

**WARREN CITY SCHOOLS  
BOARD OF EDUCATION REGULAR MEETING  
MONDAY, JUNE 30, 2025  
12:00 P.M.**

Administration Building, Harriet T. Upton Room  
with Live Stream available at [warrencityschools.org](http://warrencityschools.org)  
105 High Street NE  
Warren, Ohio

**CALL TO ORDER**

Mr. Walker, Board President, called the Regular Meeting to order at 12:05 p.m.  
All present saluted the flag.

**ROLL CALL**

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

**MOTION NO. 06-2025-143 - EXECUTIVE SESSION**

Mrs. Limperos moved and Dr. Alls seconded that, under the provisions of ORC 121.22, the Warren City Board of Education recess into Executive Session at 12:06 p.m. to discuss Consideration of Appointment, Employment, Promotion of Public Employees and Conference with an Attorney Involving Pending Legal Action.

*Discussion: Will reconvene meeting following executive session.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

At 12:58 p.m. the meeting was reconvened from Executive Session at which time it was reported that Consideration of Appointment, Employment, Promotion of Public Employees and Conference with an Attorney Involving Pending Legal Action were discussed.

All Board Members, excluding Dr. Alls, were present when the meeting reconvened.

**COMMUNICATIONS**

- A. Mobile Food Panty Progress
- B. Comprehensive Literacy Grant Awarded for 1.5 million for next 4 years

*Discussion: Thank you to Grant Writing Team - Chris Bero, Jackie Lawrence, Regina Teutsch and Wendy Hartzell. Board requested Summary of Grant for TCTC update.*

**MOTION NO. 06-2025-144 - ADOPTION OF AGENDA**

Mrs. Limperos moved and Mrs. Patterson seconded the adoption of the agenda.

*Discussion: None*

The President called for a vote.

Yes: Mrs. Limperos, Mrs. Patterson, Mr. Flanagan and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

#### TREASURER'S REPORT

A. End of Year Fiscal Update – Karen Sciortino, Treasurer

#### SUPERINTENDENT'S REPORT

None

#### OLD BUSINESS

*Discussion: None*

#### NEW BUSINESS

*Discussion: None*

#### TREASURER'S RECOMMENDATIONS

#### MOTION NO. 06-2025-145 - MINUTES

Mrs. Limperos moved and Mr. Flanagan seconded the resolution listed below regarding the June, 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 June 3, 2025

Special Meeting held June 24, 2025

*Discussion: None*

The President called for a vote.

Yes: Mrs. Limperos, Mr. Flanagan, Mrs. Patterson and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

#### MOTION NO. 06-2025-146 - MONTHLY FINANCIAL STATEMENT

Mr. Flanagan moved and Mrs. Limperos seconded the resolution listed below regarding the May, 2025 financial statement and short term investments made by the Treasurer during May, 2025, (Exhibit 25-49), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	<b>General Fund</b>	<b>All Other Funds</b>	<b>Total All Funds</b>
<b>Beginning Balance</b>			
<b>July 1, 2024</b>	\$69,678,630.55	\$26,006,935.45	\$95,685,566.00
<b>MTD Receipts</b>	6,407,718.23	5,818,365.70	12,226,083.93
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	74,080,641.11	78,318,067.62	152,398,708.73
<b>MTD Expenditures</b>	6,321,544.71	3,504,498.86	9,826,043.57
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	109,372,140.45	49,971,882.67	152,344,023.12
<b>Ending Balance</b>			
<b>May 31, 2025</b>	34,387,131.21	61,353,120.40	95,740,251.61

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

<b>Fund</b>	<b>Amount</b>
001-0000 A10-General Fund	\$ 231,207.76
004-9203 COPS Farmer's	\$ 824.45
006-0000 FS-Food Service	\$ 4,735.46
401 Auxiliary Services	\$ 626.57
Total	\$ 237,394.24

*Discussion: None*

The President called for a vote.

Yes: Mr. Flanagan, Mrs. Limperos, Mrs. Patterson and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-147 - 2024-25 CO-CURRICULAR BUDGET AND PURPOSE STATEMENTS

Mrs. Patterson moved and Mr. Flanagan seconded the resolution listed below establishing 2024-

25 Co-curricular Budget and Purpose Statements be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the purpose statements and budgets (on file in the Treasurer's Office) for the following 2024-25 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>	
	<b>Warren G. Harding High School</b>	
018-9022	X22CCC	Climate Committee
200-9022	SA18	National Honor Society
200-9022	SA2	Student Council
300-9022	SA102	Cheer
300-9022	SA125	MH Youth
300-9022	SA221	Key Club
300-9022	SA225	Track
300-9022	SABG	Boys Varsity Golf
300-9022	SACOFF	MH Coffee
300-9022	SAESP	Esports
300-9022	SAPB22	Quiz Bowl
300-9022	SAPOC	Poetry Club

*Discussion: None*

The President called for a vote.

Yes: Mrs. Patterson, Mr. Flanagan, Mrs. Limperos and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

#### MOTION NO. 06-2025-148 - CASH TRANSFERS

Mrs. Limperos moved and Mrs. Patterson seconded the resolution listed below Cash Transfers be approved as submitted:

#### Cash Transfers:

Cash transfers will all be made from the General Fund to cover deficit balances. The Treasurer will make the necessary transfers prior to the end of the fiscal year.

