

## **January 8, 2024 – Special Meeting**

Salem High School for a Special Meeting. Present were Mrs. Barley, Mr. Bricker, Mrs. Maniscalco, Mr. Warner and Mrs. Hrvatin.

Mrs. Barley called the meeting to order at 6:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mrs. Barley then called the roll with the following results:

Mrs. Dianna Barley – Present

Mr. Ted Bricker - Present

Ms. Brittany Maniscalco - Present

Mr. Gregg Warner – Present

Mrs. Carol Hrvatin - Present

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mr. Bricker and seconded by Mr. Warner that the agenda be approved as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS**

01 Reviewed the consent agenda.

There being no other matters requiring board consideration and action at this time, Mrs. Barley asked for a motion to adjourn. Mr. Bricker so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mrs. Barley adjourned the meeting at 6:42 PM.

---

Board President

---

Treasurer

### **January 8, 2024 – Organizational Meeting**

The Salem Board of Education met Monday, January 9, 2023 at 6:30 PM in the Library at the Salem Sr. High School for its Organizational Meeting.

#### **24-128 Roll Call**

The Treasurer should call the roll and the election of officers shall take place.

Mrs. Dianna Barley	Present
Mr. Ted Bricker	Present
Mrs. Carol Hrvatin	Present
Mr. Gregg Warner	Present
Mrs Brittany Maniscalco	Present

#### **24-129 Appointment of President Pro Tem**

The Board shall appoint a President Pro Tem for the organizational meeting. The Superintendent shall call for nominations for the President Pro Tem. If more than one person is nominated for the position, the Treasurer shall publicly call the roll of the board and ask them to vote their desire. A majority of all board members is required to elect an officer. Mr. Bricker nominates Ms. Barley as President Pro Tem.

Motion to close appointment.

Motion By Mrs. Maniscalco  
Second By Mrs. Hrvatin

Ayes: Barley, Bricker, Maniscalco, Shivers, and Hrvatin

Nays: None

Motion Carries



24-130 Election of President

The president pro tem shall call for nominations for the office of the President.

Any member of the board may nominate someone for this office or they may nominate themselves. The nominations do not require seconds.

If more than one person is nominated for the position of president, the Treasurer shall publicly call the roll of the board and ask them to vote their desire. A majority of all board members is required to elect an officer. The Treasurer declares the election of the president.

Once the officer is elected, the meeting will proceed with the newly elected president presiding.

Mrs. Maniscalco nominates Mrs. Hrvatin as President for 2024.

Motion to close nomination. Motion Mr. Bricker Second Mrs. Hrvatin

Motion By Mrs. Hrvatin  
Second By Mrs. Maniscalco

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin  
Nays: None  
Motion Carries



24-131 Election of Vice President

The procedure to be followed for the election of vice president is the same as that used for the election of president.

Mrs. Barley nominates Mrs Maniscalco as Vice President for 2024.

Motion to close nomination.

Motion By Mrs. Barley  
Second By Mr. Bricker

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin  
Nays: None  
Motion Carries

24-132 Establish Regular Meetings

The Board of Education must establish the day of the month, the time, and the location of regular meetings. Regular meetings will be held at 7:00 pm in the High School Library. Meetings for the 2023 Calendar year are as follows:

1. Monday, January 8, 2024
2. Monday, February 26, 2024
3. Monday, March 18, 2024
4. Monday, April 15, 2024
5. Monday, May 20, 2024
6. Monday, June 24, 2024
7. Monday, July 15, 2024
8. Monday, August 12, 2024
9. Monday, September 16, 2024
10. Monday, October 21, 2024
11. Monday, November 18, 2024
12. Monday, December 9, 2024

Motion By Mrs. Hrvatin  
Second By Mrs. Maniscalco

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin  
Nays: None  
Motion Carries

24-133 OSBA Conference

The Superintendent recommends the Board of Education nominate a delegate and alternate to the OSBA Capital Conference in the fall of 2024.

Delegate Mr. Warner

Alternate Mrs Barley

Motion By Mrs. Barley

Second By Mr. Bricker

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin

Nays: None

Motion Carries

24-134 Establishment of Board Service Fund

In accordance with ORC 3315.15 the Superintendent recommends that the Board, by motion, establish a Board Service Fund in the amount of \$10,000.00.

Motion By Mrs. Maniscalco

Second By Mr. Bricker

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin

Nays: None

Motion Carries

24-135 Motions of Authorization

The Board authorizes the **Treasurer** to take the following actions on their behalf in order to assure the smooth and efficient operation of the district:

1. To request advances of tax receipts when available and needed to the Auditor of Columbiana County.

2. To invest available funds within context of Ohio Revised Code with full details to be made at the subsequent board meeting.
3. To make appropriation modifications as required for the operation of the district after full detail has been submitted to the Board for approval and ratification at the next Board meeting.
4. To pay bills in periods between Board meetings with submission of a list for ratification at the next Board meeting.
5. To make intra-fund transfers as required within the legal level of control and to make inter-fund advances/transfers within context of Ohio Revised Code Sections 5705.14, 5705.15 and 5705.16.

Motion By Mrs. Maniscalco

Second By Mr. Bricker

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin

Nays: None

Motion Carries

#### 24-136 Motions of Authorization

The Board authorizes the **Superintendent** to take actions on behalf of the Board of Education:

1. To act as Purchasing Agent for the District.
2. To approve attendance at in-service and/or conferences by teachers and administrators. These will pertain to their position or duties and will be approved in advance by the Superintendent.
3. To utilize legal counsel as necessary with the Board to be kept informed.

Motion By Mrs. Maniscalco

Second By Mr. Bricker

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin

Nays: None

Motion Carries

24-137 Federal and State Project Participation

The Superintendent recommends that the Board of Education approve applications for, and participation in, all available federally funded grants and all state funded projects including Title I-A, Title II-A (Supporting Effective Instruction), Title III LEP, Title IV-A, Title V-B, Special Education Part-B-IDEA, School Safety Grant, National School Lunch/Breakfast Program (including commodities distribution), Non-Public Auxiliary Funds, ARP ESSER, ARP IDEA, ARP – Homeless II, ESSER, CRF-Rural and Small Town SD, and IDEA-Early Childhood.

Motion By Mrs. Barley

Second By Mrs. Maniscalco

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin

Nays: None

Motion Carries

24-138 Assignment of Special Education Students

The Superintendent recommends that the Board of Education approve the assignment of special education students as required and in accordance with P.L. 94-142 or subsequent amendments.

Motion By Mrs. Maniscalco

Second By Mrs. Barley

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin

Nays: None

Motion Carries

23-138 Appointment of School Medical Director

The Superintendent recommends the Board of Education appoint Dr. Austin Frederickson as the school Medical Director for the 2024 calendar year.

Motion By Mrs. Barley

Second By Mr. Bricker

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin

Nays: None

Motion Carries

23-139 Designation of Official Newspaper

The Superintendent recommends that the Board of Education designate **The Salem News** as the official newspaper since it is published in the district. Continued utilization of **The Morning Journal** and **The Alliance Review** will take place. In certain and specific situations, a designated newspaper must be utilized for legal ads, notices, and financial reports as required.



Motion By Mrs. Barley

Second By Mr. Bricker

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin

Nays: None

Motion Carries

23-140 Fees for Copies of Meetings

The Superintendent recommends that the Board of Education determine fees charged to individuals requesting copies of meetings, agendas or notices of individual meetings remain the same for this year.

Motion By Mrs. Barley

Second By Mr. Bricker

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin

Nays: None

Motion Carries

23-141 OSBA Membership

The Superintendent recommends that the Board of Education approve the annual membership dues for the calendar year 2024 (January through December) to the Ohio School Boards Association (OSBA)

in the amount of \$6,467.00.

Motion By Mrs. Barley  
Second By Mrs. Maniscalco

Ayes: Barley, Bricker, Maniscalco, Wrner, and Hrvatin  
Nays: None  
Motion Carries

23-142 Tax Budget for Fiscal Year 2024-2025

The Superintendent recommends that the Board of Education approve  
The 2024-2025 Tax Budget to be submitted to the Columbiana  
County Auditor. See Exhibit 24-143 Tax Budget FY 2025.

Motion By Mrs. Barley  
Second By Mr. Bricker

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin  
Nays: None  
Motion Carries

23-143 Open Records

The Superintendent recommends that the Board of Education authorize  
the following individuals for the purpose of Open Records:

1. Michael Douglas

Motion By Mrs. Maniscalco  
Second By Mrs. Barley

Ayes: Barley, Bricker, Maniscalco, Warner, and Hrvatin

Nays: None

Motion Carries

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mrs. Barley second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 7:03.

---

Board President

---

Treasurer

## **January 8, 2024 – Regular Meeting**

The Salem Board of Education met Monday, January 8, 2024 at 7:00 PM for a Regular Meeting. Present were Mrs. Barley, Mr. Bricker, Mrs. Maniscalco, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:03 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Douglas then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. Dianna Barley – Present

Mr. Gregg Warner –Present

Mrs. Carol Hrvatin - Present

Mrs. Brittany Maniscalco – Present

### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Maniscalco and seconded by Mrs. Barley that the Board approved the minutes from December 11, 2023 Special Meeting and Regular Meeting as submitted prior to the meeting.

This item was approved on December 11, 2023 as follows: (This calendar had the wrong week listed for the Thanksgiving Break).

#### **24-116    School Calendar**

The Superintendent recommends that the Board of Education approve the school calendar for the 2024-2025 school year. See Exhibit #24-116.

This item was revised and should be approved as follows: (This calendar was revised and has the corrected week listed for Thanksgiving Break)

#### **24-116    School Calendar**

The Superintendent recommends that the Board of Education approve the revised school calendar for the 2024-2025 school year. See Exhibit #24-116 (Revised).

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Barley and seconded by Mrs. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **SUPERINTENDENT'S REPORT**

None

Southeast School - Mrs. Pancake, Ms. Lundquist, Mrs. Carlisle, students Leeum Richards and Grayson Carrol presented on events going on at Southeast. See Attachment

### **RECOGNITIONS**

### **HEARING OF PUBLIC REQUESTS**

### **COMMITTEE MEETING REPORTS**

None.

### **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mrs. Maniscalco and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end December 31, 2023.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

## **NEW BUSINESS, CONSENT AGENDA ITEMS**

### **24-145   Certified Maternity Leave**

The Superintendent recommends that the Board of Education approve Maternity Leave for Suzanne Harding from January 4, 2024, and until April 1, 2024, and returning to work on April 2, 2024.

### **24-146   Athletic Supplemental Positions**

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2023- 2024 season (pending OHSAA coaching certification).

#### **Track – Junior High/High School**

- |   |           |
|---|-----------|
| 1. <u>Bethany Glasser</u> – Head Girls Track Coach      | Top Step  |
| 2. <u>Bill Neapolitan</u> – Asst. Girls Track Coach     | Top Step  |
| 3. <u>Jen Neapolitan</u> – Asst. Track Coach            | Volunteer |
| 4. <u>Wanda Yerkey</u> – Asst. Girls Track Coach        | Step 0    |
| 5. <u>Ty Graham</u> – Asst. Boys Track Coach            | Step 3    |
| 6. <u>Zach Penick</u> – JH Head Boys Track Coach        | Step 1    |
| 7. <u>Clarissa Perkins</u> – JH Asst. Girls Track Coach | Step 3    |
| (50% Split)   |           |
| 8. <u>Lex Murray</u> – HS Assist Track Coach            | Volunteer |

#### **Baseball**

- |   |        |
|---|--------|
| 1. <u>Barry Long</u> – JV Head Coach        | Step 1 |
| 2. <u>David Toot</u> – Asst. Baseball Coach | Step 2 |

#### **Tennis**

- |   |        |
|---|--------|
| 1. <u>Mitch Maroscher</u> – Head Boys Coach | Step 2 |
|---|--------|

#### **Weight Room Supervisor**

- |   |          |
|---|----------|
| 1. <u>Tim Taafe</u> – Non-Football Supervisor | Top Step |
|---|----------|

#### **Youth Basketball**

- |   |  |
|---|--|
| 1. <u>Matt Mowery</u> – Youth Basketball (1-2, boys) – 2.5% if base scale |  |
|---|--|

24-147 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude the donation by the Holy Trinity Lutheran Church of \$800.00 to be used for the Quaker Club.

24-148 Hiring of Classified Staff

The Superintendent recommends that the Board of Education approve the hiring of the following for an OAPSE position pending BCI/FBI results:

1. Cynthia Jenkins – Bus Attendant Duty Aide – 4 Hrs./Per day during the school year (Beginning 1-3-2024) Step 4

24-149 Approving of Certified and Classified Substitutes

The Superintendent recommends that the Board of Education approve the following list of certified and classified substitutes pending re-certification (as necessary) and BCI/FBI results (as needed basis). See Exhibit: 24-149.

24-150 Hiring of School Nurse

The Superintendent recommends that the Board of Education approve the hiring of Lynea Taylor as a school nurse beginning January 16, 2024 pending BCI/FBI results.

24-151 Certified Staff Moving Up on Pay Scale

The Superintendent recommends that the Board of Education approve the following certificated staff to be moved up on the pay scale effective the beginning of the second semester of the 2023-2024 school year:

1. Kathryn Boggess – MA+15 to MA+30

24-152 E-Rate Contract Renewal

The Assistant Superintendent and Treasurer recommend that the Board approve the contract renewal for E-Rate agent, Educational Funding Group, Inc. to act as the school's agent with the Schools and Libraries Division of the Universal Service Administrative Company regarding all matters involving Salem's E-Rate funding applications for the E-Rate Funding Year 2024, 2025

and 2026 and all other open E-Rate Funding Years, past, present and future, as necessary. See Exhibit: 24-152.

24-153     Short-Term School Van Lease Agreement

The Superintendent recommends that the Board of Education approve the Short-Term School Van Lease Agreement between West Branch Local School District and Salem City School District for use on certain dates in January 2024. See Exhibit: 24-153.

24-154     Certified Maternity Leave

The Superintendent recommends that the Board of Education approve Maternity Leave for Ashley Taafe from February 14, 2024, and until May 1, 2024, and returning to work on May 2, 2024.

24-155     HEMSPN STNA Coordinator

The Superintendent and HEMSPN Director recommends that the Board of Education approve Bonita Newton, MSN,RN as STNA Coordinator at her pay.

Moved by Mrs. Barley and seconded by Mr. Bricker that the Board approve the Consent Agenda

Ayes: Barley, Maniscalco, Bricker, Warner and Hrvatin

Nays: None

Abstain:

Motion Carries

GOOD OF THE ORDER

Mr. Kirkland – January is board appreciation month. We thanked the board for all they do for the district. He stated the district has a lot of different things happening in the district and they couldn't happen without their support.

Mr. Kirkland also congratulated Mrs. Harding on the birth of her child.

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Barley so moved and Mr. Bricker second the motion. All board members voted "yes", Mrs. Hrvatin adjourned the meeting at 7:33 PM

---

Board President

---

Treasurer



## **February 26, 2024 – Special Meeting**

Salem High School for a Special Meeting. Present were Mrs. Barley, Mr. Bricker, Mrs. Maniscalco, Mr. Warner and Mrs. Hrvatin.

Mrs. Hrvatin called the meeting to order at 6:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Douglas then called the roll with the following results:

Mrs. Dianna Barley – Present

Mr. Ted Bricker - Present

Ms. Brittany Maniscalco - Present

Mr. Gregg Warner – Present

Mrs. Carol Hrvatin - Present

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mr. Bricker and seconded by Mrs. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS**

01 Reviewed the consent agenda.

02 Review Board Goals

- a. Mr. Kirkland discussed the possibility of property becoming available adjacent to Whinnery Farm. The property could potentially give the district access to Cunningham Rd
  - i. He discussed that the school has property that we could potentially sell to help purchase the new property
- b. Mr. Kirkland discussed options for April 8<sup>th</sup> and the Eclipse. He will present to the board at the March board meeting his discussion

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mr. Warner second the motion. All board members voted “yes”, Mrs. Barley adjourned the meeting at 6:51 PM.

---

Board President

---

Treasurer

## February 26, 2024 – Regular Meeting

The Salem Board of Education met Monday, February 26, 2024 at 7:00 PM for a Regular Meeting. Present were Mrs. Barley, Mr. Bricker, Mrs. Maniscalco, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Douglas then called the roll with the following results:

Mr. Ted Bricker – Present	Mrs. Dianna Barley – Present
Mr. Gregg Warner –Present	Mrs. Carol Hrvatin - Present
Mrs. Brittany Maniscalco – Present	

### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Maniscalco and seconded by Mrs. Barley that the Board approved the minutes from January 8, 2023 Special Meeting, Organizational Meeting, and Regular Meeting as submitted prior to the meeting.

This Item was approved as follows on January 8, 2024:

#### **24-146    Athletic Supplemental Positions**

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2023- 2024 season (pending OHSAA coaching certification).

#### **Track – Junior High/High School**

- |  |           |
|--|-----------|
| 8. <u>Bethany Glasser</u> – Head Girls Track Coach       | Top Step  |
| 9. <u>Bill Neapolitan</u> – Asst. Girls Track Coach      | Top Step  |
| 10. <u>Jen Neapolitan</u> – Asst. Track Coach            | Volunteer |
| 11. <u>Wanda Yerkey</u> – Asst. Girls Track Coach        | Step 0    |
| 12. <u>Ty Graham</u> – Asst. Boys Track Coach            | Step 3    |
| 13. <u>Zach Penick</u> – JH Head Boys Track Coach        | Step 1    |
| 14. <u>Clarissa Perkins</u> – JH Asst. Girls Track Coach | Step 3    |
| (50% Split)  |           |
| 8. <u>Lex Murray</u> – HS Assist Track Coach             | Volunteer |

#### **Baseball**

- |   |        |
|---|--------|
| 1. <u>Barry Long</u> – JV Head Coach        | Step 1 |
| 2. <u>David Toot</u> – Asst. Baseball Coach | Step 2 |

Tennis

- |   |        |
|---|--------|
| 1. <u>Mitch Maroscher</u> – Head Boys Coach | Step 2 |
|---|--------|

Weight Room Supervisor

- |   |          |
|---|----------|
| 1. <u>Tim Taafe</u> – Non-Football Supervisor | Top Step |
|---|----------|

Youth Basketball

- |   |  |
|---|--|
| 1. <u>Matt Mowery</u> – Youth Basketball (1-2, boys) – 2.5% if base scale |  |
|---|--|

This item should read as follows (Item #4 & #5 under Track):

24-146 Athletic Supplemental Positions

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2023- 2024 season (pending OHSA coaching certification).

