

AGENDA

Board of Education

Warren City School District

Regular Meeting – April 15, 2025 – 6:00 p.m.

Willard PK – 8 School, Cafetorium

With Live Stream available at 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 Report7. Superintendent's Report

A. Willard PK – 8 School Update – Willard 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 Business10. New Business11a. Public Participation (for identified agenda items only)

Treasurer's Recommendations1. Minutes

It is recommended the resolution listed below regarding the March, 2025 and April, 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 March 25, 2025
Special Meeting held April 2, 2025

AA _____ PF _____ PL _____ RP _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the March, 2025 financial statement and short term investments made by the Treasurer during March, 2025, EXHIBIT A, (pp. 34 – 35), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
Beginning Balance			
July 1, 2024	\$69,678,630.55	\$26,006,935.45	\$95,685,566.00
MTD Receipts	10,236,133.25	2,733,187.94	12,969,321.19
FTD Advances In	-0-	-0-	-0-
FTD Receipts	60,938,975.96	28,651,653.19	89,590,629.15
MTD Expenditures	5,725,261.61	2,769,677.20	8,494,938.81
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	53,845,367.97	36,153,750.37	89,999,118.34
Ending Balance			
March 31, 2025	76,772,238.54	18,504,838.27	95,277,076.81

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

Fund		Amount
001-0000 A10-General Fund	\$	211,666.84
004-9203 COPS Farmer's	\$	930.56
006-0000 FS-Food Service	\$	3,535.00
401 Auxiliary Services	\$	<u>636.94</u>
Total	\$	216,769.34

AA _____ PF _____ PL _____ RP _____ JW _____

3. Revised Appropriation Budgets

It is recommended the resolution listed below for revised appropriation budgets (a. through e.) be approved as submitted.

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

- | | | |
|----|-----------------|--|
| a. | Funds/S.C.C.: | Title I
Fund #572, S.C.C. #9251 |
| | FY2025 Apprn: | \$7,541,270.22 |
| | Rev. Apprn: | \$7,621,896.35 |
| | Exec. Director: | Christine Bero, State and Federal Programs |
| | Purpose: | \$80,626.13 increase due to reallocation of funds |
| | | |
| b. | Funds/S.C.C.: | Title I-Neglected
Fund #572, S.C.C. #9255 |
| | FY2025 Apprn: | \$78,298.73 |
| | Rev. Apprn: | \$93,523.92 |
| | Exec. Director: | Christine Bero, State and Federal Programs |
| | Purpose: | \$15,225.19 increase due to additional allocation of funds |
| | | |
| c. | Funds/S.C.C.: | Title I-Delinquent
Fund #572, S.C.C. #9256 |
| | FY2025 Apprn: | \$92,561.59 |
| | Rev. Apprn: | \$95,841.57 |
| | Exec. Director: | Christine Bero, State and Federal Programs |
| | Purpose: | \$3,279.98 increase due to additional allocation of funds |
| | Purpose: | \$603.88 decrease due to reallocation of funds |
| | | |
| d. | Funds/S.C.C.: | Title II-A
Fund #590, S.C.C. #9252 |
| | FY2025 Apprn: | \$591,808.93 |
| | Rev. Apprn: | \$601,485.50 |
| | Exec. Director: | Christine Bero, State and Federal Programs |
| | Purpose: | \$9,676.57 increase due to additional allocation of funds |
| | | |
| e. | Funds/S.C.C.: | Title IV-A
Fund #584, S.C.C. #9254 |
| | FY2025 Apprn.: | \$643,945.52 |
| | Rev. Apprn.: | \$655,495.29 |
| | Exec. Director: | Christine Bero, State and Federal Programs |
| | Purpose: | \$11,549.77 increase due to additional allocation of funds |

AA _____ PF _____ PL _____ RP _____ JW _____

4. Secure 2.0 Plan Operational Provisions 403(b) and 457(b) Retirement Plan Changes

It is recommended the resolution listed below for the Secure 2.0 Plan Operational Provisions 403(b) and 457(b) Retirement Plan Changes be approved as submitted.

