

AGENDA

Monday, August 20, 2012

Regular Meeting

High School Library – 7:00 p.m.

The Entire Meeting is Open to the Public

*Superintendent, Tom Bratten
Treasurer, Michael Bichsel*

Call to Order – Mr. Brad Myers

	<u>Present</u>	<u>Absent</u>
Mr. Nick Bush	_____	_____
Mr. Brad Myers	_____	_____
Mr. Andrew Null	_____	_____
Mr. Steve Bailey	_____	_____
Mr. Howard Rohleder	_____	_____

*This is a meeting of the Board of Education **in public** for the purpose of conducting the School District's business and is a meeting open to the public but is not an open public meeting. There is a time for public participation during the meeting as indicated in the agenda. Please fill out a yellow card if you wish to speak. A limit of three minutes per person to speak shall be allowed. The public may address the Board only during the Public Request portion of the board agenda.*

PLEDGE OF ALLEGIANCE

5. BOND

The Interim Treasurer shall maintain a surety bond in the amount of one hundred thousand dollars (\$100,000) throughout the term of the contract. The cost of said bond shall be paid by the Board.

6. COMPENSATION

The Board shall pay the Interim Treasurer at an annual rate of Sixty-Eight Thousand Thirty-Five Dollars (\$68,035.00) per year. This salary shall be paid in twenty-six (26) equal installments per contract year. As provided by Ohio law, this salary may be increased but not decreased during the term of this agreement. Any adjustment in salary made during the term of this contract shall be by written addendum, subject to terms and conditions set forth herein and such adjustment or modification shall not be construed as a new contract or as any extension of the term of employment unless expressly provided herein.

7. OTHER COMPENSATION

The Board shall provide the Interim Treasurer with the following benefits:

Medical Insurance as provided other district Administrators.

Life Insurance as provided other district Administrators.

Professional dues.

SERS Pickup without reduction: The Board agrees to pick-up (assume and pay) all of the employee's share of retirement contributions to the School Employees Retirement System (SERS) on the following terms and conditions:

The Board shall pay the member and employer contributions on the pick-up amount.

The pickup shall apply to all compensation including supplemental earnings.

The Board shall pay on behalf of the Interim Treasurer, and in addition to the salary shown in paragraph 5 above, the Interim Treasurer's share of the Medicare payroll tax (currently 1.45% of salary).

8. HOLIDAYS AND NON-CONTRACTED WORK DAYS

The Interim Treasurer shall be entitled to the following paid holidays: New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after, Christmas Day and either the day after or the day before.

9. SICK LEAVE/PERSONAL LEAVE

The Interim Treasurer shall be entitled to the use of and accumulation of sick leave/personal leave (all leaves) in accordance with Ohio law and Board policy.

10. EXPENSES

The Board shall reimburse the Interim Treasurer for all actual and necessary travel and other expenses required in the performance of the official duties during the employment under this contract subject to such limitations as provided by law and by Board policy.

11. CONTRACT TERMINATION

This employment contract may be terminated by: (a) mutual agreement of the parties, (b) retirement, disability, or death of the Interim Treasurer. In addition, the Board may terminate this contract at any time upon 30 days notice to the Interim Treasurer.

12. SAVINGS CLAUSE

If any portion of this contract is deemed to be illegal due to conflict with state or federal law, the remainder of the contract shall remain in force and effect.

WAIVER

I, the undersigned, have accepted employment in the Salem City School District conditioned upon the completion of a criminal record check acceptable to the Salem City Board of Education. If the criminal record check should prove to be unacceptable to the Board of Education for any reason, I understand that my employment may be terminated at the will of the Board without any type of hearing or statement of reasons for such action.

This waiver applies only during my first year of employment in the Salem City School District.

