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

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

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

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

**READING, CORRECTING AND APPROVING AGENDA**

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

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

**NEW BUSINESS**

- **01** Board Goals – The superintendent went over the board goals
- **02** Fiscal Year 20 Tax Budget – The treasurer discussed the tax budget for the FY20 tax year
- **03** Reviewed the consent agenda.

There being no other matters requiring board consideration and action at this time, Mr. Bailey asked for a motion to adjourn. Mr. Bricker so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mr. Bailey adjourned the meeting at 6:41PM.

___________________  _____________________
Board President      Treasurer
January 14, 2019 – Organizational Meeting

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

19-110 Roll Call

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

<table>
<thead>
<tr>
<th>Present</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Steve Bailey</td>
<td>X</td>
</tr>
<tr>
<td>Mr. Ted Bricker</td>
<td>X</td>
</tr>
<tr>
<td>Mrs. LuAnn Haddad</td>
<td>X</td>
</tr>
<tr>
<td>Mrs. Carol Hrvatin</td>
<td>X</td>
</tr>
<tr>
<td>Mr. Doug Moffett</td>
<td>X</td>
</tr>
</tbody>
</table>

19-111 Appointment of President Pro Tem

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

Motion to close appointment.

Motion By Mrs Haddad  
Second By Mr Bricker

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

19-112 Election of President

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

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

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

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

Mr. Bailey nominates Mrs Haddad as President for 2019.

Motion to close nomination.

Motion By Mr Moffett
Second By Mrs Hrvatin

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

19-113 Election of Vice President

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

Mr Moffett nominates Mr Bailey as Vice President for 2019.
Motion to close nomination.

Motion By Mrs Hrvatin
Second By Mr Bricker

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

Organizational Meeting. Continued

19-114 Establish Regular Meetings

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

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

Motion By Mrs Hrvatin
Second By Mr Bailey

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey
Nays: None
Motion Carries
19-115  **OSBA Conference**

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

Delegate Mrs Hrvatin

Alternate Mr Moffett

Motion By Mr Bricker
Second By Mr Bailey

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

**Organizational Meeting.** Continued

19-116  **Establishment of Board Service Fund**

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

Motion By Mr Bailey
Second By Mr Bricker

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

19-117  **Motions of Authorization**

The Board authorizes the Treasurer to take the following actions on their behalf in order to assure the smooth and efficient operation of the district:
1. To request advances of tax receipts when available and needed to the Auditor of Columbiana County.

2. To invest available funds within context of Ohio Revised Code with full details to be made at the subsequent board meeting.

3. To make appropriation modifications as required for the operation of the district after full detail has been submitted to the Board for approval and ratification at the next Board meeting.

4. To pay bills in periods between Board meetings with submission of a list for ratification at the next Board meeting.

5. To make intra-fund transfers as required within the legal level of control and to make inter-fund advances/ transfers within context of Ohio Revised Code Sections 5705.14, 5705.15 and 5705.16.

Motion By Mr Moffett
Second By Mr Bricker

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

Organizational Meeting, Continued

19-118 Motions of Authorization

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

1. To act as Purchasing Agent for the District.

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

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

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

19-119 Federal and State Project Participation

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

Motion By Mrs Hrvatin
Second By Mr Moffett

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

Organizational Meeting, Continued

19-120 Assignment of Special Education Students

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

Motion By Mr Moffett
Second By Mr Bailey

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey
Nays: None
Motion Carries
19-121 **Designation of Official Newspaper**

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

Motion By Mrs Hrvatin
Second By Mr Bricker

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

19-122 **Fees for Copies of Meetings**

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

Motion By Mr Moffett
Second By Mr Bricker

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

**Organizational Meeting, Continued**

19-123 **OSBA Membership**

The Superintendent recommends that the Board of Education approve the annual membership dues for the calendar year 2019 (January through December) to the *Ohio School Boards Association (OSBA)* in the amount of $5,284.00.
Motion By Mrs Hrvatin
Second By Mr Bailey

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

19-124 Tax Budget for Fiscal Year 2019-2020

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

Motion By Mr Bailey
Second By Mr Moffett

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

19-125 Open Records

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

1. Michael Douglas

Motion By Mrs Hrvatin
Second By Mr Bricker

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

Motion By Mr Moffett
Second By Mr Bricker

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

There being no other matters requiring board consideration and action at this time, Mrs. Haddad asked for a motion to adjourn. Mrs. Hrvatin so moved and Mr. Bailey second the motion. All board members voted "yes", Mrs Haddad adjourned the meeting at 7:00PM.
January 14, 2019 – Regular Meeting

The Salem Board of Education met Monday, January 14, 2019 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett, and Mr. Hrvatin.

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

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

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

READING, CORRECTING AND APPROVING OF MINUTES
Moved by Mr Bailey and seconded by Mr. Bricker that the Board approved the minutes from December 11, 2017 Special Meeting and Regular Meeting as submitted prior to the meeting.

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

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

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

SUPERINTENDENT’S REPORT
Dr Shivers discussed an up and coming Library project. Discussed putting in a MakerSpace, new furniture, carpet, and paint. He also discussed that teachers were currently participating in LETRS training

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

RECOGNITIONS
None
January 14, 2019– Regular Meeting

INFORMATIONAL ITEMS

HEARING OF PUBLIC REQUESTS
None

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

FINANCIAL REPORT/REPORT ON BILLS- TREASURER
Moved by Mr. Bailey and seconded by Mr Bricker that the Board approve the Financial Report and Report on Bills for the month end December 31, 2018.

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

NEW BUSINESS, CONSENT AGENDA ITEMS

19-126  HEMSPN Hiring STNA Coordinator
The Superintendent recommends that the Board of Education approve the hiring of Linda Ludwig- RN as a STNA Coordinator for HEMSPN per diem for 800 hours until August 31, 2019 @ $25.00/hr. starting day of January 15, 2019.

