

## AGENDA

Board of Education

Warren City School District

**Regular Meeting** – January 28, 2025 – 5:45 p.m.

Jefferson PK – 8 School, Cafetorium

With Live Stream available at [warrencityschools.org](http://warrencityschools.org)



*This meeting is a meeting of the Warren City Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participating during the meeting, as indicated in Agenda Items No. 11a and 11b.*

1. Call to Order

2. Roll Call by Approved Rotation

Dr. Alls, Mr. Flanagan, Mrs. Limperos, Mrs. Patterson, Mr. Walker

3. Executive Session

Under the provisions of ORC 121.22, the Warren City Board of Education recessed to Executive Session at \_\_\_\_\_ p.m. to discuss:

- A. Consideration of Appointment, Employment, Promotion, etc. of Public Employees
- B. Investigation of Charges or Complaints Against Public Employee
- C. Conference with an Attorney Involving Pending Legal Action
- D. Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding
- E. Preparing for, Conducting, or Reviewing Negotiations with Public Employees
- F. Matters Required to be Kept Confidential by State or Federal Law
- G. District Security Arrangements and Emergency Response Protocols
- H. Consideration of Confidential Information Related to Economic Development Project

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

4. Communications5. Adoption of Agenda

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

6. Treasurer's Report

A. Tax Rates Calendar Year 2025 – Karen Sciortino, Treasurer

7. Superintendent's Report

A. Jefferson PK – 8 School Update – Jefferson Administrative Team

8. Board of Education Committee Reports

- |    |                               |  |
|----|-------------------------------|--|
| A. | Athletics                     | <i>(Patrick Flanagan and Patti Limperos)</i> |
|    | • SNAP Mobile Presentation    | Richard Shepas – Athletic Director           |
| C. | Finance Advisory              | <i>(Patrick Flanagan and Julian Walker)</i>  |
| D. | Board Policies and Guidelines | <i>(Alisha Alls and Regina Patterson)</i>    |
| E. | Legislative Liaison           | <i>(Alisha Alls and Patti Limperos)</i>      |
| F. | TCTC Board Representative     | <i>(Regina Patterson)</i>                    |

9. Old Business10. New Business11a. Public Participation (for identified agenda items only)

**Treasurer's Recommendations**1. Minutes

It is recommended the resolution listed below regarding the December, 2024 and January, 2025 Board Minutes be approved as submitted.

BE IT RESOLVED, under the provisions of ORC 3313.26, the reading of the minutes of the following Board Meetings be waived and the minutes be approved:

Regular Meeting held December 10, 2024

Organizational Meeting held January 7, 2025

Regular Meeting held January 7, 2025

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the December, 2024 financial statement and short term investments made by the Treasurer during December, 2024, EXHIBIT A, (pp. 37 – 38), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	<b>General Fund</b>	<b>All Other Funds</b>	<b>Total All Funds</b>
<b>Beginning Balance</b>			
<b>July 1, 2024</b>	\$69,354,983.65	\$26,330,582.35	\$95,685,566.00
<b>MTD Receipts</b>	5,121,018.42	4,324,230.81	9,445,249.23
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	38,833,900.67	20,393,536.78	59,227,437.45
<b>MTD Expenditures</b>	6,293,397.15	2,852,939.65	9,146,336.80
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	35,724,716.50	27,65,496.41	63,290,212.91
<b>Ending Balance</b>			
<b>December 31, 2024</b>	72,464,167.82	19,158,622.72	91,622,790.54

BE IT FURTHER RESOLVED that the following interest from short-term investments be approved:

<b>Fund</b>		<b>Amount</b>
001-0000 A10-General Fund	\$	162,597.21
004-9203 COPS Farmer's	\$	1,795.87
006-0000 FS-Food Service	\$	2,899.95
401 Auxiliary Services	\$	<u>195.52</u>
Total	\$	167,488.55

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

### 3. Revised Appropriation Budgets

It is recommended the resolution listed below to approve revised appropriation budgets (a.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the following revised appropriation budget:

- a. Funds/S.C.C.: IDEA-B  
 Fund #516, S.C.C. #9250  
 FY2025 Apprn.: \$1,525,033.55  
 Rev. Apprn.: \$2,265,336.28  
 Exec. Director: Patricia Dreher, Special Education  
 Purpose: \$740,302.73 increase due to reallocation of funds and carryover

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

4. Transfer of Funds

It is recommended the resolution listed below for the transfer of funds be approved as submitted.

NOW THEREFORE, BE IT RESOLVED that the Warren City Board of Education approve the transfers of funds, for fiscal year ending June 30, 2025:

			<u>Transfers</u>		<u>Transfers</u>
			<u>Out</u>		<u>In</u>
From:	General Fund	001-0000	\$ 20,000.00	\$	-
To:	Public School Support-Willard	018-9025	\$ -	\$	20,000.00
			<u>\$ 20,000.00</u>	<u>\$</u>	<u>20,000.00</u>

To transfer funds to support the Mobile Food Pantry Needs

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

## 5. Tax Rates

It is recommended the resolution listed below for tax rates for calendar year 2025 be approved as submitted.