Interim Treasurer

President, Board of Education

Vice President, Board of Education

Salem City Schools Board of Education Goals
(Approved February 24, 2011)

1. Maintain and build on our Excellent rating into the future, achieving the State's highest level of distinction by 2015.
2. Continue to work on fostering a fair and welcoming classroom environment conducive to student learning and a feeling of belonging, as measured through improvements in annual customer satisfaction surveys.
3. Introduce and implement initiatives that make Salem students more competitive for 21st century careers by 2020, through the introduction of more challenging classes, advanced technology, and comprehensive career planning.
4. Create effective communication tools in order to provide information to and receive feedback from students, parents, and community members in a timely manner, making it easy for them to understand the news, activities, and performance of the District by 2013.
5. Prepare for and plan District-wide facilities renovations within the next 5 years in order to modernize our existing school buildings for 21st century learning while responsibly managing taxpayer funds.

Reading, Correcting and Approving of Minutes

(See pages 12 - 45)

Motion By _____
Second By _____

Approved _____ Not Approved _____ Other Action _____

Reading, Correcting and Approving Agenda

Motion By _____
Second By _____

Approved _____ Not Approved _____ Other Action _____

Superintendent's Report

Recognitions

- Thank you to Ken Hardy and the maintenance crew, Tom Mather and staff, and the custodial personnel that worked so hard this summer to prepare for the new school year.

Informational Items

- Greg Decarlo, approved at the July 27, 2012 meeting, has replaced Tyler Amedola as the Freshman Assistant Football Coach.

Buckeye:

- August 23, 2012: Open House – 4:00-5:30 p.m.
- The Elementary building is looking great. I'd like to publicly praise the Buckeye Elementary custodial team, who has done a fantastic job cleaning, repairing and painting this summer.
- Our Kindergarten Camp has been a huge success. We have 107 students attending! The team of teachers did a fantastic job preparing for the event and the students are having a great time while learning valuable skills. The Kindergarten Camp also serves as a valuable transition activity for many of our students who may feel anxious about the first day of school.
- Six members of the Buckeye Team attended the Building Learning Communities Tech Conference in Boston in July. The team attended a variety of workshops that will help us integrate technology into the curriculum. Especially valuable were the sessions on utilizing the iPads to their fullest potential. The team is excited to begin meeting at Buckeye to develop ways to make using the iPads (and other technology) a part of our building culture.

Reilly:

- August 23, 2012: Open House – 4:30-6:00 p.m.
- Our Reilly custodial staff has been working very hard this summer getting our building ready for a brand new school year. A HUGE thank you goes out to Mindy Carmen, Maria Moffet, Mark Geist, Rex Allen, Harry Robinson, and Tom McDonald! Their hard work is GEATLY appreciated!
- Currently, our entire fire alarm system at Reilly is being upgraded.
- Earlier this summer, eight of our classrooms had new carpet installed. Although removing the old carpet proved to be quite a task, the final result is very impressive!
- The Reilly staff would like to welcome the two county preschool units that will be housed at our building this year! We look forward to having our "little friends" be part of Reilly!
- Reilly's time schedule will be changing this year in order to make our transportation more efficient and safe for our students. Reilly will be on the same time schedule currently being used by Southeast. Our schedule will be:
 - 8:45 – Tardy Bell
 - 11:30-12:15 – 3rd Grade Lunch
 - 12:15-1:00 – 4th Grade Lunch
 - 3:10 – All Walkers Dismissed
 - 3:15 – All Bus Riders Dismissed

- Reilly will be holding the first PTO meeting of the year on Tuesday, September 11, at 2:15 in the library.

Southeast:

- August 23, 2012: Open House – 5:00-6:30 p.m.
- Thank you to our custodial staff, maintenance crew and summer help for making Southeast ready for students and staff. The facility and grounds look amazing. Looking forward to another excellent year.

Jr. High:

- August 23, 2012: Open House – 6:00-7:30 p.m.
- Orientation is 10:00 am - 11:30 am for incoming and new students on August 15th
- Football, volleyball, cross country, and cheerleading teams are all in full swing and busy kicking off the 2012-13 school year.
- Several Salem Jr. High Team teachers attended the Boston Tech Conference BLC.
- Thank You to Cathy Sanor & Nicole Rothbauer for coordinating the trip. It was a success!

