The Salem Board of Education met Monday, January 11, 2016 at 6:30 PM in the Library at the Salem Sr. High School for its Organizational Meeting.

**ORGANIZATIONAL MEETING**

16-111 **ROLL CALL**
Mr. Barrett called the roll and election of officers took place.

- Mr. Steve Bailey – Present
- Mrs. Angie Beck – Present
- Mr. Ted Bricker - Present
- Mr. Doug Moffett - Present
- Mr. Howard Rohleder

16-112 **OATH OF OFFICE**
The Oath of Office was given to the following Board Members:

- Steve Bailey
- Angie Beck
- Doug Moffett

16-113 **APPOINTMENT OF PRESIDENT PRO TEM**
Moved by Mr. Rohleder and seconded by Mr. Bricker that Mr. Steve Bailey be appointed as President Pro Tem.

All Board members were in agreement.

16-114 **ELECTION OF PRESIDENT**
Mr. Bailey called for nominations for the office of the president.

Moved by Mr. Bricker and seconded by Mr. Moffett that Mr. Howard Rohleder be elected as President of the Board.

All Board members were in agreement.

Mr. Barrett declared Mr. Rohleder to be the newly elected President of the Board.
16-115  ELECTION OF VICE PRESIDENT

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

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

All Board members were in agreement.

Mr. Barrett declared Mrs. Beck to be the newly elected Vice President of the Board.

16-116  ESTABLISH REGULAR MEETINGS

Moved by Mrs. Beck and seconded by Mr. Bricker that the Board hold all meetings for the 2016 Calendar Year at 7:00 p.m. in the High School Library as follows:

1. Monday, January 11, 2016
4. Monday, April 18, 2016
6. Monday, June 20, 2016
7. Monday, July 18, 2016
10. Monday, October 17, 2016
12. Monday, December 12, 2016

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

16-117  OSBA CONFERENCE

The Superintendent recommends the Board of Education nominate a delegate and alternate to the OSBA Capital Conference in the fall of 2016.

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board appoint Mrs. Beck as delegate and Mr. Rohleder as alternate to the OSBA Capital Conference in the fall of 2016.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
SALEM CITY BOARD OF EDUCATION
BOARD MINUTES
2016

Nays: None
Motion Carries

16-118  ESTABLISHMENT OF BOARD SERVICE FUND
Moved by Mr. Bailey and seconded by Mrs. Beck that the Board establish a
Board Service Fund in the amount of $10,000.00

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

16-119  MOTIONS OF AUTHORIZATION
Moved by Mr. Bailey and seconded by Mrs. Beck that the Board authorize the
Treasurer to take the following actions on their behalf in order to assure the
smooth and efficient operation of the district:

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

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

16-120  MOTIONS OF AUTHORIZATION
Moved by Mr. Moffett and seconded by Mr. Bricker that the Board authorize the
Superintendent to take actions on behalf of the Board of Education:
1. To act as Purchasing Agent for the District.

2. To approve attendance at in-service and/or conferences by teachers and administrators. These will pertain to their position or duties and will be approved in advance by the Superintendent.

3. To utilize legal counsel as necessary with the Board to be kept informed.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

16-121  FEDERAL AND STATE PROJECT PARTICIPATION
 Moved by Mrs. Bailey and seconded by Mrs. Beck that the Board approve applications for, and participation in, all available federally funded grants and all state funded projects including Title I, School Improvement Sub A, Title II-A (Improving Teacher Quality), LEP Title III, Special Education Part-B-IDEA, Rural and Low Income Title VI-B, National School Lunch/Breakfast Program (including commodities distribution), Non-Public Auxiliary Funds, RTTT, eTech, Ohio Reads, School Network, and the Vocational Adult Education Grant.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

16-122  ASSIGNMENT OF SPECIAL EDUCATION STUDENTS
 Moved by Mrs. Beck and seconded by Mr. Bailey that the Board approve the assignment of special education students as required and in accordance with P.L. 94-142 or subsequent amendments.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

16-123  APPOINTMENT OF SCHOOL MEDICAL DIRECTOR
 Moved by Mr. Bailey and seconded by Mrs. Beck that the Board appoint Dr. Walter Dombroski, MD as the school Medical Director for the 2016 calendar year.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries
16-124 DESIGNATION OF OFFICIAL NEWSPAPER
Moved by Mr. Moffett and seconded by Mr. Bailey that the Board designate The Salem News as the official newspaper since it is published in the district. Continued utilization of The Morning Journal, The Youngstown Vindicator and The Alliance Review will take place. In certain and specific situations, a designated newspaper must be utilized for legal ads, notices, and financial reports as required.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

16-125 FEES FOR COPIES OF MEETINGS
Moved by Mr. Bailey and seconded Mrs. Beck that the Board determined that fees charged to individuals requesting copies of meetings, agendas or notices of individual meetings remain the same for this year.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

16-126 OSBA MEMBERSHIP
Moved by Mr. Bailey and seconded by Mr. Moffett that the Board approve the annual membership dues for the calendar year 2016 (January through December) to the Ohio School Boards Association (OSBA) in the amount of $4959.00

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

16-127 TAX BUDGET FOR FISCAL YEAR 2016-2017
Moved by Mrs. Beck and seconded by Mr. Bricker that the Board approve the 2016-2017 Tax Budget to be submitted to the Columbiana County Auditor. See Exhibit Tax Budget FY 2017.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries
16-128 OPEN RECORDS

Moved by Mrs. Beck and seconded by Mr. Moffett that the Board authorize the following individuals for the purpose of Open Records:

1. Robert Barrett

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Bailey so moved and Mrs. Beck second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
The Salem Board of Education met Monday, January 11, 2016 at 5:45 PM in the Library of the Salem High School for a Work Session. Present were Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

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

- Mr. Steve Bailey – Absent
- Mrs. Angie Beck - Present
- Mr. Ted Bricker - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

Mr. Bailey entered the meeting at 5:50 p.m.

**NEW BUSINESS**

1. Agendas - reviewed
2. Communication Plan – The Board reviewed the communication plan.
3. Stadium Project – The Board reviewed the Stadium Project.

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

__________________________________________  ________________________________
Board President                                                        Treasurer
January 11, 2016

The Salem Board of Education met Monday, January 11, 2016 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

- Mr. Steve Bailey – Present
- Mr. Ted Bricker - Present
- Mrs. Angie Beck - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mrs. Beck and seconded by Mr. Moffett that the Board approved the minutes from December 14, 2015 as submitted prior to the meeting.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
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.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

**SUPERINTENDENT’S REPORT**

None

**RECOGNITIONS**

None

**INFORMATIONAL ITEMS**

Certificated Staff Scale Adjustments
- Chelsea Barrett – MA to MA+15 (Pending receiving transcripts)
- Sarah Milburn – BA to BA150 (Pending receiving transcripts)
- Sarah Burtnett – BA to BA150 (Pending receiving transcripts)
- Brooke Skiba – BA to BA150 (Pending receiving transcripts)
HEARING OF PUBLIC REQUESTS
None

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 December 31, 2015.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS
Moved by Mrs. Beck and seconded by Mr. Bailey that the Board approve the following resolutions:

16-129 HEMSPN INTERIM DIRECTOR RESIGNATION
The Board accepted the request of Darla Shar to return to her teaching position after serving as Interim Director of HEMSPN until a full-time director was found.

16-130 HIRING OF HEMSPN DIRECTOR
The Board approved the hiring of Christina M. Devlin as Director of HEMSPN effective January 12, 2016 with an annual starting salary of $58,000.00.

16-131 NON-ATHLETIC BAND VOLUNTEER
The Board approved the following non-athletic volunteer band position for the Salem High School for the 2015-2016 school year pending BCI/FBI background check:

1. Sherri Ayers – Catalogue the Band Music Library

16-132 HIRING OF SUBSTITUTE TEACHERS
The Board approved the hiring of the following substitute teachers:

1. Cynthia Eagleton
2. Nancy Morris
16-133 **CERTIFICATED UNPAID LEAVE OF ABSENCE**

The Board approved an unpaid leave of absence for Judy Colbert from 11/24/15 through 1/6/16.

16-134 **HIRING INTERIM TECHNOLOGY COORDINATOR**

The Board approved the hiring of Gary Russell as Interim Technology Coordinator for the period of January 11, 2016 through March 31, 2016 at the rate of $304.00 per day.

16-135 **TURF-PROJECT GRANT APPLICATION**

The Board applied for a grant from the Salem Community Foundation to support our Turf Project.

16-136 **MEMORANDUM OF UNDERSTANDING BETWEEN THE SALEM BOARD OF EDUCATION AND THE SALEM EDUCATION ASSOCIATION**

The Board approved the Memorandum of Understanding between the Salem Board of Education and the Salem Education Association regarding the employment of Judy Colbert from January 4, 2016 until the end of the 2015-2016 school year unless another date is mutually agreed upon by the Board and Association. See Exhibit Memorandum of Understanding.

**EXECUTIVE SESSION**

Moved by Mrs. Beck and seconded by Mr. Moffett that the Board adjourn into Executive Session for the purpose of discussing personnel. No action will be taken. All Board members were in agreement.

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

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

_______________________________                  ________________________________
Board President                                                        Treasurer
The Salem Board of Education met Monday, February 8, 2016 at 12:00 PM in the Board Room of the Administration Building for a Special Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

Mr. Rohleder called the meeting to order at 12:00 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Present       Mrs. Angie Beck - Present
Mr. Ted Bricker - Present       Mr. Doug Moffett – Present
Mr. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING AGENDA**

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

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

**EXECUTIVE SESSION**

Moved by Mr. Moffett and seconded by Mrs. Beck that the Board adjourn into Executive Session for the purpose of 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.

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

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Bailey so moved and Mr. Moffett second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
February 15, 2016

The Salem Board of Education met Monday, February 15, 2016 at 6:20 PM in the Library of the Salem High School for a Work Session. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

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

Mr. Steve Bailey – Present    Mrs. Angie Beck - Present
Mr. Ted Bricker - Present    Mr. Doug Moffett – Present
Mr. Howard Rohleder - Present

NEW BUSINESS

5. Communication Plan – The Board reviewed the communication plan.

6. Stadium Project – The Board reviewed the Stadium Project.

7. Athletic League – The Board reviewed the Athletic League.

8. Post Audit – Update


10. Superintendent’s Report

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

_______________________________                  ________________________________
Board President                                                        Treasurer
February 15, 2016

The Salem Board of Education met Monday, February 15, 2016 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mrs. Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

Mr. Steve Bailey – Present  Mrs. Angie Beck - Present
Mr. Ted Bricker - Present  Mr. Doug Moffett – Present
Mr. Howard Rohleder - Present

READING, CORRECTING AND APPROVING OF MINUTES
Moved by Mr. Moffett and seconded by Mrs. Beck that the Board approved the minutes from January 11, 2016 Organizational, January 11, 2016 and February 8, 2016 as submitted prior to the meeting.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
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: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

SUPERINTENDENT’S REPORT
None

RECOGNITIONS
• 7th Grade Girls Basketball Team
INFORMATIONAL ITEMS

- Special Presentation from Reilly Elementary – Mrs. Carr’s Class on business. Mrs. Carr’s Class created a business: Mighty Marshmellow Makers donated their profit to the Turf.
- Principal Viscounte on 3rd Grade Reading Guarantee.
- Cathy Sanor – School Report Information

HEARING OF PUBLIC REQUESTS
None

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 January 31, 2016.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS
Moved by Mr. Moffett and seconded by Mrs. Beck that the Board approve the following resolutions:

16-138 APPROVAL OF SALEM PUBLIC LIBRARY TRUSTEE
The Board appointed Jock Buta to serve the remainder of Tom Patterson’s term, without compensation, as a trustee of the Library Board. The term will commence January 1, 2015 and will continue through December 31, 2021.

16-139 CERTIFIED MATERNITY AND FMLA LEAVE
The Board approved the maternity leave and FMLA leave for Ashley Hagan beginning approximately March 24, 2016.

16-140 OPEN ENROLLMENT
The Board approved open enrollment for the 2016-2017 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 2, 2016 to be given optimal consideration for approval.
16-141  POLICY 2261.01
The Board approved the following policy:

In accordance with the requirements of Federal law, programs supported by Title I funds must be planned and implemented in meaningful consultation with parents of the students being served.

Each year the Superintendent/designee shall work with parents of children served in Title I Programs in order to jointly develop and agree upon a proposed written parent involvement policy to establish expectations for the involvement of such parents in the education of their children. The proposed policy shall be reviewed and approved annually by the Board of Education and distributed to parents of children receiving Title I services.

It is the recommendation of the Superintendent to approve Policy 2261.01 in accordance with law regarding parent input of Title Programs and notices. Policy 2261.01 has been followed and conformed with.

16-142  HEMSPN FEE SCHEDULE
The Board approved the HEMSPN Fee Schedule for the 2016-2017 academic year, prices in effect from July 1, 2016 – June 30, 2017. See Exhibit #16-142.

16-143  TRANSFER OF FUNDS/APPROPRIATION ADDITIONS
The Board approved the following:

Part A:  Transfer of $47,000.00 from the General Fund to the Termination Benefits Fund (#035-9014)

Part B:  Appropriation additions to the Termination Benefits Fund (#035)
$47,000.00

16-144  ANNUAL RENEWAL FOR THE FAMILY AND CHILDREN FIRST COUNCIL OF COLUMBIANA COUNTY
The Board approved the annual contribution to the Family and Children First Council of Columbiana County in the amount of $450.00
16-145 ESC TEACHERS
The Board approved the following ESC teachers to cover classes, if necessary, when district is short on substitute teachers.

1. Marjorie Shivers
2. Ted Yuhaniak
3. Bethany Huston
4. Lauren Dodge

16-146 CLASSIFIED FMLA LEAVE
The Board approved the FMLA leave for Susan Lederle beginning February 17, 2016 through approximately March 14, 2016.

16-147 SCHOOL CALENDAR
The Board approved the school calendar for the 2016-2017 school year. See Exhibit #16-147.

16-148 CUSTODIAN FOR BUS GARAGE
The Board approved Mary Groff, custodian, to clean the bus garage once every two weeks effective 1/8/16.

