

January 14, 2019 – 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 6:00 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 - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. 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 20 Tax Budget – The treasurer discussed the tax budget for the FY20 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 6:41PM.

Board President

Treasurer

January 14, 2019 – Organizational Meeting

The Salem Board of Education met Monday, January 14, 2019 at 6:45 PM in the Library at the Salem Sr. High School for its Organizational Meeting.

19-110 Roll Call

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

	<u>Present</u>	<u>Absent</u>
Mr. Steve Bailey	___X___	_____
Mr. Ted Bricker	___X___	_____
Mrs. LuAnn Haddad	___X___	_____
Mrs. Carol Hrvatin	___X___	_____
Mr. Doug Moffett	___X___	_____

19-111 Appointment of President Pro Tem

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

Motion to close appointment.

Motion By Mrs Haddad
Second By Mr Bricker

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

Nays: None

Motion Carries

Organizational Meeting, Continued



19-112 Election of President

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

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

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

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

Mr. Bailey nominates Mrs Haddad as President for 2019.

Motion to close nomination.

Motion By Mr Moffett
Second By Mrs Hrvatin

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

19-113 Election of Vice President



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

Mr Moffett nominates Mr Bailey as Vice President for 2019.

Motion to close nomination.

Motion By Mrs Hrvatin
Second By Mr Bricker

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

Organizational Meeting, Continued

19-114 Establish Regular Meetings

The Board of Education must establish the day of the month, the time, and the location of regular meetings. Regular meetings will be held at 7:00 pm in the High School Library. Meetings for the 2019 Calendar year are as follows:

1. Monday, January 14, 2019
2. Tuesday, February 19, 2019
3. Monday, March 18, 2019
4. Monday, April 15, 2019
5. Monday, May 20, 2019
6. Monday, June 24, 2019
7. Monday, July 15, 2019
8. Monday, August 19, 2019
9. Monday, September 16, 2019
10. Monday, October 21, 2019
11. Monday, November 18, 2019
12. Monday, December 9, 2019

Motion By Mrs Hrvatin
Second By Mr Bailey

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

19-115 OSBA Conference

The Superintendent recommends the Board of Education nominate a delegate and alternate to the OSBA Capital Conference in the fall of 2019.

Delegate Mrs Hrvatin

Alternate Mr Moffett

Motion By Mr Bricker

Second By Mr Bailey

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

Nays: None

Motion Carries

Organizational Meeting, Continued

19-116 Establishment of Board Service Fund

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

Motion By Mr Bailey

Second By Mr Bricker

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

Nays: None

Motion Carries

19-117 Motions of Authorization

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

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

Motion By Mr Moffett
Second By Mr Bricker

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

Organizational Meeting, Continued

19-118 Motions of Authorization

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

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

Motion By Mr Bricker
Second By Mr Bailey

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

19-119 Federal and State Project Participation

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

Motion By Mrs Hrvatin
Second By Mr Moffett

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

Organizational Meeting, Continued

19-120 Assignment of Special Education Students

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

Motion By Mr Moffett
Second By Mr Bailey

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

19-121 Designation of Official Newspaper

The Superintendent recommends that the Board of Education designate **The Salem News** as the official newspaper since it is published in the district. Continued utilization of **The Morning Journal**, **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.

Motion By Mrs Hrvatin
Second By Mr Bricker

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

19-122 Fees for Copies of Meetings

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

Motion By Mr Moffett
Second By Mr Bricker

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

Organizational Meeting, Continued

19-123 OSBA Membership

The Superintendent recommends that the Board of Education approve the annual membership dues for the calendar year 2019 (January through December) to the Ohio School Boards Association (OSBA) in the amount of \$5,284.00.

Motion By Mrs Hrvatin
Second By Mr Bailey

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

19-124 Tax Budget for Fiscal Year 2019-2020

The Superintendent recommends that the Board of Education approve
The 2019-2020 Tax Budget to be submitted to the Columbiana
County Auditor. See Exhibit 19-124 Tax Budget FY 2020.

Motion By Mr Bailey
Second By Mr Moffett

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

19-125 Open Records

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

1. Michael Douglas

Motion By Mrs Hrvatin
Second By Mr Bricker

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

Adjourn Organizational Meeting

Motion By Mr Moffett
Second By Mr Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey
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. Bailey second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 7:00PM.

Board President

Treasurer

January 14, 2019 – Regular Meeting

The Salem Board of Education met Monday, January 14, 2019 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.

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. 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 Mr Bailey 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 Mr Bailey 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 discussed an up and coming Library project. Discussed putting in a MakerSpace, new furniture, carpet, and paint. He also discussed that teachers were currently participating in LETRS training

Dr. Shivers also recognized the board members as January is Board Appreciation Month

RECOGNITIONS

None

January 14, 2019– Regular Meeting

INFORMATIONAL ITEMS

HEARING OF PUBLIC REQUESTS

None

COMMITTEE MEETING REPORTS

Curriculum Committee met on December 14th. They discussed the SPDG grant and the job description of Shelly Wilson. They also discussed PBIS, Math text book adoption and rescheduling the literacy night for March 14th.

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

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

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

Nays: None

Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

19-126 HEMSPN Hiring STNA Coordinator

The Superintendent recommends that the Board of Education approve the hiring of Linda Ludwig- RN as a STNA Coordinator for HEMSPN per diem for 800 hours until August 31, 2019 @ \$25.00/hr. starting day of January 15, 2019.

19-127 Resignation of Classified Positions

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

1. Dionna Meade - 2 Hrs. Cafeteria Cashier at Reilly Elementary School
11:00 am – 1:00 pm (Effective 12-21-2018)

19-128 Contract for Audiology Assessment Services

The Superintendent recommends that the Board of Education approve the contract with Youngstown City School District and Salem School District for Audiology Assessment Services effective January 3, 2019 through May 22, 2019. See Exhibit 19-128.

19-129 Second Reading for the Revisions/Additions/Deletions of Board Policies, Administrative Guidelines and Forms

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

Revised 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

19-130 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. Samantha Renforth
2. Sarah White

19-131 Activity Fund Proposals

The Superintendent recommends that the Board of Education approve the Activity Fund Proposals for the following 2018-2019 school year groups.

1. Junior High Choir

19-132 Sick Leave Transfer

The Superintendent recommends the Board of Education approve a transfer of nineteen (19) sick leave days to the following certificated staff in accordance with the Salem Education Association Agreement Article VI.

1. Gina Powell

19-133 Hiring of Classified Staff

The Superintendent recommends the Board of Education approve the hiring of the following classified staff for the 2018-19 school year:

1. Teresa Hixson - 2 hour Cafeteria Position at Reilly Elementary Retroactive back to 1-7-2019.

19-134 Purchase of New Maintenance Truck

The Superintendent recommends that the Board of Education approve the purchase of a 2019 Ford XL F250 4x4 from Donnell Ford Lincoln of Salem for the purchase price of \$29,498.50. The purchase will be made from the Permanent Improvement Fund.

19-135 Approving of Certified Substitutes

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:

1. Sarah Rosenlieb
2. Rachel Tricomi (Retroactive to 1/11/2019)

19-136 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. Kera Leskovec – BA to BA150

19-137 GAAP CONVERSION

The superintendent and treasurer recommend that the Board approve a two year contract (Fiscal Year 2020 and Fiscal Year 2021) with the State Auditor's Office for GAAP Conversion services up to \$4,500 per fiscal year.

Moved by Mr Moffett and seconded by Mr. Bailey 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 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 at 7:42PM

Moved by Mr. Moffett and seconded by Mr. Bailey that the Board adjourn out of Executive Session at 8:46. All Board members were in agreement.

There being no other matters requiring board consideration and action at this time, Mrs Haddad asked for a motion to adjourn. Mr. Bricker so moved and Mrs. Hrvatin second the motion. All board members voted "yes", Mrs Haddad adjourned the meeting at 8:47PM

Board President

Treasurer

February 19, 2019 – Special Meeting

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

Mrs. Haddad called the meeting to order at 5:15 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 – 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 Board reviewed the board goals for the current school year. They discussed bussing to daycares and providing notification to parents about their options. The board also discussed some up and coming projects for the summer

There being no other matters requiring board consideration and action at this time, Mrs. Haddad asked for a motion to adjourn. Mr. Bailey so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 5:55PM.

Board President

Treasurer

February 19, 2019 – Regular Meeting

The Salem Board of Education met Monday, **February 19, 2019** at 6:00 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.

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. 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 Mr Bailey and seconded by Mr. Moffett that the Board approved the minutes from January 14, 2019 Special Meeting, Organizational, 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 Mrs. Hrvatin and seconded by Mr Moffett that the agenda be approved as submitted prior to the meeting.

Correction of 19-151 to read the treasurer recommends

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

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr Shivers report is covered with the recognitions

RECOGNITIONS

Academic Challenge Team – Ms. Susan Skiba introduced the team that won the Columbiana County Academic Challenge. She also went over some of the history and statistics of the team throughout the year.

Dr. Shivers acknowledged the Gold and Silver Scholastic Art and Writing winners. Salem had 10 students participate in the contest and had 5 win gold and silver recognitions.

Jackson Corbisello

INFORMATIONAL ITEMS

HEARING OF PUBLIC REQUESTS

None

COMMITTEE MEETING REPORTS

Finance Committee met on January 31st they reviewed the up and coming Natural Gas contract, the Five Year Forecast, and the array of Audits that have just recently been completed.

Building and Grounds discussed summer projects and reviewed the PI budget and started a 5 year plan and budget

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Bailey and seconded by Mrs. Hrvatin that the Board approve the Financial Report and Report on Bills for the month end January 31, 2019.

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

Nays: None

Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

19-138 Resignation of Classified Position

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

2. Stephanie Helmick - 2.75 Hrs. Duty Aide at Buckeye Elementary School 11:00 am – 1:45 pm (Effective 1-25-2019)

19-139 School Calendar

The Superintendent recommends that the Board of Education approve the school calendar for the 2019-2020 school year. See Exhibit #19-139.

19-140 Classified Retirement

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

1. Joan Clark – Effective May 31, 2019 – 30 Years as a Bus Driver for Salem City Schools

19-141 Resolution Accepting Amounts and Rates – Columbiana County Auditor

The Board accepted the resolution regarding amounts and rates for the 2019/20 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

19-142 Open Enrollment

The Superintendent recommends that the Board of Education approve open enrollment for the 2019-2020 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, 2019 to be given optimal consideration for approval.

19-143 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. Roger Zeigler
7. Thomas Wright
8. Debbie Altenhof
9. Larry Altenhof
10. Thelma Barrick
11. William Miller
12. Frank Zamarelli
13. Megan Gustaevel
14. Ronald Johnson
15. Gary Goddard
16. Fred Leininger
17. Amy Johnson
18. Matt Mowery
19. Gary Martin

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

19-144 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. Rilla Gill
2. Michael Brown

Classified Substitutes:

1. Richard Istnick - (Retroactive to 1/8/19)
2. David Mowery - Bus Driver
3. Cheryl Spielman
4. Deon Bowers
5. Amanda Ganslein
6. Linda Cosgrove
7. Larry Elavich – Bus Driver

19-145 Athletic Supplemental Positions

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

Track

1. Ted Yuhaniuk - JH Head Track Coach Step 2
2. Paige O'Brien – JH Assist Track Coach Step 0
3. Austin Noel – HS Assist Track Coach Step 0
4. Ted Yuhaniuk – HS Volunteer Assist Track Coach

Girls Softball

1. Nicole Siciliano – HS Volunteer Assist Coach
2. Alexis Shelley – HS Volunteer Assist Coach (Pending completion of OHSA requirements)

19-146 Athletic Supplemental Position

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

Track

1. Anthony Shivers – JH Assist Track Coach Step 1

19-147 College Credit Plus Memorandum of Understanding

The Superintendent recommends that the Board of Education approve the College Credit Plus Memorandum of Understanding between Kent State University and Salem City School District for School Year 2019-2020. See Exhibit 19-147.

19-148 Dual Credit Memorandum of Understanding

The Superintendent recommends that the Board of Education approve the Dual Credit Memorandum of Understanding between Eastern Gateway Community College and Salem City School District for School Year 2019-2020 Academic Year. See Exhibit 19-148.

19-149 Classified FMLA Leave

The Superintendent recommends that the Board of Education approve FMLA leave for Brenda Little.

19-150 Retirement of Superintendent

The Treasurer recommends that the Board of Education accept the letter of retirement from Joseph A. Shivers, Superintendent of Salem City Schools effective as of July 31, 2019.

19-151 Hiring of Superintendent

The Superintendent recommends the hiring of Sean P. Kirkland as Superintendent of Salem City Schools effective August 1, 2019. See Exhibit 19-151.

19-152 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2019 – 2020 school year.