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education approve the cash transfers, (Exhibit 25-50), for fiscal year ending June 30, 2025.

*Discussion: None*

The President called for a vote.

Yes: Mrs. Limperos, Mrs. Patterson, Mr. Flanagan and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-149 -

FY2025 FINAL AMENDED APPROPRIATION  
MEASURE – ALL FUNDS

Mr. Flanagan moved and Mrs. Patterson seconded the resolution listed below for the FY2025 Final Amended Appropriation Measure for All Funds be approved as submitted.

WHEREAS, during the fiscal year, adjustments do occur to the Original Appropriation Measure.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 5705.38 (B), the Final Amended Appropriation Measure for All Funds, (Exhibit 25-51), for the current school year is hereby adopted.

BE IT FINALLY RESOLVED that the Final Amended Appropriation Measure for All Funds shall be prepared and distributed by the Treasurer in such form as the Auditor of State prescribes.

*Discussion: None*

The President called for a vote.

Yes: Mr. Flanagan, Mrs. Patterson, Mrs. Limperos and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-150 -

FY2026 12-MONTH TEMPORARY APPROPRIATION  
MEASURE

Mrs. Patterson moved and Mrs. Limperos seconded the resolution listed below for the FY2026 12-Month Temporary Appropriation Measure for All Funds be approved as submitted.

WHEREAS, it is necessary to adopt a 12-Month Temporary Appropriation Measure for All funds for Fiscal Year 2026.

NOW, THEREFORE, BE IT RESOLVED that under provisions of ORC 5705.38, a 12-Month Temporary Appropriation Measure for All Funds, (Exhibit 25-52), to meet ordinary expenses for fiscal year 2025 is hereby adopted.

BE IT FINALLY RESOLVED that the 12-Month Temporary Appropriations made herein shall be chargeable to the final appropriations measure.

*Discussion: None*

The President called for a vote.

Yes: Mrs. Patterson, Mrs. Limperos, Mr. Flanagan and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-151 -

RECOGNITION TO FURNISH INSURANCE FOR  
PROPERTY, VEHICLE FLEET, GENERAL LIABILITY,  
SCHOOL LEADERS PROFESSIONAL LIABILITY,

BOILER, CRIME, FLOOD & EARTHQUAKE, AND  
EXCESS LIABILITY FOR SCHOOL YEAR 2025-2026

Mrs. Limperos moved and Mr. Flanagan seconded the resolution listed below to recognize the quote received to furnish insurance for Property, Vehicle Fleet, General Liability, School Leaders Professional Liability, Boiler, Crime, Flood & Earthquake, and Excess Liability for school year 2025-2026 be approved as submitted.

WHEREAS, the quote has been properly received to furnish insurance for Property, Vehicle Fleet, General Liability, School Leaders Professional Liability, Boiler, Crime, Flood & Earthquake, and Excess Liability for school year 2025-2026; and

WHEREAS, formal acceptance of the quote in full is required by statute.

WHEREAS, the quote listed in (Exhibit 25-53), have been properly received to furnish insurance for Property, Vehicle Fleet, General Liability, School Leaders Professional Liability, Boiler, Crime, Flood & Earthquake, and Excess Liability for school year 2025-2026.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.46 that the quote presented is hereby recognized as having been properly submitted.

BE IT FURTHER RESOLVED, under the provisions of ORC 3313.46, that such quotes shall be entered in full on the official records of the Warren City Board of Education.

*Discussion: None*

The President called for a vote.

Yes: Mrs. Limperos, Mr. Flanagan, Mrs. Patterson and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-152 -	AWARDING THE CONTRACT FOR FURNISHING INSURANCE FOR PROPERTY, VEHICLE FLEET, GENERAL LIABILITY, SCHOOL LEADERS PROFESSIONAL LIABILITY, BOILER, CRIME, FLOOD & EARTHQUAKE, AND EXCESS LIABILITY FOR SCHOOL YEAR 2025-2026
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Mr. Flanagan moved and Mrs. Patterson seconded the resolution listed below to award the contract for furnishing insurance for Property, Vehicle Fleet, General Liability, School Leaders Professional Liability, Boiler, Crime, Flood & Earthquake, and Excess Liability for school year 2025-2026 be approved as submitted.

WHEREAS, the Board has recognized the quote as being properly received for furnishing insurance for Property, Vehicle Fleet, General Liability, School Leaders Professional Liability, Boiler, Crime, Flood & Earthquake for school year 2025-2026; and

WHEREAS, the Board is required to either reject all quotes or accept the lowest, responsible one.

NOW, THEREFORE, BE IT RESOLVED that the quote of Wollam-Grand Valley Insurance Agency, having school program through SORSA (Schools of Ohio Risk Sharing Authority) for school year 2025-2026 (July 1, 2025 to June 30, 2026) in the amount of \$448,225.00 be accepted and that appropriate purchase orders and payments are issued.

*Discussion: None*

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

SUPERINTENDENT’S RECOMMENDATIONS

MOTION NO. 06-2025-153 - AGREEMENTS, CONTRACTS, AND/OR LEASES

Mrs. Patterson moved and Mrs. Limperos seconded 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. Agreement: Howland Local Schools  
8200 South St. SE  
Warren, OH 44484  
(330) 856-8200  
Kevin Spicher  
(Exhibit 25-54)  
Amount: Per Agreement  
Period: November 1, 2025, through February 28, 2026.  
Supervisor: Michael Davidson, Aquatics  
Purpose: To provide Howland Local Schools with rental of the Districts Natatorium for swim practice.
  
