

**WARREN CITY SCHOOLS  
BOARD OF EDUCATION REGULAR MEETING  
TUESDAY, JANUARY 30, 2024  
6:00 P.M.**

Jefferson PK-8 School, Cafetorium  
with Live Stream available at [warrencityschools.org](http://warrencityschools.org)  
1543 Tod Avenue SW  
Warren, Ohio

**CALL TO ORDER**

Mrs. Limperos, Board President, called the Regular Meeting to order at 6:02 p.m. All present saluted the flag.

**ROLL CALL**

The following Board Members answered to roll call: Dr. Alls, Mr. Flanagan, Mr. Walker and Mrs. Limperos.

**MOTION NO. 01-2024-21 - ADOPTION OF AGENDA**

Mr. Walker moved and Mr. Flanagan seconded the adoption of the agenda.

The President called for a vote.

Yes: Mr. Walker, Mr. Flanagan, Dr. Alls and Mrs. Limperos.

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

**TREASURER'S REPORT**

A. Tax Rates Calendar Year 2024

B. Tax Abatement Discussion

**SUPERINTENDENT'S REPORT**

A. School/District Federal Designations Update – Michelle Moore, Director,  
State Support Team, Region 5

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

**TREASURER'S RECOMMENDATIONS**

**MOTION NO. 01-2024-22 - MINUTES**

Dr. Alls moved and Mr. Walker seconded the resolution listed below regarding the December, 2023 and January, 2024 Board Minutes be approved as submitted.

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

Regular Meeting held December 19, 2023

Organizational Meeting held January 9, 2024  
Special Meeting held January 13, 2024

The President called for a vote.  
Yes: Dr. Alls, Mr. Walker, Mr. Flanagan and Mrs. Limperos.  
No: None.  
Absent: Mrs. Patterson.  
The President declared the motion carried.

MOTION NO. 01-2024-23 - MONTHLY FINANCIAL STATEMENT

Mr. Flanagan moved and Mr. Walker seconded the resolution listed below regarding the December, 2023 financial statement and short term investments made by the Treasurer during December 2023, (Exhibit 24-02), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
<b>Beginning Balance</b>			
<b>July 1, 2023</b>	\$61,449,871.93	\$38,023,272.23	\$99,473,144.16
<b>MTD Receipts</b>	4,832,198.38	8,738,354.35	13,570,552.73
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	37,641,229.68	23,272,415.81	60,913,645.49
<b>MTD Expenditures</b>	5,493,184.67	3,167,887.18	8,661,071.85
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	32,793,874.16	31,378,195.25	64,172,069.41
<b>Ending Balance</b>			
<b>December 31, 2023</b>	66,297,227.45	29,917,492.79	96,214,720.24

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

Fund	Amount
001-0000 A10-General Fund	\$ 110,151.80
004-9203 COPS Farmer's	\$ 2,874.69
006-0000 FS-Food Service	\$ 3,100.81
401 Auxiliary Services	\$ 143.45
Total	\$ 136,270.75

The President called for a vote.

Yes: Mr. Flanagan, Mr. Walker, Dr. Alls and Mrs. Limperos.

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 01-2023-24 -

REVISED APPROPRIATION BUDGETS

Mr. Walker moved and Dr. Alls seconded 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 budgets:

- a. Fund/S.C.C.: IDEA-B Special Education  
Fund #516, S.C.C. #9240  
FY2024 Apprn.: \$1,519,922.81  
Rev. Apprn.: \$2,352,126.61  
Exec. Director: Patricia Dreher, Special Education  
Purpose: \$832,203.80 increase due to reallocation of funds and carryover.
- b. Fund/S.C.C.: Title I  
Fund #572, S.C.C. #9241  
FY2024 Apprn.: \$6,553,377.74  
Rev. Apprn.: \$9,796,537.32  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: \$3,243,159.58 increase due to carryover.
- c. Fund/S.C.C.: Title I-Neglected  
Fund #572, S.C.C. #9245  
FY2024 Apprn.: \$63,265.27  
Rev. Apprn.: \$96,212.29  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: \$32,947.02 increase due to carryover.
- d. Fund/S.C.C.: Title I-Delinquent  
Fund #572, S.C.C. #9246  
FY2024 Apprn.: \$71,812.31  
Rev. Apprn.: \$74,646.47  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: \$2,834.16 increase due to carryover.
- e. Fund/S.C.C.: Title II-A  
Fund #590, S.C.C. #9242  
FY2024 Apprn.: \$397,377.20  
Rev. Apprn.: \$559,879.33  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: \$162,502.13 increase due to carryover.
- f. Fund/S.C.C.: Title IV-A

Fund #584, S.C.C. #9244  
 FY2024 Apprn.: \$532,750.76  
 Rev. Apprn.: \$600,759.22  
 Exec. Director: Christine Bero, State and Federal Programs  
 Purpose: \$68,008.46 increase due to carryover.

g. Fund/S.C.C.: Early Childhood Education (ECE) Preschool  
 Fund #439, S.C.C. #9243  
 FY2024 Apprn.: \$1,275,000.00  
 Rev. Apprn.: \$1,317,500.00  
 Exec. Director: Christine Bero, State and Federal Programs  
 Purpose: \$42,500.00 increase due to 10 additional ECE slots awarded to the district for preschool education.

