

## AGENDA

Board of Education

Warren City School District

**Regular Meeting** – February 25, 2025 – 6:00 p.m.

Lincoln 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. Communications

5. Adoption of Agenda

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

6. Treasurer's Report

A. Tax Rates Calendar Year 2025

7. Superintendent's Report

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

8. Board of Education Committee Reports

- |                                  |  |
|----------------------------------|--|
| A. Athletics                     | <i>(Patrick Flanagan and Patti Limperos)</i> |
| B. Finance Advisory              | <i>(Patrick Flanagan and Julian Walker)</i>  |
| C. Board Policies and Guidelines | <i>(Alisha Alls and Regina Patterson)</i>    |
| D. Legislative Liaison           | <i>(Alisha Alls and Patti Limperos)</i>      |
| E. TCTC Board Representative     | <i>(Regina Patterson)</i>                    |

9. Old Business

10. New Business

11a. Public Participation (for identified agenda items only)

**Treasurer's Recommendations**1. Minutes

It is recommended the resolution listed below regarding the 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 January 28, 2025

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

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the January, 2025 financial statement and short term investments made by the Treasurer during January, 2025, EXHIBIT A, (pp. 49 – 50), 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>	5,024,751.75	2,997,590.20	8,022,341.95
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	43,858,652.42	23,391,126.98	67,249,779.40
<b>MTD Expenditures</b>	6,682,860.74	3,129,587.98	9,812,448.72
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	42,407,577.24	30,695,084.39	73,102,661.63
<b>Ending Balance</b>			
<b>January 31, 2025</b>	70,806,058.83	19,026,624.94	89,832,683.77

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	\$	69,961.30
004-9203 COPS Farmer's	\$	1,480.47
006-0000 FS-Food Service	\$	1,701.69
401 Auxiliary Services	\$	<u>108.45</u>
Total	\$	73,251.91

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

### 3. Revised Appropriation Budgets

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

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

- a. Fund/S.C.C.: IDEA-B Special Education  
Fund #516, S.C.C. #9250  
FY2025 Apprn.: \$2,265,336.28  
Rev. Apprn.: \$2,290,446.82  
Exec. Director: Patricia Dreher, Special Education  
Purpose: \$25,110.54 increase due to reallocation of funds and carryover
  
- b. Fund/S.C.C.: IDEA Early Childhood Special Education  
Fund #587, S.C.C. #9250  
FY2025 Apprn.: \$31,855.32  
Rev. Apprn.: \$31,249.11  
Exec. Director: Patricia Dreher, Special Education  
Purpose: \$606.21 decrease due to reallocation of funds and carryover
  
- c. Fund/S.C.C.: Title I  
Fund #572, S.C.C. #9251  
FY2025 Apprn.: \$7,508,608.93  
Rev. Apprn.: \$7,541,270.22  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: \$32,661.29 increase due to reallocation of funds
  
- d. Fund/S.C.C.: Title I-Neglected  
Fund #572, S.C.C. #9255  
FY2025 Apprn.: \$75,379.75  
Rev. Apprn.: \$78,298.73  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: \$2,918.98 increase due to reallocation of funds
  
- e. Fund/S.C.C.: Title I-Delinquent  
Fund #572, S.C.C. #9256  
FY2025 Apprn.: \$89,563.06  
Rev. Apprn.: \$92,561.59  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: \$2,998.53 increase due to reallocation of funds

- f. Fund/S.C.C.: Title II-A  
Fund #590, S.C.C. #9252  
FY2025 Apprn.: \$580,267.13  
Rev. Apprn.: \$591,808.93  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: \$11,541.80 increase due to reallocation of funds
- g. Fund/S.C.C.: Auxiliary Services  
Fund #401, S.C.C. #9257, #9258  
FY2025 Apprn.: \$318,502.91  
Rev. Apprn.: \$428,324.63  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: \$109,821.72 increase due to DEW issuance of final allocations for FY2025

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

#### 4. 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. through m.) 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:<br>Contact: | PepsiCo Beverage Sales, LLC<br>Jayrun Minter<br>Channel Manager<br>1999 Enterprise Parkway<br>Twinsburg, OH 44078<br><u>EXHIBIT B, (pp. 51 – 62):</u>                            |
|    | Period:                | Five Year Period<br>July 1, 2024, through June 30, 2029.   |
|    | Exec. Director:        | John Lacy, Business Operations   |
|    | Purpose:               | For the sale of Pepsi products in our vending machines.  |
| b. | Agreement:             | College Credit Plus Dual Enrollment Program<br>Stark State College<br>Para M. Jones, Ph.D.<br>6200 Frank Avenue NW<br>North Canton, OH 44720<br><u>EXHIBIT C, (pp. 63 – 67):</u> |
|    | Amount:                | Tuition for the program is aligned with the Ohio College Credit Plus tiered default rates.   |
|    | Period:                | Fall 2025/Spring 2026  |
|    | Assoct. Supt.:         | Wendy Hartzell, Chief Academic Officer   |
|    | Purpose:               | To increase the educational options and opportunities for secondary students by allowing them to earn credit at the secondary and postsecondary levels simultaneously.           |