16-149 SUBSTITUTE BUS DRIVERS
The Board approved the following as substitute bus drivers for the 2015-2016 school year:

1. Joe Farago
2. Richard Eichler

16-150 RESOLUTION FOR ATHLETIC CONFERENCE LEAGUE
The Board approved the following resolution for withdrawing from the Northeastern Buckeye Conference and joining a new league. See Exhibit #16-150.
16-151 BASKETBALL DIVISION III TOURNAMENT WORKERS

The Board approved the following Boys Basketball Division III Tournament Workers:

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

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 receipts
16-152  BASKETBALL DIVISION II TOURNAMENT WORKERS

The Board approved the following Boys Basketball Division II Tournament workers:

1. Darlene Heineman
2. Veronica Shadle
3. Lori Brooks
4. Jim Fattler
5. Tim Smith
6. Charles “Bud” Janofa
7. Roger Zeigler
8. Thomas Wright
9. Thelma Barrick
10. Frank Zamarelli
11. Megan Gustaevel
12. Ronald Johnson
13. Hank Brock
14. Gary Goddard
15. Todd Huda
16. Amy Johnson

For the following positions
Fees not to exceed $475.00 Toal:

a. Ticket Seller
b. Ticket Taker
c. Pass Gate
d. Secretary
e. Scoreboard
f. Stat Board
g. Usher
h. Ticket Manager
i. Announcer
j. Scorebook (Official)
k. Official Host
l. Team Host
m. Police
n. Media Coordinator
o. Trainer
p. Tournament Sectional Manager
q. Tournament District Manager
16-153 BAND TRIP TO DISNEY
The Board approved the Salem High School Band’s trip to Disney on February 16 – 20, 2016.

16-154 ATHLETIC SUPPLEMENTAL
The Board approved the following athletic supplemental positions for the 2015-2016 school year.

Baseball
   1. JV Baseball Coach – Mark Franken Step 2

16-155 HIRING OF CLASSIFIED SUBSTITUTE
The Board approved the following classified substitute pending BCI/FBI results:

   1. Lisa Pegg

16-156 HIRING OF SUBSTITUTE TEACHERS
The Board approved the following certified substitutes:

   1. Pauleen Bellos
   2. Alexis Harris
   3. Ryan McMullan

16-157 PERMISSION TO ADVERTISE
The Board granted permission to advertise for high school gym bleacher replacement.

Ayes: Bailey, Beck, Bricker, Moffett, Rohleder
Nays: None
Motion Carries

EXECUTIVE SESSION
Moved by Mrs. Beck and seconded by Mr. Bailey that the Board 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.
Moved by Mr. Bailey and seconded by Mr. Bricker that the Board adjourn out of Executive Session. All Board members were in agreement.

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Moffett so moved and Mrs. Beck second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
March 4, 2016

The Salem Board of Education met Friday, March 4, 2016 at 5:30 PM in the Board Room of the Administration Building for a Special Meeting. Present were Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

Mr. Rohleder called the meeting to order at 5:30 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

  Mr. Steve Bailey – Absent  
  Mr. Ted Bricker - Present  
  Mr. Doug Moffett – Present  
  Mr. Howard Rohleder - 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: Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

**16-158 EXECUTIVE SESSION**

Moved by Mrs. Beck and seconded by Mr. Bricker that the Board adjourn into Executive Session for the purpose of preparing for, conducting, or reviewing negotiations or bargaining sessions with employees. No action will be taken. All Board members were in agreement.

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

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Bricker so moved and Mr. Moffett second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
March 21, 2016

The Salem Board of Education met Monday, March 21, 2016 at 5:30 PM in the Library of the Salem High School for a Special Meeting. Present were Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

Mr. Rohleder called the meeting to order at 5:30 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Absent
Mr. Ted Bricker - Present
Mr. Doug Moffett – Present
Mr. Howard Rohleder - Present

Mr. Steve Bailey arrived at 5:36 p.m.

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, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

NEW BUSINESS

16-159 BOARDMANSHIP PROGRAM
The Board has arranged for a representative of the OSBA to put on a Boardmanship Program for our board members. No action will be taken

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Moffett so moved and Mrs. Beck second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
The Salem Board of Education met Monday, March 21, 2016 at 7:30 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

- Mr. Steve Bailey – Present
- Mr. Ted Bricker - Present
- Mrs. Angie Beck - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mr. Bailey and seconded by Mr. Bricker that the Board approved the minutes from February 15, 2016 Work Session and Regular Meeting and March 4, 2016 Special Meeting as submitted prior to the meeting with the following correction:

1. Item #16-153 Band Trip should read February 16-20, 2017 and not 2016.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

**READING, CORRECTING AND APPROVING AGENDA**

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

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

**SUPERINTENDENT’S REPORT**

None

**RECOGNITIONS**

- Athletic Director, Todd Huda, recognized two winter sport athletes on their athletic accomplishments.
INFORMATIONAL ITEMS

- High School Principal, Sean Kirkland, spoke about the Key Club participating in the Ohio Key Club Conference.
- Buckeye Elementary Principal, John Lundin, and Buckeye Staff – Melinda Bratton, Renee Dreger and Becky Gallagher reported to the Board about Read Across America Week.

HEARING OF PUBLIC REQUESTS
None

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 February 29, 2016.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS
Moved by Mrs. Beck and seconded by Mr. Bailey that the Board approve the following resolutions:

16-160 RESOLUTION ACCEPTING AMOUNTS AND RATES – COLUMBIANA COUNTY AUDITOR
The Board accepted the resolution regarding amounts and rates for the 2016-2017 fiscal year.

<table>
<thead>
<tr>
<th>ACTUAL FUND</th>
<th>INSIDE MILLAGE</th>
<th>OUTSIDE MILLAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>3.2</td>
<td>44.8</td>
</tr>
<tr>
<td>Permanent Improvement</td>
<td>1.0</td>
<td>2.0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>4.2</td>
<td>46.8</td>
</tr>
</tbody>
</table>

16-161 GRADING SCALE CHANGE FOR GRADES 7-12 FOR THE 2016-17 SCHOOL YEAR
The Board approved the following Grading Scale Change for Grades 7-12 for the 2016-2017 School Year:

90-100: A
80-89: B
The Board approved with sincere appreciation and best wishes the retirement of the following Certificated Employees:

2. Tamara Comm – Effective May 26, 2016

The Board approved Kristy Erb as the 504 Compliance Officer.

The Board approved Kristy Erb as the Title IX Compliance Officer.

The Board granted permission to advertise for the following:

- Requests for Proposal on banking services
- Requests for Proposal on copier lease
- Request for Proposal for Food Service Management Services

The Board approved the creation of the Guidance Programs fund.

The Board approved the following Resolution for Co-Op:

THE REGION VIII EDUCATION SERVICE CENTER for THE INTERLOCAL PURCHASING SYSTEM And SALEM CITY SCHOOL DISTRICT BOARD OF EDUCATION
WHEREAS, the entity listed above, pursuant to the authority granted by the applicant’s state purchasing Requirements, desires to participate in The Interlocal Purchasing System (TIPS). TIPS is a National Cooperative Purchasing Program offered by Region VIII Education Service Center, located in Pittsburg, Texas, (Camp County). Participation, through membership and utilization of competitively bid and awarded vendor contracts in a cooperative purchasing program specializing in the management of high quality cooperative procurement solutions will be beneficial to the taxpayers through the anticipated savings to be realized by such entity listed above.

Therefore, be it RESOLVED, that the entity listed above has identified a stated need for participation in The Interlocal Purchasing System (TIPS) whereby Dr. Joseph Shivers, Superintendent is (Name of Authorized Person) authorized and directed to sign and deliver any and all necessary documents herewith for and on behalf of above named entity requesting membership in TIPS. I certify that the foregoing is a true and correct original Resolution duly adopted by the Salem City School District and is filed on record with TIPS.

In witness thereof, I have set my hand and signature this ______ day of _March, 2016.

By: __________________________ Dr. Joseph Shivers_________________
    (Authorized Signature for Entity)                                               (Printed Name)

Superintendent__________________ shiversjoe@salem.k12.oh.us________
    (Title or Position)              (email address)

This legal document will remain current on file until either party severs the agreement

16-168  CERTIFIED MATERNITY AND FMLA LEAVE
The Board approved maternity leave and FMLA leave for Lindsay Sheen beginning approximately March 20, 2016.

16-169  WINTER GAME WORKERS
The Board approved the following Winter Game Workers and rates for the 2015-2016 Winter Season:

Basketball:
1. Dick Paxon – Basketball Film @ $20/Per Game
Wrestling:
1. Frank Zamarelli – Wrestling Announcer/Music @ $25/per match

16-170  **ATHLETIC SUPPLEMENTAL**
The Board approved the following athletic positions for the 2015-2016 school year.

1. Dana Ackerman – Jr. High Track & Field Volunteer

16-171  **HIRING OF SUBSTITUTE TEACHERS**
The Board approved the following certified substitute:

1. Susan Smith

16-172  **APPROVAL OF REVISIONS/ADDITIONS/DELETIONS OF BOARD POLICIES**
The Board approved the following:

1130  Revised Policy – Conflict of Interest

See Exhibit(s) 16-172

16-173  **SUMMER SCHOOL PROGRAMS**
The Board approved the establishment of two Summer School Programs for the 2015-2016 school year as follows:

1. Health
2. Physical Education

16-174  **HIGH SCHOOL GYM BLEACHERS PROJECT**
The Board awarded the High School Gym Bleachers Project to Farnham Equipment Company base bid in the amount of $72,850.
16-175  
**HIRING OF CLASSIFIED SUBSTITUTE**
The Board approved the following classified substitute pending BCI/FBI results:

1. Bonnie Rickman

16-176  
**FUELED ONLINE EDUCATIONAL PRODUCTS AND SERVICES AGREEMENT TERM**
The Board approved the FuelEd Online Educational Products and Services Agreement for (3) three years. See Exhibit 16-176.

16-177  
**HEMSPN TUITION INCREASE**
The Board approved the HEMSPN Tuition Increase for the 2016-2017 Academic Year, prices in effect from July 1, 2016 – June 30, 2017. See Exhibit 16-177.

16-178  
**EXTENDING INTERIM TECHNOLOGY COORDINATOR CONTRACT**
The Board approved the extension of Gary Russell as Interim Technology Coordinator Contract for the period of April 1, 2016 through April 30, 2016 at a rate of $304.00 per day.

16-179  
**TEACHERS FOR SUMMER SCHOOL**
The Board approved the following teachers for summer school for the 2015-2016 school year:

1. Suzanne Harding – Summer Physical Education at a total cost of $1,783.60 pending sufficient enrollment. Pending BCI/FBI results.
2. Bill Miller – Summer Health at a total cost of $1,783.60 pending sufficient enrollment.

16-180  
**ATHLETIC SUPPLEMENTAL**
The Board approved the following athletic supplemental positions for the 2015-2016 school year:

**Boys Tennis**
1. HS Boys Tennis Coach – Matt Ziegler  
2. HS Boys Tennis Coach – Ryan Barrett

Split Top Step
Ayes: Bailey, Beck, Bricker, Moffett, Rohleder
Nays: None
Motion Carries

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

_________________________________  __________________________________
                             Board President                              Treasurer
March 30, 2016

The Salem Board of Education met Wednesday, March 30, 2016 at 8:00 AM in the Board Room of the Administration Building for a Special Meeting. Present were Mr. Bailey, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

Mr. Steve Bailey – Present        Mrs. Angie Beck - Absent
Mr. Ted Bricker - Present        Mr. Doug Moffett – Present
                           Mr. Howard Rohleder - Present

READING, CORRECTING AND APPROVING OF WORK SESSION AGENDA

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

Ayes: Bailey, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

NEW BUSINESS

01 DISCUSSION OF P.I. PROJECTS

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Bricker so moved and Mr. Bailey second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
The Salem Board of Education met Monday, April 18, 2016 at 6:00 PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

- Mr. Steve Bailey – Present
- Mr. Ted Bricker - Present
- Mrs. Angie Beck - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

**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: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

**EXECUTIVE SESSION**

Moved by Mrs. Beck and seconded by Mr. Moffett that the Board adjourn into Executive Session for the purpose of 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.

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

**NEW BUSINESS**

1. **CURRICULUM**
   The Board will review the curriculum.

2. **BUILDING AND GROUNDS**
   The Board will review the building and grounds.
There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Moffett so moved and Mr. Bailey second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.

_______________________________                  ________________________________
Board President                                                        Treasurer
The Salem Board of Education met Monday, April 18, 2016 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

- Mr. Steve Bailey – Present
- Mr. Ted Bricker - Present
- Mrs. Angie Beck - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mr. Bailey and seconded by Mr. Moffett that the Board approved the minutes from March 21, 2016 Work Session and Regular Meeting and March 30, 2016 Special Meeting as submitted prior to the meeting.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

**READING, CORRECTING AND APPROVING AGENDA**

Moved by Mrs. Beck and seconded by Mr. Bailey that the agenda be approved as submitted prior to the meeting with following corrections:

1. Add Item 16-195 Hiring of Assistant Superintendent
2. Add Item 16-196 Rotary Exchange Student
3. Add Item 16-197 Correction to Agenda Item 16-184 Certified Limited Contracts – remove Brian Dobosh
4. Add Item 16-198 Continuing Contract for Active Teaching Staff

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

**SUPERINTENDENT’S REPORT**

None
RECOGNITIONS
None

INFORMATIONAL ITEMS
• Mr. Dan Kibler – Mechanical Engineering Class Presentation
• Mr. Matt Freeman – Quaker Tech Academy Update

HEARING OF PUBLIC REQUESTS
• Dan Bowers talked about the formation of a swim team.

COMMITTEE MEETING REPORTS
• Building and Grounds Committee

FINANCIAL REPORT/REPORT ON BILLS- TREASURER
Moved by Mr. Moffett and seconded by Mrs. Beck that the Board approve the Financial Report and Report on Bills for the month end March 31, 2016.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS
Moved by Mrs. Beck and seconded by Mr. Bricker that the Board approve the following resolutions:

16-181 ACCESS CONTRACTS
The Board approved the ACCESS Contracts for the 2016-2017 school year. See Exhibit 16-181.

1. Internet Access and Application Services
2. Managed Internal Broadband Services and Wireless Products
3. Voice Services
16-182 RESOLUTION FOR ACCEPTANCE OF GIFTS OR ENDOWMENTS

The Board approved the following Resolution:

WHEREAS, Ohio Revised Code Section 3313.17 and 3313.36 empower a Board of Education to accept gifts or endowments from any person or corporation; and

WHEREAS, Butech, Inc. has graciously donated to the Salem City School District $10,000 worth of stock to be used for the turf replacement project; and

WHEREAS, the Board desires to accept this generous gift and recognize Butech, Inc. for this donation.

