

January 8, 2018 – Special Meeting

Salem High School for a Special Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 6:05 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Bricker, Haddad, Moffett, and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

- 01 Board Goals – The superintendent went over the board goals
- 02 Fiscal Year 19 Tax Budget – The treasurer discussed the tax budget for the FY19 tax year
- 03 Reviewed the consent agenda.

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mr. Bricker so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 6:43PM.

Board President

Treasurer

January 8, 2018 – Organizational Meeting

The Salem Board of Education met Monday, January 8, 2018 at 6:45 PM in the Library at the Salem Sr. High School for its Organizational Meeting.

18-111 ROLL CALL

Mr. Douglas called the roll and election of officers took place.

Mr. Steve Bailey – Present

Mrs. LuAnn Haddad – Present

Mr. Ted Bricker - Present

Mr. Doug Moffett - Present

Mr. Carol Hrvatin – Present

18-112 Oath of Office

Do you solemnly swear (or affirm) that you will support the Constitution of the United States and the Constitution of the State of Ohio, and that you will faithfully and impartially discharge your duties as a member of the Board of Education of the Salem City School District, Columbiana County, Ohio, to the best of your ability, and in accordance with the laws now in effect and hereafter to be enacted, during your continuance in said office, and until our successor is elected and qualified.

Theodore Bricker

LuAnn Haddad

Carol Hrvatin

18-113 APPOINTMENT OF PRESIDENT PRO TEM

Moved by Mrs. Haddad and seconded by Mr. Bricker that Mr. Bailey be appointed as President Pro Tem.

All Board members were in agreement.

18-114 ELECTION OF PRESIDENT

Mr. Bailey called for nominations for the office of the president.

Moved by Mr. Moffett and seconded by Mrs. Haddad that Mr. Steve Bailey be elected as President of the Board.

All Board members were in agreement.

January 8, 2018 – Organizational Meeting

Mr. Douglas declared Mr. Bailey to be the newly elected President of the Board.

18-115 ELECTION OF VICE PRESIDENT

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

Moved by Mr. Bailey and seconded by Mr. Bricker that Mrs. LuAnn Haddad be elected as Vice President of the Board.

All Board members were in agreement.

Mr. Douglas declared Mrs. Haddad to be the newly elected Vice President of the Board.

18-116 ESTABLISH REGULAR MEETINGS

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board hold all meetings for the 2018 Calendar Year at 7:00 p.m. in the High School Library as follows:

1. Monday, January 8, 2018
2. Tuesday, February 20, 2018
3. Monday, March 19, 2018
4. Monday, April 16, 2018
5. Monday, May 21, 2018
6. Monday, June 18, 2018
7. Monday, July 16, 2018
8. Monday, August 20, 2018
9. Monday, September 17, 2018
10. Monday, October 15, 2018
11. Monday, November 19, 2018
12. Monday, December 10, 2018

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

January 8, 2018 – Organizational Meeting

18-117 OSBA CONFERENCE

The Superintendent recommends the Board of Education nominate a delegate and alternate to the OSBA Capital Conference in the fall of 2017.

Moved by Mr. Bailey and seconded by Mr. Bricker that the Board appoint Mrs. Hrvatin as delegate and Mr. Moffett as alternate to the OSBA Capital Conference in the fall of 2018.

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

18-118 ESTABLISHMENT OF BOARD SERVICE FUND

Moved by Mrs. Haddad and seconded by Mr. Bricker that the Board establish a Board Service Fund in the amount of \$10,000.00

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

18-119 MOTIONS OF AUTHORIZATION

Moved by Mr. Bricker and seconded by Mr. Moffett that the Board authorize 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.

January 8, 2018 – Organizational Meeting

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

18-120 MOTIONS OF AUTHORIZATION

Moved by Mrs. Haddad and seconded by Mrs. Hrvatin that the Board authorize 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.

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

18-121 FEDERAL AND STATE PROJECT PARTICIPATION

Moved by Mr. Moffett and seconded by Mrs. Hrvatin that the Board approve applications for, and participation in, all available federally funded grants and all state funded projects including Title I, School Improvement Sub A, Title II-A (Improving Teacher Quality), LEP Title III, Title III Immigrant, Title IV-A, Title V-B, Special Education Part-B-IDEA, Rural and Low Income, National School Lunch/Breakfast Program (including commodities distribution), Non-Public Auxiliary Funds and IDEA-Early Childhood.

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

January 8, 2018 – Organizational Meeting

18-122 ASSIGNMENT OF SPECIAL EDUCATION STUDENTS

Moved by Mrs. Haddad and seconded by Mr. Bricker that the Board approve the assignment of special education students as required and in accordance with P.L. 94-142 or subsequent amendments.

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

18-123 DESIGNATION OF OFFICIAL NEWSPAPER

Moved by Mr. Moffett and seconded by Mrs. Haddad that the Board designate The Salem News as the official newspaper since it is published in the district. Continued utilization of The Morning Journal, The Youngstown Vindicator 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.

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

18-124 FEES FOR COPIES OF MEETINGS

Moved by Mr. Bricker and seconded Mr. Moffett that the Board determined that fees charged to individuals requesting copies of meetings, agendas or notices of individual meetings remain the same for this year.

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

18-125 OSBA MEMBERSHIP

Moved by Mrs. Haddad and seconded by Mr. Moffett that the Board approve the annual membership dues for the calendar year 2018 (January through December) to the Ohio School Boards Association (OSBA) in the amount of \$5,124.00

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

January 8, 2018 – Organizational Meeting

18-126 TAX BUDGET FOR FISCAL YEAR 2018-2019

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approve the 2018/19 Tax Budget to be submitted to the Columbiana County Auditor. (Exhibit 18-000)

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin
Nays: None
Motion Carries

18-127 OPEN RECORDS

Moved by Mr. Moffett and seconded by Mrs. Haddad that the Board authorize Michael Douglas for the purpose of Open Records:

Ayes: Bailey, Bricker, Haddad, Moffett and Hrvatin
Nays: None
Motion Carries

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mrs. Hrvatin so moved and Mrs. Haddad second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 6.59PM.

Board President

Treasurer

January 8, 2018 – Regular Meeting

The Salem Board of Education met Monday, January 8, 2018 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett, and Mr. Hrvatin.

Mr. Bailey 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. LuAnn Haddad – Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

Mr. Steve Bailey – Present

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mrs. Haddad and seconded by Mr. Bricker that the Board approved the minutes from December 11, 2017 Special Meeting and Regular Meeting as submitted prior to the meeting.

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr Shivers welcomes Mrs. Hrvatin to the board and reviews Board Goals.

RECOGNITIONS

None

January 8, 2018– Regular Meeting

INFORMATIONAL ITEMS

- Presentation – Principal Sean Kirkland introduced the Jr/Sr High councilors to talk about their daily duties and what they have created this past year to enhance the students experience with the 1 to 1 initiative.

HEARING OF PUBLIC REQUESTS

None

COMMITTEE MEETING REPORTS

None

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Bricker and seconded by Mrs. Haddad that the Board approve the Financial Report and Report on Bills for the month end December 31, 2017.

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey

Nays: None

Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

18-128 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 regarding adding the HERO Club to the supplementary salary schedule. See Exhibit 18-128.

18-129 Certified Staff Moving Up on Pay Scale

The Superintendent recommends that the Board of Education approve moving the following certificated staff up on the pay scale effective the beginning of the second semester of the 2016-2017 school year:

1. Brianne Severn – MA to MA+15

18-130 HEMSPN Instructor Resignation

The Superintendent recommends that the Board of Education approve the resignations of the following full time HEMSPN faculty instructors teaching/clinical positions:

1. Joyce Bowers – Effective 12/15/2017
2. Jan Trief – Effective 1/1/2018

18-131 MCESC Contract

The Superintendent recommends that the Board of Education approve the MCESC contract with Salem Schools for services to students qualifying under Opportunities for Ohioans with Disabilities in Partnership with MESC for the 2017-18 school year for services October 1, 2017 through September 30, 2018. (Retroactive back to October 1, 2017). See Exhibit 18-131

18-132 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).

Certified Substitutes:

1. Audra Hatch
2. Sarah Salmen

Classified Substitutes:

1. Guillermina R. Garnica

18-133 Classified Resignation

The Superintendent recommends, with regret, but with sincere appreciation and best wishes, that the Board of Education approve the resignation of Jason Lude as the Supply Clerk as of January 2, 2018.

18-134 Request for Records Destruction

The Salem Schools Local Records Commission recommends that the Board of Education approve the request to destroy the list of records. The request will be forwarded to the Ohio Historical Society and the Ohio State Auditor's Office for their approval.

18-135 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a donation for tools valued at \$750.00 from John Oleksa for the Wood Working Shop.

18-136 Section 5705.41(D) Approval

The Superintendent and Treasurer recommend that the Board of Education approve the following purchase orders:

KLG in the amount of \$3,135.00 – Ambulance Service for Sporting Events

This obligation was incurred prior to certification of funds by the Treasurer.

18-137 HEMSPN Instructors

The Superintendent recommends that the Board of Education approve limited contracts for the following HEMSPN instructor pending BCI/FBI and current licensures:

1. Debra Barker RN, ADN – Full Time (Effective 1/3/2018) @ \$22.50 per hr.
2. Heidi Rogowski RN, ADN – Full Time (Effective 1/15/2018) @ \$22.50 per hr.
3. Bobbi Jo Lovejoy RN,BSN – Full Time (Effective 1/15/2018) @ \$22.50 per hr.

18-138 Creation of Funds

The Superintendent and Treasurer recommend that the Board of Education approve the creation of the Pearce Foundation Grant (#019-9018). The Pearce Foundation Grant will be funded from the Pearce Foundation donation for the purpose of purchasing musical instruments

18-139 Appropriation Additions

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

| | |
|-------------------------------------|----------|
| Pearce Foundation Grant (#019-9018) | \$20,000 |
|-------------------------------------|----------|

Moved by Mrs. Haddad and seconded by Mr. Moffett that the Board approve the Consent Agenda

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey

Nays: None

Motion Carries

EXECUTIVE SESSION

The Superintendent recommends 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 Mr. Moffett and seconded by Mr. Bricker 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. All Board members were in agreement at 7:52PM

Moved by Mr. Moffett and seconded by Mrs. Haddad that the Board adjourn out of Executive Session. All Board members were in agreement.

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mr. Bricker so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 8:08PM

Board President

Treasurer

February 20, 2018 – Special Meeting

The Salem Board of Education met Monday, January 8, 2018 at 6:15 PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 6:15 PM

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Bricker, Haddad, Moffett, and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

- 01 Board Goals – The superintendent went over the board goals
- 02 School Safety Plan –Dr. Shivers reviewed the school safety plan and discussed what the district is doing to ensure the safety of our students

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

Board President

Treasurer

February 20, 2018 – Regular Meeting

The Salem Board of Education met Tuesday, February 20, 2018 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett, and Mrs. Hrvatin.

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

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. Hrvatin – Present

Mr. Steve Bailey – Present

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr. Moffett and seconded by Mrs. Haddad that the Board approved the minutes from January 8, 2018 Special Meeting, Organization and Regular Meeting as submitted prior to the meeting.

Ayes: Moffett, Hrvatin, Bricker, Haddad, and Bailey

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

Board President asked that consent agenda item Girls Soccer coach be moved to item 18-154

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

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr. Shivers report is included in the recognitions

February 20, 2018 – Regular Meeting

RECOGNITIONS

Dr. Shivers recognized Ken Hardy on his up and coming retirement and thanked him for his years of service at Salem

Dr. Shivers asked Mr. Kirkland to recognize Rich Washinko for being recognized by the OHSAA. Vicky Washinko was present in Mr Washinkos honor.

Dr. Shivers read a letter from the Shaffer Family thanking the district for all their support during their time of tragedy.

Dr. Shivers presented the board with certificates from OASBO for board appreciation.

PRESENTATION

Brenda Blaine discussed what the 4th grade students were doing at Reilly with the school newspaper. Students Morgan Blaine, Ryan Sampson, Anna Beck, and Nathan Faller described each of their rolls in putting the newspaper together

INFORMATIONAL ITEMS

None

HEARING OF PUBLIC REQUESTS

Lydia McKee addressed the board in reconsidering the hiring of varsity soccer coach Matt Freeman. She read a letter that was presented to administration prior to the hiring of the coach and ask the board to take it into consideration.

COMMITTEE MEETING REPORTS

- Mrs. Hrvatin gave a report on the Community Relations Committee
- Mr. Moffett gave a report on the Building and Grounds Committee
- Mrs. Haddad gave a report on the Community Relations Committee

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end January 31, 2018.

Ayes: Moffett, Hrvatin, Haddad, Bricker, and Bailey

Nays: None

Motion Carries

February 20, 2018 – Regular Meeting

CONSENT AGENDA, NEW BUSINESS

18-140 Certified Maternity and FMLA Leave

The Superintendent recommends that the Board of Education approve maternity leave and FMLA leave for Karlyn M. Lundquist beginning approximately March 3, 2018.

18-141 HEMSPN Instructor

The Superintendent recommends that the Board of Education approve a limited contract for the following HEMSPN instructor pending BCI/FBI and current licensures:

4. Cindy King - MSN – Full Time (Effective 2/19/2018) @ \$22.50 per hr.

18-142 Resolution Accepting Amounts and Rates – Columbiana County Auditor

The Board accepted the resolution regarding amounts and rates for the 2018/19 fiscal year.

| <u>ACTUAL FUND</u> | <u>INSIDE MILLAGE</u> | <u>OUTSIDE MILLAGE</u> |
|-----------------------|-----------------------|------------------------|
| General | 3.2 | 44.8 |
| Permanent Improvement | <u>1.0</u> | <u>2.0</u> |
| TOTAL | 4.2 | 46.8 |

February 20, 2018 – Regular Meeting

18-143 School Calendar

The Superintendent recommends that the Board of Education approve the school calendar for the 2018-2019 school year. See Exhibit #18-143.

18-144 Open Enrollment

The Superintendent recommends that the Board of Education approve open enrollment for the 2018-2019 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, 2018 to be given optimal consideration for approval.

18-145 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. Veronica Shadle
3. Andris Balputnis
4. Lori Brooks
5. Jim Fattler
6. Tim Smith
7. Charles "Bud" Janofa
8. Roger Zeigler
9. Thomas Wright
10. Debbie Altenhof
11. Larry Altenhof
12. Thelma Barrick
13. William Miller
14. Frank Zamarelli
15. Megan Gustaevel
16. Ronald Johnson
17. Gary Goddard
18. Todd Huda
19. Fred Leininger
20. Amy Johnson
21. Matt Mowery

February 20, 2018 – Regular Meeting

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 @ \$22 per hour
- n. Media Coordinator @ \$30 per game
- o. Trainer @ \$75 per game
- p. Tournament Sectional Manager @ \$330
- q. Tournament District Manager @ \$275 + 1% of gross
- r. receipts

18-146 College Credit Plus Master Agreement

The Superintendent recommends that the Board of Education approve the College Credit Plus Master Agreement between Kent State University and Salem City School District for July 1, 2018 to June 30, 2019. See Exhibit 18-146.

18-147 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).