WHEREAS, the Budget Commission of Trumbull County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part within, the ten mill tax limitation.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education, Warren City School District, Trumbull County, Ohio, that the amounts and rates, as determined by the Budget Commission in its certification, be and the same are hereby accepted; and

BE IT FURTHER RESOLVED that there be and is hereby levied on the tax duplicate of said School District the rate of each tax necessary to be levied within and without the ten mill limitation as follows:

	Inside 10 Mill <u>Limit</u>	Outside 10 Mill <u>Limit</u>	Total <u>Mills</u>
General Fund	4.70	34.85	39.55
Bond Retirement Fund		5.00	5.00
Permanent Improvement		1.00	1.00
Emergency Levy Fund		4.50	4.50
Emergency Levy Fund		<u>9.30</u>	<u>9.30</u>
Grand Total	4.70	54.65	59.35

AND, BE IT FURTHER RESOLVED that the Treasurer of this Board be and is hereby directed to certify a copy of this resolution to the County Auditor of said County.

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_



### **Superintendent's Recommendations**

#### 1. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve entering into the following agreements, contracts, and/or leases.

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a.	Agreement:	Magical Theatre Company 564 W Tuscarawas Ave #307 Barberton OH 44203 (330) 848-3708 <u>EXHIBIT B, (pp. 39 – 40):</u>
	Amount:	\$1,650.00
	Fund:	Funds #439, #572
	Period:	April 24, 2025, through May 19, 2025.
	Exec. Director:	Christine Bero, State and Federal Programs
	Purpose:	To provide interactive performances including rhyme, song and storytelling for district preschool students.

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

2. Board Policies – Review

It is recommended the resolution listed below regarding the Review of Board Policies, be approved as submitted.

WHEREAS, the board of education shall make such rules and regulations as are necessary for its government and the government of its employees, pupils, its schools, and all other persons entering upon its school grounds or premises, by reviewing bylaws and policies for the organization and operation of this Board and school district.

NOW, THEREFORE, BE IT RESOLVED that the following Board Policy has been reviewed by the Board of Education of the Warren City School District:

- a. Policy 2261.01 (Reviewed) PROGRAM  
PARENT PARTICIPATION IN TITLE I PROGRAMS

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

### 3. Board Policies – First Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, First Reading (a. through rr.), be approved as submitted.

WHEREAS, the board of education shall make such rules and regulations as are necessary for its government and the government of its employees, pupils, its schools, and all other persons entering upon its school grounds or premises, by adopting bylaws and policies for the organization and operation of this Board and school district.

NOW, THEREFORE, BE IT RESOLVED that the following Board Policies have been reviewed and will appear on the agenda of the next regularly scheduled meeting of the Board of Education of the Warren City School District for a second reading and adoption:

- a. Policy 0100 (Revised) BYLAWS  
DEFINITIONS
- b. Policy 0142.1 (Revised) BYLAWS  
OATH
- c. Policy 0151 (Revised) BYLAWS  
ORGANIZATIONAL MEETING
- d. Policy 0152 (Revised) BYLAWS  
OFFICERS
- e. Policy 0155 (Revised) BYLAWS  
COMMITTEES
- f. Policy 0163 (Revised) BYLAWS  
PRESIDING OFFICER
- g. Policy 0164 (Revised) BYLAWS  
NOTICE OF MEETINGS
- h. Policy 0165 (New) BYLAWS  
BOARD MEETINGS
- i. Policy 0165.1 (Rescind) BYLAWS  
REGULAR MEETINGS

- j. Policy 0165.2 (Rescind) BYLAWS  
SPECIAL MEETINGS
- k. Policy 0166 (New) BYLAWS  
AGENDAS
- l. Policy 0167.2 (Renumbered/Revised) BYLAWS  
EXECUTIVE SESSION
- m. Policy 0167.7 (Renumbered/Revised) BYLAWS  
USE OF PERSONAL COMMUNICATION DEVICES
- n. Policy 0173 (Rescind) BYLAWS  
BOARD OFFICERS
- o. Policy 1130 (Revised) ADMINISTRATION  
CONFLICT OF INTEREST
- p. Policy 2265 (New) PROGRAM  
PROTECTIONS OF INDIVIDUAL BELIEFS, AFFILIATIONS, IDEALS, OR  
PRINCIPLES OF POLITICAL MOVEMENTS AND IDEOLOGY
- q. Policy 3113 (Revised) PROFESSIONAL STAFF  
CONFLICT OF INTEREST
- r. Policy 4113 (Revised) CLASSIFIED STAFF  
CONFLICT OF INTEREST
- s. Policy 4120.08 (Revised) CLASSIFIED STAFF  
EMPLOYMENT OF PERSONNEL FOR CO-CURRICULAR/EXTRA-  
CURRICULAR ACTIVITIES
- t. Policy 4121 (Revised) CLASSIFIED STAFF  
CRIMINAL HISTORY RECORD CHECK
- u. Policy 5131 (Revised) STUDENTS  
STUDENT TRANSFERS
- v. Policy 5136.01 (Revised) STUDENTS  
ELECTRONIC EQUIPMENT
- w. Policy 5200 (Revised) STUDENTS  
ATTENDANCE