NOW THEREFORE BE IT RESOLVED, that in accordance with and pursuant to Ohio Revised Code Sections 3313.17 and 3313.36 the Board accepts the donation of $10,000 shares of stock from Butech, Inc.

BE IT FURTHER RESOLVED, that the Superintendent and Treasurer are hereby authorized on behalf of this Board to execute any and all documents to complete the transfer of the shares of stock to the District and the transfer or conversion of those stocks.

BE IT FURTHER RESOLVED, that the Board of Education publicly thanks Butech, Inc. for their generosity.

BE IT FURTHER RESOLVED, that it is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

16-183 ESC GOVERNING BOARD SERVICE AGREEMENT

The Board approved the following Columbiana County Educational Service Center Governing Board (ESC) service agreement between the ESC Governing Board and the Salem City School District Board of Education for the 2016-2017 school year. See Exhibit 16-183.

16-184 CERTIFIED LIMITED CONTRACTS

The Board approved limited contracts for the 2016-2017 school year for the following teaching staff:

1. Ashley Boyle
2. Melinda Bratton
3. Michelle Bryan
4. Sarah Burtnett
5. Steven Cabassa
6. Shawnae Carlisle
7. Julie Casacchia
8. Kathleen Crouse
9. Michael DeBarr
10. Renee Dreger
11. Megan Ellis
12. Amy Emerick
13. Susan Getz
14. Gary Goddard
15. Ashley Hagan
16. Sarah Hamilton
17. Alison Haynes
18. Travis Holbrook
19. Samantha Holisky
20. Ronald Johnson
21. Tiffany Kaiser
22. Ashley Klemann
23. Catherine Knowlden
24. Kera Leskovec
25. Michael Maietta
26. Sarah Milburn
27. Robert Motz
28. Brooke Mowery
29. Jarrod Niederhiser
30. Ashley O’Brien
31. Yvonne Parks
32. Ashley Paulsen
33. Julianne Piatt
34. Kaitlin Schoch
35. Lindsay Sheen
36. Brooke Skiba
37. Larry Truzzie
38. Jacqueline Weber
39. Kary Welker
40. Jennifer Woods
16-185 NON-RENEWALS OF CERTIFICATED SUBSTITUTE TEACHERS FOR 2016-2017

The Board approved the non-renewal of the following certificated substitute personnel effective at the end of the 2015-2016 school year. These non-renewals are the contracted norm for these positions and are not performance related.

1. Moly Copacia
2. Mindy Hiltbrand
3. Carol Lantz

16-186 NON-RENEWAL OF CERTIFICATED TEACHER FOR 2016-2017

The Board approved the non-renewal of the following certificated personnel effective at the end of the 2015-2016 school year. These non-renewals are the contracted norm for these positions and are not performance related.

1. Adam Dowd

16-187 SCIENCE K-8 TEXTBOOK ADOPTION


16-188 SCIENCE HIGH SCHOOL TEXTBOOK ADOPTION

The Board adopted the following high school textbooks:

Regular Chemistry:
Title: Pearson Chemistry
Pearson – Copyright 2012

AP Chemistry:
Title: Chemistry: The Molecular Nature of Matter and Change, 7th Ed.
McGraw Hill – Copyright: 2015

Physical Science:
Title: Physical, Earth and Space Science
CPO Science – Copyright 2016

The High School Science Textbook Committee made this recommendation. See Exhibit 16-188.
16-189  **HIRING OF SUMMER HELP**
The Board authorized Tim Roller to hire two (2) people for summer help in the technology department for next summer. The people to be hired will be approved at the Board’s next meeting.

16-190  **HIRING OF SUBSTITUTE TEACHERS**
The Board approved the following certified substitutes:

   2. James Bowman

16-191  **FIELD TURF/TRACK PROJECT**
The Board awarded the field Turf/Track Project to Sprinturf in the amount of $835,000. See Exhibit 16-191.

16-192  **ELEMENTARY SUMMER SCHOOL**
The Board approved the following certified personnel for teaching summer school for Elementary Students:

Teacher: Cheryl Green @ $22/per hr.
Students: 10-12
Dates: June 6 – July 6 (Monday – Thursday)
Administer: Summer ELA AIR Assessment to the students who still need to pass. (Part 1 on July 11 and Part 2 on July 12).
Time: 9:00 a.m. – 11:00 a.m.
Planning Dates: To Be Announced

16-193  **CONTINUING CONTRACTS FOR ACTIVIE TEACHING STAFF**
The Board approved continuing contracts for the 2015-2016 school year for the following teaching staff:

   1. Jennifer Andres
   2. Kylie Baker
   3. Jacqueline Samu
   4. Brianne Severn
16-194 SPRING SPORTS, DISTRICT TRACK AND FIELD MEET

The Board approved the following workers for Spring Sporting Events and the District Track and Field Meets:

**Track Ticket Sellers**
1. Tim Baillie
2. Darlene Heineman
3. Michelle Schreffler
4. Veronica Shadle

**Track Meets**
1. Cope $28.00 per Ticket Seller
2. JH NBC Meet $28.00 per Ticket Seller
3. HS Dual Meets $25.00 per Ticket Seller
4. JH Dual Meets $25.00 per Ticket Seller

**District Meet** $35.00 per Ticket Seller

16-195 HIRING OF ASSISTANT SUPERINTENDENT

The Board approved the appointment of Sean Kirkland as Assistant Superintendent effective August 15, 2016.

16-196 ROTARY EXCHANGE STUDENT

The Board approved to accept Andre Juliette Quiroga Escalera from Chile as the Rotary Exchange student for the 2016-2017 school year.

16-197 CORRECTION TO AGENDA ITEM 16-184

The Board approved the removal of Brian Dobosh from the Limited Contract List for the 2016-2017 school year since he has been placed on a Continuing Contract for 2016-2017.

16-198 CONTINUING CONTRACT FOR ACTIVE TEACHING STAFF

The Board approved continuing contracts for the 2015-2016 school year for the following teaching staff:

1. Brian Dobosh
There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mrs. Beck so moved and Mr. Moffett second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.

_______________________________                  ________________________________
                                                   Board President                          Treasurer

May 9, 2016

The Salem Board of Education met Monday, May 9, 2016 at 11:00 AM in the Board Room of the Salem Administration Building for a Special Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

Mr. Rohleder called the meeting to order at 11:00 AM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

   Mr. Steve Bailey – Present                   Mrs. Angie Beck - Present
   Mr. Ted Bricker - Present                    Mr. Doug Moffett – Present
   Mr. Howard Rohleder - Present
NEW BUSINESS

01 BOARD GOALS

The Board will review the Board Goals.

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

_______________________________                  ________________________________
Board President                                                        Treasurer
The Salem Board of Education met Monday, May 16, 2016 at 6:15 PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

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

- Mr. Steve Bailey – Present
- Mrs. Angie Beck - Present
- Mr. Ted Bricker - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING AGENDA**

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

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder

Nays: None

Motion Carries

**EXECUTIVE SESSION**

Moved by Mr. Bailey and seconded by Mrs. Beck that the Board adjourn into Executive Session for the purpose of 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.

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

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Bricker so moved and Mr. Moffett second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
May 16, 2016

The Salem Board of Education met Monday, May 16, 2016 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

- Mr. Steve Bailey – Present
- Mrs. Angie Beck - Present
- Mr. Ted Bricker - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mr. Moffett and seconded by Mrs. Beck that the Board approved the minutes from April 18, 2016 Work Session and Regular Meeting and May 9, 2016 Special Meeting as submitted prior to the meeting.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder

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 with following corrections:

1. Add Item 16-225 Administrator Resignation
2. Add Item 16-226 High School Gymnasium Floor

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder

Nays: None

Motion Carries

**SUPERINTENDENT’S REPORT**

None

**RECOGNITIONS**

- George Spack – 35 Years of Service
- Kelly Janofa – 25 Years of Service
- Eric Sosbe – 25 Years of Service
- Molly Silvers – 25 Years of Service
INFORMATIONAL ITEMS
• Alison Haynes – BA to BA150
• Michelle Bryan – BA150 to MA
• Elizabeth Miller – MA to MA+15
• Lauren Dodge – BA to BA150

HEARING OF PUBLIC REQUESTS
None

COMMITTEE MEETING REPORTS
None

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 April 30, 2016.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS
Moved by Mr. Moffett and seconded by Mrs. Beck that the Board approve the following resolutions:

16-199 ATHLETIC SUPPLEMENTALS
The Board approved the following athletic supplemental positions for the 2016-2017 school year.

FOOTBALL
1. Sr. High Head Coach – Ron Johnson  Top
2. Sr. High Varsity Asst. Coach – Jason Swiger  Top
3. Sr. High Varsity Asst. Coach – Mike DeBarr  Step 4
5. Sr. High Varsity Asst. Coach – Adam Doud  Top
7. 9th Grade Head Coach – Jason Lude  Top
8. 9th Grade Asst. Coach – Mark Franken  Step 1
9. 8th Grade Head Coach – Barry Long  Top
10. 8th Grade Asst. Coach – Austin Noel  Step 2
11. 7th Grade Head Coach – Mike Douglas  Top
12. 7th Grade Asst. Coach – Cory Wonner  Step 3
BOYS SOCCER
1. Boys Head Coach – John Schuster                      Step 2
2. Boys Asst. Coach/JV – Matt Woolford                 Step 2

GIRLS SOCCER
1. Girls Head Coach – Travis Zeigler                    Top
2. Girls Asst. Coach/JV – Kent Paulini                 Step 1

VOLLEYBALL
1. Girls Head Coach – Sarah Hamilton                   Step 4
2. Girls Asst./JV Coach – Candy Kekic                  Top
3. Girls 9th Coach – TBA

BOYS GOLF
1. Boys Head Coach – Ken Robbins                       Step 6

GIRLS GOLF
1. Girls Head Coach – Barb Wollitz                      Top

CHEERLEADING
1. Varsity Cheerleading Advisor – Jill Grove            Step 1
2. Junior High Cheerleading Advisor – Ashley Boyle      Step 2
3. 9th Grade Cheerleading Advisor – TBA

FOOTBALL
1. Weight Room Supervisor – (Fall) – Hank Brock        Top
2. Weight Room Supervisor – (Fall) – Ron Johnson        Top

NON-FOOTBALL
1. Weight Room Supervisor – Hank Brock                  Top

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

WRESTLING
1. Head Coach – Ken Baumarriage                          Top

BOYS BASKETBALL
1. Head Boys Coach – Rich Hart                           Top

GIRLS BASKETBALL
1. Head Girls Coach – Vincent Nittoli                   TBD
16-200 AUTHORIZING 2016-2017 MEMBERSHIP IN OHIO HIGH SCHOOL ATHLETIC ASSOCIATION (OHSAA)

The Board approved 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 16-200.

16-201 NON-RENEWAL ST. PAUL’S

The Board approved the non-renewal of the following auxiliary unit individual:

1. Debbie Barrett

16-202 MILLS STUDENT INSURANCE


16-203 HEMSPN RESIGNATION

The Board approved the resignation of Jeanette Kulifay as a part-time instructor of HEMSPN effective May 31st, 2016.

16-204 APPROVAL OF THE CLASS OF 2016 HIGH SCHOOL GRADUATES

The Board approved the graduates to be awarded diplomas on May 29, 2016. 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 16-204.

16-205 FY 2016 FIVE YEAR FORECAST

The Board approved the May 2016 Five Year Forecast. See Exhibit 16-205.

16-206 FOOD SERVICE MANAGEMENT SERVICES

The Board approved the contract with Nutrition Group for food services management services for the 2016-2017 school year (with 4 one-year renewals).
16-207  APPROPRIATION ADDITIONS
The Board approved the following appropriation additions:

   District Agency (#022)..................................................$5,000.00
   Stadium/Turf Fund (#300-9016)..............................$423,472.72
   Title I (#572-9016)......................................................$75,000.00

16-208  ASSOCIATE DIRECTOR OF HEMSPN
The Board approved naming Darla Shar as Associate Director of the Hannah E. Mullins School of Practical Nursing.

16-209  HIRING OF SUMMER HELP FOR TECHNOLOGY DEPARTMENT
The Board approved the following individuals as summer help beginning May 25, 2016:

   1. Justin Menning    $10.42/per hour
   2. Anthony Martin    $10.42/per hour

16-210  IN LIEU OF TRANSPORTATION
The Board approved the Payment in Lieu of Transportation minimum amount of $250.00 for the 2016-2017 school year.

16-211  HIGH SCHOOL SUMMER SCHOOL PROGRAMS
The Board approved the following High School Summer School Programs for the 2015-2016 school year:

   1. High School Credit Recovery Program – June 6, 2016 – June 22, 2016, 58 hours @ $22/hr.
   2. OGT Prep – depending on enrollment

16-212  HIGH SCHOOL SUMMER SCHOOL INSTRUCTORS
The Board approved the following summer school instructors for the 2015-2016 school year:

   High School Credit Recovery
   1. Jeanette DeShields    58 hrs. @ $22/hr.
16-213 **HIRING OF SUBSTITUTE TEACHERS**
The Board approved the following certified substitute:

1. Greg Steffey

16-214 **FMLA LEAVE**
The Board approved FMLA leave for Al Hayes beginning May 25, 2016.

16-215 **SUMMER HELP**
The Board approved the following employees for Summer Help @ $10.42 per hour pending completion of BCI and FBI background checks.

2. Shane Metzgar – Maintenance starting May 17, 2016

16-216 **COLLEGE CREDIT PLUS PROGRAM**
The Board approved the College Credit Plus Program between Youngstown State University, Kent State University and Salem City Schools for the 2016-2017 school year.

16-217 **HEMSPN INCREASE OF DAYS PER YEAR**
The Board approved the increase of HEMSPN days per year to 234 days per year.

16-218 **EXTENDED DAYS FOR TODD MCLAUGHLIN**
The Board approved up to twenty (20) extended days for Todd McLaughlin July 15, 2016 to July 31, 2016.
16-219 **AWARD A THREE YEAR 260-DAY CONTRACT**

The Board awarded a three year 260-Day Contract to Todd McLaughlin beginning the 2016-2017 school year as Junior High Assistant Principal/Clerk of the Works.

16-220 **PERMISSION TO ADVERTISE FOR REPOINTING WALL AT REILLY STADIUM**

The Board granted permission to advertise for the repointing of the walls at Reilly Stadium.