High School:

- August 23, 2012: Open House – 6:00-7:30 p.m.
- Twenty-seven SHS students sat for a total of 54 Advancement Placement tests last May: students took exams in Studio Art, English Literature, US History, Calculus (AB), Computer Science, Statistics, Chemistry, Physics (B), and Chinese Language. Our students passed 31 of the tests with a score of three (on a five-point scale) or higher. Every student who tested in English, statistics, art, computer science, and Chinese passed. Congratulations to our AP teachers and to our students. AP courses have been described by the Associated Press as setting the gold medal standard for high school course rigor across the country. At SHS, we offer more AP courses (13) than any school in the Mahoning Valley, and our students score consistently well on the AP tests.
- I don't like to use this adjective often, but "great" applies to the quality of the job the high school custodians did painting the art room. In addition, the high school in general looks as good as it ever has.
- Nine SHS teachers attended the "Building Learning Communities" conference in Boston. The conference focuses on the use of technology in schools, and each year my teachers and I pick up ideas that we incorporate in our instruction and administration. Special thanks to Cathy Sanor for organizing the entire undertaking, and a shout out to Will Klucinec, who attended last year and came along again this year as coordinator.
- Two students, Ciara Andrews and Stephanie Wood, have been designated 2012 Advancement Placement Scholars for scoring three or higher on three or more AP exams. In addition, Nick Costa has been designated an Advancement Placement Scholar with Honors for scoring three or higher on four or more of the exams.

Spread the Good News

Legislative Update – Andrew Null

Hearing of Public Requests

Treasurer's Reports

Financial Report -

(See pages 46 - 59)

Motion By _____

Second By _____

Approved _____ Not Approved _____ Other Action _____

Finance Committee Report on Bills - Board Finance Committee

Motion By _____

Second By _____

Approved _____ Not Approved _____ Other Action _____

Building & Grounds Committee Report – Steve Bailey

NEW BUSINESS, CONSENT AGENDA ITEMS

13-009 Hiring of Certificated Staff

The Superintendent recommends the Board of Education approve the hiring of Ashley Kekel as the Math teacher at the High School effective July 1, 2012.

13-010 Non-Athletic Supplementals

The Superintendent recommends the Board of Education approve the hiring of the following for the 2012-13 school year:

- a. Al Hays AV Director
- b. Mindy Carman Auditorium Coordinator

13-011 Hiring of School Nurse

The Superintendent recommends the Board of Education approve the hiring of Shari L. McKarns, RN, BSN as the school nurse effective July 1, 2012. She will be working 36.5 hours per week at a rate of \$26.52 per hour plus benefits.

13-012 Certificated and Classified Substitutes

The Superintendent recommends the Board of Education approve the list of certificated and classified cafeteria, custodial and /or aide substitutes as found on page 60 for the 2012/13 school year pending the BCI/FBI results.

13-013 Certificated Substitute Teachers for 2012/13

The Superintendent recommends the Board of Education approve the following list of substitute teachers for the 2012/13 school year pending BCI/FBI results:

- a. Lorie Bush
- b. Kelly House
- c. Valorie Quesenberry

13-014 Classified Substitutes for 2012/13

The Superintendent recommends the Board of Education approve the following list of substitutes for the 2012/13 school year pending BCI/FBI results:

- a. Debra Birkhimer – bus driver

CONSENT AGENDA, continued

- b. Tabatha Cunningham
- c. Lanette Elavich – bus driver
- d. Karen Fast
- e. Megan Hoprich
- f. Amy Marple

13-015 Equity and Adequacy Dues

The Superintendent recommends the Board of Education approve membership in the Ohio Coalition for Equity and Adequacy of School Funding for the Fiscal Year 2013. See page 61.