The President called for a vote.  
 Yes: Mr. Walker, Dr. Alls, Mr. Flanagan and Mrs. Limperos.  
 No: None.  
 Absent: Mrs. Patterson.  
 The President declared the motion carried.

#### MOTION NO. 01-2023-25 - TAX RATES

Dr. Alls moved and Mr. Flanagan seconded the resolution listed below for tax rates for calendar year 2024 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	Outside 10 Mill	Total
	<u>Limit</u>	<u>Limit</u>	<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		4.65	4.65
Emergency Levy Fund		<u>9.65</u>	<u>9.65</u>
Grand Total	4.70	55.15	59.85

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.

The President called for a vote.

Yes: Dr. Ails, Mr. Flanagan, Mrs. Limperos and Mr. Walker.

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 01-2023-26 - REVISED A RESOLUTION TO OPPOSE THE TRUMBULL COUNTY BOARD OF COMMISSIONERS APPROVAL OF AN ENTERPRISE AGREEMENT WITH DAWN INCORPORATED THAT PROVIDES FOR TAX INCENTIVES OF 75% FOR 10 YEARS FOR RENOVATIONS ON PROPERTY LOCATED AT 2861 SFERRA AVENUE WARREN, OH 44483 AND THE PURCHASE OF PROPERTY AT 2961 SFERRA AVENUE WARREN, OH 44483

Mr. Flanagan moved and Mr. Walker seconded the resolution listed below to oppose the Trumbull County Board of Commissioners approval of an Enterprise agreement with Dawn Incorporated that provides for tax incentives of 75% for 10 years for renovations on property located at 2861 Sferra Avenue Warren, OH 44483 and the purchase of property at 2961 Sferra Avenue Warren, OH 44483 be approved as submitted.

WHEREAS, school districts have a strong interest in the impact tax incentives have on siphoning critical funding away from public school districts, leaving local taxpayers to make up the difference; and

WHEREAS, Dawn Incorporated has submitted a proposed Enterprise Agreement application requesting tax incentives of seventy-five (75) percent for ten (10) years for renovating existing warehouse space at 2861 Sferra Avenue to be office facility and purchase warehouse at 2961 Sferra Avenue to renovate and install a new parking lot to connect the 2 facilities located at parcel numbers 39-569320 and 40-221193 located at 2861 & 2961 Sferra Avenue, Warren, Ohio 44483; and

WHEREAS, Dawn Incorporated has an existing 75% tax incentive for property located at 2861 Sferra Avenue Warren, OH 44483 with foregone taxes in the amount of \$6,342 to the school district in 2023 and the current application for 75% tax incentive would forego \$5,150 in taxes to the school district for a total impact of \$11,796 annually;

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

Section 1. It is necessary to oppose the Enterprise Agreement between Dawn Incorporated and the Board of Trumbull County Commissioners which allows for a 75% tax incentive for 10 years.

Section 2. The Treasurer is authorized to deliver or cause to be delivered a certified copy of this Resolution to the Trumbull County Board of Commissioners and Warren City Council.

Section 3. This Resolution shall be in full force and effect immediately upon its adoption.

The President called for a vote.

Yes: Mr. Flanagan, Mr. Walker, Dr. Alls and Mrs. Limperos.

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

#### SUPERINTENDENT'S RECOMMENDATIONS

#### MOTION NO. 01-2024-27 - AGREEMENTS, CONTRACTS, AND/OR LEASES

Mr. Walker moved and Dr. Alls seconded the resolution listed below entering into agreements, contracts, and/or leases (a. and b.) 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. | Agreement:      | The Ohio State University<br>Western Reserve Extension Education and Research Area<br>520 West Main Street, Suite 1<br>Cortland, OH 44420-1455<br>(Exhibit 24-03)   |
|    | Amount:         | No Charge   |
|    | Period:         | 2024-2025 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).   |
|    |                 |   |
| b. | Agreement:      | Gardiner<br>31200 Bainbridge Road<br>Solon, OH 44139<br>(Exhibit 24-04)   |
|    | Amount:         | \$42,500.00 per year  |
|    | Period:         | 3-Year Contract – March 1, 2024 through February 28, 2027   |
|    | Exec. Director: | John Lacy, Business Operations  |
|    | Purpose:        | Applied Intelligence Services Agreement to provide support to help ensure the full benefits of HVAC system for Jefferson PK – 8, Lincoln PK – 8, McGuffey PK – 8, Willard PK – 8 and Warren G. Harding High School. |

The President called for a vote.