- c.     Agreement:       College Credit Plus Dual Enrollment Program  
                               Youngstown State University  
                               Dr. Jennifer Pintar, Provost  
                               Office of College Access and Transition  
                               1 Tressel Way  
                               Jones Hall 3001  
                               Youngstown, OH 44555  
                               EXHIBIT D, (pp. 68 – 73):  
               Amount:       Tuition for the program is aligned with the Ohio College  
                                   Credit Plus tiered default rates.  
               Period:       Fall 2025/Spring 2026  
               Assoct. Supt.: Wendy Hartzell, Chief Academic Officer  
               Purpose:       To increase the educational options and opportunities for  
                                   secondary students by allowing them to earn credit at the  
                                   secondary and postsecondary levels simultaneously.
- d.     Agreement:       EnvisionEdPlus  
                               1352 Shelby Circle  
                               Reynoldsburg, OH 43068  
                               EXHIBIT E, (p. 74):  
               Amount:       \$8,360.00  
               Fund:         #001  
               Period:       2024-2025 School Year  
               Exec. Director: Regina Teutsch, Curriculum and Instruction  
               Purpose:       Ohio Comprehensive Literacy State Development Grant  
                                   writing.
- e.     Agreement:       The Ohio State University  
                               Western Reserve Extension Education and Research  
                               Area  
                               520 West Main Street, Suite 1  
                               Cortland, OH 44420-1455  
                               EXHIBIT F, (pp. 75 – 77):  
               Amount:       No Charge  
               Period:       2025-2026 School Year  
               Exec. Director: Regina Teutsch, Curriculum and Instruction  
               Purpose:       To work cooperatively with the District to provide services  
                                   to the Warren City Schools youth (grades Pk-8).

- f.     Agreement:       SMARTS  
                               Ohio One  
                               25 E Boardman St.  
                               Youngstown, OH 44503  
                               EXHIBIT G, (pp. 78 – 88):  
           Amount:         \$14,212.00  
           Fund/S.C.C.:   #572/9251, #439/9253, #516/9250  
           Period:        2025-2026 school year  
           Exec. Director(s): Regina Teutsch, Curriculum and Instruction  
                               Patricia Dreher, Special Education  
           Purpose:       To provide Arts Integration programming in 12 Pk-8  
                               classrooms. To provide students with special needs in 8  
                               classrooms to build social-emotional and fine motor skills  
                               through the arts. To pilot a SMARTS program in 2 early  
                               childhood programs that engages students in open-  
                               ended creative play.
- g.     Agreement:       City of Warren  
                               391 Mahoning Ave NW  
                               Warren, OH 44483  
                               EXHIBIT H, (pp. 89 – 95):  
           Amount:         \$65,000.00 per Officer for a full school year  
                               For each remaining year of the contract, the  
                               compensation per officer will increase by \$1,000.00 per  
                               year.  
           Fund/S.C.C.:   #001/0000  
           Period:        December 2024, through June 30, 2027.  
                               (2024-25, 2025-26, 2026-27 School Years)  
           Exec. Director: John Lacy, Business Operations  
           Purpose:       To provide a safe and secure learning environment for  
                               students, faculty, staff, and the school community.
- h.     Agreement:       Snap Mobile  
                               Snap! Raise, Inc.  
                               Erik Anderson  
                               8300 7th Ave S,  
                               Seattle, WA 98108  
                               276.531.9260  
                               EXHIBIT I, (pp. 96 – 103):  
           Amount:         \$3,500.00(\$1,500.00 first year and \$1,000.00 years two  
                               and three)  
           Fund:           #300  
           Period:        July 1, 2025, through June 30, 2028.  
           Athletic Director: Richard Shepas

- Purpose: To provide a digital platform for communications between athletic and activities at Warren G. Harding High School.
- i. Agreement: TapNPay  
 Contact: Client Services  
 400 Holiday Dr. Suite 210  
 Pittsburgh, PA 15241.  
 800.793.1276  
EXHIBIT J, (pp. 104 – 107):  
 Amount: No Charge (fees are waived)  
 Period: March 1, 2025 – unilateral termination of agreement.  
 Athletic Director: Richard Shepas  
 Purpose: To provide a digital platform for communications and payments between athletic and activities at Warren G. Harding High School.
- j. Agreement: Northeast Ohio Management Information Network  
 528 Educational Highway  
 Warren, Ohio 44483  
EXHIBIT K, (pp. 108 – 119):  
 Amount: \$7,884.00 (based on a monthly recurring charge of \$407.00 for the period of the contract before Erate discount is applied and a \$3,000.00 non-recurring charge.)  
 Fund/S.C.C.: #001/#0000  
 Period: July 1, 2025, through June 30, 2030.  
 Supervisor: Danielle Miller, Technology  
 Purpose: To provide internet access for staff at the District's Warehouse.
- k. Agreement: Northeast Ohio Management Information Network  
 528 Educational Highway  
 Warren, Ohio 44483  
EXHIBIT L, (pp. 120 – 131):  
 Amount: \$40,644.00 (based on a monthly recurring charge of \$2,887.00 for the period of the contract before Erate discount is applied and a \$6,000.00 non-recurring charge.)  
 Fund/S.C.C.: #001/#0000  
 Period: July 1, 2025, through June 30, 2030.  
 Supervisor: Danielle Miller, Technology  
 Purpose: To provide internet access for students and staff at the following Warren locations: McGuffey PK – 8 School and the Board of Education.