WHEREAS, the Employer has maintained the Warren City School District Section 403(b) Plan ("Plan") since January 1, 2009 for the benefit of eligible employees; and

WHEREAS, the Employer is amending the above-referenced Plan to comply with the Secure 2.0 Act of 2022 signed into law on December 29, 2022 as part of the Consolidated Appropriation Act of 2023.

NOW, THEREFORE, BE IT RESOLVED that the Employer hereby adopts the Warren City School District Section 403(b) Plan as an amendment of the prior Plan, to be effective on April 1, 2025, or later if regulation is enacted for a future date as indicated in Appendix A;

RESOLVED FURTHER that the Treasurer is authorized to execute the amended Plan document EXHIBIT B, (pp 36-82), and authorize the performance of any other actions necessary to implement the adoption of the Plan amendment. The Treasurer may designate any other authorized person to execute the amended Plan document and perform the necessary actions to adopt the amended Plan. The Treasurer will maintain a copy of the amended Plan, as approved by the Governing Board, along with a copy of the prior plan, in its files;

RESOLVED FURTHER that the Treasurer will act as administrator of the Plan and will be responsible for performing all actions necessary to carry out the administration of the Plan. The Treasurer may designate any other person or persons to perform the actions necessary to administer the Plan

AA _____ PF _____ PL _____ RP _____ JW _____

5. Capital Improvement Plan

It is recommended the resolution listed below regarding the Capital Improvement Plan as presented to the Board of Education at their Special Meeting on April 2, 2025 and as illustrated in EXHIBIT C, (separate), be approved as submitted.

BE IT RESOLVED that the Capital Improvement Plan be approved as submitted.

AA _____ PF _____ PL _____ RP _____ JW _____

6. A Resolution Establishing a Capital Projects Fund (FUND 070) for Capital Improvement Plan Projects, Pursuant Revised Code Section 5705.13(C), and Authorizing and Directing the Transfer of Money to that Fund from the General Fund

It is recommended the resolution listed below Establishing a Capital Projects Fund for Capital Improvement Plan Projects, Pursuant Revised Code Section 5705.13(C) and Authorizing and Directing the Transfer of Money to that Fund from the General fund, be approved as submitted.

WHEREAS, this Board of Education has determined that it is necessary and appropriate to accumulate resources for the acquisition, construction, renovation, installation, improvement and equipping of the School District facilities in accordance with the Board's Capital Improvement Plan (the Projects); and

WHEREAS, to accumulate resources for the Projects, this Board desires to establish a capital projects fund, to be known as the Capital Improvement Plan Projects Fund, as authorized by Section 5705.13(C) of the Revised Code, for costs of the Projects and to authorize and direct the transfer of money to that fund;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Warren City School District, County of Trumbull, State of Ohio, that:

Section 1. As authorized by Section 5705.13(C) of the Revised Code, the Board hereby establishes a capital projects fund (Uniform School Accounting System Fund No. 070), to be known as the Capital Improvement Plan Projects Fund 070-9002 (the "Capital Projects Fund"), for the purpose of accumulating resources for the Projects, namely, the acquisition, construction, renovation, installation, improvement and equipping of the School District facilities in accordance with the Board's Capital Improvement Plan. The source of money to be used to fund the Capital Projects Fund for the Projects shall be lawfully available money in the General Fund, or any other fund from which the money could be lawfully used for the purposes set forth herein, as determined by the Board from time to time. The amount of money to be accumulated in the Capital Projects Fund for the foregoing purpose shall be (a maximum of) \$50,000,000, and the period of time over which that amount is to be accumulated is (a maximum of) ten years, commencing on the date of this Resolution.