16-221 **NEW HIRE AT HEMSPN**

The Board approved the hiring of the following as part time instructors at Hannah E. Mullins School of Practical Nursing, starting Thursday May 19, 2016 for 16 to 29 hours per week at $20.50 per hour.

1. Tara Murphy, BSN, RN
2. Lisa Morgan, BSN, RN

16-222 **CHANGE OF POSITION AT HEMSPN**

The Board approved the change of position for the following as per diem instructors at Hannah E. Mullins School of Practical Nursing, starting Tuesday, May 32, 2016 as needed.

1. Sue Suarez
2. Shari Hall

16-223 **HIRING OF CERTIFIED STAFF**

The Board approved the hiring of the following for the 2016-17 school year pending BCI/FBI results:

1. Vincent Nittoli – Social Studies at the High School – Step TBD
2. Jordyn Burke – Social Studies at the Junior High School – Step 0

16-224 **CERTIFIED RESIGNATION**

The Board accepted the resignation of Kathleen M. Crouse, 2nd Grade Teacher at Buckeye Elementary, effective May 26, 2016.
16-225  **ADMINISTRATOR RESIGNATION**  
The Board accepted the resignation of Cathy Sanor, Director of Curriculum and Government Programs effective July 31, 2016.

16-226  **HIGH SCHOOL GYMNASIUM FLOOR**  
The Board accepted the quote from Ohio Floor Company in the amount of $202,200 as part of the co-op participation.

Ayes: Bailey, Beck, Bricker, Moffett, Rohleder  
Nays: None  
Motion Carries

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

_________________________________  ____________________________________________
Board President                      Treasurer
The Salem Board of Education met Friday, May 27, 2016 at 11:00 AM in the Board Room of the Salem Administration Building for a Special Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

Mr. Rohleder called the meeting to order at 11:00 AM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

Mr. Steve Bailey – Present   Mrs. Angie Beck - Present
Mr. Ted Bricker - Present   Mr. Doug Moffett – Present
                              Mr. Howard Rohleder - Present

**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: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

**NEW BUSINESS**

**01 LONG RANGE PLANNING**

The Board reviewed the Long Range Planning.

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

_________________________________                  ________________________________
Board President                                                        Treasurer
June 20, 2016

The Salem Board of Education met Monday, June 20, 2016 at 6:00 PM in the Library of the Salem High School for a Special Meeting. Present were Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

- Mr. Steve Bailey – Absent
- Mr. Ted Bricker - Present
- Mrs. Angie Beck - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

EXECUTIVE SESSION

Moved by Mr. Bricker and seconded by Mrs. Beck that the Board adjourn into Executive Session for preparing for, conducting, or reviewing negotiations or bargaining sessions with employees. No action will be taken. All Board members were in agreement.

Mr. Bailey entered the meeting at 6:02 p.m.

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

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Moffett so moved and Mrs. Beck second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
The Salem Board of Education met Monday, June 20, 2016 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

- Mr. Steve Bailey – Present
- Mrs. Angie Beck - Present
- Mr. Ted Bricker - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mr. Bricker and seconded by Mrs. Beck that the Board approved the minutes from May 16, 2016 Work Session and Regular Meeting and May 27, 2016 Special Meeting as submitted prior to the meeting.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
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 with following corrections:

1. Item #16-231 Establish a Category of Master Substitute Teacher – Change 25 days to 40 days
2. Item #16-234 Resignation of Athletic Supplementals – Change to 2016-2017 Football Athletic Supplemental positions
3. Item #16-235 Athletic Supplementals – Change Sr. High Varsity Asst. Coach – Austin Noel to Step 2 not Step 3
4. Item #16-249 Certified Positions – Add the names of Amber Waller and Karlyn Lundquist
5. Remove Item #16-252 Reduction in Force (RIF) of Certified Personnel
6. Add Item #16-256 Reilly Stadium Wall Bid Award

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries
SUPERINTENDENT’S REPORT
None

RECOGNITIONS
None

INFORMATIONAL ITEMS
• Samantha Holisky – BA 150 to MA
• Anneliese Carter – MA+15 to MA+30
• William G. Miller, Jr. – MA+15 to MA+30
• Kari Newburn – MA to MA+15

HEARING OF PUBLIC REQUESTS
None

COMMITTEE MEETING REPORTS
• Kristy Erb – Director of Special Services report on year wrap-up

FINANCIAL REPORT/REPORT ON BILLS- TREASURER
Moved by Mrs. Beck and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end May 31, 2016.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS
Moved by Mrs. Beck and seconded by Mr. Moffett that the Board approve the following resolutions:

16-227 SALEM PUBLIC LIBRARY BUDGET
The Board approved the Salem Public Library Tax Budget Request for 2017. See Exhibit 16-227.
16-228 **HEMSPN INACTIVE EMPLOYEE**
The Board approved that Joanne Dombroski be made inactive on the HEMSPN roster of employees.

16-229 **HIRING OF CERTIFIED STAFF**
The Board approved the hiring of the following for the 2016-2017 school year pending BCI/FBI results:

1. Dana Ackerman – Integrated Science 7-12 at the High School BA, Step 1
2. Michael Powell – Industrial Technology at the High School, MA, Step 20

16-230 **SUBSTITUTE TEACHERS PAY PER DAY**
The Board approved the increase of pay for Substitute Teachers to $95.00/per day beginning with the 2016-17 school year.

16-231 **ESTABLISH A CATEGORY OF MASTER SUBSTITUTE TEACHER**
The Board approved establishing the category of Master Substitute Teacher with a pay rate of $115.00/per day beginning with the 2016-17 school year for substitutes who either: 1) have worked forty (40) days or more the previous school year or 2) are a Retired Salem School teacher and worked fifteen (15) days or more during the previous school year.

16-232 **HIRING OF ADMINISTRATIVE STAFF**
The Board approved the hiring of the following three year contracts beginning the 2016-17 school year:

1. Jamie Kemats – Coordinator of Government Programs and Director of Testing
2. Aaron Vogt – Assistant Technology Director

16-233 **EXTENDED DAYS FOR SCHOOL NURSES**
The Board approved up to four (4) extended days for Suzanne Hritz, Shari McKarns and Joanne Dombroski, the school nurses to update school records that are affected by a new law on Meningitis Shots for 7th and 11th graders for the 2016-2017 school year.
16-234 RESIGNATION OF ATHLETIC SUPPLEMENTALS

The Board accepted the following resignation from the following Athletic Supplemental positions:

1. Football 9th Grade Asst. Coach – Mark Franken
2. Football 8th Grade Asst. Coach – Austin Noel

16-235 ATHLETIC SUPPLEMENTALS

The Board approved the following athletic supplemental positions for the 2016-2017 school year:

**GIRLS TENNIS**
1. Sr. High Head Coach – Joe Ronghi – Top Step

**CROSS COUNTRY**
1. Sr. High Head Coach – Robert Motz – Step 2
2. Asst. Coach – Ted Yuhaniak – Step 1
3. Jr. High Coach – Bethany Huston – Step 1

**FOOTBALL**
2. Sr. High Varsity Asst. Coach – Austin Noel – Step 2

16-236 DISTRICT TRACK MEET WORKERS

The Board approved the following individuals for work at the District Track Meet. No local funds were used.

1. Todd Huda – Tournament Manager @ $525.00
2. Megan Gustaevel – Trainer @ $15 per day $150.00
3. Veronica Shadle – Secretary @ $35 per day $70.00
4. Cameron Turney – Student Worker @ $15 per day $15.00
5. Keaton Turney – Student Worker @ $15 per day $15.00
6. Seth Ameduri – Student Worker @ $15 per day $15.00
7. Bradlee Kitts – Student Worker @ $15 per day $15.00
8. Jax Booth – Student Worker @ $15 per day $15.00
9. Will Chamberlain – Student Worker @ $15 per day $15.00
10. Shawn Chappell – Student Worker @ $15 per day $30.00
11. Josh Lehwald – Student Worker @ $15 per day $30.00
12. Kate Hall – Student Worker @ $15 per day $30.00
13. McKenzie Martin – Student Worker @ $15 per day $30.00
14. Chase Brewer – Student Worker @ $15 per day $30.00
15. Cameron Christopher – Student Worker @ $15 per day $15.00
16-237  TEMPORARY APPROPRIATIONS FOR FISCAL YEAR 2017
The Board approved setting of temporary appropriations at 25% of the 2015-16 line item expenditures for all funds from July 1, 2016 to September 30, 2016.

16-238  PERMANENT APPROPRIATION
The Board approved appropriations approved on September 21, 2015 on 16-053 as the permanent appropriations for the 2016 fiscal year.

16-239  AUTHORIZATION FOR FINAL CERTIFICATE OF ESTIMATED RESOURCES
The Board authorized the Treasurer to request a final amended certificate of estimated resources for fiscal year 2016 from the county auditor as revenues are finalized.

16-240  APPROPRIATION ADJUSTMENTS
The Board approved the following appropriation adjustments:

<table>
<thead>
<tr>
<th>Description</th>
<th>Adjustments</th>
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<tbody>
<tr>
<td>E-Rate (001-9588)</td>
<td>1.99</td>
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<tr>
<td>District Agency (022-xxxx)</td>
<td>15,041.64</td>
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<tr>
<td>Education Foundation (029)</td>
<td>1,000.00</td>
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<tr>
<td>Permanent Improvement (003)</td>
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<tr>
<td>Title I School Improvement (536-9016)</td>
<td>(5,000.00)</td>
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<tr>
<td>Auxiliary Services (401-901x)</td>
<td>(2,508.57)</td>
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<tr>
<td>Uniform School Supplies (009)</td>
<td>3,227.96</td>
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<tr>
<td>Student Managed Funds (200)</td>
<td>1,826.32</td>
</tr>
<tr>
<td>Employee Benefits Self Insurance (024)</td>
<td>19,275.57</td>
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<tr>
<td>District Managed Funds (300)</td>
<td>(40,736.28)</td>
</tr>
<tr>
<td>Rotary (014)</td>
<td>(3,022.17)</td>
</tr>
</tbody>
</table>
HEMSPN (022-9000) (22,547.30)
Title I School-Wide (572-901x) 23,450.54
Adult Education (012) (11,375.48)
Title VI-B (599-901x) (7.52)
Public School Support (018) (12,233.01)
IDEA-B (516-901x) (281,839.30)
LEP (551-901x) (3,055.34)
Stadium/Turf Project (300-9016) (62,453.99)
Total 130,141.71

16-241 KINDERGARTEN CAMP STAFF

The Board approved the following staff for Kindergarten Camp to be held August 8, 2016 through August 12, 2016 for the 2016-2017 school year:

1. Jen Andres – Title I (Salem) $22.00/hr.
2. Christi Arnoto – Teacher (Salem) $22.00/hr.
3. Melinda Bratton – Teacher (Salem) $22.00/hr.
4. Tracy Gottschling – Teacher (Salem) $22.00/hr.
5. Mindy Hiltbrand – Teacher (Salem) $22.00/hr.
7. Shari McKarons – Nurse (Salem) $26.92/hr.
8. Lisa Miller – Teacher (Salem) $22.00/hr.
9. Julie Moore – Teacher (Salem) $22.00/hr.
10. Kary Welker – Teacher (Salem) $22.00/hr.
11. Allie Winner – Teacher (Salem) $22.00/hr.
12. Paula Wonner – Teacher (Salem) $22.00/hr.
13. Regina Ziegler – Title I (Salem) $22.00/hr.

16-242 EXTENDED DAYS FOR JAMIE KEMATS

The Board approved up to five (5) extended days for Jamie Kemats, June 15, 2016 to July 31, 2016.

16-243 NON-ATHLETIC SUPPLEMENTALs

The Board approved the following non-athletic supplemental positions for the Salem High School and the Salem Junior High for the 2016-2017 school year:

2. Frank Zamarelli – Auditorium Coordinator
3. Will Klucinec – Audio Visual Director
4. Yvonne Parks – Yearbook
5. Brooke Skiba – School Paper
6. Attila Samu – Spring Play Supervisor
7. TBA – Asst. Spring Play Supervisor
8. TBA – Senior High Student Council
9. Dana Ackerman – Pep Club
10. Darlene Heineman – Junior Class Prom Supervisor
11. Jeannette DeShields – Interact
12. Amie Cochran – Key Club
13. Megan Ellis – Class of 2017 (Seniors)
14. Darlene Heineman – Class of 2018 (Juniors)
15. Amy Johnson – Class of 2019 (Sophomores)
16. Kerri Zacharias – Class of 2020 (Freshman)
17. Deanna Wilson – Poetry Club
18. Julie Casacchia – Spanish Club
19. Anneliese Carter – German Club
20. Jeff Gill – Computer Club
21. Sue Skiba – Senior High Academic Challenge
22. Arts Honor Society – Lisa Frederick & Anthony Martinelli
23. Brooke Skiba – Honor Society
24. Darlene Heineman – TACT
25. Hannah McFarland – Band Director
26. TBA – Flag
27. TBA – Percussion
28. Julianne Piatt – Asst. Band Director
29. Attila Samu – Chamber Choir
30. TBA – Junior High Student Council
31. Andrew Skiba – Junior High Academic Challenge

16-244 SALEM EDUCATION ASSOCIATION (SEA) MASTER AGREEMENT

The Board adopted 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, 2016 through August 31, 2019.

16-245 OHIO ASSOCIATION OF PUBLIC SCHOOL EMPLOYEES LOCAL #215 (OAPSE) MASTER AGREEMENT

The Board adopted 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, 2016 through June 30, 2019.
16-246  MCPC COPIER CONTRACT
The Board approved a five year lease for copiers, printers, multi-functional
devices and services from MCPc beginning July 11, 2016.

16-247  SCHOOL BUS DRIVER FOR SUMMER SCHOOL
The Board approved Carol Speece as the Reilly Elementary Summer School Bus
Driver @ two and one-half hours (2 ½ hrs) per day that summer school is in
session retroactive to June 6, 2016.

16-248  MOVING JULY REGULAR BOARD MEETING DATE
The Board approved to move the July Regular Board Meeting which was

16-249  CERTIFIED POSITIONS
The Board approved the following certified positions for the 2016-17 school year:

1.  Amber Waller–Salem High School Guidance Counselor, MA, Step 14
2.  Karlyn Lundquist-Elementary Schools Guidance Counselor, MA, Step 5

16-250  SALEM SCHOOL DISTRICT NON-TEACHING CONTUINING
CONTRACTS
The Board approved the following non-teaching contracts: See Exhibit 16-250.