- x. Policy 5500 (Revised) STUDENTS  
STUDENT CONDUCT
- y. Policy 5780 (Revised) STUDENTS  
STUDENT/PARENT RIGHTS
- z. Policy 6110 (Revised) FINANCES  
GRANT FUNDS
- aa. Policy 6111 (Revised) FINANCES  
INTERNAL CONTROLS
- bb. Policy 6112 (Revised) FINANCES  
CASH MANAGEMENT OF GRANTS
- cc. Policy 6114 (Revised) FINANCES  
COST PRINCIPLES – SPENDING FEDERAL FUNDS
- dd. Policy 6220 (Revised) FINANCES  
BUDGET PREPARATION
- ee. Policy 6320 (Revised) FINANCES  
PURCHASING AND BIDDING
- ff. Policy 6320.01 (Rescind) FINANCES  
EQUAL OPPORTUNITY PURCHASING
- gg. Policy 6325 (Revised) FINANCES  
PROCUREMENT – FEDERAL GRANTS/FUNDS
- hh. Policy 6460 (Revised) FINANCES  
VENDOR RELATIONS
- ii. Policy 6550 (Revised) FINANCES  
TRAVEL PAYMENT & REIMBURSEMENT/RELOCATION COSTS
- jj. Policy 7310 (Revised) PROPERTY  
DISPOSITION OF SURPLUS PROPERTY
- kk. Policy 7450 (Revised) PROPERTY  
PROPERTY INVENTORY
- ll. Policy 7510 (Revised) PROPERTY  
USE OF SCHOOL FACILITIES

- mm. Policy 7530.02 (Revised) PROPERTY  
STAFF USE OF PERSONAL COMMUNICATION DEVICES
- nn. Policy 7530.03 (Revised) PROPERTY  
STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY
- oo. Policy 7540.04 (Revised) PROPERTY  
STAFF TECHNOLOGY ACCEPTABLE USE AND SAFETY
- pp. Policy 7540.09 (New) PROPERTY  
ARTIFICIAL INTELLIGENCE (AI)
- qq. Policy 8310 (Revised) OPERATIONS  
PUBLIC RECORDS
- rr. Policy 9160 (Revised) RELATIONS  
PUBLIC ATTENDANCE AT SCHOOL EVENTS

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

#### 4. Field Trip

It is recommended the resolution listed below regarding field trip (a. and b.) be approved as submitted.

WHEREAS, the Board of Education has adopted a policy which requires the Board to approve field trips and other District-sponsored trips which are planned to keep students out of the District overnight or longer; and

WHEREAS, Board Policy 2340 further recognizes that field trips, when used for teaching and learning integral to the curriculum, are an educationally sound and important ingredient in the instructional program of the schools; and

WHEREAS, Board Policy 2340 requires proper planning to ensure such trips are educationally sound and address the issue of safety and welfare of students, teachers, and chaperons; and

WHEREAS, the following field trip has been recommended and written confirmation has been received that the field trip has been planned and will be executed per Board Policy and Rules and Regulations.

NOW, THEREFORE, BE IT RESOLVED that the following field trip be approved:

- |    |                  |   |
|----|------------------|---|
| a. | Destination:     | Von Braun Center<br>700 Monroe St SW, Huntsville, AL 35801                                  |
|    | Class/Group:     | Robotics, FIRST Team Participants   |
|    | Dates of Trip:   | March 12, 2025, returning March 16, 2025.   |
|    | Principal:       | Janis Ulicny, WGH Principal   |
|    | Sponsor:         | Frank Bosak   |
|    | Cost:            | \$697.00 per student.   |
|    | Funding:         | Warren City Schools Account AFP98; and First Robotics<br>Parent Booster Organization        |
|    | Purpose of Trip: | Students will develop academic and work related skills<br>within a competitive environment. |
|    |                  |   |
| b. | Destination:     | Forest View Education Center<br>2121 Goebbert Road, Arlington Heights, IL USA               |
|    | Class/Group:     | Robotics, FIRST Team Participants   |
|    | Dates of Trip:   | March 26, 2025, returning March 30, 2025.   |
|    | Principal:       | Janis Ulicny, WGH Principal   |
|    | Sponsor:         | Frank Bosak   |
|    | Cost:            | \$437.50 per student.   |
|    | Funding:         | Warren City Schools Account AFP98; and First Robotics<br>Parent Booster Organization        |

Purpose of Trip:     Robotics Regional Competition.   Students will develop academic and work related skills within a competitive environment.

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_



5. Resolution to Authorize Superintendent to Notify the Ohio Department of Education Regarding Alexandria Caldwell

WHEREAS, on June 28, 2024, the Board of Education for the Warren City Schools approved the limited contract of Alexandria Caldwell ("Teacher") for the 2024-2025 school year; and

WHEREAS, after the start of the school year, said teacher communicated, individually her intention to resign; and

WHEREAS, said communications were not received within the timeframes proscribed by law for unilateral termination of the employment relationship; and

WHEREAS, said teacher submitted a letter of resignation on December 20, 2024 via email to the Superintendent/CEO from their contractual obligation, causing hardship to the District; and

WHEREAS, on January 2, 2025, the Superintendent/CEO sent a letter to Alexandria Caldwell informing her that her resignation was not accepted or approved by the Superintendent and directed her to report to her teaching assignment on January 6, 2025, and complete her employment contract with the District, which she failed to do.