- b. Agreement: PowerSchool Group LLC  
150 Parkshore Dr.  
Folsom, CA 95630  
(610) 849-7216  
(Exhibit 25-55)  
Amount: \$20,659.80  
Fund: #572  
Period: July 14, 2025, through July 13, 2026.  
Exec. Directors: Christine Bero, State and Federal Programs  
Regina Teutsch, Curriculum and Instruction  
Purpose: To provide Naviance college and career readiness online curriculum for all schools, grades 6-12.
  
- c. Agreement: Christine Brugler  
372 Aspen Dr.

Warren, OH 44483  
(Exhibit 25-56)  
Amount: Per Agreement  
Fund: #584  
Period: July 1, 2025 through June 30, 2026.  
Exec. Director: Dante Capers, Associate Superintendent  
Purpose: To provide professional and consultant support to the administrators and staff in order to increase capacity to respond to students and other stakeholders in a resilience-based, trauma informed manner.

- d. Agreement: Ohio Risk Sharing Authority (SORSA)  
Thomas D. Strup, Executive Director  
555 Metro Place North, Suite 645  
Dublin, OH 43017  
(Exhibit 25-57)  
Period: July 1, 2025 through June 30, 2026.  
Exec. Director: John Lacy, Business Manager  
Purpose: To provide a joint self-insurance pool and to assist members to prevent and reduce losses and injuries to property and persons

*Discussion: None*

The President called for a vote.

Yes: Mrs. Patterson, Mrs. Limperos, Mr. Flanagan and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

#### MOTION NO. 06-2025-154 - TUITION REIMBURSEMENT

Mr. Flanagan moved and Mrs. Patterson 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 – 2024 – 2025 School Year:

COMPTON, Mary .	\$ 253.00
TIMKO, Andrew	\$ 125.00

*Discussion: None*

The President called for a vote.



Yes: Mr. Flanagan, Mrs. Patterson, Mrs. Limperos and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-155 -

REVISED SALARY TABLES J – CLASSIFIED  
SUPERVISORY AND K - EXEMPT CLASSIFIED  
EMPLOYEES

Mrs. Limperos moved and Mr. Flanagan seconded the resolution listed below adopting changes to Salary Tables J - Classified Supervisory Employees, and K – Exempt Classified Employees be approved as submitted with changes as recommended.

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

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education adopt Salary Table J, (Exhibit 25-58), Salary Table K, (Exhibit 25-59), effective July 1, 2025.

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

*Discussion: None*

The President called for a vote.

Yes: Mrs. Limperos, Mr. Flanagan, Mrs. Patterson and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-156 -

OHIO DEPARTMENT OF EDUCATION  
CERTIFICATION FOR OHIO TEACHERS EVALUATION  
SYSTEM AND OHIO PRINCIPAL EVALUATION  
SYSTEM

Mrs. Patterson moved and Mrs. Limperos seconded 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**

Christine Bero

Alisha Williams

*Discussion: None*

The President called for a vote.

Yes: Mrs. Patterson, Mrs. Limperos, Mr. Flanagan and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-157 - ACCEPTANCE OF GIFTS

Mrs. Limperos moved and Mr. Flanagan seconded 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	
Believer's Church	Lincoln PK-8 Pantry Gift Cards to Shoe Carnival Value: \$200.00	[1]
Diana Callahan	2 sets of women's golf clubs Value: \$500.00	[2]

[1] To be used to support the students of Lincoln PK-8 School.

[2] To be used by Warren City Schools female student athletes to learn golf.

*Discussion: Thank you to all Benefactors for your support of the district and students. Your donations are always greatly appreciated.*

The President called for a vote.

Yes: Mrs. Limperos, Mr. Flanagan, Mrs. Patterson and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-158 -

WARREN CITY SCHOOLS' LOCAL PROFESSIONAL  
DEVELOPMENT COMMITTEE MEETINGS

Mr. Flanagan moved and Mrs. Patterson seconded the resolution listed below changing and establishing meetings for the Warren City Schools' Local Professional Development Committee for the 2025-26 school year be approved as submitted.

WHEREAS, the Warren City Board of Education has established a Local Professional Development Committee (LPDC), pursuant to ORC 3319.22(A) and OAC 3301-24-08 (Teacher Licensure Law and Regulations), to review professional development plans, to approve programs for CEU credit, and to approve in-service plans for the District.

NOW, THEREFORE, BE IT RESOLVED that the following meeting dates, time, and location of the meetings of this committee are established for the 2025-26 school year are hereby posted for public information.

Location: All meetings are scheduled to begin at 4:15 p.m. in the Lower Level Technology Lab located at the Warren City Schools' Administration Building, 105 High Street, Warren, Ohio, 44481, unless otherwise noted.

a. **WLPDC Meeting Dates for 2025-26:**

Monday, October 7, 2025  
Tuesday, January 27, 2026  
Tuesday, March 31, 2026  
Tuesday, June 2, 2026

*Discussion: None*

The President called for a vote.