Yes: Mr. Walker, Dr. Alls, Mr. Flanagan and Mrs. Limperos.

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 01-2024-28 -

2024-2025 MEMBERSHIP IN THE OHIO HIGH  
SCHOOL ATHLETIC ASSOCIATION

Dr. Alls moved and Mr. Flanagan seconded the resolution authorizing 2024-2025 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.

The President called for a vote.

Yes: Dr. Alls, Mr. Flanagan, Mr. Walker, and Mrs. Limperos.

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 01-2024-29 -

DECLARING TRANSPORTATION IMPRACTICAL

Mr. Flanagan moved and Mr. Walker seconded the resolution listed below be approved as submitted.

WHEREAS, the Warren City School District Board of Education (hereafter the “Board”) has carefully considered transportation options for students enrolled in the District, a nonpublic or community school, or the joint vocational school under Ohio Revised Code Section 3327.01; and

WHEREAS, for each of the students listed, the Board has considered the following:

- 1) The time and distance required to provide the transportation;
- 2) The number of pupils to be transported;
- 3) The cost of providing transportation in terms of equipment, maintenance, personnel and administration;
- 4) Whether similar or equivalent service is provided to other pupils eligible for transportation;
- 5) Whether and to what extent the additional service unavoidably disrupts current transportation schedules;
- 6) Whether other reimbursable types of transportation are available.

WHEREAS, the option of offering payment-in-lieu of transportation is provided by the Ohio Revised Code.

NOW, THEREFORE, BE IT RESOLVED by the Warren City School District Board of Education as follows:

Section 1. After fully and carefully considering each of the factors listed above, the Board hereby declares that it is impractical to transport the student(s) in (Exhibit 24-05), for the **2023 – 2024** school year, and further hereby offers the parent(s)/guardian(s) payment-in-lieu of transportation. The reasons for the decision include a combination of the cost of transporting the students and disruption to the current transportation schedule in terms of equipment, routing and scheduling personnel, the number of students being transported, as well as time and distance required to provide the transportation, whether other types of reimbursement are available, and whether similar or equivalent service is provided to other pupils eligible for transportation.

Section 2. The treasurer shall report on behalf of the Board the Board’s determination of impracticability to the State Board of Education.

Section 3. The Board of Education hereby finds and determines that all formal actions relative to the adoption of this resolution were taken in an open meeting of this Board of Education, and that all deliberations of this Board of Education 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 Ohio Revised Code Section 121.22.

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 of Education that may be inconsistent or duplicative with the provisions of this resolution.

The President called for a vote.

Yes: Mr. Flanagan, Mr. Walker, Dr. Alls and Mrs. Limperos.

No: None.



Absent: Mrs. Patterson.  
The President declared the motion carried.

MOTION NO. 01-2024-30 - OHIO STATE TESTING PROCEDURE

Mr. Walker moved and Mr. Flanagan seconded the resolution listed below regarding the following in state testing procedures for the 2024-2025 school year, be approved as submitted.

WHEREAS, the Warren City Schools currently administers the Third Grade ELA Ohio State Assessment; and

WHEREAS, the provisions of Senate Bill 216, 132<sup>nd</sup> General Assembly allows districts the option of paper or online test administration for the third-grade assessments, in the 2024-2025 school year.

NOW, THEREFORE, BE IT RESOLVED that the administration of the Third Grade ELA Ohio State Assessment be paper version of the test for the 2024-2025 school year.

The President called for a vote.  
Yes: Mr. Walker, Mr. Flanagan, Dr. Alls and Mrs. Limperos.  
No: None.  
Absent: Mrs. Patterson.  
The President declared the motion carried.

MOTION NO. 01-2024-31 - BOARD POLICIES – REVIEW

Dr. Alls moved and Mr. Flanagan seconded the resolution listed below regarding the Review of Board Policies, be approved as submitted.

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

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

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

The President called for a vote.  
Yes: Dr. Alls, Mr. Flanagan, Mr. Walker and Mrs. Limperos.  
No: None.  
Absent: Mrs. Patterson.  
The President declared the motion carried.