FOOTBALL

- | | |
|--|--------|
| 1. Sr. High Varsity Head Coach – <u>Ron Johnson</u> | Top |
| 2. Sr. High Varsity Asst. Coach – <u>Jason Swiger</u> | Top |
| 3. Sr. High Varsity Asst. Coach – <u>Daryl Kurtz</u> | Step 4 |
| 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 5 |
| 7. Sr. High Varsity Asst. Coach – <u>Derek Frederick</u> | Step 3 |
| 8. Sr. High Varsity Asst. Coach – <u>Jake Carner</u> | Step 1 |
| 9. 8 th Grade Head Coach – <u>Barry Long</u> | Top |

- | | |
|---|-----------|
| 10. 8 th Grade Asst. Coach – <u>Rob Little</u> | Step 2 |
| 11. 7 th Grade Head Coach – <u>Cory Wonner</u> | Top |
| 12. 7 th Grade Asst. Coach – <u>Ryan Murgatroyd</u> | Step 1 |
| 13. 7 th & 8 th Grade Asst. Coach – <u>Bill Cowgill</u> | Volunteer |

VOLLEYBALL

- | | |
|--|--------|
| 1. Girls Varsity Head Coach – <u>Sarah Hamilton</u> | Top |
| 2. Girls JV Head Coach – <u>Candy Kekic</u> | Top |
| 3. Girls 9 th Grade Head Coach – <u>Brittany Zmarelli</u> | Step 1 |

FALL WEIGHT ROOM SUPERVISOR

- | | |
|--|--------|
| 1. Weight Room Supervisor – <u>Marshal Sarginger</u> | Step 1 |
|--|--------|

19-153 Section 5705.41(D) Approval

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

The Enterprise Company in the amount of \$3,600.00 – For pretzel fundraiser for the Junior High Choir Student Activity Club.

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

19-154 Appropriation Adjustments/Additions

The Superintendent and Treasurer recommend that the Board of Education approve the following appropriation adjustments/additions:
See Exhibit 19-154.

Moved by Mrs. Hrvatin 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 Bailey 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 6:25 PM

Moved by Mr. Moffett and seconded by Mr. Hrvatin that the Board adjourn out of Executive Session at 7:14. All Board members were in agreement.

There being no other matters requiring board consideration and action at this time, Mrs Haddad asked for a motion to adjourn. Mr. Bricker so moved and Mr. Bailey second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 7:15PM

Board President

Treasurer

March 18, 2019 – Special Meeting

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

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

Mrs. Haddad 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 Board reviewed the board goals for the current school year. They up and coming library projects and summer renovation projects

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 6:53PM.

Board President

Treasurer

March 18, 2019 – Regular Meeting

The Salem Board of Education met Monday, **March 18, 2019** 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.

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. 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 Mr Bailey and seconded by Mr. Moffett that the Board approved the minutes from February 18, 2019 Special Meeting and Regular Meeting as submitted prior to the meeting with the following corrections

Originally approved at the February Board Meeting at Step 1 on the pay scale and now a split contract.

19-146 Athletic Supplemental Position

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

Track

1. Anthony Shivers – JH Assist Track Coach Split Contract Step 1

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

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Amend the Agenda to Add 19-172 Purchase of Property

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

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr Shivers gave an update to the up and coming renovation project to the library. He discussed that the current library was constructed in 1958-59 and second addition in 1971-72. Our plan is to bring a more up to date modern look to the library that has that wow factor

RECOGNITIONS

We recognized our spelling Champion Marie and her family on a wonderful job and wished her the best in Washington DC

Cheerleading Coach Jordyn Burke recognized her squad as they placed 3rd in the State for our division.

INFORMATIONAL ITEMS

Todd McLaughlin and Jamie Kemats discussed what's going on at the Jr High. The Jr High is looking at adding Reading and writing workshop and a makerspace for next year.

HEARING OF PUBLIC REQUESTS

None

COMMITTEE MEETING REPORTS

Building and Grounds discussed summer projects. Looking to spend between \$750,000-\$800,000 on projects from the PI Budget including \$250,000 for the Library

Community Relations discussed the recent Literacy night and up and coming Kindergarten registration

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 February 28, 2019.

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

Nays: None

Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

19-155 Continuing Contracts for Active Teaching Staff

The Superintendent recommends that the Board of Education approve continuing contracts for the 2019-2020 school year for the following teaching staff:

3. Michelle Kosko
4. Amber Waller
5. Gary Goddard

19-156 504 Compliance Officer

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

19-157 Title IX Compliance Officer

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

19-158 Board of Elections Use of Facility

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 a polling place for the Primary Election being held on Tuesday, May 7, 2019.

19-159 Administrator Contracts

The Superintendent recommends that the Board of Education approve the following contracts for the following Administrators beginning the 2019/20 school year: See Exhibit: 19-159.

1. Todd McLaughlin - High School Principal, August 1, 2019 – July 31, 2022
2. Kristy Erb – Special Education Director - August 1, 2019 – July 31, 2022

3. Jamie Kemats – Administrative Specialist: Coordinator of Government Programs, Director of Testing and Curriculum Director - August 1, 2019 – July 31, 2022

19-160 SERS Disability

The Superintendent recommends that the Board of Education approve the SERS Disability for Brenda Little effective February 21, 2019.

19-161 Appropriation Additions

The Superintendent and Treasurer recommend that the Board approve the following appropriation additions: See Exhibit 19-161. (Will have Exhibit at Monday's Board Meeting)

19-162 Memorandum of Understanding for College Credit Plus Dual Enrollment Program

The Superintendent recommends that the Board of Education approve the Memorandum of Understanding for College Credit Plus Dual Enrollment Program between Youngstown State University and Salem City School District for 2019-2020 academic year. See Exhibit 19-162.

19-163 Hiring of Classified Employee

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

1. Doug Keller – Custodian II at Buckeye Elementary for 8 Hrs.
2. Natalee Miller – 2.75 Hrs. for Duty Aide at Buckeye Elementary (Started 3-8-2019)
3. Amy Johnson – Transportation Secretary beginning the 2019-2020 School Year

19-164 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2019 – 2020 school year.

Cross Country

1. Teddy Yuhaniak - Head Varsity Boys and Girls Step 4

Girls Soccer

1. Kent Paulini - Girls Head Coach Step 4

Boys Golf

1. Rick Istnick - Boys Head Coach Top

Girls Tennis

1. Christijana Vucenovic - Girls Head Coach Step 1

Cheerleading

1. Jordyn Burke - Head Cheer Coach
Fall/Winter/Competition Team Step 3

19-165 Athletic Supplemental Positions

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

Track – High School

1. Todd Huda – Volunteer Assistant Coach
2. Tom Rumsey – Volunteer Assistant Coach
3. Lex Murray – Volunteer Assistant Coach

Track – Jr. High

1. Julia Dundon – Assistant Coach – Split Contract Step 0

19-166 Certified Staff Moving Up on Pay Scale

The Superintendent recommends that the Board of Education approve the following licensed staff to be moved up on the pay scale effective the beginning of the first semester of the 2019-2020 school year:

1. Kary Solis – BA150 to MA (Pending Transcripts)

19-167 Treasurer/CFO Contract

The Board President recommends that the Board of Education acknowledges the automatic renewal of a contract, in accordance to ORC 3313.22, for the period of August 1, 2019 to July 31, 2020 to Michael Douglas as Treasurer/CFO

The Board President recommends that the Board of Education approve a contract for the period of August 1, 2020 to July 31, 2022 to Michael Douglas as Treasurer/CFO. See Exhibit 19-167.

19-168 ACCESS Contracts

The Treasurer recommends that the Board of Education approve the ACCESS contracts for the 2019/2020 school year. See Exhibit 19-168

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

19-169 Articulation Pathway Agreement

The Superintendent recommends that the Board of Education approve the Articulation Transfer Completion Agreement by and between Hannah E Mullins School of Practical Nursing and Kent State University. Retroactive to March 1, 2019. See Exhibit 19-169.

19-170 Approving of Classified Substitute

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

Classified Substitute:

1. Derek May

19-171 HEMSPN Tuition

The Superintendent recommends that the Board of Education approve the HEMSPN Tuition of \$12,995.00 plus the fee schedule for the 2019 – 2020 Academic Year, prices in effect from July 1, 2019. See Exhibit 19-171.

Moved by Mr. Bailey and seconded by Mrs. Hrvatin 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 Bailey 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 7:23 PM

Moved by Mr. Bailey and seconded by Mr. Bricker that the Board adjourn out of Executive Session at 8:17. All Board members were in agreement.

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. Bailey second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 8:19PM

Board President

Treasurer

April 15, 2019 – Special Meeting

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

Mrs. Haddad 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 – 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. Bailey 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 Board reviewed the board goals for the current school year. The Board discussed summer projects and timelines for when projects would start. The board also discussed developing new goals going forward with new incoming superintendent.

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

Board President

Treasurer

April 15, 2019 – Regular Meeting

The Salem Board of Education met Monday, **April 15, 2019** 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.

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. 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 Mr Moffett and seconded by Mr. Moffett that the Board approved the minutes from March 18, 2019 Special Meeting and Regular Meeting as submitted prior to the meeting with the following corrections

Originally approved at the February Board Meeting at Step 1 on the pay scale and then a split contract was approved at the March Board Meeting. This item is now back to the original format (no longer a split contract) of a single person contract. The item should read as follows:

19-146 Athletic Supplemental Position

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

Track

1. Anthony Shivers – JH Assist Track Coach Step 1

Ayes: Haddad, Bricker, Moffett, Hrvatin, 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.

Amendment to Agenda
19-191 PERMISSION TO ADVERTISE

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

SUPERINTENDENT'S REPORT

Dr. Shivers discussed the up and coming ideas for the library and differed to Jamie, Sean, and Michael to discuss the updates and ideas

INFORMATIONAL ITEMS

Jamie Kemats, Sean Kirkland and Michael Douglas provided a brief presentation on ideas for the library. The discussed staying with the school colors throughout the library which included vinyl wall wraps. Jamie discussed the Makerspace which includes 3d printers, updated furniture, 3d modeling and other STEM related items paid with grant money.

RECOGNITIONS

NONE

HEARING OF PUBLIC REQUESTS

None

COMMITTEE MEETING REPORTS

Building and Grounds discussed summer projects and a timeline of projects. Also discussed all of the summer projects would come out of the PI budget.

Curriculum Committee discussed Math textbooks, Ready Math and training. They also discussed new Spanish textbooks, new courses at the high school (Environment Science, Computer Drafting)

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Bailey and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end March 31, 2019.

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

NEW BUSINESS, CONSENT AGENDA ITEMS

19-173 Certified Staff Moving Up on Pay Scale

The Superintendent recommends that the Board of Education approve the following licensed staff to be moved up on the pay scale effective the beginning of the first semester of the 2019-2020 school year:

2. Lindsay Sheen – BA to BA150

19-174 Hiring of Classified Employee

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

1. Calvin Sell – Custodian II at Salem High School for 8 Hrs

19-175 Non-Renewal of Certificated Teacher for 2018-2019

The Superintendent recommends that the Board of Education approve the non-renewal of the following certificated personnel effective at the end of the 2018-2019 school year. These non-renewals are the contracted norm for these positions and are not performance related.

1. Marshal Sarginger - In-School Suspension Teacher
2. Travis Holbrook – Precision Machine Trades I & II Teacher

19-176 Non-Renewal St. Paul's for 2018-2019

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. Marjorie Zeigler

19-177 Hiring of Summer Help

The Superintendent recommends that the Board of Education authorize Jason Austin to pursue up to three (3) people for the summer help in the maintenance department for the summer of 2019.

- 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 3, 2019 to August 16, 2019 as summer help in the maintenance department.

19-178 Sick Leave Transfer

The Superintendent recommends 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.

2. Michele Pieniazek

19-179 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)

19-180 Appropriation Additions

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

Will be provided at Mondays meeting

19-181 Curriculum Literacy Supervisor

The Superintendent recommends that the Board of Education approve a two-year contract (194 days) for Shelley Wilson as Literacy Supervisor at a salary of

\$60,300 for the 2019/20 school year and \$60,601.50 for the 2020/21 paid from the SPDG Literacy Grant.

19-182 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. <u>Cope</u> | \$28.00 per Ticket Seller |
| 2. <u>NBC Meet</u> | \$28.00 per Ticket Seller |
| 3. <u>Junior High NBC Meet</u> | \$28.00 per Ticket Seller |
| 4. <u>Junior High Invitational</u> | \$28.00 per Ticket Seller |

19-183 Resignation of Athletic Supplemental Position

The Superintendent recommends that the Board of Education approve the resignation of Julia Dundon for her Assistant Junior High Track Coach supplemental position for the spring 2019 season.

