024 is approved as presented in EXHIBIT B, (separate).

BE IT FURTHER RESOLVED, under the provisions of ORC 5705.281, that the Treasurer shall deliver a copy of the approved Alternative Tax Budget Information on the prescribed form to the County Auditor on or before January 20, 2024.

PF _____ JF _____ PL _____ RP _____ JW _____

Superintendent's Recommendations1. 2024-25 School Calendar for Teachers and Students

It is recommended the resolution listed below for the 2024-25 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 C, (p. 35), is hereby adopted for the 2024-25 academic year as stated in the Exhibit.

PF _____ JF _____ PL _____ RP _____ JW _____

2. Agreements, Contracts, and/or Leases

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

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

- a. Agreement: Arcadia Infrastructure Group, LLC
 Sam Johnston
 101 Main Street Suite 300
 Milford, OH 45150
EXHIBIT D, (pp. 36 – 46):
 Period: 5-year commencing December 2023
 Exec. Director: John Lacy, Business Operations
 Purpose: Arcadia may market each property to telecommunications providers licensed by the Federal Communications Commission for the attachment of such Wireless Carrier's equipment.
- b. Agreement: Education Advanced, Inc.,
 2702 E. Fifth St., #372
 Tyler TX, 75701
 (903)858-4497
EXHIBIT E, (pp. 47 – 50):
 Amount: \$70,500.00 (or \$23,500 annually)
 Fund: #507, #572
 Period: July 1, 2023, through June 30, 2026.
 Assoc. Supt.: Dante Capers
 Purpose: Cardonex program and professional training services to support Master Schedule and staffing need for Warren G. Harding High School.

PF _____ JF _____ PL _____ RP _____ JW _____

3. Authorization for Disposal of Board-Owned Fixed Assets for the Period July, 2023 through December, 2023

It is recommended the resolution authorizing disposal of Board-owned fixed assets for the period July, 2023 through December, 2023 be approved as submitted.

WHEREAS, the fixed assets as listed in EXHIBIT F, (p. 51), 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, 2023 through December, 2023.

PF _____ JF _____ PL _____ RP _____ JW _____

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 – 2023 – 2024 School Year:

BELL, James	\$ 350.00
FISHER, Patricia	\$ 500.00
NELSON, Ronald	\$ 500.00
SMITH, Jillian	\$ 500.00

PF _____ JF _____ PL _____ RP _____ JW _____

5. 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	
The Cafaro Foundation	Mobile Raider Pantry Monetary Donation Value: \$5,000.00	[1]
Loni Capan	Willard Raider Pantry Winter Coats Estimated Value: \$170.00	[2]
Do-Cut 3375 Youngstown Rd SE Warren, OH 44484	Willard Raider Pantry 30 Turkeys and Canned Goods Estimated Value: \$1,500.00	[2]
Nick Frankos Memorial Scholarship Fund & Mr. Nick Frankos 1305 Buena Vista Ave. NE Warren, OH 44483	Warren City Schools 400 Thanksgiving/Christmas Turkeys Estimated Value: \$6,000.00	[3]
Friendship Baptist Church 1954 Brier Street SE Warren, OH 44484	Willard Raider Pantry Complete Thanksgiving Dinners including Turkeys Estimated Value: \$800.00	[2]

Saratoga Restaurant 129 E Market Street Warren, OH 44481	Warren City Schools Breakfast for Instructional Rounds Estimated Value: \$800.00	[4]
United Way of Trumbull County 295 Harmon Ave NW Warren, OH 44483	Mobile Raider Pantry Monetary Donation Value: \$5,000.00	[1]

- [1] To be used to support the community of the Warren City Schools.
 [2] To be used to support the student of Willard PK – 8 School.
 [3] To be used to support the students of the Warren City Schools.
 [4] To be used to support District Instructional Rounds.

PF _____ JF _____ PL _____ RP _____ JW _____

6. Personnel Recommendations

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

CERTIFICATED:

a. 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 leaves are recognized and/or granted for the dates indicated.