Yes: Mr. Flanagan, Mrs. Patterson, Mrs. Limperos and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-159 -

AUTHORIZATION FOR DISPOSAL OF BOARD-  
OWNED FIXED ASSETS FOR THE PERIOD JANUARY,  
2025 THROUGH JUNE, 2025

Mrs. Patterson moved and Mrs. Limperos seconded the resolution authorizing disposal of Board-owned fixed assets for the period January, 2025 through June, 2025 be approved as submitted.

WHEREAS, the fixed assets as listed in (Exhibit 25-60), are of no further value to the Warren City School District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.41, the Warren City Board of Education shall authorize the disposal of Board-owned fixed assets for the period January, 2025 through June, 2025.

*Discussion: None*

The President called for a vote.

Yes: Mrs. Patterson, Mrs. Limperos, Mr. Flanagan and Mr. Walker.

No: None.

The President declared the motion carried.

MOTION NO. 06-2025-160 - A RESOLUTION REQUESTING STATEMENTS OF QUALIFICATION FROM QUALIFIED FIRMS FOR CONSTRUCTION MANAGER AT-RISK SERVICES RELATED TO THE BOARD'S VISITOR BLEACHERS RENOVATION PROJECT

Mrs. Limperos moved and Mr. Flanagan seconded the resolution requesting statements of qualification from qualified firms for construction manager at-risk services be approved as submitted.

WHEREAS, the Board of Education (hereafter referred to as the "Board") has determined to undertake renovations to its visitor bleachers (the "Project"); and

WHEREAS, the Board must conduct a competitive procurement process for such services in accordance with RC 153.65-.71; and

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

Section 1. The Board hereby authorizes the publication of the request for Qualified Firms for Construction Manager At-Risk Services in accordance with law. The Board authorizes the publication of an announcement of the Board's project and need for qualified firms for construction manager at-risk services for the Project.

Section 2. The Board hereby authorizes John Lacy, Executive Director of Business Operations, to WHEREAS, the Board is in need of qualified firms for Construction Manager At-Risk Services for the Project; and solicit and receive statements of qualification from interested firms for the purpose of evaluating the same and making recommendations to the Board regarding their ranking.

Section 3. The Board hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of this Board; and that all deliberations of this Board and of its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

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

*Discussion: None*

The President called for a vote.

Yes: Mrs. Limperos, Mr. Flanagan, Mrs. Patterson and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-161 - A RESOLUTION RANKING PROFESSIONAL DESIGN  
FIRMS AND AUTHORIZING NEGOTIATION OF  
CRITERIA ARCHITECT AGREEMENT

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

WHEREAS, the Board of Education (the "Board") has resolved to undertake a construction project; and

WHEREAS, the Board has public announced the availability of a contract for professional design services and has undertaken solicitation of statements of qualification in accordance with R.C. 153.65-71; and

WHEREAS, the Board of Education, or a committee on its behalf, received Statements of Qualification from the following professional design firms in response to its public announcement:

1. BSHM Architecture Revealed
2. Hasenstab Architects
3. Phillips Sekanick Architects, Inc.
4. TDA The Design Architecture
5. GPD Group

WHEREAS, the Board of Education, or a committee on its behalf, evaluated the Statements of Qualifications of said professional design firms in compliance with Sections 153.65(D) and 153.69, ORC, and has made a recommendation to the Board regarding the ranking of the same.

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

Section 1. The Board of Education accepts the ranks of the following three professional design firms it has determined to be most qualified to provide the required criteria architect services:

1. Phillips/Sekanick Architects
2. GPD Group
3. BSHM Architecture Revealed

Section 2. The Superintendent, with the assistance of the Board's legal counsel is hereby authorized to negotiate, pursuant to Sections 153.69(B) and 153.70 of the Ohio Revised Code, Professional Design Services Agreement with the first ranked firm noted in Section 1 above to perform the required services at a compensation determined to be fair and reasonable taking into account the estimated value, scope, complexity and nature of the services, with the contract

negotiations also directed toward ensuring a mutual understanding of the essential requirements involved in providing required services, a determination that the firm will make available necessary personnel, equipment, and facilities to perform services in a timely manner and procurement of appropriate professional liability and other required insurance.

Section 3. If an Agreement is negotiated in good faith with the first ranked firm, said Agreement shall be presented to the Board of Education for approval. If said Agreement is not successfully negotiated, despite a good faith attempt, then the Superintendent is hereby authorized to terminate negotiations in writing with the first ranked firm and commence negotiations with the second ranked firm as per Section 2 above. If a Contract is negotiated in good faith with the second ranked firm, said Contract shall be presented to the Board of Education for approval. If negotiations again fail, despite a good faith attempt, the Superintendent shall terminate in writing negotiations with the second ranked firm and commence negotiations with the third ranked firm as per Section 2 above. If a Contract is negotiated in good faith with the third ranked firm, said Contract shall be presented to the Board of Education for approval.

Section 4. That this 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 Section 121.22 of the Ohio Revised Code.

Section 5. 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, which may be inconsistent or duplicative with the provisions of this Resolution.

*Discussion: None*

The President called for a vote.