Certified Substitutes:

- 3. Jennifer Barrett - (Retroactive to 1/29/18)
- 4. Amy Fontanarosa

Classified Substitutes:

- 2. Lisa K. Pegg - (Retroactive to 1/29/18)
- 3. Matthew Phillips

February 20, 2018 – Regular Meeting

18-148 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a donation of wood working tools from an anonymous donor for the Industrial Technology program. See Exhibit: 18-148.

18-149 Hiring of Classified Employee

The Superintendent recommends that the Board of Education approve the hiring of the following for Supply Clerk:

1. Austin Noel – (Retroactive to 2/5/2018)

18-15 Substitute School Nurse

The Superintendent recommends that the Board of Education approve Sue Suarez as a Substitute School Nurse on a per diem rate of \$195.00.

18-151 Assistant Director and Choreographer for Spring Play

The Superintendent recommends that the Board of Education award a contract for choreographer for the spring play at \$2,000.00 to Joann Andrei.

February 20, 2018 – Regular Meeting

18-152 Athletic Supplemental Positions

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2018 season.

Boys Baseball

1. Andy Clutter – Assist. JV Boys Baseball Step 0
2. Alex Weikart - Volunteer

Girls Softball – Shared Contract

1. Erik Markovich - JV Girls Softball (50%) Step 0
2. Nicole Siciliano – JV Girls Softball (50%) Step 0
3. Alexis Shelley – Volunteer

18-153 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2018 – 2019 school year.

FOOTBALL

1. Sr. High Head Coach – Ron Johnson Top Step

CROSS COUNTRY

1. Head Varsity Boys and Girls – Rob Motz Step 4

BOYS SOCCER

1. Boys Head Coach – John Schuster Step 4

VOLLEYBALL

1. Girls Head Coach – Sarah Hamilton Top Step

February 20, 2018 – Regular Meeting

BOYS GOLF

1. Boys Head Coach – Billy Stanton Step 2

GIRLS GOLF

1. Girls Head Coach – Barb Wollitz Top Step

GIRLS TENNIS

1. Girls Head Coach – Christijana Vucenovic Step 0

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

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey

Nays: None

Motion Carries

18-154 Athletic Supplemental

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2018 season.

1. Girls Head Coach – Matt Freeman Top Step

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

Ayes: Haddad, Bricker, Hrvatin

Nays: Moffett

Abstention: Bailey

Motion Carries

EXECUTIVE SESSION

The Superintendent recommends 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.

February 20, 2018 – Regular Meeting

Moved by Mrs. Haddad and seconded by Mrs. Hrvatin 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. All Board members were in agreement. Time 7:33

Moved by Mrs. Haddad and seconded by Mr. Bricker that the Board adjourn out of Executive Session. All Board members were in agreement. Time 9:30

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mr. Moffett so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 9:31 PM

Board President

Treasurer

March 19, 2018 – Special Meeting

The Salem Board of Education met Monday, March 19, 2018 at 6:15 PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, and Mrs. Hrvatin.

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Absent

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Bricker, Haddad, and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

- 01 Board Goals – The superintendent went over the board goals
- 02 The Treasurer discussed he was working on the May update of the Five Year Forecast and would review the completed update at the next Finance Committee meeting
- 03 Dr. Shivers informed the board that the OFCC had requested a meeting to provide an update
- 04 The Board discussed adding a full time resource office. Dr. Shivers was going to follow up on estimated cost.
- 05 Reviewed the consent agenda.

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

Board President

Treasurer

March 19, 2018 – Regular Meeting

The Salem Board of Education met Monday, March 19, 2018 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, and Mrs. Hrvatin.

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

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Absent

Mrs. Hrvatin – Present

Mr. Steve Bailey – Present

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mrs. Haddad and seconded by Mr. Bricker that the Board approved the minutes from February 20, 2018 Special Meeting, Organization and Regular Meeting as submitted prior to the meeting.

Ayes: Hrvatin, Bricker, Haddad, and Bailey

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Haddad, Bricker, Hrvatin, and Bailey

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr. Shivers reported on the Professional Development that is happening in the district which includes ELA, Illuminate, and Google Classroom

March 19, 2018 – Regular Meeting

RECOGNITIONS

Dr. Shivers recognized the Junior High Academic Challenge team on their 1st place and receiving national recognition. He also recognized Grant Menough on having two pieces place in the top 25 at the Ohio Governors Ruth Art Exhibition

PRESENTATION

Hank Brock provided a security update. The district works closely with the Salem PD to organize and participate in security drills. All buildings have ways to communicate directly with the police department. We currently have a part time resource officer in the building throughout the week and we continue to provide training to our staff

INFORMATIONAL ITEMS

None

HEARING OF PUBLIC REQUESTS

None.

COMMITTEE MEETING REPORTS

- Mr. Bricker gave a report on the Finance Committee meeting. It included talking about HEMSPN, Open enrollment figures and Columbiana County Board of Revisions

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mrs. Hrvatin and seconded by Mrs. Haddad that the Board approve the Financial Report and Report on Bills for the month end February 28, 2018.

Ayes: Hrvatin, Haddad, Bricker, and Bailey

Nays: None

Motion Carries

March 19, 2018 – Regular Meeting

CONSENT AGENDA, NEW BUSINESS

18-155 Hiring of the Maintenance Supervisor

The Superintendent recommends that the Board of Education approve the hiring of Jason Austin as the Maintenance Supervisor on a three (3) year contract as of March 1, 2018 a salary of \$65,000 for the 2017-2018 school year (pro-rated).

18-156 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 Certificated Employees:

1. Debra Reed – Effective June 18, 2018 – 15 ½ Years of teaching at Reilly and Buckeye Elementary Schools.
2. Anneliese E. Carter – Effective May 31, 2018 – 14 Years of teaching at Salem High School.

18-157 504 Compliance Officer

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

18-158 Title IX Compliance Officer

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

18-159 Board of Elections Use of Facilities

The Superintendent recommends that the Board of Education permit the Board of Elections of Columbiana County to use the Salem Senior High School and Southeast Elementary School for polling places for the Primary Election being held on Tuesday, May 8, 2018.

18-160 School Calendar Modified

The Superintendent recommends that the Board of Education approve the modified school calendar for the 2018-2019 school year. (Martin Luther King Day was corrected to 1/21/19). See Exhibit #18-160.

18-161 Administrator Contracts

The Superintendent recommends that the Board of Education approve the following contracts for the following Administrators beginning the 2018/19 school year:

1. John Lundin - Principal, August 1, 2018 – July 31, 2021
2. Todd Huda – Athletic Director, July 1, 2018 – June 30, 2021

18-162 School Nurse Contracts

The Superintendent recommends that the Board of Education approve the following school nurse contracts beginning the 2018/19 school year:

1. JoAnn Dombroski - School Nurse, August 1, 2018 – July 31, 2021
2. Shari McKarns – School Nurse, August 1, 2018 – July 31, 2021

18-163 Facility Request Policy Update

The Superintendent recommends that the Board of Education approve the following forms for Facility Request Policy Update: (See Exhibit 18-163).

1. Facility Request Form
2. Facility Rental Regulations
3. Facility Fee Schedule

18-164 Transfer of Funds

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

\$120,000.00 to the Termination Benefits (#035)

18-165 Appropriation Additions

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

| | |
|-----------------------------|-----------|
| Termination Benefits (#035) | \$120,000 |
| TOTAL | \$120,000 |

18-166 College Credit Plus Master Agreement

The Superintendent recommends that the Board of Education approve the College Credit Plus Master Agreement between Youngstown State University and Salem City School District for July 1, 2018 to June 30, 2019. See Exhibit 18-166.

18-167 HEMSPN Instructors

The Superintendent recommends that the Board of Education approve a limited contract for the following HEMSPN instructor pending BCI/FBI and current licensures:

5. Stephanie Everett - RN, BSN – Part-Time Clinic Instructor
(Effective 4/2/2018) @ \$22.50 per hr.

18-168 ACCESS Contracts

The Superintendent and Treasurer recommend that the Board of Education approve the ACCESS contracts for the 2018-2019 school year. See Exhibit 18-168.

1. Internet Access and Application Services
2. Managed Internal Broadband Services and Wireless Products
3. Voice Services

18-169 Sick Leave Transfer

The Superintendent recommends that the Board of Education approve a transfer of twenty (20) sick leave days to the following certificated staff in accordance with the Salem Education Association Agreement Article VI.

- ## 1. Catherine Knowlden

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

Ayes: Haddad, Bricker, Hrvatin, and Bailey

Nays: None

Motion Carries

EXECUTIVE SESSION

The Superintendent recommends 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. Hrvatin and seconded by Mrs. Haddad 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. All Board members were in agreement. Time 7:29

Moved by Mrs. Haddad and seconded by Mr. Bricker that the Board adjourn out of Executive Session. All Board members were in agreement. Time 9:07

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mr. Bricker so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 9:08 PM

Board President

Treasurer

April 16, 2018 – Special Meeting

The Salem Board of Education met Monday, April 16, 2018 at 6:30 PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bricker, Mrs. Haddad, and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 6:30 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Absent

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bricker, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

- 01 Board Goals – The superintendent went over the board goals
- 02 The superintendent discussed the resource officer and working with the Mayor to come up with a plan to split the cost of a full time resource officer in the district

There being no other matters requiring board consideration and action at this time, Mrs. Haddad asked for a motion to adjourn. Mr. Moffett so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mrs. Haddad adjourned the meeting at 6:50PM.

Board President

Treasurer

April 16, 2018 – Regular Meeting

The Salem Board of Education met Monday, April 16, 2018 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bricker, Mrs. Haddad, and Mrs. Hrvatin.

Mrs. Haddad 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. Bailey then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. Hrvatin – Present

Mr. Steve Bailey – Absent

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approved the minutes from March 19, 2018 Special Meeting, Organization and Regular Meeting as submitted prior to the meeting.

Ayes: Hrvatin, Bricker, Haddad, and Moffett

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr. Shivers reported on the Dinner for a Dollar/Career Fair Night. This is will be an opportunity for our students to meet with local business to discuss different career options. Dr Shivers also discussed the process for hiring new teachers and discussed Head boys basketball Rich Hart stepping down from his position. He said what a positive impact Rich has made on the program and wished him the best.

April 16, 2018 – Regular Meeting

RECOGNITIONS

None

PRESENTATION

Students from Southeast school discussed how they use the Chromebooks in the everyday activities. Students used them for interactive activities in the classroom, creating 3D printing, coding to create games and checking the daily grades

INFORMATIONAL ITEMS

None

HEARING OF PUBLIC REQUESTS

None.

COMMITTEE MEETING REPORTS

- Community Relations – Mrs. Haddad discussed how the district was doing with their social media campaigns and discussed the different options to disseminating the Forum. Talked about the possibility of doing an online option to the Forum.

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Moffett and seconded by Mrs. Hrvatin that the Board approve the Financial Report and Report on Bills for the month end March 31, 2018.

Ayes: Hrvatin, Haddad, Bricker, and Moffett

Nays: None

Motion Carries

CONSENT AGENDA, NEW BUSINESS

18-170 Certified Maternity Leave

The Superintendent recommends that the Board of Education approve maternity leave for Sarah Milburn beginning approximately May 7, 2018.

April 16, 2018 – Regular Meeting

18-171 Continuing Contracts for Active Teaching Staff

The Superintendent recommends that the Board of Education approve continuing contracts for the 2018-2019 school year for the following teaching staff:

1. Melinda Westbrook

18-172 Limited Contracts for Active Teaching Staff

The Assistant Superintendent recommends that the Board of Education approve limited contracts for the 2018-2019 school year for the following teaching staff:

1. Dana Ackerman
2. Jordyn Burke
3. Sarah Burtnett
4. Renee Cantrell
5. Shawnae Carlisle
6. Stephanie Davis
7. Michael DeBarr
8. Renee Dreger
9. Megan Ellis
10. Amy Emerick
11. Susan Getz
12. Bethany Glasser
13. Gary Goddard
14. Ashley Hagan
15. Sarah Hamilton
16. Alison Haynes
17. Travis Holbrook
18. Lauren Hughes
19. Ronald Johnson
20. Tiffany Kaiser
21. Catherine Knowlden
22. Victoria Koch
23. Michelle Kosko
24. Daryl Kurtz
25. Kera Leskovec
26. Karlyn Lundquist
27. Michael Maietta
28. Robert Motz
29. Brooke Mowery

April 16, 2018 – Regular Meeting

30. Jarrold Niederhiser
31. Vincent Nittoli
32. Ashley O'Brien
33. Yvonne Parks
34. Kent Paulini
35. Ashley Paulsen

36. Harold Powell
37. Samantha Renforth
38. Anne Saltsman
39. Lindsay Sheen
40. Marjorie Shivers
41. Brooke Skiba
42. Ashley Taafe
43. Kaitlin Vogt
44. Christijana Vucenovic
45. Amber Waller
46. Sarah Warner
47. Jacqueline Weber
48. Jennifer Welch
49. Kary Welker
50. Sarah White
51. Jennifer Woods
52. Ted Yuhaniak
53. Kathryn Zurbrugg

18-173 Non-Renewal of Certificated Teacher for 2017-2018

The Superintendent recommends that the Board of Education approve the non-renewal of the following certificated personnel effective at the end of the 2017-2018 school year. These non-renewals are the contracted norm for these positions and are not performance related.

1. Adam Doud
2. Mindy Hiltbrand

18-174 Non-Renewal St. Paul's for 2017-2018

The Superintendent recommends that the Board of Education approve the non-renewal of the following auxiliary unit individual. This non-renewal is the contracted norm for this position and is not performance related.

1. Debbie Barrett

April 16, 2018 – Regular Meeting

18-175 Hiring of Summer Help

The Superintendent recommends that the Board of Education authorize Aaron Vogt to pursue one (1) person for summer help in the technology department for summer of 2018, and Jason Austin to pursue up to three (3) people for the summer help in the maintenance department for the summer of 2018.

- a) The Superintendent recommends that the Board of Education approve the following employee for Summer Help @ \$11.22 per hour pending completion of BCI and FBI background checks.

Maintenance

- 1. John McKee
- b) The Superintendent recommends that the Board of Education approve the position of Austin Noel to be extended to eight (8) hours per day from June 8, 2018 to August 17, 2018 as summer help in the maintenance department.
- c) The Superintendent recommends that the Board of Education approve the extension of the contract of Amy Johnson by forty (40) hours and if needed another twenty (20) hours to work in the Technology Department.

18-176 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 2018-2019 school year. See Exhibit 18-176.

18-177 Athletic Supplemental Positions

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2018 season.

Track – Jr. High

- 1. Dana Ackerman – Volunteer

April 16, 2018 – Regular Meeting

18-178 Spring Sports, District Track and Field Meet

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

Track Ticket Sellers

1. Amy Johnson
2. Darlene Heineman
3. Michelle Schreffler
4. Veronica Shadle

Track Meets

1. Cope \$28.00 per Ticket Seller
2. NBC Meet \$28.00 per Ticket Seller
3. Junior High NBC Meet \$28.00 per Ticket Seller
4. Junior High Invitational \$28.00 per Ticket Seller

District Meet \$35.00 per Ticket Seller

18-179 ELA Curriculum Committee

The Assistant Superintendent recommends that the Board of Education approve the following teachers for their time on the ELA Curriculum Committee at a rate of \$22/hr. for the 2017-18 school year to be paid with Title IIA funds:

1. Alison Haynes
2. Lindsay Golubic
3. Lisa Miller
4. Becky Gallagher
5. Carol Brown
6. Sarah Burtnett
7. Connie Ridgeway
8. Mary Beth Shivers
9. Michelle Kosko
10. Pat Beil

April 16, 2018 – Regular Meeting

11. Bernie Jesko
12. Deanna Wilson
13. Elaine Habeger

18-180 Approving of Certified Substitute

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

Certified Substitutes:

5. Kenneth Peters

18-181 Transfer of Funds

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

\$25,000 to the Permanent Improvement Turf Replacement Fund (#003-9017)

18-182 HEMSPN Resignation

The Superintendent recommends that the Board of Education approve the resignation of Stephanie Everet as a full-time instructor of HEMSPN effective 4-2-2018.