- (1) William Bell, Elementary Education Teacher, Leave of Absence, effective 11/29/2023.
- (2) Lauren Deemer, Early Childhood Education Teacher, Leave of Absence, effective 01/02/2024.
- (3) Diane Finesilver, Elementary Education Teacher, Leave of Absence, effective 12/06/2023.
- (4) Keri Grim, Special Education Teacher, Leave of Absence, effective 12/07/2023.
- (5) Stephanie Hall, Elementary Education Teacher, Leave of Absence, effective 12/04/2023.

b. Military Leave

WHEREAS, in accordance with the Master Contract between the Warren City Board of Education and the Warren Education Association, teachers who are members of the Reserve Forces of the United States or Organized militia as defined in ORC 5923.01 are entitled to leave of absence from their respective

duties without loss of pay for such time as they are in military service on field training or active duty as defined in ORC 5923.05 for period not to exceed thirty-one (31) days in any one calendar year; and

WHEREAS, military leaves and right to re-employment upon completion of military service shall be granted in accordance with ORC 3319.14, ORC 5903.06, ORC 5903.061, and ORC 5923.05; and

WHEREAS, during a national emergency, should the period of active duty exceed thirty-one (31) days, the teacher shall continue to receive the difference between his/her normal pay and his/her military pay for the duration of military services and all benefits shall remain in force. Upon return, the teacher shall be reinstated to his/her previous assignment if within the same school year or the same or similar assignment if the leave is longer than one year. For purposes of seniority and placement on the salary schedule, years of absence for military service shall be counted as though teaching service had been performed during that time.

NOW, THEREFORE, BE IT RESOLVED under the provisions of the Master Contract between the Warren City Board of Education and the Warren Education Association and under the provisions of ORC 5923.05, the following military leave of absence is granted for the dates indicated; and

BE IT FURTHER RESOLVED that the teacher be granted military leave without loss of pay or benefits for thirty-one (31) days; and

BE IT FURTHER RESOLVED that should the active duty exceed thirty-one (31) days, the teacher shall continue to receive the difference between his/her normal pay and his/her military pay (not to include military allowances) for the duration of military services and all benefits shall remain in force, including but not limited to all health care benefits, life insurance, and accrual of sick leave, for the period indicated below.

(1) Rylee Laswell-Bernard, Special Education Teacher
Effective Date(s) for the 2023-24 School Year:

December 14, 2023

February 23, 2024 through May 29, 2024

c. Appointments – Certificated – Hourly Employment (2023-24 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 approved at the **November 28, 2023**, Regular Meeting, **MOTION NO. 11-2023-240**, Section e., Appointments – Certificated – Hourly Employment (2023-24 School Year), Item No. 1, Heggerty and CAP Training, **AMEND effective 11/02/2023 TO 11/09/2023**, \$30.04 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9241, Title II-A Fund #590, SCC #9242, and ECE Fund #439, SCC #9243, not to exceed \$61.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Skyler Bell
Gabriella Hernandez
Andrea Hochmann
Kelly Hutchison

Lisa Judd
Zachary McKenzie
Shauna McKinstry
Brittany Williams

- (2) Supplemental contracts for the purpose of participating in WGH Math Alignment & Planning Sessions, as scheduled, effective 11/14/2023 through 06/28/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I School Improvement Grant Fund #536, SCC #9241, not to exceed \$360.50 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Timothy Calhoun

Khristine Krcelic

- (3) Supplemental contract for the purpose of attending WGH Project Ignite Training & Professional Development, effective 11/02/2023 through 04/25/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I School Improvement Fund #536, SCC #9241, and Title I Fund #572, SCC #9241, not to exceed \$331.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Susan Mizik

- (4) Supplemental contracts for the purpose of participating in McGuffey PK-8 PBIS Team Meetings, effective 11/28/2023 through 06/28/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I SI Fund #536, SCC #9241 and Title IV-A Fund #584, SCC #9244, not to exceed \$241.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Joseph Austin
Andrea Galloway

Kimberly Orr
Kayla Rieser

- (5) Supplemental contract for the purpose of providing instruction in the WGH Afterschool Intervention Program, as scheduled, 11/06/2023 through 11/27/2023, \$30.04 per an hour, on an as needed basis, to paid from Title I Fund #572, SCC #9241, and ARP ESSER Fund #507, SCC #9230, not to exceed \$361.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kimberly Hunter

- (6) Supplemental contracts for the purpose of attending Step Up to Quality (SUTQ) Training & Work Sessions, as scheduled, effective 11/29/2023 through 03/31/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9241, Title II-A Fund #590, SCC #9242, and ECE Fund #439, SCC #9243, not to exceed \$181.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