19-127  Resignation of Classified Positions
The Superintendent recommends that the Board of Education approve the resignation of the following classified employee:

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

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

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

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

Revised Bylaw 0131 – Functions - Legislative
Revised Bylaw 0141.2 – Conflict of Interest
Revised Bylaw 0164 – Notice of Meetings
Revised Bylaw 0165.1 – Regular Meetings
Revised Bylaw 0165.2 – Special Meetings
Revised Bylaw 0165.3 – Recess/Adjournment
Revised Bylaw 0166 – Executive Session
Revised Bylaw 0168 – Minutes
Revised Bylaw 0169.1 – Public Participation at Board Meetings
Revised Policy 1240.01 – Non-Reemployment of the Superintendent
Revised Policy 1422 – Nondiscrimination and Equal Employment Opportunity
Revised Policy 1541 – Termination and Resignation
Revised Policy 1662 – Anti-Harassment
Revised Policy 2111 – Parent and Family Engagement
Revised Policy 2260 – Nondiscrimination and Access to Equal Educational Opportunity
Revised Policy 2261 Title I Services
Revised Policy 2261.01 – Parent and Family Member Participation in Title I Programs
New Policy 2261.03 – District and School Report Card
Revised Policy 2271 – College Credit Plus Program
Rescind Policy 2700 – School Report Card
Revised Policy 3122 – Nondiscrimination and Equal Employment Opportunity
Revised Policy 3140 – Termination and Resignation
Revised Policy 3362 – Anti-Harassment
Revised Policy 4122 – Nondiscrimination and Equal Employment Opportunity
Continuing Contracts for Active Teaching Staff

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

1. Samantha Renforth
2. Sarah White

Activity Fund Proposals

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

1. Junior High Choir

Sick Leave Transfer

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

19-133 Hiring of Classified Staff

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


19-134 Purchase of New Maintenance Truck

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

19-135 Approving of Certified Substitutes

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

Certified Substitutes:

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

19-136 Certified Staff Moving Up on Pay Scale

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

1. Kera Leskovec - BA to BA150
The superintendent and treasurer recommend that the Board approve a two year contract (Fiscal Year 2020 and Fiscal Year 2021) with the State Auditor's Office for GAAP Conversion services up to $4,500 per fiscal year.

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

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

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

Moved by Mr. Moffett and seconded by Mrs Hrvatin that the Board of Education adjourn into Executive Session for the purpose of the employment, dismissal, discipline, promotion, demotion, or compensation of an employee or official, or the investigation of charges against an employee or official or regulated individual unless the employee, official, or regulated individual requests a public hearing. No action will be taken. All Board members were in agreement at 7:42PM

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

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

___________________________  ___________________________
Board President            Treasurer
February 19, 2019 – Special Meeting

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

Mrs. Haddad called the meeting to order at 5:15 PM and invited all those present to join the Board in reciting the Pledge of Allegiance.

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

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

**READING, CORRECTING AND APPROVING AGENDA**

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

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

**NEW BUSINESS**

01 Board Goals – The Board reviewed the board goals for the current school year. They discussed bussing to daycares and providing notification to parents about their options. The board also discussed some up and coming projects for the summer

There being no other matters requiring board consideration and action at this time, Mrs. Haddad asked for a motion to adjourn. Mr. Bailey so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 5:55PM.
February 19, 2019 – Regular Meeting

The Salem Board of Education met Monday, February 19, 2019 at 6:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett, and Mr. Hrvatin.

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

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

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

READING, CORRECTING AND APPROVING OF MINUTES
Moved by Mr Bailey and seconded by Mr. Moffett that the Board approved the minutes from January 14, 2019 Special Meeting, Organizational, and Regular Meeting as submitted prior to the meeting.

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

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

Correction of 19-151 to read the treasurer recommends

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

SUPERINTENDENT’S REPORT
Dr Shivers report is covered with the recognitions
RECOGNITIONS
Academic Challenge Team – Ms. Susan Skiba introduced the team that won the Columbiana County Academic Challenge. She also went over some of the history and statistics of the team throughout the year.

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

Jackson Corbisello

INFORMATIONAL ITEMS

HEARING OF PUBLIC REQUESTS
None

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

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

FINANCIAL REPORT/REPORT ON BILLS- TREASURER
Moved by Mr. Bailey and seconded by Mrs. Hrvatin that the Board approve the Financial Report and Report on Bills for the month end January 31, 2019.

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

NEW BUSINESS, CONSENT AGENDA ITEMS

19-138  Resignation of Classified Position

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

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

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

19-140  Classified Retirement

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

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

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

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

<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>
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<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>

19-142  Open Enrollment

The Superintendent recommends that the Board of Education approve open enrollment for the 2019-2020 school year and will be considered only in areas where enrollment permits. Applications must be returned to the Superintendent’s office no later than May 1, 2019 to be given optimal consideration for approval.

19-143  Basketball Division II & III Tournament Workers

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

1. Darlene Heineman
2. Veronica Shadle
3. Andris Balputnis
4. Lori Brooks
5. Jim Fattler
6. Roger Zeigler
7. Thomas Wright
8. Debbie Altenhof
9. Larry Altenhof
10. Thelma Barrick
11. William Miller
12. Frank Zmarelli
13. Megan Gustaevel
14. Ronald Johnson
15. Gary Goddard
16. Fred Leininger
17. Amy Johnson
18. Matt Mowery
19. Gary Martin

Paid as per the following schedule:

a. Ticket Seller (2) @ $50 per game
b. Ticket Taker (2) @ $30 per game
c. Pass Gate @ $15 per game
d. Secretary @ $60
e. Scoreboard (2) @ $40 per game
f. Stat Board @ $40 per game
g. Usher (10) @ $30 per game
h. Ticket Manager @ $50 per game
i. Announcer @ $40 per game
j. Scorebook (Official) @ $40 per game
k. Official Host (1) @ $30 per game
l. Team Host (1) @ $40 per game
m. Police @ $22 per hour
n. Media Coordinator @ $30 per game
o. Trainer @ $75 per game
p. Tournament Sectional Manager @ $330
q. Tournament District Manager @ $275 + 1% of gross receipts
r. receipts

19-144 Approving of Certified and Classified Substitutes

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

Certified Substitutes:

1. Rilla Gill
2. Michael Brown
Classified Substitutes:

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

19-145 Athletic Supplemental Positions

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

Track

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

Girls Softball

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

19-146 Athletic Supplemental Position

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

Track

1. Anthony Shivers - JH Assist Track Coach Step 1

19-147 College Credit Plus Memorandum of Understanding

The Superintendent recommends that the Board of Education approve the College Credit Plus Memorandum of Understanding between Kent State University and Salem City School District for School Year 2019-2020. See Exhibit 19-147.
19-148 Dual Credit Memorandum of Understanding