NOW, THEREFORE BE IT RESOLVED that the Board of Education authorizes and directs the Superintendent/CEO to notify the Ohio Department of Education's Office of Professional Conduct of the employee's unilateral termination of the employment relationship after July 10, 2024, without the consent of the Board of Education, in violation of Ohio Revised Code Section 3319.15.

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

6. Ohio Department of Education Certification for Ohio Teachers Evaluation System and Ohio Principal Evaluation System

It is recommended the resolution listed below regarding the Ohio Department of Education Certification for credentialed Ohio Teachers Evaluation System and Ohio Principals Evaluation evaluators be approved as submitted.

WHEREAS, the Warren City Board of Education wishes to support the efforts of the Ohio Department of Education evaluation system, and

WHEREAS, the following certificated, individuals have passed and met the appropriate standards adopted by the state board of education and are considered credentialed evaluators.

NOW, THEREFORE, BE IT RESOLVED that the following individual(s) be approved.

**OPES 2.0**

**OTES 2.0**

Danielle Miller

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

7. Tuition Reimbursement

It is recommended the resolution listed below for tuition reimbursement be approved as submitted.

WHEREAS, the master working agreements between various bargaining units and the Warren City Board of Education provide for tuition reimbursement for qualified staff; and

WHEREAS, the following employees have submitted proper verification qualifying them for tuition reimbursement in the amounts indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.071, tuition reimbursement is approved as indicated and shall be so made:

Certificated – 2024 – 2025 School Year:

COX, Stephanie	\$ 251.00
DRAGISH, Tasha	\$ 500.00
RUANE, Kellie	\$ 500.00
ZADROSKI, Morgan	\$ 500.00

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

## 8. Acceptance of Gifts

It is recommended the resolution listed below regarding acceptance of gifts be approved as submitted.

WHEREAS, the gifts, as briefly herein described, have been offered to the Warren City School District; and

WHEREAS, the Board has the statutory authority to accept such gifts providing such acceptance does not remove any portion of the public schools from the control of the Board.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.36, the Board hereby accepts the gifts.

BE IT FURTHER RESOLVED, under the provisions of ORC 3313.47, the Board hereby declares that acceptance of the gifts does not at this time remove any portion of the public schools from the control of the Board; and

BE IT FINALLY RESOLVED that the Board is appreciative of the generosity of the gifts and the remembrance of this school district and its students.

Benefactors	Brief Description of Gifts and/or Services	
Valerie Allen	Warren City School District Gift Cards Value: \$300.00	[1]
Believers Christian Church	Jefferson PK – 8 School Christmas Gifts Grades K – 2 Estimated Value: \$20,250.00	[2]
Brothers of the Hammer	McGuffey PK – 8 School Winter Coats Estimated Value: \$90.00	[3]
COGIC 322 Austin Avenue SW Warren, OH 44485	21 <sup>st</sup> CCLC Program Monetary Donation Value: \$200.00	[1]
The Kim Joynes Foundation	Lincoln PK – 8 School Monetary Donation Value: \$500.00	[4]
St. Joe's Hospital	Jefferson PK – 8 School Christmas Gifts 4 <sup>th</sup> Grade Estimated Value: \$1,000.00	[2]

TCI	Jefferson PK – 8 School Coats, Hats and Gloves Estimated Value: \$1,000.00	[2]
St. Teresa of Calcutta Parish Blessed Sacrament Church	Willard PK – 8 School Gloves, hats, socks and scarves Estimated Value: \$750.00	[1]

- [1] To be used to support the students of the Warren City Schools.  
 [2] To be used to support the students of Jefferson PK – 8 School.  
 [3] To be used to support the students of McGuffey PK – 8 School.  
 [4] To be used to support the students of Lincoln PK – 8 School.

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

9. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through m.) be approved as submitted.

CERTIFICATED:

a. Appointment – Certificated (To receive one-year contract for the 2025-26 school year)

WHEREAS, a need exists for the services to be rendered by the person(s) herein named; and

WHEREAS, a vacancy exists for this employment action; and

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.07 and 3319.08, the following employment action is taken; and

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01 the following employee(s) shall be directed and assigned.

- (1) Antwan Howard, Music Education Teacher, Salary Table A, B-01, Limited Contract, effective the 2025-26 school year.

b. Certificated – Retirement

WHEREAS, the following employee has taught or received teaching credit qualifying for professional retirement; and

WHEREAS, the employee has requested to be released from all contracts of employment by way of retirement at the effective date indicated.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the retirement be accepted;

BE IT FURTHER RESOLVED to provide the severance pay under the provisions of the negotiated master working agreement;

BE IT FURTHER RESOLVED that the Board of Education commends the public service rendered, commitment to young people, and loyalty to the schools and community; and

BE IT FINALLY RESOLVED that the retirement is accepted with regret, but with best wishes and sincere appreciation.