Yes: Mrs. Flanagan, Mrs. Patterson, Mrs. Limperos and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-162 -

MEMORANDUM OF UNDERSTANDING (MOU)  
BETWEEN THE WARREN CITY SCHOOL DISTRICT  
AND OHIO ASSOCIATION OF PUBLIC SCHOOL  
EMPLOYEES CHAPTER 288 –

Mrs. Patterson moved and Mrs. Limperos seconded the resolution listed below approving a Memorandum of Understanding to the Collective Bargaining Agreement between the Warren City School District and Ohio Association of Public School Employees Chapter 288 be approved as submitted.

WHEREAS, at its November 17, 2020 Regular Board Meeting, the Warren City Board of Education approved MOTION NO. 11-2020-253 entering into a Collective Bargaining Agreement with the Ohio Association of Public School Employees Chapter 288, governing the three-year period commencing July 1, 2024, and concluding June 30, 2027.

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education

approve a Memorandum of Understanding to said Collective Bargaining Agreement, (Exhibit 25-61),

BE IT FURTHER RESOLVED that nothing in the Memorandum of Understanding interferes with any other section of the Agreement.

*Discussion: None*

The President called for a vote.

Yes: Mrs. Patterson, Mrs. Limperos, Mr. Flanagan and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-163 - BOARD POLICIES – FIRST READING AND WAIVE SECOND READING

Mrs. Limperos moved and Mr. Flanagan seconded the resolution listed below regarding the adoption of Board Policy, Item a, First Reading and Waive Second Reading, be approved as submitted.

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

NOW, THEREFORE, BE IT RESOLVED that the following Board Policies have been reviewed by the Board of Education of the Warren City School District for adoption:

- a. Policy 5780.01 (New)  
PARENTS' BILL OF RIGHTS  
(Exhibit 25-62),

*Discussion: None*

The President called for a vote.

Yes: Mrs. Limperos, Mr. Flanagan, Mrs. Patterson and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-164 - PERSONNEL RECOMMENDATIONS

Mr. Flanagan moved and Mrs. Patterson seconded the resolution listed below regarding personnel items (a. through o.) be approved as submitted.

CERTIFICATED:

- a. Administrative Contract Appointment

WHEREAS, the Board of Education of each school district may appoint one or more assistant superintendents and other administrators as necessary; and

WHEREAS, the Board of Education of each city, exempted village, and local school district shall employ principals for all high schools and for such other schools as the board designates, and those boards may appoint assistant principals for any school; and

WHEREAS, prior to taking action to renew or non-renew the employment contract of an administrator or supervisor (except superintendent), the board shall notify such employee of the date the contract expires and that an executive session with the board may be requested to discuss the renewal or non-renewal of the contract; and

WHEREAS, the Board of Education may reemploy an administrator or supervisor during the period beginning on the first day of July of the calendar year immediately preceding the year of expiration of employment and ending on the last day of June of the year the employment contract expires.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.02, the person herein named is hereby appointed and employed for the term indicated and compensated according to his placement on the Board of Education adopted Administrative Salary Schedule commensurate with his training and experience. This employment is contingent on a satisfactory criminal records check as required by law and the individual named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed.

(1) Sarai Dutton, 6-8 POD Principal, Jefferson PK-8 School

Term: July 1, 2025 – June 30, 2027

Duties: As set forth within the job description, further assigned by the Superintendent, and/or amended/revised by the Board.

Salary: Benefits hereby granted as stated with the Board of Education Administrative Salary Schedule C, Certificated Administrators – Less than 52 weeks, 224-day contract, 2025-2026 School Year Step M-01-L19; 2026-2027 School Year Step M-02-L20.

b. Change in Classification – Certificated

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

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

- (1) Kimberly Anzevino, Academic Liaison, Salary Table L, to Teacher, Teacher on Special Assignment, Salary Table A, Step B18-29, Continuing Contract, effective the 2025-2026 school year.

**Administrative Lateral Movement – effective 07/01/2025**

- Anthony Kline – 3-5 POD Principal, Jefferson PK-8 School TO PK-2 POD Principal, Willard PK-8 School.
- Sonya Washington – 6-8 POD Principal, TO 3-5 POD Principal, Jefferson PK-8 School.

c. 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) Jacob Connell, Intervention Specialist Education Teacher, Salary Table A, M-12, Limited Contract, effective the 2025-26 school year.
- (2) Isabella Frazzini, Speech Language Pathologist, Salary Table A, M-01, Limited Contract, effective the 2025-26 school year.
- (3) Alexys Gruver, Middle Childhood Education Teacher, Salary Table A, B-03, Limited Contract, effective the 2025-26 school year.
- (4) Samantha Holzhauser, Primary Education Teacher, Salary Table A, B-01, Limited Contract, effective the 2025-26 school year.
- (5) Tierni McGuire, Middle Childhood Education Teacher, Salary Table A, B-01, Limited Contract, effective the 2025-26 school year.
- (6) Appointment approved at the **May 13, 2025**, Regular Board Meeting, **MOTION NO. 05-2025-126**, Section c. Appointment – Certificated (to receive one-year contract for the 2025-2026 school year), Item #2, **Brittany Nicolaou-Harrington**, Intervention Specialist K-12 Teacher, Salary Table A, Limited Contract, **B18-06 be AMENDED**