- l. Agreement: CDW Government LLC  
230 N. Milwaukee Ave  
Vernon Hills, Illinois 60061  
EXHIBIT M, (pp. 132 – 160):  
Amount: \$115,917.84  
Fund/S.C.C.: #001/#0000  
Period: July 1, 2025, through September 30, 2026.  
Supervisor: Danielle Miller, Technology  
Purpose: To provide infrastructure to support internet and deliver access to the campus of McGuffey PK – 8 School.
- m. Agreement: Northeast Ohio Management Information Network  
528 Educational Highway  
Warren, Ohio 44483  
EXHIBIT N, (pp. 161 – 172):  
Amount: \$18,702.00 (based on a monthly recurring charge of \$1,308.50 for the period of the contract before Erate discount is applied and a \$3,000.00 non-recurring charge.)  
Fund/S.C.C.: #001/#0000  
Period: July 1, 2025, through June 30, 2026.  
Supervisor: Danielle Miller, Technology  
Purpose: To provide internet access for students and staff at the Monroe Center.

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

2. Ranking Construction Manager-at-Risk Statements of Qualification and Authorizing the Solicitation of Technical and Pricing Proposals

WHEREAS, the Board of Education (hereafter referred to as the "Board") publicly announced a request for statements of qualification for construction manager at-risk services for its Medical Office Space Renovation Project (the "Project"); and

WHEREAS, the Board has engaged the services of an Architect, Phillips/Sekanick Architects, Inc. for assistance with professional design services for the Project; and

WHEREAS, the Board received statements of qualification from the following firms in response to the public announcement:

1. Dawn Inc.
2. DeSalvo Construction

WHEREAS, the Executive Director of Business Operations, with the assistance of the Architect evaluated the statements of qualifications of said firms based on the criteria set forth in the Request for Statements of Qualifications issued by the Board; and

WHEREAS, based upon said evaluation, the Executive Director of Business Operations has made a recommendation as to the ranking of the firms.

NOW, THEREFORE, BE IT RESOLVED, by the Board, that after careful consideration and evaluation of the information before it:

Section 1. The Board ranks the following firms it has determined to be most qualified to provide the required services:

1. DeSalvo Construction
2. Dawn Inc.

Section 2. The Executive Director of Business Operations, with the assistance of the Architect and the Board's counsel, is hereby authorized to solicit technical and pricing proposals from the firms listed in Section 1 above through the issuance of a request for proposals substantially similar to that which is on file with the Board.

Section 3. That this Board hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of this Board; and that all deliberations of this Board and of its committees, if any, which resulted in formal action, were taken in

meetings open to the public, in full compliance with applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 4. This Resolution shall be in full force and effect from and immediately after its adoption and shall supersede any prior resolution or act of this Board, which may be inconsistent or duplicative with the provisions of this Resolution.

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

3. 2025-26 School Calendar for Teachers and Students - AMENDMENT

It is recommended the resolution listed below to **AMEND** the **2025-26 School Calendar** approved at the Regular Board Meeting held on **November 19, 2024**, **MOTION NO. 11-2024-224** be approved as submitted.

WHEREAS, formal adoption of a school calendar does not prevent the Board from amending such calendar at a later date.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.48, ORC 3313.47, other appropriate Ohio Revised Codes, Ohio Administrative Codes, and standard operating procedures, the following school calendar for the teachers and students, EXHIBIT O, (p. 173), is hereby adopted for the 2025-26 academic year as stated in the Exhibit.

