



AGENDA  
Board of Education  
Warren City School District  
**Special Meeting** – August 19, 2014 – 5:10 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.*

1. Call to Order

2. Roll Call by Approved Rotation

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

3. Adoption of Agenda

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

## **Superintendent's Recommendations**

### 1. Personnel Recommendations

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

#### CERTIFICATED:

##### a. Administrative Contract Appointment

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

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

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

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

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

- (1) Wendy Hartzell, Associate Superintendent  
(Title change ONLY – lateral movement)

Term: July 1, 2014 – June 30, 2016

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

Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule C, Certificated Administrators (Non-Grandfathered) – 52 weeks, 260-day contract, 2014-15 School Year Step 1 (M30-L19); 2015-16 School Year - To Be Determined.

- (2) Margaret Kowach, Supervisor of School Improvement

Term: August 21, 2014 – June 30, 2016

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

Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule C, Certificated Administrators – Less than 52 weeks (Non-Grandfathered), 216-day contract, 2014-15 School Year Step 1 (prorata); 2015-16 School Year - To Be Determined.

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

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

WHEREAS, a vacancy exists for this employment action; and

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

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

- (1) Certificated Appointment approved at the July 15, 2014 Board Meeting, MOTION NO. 07-2014-188, Andrea Miller, be RESCINDED.

- (2) Sandra Carson, Elementary Education Teacher, Salary Table A, Step B-09, Limited Contract, effective the 2014-15 school year (Replacement position).
- (3) Lauren Catuogno, Secondary Education Teacher, Salary Table A, Step B18-04, Limited Contract, effective the 2014-15 school year (Replacement position)
- (4) Trisha DiCesare, School Counselor, Salary Table A, Step A, Step M-04, Limited Contract, effective the 2014-15 school year (Replacement position)
- (5) Justin Drapp, Secondary Education Teacher, Salary Table A, Step B-05, Limited Contract, effective the 2014-15 school year (Replacement position)
- (6) Jessica Durham, Art Education Teacher, Salary Table A, Step M-06, Limited Contract, effective the 2014-15 school year (Replacement position)
- (7) Heather Eich, Early Childhood Education Teacher, Salary Table A, Step B-06, Limited Contract, effective the 2014-15 school year (Replacement position)
- (8) Todd Jones, Secondary Education Teacher, Salary Table A, Step B-01, Limited Contract, effective the 2014-15 school year (Replacement position)
- (9) Ami Batt-LeMaster, Secondary Education Teacher, Salary Table A, Step M30-01, Limited Contract, effective the 2014-15 school year (Replacement position)
- (10) Lance Ronghi, Middle Childhood Education Teacher, Salary Table A, Step B-01, Limited Contract, effective the 2014-15 school year (Replacement position)
- (11) Michael Sandy, Middle Childhood Education Teacher, Salary Table A, Step M-06, Limited Contract, effective the 2014-15 school year (Replacement position)
- (12) Laura Vennetti, Early Childhood Education Teacher, Salary Table A, Step B-04, Limited Contract, effective the 2014-15 school year (Replacement position)

- (13) Bryan Whitmore, Middle Childhood Education Teacher, Salary Table A, Step M-07, Limited Contract, effective the 2014-15 school year (Replacement position)

c. Resignation – Certificated – Personal

WHEREAS, the employee herein named have requested to be released from his employment contract as specified at the effective date indicated.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the resignation from regular contract is accepted at the effective date indicated.

- (1) Deneen Aurand, Substitute Teacher, resignation effective the close of the 2013-14 school year.
- (2) Alice Bicudo-Delventhal, Elementary Education Teacher, resignation effective the close of the day 08/19/2014.
- (3) Donald Cheffo, School Counselor, resignation effective the close of the day 08/20/2014.
- (4) William Collins, Substitute Teacher, resignation effective the close of the 2013-14 school year.
- (5) Cara Russo-Gatta, Early Education Teacher, resignation effective the close of the day 08/18/2014.
- (6) Lorraine Trina, Special Education Teacher, resignation effective the close of the day 08/13/2014. (From leave of absence)
- (7) Judith Wilkins, Substitute Teacher, resignation effective the close of the 2013-14 school year.

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) Jacob Bails, School Psychologist, Leave of Absence without Pay, effective 08/11/2014 through the close of the day 08/19/2014.