Track – Junior High/High School

- |  |           |
|--|-----------|
| 1. <u>Bethany Glasser</u> – Head Girls Track Coach                                   | Top Step  |
| 2. <u>Bill Neapolitan</u> – Asst. Girls Track Coach                                  | Top Step  |
| 3. <u>Jen Neapolitan</u> – Asst. Track Coach   | Volunteer |
| 4. <u>Wanda Yerkey</u> – Asst. Girls Track Coach<br>(50% Split with Katelin Chilton) | Step 0    |
| 5. <u>Katelin Chilton</u> – Asst. Girls Track Coach<br>(50% Split with Wanda Yerkey) | Step 0    |
| 6. <u>Ty Graham</u> – Asst. Boys Track Coach   | Step 3    |
| 7. <u>Zach Penick</u> – JH Head Boys Track Coach                                     | Step 1    |
| 8. <u>Clarissa Perkins</u> – JH Asst. Girls Track Coach<br>(50% Split)               | Step 3    |
| 9. <u>Lex Murray</u> – HS Assist Track Coach   | Volunteer |

Baseball

- |   |        |
|---|--------|
| 1. <u>Barry Long</u> – JV Head Coach        | Step 1 |
| 2. <u>David Toot</u> – Asst. Baseball Coach | Step 2 |

### Tennis

1. Mitch Maroscher – Head Boys Coach Step 2

### Weight Room Supervisor

1. Tim Taafe – Non-Football Supervisor Top Step

### Youth Basketball

1. Matt Mowery – Youth Basketball (1-2, boys) – 2.5% if base scale

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Barley and seconded by Mrs. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **SUPERINTENDENT'S REPORT**

Mr. Kirkland offered his condolences to the Parks family on the recent passing of Frank Parks. Mr. Parks was a long time teacher with over 50 years of educational experience.

He also offered his condolences to the Chappel family after the passing of former student Chloe Chappel.

Mr. Kirkland also offer his thoughts and prayers to Lisbon Superintendent Joe Siefkie on the unexpected passing of his wife.

Michael Burns from Baird presented to the Board about the recent bond rating meeting and the sale of the school building bonds.

Presentation attached to minutes

Jamie Kemats and Kristie Erb presented on federal programs for the district

Presentation attached to minutes

## **RECOGNITIONS**

## **HEARING OF PUBLIC REQUESTS**

## **COMMITTEE MEETING REPORTS**

None.

## **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mr. Bricker and seconded by Mrs. Maniscalco that the Board approve the Financial Report and Report on Bills for the month end January 31,2024.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

## **NEW BUSINESS, CONSENT AGENDA ITEMS**

### **24-156    College Credit Plus Memorandum of Understanding**

The Superintendent recommends that the Board of Education approve the College Credit Plus Memorandum of Understanding between Kent State University and Salem City School District for School Year 2024-2025. See Exhibit 24-156.

### **24-157    Approving of Certified and Classified Substitutes**

The Superintendent recommends that the Board of Education approve the following certified and classified substitutes pending all documents are submitted and BCI/FBI results (as on a needed basis).

Certificated Substitute Teacher

1. Emily McCullough
2. Ruth Floor

24-158 Open Enrollment

The Superintendent recommends that the Board of Education approve open enrollment for the 2024-2025 school year and will be considered only in areas where enrollment permits. Applications must be returned to the Superintendent's office no later than May 1, 2024, to be given optimal consideration for approval.

24-159 Authorizing 2024-2025 Membership in Ohio High School Athletic Association (OHSAA)

The Superintendent recommends that the Board of Education approve that the High School and Grade 7 & 8 Schools do hereby voluntarily renew their membership in the OHSAA for 2024-2025 and that in doing so, the Constitution and Bylaws of the OHSAA are hereby adopted by this Board. See Exhibit 24-159.

24-160 ACCESS Contracts

The Treasurer recommends that the Board of Education approve the ACCESS Agreement Contracts for the Fiscal Year 2025 (Contract #2025-A-016). See Exhibit 24-160.

1. Application Services
2. Voice Services

24-161 Certified Retirement

The Superintendent recommends, with regret, but with sincere appreciation and best wishes, that the Board of Education approve the retirement of the following Certified Employee effective September 27, 2024.

1. Judy Colbert – 34 Years as a Teacher and Administrator for Salem City Schools at the Junior High School, Reilly Elementary School and Southeast Elementary School.

24-162 College Credit Plus Dual Enrollment Program Memorandum of Understanding

The Superintendent recommends that the Board of Education approve the Memorandum of Understanding between Youngstown State University's College Credit Plus Dual Enrollment Program and Salem City School District for School Year 2024-2025. See Exhibit 24-162.

24-163 Reilly Family Enrichment Event Workers

The Superintendent recommends that the Board of Education approve the following staff for Reilly Family Enrichment Night (Book Fair and Health Fair to be held Monday, March 4, 2024, through Thursday, March 7, 2024.

Monday, 3/4/2024 (Set up 3:30-4:30 p.m. @ curriculum rate @ \$30.00 per hour)

1. Kylie Baker
2. Tiffany Kaiser
3. Brenda Blaine
4. Beth McTrusty
5. Karen Navoyosky
6. Susan Dean
7. Jaccie Samu
8. Melanie Miller
9. Amanda Ganslein
10. Julie Winn
11. Mark Winn
12. Delaney Mellinger
13. Samantha Renforth
14. Julie Moore
15. Kayleigh Post
16. Wendy Higgins
17. Karlyn Lundquist

Thursday, 3/7/2024 (Preparation, Family Enrichment Night, Clean Up (3:30 – 7:30 p.m. at curriculum rate @ \$30.00 per hour)

1. Kylie Baker
2. Tiffany Kaiser
3. Brenda Blaine
4. Beth McTrusty
5. Karen Navoyosky
6. Susan Dean
7. Jaccie Samu
8. Melanie Miller
9. Amanda Ganslein
10. Julie Winn
11. Mark Winn
12. Delaney Mellinger
13. Samantha Renforth
14. Julie Moore
15. Kayleigh Post

16. Wendy Higgins
17. Karlyn Lundquist

24-164 CSIET Foreign Exchange Student

The Superintendent recommends that the Board of Education approve to accept the following student as the Council on Standards for International Education Travel Exchange students for the 2024-2025 school year.

1. Alessandro Morano from Italy (All Year)

24-165 Resolution Accepting Amounts and Rates – Columbiana County Auditor

The Treasurer recommends that the Board approve the resolution regarding amounts and rates for the 2024-25 fiscal year. See Exhibit: 24-165.

24-166 Classified Resignation

The Superintendent recommends that the Board of Education approve the resignation of the following Classified Employee:

1. Vicky Steves – Effective February 21, 2024 – Cashier  
Position at Salem High School – 2 ½ Hrs. 11:00 a.m. – 1:30 p.m.

24-167 Unpaid Leave of Absences

The Superintendent and Treasurer recommend that the Board of Education approve the requests for unpaid Leave of Absences for the following employees:

1. Elizabeth Cole – 3 days unpaid leave for February 26, 27, and 28, 2024 (Secretary @ JH/HS)
2. Ryan Powell – 2 days unpaid leave for February 12 - 13, 2024 (7-12 Intervention Specialist)

24-168 Buckeye Family Reading Night Workers

The Superintendent recommends that the Board of Education approve the following staff for Buckeye Family Reading Night to be held Wednesday, March 6, 2024 from 5:30-6:30 p.m. Teachers will work ½ hour before to



prepare and 1/2 hour after to clean up. (Paid at curriculum rate of \$30.00 per hour).

1. Regina Ziegler
2. Kari Newburn
3. Alison Haynes
4. Kendell Austin
5. Chelsea Barrett
6. Paula Wonner
7. Susie Slopek
8. Renee Dreger
9. Brooke Mowery
10. Mindy Hiltbrand
11. Sherri Syms
12. Gina Powell
13. Elizabeth Miller
14. Karen Klempay
15. Melinda Westbrook
16. Delaney Willoughby

24-169    Kent State University Rising Scholars Agreement

The Superintendent recommends that the Board of Education approve the Kent State University Rising Scholars Agreement between Kent State University and Salem City School District for September 1, 2024 to May 31, 2025. See Exhibit 24-169.

24-170    Classified Retirement

The Superintendent recommends, with regret, but with sincere appreciation and best wishes, that the Board of Education approve the retirement of the following Classified Employee effective May 31, 2024.

Daryl (Bud) Hiltbrand – 15 Years as a Custodian for Salem City Schools at Salem High School and Southeast Elementary School.

24-171    Athletic Supplemental Positions

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2023- 2024 season (pending OHSAA coaching certification).

Baseball

1. Darius Beck – JV Asst. Coach Step o

Track – High School/Jr. High School

1. Jaclyn Watkins – Asst. Track Coach Volunteer

2. Dillon Monroy – JH Track Coach Volunteer

Softball

1. Alyssa Tohm – Asst. Coach Volunteer

24-172 Hiring of Summer Help

The Superintendent recommends that the Board of Education approve the following employee for Summer Help in the maintenance department for the summer of 2024 @ \$14.47 per hour pending completion of BCI and FBI background checks.

Maintenance

1. Tom Hannan

24-173 Washington D.C. Trip for Government Students

The Superintendent recommends that the Board of Education approve the Salem High School YSU CCP History, AP Government and Politics students a trip to Washington D.C. on Wednesday, March 13, 2024 through Friday, March 15, 2024.

24-174 Southeast Family Night Workers

The Superintendent recommends that the Board of Education approve all of the Southeast staff for Southeast Family Night to be held Thursday, February 29, 2024 from 5:00-6:30 p.m. Teachers will work 3 hours total. That will include before the event to setup, the event, and after the event to clean up. (Paid at curriculum rate of \$30.00 per hour/3 Hrs. Total/Each).

24-175 Academic Challenge Varsity Team Tournament

The Superintendent recommends that the Board of Education approve the Salem High School Academic Challenge Varsity Team participation in the Small School National Quiz Tournament (SSNQT) on April 26 – 28, 2024 in Chicago, IL.

24-176    Appropriation Additions

The Superintendent and Treasurer recommend that the Board approve the following appropriation additions. See Exhibit: 24-176.

Moved by Mrs. Maniscalco and seconded by Mrs. Barley that the Board approve the Consent Agenda

Ayes: Barley, Maniscalco, Bricker, Warner and Hrvatin

Nays: None

Abstain:

Motion Carries

24-177    Basketball Division II & III Tournament Workers

The Superintendent recommends that the Board of Education approve the following Boys Basketball Division II & III Tournament workers:

1. Darlene Heineman
2. Andris Balputnis
3. Lori Brooks
4. Roger Zeigler
5. Thomas Wright
6. Debbie Altenhof
7. Larry Altenhof
8. Frank Zamarelli
9. Megan Gustaevel
10. Ronald Johnson
11. Gary Goddard
12. Fred Leininger
13. Matt Mowery
14. Jeff Andres
15. Chrystal Skidmore
16. Megan Stockman
17. Becky Carner
18. Glena Frederick

Paid as per the following schedule:

- a. Ticket Seller (2) \$50 per game
- b. Ticket Taker (2) @ \$30 per game
- c. Pass Gate @ \$15 per game
- d. Secretary @ \$60
- e. Scoreboard (2) @ \$40 per game

- f. Stat Board @ \$40 per game
- g. Usher (10) @ \$30 per game
- h. Ticket Manager @ \$50 per game
- i. Announcer @ \$40 per game
- j. Scorebook (Official) @ \$40 per game
- k. Official Host (1) @ \$30 per game
- l. Team Host (1) @ \$40 per game
- m. Police @ \$30 per hour
- n. Media Coordinator @ \$30 per game
- o. Trainer @ \$75 per game
- p. receipts

Moved by Mr. Warner and seconded by Mr. Bricker that the Board approve the Agenda Item 24-177

Ayes: Barley, Bricker, Warner and Hrvatin

Nays: None

Abstain: Maniscalco

Motion Carries

#### GOOD OF THE ORDER

Mrs. Hrvatin congratulated Judy Colbert on her up and coming retirement stating she was an outstanding teacher.

She also said that Mr. Parks was a very professional teacher and she was grateful that both of her children had him in school

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mrs. Barley second the motion. All board members voted "yes", Mrs. Hrvatin adjourned the meeting at 7:56 PM

---

Board President

---

Treasurer

## **March 18, 2024 – Special Meeting**

Salem High School for a Special Meeting. Present were Mrs. Barley, Mr. Bricker, Mrs. Maniscalco, Mr. Warner and Mrs. Hrvatin.

Mrs. Hrvatin called the meeting to order at 6:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Douglas then called the roll with the following results:

Mrs. Dianna Barley – Present

Mr. Ted Bricker - Present

Ms. Brittany Maniscalco - Present

Mr. Gregg Warner – Present

Mrs. Carol Hrvatin - Present

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mr. Bricker and seconded by Mrs. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS**

#### **03 Reviewed the consent agenda.**

- a. Mr. Kirkland discussed the pros and cons to be out of school for April 8<sup>th</sup> and the eclipse for the students. He said the staff would be having a professional development day.
- b. Mr. Douglas spoke to the board about the two property valuation complaints and the financial impact that each evaluation would have in the district

#### **04 Review Board Goals**

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mr. Warner so moved and Mr. Bricker second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 6:56 PM.

---

Board President

---

Treasurer

### **March 18, 2024 – Regular Meeting**

The Salem Board of Education met Monday, March 18, 2024 at 7:00 PM for a Regular Meeting. Present were Mrs. Barley, Mr. Bricker, Mrs. Maniscalco, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Douglas then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. Dianna Barley – Present

Mr. Gregg Warner –Present

Mrs. Carol Hrvatin - Present

Mrs. Brittany Maniscalco – Present

#### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Barley and seconded by Mr. Bricker that the Board approved the minutes from February 26, 2024 Special Meeting, and Regular Meeting as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

#### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Maniscalco and seconded by Mr. Warner that the agenda be approved as submitted prior to the meeting.

Mrs. Hrvatin amended item 24-197 removing Cory Wonner from the agenda per his request.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

## **SUPERINTENDENT'S REPORT**

- Mr. Kirkland gave an update on the Wellness Center as J Herbert Construct started site prep. He also gave an update on the new school building project. He announced that the district selected GPD as the Architect for the project. The district was also in the process of interviewing CMR's
- He provided an update on the Appalachian Grant. We submitted a request for funding for a 10,000 sq ft building in conjunction with the Salem Public library
- Mr. Kirkland discussed his decision to put on the agenda for students to be off on April 8<sup>th</sup> for the eclipse. He discussed the pros and cons of his decision.
- He talked about the PD held on March 14<sup>th</sup> that focused on AI in education.
- Mr. Kirkland gave an update on the OHSAA State Wrestling. Annika Murry placed 6<sup>th</sup> in the female division at state. She became the 1<sup>st</sup> female in school history to place. She beat defending state champion on her way to placing. She was also named WKBN athlete of the week.
- Our AP government class had 48 students attend a trip to Washing DC
- Mr. Kirkland also reminded every one that Spring Break is March 27-April 1

Ms. Carfalo informed the board that the High School would be performing Grease April 12-14. She thanked Mr. Freeman for hosting the OHSAA tournament at the High School over the past month and congratulated all winter sports.

Ms. Carfalo gave an update on attendance at the High School. She stated that 97 kids had 5 or more tardy's this year. While this is a lot this is a 21% reduction from last year. In November she sent out a survey to the students so they could acknowledge that they understood the handbook and the consequences with absences. She put in place contracts with some students to incentivize them. She stated that we still have a lot of kids who are chronically absent. She has provided alarm clocks to students and provided tips and tricks to help them wake up and get moving.

## **RECOGNITIONS**

## **HEARING OF PUBLIC REQUESTS**

## **COMMITTEE MEETING REPORTS**

None.

## **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mr. Bricker and seconded by Mr. Warner that the Board approve the Financial Report and Report on Bills for the month end February 29,2024.

Mr. Douglas provided the financial report for the month end

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

## **NEW BUSINESS, CONSENT AGENDA ITEMS**

### **24-178     504 Compliance Officer**

The Superintendent recommends that the Board of Education approve Kristy Erb as the 504 Compliance Officer.

### **24-179     Title IX Compliance Officers**

The Superintendent recommends that the Board of Education approve the Curriculum Director and the High School Principal as the Title IX Compliance Officers.

### **24-180     CSIET Foreign Exchange Student**

The Superintendent recommends that the Board of Education approve to accept the following student as the Council on Standards for International Education Travel Exchange students for the 2024-2025 school year.

1. Alessandra Campolongo from Italy (All Year)

### **24-181     ASSE International Student Exchange Program Foreign Exchange Students**

The Superintendent recommends that the Board of Education approve to accept the ASSE International Student Exchange Program students for the 2024-2025 school year.

1. Tessa Sophie van Bon from Germany (All Year)
2. Marina Calderon Perez from Spain (All Year)

### **24-182     District's Annual Art Show Workers**



The Superintendent recommends that the Board of Education approve the following staff for the Annual Art Show to be held Thursday, May 9, 2024, 5:00 - 7:00 pm. (Paid at curriculum rate of \$30.00 per hour/4 Hrs. Each).

1. Anthony Martinelli
2. Kylie Arner
3. Jennifer Welch
4. Mindy Hiltbrand
5. Hannah Dixon

24-183     District's Annual Art Show Worker

The Superintendent recommends that the Board of Education approve Mindy Hiltbrand for up to 6 Hrs. at Curriculum Rate for setting up the Annual Art Show in the evening.

24-184     Reilly Family Enrichment Event Workers

The Superintendent recommends that the Board of Education approve the following staff for Reilly Family Enrichment Night (Book Fair and Health Fair to be held Monday, March 4, 2024, through Thursday, March 7, 2024.

Monday, 3/4/2024 (Set up 3:30-4:30 p.m. @ curriculum rate @ \$30.00 per hour)

18. Lynn Hack
19. Jen Burbick
20. Dorothy Wilson
21. Al Tucciarone
22. Lynea Taylor
23. Linda Thomas

Thursday, 3/7/2024 (Preparation, Family Enrichment Night, Clean Up (3:30 – 7:30 p.m. at curriculum rate @ \$30.00 per hour)

1. Lynn Hack
2. Jen Burbick
3. Dorothy Wilson
4. Al Tucciarone
5. Lynea Taylor
6. Linda Thomas

24-185     RESOLUTION AUTHORIZING THE FILING OF AN ORIGINAL COMPLAINT  
AGAINST THE VALUATION OF REAL PROPERTY PURSUANT TO OHIO  
REVISED CODE SECTION 5715.19

RESOLUTION AUTHORIZING THE FILING OF AN ORIGINAL COMPLAINT AGAINST  
THE VALUATION OF REAL PROPERTY PURSUANT TO OHIO REVISED CODE  
SECTION 5715.19

WHEREAS, Ohio Revised Code Section 5715.19(A) presently permits a board of education to file an original complaint with the County Auditor challenging the determination of the total valuation of property it does not own but that is otherwise located within the boundaries of its school district on or before the thirty-first day of March if the property was sold in an arm's length transaction during calendar year 2022, and the sale price exceeds the true value of the property for Tax Year 2023 by both ten (10) percent and \$535,000; and

WHEREAS, prior to filing an original complaint, a board of education is required to first adopt a resolution authorizing the filing at a public meeting. The resolution shall include: a) identification of the parcel or parcels that are the subject of the original complaint by street address, by permanent parcel number, b) the name of at least one of the record owners of the parcel or parcels, c) the basis for the complaint under divisions (A)(1)(a) to (f) of Ohio Revised Code Section 5715.19(A) relative to each parcel identified in the resolution, and (d) the tax year for which the complaint will be filed; and

WHEREAS, before adopting a resolution, Revised Code Section 5715.19(A)(7) provides that a board of education shall mail a written notice to at least one of the record owners of the parcel or parcels identified in the resolution stating its intent in adopting the resolution, the proposed date of adoption, and the basis for the complaint relative to each parcel identified in the resolution. The notice shall be sent by certified mail to the last known tax-mailing address of at least one of the record owners and, if different from that tax-mailing address, to the street address of the parcel or parcels identified in the resolution. The notice shall be postmarked at least seven calendar days before the board of education adopts the resolution.