**Addition:** **Monday, March 16, 2026**

School not in Session /\*Conference Comp Day

**Change:** **Friday, April 10, 2026**

**From:** School not in Session / \*Conference Comp Day

**To:** Spring Break

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



4. Board Policies – Second Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, Second 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 Policy be adopted and become a part of the Official Bylaws and Policies of the Warren City Board of Education:

- 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 \_\_\_\_\_

5. Adoption of Special Education Model Policies and Procedures

WHEREAS, the Board of Education is required - in accordance with Federal and State law (i.e., the Individuals with Disabilities Education Improvement Act ("IDEA"), 34 C.F.R. 300.201, Ohio Revised Code 3323.08, and Ohio Administrative Code 3301-51-01) – to adopt and implement written policies and procedures approved by the Ohio Department of Education and Workforce ("DEW"); and

WHEREAS, in December 2024, the DEW released updated Special Education Model Policies and Procedures ("Model Policies") that an educational agency can adopt to meet the preceding legal requirement;

NOW, THEREFORE, BE IT RESOLVED the Board of Education hereby adopts the Special Education Model Policies and Procedures ("Model Policies") that were released by the DEW in December 2024, and directs all staff in the District to use and comply with the Model Policies. The Board further authorizes the Superintendent to notify the DEW of the Board's adoption of the Model Policies through the DEW's Monitoring System by uploading a copy of this Board resolution on or before March 30, 2025, and by November 30 for each subsequent school year; and

BE IT FURTHER RESOLVED, the Board of Education agrees to use the required special education forms that are located on the DEW's website.

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

6. Early Release

It is recommended the resolution listed below to add an additional Early Release Day be approved as submitted.

WHEREAS on Wednesday, March 5, 2025 Warren G. Harding High School will be administering the PSAT and SAT to students in various grade levels and the building administration is requesting a 2.0 hour early release for all WGH students to best facilitate a morning testing environment; and

WHEREAS the Superintendent/CEO of the Warren City Schools has considered the recommendation, and is recommending 2.0 early release on Wednesday, March 5 for students in grades 9 – 12 attending Warren G. Harding High School.

WHEREAS the 2024-25 school calendar was approved at the Board Meeting held on December 19, 2023 (MOTION 12-2023-249)

WHEREAS, formal adoption of a school calendar does not prevent the Board from amending such calendar at a later date.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.48, ORC 3313.47, other appropriate Ohio Revised Codes, Ohio Administrative Codes, and standard operating procedures, the early release day for Warren G. Harding High School, is approved as indicated.

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

7. 2025-2026 Membership in the Ohio High School Athletic Association

It is recommended the resolution listed below authorizing 2025-2026 membership in the Ohio High School Athletic Association be approved as submitted.

WHEREAS, the Warren City School District, Trumbull County, Ohio, has satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary, not-for-profit association; and

WHEREAS, the Warren City Board of Education and its administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the following schools shall be members of the OHSAA and that the Constitution, Bylaws, and Sports Regulations of the OHSAA shall be approved and adopted by this Board of Education for its own minimum student eligibility standards:

Warren G. Harding High School  
 Jefferson PK – 8 School  
 Lincoln PK – 8 School  
 McGuffey PK – 8 School  
 Willard PK – 8 School

The Warren City Board of Education reserves the right to raise the eligibility standards as the Board deems appropriate; and

BE IT FURTHER RESOLVED that the schools under this Board's jurisdiction agree to conduct their athletic programs in accordance with the Constitution, Bylaws, Regulations, Interpretations, and Decisions of the OHSAA; and

FURTHERMORE, the schools under this Board's jurisdiction agree to be primary enforcers of the Constitution, Bylaws, and Sports Regulations and their Interpretations.

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

8. Resolution to Authorize Superintendent to Notify the Ohio Department of Education Regarding Brandy Gerbasi

WHEREAS, on June 28, 2024, the Board of Education for the Warren City Schools approved the limited contract of Brandy Gerbasi ("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 January 11, 2025 via email to the Superintendent/CEO from their contractual obligation, causing hardship to the District; and

WHEREAS, on January 12, 2025, the Superintendent/CEO replied via email to Ms. Gerbasi informing her that her resignation was not accepted or approved by the Superintendent and directed her to report to her teaching assignment on January 13, 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 \_\_\_\_\_



9. Ohio Schools Council Cooperative Advertising and Receiving Bids for School Bus Chassis and Bodies

It is recommended the resolution listed below to approve the Ohio Schools Council cooperative advertising and receiving bids for school bus chassis and bodies be approved as submitted.

WHEREAS, the Warren City Schools Board of Education wishes to advertise and receive bids for the purchase of 2 - 78 passenger conventional school bus chassis and bodies.

THEREFORE, BE IT RESOLVED the Warren City Schools Board of Education wishes to participate and authorizes the Ohio Schools Council to advertise and receive bids on behalf of said Board as per the specifications submitted for the cooperative purchase of 2 - 78 passenger conventional school bus chassis and bodies.