19-184 Athletic Supplemental Positions

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

Track – Jr. High

2. Christijana Vucenivic – Assistant Coach Step 0

Cross Country – Jr. High

1. Bethany Glasser – Head Coach Step 4

Cross Country – High School

1. Rob Motz – Assistant Coach Top Step

High School Boys Soccer

1. Travis Ziegler - Head Coach Boys Soccer Top Step

Girls Golf –High School

1. Lindsey Winn – Head Coach Step 0

19-185 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude the following donations to help in the renovations of the Salem High School Library:

1. Judith Sell - \$100.00
2. The Fredrickson Family - \$500.00
3. Bob & Linda Sebo - \$1,500.00

19-186 Classified FMLA Leave

The Superintendent recommends that the Board of Education approve FMLA leave for Mary Groff.

19-187 Resignation of Classified Employee

The Superintendent recommends that the Board of Education accept the resignation of Calvin Sell – Custodian II at Salem High School effective 4-12-2019.

19-188 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).

Classified Substitutes:

2. Joseph Stubbs - Bus Driver

Certified Substitutes:

3. Lorina Moffett

19-189 Section 5705.41(D) Approval

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

The Myers Equipment in the amount of \$12,613.80 – For updated security cameras and GPS for busses.

ACCESS in the amount of \$9,571.50 – for Illuminate for FY19

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

19-190 Hiring of Classified Employee

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

1. Derek May – Custodian II at Salem High School for 8 Hrs
2. Susan Fender - Custodian II at Salem High School for 8 Hr

19-191 Permission to Advertise

The Superintendent recommends that the Board of Education grant permission to advertise for improvement to the visitor side of Reilly Stadium

The Superintendent recommends that the Board of Education grant permission to advertise for improvement for home side drainage and other improvements

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

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

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 Bricker so moved and Mr. Moffett second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 7:35PM

Board President

Treasurer

May 20, 2019 – Special Meeting

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

Mrs. Haddad 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 – 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. Bailey 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

Board Goals – The Board discussed summer projects and started to discuss setting new goals for the up and coming year with the transition of the new superintendent

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

Board President

Treasurer

June 19, 2019 – Regular Meeting

The Salem Board of Education met Monday, **June 19, 2019** at 7:00 PM in the Room 134 of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett, and Mr. 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. 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 Mr Moffett and seconded by Mr Bailey that the Board approved the minutes from May 20, 2019 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. Bailey 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 discussed Columbiana Gas recognizing Russ Hoppel for participating in the e3 Smart program. He also mentioned the 4 local business were recognized by OASBO

INFORMATIONAL ITEMS

Jason Austin went over summer projects, addition of press box, home side drainage issues, renovations to home side press box, replacing fence on bleachers. He also discussed parking repairs as well as concrete work at Southeast. Sean Kirkland discussed the summer projects at

the HS including the library, new flooring in the weight room, band/Choir room, and hallway ceilings

RECOGNITIONS

Judy Colbert – 25 Years of Service
Sean Kirkland – 25 Years of Service

HEARING OF PUBLIC REQUESTS

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COMMITTEE MEETING REPORTS

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, 2019.

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

NEW BUSINESS, CONSENT AGENDA ITEMS

19-221 Continuing Contract for Active Teaching Staff

The Superintendent recommends that the Board of Education approve a continuing contract for the 2019-2020 school year for the following teaching staff:

6. Kary (Welker) Solis

19-222 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude the following donations to help in the renovations of the Salem High School Library:

4. Geoffrey and Kim Goll - \$250.00
5. Rotary International Club of Salem - \$675.00
6. Howard and Susan Rohleder - \$250.00

19-223 Second Reading for the Revisions/Additions/Deletions of Board Policies, Administrative Guidelines and Forms

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

Revised Policy 5113.02 – School Choice Options

Revised Policy 5610 – Removal, Suspension, Expulsion, and
Permanent Exclusion of Students

Revised Policy 5610.03 – Emergency Removal of Students

Revised Policy 6320 – Purchasing and Bidding

Revised Policy 6325 – Procurement – Federal Grants/Funds Code

Revised Policy 6605 – Crowdfunding

Revised Policy 7540.02 – Web Accessibility, Content, apps. And
Services

Revised Policy 8400 – School Safety

Revised Policy 8500 – Food Services

19-224 MCESC Non-Member District Service Agreement

The Superintendent recommends that the Board of Education approve the Mahoning County Educational Service Center (MCESC) service agreement between the MCESC Online Education Program (FUEL Ed) and the Salem City School District Board of Education which shall begin on August 1, 2019 and shall terminate on July 31, 2020. See Exhibit 19-224

19-225 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 2019-2020 school year.

19-226 Kindergarten Camp Staff

The Superintendent recommends that the Board of Education approve

the following staff for Kindergarten Camp to be held August 5, 2019 through August 9, 2019 for the 2019/2020 school year:

1. Jen Andres – Title I (Salem) \$22.00/hr.
2. Christi Arnoto – Teacher (Salem) \$22.00/hr.
3. Susan Slopek – Teacher (Salem) \$22.00/hr.
4. Shari McKarns – Nurse (Salem) \$29.35/hr.
5. Suzanne Hritz – Nurse (Salem) \$30.80/hr.
6. Julie Hochadel – Teacher (Salem) \$22.00/hr.
7. Lisa Miller – Teacher (Salem) \$22.00/hr.
8. Tori Paolucci – Speech Teacher (Salem) \$22.00/hr.
9. Kary Solis – Teacher (Salem) \$22.00/hr.
10. Melinda Westbrook – Teacher (Salem) \$22.00/hr.
11. Paula Wonner – Teacher (Salem) \$22.00/hr.
12. Regina Ziegler – Title I (Salem) \$22.00/hr.

19-227 Approval of the Class of 2019 High School Graduates

The Superintendent recommends that the Board of Education approve the Graduates for Summer Graduation to be awarded diplomas on July 28, 2019. 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 19-227.

19-228 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, 2019 through April 30, 2020. See Exhibit 19-228.

19-229 Approval of Salem Public Library Trustee

The Salem Public Library Board of Trustees recommend to the Board of Education that Kay Washam be appointed to serve as a Trustee of the Library Board. The term of appointment would begin upon your approval and will continue through December 31, 2025. 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.

19-230 Teaching Contract Resignation

The Superintendent recommends that the Board of Education accept the resignation of Matthew F. Ziegler from his teaching contract effective at the end of the 2018-2019 school year.

19-231 Hiring of Certified Staff

The Superintendent recommends that the Board of Education approve the hiring of the following for the 2019-2020 school year pending Certification proof and BCI/FBI results:

1. Marshall Sarginger-ISS/On-Track Supervisor HS/JH-BA Step o
2. Stephanie Putzier - Integrated Math in Grades 7-12 – 10 years and MA + 30

19-232 2019 Ohio School Boards Association Honor Roll

The Superintendent recommends that the Board of Education, students, staff and community extend their appreciation with sincere thanks to the following businesses for being named to the 2019 OSBA Business Honor Roll for their strong support of the Salem City Schools:

1. Salem Computer Center
2. Adele's Restaurant
3. Giant Eagle – Salem
4. BOC Water Hydraulics, Inc.

19-233 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 2019 from the county auditor as revenues are finalized.

19-234 Temporary Appropriations for Fiscal Year 2020

The Superintendent and Treasurer recommend that the Board of Education approve setting of temporary appropriations at 25% of the 2018/19 line item expenditures for all funds from July 1, 2019 to September 30, 2019.

19-235 Permanent Appropriation

The Superintendent and Treasurer recommend that the Board of Education approve the appropriations approved on Sept. 17, 2018 on 19-071 as the permanent appropriations for the 2019 fiscal year.

19-236 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).

19-237 Appropriation Additions

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

District Managed Activities (#300)	\$20,969.23
Limited English Proficiency (#551)	\$ 2,649.13
Food Services (#006)	\$41,904.98
Adult Education (#012)	\$91, 273.65
HEMSPN Federal Loans (022-9000)	\$31,258.05
Employee Benefits Self Insurance (#024)	\$6,700.01

TOTAL \$194,755.05

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

19-238 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 19-238.

19-239 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 \$1,041.70. See Exhibit 19-239

19-240 Transfer/Advance

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

- \$61,519.75 to the Termination Benefits (#035)

19-241 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, 2019 to August 31, 2020. See Exhibit 19-241.

19-242 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. Christijana Vucenovic–Honor Society

19-243 Accept the Bids for Brock Builders and J Herbert Construction

- A. The Superintendent recommends that the Board of Education approve the contract for visitor side press box for the stadium area in the amount of \$109,700.00 to J Herbert Construction.
- B. The Superintendent recommends that the Board of Education approve the contract for the home side grand stand walkway for the stadium area in the amount of \$238,795.00 to Brock Builders.

19-244 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. Jamie Pytash, BSN RN - Full-Time Instructor @ \$23.00/Hour (Starting 6-20-2019)
- 2. Shayna Glista, MSN,RN, SANE-A – Per Diem Instructor @ \$25.75/Hour (Starting 7-8-19)

19-245 Resignation of Certified Staff

The Superintendent recommends that the Board of Education approve the resignation of Melissa Thompson as the Art Teacher at Buckeye Elementary and Reilly Elementary effective the end of the 2018-2019 school year.

19-246 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 2019-2020 school year.

- 1. Elaine Habeger –Interact
- 2. Amy Johnson – Pep Club

19-247 Salem Education Association (SEA) Master Agreement

The Superintendent recommends that the Board of Education adopt the final successor collective bargaining agreement that was approved by tentative agreement and ratified by SEA between the Salem City School District Board

of Education and the Salem Education Association and shall be effective September 1, 2019 through August 31, 2022.

19-248 Ohio Association of Public school Employees Local #215 (OAPSE) Master Agreement

The Superintendent recommends that the Board of Education adopt the final successor collective bargaining agreement that was approved by tentative agreement and ratified by OAPSE between the Salem City School District Board of Education and the Ohio Association of Public School Employees Local #215 (OAPSE), and shall be effective July 1, 2019 through June 30, 2022.

19-249 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 July 1, 2019.

1. DeAnn Russell – Administrative Assistant Full-Time @ \$13.01/Hour
2. Debra Baker – Administrative Assistant and Financial Aide Advisor Full-Time @ \$15.63/Hour

19-250 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude the following donation from Beverly and Curt Mosher of wood working equipment to the Salem High School.

19-251 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a donation of \$2,633.00 from an anonymous donor for paying off school lunch debts.

19-252 Gifts and Donations

The Superintendent recommends that the Board of Education accept a \$2,200 contribution to the Lou Slaby Arts and Athletics award account from the Class of 2018.

19-253 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. June 3, 2019 to August 7, 2019. Kids 18 and under are free and adults are \$3.00

19-254 Student Handbooks

The Superintendent recommends that the Board of Education approve the High School Handbook, the Junior High Handbook, and the QTA (Quaker Tech Academy) Handbook for the 2019/20 school year. A copy of the handbooks are available for review.

19-255 Environmental Science Course of Study

The Superintendent recommends that the Board of Education approve the new course of study for Environmental Science as a course at Salem High School starting the 2019-2020 school year. See Exhibit 19-255.

19-256 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 School Handbook for the 2019/20 school year. A copy of the handbooks are available for review.

19-257 HEMSPN FMLA Leave

The Superintendent recommends that the Board of Education approve FMLA leave for Shannon Allen of Hannah E. Mullins School of Practical Nursing.

19-258 Food Service Management Services

The Superintendent recommends that the Board of Education approve the contract for food services management with Nutrition Group for the 2019-2020 school year (with 3 one-year renewals ending in 2020/2021). See Exhibit 19-258.

19-259 Community Eligibility Provision (CEP)

The Superintendent recommends that the Board of Education approve the CEP program at Buckeye Elementary School and Reilly Elementary School for the 2019-2020 school year.

Moved by Mrs Hrvatin and seconded by Mr. Bailey

Ayes: Haddad, Bricker, Moffett, Hrvatin, Bailey

Nays: None

Motion Carries

19-260 Resignation of Athletic Supplemental Position

The Superintendent recommends that the Board of Education approve the resignation of Brittany Zamarelli for her 9th Grade Volleyball Head Coach supplemental position for the spring 2019 season.

Moved by Mr Moffett and seconded by Mr. Hrvatin

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Abstain: Bailey

Motion Carries

19-261 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2019 – 2020 school year.