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

19-149 Classified FMLA Leave

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

19-150 Retirement of Superintendent

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

19-151 Hiring of Superintendent

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

19-152 Athletic Supplementals

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

FOOTBALL

1. Sr. High Varsity Head Coach – Ron Johnson Top
2. Sr. High Varsity Asst. Coach – Jason Swiger Top
5. Sr. High Varsity Asst. Coach – Matt Altomare Top
7. Sr. High Varsity Asst. Coach – Derek Frederick Step 3
8. Sr. High Varsity Asst. Coach – Jake Carner Step 1
9. 8th Grade Head Coach – Barry Long Top
10. 8th Grade Asst. Coach – Rob Little
11. 7th Grade Head Coach – Cory Wonner
12. 7th Grade Asst. Coach – Ryan Murgatroyd
13. 7th & 8th Grade Asst. Coach – Bill Cowgill

VOLLEYBALL

1. Girls Varsity Head Coach – Sarah Hamilton
2. Girls JV Head Coach – Candy Kekic
3. Girls 9th Grade Head Coach – Brittany Zamarelli

FALL WEIGHT ROOM SUPERVISOR

1. Weight Room Supervisor – Marshal Sarginger

19-153 Section 5705.41(D) Approval

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

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

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

19-154 Appropriation Adjustments/Additions

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

See Exhibit 19-154.

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

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey
Nays: None
Motion Carries.
EXECUTIVE SESSION
The Superintendent recommends the Board of Education adjourn into Executive Session for the purpose of the employment, dismissal, discipline, promotion, demotion, or compensation of an employee or official, or the investigation of charges against an employee or official or regulated individual unless the employee, official, or regulated individual requests a public hearing. No action will be taken.

Moved by Mr. Moffett and seconded by Mr. Bailey that the Board of Education adjourn into Executive Session for the purpose of the employment, dismissal, discipline, promotion, demotion, or compensation of an employee or official, or the investigation of charges against an employee or official or regulated individual unless the employee, official, or regulated individual requests a public hearing. No action will be taken. All Board members were in agreement at 6:25 PM.

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

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

__________________________  ____________________________
Board President              Treasurer
March 18, 2019 – Special Meeting

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

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

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

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

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

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

NEW BUSINESS

01 Board Goals – The Board reviewed the board goals for the current school year. They up and coming library projects and summer renovation projects

There being no other matters requiring board consideration and action at this time, Mrs. Haddad asked for a motion to adjourn. Mr. Moffett so moved and Mrs. Hrvatin second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 6:53PM.

_________________________________________  _________________________________
Board President                              Treasurer
March 18, 2019 – Regular Meeting

The Salem Board of Education met Monday, March 18, 2019 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett, and Mr. Hrvatin.

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

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

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

READING, CORRECTING AND APPROVING OF MINUTES

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

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

19-146 Athletic Supplemental Position

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

**Track**

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

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

READING, CORRECTING AND APPROVING AGENDA

Moved by Mr. Moffett and seconded by Mr Bailey that the agenda be approved as submitted prior to the meeting.
Amend the Agenda to Add 19-172 Purchase of Property

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

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

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

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

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

HEARING OF PUBLIC REQUESTS
None

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

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

FINANCIAL REPORT/REPORT ON BILLS- TREASURER
Moved by Mr. Moffett and seconded by Mrs. Hrvatin that the Board approve the Financial Report and Report on Bills for the month end February 28, 2019.

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

19-155  Continuing Contracts for Active Teaching Staff

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

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

19-156  504 Compliance Officer

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

19-157  Title IX Compliance Officer

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

19-158  Board of Elections Use of Facility

The Superintendent recommends that the Board of Education permit the Board of Elections of Columbiana County to use the Salem Senior High School and Southeast Elementary School for a polling place for the Primary Election being held on Tuesday, May 7, 2019.

19-159  Administrator Contracts

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

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

19-160 SERS Disability

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

19-161 Appropriation Additions

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

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

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

19-163 Hiring of Classified Employee

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

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

19-164 Athletic Supplementals
The Superintendent recommends that the Board of Education approve the following athletic supplemental positions for the 2019 – 2020 school year.

**Cross Country**

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

**Girls Soccer**

1. **Kent Paulini** - Girls Head Coach  Step 4

**Boys Golf**

1. **Rick Istnick** - Boys Head Coach  Top

**Girls Tennis**

1. **Christijana Vucenovic** - Girls Head Coach  Step 1

**Cheerleading**

1. **Jordyn Burke** - Head Cheer Coach  Step 3

Fall/Winter/Competition Team

19-165  **Athletic Supplemental Positions**

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

**Track – High School**

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

**Track – Jr. High**

1. **Julia Dundon** – Assistant Coach – Split Contract  Step 0
19-166  Certified Staff Moving Up on Pay Scale

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

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

19-167  Treasurer/CFO Contract

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

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

19-168  ACCESS Contracts

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

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

19-169  Articulation Pathway Agreement

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

19-170  Approving of Classified Substitute
The Superintendent recommends that the Board of Education approve the following list of classified substitutes pending re-certification (as necessary) and BCI/FBI results (as needed basis).

**Classified Substitute:**

1. Derek May

19-171  **HEMSPN Tuition**

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

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

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

Nays: None

Motion Carries.

**EXECUTIVE SESSION**

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

Moved by Mr. Moffett and seconded by Mr Bailey that the Board of Education adjourn into Executive Session for the purpose of the employment, dismissal, discipline, promotion, demotion, or compensation of an employee or official, or the investigation of charges against an employee or official or regulated individual unless the employee, official, or regulated individual requests a public hearing. No action will be taken. All Board members were in agreement at 7:23 PM

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

There being no other matters requiring board consideration and action at this time, Mrs Haddad asked for a motion to adjourn. Mrs. Hrvatin so moved and Mr. Bailey second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 8:19PM
April 15, 2019 – Special Meeting

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

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

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

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

**READING, CORRECTING AND APPROVING AGENDA**

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

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

**NEW BUSINESS**

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

There being no other matters requiring board consideration and action at this time, Mrs. Haddad asked for a motion to adjourn. Mr. Bailey so moved and Mr. Moffett second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 6:57PM.
April 15, 2019 – Regular Meeting

The Salem Board of Education met Monday, April 15, 2019 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett, and Mr. Hrvatin.