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

10. 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**

Regina Deutsch  
Daniel Thorpe

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

# 11. 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:

JAMINET, Jennifer	\$ 500.00
JOHNSON, Jeffrey	\$ 364.72
LITTLETON, Sylvia	\$ 413.69
WISE, Jennifer	\$ 500.00

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

## 12. 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	
First Presbyterian Church of Warren 256 Mahoning Avenue NW Warren, OH 44483	Willard PK – 8 Pantry Food Estimated Value: \$500.00	[1]
First United Church of Christ 280 East Market Street Warren, OH 44481	Willard PK – 8 Pantry Hats, Gloves and Socks Estimated Value: \$250.00	[1]
Julie Gesses	Lincoln PK – 8 Pantry Miscellaneous Clothing Items Estimated Value: \$40.00	[2]
Stringer Family Foundation	21 <sup>st</sup> Century Programs Monetary Donation Value: \$400.00	[3]
Warren City Federation of Women's Club	Warren City Schools Clothing Donation Value: \$2,000.00	[3]

[1] To be used to support the students of Willard PK – 8 School.

[2] To be used to support the students of Lincoln PK – 8 School.

[3] To be used to support the students of the Warren City Schools.

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

### 13. Personnel Recommendations

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

#### CERTIFICATED:

##### a. Certificated – Retirement

WHEREAS, the following employees have taught or received teaching credit qualifying for professional retirement; and

WHEREAS, the employees have requested to be released from all contracts of employment by way of retirement at the effective dates indicated.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the retirements are 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 retirements are accepted with regret, but with best wishes and sincere appreciation.

(1) James Bell, Secondary Education Teacher, retirement, effective the close of the day, 05/30/2025.

(2) Jacqueline Lawrence, Elementary Education Teacher, retirement, effective the close of the day, 06/30/2025.

##### b. Appointment – Certificated (To receive one-year contract for the 2025-2026 school year)

WHEREAS, a need exists for the services to be rendered by the person 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 shall be directed and assigned.

- (1) Ashley Jornigan, Primary Education Teacher, Salary Table A, B-01, Limited Contract, effective the 2025-26 school year.
- (2) Courtney Sommers, Secondary Education Teacher, Salary Table A, M-11, Limited Contract, effective the 2025-26 school year.

**The above appointment is contingent upon the successful completion of all Human Resources pre-employment and licensure requirements as set forth by the Ohio Department of Education and Warren City Schools Board of Education.**

c. 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 leave is recognized and/or granted for the dates indicated.

- (1) Leigh Arvin, Secondary Education Teacher, Leave of Absence, effective 02/12/2025.
- (2) William Bell, Elementary Education Teacher, Leave of Absence, effective 02/11/2025.
- (3) Kendra Godiciu, Art Education Teacher, Leave of Absence, effective 02/14/2025.
- (4) Jeffrey Johnson, School Psychologist, Leave of Absence, effective 02/27/2025.
- (5) Rachel Mistovich, Early Childhood Education Teacher, Leave of Absence, effective 02/06/2025.

- (6) Michelle Rodgers, Elementary Education Teacher, Leave of Absence, effective 02/06/2025.
- (7) Doug Sangregorio, Secondary Education Teacher, Leave of Absence Without Pay or Benefits, effective the beginning and for the duration of the 2025-26 school year.
- (8) Cheyanne Yoho, Secondary Education Teacher, Leave of Absence Without Pay or Benefits, effective the beginning and for the duration of the 2025-26 school year.

d. Certificated Personnel – Individual Salary Schedule Placement Change (for additional training or experience)

WHEREAS, ORC 3317.13 and 3317.14 require compensation of teachers according to an adopted salary schedule with provision for increments based upon training and years of service; and

WHEREAS, the employees herein named have submitted proper verification qualifying for a change of placement on the salary schedule.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3317.14, change of placement on the salary schedule is approved as indicated and shall be so made to be effective January 21, 2025, prorata as indicated.

- (1) Abby Logan, Limited Contract, Salary Table A, from B-06, **TO B18-06**, prorata, effective 01/21/2025.
- (2) Michelle Stoutamire, Limited Contract, Salary Table A, from B18-25, **TO M-25**, prorata, effective 01/21/2025.
- (3) Emily Ward, Limited Contract, Salary Table A, from B18-04, **TO M-04**, prorata, effective 01/21/2025.
- (4) Jennifer Wise, Limited Contract, Salary Table A, from B-03, **TO B18-03**, prorata, effective 01/21/2025.

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) Supplemental contract for the purpose of providing instruction in the Jefferson PK-8 Gr. 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, not to exceed \$650.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Marissa Zoccali

- (2) Supplemental contract for the purpose of attending McGuffey PK-8 Grades 3-8 Math Alignment Sessions, effective 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 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kayla Pollifrone

- (3) Supplemental contract for participating on the Warren G. Harding High School Building Leadership Team (BLT) and attending monthly meetings, as scheduled, effective 02/03/2025 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251, not to exceed \$186.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Logan Hileman

- (4) The following Preschool Coordinator is to receive a stipend in the amount of \$150.00 for the completion of the ALL Ohio Early Childhood Emergent Literacy Community of Practice for Practitioners professional development series, effective 01/28/2025 through 03/18/2025, to be



paid from Fund #001, SCC #0000. (Stipend will be reimbursed to the district by the University of Cincinnati) (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kelly Hutchison