MOTION NO. 01-2024-32 - TUITION REIMBURSEMENT

Mr. Flanagan moved and Mr. Walker seconded 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 – 2023 - 2024 School Year:

WARD, Emily \$ 500.00

The President called for a vote.  
Yes: Mr. Flanagan, Mr. Walker, Dr. Alls and Mrs. Limperos.  
No: None.  
Absent: Mrs. Patterson.  
The President declared the motion carried.

MOTION NO. 01-2024-33 - ACCEPTANCE OF GIFTS

Mr. Walker moved and Dr. Alls seconded the resolution listed below 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	
All Poured Out LLC	Jefferson PK – 8 School	[1]

	Robotics T-shirts Estimated Value: \$350.00	
Christ Episcopal Church 2627 Atlantic Street NE Warren, OH 44483	Lincoln PK – 8 School Weekly Pantry Donations Estimated Value: \$150.00 per week	[2]
Christ Episcopal Church 2627 Atlantic Street NE Warren, OH 44483	Lincoln PK – 8 School Christmas Gifts for Students Estimated Value: \$2,900.00	[2]
Do-Cut 3375 Youngstown Road SE Warren, OH 44484	Willard PK – 8 School Winter Clothing Estimated Value: \$2,000.00	[3]
Gina Grabosky	Lincoln PK – 8 School Monetary Donation Value: \$400.00	[2]
Joshua Gruber	Lincoln PK – 8 School 2 Pack Traffic Wands Estimated Value: \$20.00	[2]
Hampton Inn 5581 Youngstown Warren Rd Niles, OH 44446	Lincoln PK – 8 School Misc. School Supplies Estimated Value: \$200.00	[2]
Kathy Keifer	Lincoln PK – 8 School Pantry Donation Estimated Value: \$75.00	[2]
Ms. Nora McCarty	McGuffey PK – 8 School Hats/Gloves Estimated Value: \$45.00	[4]
Rallies 519 S Street SE Warren, OH 44483	Lincoln PK – 8 School 200 Ice Cream Coupons Estimated Value: \$200.00	[2]
The River Church 4257 Tod Ave NW Warren, OH 44485	Warren City School Pantries Monetary Donation Value: \$2,000.00	[5]
St. Marks Church	Jefferson PK – 8 School Assortment of Clothing, Hats/Gloves, and Hygiene Products Estimated Value: \$1,150.00	[1]
Judy Szykulski	Lincoln PK – 8 School Pantry Donation Estimated Value: \$140.00	[2]
United States Air Force	Warren G. Harding High School Christmas Gifts for Students Estimated Value: \$500.00	[6]
United Way	Jefferson PK – 8 School Girls/Boys Shoes Estimated Value: \$2,000.00	[1]

[1] To be used to support the students of Jefferson 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 Willard PK – 8 School.
- [4] To be used to support the students of Warren City Schools.
- [5] To be used to support the students of Warren City Schools.

The President called for a vote.

Yes: Mr. Walker, Dr. Alls, Mr. Flanagan and Mrs. Limperos.

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 01-2024-34 -

## PERSONNEL RECOMMENDATIONS

Dr. Alls moved and Mr. Walker seconded the resolution listed below regarding personnel items (a. through n.) be approved as submitted.

### CERTIFICATED:

#### a. 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) Cynthia Dressel, Elementary Education Teacher, Leave of Absence, effective 02/09/2024.
- (2) Julia McMenamin, Primary Education Teacher, Leave of Absence, effective 01/25/2024.
- (3) Celeste Maillis, Special Education Teacher, Leave of Absence, effective 01/19/2024.
- (4) Brenda Mancino, Secondary Education Teacher, Leave of Absence, effective 01/02/2024.
- (5) Rachel Vince, Special Education Teacher, Leave of Absence, effective 01/22/2024.

#### b. Military Leave

WHEREAS, in accordance with the Master Contract between the Warren City Board of Education and the Warren Education Association, teachers who are members of the Reserve Forces of the United States or Organized militia as defined in ORC 5923.01 are entitled to leave of absence from their respective duties without loss of pay for such time

as they are in military service on field training or active duty as defined in ORC 5923.05 for period not to exceed thirty-one (31) days in any one calendar year; and

WHEREAS, military leaves and right to re-employment upon completion of military service shall be granted in accordance with ORC 3319.14, ORC 5903.06, ORC 5903.061, and ORC 5923.05; and

WHEREAS, during a national emergency, should the period of active duty exceed thirty-one (31) days, the teacher shall continue to receive the difference between his/her normal pay and his/her military pay for the duration of military services and all benefits shall remain in force. Upon return, the teacher shall be reinstated to his/her previous assignment if within the same school year or the same or similar assignment if the leave is longer than one year. For purposes of seniority and placement on the salary schedule, years of absence for military service shall be counted as though teaching service had been performed during that time.