- (1) Mark Fleming, Secondary Education Teacher, retirement, effective the close of the day, 05/30/2025.

c. Resignation – Certificated

WHEREAS, the employee herein named have requested to be released from their employment contract as specified at the effective date indicated.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the resignation from regular contract has been accepted by the Superintendent/CEO of the Warren City School District at the effective date indicated.

- (1) Bailey Rogers, Substitute Teacher, resignation, effective the close of the day, 12/20/2024.

d. Leave of Absence – Certificated

WHEREAS, ORC, 3319.13 requires that employees be granted leaves of absence upon their request for reasons of illness or disability and permits leaves of absence for other reasons as approved by the Master Contract between the Warren City Board of Education and the Warren Education Association; and

WHEREAS, ORC 3319.13 requires that upon return to work the employees on leave under this statute shall return to the same contract status held prior to the leave.

NOW, THEREFORE, BE IT RESOLVED, under the provision of ORC 3319.13, the following leaves are recognized and/or granted for the dates indicated.

- (1) William Bell, Elementary Education Teacher, Leave of Absence, effective 01/06/2025.
- (2) Samarra Cafffey, Elementary Education Teacher, Leave of Absence, effective 01/06/2025.
- (3) Lyia Kennedy, Building Substitute Teacher, Leave of Absence, effective 01/14/2025.
- (4) Monica Pishotti, Elementary Education Teacher, Leave of Absence, effective 12/12/2024.

- (5) Taylor Roberts, Early Childhood Education Teacher, Leave of Absence, effective 01/16/2025.
- (6) Michael Sandy, Middle Childhood Education Teacher, Leave of Absence, effective 01/06/2025.
- (7) Andrew Timko, Special Education Teacher, Leave of Absence, effective 01/30/2025.

e. Appointments – Certificated – Hourly Employment (2024-25 School Year)

WHEREAS, to prepare for temporary, as needed, casual, on-call hourly certificated personnel to provide educational services for students; and WHEREAS, such temporary, as needed, casual, on-call employment preparation is needed for only the dates specified not to extend beyond the current school year.

NOW, THEREFORE, BE IT RESOLVED under the provision of ORC 3319.07 and 3319.08, the following employment action is taken. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

BE IT FURTHER RESOLVED that under the provisions of ORC 3319.01, such employees shall be directed and assigned.

- (1) The following educators are to receive a stipend as shown below for the completion of the Ohio Department of Education and Workforce required Science of Reading professional development course listed, effective 07/01/2024 through 06/30/2025, to be paid from SORPDS, Fund #001, SCC #0000. (Stipend will be reimbursed to the district by the Ohio Department of Education and Workforce) (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

**Pathway A: \$1200.00 stipend**

Kamryn Buckley – Willard  
 Zachary Chaffee – Willard  
 Jill Cuscino - Willard  
 Tina Detate – Jefferson  
 Kimberly Orr – McGuffey  
 Shelley Russell – McGuffey

**Pathway B: \$1200.00 stipend**

**Pathway C: \$1200.00 stipend**

Jodi Beachy - WGH  
 Charlene Dedo – Jefferson  
 Alyssa Dicesare - Jefferson  
 Laura Digiacobbe - Lincoln  
 Minnette Dixon - Willard  
 Gina Hudak - Jefferson  
 Krysta McCoy - Jefferson  
 Frank Melillo - WGH



Leesa Boyer – Lincoln  
 Donna Knox-Weimer – Willard  
 Julia McMenamin – Jefferson  
 Kelly Notar – Lincoln  
 Erika Prater – Jefferson

Mary Sanata - Lincoln  
 Stephanie Shimko - WGH  
 Diana Snier - Lincoln  
 Courtney Susko - WGH  
 Kathleen Wilson - Willard

**Pathway E: \$400.00 stipend**

Thomas Sullivan - WGH

**Pathway G: \$1200.00 stipend**

Andrea Drotar – Willard  
 Brandi Gazso – Lincoln  
 Leslie Readman - Willard

- (2) Supplemental contracts for Home Instruction, effective 01/01/2025 through 05/23/2025, \$30.94 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed amounts as listed below (Recommended by P. Dreher, Executive Director of Special Education)

**Not to exceed - \$6,000.00 each**

Lisa Boyer  
 Alison Evans  
 Christopher Lowry

Annette McCorvey  
 Erika Prater

**Not to exceed - \$8,000.00 each**

Patricia Anderson  
 Joseph Austin  
 Kathleen Berlin-Bates

Joan Flanik  
 Genna LaPolla  
 Siobhan Richardson

**Not to exceed - \$12,000.00**

Isabella Notar

- (3) Supplemental contracts for the purpose of IEP and ETR monitoring by the Internal Monitoring Team, effective 01/06/2025 through 03/14/2025, \$30.94 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9250, not to exceed \$310.00 each (Recommended by P. Dreher, Executive Director of Special Education)