- (5) Supplemental contracts for the purpose of attending Portland Re-Connect STOIC & Explicit Instruction Session, held on 01/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9252, not to exceed \$47.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Patricia Fisher  
Natalie Grayson  
Molly James  
Jennifer Jaminet  
Lindsay Klein  
Jacqueline Lawrence  
Kelly Notar  
Tracy Pinter

Kayla Pollifrone  
Stephanie Porterfield  
Erika Prater  
Matthew Seidel  
Stephanie Shimko  
Kristen Skinner  
Corinna Williamson

- (6) Supplemental contracts for the purpose of participating in the Reading Tiered Fidelity Inventory Workgroup Sessions, effective 02/20/2025 through 03/28/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, not to exceed \$93.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8**

Brianna Carse  
Laura Crank  
Charlene Dedo  
Rebecca Gabrick  
Nicole Hilar  
Molly James  
Katherine Jenkins

Stacey Lasher  
Krysta McCoy  
Mesa Morlan  
Roy Ryser  
Kaitlyn Sahli  
Matthew Seidel  
Christine Ulrich

**Lincoln PK-8**

Stephanie Collier  
Alycia Greene  
Jacqueline Lawrence  
Joseph Koval  
Elizabeth McComb

Kelly Notar  
Erikka Sampson  
Mary Sanata  
Angela Toro  
Christopher Wilson

#	#	#	<b><u>McGuffey PK-8</u></b>	
			Natalie Allison	Jessica Smith
			Cheryl Leshnack	Jillian Smith
			Christina Pacurar	Victoria Smolak-Wagner
			Lisa Rek	Stacey Streeter
			Mikayla Rowbotham	Jacqueline Thomas
			Nicole Shaker	

**Willard PK-8**

Kamryn Buckley	Brittany Moncrief
Debra Bowers	Marchella Perez
Debra Carrino	Tracy Pinter
Tasha Dragish	Brett Pitzulo
Natalie Grayson	Deanna Reed
Maggie Forde	Janell Richardson
Jessica Irwin	Kathleen Wilson
Christine Isabella	Summer Zipay

**WGH**

Nathaniel Bodnar	Stephanie Porterfield
Logan Hileman	Courtney Susko
Val Jean Pace	Alexis Ward
Christopher Penezich	

- (7) Supplemental contract for participating on the Willard PK-8 Building Leadership Team (BLT) and attending monthly meetings, as scheduled, effective 10/14/2024 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251, not to exceed \$233.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Corinna Williamson

- (8) Supplemental contracts for the purpose of providing instruction in the WGH EOC Afterschool Intervention Program, effective 02/24/2025 through 03/21/2025, \$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 \$217.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kimberly Hunter	Alexis Ward
Stephanie Porterfield	

- (9) Supplemental contract for the purpose of providing instruction in the AP US History Afterschool Study & Review Sessions, effective

02252025RM

03/27/2025 through 04/10/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251, not to exceed \$93.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Stephanie Porterfield

- (10) Supplemental contract for participating in Warren City School District Literacy Leadership Team Meetings from 09/09/2024 through 05/27/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, not to exceed \$325.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Willard PK-8**

Corinna Williamson

- (11) Supplemental contract for the purpose of providing afterschool tutoring for students at the Trumbull County Children Services Board (CSB), effective 02/18/2025, through 05/15/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I Neglected Fund #572, SCC #9255, not to exceed \$1,547.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Michelle Bayma

**Pre-Service Session:** February 13, 2025

Not to exceed \$47.00

Title I Neglected Fund #572, SCC #9255

- (12) 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:**

Tyler Clark – McGuffey  
Ashley Folman – Lincoln  
Megan Francisco – McGuffey  
Katherine Jenkins - Jefferson  
Teresa Newbrough - Jefferson  
Matthew Sheely – Jefferson

**Pathway C: \$1200.00 stipend:**

Melissa Bartholomew - WGH  
Margaret Forde - Willard  
Monica Kopp - WGH  
Joseph Koval - Lincoln  
Nicole Shuttic - Willard  
Ahmed Sutton - WGH

Melinda Vrable – Jefferson  
 Rebecca Woodyard – McGuffey  
 Marissa Zoccali – Jefferson

Andrew Timko - McGuffey  
 Jennifer Wise - Lincoln

Pathway B: \$1200.00 stipend:  
 Nicole Hilar – Jefferson  
 Stacey Lasher - Jefferson

Pathway E: \$400.00 stipend:  
 Xavier Allen - Lincoln  
 Katherine Hyde - Jefferson

Pathway G: \$1200.00 stipend:  
 Brittany Barone – Willard  
 Brandi DeJean – Willard  
 Zachary McKenzie - Willard