18-183 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. Lynn Emma Miles, RN - Clinical Instructor per diem @ \$22.50/Hour (Starting 4-23-2018)
April 16, 2018 – Regular Meeting
2. Cindy King, MSN RN - STNA Coordinator @\$25.00/Hour per diem up to 600 hours until August, 2018 (Starting April 6, 2018).
3. Lynne Conn, ADN RN - STNA Instructor @ \$22.50/Hour per diem up to 200 hours until August, 2018 (Starting May 1, 2018).

18-184 HEMSPN Tuition

The Superintendent recommends that the Board of Education approve the HEMSPN Tuition of \$12,499.00 plus the fee schedule for the 2018 – 2019 Academic Year, prices in effect from July 1, 2018-June 30, 2019. See Exhibit 18-184.

18-185 Appropriation Additions

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

| | |
|----------------------------------|---------|
| Gene Haas Foundation (#019-9118) | \$8,000 |
| TOTAL | \$8,000 |

18-186 Band Trip to Disney

The Superintendent recommends that the Board of Education approve the Salem High School Band's trip to Disney on Wednesday, March 13 and returning on Sunday, March 19, 2019.

18-187 Contract for Resource Officer

The Superintendent recommends that the Board of Education authorize the Superintendent to negotiate a contract for Resource Officer services from the City of Salem.

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

Ayes: Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

There being no other matters requiring board consideration and action at this time, Mrs. Haddad asked for a motion to adjourn. Mr. Moffett so moved and Mrs. Hrvatin second the motion. All board members voted "yes", Mrs. Haddad adjourned the meeting at 7:37 PM

Board President

Treasurer

May 21, 2018 – Special Meeting

The Salem Board of Education met Monday, May 21, 2018 at 5:00PM in the Library of the Salem High School for a Special Meeting. Present were Mrs. Haddad, Mr. Moffett, Mr. Bailey, and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 5:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Absent

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Haddad, Moffett and Hrvatin

Nays: None

Motion Carries

Mr. Bricker Arrived at 5:13PM

NEW BUSINESS

- 01 Board Goals – The superintendent went over the administrative goals and the board discussed its board projects for next year and created Project dashboards for each of its 5 goals
- 02 The superintendent discussed the resource officer and working with the Mayor to come up with a plan to split the cost of a full time resource officer in the district. The goal is to have the contract to approve at the June meeting

There being no other matters requiring board consideration and action at this time, Mr Bailey asked for a motion to adjourn. Mr. Moffett so moved and Mr. Bricker second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 6:55PM.

Board President

Treasurer

May 21, 2018 – Regular Meeting

The Salem Board of Education met Monday, May 21, 2018 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bricker, Mrs. Haddad, Mr. Bailey and Mrs. Hrvatin.

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

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. Hrvatin – Present

Mr. Steve Bailey – Absent

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr. Moffett and seconded by Mrs. Hrvatin that the Board approved the minutes from April 16, 2018 Special Meeting and Regular Meeting as submitted prior to the meeting.

Ayes: Bailey, Hrvatin, Bricker, Haddad, and Moffett

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

Add addendum 18-210 Seamless Summer Option to the consent agenda

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

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr. Shivers read a letter from parent with the Band Boosters thanking them for all of their work. Dr. Shivers also thanked Amy Johnson for taking her own time to re-due the landscape around the high school ahead of graduation.

May 21, 2018 – Regular Meeting

RECOGNITIONS

Dr. Shivers and the Salem City Police Department presented the Schaffer family with 4 shadow boxes made by Mike Powell and the wood shop class

PRESENTATION

Students from Southeast school discussed how they use the Chromebooks in the everyday activities. Students used them for interactive activities in the classroom, creating 3D printing, coding to create games and checking the daily grades

YEARS OF SERVICE

Susan Kalan – 30 Years of Service
Lisa Frederick – 30 Years of Service
Gina Powell – 30 Years of Service
Mary Beth Shivers – 30 Years of Service
Lisa Lorubbio – 30 Years of Service
Nicole Rothbauer – 25 Years of Service
Kathleen Piero – 25 Years of Service
Michele Hoopes – 25 Years of Service
Lori May – 25 Years of Service
Karen Navoyosky – 25 Years of Service

RETIREES FOR 2017-2018

Debra Reed – 15 1/2 Years of teaching at Reilly and Buckeye Elementary Schools.
Anneliese E. Carter – 14 Years of teaching at Salem High School.

INFORMATIONAL ITEMS

Curriculum Director Jamie Kemats and Special Education Director Kristi Erb discussed professional development of teachers during the 2017-2018 School year

HEARING OF PUBLIC REQUESTS

Carri Goodwin addressed the board with her concerns about a student at the Jr High threatening physical harm to her daughter and friend. Mrs. Goodwin laid out a time line of events and her interactions with High School principal Sean Kirkland and Superintendent Shivers. Board President thanked Mrs. Goodwin for her comments and informed her that the board would discuss the issue with Dr. Shivers and if she had any more issues or questions to direct them to Dr. Shivers.

May 21, 2018 – Regular Meeting

COMMITTEE MEETING REPORTS

- Building and Grounds Committee – May 3rd - Discussed drainage issues at Reilly Stadium and about offering an easement to the City water department at the High School
- Finance Committee – May 14th - The treasurer went over the 5yr forecast and the impact on the district. The committee also discussed the financial position of Hannah Mullins and the importance of renewing the Emergency Levy
- Curriculum Committee – May 17th – Discussed the possibilities of the machine trades class and offering it as an elective. An update on how testing was given and discussed how department meeting are set up. Also went over an article about bullying

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end April 30, 2018.

Treasurer Michael Douglas presented the board with the May update to the Five Year Forecast

Ayes: Bailey, Hrvatin, Haddad, Bricker, and Moffett

Nays: None

Motion Carries

CONSENT AGENDA, NEW BUSINESS

18-188 Approving of Classified Substitute

The Superintendent recommends that the Board of Education approve the following list of classified substitutes pending BCI/FBI results (as needed basis).

Classified Substitutes:

1. Jessica Helman

May 21, 2018 – Regular Meeting

18-189 Authorizing 2018-2019 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 and that in doing so, the Constitution and Bylaws of the OHSAA are hereby adopted by this Board. See Exhibit 18-189.

18-190 Summer Help

The Superintendent recommends that the Board of Education approve the following employees for Summer Help @ \$11.22 per hour pending completion of BCI and FBI background checks.

High School (Starting 6/7/2018)

1. John Fitzgerald
2. Jill Maenz
3. Maggie Oshnock (2 days)
4. Renee Hillyer (3 days)
5. Rex Allen (2 days)

Buckeye Elementary (Starting 6/7/2018)

1. Leslie Wilson
2. Beth Risbeck (3 days)

Southeast Elementary (Starting 6/7/2018)

1. Michelle Shreffler

Reilly Elementary(Starting 6/7/2018)

1. Gisela Hiltbrand
2. Brant Rothbauer

Bus Garage (Starting 6/7/2018)

1. Rhonda Nolan
2. Dan Griffith

May 21, 2018 – Regular Meeting

Maintenance

1. Shane Metzgar (Starting 5/22/2018)

18-191 Administrator Contract

The Superintendent and Treasurer recommend that the Board award a three-year contract to Elizabeth Christani as School Psychologist at a salary of \$48,175.00 for the period of August 1, 2018 through July 31, 2019, \$49,138.50 for the period of August 1, 2019 through July 31, 2020, and \$50,121.27 for the period of August 1, 2020 through July 31, 2021.

18-192 High School Summer School Programs

The Superintendent recommends that the Board of Education approve the following High School Summer School Programs for the 2017-2018 school year:

1. High School Credit Recovery Program – June 11, 2018 – June 29, 2018, 8:00 AM – 12:00 PM, 60 hours @ \$22/hr.
2. Summer Health – June 7, 2018 – June 20, 2018, 7:00 AM – 1:00 PM (60 hours + 10 hours prep time)

18-193 High School Summer School Instructors

The Superintendent recommends that the Board of Education approve the following summer school instructors for the 2017-2018 school year:

High School Credit Recovery

1. Jeanette DeShields 60 hrs. @ \$22/hr.
2. Elaine Habeger 60 hrs. @ \$22/hr.
(Substitute for Jeanette DeShields if needed)

Summer Health

1. William Miller 60 hrs. @ \$22/hr.
(+ 10 Hours Prep Time)

May 21, 2018 – Regular Meeting

18-194 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 2018-2019 school year (with 3 one-year renewals).

18-195 FY 2018 Five Year Forecast

The Superintendent and Treasurer recommend that the Board of Education approve the May 2018 Five-Year Forecast. See Exhibit 18-195.

18-196 ELA Curriculum Adoption

The Superintendent recommends the following adoption for the English Language Arts Curriculum. This recommendation was made by the Curriculum Committee.

1. Super Kids Grades K-2
2. Wonders Grades 3-6

18-197 Donations for Art Show

The Superintendent recommends that the Board of Education accept the donations from the following for the Art Show that was held on Thursday, May 10, 2018.

1. Home Depot for Display Materials
2. BOC Water Hydraulics, Inc. – Monetary Donation of \$300.00

18-198 Creation of a Certified Position

The Superintendent recommends that the Board of Education approve the new certified position for Integrated English Language Arts at the Salem High School/Junior High Grades 7-12 (only if needed).

May 21, 2018 – Regular Meeting

18-199 Creation of a Certified Position

The Superintendent recommends that the Board of Education approve the new certified position in Integrated Math at the Salem High School/Junior High Grades 7-12 (only if needed).

18-200 Approval of the Class of 2018 High School Graduates

The Superintendent recommends that the Board of Education approve the Listed Graduates for awarding of Diplomas on May 27, 2018. 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 18-200.

18-201 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2018 – 2019 school year.

FOOTBALL

- | | |
|---|--------|
| 2. Sr. High Varsity Asst. Coach – <u>Jason Swiger</u> | Top |
| 3. Sr. High Varsity Asst. Coach – <u>Daryl Kurtz</u> | Step 3 |
| 4. Sr. High Varsity Asst. Coach – <u>Jason Lude</u> | Top |
| 5. Sr. High Varsity Asst. Coach – <u>Matt Altomare</u> | Top |
| 6. Sr. High Varsity Asst. Coach – <u>Austin Noel</u> | Step 4 |
| 7. 9 th Grade Head Coach – <u>Jake Carner</u> | Step 0 |
| 8. 9 th Grade Asst. Coach – <u>Derek Frederick</u> | Step 2 |
| 9. 8 th Grade Head Coach – <u>Barry Long</u> | Top |
| 10. 8 th Grade Asst. Coach – <u>Rob Little</u> | Step 1 |
| 11. 7 th Grade Head Coach – <u>Cory Wonner</u> | Top |

CROSS COUNTRY

- | | |
|---|--------|
| 2. Asst. High School – <u>Ted Yuhaniak</u> | Step 3 |
| 3. Head Jr. High Coach – <u>Bethany Glasser</u> | Step 3 |

GIRLS SOCCER

- | | |
|---|--------|
| 1. Girls JV Coach – <u>Kent Paulini</u> | Step 3 |
|---|--------|
- May 21, 2018 – Regular Meeting**

VOLLEYBALL

- | | |
|--|--------|
| 2. Girls JV Coach – <u>Candy Kekic</u> | Top |
| 3. Girls 9 th Grade Coach – <u>Brittany Zamarelli</u> | Step 0 |
| 4. Girls 7 th Grade Coach – <u>Kelly Barley</u> | Step 0 |

BOYS BASKETBALL

- | | |
|--|------------------|
| 1. Boys Head Varsity Coach – <u>Jeff Andres</u> | Top |
| 2. Varsity Assistant Coach – <u>Matt Mowery</u> | Top |
| 3. Elementary Basketball Coach – <u>Matt Mowery</u> | 2.50% |
| 4. JV Head Coach – <u>Matt Ziegler</u> | Top |
| 5. Volunteer – <u>George Spack</u> | |
| 6. Volunteer – <u>Will Klucinec</u> | |
| 7. 8 th Grade Head Coach – <u>Jarod Niederhiser</u> | Top |
| 8. 7 th Grade Head Coach – Split 50/50 <u>Derek Frederick (50%)</u> <u>Corey Wonner (50%)</u> | Step 2 Step 5 |

GIRLS BASKETBALL

- | | |
|---|--------|
| 1. Girls Head Varsity Coach – <u>Vince Nittoli</u> | Top |
| 2. Varsity Assistant Coach – <u>Guy Costello</u> | Top |
| 3. JV Head Coach – <u>Sarah Hamilton</u> | Top |
| 4. Elementary Basketball Coach – <u>Mike Swinhart</u> | 2.50% |
| 5. Volunteer Assistant – <u>George Spack</u> | |
| 6. 8 th Grade Head Coach – <u>Renee Dreger</u> | Top |
| 7. 7 th Grade Head Coach – <u>Sierra Day</u> | Step 0 |

CHEERLEADING

- | | |
|---|--------|
| 1. Varsity Cheerleading Advisor – <u>Jordan Burke</u> | Step 2 |
| 2. Junior High Cheerleading Advisor – <u>Ashley Taafe</u> | Step 4 |

FOOTBALL

- | | |
|---|-----|
| 1. Weight Room Supervisor – (Fall) – <u>Hank Brock</u> | Top |
| 2. Weight Room Supervisor – (Fall) – <u>Ron Johnson</u> | Top |

NON-FOOTBALL

- | | |
|---|-----|
| 1. Weight Room Supervisor – <u>Hank Brock</u> | Top |
| May 21, 2018 – Regular Meeting | |

ATHLETIC MANAGER

WRESTLING

1. Head Varsity Coach – Drew Hart

Step 1

18-202 Salem Public Library Budget

The Superintendent recommends that the Board of Education approve and adopt the Salem Public Library Tax Budget Request for 2019. See Exhibit 18-202.

18-203 ESC Governing Board Service Agreement

The Superintendent recommends that the Board of Education approve the Columbiana County Educational Service Center Governing Board (ESC) service agreement between the ESC Governing Board and the Salem City School District Board of Education which shall begin on July 1, 2018 and shall terminate on June 30, 2019. See Exhibit 18-203.

18-204 Certified Staff Moving Up on Pay Scale

The Superintendent recommends that the Board of Education approve the following certificated staff be moved up on the pay scale effective the beginning of the first semester of the 2018-2019 school year:

1. Melinda Westbrook – MA to MA +15 (Pending Transcripts)
2. Amy Orville – MA+15 to MA+30 (Pending Transcripts)

18-205 Resignation of Fiscal Consultant

The Superintendent recommends, with sincerest regret, and with deepest appreciation and best wishes, that the Board of Education approve the resignation of Robert Barrett as Fiscal Consultant effective July 31, 2018.