NOW THEREFORE BE IT RESOLVED, by the Board of Education of the Salem City School District that the following property qualifies for an original complaint as it sold, according to the Columbiana County Records for \$1,858,598 on October 7, 2022 and the County's tax year 2023 value is \$356,800:

<b>Street Address</b>	<b>Permanent Parcel Number</b>	<b>Name of Record Owner</b>	<b>Basis for the Complaint</b>	<b>Tax Year of Filing</b>
358 W. Pershing St., Salem, OH 44460	51-02515.000 & 51- 01807.000	Mancini Family Ltd. Partnership	R.C. 5715.19(A)(1)(d): Recent sale of the subject property establishes fair market value.	2023

BE IT FURTHER RESOLVED, that the Board, through its counsel, has provided written notice to at least one of the record owners of the parcels identified herein in accordance with the statutory requirements.

BE IT FURTHER RESOLVED, that the Board desires to proceed with the filing of an original complaint for the property described in this resolution and authorizes its legal counsel, Peters, Kalail & Markakis Co., L.P.A. to file said complaint with the Columbiana County Board of Revision and to take any action necessary to defend the complaint including but not limited to participating in the Board of Revision proceedings and any further appeal.

24-186 **RESOLUTION AUTHORIZING THE FILING OF AN ORIGINAL COMPLAINT AGAINST THE VALUATION OF REAL PROPERTY PURSUANT TO OHIO REVISED CODE SECTION 5715.19**

**RESOLUTION AUTHORIZING THE FILING OF AN ORIGINAL COMPLAINT AGAINST THE VALUATION OF REAL PROPERTY PURSUANT TO OHIO REVISED CODE SECTION 5715.19**

WHEREAS, Ohio Revised Code Section 5715.19(A) presently permits a board of education to file an original complaint with the County Auditor challenging the determination of the total valuation of property it does not own but that is otherwise located within the boundaries of its school district on or before the thirty-first day of March if the property was sold in an arm's length transaction during calendar year 2022, and the sale price exceeds the true value of the property for Tax Year 2023 by both ten (10) percent and \$535,000; and

WHEREAS, prior to filing an original complaint, a board of education is required to first adopt a resolution authorizing the filing at a public meeting. The resolution shall include: a) identification of the parcel or parcels that are the subject of the original complaint by street address, by permanent parcel number, b) the name of at least one of the record owners of the parcel or parcels, c) the basis for the complaint under divisions (A)(1)(a) to (f) of Ohio Revised Code Section

5715.19(A) relative to each parcel identified in the resolution, and (d) the tax year for which the complaint will be filed; and

WHEREAS, before adopting a resolution, Revised Code Section 5715.19(A)(7) provides that a board of education shall mail a written notice to at least one of the record owners of the parcel or parcels identified in the resolution stating its intent in adopting the resolution, the proposed date of adoption, and the basis for the complaint relative to each parcel identified in the resolution. The notice shall be sent by certified mail to the last known tax-mailing address of at least one of the record owners and, if different from that tax-mailing address, to the street address of the parcel or parcels identified in the resolution. The notice shall be postmarked at least seven calendar days before the board of education adopts the resolution.

NOW THEREFORE BE IT RESOLVED, by the Board of Education of the Salem City School District that the following property qualifies for an original complaint as it sold, according to the Columbiana County Records for \$1,417,216 on June 21, 2022 and the County's tax year 2023 value is \$340,400:

<b>Street Address</b>	<b>Permanent Parcel Number</b>	<b>Name of Record Owner</b>	<b>Basis for the Complaint</b>	<b>Tax Year of Filing</b>
1827 S. Lincoln Ave., Salem, OH 44460	50-00016.000	OH Gas Portfolio RE Owner LLC	R.C. 5715.19(A)(1)(d): Recent sale of the subject property establishes fair market value.	2023

BE IT FURTHER RESOLVED, that the Board, through its counsel, has provided written notice to at least one of the record owners of the parcels identified herein in accordance with the statutory requirements.

BE IT FURTHER RESOLVED, that the Board desires to proceed with the filing of an original complaint for the property described in this resolution and authorizes its legal counsel, Peters, Kalail & Markakis Co., L.P.A. to file said complaint with the Columbiana County Board of Revision and to take any action necessary to defend the complaint including but not limited to participating in the Board of Revision proceedings and any further appeal.

The Superintendent recommends that the Board of Education approve the hiring of the following for an OAPSE position pending BCI/FBI results:

2. Jill Becker – Cafeteria Cashier Duties – 2.5 Hrs./Per day during the school year (Beginning 3-7-2024) Step 1

24-188 Unpaid Leave of Absences

The Superintendent and Treasurer recommend that the Board of Education approve the requests for unpaid Leave of Absences for the following employees:

1. Brianne Frank – 2 Hours unpaid leave for April 8, 2024 (Bus Driver)
2. Brianne Frank – 3 Days unpaid leave for April 18,19 & 22, 2024 (Bus Driver)
3. Brianne Frank – 2 Days unpaid leave for April 24 & 26, 2024 (Bus Driver)

24-189 Certified Retirement

The Superintendent recommends, with regret, but with sincere appreciation and best wishes, that the Board of Education approve the retirement of the following Certified Employee effective May 31, 2024.

2. Albert (Al) Michael Tucciarone – 26 Years as a Teacher for Salem City Schools at the Junior High School, Prospect Elementary School and Reilly Elementary School.

24-190 Awarding of SEA Bid

The Superintendent recommends that the Board of Education approve the awarding of SEA Bid to the following certified staff for the following position:

1. Elizabeth McTrusty – Teaching position at Southeast Elementary School (Beginning the 2024-2025 school year)

24-191 Buckeye Family Reading Night Workers

The Superintendent recommends that the Board of Education approve the following staff for Buckeye Family Reading Night to be held Wednesday, March 6, 2024 from 5:30-6:30 p.m. Teachers will work ½ hour before to prepare and ½ hour after to clean up. (Paid at curriculum rate of \$30.00 per hour).

17. Ryan Barrett

18. Becky Nicholas

24-192 English Language Arts Kindergarten – 5<sup>th</sup> Grade Textbook Adoption

The Superintendent recommends the adoption of McGraw Hill Wonders 2023 for kindergarten through 5<sup>th</sup> grade English Language Arts for a six (6) year cycle. Wonder complies with the State requirement of being based on the Science of Reading and on the approved vendor list the Ohio Department of Education and Workforce Development. The K-5 English Language Arts Textbook Committee made this recommendation.

24-193 English Language Arts Grades 6-12 Textbook Adoption

The Superintendent recommends the adoption of Houghton Mufflin Harcourt Intro Literature for grades 6-12 for a 6 year subscription. The grades 6-12 English Language Arts Textbook Committee made this recommendation.

24-194 Course-of-Study Adoption for the High School

The Superintendent recommends that the Board of Education approve the Adoption of the following Courses-of- Study for new classes at the high school: See Exhibit: 24-194.

1. Robotics 1: Science Elective
2. Robotics 2: Science Elective
3. Sports Officiating: PE Elective
4. Crime Chronicles: English Elective

24-195 Classified Resignations

The Superintendent recommends that the Board of Education approve the resignation of the following Classified Employee:

1. Mary Hough – Effective March 28, 2024 –Custodian I @  
Buckeye Elementary School 3:00 pm – 11:30 pm

24-196 Salem Senior High School Registration Guide for 2024-2025 School Year

The Superintendent recommends that the Board of Education approve the Salem Senior High School Registration Guide for the 2024-2025 school year. A copy of the Registration Guide is available for review.

24-197 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2024 – 2025 school year.

Football

- |  |          |
|--|----------|
| 1. Sr. High Varsity Head Coach – <u>Ron Johnson</u>        | Top Step |
| 2. Sr. High Varsity Asst. Coach – <u>Jason Swiger</u>      | Top Step |
| 3. Sr. High Varsity Asst. Coach – <u>Matt Seidel</u>       | Top Step |
| 4. Sr. High Varsity Asst. Coach – <u>Jason Lude</u>        | Top Step |
| 5. Sr. High Varsity Asst. Coach – <u>Rob Little</u>        | Top Step |
| 6. Sr. High Varsity Asst. Coach – <u>Jake Carner</u>       | Top Step |
| 7. 9 <sup>th</sup> Grade Asst. Coach – <u>Cory Wonner</u>  | REMOVED  |
| 8. 8 <sup>th</sup> Grade Head Coach – <u>Tim Taafe</u>     | Top Step |
| 9. 8 <sup>th</sup> Grade Asst. Coach – <u>Barry Long</u>   | Top Step |
| 10. 7 <sup>th</sup> Grade Head Coach – <u>Ty Graham</u>    | Top Step |
| 11. 7 <sup>th</sup> Grade Asst. Coach – <u>Zach Penick</u> | Step 0   |
| 12. <u>Daryl Kurtz</u> – Volunteer Football Coach          |          |
| 13. <u>Bill Cowgill</u> – Volunteer Football Coach         |          |
| 14. <u>Lance Newburn</u> – Volunteer Football Coach        |          |
| 15. <u>Michael Douglas</u> - Volunteer Football Coach      |          |
| 16. <u>Cory Wonner</u> – Flag Football                     | REMOVED  |

Soccer

- |  |          |
|--|----------|
| 1. <u>Travis Zeigler</u> – Head Varsity Boys Coach | Top Step |
| 2. <u>Brad Davis</u> – Junior Varsity Boys Coach   | Top Step |

Cross Country

1. Teddy Yuhaniak - Head Varsity Boys and Girls      Top Step
2. Kathi Hopple – Varsity Asst. Boys and Girls      Step 4
3. Russ Hopple – 7<sup>th</sup> & 8<sup>th</sup> Grade Head Coach Girls & Boys      Top Step

#### Boys Golf

1. Rick Istnick - Head Boys Coach      Top Step

#### Cheerleading

1. Natalee Miller – 9<sup>th</sup> Grade Coach      Step 2

#### Faculty Manager

1. Matt Ziegler – Junior High Faculty Manager      Step 3

#### Football Weight Room Supervisor

1. Ron Johnson      Top Step

#### Volleyball

1. Michele Pieniazek – Head Varsity Coach      Top Step
2. Jennifer Neapolitan – Junior Varsity Coach      Top Step
3. Madison Demetra – 8<sup>th</sup> Grade      Step 1
4. Kylie Skinner – 7<sup>th</sup> Grade Coach      Step 1

#### Girls Tennis

1. Mitch Maroscher – Head Coach      Step 3

### 24-198      Spring Sports, District Track and Field Meet and Winter District Basketball

The Superintendent recommends that the Board of Education approve the following workers for Spring Sporting Events and the District Track and Field Meets:

#### Track Meets

1. Cope Track Meet      \$28.00 per Ticket Seller



2. Salem JH Invitational \$28.00 per Ticket Seller
3. Columbiana County Track Meet \$28.00 per Ticket Seller
4. District Track Meet – workers are paid for by the Northeast District Athletic Board

#### Miscellaneous Spring Athletic Workers

1. Glena Frederick - Track
2. Lori Brooks – Softball
3. Darlene Heineman - Track
4. Chrystal Skidmore - Track
5. Michele Fisher – Track
6. Megan Stockman – Track

#### District Basketball Worker

1. Michele Fisher

#### 24-199 ACCESS Contract

The Treasurer recommends that the Board of Education approve the ACCESS Agreement Contract for the Fiscal Year 2025 (Contract #2025-W-016-M). See Exhibit 24-199.

1. Agreement for Managed Internal Broadband Services and Wireless Products for the period beginning July 1, 2024 and ending June 30, 2028.

#### 24-200 Approving of Certified and Classified Substitutes

The Superintendent recommends that the Board of Education approve the following certified and classified substitutes pending all documents are submitted and BCI/FBI results (as on a needed basis).

#### New Hires Certificated Substitute Teachers

3. Andrea Miller
4. Leaha Viscounte

Moved by Mrs. Maniscalco and seconded by Mrs. Barley that the Board approve the Consent Agenda

Ayes: Barley, Maniscalco, Bricker, Warner and Hrvatin

Nays: None

Abstain:

Motion Carries

24-201 Appointment of Sean Kirkland to Serve as Trustee of the Salem Community Foundation

The Board of Education President, Carol Hrvatin and the Board of Education recommend Sean Kirkland, Superintendent, as the Board of Education's representative to serve as Trustee of the Salem Community Foundation for the term April 2024 to April 2029.

Moved by Mr. Bricker and seconded by Mr. Warner that the Board approve the Agenda Item 24-201

Ayes: Barley, Bricker, Warner and Hrvatin

Nays: None

Abstain: Maniscalco

Motion Carries

24-202 Calendar Revision for 2023-2024

The Superintendent recommends that the Board of Education approve the revision to the 2023-2024 School Calendar Revision Monday, April 8, 2024, was added as a Professional Development Day for the teachers and there will be No School for the students.

Moved by Mrs. Barley and seconded by Mrs. Maniscalco that the Board approve the Agenda Item 24-202

Ayes: Barley, Maniscalco, Warner and Hrvatin

Nays: Bricker

Abstain:

Motion Carries

**Executive Session**

The Superintendent recommends that the Board of Education adjourn into Executive Session for the purpose of the employment, dismissal, discipline, promotion, demotion, or compensation of an employee or

official, or the investigation of charges against an employee or official or regulated individual unless the employee, official, or regulated individual requests a public hearing. No action will be taken.

Moved by Mrs. Barley and seconded by Mr. Bricker that the Board move into executive session at 7:40PM

Ayes: Barley, Bricker, Warner, Maniscalco and Hrvatin  
Nays: None

Moved by Mrs. Maniscalco and seconded by Mr. Bricker that the Board move out of executive session at 8:38

Ayes: Barley, Bricker, Warner and Hrvatin  
Nays: None

#### GOOD OF THE ORDER

Mrs. Hrvatin stated that March 4<sup>th</sup> -8<sup>th</sup> was the right to read week. She attended Buckeye on Friday and the theme for Buckeye was Superhero's. All the students had shirts, masks and capes made.

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mrs. Barley second the motion. All board members voted "yes", Mrs. Hrvatin adjourned the meeting at 8:39 PM

---

Board President

---

Treasurer

## **April 15, 2024 – Special Meeting**

Salem High School for a Special Meeting. Present were Mrs. Barley, Mr. Bricker, Mrs. Maniscalco, Mr. Warner and Mrs. Hrvatin.

Mrs. Hrvatin called the meeting to order at 6:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mrs. Dianna Barley – Present

Mr. Ted Bricker - Present

Ms. Brittany Maniscalco - Present

Mr. Gregg Warner – Present

Mrs. Carol Hrvatin - Present

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mr. Warner and seconded by Mrs. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS**

05 Reviewed the consent agenda.

06 Review Board Goals

- a. Mr. Kirkland and Matt Freeman discussed the option to add bowling to our Athletics program. Mr. Freeman shared a student survey conducted about the interest in the bowling program

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Barley so moved and Mr. Bricker second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 6:58 PM.

---

Board President

---

Treasurer

### **April 15, 2024 – Regular Meeting**

The Salem Board of Education met Monday, April 15, 2024 at 7:00 PM for a Regular Meeting. Present were Mrs. Barley, Mr. Bricker, Mrs. Maniscalco, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. Dianna Barley – Present

Mr. Gregg Warner –Present

Mrs. Carol Hrvatin - Present

Mrs. Brittany Maniscalco – Present

### **TREASURER PRO TEM**

The Board recommends the Mr. Kirkland acts as Treasuer Pro Tem for the April 15, 2024 board meeting.

Moved by Mrs. Barley and seconded by Mr. Bricker

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Barley and seconded by Mr. Bricker that the Board approved the minutes from March 18, 2024 Special Meeting, and Regular Meeting as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Barley and seconded by Mrs. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin  
Nays: None  
Motion Carries

### **SUPERINTENDENT'S REPORT**

- See Attached
- Mr. McLaughlin and Mr. Gram presented on the student trip to Washington DC – See Attached

### **RECOGNITIONS**

### **HEARING OF PUBLIC REQUESTS**

### **COMMITTEE MEETING REPORTS**

None.

### **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mr. Bricker and seconded by Mrs. Barley that the Board approve the Financial Report and Report on Bills for the month end March 31, 2024.

Mr. Douglas was not in attendance and the board reviewed the financial statements provided prior to the meeting

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin  
Nays: None  
Motion Carries

### **NEW BUSINESS, CONSENT AGENDA ITEMS**

#### **24-203    Continuing Contracts for Active Teaching Staff**

The Superintendent recommends that the Board of Education approve continuing contracts for the 2024-2025 school year for the following teaching staff:

1. Kayleigh Post
2. Victoria Paolucci
3. Kaitlin Vogt

24-204 Limited Contracts for Active Teaching Staff

The Superintendent recommends that the Board of Education approve limited contracts for the 2024-2025 school year for the following teaching staff:

1. Gabriella Allen
2. Kylie Arner
3. Kendell Austin
4. Cassandra Bacon
5. Sara Blair
6. Shawnae Carlisle
7. Christijana Carner
8. Jacob Carner
9. Logan Chestnut
10. Kateline Chilton
11. Mary Clark
12. Dominique Dankovich
13. Sarah Davis
14. Michael DeBarr
15. Lauren Dodge
16. Jesse Dotson
17. Renee Dreger
18. Julie Dundon
19. Halley Fast
20. Hannah Froelich
21. Marlaina Frye
22. Lindsay Gates
23. Bethany Glasser
24. Logan Goist
25. Ty Graham
26. Sarah Hamilton
27. Suzanne Harding
28. Alison Haynes
29. Ronald Johnson
30. Jennifer Krugel
31. Samuel Krzysiak
32. Daryl Kurtz
33. John Lukes
34. Delany Mellinger
35. Brooke Mowery
36. Vincent Myers
37. Jarrood Niederhiser
38. Vincent Nittoli
39. Ashley O'Brien
40. Kent Paulini

41. Kenton Pendery
42. Ryan Powell
43. Alec Ring
44. Marshall Sarginger
45. Benjamin Shaw
46. Brooke Skiba
47. Timothy Taafe
48. Sarah Teutsch
49. Alison Thompson
50. Alyssa Tohm
51. Erinn Urioste
52. Renee Weeda
53. Jennifer Welch
54. Matthew Yanek
55. Ted Yuhaniak
56. Anne Zeno

24-205 Awarding of OAPSE Bid

The Superintendent recommends that the Board of Education approve the awarding of OAPSE Bid to the following classified staff for the following position:

1. Elizabeth Cole – High School Secretary – 260 days per year/ Monday-Friday, 7:30 am – 4:00 pm (Determined by Building Principal). (Effective immediately)

24-206 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a batting machine from Robert Sebo and labor for installation from Steve Bailey to Salem City Schools for Salem sports.

24-207 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a \$500.00 from Salem First Methodist Women to help pay for negative lunch balances.

24-208 LLA Therapy Agreement with the Salem City Schools



The Superintendent recommends that the Board of Education approve the agreement between the LLA Therapy and the Salem City Schools effective July 1, 2024 and ending on June 30, 2025. See Exhibit # 24-208.