- (13) Supplemental contracts for following Assistant Coaches of the Pilot Spring E Sports, (Boys/Girls), held at the Warren G. Harding High School, effective 02/01/2025 through 05/30/2025, to be paid from Fund #001, SCC #0000, not to exceed \$1,336.54 each (Recommended by R. Shepas, Athletic Director)

Jared Adler

Christopher Penezich

- (14) Supplemental contracts for following Pilot Girls Flag Football Coaches, held at the Warren G. Harding High School, for the 2024-25 school year, to be paid from Fund #001, SCC #0000, not to exceed \$1,650.00 each (Recommended by R. Shepas, Athletic Director)

Matthew Sheely

- f. Substitute Teacher Appointment(s) (2024-25 School Year) \$150.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule, (as needed)

WHEREAS, to prepare for temporary absences of certificated personnel for whom temporary, casual, as needed, on-call replacements (substitute teachers) may be needed to provide educational services for students; and

WHEREAS, the Board of Education has the authority to employ eligible personnel on such temporary, casual, as needed, on-call substitute basis. 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.

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

These teacher(s) are to remain on our substitute lists for the current school year unless notice is provided that they have found full-time positions or request their name(s) be removed from the lists. 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</u>	<u>Effective Date</u>
Kaitlyn Elder	02/04/2025

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

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

WHEREAS, the following certificated, current, regular employees have applied, meet appropriate standards adopted by the state board of education and are 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.

WHEREAS, any persons employed for a supplemental limited contract position here in named and does not complete or comply with said supplemental limited contract as outlined and directed by the building principal(s) and/or athletic director due to resignation, termination, leave of absence, suspension and/or non-compliance of said supplemental limited contract, upon review and at the sole discretion of the building principal(s) and/or athletic director, the payment of the supplemental limited contract may be prorated based upon fact-finding.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.08, the following persons are 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, these persons 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 Athletic Director, Richard Shepas)

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

**High School Advisors & Clubs:**

- (1) Robotics Assistant – Code #13, Index 6.0, Salary Table B.

Joy Angelo  
Tyler Nimmagadda  
Val Jean Pace

Natalie Rohrer  
Richard Rohrer

**High School Athletics:**

- (2) Andrew Burnett – Baseball – Head Coach (Boys) - Code #31.0, Index 11.2, High School – Warren G. Harding High School, Salary Table B, 100% of Contract
- (3) Eric Lydic – Tennis (Boys) - Code #63.0, Index 7.0, High School - Warren G. Harding High School, Salary Table B, 100% of Contract
- (4) Charles Penny – Track – Head Coach (Boys) - Code #65.0, Index 11.2, High School – Warren G. Harding High School, Salary Table B, 100% of Contract
- (5) Charles Penny - Track – Head Coach (Girls) - Code #66.0, Index 11.2, High School – Warren G. Harding High School, Salary Table B, 100% of Contract
- (6) Stephen Bero - Track – Assistant (Boys) - Code #67.0, Index 5.6, High School – Warren G. Harding High School, Salary Table B, 100% of Contract
- (7) Gariana Caputo – Track – Assistant (Girls) - Code #68.0, Index 5.6, High School – Warren G. Harding High School, Salary Table B, 100% of Contract
- (8) Vani James – Track – Assistant (Girls) - Code #68.0, Index 5.6, High School – Warren G. Harding High School, Salary Table B, 50% of Contract

**CLASSIFIED:**h. **Retirement – Classified**

WHEREAS, the employees herein named have requested to be released from all contracts of employment by way of retirements as specified at the effective dates indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, these retirements 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 these retirements be accepted with regret, but with the best wishes and sincere appreciation.

- (1) Penny Dixon, Assistant to Treasurer, Administration, Salary Table K, effective 04/30/2025.
- (2) Roger Hoffman, Day Janitor, Jefferson PK-8 Building, Salary Table D, effective 06/30/2025.
- (3) Kay Leiby, Payroll Supervisor, Administration Building, Salary Table K, effective 06/30/2025.
- (4) Frances Spain, MD Educational Aide, Jefferson PK-8 Building, Salary Table I, effective 05/27/2025.

i. Resignation – Classified

WHEREAS, the employees herein named have requested to be released from all contracts of employment by way of resignations 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 these resignations be accepted with regret, but with the best wishes and sincere appreciation.

- (1) Shawntel Harvey, MD Educational Aide, Fairhaven, Salary Table I, effective 02/06/2025.