Section 2. The Treasurer is hereby authorized and directed to establish the "Capital Improvement Plan Projects Fund" as described herein in the books and records of the School District and take any other such actions as are necessary and appropriate to effectuate this Resolution. If the Board has not, by April 15, 2035 (being 10 years from the date of this Resolution), entered into a contract for the acquisition, construction, renovation, installation, improvement and equipping of the capital projects specified in Section 1 of this Resolution, any and all money the Capital Projects Fund, shall be returned to the fund from which the money originated, as required by Section 5705.13(C) of the Revised Code, and the Treasurer is hereby authorized and directed make such transfer, at that time, without further action of this Board.

Section 3. The Treasurer is hereby authorized and directed to promptly transfer from the General Fund, pursuant to Section 5705.14(E) of the Revised, to the Capital Projects Fund the amount of \$15,000,000, for expenditures in accordance with this Resolution.

Section 4. This Board finds and determines that all formal actions of this Board and of any of its committees concerning and relating to the adoption of this Resolution were adopted, in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in those formal actions were held, in meetings open to the public, in compliance with the law.

Section 5. This Resolution shall be in full force and effect from and immediately upon its adoption.

AA _____ PF _____ PL _____ RP _____ JW _____

7. A Resolution Establishing a Capital Projects Fund (fund 070) Under Revised Code Section 5705.13(C) and Authorizing and Directing the Transfer of Money to that Fund from the General fund.

It is recommended the resolution listed below Establishing a Capital Projects Fund (fund 070) Under Revised Code Section 5705.13(C) and Authorizing and Directing the Transfer of Money to that Fund from the General fund be approved as submitted.

WHEREAS, this Board of Education has determined that it is necessary and appropriate to accumulate resources specifically for the acquisition, construction, renovation, installation, improvement and equipping of the School District Recreation and Wellness Center (the Project); and

WHEREAS, to accumulate resources for the Project, this Board desires to establish a capital projects fund, to be known as the Recreation and Wellness Center Capital Project Fund, as authorized by Section 5705.13(C) of the Revised Code for costs of the Project and to authorize and direct the transfer of money to that fund;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Warren City School District, County of Trumbull, State of Ohio, that:

Section 1. As authorized by Section 5705.13(C) of the Revised Code, the Board hereby establishes a capital projects fund (Uniform School Accounting System Fund No. 070), to be known as the Recreation and Wellness Center Capital Project Fund (070-9001) (the "Capital Projects Fund"), for the purpose of accumulating resources for the Project, namely, the acquisition, construction, renovation, installation, improvement and equipping of the School District's Recreation and Wellness Center. The source of money to be used to fund the Capital Projects Fund for the Project shall be lawfully available money in the General Fund, or any other fund from which the money could be lawfully used for the purposes set forth herein, as determined by the Board from time to time. The amount of money to be accumulated in the Capital Projects Fund for the foregoing purpose shall be (a maximum of) \$30,000,000, and the period of time over which that amount is to be accumulated is (a maximum of) ten years, commencing on the date of this Resolution.

Section 2. The Treasurer is hereby authorized and directed to establish the Capital Projects Fund as described herein in the books and records of the School District and take any other such actions as are necessary and appropriate to effectuate this Resolution. If the Board has not, by April 15, 2035 (being 10 years from the date of this Resolution), entered into a contract for the acquisition, construction, renovation, installation, improvement and equipping of the capital project specified in Section 1 of this Resolution, any and all money the Capital Projects Fund, shall be returned to the fund from which the money originated, as required by Section 5705.13(C) of the Revised Code, and the Treasurer is hereby authorized and directed make such transfer, at that time, without further action of this Board.

Section 3. The Treasurer is hereby authorized and directed to promptly transfer from the General Fund, pursuant to Section 5705.14(E) of the Revised, to the Capital Projects Fund the amount of \$27,500,000, for expenditures in accordance with this Resolution.