1.  Gary Bayda - Mechanic
2.  Darlene Farino – EMIS Coordinator
3.  Matt Freeman – Transportation Supervisor
4.  Sue Kyser – Payroll
5.  Lori May – Assistant to the Treasurer
6.  Terri Roberts – Administrative Assistant
7.  Marge Zeigler – Accounts Payable/Special Education
8.  Deb Baker – Secretary Full Time HEMSPN
9.  DeAnn Russell – Secretary Part Time HEMSPN

16-251  DIRECTOR OF SPECIAL SERVICES CONTRACT
The Board approved the renewal of Kristy Erb as the Director of Special Services
on a three year contract beginning 2016-2017 school year.
16-252  REDUCTION IN FORCE (RIF) OF CERTIFIED PERSONNEL
Removed

16-253  REDUCTION IN FORCE (RIF) OF CLASSIFIED PERSONNEL
The Board placed Kim Shoaff on RIF (Displacement Status) effective June 20, 2016 due to reduction in a classified position.

16-254  AGREEMENT BETWEEN SALEM CITY SCHOOL DISTRICT AND A PARENT
The Board approved the Agreement between the Salem City School District Board of Education and the Parent of a child to provide necessary educational services under the Individuals with Disabilities Education Act (IDEA).

16-255  CONTRACT FOR EDUCATIONAL SERVICES
The Board approved 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.

16-256  REILLY STADIUM WALL BID AWARD
The Board approved awarding of the bid to MPG Caulking and Restoration in the amount of $55,790.00 for the repointing of the brick on the Reilly Stadium Wall.

Ayes: Bailey, Beck, Bricker, Moffett, Rohleder
Nays: None
Motion Carries

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

_______________________________                  ________________________________
Board President                                                        Treasurer
July 25, 2016

The Salem Board of Education met Monday, July 25, 2016 at 6:00 PM in the Library of the Salem High School for a Special Meeting. Present were Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

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

Mr. Steve Bailey – Absent  
Mr. Ted Bricker - Present  
Mrs. Angie Beck - Present  
Mr. Doug Moffett – Present  
Mr. Howard Rohleder - Present

READING, CORRECTING AND APPROVING AGENDA
Moved by Mrs. Beck and seconded by Mr. Bricker that the agenda be approved as submitted prior to the meeting.

Ayes: Beck, Bricker, Moffett and Rohleder  
Nays: None  
Motion Carries

Mr. Bailey entered the meeting at 6:18 p.m.

NEW BUSINESS

01 Long Range Plans - The Board reviewed long range plans.

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

_______________________________                  ________________________________
Board President                                                        Treasurer
The Salem Board of Education met Monday, July 25, 2016 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mrs., Beck, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

- Mr. Steve Bailey – Present
- Mrs. Angie Beck - Present
- Mr. Ted Bricker - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

READING, CORRECTING AND APPROVING OF MINUTES
Moved by Mr. Moffett and seconded by Mrs. Beck that the Board approved the minutes from June 20, 2016 Special Meeting and Regular Meeting as submitted prior to the meeting with the following corrections:

1. Item #16-223 Hiring of Certified Staff – Vincent Nittoli should be BA+150, Step 1
2. Item #16-229 Hiring of Certified Staff – Dana Ackerman should be BA+150, Step 1 and Michael Powell should be MA, Step 20

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

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, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

SUPERINTENDENT’S REPORT
None

RECOGNITIONS
None
INFORMATIONAL ITEMS
- Wendy Higgins – MA to MA+15
- Elaine Habeger – MA to MA+15
- Kelsie Markijohn – MA to MA+15
- Chelsea Barrett – MA+15 to MA+30
- Ryan Barrett – MA+15 to MA+30

HEARING OF PUBLIC REQUESTS
None

COMMITTEE MEETING REPORTS
- Christina Devlin, HEMSPN Executive Director presented an update on the School of Nursing
- Building and Grounds Committee
- Finance Committee

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 June 30, 2016.

Ayes: Bailey, Beck, Bricker, Moffett and Rohleder
Nays: None
Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS
Moved by Mr. Moffett and seconded by Mrs. Beck that the Board approve the following resolutions:

17-001 BUS ROUTE CHANGE
The Board approved a reduction in hours for the bus driver Brianne Frank due to a change in bus route from three and half (3.5) to two and a half (2.5) hours for the 2016-2017 school year.

17-002 BUS ROUTE CHANGE
The Board approved an increase in hours for bus driver Carol Speece due to a change in bus route from five (5) to five and a quarter (5.25) hours for the 2016-2017 school year.
17-003  PARTICIPANTS IN THE NONVIOLENT CRISIS INTERVENTION TRAINING
The Board approved the following teachers for participating in the Nonviolent Crisis Intervention Training and paid at a rate of $22.00/hr.:  
   1. Gina Powell – Retroactive to June  
   2. Samantha Holisky  
   3. Pamela Jay  
   4. Willi Colbert  
   5. Julie Folger

17-004  NON-ATHLETIC SUPPLEMENTALS
The Board approved the following non-athletic supplemental positions for the Salem High School and the Salem Junior High for the 2016-2017 school year:  
   1. Nicole Price – Flag and Majorette  
   2. Aaron Grenato – Percussion (Pending BCI/FBI Background Check)

17-005  ARBITER PAY
The Board approved utilizing Ohio High School Athletic Association ArbiterPay system to pay for game officials/referees beginning the 2016/17 school year.

17-006  SERS DISABILITY
The Board approved Mindy K. Carman going on disability effective July 31st, 2016.

17-007  DEPOSITORY CONTRACT
The Board approved awarding the depository contract to Chase Bank for a five-year period beginning August 24, 2016.

17-008  ATHLETIC SUPPLEMENTALS
The Board approved the following athletic supplemental positions for the 2016-2017 school year:  
   --- VOLLEYBALL ---  
   1. 7th Grade Volleyball – Brittany Barrett  
   2. 8th Grade Volleyball – Leah Perry  

   Step 2  
   Step 4
17-009  **HIRING FOR THE COMPUTER TECHNICIAN/SOCIAL MEDIA/WEB POSITION**

The Board approved the hiring of Joe Gerberry for the Computer Technician/Social Media/Web as a 260 day employee in the Technology Department at a salary of $28,125.50 for the period of August 1, 2016 to June 30, 2017.

17-010  **CORRECTION TO CONTRACT**

The Board approved the salary payment correction for Terri Roberts for the 2015/16 school year in the amount of $1,862.33.

17-011  **OUT OF TOWN TRIPS COST CALCULATION**

The Board authorized the Superintendent and Treasurer to calculate the cost of out of town trips annually (every July) for the new school year.

17-012  **PROGRAM PARTICIPATION**

The Board approved to continue participation in the following programs for the 2016-2017 school year:

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

17-013  **REVISED SCHOOL CALENDAR**

The Board approved the revised school calendar for the 2016-2017 school year. (See Exhibit Revised Calendar)

Ayes: Bailey, Beck, Bricker, Moffett, Rohleder  
Nays: None  
Motion Carries
There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Bailey so moved and Mrs. Beck second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.

__________________________________  ____________________________________
Board President                              Treasurer
The Salem Board of Education met Monday, August 15, 2016 at 6:00 PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bailey, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

Mr. Steve Bailey – Present  Mrs. Angie Beck - Absent
Mr. Ted Bricker - Present  Mr. Doug Moffett – Present
Mr. Howard Rohleder - Present

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: Bailey, Moffett, Bricker, and Rohleder
Nays: None
Motion Carries

NEW BUSINESS

01  Board Goals – The Superintendent and the Board of Education will review the Board Goals.

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Bricker so moved and Mr. Moffett second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
The Salem Board of Education met Monday, August 15, 2016 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

- Mr. Steve Bailey – Present
- Mrs. Angie Beck - Absent
- Mr. Ted Bricker - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING OF MINUTES**
Moved by Mr. Bailey and seconded by Mr. Moffett that the Board approved the minutes from July 25, 2016 Special Meeting and Regular Meeting as submitted prior to the meeting.

Ayes: Bailey, Moffett, Bricker, and Rohleder
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: Moffett, Bailey, Bricker, and Rohleder
Nays: None
Motion Carries

**SUPERINTENDENT’S REPORT**
None

**RECOGNITIONS**
None
INFORMATIONAL ITEMS

- Shawnae Carlisle is coming back from an unpaid leave of absence and will be teaching 6th grade at Southeast Elementary School.
- Renee Dreger was awarded the 2nd Grade position at Buckeye Elementary School.
- Jennifer Woods is involuntarily being moved to Southeast Elementary School to 5th Grade from Reilly 4th grade.
- Stephanie Helmick was awarded Duty Aide – 2.75 Hours at Buckeye Elementary School.
- Kim Shoaff was awarded Duty Aide – 3.75 Hours at Buckeye Elementary School and 1.25 Hours at Reilly Elementary.

HEARING OF PUBLIC REQUESTS

None

COMMITTEE MEETING REPORTS

- Todd McLaughlin reported on the facilities and events at the junior high school
- Building and Grounds Committee

Moved by Mr. Moffett and seconded by Mr. Bailey that the Board approve the Financial Report and Report on Bills for the month end July 31, 2016.

Ayes: Bailey, Moffet, Bricker, and Rohleder
Nays: None
Motion Carries

NEW BUSINESS

17-014 MOTION TO ACCEPT RESIGNATION

Moved by Mr. Moffett and seconded by Mr. Bricker that the Board of Education approve the resignation of Angela Beck, Vice President on the Board of Education for Salem City Schools, effective August 15, 2016 at 11:59 PM.

Ayes: Moffett, Bricker, Bailey, and Rohleder
Nays: None
Motion Carries

17-015 ELECTION OF VICE PRESIDENT

The president shall call for nominations for the office of the Vice President. Mr. Rohleder nominated Mr. Bailey. No other nominations were presented. Moved
by Mr. Rohleder and seconded by Mr. Bricker that the Board approve the nomination of Mr. Bailey as Vice-President.

Ayes: Rohleder, Bricker, Bailey, and Moffett
Nays: None
Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

17-016 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. Rileigh Altman
2. Carson Benner
3. Kaitlin Benner
4. McKenna Benner
5. Noah Benner
6. Rachel Bush
7. Kaitie Conrad
8. Mercede Dennison
9. Emma Hall
10. Jesse Hall
11. McKala Lehman
12. Damien Phillips
13. Lorelai Phillips
14. Jacob Reed
15. Michael Reed
16. Zacchaeus Swartzentruber
17. Ethan Tausch
18. Sally Tausch
19. Madison Walchak
20. Megan Walker
21. Nicole Walker
22. Jorden Webb
23. Sydney Webb

17-017 APPROVAL OF SALEM PUBLIC LIBRARY TRUSTEE

The Salem Public Library Board of Trustees recommend to the Board of Education that Debbie Pietrzak be appointed to serve the remainder of Mr. Roger Babb’s seven-year term, without compensation, as a trustee of the Library Board.
The term of appointment would begin upon your approval and will continue through December 31, 2017.

17-018  RESIGNATION OF CAFETERIA POSITION

The Superintendent recommends that the Board of Education accept the resignation of Terri Hoprich from her Cafeteria Position at the High School effective 8/5/2016.

17-019  TRANSPORTATION

The Superintendent recommends that the Board of Education approve the Transportation routes for the 2016/17 school year.

17-020  HIRING OF SUBSTITUTE BUS DRIVERS

The Superintendent recommends that the Board of Education approve the following employees as a substitute bus drivers pending BCI/FBI for the 2016/17 school year.

1. Kester Young – Pending State Bus Driver Requirements
2. Randy Erath

17-021  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 6, 2016 from 3:15 pm – 6:15 pm and continue throughout the school year. The Program will be staffed by two teachers each evening at $22.00/hr. the teachers are as follows:

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

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

1. Travis Holbrook
2. Kay Piero
3. Devon Johnson
17-022  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 2016/17 school year.

1. Senior High Student Council - Megan Ellis
2. Fall Play Supervisor – Tony Martinelli
3. Assistant Fall Play Supervisor – Robert Viencek

17-023  FALL GAME WORKER POSITIONS

The Superintendent recommends that the Board of Education approve the following game worker positions for the 2016 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 – 7th, 8th, 9th Football $15.00
8. Scoreboard – 7th/8th Football $30.00
9. Scoreboard – JV or Varsity Soccer $22.00
10. Scoreboard – JV or Varsity Soccer $15.00
11. Scoreboard – JV/Varsity/9th Volleyball $45.00
12. Scoreboard – Varsity or JV or 9th Tri $45.00
13. Scoreboard – JV/Varsity Volleyball $30.00
14. Scoreboard – 9th Volleyball $15.00
15. Scoreboard – 7th, 8th 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 – 7th/8th/9th Football $20.00
21. Ticket Sellers – 7th/8th 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/9th Volleyball $40.00
25. Ticket Sellers – Varsity/JV/Tri Volleyball $30.00
26. Ticket Sellers – 9th Only Volleyball $15.00
27. Ticket Sellers – 9th Tri Volleyball $22.00
28. Ticket Sellers – 7th/8th Volleyball $25.00
29. Ticket Takers – Varsity Football $22.00
30. Ushers – Varsity Football $20.00
17-024 FALL GAME WORKERS 2016

The Superintendent recommends that the Board of Education approve the following fall game workers for the 2016/17 school year.

1. Bud Janofa
2. Carol Sue Headland
3. Darlene Heineman
4. Frank Zamarelli
5. Gary Goddard
6. George Zeigler
7. Jim Fattler
8. Karen Navoyosky
9. Lori Brooks
10. Michelle Shreffler
11. Ronnie Shadle
12. Sheila Lobdell
13. Thelma Barrick
14. Tim Baillie
15. Tom Wright
16. Jen Pitts
17. Bernie Jesko
18. Dave Plegge
19. Rudy Markovich
20. Larry Altenhof
21. Debbie Altenhof
22. Amy Johnson
23. Tim Smith
24. Matt Mowery

17-025 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, 2016.

17-026 ATHLETIC SUPPLEMENTALS

The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2016/17 school year.