VOLLEYBALL

4. Girls 9th Grade Coach – Allie Winner Step 4
5. Girls 9th Grade Asst. Coach – Brittany Zamarelli Volunteer
6. Girls 8th Grade Coach – McKenzie Patterson Step 1
7. Girls 7th Grade Coach – Elizabeth Christani Step 1

BOYS BASKETBALL

1. 7th Grade Head Coach – Split 50/50
Derek Frederick (50%) Step 3
Corey Wonner (50%) Step 6

NON-FOOTBALL Winter/Spring

2. Weight Room Supervisor – Marshal Sarginger Step 2

Moved by Mr Moffett and seconded by Mrs Hrvatin

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Abstain: Bailey

Motion Carries

19-262 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. Matt Freeman – Tournament Manager @ \$517.50
2. Megan Gustaevel – Trainer @ \$75 per day \$ 75.00
3. Veronica Shadle – Secretary @ \$35 per day \$ 70.00

Moved by Mr Moffett and seconded by Mr. Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Abstain: Bailey

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

Board President

Treasurer

June 19, 2019 – Special Meeting

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

Mrs. Haddad 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 – Present

Mr. Ted Bricker - Present

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. 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

Board Goals – The board discussed the stadium project and went over the time lone for the project.

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

Board President

Treasurer

May 20, 2019 – Regular Meeting

The Salem Board of Education met Monday, **May 20, 2019** 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.

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. 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 Mr Baily and seconded by Mrs. Hrvatin that the Board approved the minutes from April 15, 2019 Special Meeting and Regular Meeting as submitted prior to the meeting with the following corrections

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

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

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

Amendment to Agenda

Delete item 19-201 from the consent agenda

Add item 19-221 Purchase of Property to the consent agenda

Remove 19-204 from the consent agenda and add as a separate item to vote on.

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

Nays: None

Motion Carries

SUPERINTENDENT'S REPORT

Dr. Shivers discussed working together with the Mahoning County Second Harvest during next school year. Sean Kirkland discussed Summer Feed Program that will be held June 3-August 7.

It is open to the whole community and free to children. He also informed the board that we received an anonymous donation to pay off the lunch debt at Buckeye and Southeast. Mr. Kirkalnd went on to talk about expanding the CEP program to Reilly for next school year .

INFORMATIONAL ITEMS

Combined with Superintendents report

RECOGNITIONS

Years of Service

Attila Samu – 35 Years of Service

Joan Clark – 30 Years of Service

Barbara Eckstein – 30 Years of Service

Todd Stokes – 25 Years of Service

Amie Cochran – 25 Years of Service

William Miller Jr. – 25 Years of Service

Mark Geist – 25 Years of Service

Retirees for 2018-2019

Joan Clark – 30 Years Bus Driver

Barbara Eckstein – 30 Years Duty Aide and Transportation Secretary

HEARING OF PUBLIC REQUESTS

Ms. Shivers presented the board with a donation of \$1,525.90 from the proceeds of a book she published and sold.

COMMITTEE MEETING REPORTS

Finance Committee met on May 16th to discuss the 5 yr Forecast, PI budget, and potential Electric Savings

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, 2019.

Mr. Douglas reviewed the May submission of the 5yr Forecast

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

Nays: None

Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

19-194 Certified Staff Moving Up on Pay Scale

The Superintendent recommends that the Board of Education approve the following licensed staff to be moved up on the pay scale effective the beginning of the first semester of the 2019-2020 school year:

3. Kaitlin Vogt – MA to MA+15
4. Susan Getz Slopek - BA150 to MA (Pending Transcripts)

19-195 Limited Contracts for Active Teaching Staff

The Assistant Superintendent recommends that the Board of Education approve limited contracts for the 2019-2020 school year for the following teaching staff:

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

28. Brooke Mowery
29. Ryan Murgatroyd
30. Jarrold Niederhiser
31. Vincent Nittoli
32. Ashley O'Brien
33. Yvonne Parks
34. Kent Paulini
35. Ashley Paulsen
36. Kayleigh Post
37. Anne Saltsman
38. Anthony Savric
39. Lindsay Sheen
40. Marjorie Shivers
41. Julie Shonk
42. Kary Solis
43. Ashley Taafe
44. Melissa Thompson
45. Kaitlin Vogt
46. Christijana Vucenovic
47. Sarah Warner
48. Jacqueline Weber
49. Jennifer Welch
50. Jennifer Woods
51. Ted Yuhaniak
52. Kathryn Zurbrugg

19-196 Placement on the Summer Help List of Employees

The Superintendent recommends that the Board of Education approve Maryann Mason and Chrystal Skidmore for Summer Help in the Salem High School Cafeteria for the Summer Lunch Program (each @ 3 1/2 Hours per day Monday through Friday) .

19-197 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude the following donation to help with the purchase of art display boards for the Annual Art Show which was held at the Salem High School on May 9, 2019:

7. BOC Water Hydraulics - \$1,000.00

19-198 Salem Public Library Budget

The Superintendent recommends that the Board of Education approve and adopt the Salem Public Library Tax Budget Request for 2020. See Exhibit 19-198.

19-199 Second Reading for the Revisions/Additions/Deletions of Board Policies, Administrative Guidelines and Forms

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

Revised Policy 6320 – Purchasing and Bidding

Revised Policy 6325 – Procurement – Federal Grants/Funds Code

19-200 Authorizing 2019-2020 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 19-200.

19-201 Deleted from Agenda

19-202 FY 2019 Five Year Forecast

The Superintendent and Treasurer recommend that the Board of Education approve the May 2019 Five-Year Forecast. See Exhibit 19-202.

19-203 Summer Help

The Superintendent recommends that the Board of Education approve the following employees for Summer Help @ \$11.59 per hour pending completion of BCI and FBI background checks with a start date of 6-4-2019.

1. Carolyn Cecena

2. Jill Maenz
3. Maggie Oshnock (2 days)
4. Beth Risbeck (2-3 days)
5. Michelle Shreffler
6. Rhonda Nolan
7. Leslie Wilson
8. Shane Metzgar
9. Owen Kirkland
10. Brant Rothbauer

19-205 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 2019-2020 school year.

1. Melissa Thompson – Art Honor Society
2. Frank Zamarelli – Auditorium Coordinator
3. Yvonne Parks – Yearbook
4. Anthony Savric – School Paper
5. Attila Samu – Fall Play Supervisor
6. TBD – Asst. Fall Play Supervisor
7. Attila Samu – Spring Play Supervisor
8. TBD - Asst. Spring Play Supervisor
9. Megan Ellis and Amber Waller – Senior High Student Council
10. Kris While – Junior Class Prom Supervisor
11. Amie Cochran – Key Club
12. Dana Ackerman and Kerri Zacharias – Class of 2020 (Seniors)
13. Kris While – Class of 2021 (Juniors)
14. Brenda Blaine and Michelle Bowers – Class of 2022 (Sophmores)
15. Darlene Heineman – Class of 2023 (Freshman)
16. Julie Fergason – Spanish Club
17. Juliann Shonk – German Club
18. Willi Colbert – Computer Club
19. Sue Skiba – Senior High Academic Challenge

- 20. Christijana Vucenovic–Honor Society
- 21. Hannah Dickson – Band Director
- 22. Sara McGath – Flag Line
- 23. Angela Carlisle – Majorettes
- 24. Anne Saltsman – Asst. Band Director
- 25. Attila Samu – Chamber Choir Director
- 26. Willi Colbert – Junior High Student Council
- 27. Jesse Dotson - Junior High Academic Challenge
- 28. Ashley Klemann – Junior High School Paper
- 29. Ashley Klemann – Junior High Yearbook

19-206 Approval of the Class of 2019 High School Graduates

The Superintendent recommends that the Board of Education approve the Listed Graduates for awarding of Diplomas on May 26, 2019. 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 19-206.

19-207 High School Summer School Programs

The Superintendent recommends that the Board of Education approve the following High School Summer School Programs for the 2018-2019 school year:

- 1. High School Credit Recovery Program – June 10, 2019 – June 28, 2019, 8:00 AM – 12:00 PM, 60 hours @ \$22/hr.

19-208 High School Summer School Instructors

The Superintendent recommends that the Board of Education approve the following summer school instructors for the 2018-2019 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)

19-209 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, 2019 and shall terminate on June 30, 2020. See Exhibit 19-209.

19-210 HEMSPN FMLA Leave

The Superintendent recommends that the Board of Education approve FMLA leave for Shelley Basich of Hannah E. Mullins School of Practical Nursing.

19-211 Appropriation Additions

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

District Managed Activities (#300)	\$6,540.95
Adult Education (#012)	\$87,836.71
HEMSPN Federal Loans (022-9000)	\$279,403.00
Chior/JR High (#300-9200	\$49.00
Limited English Proficiency (#551-9019)	\$958.11

TOTAL	\$374,787.77
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Appropriation Additions could change the night of the board meeting

19-212 First Reading for the Revisions/Additions/Deletions of Board Policies, Administrative Guidelines and Forms

The Superintendent recommends that the Board of Education have the first reading on the following: (All comments in writing should be sent to the Superintendent by June 10, 2019).

Revised Policy 5113.02 – School Choice Options
Revised Policy 5610 – Removal, Suspension, Expulsion, and
Permanent Exclusion of Students
Revised Policy 5610.03 – Emergency Removal of Students
Revised Policy 6320 – Purchasing and Bidding
Revised Policy 6325 – Procurement – Federal Grants/Funds Code
Revised Policy 6605 – Crowdfunding
Revised Policy 7540.02 – Web Accessibility, Content, apps. And
Services
Revised Policy 8400 – School Safety
Revised Policy 8500 – Food Services

19-213 Approving of Classified Substitutes

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

Classified Substitute:

1. Vicky Grindle

19-214 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 2019-2020 school year. See Exhibit 19-214.

19-215 Salem School District Non-Teaching Continuing Contracts

The Superintendent recommends that the Board of Education approve the following non-teaching contracts.

1. Lori May – Assistant to the Treasurer
2. Terri Roberts - Administrative Assistant

19-216 Sick Leave Transfer

The Superintendent recommends the Board of Education approve a transfer of fifteen (15) sick leave days to the following certificated staff in accordance with the Salem Education Association Agreement Article VI.

3. Lisa Frederick

19-217 Salem School District Non-Teaching Supplemental Contracts

The Superintendent recommends that the Board of Education approve the following non-teaching supplemental contracts for the 2019-2020 school year:

1. Angela Williams – Payroll Clerk
2. Lori May – Assistant to the Treasurer
3. Terri Roberts - Administrative Assistant

19-218 Creation of a Certified Position

The Superintendent recommends that the Board of Education approve the new certified position for second grade at Buckeye Elementary due to the increase in grade level enrollment.

19-219 Reduction In Force (RIF) of Certified Personnel

The Superintendent recommends that the Board of Education reduce a first grade position effective beginning the 2019-2020 school year due to lack of enrollment (The teacher is being assigned to the new second grade position).

19-221 Purchase of Property

The Superintendent recommends that the Board of Education purchase the property located at 213 Ohio Ave, Salem, OH 44460 for a purchase price up to \$25,000.

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

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

Nays: None

Motion Carries.

19-220 Athletic Supplemental

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2019 – 2020 school year. (Pending BCI/FBI).

GIRLS SOCCER

1. Volunteer Assistant Coach – Steve Bailey

Moved by Mr. Moffett and seconded by Mrs. Hrvatin

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Abstain: Bailey

Motion Carries

19-204 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2019 – 2020 school year. (Pending BCI/FBI)

BOYS BASKETBALL

2. Boys Head Varsity Coach – Jeff Andres
3. Volunteer Assistant Coach – George Spack
4. Volunteer Assistant Coach – Will Klucinec

Top

GIRLS BASKETBALL

1. Girls Head Varsity Coach – Vince Nittoli Top
2. Varsity Assistant Coach – Guy Costello Top
3. JV Head Coach – Sarah Hamilton Top
4. Volunteer Asst Coach Basketball Coach/ Youth Girls Program Coordinator – Mike Swinhart
5. Volunteer Assistant – George Spack
6. 8th Grade Head Coach – John Bryan Top
7. 7th Grade Head Coach – Sierra Day Step 1

BOYS SOCCER

1. Assistant Coach – Keaton O'Brien Step 0

GIRLS SOCCER

1. Assistant Coach – Madison Filipiak Step 0
2. Volunteer Assistant Coach – Brad Larson

CHEERLEADING

1. Junior High Cheer Coach – Kendall Austin Step 0

ATHLETIC MANAGER

1. Middle School Faculty Mgr. (Ath. Dir.) – Dave Stratton Top

WRESTLING

1. Head Varsity Coach – Drew Hart Step 2
2. Assistant Coach High School – Mike Manypenny Top
3. Volunteer Assistant Coach High School – Patrick Simpson
4. Head Junior High Coach – Ryan Murgatroyd Step 1
5. Assistant Junior High Coach – Austin Noel Step 1

Moved by Mr. Moffett and seconded by Mr. Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Abstain: Bailey

Motion Carries

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

Board President

Treasurer

June 27, 2019 – Special Meeting

Salem Administration building for a Special Meeting. Present were Mr. Bricker, Mrs. Haddad, Mr. Moffett 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 – Present

Mr. Carol Hrvatin - Present

Informational Items

Mr Douglas informed the board about the property on Georgetown Rd and potential of liquidating

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 with Addendum

19-267 Resignation of an Athletic Supplemental Positions

The Superintendent recommends that the Board of Education accept the resignation of the following athletic supplemental positions for the fall 2019 season.