NOW, THEREFORE, BE IT RESOLVED under the provisions of the Master Contract between the Warren City Board of Education and the Warren Education Association and under the provisions of ORC 5923.05, the following military leave of absence is granted for the dates indicated; and

BE IT FURTHER RESOLVED that the teacher be granted military leave without loss of pay or benefits for thirty-one (31) days; and

BE IT FURTHER RESOLVED that should the active duty exceed thirty-one (31) days, the teacher shall continue to receive the difference between his/her normal pay and his/her military pay (not to include military allowances) for the duration of military services and all benefits shall remain in force, including but not limited to all health care benefits, life insurance, and accrual of sick leave, for the period indicated below.

- (1) Rylee Laswell-Bernard, Special Education Teacher  
Effective Date(s) for the 2023-24 School Year:

January 12, 2024

c. Appointments – Certificated – Hourly Employment (2023-24 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 participating in Warren City Schools District Literacy Leadership Team Meetings, effective 12/12/2023 through 06/30/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I SI Fund #536, SCC #9241, Title I-A Fund #572, SCC #9241, and Title II-A Fund #590, SCC #9242, not to exceed \$212.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8**

Rebecca Battista

**McGuffey PK-8**

Emily Ward

- (2) Supplemental contract for McKinney Vento Homeless Shelter Tutor, for services of McKinney Vento Tutoring at our area homeless shelters: Someplace Safe and Christy House, effective 01/02/2024 through 06/30/2024, \$30.04 per an hour, on an as needed basis, to be paid from 21<sup>st</sup> CCLC Fund #572 SCC #9244 not to exceed \$4,000.00 each (Recommended by Jill Merolla, Supervisor of Community Outreach/Grant Development)

Jessica Hostetler

- (3) Supplemental contract for participating in the Ohio Summit on Dyslexia 2024 (Virtual) to be held on 02/24/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I SI Fund #536, SCC #9241 and Title I-A Fund #572, SCC #9241, not to exceed \$226.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Natalie Grayson

Jacqueline Lawrence

Caren Purcell

Erikka Sampson

Jessica Smith

- (4) Supplemental contract approved at the **August 8, 2023**, Regular Meeting, **MOTION NO. 08-2023-176**, Section d., Appointments – Certificated – Hourly Employment (2023-24 School Year), Item No. 3, Home Instruction, **Isabella Notar**, effective 08/21/2023 through 06/30/2024, \$30.04 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, **AMEND the not to exceed amount from \$12,000.00 to \$22,000.00** (Recommended by P. Dreher, Executive Director of Special Education)

- (5) Supplemental contracts for the purpose of participating in Jefferson PK-8 PBIS Team Meetings, effective 09/22/2023 through 06/28/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I SI Fund #536, SCC #9241 and Title IV-A Fund #584, SCC #9244, not to exceed \$271.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Tina Detate

Stacey Lasher

- (6) Supplemental contracts for participating on the WGH Building Leadership Team (BLT) as specified below, and attending monthly meetings as scheduled, effective 01/08/2024 through 06/28/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I-SI Fund #536, SCC #9241, Title I-A Fund #572,

SCC #9241 and Title II-A Fund #590, SCC #9242, not to exceed \$181.00 each  
(Recommended by C. Bero, Executive Director of State & Federal Programs)

Nathaniel Bodnar

- (7) Supplemental contracts for participating in Warren City Schools District Math Leadership Team Meetings from 01/30/2024 through 06/30/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I-SI Fund #536 SCC #9241, Title I-A #572, SCC #9241, and Title II-A Fund #590, SCC #9242, not to exceed \$151.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Danielle Sauer

Matthew Seidel

- (8) Supplemental contract for the purpose of attending Willard PK-8 SEL Instructional Rounds Work Sessions, effective 01/09/2024 through 06/28/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9241, not to exceed \$361.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Laura Krcelic

Christine Velazquez

- (9) Supplemental contract approved at the **November 28, 2023**, Regular Meeting, **MOTION NO. 11-2023-240**, Section e., Appointments – Certificated – Hourly Employment (2023-24 School Year), Item No. 5, IEP and ETR monitoring by the Internal Monitoring Team, **Gregory Lazzari**, effective 10/20/2023 through 12/21/2023, \$30.04 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9240, **AMEND the not to exceed amount from \$301.00 to \$430.00** (Recommended by P. Dreher, Executive Director of Special Education)

- (10) Supplemental contract for District Art Show planning & preparation, effective 03/01/2024 through 05/31/2024. \$30.04 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)