24-209 Classified Resignation

The Superintendent recommends that the Board of Education approve the resignation of the following Classified Employee:

Lisa Devereaux-Bucholtz – Effective April 5, 2024 –  
Full Time (260 Days/per Year) High School Secretary

24-210 Certified FMLA Leave

The Superintendent recommends that the Board of Education approve FMLA Leave for Kelly Waters effective March 19, 2023.

24-211 Hiring of Summer Help

The Superintendent recommends that the Board of Education authorize Jason Austin to pursue up to five (5) people for the summer help in the maintenance department for the summer of 2024.

a) The Superintendent recommends that the Board of Education approve the following employee for Summer Help @ \$14.47 per hour pending completion of BCI and FBI background checks.

Maintenance

1. John McKee

24-212 Non-Renewal of Certificated Teacher for 2023-2024

The Superintendent recommends that the Board of Education approve the non-renewal of the following certificated personnel effective at the end of the 2023-2024 school year. These non-renewals are the contracted norm for these positions and are not performance related.

1. Mindy Hiltbrand - Art Teacher at Buckeye Elementary

24-213    Return from Sabbatical Leave for the 2024-2025 School Year

The Superintendent recommends that the Board of Education approve the return from a sabbatical leave for the 2024-2025 school year for Sarah Hamilton-Phillips in the Educational Leadership doctoral program at Youngstown State University.

24-214    Creating a Classified Duty Aide Position

The Superintendent recommends that the Board of Education approve the creation of a four hour (4) Classified Duty Aide position for a Bus Attendant.

24-215    Hiring of Certified Staff

The Superintendent recommends the Board of Education approve the hiring of the following for the 2024-2025 school year pending BCI/FBI results:

1. Madison Demetra – English Language Arts Grades 7-12, JH/HS BA Step 1

24-216    Hiring of New Staff for HEMSPN Instructor

The Superintendent recommends that the Board of Education approve the hiring of the following HEMSPN instructors pending BCI/FBI and licensure:

1. Rebecca Schubert, BSN RN – 234 Days/ Full-Time Employee @ \$28.26/Per Hour (Starting 4/15/2024)

24-217    Hiring of Summer Help

The Superintendent recommends that the Board of Education approve the following employees for Summer Help @ \$14.47 per hour pending completion of BCI and FBI background checks.

Custodial Employees

1. Carolyn Cecena
2. Jill Maenz

24-218 Junior High Family Engagement Night Workers

The Superintendent recommends that the Board of Education approve the following staff for Junior High Family Engagement Night to be held on Thursday, April 25<sup>th</sup>, 2024, 5:30 pm – 7:00 pm. The following teachers to be paid at the \$30.00 curriculum rate for 3 Hrs. each (1 hour to set up, 1.5 Hrs. for the event, .5-hour cleanup) for working the night.

1. Kathy Boggess
2. Amie Cochran
3. Abbie Cochran
4. Jen Brammer
5. Vince Myers
6. Madison Demetra
7. Suzanne Harding

24-219 Transfer of Funds

The Superintendent and Treasurer recommend the Board of Education transfer the following from the General Fund:

\$161,890.74 to the Termination Benefits (#035)

24-220 Mills-Holloway Student Insurance

The Superintendent recommends that the Board of Education approve the Mills-Holloway Insurance Agency for the Student Accident Insurance Program for the 2024-2025 school year. See Exhibit 24-220.

24-221 Resignation of Athletic Supplemental

The Superintendent recommends that the Board of Education accept the resignation of Kylie Skinner as the 7<sup>th</sup> grade Volleyball Coach for the 2024-2025 school year.

24-222 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2024 – 2025 school year.

Football

17. 9<sup>th</sup> Grade Head Coach – Rich Joy Top Step

Volleyball

1. Kyle Skinner - 9<sup>th</sup> Grade Coach Step 1

Girls Soccer

1. Greg Davis – Head Varsity Coach Step 0

Cheerleading Advisor

1. Jordan Archer – Head Varsity Advisor Step 2

24-223 Awarding of OAPSE Bid

The Superintendent recommends that the Board of Education approve the awarding of OAPSE Bid to the following classified staff for the following position:

1. Tonyna Willis – Custodian I – 260 days per year/ 8 Hrs. per evening during school year, 3:00 pm to 11:30 pm @ Buckeye Elementary School (Effective Monday, April 8, 2024).

24-224 Behavioral and Educational Expert Services, LLC Service Agreement with the Salem City Schools

The Superintendent recommends that the Board of Education approve the service agreement between the Behavioral and Educational Expert Services, LLC and the Salem City Schools effective April 11, 2024. See Exhibit # 24-224.

Moved by Mrs. Barley and seconded by Mr. Bricker that the Board approve the Consent Agenda

Ayes: Barley, Maniscalco, Warner, Bricker and Hrvatin

Nays:

Abstain:

Motion Carries

## 24-225 Non-Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following non-athletic supplemental positions for the Salem High School and the Salem Junior High for the 2024-2025 school year.

1. Kylie Arner – Art Honor Society
2. Frank Zamarelli – Auditorium Coordinator
3. Michael DeBarr – Audio Visual Director
4. Kay Piero – Yearbook
5. Hannah Froelich – School Paper
6. Attila Samu – Fall Play Supervisor
7. Lorina Moffett – Asst. Fall Play Supervisor
8. Attila Samu – Spring Play Supervisor
9. Lorina Moffett – Asst. Spring Play Supervisor
10. Hannah Froelich – Senior High Student Council
11. Hannah Froelich – Pep Club
12. Brenda Blaine – Junior Class Prom Supervisor
13. Suzanne Harding - Interact
14. Amie Cochran – Key Club
15. Amber Waller and Megan Ellis – Class of 2025 (Seniors)
16. Brenda Blaine – Class of 2026 (Juniors)
17. Suzanne Harding– Class of 2027 (Sophomores)
18. Suzanne Harding – Class of 2028 (Freshman)
19. Deanna Sell – Poetry Club
20. Julie Ferguson – Spanish Club
21. Kent Pendry – German Club
22. John Lukes – Computer Club
23. Jesse Dotson – Esports (Fall)
24. Jesse Dotson – ESports (Spring)
25. Susan Skiba – Senior High Academic Challenge
26. Mary Clark – Honor Society
27. Hannah Dickson – Band Director
28. Ashley Essick – Flag
29. Angela Carlisle – Majorette
30. Grace Shockey– Asst. Band Director
31. Attila Samu – Chamber Choir Director
32. Madison Demetra– Junior High Student Council
33. Jesse Dotson – Junior High Academic Challenge
34. Lauren Dodge – Junior High School Paper
35. Lauren Dodge – Junior High Yearbook
36. Ashley Taafe – HERO Club
37. Suzanne Harding – Junior High Interact Club

Moved by Mr. Bricker and seconded by Mrs. Barley that the Board approve Item 24-225

Ayes: Barley, Warner, Bricker and Hrvatin

Nays:

Abstain: Maniscalco

Motion Carries

**24-226    Purchase of Property**

The Superintendent recommends the Board of Education approve the purchase of 23.474 acres of land. Parcel Number 50-05871.000 for \$164,318.00 plus any cost associated with the closing and transferring of deed not to exceed \$15,000.00. See Exhibit: 24-226.

Moved by Mr. Bricker and seconded by Mrs. Barley that the Board approve Item 24-225

Ayes: Barley, Maniscalco, Warner, Bricker and Hrvatin

Nays:

Abstain:

Motion Carries

**Executive Session**

The Superintendent recommends that the Board of Education adjourn into Executive Session for the purpose of the employment, dismissal, discipline, promotion, demotion, or compensation of an employee or official, or the investigation of charges against an employee or official or regulated individual unless the employee, official, or regulated individual requests a public hearing. No action will be taken.

Moved by Mrs. Barley and seconded by Mr. Warner that the Board move into executive session at 7:35PM

Ayes: Barley, Bricker, Warner, Maniscalco and Hrvatin

Nays: None

Moved by Mrs. Barley and seconded by Mr. Warner that the Board move out of executive session at 8:10

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

## GOOD OF THE ORDER

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mr. Bricker second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 8:11 PM

---

Board President

---

Treasurer

## **May 20, 2024 – Special Meeting**

Salem High School for a Special Meeting. Present were Mrs. Barley, Mr. Bricker, Mrs. Maniscalco, Mr. Warner and Mrs. Hrvatin.

Mrs. Hrvatin called the meeting to order at 6:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mrs. Dianna Barley – Present

Mr. Ted Bricker - Present

Ms. Brittany Maniscalco - Present

Mr. Gregg Warner – Present

Mrs. Carol Hrvatin - Present

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mr. Bricker and seconded by Mrs. Barley that the agenda be approved as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS**

07 Reviewed the consent agenda.

08 Review Board Goals

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mr. Bricker second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 6:51 PM.

---

Board President

---

Treasurer



## **May 20, 2024 – Regular Meeting**

The Salem Board of Education met Monday, May 20, 2024 at 7:00 PM for a Regular Meeting. Present were Mrs. Barley, Mr. Bricker, Mrs. Maniscalco, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. Dianna Barley – Present

Mr. Gregg Warner –Present

Mrs. Carol Hrvatin - Present

Mrs. Brittany Maniscalco – Present

### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Maniscalco and seconded by Mr. Bricker that the Board approved the minutes from April 15, 2024 Special Meeting, and Regular Meeting as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Barley and seconded by Mr. Bricker that the agenda be approved as submitted prior to the meeting.

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

### **SUPERINTENDENT'S REPORT**

- Mr. Kirkland spoke about the recent Lip Dub video the Jr/Sr. Mr DeBarr and students put a lot of time and effort into the video and was an amazing show of school spirit. They shot the video at the end of the school day and had the whole building cleaned by the end of the day release time. They also had the video edited and posted by 5pm that day.

- Mr. Kirkland also recognized years of services and acknowledged and spoke briefly about each of the 4 retirees.

## **RECOGNITIONS**

## **HEARING OF PUBLIC REQUESTS**

## **COMMITTEE MEETING REPORTS**

None.

## **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mrs. Barley and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end April 30, 2024.

Mr. Douglas gave a presentation on the 5yr forecast

Ayes: Barley, Bricker, Maniscalco, Warner and Hrvatin

Nays: None

Motion Carries

## **NEW BUSINESS, CONSENT AGENDA ITEMS**

### 24-227 First Reading for the Revisions/Additions/Deletions of Board Policies, Administrative Guidelines and Forms

The Superintendent recommends that the Board of Education have the first reading on the following: (All comments in writing should be sent to the Superintendent by June 20, 2024).

Revised Policy 2623 – Student Assessment and Academic Intervention Services

Revised Policy 2623.02 – Third Grade Reading Guarantee

Revised Policy 3120.04 – Employment of Substitutes

Revised Policy 3140 – Termination and Resignation

New Policy 4124 – Employment Contract

Revised Policy 4140 -- Termination and Resignation

Review Policy 5111.01 – Homeless Students – The Board is requested to acknowledge the review of the policy and confirm that no changes are necessary at this time.

Review Policy 5111.03 – Children and Youth in Foster Care - The Board is requested to acknowledge the review of the policy and confirm that no changes are necessary at this time.

Revised Policy 5310 – Health Services

Revised Policy 6325 – Procurement – Federal Grants/Funds

Revised Policy 8600 – Transportation

Revised Policy 8600.04 – Bus Driver Certification

Revised Policy 8640 – Transportation For Non-Routine Trips

Revised Policy 8650 – Transportation By Vehicles Other Than School Buses

Revised Policy 8660 – Incidental Transportation of Students by Private Vehicle

#### 24-228 Certified Resignations

The Superintendent recommends that the Board of Education approve the resignations of the following Certified Employees:

2. Marshal Sarginger – Effective June 30, 2024–Salem High School English Language Arts Teacher
3. Gabriella Allen – Effective June 30, 2024– Salem High School Biology Teacher

#### 24-229 Educational Service Center of Eastern Ohio and Salem City Schools Agreement

The Superintendent recommends that the Board of Education approve the following Educational Service Center of Eastern Ohio Governing Board (ESC) service agreement between the ESC Governing Board and Salem City School District for the 2024-2025 school year. See Exhibit: 24-229.

#### 24-230 Supplemental Contract for Substitute Secretary

The Superintendent recommends that the Board approve the supplemental contract for Substitute Secretary for Terri Roberts, at a rate of \$30.00 per day when performing duties in place of the Senior High Secretary, for the period of April 2, 2024 (Retroactive to 4-2-2024) until the position is filled or until the end of the current adopted school calendar (May 31 ,2024), whichever occurs first.

24-231 Approval of the Class of 2024 High School Graduates

The Superintendent recommends that the Board of Education approve the listed graduates for awarding of Diplomas on May 26, 2024. This is contingent upon each student completing all academic requirements of both the Ohio Department of Education and the Salem Board of Education. See Exhibit 24-231.

24-232 Kennywood Field Trip Workers

The Superintendent recommends that the Board of Education approve the following staff for the Kennywood field trip on Wednesday, May 29 2024, so that the following can be paid for their time beyond the regular workday. (Paid at curriculum rate of \$30.00 per hour).

1. Jen Brammer
2. Brooke Skiba
3. Kathy Boggess
4. Willi Colbert
5. Amy Emerick
6. Mike DeBarr
7. Vince Myers
8. Madison Demetra
9. Logan Chestnut

24-233 Summer Help List of Employees for the Summer Feed Program

The Superintendent recommends that the Board of Education approve Chrystal Skidmore, Jill Becker, Beth Huston and Becky Carner for Summer Help in the Salem High School Cafeteria for the Summer Lunch Program (each @ 3 1/2 Hours per day Monday through Friday or as needed).

24-234 High School Summer School Programs

The Superintendent recommends that the Board of Education approve the following High School Summer School Programs for the 2023-2024 school year. Math and English 6-3-24 through 6-14-24 and Science and Social Studies 6-17-24 through 6-21-24:

1. High School Credit Recovery Program – June 3, 2024 – June 21, 2024 @ \$30/hr.

24-235 High School Summer School Instructors

The Superintendent recommends that the Board of Education approve the following summer school instructors for the 2023-2024 school year:

1. Brooke Skiba up to 60 Hrs. @\$30/Hr.
2. Amber Waller up to 60 Hrs. @\$30/Hr.
3. Amy Emerick up to 60 Hrs. @\$30/Hr.
4. Logan Chestnut up to 60 Hrs. \$30/Hr.
5. Marshal Sarginger up to 60 Hrs. @\$30/Hr.

24-236 Salem Public Library Budget

The Superintendent recommends that the Board of Education approve and adopt the Salem Public Library Tax Budget Request for 2025. See Exhibit 24-236.

24-237 FY 2024 Five Year Forecast

The Superintendent and Treasurer recommend that the Board of Education approve the May 2024 Five-Year Forecast. See Exhibit 24-237.

24-238 Hiring of New Staff for HEMSPN Instructor

The Superintendent recommends that the Board of Education approve the hiring of the following HEMSPN instructors pending BCI/FBI and licensure:

1. Maraci Mrozek, MSN RN – Part-Time Employee/ Per Diem with a flexible Schedule of 16 to 24 Hours a week. @ \$29.11/Per Hour (Starting 6/10/2024).

24-239 Columbiana County Educational Service Center and Salem City Schools Agreement

The Superintendent recommends that the Board of Education approve the following Columbiana County Educational Service Center Governing Board (ESC) service agreement between the ESC Governing Board and Salem City School District for the 2024-2025 school year beginning on July 1, 2024, and shall terminate on June 30, 2025. See Exhibit: 24-239.

24-240 Baseball, Softball and Track & Field Tournament Worker

The Superintendent recommends that the Board of Education approve the following Baseball, Softball and Track & Field Tournament Worker position for the 2023 – 2024 school year.

Zach Jewell – Spring athletic worker for tournament Baseball, Softball and Track & Field

24-241 Subcontract an Athletic Trainer as a Worker for the Columbiana Country Track & Field Meet

The Superintendent recommends that the Board of Education approve the following Subcontracted Athletic Trainer as a Worker for the Columbiana Country Track & Field Meet position for the 2023 – 2024 school year.

Mollie Newman – United High School Athletic Trainer – subcontract as worker for the Columbiana County Track & Field Meet

24-242 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2024 – 2025 school year.

Cheerleading

1. Lynette Harold – 7<sup>th</sup> & 8<sup>th</sup> Grade Cheerleading Advisor      Step 0

Girls Soccer Coach

1. Katelin Chilton – Junior Varsity Coach      Step 0
2. Sarah Hodgson – Girls Soccer Coach      Volunteer

24-243 Classified Resignation

The Superintendent recommends that the Board of Education approve the resignation of the following Classified Employee:

1. Jennifer Burbick – Effective May 2, 2024 – Cafeteria @ Reilly Elementary School 7:50 am – 8:50 am Breakfast

24-244 Awarding the OAPSE Position to Classified Staff

The Superintendent recommends that the Board of Education approve the awarding of the OAPSE position to the following Classified Staff as a Bus Attendant Duty Aide for Transportation for the 2023-2024 school year pending BCI/FBI results:

1. Jennifer Burbick – 4 Hrs. Bus Attendant Duty Aide for Transportation (Retroactive to 5-6-2024)

24-245 Awarding the OAPSE Position to Classified Staff

The Superintendent recommends that the Board of Education approve the awarding of the OAPSE position of the following to the Classified Staff as follows:

1. Jill Becker – Effective May 7, 2024 –Cafeteria @ Reilly Elementary School 7:50 am – 8:50 am Breakfast

24-246 State of Ohio Department of Education Center for School Options and Finance Contract Amount for FY2025

The Superintendent recommends that the Board of Education approve the following State of Ohio Department of Education Center for School Options and Finance Contract Amount for FY2025 in the amount of \$586,374.04. See Exhibit: 24-246.

24-247 Hiring of Certified Staff

The Superintendent recommends the Board of Education approve the retire/rehiring of the following for the 2024-2025 school year pending BCI/FBI results and licensure:

1. Tyler Blake – ESL PK-12 BA Step 0
2. Delaney Willoughby – Elementary Teaching Position tentatively at Reilly 4<sup>th</sup> grade BA150 Step 0
3. Sydney Holden – Elementary Teaching Position tentatively at Southeast Elementary for 5<sup>th</sup> Grade Math and Science BA Step 0
4. David L. Rivera – English Language Arts BA Step 0  
JH/HS 7<sup>th</sup> grade – 12<sup>th</sup> grade
5. Kristen Tice – Integrated Science Teacher MA+15 Step 17  
JH/HS 7<sup>th</sup> grade – 12<sup>th</sup> grade
6. Amanda Fowler – Elementary Teaching Position tentatively at Reilly 4<sup>th</sup> Grade BA Step 0

24-248 Subcontract an Athletic Trainer as a Worker for the OHSAA District Track & Field Meet

The Superintendent recommends that the Board of Education approve the following Subcontracted Athletic Trainer as a Worker for the OHSAA District Track & Field Meet position as follows:

Mollie Newman – United High School Athletic Trainer – subcontract as worker for the OHSAA District Track & Field Meet (Retroactive to Thursday, May 16, 2024)

Rachel Amos – United High School Athletic Trainer– subcontract as worker for the OHSAA District Track & Field Meet (Retroactive to Saturday, May 18, 2024)

24-249 Professional Development Day for 7<sup>th</sup> and 8<sup>th</sup> Grade Language Arts Faculty

The Superintendent recommends that the Board of Education approve a professional development day in June 2024 @\$30/per Hr. for two (2) Hrs. for the 7<sup>th</sup> and 8<sup>th</sup> Grade Language Arts Faculty.