Cross Country – High School

1. **Rob Motz** – Assistant Coach

Delete item 19-267 Transfer of Funds

Delete item 19-268 Advance of Funds

Ayes: Bricker, Haddad, Moffett, and Hrvatin

Nays: None

Motion Carries

Special Meeting Agenda, New Business

19-263 Appropriation Additions

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

SALEM HIGH SCHOOL BAND	#300-9004		229.66
ADULT EDUCATION	#012		39,177.32
HEMSPN FEDERAL LOANS	#022-9000		62,046.00
FOOD SERVICES	#006		13,489.90
LIMITED ENGLISH PROFICIENCY	#551		1,222.13
EMPLOYEE BENEFITS SELF INS	#024		332,758.90
Auxiliary Services	#401		4,622.70
TOTAL			453,546.61

Moved by Mr. Moffett and seconded by Mr Hrvatin

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Motion Carries

19-264 Contract Adjustments

The superintendent and treasurer recommend that the Board approve a salary adjustment for the following administrative contracts:

1. Jamie Kemats
2. Kristy Erb
3. Matt Ziegler
4. Todd McLaughlin

Moved by Mrs Hrvatin and seconded by Mr. Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Motion Carries

19-265 Accept the Bids for Brock Builders and J Herbert Construction

- C. The Superintendent recommends that the Board of Education approve the contract Alternate NO. A-2 Window Replacement in the amount of \$7,900 to J Herbert Construction.
- D. The Superintendent recommends that the Board of Education approve the contract for Alternate NO. C-2 Replacement Concrete Work in the amount of \$11,000 to Brock Builders.

Moved by Mr Moffett and seconded by Mr. Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Motion Carries

19-266 Resignation of Certified Staff

The Superintendent recommends that the Board of Education approve the resignation of Robert Motz as the Social Studies Teacher at Salem High School effective July 1, 2019.

Moved by Mrs Hrvatin and seconded by Mr. Moffett

Ayes: Haddad, Bricker, Moffett, 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. Moffett second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 8:12AM.

Board President

Treasurer

June 30, 2019 – Special Meeting

Salem Administration building for a Special Meeting. Present were Mrs. Haddad, Mr. Moffett and Mrs. Hrvatin.

Mrs. Haddad called the meeting to order at 7:00PM 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 - Absent

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mr. Carol Hrvatin - Present

Informational Items

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 with Addendum

Correction to item 19-264 - Contract Addendum

The superintendent and treasurer recommend that the Board approve the following contract addendums for salary adjustments for the following administrative contracts:

1. Jamie Kemats
2. Kristy Erb
3. Matt Ziegler
4. Todd McLaughlin

Moved by Mr Moffett and seconded by Mrs Hrvatin

Ayes: Haddad, Moffett, Hrvatin

Nays: None

Motion Carries

Special Meeting Agenda, New Business

19-268 Appropriation Additions

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

Public School Support	#018		(11,598.60)
Gene Haas Foundation	#019-9118		(4,000.00)
District Agency	#022		(1,887.70)
District Managed Activity	#300		(16,160.70)
Stadium Turf Project	#300-9016		31,040.64
IDEA-B	#516		(2,392.77)
Title I	#572		(100,554.36)
IDEA Preschool	#587		(6.54)
Title II-A	#590		789.25
Title VI_B	#599-9219		19,560.95
Title IV-A	#599-9019		(8,409.23)
SPDG Literacy Grant	#599-9319		(35,612.59)
HEMSPN Federal Loans	#022-9000		(2,008.05)
TOTAL			(131,239.70)

Moved by Mrs Hrvatin and seconded by Mr Moffett

Ayes: Haddad, Moffett, Hrvatin

Nays: None

Motion Carries

19-269 Advance of Funds

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

IDEA-B (#516)	\$54,964.73
TITLE I (#572)	\$27,531.29
Title II-A (#590)	\$19,647.56
TITLE IV-A (#599-9019)	\$1,329.34

Moved by Mr Moffett and seconded by Mrs Hrvatin

Ayes: Haddad, Moffett, 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. Mr Moffett so moved and Mrs Hrvatin second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 7:03PM.

Board President

Treasurer

July 15, 2019 – Regular Meeting

The Salem Board of Education met Monday, **July 15, 2019** at 8:00 AM 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.

Mrs Haddad called the meeting to order at 8:00 AM 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 Mr Baily and seconded by Mr. Bricker that the Board approved the minutes from June 19, 2019 Special Meeting and Regular Meeting, July 27, 2019 Special Meeting, June 30, 2019 Special Meeting as submitted prior to the meeting with the following corrections

19-227 Approval of the Class of 2019 High School Graduates

The Superintendent recommends that the Board of Education approve the Graduates for Summer Graduation to be awarded diplomas on July 28, 2019. 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 19-227.

This item should read (awarded diplomas on June 28, 2019) as follows:

19-227 Approval of the Class of 2019 High School Graduates

The Superintendent recommends that the Board of Education approve the Graduates for Summer Graduation to be awarded diplomas on June 28, 2019. 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 19-227.

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

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

Moved by Mr. Hrvatin and seconded by Mr Moffett 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 discussed about a bill we received from Alliance City Schools regarding our career tech program. He had a conversation with their superintendent and would be working with him going forward to address the billing issue. Dr. Shivers discussed bringing in Mindy Hildebrandt in to fill the elementary art position. Dr. Shivers also addressed the board about the library project and personally donated \$500 towards the project.

INFORMATIONAL ITEMS

Combined with Superintendents report

RECOGNITIONS

HEARING OF PUBLIC REQUESTS

COMMITTEE MEETING REPORTS

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Bailey and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end June 30, 2019.

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

Nays: None

Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

20-001 HEMSPN Salaries

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

Faculty Name	Job status	Current hourly rate	New hourly rate	Step on tiered pay scale.
Helen Aiello, BSN	Full time	23.00	23.50	1 - BSN
Shannon Allen, BSN	Full time	23.00	23.50	1 - BSN
Shelley Basich, BSN	Part time	28.00	28.50	11- BSN
Anna Butler, ADN	Per diem	22.75	23.00	2 - ADN
Lynne Conn, ADN HEMSPN instructor	Part time	22.75	23.00	2- ADN
Lynne Conn, ADN STNA instructor	Per diem (400 hours)	22.50	23.00	NA
Melissa Covert, MSN (new Aug. 2019)	Part time	23.00	24.25	1 - MSN
Priscilla Lancaster RN	Per diem	22.75	22.75	Still step 1 based on hours worked.
Rosa Prichard BSN	Full time	23.00	23.50	1 - BSN
Bev Richey BSN	Per diem	25.50	25.50	Still step 5 based on hours worked.
Sue Suarez MSN	Per diem	26.50	26.50	Still step 4 based on hours worked.
Linda Ludwig BSN STNA coordinator	Per diem	25.00	26.00	Increased \$1 for coordinator position.
Ann Cope BSN Part time program coordinator	Full time	26.00	27.00	Increased \$1 for coordinator position.
Candace Kuhns MSN (new this year) Clinical coordinator	Full time	23.50	26.50	Reflects change in degree status and promotion to coordinator.
Darla Shar MSN Associate director	Full time	31.00	32.00	Increase \$1 for administrative position.

20-002 Certified Staff Moving Up on Pay Scale

The Superintendent recommends that the Board of Education approve the following licensed staff to be moved up on the pay scale effective the beginning of the first semester of the 2019-2020 school year:

5. Melinda M. Westbrook – MA+15 to MA+30
6. Rebecca Gallagher – MA+15 to MA+30 (Pending Transcripts)

20-003 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a \$1,000.00 donation from Gordman's to the Salem High School.

20-004 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:

1. Veronica Shadle – Junior High Secretary (Starting the 2019-2020 school year)
2. Brenda Blaine – Athletic Secretary (Starting the 2019-2020 school year) Step 4

20-005 Awarding an SEA Certified Position

The Superintendent recommends that the Board of Education approve the awarding of the following Social Studies position for the 2019-20 school year to:

1. Jordyn Burke – Social Studies Grades 7-12

20-006 Hiring Certified Staff

The Superintendent recommends that the Board of Education approve the hiring of the following Certified Staff for the 2019-20 school year (Pending BCI and FBI results and licensure):

1. Jessie Dotson – Precision Machining Step 4
2. Ty Graham – Social Studies Grades 7-12 Step 0

20-007 Renewal of Existing Emergency Levy

The Superintendent recommends that the Board of Education approve the Resolution Determining to Proceed with the Submission to the Electors of the School District the Question of Renewing an Existing Emergency Levy Pursuant to O.R.C. §5705.194 through §5705.197.

20-008 Change Van Route Hours

The Superintendent recommends that the Board of Education approve the Van Driver position from 4 hours per day/5 days per week to 5 hours per day/ 5 days per week starting the 2019/2020 school year.

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

Ayes: Haddad, Bricker, Hrvatin, and Bailey

Nays: None

Abstain: Moffett

Motion Carries.

20-009 Resignation of Athletic Supplemental Position

The Superintendent recommends that the Board of Education approve the resignation of Bethany Glasser from her Junior High Cross Country Head Coach supplemental position for the fall 2019 season.

Moved by Mr. Moffett and seconded by Mr Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Abstain: Bailey

Motion Carries

20-010 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2019 – 2020 school year.

Cross Country

1. Bethany Glasser – Assistant Coach High School Step 4
2. Russell Hopple – Jr. High Cross Country Head Coach Top Step

Boys Basketball

1. Matt Mowery – Head Coach JV Boys Basketball Top Step

Moved by Mr. Moffett and seconded by Mr. Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Abstain: Bailey

Motion Carries

Mrs Haddad recognized Dr. Shivers for his years of service with the School District and wished him the best in his up and coming retirement

EXECUTIVE SESSION

The Superintendent recommends the Board of Education adjourn into Executive Session for the purpose of the purchase of property for the public purposes or the sale of property at competitive bidding. No action will be taken.

Moved by Mr. Moffett and seconded by Mr Bailey that the Board of Education adjourn into Executive Session for the purpose of the purchase of property for the public purposes or the sale of property at competitive bidding. No action will be taken. All Board members were in agreement at 8:13 AM

Moved by Mr. Bricker and seconded by Mrs Hrvatin that the Board adjourn out of Executive Session at 9:02 AM. All Board members were in agreement.

There being no other matters requiring board consideration and action at this time, Mrs Haddad asked for a motion to adjourn. Mr. Bailey so moved and Mr. Moffett second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 9:03AM

Board President

Treasurer

August 19, 2019 – Special Meeting

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

Mrs. Haddad 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 – Present

Mr. Ted Bricker - Present

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. 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

Board Goals – The board discussed the stadium project and its progress. The board also discussed its summer project goals and took a tour of the high school to see the completion of current projects including the library.

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

Board President

Treasurer

August 19, 2019 – Regular Meeting

The Salem Board of Education met Monday, **August 19, 2019** 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.

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. 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 Mr Bailey and seconded by Mr. Bricker that the Board approved the minutes from July 15, 2019 Special Meeting and Regular Meeting as submitted prior to the meeting with the following corrections

20-007 Renewal of Existing Emergency Levy

The Superintendent recommends that the Board of Education approve the Resolution Determining to Proceed with the Submission to the Electors of the School District the Question of Renewing an Existing Emergency Levy Pursuant to O.R.C. §5705.194 through §5705.197. See correction of dates.

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

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

Moved by Mr. Moffett and seconded by Mr Bailey 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

Mr. Kirkland recognized the maintenance staff for the amount of work they did over the summer. This district had multiple projects plus their daily work to accomplish over the summer and was amazed on how quickly and efficiently it was done. Mr. Kirkland introduced Maintenance Director Jason Austin up to introduce his staff and go over a list of projects that were completed over the summer. Jason said he was proud of what he and his staff was able to accomplish over the summer. They made every effort to do as much work as possible in house and try to not contract things out. He went over a list of projects they accomplished: Elementary parking lots resealed and lined, replaced 5 classroom floors at Buckeye, concrete work at Reilly, Southeast and High School, Drainage at High School courtyard, removal of gym wall panels, weight room, painting the gym, and stadium project.

INFORMATIONAL ITEMS

Combined with Superintendents report

RECOGNITIONS

HEARING OF PUBLIC REQUESTS

COMMITTEE MEETING REPORTS

Finance committee met and discussed the PI budget and started to create a 5yr budget. They also discussed the 5yr forecast and how it will be impacted based on the new biennium budget.

Building and Grounds met and discussed the summer projects and the schedule to getting them completed.

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 July 31, 2019.