FOOTBALL
1. 8th Grade Assistant Coach – Derek Frederick - Step 0
CHEERLEADING
1. 9th Grade Cheerleading Advisor – Jordyn Burke  Step 0

17-027 CERTIFIED STAFF MOVING UP ON PAY SCALE
The Superintendent recommends that the Board of Education approve the following certificated staff has completed the required coursework to be moved up on the pay scale effective the beginning of the first semester of the 2016/17 school year:

1. Michele Hoopes – MA to MA + 15 (Pending Transcripts)
2. Catherine Knowlden – BA to BA+150
3. Brooke Skiba – BA+150 to MA (Pending Transcripts)

17-028 AMENDMENT TO THE AGREEMENT OF THE MEDICAID CONSULTATION AND BILLING AGREEMENT
The Superintendent recommends that the Board approve the following amendment to the agreement for Medicaid Consultation and Billing between the Salem City Schools and MSB Consulting Group. (Original Agreement approved November 16, 2015, Item 16-084.)

17-029 TRANSPORTATION STIPEND
The Superintendent recommends that the Board of Education approve a stipend for Carol Speece as an On-Bus-Instructor for the 2016/17 school year.

17-030 DELEGATE APPOINTMENT FOR ANNUAL BUSINESS MEETING
The Superintendent recommends that the Board of Education approve the appointment of the following board members to attend the OSBA Annual Business Meeting, to be held on November 14 - 16, 2016.

Doug Moffett – Delegate
Howard Rohleder – Alternate

17-031 CONTRACT FOR VISION AND ORIENTATION & MOBILITY SERVICES
The Superintendent recommends that the Board of Education approve the contract with Wills Mobility and Vision Services, LLC for the 2016/17 school year.
17-032 CUSTODIAN FOR BUS GARAGE
The Superintendent recommends that the Board of Education approve Mary Groff, custodian, to clean the bus garage one (1) day per pay period for the 2016/17 school year.

17-033 PAUL’S TAXI SERVICE AGREEMENT
The Superintendent recommends that the Board of Education approve the service agreement with Paul’s Taxi for the 2016/17 school year.

17-034 EXTENDED DAYS FOR TODD MCLAUGHLIN
The Superintendent recommends that the Board of Education approve five (5) extended days for Todd McLaughlin July 15, 2016 to July 31, 2016.

17-035 HEMSPN INSTRUCTORS
The Superintendent recommends that the Board of Education approve the following HEMSPN instructors as limited contracts as follows:

1. Shelley Basich – Part Time
2. Shariann Hall – Per Diem
3. Darla Shar – Full Time
4. Sue Suarez – Per Diem
5. Linda Elias-Thomas – Full Time
6. Pam Wallack – Full Time
7. DeAnn Russell – Part Time Secretary
8. Debra Baker – Full Time Financial Aid Administrator/Secretary

17-036 HIRING OF CERTIFIED AND CLASSIFIED SUBSTITUTES
The Superintendent recommends the Board of Education approve the list of certified and classified substitutes pending re-certification (as necessary) and BCI/FBI results.

17-037 SECURITY
The Superintendent recommends the Board of Education approve Ron Johnson for one-and-a-half-hours each school day at $22.00/hour for security reasons for the 2016/17 school year.
**17-038 HIRING OF CERTIFIED STAFF**

The Superintendent recommends the Board of Education approve the hiring of the following for the 2016/17 school year pending BCI/FBI results:

1. Adam Dowd – ISS teacher at the High School BA Step 0

**17-039 CONTRACT FOR TRANSPORTATION SERVICES**

The Superintendent recommends that the Board of Education approve the Transportation Contract made by and between the Suburban School Transportation and the Salem City School District for transportation of student 17-037 for the purpose of educational services.

**17-040 HIRING OF CLASSIFIED STAFF**

The Superintendent recommends the Board of Education approve the hiring of the following classified staff for the 2016/17 school year:

1. Mary Ann Mason – 6 Hr. Cafeteria position at the High School

**17-041 EMPLOYEE PAYMENT FOR TRAINING**

The Superintendent recommends that the Board of education approve the payment for FuelED Online Curriculum training retroactive to August 3rd. Employees in attendance include: Nikki Rothbauer, Megan Ellis, Amber Waller, Lisa Fredrick, Jennifer Neapolitan, Kaylin McClaugherty, Kera Leskovic, Lauren Dodge and Travis Holbrook.

**17-042 HIRING OF CERTIFIED SUBSTITUTES**

The Superintendent recommends that the Board of Education approve the following certified substitutes pending BCI/FBI results:

1. Matthew Baxter
2. Patti L’Italien
3. Alexandria Mellinger
4. Heidi Middleton
5. Jennifer Gorby
6. Elizabeth Weymer
17-043 HIRING OF CLASSIFIED SUBSTITUTES
The Superintendent recommends that the Board of Education approve the following classified substitutes pending BCI/FBI results:

1. Serena Hawkins
2. Nicole McConaha
3. Vicky Steves
4. Patricia Rogan-Knipp

17-044 COURSE-OF-STUDY ADOPTION FOR THE HIGH SCHOOL
The Superintendent recommends that the Board of Education approve the Adoption of the following Courses-of- Study for new classes at the high school:

1. Broadcast Journalism- English
2. Introduction to Coding- Math
3. English Language Learner Program Courses:
   - ELL English 1: Beginner
   - ELL English 2: Intermediate
   - ELL English 3: Advanced
   - ELL English 4: Transitional
   - ELL English Resource

17-045 KINDERGARTEN CAMP STAFF
The Superintendent recommends the Board of Education approve the following staff for Kindergarten Camp to be held August 8, 2016 through August 12, 2016 for the 2016/2017 school year (Retroactive to August 8, 2016):

1. Julie Hochadel – Teacher (Salem) $22.00/hr.
2. Joann Dombroski – Nurse (Salem) $25.03/hr.

17-046 ST. PAUL CLERK
The Superintendent recommends the Board of Education approve the hiring of the following St. Paul employee for the 2016/17 school year:

1. Deborah Barrett – Clerk – a $10.00/hr. Not to exceed 4 hours per week.
FIRST READING FOR THE APPROVAL OF REVISIONS/ADDITIONS/DELETIONS OF BOARD POLICIES/ADMINISTRATIVE GUIDELINES

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

1. TB Screening Policy

FIRST READING FOR THE APPROVAL OF REVISIONS/ADDITIONS/DELETIONS OF BOARD POLICIES/ADMINISTRATIVE GUIDELINES

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

1. Bed Bug Action Plan

RESIGNATION OF CAFETERIA POSITION

The Superintendent recommends that the Board of Education accept the resignation of Heather Egolf from her Cafeteria Position as Cashier at the High School effective 8/12/2016

Ayes: Bailey, Bricker, Moffett, Rohleder
Nays: None
Motion Carries

EXECUTIVE SESSION

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.

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

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

_______________________________  ______________________________
Board President      Treasurer

79
The Salem Board of Education met Friday, September 2, 2016 at 8:00 AM in the Conference room of the Salem Administration Building for a Special Meeting. Present were Mr. Bricker, Mr. Moffett and Mr. Rohleder.

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

Mr. Steve Bailey – Absent   Mr. Ted Bricker - Present
Mr. Doug Moffett – Present   Mr. Howard Rohleder - 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: Moffett, Bricker, and Rohleder
Nays: None
Motion Carries

Mr. Bailey entered the meeting at 8:04 AM.

**NEW BUSINESS**

**17-050 DELIBERATION AND APPOINTMENT OF AN INDIVIDUAL TO FILL THE VACANT BOARD SEAT LEFT BY THE RESIGNATION OF ANGELA BECK**

Mr. Moffett moved and seconded by Mr. Bricker that the Board of Education appoint Mrs. LuAnn Haddad to the vacant Board seat as a result of the resignation of Angela Beck.

Ayes: Bailey, Bricker, Haddad, Moffett, Rohleder
Nays: None
Motion Carries
17-051 OATH OF OFFICE
The Treasurer administrated the Oath of Office to newly appointed Board member, LuAnn Haddad.

17-052 HIRING OF CLASSIFIED STAFF
The Superintendent recommends that the Board of Education approve the hiring of the following classified staff for the 2016/17 school year:

1. Renaye Fisher – 2.5 hour Cafeteria position at Buckeye Elementary (retroactive to 8/22/2016)
2. Cathy Markovich – 2.5 hour Cashier position in the Cafeteria at Salem High School as of 9/7/2016.

17-053 HEMSPN RETIREMENT
The Superintendent recommends the Board of Education approve the retirement of Shariann Hall as Part-Time Faculty Instructor/Recruiter of HEMSPN effective September 12, 2016.

17-054 GIFTS AND/OR DONATIONS
The Superintendent recommends the Board of Education approve the donation from:

The purchase of Girls Tennis Uniforms for the High School Girls Tennis Team at a value of $2,236.30 from George and Coby Morris II.

17-055 RESIDENT EDUCATOR MENTOR TRAINING
The Superintendent recommends the Board of Education approve the following staff for Resident Educator Mentor Training:

Kaylin McClouderty
Lindsey Golubic
Samantha Holisky
Hannah McFarland
17-056 CERTIFIED STAFF MOVING UP ON PAY SCALE
The Superintendent recommends the Board of Education approve the following certificated staff has completed the required coursework to be moved up on the pay scale effective the beginning of the first semester of the 2016/17 school year:

Jennifer Woods – BA+150 to MA

17-057 CERTIFIED RESIGNATION
The Superintendent recommends the Board of Education accept the resignation of Julianne Piatt, teacher at Salem Junior High School, Salem High School, Southeast Elementary and Reilly Elementary, as well as supplemental position of Assistant Band Director effective August 27, 2016.

17-058 HIRING OF CERTIFIED STAFF
The Superintendent recommends the Board of Education approve the hiring of the following for the 2016/17 school year pending BCI/FBI results (retroactive to 8/22/2016):

1. Anne Saltman – Music Teacher at Reilly, Southeast, Junior High, and High School at BA Step 0.
2. Mindy Hiltbrand – Kindergarten at Buckeye Elementary BA Step 0.

17-059 NON-ATHLETIC SUPPLEMENTALS
The Superintendent recommends the Board of Education approve the following non-athletic supplemental positions for the Salem High School and the Salem Junior High School for the 2016/17 school year:

Anne Saltsman – Assistant Band Director (retroactive to 8/22/2016)

17-060 KLG AMBULANCE SERVICE CONTRACT
The Superintendent recommends the Board of Education approve the contract with KLG Mobile Intensive Care Company to provide medical services for Salem High School at the rate of $165.00 per game to cover events for nineteen total events.

Ayes: Bailey, Bricker, Haddad, Moffett, Rohleder
Nays: None
Motion Carries
There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Bailey so moved and Mr. Bricker second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.

________________________________________  ________________________________
Board President      Treasurer

September 19, 2016

The Salem Board of Education met Monday, September 19, 2016 at 6:00 PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, and Mr. Rohleder.

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

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

Mr. Howard Rohleder - Present

READING, CORRECTING AND APPROVING AGENDA

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

Ayes: Bailey, Bricker, Haddad, and Rohleder
Nays: None
Motion Carries

Mr. Moffett arrived at 6:10 PM
NEW BUSINESS

02  Board Goals – The Superintendent and the Board of Education will review the Board Goals.

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

_______________________________  ________________________________
Board President      Treasurer

September 19, 2016

The Salem Board of Education met Monday, September 19, 2016 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. Rohleder.

Mr. Rohleder 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. Rohleder 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. Howard Rohleder - Present

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr. Bailey and seconded by Mr. Moffett that the Board approved the minutes from July 25, 2016 Special Meeting and Regular Meeting as submitted prior to the meeting.

Ayes: Bailey, Moffett, Bricker, and Rohleder
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.

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

SUPERINTENDENT’S REPORT
None

RECOGNITIONS
None

INFORMATIONAL ITEMS
Presentation from Reilly Principal Cindy Viscounte and Elementary Guidance Counselor, Karlyn Lundquist, on the progress of the new guidance program in elementary schools.

HEARING OF PUBLIC REQUESTS
None

COMMITTEE MEETING REPORTS
• Building and Grounds Committee
• Finance Committee
• Curriculum Committee

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 August 31, 2016.

Ayes: Bailey, Bricker, Haddad, Moffet, and Rohleder
Nays: None
Motion Carries
NEW BUSINESS, CONSENT AGENDA ITEMS

17-061  SECOND READING FOR THE APPROVAL OF REVISIONS/ADDITIONS/DELETIONS OF BOARD POLICIES/ADMINISTRATIVE GUIDELINES

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

2. TB Screening Policy

17-062  SECOND READING FOR THE APPROVAL OF REVISIONS/ADDITIONS/DELETIONS OF BOARD POLICIES/ADMINISTRATIVE GUIDELINES

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

2. Bed Bug Action Plan

17-063  AGREEMENT BETWEEN SALEM CITY SCHOOL DISTRICT AND SALEM CITY HEALTH DISTRICT

The Superintendent recommends that the Board of Education approve the Agreement between the Salem City School District and the Salem City Health District to provide for mutual aid and Assistance.

17-064  APPROVAL OF MEMORANDUM OF UNDERSTANDING WITH THE SALEM EDUCATION ASSOCIATION

The Superintendent recommends that the Board of Education approve the hiring of the six teachers that were previously employed by the Columbiana County Educational Service Center.

17-065  HIRING OF CERTIFIED STAFF

The Superintendent recommends that the Board of Education approve the hiring of the following certified staff (retroactive to 8-22-16).

1. Lauren Dodge – English as a Second Language 7-12 – BA Step 2
2. Ted Yuhaniak – ALEKS Program – BA Step 2
3. Bethany Huston - Read 180 – BA Step 1
4. Marjorie Shivers – Building Title 1 Teacher – BA Step 3
5. Sarah White – Read 180 – BA Step 3
6. Kathy Zurbrugg - Gifted Grades 5-8 – BA Step 4
17-066 HIGH SCHOOL FEES
The Superintendent recommends the Board of Education approve the list of High School Fees for the 2016-2017 school year.

17-067 SCHOOL COUNSELORS EVALUATION
The Superintendent recommends that the Board of Education approve an evaluation protocol for School Counselors consistent with the standards-based framework and in compliance with ORC 3319.113, beginning with the 2016-17 school year. The 2016-17 school year will be a pilot year for using the OSCES, Ohio School Counselor Evaluation System, with full implementation beginning in the 2017-18 school year.

The results of the school counselor evaluation, beginning with the 2017-18 school year, will determine:

a. Retention and promotion of school counselors
b. Removal of poorly performing school counselors

The board will submit a report, annually, to the department of education regarding the implementation of the school counselor policy.