May 21, 2018 – Regular Meeting

18-206 Eastern Buckeye Conference Resolution 2018-19 School Year

The Superintendent recommends that the Board of Education approve the Eastern Buckeye Conference Resolution for the 2018-19 school year. See Exhibit 18-206.

18-207 Appropriation Additions

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

| | |
|------------------------------------|------------------|
| District Managed Activities (#300) | 2,109.95 |
| Adult Ed (#012-9000) | 11,142.01 |
| IDEA-B (#516) | 27,495.90 |
| Title II-A (#590) | 2,384.01 |
| HEMSPN (#022-9000) | 206,516.50 |
| Student Managed Activities (#200) | 3,932.68 |
| TOTAL | \$253,581.05 |

18-208 Section 5705.41(D) Approval

The Superintendent and Treasurer recommend that the Board of Education approve the following purchase orders:

Columbiana County ESC in the amount of \$26,434.73 – For services provided to St. Pauls

CP-DBS, LLC (PAYSCHOOLS) in the amount of \$4,625.00 – Annual Agreement for the 2017-2018 School year for the cafeteria

This obligation was incurred prior to certification of funds by the Treasurer.

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 2018-2019 school year.

1. Frank Zamarelli – Auditorium Coordinator
2. Yvonne Parks – Yearbook
3. Brooke Skiba – School Paper
4. Attila Samu – Fall Play Supervisor
5. Attila Samu – Asst. Fall Play Supervisor
6. Attila Samu – Spring Play Supervisor
7. Attila Samu - Asst. Spring Play Supervisor
8. Megan Ellis and Amber Waller – Senior High Student Council
9. Amy Johnson – Pep Club
10. Kerri Zacharias – Junior Class Prom Supervisor
11. Jeannette DeShields - Interact
12. Amie Cochran – Key Club
13. Dana Ackerman – Class of 2019 (Seniors)
14. Kerri Zacharias – Class of 2020 (Juniors)
15. Kris While – Class of 2021 (Sophomores)
16. Julie Ferguson – Spanish Club
17. Willi Colbert – Computer Club
18. Sue Skiba – Senior High Academic Challenge
19. Brooke Skiba – Honor Society
20. Hannah McFarland – Band Director
21. Sara McGath – Flag Line Director
22. Anne Saltsman – Asst. Band Director
23. Atilla Samu – Chamber Choir Director
24. Willi Colbert – Junior High Student Council
25. Andrew Skiba - Junior High Academic Challenge

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 11:30 am to 12:30 pm, Monday through Friday. There will be 20 serving days in June, 21 serving days in July and 13 serving days in August. Kids 18 and under are free and adults are \$3.00

Moved by Mrs. Hrvatin and seconded by Mrs. Haddad that the Board approve the Consent Agenda

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mr. Moffett so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 7:52 PM

Board President

Treasurer

June 18, 2018 – Special Meeting

The Salem Board of Education met Monday, June 18, 2018 at 6:30PM in the Library of the Salem High School for a Special Meeting. Present were Mrs. Haddad, Mr. Moffett, Mr. Bailey, and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 6:30PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Haddad, Moffett, Bricker and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

- 01 Board Goals – The superintendent went over the administrative goals> he talked about Alternative pathways to graduation and informed the board that 27 students used the alternative pathway last year to graduate. Dr. Shivers also discussed the results from the bullying survey and informed the board how the district will continue to monitor it.

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

Board President

Treasurer

June 18, 2018 – Regular Meeting

The Salem Board of Education met Monday, May 21, 2018 at 7:03 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Moffett, Mr. Bricker, Mrs. Haddad, Mr. Bailey and Mrs. Hrvatin.

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

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. Hrvatin – Present

Mr. Steve Bailey – Present

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approved the minutes from May 21, 2018 Special Meeting and Regular Meeting as submitted prior to the meeting.

Board corrects minutes from previous meeting.

(This was approved on the August, 2017 agenda for Tiffany Kaiser only)

18-032 Speech Language Pathologist Mentor

The Superintendent recommends that the Board of Education approve the following staff for Mentoring a Speech Therapist during Clinical Fellowship:

1. Tiffany Kaiser (50%)
2. Jacqueline Weber (50%)

Ayes: Bailey, Hrvatin, Bricker, Haddad, and Moffett

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett
Nays: None
Motion Carries

SUPERINTENDENT'S REPORT

Dr. Shivers talked about the summer food program and the comparison from the 1st week of the week. He reported the district has 462 participants in 2017 in the first week and 1155 Participants in the first week of 2018

RECOGNITIONS

None

PRESENTATION

None

INFORMATIONAL ITEMS

None

HEARING OF PUBLIC REQUESTS

None

COMMITTEE MEETING REPORTS

- Community Relations – The committee discussed the importance of press releases and issuing more of them. They discussed the forum and the frequency of the issues and the decision to continue them quarterly. The committee also reviewed the social media platforms and discussed adding more captions to the photos that are being posted

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end May 31, 2018.

Ayes: Bailey, Hrvatin, Haddad, Bricker, and Moffett
Nays: None
Motion Carries

CONSENT AGENDA, NEW BUSINESS

18-211 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 2018-2019 school year.

26. Angela Carlisle – Majorettes

27. Jamie Kemats and Deanne Wilson – Class of 2021 (Freshman)

28. Anthony Savvic – Newspaper

18-212 In Lieu of Transportation

The Superintendent recommends that the Board of Education approve the Payment in Lieu of Transportation minimum amount of \$250.00 for the 2018-2019 school year.

18-213 Resignation of Varsity Golf Coach for the 2018-2019 School Year

The Superintendent recommends that the Board of Education approve the resignation of William G. Stanton as Boys Head Varsity Golf Coach for the 2018-2019 school year.

18-214 Contract for Resource Officer

The Superintendent recommends that the Board of Education approve the contract for three years with the City of Salem for a Resource Officer in our schools for 180 Days per School Year.

1. First Year - \$44,223.18
2. Second Year – \$49,320.57
3. Third Year - \$53,558.16

18-215 Resignation of Classified Positions

The Superintendent recommends that the Board of Education approve the resignation of the following classified employees:

- 18-216 Certified Staff Moving Up on Pay Scale

- 1. Jennifer Woods – MA to MA +15**
- 2. Michael W. Colbert – MA+ 15 to MA + 30**
- 3. Bethany A. Carr – MA+15 to MA+30**

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

1. Dionna Meade – 1- hour Cafeteria position at Southeast Elementary (Starting the 2018-2019 school year)
2. Kevin Jamison – 2- hour Duty Aide at Reilly Elementary (Starting the 2018-2019 school year)

The Superintendent recommends that the Board of Education approve the hiring of the following for the 2018-19 school year pending Certification proof and BCI/FBI results:

1. Marshall Sarginger-ISS/On-Track Supervisor HS/JH-BA Step 0
2. Jake Carner - Integrated Math -HS/JH - BA Step 0
3. Juliann Shonk - German - HS - MA Step 7
4. Ryan Murgatroyd - Integrated Language Arts - HS -BA Step 0
5. Anthony Savric - Integrated ELA - HS - BA Step 0

18-219 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:

1. Barbara Eckstein – Effective May 30, 2019 – 30 Years of service as a Duty Aide, Cafeteria Worker and Secretary at the Bus Garage.

18-220 Continuing Contracts for Active Teaching Staff

The Superintendent recommends that the Board of Education approve continuing contracts for the 2018-2019 school year for the following teaching staff:

2. H. Michael Powell

18-221 Kindergarten Camp Staff

The Superintendent recommends that the Board of Education approve the following staff for Kindergarten Camp to be held August 6, 2018 through August 10, 2018 for the 2018/2019 school year:

1. Jen Andres – Title I (Salem) \$22.00/hr.
2. Christi Arnoto – Teacher (Salem) \$22.00/hr.
3. Tracy Gottschling – Teacher (Salem) \$22.00/hr.
4. Susan Getz – Teacher (Salem) \$22.00/hr.
5. Mindy Hiltbrand – Teacher (Salem) \$22.00/hr.
6. Joann Dombroski – Nurse(Salem) \$26.17/hr.
7. Shari McKarns – Nurse (Salem) \$28.56/hr.
8. Suzanne Hritz – Nurse (Salem) \$29.35/hr.
9. Julie Hochadel – Teacher (Salem) \$22.00/hr.
10. Lisa Miller – Teacher (Salem) \$22.00/hr.
11. Tori Koch – Speech Teacher (Salem) \$22.00/hr.
12. Kary Solis – Teacher (Salem) \$22.00/hr.
13. Melinda Westbrook - Teacher (Salem) \$22.00/hr.
14. Allie Winner – Teacher (Salem) \$22.00/hr.
15. Paula Wonner – Teacher (Salem) \$22.00/hr.
16. Regina Ziegler – Title I (Salem) \$22.00/hr.

18-222 Approval of the Class of 2018 High School Graduates

The Superintendent recommends that the Board of Education approve the Graduates for Summer Graduation to be awarded diplomas on July 28, 2018.

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 18-222.

18-223 District Track Meet Workers

The Superintendent recommends that the Board of Education approve the following individuals for work at the District Track Meet. No local funds were used.

- | | |
|---|----------|
| 1. Todd Huda – Tournament Manager @ | \$502.50 |
| 2. Megan Gustaevel – Trainer @ \$75 per day | \$ 75.00 |
| 3. Veronica Shadle – Secretary @ \$35 per day | \$ 70.00 |

18-224 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2018 – 2019 school year.

BOYS SOCCER

- | | |
|---|-----|
| 1. JV Boys Head Coach – <u>Amado Sandoval</u> | Top |
|---|-----|

BOYS GOLF COACH

- | | |
|-------------------------------------|-----|
| 1. Head Coach – <u>Rick Istnick</u> | Top |
|-------------------------------------|-----|

FOOTBALL

- | | |
|--|--------|
| 1. 7 th Grade Boys Coach – <u>Ryan Murgatroyd</u> | Step o |
|--|--------|

18-225 Contract between the Salem City Schools and the Salem Community Center

The Superintendent recommends that the Board of Education enter into a contract with the Salem Community Center for the use of their Salem CenterPlex-Multipurpose Courts and Indoor Track, Center Circle-Indoor Turf Field from June 1, 2018 through April 30, 2019.
See Exhibit 18-225.

18-226 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 2018 from the county auditor as revenues are finalized.

18-227 Temporary Appropriations for Fiscal Year 2019

The Superintendent and Treasurer recommend that the Board of Education approve setting of temporary appropriations at 25% of the 2017/18 line item expenditures for all funds from July 1, 2018 to September 30, 2018.

18-228 Permanent Appropriation

The Superintendent and Treasurer recommend that the Board of Education approve the appropriations approved on Sept. 17, 2017 on 18-056 as the permanent appropriations for the 2018 fiscal year.

18-229 Resolution of Necessity

The Superintendent and Treasurer recommend that the Board of Education approve the Resolution of Necessity for the Emergency Levy Renewal. (Resolution will be provided at Monday night's meeting).

18-230 Certified Resignation

The Superintendent recommends, with regret, but with sincere appreciation and best wishes, that the Board of Education approve the resignation of the following Certificated Employee:

3. Brooke Skiba – Effective July 31, 2018

18-231 Resignation from Non-Athletic Supplemental Positions

The Superintendent recommends that the Board of Education approve the resignation of Brooke Skiba from the following Non-Athletic Supplementals: National Honor Society and Newspaper positions for the 2018-2019 school year.

18-232 Vision Screening Workers

The Superintendent recommends that the Board of Education approve paying the following workers who helped the school nurses with the Vision Screening from September 29, 2017 through October 25, 2017 at a rate of \$10.00 per hour:

1. Ardyth Sommers – 18 Hrs.
2. Ann Mika – 21 Hrs.

18-233 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. Candace Kuhns, BSN RN - Full-Time Instructor @ \$22.50/Hour (Starting 6/12/2018)
2. Melissa Covert, BSN RN –Part-Time Clinical Instructor @ \$22.50/Hour (Starting 8/7/ 2018).

18-234 MCPc Copier Contract

The Superintendent recommends that the Board of Education approve a five-year lease for copier and service with MCPc beginning June 19, 2018.

18-235 Membership in the Ohio Coalition for Equity & Adequacy

The Superintendent and Treasurer recommend that the Board of Education approve the membership for 2018 in the Ohio Coalition for Equity & Adequacy in the amount of \$1,064. See Exhibit 18-235.

18-236 Appropriation Additions

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

| | |
|------------------------------------|---------------|
| District Managed Activities (#300) | \$13,540.18 |
| Stadium/Turf Projects (#300-9016) | \$(20,200.64) |
| Adult Education (#012) | \$73,584.50 |
| Employee Benefits Self Ins. (#024) | \$438,687.93 |
| HEMSPN Federal Loans (022-9000) | \$14,036.00 |

| | |
|-------|--------------|
| TOTAL | \$519,647.97 |
|-------|--------------|

(Appropriation Additions could change the night of the board meeting)

18-237 Termination of HEMSPN Instructor

The Superintendent recommends that the Board of Education approve the termination of Cynthia King from the HEMSPN as a full-time instructor. Effective 6/8/2018.

18-238 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 2018-19 school year. See Exhibit 18-238.

Moved by Mrs. Haddad and seconded by Mrs. Hrvatin that the Board approve the Consent Agenda

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mr. Moffett so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 7:14 PM

Board President

Treasurer

June 28, 2018 – Special Meeting

The Salem Board of Education met Thursday, June 28, 2018 at 8:00AM in the Conference room of the Salem Administration Building for a Special Meeting. Present were Mrs. Haddad, Mr. Moffett, Mr. Bailey, and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 8:00AM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Absent

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING SPECIALAGENDA

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

Addendum to Consent Agenda to add 18-249 Resignation of Supplemental Contract
Remove Consent Agenda item 18-242 Curriculum Literacy Specialist

Ayes: Bailey, Haddad, Moffett, and Hrvatin

Nays: None

Motion Carries

CONSENT AGENDA, NEW BUSINESS

18-239 Student Handbooks

The Superintendent recommends that the Board of Education approve the Southeast Elementary School Handbook, the Reilly Elementary School Handbook and the Buckeye Elementary Handbook for the 2018/19 school year. A copy of the handbook is available for review.

18-240 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 position:

3. Dionna Meade – 2- hour Cafeteria Cashier position at Reilly Elementary (Starting the 2018/19 school year)

18-241 Non-Athletic Supplementals

The Superintendent recommends that the Board of Education approve Juliann Shonk as German Club non-athletic supplemental position for the Salem High School and the Salem Junior High for the 2018/19 school year.

18-242 Hiring of Certified Staff

The Superintendent recommends that the Board of Education approve the hiring of the following for the 2018/19 school year pending certification proof and BCI/FBI results:

1. Kayleigh Null-1st Grade at Buckeye Elementary - BA150 Step 1

18-243 Appropriation Adjustments/Additions

The Superintendent and Treasurer recommend that the Board of Education approve the following appropriation adjustments/additions:

(See attached list)

18-244 Transfer/Advance

The Superintendent and Treasurer recommend that the Board of Education approve the following:

- Transfer of \$15,000.00 from the General Fund to the Termination Benefits Fund (#035).
- Advance \$18,120.52 from the General Fund to IDEA-B (#516).
- Advance \$1,459.19 from the General Fund to Title IV-A (#599-9218).