**TO B18-07**, effective the 2025-26 School year. (Due to verification of service years of teaching experience)

- (7) Appointment approved at the **May 13, 2025**, Regular Board Meeting, **MOTION NO. 05-2025-126**, Section c. Appointment – Certificated (to receive one-year contract for the 2025-2026 school year), Item #4., **Dana Ronyak-Manda**, Intervention Specialist K-12 Teacher, Salary Table A, Step M-10, Limited Contract, effective the beginning and for the duration of the 2025-26 school year be **RESCINDED**.
- (8) Shannon Sefcik, Early Childhood Education Teacher, Salary Table A, B18-12, Limited Contract, effective the 2025-26 school year.
- (9) Gracie Wargo, Primary Education Teacher, Salary Table A, B-02, Limited Contract, effective the 2025-26 school year.
- (10) Thomas Williams, Secondary Education Teacher, Salary Table A, M-06, Limited Contract, effective the 2025-26 school year.
- (11) Candace Ungaro-Jones, School Counselor, Salary Table A, Continuing Contract, M30-20, 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.**

d. Resignations – Certificated

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the resignations from regular contract be accepted at the effective date indicated.

- (1) Lynda Dibacco, Substitute Teacher, Resignation, effective the close of the day, 05/23/2025.
- (2) Heather Frank, School Psychologist, effective the close of the day, 07/27/2025.
- (3) John Girard, Visual Art Education Teacher, Resignation, effective the close of the day, 08/11/2025.
- (4) Meredith Grenci, School Counselor, Resignation, effective the close of the day, 08/13/2025.
- (5) Annamarie Paolucci, Middle Childhood Education Teacher, Resignation, effective the close of the day, 08/13/2025.
- (6) Dominique Schenker, Early Childhood Education Teacher, Resignation, effective the close of the day, 08/13/2025.

- (7) Andrew Timko, Special Education Teacher, Resignation, effective the close of the day, 08/10/2025.
- (8) Christina Verhest, Early Childhood Education Teacher, Resignation, effective the close of the day, 08/13/2025.
- (9) Karen Zagorec, Elementary Education Teacher, Resignation, effective the close of the day, 08/13/2025.

e. Extended Time Supplemental Contract(s) (one-year contract, 2025-2026 school year)

WHEREAS, ORC 3319.07 and 3319.08 provide for the employment of certificated (non-administrative) persons for supplemental duties; and

WHEREAS, the certificated persons herein named are acceptable to the administration for the extended time supplemental contract duties specified.

NOW, THEREFORE, BE IT RESOLVED, under the provision of ORC 3319.07 and 3319.08, the following employment actions are 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, under the provisions of ORC 3319.01 such employees shall be directed and assigned.

- (1) Hillary Allen, CBI/Social Studies, Salary: Daily rate times up to five (5) days as needed, M-18, Salary Table A.
- (2) Kimberly Anzevino, Teacher on Special Assignment, Salary: Daily rate times up to fifteen (15) days as needed, B18-29, Salary Table A.
- (3) Jodi Brown, Guidance Counselor, Salary: Daily rate times up to fifteen (15) days as needed, M30-26, Salary Table A.
- (4) Daniel Bubon, CBI/Social Studies, Salary: Daily rate times up to five (5) days as needed, M-27, Salary Table A.
- (5) Frank Caputo, Jr., Teacher on Special Assignment, Salary: Daily rate times up to twenty five (25) days as needed, M30-15, Salary Table A.
- (6) Donald Cheffo, Guidance Counselor, Salary: Daily rate times up to fifteen (15) days as needed, M30-16, Salary Table A.
- (7) Thomas Crockett, Student Services, Salary: Daily rate times up to ten (10) days as needed, M-23, Salary Table A.
- (8) Patricia Fisher, Math Coordinator, Salary: Daily rate times up to twenty (20) days as needed, M30-27, Salary Table A.

- (9) Rebecca Gabrick, Student Services, Salary: Daily rate times up to ten (10) days as needed, M-14, Salary Table A.
- (10) Elizabeth Gray, School Nurse, Salary: Daily rate times up to five (5) days as needed, B18-23, Salary Table A.
- (11) Natalie Grayson, Literacy Coordinator, Salary: Daily rate times up to twenty (20) days as needed, M-26, Salary Table A.
- (12) Kelly Hutchison, District Preschool Coordinator, Salary: Daily rate times up to twenty five (25) days as needed, M30-26, Salary Table A.
- (13) Erin Kampf-Melillo, Guidance Counselor/Test Coordinator, Salary: Daily rate times up to twenty five (25) days as needed, M-26, Salary Table A.
- (14) Susan Mizik, Guidance Counselor, Salary: Daily rate times up to fifteen (15) days as needed, M30-18, Salary Table A.
- (15) Mesa Morlan, Teacher on Special Assignment, Salary: Daily rate times up to twenty five (25) days as needed, B18-17, Salary Table A.
- (16) Ronald Nelson, Student Services, Salary: Daily rate times up to ten (10) days as needed, M-17, Salary Table A.
- (17) Stephanie Porterfield, Teacher on Special Assignment, Salary: Daily rate times up to twenty five (25) days as needed, M-15, Salary Table A.
- (18) Matthew Richardson, Teacher on Special Assignment, Salary: Daily rate times up to twenty five (25) days as needed, B18-25, Salary Table A.
- (19) Erikka Sampson, Student Services, Salary: Daily rate times up to ten (10) days as needed, M-26, Salary Table A.
- (20) Brandy Scarmack, Family & Consumer Science, Salary: Daily rate times up to five (5) days as needed, B-11, Salary Table A.
- (21) Michele Senediak, Guidance Counselor, Salary: Daily rate times up to fifteen (15) days as needed, M-26, Salary Table A.
- (22) Corinna Williamson, Teacher on Special Assignment, Salary: Daily rate times up to twenty five (25) days as needed, M-14, Salary Table A.
- (23) Maria Zinger, Guidance Counselor, Salary: Daily rate times up to fifteen (15) days as needed, M-02, Salary Table A.
- (24) Extended time approved at the **June 28, 2024**, Regular Board Meeting, **MOTION NO. 06-2024-140**, Section d., Extended Time Supplemental Contract(s) (one-year contract, 2024-2025 school year), Item no. 20, **Kayla Rieser (aka Pollifrone)**, Teacher on Special Assignment, Salary: Daily rate times up to twenty-five (25) days, be **AMENDED to up to twenty-six (26) days** as needed, M-08, Salary Table A.