13-016 Athletic Supplementals

The Superintendent recommends the Board of Education approve the following athletic supplementals for the 2012/13 school year:

- a. Ron Johnson Weight Room Supervisor Top

13-017 High School Fees

The Superintendent recommends the Board of Education approve the list of High School Fees as found on page 62 to be used for the 2012/13 school year.

13-018 Bus Routes

The Superintendent recommends the Board of Education approve the bus transportation routes for the 2012/13 school year; and to adopt and/or stops to give authorization to make changes and adjustments as need in the interest of safety and efficiency.

13-019 Foreign Exchange Student

The Superintendent recommends the Board of Education approve the Rotary Exchange Student Francisco Joaquin Lopez of Spain for the 2012/13 school year.

CONSENT AGENDA, continued

13-020 Lieu of Transportation Payment

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

- a. Josh Andrews
- b. Rachel Andrews
- c. Carson Benner
- d. Noah Benner
- e. Rachel Bush
- f. Ian Cole
- g. Elena Economous
- h. Brooke Fishback
- i. Caleb Fishback
- j. Chase Franken
- k. Hunter Griffith
- l. Jesse Hall
- m. Olivia Hostetler
- n. Alyssa Koskinen
- o. Davin Koskinen
- p. Michael Reed
- q. Matthew Rogowsky
- r. Abigail Snyder
- s. Rebecca Soliday
- t. Ethan Tausch
- u. Sally Tausch
- v. Nicole Walker
- w. Jordan Webb

13-021 Gifts and/or Donations

The Superintendent recommends the Board of Education approve the following donations:

- a. \$1,000.00 donated by Bob & Linda Sebo to assist the Salem High School Varsity Cheerleaders.
- b. Stephen Wilkins and Jock Buta, donated Salem Quaker flags on behalf of Butech Bliss for the Salem City School buildings.

13-022 Classified Resignation

The Superintendent recommends the Board of Education approve the resignation of Sandra Meyers from the High School cafeteria as a result of health reasons, effective immediately.

CONSENT AGENDA, continued

13-023 Certificated Resignation

The Superintendent recommends the Board of Education approve the resignation of teacher, Sharon Egolf from Reilly Elementary for the purposes of retirement effective immediately.

Approval of Consent Agenda for August, 2012

Motion By _____
Second By _____

Approved _____ Not Approved _____ Other Action _____

NEW BUSINESS

13-024 Collective Bargaining Agreement

The Superintendent recommends the Board of Education approve the resolution to approve successor collective bargaining agreement, effective September 1, 2012 through August 31, 2014. See pages 63-64 .

Executive Session

The Superintendent recommends the Board of Education adjourn into executive session for the appointment, employment, or compensation of an employee or official.

Motion to go into Executive Session

Motion By _____
Second By _____

Approved _____ Not Approved _____ Other Action _____

Motion to Adjourn Executive Session

Motion By _____
Second By _____

Approved _____ Not Approved _____ Other Action _____

Adjourn Meeting

Motion By _____

Second By _____

Approved _____ Not Approved _____ Other Action _____

ADDENDUM

Salem City Schools Board of Education

Regular Meeting
Monday, August 20, 2012
7:00 p.m. High School Library

Informational Items, continued

- Sara Hamilton will be coaching Head 9th Grade Volleyball versus 8th grade.
- Leah Perry will be coaching Head 8th Grade Volleyball versus 7th grade.
- Kylie Wolfgang was awarded the Grade 2 position at Buckeye (previously Title I Reading at Buckeye).
- Nicole Martinez was awarded the Title I Reading position at Buckeye (previously Title I Buckeye / St. Paul).
- Shawnae Carlisle was awarded the Grade 4 position (due to Sharon Egolf's retirement).

CONSENT AGENDA, continued

13-025 Additional Athletic Supplementals

The Superintendent recommends the Board of Education approve the following athletic supplementals for the 2012-13 school year:

- | | | | |
|----|----------------|---|--------|
| a. | Athena Spinell | Jr. High Cheerleader Advisor | Step 0 |
| b. | Jodie Hippely | Head 7 th Grade Volleyball Coach | Top |

13-026 Certificated Substitute Teachers for 2012/13

The Superintendent recommends the Board of Education approve the Nicole Wargo for the 2012/13 school year pending BCI/FBI results.