PreK Teachers

Skyler Bell
Brandi DeJean
Andrea Drotar
Stephanie Gilligan
Gabriella Hernandez
Andrea Hochmann
Lisa Judd

Zachary McKenzie
Shauna McKinstry
Leslie Readman
Denise Roberts
Brittany Williams
Laura Zellers

PreK Coordinator

Kelly Hutchison

- (7) Supplemental contract for the purpose of providing instruction in the Willard Grade 8 Math Support Program, as scheduled, effective 01/08/2024 through 04/15/2024, \$30.04 per an hour, on an as needed basis, to paid from Title I Fund #572, SCC #9241, not to exceed

\$631.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Willard

Valerie Thomas

Pre-Service Training/Prep: \$30.04 per hour
 Not to exceed \$61.00
 Date: TBD
 Title I-A Fund #572, SCC #9241

- (8) Supplemental contract for participating in Warren City Schools District Literacy Leadership Team Meetings, effective 01/30/2024 through 06/30/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I-SI Fund #536, SCC #9241, Title I-A Fund #572, SCC #9241, and Title II-A Fund #590, SCC #9242, not to exceed \$181.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Laurissa Shaw

- d. Building Substitute Teacher Appointment(s) (2023-24 School Year) \$150.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

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

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

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

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

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

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Jasmine Santiago	12/18/2023	Lincoln PK-8

e. Employment – Certificated (current regular employee) (Co-Curricular year) (2023-24 school year)

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

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

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

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

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

(The payment of supplemental contracts listed below are subject to proration at the discretion of the Superintendent.)

High School Advisors & Clubs:

- (1) Robotics Assistant – Code #13.0, Index 6.0, Salary Table B.

Joy Angelo
Tyler Nimmagadda
Val Jean Pace

Eugene Mach
Natalie Rohrer
Richard Rohrer

CLASSIFIED:

f. Resignation – Classified

WHEREAS, the employee has 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 be accepted with regret, but with the best wishes and sincere appreciation.

- (1) Annastacia Ray, ED Educational Assistant, Warren G. Harding High School Salary Table I, effective the close of the day 12/22/2023.

g. 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 leaves are recognized and granted for the approximate dates indicated.

- (1) Peggy Lucas, Day Janitor, Willard PK-8 Building, Salary Table D, effective 12/08/2023.

- (2) Elizabeth Mullarkey, MD Educational Assistant, Lincoln PK-8 Building, Salary Table I, effective 01/02/2024 to 05/28/2024.
- (3) William Rerko, Mechanic, Administration, Salary Table D, effective 12/01/2023.

h. 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 their respective Union(s), 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(s); 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) Kevin Allgood, 5.5 Hr. Floating Night Janitor, Administration, Salary Table D, effective 12/06/2023 (Begin 30 Day Probationary). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Marsha Burch, 6.0 Hr. General Helper, Willard PK-8 Building, Salary Table G, effective 12/01/2023 (Completion of Probationary Period 11/30/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Jamie Charnas, 6.0 Hr. General Helper, McGuffey PK-8 Building, Salary Table G, effective 11/28/2023 (Completion of Probationary Period 11/27/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (4) Kevin Code, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 10/23/2023 (Completion of Probationary Period 12/08/2023). (Vacancy created due to resignation/retirement in department.)

(Recommended by J. Lacy, Executive Director of Business Operations)

- (5) Charlene Currey, 6.0 Hr. General Helper, Jefferson PK-8 Building, Salary Table G, effective 11/29/2023 (Completion of Probationary Period 11/28/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (6) Sean Daskivich, Floating Night Janitor, Administration, Salary Table D, effective 10/02/2023 (Completion of Probationary Period 11/17/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (7) Jessica DiVencenzo, MD Educational Assistant, Fairhaven, Salary Table I, effective 12/05/2023. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (8) Panda Hedglin, 6.0 Hr. General Helper, Lincoln PK-8 Building, Salary Table G, effective 11/22/2023 (Completion of Probationary Period 11/21/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (9) Kyle Huey, Floating Night Janitor, Administration, Salary Table D, effective 11/28/2023 (Begin 30 Day Probationary). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (10) Christine Laginya, 6.0 Hr. General Helper, Warren G. Harding High School, Salary Table G, effective 11/30/2023 (Completion of Probationary Period 11/29/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (11) Debra Larson, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 09/25/2023 (Completion of Probationary Period 11/16/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (12) Maya Lumadue, 6.0 Hr. General Helper, Lincoln PK-8 Building, Salary Table G, effective 11/22/2023 (Completion of Probationary Period