Caitlin Adams  
Robert Byrd  
John Girard  
Kendra Godiciu  
John Johnson  
Tarah Kerr

Krista Kohut  
Suzanne Melia  
Kristin Newbrough  
Jasmine Santiago  
Thomas Sewickley

- (11) Supplemental contract for the purpose of providing instruction in the Jefferson PK-8 Grade 3-5 ELA & Math Afterschool Intervention Program, as scheduled, 02/07/2024 through 03/22/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I SI Fund #536, SCC #9241, not to exceed \$631.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8**

Diane Gibbons  
Stacey Lasher

Tina Noble  
Matthew Seidel

Margaret O'Brien-March  
Lisa Mesaros

Christine Ulrich  
Melinda Vrable

**Substitutes**

Laura Crank

Roseann McCracken

- (12) Supplemental contracts for the purpose of attending PreK Heggerty Training, effective 01/25/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9241, Title II-A Fund #590, SCC #9242, and ECE Fund #439, SCC #9243, not to exceed \$61.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Skyler Bell  
Gabriella Hernandez  
Andrea Hochmann  
Kelly Hutchison

Lisa Judd  
Zachary McKenzie  
Shauna McKinstry  
Brittany Williams

- (13) Supplemental contracts for participating in Trauma-Informed Care (TIC) & Resilience Training on 01/22/2024, \$30.04 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9242, Title IV-A Fund #584, SCC #9244, not to exceed \$61.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Leigh Arvin  
Erika Aulizia  
Kimberly Baker  
Brittany Boerio  
Jenna Bryant  
Stephanie Caldwell  
Debra Carrino  
Laura Crank  
Trisha Dicesare  
Julianne Dundee  
Margaret Forde  
Andrea Galloway  
Brandi Gazso  
Diane Gibbons  
Suzanne Goodyear-Pondillo  
Kimberly Hunter  
Kelly Hutchison  
Erin Kampf  
Donna Knox  
Laura Krcelic  
Jacqueline Lawrence

Cheryl Leshnack  
Sylvia Littleton  
Abby Logan  
Cara Meadows  
Robert Middleton  
Susan Mizik  
Kristin Newbrough  
Olivia Nicholas  
Bernadette Nicopolis  
Stephanie Porterfield  
Kayla Rieser  
Heather Sirney  
Jillian Smith  
Diane Snier  
Tamara Stanovcak  
Shannon Superak-Skiles  
Stephanie Tamburro  
Eleanna Vlahos-Hall  
Emily Ward  
Corinna Williamson

- d. Substitute Teacher Appointment(s) (2022-23 School Year) \$125.00 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>
Lynda Dibacco	01/18/2024

- e. Building Substitute Teacher Appointment(s) (2022-23 School Year) \$150.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

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

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

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

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

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

<u>Name</u>	<u>Effective Date</u>	<u>Building</u>
Alexis Ward	01/02/2024	Harding

- f. Change in Classification – Certificated

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

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

BE IT FURTHER RESOLVED, under the provisions of ORC 3317.12, the employee 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 employee shall be assigned and directed.

- (1) Caitlin Adams from Building Substitute Teacher, Jefferson PK-8, to Visual Art Education Teacher, Salary Table A, Step B-01 (prorated), Limited Contract, effective 01/08/2024, and for the duration of the 2023-24 school year.
- (2) Jasmine Santiago, from Building Substitute Teacher, Lincoln PK-8, to Visual Art Education Teacher, Salary Table A, Step B-01 (prorated), Limited Contract, effective 01/17/2024, and for the duration of the 2023-24 school year.
- (3) Alexis Ward, from Building Substitute Teacher, Warren G. Harding, to Special Education Teacher, Salary Table A, Step B-01 (prorated), Limited Contract, effective 01/08/2024, and for the duration of the 2023-24 school year.

g. Employment – Certificated (current regular employee) (Co-Curricular year) (2023-24 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 or 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 W. Nicholson, Athletic Director)

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

**High School Athletics:**

- (1) Gariana Bercheni – Basketball – Head Coach (Girls – 9<sup>th</sup>), Code #38.0, Index 16.0, High School – Warren G. Harding High School, Salary Table B, 60% of Contract.
- (2) Gariana Bercheni – Indoor Track – Head Coach (Girls), Code #51.0, Index 7.0, High School – Warren G. Harding High School, Salary Table B, 100% of Contract.

**CLASSIFIED:**

h. **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 are accepted.

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 are accepted with regret, but with the best wishes and sincere appreciation.