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

Nays: None

Motion Carries

20-011 Athletic Resignation

The Superintendent recommends that the Board of Education approve the resignation of Steve Bailey as volunteer for High School Girls Soccer.

Moved by Mr. Moffett and seconded by Mrs. Hrvatin

Ayes: Haddad, Bricker, Moffett, Hrvatin

Nays: None

Abstain: Bailey

Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

20-012 Approving of Certified and Classified Substitutes

The Superintendent recommends that the Board of Education approve the following list of certified and classified substitutes pending re-certification (as necessary) and BCI/FBI results (as needed basis). See Exhibit: 20-012.

20-013 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 2019-2020 school year:

1. Jennifer L. Pitts– MA+15 to MA+30
2. Ashley Klemann – MA to MA+15
3. Amber Waller – MA to MA+15

20-014 Contract for Educational Services

The Superintendent recommends that the Board of Education approve the Placement Contract made by and between the Education Alternatives Ravenna and the Salem City School District for the purpose of providing necessary educational services and transportation agreement for the period of August 26, 2019 to June 5, 2020. See Exhibit 20-014.

20-015 Contract for Services by LLA

The Superintendent recommends that the Board of Education approve the Agreement Contract made by and between the LLA Therapy and the Salem City School District for the purpose of providing necessary licensed physical, occupational, and speech therapists to provide services to a student at Education Alternatives for the period of August 14, 2019 to June 13, 2020. See Exhibit 20-015.

20-016 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. Kaitlin Benner
2. McKenna Benner
3. Emma Hall
4. Jessalyn Oesch
5. Jacob Reed
6. Michael Reed
7. Ethan Tausch
8. Sally Tausch
9. Megan Walker
10. Abigail Snyder
11. Eliana Snyder
12. William Snyder
13. Jorden Webb
14. Sydney Webb
15. Levi Trenton Mertzweiller
16. Matthew Ryan Mertzweiller
17. Victoria Kline
18. Natalie Fish

20-017 HEMSPN Salaries

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

Faculty Name	Job status	Current hourly rate	New hourly rate	Step on tiered pay scale.
Debra Barker, ADN	Per diem	22.75	23.00	2 - ADN

20-018 Transportation Stipend

The Superintendent recommends that the Board of Education approve a stipend for Carol Speece as an On-Bus-Instructor for the 2019-2020 school year.

20-019 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 2019-2020 school year.

20-020 Paul's Taxi Service Agreement

The Superintendent recommends that the Board of Education approve the service agreement with Paul's Taxi for the 2019-2020 school year.

20-021 Options Program

The Superintendent recommends that the Board of Education approve the OPTIONS program at Salem High School/Salem Junior High School to commence on Tuesday, September 3, 2019 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. Kay Piero

20-022 Medical Leave of Absence

The Superintendent recommends that the Board of Education approve the one year medical leave of absence without pay starting August 19, 2019 for Lori Davidson.

20-023 Transportation

The Superintendent recommends that the Board of Education approve the Transportation routes for the 2019-2020 school year.

20-024 Program Participation

The Superintendent recommends that the Board of Education continue participation in the following programs for the 2019-2020 school year.

1. Title I - A
2. Title I - D
3. Improving Teacher Quality, Title II-A
4. Title III
5. Title IV - A
6. Special Education, IDEA – Part B
7. IDEA Early Childhood
8. SPDG

20-025 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 2019-2020 school year.

20-026 St. Paul Clerk

The Superintendent recommends that the Board of Education approve the hiring of the following St. Paul employee for the 2019-2020 School Year:

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

20-027 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. \$ 1.15 per mile for the 2019-2020 school year.

20-028 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude an anonymous donation in the amount of \$5,508 for Salem City Schools.

20-029 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a donation in the amount of \$1,016.13 from the Youth in Philanthropy for Salem City Schools.

20-030 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 2019-2020 school year. Funds will be paid out of the IDEA B Grant.

20-031 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 2019-2020 school year.

20-032 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 2019–2020 school year.

1. Sue Sowa – Intervention and Remedial

20-033 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 2019–2020 school year.

1. Jacqueline Mumford - Enrichment

20-034 Hiring of Certified Staff

The Superintendent recommends the Board of Education approve the retire/rehiring of the following for the 2019-20 school year pending BCI/FBI results:

1. Mindy Hiltbrand - Art at Buckeye Elementary BA Step 0 (retroactive to 8/19/2019)

20-035 Resignation of Classified Position

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

3. William Gray - 1.75 Hrs. Lunch Cafeteria Cashier at Southeast Elementary School 11:30 am – 1:15 pm
4. Natalee Miller – 2.75 Hrs. Duty Aide at Buckeye Elementary 11:00 am – 1:45 pm
5. Brenda Blaine – 6 Hrs. Audio/Visual Duty Aide at Administration Office (Effective 7-15-2019)
6. Renaye Fisher – 2 1/2 Hrs. Lunch Cafeteria at Buckeye Elementary 11:00 am – 1:30 pm
7. Teresa Hixson – 1 Hr. Breakfast Cafeteria Cashier at High School
8. Teresa Hixson – 1 Hr. Duty Aide at Buckeye Elementary

20-036 Resignation of School Nurses

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

1. Suzanne Hritz – Effective September 13, 2019
2. Shari McKarns – Effective August 17, 2019

20-037 Hiring of School Nurse

The Superintendent recommends that the Board of Education approve the contract for hiring of the following for School Nurse (pending certification, BCI/FBI back ground check): See Exhibit: 20-037.

1. Linda Thomas – RN,BSN – Full Time – Effective Retroactive to August 19, 2019
2. Megan Boyle – RN,BSN – Full Time – Effective Retroactive to August 19, 2019

20-038 Hiring of Classified Bus Drivers

The Superintendent recommends that the Board of Education approve the hiring of the following Bus Drivers:

1. Teresa Hixson – 4 Hrs. Bus Route
2. Dan Griffith – 3 Hrs. Bus Route

20-039 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. Natalee Miller – Audio/Visual Duty Aide at the Administration Office (Starting the 2019-2020 school year)
4. Amanda Ganslein – 2.75 Hrs, Duty Aide at Buckeye Elementary (Effective 8-19-2019)
5. Amanda Ganslein – 1 Hr. Duty Aide at Buckeye Elementary (Effective 8-20-2019)
6. Dionna Meade – 1 Hr. Cafeteria Cashier at High School (Effective 8-20-2019)
7. Becky Smith – 1.75 Hrs. Cafeteria Cashier at Southeast Elementary (Effective 8-21-2019)
8. Linda Cosgrove - 2.5 Hrs. Cafeteria Server at Buckeye Elementary (Effective 8-19-2019)

20-040 CCESC 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 Salem City School District Board of Education to participate in Project Inspire for the 2019–2020 school year. See Exhibit: 20-040.

20-041 Volunteer Worker

The Superintendent recommends that the Board of Education approve the following worker to help the school nurses during the 2019-2020 school year:

1. Ardyth Sommers

20-042 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 2019-2020 school year (Pending BCI/FBI).

30. Edward Cable – Band Volunteer

20-043 HEMSPN Non-Renewals

The Superintendent recommends that the Board of Education approve the non-renewals of the following HEMSPN employees:

1. Helen Aiello – ADN, RN – full time instructor (Effective 8-14-2019)
2. Shayna Glista – MSN, RN – part time instructor (Effective 8-1-2019)

20-044 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. Angela Betteridge Mason – AND, RN- part-time instructor @ \$22.50/Hour (Starting 9-3-2019)
4. Ruth Ann Mullen – MSN, RN – full time instructor @ \$31.00/Hour (Starting 9-3-2019)

20-045 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. See Exhibit 20-045.

20-046 Fall Game Worker Positions

The Superintendent recommends that the Board of Education approve the following game worker positions for the 2019 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

20-047 Fall Game Workers 2019

The Superintendent recommends that the Board of Education approve the following fall game workers for the 2019-2020 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
26. Nick Fithian
27. Brenda Blaine

20-048 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, 2019.

20-049 Resignation of Athletic Supplemental Position

The Superintendent recommends that the Board of Education approve the resignation of Kendell Austin for her Junior High School Cheer Coach supplemental position for the 2019-2020 season.

20-050 Resignation of Athletic Supplemental Position

The Superintendent recommends that the Board of Education approve the resignation of Mike Swinehart for his Volunteer Assistant Coach for Girls Basketball / Youth Girls Program Coordinator position for the 2019-2020 season.

20-051 Athletic Supplemental

The Superintendent recommends that the Board of Education approve the following athletic supplemental position for the 2019 – 2020 school year.
(Pending BCI/FBI)

Cross Country

5. Kathy Hopple – Volunteer Assistant Junior High Cross Country Coach

Volleyball

1. Kelly Barley – Volunteer Assistant Coach Junior High

Junior High Cheer

1. Samantha Robinson – Head Coach Step 0

High School Boys Basketball

1. George Spack – Varsity Assistant Coach Top Step
2. Jeff Martig – Head Coach 9th Grade Step 4

20-052 Roofing Bid for High School

The Superintendent recommends that the Board of Education approve the bid by Duro-Last for the roof at the Salem High School through the Tips Program. See Exhibit: 20-052.

20-053 Naming Rights Agreement for the Stadium

The Superintendent recommends that the Board of Education approve the naming rights agreement between John Robert Sebo and the Salem City School District Board of Education. See Exhibit 20-053.

20-054 Compensation for Administrator

The Superintendent recommends that the Board of Education approve the payment of hours worked over the original contract to Kristy Erb the Special Education Director. See Exhibit: 20-054.

Mr. Bailey took a moment to discuss the boards naming rights with Mr. Sebo. He talked about the back ground of Mr. Sebo and what he has done for the community and the school district. He thanked Mr. Sebo for the generous donation and invited Mr. Sebo to say a few words. Mr. Sebo stated what an honor it was to have the stadium named after him and his vision for the stadium. He thanked everyone for their hard work and looked forward to helping the district for a long time to come.

Moved by Mrs. Hrvatin and seconded by Mr. Bailey

Ayes: Haddad, Bricker, Moffett, Hrvatin, Bailey

Nays: None

Abstain: 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 Mr. Bailey second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 7:43 PM

Board President

Treasurer

September 16, 2019 – Special Meeting

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

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

Mrs. Haddad 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

Board Goals – The board discussed board goals associated with improving the graduation rate and the report card. The board also discussed the school districts PBIS program.

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

Board President

Treasurer

September 16, 2019 – Regular Meeting

The Salem Board of Education met Monday, **September 16, 2019** 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.

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. 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 Mr Bailey and seconded by Mr. Moffett that the Board approved the minutes from August 19, 2019 Special Meeting and Regular Meeting as submitted prior to the meeting with the following corrections

Correction of Item 20-001

Shannon Allen was currently making \$23.50 and should be making \$24.00 per hour (Retroactive to 9-1-2019).

20-001 HEMSPN Salaries

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

Faculty Name	Job status	Current hourly rate	New hourly rate	Step on tiered pay scale.
Shannon Allen, BSN	Full time	23.50	24.00	1 - BSN

Correction of Item 20-012

See Revised Exhibit: 20-012

Stiffler, Stephanie removed from the Certified Substitute List and placed on the Classified Substitute List

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

READING, CORRECTING AND APPROVING AGENDA

Moved by Mr. Moffett and seconded by Mr Bailey 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

Mr. Kirkland acknowledged the students, teachers, administrators, and parents on the recent report card and increasing letter grades in four different areas. He also took a moment to thank the Korff family on their recent donation to the school district.

Buckeye Principal John Lundin and teachers Julie Folger, Kelsie Markijohn, Kari Newburn, and Kary Solis talked about the new math curriculum called Ready Math. Read Math has been implemented at all elementary buildings. It is a kid friendly math program that connects between all grade levels and consists of real world problem solving. The teachers talked about the six step process and the online components that create personal lessons for each child.

INFORMATIONAL ITEMS

Combined with Superintendents report

RECOGNITIONS

HEARING OF PUBLIC REQUESTS

Jeff Goll approached the board on behalf of the Salem Rotary Club about the Golden Apple Club that honors outstanding individuals who devote their lives to teaching in the Salem School District

COMMITTEE MEETING REPORTS

Curriculum Committee discussed graduation requirements, the new math program Ready Math and October home visits.

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 August 31, 2019.

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

NEW BUSINESS, CONSENT AGENDA ITEMS

20-055 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a donation from Quaker City Castings in the amount of \$5,000 for Salem City Schools for teachers and students supplies.

20-056 Gifts and Donations

The Superintendent recommends that the Board of Education accept with gratitude a donation from Gezo's Pizza in the amount of \$500.00 for Salem City Schools for teachers and students supplies.

20-057 Stark County Educational Service Center 2019-2020 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 20-057. This agreement shall be effective for the 2018-2019 school year. See Exhibit 20-057.