24-250 Appropriation Additions

The Superintendent and Treasurer recommend that the Board of Education approve the following appropriation additions: See Exhibit: 24-250

Moved by Mrs. Barley and seconded by Mr. Warner that the Board approve the Consent Agenda

Ayes: Barley, Maniscalco, Warner, Bricker and Hrvatin

Nays:

Abstain:

Motion Carries

24-251 Administrator Contract

The Superintendent recommends that the Board of Education approve the following contracts for the following Administrators beginning the 2024-2025 school year: (See Exhibit: 24-251)

1. John Lundin – Principal, August 1, 2024 – July 31, 2026



Moved by Mr. Bricker and seconded by Mrs. Maniscalco that the Board approve Item 24-251

Ayes: Barley, Warner, Bricker, Maniscalco and Hrvatin

Nays:

Abstain:

Motion Carries

24-252 School Psychologist Contract

The Superintendent and Treasurer recommend that the Board approve a three-year contract to Elizabeth Christani as School Psychologist from August 1, 2024 through July 31, 2027. (See Exhibit: 24-252)

Moved by Mrs. Barley and seconded by Mr. Warner that the Board approve Item 24-252

Ayes: Barley, Maniscalco, Warner, Bricker and Hrvatin

Nays:

Abstain:

Motion Carries

24-253 School Psychologist Supplemental

The Superintendent recommends the Board of Education approve the following supplemental for additional work related to behavioral support for the 2024-2025 school year. (See Exhibit: 24-253)

Elizabeth Christani – Behavior Specialist - \$10,000 (IDEA-B Funds)

Moved by Mrs. Barley and seconded by Mr. Bricker that the Board approve Item 24-253

Ayes: Barley, Maniscalco, Warner, Bricker and Hrvatin

Nays:

Abstain:

Motion Carries

24-254 School Psychologist Contract

The Superintendent and Treasurer recommend that the Board approve a three-year contract to Erika Zuga as School Psychologist from August 1, 2024 through July 31, 2027. (See Exhibit: 24-254)

Moved by Mr. Warner and seconded by Mrs. Maniscalco that the Board approve Item 24-254

Ayes: Barley, Maniscalco, Warner, Bricker and Hrvatin

Nays:

Abstain:

Motion Carries

GOOD OF THE ORDER

Mrs. Hrvatin – Mrs. Zeno and the Southeast Band put on a wonderful concert on May 11<sup>th</sup>. She also congratulated this years retirees and thanked them for all they have done.

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Barley so moved and Mrs. Maniscalco second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 7:49 PM

---

Board President

---

Treasurer

## **June 24, 2024 – Special Meeting**

Salem High School for a Special Meeting. Present were Mrs. Barley, Mr. Warner and Mrs. Hrvatin.

Mrs. Hrvatin called the meeting to order at 6:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mrs. Dianna Barley – Present

Mr. Ted Bricker - Absent

Ms. Brittany Maniscalco - Absent

Mr. Gregg Warner – Present

Mrs. Carol Hrvatin - Present

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mr. Warner and seconded by Mrs. Barley that the agenda be approved as submitted prior to the meeting.

Ayes: Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS**

09 Reviewed the consent agenda.

Mr. Douglas went over the agenda and discussed the addition off two items as well as the removal of item 24-283 due to a resignation.

10 Review Board Goals

Mr. Kirkland discussed where we are in the new school building project

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Barley so moved and Mr. Warner second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 6:56 PM.

---

Board President

---

Treasurer

### **June 24, 2024 – Regular Meeting**

The Salem Board of Education met Monday, June 24, 2024 at 7:00 PM for a Regular Meeting. Present were Mrs. Barley, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mr. Ted Bricker – Absent

Mrs. Dianna Barley – Present

Mr. Gregg Warner –Present

Mrs. Carol Hrvatin - Present

Mrs. Brittany Maniscalco – Absent

#### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Barley and seconded by Mr. Warner that the Board approved the minutes from May 20, 2024 Special Meeting, and Regular Meeting as submitted prior to the meeting.

This was approved on May 20, 2024 as follows:

#### **24-230 Supplemental Contract for Substitute Secretary**

The Superintendent recommends that the Board approve the supplemental contract for Substitute Secretary for Terri Roberts, at a rate of \$30.00 per day when performing duties in place of the Senior High Secretary, for the period of April 2, 2024 (Retroactive to 4-2-2024) until the position is filled or until the end of the current adopted school calendar (May 31 ,2024), whichever occurs first.

This should read as follows:

#### **24-230 Supplemental Contract for Substitute Secretary**

The Superintendent recommends that the Board approve the supplemental contract for Substitute Secretary for Terri Roberts, at a rate of \$30.00 per day when performing duties in place of the Senior High Secretary, for the period of March 27, 2024 (Retroactive to 3-27-2024) until the position is filled and the new employee is trained.

Ayes: Barley, Warner and Hrvatin  
Nays: None  
Motion Carries

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mr. Warner and seconded by Mrs. Barley that the agenda be approved as submitted prior to the meeting.

Mr. Douglas Requested that two items be added to the agenda

#### **24-289 Transfer of Funds**

The superintendent and treasurer recommend the Board of Education transfer the following from the general fund

\$200,000 to the Permanent Improvement Fund (#003)

#### **24-290 FTG Greater Ohio Copier Contract**

The superintendent recommends that the Board of Education approve a 39 month lease for copiers, printers, multi-functional devices, print management, and services with FTG Greater Ohio. See Exhibit 24-290

Mr. Douglas also requested that Item 24-283 St Pauls Auxiliary Cleark due to her resignation

Ayes: Barley, Warner and Hrvatin  
Nays: None  
Motion Carries

### **SUPERINTENDENT'S REPORT**

- Mr. Kirkland spoke about the Wellness center. He stated that the masons are finished and the envelope of the building was about complete. They Recently poured concrete on the multipurpose Side
- Mr. Kirkland gave a brief update on the building project. He stated that we continue to meet weekly with our Architect, CMR and OFCC and we are still in the design phase.
- Mr. Kirkland read a proclamation for Rep. Monica Robb Blasdel that commended the district on their due diligence and excellent reporting of the school districts financials. He thanked Mr. Douglas and his staff for an amazing job

## **RECOGNITIONS**

## **HEARING OF PUBLIC REQUESTS**

## **COMMITTEE MEETING REPORTS**

None.

## **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mrs. Barley and seconded by Mr. Warner that the Board approve the Financial Report and Report on Bills for the month end May 31, 2024.

Mr. Douglas thanked his staff and Jamie Kemets for all their hard work and dedication on the successful school audit.

Ayes: Barley, Warner and Hrvatin

Nays: None

Motion Carries

## **NEW BUSINESS, CONSENT AGENDA ITEMS**

### **24-255    Second Reading for the Revisions/Additions/Deletions of Board Policies, Administrative Guidelines and Forms**

The Superintendent recommends that the Board of Education have the second reading on the following:

Revised Policy 2623 – Student Assessment and Academic Intervention Services

Revised Policy 2623.02 – Third Grade Reading Guarantee

Revised Policy 3120.04 – Employment of Substitutes

Revised Policy 3140 – Termination and Resignation

New Policy 4124 – Employment Contract

Revised Policy 4140 -- Termination and Resignation

Revised Policy 5310 – Health Services

Revised Policy 6325 – Procurement – Federal Grants/Funds

Revised Policy 8600 – Transportation

Revised Policy 8600.04 – Bus Driver Certification

Revised Policy 8640 – Transportation For Non-Routine Trips

Revised Policy 8650 – Transportation By Vehicles Other Than School Buses

Revised Policy 8660 – Incidental Transportation of Students by Private Vehicle

24-256 Education Alternatives Service Agreement

The Superintendent recommends that the Board of Education approve the Education Alternatives Service Agreement and the Salem City School District for the purpose of providing necessary educational services for the 2024-2025 school year. See Exhibit 24-256.

24-257 Education Alternatives Student Transportation Agreement

The Superintendent recommends that the Board of Education approve the Education Alternatives Student Transportation Agreement and the Salem City School District for the purpose of providing transportation services for the district during the 2024-2025 school year. See Exhibit 24-257.

24-258 Behavior Leadership Academy

The Superintendent recommends that the Board of Education approve the following teachers that will be attending the Behavior Leadership Academy starting June 10-12, 2024 and will be paid @ curriculum rate of \$30/per hour for 24 hrs./each for attending the conference, plus milage.

24-259 Resident Educator Mentor

The Superintendent recommends that the Board of Education approve a \$30/Hr. stipend, up to 12 Hrs., for any trained Resident Educator Mentor that completes Facilitator training.

24-260 Allegiant Service Center Transportation Service for CCBDD

The Superintendent recommends that the Board of Education approve the Allegiant Service Center contract for providing transportation service for the Columbiana County Board of Developmental Disability to assist in the transportation of a student to and from Robert Bycroft School. See Exhibit: 24-260.

24-261 Seamless Summer Option

The Superintendent recommends that the Board of Education approve the Seamless Summer Option to be conducted at the Salem High School Cafeteria from 11:00 am to 12:30 pm, Monday through Friday, June 3, 2024 to August 16, 2024. Kids 18 and under are free and adults are \$4.00. Extra meals are \$3.00 and extra milk \$.50 for kids 18 and under.

24-262 Community Eligibility Provision (CEP)

The Superintendent recommends that the Board of Education approve the CEP program at Buckeye Elementary School, Reilly Elementary School, and Southeast Elementary School for the 2024-2025 school year.

24-263 Amendment to the 2024-2025 College Credit Plus Dual Enrollment Program Memorandum of Understanding

The Superintendent recommends that the Board of Education approve the Amendment to the 2024-2025 Memorandum of Understanding between Youngstown State University's College Credit Plus Dual Enrollment Program and Salem City School District for School Year 2024-2025. See Exhibit 24-263.

24-264 Hiring of Certified Staff

The Superintendent recommends the Board of Education approve the retire/rehiring of the following for the 2024-2025 school year pending BCI/FBI results:

2. Mindy Hiltbrand - Art at Buckeye Elementary BA Step 0

24-265 Contract Agreement for Services between Salem City Schools and PsyCare Inc.

The Superintendent recommends that the Board of Education approve the Contract Agreement for services between the Salem City Schools and PsyCare Inc. effective from July 1, 2024 to June 30, 2025. See Exhibit: 24-265.

24-266 Resolution Stark County Schools' Council of Governments Cooperative Advertising and Receiving Bids for Integrated School Bus Units

RESOLUTION

Stark County Schools' Council of Governments Cooperative  
Advertising and Receiving Bids for Integrated School Bus Units

WHEREAS, the Salem City School Board of Education wishes  
to advertise and receive bids for the purchase of a 78 passenger Thomas – C-2



integrated school bus unit.

THEREFORE, BE IT RESOLVED the Salem City School Board of Education wishes to participate and authorizes the Stark County Schools' Council of Governments to advertise and receive bids on said Board's behalf as per the specifications submitted for the cooperative purchase of a 78 passenger Thomas – C-2 integrated school bus unit.

24-267 Hiring of Summer Help

The Superintendent recommends that the Board of Education approve the following employees for Summer Help @ \$14.47 per hour pending completion of BCI and FBI background checks.

Custodial Employees

1. Matthew Howell – (Retroactive to 6-10-2024)

24-268 Certified Maternity Leave and Family Medical Leave of Absence

The Superintendent recommends that the Board of Education approve maternity leave and FMLA (Family Medical Leave of Absence) for Christijana Carner, High School Math, due date approximately August 6<sup>th</sup>, beginning maternity leave on August 19, 2024 for six weeks and then FMLA for six weeks.

24-269 Continuing Contracts for Active Teaching Staff

The Superintendent recommends that the Board of Education approve continuing contracts for the 2024-2025 school year for the following teaching staff:

4. Sarah Davis
5. Renee Weeda
6. Kent Paulini

24-270 Junior High Orientation Camp Workers

The Superintendent recommends that the Board of Education approve the following workers for the Junior High Orientation Camp on August 14<sup>th</sup> and 15<sup>th</sup>, 2024 (\$30/Per Hr. @ 4 Hours per day):

1. Jen Brammer
2. Amie Cochran
3. Madison Demetra
4. Suzanne Harding

5. Logan Chestnut
6. Cassandra Bacon
7. Daryl Kurtz
8. Lauren Harrold (Dodge)
9. Kathy Boggess
10. Ashley Taafe
11. Willi Colbert
12. Sarah Hamilton-Phillips

24-271 Kindergarten Camp Staff

The Superintendent recommends that the Board of Education approve the following staff for Kindergarten Camp to be held August 5 - August 9, 2024. The teacher day is 8:00 am – 12:00 pm for the 2024/2025 school year:

1. Christi Arnoto – Teacher (Salem) \$30.00/hr.
2. Kendall Austin – Teacher (Salem) \$30.00/hr.
3. Mindy Hiltbrand – Teacher (Salem) \$30.00/hr.
4. Julie Hochadel – Teacher (Salem) \$30.00/hr.
5. Karen Klempay – Teacher (Salem) \$30.00/hr.
6. Karlyn Lundquist – Counselor (Salem) \$30.00/hr.
7. Elizabeth Miller – Teacher (Salem) \$30.00/hr.
8. Lisa Miller – Teacher (Salem) \$30.00/hr.
9. Becky Nicholas – Nurse (Salem) \$27.45/hr.
10. Tori Paolucci – Speech Teacher (Salem) \$30.00/hr.
11. Gina Powell – Teacher (Salem) \$30.00/hr.
12. Kary Solis – Teacher (Salem) \$30.00/hr.
13. Susan Slopek – Teacher (Salem) \$30.00/hr.
14. Tracy Gottschling – Teacher (Salem) \$30.00/hr.
15. Melinda Westbrook – Teacher (Salem) \$30.00/hr.
16. Paula Wonner – Teacher (Salem) \$30.00/hr.
17. Regina Ziegler – Title I (Salem) \$30.00/hr.
18. Gabby Clark – Parapro (County)
19. Jean McCool – Parapro (County)
20. Kathleen Shuster – Parapro (County)
21. Tracy Springer – O.T. (County)
22. Jessica Wirkner – Parapro (County)

24-272 Develop Math Pacing Guides

The Superintendent recommends that the Board of Education approve Ben Shaw @ \$30/Hr. to develop Math Pacing Guides (Maximum of 20 Hrs.).

24-273 Resignation of Classified Employee

The Superintendent recommends that the Board of Education approve the resignation of Lisa Arter as the Bus Garage 260 Secretary effective June 28, 2024.

24-274      Hiring of Classified Staff

The Superintendent recommends that the Board of Education approve the hiring of the following for an OAPSE position pending BCI/FBI results:

1. Cathy Kristan – Full-Time High School/Jr.High Secretary, 211 days per year, Starting August 1, 2024 Step 15
2. Jody Edie – Full-Time Transportation Secretary-260 days per year, Starting July 8, 2024. Step 4

**24-275   Food Service Management Services**

The Superintendent recommends that the Board of Education approve the contract with Nutrition Group for food services management services for the 2024-2025 school year (with 3 one-year renewals) (Pending ODE approval).

24-276 Re-Instating Pay Scale for HEMSPN Instructors

The Superintendent recommends that the Board of Education approve re-instating of the pay scale for all HEMSPN Instructors for FY 2025 pay rates effective July 1, 2024.

## 24-277 Salem JH/SH Student Physicals

The Superintendent recommends that the Board of Education approve the following nurses to help with the Salem Junior High/High School Student Physicals on June 3rd, 2024, 12:00 pm – 3:00 pm at the SHS Gymnasium/Locker Rooms:

1. Linda Elias-Thomas - @ \$28.42 per hour
2. Becky Nicholas - @ \$27.45 per hour

24-278 In Lieu of Transportation

The Superintendent recommends that the Board of Education approve the Payment in Lieu of Transportation minimum amount of \$583.86 for the 2024-2025 school year.

24-279     Authorization for Final Certificate of Estimated Resources

The Superintendent and Treasurer recommend that the Board of Education authorize the Treasurer to request a final amended certificate of estimated resources for fiscal year 2024 from the county auditor as revenues are finalized.

24-280     Temporary Appropriations for Fiscal Year 2025

The Superintendent and Treasurer recommend that the Board of Education approve setting of temporary appropriations at 25% of the 2023/24 line item expenditures for all funds from July 1, 2024 to September 30, 2024.

24-281     Permanent Appropriation

The Superintendent and Treasurer recommend that the Board of Education approve the appropriations approved on Sept. 18, 2023 on 24-057 as the permanent appropriations for the 2024 fiscal year.

24-282     Appropriation Additions

The Superintendent and Treasurer recommend that the Board approve the following appropriation additions:

***(Appropriation Additions will be provided the night of the board meeting)***

24-283     ITEM REMOVED FROM AGENDA

24-284     Memorandum of Understanding between Salem City Board of Education and the Ohio Association of Public School Employees, Local #215 OAPSE

The Superintendent recommends the Board of Education approve the Memorandum of Understanding between the Salem City Board of Education and the Ohio Association of Public School Employees, Local #215. The board and the Union have a mutual interest in rotating mid-day routes in a fair and equitable manner. See Exhibit 24-284.

24-285 CSIET Foreign Exchange Student

The Superintendent recommends that the Board of Education approve to accept the following student as the Council on Standards for International Education Travel Exchange students for the 2024-2025 school year.

2. Sarah Bertocco di Celio from Brazil (All Year)

24-286 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2024 – 2025 school year.

Volleyball

5. Allie Winner – Head 7<sup>th</sup> Grade Coach Top Step

24-287 HEMSPN Staff Contracts for 2024-2025

The Superintendent recommends that the Board of Education approve the following Hannah E. Mullins School of Practical Nursing staff contracts effective at the beginning of the 2024-2025 school year: See Exhibit: 24-286.

1. Debra Baker - \$19.13/Per Hour
2. Deanne Russell - \$16.51/Per Hour

24-288 Contract for Vision (TVI) Services and Orientation & Mobility Services

The Superintendent recommends that the Board of Education approve the contract with Wills Mobility and Vision Services, LLC for the 2024-2025 school year. See Exhibit 24-288.

24-289 Transfer of Funds

The superintendent and treasurer recommend the Board of Education transfer the following from the general fund

\$200,000 to the Permanent Improvement Fund (#003)

24-290 FTG Greater Ohio Copier Contract

The superintendent recommends that the Board of Education approve a 39 month lease for copiers, printers, multi-functional devices, print management, and services with FTG Greater Ohio. See Exhibit 24-290

Moved by Mrs. Barley and seconded by Mr. Warner that the Board approve the Consent Agenda

Ayes: Barley, Warner, and Hrvatin

Nays:

Abstain:

Motion Carries

## GOOD OF THE ORDER

Mrs. Hrvatin – Gave a big thanks to Mr. McLaughlin for an amazing graduation ceremony. She also Thanked Ms. Ellis, Ms. Waller, Mrs. Roberts and Mrs. Kemats for all their help also.