- (1) Sesanee Lewis, Secretary B-Executive Director of Special Education, Administration, Salary Table E, effective 02/29/2024.
- (2) LaDeana Simpson, MD Educational Assistant, Jefferson PK-8 Building, Salary Table I, effective 01/12/2024

i. **Leave of Absence – Classified**

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

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

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

- (1) Nina Liptak, Secretary D-Attendance/2<sup>nd</sup> Receptionist, Warren G. Harding High School, Salary Table E, effective 11/29/2023.
- (2) Archie Blair, 6.5 Hr. Food Service General Helper, Jefferson PK-8 Building, Salary Table G, effective 01/03/2024 to 03/15/2024.

j. Military Leave - Classified

WHEREAS, in accordance with ORC 5923.05 permanent public employees who are members of the Ohio organized militia or members of other reserve components of the armed forces of the United States, including the Ohio national guard, are entitled to leave of absence from their respective positions without loss of pay for such time as they are in military service on field training or active duty as defined in ORC 5923.05 for period not to exceed thirty-one (31) days in any one calendar year; and

WHEREAS, military leaves and right to re-employment upon completion of military service shall be granted in accordance with ORC 3319.14, ORC 5903.06, ORC 5903.061, and ORC 5923.05; and

WHEREAS, during a national emergency, should the period of active duty exceed thirty-one (31) days, the permanent public employee shall continue to receive the difference between his/her normal pay and his/her military pay for the duration of military services and all benefits shall remain in force. Upon return, the permanent public employee shall be reinstated to his/her previous assignment if within the same school year or the same or similar assignment if the leave is longer than one year.

NOW, THEREFORE, BE IT RESOLVED under the provisions of the ORC 5923.05, the following military leave of absence is granted for the dates indicated; and

BE IT FURTHER RESOLVED that the permanent public employee be granted military leave without loss of pay or benefits for thirty-one (31) days; and

BE IT FURTHER RESOLVED that should the active duty exceed thirty-one (31) days, the permanent public employee shall continue to receive the difference between his/her normal pay and his/her military pay (not to include military allowances) for the duration of military services and all benefits shall remain in force, including but not limited to all health care benefits, life insurance, and accrual of sick leave, for the period indicated below.

- (1) Kyle Huey, Floating Night Janitor, Administration, for the 2023-2024 contract year as follows:

January 5, 2024-January 7, 2024 – Administrative/Vehicle Readiness-Army Reserve

February 2, 2024-February 4, 2024 – Administrative/Vehicle Readiness-Army Reserve

March 8, 2024-March 10, 2024 – Administrative/Vehicle Readiness-Army Reserve

April 19, 2024-April 21, 2024 – PMI - Army Reserve

May 15, 2024-May 18, 2024 – BN FTX – Army Reserve

June 1, 2024-June 14, 2024 – WAREX (ECT) Training-Army Reserve

k. Initial Regular Employment – Classified

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

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

WHEREAS, vacancies exists for these employment actions.

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

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

- (1) Kevin Allgood, 5.5 Hr. Floating Night Janitor, Administration, Salary Table D, effective 12/06/2023. (Complete 30 day probationary period on 01/22/2024). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Linda Barnhart, Floating Night Janitor, Administration, Salary Table D, effective 02/05/2024. (Begin 30 day probationary period.) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Kimberly Batcho, MD Educational Assistant, Warren G. Harding High School, Salary Table I, effective 01/16/2024. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (4) Kyle Huey, Floating Night Janitor, Administration, Salary Table D, effective 11/28/2023. (Complete 30 day probationary period on 01/17/2024). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (5) Rachael Kellerman, Night Janitor, McGuffey PK-8 Building, Salary Table D, effective 11/13/2023. (Complete 30 day probationary period on 12/28/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (6) Tara Mulrooney, MD Educational Assistant, McGuffey PK-8 Building, Salary Table I, effective 1/23/2024. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (7) Antonio Ramsey, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 11/06/2023. (Complete probationary period on 12/19/2023). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (8) Craig Whitman, 5.5 Hr. Floating Night Janitor, Administration, Salary Table D, effective 12/04/2023. (Complete 30 day probationary period on 01/18/2024). (Vacancy created due to resignation/retirement in department.) (Recommended

by J. Lacy, Executive Director of Business Operations)

I. Change in Classification – Classified

WHEREAS, the following change of employee classifications are 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 classifications are 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) Kelly Palmer, from 7.0 Hr. Cook Helper, Warren G. Harding High School, Salary Table G, to 7.0 Hour Cook, Willard PK-8 Building, Salary Table G, effective 11/06/2023.

m. 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) Eric Murray, Substitute Night Janitor, Salary Table M, effective 01/12/2024
- (2) LaDeana Simpson, Substitute Educational Assistant, Salary Table M, effective 01/16/2024.
- (3) Joshua Mistovich, Journeymen Carpenter, (temporary hire), effective 01/22/2024.

n. 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 supplemental contracts for participating in Trauma-Informed Care (TIC) and Resilience Training on January 22, 2024, at their currently hourly rate, not to exceed \$45.00 each, to be paid from Title II-A Fund #590, SCC #9242. (Recommended by C. Bero, Executive Director of State & Federal Programs.)