20-058 Date change for the Regular Board Meeting in October, 2019

The Superintendent recommends that the Board of Education approve the date change for the October, 2019 regular board meeting from October 21, 2019 to Monday, October 28, 2019.

20-059 Non-Athletic Supplemental Resignation

The Superintendent recommends that the Board of Education approve the resignation from the following non-athletic supplemental position for the Salem High School and the Salem Junior High for the 2019-2020 school year.

- 31. Melissa Thompson – Art Honor Society
- 32. Amy Johnson – Pep Club Advisor

20-060 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 2019-2020 school year.

- 33. Michael DeBarr – Audio/Visual Coordinator
- 34. Lisa Frederick – Art Honor Society (50%)
- 35. Anthony Martinelli – Art Honor Society (50%)
- 36. Dana Ackerman – Pep Club Advisor
- 37. Lorina Moffett – Assistant Fall Play Supervisor

20-061 High School Fees

The Superintendent recommends that the Board of Education approve the list of High School Fees for the 2019-2020 year. See Exhibit 20-061.

20-062 CSIET Foreign Exchange Student

The Superintendent recommends that the Board of Education approve to accept Phillip Gitinan Jaisut from Germany as the Council on Standards for International Education Travel Exchange student for the 2019-2020 school year (Retro Active to 9/4/2019).

20-063 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 2019 – 2020 school year and additional services as agreed at the IEP meeting for certain students will be billed to the school district monthly. See Exhibit 20-063.

20-064 Permanent Appropriations

The Superintendent and Treasurer recommend that the Board of Education approve the 2019-2020 permanent appropriations, and permit the treasurer to make corrections as needed. See Exhibit 20-064.

20-065 Approving of Certified and Classified Substitutes

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

Certified Substitutes:

1. Tiffany Felger
2. Melissa Blackburn
3. Wendy Meek

Classified Substitutes:

1. Sarah Havelock-Entrikin
2. Renaye Fisher
3. Julie Miller
4. Candi Solmen

Classified Bus Substitutes:

1. Cathy Davidson
2. Fred Andrews
3. Howard Loudon
4. Joseph Stubbs

Nurse Substitute:

1. Taylor Zamarelli Cappa

20-066 Certified Maternity and FMLA Leave

The Superintendent recommends that the Board of Education approve maternity leave and FMLA leave for Kaitlin Vogt beginning approximately October 24, 2019.

20-067 Certified Maternity Leave and FMLA Leave

The Superintendent recommends that the Board of Education approve maternity leave and FMLA Leave for Hannah Dickson beginning approximately October 11, 2019.

20-068 Certified Maternity and FMLA Leave

The Superintendent recommends that the Board of Education approve maternity leave and FMLA leave for Michele Pieniazek beginning approximately November 4, 2019.

20-069 Athletic Supplemental Resignation

The Superintendent recommends that the Board of Education approve the resignation from the following athletic supplemental position for the Salem High School and the Salem Junior High for the 2019-2020 school year.

1. 7th Grade Head Coach – Split 50/50 Derek Frederick (50%)
Step 3

20-070 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2019 – 2020 school year.

BOYS BASKETBALL

- | | |
|--|--------|
| 1. 7 th Grade Head Coach - <u>Corey Wonner</u> | Step 6 |
| 2. 8 th Grade Head Coach – <u>Derek Frederick</u> | Step 3 |
| 3. 9 th Grade Head Coach – <u>Jeff Martig</u> | Step 4 |

20-071 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>Becky Carner</u> – Libero Tracker | \$18 per game |

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

20-072 Transfer of Funds

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

\$184,164.42 to the Permanent Improvement Fund (#003)

20-073 Long Term Substitute

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

1. Victoria Deriggi – Band Teacher

20-074 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 2019-2020 school year.

20-075 Athletic Supplemental

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Fall Athletics 2019 – 2020 school year.

Weight Room Supervisor

1. Ron Johnson – Fall Weight Room Supervisor Top Step

Moved by Mr. Bailey and seconded by Mrs. Hrvatin

Ayes: Haddad, Bricker, Moffett, Hrvatin, Bailey

Nays: None

Abstain: 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. Bricker so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 7:27 PM

Board President

Treasurer

October 28, 2019 – Special Meeting

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

Mrs. Haddad 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 – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

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

Nays: None

Motion Carries

NEW BUSINESS

Board Goals – The board discussed board goals and the board dashboard which included the contract with the Columbiana County Educational Service Center and potential savings. The board also discussed how the School Wellness dollars will be used and reviewed the agenda for the Regular Board meeting

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

Board President

Treasurer

October 28, 2019 – Regular Meeting

The Salem Board of Education met Monday, **October 28, 2019** 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.

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. Douglas then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad – Present

Mr. Doug Moffett – Present

Mrs. Carol Hrvatin - Present

Mr. Steve Bailey – Present

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr Bailey and seconded by Mr. Moffett that the Board approved the minutes from September 16, 2019 Special Meeting and Regular Meeting as submitted prior to the meeting with the following corrections

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

Mr. Douglas thanked the community for their support after the loss of teacher Jodi McCracken. Mr. Douglas also thanked the High School marching band on behave of Mr. Kirkland for allowing him to dot the "I" during Friday night's performance of Script Ohio.

Reilly Principal Cindy Viscounte presented some of her 4th grade students who presented to the board their Veterans Day performance. Each student took turns presenting their project to the board.

INFORMATIONAL ITEMS

Combined with Superintendents report

RECOGNITIONS

HEARING OF PUBLIC REQUESTS

COMMITTEE MEETING REPORTS

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Bailey and seconded by Mr. Moffett that the Board approve the Financial Report and Report on Bills for the month end September 30, 2019.

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

Nays: None

Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

20-076 Certified Maternity Leave and FMLA Leave

The Superintendent recommends that the Board of Education approve maternity leave and FMLA Leave for Juliann Shonk beginning approximately November 15, 2019.

20-077 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 for polling places for the General Election being held on Tuesday, November 5, 2019.

20-078 Approving of Certified and Classified Substitutes

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

Certified Substitutes:

4. William Cowgill
5. Jeffrey Craig
6. Brooke Skiba
7. Crystal Wilson
8. Hannah Johnson

Classified Substitutes:

1. John Fitzgerald
2. Julie Miller

Nurse Substitutes:

1. Kristen Swords
2. McKenna Monath
3. Carly Minehart

20-079 Long Term Substitute

The Superintendent recommends that the Board of Education approve the hiring of long term substitute pending BCI/FBI results (Retroactive to 9-30-19).

2. Maria Zachea Joseph – ELA for Joanne McCracken

20-080 Assistant to the Treasurer Accept Resignation/Re-employ

The Superintendent recommends that the Board of Education approve the resignation of Lori May, Assistant to the Treasurer submitted for purposes of initiating earned retirement benefits, effective as of the end of the work day on 12/31/2019 and to employ Lori May, Assistant to the Treasurer beginning January 1, 2020, such employment will be subject to such other terms and conditions as are set forth in the written contract document presented to the Board.

20-081 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 November 13, 2019).

Revised Policy 1310 – Employment of the Treasurer
Revised Policy 1340 – Non-Reemployment of the Treasurer
Revised Policy 2431 – Interscholastic Athletics
Rescind Policy 2450 – Adult and Community Education
Revised Policy 5113.02 – School Choice Options
Revised Policy 5200 – Attendance
Revised Policy 5230 – Late Arrival and Early Dismissal
Revised Policy 5350 – Student Mental Health and Suicide Prevention
Revised Policy 5460 – Graduation Requirements
Revised Policy 7300 – Disposition of Real Property/Personal Property
New Policy 7440.03 – Small Unmanned Aircraft Systems
Reject Policy 8400 – School Safety
Revised Policy 8403 – School Resource Officer
Revised Policy 8462 – Student abuse and Neglect
Revised Policy 8500 – Food Services
New Policy 1615 – Use of Tobacco by Administrators
Revised Policy 3215 – Use of Tobacco by Professional Staff
Revised Policy 4215 – Use of Tobacco by Classified Staff
Revised Policy 5512 – Use of Tobacco
Revised Policy 7434 – Use of Tobacco on School Premises
Revised Policy 2413 – Career Advising

20-082 HEMSPN FMLA Leave

The Superintendent recommends that the Board of Education approve FMLA leave for Shannon Allen of Hannah E. Mullins School of Practical Nursing.

20-083 Resignation of Athletic Supplemental Position

The Superintendent recommends that the Board of Education approve the resignation of William Klucinec for his Volunteer Boys Basketball Coach supplemental position for the winter 2019 season.

20-084 Athletic Supplemental Positions

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2020 season.

Softball

1. Mike Thorpe – Head Coach Step 5
2. Kristen Toy – JV Head Coach Step 1
3. Eric Markovich – Varsity Assist. Coach Step 2

Track – High School

1. Amie Cochran – Varsity Girls Head Coach Top Step
 2. Bill Neapolitan – Varsity Girls Asst. Coach Top Step
 3. Bethany Glasser – Varsity Girls Asst. Coach Top Step
-
1. Austin Noel – Varsity Boys Head Coach Step 1
 2. Shane Harding – Varsity Asst. Boys Coach Top Step

Track – Jr. High

1. Jarroed Niederheiser - Head Girls Coach Top Step
2. Anthony Shivers – Volunteer Asst. Boys Track Coach

Boys Tennis

1. Matt Ziegler - HS Boys Tennis Coach Split Top Step
2. Ryan Barrett - HS Boys Tennis Coach Split Top Step

20-085 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 2019-2020 school year.

38. Sherry Ayers - Volunteer for Band

20-086 Activity Fund Proposals

The Superintendent recommends that the Board of Education approve the Activity Fund Proposals for the following 2019-2020 school year groups (See Exhibit: 20-086).

20-087 Creation of Funds

The Superintendent and Treasurer recommend the Board of Education approve the creation of the Student Wellness and Success Fund (#467).

20-088 Appropriation Additions

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

STUDENT WELLNESS AND SUCCESS (#467) \$500,583.47

20-089 Return of Advances

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

IDEA-B (#516)	\$54,964.73
TITLE I (#572)	\$27,531.29
Title II-A (#590)	\$19,647.56
TITLE IV-A (#599-9019)	\$1,329.34

Approval of Consent Agenda for October 28, 2019

Moved by Mrs. Hrvatin and seconded by Mr. Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin, Bailey

Nays: None

Abstain: None

Motion Carries

20-090 Grant of Lease

The Superintendent recommends that the Board of Education amend the contract for the lease of real property Parcel #5005793000 (2002 Whinnery Road) with Charles F Bricker & Sons, LLC in

Moved by Mr. Bailey and seconded by Mr. Moffett

Ayes: Haddad, Moffett, Hrvatin, Bailey

Nays: None

Abstain: Mr. Bricker

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 7:10 PM

Board President

Treasurer

November 18, 2019 – Special Meeting

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

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

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett –Absent –Arrived at 6:27

Mrs. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Bricker, Haddad, and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

Board Goals – The board discussed board goals and the board dashboard. Mr Kirkland and Mr Douglas discussed cyber security and what the district is doing to make sure the district is protected. Mr Kirkland and Mr Douglas also discussed a meeting with the ESC to discuss potential cost saving in the future.

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

Board President

Treasurer

November 18, 2019 – Regular Meeting

The Salem Board of Education met Monday, **November 18, 2019** 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.

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. Douglas then called the roll with the following results:

Mr. Ted Bricker – Present

Mrs. LuAnn Haddad – Present

Mr. Doug Moffett – Present

Mrs. Carol 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 28, 2019 Special Meeting and Regular Meeting as submitted prior to the meeting with the following corrections

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

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

Moved by Mr. Bailey and seconded by Mr. Moffett 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

- Mr. Kirkland gave his condolences to the Fattler Family after the passing of long time employee Jim Fattler.

- Mr. Kirkland thanked the community in their support of the school district by passing the renewal of the emergency levy.
- Mr. Kirkland thanked the board for providing the opportunity to attend the OSBA Conference. The three newly elected board member, Mrs. Hrvatin and a couple of Administrators attend the board conference in Columbus and gathered a lot of great ideas to use in the future.
- The Quaker Club has recently started in our new STEAM room in the library after school and has had an attendance of approximately 40 students.
- The Football Team and Mr. Johnson was award as an Academic All Ohio team. The team has been Academic All Ohio from 2012 to Present
- Mr. Freeman received a letter after recently hosting a state football playoff game about how beautiful the facilities were and how well the tournament was run.

Mrs. Kemats presented on the districts Federal programs which included Title I, Title II-A, Title III, Title IV-A, IDEA-B Special Education, and New Title I Supplemental School Improvement. She touched briefly on each grant and how the money can be spent and the allocation for each grant.