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

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

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

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

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

- (1) Supplemental Contracts for Home Instruction, effective 08/01/2014 through 06/30/2015, \$24.21 per an hour, on an as needed basis, to be paid through Fund #001 (Recommended by W. Hartzell, Special Education)

Donna Brown  
Denise Delaquila  
Annette McCorvey  
Deborah Pully  
Carol Wilson

- (2) Supplemental Contracts for the 21<sup>st</sup> Century Learning Afterschool Program for services of Site Coordinator for Grades 6-8 at Willard

and Jefferson PK-8 Schools, effective 08/01/2014 through 06/30/2015, \$24.21 per hour, on an as needed basis, to be paid from the 21<sup>st</sup> CCLC Fund #599, SCC 9115 (Recommended by J. Merolla, Community Outreach and Grant Development)

Megan Mussler      Jefferson PK-8 School  
Vurnise Johnson      Willard PK-8 School

- (3) Supplemental Contracts for Teachers of the 21<sup>st</sup> Century Community Learning Afterschool Program, servicing Grades 6-8 at the Willard and Jefferson PK-8 Buildings, effective 08/01/2014 through 06/30/2015, \$24.21 per an hour, on an as needed basis, to be paid from 21<sup>st</sup> CCLC, Fund #599, SCC 9114 (Recommended by J. Merolla, Community Outreach and Grant Development)

Pamela Heggins

- (4) Supplemental Contract for the purpose of attending a six (6) hour training for communicable disease for the Ohio State University Extension Office, Trumbull County, effective 08/01/2014 through 08/31/2014, \$24.21 per an hour, on an as needed basis, to be paid from Title I, Fund #572, SCC 9115 (Recommended by M. Leiby, State & Federal Programs)

Brandi Shrock

- (5) Supplemental Contract for the following Speech-Language Pathologist to complete student testing, assessments and reports for pre-school student that will be attending Warren City Schools during the 2014-15 school year, effective 08/01/2014 through 08/20/2014, \$24.21 per an hour, on an as needed basis, to be paid from Fund #516, SCC 9410 (Recommended by W. Hartzell, Special Education)

Kimberly Armstrong

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

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

WHEREAS, persons employed for coaching positions are required to submit verification of completion of CPR and Sport 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 for the 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)

**High School Athletics:**

- (1) Douglas Sangregorio – Assistant Football Coach – Warren G. Harding High School, Boys, Code #48, Index 16.0, 91% of Contract, Salary Table B.
- (2) Daniel Sweet – Assistant Soccer Coach – Warren G. Harding High School, Boys, Code #56, Index 5.6, Salary Table B.

**CLASSIFIED:**

g. Retirement/Resignation – Classified

WHEREAS, the following employee(s) have worked or received working credit qualifying for retirement; and

WHEREAS, the employee(s) have requested to be released from all contracts of employment by way of resignation at the effective date indicated.

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

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

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



- (1) Troy Seay, Educational Aide, Salary Table I, effective the close of the day 08/22/14.
- (2) Charles Stephens, 5 Hour Delivery Person, Salary Table D, effective the close of the day 08/15/14.

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

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

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

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

- (1) Thomas Pawcio, Maintenance Grounds Crew, Willard PK-8, Salary Table D, effective 07/30/14.

i. 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 Board of Education, 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.

- (1) Paige Jackson, MD Educational Aide, Salary Table I, effective 08/22/14.

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.

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) Lori Bauer, Substitute Educational Aide, effective 08/11/14.
- (2) JimAnnie Jackson, Substitute Noon Hour Aide, effective 08/20/14.

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) Beverly Sparks, Auxiliary Clerk – John F. Kennedy School, Salary Table E, Pay Range I, 204 day contract, 7.5 hours per day, to 204 day contract, 3.5 hours per day, effective 08/12/14. (Change in hours due to reduction in State funding)

I. 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 supplemental contract for 21<sup>st</sup> Century Community Learning Afterschool Program effective July 1, 2014 to June 30, 2015 to be paid from 21<sup>st</sup> CCLC Fund #599 SCC 9115 at the rate of \$24.21 per hour for serving as the 21<sup>st</sup> Century Community Learning Center Program Manager for the afterschool 6<sup>th</sup>-8<sup>th</sup> grade program at Willard and Jefferson. (Recommended by Jill Merolla, Supervisor of Community Outreach and Grant Development)

Kevin Stringer

- (2) The following supplemental contract for 21<sup>st</sup> Century Community Learning Afterschool Program effective August 1, 2014 to June 30, 2015 to be paid from 21<sup>st</sup> CCLC Fund #599 SCC 9115 at the rate of \$11.11 per hour for serving as the 21<sup>st</sup> Century Community Learning Center Activity Leader for the afterschool 6<sup>th</sup>-8<sup>th</sup> grade program at Willard and Jefferson. (Recommended by Jill Merolla, Supervisor of Community Outreach and Grant Development)