Kimberly Anzevino  
Alethea Barnes  
Heather Fellows  
Nadine Gardner  
Maria Koncsol

- (2) It is recommended that the following individuals be granted supplemental contracts for the purpose of attending PK Heggerty Training, effective January 25, 2024, at their current hourly rate, not to exceed \$36.00 each, to be paid from ECE Fund #439, SCC #9243, Title I-A Fund #572, SCC #9241, and Title II-A Fund #590, SCC #9242. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Rebecca Gallatin  
Ashligh George  
Emilee James  
Lucy Lepola  
Kiani Seda  
Angela White

- (3) It is recommended that the following individual be granted a supplemental contract for educational aide services to provide support services on the bus for Warren City School students that attend Fairhaven School, effective January 22, 2024, to May 30, 2024, at their current hourly rate, on an as needed basis, not to exceed \$500.00, to be paid from Fund #516, SCC #9240. (Recommended by P. Dreher, Executive Director of Special Education)

Monica Freeman

- (4) Adult Game Workers for Athletic Events for the 2023-2024 School Year. All Adult Game Workers for High School and Middle School sports will be paid as follows:

Gate for Boys' JV/9 <sup>th</sup> Football	\$10.50/hour
Gate for Boys' Varsity Football	\$10.50/hour
Gates for Boys' Single Middle School Football	\$10.50/hour
Main Ticket Clerk for Varsity Football	\$10.50/hour
Football Chain Coordinator	\$10.50/hour
Varsity Football Clock	\$12.50/hour
Football Clock Assistant	\$12.50/hour

J.V. Football Clock	\$10.50/hour
Freshmen Football Clock	\$10.50/hour
Lower Level Football Clock	\$10.50/hour
Football Announcer	\$10.50/hour
Football Assistant Announcer	\$10.50/hour
Audio for Football	\$10.50/hour
Video for Football	\$10.50/hour
Computer for Football	\$10.50/hour
Game Book/Statistician for Football	\$10.50/hour
Press Box Host	\$10.50/hour
Officials' Host for Football	\$10.50/hour
Gate for Single Girls' Volleyball	\$10.50/hour
Gate for Single Girls' Middle School Volleyball	\$10.50/hour
Gate for Single Boys' and/or Girls' Soccer	\$10.50/hour
Gate for Single Boys' a/o Girls' Basketball Game	\$10.50/hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$10.50/hour
Varsity Main Basketball Clock	\$15.00/hour
Assistant Varsity Basketball Clock	\$12.50/hour
JV Basketball Clock	\$10.50/hour
Freshman Basketball Clock	\$10.50/hour
Basketball Announcer	\$10.50/hour
Game Book/Statistician for Boys' Basketball	\$12.00/hour
Scorebook for Basketball	\$10.50/hour
Video for Basketball	\$10.50/hour
Gate for Boys' and/or Girls' Swim Meet	\$10.50/hour
Security for High School Sporting Event	\$10.50/hour
Security for Single Middle School Events	\$10.50/hour
Ticket Worker Position for Boys'/Girls' Track Meets	\$10.50/hour

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

Kaitlyn Statema  
Tyler Wagner

The above Adult Game Workers will work between 1 and 4.0 hours (depending on single/double/triple event) for any game and/or event, which meets state minimum wage requirements and will be paid at above rates according to event/assignment working. To be paid from Athletic Fund #300 or Fund #014.

The President called for a vote.

Yes: Dr. Ails, Mr. Walker, Mr. Flanagan and Mrs. Limperos.

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 01-2024-35 -

ADJOURNMENT



Mr. Walker moved and Mr. Flanagan seconded that, at 7:29 p.m. the Warren City Board of Education's Regular Meeting be adjourned.

The President called for a vote.  
Yes: Mr. Walker, Mr. Flanagan, Dr. Alls and Mrs. Limperos.  
No: None.  
Absent: Mrs. Patterson.  
The President declared the motion carried.

\_\_\_\_\_  
President

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Date

In addition to the record of the proceedings set forth in these minutes, an audio tape recording of the entire meeting was made and will be maintained in the Treasurer's Office of the Warren City School District. Said recording may not be kept in perpetuity but may be destroyed in accordance with the Warren City Board of Education's Records Retention Schedule, which has been approved by the Auditor of State's Office and the Ohio Historical Society