**Jefferson PK-8**

Erika Prater  
 MaryKate Keating  
 Mesa Morlan  
 Sheena Ridel  
 Nicole Varley

**Lincoln PK-8**

Joey Koval  
 Kristie Pierce  
 Elizabeth McComb  
 Nicole Ryser

**McGuffey PK-8**

**Willard PK-8**

Natalie Allison  
Emily Ward  
Miikayla Rowbotham

Jenna Bryant  
Laura Mastro  
Brittany Moncrief

**Warren G. Harding**

Melissa Bartholomew  
Carolyn Daugherty  
Adrian Komora  
Greg Lazzari  
Laurie Liguori  
Christopher Lowry  
Richard Palumbo

**Preschool**

Kimberly Armstrong  
Brittany Barone

- (4) Supplemental contracts for the purpose of attending Transforming the Math Classroom with AI, to be held on 02/01/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251 and Title II-A Fund #590, SCC #9252, not to exceed \$155.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Patricia Fisher  
Nicole Shaker

Christopher Wilson

- (5) Supplemental contracts for the purpose of attending McGuffey PK-8 Grades 3-8 Math Alignment Sessions, 01/29/2025 through 04/17/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251, not to exceed \$155.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Joseph Austin  
Annamarie Buonavolonta  
Heather Collier  
Taylor Dean  
Megan Francisco  
Andrea Galloway  
Kayla Kelsh

Kimberly Orr  
Mikayla Rowbotham  
Nicole Shaker  
Stacey Streeter  
Emily Ward  
Rebecca Woodyard

- (6) Supplemental contracts for the purpose of providing instruction in the Jefferson PK-8 Grades 3-5 Afterschool Intervention Program, as scheduled, 01/28/2025 through 03/12/2025, \$30.94 per an hour, on an as needed basis, to paid from Title I Fund #572, SCC #9251, and Fund #516, SCC #9250, not to exceed \$650.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Angela Betts

Roseann McCracken

Heather Dellimuti  
 Tina Detate  
 Diane Gibbons  
 Molly James  
 Stacey Lasher  
 Margaret March-O'Brien

Lisa Mesaros  
 Tina Noble  
 Matthew Seidel  
 Christine Ulrich  
 Melinda Vrable

- (7) Supplemental contracts for the purpose of providing instruction in the Lincoln PK-8 Grades K-5 Afterschool Intervention Program, as scheduled, 02/05/2025 through 03/13/2025, \$30.94 per an hour, on an as needed basis, to paid from Title I Fund #572, SCC #9251, and Fund #516, SCC #9250, not to exceed \$557.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kristin Bozin  
 Jodi Devine  
 Patricia Fisher  
 Suzanne Goodyear-Pondillo  
 Megan Grayham  
 Alycia Greene  
 Jennifer Holbrook  
 Jennifer Hoold  
 Laura Luoma  
 Julie Massucci  
 Elizabeth McComb  
 Kelly Notar

Kristie Pierce  
 Monica Pishotti  
 Stephanie Rogers  
 Erikka Sampson  
 Jada Somich  
 Laurel Stewart  
 Angela Toro  
 Cara Venetti  
 Laura Vennetti  
 Lori Voytko  
 Karen Zagorec

- (8) Supplemental contracts for the purpose of providing instruction in the McGuffey PK-8 Grades 3-5 Afterschool Intervention Program, 02/05/2025 through 03/13/2025, \$30.94 per an hour, on an as needed basis, to paid from Title I Fund #572, SCC #9251, and Fund #516, SCC #9250, not to exceed \$557.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Stephanie Caldwell  
 Keelyn Claar  
 Tyler Clark  
 Nicole Davis  
 Andrea Galloway  
 Julie Householder  
 Mikayla Rowbotham

Nicole Shaker  
 Jessica Smith  
 Olivia Smith  
 Charla Thomas  
 Melissa Thompson  
 Rebecca Woodyard

- (9) Supplemental contract for 21<sup>st</sup> Century Community Learning Afterschool Program, servicing Grades 6-8, effective 01/21/2025 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be

paid from 21<sup>st</sup> CCLC Fund #509 SCC #9258 or #9259, not to exceed \$4,000.00 (Recommended by Jill Merolla, Supervisor of Community Outreach/Grant Development)

Leah Boley

- (10) Supplemental contracts for Teachers of the Warren Local Professional Development (LPDC) Committee for the 2024-25 school year, \$30.94 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000 (Recommended by W. Hartzell, Chief Academic Officer)

Hillary Allen  
Andrew Kelly  
Monica Pishotti

Lisa Mesaros  
Shelley Russell  
Shane Schmucker

- f. Building Substitute Teacher Appointment(s) (2024-25 School Year) \$175.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

WHEREAS, the Warren City Board of Education recognizes the need for quality substitutes to provide for the continued education of the students in the event a teacher is required to be absent from the classroom or to provide additional educational assistance to students in conjunction with the regular teacher.

WHEREAS, the Warren City Board of Education recognizes that finding quality substitutes is becoming increasingly difficult and that by assuring building substitutes regular employment, the District will be better able to attract and retain quality substitutes;

WHEREAS, the Warren City Board of Education is committed to fair and equitable salary and benefits to all employees regardless of their representation or non-representation in formal labor organizations.