18-245 HEMSPN Salaries

The Superintendent recommends that the Board of Education approve the following salaries and index for the following HEMSPN staff:

Base Hourly Rate BSN: \$23.00

Steps based on Teaching Experience

| Step | Associate | | BSN | | Masters | |
|------|-----------|-------------|--------|-------------|---------|-------------|
| | Index | Hourly Rate | Index | Hourly Rate | Index | Hourly Rate |
| 0 | 0.9783 | \$22.50 | 1.0000 | \$23.00 | 1.0217 | \$23.50 |
| 1 | 0.9892 | \$22.75 | 1.0217 | \$23.50 | 1.0545 | \$24.25 |
| 2 | 1.0000 | \$23.00 | 1.0434 | \$24.00 | 1.0871 | \$25.00 |
| 3 | 1.0109 | \$23.25 | 1.0651 | \$24.50 | 1.1197 | \$25.75 |
| 4 | 1.0217 | \$23.50 | 1.0868 | \$25.00 | 1.1520 | \$26.50 |
| 5 | 1.0327 | \$23.75 | 1.1085 | \$25.50 | 1.1849 | \$27.25 |
| 6 | 1.0434 | \$24.00 | 1.1303 | \$26.00 | 1.2172 | \$28.00 |
| 7 | 1.0545 | \$24.25 | 1.1520 | \$26.50 | 1.2501 | \$28.75 |
| 8 | 1.0651 | \$24.50 | 1.1737 | \$27.00 | 1.2827 | \$29.50 |
| 9 | 1.0763 | \$24.75 | 1.1955 | \$27.50 | 1.3153 | \$30.25 |
| 10 | 1.0868 | \$25.00 | 1.2172 | \$28.00 | 1.3479 | \$31.00 |

Debra Baker \$13.63 per hour

DeAnn Russell \$11.01 per hour

18-246 Contract for Educational Services

The Superintendent recommends that the Board of Education approve the Placement Contract made by and between the KidsLink School, LLC and the Salem City School District for the purpose of providing necessary educational services for the period of September 1, 2018 to August 31, 2019.

18-247 Architectural Services

The Superintendent and the Building and Grounds Committee recommend that the Board of Education approve the contract for architectural services for the stadium area in the amount of \$15,000.00.

18-248 Resignation of Supplemental Contract

The Superintendent and Treasurer recommend the Board of Education to approve the resignation of Robert P. Barrett, Fiscal Consultant, effective July 6, 2018

Moved by Mr. Moffett and seconded by Mrs. Hrvatin that the Board approve the Consent Agenda

Ayes: Bailey, Haddad, Hrvatin, and Moffett

Nays: None

Motion Carries

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mrs. Hrvatin so moved and Mrs. Haddad second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 8:20Am

Board President

Treasurer

June 29, 2018 – Emergency Meeting

The Salem Board of Education met Friday, June 29, 2018 at 3:00PM in the Conference room of the Salem Administration Building for a Special Meeting. Present were Mrs. Haddad, Mr. Bricker and Mrs. Hrvatin.

Mrs. Haddad called the meeting to order at 8:00AM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

| | |
|-----------------------------|---------------------------|
| Mr. Steve Bailey – Absent | Mr. Ted Bricker - Present |
| Mrs. LuAnn Haddad - Present | Mr. Doug Moffett – Absent |
| Mr. Carol Hrvatin - Present | |

READING, CORRECTING AND APPROVING SPECIALAGENDA

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

Ayes: Haddad, Bricker, and Hrvatin

Nays: None

Motion Carries

EMERGENCY MEETING AGENDA, NEW BUSINESS

18-250 Appropriation Additions

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

| | |
|--|----------|
| Secondary Transition Grant (#499-9018) | \$904.00 |
|--|----------|

| | |
|-------|----------|
| TOTAL | \$904.00 |
|-------|----------|

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

Ayes: Haddad, Bricker, and Hrvatin

Nays: None

Motion Carries

18-251 Advance of Funds

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

\$904.00 to the Secondary Transition Grant (#499-9018)

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

Ayes: Haddad, Bricker, and Hrvatin

Nays: None

Motion Carries

There being no other matters requiring board consideration and action at this time, Mrs Haddad asked for a motion to adjourn. Mrs. Hrvatin so moved and Mr. Bricker second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 3:06PM

Board President

Treasurer

July 9, 2018 – Special Meeting

The Salem Board of Education met Monday, July 9, 2018 at 12:00PM in the Conference room of the Salem Administration Building for a Special Meeting. Present were Mr. Bricker, Mr. Bailey, and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 8:00AM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Absent

Mr. Doug Moffett – Absent

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING SPECIALAGENDA

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

Ayes: Bailey, Bricker, and Hrvatin

Nays: None

Motion Carries

SPECIAL MEETING AGENDA, NEW BUSINESS

19-001 Curriculum Literacy Specialist

The Superintendent recommends that the Board of Education approve a one-year Administrator contract (194 days) for Shelley Wilson as Literacy Specialist at a salary of \$60,000 for the 2018/19 school year.

Moved by Mr. Bricker and seconded by Mrs. Hrvatin

Ayes: Bailey, Bricker, and Hrvatin

Nays: None

Motion Carries

19-002 Certified Resignation

The Superintendent recommends, with regret, but with sincere appreciation and best wishes, that the Board of Education approve the resignation of the following Certificated Employee:

1. Daniel A. Kibler – Physical Science/Physics/Chemistry -HS
Effective July 3, 2018

Moved by Mrs. Hrvatin and seconded by Mr. Bricker

Ayes: Bailey, Bricker, and Hrvatin

Nays: None

Motion Carries

19-003 Hiring of Certified Staff

The Superintendent recommends that the Board of Education approve the hiring of the following for the 2018-19 school year pending certification proof and BCI/FBI results:

6. Logan A. Klick – Physical Science/Physics/Chemistry -HS
BA Step 0

Moved by Mr. Bricker and seconded by Mrs. Hrvatin

Ayes: Bailey, Bricker, and Hrvatin

Nays: None

Motion Carries

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mrs. Hrvatin so moved and Mr. Bricker second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 12:05PM

Board President

Treasurer

July 30, 2018 – Special Meeting

The Salem Board of Education met Monday, July 30, 2018 at 5:00PM in the Conference room of the Salem Administration Building for a Special Meeting. Present were Mr. Bricker, Mr. Bailey, Mr Moffett, Mrs Haddad and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 5:00PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin – Present

EXECUTIVE SESSION

The Superintendent recommends 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. Hrvatin and seconded by Mr. Moffett 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. Action will be taken. All Board members were in agreement. Time 5:01

Moved by Mrs. Hrvatin and seconded by Mr. Moffett that the Board adjourn out of Executive Session. All Board members were in agreement. Time 6:52PM

HEARING OF PUBLIC REQUEST

None

READING, CORRECTING AND APPROVING SPECIALAGENDA

Moved by Mrs. Haddad and seconded by Mr. Moffett that the agenda be approved as submitted prior to the meeting with the below corrections

The board would like to table 19-005 Administrator Resignation, 19-006 Hiring of Transportation Director, 19-007 Hiring of Athletic Director, 19-008 Quaker Tech Academy Director, and Board Goals

Ayes: Bailey, Moffet, Haddad, Bricker, and Hrvatin

Nays: None

Motion Carries

SPECIAL MEETING AGENDA, NEW BUSINESS

19-004 Administrator Resignation

The Superintendent recommends, with regret, but with sincere appreciation and best wishes, that the Board of Education approve the resignation of Todd Huda as Athletic Director effective as of August 1, 2018

Moved by Mrs. Hrvatin and seconded by Mrs. Haddad

.

Mr. Moffett thanked Mr Huda for all his years of services

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

19-005 Section 5705.41(D) Approval

The Superintendent and Treasurer recommend that the Board of Education approve the following purchase orders:

Wolters Kluwer in the amount of \$4,597.70 – 46 VSIM Med Surg Nursing
24M ONL

Matthews Medical & Scientific Books, Inc. in the amount of \$4,049.25 – 50
FAD Finnegan, L Med Term in Flash

Nutrition, Inc. in the amount of \$11, 496.49 – June 2018 Totals for Cafeteria.

Howells and Baird, Inc. in the amount of \$3,131.25 – Progress Billing Old
Whinnery Farm, Boundary and Topo Survey Work Completed through June,
2018.

Multi-County Juvenile Attention System - \$22,450.61 – Students from our district enrolled at the Louis Tobin Attention Center for 2017-2018.

Columbiana County ESC - \$33,645.82 – Paraeducators and Administration Fee for 5/7 – 6/8/2018.

This obligation was incurred prior to certification of funds by the Treasurer.

Moved by Mr Bricker and seconded by Mr. Moffett
Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett
Nays: None
Motion Carries

19-006 Resignation of Certified Staff

The Superintendent recommends that the Board of Education approve the resignation of Ashley Paulsen as the Art Teacher at Buckeye Elementary and Reilly Elementary effective July 24, 2018.

Moved by Mr Moffett and seconded by Mrs Haddad
Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett
Nays: None
Motion Carries

19-007 Aimsweb Plus Training

The Superintendent recommends that the Board of Education approve the Aimsweb Plus Training for 10 teachers K - 8 @ \$22/per hour – 6 hours each for a total of \$1,320. Federal Funds will be used to fund this training.

Moved by Mrs. Haddad and seconded by Mrs Hrvatin
Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett
Nays: None
Motion Carries

19-008 Read 180 Intervention Program Training

The Superintendent recommends that the Board of Education approve the Read 180 Intervention Program Training for 10 teachers for Grades 4-12 at a

rate of \$22/per hour – 6 hours each for a total of \$1,320. Federal Funds will be used to fund this training.

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

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

19-009 Literacy Training Program

The Superintendent recommends that the Board of Education approve the following Literacy Training Program for:

3. Alison Haynes – July 24, 26, 30 2018 @ 7 hours per day @ \$22/hr.

Moved by Mr Moffett and seconded by Mrs Hrvatin

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

19-010 Sprint Turf Contract Settlement Agreement

The Superintendent and Treasurer recommend that the Board of Education approve the settlement agreement with Sprint Turf.

Moved by Mrs. Hasddad and seconded by Mrs Hrvatin

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

19-011 Athletic Supplemental

The Superintendent recommends that the Board of Education approve the following athletic supplemental position for the 2018 – 2019 school year pending OHSAA coaching requirements.

VOLLEYBALL

1. 7th Grade Girls Coach – Makenzie Patterson Step 0

Moved by Mr. Moffett and seconded by Mr. Bricker

Ayes: Bailey, Moffett, Haddad, Bricker, and Hrvatin

Nays: None

Motion Carries

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mr Moffett so moved and Mrs Hrvatin second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 7:00PM

Board President

Treasurer

The Salem Board of Education met Monday, August 20, 2018 at 6:15PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bricker, Mrs. Haddad, Mr. Moffett, Mr. Bailey, and Mrs. Hrvatin.

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

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Haddad, Moffett, Bricker and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

- 01 Board Goals – The board discussed expanding the busing, and the security of the buildings.

There being no other matters requiring board consideration and action at this time, Mr Bailey asked for a motion to adjourn. Mrs. Haddad so moved and Mr. Bricker second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 7:05PM.

Board President

Treasurer

August 20, 2018 – Regular Meeting

The Salem Board of Education met Monday, August 20, 2018 at 7:08 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Moffett, Mr. Bricker, Mrs. Haddad, Mr. Bailey and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 7:08 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. Hrvatin – Present

Mr. Steve Bailey – Present

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approved the minutes from May 21, 2018 Special Meeting and Regular Meeting as submitted prior to the meeting.

Board corrects minutes from previous meeting.

On the May, 2018 Regular Board Meeting Kelly Barley was approved as the 7th Grade Girls Volleyball Coach and she is now the 8th Grade Girls Volleyball Coach.

Ayes: Bailey, Hrvatin, Bricker, Haddad, and Moffett

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr. Shivers talked about the summer food program and how the profits would be used to cover the cost of the CEP program at Buckeye. Dr shivers also thanked all the volunteers who helped with the summer food programs.

RECOGNITIONS

None

PRESENTATION

Aaron Vogt discussed the one to one initiative. All students in the district have access to technology. Grades 7-12 all have the own chromebooks, grades 2-6 all have access to chromebooks with the use of chrome book carts and grades K-2 all use iPads carts to distribute iPads to students. The new management system allows the tech department manage updates and apps from one single location with a push of a button.

-INFORMATIONAL ITEMS

None

HEARING OF PUBLIC REQUESTS

None

COMMITTEE MEETING REPORTS

None

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mrs. Haddad and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end July 31, 2018.

Ayes: Bailey, Hrvatin, Haddad, Bricker, and Moffett

Nays: None

Motion Carries

CONSENT AGENDA, NEW BUSINESS

19-017 Student Handbook

The Superintendent recommends that the Board of Education approve the Junior/Senior High School Handbook for the 2018-2019 school year. A copy of the handbook is available for review.

19-018 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 2018-2019 school year:

1. Cassandra Manski – MA+15 to MA+30
2. Ashley Taafe – BA to MA
3. Julia Folger – MA to MA+15
4. Kaylin McClaugherty – MA to MA+15
5. Elaine Habeger – MA+15 to MA+30
6. Sarah White – MA+15 to MA+30
7. Jennifer Woods – MA+15 to MA+30
8. Russell Hopple – MA+15 to MA+30 (Pending Transcripts)

19-019 Resignation of Classified Position

The Superintendent recommends that the Board of Education approve the resignation of the following classified employee:

3. Deborah McKinley - 2.5 Hrs. Lunch Cafeteria Server at Reilly Elementary School 10:45 am – 1:15 pm
4. Deborah McKinley – 1 Hr. Breakfast Cafeteria Cashier at Reilly Elementary School 8:10 am – 9:10 am
5. Rene Hillyer – 3 Hrs. Lunch Cafeteria Server at Buckeye Elementary School 10:45 am – 1:45 pm
6. Rene Hillyer – 4 Hrs. Bus Aide 7:00-9:00 am and 2:30-4:30 pm

19-020 Non-Athletic Supplemental Resignations

The Superintendent recommends that the Board of Education approve the resignations from the following non-athletic supplemental positions for the Salem High School and the Salem Junior High for the 2018-2019 school year.

29. Jamie Kemats – Freshman Class Advisor (50%)
30. Deanna Wilson – Freshman Class Advisor (50%)

19-021 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: See Exhibit 19-010. (All comments in writing should be sent to the Superintendent by September 4, 2018).