f. Appointments – Certificated – Hourly Employment (2024-25 and, 2025-26 School Year)

WHEREAS, to prepare for temporary, as needed, casual, on-call hourly certificated personnel to provide educational services for students; and

WHEREAS, such temporary, as needed, casual, on-call employment preparation is needed for only the dates specified not to extend beyond the current school year.

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

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

- (1) Supplemental contract for the purpose of Strength and Conditioning, effective 07/01/2025 through 06/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed 475 hours (Recommended by S. Chiaro, Superintendent/CEO)

Collin Smedi

- (2) Supplemental contracts for the purpose of attending a Multi-Sensory Math Approach training course, effective 06/16/2025 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9250, not to exceed \$1,100.00 (Recommended by P. Dreher, Executive Director of Special Education).

Jenna Bryant  
Brittany Moncrief

- (3) Supplemental contract for Gifted Service Model Development effective 07/01/2025 through 08/13/2025, \$31.87 per an hour, on an as needed basis, to be paid from AGTSUP, Fund #001, SCC #0000, not to exceed \$1,500.00 (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

Kelly Notar

- (4) Supplemental contract for the purpose of providing instruction and program support for 2025 WGH Secondary Summer School & Summer Academy Programs, effective 05/29/2025 through 06/27/2025, \$30.94 per hour, on an as needed basis, to be paid from, Title I Fund #572, SCC #9251, not to exceed \$4,209.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Substitute/Program Support  
Linda Senich

- (5) Supplemental contracts for the purpose of participating in 2025 WGH Secondary Summer School & Summer Academy Programs Pre-Service Training on 05/29/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I Fund

#572, SCC #9251, not to exceed \$171.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Hillary Allen  
Leigh Arvin  
Kimberly Hunter  
Vani James  
Trillion McCarty

Patrick Notar  
Mary Jo Pardee  
Linda Senich  
Shannon Superak-Skiles  
Tiffany Vesey

- (6) 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 G: \$1,200.00 stipend:  
Gabrielle Hernandez – WGH

- (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 #2, **Isabella Notar**, Home Instruction, effective 01/01/2025 through 05/23/2025, \$30.94 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, **AMEND the not to exceed amount of \$20,000.00** (Recommended by P. Dreher, Executive Director of Special Education)
- (8) Supplemental contracts for the purpose of providing instruction in the 2025 Jump Start into Kindergarten Program, effective 07/21/2025 through 08/01/2025, and three hours of preparation time, 07/18/2025, \$31.87 per hour, on an as needed basis, to be paid from, Title I Fund #572, SCC #9261, not to exceed \$ 1,688.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Lincoln PK-8:**  
Tamara Stanovcak

**Substitute:**  
Skyler Bell

**Pre-Service Training:** 07/16/2025  
\$31.87 per hour  
Not to exceed \$96.00 each  
Title I Fund #572, SCC #9261

- (9) Supplemental contracts for participating in “Stay in the Game” Attendance Network Virtual Training and Work Sessions, effective 06/05/2025, through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from, Title IV-A Fund #584, SCC #9254, not to exceed \$279.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Trisha DiCesare  
Kristine Hunchuck  
Erin Kampf-Melillo

Bernadette Nicopolis  
Erika Prater  
Ahmed Sutton

- (10) Supplemental contract for the purpose of providing instruction in the 2025 WGH Summer Credit Recovery Program, effective 06/09/2025 through 07/09/2025, \$30.94 per an hour, on an as needed basis, through 06/30/2025; \$31.87 per an hour, effective 07/01/2025, to be paid from, Fund #001, SCC #0000, not to exceed \$4,059.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kathryn Malasky

- (11) Supplemental contracts for Testing Proctors, effective 06/23/2025 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9250, not to exceed \$225.00 (Recommended by P. Dreher, Executive Director of Special Education)

Elizabeth McComb

- (12) Supplemental contracts for Teachers of the Warren Local Professional Development Committee for the 2025-26 school year, \$31.87 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000 (Recommended by W. Hartzell, Chief Academic Officer)

Hillary Allen  
Andrew Kelly  
Tracy Pinter

Monica Pishotti  
Lisa Mesaros  
Shellee Russell

- (13) Supplemental contract for **Carly Polder**, Assistant Curriculum Director, for Curriculum Training and Development, effective 06/16/2025 through 07/23/2025, to be paid at her 2024-25 school year per diem prorata rate of pay through 6/30/2025; effective 07/01/2025 at the 2025-26 school year per diem prorata rate of pay, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed ten (10) days (Recommended by W. Hartzell, Chief Academic Officer)

CLASSIFIED:

g. Retirement – Classified

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, this retirement has been accepted by the Superintendent/CEO of the Warren City School District at the effective date 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 this retirement be accepted with regret, but with the best wishes and sincere appreciation.