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

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

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

READING, CORRECTING AND APPROVING OF MINUTES

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

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

19-146 Athletic Supplemental Position

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

Track

1. Anthony Shivers – JH Assist Track Coach Step 1

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

READING, CORRECTING AND APPROVING AGENDA

Moved by Mrs. Hrvatin and seconded by Mr Bricker that the agenda be approved as submitted prior to the meeting.
Amendment to Agenda
19-191 PERMISSION TO ADVERTISE

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

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

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

RECOGNITIONS
NONE

HEARING OF PUBLIC REQUESTS
None

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

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

FINANCIAL REPORT/REPORT ON BILLS- TREASURER
Moved by Mr. Bailey and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end March 31, 2019.

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

19-173 Certified Staff Moving Up on Pay Scale

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

2. Lindsay Sheen – BA to BA150

19-174 Hiring of Classified Employee

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

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

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

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

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

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

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

1. Marjorie Zeigler

19-177 Hiring of Summer Help

The Superintendent recommends that the Board of Education authorize Jason Austin to pursue up to three (3) people for the summer help in the maintenance department for the summer of 2019.
a) The Superintendent recommends that the Board of Education approve the following employee for Summer Help @ $11.22 per hour pending completion of BCI and FBI background checks.

Maintenance

1. John McKee

b) The Superintendent recommends that the Board of Education approve the position of Austin Noel to be extended to eight (8) hours per day from June 3, 2019 to August 16, 2019 as summer help in the maintenance department.

19-178 Sick Leave Transfer

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

2. Michele Pieniazek

19-179 Transfer of Funds

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

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

19-180 Appropriation Additions

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

Will be provided at Mondays meeting

19-181 Curriculum Literacy Supervisor

The Superintendent recommends that the Board of Education approve a two-year contract (194 days) for Shelley Wilson as Literacy Supervisor at a salary of
$60,300 for the 2019/20 school year and $60,601.50 for the 2020/21 paid from the SPDG Literacy Grant.

19-182 Spring Sports, District Track and Field Meet

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

Track Ticket Sellers

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

Track Meets

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

19-183 Resignation of Athletic Supplemental Position

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

19-184 Athletic Supplemental Positions

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

Track - Jr. High
2. Christijana Vucenivic – Assistant Coach  
   Cross Country – Jr. High  
   1. Bethany Glasser – Head Coach  

1. Rob Motz – Assistant Coach  
   Top Step  

Cross Country – High School

1. Travis Ziegler – Head Coach Boys Soccer  
   Top Step  

High School Boys Soccer

1. Lindsey Winn – Head Coach  
   Step 0  

19-185 Gifts and Donations

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

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

19-186 Classified FMLA Leave

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

19-187 Resignation of Classified Employee

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

19-188 Approving of Certified and Classified Substitutes
The Superintendent recommends that the Board of Education approve the following list of certified and classified substitutes pending re-certification (as necessary) and BCI/FBI results (as needed basis).

**Classified Substitutes:**

2. Joseph Stubbs - Bus Driver

**Certified Substitutes:**

3. Lorina Moffett

19-189 **Section 5705.41(D) Approval**

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

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

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

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

19-190 **Hiring of Classified Employee**

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

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

19-191 **Permission to Advertise**

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

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

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

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

_____________________________  ______________________________
Board President               Treasurer
May 20, 2019 – Special Meeting

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

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

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

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

READING, CORRECTING AND APPROVING AGENDA

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

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

NEW BUSINESS

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

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

________________________________________  _______________________________________
Board President  Treasurer
May 20, 2019 – Regular Meeting

The Salem Board of Education met Monday, May 20, 2019 at 7:00 PM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett, and Mr. Hrvatin.

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

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

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

READING, CORRECTING AND APPROVING OF MINUTES

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

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

READING, CORRECTING AND APPROVING AGENDA

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

Amendment to Agenda

Delete item 19-201 from the consent agenda
Add item 19-221 Purchase of Property to the consent agenda
Remove 19-204 from the consent agenda and add as a separate item to vote on.

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

SUPERINTENDENT'S REPORT

Dr. Shivers discussed working together with the Mahoning County Second Harvest during next school year. Sean Kirkland discussed Summer Feed Program that will be held June 3-August 7.
It is open to the whole community and free to children. He also informed the board that we received an anonymous donation to pay off the lunch debt at Buckeye and Southeast. Mr. Kirkland went on to talk about expanding the CEP program to Reilly for next school year.

INFORMATIONAL ITEMS
Combined with Superintendent’s report

RECOGNITIONS

Years of Service

Attila Samu – 35 Years of Service
Joan Clark – 30 Years of Service
Barbara Eckstein – 30 Years of Service
Todd Stokes – 25 Years of Service
Amie Cochran – 25 Years of Service
William Miller Jr. – 25 Years of Service
Mark Geist – 25 Years of Service

Retirees for 2018-2019

Joan Clark – 30 Years Bus Driver
Barbara Eckstein – 30 Years Duty Aide and Transportation Secretary

HEARING OF PUBLIC REQUESTS

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

COMMITTEE MEETING REPORTS

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

FINANCIAL REPORT/REPORT ON BILLS- TREASURER

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

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

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

19-194 Certified Staff Moving Up on Pay Scale

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

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

19-195 Limited Contracts for Active Teaching Staff

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

1. Dana Ackerman
2. Jordyn Burke
3. Sarah Burtnett
4. Renee Cantrell
5. Shawnae Carlisle
6. Jacob Carner
7. Stephanie Davis
8. Michael DeBarr
9. Renee Dreger
10. Megan Ellis
11. Amy Emerick
12. Susan Getz-Slopek
13. Bethany Glasser
14. Ashley Hagan
15. Sarah Hamilton
16. Alison Haynes
17. Lauren Hughes
18. Ronald Johnson
19. Tiffany Kaiser
20. Logan Klick
21. Catherine Knowlden
22. Victoria Koch
23. Daryl Kurtz
24. Kera Leskovec
25. Karlyn Lundquist
26. Michael Maietta
27. Robert Motz
28. Brooke Mowery
29. Ryan Murgatroyd
30. Jarrod Niederhiser
31. Vincent Nittoli
32. Ashley O'Brien
33. Yvonne Parks
34. Kent Paulini
35. Ashley Paulsen
36. Kayleigh Post
37. Anne Saltsman
38. Anthony Savric
39. Lindsay Sheen
40. Marjorie Shivers
41. Julie Shonk
42. Kary Solis
43. Ashley Taafe
44. Melissa Thompson
45. Kaitlin Vogt
46. Christijana Vucenovic
47. Sarah Warner
48. Jacqueline Weber
49. Jennifer Welch
50. Jennifer Woods
51. Ted Yuhaniak
52. Kathryn Zurbrugg

19-196 Placement on the Summer Help List of Employees

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

19-197 Gifts and Donations

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

4. BOC Water Hydraulics - $1,000.00
19-198 Salem Public Library Budget

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

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

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

- Revised Policy 6320 - Purchasing and Bidding
- Revised Policy 6325 - Procurement - Federal Grants/Funds Code

19-200 Authorizing 2019-2020 Membership in Ohio High School Athletic Association (OHSAA)

The Superintendent recommends that the Board of Education approve that the High School and Grade 7 & 8 Schools do hereby voluntarily renew their membership in the OHSAA and that in doing so, the Constitution and Bylaws of the OHSAA are hereby adopted by this Board. See Exhibit 19-200.