Section 4. This Board finds and determines that all formal actions of this Board and of any of its committees concerning and relating to the adoption of this Resolution were adopted, in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in those formal actions were held, in meetings open to the public, in compliance with the law.

Section 5. This Resolution shall be in full force and effect from and immediately upon its adoption.

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 d.) be approved as submitted.

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

- a. Contract: Houghton Mifflin Harcourt Publishing Company
 125 High Street Suite 900
 Boston MA, 02110
 (503) 624-1951
 EXHIBIT D (pp. 83 -85):
 Amount: \$54,063.00
 Fund: Fund #572
 Period: July 1, 2025, through June 30, 2026.
 Exec. Directors: Christine Bero, Office of State and Federal Programs
 Regina Teutsch, Office of Curriculum and Instruction
 Purpose: To provide NWEA MAP computer adaptive interim
 assessments to measure and inform student progress
 and growth in the areas of Reading, Language, and
 Math, in kindergarten through grade 8.

- b. Agreement: Bonefish Systems LLC
 Attn: Taylor Forthofer
 150 Erie Court
 Amherst, OH 44001
 614-427-3827 Ext. 205
 EXHIBIT E, (pp 86-87):
 Amount: \$19,110.00 (5 year term)
 Fund: #001
 Period: Effective July 1, 2025 through June 30. 2030.
 Treasurer: Karen Sciortino
 Purpose: To provide annual subscription for usage of the
 Electronic Vendor Audit System and/or Electronic Payroll
 Audit System (Evas / ePAS).

- c. Agreement: Frontline Education,
 Frontline Technologies Group LLC
 PO Box 780577
 Philadelphia, PA 19178
 614-427-3827 Ext. 205

EXHIBIT F, (p. 88):

Amount: \$28,657.03
Fund: #001
Period: July 1, 2025, through June 30, 2026.
Treasurer: Karen Sciortino
Purpose: To provide Forecast products and services for financial planning and budget management.

- d. Agreement: Frontline Education,
Frontline Technologies Group LLC
PO Box 780577
Philadelphia, PA 19178
614-427-3827 Ext. 205

EXHIBIT G, (p. 89):

Amount: \$26,517.31
Fund: #001
Period: July 1, 2025, through June 30, 2026.
Treasurer: Karen Sciortino
Purpose: To provide centralized platform to manage district employee absences, time, attendance and find substitutes.

AA _____ PF _____ PL _____ RP _____ JW _____

2. 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:

MIDGETT, Victoria	\$ 500.00
ROBERTS, Taylor	\$ 500.00
ROWBOTHAM, Mikayla	\$ 489.00

AA _____ PF _____ PL _____ RP _____ JW _____

3. 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

Shelley Lowry
William Nicholson
Carly Polder
Vicki Raptis

AA _____ PF _____ PL _____ RP _____ JW _____

4. 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	
Dani Burns	WGH Boys Track Monetary Donation Value: \$20.00	[1]

[1] To be used to support the students of Warren G. Harding High School.

AA _____ PF _____ PL _____ RP _____ JW _____

5. Resolution Authorizing Notification of Expiration of Administrator Contracts and Consideration of Renewal/Non-renewal

It is recommended the resolution listed below authorizing written notification to the listed administrators regarding the expiration of their contracts, and the Board's consideration of the renewal/non-renewal of their contracts, be approved as submitted.

WHEREAS, the contracts of employment of the administrators listed below are due to expire at the end of the current school year; and

WHEREAS, the Board of Education will soon consider whether to re-employ said administrators.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Warren City School District, Trumbull County, Ohio, pursuant to Ohio Revised Code Section 3319.02, that the Treasurer is authorized and directed to notify each of the following administrators in writing that his or her contract expires on the date indicated and the he or she may request a meeting with the Board of Education in Executive Session to discuss the Board's reasons for renewal or non-renewal of the contract.