17-068 FAMILY AND CHILDREN FIRST COUNCIL OF COLUMBIANA COUNTY
The Superintendent recommends that the Board of Education approve the membership annual fee/dues of $450.00 for FY17 for the Family and Children First Council of Columbiana County.

17-069 PERMANENT APPROPRIATIONS
The Superintendent and Treasurer recommends that the Board of Education approve the 2016-2017 permanent appropriations, and permit the treasurer to make corrections as needed.

17-070 WINTER ATHLETIC SUPPLEMENTAL CONTRACTS
The Superintendent recommends the Board of Education approve the following winter sport supplemental contracts for 2016-2017 school year pending BCI/FBI results:
Boys Basketball

1. Matt Mowery – Asst. Varsity Coach  Top Step
2. George Spack – JV Coach Split 50/50  Top Step
3. Trent Tice – JV Coach Split 50/50  Top Step
4. Jeff Andres – 9th Grade Coach  Top Step
5. Jarrod Niederhiser – 8th Grade Coach  Top Step
6. Cory Wonner – 7th Grade Coach Split 50/50  Step 3
7. Derrick Fredrick 7th Grade Coach Split 50/50  Step 0

Girls Basketball

1. Guy Costello – Asst. Varsity Coach  Top Step
2. Eric Price – Asst. Varsity Coach  Volunteer
3. Sarah Hamilton – JV Coach  Top Step
4. Renee Farina-Dreger – 8th Grade Coach  Step 4
5. Glen Windram – 7th Grade Coach  Top Step

Wrestling

1. Sonn Hostetter – Varsity Assistant  Step 7
2. Joe Hamilton – Varsity  Volunteer
3. Shain Hostetter – Jr. High Head Coach  Step 4

17-071 HIRING 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.

Certified Substitutes:
1. John Beilhart
2. Gretchen Brobeck
3. Chad Butcher
4. Vickie Dailey
5. Brian Grant
6. Lesley Kline
7. Marla Lasko
8. Kasey McMillan
9. Scott Sheldon
10. Matthew Warren
11. Kayla Kelsh (retroactive to 9/12/16)
Classified Substitutes:
1. Guillermina Garnica
2. Carolyn Cecena

**17-072 HEMSPN RESIGNATION**
The Superintendent recommends that the Board of Education approve the resignation of Pamela Wallack as a full-time instructor of HEMSPN effective September 9, 2016.

**17-073 HEMSPN POSITION CHANGE**
The Superintendent recommends that the Board of Education approve the position change of Lisa Morgan from a part-time instructor to a full-time instructor for HEMSPN effective September 12, 2016 @ $20.50 per hour.

**17-074 VOLLEYBALL TOURNAMENT WORKERS**
The Superintendent recommends the Board of Education approve the following Volleyball Tournament Workers for the 2016-17 school year.

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

**17-075 FALL GAME WORKERS 2016**
The Superintendent recommends that the Board of Education approve the following fall game workers for the 2016/17 school year.
17-076  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 2016 – 2017 school year and additional services as agreed at the IEP meeting for certain students will be billed to the school district monthly.

17-077  CERTIFIED RETIREMENT
The Superintendent recommends, with regret, but with sincere appreciation and best wishes, that the Board of Education approve the retirement of the following Certificated Employee:


17-078  CONSOLIDATION OF BOARD SCHOLARSHIP FUNDS – FIRST READING
The superintendent and treasurer recommend that the Board approve the consolidation of the following scholarship funds into one fund (#008-9016):

Haines (#008-9003)
Wiggers (#029-9001)
Rafferty (#029-9002)
Lehwald (#029-9003)
Jones (#029-9005)
Carlton (#029-9006)
Green (#029-9007)
High School (#029-9008)
Hansell (#029-9009)
Grim (#029-9012)
Deane (#029-2012)
Coca-Cola (#029-9013)
Anyone wishing to make a comment may do so by contacting the Board President or the Treasurer by October 7, 2016.

Ayes: Bailey, Bricker, Moffett, Rohleder
Nays: None
Motion Carries

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

____________________________________________________________________________
Board President                                            Treasurer
The Salem Board of Education met Monday, October 17, 2016 at 6:00 PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bricker, Mrs. Haddad, Mr. Moffett and Mr. Rohleder.

Mr. Rohleder 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. Rohleder 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. Howard Rohleder - Present

Mr. Bailey arrived at 6:02 PM.

**READING, CORRECTING AND APPROVING AGENDA**

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

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

**NEW BUSINESS**

03 Board Goals – The Superintendent and the Board of Education will review the Board Goals.

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Bricker so moved and Mr. Bailey second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
The Salem Board of Education met Monday, October 17, 2016 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. Rohleder.

Mr. Rohleder 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. Rohleder 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. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING OF MINUTES**

Moved by Mr. Bailey and seconded by Mr. Bricker that the Board approved the minutes from September 19, 2016 Special Meeting and Regular Meeting as submitted prior to the meeting.

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

**SUPERINTENDENT’S REPORT**

None
RECOGNITIONS

17-079 APPLICATION FOR HONORARY HIGH SCHOOL DIPLOMA FOR A VETERAN

Moved by Mr. Moffett and seconded by Mr. Bricker upon the recommendation of the assistant superintendent that the Board of Education approve the application for an Honorary High School Diploma for George R. Brown who left school to serve in the Armed Forces of the United States.

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

INFORMATIONAL ITEMS

Presentation from Reilly Principal Cindy Viscounte on the Third Grade Reading Guarantee.

HEARING OF PUBLIC REQUESTS

None

COMMITTEE MEETING REPORTS

• Building and Grounds Committee from Mr. Bricker.
• Community Relations Committee from Mrs. Haddad.

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, 2016.

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

NEW BUSINESS, CONSENT AGENDA ITEMS

17-080 CONSOLIDATION OF BOARD SCHOLARSHIP FUNDS – SECOND READING

The Assistant Superintendent and Treasurer recommend that the Board approve the consolidation of the following scholarship funds into one fund (#008-9016):

Haines (#008-9003)
Wiggers (#029-9001)
Rafferty (#029-9002)
Lehwald (#029-9003)
Jones (#029-9005)
Carlton (#029-9006)
Green (#029-9007)
High School (#029-9008)
Hansell (#029-9009)
Grim (#029-9012)
Deane (#029-2012)
Coca-Cola (#029-9013)

17-081 E-RATE CONTRACT RENEWAL
The Assistant Superintendent and Treasurer recommend that the Board approve the contract renewal for E-Rate agent, Educational Funding Group, Inc. to act as the school’s agent with the Schools and Libraries Division of the Universal Service Administrative Company regarding all matters involving Salem’s E-Rate funding applications for the E-Rate Funding Year 2017 and all other open E-Rate Funding Years, past, present and future, as necessary.

17-082 DS ARCHITECTURE CONTRACT
The Assistant Superintendent recommends that the Board of Education approve the contract with DS Architecture for the projects at Reilly Stadium in the amount of $16,875.00.

17-083 BOARD OF ELECTIONS USE OF FACILITIES
The Assistant Superintendent recommends that the Board of Education permit The Board of Elections of Columbiana County use of the Salem Senior High School and Southeast Elementary School for polling places for the General Election being held on Tuesday, November 8, 2016.

17-084 FIVE – YEAR FORECAST
The Assistant Superintendent and Treasurer recommend that the Board of Education approve the Five-Year Forecast as presented by the Treasurer. (Exhibit 17-084)
17-085 **APPROPRIATION ADDITIONS**
The Assistant Superintendent and Treasurer recommend that the Board of Education approve the following appropriation additions:

Termination Benefits Fund (#035) $30,000.00

17-086 **TRANSFER OF FUNDS**
The Assistant Superintendent and Treasurer recommend that the Board of Education transfer $54,000.00 from the General Fund to the Termination Benefits Fund (#035-9014).

17-087 **CERTIFIED STAFF MOVING UP ON PAY SCALE**
The Assistant Superintendent recommends that the Board of Education approve the following certificated staff has completed the required coursework to be moved up on the pay scale effective the beginning of the first semester of the 2016-2017 school year:

1. Bethany Huston – BA Step 1 to BA150-Step 2
2. Lauren (Dodge) Hughes – BA Step 2 to BA150-Step 2
3. Ted Yuhaniak – BA Step 2 to BA150-Step 1
4. Sarah White – BA Step 3 – MA-Step 5
5. Kathryn Zurbrugg – BA Step 4 – MA+15-Step 6

17-088 **HIRING OF CERTIFIED SUBSTITUTE**
The Assistant Superintendent recommends that the Board of Education approve the following certified substitute.

Certified Substitute:
1. Mark Schreffler

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

**EXECUTIVE SESSION**
Moved by Mr. Bailey and seconded by Mrs. Haddad that the Board of Education adjourn into Executive Session for the purpose of the employment, dismissal, discipline, promotion, demotion, or compensation of an employee or official, or the investigation of charges against an employee or official or regulated individual unless the employee, official, or regulated individual requests a public hearing. No action will be taken. All Board members were in agreement.
Moved by Mr. Bricker and seconded by Mr. Moffett that the Board adjourn out of Executive Session. All Board members were in agreement.

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

_______________________________  ________________________________
   Board President      Treasurer
The Salem Board of Education met Monday, November 21, 2016 at 6:00 PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bricker, Mrs. Haddad, Mr. Moffett and Mr. Rohleder.

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

- Mr. Steve Bailey – Present
- Mrs. LuAnn Haddad - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING AGENDA**

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

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

**NEW BUSINESS**

- **04** Summary of School Facility Tours – The Superintendent, Assistant Superintendent and the Board of Education will summarize the school facility tours.

- **05** Board Goals – The Superintendent and the Board of Education will review the Board Goals.

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

________________________________________  ________________________________
Board President      Treasurer
The Salem Board of Education met Monday, November 21, 2016 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. Rohleder.

Mr. Rohleder 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. Rohleder 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. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING OF MINUTES**
Moved by Mr. Moffett and seconded by Mr. Bailey that the Board approved the minutes from
October 17, 2016 Special Meeting and Regular Meeting as submitted prior to the meeting.

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

**READING, CORRECTING AND APPROVING AGENDA**
Moved by Mrs. Haddad and seconded by Mr. Moffett that the agenda be approved as submitted
prior to the meeting.

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

**SUPERINTENDENT’S REPORT**
None

**RECOGNITIONS**
None
INFORMATIONAL ITEMS

- Presentation from Southeast Principal Lisa DeRosa and the Southeast Student Council on “What we do for bullying in schools”.
- Presentation of anti-bullying from the District Guidance Counselors: Karlyn Lundquist, Tracy Bosheff, Megal Ellis, and Amber Waller.

Mr. Bailey left the meeting at 7:30 PM.

HEARING OF PUBLIC REQUESTS

Mr. Jack Reid commented about the lack of taste and quality of food for the lower grades.

COMMITTEE MEETING REPORTS

- Building and Grounds Committee from Mr. Bricker.
- Community Relations Committee from Mrs. Haddad.

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

Moved by Mr. Bricker and seconded by Mr. Moffett that the Board approve the Financial Report and Report on Bills for the month end September 30, 2016.

Ayes: Bricker, Moffett, Haddad, and Rohleder
Nays: None
Motion Carries

NEW BUSINESS, CONSENT AGENDA ITEMS

17-089 HIRING OF SUBSTITUTE BUS DRIVERS

The Assistant Superintendent recommends that the Board of Education approve the following employees as a substitute bus drivers pending BCI/FBI for the 2016/17 school year.

1. Tim Young

17-090 ACTIVITY FUND PROPOSALS

The Assistant Superintendent recommends that the Board of Education approve the Activity Fund Proposals for the following 2016/17 school year groups.

1. Junior High Choir
2. Class of 2019
3. Interact Club
4. Salem High School Key Club
5. Spanish Club
6. Quaker Yearbook
7. Class of 2020
8. TACT
9. Class of 2018
10. Student Council
11. Class of 2017
12. Academic Challenge
13. Pep Club
14. Theater Club
15. Band
16. Art Club
17. German Club
18. Junior Class Prom
19. Jr. High Student Council

17-091 APPROVAL OF SALEM PUBLIC LIBRARY TRUSTEE
The Salem Public Library Board of Trustees recommend to the Board of Education that Harry Hofmeiser 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, 2017 and continue through December 31, 2023.

17-092 ATHLETIC SUPPLEMENTALS
The Assistant Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2016/17 school year.

Swimming
1. Caroline McDermott – Swimming Coach Volunteer
2. Lisa Frederick – Swimming Coach Volunteer

Girls Basketball
1. Assistant Variety Coach – Mike Swinhart - Volunteer
17-093  CLASSIFIED RETIREMENT
The Assistant Superintendent recommends, with regret, but with sincere appreciation and best wishes, that the Board of Education approve the retirement of the following Classified Employee:

Scott Shingleton – Effective January 1, 2017

17-094  HIRING OF CERTIFIED SUBSTITUTE
The Assistant Superintendent recommends that the Board of Education approve the following certified substitute pending BCI/FBI results.

Certified Substitute:
1. Chelsea Kernan
2. Marsha Coffee
3. Gary Pilcher

17-095  FALL GAME WORKER POSITIONS
The Superintendent recommends that the Board of Education approve the following game worker positions for the 2016 Fall athletic season:

1. Chain Crew 7th/8th/9th Football $10.00
2. Ticket Seller JV/ Varsity Volleyball $30.00
3. Announcer/Music Volleyball $20.00
4. Scorebook JV/Varsity Volleyball $20.00

17-096  BOARD GOALS
The Assistant Superintendent recommends that the Board of Education approve the following Board Goals. (Exhibit 17-096).