Policy 4121 – Criminal History Record Check

Policy 4162 – Drug and Alcohol Testing of CDL License Holders
Policy 5111 – Eligibility of Resident/Nonresident Students
Policy 5112 – Entrance Requirements
Policy 7530 – Lending of Board-Owned Equipment
Policy 7530.02 – Staff Use of Personal Communication Devices
Policy 7542 – Access to District Technology Resources and/or
Information Resources from Personal Communication
Devices
Policy 8400 – School Safety
Policy 8600.04 – Bus Driver Certification

19-022 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:

3. Ana Butler, ADN,RN - Instructor per diem @ \$22.75/Hour
(Starting 8-28-2018)
4. Shannon Allen, BSN,RN –Full Time Instructor @ \$23.00/Hour
(Starting 8-28-2018)
5. Helen Alello, BSN,RN – Full-Time Instructor @ \$23.00/Hour
(Starting 8-28-2018)
6. Carrie Szmara, BS,RN – Part-Time Instructor @ \$23.50/Hour
(Starting 8-28-2018)
7. Rosa Marie Prichard, BSN,RN – Full Time Instructor @
\$23.00/Hour (Starting 8-28-2018)

19-023 Agreement between Salem City School District and a Parent

The Superintendent recommends that the Board of Education approve the Agreement between the Salem City School District Board of Education and the Parent of a child 19-023 to provide necessary educational services under the Individuals with Disabilities Education Act (IDEA).

19-024 Contract for Transportation Services

The Superintendent recommends that the Board of Education approve the Transportation Contract made by and between the Community Action Agency of Columbiana County's Community Action Rural Transit System and the Salem City School District for transportation of student 19-024 for the purpose of educational services. See Exhibit 19-024.

19-025 Amendment of Administrator Contract

The Superintendent recommends that the Board of Education approve the amendment of the contract for Jamie Kemats to Administrative Specialist: Coordinator of Government Programs, Director of Testing and Curriculum Director.

19-026 Certified Maternity and FMLA Leave

The Superintendent recommends that the Board of Education approve maternity leave and FMLA leave for Renee Dreger beginning approximately September 4, 2018.

19-027 Aimsweb Plus Training

The Superintendent recommends that the Board of Education approve the Aimsweb Plus Training for 4 teachers K - 8 @ \$22/per hour – 6 hours each for a total of \$528. Federal Funds will be used to fund this training.

19-028 Secondary Transition Training

The Superintendent recommends that the Board of Education approve the Secondary Transition Training for 1 teacher 7-12 @ \$22/per hour – 2 hours each for a total of \$44 on August 15th, 2018. Federal Funds will be used to fund this training

19-029 In Lieu of Transportation

The Superintendent recommends that the Board of Education approve in lieu of transportation payment for the following students. Payment will be prorated based on calculation by the Ohio Department of Education.

1. Rileigh Altman
2. Carson Benner
3. Kaitlin Benner
4. McKenna Benner
5. Noah Benner
6. Ayden Dennison
7. Mercede Dennison
8. Natalie Fish
9. Alexandria Griggs
10. Emma Hall
11. Caleb Miller
12. Damien Phillips
13. Lorelai Phillips

14. Jacob Reed
15. Michael Reed
16. Abigail Snyder
17. Eliana Snyder
18. Will Snyder
19. Zacchaeus Swartzentruber
20. Ethan Tausch
21. Sally Tausch
22. Madison Walchak
23. Megan Walker
24. Nicole Walker
25. Jorden Webb
26. Sydney Webb
27. Samantha Yokley

19-030 Transportation

The Superintendent recommends that the Board of Education approve the Transportation routes for the 2018-2019 school year.

19-031 Transportation Stipend

The Superintendent recommends that the Board of Education approve a stipend for Carol Speece as an On-Bus-Instructor for the 2018-2019 school year.

19-032 Custodian for Bus Garage

The Superintendent recommends that the Board of Education approve Mary Groff, custodian, to clean the bus garage one (1) day per pay period for the 2018-2019 school year.

19-033 Paul's Taxi Service Agreement

The Superintendent recommends that the Board of Education approve the service agreement with Paul's Taxi for the 2018-2019 school year.

19-034 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 4, 2018 from 3:15 pm – 6:15 pm and continue throughout the school year. The Program will be staffed by one teacher each evening at \$22.00/hr. the teachers are as follows:

1. Jeanette Deshields
2. Kera Leskovec
3. Nicole Rothbauer

The substitute teachers, which will be used as needed, are as follows:

1. Kay Piero
2. Devon Johnson

19-035 Fall Game Worker Positions

The Superintendent recommends that the Board of Education approve the following game worker positions for the 2018 Fall athletic season:

| | |
|---|---------|
| 1. Football Announcer | \$35.00 |
| 2. JV/Varsity Volleyball Libero Tracker | \$15.00 |
| 3. Varsity Volleyball Libero Tracker | \$10.00 |
| 4. Football Message Board | \$35.00 |
| 5. Scoreboard – Varsity Football | \$35.00 |
| 6. Scoreboard – JV Football | \$20.00 |
| 7. Scoreboard – 7 th , 8 th , 9 th Football | \$15.00 |
| 8. Scoreboard – 7 th /8 th Football | \$30.00 |
| 9. Scoreboard – JV or Varsity Soccer | \$22.00 |
| 10. Scoreboard – JV or Varsity Soccer | \$15.00 |
| 11. Scoreboard – JV/Varsity/9 th Volleyball | \$45.00 |
| 12. Scoreboard – Varsity or JV or 9 th Tri | \$45.00 |
| 13. Scoreboard – JV/Varsity Volleyball | \$30.00 |
| 14. Scoreboard – 9 th Volleyball | \$15.00 |
| 15. Scoreboard – 7 th , 8 th Volleyball | \$25.00 |
| 16. Statistician – Varsity Football (2) | \$25.00 |
| 17. Statistician – JV/Varsity Soccer | \$20.00 |
| 18. Statistician – JV/or Varsity Soccer | \$15.00 |
| 19. Ticket Sellers – Varsity Football | \$37.00 |
| 20. Ticket Sellers – 7 th /8 th /9 th Football | \$20.00 |
| 21. Ticket Sellers – 7 th /8 th Combined Football | \$30.00 |
| 22. Ticket Sellers – JV/Varsity Soccer | \$30.00 |
| 23. Ticket Sellers – JV or Varsity Soccer | \$20.00 |
| 24. Ticket Sellers – Varsity/JV/9 th Volleyball | \$40.00 |
| 25. Ticket Sellers – Varsity/JV/Tri Volleyball | \$30.00 |
| 26. Ticket Sellers – 9 th Only Volleyball | \$15.00 |

| | |
|---|---------|
| 27. Ticket Sellers – 9 th Tri Volleyball | \$22.00 |
| 28. Ticket Sellers – 7 th /8 th Volleyball | \$25.00 |
| 29. Ticket Takers – Varsity Football | \$22.00 |
| 30. Ushers – Varsity Football | \$20.00 |
| 31. Chain Crew 7 th /8 th /9 th Football | \$10.00 |
| 32. Ticket Seller JV/ Varsity Volleyball | \$30.00 |
| 33. Announcer/Music Volleyball | \$20.00 |
| 34. Scorebook JV/Varsity Volleyball | \$20.00 |
| 35. Videoboard Operators for the Fall Season | \$25.00 |

19-036 Fall Game Workers 2017

The Superintendent recommends that the Board of Education approve the following fall game workers for the 2018-19 school year.

1. Carol Sue Headland
2. Darlene Heineman
3. Frank Zamarelli
4. Gary Goddard
5. George Zeigler
6. Jim Fattler
7. Karen Navoyosky
8. Lori Brooks
9. Michelle Shreffler
10. Ronnie Shadle
11. Sheila Lobdell
12. Thelma Barrick
13. Tim Baillie
14. Tom Wright
15. Larry Altenhof
16. Debbie Altenhof
17. Amy Johnson
18. Matt Mowery
19. Willie Colbert
20. Anthony Cappa
21. Dan Bricker
22. Andy Clutter
23. Richard Paxson
24. Nancy Crum
25. Ted Yuhaniak

19-037 Athletic Trainer Contract

The Superintendent recommends that the Board of Education approve the hiring of Megan Gustaevel as an Athletic Trainer for home events for the fall school year. Retroactive to August 1, 2018.

19-038 Program Participation

The Superintendent recommends that the Board of Education continue participation in the following programs for the 2018-2019 school year.

1. Title I
2. Improving Teacher Quality, Title II-A
3. Special Education, IDEA – Part B
4. Limited English Prof. – LEP
5. Title IV

19-039 Approval of Certified and Classified Substitutes

The Superintendent recommends that the Board of Education approve the list of certified and classified substitutes pending re-certification (as necessary) and BCI/FBI results, listed on See Exhibit 19-039.

19-040 Forum

The Superintendent recommends that the Board of Education approve the addendum to the contract of Joe Gerberry to include the duties of the Salem “Forum” at the cost of \$500.00 per issue (not to exceed 4 issues per year) to be published in 2018-2019 school year.

19-041 St. Paul Clerk

The Superintendent recommends that the Board of Education approve the hiring of the following St. Paul employee for the 2018-2019 School Year:

1. Marjorie Zeigler – Clerk \$10.00/hr.
(Not to exceed 4 hours per week)

19-042 Out of Town Trips Cost Calculation

The Superintendent recommends that the Board of Education authorize the Superintendent and Treasurer to set the cost of out of town trips annually (every July) for the new school year. \$ 1.10 per mile for the 2018-2019 school year.

19-043 Hiring of Certified Staff

The Superintendent recommends that the Board of Education approve the hiring of the following for the 2018-19 school year pending BCI/FBI results:

1. Melissa Thompson – Elementary Art Teacher K-3 BA150 Step 0
@ Buckeye and Reilly

19-044 Rotary Exchange Student

The Superintendent recommends that the Board of Education approve to accept Matheus Andrades from Brazil as the Rotary Exchange student for the 2018-2019 school year.

19-045 Forum

The Treasurer recommends that the Board of Education approve Robert Barrett and Joseph Shivers as editors of the Spring 2018 and the Summer 2018 issues of the Forum retroactive to January 2, 2018.

19-046 Early Intervention Specialist

The Superintendent recommends that the Board of Education approve the hiring of Larry Truzzie , licensed School Psychologist, to provide early intervention services for Salem students at a rate of \$300 per day up to 100 days during the 2018-19 school year. Funds will be paid out of the IDEA B Grant.

19-047 Counseling Services for St. Paul's School

The Superintendent recommends that the Board of Education approve the hiring of Larry Truzzie , licensed School Psychologist, to provide counseling services for St. Paul's students at a rate of \$300 per day for 1 day/per week up to 36 days during the 2018-19 school year.

19-048 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2018 – 2019 school year. Pending OSHAA requirements.

FOOTBALL

2. Assistant Junior High Coach – Bill Cowgill – Volunteer

BOYS SOCCER

1. Assistant High School Coach – Dan Rumsey - Volunteer

19-049 ESC Governing Board Service 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 St. Paul's School for Title I, Remedial and Intervention for the 2018 – 2019 school year.

1. Sue Sowa – Intervention and Remedial

19-050 ESC Governing Board Service 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 St. Paul's School for Enrichment for the 2018 – 2019 school year.

1. Jacqueline Mumford - Enrichment

19-051 Long Term Substitutes

The Superintendent recommends that the Board of Education approve the hiring of long term substitutes pending BCI/FBI results.

1. Rachel Andrews – Art Teacher @ Salem High School
2. Mindy Hiltbrand – 2nd Grade Teacher @ Buckeye

19-052 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a Fender Baseman 300 Amp and a speaker cabinet donated by Phil Shasteen for the Jazz Band.

19-053 Gifts and Donations

The Superintendent recommends that the Board of Education accept a \$2,500 contribution to the Lou Slaby Arts and Athletic Award account from Lou Slaby.

19-054 Non-Athletic Supplemental

The Superintendent recommends that the Board of Education approve the following non-athletic supplemental position for the Salem High School and the Salem Junior High for the 2018-2019 school year.

1. Jamie Kemats – Art Honor Society
2. Jake Carner – Freshman Class Advisor (50%)
3. Marshal Sarginger – Freshman Class Advisor (50%)

19-055 Hiring of Classified Staff

The Superintendent recommends that the Board of Education approve the hiring of the following classified staff for the 2018-19 school year pending BCI/FBI results:

1. Caroline Cecena – Bus Attendant Duty Aide for Special Needs Transportation 4 Hrs./Per Day (Starting 8/22/18)
2. Caroline Cecena – Cafeteria Server, 3 Hrs./Per Day @ Buckeye Elementary (Starting 8/22/18)
3. Michele Walla – Cafeteria Server 2.5 Hrs./Per Day @ Reilly Elementary (Starting 8/22/18)
4. Vicky Steves - Cafeteria Cashier 1Hr./Per Day @Reilly Elementary (Starting 8/22/18)

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

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mr. Moffett so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 7:35 PM

Board President

Treasurer

September 17, 2018 – Special Meeting

The Salem Board of Education met Monday, September 17, 2018 at 5:45PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bricker, Mrs. Haddad, Mr. Moffett, Mr. Bailey, and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 5:45PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Haddad, Moffett, Bricker and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

- 01 Board Goals – Dr. Shivers discussed an article titled Behind the Letter Grade. He also compared the 17-18 report card to the 16-17 report card and the changes.
Dr. Shivers also discussed the after school program. He mentioned the SOAR program ran by the Salvation Army and how they may be able to work with them to provide after school opportunities for our students.
Mr. Kirkland reviewed the available classroom space we have at all of our school buildings.

There being no other matters requiring board consideration and action at this time, Mr Bailey asked for a motion to adjourn. Mrs. Haddad so moved and Mr. Bricker second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 6:27PM.

Board President

Treasurer

September 17, 2018 – Regular Meeting

The Salem Board of Education met Monday, September 17, 2018 at 6:30 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Moffett, Mr. Bricker, Mrs. Haddad, Mr. Bailey and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 6:30 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. Hrvatin – Present

Mr. Steve Bailey – Present

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr. Moffett and seconded by Mrs. Hrvatin that the Board approved the minutes from August 20, 2018 Special Meeting and Regular Meeting as submitted prior to the meeting.

This item was approved on Monday, July 9, 2018 approving Shelley Wilson as a Literacy Specialist and the title should read Literacy Supervisor.

19-001 Curriculum Literacy Supervisor

The Superintendent recommends that the Board of Education approve a one-year contract (194 days) for Shelley Wilson as Literacy Supervisor at a salary of \$60,000 for the 2018/19 school year.

Ayes: Bailey, Hrvatin, Bricker, Haddad, and Moffett

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr. Shivers talked about the report card. Salem received a C on the report card along with 253 other school districts. The district received an F on the prepared for success. In no

means are we happy. This measure is based on the ACT, Industry credentials, and honors diplomas.

RECOGNITIONS

None

PRESENTATION

Ms. DeRose and Ms. Beil discussed the PD some of the Southeast staff attended in the summer called Executive function Skills of Your Students with Special Needs. The discussed the executive functioning skills needed to lead a productive life. They went over the theme for the school year and the monthly themes.

-INFORMATIONAL ITEMS

None

HEARING OF PUBLIC REQUESTS

Jennifer Lesko – Discussed her concern for not having certified athletic trainer at all athletic events.

COMMITTEE MEETING REPORTS

Finance committee discussed the state tax payments, the funding levels from the OFCC and comparing the FY17 to FY18 actual expenditures

Curriculum committee discussed the PD calendar for the school year. They went over the google site for teachers used for PD and PBIS training for teachers. Shelly Wilson discussed her role as Literacy Supervisor.

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Moffett and seconded by Mrs. Haddad that the Board approve the Financial Report and Report on Bills for the month end August 31, 2018.

Ayes: Bailey, Hrvatin, Haddad, Bricker, and Moffett

Nays: None

Motion Carries

CONSENT AGENDA, NEW BUSINESS

19-056 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: See Exhibit 19-010.