<u>Administrator</u>	<u>Position</u>	<u>Expiration Date</u>
<u>Certificated:</u>		
Carrie Boyer	Principal of School Improvement, Curriculum & Instruction, Jefferson PK-8	06/30/2025
Dani Burns	Principal on Special Assignment	06/30/2025
Alex Geordan	3-5 Principal, Lincoln PK-8	06/30/2025
Heather Hathaway	Supervisor of Special Education & Related Services	06/30/2025
Gary Israel	HS Asst. Principal, Warren G. Harding	06/30/2025
Suzette Jackson	Assistant Curriculum Director 6-12	06/30/2025
Anthony Kline	3-5 Principal, Jefferson PK-8	06/30/2025
Jill Merolla	Supervisor of Community Outreach & Grant Development	06/30/2025
Danielle Miller	Supervisor of Technology	06/30/2025
Skyeler Moenich-O'Neill	3-5 Principal, Willard PK-8	06/30/2025
Carly Polder	Principal of School Improvement, Curriculum & Instruction, Willard PK-8	06/30/2025
Treva Pytlik	PK-2 Principal, Lincoln PK-8	06/30/2025
Regina Teutsch	Executive Director, Curriculum & Instruction	06/30/2025
Daniel Thorpe	Assistant Curriculum Director K-5	06/30/2025
Janis Ulicny	HS Principal, Warren G. Harding	06/30/2025

Classified:

Shawn Shimko	Supervisor, Plant Operations & Maintenance	06/30/2025
Patti Greathouse	Plant Manager I, Warren G. Harding	06/30/2025
Kathy Liebal	Plant Manager I, Willard PK-8	06/30/2025
Christopher Newsome	Plant Manager I, McGuffey PK-8	06/30/2025
Stacy Raines	Plant Manager I, Lincoln PK-8	06/30/2025
Robert Weaver	Plant Manager I, Jefferson PK-8	06/30/2025

AA _____ PF _____ PL _____ RP _____ JW _____

6. Salary Table K

It is recommended the resolution listed below adopting Salary Table K, effective July 1, 2024, be approved as submitted.

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 Warren City Board of Education adopt Salary Table K, EXHIBIT H, (pp. 90-91), effective July 1, 2024.

BE IT FURTHER RESOLVED that the Board President, Superintendent, and Treasurer are hereby authorized and directed to take all lawful steps necessary to implement said salary table, including the execution of applicable "412 Certificate."

AA _____ PF _____ PL _____ RP _____ JW _____

7. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through k.) 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) Joan Flanik, Secondary Education Teacher, retirement, effective the close of the day, 09/30/2025.

(2) Judith Miller, Elementary Education Teacher, retirement, effective the close of the day, 05/30/2025.

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(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) Chester Allen, Special Education Teacher, Salary Table A, M-11, Limited Contract, effective the 2025-26 school year.
- (2) Elizabeth Hatcher, Middle Childhood Education Teacher, Salary Table A, B-01, Limited Contract, effective the 2025-26 school year.
- (3) Maria Zinger, School Counselor, Salary Table A, M-02, Limited Contract, effective the 2025-26 school year.
- (4) Grace Manser, Middle Childhood Education Teacher, Salary Table A, B-01, 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 leaves are recognized and/or granted for the dates indicated.

- (1) Kayla Chovan, Special Education Teacher, Leave of Absence Without Pay or Benefits, effective the beginning and for the duration of the 2025-26 school year.
- (2) Diane Finesilver, Elementary Education Teacher, Leave of Absence, effective 04/23/2025.

d. 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 contracts for planning for financial literacy as a part of the social studies curriculum in grade 6-8, effective 03/21/2025 through 05/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from BBITA, Fund #001, SCC #0000, not to exceed \$200.00 each (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