17-097  WINTER JOB TITLES
The Assistant Superintendent recommends that the Board of Education approve the following Job Titles and rates for the 2016-2017 Winter Season:

Boys Basketball:
Ticket Seller
JV/Varsity $28.00/game
9th Grade $15.00/game
JH (7th, 8th) $25.00/2 games
Ticket Takers (2) Varsity $20.00/game
Scoreboard – Split equally if two people run the board:
<table>
<thead>
<tr>
<th>Event</th>
<th>Role</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Girls Basketball</td>
<td>Ticket Sellers:</td>
<td>$28.00/game</td>
</tr>
<tr>
<td></td>
<td>JV/Varsity</td>
<td>$15.00/game</td>
</tr>
<tr>
<td></td>
<td>JH (7th, 8th)</td>
<td>$25.00/2 games</td>
</tr>
<tr>
<td></td>
<td>Scoreboard – Will split equally if two people run the board:</td>
<td>$35.00/game</td>
</tr>
<tr>
<td></td>
<td>Stat Board</td>
<td>$22.00/game</td>
</tr>
<tr>
<td></td>
<td>Statistician</td>
<td>$17.00/game</td>
</tr>
<tr>
<td>Wrestling</td>
<td>Scorebook:</td>
<td>$22.00/game</td>
</tr>
<tr>
<td></td>
<td>JV/Varsity</td>
<td>$15.00/game</td>
</tr>
<tr>
<td></td>
<td>JH (7th, 8th)</td>
<td>$25.00/2 games</td>
</tr>
<tr>
<td></td>
<td>Video</td>
<td>$5.00/game</td>
</tr>
<tr>
<td></td>
<td>Announcer</td>
<td>$12.00/game</td>
</tr>
<tr>
<td></td>
<td>Ushers (2)</td>
<td>$22.00/game</td>
</tr>
<tr>
<td></td>
<td>Music</td>
<td>$10.00/game</td>
</tr>
<tr>
<td></td>
<td>Trainer</td>
<td>$50.00/game</td>
</tr>
</tbody>
</table>

**Wrestling**

<table>
<thead>
<tr>
<th>Event</th>
<th>Role</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Ticket Seller:</td>
<td>$28.00/game</td>
</tr>
<tr>
<td></td>
<td>JH/Varsity – Regular Season</td>
<td>$35.00</td>
</tr>
<tr>
<td></td>
<td>Varsity Tournament</td>
<td>$35.00</td>
</tr>
<tr>
<td></td>
<td>Scorebook:</td>
<td>$22.00/game</td>
</tr>
<tr>
<td></td>
<td>Varsity – Regular Season</td>
<td>$35.00</td>
</tr>
<tr>
<td></td>
<td>Varsity – Tournament</td>
<td>$35.00</td>
</tr>
<tr>
<td></td>
<td>JH – Regular Season</td>
<td>$15.00/game</td>
</tr>
<tr>
<td></td>
<td>JH – Tournament</td>
<td>$22.00/game</td>
</tr>
<tr>
<td></td>
<td>Video</td>
<td>$20.00/game</td>
</tr>
</tbody>
</table>
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

17-098  WINTER GAME WORKERS
The Assistant Superintendent recommends that the Board of Education approve the following Winter Game Workers for the 2016/17 season:
1. Jim Fattler
2. Gary Goddard
3. Lori Brooks
4. Kera LeMasters Leskovec
5. Darlene Heineman
6. Michelle Schreffler
7. Tim Baillie
8. Frank Zamarelli
9. Bud Janofa
10. Karen Navyoski
11. Ronnie Shadle
12. Thelma Barrick
13. Tom Wright
14. Rich Lobdell
15. Shaun Winkler
16. Debbie Altenhof
17. Larry Altenhof
18. Tim Smith
19. Diana Barley
20. Amy Johnson

17-099  ATHLETIC TRAINER CONTRACT
The Assistant Superintendent recommends that the Board of Education approve Megan Gustaevel as Athletic Trainer for the 2016/17 Winter/Spring Sports seasons for the events and rates.
17-100  ATHLETIC SUPPLEMENTAL POSITIONS

The Assistant Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2017 season.

Softball

1. Mike Thorpe – Head Coach   Step 2
2. Rodney Thorn – Asst. Coach   Step 2
3. TBA – JV Coach

Baseball

1. Mike DeBarr – Head Coach   Step 2
2. Cody Dillon – Asst. Coach   Step 2
3. TBA – JV Coach

Track – High School

1. Amie Cochran – Girls Head Coach  Top Step
2. Bill Neopolitan – Girls Asst. Coach  Top Step
4. Jen Neopolitan – Volunteer
5. Bill Angus - Volunteer

1. Rob Motz – Boys Head Coach  Top Step
2. Todd Huda – Asst. Coach  Top Step
3. Shane Harding – Asst. Coach  Top Step

Track – Jr. High

1. Ted Yuhaniak – Girls Head Coach  Step 4
2. Dana Ackerman – Asst. Coach  Step 1

1. Jarred Neiderhiser – Boys Head Coach  Top Step
2. Zack Penick – Asst. Coach  Step 4

Boys Tennis

a. HS Boys Tennis Coach – Matt Ziegler  Split Top Step
b. HS Boys Tennis Coach – Ryan Barrett  Split Top Step

17-101  PLAYOFF FOOTBALL GAME WORKERS AT REILLY STADIUM

The Assistant Superintendent recommends that the Board of Education approve the following Playoff Football Game Workers to be paid for the playoff game held Saturday, November 12, 2016 at Reilly Stadium. (Exhibit 17-101).
17-102 QUAKER READERS CLUB FOR THE SALEM JR./SR. HIGH SCHOOL
The Assistant Superintendent recommends that the Board of Education approve the Quaker Readers Club for the Salem Jr./Sr. High Schools for the 2016/17 school year. This position has no stipend and will be advised by Julie Casacchia. The club will meet bi-monthly during after school hours. There are no fees to join or club dues.

17-103 CERTIFIED STAFF MOVING UP ON PAY SCALE
The Assistant Superintendent recommends that the Board of Education approve the following certificated staff has completed the required coursework to be moved up on the pay scale effective the beginning of the second semester of the 2016/17 school year:

1. Melanie Kaye Miller – MA to MA +15

17-104 FIRST READING FOR THE APPROVAL OF REVISIONS/ADDITIONS/DELETIONS OF BOARD POLICIES/ADMINISTRATIVE GUIDELINES
The Superintendent recommends the Board of Education have the first reading on the following: (Exhibit 17-104)

1. TB Screening Policy

17-105 HEMSPN RESIGNATION
The Assistant Superintendent recommends that the Board of Education approve the resignation of Linda A. Thomas as a full-time instructor of HEMSPN effective October 31, 2016.

17-106 HIRING OF NEW STAFF FOR HEMSPN INSTRUCTORS
The Assistant Superintendent recommends that the Board of Education approve the hiring of the following HEMSPN instructors:

1. Janice Trieff MSN, RN - Full Time @ $20.50/Hour (Retroactive to 11/15/2016)
2. Beverley Richey, BSN, RN – Part Time @ $20.50/Hour (Retroactive to 11/15/2016)
3. Prisella Lancaster, BSN, RN – Per Diem @ 20.50/Hour (Starting 11/22/16)
17-107 PUBLIC SALE OF USED EQUIPMENT

The Assistant Superintendent and the Treasurer recommend that the Board approve the list of used equipment for public sale. Items can be viewed on December 5, 2016. Sealed bids will be accepted on December 9, 2016 at 12:00 Noon. (Exhibit 17-107)

Ayes: Haddad, Moffett, Bricker, and Rohleder
Nays: None
Motion Carries

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

_______________________________  ______________________________
Board President      Treasurer
The Salem Board of Education met Monday, December 12, 2016 at 6:15 PM in the Library of the Salem High School for a Special Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett and Mr. Rohleder.

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

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

- Mr. Steve Bailey – Present
- Mrs. LuAnn Haddad - Present
- Mr. Ted Bricker - Present
- Mr. Doug Moffett – Present
- Mr. Howard Rohleder - Present

READING, CORRECTING AND APPROVING AGENDA
Moved by Mr. Bricker and seconded by Mrs. Haddad that the agenda be approved as submitted prior to the meeting.

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

NEW BUSINESS

1. Board Goals – The Superintendent and the Board of Education will review the Board Goals.
2. Reviewed the consent agenda.

There being no other matters requiring board consideration and action at this time, Mr. Rohleder asked for a motion to adjourn. Mr. Moffett so moved and Mr. Bailey second the motion. All board members voted “yes”, Mr. Rohleder adjourned the meeting.
The Salem Board of Education met Monday, December 12, 2016 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. Rohleder.

Mr. Rohleder 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. Rohleder 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. Howard Rohleder - Present

**READING, CORRECTING AND APPROVING OF MINUTES**
Moved by Mr. Bailey and seconded by Mr. Bricker that the Board approved the minutes from November 21, 2016 Special Meeting and Regular Meeting as submitted prior to the meeting.

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

**READING, CORRECTING AND APPROVING AGENDA**
Moved by Mr. Bailey and seconded by Mrs. Haddad that the agenda be approved as submitted prior to the meeting with the following correction:

**17-100C ATHLETIC SUPPLEMENTAL POSITIONS CORRECTION**
The Assistant Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the Spring 2017 season.

<table>
<thead>
<tr>
<th>Track – Jr. High</th>
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</tr>
</thead>
<tbody>
<tr>
<td>3. Ted Yuhaniak – Girls Head Coach</td>
<td>Step 4</td>
<td></td>
</tr>
<tr>
<td>4. Dana Ackerman – Girls Assistant Head Coach</td>
<td>Step 1</td>
<td></td>
</tr>
</tbody>
</table>

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

**SUPERINTENDENT’S REPORT**
None
RECOGNITIONS
None

INFORMATIONAL ITEMS
• Presentation Curriculum Director Jamie Kemats on an update on English Speaking Language program for the District.

HEARING OF PUBLIC REQUESTS
None

COMMITTEE MEETING REPORTS
• Mr. Bricker gave a report on the sale of surplus items that did not sell. A list will be posted to the District’s web page. The District will accept bids beginning Monday, December 19\textsuperscript{th} through 12:00 noon on Friday, December 23\textsuperscript{rd}.

FINANCIAL REPORT/REPORT ON BILLS- TREASURER
Moved by Mr. Bricker and seconded by Mrs. Haddad that the Board approve the Financial Report and Report on Bills for the month end November 30, 2016.

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

NEW BUSINESS, CONSENT AGENDA ITEMS

17-108 ORGANIZATIONAL MEETING 2017
The Superintendent recommends the Board of Education approve the date and time of the January 2017 Organizational Meeting, as follows:

ANNUAL ORGANIZATIONAL/JANUARY REGULAR MEETING

To set the annual organizational/January Regular meeting at:

Date: January 9, 2017
Time: 6:45 p.m.
Place: Salem High School Library
17-109  APPROPRIATION ADDITIONS
The Superintendent and treasurer recommend that the Board approve the following appropriation additions:

- Stadium/Turf Project Fund (#300-9016)  21,035.31
- Choirs Fund (#300-9005)   1,150.00
- Choirs/Jr. High (#300-9200)  100.00

17-110  SECOND READING FOR THE APPROVAL OF REVISIONS/ADDITIONS/DELETIONS OF BOARD POLICIES/ADMINISTRATIVE GUIDELINES
The Superintendent recommends that the Board of Education have the second reading on the following: See Exhibit 17-110

1. TB Screening Policy

17-111  HEMSPN RESIGNATION
The Superintendent recommends that the Board of Education approve the resignation of Tara Murphy as an instructor of HEMSPN effective November 22, 2016.

17-112  HIRING OF NEW STAFF FOR HEMSPN INSTRUCTORS
The Superintendent recommends that the Board of Education approve the hiring of the following HEMSPN instructors:

- Ann Cope BSN, RN - Full Time @ $20.50/Hour (Retroactive to 12/9/2016)

17-113  RESIGNATION OF CAFETERIA POSITION
The Superintendent recommends that the Board of Education accept the resignation of Bill Silvers from his Cafeteria Position at Buckeye Elementary effective 1/1/2017.

17-114  CLASSIFIED RETIREMENT
The Superintendent recommends, with regret but with sincere appreciation, and best wishes, that the Board of Education accept the retirement of Molly Silvers from her Cafeteria position at the Salem High School effective 1/1/2017.
17-115  **ACTIVITY FUND PROPOSALS**

The Superintendent recommends that the Board of Education approve the Activity Fund Proposals for the following 2016-2017 school year groups.

1. Computer Club
2. National Honor Society

17-116  **HOMEBOUND INSTRUCTION**

The Superintendent recommends that the Board of Education approve the hiring if Heidi Wilhelm, a board approved substitute, to tutor a homebound student at the rate of $22.00 per hour, timesheets to be submitted to and approved by Kristy Erb.

17-117  **CERTIFIED STAFF MOVING UP ON PAY SCALE**

The Superintendent recommends that the Board of Education approve the following certificated staff has completed the required coursework to be moved up on the pay scale effective the beginning of the second semester of the 2016/17 school year:

1. Megan Miller – MA to MA +15 (Pending Transcripts)
2. Ashley Boyle – BA to BA150
3. Renee Dreger – BA to BA150 (Pending Transcripts)
4. Rebecca Gallagher – MA to MA + 15 (Pending Transcripts)

17-118  **HIRING INTERIM SPECIAL EDUCATION DIRECTOR**

The Superintendent recommends that the Board of Education approve the hiring of Judy Hill as Interim Special Education Director for the period starting approximately January 23, 2017 for up to 24 days at a rate of $315.00 per day.

17-119  **CLASSIFIED FMLA LEAVE**

The Superintendent recommends that the Board of Education approve the FMLA leave for Mary Groff, without pay beginning approximately January, 2017 if needed until further notice. Not to exceed twelve (12) weeks.

17-120  **OSBA LEGAL ASSISTANCE FUND**

The Superintendent recommends that the Board of Education approve the annual legal assistance fee for calendar year 2017 (January through December) to the
Ohio School Boards Association (OSBA) Legal Assistance Fund in the amount of $250.00.

17-121  **MCESC CONTRACT**

The Superintendent recommends the Board of Education approve the MCESC contract with Salem Schools for the 2016/17 school year for services October 1, 2016 through September 30, 2017. (retroactive back to October 1, 2016). See Exhibit 17-121.

17-122  **FACILITY ASSESSMENTS AND MASTER PLANS**

The Superintendent and Treasurer recommend that the Board of Education approve awarding a contract to Olsavsky Jaminet Architects of Youngstown for the facility assessments and master plans in the amount not to exceed $20,240.00

Ayes: Haddad, Moffett, Bricker, and Rohleder
Nays: None
Motion Carries

**EXECUTIVE SESSION**

Moved by Mr. Moffett and seconded by Mrs. Haddad that the Board of Education adjourn into Executive Session for the purpose of the employment, dismissal, discipline, promotion, demotion, or compensation of an employee or official, or the investigation of charges against an employee or official or regulated individual unless the employee, official, or regulated individual requests a public hearing. No action will be taken. All Board members were in agreement.

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

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

_______________________________  ________________________________
Board President      Treasurer
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