13-027 Classified Substitute for 2012/13

The Superintendent recommends the Board of Education approve Stephanie Everson as a bus driver for the 2012/13 school year pending BCI/FBI results.

CONSENT AGENDA, continued13-028 Treasurer Contract

The Superintendent recommends the Board of Education approve the contract for A. Michael Bichsel, Treasurer located on pages 4-6.

13-029 Hiring of Certificated Staff

The Superintendent recommends the Board of Education approve the hiring of the following for the 2012-13 school year pending BCI/FBI results:

- a. Ashley O'Brien as the Title I teacher at Buckeye / St. Paul
- b. Steve Bosel as the ISS/Social Studies teacher at the High School

13-030 Bus Driver Hour Amendment

The Superintendent recommends the Board of Education approve amending the current bus driver position from a three (3) hour to (3 1/2) three and a half hour route effective August 27, 2012.

13-031 Additional Bus Driver Position

The Superintendent recommends the Board of Education approve the addition of a bus driver position effective the 2012-2013 school year.

13-032 Hiring of Classified Staff

The Superintendent recommends the Board of Education approve Brenda Blaine as a recess monitor for the 2012/13 school year pending BCI/FBI results.

13-033 High School Fee Changes

The Superintendent recommends the Board of Education approve the following changes to the High School Fees as previously listed:

- a. Social Studies was \$2.50 now \$3.00
- b. AP English was \$23.85 now \$34.83
- c. English I was \$16.00 now \$5.19
- d. Independent Living was \$10.00 now \$0.00

CONSENT AGENDA, continued13-034 Non-Athletic Supplemental

The Superintendent recommends the Board of Education approve Robert Viencek for one (1) per day as the Intervention Teacher for the 2012-2013 school year.

**INTERIM TREASURER'S CONTRACT
SALEM CITY SCHOOL DISTRICT
(R.C. 3313.22)**

This employment contract is entered into the first day of August, 2012 by and between the Board of Education of Salem City School District, hereinafter called the Board, and A. Michael Bichsel, hereinafter called the Interim Treasurer. The Board and the Interim Treasurer for the consideration herein specified, agree as follows:

1. **TERM OF CONTRACT**

The Board, in accordance with its action as found in the minutes of its meeting held on the second day of August, 2012 hereby employs, and the Interim Treasurer hereby accepts employment as Interim Treasurer for a period commencing on August 1, 2012 and ending on July 31, 2013.

2. **WORK DAY**

Each work year shall consist of two hundred sixty (260) work days. Paid holidays may be counted toward this total.

Notwithstanding the above, any per diem calculation of pay, which may be required, shall be based upon a two hundred forty (240) day work year (two hundred sixty (260) days minus the annual allotment of twenty (20) vacation days) for all purposes including, but not limited to, computation of a daily rate of pay.

The Interim Treasurer shall devote such time and energies as are necessary to perform the duties specified during normal business hours, but it is expressly agreed that the duties of this position will require the Interim Treasurer to work during times other than normal business hours.

Vacation shall be scheduled by the Interim Treasurer so as to minimize disruption of the School District's operations and at times acceptable to the Board.

3. **PROFESSIONAL CERTIFICATION**

The Interim Treasurer shall maintain and furnish to the Board evidence of his maintaining, throughout the life of this contract valid credentials to act as Interim Treasurer of this district in accordance with the laws of the State of Ohio.

4. **DUTIES**

The Interim Treasurer shall perform the duties specified in the laws of the State of Ohio and as set forth in the Job Description for the Treasurer as adopted by the Board, as it may be amended from time to time during the term of this contract. Such Job Description, as so amended, is hereby incorporated in this contract by reference as if fully restated herein.