NOW, THEREFORE, BE IT RESOLVED that the following employment actions(s) are taken.

These teacher(s) are to remain as building substitutes for the current school year unless notice is provided that they have found full-time positions or request their name(s) be removed as building substitute. These individual(s) are at will employees and will be assigned as needed and will be paid per the Substitute Teacher Salary Schedule.

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Jonathan Beckner	01/23/2025	Jefferson PK-8
Antwan Howard	01/29/2025	Jefferson PK-8

g. Employment – Certificated (current regular employee) (Co-Curricular year) (2024-25 school year)

WHEREAS, the following co-curricular position have been offered to the certificated employee of this school district; and

WHEREAS, the following certificated, current, regular employee has applied, meet appropriate standards adopted by the state board of education and is acceptable to the administration; and

WHEREAS, persons employed for coaching positions are required to submit verification of completion of CPR and Sports Medicine Clinic certification.

NOW, THEREFORE, BE IT RESOLVED that under the provisions or ORC 3319.08, the following person is employed for one school year, on a limited contract, for the pupil activity program as indicated. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, this person shall not be re-employed to perform this same duty for the ensuing school year. The supplemental limited contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year. (Recommended by R. Shepas, Athletic Director)

**(The payment of supplemental contracts listed below are subject to proration at the discretion of the Superintendent.)**

**High School Athletics:**

- (1) Vani James - Indoor Track – Assistant – Code #52, Index 3.5, High School, Warren G. Harding High School - (Boys) Salary Table B. (50% of Contract)

**CLASSIFIED:**

h. Resignations – Classified

WHEREAS, the employee herein named has requested to be released from all contracts of employment by way of resignation as specified at the effective dates indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, these resignations have been accepted by the Superintendent/CEO of the Warren City School District at the effective dates indicated.

BE IT FURTHER RESOLVED that the Board of Education commend the public service rendered, commitment to young people, and loyalty to the schools and community; and

BE IT FINALLY RESOLVED that this resignation be accepted with regret, but with the best wishes and sincere appreciation.

(1) Yousef Muhammad, Night Janitor, McGuffey PK-8 Building, Salary Table D, effective 01/09/2025.

i. Leave of Absence – Classified

WHEREAS, ORC 3319.13 requires that employees be granted a leave of absence upon their request and permits leaves of absence as approved by the Warren City Board of Education; and

WHEREAS, ORC 3319.13 requires that upon return to work the employee on leave under this statute shall return to the same contract status held prior to the leave.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.13, the following leaves are recognized and granted for the approximate dates indicated.

(1) Lynette Allen, Cook, McGuffey PK-8 Building, Salary Table G, effective 01/06/2025.

j. Initial Regular Employment – Classified

WHEREAS, a need exists for the services to be rendered by the persons herein named; and

WHEREAS, such employees have rights, benefits, and protection afforded them through the Board approved Agreement between their respective Union(s), and the Warren City Board of Education, and shall be a members of the School Employees Retirement System, and shall be compensated according to the before mentioned Agreement(s); and

WHEREAS, vacancies exists for these employment actions.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081 and 3319.083, the following employment actions be taken; and

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01, such employees shall be directed and assigned.

- (1) Richard Butcher, Floating Night Janitor, Administration, Salary Table D, effective 01/27/2025. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Camille Cobb-Davis, MD Educational Aide, Fairhaven, Salary Table I, effective 01/13/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)

k. Substitute Employment Additions – Classified

WHEREAS, to prepare for temporary absences of classified personnel for whom temporary, casual, as needed, on-demand, on-call replacements (substitute personnel) may be needed to provide support services in conjunction with the management and control of the schools; and

WHEREAS, ORC 3313.47 grants authority for the Board to employ personnel on such a temporary, casual, as needed, on-demand, on-call substitute basis.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be added to the approved list of substitute personnel. This employment is contingent upon receiving satisfactory results from a mandatory pre-employment drug test screening required by school policy and the individual(s) named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed. This employment is also conditional until receipt of satisfactory results from a state required police check.

- (1) Blake Cariglio, Bus Attendant w/o CDL, Salary Table M, effective 01/07/2025.

l. Classified Temporary Employment

WHEREAS, a temporary, limited, on-demand need exists for the services to be rendered by the persons herein named.

NOW, THEREFORE, BE IT RESOLVED, that the temporary, on demand employment action as herein described and limited is hereby made; and

BE IT FURTHER RESOLVED that following the employment date herein specified, such employment is terminated without prejudice toward the person(s) concerned.

- (1) Supplemental contract for Kimberly Anzevino for providing Scholarship Support for the WGH Class of 2025, effective 10/21/2024 through 05/24/2025, to be paid from Fund #001, SCC #0000, not to exceed \$3,694.90 (Recommended by D. Capers, Associate Superintendent of Student Services, Student Wellness and Success)
- (2) The Warren City School District would like to recognize the following individual for volunteering their time and energy to assist with the Transition into School Program at Warren G. Harding High School, beginning in January, 2025.