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Barley so moved and Mr. Warner second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 7:16 PM

---

Board President

---

Treasurer

## **July 15, 2024 – Special Meeting**

Salem High School for a Special Meeting. Present were Mrs. Barley, Mr. Warner, Mr. Bricker, Mrs. Maniscalco and Mrs. Hrvatin.

Mrs. Hrvatin called the meeting to order at 6:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mrs. Dianna Barley – Present

Mr. Ted Bricker - Present

Ms. Brittany Maniscalco - Present

Mr. Gregg Warner – Present

Mrs. Carol Hrvatin - Present

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mr. Bricker and seconded by Mrs. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS**

#### **11 Reviewed the consent agenda.**

Mr. Douglas reviewed the regular board agenda with no questions.

Mr. Douglas did explain the 4 contracts that were being approved for the building project and what each of them were for.

#### **12 Review Board Goals**

Mr. Kirkland discussed where we are in the new school building project and that we were finishing up SD phase. He explained what that meant and the general proposed layout. He also discussed what a LEED certification was for.

Mr. Kirkland also told the board that we are still making progress on the Wellness center. The board asked if we had a completion date which Mr. Kirkland answered hopefully by the beginning of October, but materials and lack of trades works have slowed down the project a little. He also mentioned that West Branch and Crestview came to tour the facility due to them looking into doing the same

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Barley so moved and Mr. Warner second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 6:56 PM.

---

Board President

---

Treasurer



## **July 15, 2024 – Regular Meeting**

The Salem Board of Education met Monday, July 15, 2024 at 7:00 PM for a Regular Meeting. Present were Mr. Bricker, Mrs. Maniscalco, Mrs. Barley, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. Dianna Barley – Present

Mr. Gregg Warner –Present

Mrs. Carol Hrvatin - Present

Mrs. Brittany Maniscalco – Present

### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Maniscalco and seconded by Mrs. Barley that the Board approved the minutes from June 24, 2024 Special Meeting, and Regular Meeting as submitted prior to the meeting.

This item was approved on Monday, June 24, 2024 as follows:

#### **24-277 Salem JH/SH Student Physicals**

The Superintendent recommends that the Board of Education approve the following nurses to help with the Salem Junior High/High School Student Physicals on June 3rd, 2024, 12:00 pm – 3:00 pm at the SHS Gymnasium/Locker Rooms:

3. Linda Elias-Thomas - @ \$28.42 per hour
4. Becky Nicholas - @ \$27.45 per hour

This item should have read as follows:

#### **24-277 Salem JH/SH Student Physicals**

The Superintendent recommends that the Board of Education approve the following nurses to help with the Salem Junior High/High School Student Physicals on June 3rd, 2024, 12:00 pm – 3:00 pm at the SHS Gymnasium/Locker Rooms:

1. Linda Elias-Thomas - @ \$28.42 per hour
2. Devon Brown - @ \$26.91 per hour

This item was approved on May 20, 2024 as follows:

24-247 Hiring of Certified Staff

The Superintendent recommends the Board of Education approve the retire/rehiring of the following for the 2024-2025 school year pending BCI/FBI results and licensure:

5. Tyler Blake – ESL PK-12 BA Step 0
6. Delaney Willoughby – Elementary Teaching Position tentatively at Reilly 4<sup>th</sup> grade BA150 Step 0
7. Sydney Holden – Elementary Teaching Position tentatively at Southeast Elementary for 5<sup>th</sup> Grade Math and Science BA Step 0
8. David L. Rivera – English Language Arts BA Step 0  
JH/HS 7<sup>th</sup> grade – 12<sup>th</sup> grade
5. Kristen Tice – Integrated Science Teacher MA+15 Step 17  
JH/HS 7<sup>th</sup> grade – 12<sup>th</sup> grade
6. Amanda Fowler – Elementary Teaching Position tentatively at Reilly 4<sup>th</sup> Grade BA Step 0

This item should read as follows (Amanda Fowler's degree changed):

24-247 Hiring of Certified Staff

The Superintendent recommends the Board of Education approve the retire/rehiring of the following for the 2024-2025 school year pending BCI/FBI results and licensure:

1. Tyler Blake – ESL PK-12 BA Step 0
2. Delaney Willoughby – Elementary Teaching Position tentatively at Reilly 4<sup>th</sup> grade BA150 Step 0
3. Sydney Holden – Elementary Teaching Position tentatively at Southeast Elementary for 5<sup>th</sup> Grade Math and Science BA Step 0
4. David L. Rivera – English Language Arts BA Step 0  
JH/HS 7<sup>th</sup> grade – 12<sup>th</sup> grade
5. Kristen Tice – Integrated Science Teacher MA+15 Step 17  
JH/HS 7<sup>th</sup> grade – 12<sup>th</sup> grade
6. Amanda Fowler – Elementary Teaching Position tentatively at Reilly 4<sup>th</sup> Grade MA Step 0

Ayes: Brick, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mr. Bricker and seconded by Mrs. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **SUPERINTENDENT'S REPORT**

- Mr. Kirkland spoke about the Wellness center and his hopes that the building would be completed in the 1<sup>st</sup> half of October.
- Mr. Kirkland also spoke about where we are in the SD phase of the new school building
- Mr. Kirkland spoke about the 3 teachers leaving the district to take other positions and wished the best

### **RECOGNITIONS**

### **HEARING OF PUBLIC REQUESTS**

### **COMMITTEE MEETING REPORTS**

None.

### **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mrs. Maniscalco and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end June30, 2024.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS, CONSENT AGENDA ITEMS**

#### **25-001    Certified Family Medical Leave of Absence**

The Superintendent recommends that the Board of Education approve maternity leave and FMLA (Family Medical Leave of Absence) for Anne (Saltsman) Zeno, Assistant Band Director, date of birth was June 11, 2024,

beginning FMLA from the beginning of the 2024-2025 school year and returning on Monday, September 30, 2024.

25-002     Resignation of Classified Employee

The Superintendent recommends that the Board of Education approve the resignation of Rhonda Bauman as Cafeteria Employee effective June 30, 2024.

25-003     Resignation of Certified Employees

The Superintendent recommends that the Board of Education approve the following resignations of Certified Employees:

1. Kylie Baker – 3<sup>rd</sup> Grade Reilly Elementary School
2. Sarah Hamilton Phillips – 7<sup>th</sup> Grade Reading and Writing
3. Megan Miller – JH Music Teacher

25-004     Resignation of HEMSPN Instructor

The Superintendent recommends that the Board of Education approve the resignation of the following HEMSPN instructor:

2. Rebecca Schubert – effective June 28, 2024

25-005     Hiring of New Staff for HEMSPN Instructors

The Superintendent recommends that the Board of Education approve the hiring of the following HEMSPN instructors pending BCI/FBI and licensure:

1. Nicole Deitch, BSN RN – 16 – 24 Hrs. per week Part-Time Employee @ \$30.00/Per Hour (Starting 7/16/2024)
2. Vanessa Walters, BSN RN- Full Time Employee for theory/clinical @ \$28.26/Per Hour (Starting 7/16/2024)

25-006 Hiring Classified Employee

The Superintendent recommends that the Board of Education approve the hiring of the following Classified Employee pending FBI/BCI background check):

2. Mark Chuey – Effective July 17, 2024 –Custodian II @ Salem High School Step o

25-007 GAAP Conversion

The Superintendent and Treasurer recommend that the Board approve a contract with the State Auditor’s Office for GAAP Conversion services up to \$9,375.00 per fiscal year. See Exhibit 25-007.

25-008 Athletic Supplemental Resignation

The Superintendent recommends that the Board of Education approve the following athletic supplemental resignation for the 2024 – 2025 school year.

Football

1. Zach Penick- Assistant 7<sup>th</sup> Grade Coach Step o

25-009 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2024 – 2025 school year.

Football

1. Zach Penick- Assistant 9<sup>th</sup> Grade Coach Step o
2. Cory Wonner- Assistant 7<sup>th</sup> Grade Coach Top Step
3. Cory Wonner- (1-2) Flag Football Top Step
4. Waid Smith- Assistant Coach Volunteer

Cross Country

1. Kathi Hopple- Varsity Assistant Boys & Girls Coach Step 4
2. Russ Hopple- Head 7<sup>th</sup> & 7<sup>th</sup> Grade Boys & Girls Coach Top Step

Soccer

1. Garrett Dickey – Assistant Boys Coach Volunteer

25-010 Awarding of SEA Bid

The Superintendent recommends that the Board of Education approve the awarding of SEA Bid to the following certified staff for the following position:

Kendell Austin – Tentatively @ Reilly Elementary School 3<sup>rd</sup> Grade for the 2024-2025

Moved by Mrs. Barley and seconded by Mr. Warner that the Board approve the Consent Agenda

Ayes: Barley, Warner, and Hrvatin

Nays:

Abstain:

Motion Carries

GOOD OF THE ORDER

Mrs. Hrvatin – Gave a big thanks to Mr. McLaughlin for an amazing graduation ceremony. She also Thanked Ms. Ellis, Ms. Waller, Mrs. Roberts and Mrs. Kemats for all their help also.

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Barley so moved and Mr. Warner second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 7:16 PM

---

Board President

---

Treasurer

## **October 21, 2024 – Special Meeting**

Salem High School for a Special Meeting. Present were Mrs. Barley, Mr. Warner, Mr. Bricker, Mrs. Maniscalco and Mrs. Hrvatin.

Mrs. Hrvatin called the meeting to order at 6:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mrs. Dianna Barley – Present

Mr. Ted Bricker - Present

Ms. Brittany Maniscalco - Present

Mr. Gregg Warner – Present

Mrs. Carol Hrvatin - Present

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Maniscalco and seconded by Mrs. Barley that the agenda be approved as submitted prior to the meeting.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS**

#### **01 Reviewed the consent agenda.**

Mr. Kirkland reviewed the Agenda. The board discussed moving item 25-083 out of the consent agenda

#### **02 Review Board Goals**

Mr. Kirkland reviewed the progress of the new school building project. He discussed the current budget overages and what the core team was doing to get the project back on track. The initial budget was 10 million over budget.

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mr. Warner second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 6:57 PM.

---

Board President

---

Treasurer

## **October 21, 2024 – Regular Meeting**

The Salem Board of Education met Monday, October 21, 2024 at 7:00 PM for a Regular Meeting. Present were Mr. Bricker, Mrs. Maniscalco, Mrs. Barley, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Douglas then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. Dianna Barley – Present

Mr. Gregg Warner –Present

Mrs. Carol Hrvatin - Present

Mrs. Brittany Maniscalco – Present

### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Maniscalco and seconded by Mr. Bricker that the Board approved the minutes from September 16, 2024 Special Meeting, and Regular Meeting as submitted prior to the meeting.

Ayes: Brick, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Barley and seconded by Mr. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **SUPERINTENDENT’S REPORT**

- Mr. Kirkland offered his condolences to Leo Hickey and the family on the passing of his father Bob Hickey. He said he usually only does this for employees, but the Hickey family has been huge supports of Salem City Schools



- Mr. Kirkland also spoke on the building project. We have submitted our initial SD plans for estimating those came back overbudget and we are currently in the process of revising plans to get back on budget. We are looking at an all two-story plan now instead of a combination to save cost
- Mr. Kirkland gave a brief update on the Wellness center. He is hoping that we can hold the November meeting in the Wellness center and take a tour. The wellness center will be open to all students in the district and staff members. We are currently waiting for components for our electrical panel. We do have to re-do one floor in the bathrooms because it had issues with curing.
- Mrs. Viscounte introduced Mrs. Julie Winn and some of her students to the board. Mrs. Winn stated the class read the book What do you do with a chance. After reading the book students were asked to write an essay about what they would do with a chance. Multiple students from Mrs. Winns class read their essays to the board.

## **RECOGNITIONS**

### **HEARING OF PUBLIC REQUESTS**

Audrey Null presented a check to the Salem City Schools for the first round of teacher grants

### **COMMITTEE MEETING REPORTS**

None.

### **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mr. Warner and seconded by Mrs. Maniscalco the Board approve the Financial Report and Report on Bills for the month end September 30, 2024.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

## **NEW BUSINESS, CONSENT AGENDA ITEMS**

### **25-070 Columbiana County Board of Developmental Disabilities Agreement**

The Superintendent recommends that the Board of Education approve the agreement between Columbiana County Board of Developmental Disabilities and the Salem City School District to provide educational services for the students from our district for the 2024 – 2025 school year. See Exhibit: 25-070.

25-071 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2024 – 2025 school year. (Pending FBI/BCI).

Basketball

1. Bill Miller - Varsity Assistant Boys Basketball Coach 50/50 Split (w/George Spack) Step 3
2. Bill Miller - Elementary (1-2) Basketball Boys 2.50%
3. Camden Sampson - Boys Basketball Coach Volunteer
4. Trent Tice - JH Boys Basketball Coach Volunteer
5. Jenna McClish – HS Girls Basketball Coach Volunteer

Wrestling

1. Patrick Simpson - Junior High Head Wrestling Coach Step 4

Weight Room

1. Tim Taafe - Non-Football Weight Room Supervisor Top Step

Bowling

1. Robert Sommers – Head Boys Bowling Coach Step 0
2. Todd Spielman – Head Girls Bowling Coach Step 0

25-072 Hiring of New Staff for HEMSPN Instructor

The Superintendent recommends that the Board of Education approve the hiring of the following HEMSPN instructors pending BCI/FBI and licensure:

3. Cody Moore, MSN RN –Full-Time Employee @ \$32.50/Per Hour (Starting 10/7/2024)
4. Donna Schlarb, BSN RN –Full-Time Employee @ \$30.81/Per Hour (Starting 10/7/2024)

25-073 Resignation of Classified Employees

The Superintendent recommends that the Board of Education approve the following resignations:

1. Kimberly Papadeonise – Custodian II @ HS (Effective September 24, 2024)
2. Kimberly Evans – Cafeteria Server @ Reilly Elementary School (Effective October 3, 2024)

25-074 Hiring Classified Employees

The Superintendent recommends that the Board of Education approve the hiring of the following Classified Employee pending FBI/BCI background check):

3. Stefan Welch – (Retroactive to October 14, 2024) – Custodian II @ HS/JH  
Step 2
4. John Fullum – (Retroactive to October 14, 2024) – Custodian II @ HS/JH  
Step 0

25-075 Approving of Certified and Classified Substitutes

The Superintendent recommends that the Board of Education approve the following list of certified and classified substitutes pending re-certification (as necessary), pending all documents are submitted and BCI/FBI results (as needed basis). See Exhibit: 25-075.

25-076 Audiology Consortium Services Contract between Summit Education Service Center and Salem City School District

The Superintendent recommends that the Board of Education approve the Audiology Consortium Services Contract between Summit Education Service Center and the Salem City School District for services during the 2024-25 school year. See Exhibit 25-076.

25-077 Safehouse Preparatory Agreement

The Superintendent recommends that the Board of Education approve the agreement between Safehouse Preparatory and the Salem City School District to provide educational services for the student from our district for the 2024 – 2025 school year. See Exhibit: 25-077.

25-078 Contract for Transportation Services

The Superintendent recommends that the Board of Education approve the Transportation Contract made by and between a parent and the Salem City School District for transportation of student 25-078 for the purpose of educational services. See Exhibit 25-078.

25-079 Awarding of OAPSE Bids

The Superintendent recommends that the Board of Education approve the awarding of OAPSE Bids to the following classified staff for the following positions:

2. Brandon Grimminger- Custodian I HS/JH – 260 days, 8 Hrs. per day
3. Carolyn Cecena – Custodian II HS/JH – 260 days, 8 Hrs. per day
4. Samantha Smith – Bus Attendant Duty Aide for Special Needs Transportation – 4 Hrs. per day, 6:30 a.m. to 8:30 a.m. and 2:30 p.m. to 4:30 p.m. during school year
5. Laura Maenz – Cafeteria Server @ Buckeye, 10:30 a.m. – 1:30 p.m. during school year

25-080 Resolution To Approve An Amendment To The Program Agreement

The Superintendent recommends that the Board of Education approve the following Resolution to Approve an Amendment to The Program Agreement. See Exhibit: 25-080.

25-081 Resignation of St. Paul's Auxiliary Clerk

The Superintendent recommends the Board of Education accept the resignation of the following St. Paul employee for the 2024-2025 School Year:

1. Katie Yakubek – Auxiliary Clerk – resignation effective June 24, 2024.

25-082 PBIS High School Committee

The Superintendent recommends that the Board of Education approve the following PBIS High School Committee Members for the 2024-2025 school year:

1. Andrew Beck– Student Representative\*
2. Brad Davis – Salem PD, Community Liaison\*

3. Melanie Carfolo – Assistant Principal\*
4. Jake Carner – Math Teacher
5. Katelin Chilton – Intervention Specialist
6. Liz Christani – School Psychologist\*
7. Halley Fast – Intervention Specialist
8. Hannah James – English Teacher, PBIS Facilitator
9. Elaine Habeger – English Teacher
10. Sam Krzysiak – Science Teacher
11. Jennifer Neapolitan – Spanish Teacher
12. David Rivera – English Teacher
13. Tim Taafe – Social Studies Teacher
14. Amber Waller – School Counselor
15. Erika Zuga – School Psychologist\*

These are all the folks who have expressed interest.

\* Unpaid participants

#### ~~25-083~~ Unpaid Leave of Absences

The Superintendent and Treasurer recommend that the Board of Education approve the requests for unpaid Leave of Absences for the following employees:

4. Shawnac Carlisle — 4 Days unpaid leave for October 21, 22, 23 and 24, 2024 (Teacher at Southeast)
5. Veronica Shadle — 3 Days unpaid leave for November 13, 14, and 15, 2024 (Secretary at Southeast)

#### 25-084 Soliant Health, LLC Agreement

The Superintendent recommends that the Board of Education approve the agreement between Soliant Health, LLC and the Salem City School District to provide educational services for the students from our district for the 2024 – 2025 school year. See Exhibit: 25-084.

Moved by Mrs. Maniscalco and seconded by Mrs. Barley that the Board approve the Consent Agenda

Mrs. Maniscalco Motioned the board to remove item 25-083 from the consent agenda to be voted on separately so they could have further discussion. Mrs. Barley seconded the motion. The Item was moved to the end of the Agenda by Mrs. Hrvatin

Ayes: Maniscalco, Bricker Barley, Warner, and Hrvatin

Nays:  
Abstain:  
Motion Carries

Ayes: Maniscalco, Bricker Barley, Warner, and Hrvatin  
Nays:  
Abstain:  
Motion Carries to approve the consent agenda minus Item 25-083

### 25-083 Unpaid Leave of Absences

The Superintendent and Treasurer recommend that the Board of Education approve the requests for unpaid Leave of Absences for the following employees:

1. Shawnae Carlisle – 4 Days unpaid leave for October 21, 22, 23 and 24, 2024 (Teacher at Southeast)
2. Veronica Shadle – 3 Days unpaid leave for November 13, 14, and 15, 2024 (Secretary at Southeast)

Moved by Mrs. Maniscalco and seconded by Mrs. Barley that the Board approve Item 25-083

The board asked Mr. Kirkland why the individuals were requesting unpaid leave. He stated that Mrs. Carlisle was for religious observation and Mrs. Shadle was to visit family out of state. The board asked Mr. Kirkland to not include unpaid leave in the consent agenda in the future and to make everyone a separate item.