Policy 4121 – Criminal History Record Check
Policy 4162 – Drug and Alcohol Testing of CDL License Holders
Policy 5111 – Eligibility of Resident/Nonresident Students
Policy 5112 – Entrance Requirements
Policy 7530 – Lending of Board-Owned Equipment
Policy 7530.02 – Staff Use of Personal Communication Devices
Policy 7542 – Access to District Technology Resources and/or
Information Resources from Personal Communication
Devices
Policy 8400 – School Safety
Policy 8600.04 – Bus Driver Certification

19-057 Resignation of Classified Positions

The Superintendent recommends that the Board of Education approve the resignation of the following classified employees:

7. Michele Walla - 2 Hrs. Lunch Cafeteria Server at Reilly Elementary School 11:00 am – 1:00 pm
8. Carolyn Cecena – Custodian II @ HS 3:00 p.m. to 11:30 p.m.

19-058 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 2018 – 2019 school year and additional services as agreed at the IEP meeting for certain students will be billed to the school district monthly. See Exhibit 19-058.

19-059 Hiring of Classified Staff

The Superintendent recommends that the Board of Education approve the hiring of the following classified staff for the 2018-19 school year pending BCI/FBI results:

5. Vicky Steves - Cafeteria Cashier 2 Hrs./Per Day @Reilly Elementary (Retroactive to 8/29/18)
6. Kester Young – Temporary Van Driver for an estimated 4 Hrs./Per day on a per diem basis up to 5 days per week (Starting 9/24/2018 ending at the end of the school year) Step 0
7. Dan Griffith - Custodian II 2 Hrs./Per Day @ Salem High School for Lunch Hour (Starting 9/18/2018 for the 2018-2019 school year) Step 0

19-060 Volleyball Tournament Workers

The Superintendent recommends that the Board of Education approve the following Volleyball Tournament Workers for the 2018-19 school year.

- | | |
|---|----------------|
| 1. <u>Deborah Altenhof</u> – Ticket Seller | \$22 per game |
| 2. <u>Larry Altenhof</u> – Libero Tracker | \$18 per game |
| 3. <u>Molly Copacia</u> – Scorebook | \$23 per game |
| 4. <u>James Fattler</u> – Scoreboard | \$20 per game |
| 5. <u>Thomas Wright</u> – Usher | \$18 per game |
| 6. <u>Gary Goddard</u> – Announcer | \$22 per game |
| 7. <u>Sarah Hamilton</u> – Set up/Take down | \$25 per night |
| 8. <u>Megan Gustaevel</u> – Trainer | \$50 per game |
| 9. <u>Veronica Shadle</u> – Secretary | \$50 |
| 10. <u>Veronica Shadle</u> – Pass Gate | \$18 per game |
| 11. <u>Frank Zamarelli</u> – Music/Media | \$20 per game |
| 12. <u>Matt Freeman</u> – Tournament Manager | \$410 |
| 13. <u>Rich Lobdell</u> – Alternate as needed | |
| 14. <u>Tim Baillie</u> – Alternate as needed | |
| 15. <u>Amy Johnson</u> – Alternate as needed | |
| 16. <u>Lori Brooks</u> – Alternate as needed | |
| 17. <u>Dianne Barely</u> – Alternate as needed | |
| 18. <u>Darlene Heineman</u> – Alternate as needed | |
| 19. <u>Amy Johnson</u> – Alternate as needed | |

19-061 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) and BCI/FBI results (as needed basis).

Certified Substitutes:

1. Kendall Austin
2. Charles Meade
3. Alannah Pelini
4. Megan Stainer
5. Wendy Meek

19-062 High School Fees

The Superintendent recommends that the Board of Education approve the list of High School Fees for the 2018-2019 school year. See Exhibit 19-062.

19-063 KLG Ambulance Service Contract

The Superintendent recommends that the Board of Education approve the contract with KLG Mobile Intensive Care Company to provide medical services for Salem High School at the rate of \$165.00 per game to cover events, for twenty three (23) total events. See Exhibit 19-063.

19-064 Additional Transportation Route for 2017-2018 School Year

The Superintendent recommends that the Board of Education approve the additional Transportation Route for the 2018-2019 school year.

19-065 Return of Advances

The Superintendent and Treasurer recommend that the Board of Education approve the return of advances back to the General Fund from the following grants:

\$18,120.52 - IDEA-B Grant (#516)
\$1,459.19 - Title IV-A Grant (#599-9218)

19-066 Gifts and Donations

The Superintendent recommends that the Board of Education accept a \$660.50 contribution from Adeles Place Inc. for the Salem High School Library.

19-067 Non-Athletic Supplemental Resignations

The Superintendent recommends that the Board of Education approve the resignations from the following non-athletic supplemental positions for the Salem High School and the Salem Junior High for the 2018-2019 school year.

31. Andrew Skiba – Junior High Academic Challenge Advisor

19-068 Non-Athletic Supplemental

The Superintendent recommends that the Board of Education approve the following non-athletic supplemental position for the Salem High School and the Salem Junior High for the 2018-2019 school year.

4. Jesse Dotson – Junior High Academic Challenge Advisor
5. Juliann Shonk – German Club

19-069 HEMSPN Faculty Position Change

The Superintendent recommends that the Board of Education approve the position change for Ann Cope to Part-Time Program Coordinator for HEMSPN.

19-070 HEMSPN Faculty and Staff Pay Increases

The Superintendent recommends that the Board of Education approve the pay increases for the following HEMSPN Faculty and Staff retroactive to September 1, 2018.

1. Darla Shar, RN MSN - Full-Time Associate Director @ \$31.00/Hour
2. Ann Cope, RN BSN – Full-Time Part-Time Program Coordinator @ 26.00/Hour
3. Candace Kuhns, BSN RN - Full-Time Faculty @ \$23.50/Hour
4. Debbie Barker, RN ADN – Full-Time Faculty @ \$22.75/Hour

5. Shelley Basich, RN BSN – Part-Time Faculty @ \$28.00/Hour (24 Hrs. per week)
6. Lynne Conn, RN ADN – Part-Time Faculty @\$22.75/Hour (16 Hrs. per week)
7. Priscilla Lancaster, RN ADN – Per Diem @ \$22.75/Hour (35 Days per year)
8. Beverley Richey, RN BSN – Per Diem @ \$25.50/Hour (8-16 Hrs. per week)
9. Sue Suarez, RN MSN – Per Diem @ \$26.50/Hour (35 Days per year)
10. Heidi Walchack, RN ADN – Full-Time Faculty @ \$22.75/Hour
11. Melissa Covert , RN BSN –Part-Time Faculty @\$23.00/Hour (24 Hours per week)
12. Rose Marie Prichard, RN BSN – Full-Time @ \$23.00/Hour
13. Anna Butler, RN ADN – Per Diem @ \$22.75/Hour
14. Helen Aiello, RN BSN – Full-Time @ \$23.00/Hour
15. Shannon Allen, RN BSN – Full-Time @ \$23.50/Hour
16. DeAnn Russell – Administrative Assistant Full-Time @ \$12.01/Hour
17. Debra Baker – Administrative Assistant and Financial Aide Advisor Full-Time @ \$14.63/Hour

19-071 Permanent Appropriations

The Superintendent and Treasurer recommend that the Board of Education approve the 2018-2019 permanent appropriations, and permit the treasurer to make corrections as needed. See Exhibit 19-071.

19-072 Approval of Salem Public Library Trustee

The Salem Public Library Board of Trustees recommend to the Board of Education that Tricia Hovorka be appointed to serve the remainder of Debbie Pietrzak's seven-year term, without compensation, as a Trustee of the Library Board. The term of appointment would begin upon your approval and will continue through December 31, 2024. 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.

19-073 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2018 – 2019 school year.

Swimming

- | | |
|---|-----------|
| 1. <u>Kristen Reynolds</u> – Head Coach | Volunteer |
| 2. <u>Andrew Wolfgang</u> – Assistant Coach | Volunteer |

19-074 Treasurer/CFO Contract Addendum

The Board President recommends that the Board of Education approve the contract addendum for the period of August 1, 2018 to July 31, 2019 (retroactive to Michael Douglas as Treasurer/CFO at an annual salary of \$82,500.

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

Ayes: Bailey, Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

EXECUTIVE SESSION

The Superintendent recommends 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. Haddad and seconded by Mr. Bricker 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. All Board members were in agreement at 6:57PM

Moved by Mrs. Hrvatin and seconded by Mr. Moffett that the Board adjourn out of Executive Session. All Board members were in agreement at 7:20PM

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mrs. Haddad so moved and Mr. Moffett second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 7:21 PM

Board President

Treasurer

October 15, 2018 – Special Meeting

The Salem Board of Education met Monday, October 15, 2018 at 6:15PM in the Library of the Salem High School for a Special Meeting. Present were Mrs. Haddad, Mr. Moffett, Mr. Bailey, and Mrs. Hrvatin.

Mr. Bailey called the meeting to order at 6:20PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Absent

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Haddad, Moffett, and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

Mr. Bricker arrived at 8:35

Board Goals – Dr. Shivers discussed an after school program that the Salvation Army is providing. He informed the board that the program was already established and could be an option for some of our students if the need was there. The board continued to discuss different options for a before school program but would like to collect some more data.

The board discussed open enrollment and would like to put together a dash board on where are students are going and also where we are receiving students from.

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

Board President

Treasurer

October 15, 2018 – Regular Meeting

The Salem Board of Education met Monday, October 15, 2018 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Moffett, Mr. Bricker, Mrs. Haddad, and Mrs. Hrvatin.

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

Mrs Haddad then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. Hrvatin – Present

Mr. Steve Bailey – Absent

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approved the minutes from September 17, 2018 Special Meeting and Regular Meeting as submitted prior to the meeting.

Ayes: Hrvatin, Bricker, Haddad, and Moffett

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Haddad, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr. Shivers talked about the district wide home visits. Staff traveled to student homes throughout the district to meet 1 on 1 with parents to discuss their child's educational journey. Meeting lasted anywhere from 15-45 minutes. Dr. Shivers referenced a few studies that supported the in home visits and the positive value they presented to the district

RECOGNITIONS

None

PRESENTATION

Mrs. Wilson and Mrs. Kemats discussed the new literacy specialist roll in the district and how she is supporting the staff in the building with their literacy needs. She reviewed different programs the staff uses throughout the district and how they were being used to help raise student achievement. Mrs. Kemats then discussed the districts federal programs it

receives and how they use those dollars to fund district wide initiatives including the Literacy Specialist and supplemental programs

-INFORMATIONAL ITEMS

None

HEARING OF PUBLIC REQUESTS

- None

-

COMMITTEE MEETING REPORTS

Finance committee discussed the five year forecast and planned on meeting to review building level expenses at its next meeting

Community Relations Committee discussed the Resource officer position and how to keep the community informed. Discussed meeting with the paper to run a story. Also discussed how to communicate home visits and the school website and social media

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mrs Hrvatin and seconded by Mr. Moffett that the Board approve the Financial Report and Report on Bills for the month end September 30, 2018.

Ayes: Hrvatin, Haddad, Bricker, and Moffett

Nays: None

Motion Carries

CONSENT AGENDA, NEW BUSINESS

19-075 College Credit Plus

The Superintendent recommends that the Board of Education approve the attached document as a Policy for College Credit Plus for Underperforming Students within the Ohio Administrative Code 3333-1-65.13.

19-076 Edgenuity Online Intervention Courses

The Superintendent recommends that the Board of Education approve the Edgenuity online intervention course provider for students at-risk of not graduating because of End-of-Course Exam scores.

19-077 HEMSPN Faculty Position Change

The Superintendent recommends that the Board of Education approve the position change for Heidi Walchak, RN, ADN to Part-Time for HEMSPN starting September 4th, 2018.

19-078 Board of Elections Use of Facilities

The Superintendent recommends that the Board of Education permit The Board of Elections of Columbiana County use of the Salem Senior High School and Southeast Elementary School for polling places for the General Election being held on Tuesday, November 6, 2018.

19-079 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 19-079.

19-080 E-Rate Contract Renewal

The 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 2019 and all other open E-Rate Funding Years, past, present and future, as necessary.

19-081 Hiring of Classified Staff

The Superintendent recommends that the Board of Education approve the hiring of the following classified staff for the 2018-19 school year pending BCI/FBI results:

8. Serena Hawkins - Custodian II @ Salem High School
(Starting 10/8/2018 for the 2018-2019 school year) Step 0

19-082 Approving 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).

Certified Substitutes

1. Candace Jones
2. Ruth Floor
3. Kenneth Peters
4. Emily Rock
5. Debra Wilson

Classified Substitutes

1. Susan Ritchey

19-083 Athletic Supplemental Resignation

The Superintendent recommends that the Board of Education approve the resignation of Hank Brock from the athletic supplemental position of Strength Coach for the Salem High School and the Salem Junior High effective at the end of the 2018 football season.

19-084 Athletic Supplemental Resignation

The Superintendent recommends that the Board of Education approve the resignation from the following athletic supplemental position for the Salem Junior High for the 2018-2019 school year.

32. Renee Dreger – 8th Grade Head Girls Basketball Coach

19-085 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2018 – 2019 school year.

Girls Basketball

1. Glen Windram – 8th Grade Head Coach Top Step

Wrestling

1. Michael Mannypenny – Varsity Assist. Top Step
2. Patrick Simpson – Varsity Assist. Volunteer
3. Ryan Murgatroyd – Jr. High Head Coach Step 0

Boys Basketball

1. Jeff Martig – Freshman Head Coach Step 3

19-086 Salem High School Girls Softball Trip to Pigeon Forge, Tennessee

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 18, 2019 and returning on April 22, 2019.

Moved by Mr Moffett and seconded by Mr.Bircker to approve the consent agenda

Ayes: Hrvatin, Haddad, Bricker, and Moffett

Nays: None

Motion Carries

There being no other matters requiring board consideration and action at this time, Mrs Haddad asked for a motion to adjourn. Mr Moffett so moved and Mrs Hrvatin second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 7:45 PM

Board President

Treasurer

November 19, 2018 – Special Meeting

The Salem Board of Education met Monday, November 19, 2018 at 6:15PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Moffett, Mr. Bailey, and Mrs. Hrvatin.

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Absent

Mrs. LuAnn Haddad - Absent

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Moffett, and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

Board Goals –

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

Board President

Treasurer

November 19, 2018 – Regular Meeting

The Salem Board of Education met Monday, November 19, 2018 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Moffett, Mr. Bricker, Mr. Bailey, and Mrs. Hrvatin.

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

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad - Absent

Mr. Doug Moffett – Present

Mrs. Hrvatin – Present

Mr. Steve Bailey – Present

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approved the minutes from October 15, 2018 Special Meeting and Regular Meeting as submitted prior to the meeting.

Ayes: Hrvatin, Bricker, Bailey, and Moffett

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr. Shivers talked about the fall athletic season. The football team finished 6-4 beating West Branch in the season finale. This marks the 4th consecutive winning season for the Quakers. The girls volleyball team finished the season at 19-3 and the men's cross country team competed in the state cross country meet. Congratulations to all of the fall athletes.

RECOGNITIONS

The Board recognized Mary Ann Grier for receiving the OSBA Media Honor Roll.