11/21/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

- (13) Sandra Macali, 7.0 Hr. Cook Helper, Jefferson PK-8 Building, Salary Table G, effective 11/29/2023 (Completion of Probationary Period 11/28/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (14) Chatona Pierson, 6.0 Hr. General Helper, Jefferson PK-8 Building, Salary Table G, effective 11/30/2023 (Completion of Probationary Period 11/29/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (15) D'Ann Toles, MD Educational Assistant, Lincoln PK-8 Building, Salary Table I, effective 11/20/2023. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (16) Craig Whitman, 5.5 Hr. Floating Night Janitor, Administration, Salary Table D, effective 12/04/2023 (Begin 30 Day Probationary). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

i. Military Leave - Classified

WHEREAS, in accordance with ORC 5923.05 permanent public employees who are members of the Ohio organized militia or members of other reserve components of the armed forces of the United States, including the Ohio national guard, are entitled to leave of absence from their respective positions without loss of pay for such time as they are in military service on field training or active duty as defined in ORC 5923.05 for period not to exceed thirty-one (31) days in any one calendar year; and

WHEREAS, military leaves and right to re-employment upon completion of military service shall be granted in accordance with ORC 3319.14, ORC 5903.06, ORC 5903.061, and ORC 5923.05; and

WHEREAS, during a national emergency, should the period of active duty exceed thirty-one (31) days, the permanent public employee shall continue to receive the difference between his/her normal pay and his/her military pay for the duration of military services and all benefits shall remain in force. Upon return, the permanent public employee shall be reinstated to his/her previous

assignment if within the same school year or the same or similar assignment if the leave is longer than one year.

NOW, THEREFORE, BE IT RESOLVED under the provisions of the ORC 5923.05, the following military leave of absence is granted for the dates indicated; and

BE IT FURTHER RESOLVED that the permanent public employee be granted military leave without loss of pay or benefits for thirty-one (31) days; and

BE IT FURTHER RESOLVED that should the active duty exceed thirty-one (31) days, the permanent public employee shall continue to receive the difference between his/her normal pay and his/her military pay (not to include military allowances) for the duration of military services and all benefits shall remain in force, including but not limited to all health care benefits, life insurance, and accrual of sick leave, for the period indicated below.

- (1) Kyle Huey, Floating Night Janitor, Administration, for the 2023-2024 contract year as follows:

December 7, 2023–December 10, 2023-Army National Guardsmen Training

May 16, 2024-May 19, 2024 - Army National Guardsmen Training

j. Substitute Employment Additions – Classified

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

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

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01, such employee shall be directed and assigned. This employment is contingent upon receiving satisfactory results from a mandatory drug test required by school policy and the individual(s) named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed. This employment is also conditional until receipt of satisfactory results from a state required police check.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be added to the approved list of substitute personnel.

- (1) Tina Reese, Substitute Extra Clerk Typist, Salary Table M, effective 11/21/2023.

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) Matthew Devlin, 8 Hr. Night Janitor, Willard PK-8 Building, Salary Table D, to Plant Manager 2, Willard PK-8 Building, Salary Table D, effective 12/04/2023.

l. 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 for participating in the McGuffey PK-8 PBIS Team Meetings, effective November 28, 2023, to June 28, 2024, to be paid from Title 1 SI Fund #536, SCC #9241, at their current hourly rate, not to exceed \$162.00 each. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Tia Phillips

- (2) The following individual be granted a supplemental contract for the purpose of attending Step Up to Quality Training & Work Sessions, as scheduled, effective November 29, 2023, to March 31, 2024, to be paid from Title 1-A Fund #572, SCC #9241 and ECE Fund #439, SCC #9243, at their current hourly rate, not to exceed \$122.00. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Holly Chambers

- (3) The following individuals be granted supplemental contracts for the purpose of attending monthly preschool professional development meetings, effective December 1, 2023, to May 31, 2024, to be paid from Title 1-A Fund #572, SCC #9241, and ECE Fund #439, SCC #9243, at their current hourly rate, not to exceed \$140.00 each. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Emilee James
Lucy Lepola

- (4) The following individual be granted a supplemental contract for additional duties for the 2023-2024 school year, as assigned by Superintendent/CEO or Associate Superintendents, to be paid from General Fund #001, at their per diem rate, not to exceed 25 hours. (Recommended by S. Chiaro, Superintendent/CEO)