- (2) Eric Portzer, Substitute Noon Hour Aide, Salary Table M, effective 12/20/2024.
- (3) Eric Portzer, Substitute Crossing Guard, Salary Table M, effective 02/04/2025.
- (4) Tamron Smith, ED Educational Aide, Lincoln PK-8 Building, Salary Table I, effective 02/20/2025.

j. 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) Michael Davidson, Supervisor of Aquatics, Warren G. Harding High School, Salary Table J, effective 02/26/2025.
- (2) Roger Hoffman, Day Janitor 1, Jefferson PK-8 Building, Salary Table D, effective 01/06/2025.
- (3) Barbara Jackson, Secretary C/1<sup>st</sup> Receptionist, Warren G. Harding High School, Salary Table E, effective 01/30/2025.
- (4) Sherry Mattocks, Employee Benefits Representative, Administration, Salary Table K, effective 01/16/2025.

k. Initial Regular Employment – Classified

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

WHEREAS, such employee has 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 member of the School Employees Retirement System, and shall be compensated according to the before mentioned Agreement(s); and



WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Dakota King, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 12/09/2024 (Completion of 30 day probationary period as of 01/23/2025). (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Bethany Tarbox, MD Educational Aide, Lincoln PK-8 Building, Salary Table I, effective 02/26/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)

I. 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) Lorraine Grabosky, Substitute Noon Hour Aide, Salary Table M, effective 02/12/2025.
- (2) Marcus McConnell, Substitute Night Janitor, Salary Table M, effective 02/12/2025.

- (3) Breanna Prosser, Substitute Noon Hour Aide/Crossing Guard, Salary Table M, effective 02/21/2025.
- (4) Ashley Reed, Substitute Night Janitor, Salary Table M, effective 02/13/2025.

m. 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) It is recommended that the following individuals be granted a stipend in the amount of \$150.00 each for the completion of the ALL Ohio Early Childhood Emergent Literacy Community of Practice for Practitioners professional development series, effective January 28, 2025, through March 18, 2025, to be paid from Fund #001, SCC #0000. This stipend will be reimbursed to the District by the University of Cincinnati. (Recommended by C. Bero, Executive Director of State and Federal Programs)

Preschool Educational Aides

Allison Brewster  
 Bethany Hall  
 Julia Hunter  
 Rebecca Karafa  
 Lucy Lepola  
 Kiani Seda  
 Angela White  
 Rachel Williams

- (2) It is recommended that the following individuals be granted supplemental contracts for services of Family Outreach Coordinator for afterschool family programming/support at Christy House and Someplace Safe, effective February 5, 2025 to June 30, 2025, to be paid from McKinney Vento Fund #572, SSC #9254, at the hourly rate of \$20.80, not to exceed \$440.00 each. (Recommended by J. Merolla, Supervisor of Community Outreach and Grant Development)

Ruby Freeman  
Sydney Johnson

- (5) Supplemental contracts for following Coache of the Pilot Spring E Sports, (Boys/Girls), held at the Warren G. Harding High School, effective 02/01/2025 through 05/30/2025, to be paid from Fund #001, SCC #0000, not to exceed \$2,673.08 each (Recommended by R. Shepas, Athletic Director)

Kevin Koncsol

- (6) 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	\$12.00/hour
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:

Annette Constantino  
James Kopp  
Jesse Wonders

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.

n. 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, and

WHEREAS, persons employed are required to submit verification of satisfactory completion of BCII clearance, and

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. (Recommended by Richard Shepas, Athletic Director)

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

- (1) Marquise Allgood, Code #112.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools, (Boys). (100% of contract)
- (2) Robert Angelo, Code #112.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools, (Girls/Boys). (100% of contract)
- (3) Trevor Donley, Code #13.0, Index 6.0, Salary Table B, Robotics Assistant, High School, Warren G. Harding High School. (100% of contract)
- (4) William Drier, Code #32.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (5) King Garner, Code #101.0, Index 8.0, Salary Table B, 8<sup>th</sup> Grade Basketball Coach (Gold), Middle School, Lincoln Middle School, (Boys). (25% of contract)
- (6) African Grant, Code #114.0, Index 4.0, Salary Table B, Pilot Boys Volleyball, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (7) Tyler James, Code #67.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (8) Kim Johnson, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)

- (9) Arthur Johnston, Code #101.0, Index 8.0, Salary Table B, 8<sup>th</sup> Grade Basketball Coach (White), Middle School, Willard Middle School, (Boys). (25% of contract)
- (10) Caitlin Luscher, Code #58.0, Index 5.6, Salary Table B, Assistant Softball Coach, High School, Warren G. Harding High School (Girls). (100% of contract)
- (11) Maureen Penny, Code #68.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School (Girls). (100% of contract)
- (12) Richard Riley, Code #57.0, Index 11.2, Salary Table B, Head Softball Coach, High School, Warren G. Harding High School (Girls). (100% of contract)
- (13) Payton Schuller, Code #58.0, Index 5.6. Salary Table B, Assistant Softball Coach, High School, Warren G. Harding High School (Girls). (100% of contract)
- (14) Collin Smedi, Code #67.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School (Boys). (50% of contract)
- (15) D'Ann Toles, Code #112.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools, (Girls). (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  
02/19/2025