PRESENTATION

Principal Viscounte talked about her staff's attendance during the summer in Dallas, Reilly's back to school picnic, and her after school running club. She had 13 teachers volunteer for the running club and 78 students the 1st week. She applied and received the Bonnie Hopple Grant for \$1,000 to fund her after school program.

-INFORMATIONAL ITEMS

None

HEARING OF PUBLIC REQUESTS

- None

-

COMMITTEE MEETING REPORTS

-None

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Bricker and seconded by Mrs. Hrvatin that the Board approve the Financial Report and Report on Bills for the month end October 31, 2018.

Ayes: Bailey, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

CONSENT AGENDA, NEW BUSINESS

19-087 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a check from the Leetonia Mennonite Church in the amount of \$500.00 for Southeast Elementary School to be used for non-academic barriers such as food, clothes, and supplies.

19-088 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 2018-2019 school year.

33. Attila Samu – Fall Play Supervisor

34. Connor Bezeredi – Asst. Fall Play Supervisor

35. Attila Samu – Spring Play Supervisor

36. Joanna Andrei - Asst. Spring Play Supervisor

37. Hannah McFarland – Percussion (Retroactive to 8/2/2018)

19-089 Stark County Educational Service Center 2018-2019 Service Contract

The Superintendent recommends that the Board of Education approve the service contract between Stark County Educational Service Center and the Salem City School District to provide special education direct services on an as-needed basis for student 19-089. This agreement shall be effective for the 2018-2019 school year. See Exhibit 19-089.

19-090 Proactive Behavior Services, LLC Independent Contractor Agreement

The Superintendent recommends that the Board of Education approve the agreement between Proactive Behavior Services, LLC Independent Contractor and the Salem City School District to provide services in the business of developing and implementing behavioral intervention programs and academic programming for children with special needs and for children who are typically developing. This agreement shall be effective commencing on October 22, 2018 and shall continue in effect until July 30, 2019, unless otherwise terminated by either party. See Exhibit 19-090.

19-091 Resignation of HEMSPN Instructor

The Superintendent recommends that the Board of Education approve the resignation of Heidi Walchak from the HEMSPN as a part-time instructor. Effective 11/16/2018.

19-092 Appropriation Additions

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

| | |
|---|-------------|
| School Safety Grant (#499-9019) | \$11,785.90 |
| SPDG Literacy Grant (#599-9319) | \$95,000.00 |
| Bonnie Hoppel School Health Grant (#019-9019) | \$1,000.00 |

19-093 Winter Job Titles

The Superintendent recommends that the Board of Education approve the following Job Titles and rates for the 2018-2019 Winter Season:

Boys Basketball:

| | |
|---|-----------------|
| Ticket Seller | |
| JV/Varsity | \$28.00/game |
| 9 th Grade | \$15.00/game |
| JH (7 th , 8 th) | \$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 th Grade | \$15.00/game |
| JH (7 th , 8 th) | \$25.00/game |

| | |
|------------|--------------|
| Stat Board | |
| JV/Varsity | \$25.00/game |

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

19-093 Winter Job Titles (Continued)

| | |
|-----------------------|--------------|
| Scorebook | |
| JV/Varsity | \$22.00/game |
| 9 th Grade | \$10.00/game |
| 8 th Grade | \$5.00/game |
| 7 th 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 |

Girls Basketball

Ticket Seller

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

Scoreboard – Will split equally if two people run the board

| | |
|---|--------------|
| JV/Varsity | \$35.00/game |
| 9 th Grade | \$15.00/game |
| JH (7 th , 8 th) | \$25.00/game |

Stat Board

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

Statistician

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

Scorebook

| | |
|------------|--------------|
| JV/Varsity | \$22.00/game |
|------------|--------------|

9th Grade

\$10.00/game

19-093 Winter Job Titles (Continued)

8th Grade

\$5.00/game

7th 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 |

19-094 Winter Game Workers

The Superintendent recommends that the Board of Education approve the following Winter Game Workers for the 2018-2019 season:

1. Jim Fattler
2. Gary Goddard
3. Lori Brooks
4. Darlene Heineman
5. Michelle Schreffler
6. Tim Baillie
7. Frank Zamarelli
8. Karen Navoyoski
9. Ronnie Shadle
10. Thelma Barrick
11. Tom Wright
12. Rich Lobdell
13. Debbie Altenhof
14. Larry Altenhof
15. Amy Johnson
16. Kris While

19-096 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2018 – 2019 school year. Pending OSHAA requirements.

GIRLS BASKETBALL VARSITY/JUNIOR VARSITY

3. Mike Swinhart – Assistant Basketball Coach –Volunteer

WRESTLING JUNIOR HIGH

2. Austin Noel – Assistant Junior High Coach –Step o

WEIGHT ROOM SUPERVISOR

1. Marshal Sarginger - Step o

JUNIOR HIGH BOYS BASKETBALL

1. Bill Cowgill – Volunteer

19-095 Athletic Trainer Contract

The Superintendent recommends that the Board of Education approve Megan Gustaevel as Athletic Trainer for the 2018-2019 Winter and Spring Sports season for the events and rates.

19-097 Activity Fund Proposals

The Superintendent recommends that the Board of Education approve the Activity Fund Proposals for the following 2018-2019 school year groups (See Exhibit: 19-097).

19-098 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).

Certified Substitutes:

1. Bruce Campbell
2. Lori Robbins - Nurse
3. Austin Noel

Classified Substitutes:

1. Richard Groff
2. Nelson Thomas

19-099 Salem High School Boys Baseball Trip to Myrtle Beach, SC

The Superintendent recommends that the Board of Education approve the Salem High School Boy Baseball trip to the Ripken Experience in Myrtle Beach, South Carolina on April 17, 2019 and returning on April 20, 2019.

19-100 Section 5705.41(D) Approval

The Superintendent and Treasurer recommend that the Board of Education approve the following purchase orders:

Campus Labs, Inc. in the amount of \$3,900.00– For services provided to HEMSPN

Charles E Harris & Associates in the amount of \$6,726.00 – For auditing services provided to the district

This obligation was incurred prior to certification of funds by the Treasurer.

Moved by Mr Moffett and seconded by Mr.Bircker to approve the consent agenda

Ayes: Hrvatin, Bailey, Bricker, and Moffett

Nays: None

Motion Carries

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

Board President

Treasurer

December 10, 2018 – Special Meeting

The Salem Board of Education met Monday, December 10, 2018 at 6:00PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Moffett, Mrs Haddad, Mr Bricker, and Mrs. Hrvatin.

Mrs Haddad called the meeting to order at 6:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Absent

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Haddad, Bricker, Moffett, and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

Board Goals – Dr. Shivers discussed before school program. Discussed how we had a lot of qualified providers in our city and the district would discuss the possibility of providing bussing to and from those places.

Mr Bailey arrives at 6:31PM

The board discussed a potential Library project and what it would entail. Dr Shivers discussed the process of requesting qualifications for arcitechures. He also discussed talking to Deihl about the potential of a dontation for the project

There being no other matters requiring board consideration and action at this time, Mrs, Haddad asked for a motion to adjourn. Mrs. Hrvatin so moved and Mr. Moffett second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 6:59PM.

Board President

Treasurer

December 10, 2018 – Regular Meeting

The Salem Board of Education met Monday, December 10, 2018 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Moffett, Mr. Bricker, Mr. Bailey, and Mrs. Hrvatin.

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

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. Hrvatin – Present

Mr. Steve Bailey – Present

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approved the minutes from November 19,2018 Special Meeting and Regular Meeting as submitted prior to the meeting.

Ayes: Haddad, Hrvatin, Bricker, Bailey, and Moffett

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Haddad, Bailey, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

SUPERINTENDENT’S REPORT

Dr. Shivers discussed the 3rd grade reading guarantee. He described how 3rd graders take the test twice a year once in the Fall and once in the Spring. He congratulated the staff on all their hard work

RECOGNITIONS

Dr. Shivers recognized the boys Cross Country Team who qualified for state this year. They are the first team to qualify for state in the last 13years

PRESENTATION

John Lundin, Principal at Buckeye, talked about the newest program at Buckeye called SuperKids. His staff did training at the end of last school year to prepare for the up and coming school year. It is a resource based program that adapts to meet all of the learners needs

-INFORMATIONAL ITEMS

None

HEARING OF PUBLIC REQUESTS

- None

-

COMMITTEE MEETING REPORTS

-Community Relations met on Dec 5th and discussed Gingerbread day at the high school, literacy night and the make-up date do to the cancelation of the original date. They also discussed all of the social media platforms.

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mrs Haddad and seconded by Mr Moffet that the Board approve the Financial Report and Report on Bills for the month end November 30, 2018.

Ayes: Haddad, Bailey, Bricker, Hrvatin, and Moffett

Nays: None

Motion Carries

CONSENT AGENDA, NEW BUSINESS

19-101 Athletic Supplemental Positions

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2019 season.

Softball

- | | |
|--|---------------|
| 1. <u>Mike Thorpe</u> – Head Coach | Step 4 |
| 2. <u>Rodney Thorn</u> – Asst. Varsity Coach | Step 4 |
| 3. <u>Kristen Toy</u> – JV Head Coach | Step 0 |
| 4. <u>Jess Kampfer</u> – Assist. Coach | Split Stipend |
| 5. <u>Eric Markovich</u> – Assist. Coach | Split Stipend |

Baseball

- | | |
|---|--------|
| 1. <u>Mike DeBarr</u> – Head Varsity Coach | Step 4 |
| 2. <u>Cody Dillon</u> – Asst. Varsity Coach | Step 4 |

- | | |
|--|---------|
| 3. <u>Jake Carner</u> – Head JV Coach | Step 0 |
| 4. <u>Daryl Kurtz</u> - Assist. JV Coach | Stipend |
| 5. <u>Andy Clutter</u> – Volunteer Assist. Coach | |

Track – High School

- | | |
|---|----------|
| 1. <u>Amie Cochran</u> – Girls Head Coach | Top Step |
| 2. <u>Bill Neapolitan</u> – Girls Asst. Coach | Top Step |
| 3. <u>Bethany Glasser</u> – Girls Asst. Coach | Top Step |
| 4. <u>Jen Neapolitan</u> – Volunteer Assist. | |
| | |
| 1. <u>Rob Motz</u> – Boys Head Coach | Top Step |
| 2. <u>Shane Harding</u> – Asst. Boys Coach | Top Step |

Track – Jr. High

- | | |
|---|----------|
| 3. <u>Jarrod Niederhiser</u> – Girls Head Coach | Top Step |
|---|----------|

Boys Tennis

- | | |
|---|----------------|
| 1. <u>Matt Ziegler</u> - HS Boys Tennis Coach | Split Top Step |
| 2. <u>Ryan Barrett</u> - HS Boys Tennis Coach | Split Top Step |

Wrestling

- | | |
|---|--|
| 1. <u>Shane Metzger</u> – Volunteer Assist. Coach (Pendling OHSAA Certifications) | |
|---|--|

Weight Room Supervisor

- | | |
|------------------------------|--------|
| 1. <u>Marshall Sarginger</u> | Step 0 |
|------------------------------|--------|

19-102 Winter Game Workers

The Superintendent recommends that the Board of Education approve the following Winter Game Workers for the 2018-2019 season:

- | | |
|---|--|
| 1. <u>Becky Carner</u> – Winter Sports Worker | |
|---|--|

19-103 Contract for HEMSPN Director

The Superintendent recommends the Board of Education approve the contract for Christina M. Devlin the Director of HEMSPN effective January 1, 2019 with a salary of \$62,617.14

19-104 Organizational Meeting 2019

The Superintendent recommends that the Board of Education approve the date and time of the January 2019 Organizational Meeting, as follows:

ANNUAL ORGANIZATIONAL/JANUARY REGULAR MEETING

To set the annual organizational/January Regular meeting on

Date: January 14, 2019

Time: 6:45 p.m.

Place: Salem High School Library

19-105 OSBA Legal Assistance Fund

The Superintendent recommends that the Board of Education approve the annual legal assistance fee for calendar year 2019 (January through December) to the Ohio School Boards Association (OSBA) Legal Assistance Fund in the amount of \$250.00.

19-106 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 \$22.00 per hour for up to 270 hours for the remainder of the 2018-2019 school.

19-107 Gifts and Donations

The Superintendent recommends that the Board of Education accept a donation being made in the name of Tre Williams to Holy Trinity Lutheran Church from the Salem Athletic Department in the amount of \$1,000 that came from our 2018 Jamboree Football game gate proceeds.

19-108 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).

Certified Substitutes:

4. Jessica Mayhew

Classified Substitutes:

3. Jennifer King

19-109 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 January 3, 2019).

Revised Bylaw 0131 – Functions - Legislative
Revised Bylaw 0141.2 – Conflict of Interest
Revised Bylaw 0164 – Notice of Meetings
Revised Bylaw 0165.1 – Regular Meetings
Revised Bylaw 0165.2 – Special Meetings
Revised Bylaw 0165.3 – Recess/Adjournment
Revised Bylaw 0166 – Executive Session
Revised Bylaw 0168 – Minutes
Revised Bylaw 0169.1 – Public Participation at Board Meetings
Revised Policy 1240.01 – Non-Reemployment of the
Superintendent
Revised Policy 1422 – Nondiscrimination and Equal Employment
Opportunity
Revised Policy 1541 – Termination and Resignation
Revised Policy 1662 – Anti-Harassment
Revised Policy 2111 – Parent and Family Engagement
Revised Policy 2260 – Nondiscrimination and Access to Equal
Educational Opportunity
Revised Policy 2261 Title I Services
Revised Policy 2261.01 – Parent and Family Member Participation
in Title I Programs
New Policy 2261.03 – District and School Report Card
Revised Policy 2271 – College Credit Plus Program
Rescind Policy 2700 – School Report Card

Revised Policy 3122 – Nondiscrimination and Equal Employment Opportunity
Revised Policy 3140 – Termination and Resignation
Revised Policy 3362 – Anti-Harassment
Revised Policy 4122 – Nondiscrimination and Equal Employment Opportunity
Revised Policy 4140 – Termination and Resignation
Revised Policy 4162 – Drug and Alcohol Testing of CDL License Holders and Other Employees Who Perform Safety Sensitive Functions
Revised Policy 4362 – Anti Harassment
Revised Policy 5517 – Anti-Harassment
Revised Policy 5610 – Removal, Suspension, Expulsion, and Permanent Exclusion of Students
New Policy 5610.02 – In-School Discipline
New Policy 5610.03 – Emergency Removal of Students
Revised Policy 5611 – Due Process Rights
Revised Policy 6423 – Use of Credit Card
Revised Policy 7540 – Technology
Revised Policy 7543 – Utilization of the District’s Website and Remote Access to the District’s Network
Revised Policy 8141 – Mandatory Reporting of Misconduct by Licensed Employees
New Policy 8403 – School Resource Officer

Moved by Mr Moffett and seconded by Mr.Bircker to approve the consent agenda

Ayes: Haddad, Hrvatin, Bailey, Bricker, and Moffett

Nays: None

Motion Carries

EXECUTIVE SESSION

The Superintendent recommends 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. Hrvatin and seconded by Mr. Moffett 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. All Board members were in agreement at 7:30PM

Moved by Mrs. Haddad and seconded by Mr. Moffett that the Board adjourn out of Executive Session. All Board members were in agreement at 8:10PM

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

Board President

Treasurer