Xavier Allen
Michael Sandy

Daniel Stark

- (2) Supplemental contract for **Nina Elias**, Supervisor, Trumbull County Drone Competition, held on 04/12/2025 at the Student Recreation and Wellness Center, to be paid from Fund #001, SCC #0000, not to exceed \$350.00 (Recommended by S. Chiaro, Superintendent/CEO)
- (3) Supplemental contracts for the purpose of IEP and ETR monitoring by the Internal Monitoring Team, effective 03/15/2025 through 05/23/2025, \$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
Mary Kate Keating
Mesa Morlan
Sheena Ridel
Nicole Varley

Willard PK-8

Jenna Bryant
Laura Mastro
Brittany Moncrief

Lincoln PK-8

Joey Koval
 Kristie Pierce
 Elizabeth McComb
 Nicole Ryser

McGuffey PK-8

Natalie Allison
 Emily Ward
 Mikayla Rowbotham

WGH

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

Preschool

Kimberly Armstrong
 Brittany Barone

- (4) Supplemental contracts for the purpose of participating in the Reading Tiered Fidelity Inventory Workgroup Session, \$30.94 per an hour, on an as needed basis, to paid from Title I-A Fund #572, SCC #9251, effective dates and not to exceed amounts as shown below. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Lincoln PK-8

Lindsay Klein

Effective Date: 03/10/2025
 Not to exceed \$78.00

WGH

Kendra Byrd
 Carolyn Daugherty

Effective Date: 03/19/2025
 Not to exceed \$39.00 each

- (5) Supplemental contracts approved at the February 25, 2025, Regular Board Meeting, **MOTION NO. 02-2025-61**, Section e., Appointments – Certificated – Hourly Employment (2024-25 School Year), Item No. 6, 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 paid from Title I-A Fund #572, SCC #9251, **AMEND the not to exceed amount from \$93.00 to \$101.00 each** as shown below (Recommended by C. Bero, Executive Director of State & Federal Programs)

WGH

Christopher Penezich
 Stephanie Porterfield

Alexis Ward

- (6) Supplemental contract for Home Instruction, effective 03/31/2025 through 05/01/2025, \$30.94 per an hour, on an as needed basis, to be

paid from Fund #001, SCC #0000, not to exceed \$750.00
(Recommended by P. Dreher, Executive Director of Special Education)

Nicole Hilas

- (7) Supplemental contract approved at the **January 28, 2025, Regular Board Meeting, MOTION NO. 01-2025-42**, Section e., Appointments – Certificated – Hourly Employment (2024-25 School Year), Item No. 3, 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 paid from Fund #516, SCC #9250, **AMEND the not to exceed amount from \$310.00 to \$500.00** (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jenna Bryant – Willard PK-8

- (8) 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:

Kristin Barnes – Willard
Taylor Dean – McGuffey
Sarah Ferguson – Lincoln
Kathleen Fetcenko – Lincoln
Nicholas Matos – Lincoln
Richard Rohrer - Lincoln
Tamara Stanovcak – Lincoln
Laurel Stewart - Lincoln
Nina Vaughn - Willard

Pathway C: \$1200.00 stipend:

Samarra Caffey – Lincoln
Jennifer Jaminet – McGuffey
Cara Kalouris - McGuffey
Annette McCorvey - WGH
Ronald Nelson – Willard
MaryJo Pardee – WGH
Christopher Penezich – WGH
Jacqueline Thomas – McGuffey

Pathway G: \$1200.00 stipend:

Michelle Hetmanski – Lincoln
Andrea Hochmann – WGH

- (9) Supplemental contracts approved at the **January 28, 2025, Regular Board Meeting, MOTION NO. 01-2025-42**, Section e., Appointments – Certificated – Hourly Employment (2024-25 School Year), Item No. 8, **McGuffey PK-8 Grades 3-5 Afterschool Intervention Program**, effective 02/05/2025 through 03/13/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251, and Fund

#516, SCC #9250, **AMEND the not to exceed amount from \$557.00 to \$650.00 each** as shown below (Recommended by C. Bero, Executive Director of State & Federal Programs)

Keelyn Claar
Tyler Clark
Nicole Davis
Julie Householder

Olivia Nicholas (Smith)
Melissa Thompson
Rebecca Woodyard

- (10) Supplemental contract for District Art Show planning & preparation effective 04/30/2025 through 05/05/2025, \$30.94 per an hour, on an as needed basis, to be paid from BBITA, Fund #001, SCC #0000, not to exceed \$400.00 each (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction).