Mrs. Kemats also presented on Salem ESports. ESports is competitive online game for ages 13+ and is expected to be a 1.1 billion dollar industry in 2019. Over 150 colleges' offer ESports as a competitive sport and over 157 High Schools offer it as a sport or a club. She conducted a survey of 7-12th graders and had 710 responses and 272 (37%) are interested in participating.

RECOGNITIONS

HEARING OF PUBLIC REQUESTS

COMMITTEE MEETING REPORTS

Finance Committee discussed the 5yr forecast

Building and Grounds discussed purchasing new vehicles for the maintenance department and engineering services for the AC unites at the high school.

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Bailey and seconded by Mrs. Hrvatin that the Board approve the Financial Report and Report on Bills for the month end October 31, 2019.

Mr. Douglas presented on the Five Year Forecast. The presentation went over Revenues and Expenditures from the general funds.

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

Nays: None

Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

20-091 Second Reading for the Revisions/Additions/Deletions of Board Policies, Administrative Guidelines and Forms

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

Revised Policy 1310 – Employment of the Treasurer
Revised Policy 1340 – Non-Reemployment of the Treasurer
Revised Policy 2431 – Interscholastic Athletics
Revised Policy 2450 – Adult and Community Education
Revised Policy 5113.02 – School Choice Options
Revised Policy 5200 – Attendance
Revised Policy 5230 – Late Arrival and Early Dismissal
Revised Policy 5350 – Student Mental Health and Suicide Prevention
Revised Policy 5460 – Graduation Requirements
Revised Policy 7300 – Disposition of Real Property/Personal Property
Revised Policy 7440.03 – Small Unmanned Aircraft Systems
Reissued Policy 8400 – School Safety
Revised Policy 8403 – School Resource Officer
Revised Policy 8462 – Student abuse and Neglect
Revised Policy 8500 – Food Services
New Policy 1615 – Use of Tobacco by Administrators
Revised Policy 3215 – Use of Tobacco by Professional Staff
Revised Policy 4215 – Use of Tobacco by Classified Staff
Revised Policy 5512 – Use of Tobacco
Revised Policy 7434 – Use of Tobacco on School Premises

20-092 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 20-092.

20-093 Athletic Trainer Contract

The Superintendent recommends that the Board of Education approve Megan Gustaevel as Athletic Trainer for the 2019-2020 Winter and Spring Sports season for the events and rates.

20-094 Winter Job Titles

The Superintendent recommends that the Board of Education approve the following Job Titles and rates for the 2019-2020 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
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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
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Statistician

JV/Varsity	\$17.00/game
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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
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Announcer

JV/Varsity	\$12.00/game
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Ushers (2)

JV/Varsity	\$22.00/game
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Music

JV/Varsity	\$10.00/game
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20-094 Winter Job Titles (Continued)

Trainer

JV/Varsity	\$50.00/game
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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
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Statistician

JV/Varsity	\$17.00/game
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Scorebook

JV/Varsity	\$22.00/game
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9 th Grade	\$10.00/game
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8 th Grade	\$5.00/game
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7 th Grade	\$5.00/game
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Video

JV/Varsity	\$20.00/game
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Announcer

JV/Varsity	\$12.00/game
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Ushers (2)

JV/Varsity	\$22.00/game
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Music

JV/Varsity	\$10.00/game
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Trainer

20-094 JV/Varsity \$50.00/game
Winter Job Titles (Continued)

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
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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

20-095 Winter Game Workers

The Superintendent recommends that the Board of Education approve the following Winter Game Workers for the 2019-2020 season:

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

20-096 Fall Game Worker

The Superintendent recommends that the Board of Education approve the following Fall Game Worker for the 2019-2020 season:

1. Dawn Anderson- (Retroactive to October 18, 2019)

20-097 Athletic Supplementals

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

WEIGHT ROOM SUPERVISOR Winter/Spring

1. Marshal Sarginger Step 1

BOYS BASKETBALL

1. Ryan Wolfgang – Asst. Boys Basketball Coach - Volunteer

BASEBALL

1. Mike DeBarr – Head Varsity Coach Step 5

TRACK – HIGH SCHOOL

1. Ted Yuhaniak- Varsity Asst Boys Coach Top Step
2. Tom Rumsey- Varsity Asst Coach Volunteer
3. Lex Murray- Varsity Asst Coach Volunteer

20-098 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:

\$904 – Secondary Transition Grant (#499)

20-099 HEMSPN Resignation

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

3. Linda Ludwig –RN – STNA Program Coordinator (Effective 11-15-2019)

20-100 HEMSPN Position Change

The Superintendent recommends that the Board of Education approve the position change for the following HEMSPN employee:

1. Melissa Covert –MSN – from Part Time to per diem status (Effective 1-1-2020)

20-101 Salem High School Boys Baseball Trip to Myrtle Beach, SC

The Superintendent recommends that the Board of Education approve the Salem High School Boys Baseball trip to the Ripken Experience in Myrtle Beach, South Carolina on April 9, 2020 and returning on April 12, 2020.

20-102 Salem High School Girls Softball Trip to Pigeon Forge, TN

The Superintendent recommends that the Board of Education approve the Salem High School Girls Softball trip to the Ripken Experience in Pigeon Forge, Tennessee on April 9, 2020 and returning on April 12, 2020.

20-103 Memorandum of Understanding between Salem City Schools and PsyCare Inc.

The Superintendent recommends that the Board of Education approve the Memorandum of Understanding between the Salem City Schools and PsyCare Inc. See Exhibit: 20-103.

20-104 Architectural/Services

The Superintendent and the Building and Grounds Committee recommend that the Board of Education authorize the treasurer to enter into an agreement for architectural/engineering services for the High School in the amount up to \$35,000.00.

20-105 Purchase of Vehicles

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

1. 2020 Ford F250 XL 4x4 142" WB Pickup Truck \$30,0436.02 – 003 Permanent Improvement Fund
2. 2020 Ford Transit T250 Medium Height Cargo Van 142" WB \$33,329.70 - 003 Permanent Improvement Fund

3. 2020 Ford Transit T250 Medium Height Cargo Van 142" WB
\$33,308.70 – 006 Cafeteria Fund

Approval of Consent Agenda for November 18, 2019

Moved by Mrs. Hrvatin and seconded by Mr. Moffett

Ayes: Haddad, Bricker, Moffett, Hrvatin, Bailey

Nays: None

Abstain: 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 Mr. Bailey second the motion. All board members voted "yes", Mrs. Haddad adjourned the meeting at 7:50 PM

Board President

Treasurer

December 9, 2019 – Special Meeting

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

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

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

Mr. Steve Bailey – Present

Mr. Ted Bricker - Present

Mrs. LuAnn Haddad - Present

Mr. Doug Moffett – Present

Mrs. Carol Hrvatin - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Bricker, Haddad, and Hrvatin

Nays: None

Motion Carries

NEW BUSINESS

Board Goals – The board discussed board goals and the board dashboard. Mr. Kirkland discussed some of the future projects that need to be done in the district over the next couple of years as part of the PI long term budget plan.

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

Board President

Treasurer

December 9, 2019 – Regular Meeting

The Salem Board of Education met Monday, **December 9, 2019** 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.

Mrs Haddad called the meeting to order at 7:02 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	Mrs. Carol Hrvatin - Present
Mr. Steve Bailey – Present	

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr Bailey and seconded by Mr. Bricker that the Board approved the minutes from November 18, 2019 Special Meeting and Regular Meeting as submitted prior to the meeting with the following corrections

20-051 Athletic Supplemental

The Superintendent recommends that the Board of Education approve the following athletic supplemental position for the 2019 – 2020 school year.
(Pending BCI/FBI)

High School Boys Basketball

1. George Spack – Varsity Assistant Coach Top Step

Correction 12/9/2019: 1. George Spack – Varsity Assistant Coach Split 50% Top Step

20-097 Athletic Supplementals

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2019 – 2020 school year.
(Pending BCI/FBI)

BOYS BASKETBALL

1. Ryan Wolfgang – Asst. Boys Basketball Coach - Volunteer

Correction 12/9/2019: 1. Ryan Wolfgang – Asst. Boys Basketball Coach Split 50% Step0

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

Nays: None

Motion Carries

READING, CORRECTING AND APPROVING AGENDA

Moved by Mr. Moffett and seconded by Mr. Bailey 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

- Mr. Kirkland talked about the recent clean and organization of the administration warehouse. The warehouse will be used to host the Banquet of Salem in January.
- Mr. Kirkland talked about Gingerbread House day at the High School. Over 800 kids attended the High School cafeteria to build gingerbread houses and visit santa.
- Salem hosted a literacy night at the High School. Children had the opportunity to pick out new books and use 3d inactive books. Mr. Kirkland thanked Mrs. Wilson and Mrs. Kemats for putting the event together.
- Mr. Kirkland thanked the outgoing board members for their service and talked briefly about each of them and their service to the district.

Mrs. DeRose spoke about the schools theme for the school year "Say Somethin" The students are committed to help students and staff find their voice. Teachers Ms. Lundquist, Ms. Hippley, and Students discussed multiple ways the school implemented the theme throughout the year. They have a Quaker Store where students can earn tickets for doing something nice and can use those in the store to purchase items in the store. They also talked about Wellness Wednesdays and S.T.E.M.

RECOGNITIONS

HEARING OF PUBLIC REQUESTS

COMMITTEE MEETING REPORTS

N/A

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Bailey and seconded by Mr. Hrvatin that the Board approve the Financial Report and Report on Bills for the month end November 30, 2019.

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

Nays: None

Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

20-107 Classified Resignation

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

2. William Gray – Effective December 31, 2019 –Bus Driver for Salem City Schools

20-108 Athletic Supplemental Positions

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the spring 2020 season.

Softball

- | | |
|--|-----------|
| 4. <u>Kim Colian</u> – Asst. Coach | Volunteer |
| 5. <u>Jodie Hippley</u> – Asst. JV Coach | Top Step |

Baseball

- | | |
|--|--------|
| 1. <u>Brad Larson</u> – Asst. JV Coach –Split 50% | Step 0 |
| 2. <u>Andy Clutter</u> – Asst. Varsity Coach – Split 50% | Step 0 |
| 3. <u>Jake Carner</u> – Head JV Coach | Step 1 |
| 4. <u>Cody Dillon</u> – Asst. Varsity Coach | Step 5 |

Track

1. Christijana Vucenovic – Asst. JH Girls Step 1

Swimming

1. Kristen Reynolds – Head Coach Girls/Boys Volunteer
2. Kristen Kuntzman – Asst. Coach Girls/Boys Volunteer

20-109 Winter Game Workers

The Superintendent recommends that the Board of Education approve the following Winter Game Workers for the 2019-2020 season:

1. Becky Carner – Winter Sports Worker

20-110 Organizational Meeting 2020

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 13, 2020

Time: 6:15 p.m.

Place: Salem High School Library

20-111 OSBA Legal Assistance Fund

The Superintendent recommends that the Board of Education approve the annual legal assistance fee for calendar year 2020 (January through December) to the Ohio School Boards Association (OSBA) Legal Assistance Fund in the amount of \$250.00.

20-112 School Calendar

The Superintendent recommends that the Board of Education approve the school calendar for the 2020-2021 school year. See Exhibit #20-112.

20-113 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. Jayne Bricker
2. Joan Brooks
3. Ryan Wolfgang

Classified Substitutes:

1. Dalton Pancoast
2. Jayne Bricker

20-114 Certified Staff Moving Up on Pay Scale

The Superintendent recommends that the Board of Education approve the following certificated staff to be moved up on the pay scale effective the beginning of the second semester of the 2019-2020 school year:

4. Amie Cochran– MA to MA+15
5. Michelle Kosko - MA to MA+15

20-115 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 20-115.

20-116 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 2019-2020 school year.

39. Ashley Taafe – HERO Club

20-117 Memorandum of Understanding between the Salem Board of Education and the Ohio Association of Public School Employees

The Superintendent recommends that the Board of Education approve the Memorandum of Understanding between the Salem Board of Education and the Ohio Association of Public School Employees regarding how the van driver position is staffed. See Exhibit 20-117.

20-118 Approval of Salem Public Library Trustee

The Salem Public Library Board of Trustees recommend to the Board of Education that Jerry Zimmerman be appointed as a Trustee of the Library Board, without compensation, filling a vacant seat. The term of appointment would begin upon your approval and will continue through December 31, 2023. 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.

20-119 Approval of Salem Public Library Trustee

The Salem Public Library Board of Trustees recommend to the Board of Education that Madeline Shivers be re-appointed to serve a full seven-year term, without compensation, as a Trustee of the Library Board. The term of appointment is to begin January 1, 2020 and will continue through December 31, 2026. 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.

20-120 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. Zacchaeus Swartezntruber

Approval of Consent Agenda for December 9, 2019

Moved by Mr. Moffett and seconded by Mr. Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin, Bailey

Nays: None

Abstain: 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 7:35 PM

Board President

Treasurer