Twila R. Freeman

- (3) Game Workers for Athletic Events for the 2024-2025 School Year. All Game Workers for High School and Middle School sports will be paid as follows:

Gate for Boys' JV/9 <sup>th</sup> Football	\$12.00/hour
Gate for Boys' Varsity Football	\$12.00/hour
Gates for Boys' Single Middle School Football	\$12.00/hour
Main Ticket Clerk for Varsity Football	\$12.00/hour
Football Chain Coordinator	\$12.00/hour
Varsity Football Clock	\$12.50/hour
Football Clock Assistant	\$12.50/hour
J.V. Football Clock	\$12.00/hour
Freshmen Football Clock	\$12.00/hour
Lower Level Football Clock	\$12.00/hour
Football Announcer	\$12.00/hour
Football Assistant Announcer	\$12.00/hour
Audio for Football	\$12.00/hour
Video for Football	\$12.00/hour
Computer for Football	\$12.00/hour
Game Book/Statistician for Football	\$12.00/hour
Press Box Host	\$12.00/hour
Officials' Host for Football	\$12.00/hour
7/8 Grade School Volleyball Clock	\$12.00/hour
Gate for Single Girls' Volleyball	\$12.00/hour
Gate for Single Girls' Middle School Volleyball	\$12.00/hour



Gate for Single Boys' and/or Girls' Soccer	\$12.00/hour
Gate for Single Boys' a/o Girls' Basketball Game	\$12.00/hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$12.00/hour
Varsity Main Basketball Clock	\$15.00/hour
Assistant Varsity Basketball Clock	\$12.50/hour
JV Basketball Clock	\$12.00/hour
Freshman Basketball Clock	\$12.00/hour
Basketball Announcer	\$12.00/hour
Game Book/Statistician for Boys' Basketball	\$12.00/hour
Scorebook for Basketball	\$12.00/hour
Video for Basketball	\$12.00/hour
Gate for Boys' and/or Girls' Swim Meet	\$12.00/hour
Swim Meet Manager	\$15.00/hour
Swim Meet Timing System Operator	\$12.50/hour
Swim Meet Statistician	\$12.00/hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$12.00/hour
Security for High School Sporting Event	\$12.00/hour
Security for Single Middle School Events	\$12.00/hour

Game Workers listed below will be paid at above rates according to event/assignment working:

Corbin Coleman  
Mikayala Rowbotham  
Victoria Smolak-Wagner  
Linda Trisler  
Cara Venetti

The above Game Workers will work between 1 and 4.5 hours (depending on single/double/triple event) for any game and/or event, which meets state minimum wage requirements.

m. Employment—Classified Co-curricular 2024-2025 School Year

WHEREAS, the following co-curricular positions have been offered to the certificated employees of this school district with no acceptable responses; and

WHEREAS, the following co-curricular positions have been offered to or advertised to attract certificated persons not currently employed by this school district with no acceptable responses; and

WHEREAS, the non-certificated individuals herein recommended have been determined to meet the standards adopted by the state board; and

WHEREAS, persons employed for coaching positions are required to submit verification of completion of CPR and Sports Medicine Clinic certification.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.53, the following persons are employed for a period of not more than one school year at the same salary/wage (Salary Table B) offered to certificated persons for the pupil activity program as indicated. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

**(The payment of supplemental contracts listed below are subject to proration at the discretion of the Superintendent.)**

- (1) Nuri Reed, Code #102.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Basketball Coach (White), Middle School, Warren Middle Schools (Girls) (100% of contract.)
- (2) Colin Smedi, Code #52.0, Index 3.5, Salary Table B, Indoor Track Assistant Coach, High School, Warren G. Harding High School (Boys) (100% of contract.)
- (3) Javon Snipes, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Boys) (100% of contract.)

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

**Board's Recommendations**

11b. Public Participation

*Executive Session is a private conference between the members of the Board of Education from which the public is excluded. Because Executive Session is confidential and closed to public view, there are limitations on the use of Executive Session. Executive Session can be used for the following:*

*Consideration of Appointment, Employment, Promotion etc. of Employees*  
*Investigate of Charges or Complaints Against Public Employee*  
*Conference with an Attorney Involving Pending Legal Action*  
*Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding*  
*Preparing for, Conducting or Reviewing Negotiations with Public Employees*  
*Matters Required to be Kept Confidential by State or Federal Law*  
*District Security Arrangements and Emergency Response Protocols*  
*Consideration of Confidential Information Related to Economic Development Project*

12. Executive Session

Under the provisions of ORC 121.22, the Warren City Board of Education recessed to Executive Session at \_\_\_\_\_ p.m. to discuss:

- A. Consideration of Appointment, Employment, Promotion, etc. of Public Employees
- B. Investigation of Charges or Complaints Against Public Employee
- C. Conference with an Attorney Involving Pending Legal Action
- D. Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding
- E. Preparing for, Conducting, or Reviewing Negotiations with Public Employees
- F. Matters Required to be Kept Confidential by State or Federal Law
- G. District Security Arrangements and Emergency Response Protocols
- H. Consideration of Confidential Information Related to Economic Development Project

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

13. Reconvened Board Meeting - \_\_\_\_\_ p.m.14. Adjournment - \_\_\_\_\_ p.m.

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

SC:tep  
01/24/2025