Tracy Preston

- (5) The following individual be granted a supplemental contract for participating in the WGH Building Leadership Team (BLT) and attending monthly meetings as scheduled, effective September 11, 2023, to June 28, 2024, to be paid from Title 1 SI Fund #536, SCC #9231/#9241, at their current hourly rate, not to exceed \$225.00. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kim Anzevino

- (6) Adult Game Workers for Athletic Events for the 2023-2024 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	\$11.00/hour
Gate for Boys' Varsity Football	\$11.00/hour
Gates for Boys' Single Middle School Football	\$11.00/hour
Main Ticket Clerk for Varsity Football	\$11.00/hour
Football Chain Coordinator	\$11.00/hour
Varsity Football Clock	\$12.50/hour
Football Clock Assistant	\$12.50/hour
J.V. Football Clock	\$11.00/hour
Freshmen Football Clock	\$11.00/hour
Lower Level Football Clock	\$11.00/hour
Football Announcer	\$11.00/hour
Football Assistant Announcer	\$11.00/hour
Audio for Football	\$11.00/hour
Video for Football	\$11.00/hour
Computer for Football	\$11.00/hour
Game Book/Statistician for Football	\$11.00/hour
Press Box Host	\$11.00/hour
Officials' Host for Football	\$11.00/hour
7/8 Grade School Volleyball Clock	\$11.00/hour
Gate for Single Girls' Volleyball	\$11.00/hour
Gate for Single Girls' Middle School Volleyball	\$11.00/hour
Gate for Single Boys' and/or Girls' Soccer	\$11.00/hour
Gate for Single Boys' a/o Girls' Basketball Game	\$11.00/hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$11.00/hour
Varsity Main Basketball Clock	\$15.00/hour
Assistant Varsity Basketball Clock	\$12.50/hour
JV Basketball Clock	\$11.00/hour
Freshman Basketball Clock	\$11.00/hour
Basketball Announcer	\$11.00/hour
Game Book/Statistician for Boys' Basketball	\$12.00/hour
Scorebook for Basketball	\$11.00/hour
Video for Basketball	\$11.00/hour
Gate for Boys' and/or Girls' Swim Meet	\$11.00/hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$11.00/hour
Security for High School Sporting Event	\$11.00/hour
Security for Single Middle School Events	\$11.00/hour

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

Stanley Elkins
Laura Willard

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

m. Employment—Classified Co-curricular 2023-2024 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.

(The payment of supplemental contracts listed below are subject to proration at the discretion of the Superintendent.)

High School Athletics & K-8 Athletics:

- (1) Employment-Classified Co-curricular 2023--2024 School Year, recommendation at the November 28, 2023, Regular Board Meeting, **MOTION NO. 11-2023-2240** Section k, Item no. 7, **Scott Lydic**, Code

#102.0, Index 8.0, Salary Table B, 7th Grade Basketball Coach (White), Middle School, Warren Middle Schools, (Girls), **(85% of contract), be AMENDED to (100% of contract).**

High School Advisors & Clubs:

- (2) Frank Bosak, Code #12.0, Index 12.0, Salary Table B, F.I.R.S.T. Project Coordinator, High School, Warren G. Harding High School (100% of contract)
- (3) Trevor Donley, Code #13.0, Index 6.0, Salary Table B, Robotics Assistant, High School, Warren G. Harding High School (100% of contract)

High School Athletics:

- (4) Tyler James, Code #52.0, Index 3.5, Salary Table B, Indoor Track Assistant, High School, Warren G. Harding High School (Boys), (100% of contract)
- (5) Steve Lukco, Code #62.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School (Girls), (100% of contract)
- (6) Sydney Lukco, Code #61.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School, (Boys), (100% of contract)

PF _____ JF _____ PL _____ RP _____ JW _____

Board's Recommendations

11b. Public Participation

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

Investigate of Charges or Complaints Against Public Employee

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

District Security Arrangements and Emergency Response Protocols

Consideration of Confidential Information Related to Economic Development Project

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

PF _____ JF _____ PL _____ RP _____ JW _____

13. Reconvened Board Meeting - _____ p.m.14. Adjournment - _____ p.m.

PF _____ JF _____ PL _____ RP _____ JW _____

SC:tep

12/11/2023