19-201 Deleted from Agenda

19-202 FY 2019 Five Year Forecast

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

19-203 Summer Help

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

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

19-205 Non-Athletic Supplementals

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

1. Melissa Thompson – Art Honor Society
2. Frank Zamarelli – Auditorium Coordinator
3. Yvonne Parks – Yearbook
4. Anthony Savric – School Paper
5. Attila Samu – Fall Play Supervisor
6. TBD – Asst. Fall Play Supervisor
7. Attila Samu – Spring Play Supervisor
8. TBD – Asst. Spring Play Supervisor
9. Megan Ellis and Amber Waller – Senior High Student Council
10. Kris While – Junior Class Prom Supervisor
11. Amie Cochran – Key Club
12. Dana Ackerman and Kerri Zacharias – Class of 2020 (Seniors)
13. Kris While – Class of 2021 (Juniors)
14. Brenda Blaine and Michelle Bowers – Class of 2022 (Sophomores)
15. Darlene Heineman – Class of 2023 (Freshman)
16. Julie Fergason – Spanish Club
17. Juliann Shonk – German Club
18. Willi Colbert – Computer Club
19. Sue Skiba – Senior High Academic Challenge
20. Christijana Vucenovic – Honor Society
21. Hannah Dickson – Band Director
22. Sara McGath – Flag Line
23. Angela Carlisle – Majorettes
24. Anne Saltsman – Asst. Band Director
25. Attila Samu – Chamber Choir Director
26. Willi Colbert – Junior High Student Council
27. Jesse Dotson – Junior High Academic Challenge
28. Ashley Klemann – Junior High School Paper
29. Ashley Klemann – Junior High Yearbook

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

The Superintendent recommends that the Board of Education approve the Listed Graduates for awarding of Diplomas on May 26, 2019. This is contingent upon each student completing all academic requirements of both the Ohio Department of Education and the Salem Board of Education. See Exhibit 19-206.

19-207 High School Summer School Programs

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

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

19-208 High School Summer School Instructors

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

High School Credit Recovery

1. Jeanette DeShields 60 hrs. @ $22/hr.
2. Elaine Habeger 60 hrs. @ $22/hr.
   (Substitute for Jeanette DeShields if needed)
19-209 ESC Governing Board Service Agreement

The Superintendent recommends that the Board of Education approve the Columbiana County Educational Service Center Governing Board (ESC) service agreement between the ESC Governing Board and the Salem City School District Board of Education which shall begin on July 1, 2019 and shall terminate on June 30, 2020. See Exhibit 19-209.

19-210 HEMSPN FMLA Leave

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

19-211 Appropriation Additions

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

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

TOTAL $374,787.77

Appropriation Additions could change the night of the board meeting

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

The Superintendent recommends that the Board of Education have the first reading on the following: (All comments in writing should be sent to the Superintendent by June 10, 2019).
19-213 Approving of Classified Substitutes

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

 Classified Substitute:

1. Vicky Grindle

19-214 Mills-Holloway Student Insurance

The Superintendent recommends that the Board of Education approve the Mills-Holloway Insurance Agency for the Student Accident Insurance Program for the 2019-2020 school year. See Exhibit 19-214.

19-215 Salem School District Non-Teaching Continuing Contracts
The Superintendent recommends that the Board of Education approve the following non-teaching contracts.

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

19-216 Sick Leave Transfer

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

3. Lisa Frederick

19-217 Salem School District Non-Teaching Supplemental Contracts

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

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

19-218 Creation of a Certified Position

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

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

The Superintendent recommends that the Board of Education reduce a first grade position effective beginning the 2019-2020 school year due to lack of enrollment (The teacher is being assigned to the new second grade position).
19-221 Purchase of Property

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

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

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

19-220 Athletic Supplemental

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

GIRLS SOCCER

1. Volunteer Assistant Coach – Steve Bailey

Moved by Mr. Moffett and seconded by Mrs. Hrvatin

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

19-204 Athletic Supplementals

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

BOYS BASKETBALL

1. Boys Head Varsity Coach – Jeff Andres Top
2. Volunteer Assistant Coach – George Spack
3. Volunteer Assistant Coach – Will Klucinec
GIRLS BASKETBALL

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

BOYS SOCCER

1. Assistant Coach – Keaton O’Brien

GIRLS SOCCER

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

CHEERLEADING

1. Junior High Cheer Coach – Kendall Austin

ATHLETIC MANAGER

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

WRESTLING

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

Moved by Mr. Moffett and seconded by Mr. Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin
Nays: None
Abstain: Bailey
Motion Carries
There being no other matters requiring board consideration and action at this time, Mrs Haddad asked for a motion to adjourn. Mr Bailey so moved and Mrs Hrvatin second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 7:42PM.

___________________________             _________________________
Board President               Treasurer
June 19, 2019 – Regular Meeting

The Salem Board of Education met Monday, June 19, 2019 at 7:00 PM in the Room 134 of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett, and Mr. Hrvatin.

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

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

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

READING, CORRECTING AND APPROVING OF MINUTES
Moved by Mr Moffett and seconded by Mr Bailey that the Board approved the minutes from May 20, 2019 Special Meeting and Regular Meeting as submitted prior to the meeting.

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

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

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

SUPERINTENDENT’S REPORT
Dr. Shivers discussed Columbiana Gas recognizing Russ Hoppel for participating in the e3 Smart program. He also mentioned the 4 local business were recognized by OASBO

INFORMATIONAL ITEMS
Jason Austin went over summer projects, addition of press box, home side drainage issues, renovations to home side press box, replacing fence on bleachers. He also discussed parking repairs as well as concrete work at Southeast. Sean Kirkland discussed the summer projects at
the HS including the library, new flooring in the weight room, band/Choir room, and hallway ceilings

RECOGNITIONS

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

HEARING OF PUBLIC REQUESTS

COMMITTEE MEETING REPORTS

FINANCIAL REPORT/REPORT ON BILLS- TREASURER
Moved by Mr. Moffett and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end May 31, 2019.