Suzanne Melia

CLASSIFIED:

e. 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 commends 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) Carol Johnson, EMIS Data/File Specialist, Salary Table E, effective the close of the day 06/30/2025.
- (2) Constance Pacek, Curriculum & Instruction Clerk, Salary Table E, effective the close of the day 06/30/2025.

f. Resignations – Classified

WHEREAS, the employees herein named have 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 commends 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) Kevin Code, Sr., 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective the close of the day 03/31/2025.
- (2) William O'Malley, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective the close of the day 03/21/2025.

g. Leave of Absence – Classified

WHEREAS, ORC 3319.13 requires that employees be granted a leave of absence, upon their request for reasons 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 leave of absences are recognized and granted for these employees and for the approximate dates indicated.

- (1) Dalene Behlke, Secretary I-Student Services, Administration, Salary Table E, effective 03/07/2025.
- (2) Kimberly Finlaw, 7.0 Hr. Cook, Warren G. Harding High School, Salary Table G, effective 04/04/2025.
- (3) Roger Hoffman, Day Janitor, Jefferson PK-8 Building, Salary Table D, effective 05/01/2025.

- (4) Thomas Sunderman, Day Janitor 2, Warren G. Harding High School, Salary Table D, effective 03/10/2025.

h. 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) Devonte' Parker, ED Educational Assistant (ISI), Lincoln PK-8 Building, Salary Table I, effective 03/24/2025 (Vacancy created due to resignation/retirement in department.) (Recommended by D. Capers, Associate Superintendent of Student Services, Student Wellness & Success)
- (2) Blake Cariglio, Bus Attendant w/o CDL, Salary Table M, to 5.5 Hour Bus Driver, Salary Table D, effective 03/18/2025 (Begin 30 day probationary period.) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Candace Kniceley, Night Janitor, Warren G. Harding High School, Salary Table D, effective 03/31/2025. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (4) Jue'elle Payne, MD Educational Assistant, Lincoln PK-8 Building, Salary Table I, effective 03/31/2025 (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) Amari Austin, Substitute Night Janitor, Salary Table M, effective 05/27/2025.
- (2) Janie Carson, Substitute Night Janitor, Salary Table M, effective 05/27/2025.
- (3) Megan Halverson, Substitute Night Janitor, Salary Table M, effective 04/09/2025.
- (4) Anthony Thomas, Substitute Night Janitor, Salary Table M, effective 04/10/2025.

j. Change in Classification – Classified

WHEREAS, the following change of employee classification is made for the benefit of the District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.01, the following change in employee working classification is made as of the date indicated.

BE IT FURTHER RESOLVED, under the provisions of ORC 3317.12, the employees shall be compensated at the established wage rate as indicated on the Board of Education adopted salary schedule; and

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

- (1) Riley Brown, from Preschool Program Secretary, Administration, Salary Table E, Pay Range III, 260-262 day, (52 week) contract, to Data Services Specialist, Administration, Salary Table L, Classified Non-Supervisory Exempt, 260 day (52 week) contract, effective 05/05/2025.
- (2) Ilyana McKinney, from Substitute Extra Clerk Typist, Salary Table M, to Secretary II-Student Services, Administration, Salary Table E, Pay Range V, 260-262 day (52 week) contract, effective 04/14/2025.

k. 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) Makhail Seawood, Code #32.0, Index 5.6, Salary Table B, Assistant Baseball 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 _____