Ronile Bonner

- (3) The following supplemental contract for 21<sup>st</sup> Century Community Learning Afterschool Program effective August 1, 2014 to June 30, 2015 to be paid from 21<sup>st</sup> CCLC Fund #599 SCC 9115 at the rate of \$16.31 per hour for serving as the 21<sup>st</sup> Century Community Learning Center Activity Leader for the afterschool 6<sup>th</sup>-8<sup>th</sup> grade program at Willard and Jefferson. (Recommended by Jill Merolla, Supervisor of Community Outreach and Grant Development)

Laura Green – Jefferson 6-8 Pod  
 Ellen Diana White – Willard 6-8 Pod

- (4) The following individuals be granted a supplemental contract for the purpose of attending a 6 hour training for communicable disease from the Ohio State University Extension Office, Trumbull County, effective August 1 to August 31, 2014, to be paid from Title 1 Fund #572 SCC 9115 at the rate of \$12.50 per hour. (Recommended by Mark Leiby, Director of State/Federal Programs)

Holly Chambers  
 Kelly Kroynovich  
 Katherine Ohlin

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

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

Gate for Boys' JV/9 <sup>th</sup> Football	\$8.00 per hour
Gate for Boys' Varsity Football	\$8.00 per hour
Main Ticket Clerk-Varsity Football	\$8.00 per hour
Football Chain Coordinator	\$10.00 per hour
Varsity Football Clock	\$12.50 per hour
Football Clock Asst.	\$12.50 per hour
J.V. Football Clock	\$8.00 per hour
Freshmen Football Clock	\$8.00 per hour
Lower Level Football Clock	\$8.00 per hour
Football Announcer	\$10.00 per hour
Football Asst. Announcer	\$10.00 per hour
Audio for Football	\$8.00 per hour
Video for Football	\$8.00 per hour
Computer for Football	\$8.00 per hour
Game Book/Statistician for Football	\$8.00 per hour
Press Box Host	\$8.00 per hour
Officials' Host for Football	\$8.00 per hour
Parking Worker for Football	\$12.00 per hour
Parking Coordinator-JFK Football	\$18.00 per hour
Parking Coordinator-WGH Football	\$18.00 per hour
Gate for Single Girls' Volleyball	\$8.00 per hour
Gate - Single Boys a/o Girls Soccer	\$8.00 per hour
Gate-Single Boys a/o Girls Basketball Game	\$8.00 per hour

Varsity Main Basketball Clock	\$15.00 per hour
Assistant Varsity Basketball Clock	\$12.00 per hour
JV Basketball Clock	\$8.00 per hour
Freshman Basketball Clock	\$8.00 per hour
Basketball Announcer	\$10.00 per hour
Game Book/Statistician-Boys' Basketball	\$12.00 per hour
Scorebook for Basketball	\$8.00 per hour
Video for Basketball	\$8.00 per hour
Gate-Boys' and/or Girls' Swim Meet	\$8.00 per hour
Security- High School Sporting Event	\$8.00 per hour
Ticket Worker Position-Boys'/Girls' Track Meets	\$8.00 per hour
Overtime Game worker	\$12.00 per hour

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

Brandon Giovannone  
Cherie O'Neill  
Jakequan Pringle

The above game workers 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.

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

All Adult Game workers for Middle School sports will be paid as follows:

Gate for Boys' Single Middle School Football	\$8.00 per hour
Gate for Girls' Single Volleyball	\$8.00 per hour
Gate for Single Boys' and/or Girls' Basketball Game	\$8.00 per hour
Gate for Boys' and/or Girls' Swim Meet	\$8.00 per hour
Security for Single Middle School Events	\$8.00 per hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$8.00 per hour

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

Brandon Giovannone  
Cherie O'Neill  
Jakequan Pringle

The above game workers 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.

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

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

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

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

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

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) Dawn Harper, Code #8, Index 16.0, Salary Table B, Cheerleading Sponsor, High School, Warren G. Harding High School (Girls), (100% of contract).
- (2) Dawn Harper, Code #9, Index 8.0, Salary Table B, 9<sup>th</sup> Grade Cheerleading Sponsor, High School, Warren G. Harding High School (Girls), (100% of contract).

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 Employees*
- Matters Required to be Kept Confidential by State or Federal Law*

4. Adjournment - \_\_\_\_\_ p.m.

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