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

NEW BUSINESS, CONSENT AGENDA ITEMS

19-221 Continuing Contract for Active Teaching Staff

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

6. Kary (Welker) Solis

19-222 Gifts and Donations

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

4. Geoffrey and Kim Goll - $250.00
5. Rotary International Club of Salem - $675.00
6. Howard and Susan Rohleder - $250.00
19-223  **Second Reading for the Revisions/Additions/Deletions of Board Policies, Administrative Guidelines and Forms**

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

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

19-224  **MCESC Non-Member District Service Agreement**

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

19-225  **In Lieu of Transportation**

The Superintendent recommends that the Board of Education approve the Payment in Lieu of Transportation minimum amount of $250.00 for the 2019-2020 school year.

19-226  **Kindergarten Camp Staff**

The Superintendent recommends that the Board of Education approve
the following staff for Kindergarten Camp to be held August 5, 2019 through August 9, 2019 for the 2019/2020 school year:

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

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

The Superintendent recommends that the Board of Education approve the Graduates for Summer Graduation to be awarded diplomas on July 28, 2019. This is contingent upon each student completing all academic requirements of both the Ohio Department of Education and the Salem Board of Education. See Exhibit 19-227.

19-228 Contract between the Salem City Schools and the Salem Community Center

The Superintendent recommends that the Board of Education enter into a contract with the Salem Community Center for the use of their Salem CenterPlex-Multipurpose Courts and Indoor Track, Center Circle-Indoor Turf Field from June 1, 2019 through April 30, 2020. See Exhibit 19-228.

19-229 Approval of Salem Public Library Trustee

The Salem Public Library Board of Trustees recommend to the Board of Education that Kay Washam be appointed to serve as a Trustee of the Library Board. The term of appointment would begin upon your approval and will continue through December 31, 2025. This appointment is requested in
accordance with Ohio Revised Code §3375.15, which governs the appointment of school district library trustees by the local board of education.

19-230 Teaching Contract Resignation

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

19-231 Hiring of Certified Staff

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

1. Marshall Sarginger - ISS/On-Track Supervisor HS/JH-BA Step 0
2. Stephanie Putzier - Integrated Math in Grades 7-12 – 10 years and MA + 30

19-232 2019 Ohio School Boards Association Honor Roll

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

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

19-233 Authorization for Final Certificate of Estimated Resources

The Superintendent and Treasurer recommend that the Board of Education authorize the Treasurer to request a final amended certificate of estimated
resources for fiscal year 2019 from the county auditor as revenues are finalized.

19-234 Temporary Appropriations for Fiscal Year 2020

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

19-235 Permanent Appropriation

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

19-236 Resolution of Necessity

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

19-237 Appropriation Additions

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

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

TOTAL $194,755.05

(Appropriation Additions could change the night of the board meeting)
19-238 **Contract for Vision (TVI) Services and Orientation & Mobility Services**

The Superintendent recommends that the Board of Education approve the contract with Wills Mobility and Vision Services, LLC for the 2018-19 school year. *See Exhibit 19-238.*

19-239 **Membership in the Ohio Coalition for Equity & Adequacy**

The Superintendent and Treasurer recommend that the Board of Education approve the membership for 2018 in the Ohio Coalition for Equity & Adequacy in the amount of $1,041.70. *See Exhibit 19-239*

19-240 **Transfer/Advance**

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

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

19-241 **Contract for Educational Services**

The Superintendent recommends that the Board of Education approve the Placement Contract made by and between the KidsLink School, LLC and the Salem City School District for the purpose of providing necessary educational services for the period of September 1, 2019 to August 31, 2020. *See Exhibit 19-241.*

19-242 **Non-Athletic Supplementals**

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

1. Christijana Vucenovic—Honor Society
Accept the Bids for Brock Builders and J Herbert Construction

A. The Superintendent recommends that the Board of Education approve the contract for visitor side press box for the stadium area in the amount of $109,700.00 to J Herbert Construction.

B. The Superintendent recommends that the Board of Education approve the contract for the home side grand stand walkway for the stadium area in the amount of $238,795.00 to Brock Builders.

Hiring of New Staff for HEMSPN Instructors

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

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

Resignation of Certified Staff

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

Non-Athletic Supplementals

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

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

Salem Education Association (SEA) Master Agreement

The Superintendent recommends that the Board of Education adopt the final successor collective bargaining agreement that was approved by tentative agreement and ratified by SEA between the Salem City School District Board
of Education and the Salem Education Association and shall be effective September 1, 2019 through August 31, 2022.

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

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

19-249 HEMSPN Faculty and Staff Pay Increases

The Superintendent recommends that the Board of Education approve the pay increases for the following HEMSPN Faculty and Staff retroactive to July 1, 2019.

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

19-250 Gifts and Donations

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

19-251 Gifts and Donations

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

19-252 Gifts and Donations
The Superintendent recommends that the Board of Education accept a $2,200 contribution to the Lou Slaby Arts and Athletics award account from the Class of 2018.

19-253 **Seamless Summer Option**

The Superintendent recommends that the Board of Education approve the Seamless Summer Option to be conducted at the Salem High School Cafeteria from 11:30 am to 12:30 pm, Monday through Friday, June 3, 2019 to August 7, 2019. Kids 18 and under are free and adults are $3.00.

19-254 **Student Handbooks**

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

19-255 **Environmental Science Course of Study**

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

19-256 **Student Handbooks**

The Superintendent recommends that the Board of Education approve the Southeast Elementary School Handbook, the Reilly Elementary School Handbook and the Buckeye Elementary School Handbook for the 2019/20 school year. A copy of the handbooks are available for review.

19-257 **HEMSPN FMLA Leave**

The Superintendent recommends that the Board of Education approve FMLA leave for Shannon Allen of Hannah E. Mullins School of Practical Nursing.
19-258 **Food Service Management Services**

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

19-259 **Community Eligibility Provision (CEP)**

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

Moved by Mrs Hrvatin and seconded by Mr. Bailey

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

19-260 **Resignation of Athletic Supplemental Position**

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

Moved by Mr Moffett and seconded by Mr. Hrvatin

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

19-261 **Athletic Supplementals**

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

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

BOYS BASKETBALL

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

NON-FOOTBALL Winter/Spring

2. Weight Room Supervisor – Marshal Sarginger Step 2

Moved by Mr Moffett and seconded by Mrs Hrvatin

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

19-262 District Track Meet Workers

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

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

Moved by Mr Moffett and seconded by Mr. Bricker

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

__________________________  ___________________________
Board President                 Treasurer

June 19, 2019 – Special Meeting
Salem High School for a Special Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett and Mrs. Hrvatin.