Ayes: Maniscalco, Bricker Barley, Warner, and Hrvatin  
Nays:  
Abstain:  
Motion Carries

### GOOD OF THE ORDER

Mrs. Hrvatin – Thank the board for their help with the Trail of Treats event.

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mr. Warner second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 7:42 PM

---

Board President

---

Treasurer

### **September 16, 2024 – Regular Meeting**

The Salem Board of Education met Monday, September 16, 2024 at 7:00 PM for a Regular Meeting. Present were Mr. Bricker, Mrs. Maniscalco, Mrs. Barley, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. Dianna Barley – Present

Mr. Gregg Warner –Present

Mrs. Carol Hrvatin - Present

Mrs. Brittany Maniscalco – Present

### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Maniscalco and seconded by Mrs. Barley that the Board approved the minutes from August 12, 2024 Special Meeting, and Regular Meeting as submitted prior to the meeting.

This item was approved at the Monday, August 12, 2024, Board of Education Meeting as follows:

### **25-024 Kindergarten Camp Staff**

The Superintendent recommends that the Board of Education approve

the following staff for Kindergarten Camp to be held August 5 - August 9, 2024. The teacher day is 8:00 am – 12:00 pm for the 2024-2025 school year (Retroactive to August 5, 2024):

- |   |             |
|---|-------------|
| 23. <u>Dominque Dankovich</u> – Teacher (Salem) | \$30.00/hr. |
| 24. <u>Delany Mellinger</u> - Teacher (Salem)   | \$30.00/hr. |

This item should read as follows (It was Delaney Willoughby not Delaney Mellinger):

#### 25-024 Kindergarten Camp Staff

The Superintendent recommends that the Board of Education approve the following staff for Kindergarten Camp to be held August 5 - August 9, 2024. The teacher day is 8:00 am – 12:00 pm for the 2024-2025 school year (Retroactive to August 5, 2024):

- |  |             |
|--|-------------|
| 1. <u>Dominque Dankovich</u> – Teacher (Salem) | \$30.00/hr. |
| 2. <u>Delany Willoughby</u> - Teacher (Salem)  | \$30.00/hr. |

Ayes: Brick, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

#### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Maniscalco and seconded by Mr. Bricker that the agenda be approved as submitted prior to the meeting.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

#### **SUPERINTENDENT'S REPORT**

- Mr. Kirkland gave an update about the Wellness Center. He stated that the sidewalks were being poured as well as the pad for the heating/cooling units. He also said that they have completed all the walls in the multipurpose room.
- Mr. Kirkland also spoke on the building project. We have submitted our initial SD plans for estimating and those should be back in the next couple of weeks
- Mr. Kirkland gave his condolences to the Davidson family as well as the O'Brian family. He said that Mrs. Sue Davidson was a mainstay in the bus garage and in the community. Mrs. Cindy O'Brian was a teacher in the district for 22 years



- Mr. Kirkland also spoke briefly on the release of the school report card. He said that he would put more validity into the report when tests are fair and account for all the educational factors. He said the state test are good at one thing and that is determining the socioeconomic status of the district
- Mr. Kirkland asked Ms. Audrey Null to speak briefly about two new programs that the SHS Alumni Association has recently instituted. SEE ATTACHED
- Shelley Wilson gave a literacy update to the board – SEE ATTACHED

## **RECOGNITIONS**

## **HEARING OF PUBLIC REQUESTS**

## **COMMITTEE MEETING REPORTS**

None.

## **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mrs. Maniscalco and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end August 31, 2024.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

## **NEW BUSINESS, CONSENT AGENDA ITEMS**

### **25-050 Resignation of Classified Employees**

The Superintendent recommends that the Board of Education approve the following resignations:

3. Larry Altenhof – Administration Building Supply Clerk (effective September 6, 2024)
4. C. Lynn Hack – 2 Hrs. per day/ 11:00 am to 1:00 pm, Cafeteria Server @ Reilly Elementary
5. Julie Hanes - Custodian II Employee at the Salem High School. (Employment never started since it was approved at the August 12, 2024 meeting).
6. Jessica Helman – Custodian II @ HS (Effective September 6, 2024)

### **25-051 Certified Staff Moving Up on Pay Scale**

The Superintendent recommends that the Board of Education approve the following certificated staff to be moved up on the pay scale effective the beginning of the first semester of the 2024-2025 school year:

2. Karlyn Lundquist – MA+15 to MA+30 (Retroactive to September 13, 2024)

25-052 LEP Immigrant Family Liaison

The Superintendent recommends that the Board of Education retain the services of a LEP Immigrant Family Liaison for students and families in the Salem City School District @ the curriculum rate of \$30.00 per hour for up to 270 Hours for the 2024-2025 school year.

25-053 Permanent Appropriations

The Superintendent and Treasurer recommend that the Board of Education approve the 2024-2025 permanent appropriations and permit the treasurer to make corrections as needed. (See Exhibit 25-053 Will be presented Monday at the Board Meeting).

25-054 High School Fees

The Superintendent recommends that the Board of Education approve the list of High School Fees for the 2024-2025 year. See Exhibit 25-054.

25-055 Homebound Instruction

The Superintendent recommends that the Board of Education approve the hiring of Matthew Yanek, to tutor a homebound student at the rate of \$30.00 per hour.

25-056 Memorandum of Understanding between the Salem Board of Education and the Salem Education Association

The Superintendent recommends that the Board of Education approve the Memorandum of Understanding between the Salem Board of Education and the Salem Education Association a collective bargaining agreement in effect from September 1, 2022 through August 31, 2025 to amend the current Agreement surrounding the Appendix A-3 for the 2024-2025 Certified Salary Schedule. See Exhibit: 25-056.

25-057 Non-Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following non-athletic supplemental positions for the Salem High School and the Salem Junior High for the 2024-2025 school year (Pending BCI/FBI).

38. Mike Hileman –Band Volunteer

25-058 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2024 – 2025 school year. (Pending FBI/BCI).

Wrestling

- |   |          |
|---|----------|
| 2. Head Varsity Wrestling Coach – <u>Drew Hart</u>  | Top Step |
| 2. High School Assistant Coach - <u>Caiden Hart</u> | Step 3   |

Basketball

- |  |           |
|--|-----------|
| 1. Head Varsity Girls Basketball Coach – <u>Matt Mowery</u>        | Top Step  |
| 2. JV Boys Basketball Coach – <u>Vince Nittoli</u>                 | Top Step  |
| 3. Varsity Assistant Girls Coach <u>Renee Dreger</u>               | Top Step  |
| 4. Junior Varsity Girls Coach <u>Marlaina Fry</u>                  | Step 1    |
| 5. 8 <sup>th</sup> Grade Girls Basketball Coach <u>John Bryan</u>  | Top Step  |
| 6. Assistant Girls Basketball Coach <u>George Spack</u>            | Volunteer |
| 7. 7 <sup>th</sup> Grade Girls Basketball Coach <u>Cory Wonner</u> | Top Step  |
| 8. Varsity Assistant Boys Basketball Coach <u>George Spack</u>     | Top Step  |
| 50/50 Split  |           |

Football

- |   |           |
|---|-----------|
| 1. Junior High Football Coach – <u>Griffin Panezott</u> | Volunteer |
|---|-----------|

25-059 Awarding of OAPSE Bids

The Superintendent recommends that the Board of Education approve the awarding of OAPSE Bids to the following classified staff for the following positions:

6. Jennifer Burbick – 2 Hrs. Bus Duty Aide position for the Knox School Run AM route starting the 2024-2025 school year. (Retroactive to August 22, 2024)
7. Mindy Wardell – 2 Hrs. Bus Duty Aide position for the Knox School Run PM route starting the 2024-2025 school year. (Retroactive to August 22, 2024)

8. Jon Jensen- Supply Clerk Administration Building – 260 days, 8 Hrs. Per Day
9. David Horton – Head Custodian HS – 260 days, 8 Hrs. Per Day

25-060 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude this gift in honor of Juanita J. Bush (Shasteen), the Class of 1946 given by her family in her memory in the amount of \$100.00.

25-061 Approving of Certified and Classified Substitutes

The Superintendent recommends that the Board of Education approve the following list of certified and classified substitutes pending re-certification (as necessary), pending all documents are submitted and BCI/FBI results (as needed basis). See Exhibit 25-061.

25-062 HEMSPN Resignation

The Superintendent recommends that the Board of Education approve the resignation of Jamie Pytash as the Director of the Part-Time Option Program at Hannah E. Mullins School of Practical Nursing effective September 7, 2024.

25-063 Detention Programs

The Superintendent recommends that the Board of Education approve the Detention Programs at Salem High School/Salem Junior High School for the 2024-2025 school year at \$30.00/hr. for the following:

1. Jeff Andres – AM Detention
2. Jen Brammer – AM Detention
3. Will Klucenic – AM Detention & Saturday Detention
4. Timothy Taafe – Saturday Detention

25-064 Options Program

The Superintendent recommends that the Board of Education approve the OPTIONS program at Salem High School/Salem Junior High School to commence on Tuesday, September 3, 2024, from 3:00 pm – 6:00 pm and

continue throughout the 2024-2025 school year. The Program will be staffed by one teacher each evening at \$30.00/hr. the teachers are as follows:

1. Megan Ellis
2. Amber Waller
3. Brooke Skiba
4. Kay Piero
5. Timothy Taafe
6. Amy Emerick
7. Ashley Taafe
8. Nikki Rothbauer

25-065 Quaker Club After School Program

The Superintendent recommends that the Board of Education approve the Quaker Club after school program at Salem Junior High School on Tuesday and Thursday for 1 ½ Hrs. and continue throughout the school year. The program will be staffed by two teachers each evening at \$30.00/per hr. the teachers are as follows:

1. Bethany Glasser
2. Megan Ellis
3. Ashley Taafe
4. Amber Waller

25-066 St. Paul's Auxiliary Clerk

The Superintendent recommends the Board of Education approve the hiring of the following St. Paul employee from the Auxiliary Funds for the 2024-2025 School Year:

1. Dawn Anderson – Auxiliary Clerk - 10 hours per week @ \$15.00 per Hr. for 42 weeks not to exceed \$7,500.

25-067 Hiring of a Spanish Language Enrichment Teacher for St. Paul's School

The Superintendent recommends that the Board of Education approve the hiring of Ana Hutson for 50 days at a daily rate of \$150 per day for Spanish Language Enrichment for St. Paul's School not to exceed \$9,000 for the 2024-2025 school year from the Title IV Enrichment Services & Auxiliary Funds.

25-068 Hiring Classified Employees

The Superintendent recommends that the Board of Education approve the hiring of the following Classified Employee pending FBI/BCI background check):

5. Kimberly Evans – Effective September 6, 2024 – Cafeteria Server @ Reilly Elementary School Step 0
6. Kimberly Papadeonise – Effective September 17, 2024 – Custodian II @ HS/JH Step 0

25-069 Fall Game Workers 2024

The Superintendent recommends that the Board of Education approve the following fall game workers for the 2024-2025 school year.

1. Zach Jewell
2. Elizabeth Cole

Moved by Mrs. Barley and seconded by Mr. Warner that the Board approve the Consent Agenda

Ayes: Maniscalco, Bricker Barley, Warner, and Hrvatin

Nays:

Abstain:

Motion Carries

GOOD OF THE ORDER

Mrs. Hrvatin – She is happy to see the school year has started well. She also offered her condolences to the O'Brian family stating that Ms. O'Brian was one off the most caring individuals

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mr. Bricker second the motion. All board members voted "yes", Mrs. Hrvatin adjourned the meeting at 7:46 PM

---

Board President

---

Treasurer

## **November 18, 2024 – Special Meeting**

Salem High School for a Special Meeting. Present were Mrs. Barley, Mr. Warner, Mr. Bricker, Mrs. Maniscalco and Mrs. Hrvatin.

Mrs. Hrvatin called the meeting to order at 6:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mrs. Dianna Barley – Present

Mr. Ted Bricker - Present

Ms. Brittany Maniscalco - Present

Mr. Gregg Warner – Present

Mrs. Carol Hrvatin - Present

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Barley and seconded by Mrs. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS**

#### **03 Reviewed the consent agenda.**

Mr. Kirkland reviewed the agenda. Mr. Bricker asked about Item 25-086. Mr. Douglas explained this was a membership fee for the Ohio Coalition that does advocacy work on behalf of public schools. The district choose to not pay additional fees towards the voucher program fight. Mr. Bricker also asked about Item 25-089. Mr Douglas explained that this was accepting the Bids from our Cooperative group, and the district would move forward buying two buses. Mr. Douglas stated that the district has been purchasing at least a bus per year to keep up with its aging fleet but with the new school building project we may need to add additional bus routes hence purchasing two buses this year

#### **04 Review Board Goals**

Mr. Kirkland discussed continued talks with MCCTC about the potential of HEMSPN transferring to MCCTC. He stated that the district was

looking at the financial numbers but with MCCTC starting a nursing program with or without HEMSPN it makes sense for the district to move forward. HEMSPN could not handle, financially, the impact of another nursing school in the area

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Barley so moved and Mr. Warner second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 6:51 PM.

---

Board President

---

Treasurer



## **November 18, 2024 – Regular Meeting**

The Salem Board of Education met Monday, November 18, 2024 at 7:00 PM for a Regular Meeting. Present were Mr. Bricker, Mrs. Maniscalco, Mrs. Barley, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Douglas then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. Dianna Barley – Present

Mr. Gregg Warner –Present

Mrs. Carol Hrvatin - Present

Mrs. Brittany Maniscalco – Present

### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Maniscalco and seconded by Mr. Bricker that the Board approved the minutes from October 21, 2024 Special Meeting, and Regular Meeting as submitted prior to the meeting.

Ayes: Brick, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Barley and seconded by Mr. Warner that the agenda be approved as submitted prior to the meeting.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **SUPERINTENDENT’S REPORT**

- Mr. Kirkland offered his condolences to Dave Schwartz on the passing of his wife
- Mr. Kirkland gave a brief fall sports review. Stating that he is proud of all our teams and their accomplishments. He pointed out that the 7<sup>th</sup> grade volleyball team went undefeated this season in winning the league.

- Mr. Kirkland informed the board about SB 104. The bill would require students at Ohio K-12 schools and colleges use the bathroom or locker room that aligns with their gender assigned at birth. It would not prevent a school from having single-occupancy facilities. The bill would not apply to someone helping a person with a disability or a child younger than 10 years old being assisted by a parent, guardian or family member.
- He also provided an update on the Wellness Center. He stated we had to bring in a separate flooring company to prep the multipurpose floor do to the moisture content being to high for the multipurpose flooring to be laid
- An update on the new PK-8 building was also provided. We should be receiving our second set of estimates after being over budget in the first submission. We hope to be on budget and ready to move on from SD phase to the DD phase
- Mr. Kirkland informed the community and board that the meet the team night was scheduled for Tuesday Nov 19<sup>th</sup>
- Lastly, Mr. Kirkland informed the board that STRS lowered the retirement required from 34yr to 33yr. This could effect a few of our employees permitting them to retire earlier than anticipated

## **RECOGNITIONS**

## **HEARING OF PUBLIC REQUESTS**

Audrey Null presented a check to the Salem City Schools for the first round of teacher grants

## **COMMITTEE MEETING REPORTS**

None.

## **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mrs. Maniscalco and seconded by Mr. Bricker the Board approve the Financial Report and Report on Bills for the month end October 31, 2024.

Mr. Douglas presented the Five-Year Forecast, Item 25-095, to the board. He talked about how the forecast was a snapshot in time and had multiple factors that could change his forecast. He stated that Revenues consisted of State and Local aid. Things that could affect revenues were potential legislative items that have been discussed on property values and the new biennium budget. In that budget the main component is the continued phase in of the funding formula. He stated that Expenditures were outpacing the current growth of revenues. The main factor being the increase in personal and benefit cost. Mr. Douglas cautioned that while our fund balance shows to be healthy over the five years that the district is projected to deficit spend in the last two years of the forecast. He also stated that some of the fund balance was inflated due to supplanting cost with COVID relief funds.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

## **NEW BUSINESS, CONSENT AGENDA ITEMS**

25-085 Awarding of OAPSE Bids

The Superintendent recommends that the Board of Education approve the awarding of OAPSE Bids to the following classified staff for the following positions:

1. Chelsey Reynolds – Cafeteria Cashier – 2 ½ Hrs. @ High School  
11:00 a.m. – 1:30 p.m.

25-086 Membership in the Ohio Coalition for Equity & Adequacy

The Superintendent and Treasurer recommend that the Board of Education approve the membership for Fiscal Year 2024 (July 1, 2024 – June 30, 2025) in the Ohio Coalition for Equity & Adequacy in the amount of \$967.50.

25-087 Winter Job Titles

The Superintendent recommends that the Board of Education approve the following Job Titles and rates for the 2024-2025 Winter Season:

Boys Basketball:

-  
Ticket Seller

JV/Varsity	\$28.00/game
9 <sup>th</sup> Grade	\$15.00/game
JH (7 <sup>th</sup> , 8 <sup>th</sup> )	\$25.00/2 games

Ticket Takers (2)

Varsity	\$20.00/game
---------	--------------

Scoreboard – Split equally if two people run the board

JV/Varsity	\$35.00/game
9 <sup>th</sup> Grade	\$15.00/game
JH (7 <sup>th</sup> , 8 <sup>th</sup> )	\$25.00/game

Stat Board

JV/Varsity	\$25.00/game
------------	--------------

Statistician

JV/Varsity	\$17.00/game
------------	--------------

25-087 Winter Job Titles (Continued)

Scorebook		
JV/Varsity		\$22.00/game
9 <sup>th</sup> Grade		\$10.00/game
8 <sup>th</sup> Grade		\$5.00/game
7 <sup>th</sup> Grade		\$5.00/game
Video		
JV/Varsity		\$20.00/game
Announcer		
JV/Varsity		\$12.00/game
Ushers (2)		
JV/Varsity		\$22.00/game
Music		
JV/Varsity		\$10.00/game
Trainer		
JV/Varsity		\$50.00/game
<u>Girls Basketball</u>		
Ticket Seller		
JV/Varsity		\$28.00/game
9 <sup>th</sup> Grade		\$15.00/game
JH (7 <sup>th</sup> , 8 <sup>th</sup> )		\$25.00/2 games
Scoreboard – Will split equally if two people run the board		
JV/Varsity		\$35.00/game
9 <sup>th</sup> Grade		\$15.00/game
JH (7 <sup>th</sup> , 8 <sup>th</sup> )		\$25.00/game
Stat Board		
JV/Varsity		\$25.00/game
Statistician		
JV/Varsity		\$17.00/game

Scorebook	
JV/Varsity	\$22.00/game
9 <sup>th</sup> Grade	\$10.00/game
8 <sup>th</sup> Grade	\$5.00/game
7 <sup>th</sup> Grade	\$5.00/game
Video	
JV/Varsity	\$20.00/game
Announcer	
JV/Varsity	\$12.00/game
Ushers (2)	
JV/Varsity	\$22.00/game
Music	
JV/Varsity	\$10.00/game
Trainer	
JV/Varsity	\$50.00/game

### Wrestling

Ticket Seller	
JH/Varsity – Regular Season	\$28.00/game
Varsity Tournament	\$35.00
Scorebook	
Varsity – Regular Season	\$22.00/game
Varsity – Tournament	\$35.00/game
JH – Regular Season	\$15.00/game
JH – Tournament	\$22.00/game
Video	
Varsity	\$20.00/game
Scoreboard	
Varsity – Regular Season	\$35.00/game
Varsity – Tournament	\$50.00/game
JH – Regular Season	\$20.00/game
Trainer	
Varsity – Regular Season	\$50.00/game
Varsity – Tournament	\$100.00/game

The Superintendent recommends that the Board of Education approve the following list of certified substitutes pending re-certification (as necessary), pending all documents are submitted and BCI/FBI results (as needed basis). See Exhibit 25-088.