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

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

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

**READING, CORRECTING AND APPROVING AGENDA**

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

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

**NEW BUSINESS**

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

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

___________________________  _________________________
Board President               Treasurer
June 27, 2019 – Special Meeting

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

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

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

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

**Informational Items**

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

**READING, CORRECTING AND APPROVING AGENDA**

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

19-267  **Resignation of an Athletic Supplemental Positions**

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

- **Cross Country – High School**
  1. Rob Motz – Assistant Coach

Delete item 19-267 Transfer of Funds

Delete item 19-268 Advance of Funds

Ayes: Bricker, Haddad, Moffett, and Hrvatin
Nays: None
Motion Carries
Special Meeting Agenda, New Business

19-263 Appropriation Additions

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

<table>
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<tr>
<td>Salem High School Band</td>
<td>#300-9004</td>
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<td>Adult Education</td>
<td>#012</td>
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<td>Hemspn Federal Loans</td>
<td>#022-9000</td>
<td>62,046.00</td>
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<td>Food Services</td>
<td>#006</td>
<td>13,489.90</td>
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<td>Limited English Proficiency</td>
<td>#551</td>
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<td>Employee Benefits Self Ins</td>
<td>#024</td>
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<td>Auxiliary Services</td>
<td>#401</td>
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<td><strong>453,546.61</strong></td>
</tr>
</tbody>
</table>

Moved by Mr. Moffett and seconded by Mr. Hrvatin

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

19-264 Contract Adjustments

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

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

Moved by Mrs. Hrvatin and seconded by Mr. Bricker

Ayes: Haddad, Bricker, Moffett, Hrvatin
Nays: None
Motion Carries
Accept the Bids for Brock Builders and J Herbert Construction

C. The Superintendent recommends that the Board of Education approve the contract Alternate NO. A-2 Window Replacement in the amount of $7,900 to J Herbert Construction.

D. The Superintendent recommends that the Board of Education approve the contract for Alternate NO. C-2 Replacement Concrete Work in the amount of $11,000 to Brock Builders.

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

Resignation of Certified Staff

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

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

There being no other matters requiring board consideration and action at this time, Mrs. Haddad asked for a motion to adjourn. Mrs Hrvatin so moved and Mr. Moffett second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 8:12AM.
June 30, 2019 – Special Meeting

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

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

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

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

Informational Items

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

Correction to item 19-264 - Contract Addendum
The superintendent and treasurer recommend that the Board approve the following contract addendums for salary adjustments for the following administrative contracts:

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

Moved by Mr Moffett and seconded by Mrs Hrvatin

Ayes: Haddad, Moffett, Hrvatin
Nays: None
Motion Carries
Special Meeting Agenda, New Business

19-268 Appropriation Additions

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

<table>
<thead>
<tr>
<th>Support</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public School Support</td>
<td>$018</td>
</tr>
<tr>
<td>Gene Haas Foundation</td>
<td>$019-9118</td>
</tr>
<tr>
<td>District Agency</td>
<td>$022</td>
</tr>
<tr>
<td>District Managed Activity</td>
<td>$300</td>
</tr>
<tr>
<td>Stadium Turf Project</td>
<td>$300-9016</td>
</tr>
<tr>
<td>IDEA-B</td>
<td>$516</td>
</tr>
<tr>
<td>IDEA Preschool</td>
<td>$572</td>
</tr>
<tr>
<td>Title I</td>
<td>$587</td>
</tr>
<tr>
<td>Title II-A</td>
<td>$590</td>
</tr>
<tr>
<td>Title II-B</td>
<td>$599-9219</td>
</tr>
<tr>
<td>Title IV-A</td>
<td>$599-9019</td>
</tr>
<tr>
<td>SPDG Literacy Grant</td>
<td>$599-9319</td>
</tr>
<tr>
<td>HEMSPN Federal Loans</td>
<td>$022-9000</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$11,598.60</td>
</tr>
<tr>
<td></td>
<td>$4,000.00</td>
</tr>
<tr>
<td></td>
<td>$1,887.70</td>
</tr>
<tr>
<td></td>
<td>$16,160.70</td>
</tr>
<tr>
<td></td>
<td>$31,040.64</td>
</tr>
<tr>
<td></td>
<td>$2,392.77</td>
</tr>
<tr>
<td></td>
<td>$100,554.36</td>
</tr>
<tr>
<td></td>
<td>$8.54</td>
</tr>
<tr>
<td></td>
<td>$789.25</td>
</tr>
<tr>
<td></td>
<td>$19,560.95</td>
</tr>
<tr>
<td></td>
<td>$8,409.23</td>
</tr>
<tr>
<td></td>
<td>$35,612.59</td>
</tr>
<tr>
<td></td>
<td>$2,008.05</td>
</tr>
<tr>
<td></td>
<td>$131,239.70</td>
</tr>
</tbody>
</table>

Moved by Mrs Hrvatin and seconded by Mr Moffett

Ayes: Haddad, Moffett, Hrvatin
Nays: None
Motion Carries

19-269 Advance of Funds

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

<table>
<thead>
<tr>
<th>Program</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>IDEA-B (#516)</td>
<td>$54,964.73</td>
</tr>
<tr>
<td>TITLE I (#572)</td>
<td>$27,531.29</td>
</tr>
<tr>
<td>Title II-A (#590)</td>
<td>$19,647.56</td>
</tr>
<tr>
<td>TITLE IV-A (#599-9019)</td>
<td>$1,329.34</td>
</tr>
</tbody>
</table>

Moved by Mr Moffett and seconded by Mrs Hrvatin

Ayes: Haddad, Moffett, Hrvatin
Nays: None
Motion Carries
There being no other matters requiring board consideration and action at this time, Mrs. Haddad asked for a motion to adjourn. Mr Moffett so moved and Mrs Hrvatin second the motion. All board members voted “yes”, Mrs Haddad adjourned the meeting at 7:03PM.

_____________________________  ______________________________
Board President                        Treasurer
July 15, 2019 – Regular Meeting

The Salem Board of Education met Monday, July 15, 2019 at 8:00 AM in the Library of the Salem High School for a Regular Meeting. Present were Mr. Bailey, Mr. Bricker, Mrs. Haddad, Mr. Moffett, and Mr. Hrvatin.

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

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

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

READING, CORRECTING AND APPROVING OF MINUTES

Moved by Mr Bailey and seconded by Mr. Bricker that the Board approved the minutes from June 19, 2019 Special Meeting and Regular Meeting, July 27, 2019 Special Meeting, June 30, 2019 Special Meeting as submitted prior to the meeting with the following corrections.

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

The Superintendent recommends that the Board of Education approve the Graduates for Summer Graduation to be awarded diplomas on July 28, 2019. This is contingent upon each student completing all academic requirements of both the Ohio Department of Education and the Salem Board of Education. See Exhibit 19-227.

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

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

The Superintendent recommends that the Board of Education approve the Graduates for Summer Graduation to be awarded diplomas on June 28, 2019. This is contingent upon each student completing all academic requirements of both the Ohio Department of Education and the Salem Board of Education. See Exhibit 19-227.

Ayes: Haddad, Bricker, Moffett, Hrvatin, and Bailey
Nays: None
Motion Carries
**READING, CORRECTING AND APPROVING AGENDA**
Moved by Mr. Hrvatin and seconded by Mr Moffett that the agenda be approved as submitted prior to the meeting.

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

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

**INFORMATIONAL ITEMS**
Combined with Superintendents report

**RECOGNITIONS**

**HEARING OF PUBLIC REQUESTS**

**COMMITTEE MEETING REPORTS**

**FINANCIAL REPORT/REPORT ON BILLS- TREASURER**
Moved by Mr. Bailey and seconded by Mr. Bricker that the Board approve the Financial Report and Report on Bills for the month end June 30, 2019.

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

**NEW BUSINESS, CONSENT AGENDA ITEMS**

20-001  **HEMSPN Salaries**

The Superintendent recommends that the Board of Education approve the following salaries and index for the following HEMSPN staff:
<table>
<thead>
<tr>
<th>Faculty Name</th>
<th>Job status</th>
<th>Current hourly rate</th>
<th>New hourly rate</th>
<th>Step on tiered pay scale.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helen Aiello, BSN</td>
<td>Full time</td>
<td>23.00</td>
<td>23.50</td>
<td>1 - BSN</td>
</tr>
<tr>
<td>Shannon Allen, BSN</td>
<td>Full time</td>
<td>23.00</td>
<td>23.50</td>
<td>1 - BSN</td>
</tr>
<tr>
<td>Shelley Basich, BSN</td>
<td>Part time</td>
<td>28.00</td>
<td>28.50</td>
<td>11 - BSN</td>
</tr>
<tr>
<td>Anna Butler, ADN</td>
<td>Per diem</td>
<td>22.75</td>
<td>23.00</td>
<td>2 - ADN</td>
</tr>
<tr>
<td>Lynne Conn, ADN</td>
<td>Part time</td>
<td>22.75</td>
<td>23.00</td>
<td>2 - ADN</td>
</tr>
<tr>
<td>Lynne Conn, ADN</td>
<td>Per diem (400 hours)</td>
<td>22.50</td>
<td>23.00</td>
<td>NA</td>
</tr>
<tr>
<td>Melissa Covert, MSN</td>
<td>Part time</td>
<td>23.00</td>
<td>24.25</td>
<td>1 - MSN</td>
</tr>
<tr>
<td>Priscilla Lancaster RN</td>
<td>Per diem</td>
<td>22.75</td>
<td>22.75</td>
<td>Still step 1 based on hours worked.</td>
</tr>
<tr>
<td>Rosa Prichard BSN</td>
<td>Full time</td>
<td>23.00</td>
<td>23.50</td>
<td>1 - BSN</td>
</tr>
<tr>
<td>Bev Richey BSN</td>
<td>Per diem</td>
<td>25.50</td>
<td>25.50</td>
<td>Still step 5 based on hours worked.</td>
</tr>
<tr>
<td>Sue Suarez MSN</td>
<td>Per diem</td>
<td>26.50</td>
<td>26.00</td>
<td>Still step 4 based on hours worked.</td>
</tr>
<tr>
<td>Linda Ludwig BSN</td>
<td>Per diem</td>
<td>25.00</td>
<td>26.00</td>
<td>Increased $1 for coordinator position.</td>
</tr>
<tr>
<td>STNA coordinator</td>
<td>Full time</td>
<td>26.00</td>
<td>27.00</td>
<td>Increased $1 for coordinator position.</td>
</tr>
<tr>
<td>Ann Cope BSN</td>
<td>Part time program coordinator</td>
<td>26.00</td>
<td>27.00</td>
<td>Increased $1 for coordinator position.</td>
</tr>
<tr>
<td>Candace Kuhns MSN</td>
<td>Full time</td>
<td>23.50</td>
<td>26.50</td>
<td>Reflects change in degree status and promotion to coordinator.</td>
</tr>
<tr>
<td>(new this year)</td>
<td>Clinical coordinator</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Darla Shar MSN</td>
<td>Full time</td>
<td>31.00</td>
<td>32.00</td>
<td>Increase $1 for administrative position.</td>
</tr>
</tbody>
</table>

**Certified Staff Moving Up on Pay Scale**

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

5. **Melinda M. Westbrook** – MA+15 to MA+30
6. **Rebecca Gallagher** – MA+15 to MA+30 (Pending Transcripts)
20-003 Gifts and Donations

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

20-004 Awarding of OAPSE Bids

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

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

20-005 Awarding an SEA Certified Position

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

1. Jordyn Burke – Social Studies Grades 7-12

20-006 Hiring Certified Staff

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

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

20-007 Renewal of Existing Emergency Levy

The Superintendent recommends that the Board of Education approve the Resolution Determining to Proceed with the Submission to the Electors of the School District the Question of Renewing an Existing Emergency Levy Pursuant to O.R.C. §5705.194 through §5705.197.
20-008 Change Van Route Hours

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

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

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

20-009 Resignation of Athletic Supplemental Position

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

Moved by Mr. Moffett and seconded by Mr Bricker

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

20-010 Athletic Supplementals

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

Cross Country

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

Boys Basketball

1. Matt Mowery – Head Coach JV Boys Basketball Top Step
Moved by Mr. Moffett and seconded by Mr. Bricker

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

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

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

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

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

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

_________________________  _______________________
Board President             Treasurer