25-089 Acceptance of Bid for Two (2) New School Bus

The Superintendent recommends that the Board of Education approve the Cooperative Bus Purchasing Program bid from Myers Equipment Corporation for the purchase of two (2) new school bus, Base Bid Model: Thomas 341TS - 78 passenger rated capacity for the 2024-2025 school year. The bid excludes the cost of security cameras.

25-090 HEMSPN Changes to Staffing

The Superintendent recommends that the Board of Education approve the changes to the staffing of the following HEMSPN instructors:

5. Rebecca Carver, ADN, RN - Part-Time Instructor for the Sim Lab Coordinator/Teaching Assistant (Starting 10/23/2024).
6. Nicole (Deitch) McHenry, BSN RN – Full-Time Employee @ \$31.08/Per Hour as a 234 day employee including vacation (Starting 11/1/2024).

25-091 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2024 – 2025 school year (Pending OHSA Certifications)

Cheerleading Advisor

1. Jordan Archer – Competition Cheer Advisor      Step 2

Wrestling

1. Gary Dyer – JH Wrestling Coach      Volunteer

25-092 Memorandum of Understanding between the Salem Board of Education and the Salem Education Association

The Superintendent recommends that the Board of Education approve the Memorandum of Understanding between the Salem Board of Education and the Salem Education Association a collective bargaining agreement in effect from September 1, 2022 through August 31, 2025 to amend the current Agreement surrounding a new High School supplemental position shall be added to Appendix B-1 for Assistant Junior Varsity Baseball Coach and Assistant Junior Varsity Softball Coach. See Exhibit: 25-092.

25-093 Resignation of Classified Employees

The Superintendent recommends that the Board of Education approve the following resignations:

7. Stefan Welch – Custodian II @ HS (Effective October 30, 2024)

25-094 Hiring Classified Employees

The Superintendent recommends that the Board of Education approve the hiring of the following Classified Employee pending FBI/BCI background check):

1. Julie Leyman – Cafeteria Server Southeast Elementary – 2 Hrs. Per day, 11:00 a.m.- 1:00 p.m. when school is in session (Retroactive to 11-4-2024) Step 0
2. Tyler Rothbauer – Custodian II JH/HS – 260 Days Per Year, 8 Hrs. Per day, 3:00 p.m. -11:30 p.m. (Retroactive to 11-11-24) Step 1

25-095 Five – Year Forecast

The Superintendent and Treasurer recommend that the Board of Education approve the Five – Year Forecast as presented by the Treasurer. See Exhibit 25-095.

25-096 Creating One (1) Classified Permanent Substitute Position for the Cafeteria

The Superintendent recommends that the Board of Education approve the creation of one (1) Classified Permanent Substitute position that can be placed where needed, for the cafeteria, four (4) hours per day while school is in session only for the 2024-2025 school year with optional renewal.

25-097 Southeast Family Night Workers

The Superintendent recommends that the Board of Education approve all of the Southeast staff for Southeast Family Night to be held Tuesday, November

19, 2024 from 5:00-6:30 p.m. Teachers will work 3 hours total. That will include before the event to setup, the event, and after the event to clean up. (Paid at curriculum rate of \$30.00 per hour/3 Hrs. Total/Each).

Moved by Mrs. Maniscalco and seconded by Mr. Warner that the Board approve the Consent Agenda

Ayes: Maniscalco, Bricker Barley, Warner, and Hrvatin

Nays:

Abstain:

Motion Carries

25-098 Winter Game Workers

The Superintendent recommends that the Board of Education approve the following Winter Game Workers for the 2024-2025 season:

1. Gary Goddard
2. Lori Brooks
3. Darlene Heineman
4. Frank Zamarelli
5. Karen Navoyosky
6. Tom Wright
7. Debbie Altenhof
8. Larry Altenhof
9. Chrystal Skidmore
10. Megan Stockman
11. Michele Fisher
12. Becky Carner
13. Glena Frederick
14. Danielle Freeman
15. Chuck Frederick
16. Elizabeth Cole
17. Brad Skidmore

Moved by Mrs. Barley and seconded by Mr. Bricker that the Board approve Item 25-098

Ayes: Bricker Barley, Warner, and Hrvatin

Nays:

Abstain: Maniscalco

Motion Carries

GOOD OF THE ORDER



Mrs. Hrvatin stated that on October 31<sup>st</sup> she was asked to lead the Halloween parade at Buckeye. She was thrilled to see all the people that came out to this wonderful event and all the wonderful costumes the kids wore

Mrs. Maniscalco wanted to mention that some of the board attended the OSBA conference in Columbus. She said the board got to see and hear a bunch of different speakers and gather information to bring back to the board and administrators.

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mrs. Barley second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 7:34 PM

---

Board President

---

Treasurer

## **December 9, 2024 – Special Meeting**

Salem High School for a Special Meeting. Present were Mrs. Barley, Mr. Warner, Mr. Bricker, Mrs. Maniscalco and Mrs. Hrvatin.

Mrs. Hrvatin called the meeting to order at 6:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Kirkland then called the roll with the following results:

Mrs. Dianna Barley – Present

Mr. Ted Bricker - Present

Ms. Brittany Maniscalco - Present

Mr. Gregg Warner – Present

Mrs. Carol Hrvatin - Present

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mr. Warner and seconded by Mrs. Maniscalco that the agenda be approved as submitted prior to the meeting.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **NEW BUSINESS**

#### **05 Reviewed the consent agenda.**

Mr. Kirkland discussed our recent meeting with NEOLA and advised the board that some updates and clarification to policies would be coming in the next month. He stated that the biggest issue the board and administration will need to look at is our cell phone policy. The governor recently passed a bill requiring the school district to have a policy in place that addresses the issue of phones during the educational day. He had a brief discussion of the pros and cons.

#### **06 Review Board Goals**

Mr. Kirkland gave an update on the Wellness Center. He stated the gym floor was almost complete with lines being painted. He had a meeting with the Principal and AD to figure out a schedule.

Mr. Kirkland gave an update to the board about recent talks to MCCTC and HEMSPN.

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mr. Bricker so moved and Mr. Warner second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting at 6:57 PM.

---

Board President

---

Treasurer

## **December 6, 2024 – Regular Meeting**

The Salem Board of Education met Monday, December 6, 2024 at 7:00 PM for a Regular Meeting. Present were Mr. Bricker, Mrs. Maniscalco, Mrs. Barley, Mr. Warner and Mrs Hrvatin.

Mrs. Hrvatin called the meeting to order at 7:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

Mr. Douglas then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. Dianna Barley – Present

Mr. Gregg Warner –Present

Mrs. Carol Hrvatin - Present

Mrs. Brittany Maniscalco – Present

### **READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Barley and seconded by Mr. Bricker that the Board approved the minutes from November 18, 2024 Special Meeting, and Regular Meeting as submitted prior to the meeting.

Ayes: Brick, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Maniscalco and seconded by Mr. Warner that the agenda be approved as submitted prior to the meeting.

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

### **SUPERINTENDENT’S REPORT**

- Mr. Kirkland gave an update on the Wellness Center. He stated the multiuse space flooring was complete as they were finishing with painting the lines. Plans are to open Jan 1<sup>st</sup>.
- Mr. Kirkland discussed a few items in the consent agenda

- 25-105 Retirement of Tony Martinelli. Mr. Kirkland wanted to congratulate and wish him the best on his new adventure.
- He discussed the 2025-2026 school calendar being approved. The calendar remained the same as this year.
- 25-103 Our Softball team was attending Pidgeon Forge again this year for preseason competition
- 25-114 Mr. Kirkland stated that the district has completed SD phase of the new school building and would be moving on to the DD phase. He stated that some of the layout has changed but the basic footprint was the same but we are now on budget
- 25-115 Lastly, Mr. Kirkland discussed the retention bonus for HEMSPN. Mr. Kirkland stated that HEMSPN has experienced turnover, and this was to reward those who have remained committed

## **RECOGNITIONS**

## **HEARING OF PUBLIC REQUESTS**

## **COMMITTEE MEETING REPORTS**

None.

## **FINANCIAL REPORT/REPORT ON BILLS- TREASURER**

Moved by Mrs. Barley and seconded by Mrs. Maniscalco the Board approve the Financial Report and Report on Bills for the month end November 31, 2024.

Mr. Douglas gave a monthly update on financials

Ayes: Bricker, Maniscalco, Barley, Warner and Hrvatin

Nays: None

Motion Carries

## **NEW BUSINESS, CONSENT AGENDA ITEMS**

### **25-099 Certified Staff Moving Up on Pay Scale**

The Superintendent recommends that the Board of Education approve the following certificated staff to be moved up on the pay scale effective the beginning of the second semester of the 2024-2025 school year:

3. Susan Getz-Slopek – MA to MA+15

### **25-100 Certified Maternity Leave of Absence**

The Superintendent recommends that the Board of Education approve maternity leave for Dominique Dankovich, kindergarten teacher, expecting a child in February 2025.

25-101 Certified Maternity Leave of Absence

The Superintendent recommends that the Board of Education approve maternity leave for Susan Slopek, 2<sup>nd</sup> Grade Teacher, expecting a child and plans to be on leave from 1/06/2025 until 04/30/2025.

25-102 First Reading for the Revisions/Additions/Deletions of Board Policies, Administrative Guidelines and Forms

The Superintendent recommends that the Board of Education have the first reading on the following: (All comments in writing should be sent to the Superintendent by December 20, 2024).

The Superintendent recommends that the Board of Education have the second reading on the following:

Revised Policy 0100 – DEFINITIONS  
Revised Policy 0142.1 – OATH  
Revised Policy 0151 – ORGANIZATIONAL MEETING  
Revised Policy 0152 – OFFICERS  
Technical Correction Policy 0155 – COMMITTEES  
Technical Correction Policy 0163 – PRESIDING OFFICER  
Revised Policy 0164 – NOTICE OF MEETINGS  
New Policy 0165 – BOARD MEETINGS  
Rescind Policy 0165.1 – REGULAR MEETINGS  
Rescind Policy 0165.2 – SPECIAL MEETINGS  
New Policy 0166 – AGENDAS  
Renumbered Policy 0167.2 – EXECUTIVE SESSION  
Rescind Policy 173 – BOARD OFFICERS  
Revised Policy 1130 – CONFLICT OF INTEREST  
New Policy 2265 – PROTECTIONS OF INDIVIDUAL BELIEFS, AFFILIATIONS, IDEALS, OR PRINCIPLES OF POLITICAL MOVEMENTS AND IDEOLOGY  
Revised Policy 3113 – CONFLICT OF INTEREST  
Revised Policy 4113 – CONFLICT OF INTEREST

Revised Policy 4120.08 – EMPLOYMENT OF PERSONNEL FOR CO-CURRICULAR/EXTRA-CURRICULAR ACTIVITIES  
Revised Policy 4121 – CRIMINAL HISTORY RECORD CHECK  
Revised Policy 5131 – STUDENT TRANSFERS  
Revised Policy 5136.01 – ELECTRONIC EQUIPMENT  
Revised Policy 5200 – ATTENDANCE  
Revised Policy 5500 – STUDENT CONDUCT  
Revised Policy 5780 – STUDENT/PARENT RIGHTS  
Revised Policy 6110 – GRANT FUNDS  
Revised Policy 6111 – INTERNAL CONTROLS  
Revised Policy 6112 – CASE MANAGEMENT OF GRANTS  
Revised Policy 6114 – COST PRINCIPLES-SPENDING FEDERAL FUNDS  
Revised Policy 6220 – BUDGET PREPARATION  
Revised Policy 6320 – PURCHASING AND BIDDING  
Revised Policy 6325 – PROCUREMENT-FEDERAL GRANTS/FUNDS  
Revised Policy 6460 – VENDOR RELATIONS  
Revised Policy 6550 – TRAVEL PAYMENT & REIMBURSEMENT/RELOCATION COSTS  
Revised Policy 7310 – DISPOSITION OF SURPLUS PROPERTY  
Revised Policy 7450 – PROPERTY INVENTORY  
Revised Policy 7530.01V2 – BOARD-OWNED TECHNOLOGY RESOURCES USED FOR COMMUNICATION  
Revised Policy 7530.02 – STAFF USE OF PERSONAL COMMUNICATION DEVICES  
Revised Policy 7540.03 – STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY  
Revised Policy 7540.04 – STAFF TECHNOLOGY ACCEPTABLE USE AND SAFETY  
New Policy 7540.09 – ARTIFICIAL INTELLIGENCE  
New Policy 7544 – USE OF SOCIAL MEDIA  
Revised Policy 8310 – PUBLIC RECORDS  
Revised Policy 9160 – PUBLIC ATTENDANCE AT SCHOOL EVENTS

25-103 Approving of Certified Substitutes

The Superintendent recommends that the Board of Education approve the following list of certified substitutes pending re-certification (as necessary), pending all documents are submitted and BCI/FBI results (as needed basis).  
See Exhibit 25-103

25-104 Organizational Meeting 2024

The Superintendent recommends that the Board of Education approve the date and time of the January 2025 Organizational Meeting, as follows:

ANNUAL ORGANIZATIONAL/JANUARY REGULAR MEETING

To set the annual organizational/January Regular meeting on

Date: January 13, 2025

Time: 6:45 p.m.

Place: Salem High School Library

25-105 Certified Retirement

The Superintendent recommends, with regret, but with sincere appreciation and best wishes, that the Board of Education approve the retirement of the following Certified Employee effective May 30, 2025.

3. Anthony G. Martinelli – 34 Years as an Art Teacher and the last 24 years at Salem High School for Salem City Schools

25-106 School Calendar

The Superintendent recommends that the Board of Education approve the school calendar for the 2025-2026 school year. See Exhibit #25-106.

25-107 Approval of Salem Public Library Trustee

The Salem Public Library Board of Trustees recommends to the Board of Education that Tricia Hovorka be reappointed as a Trustee of the Library Board, without compensation. The term of appointment would begin January 1, 2025 and will continue through December 31, 2031. This appointment is requested in accordance with Ohio Revised Code §3375.15, which governs the appointment of school district library trustees by the local board of education.

25-108 OSBA Legal Assistance Fund

The Superintendent recommends that the Board of Education approve the annual legal assistance fee for calendar year 2024 (January through



December) to the Ohio School Boards Association (OSBA) Legal Assistance Fund in the amount of \$250.00.

25-109 Reilly Elementary Yoga Club

The Superintendent recommends that the Board of Education approve the Yoga Club at Reilly Elementary which will be held after school. Group #1 will take place on Wednesdays, January 8, 15, 22, & 29, 2025. Group #2 will take place on Thursdays, January 9, 16, 23 & 30, 2025. Each session will run from 3:30 – 5:00 pm. Snacks will be provided. The following staff members will be running Yoga Club and will be compensated for 90 minutes each session, which includes 15 minutes for set up and an additional 15 minutes for cleanup. The following will be paid at curriculum rate. (\$30.00 per hour)

1. Tiffany Kaiser
2. Ashley O'Brien
3. Amanda Fowler
4. Kendell Austin
5. Delaney Willoughby
6. Jill Becker

25-110 Activity Fund Proposals

The Superintendent recommends that the Board of Education approve the Activity Fund Proposals for the following 2024-2025 school year groups. See Exhibit: 25-110.

25-111 Athletic Supplemental Positions

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2024- 2025 season (pending OHSAA coaching certification).

Track – Junior High/High School

- |     |  |          |
|-----|--|----------|
| 15. | <u>Ted Yuhaniak</u> – Head Girls Track Coach           | Top Step |
| 16. | <u>Bill Neapolitan</u> - Assistant Girls Track Coach   | Top Step |
| 17. | <u>Jarrold Niederhiser</u> - JH Girls Head Track Coach | Top Step |

### Softball

- |   |          |
|---|----------|
| 1. <u>Mike Thorpe</u> – Head Softball Coach     | Top Step |
| 2. <u>Eric Markovich</u> – Asst. Softball Coach | Top Step |
| 3. <u>Kyle Gainor</u> – JV Softball Coach       | Step 4   |
| 4. <u>Alyssa Tohm</u> –Asst. JV Softball Coach  | Step 1   |

#### 25-112 Athletic Supplemental Positions

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Winter 2024- 2025 season (pending OHSA coaching certification).

### Wrestling

- |   |           |
|---|-----------|
| 1. <u>Cyle Burt</u> - Asst HS Wrestling Coach | Volunteer |
|---|-----------|

#### 25-113 Salem High School Girls Softball Trip to Pigeon Forge, TN

The Superintendent recommends that the Board of Education approve the Salem High School Girls Softball trip to the Ripken Experience in Pigeon Forge, Tennessee on April 16, 2025 through April 20, 2025.

#### 25-114 RESOLUTION BY THE SCHOOL DISTRICT BOARD ACCEPTING THE PROGRAM OF REQUIREMENTS AND SCHEMATIC DESIGN DOCUMENT PHASE

The Superintendent and Treasurer recommend the Board of Education approve the resolution to accept the Program of Requirements and Schematic Design document phase as stated below:

WHEREAS, the Board of Education of the Salem City School District, Columbiana County, Ohio, met in Regular Session on December 9, 2024, and adopted the following Resolution; and

WHEREAS, the Ohio School Facilities Commission has approved the School District to participate in the Classroom Facilities Assistance Program (CFAP); and WHEREAS, the Master Plan scope is to build one (1) new PK-8 School to

house grades PK thru 8; and an allowance to abate and demolish Southeast Elementary, Buckeye Elementary, and Reilly Elementary School; and

WHEREAS, the District has conducted a Program of Requirements (POR) and Schematic Design (SD) Document Phase Review for the New Salem PK-8 Project of the Master Plan;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Salem City School District, Columbiana County, Ohio, that the School Board hereby approves the Salem New PK-8 School POR and SD Phase Documents.

25-115 HEMSPN Retention Pay

The superintendent and treasurer recommend that the Board approve the following one-time retention pay of \$750 dollars to the employees of Hannah E. Mullins School of Practical Nursing who were employed as of November 30, 2024. The funds will be paid from the 012 fund.

Moved by Mrs. Maniscalco and seconded by Mr. Bricker that the Board approve the Consent Agenda

Ayes: Maniscalco, Bricker Barley, Warner, and Hrvatin

Nays:

Abstain:

Motion Carries

GOOD OF THE ORDER

Mrs. Hrvatin congratulated Mr. Martinelli on his up-and-coming retirement. She also wished everyone a Merry Christmas and Happy New Year

There being no other matters requiring board consideration and action at this time, Mrs. Hrvatin asked for a motion to adjourn. Mrs. Maniscalco so moved and Mr. Bricker second the motion. All board members voted “yes”, Mrs. Hrvatin adjourned the meeting

---

Board President

---

Treasurer