- (1) Robert Long, Grounds Crew, Administration, Salary Table D, effective 07/31/2025.

h. Resignation – Classified

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, these resignations have been accepted by the Superintendent/CEO of the Warren City School District at the effective date 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) Betty Nolan, Crossing Guard, Jefferson PK-8 School, Salary Table M, effective 05/23/2025.
- (2) Roderick Sparks, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 06/06/2025.
- (3) Cynthia Vallett, MD Educational Assistant, Jefferson PK-8 School, Salary Table I, effective 08/11/2025.

i. Leave of Absence – Classified

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

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

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

- (1) Robert Walker, Night Janitor, Lincoln PK-8 School, Salary Table E, effective 05/19/2025.

j. 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) Kelly Semple, Curriculum & Instruction Clerk, Administration, Salary Table E, 204 Day Contract, July – June Modified Calendar, Salary Table E, Pay Range II, effective 07/07/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

k. Substitute Employment Additions – Classified

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

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

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01, such employee shall be directed and assigned. This employment is contingent upon receiving satisfactory results from a mandatory drug test 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.

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.

- (1) Danielle Coone, Substitute Night Janitor, Salary Table M, effective 06/09/2025.
- (2) Kathryn Davenport, Substitute Food Service General Helper, Salary Table G, effective 06/03/2025.
- (3) Briana Hoolihan, Substitute Night Janitor, Salary Table D, effective 06/11/2025.
- (4) Benjamin Meese, Substitute Night Janitor, Salary Table D, effective 06/16/2025.
- (5) Hannah Reynolds, Substitute Food Service General Helper, Salary Table G, effective 06/09/2025.
- (6) Johnna VanMeter, Substitute Night Janitor, Salary Table D, effective 06/11/2025.

l. Substitute Classified Appointment(s) 2025-2026 School Year. Base salary per Board approved Salary Table M, as needed.

WHEREAS, to prepare for temporary absences of classified personnel for whom

temporary, casual, as needed, on-call replacements may be needed to provide services;  
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 substitutes shall not be reemployed to perform these duties for the ensuing school year.

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

These classified employees 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 in writing. These individual(s) will be assigned as needed and will be paid per Salary Table M.

<b><u>Name</u></b>	<b><u>Department/Area</u></b>
Danielle Coone	Janitor
Briana Hoolihan	Janitor
Johnna VanMeter	Janitor
Benjamin Meese	Janitor
Kathryn Davenport	Food Service Helper
Hannah Reynolds	Food Service Helper

m. **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) Angelena Baskins, from MD Educational Assistant, Lincoln PK-8, Salary Table I, to School Community Liaison, Lincoln PK-8, Salary Table L, effective 07/01/2025.
- (2) Lavant Warfield, from Day Janitor-Area #2, Willard PK-8, Salary Table D, to Plant Manager 1, Willard PK-8, Salary Table J, effective 07/01/2025.

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) The following individual be granted a supplemental contract to provide clerical services, on an as needed basis, at Jefferson PK-8 School, effective 06/09/2025, through 07/31/2025, at their current per diem rate, not to exceed \$2,500.00, or fifteen (15) days, to be paid from General Fund #001. (Recommended by S. Chiaro, Superintendent/CEO)

Monica Lefkowitz

- (2) The following student worker be granted a supplemental contract to help with Summer cleaning, for the time period of 06/09/2025, to 08/3/2025, at their hourly rate of \$12.00, not to exceed twenty nine (29) hours a week not to exceed \$2,800.00, to be paid from General Fund #001. (Recommended by J. Lacy, Executive Director of Business Operations)

Christian Postlethwait

- (3) The following individuals be granted a supplemental contract on an as needed basis for Educational Assistant services, for the Jump Start Into Kindergarten Program, effective 07/21/2025 through 08/01/2025, and up to three (3) hours of preparation time on 07/18/2025, at the rate of \$19.00 per hour, not to exceed \$954.00 each, to be paid from Title I Fund #572, SCC #9261. (Recommended by C. Bero, Executive Director of State and Federal Programs)

Rachel Williams – Lincoln PK-8 School  
Jessica Adams – Lincoln PK-8 School

o. 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) The following Classified Co-Curricular 2024-25 supplemental contract listed below and approved at the February 25, 2025, Regular Board Meeting, **MOTION NO. 02-2025-61**, Section n., item no. 15, **D'Ann Toles, Code 112.0, Index 4.0**, Salary Table B, Track Coach, Middle School, Warren Middle Schools, (Girls) **100% of contract**, be **AMENDED** to **40% of contract**.

*Discussion: Congratulations and thank you to retiree, Robert Long.*

The President called for a vote.

Yes: Mr. Flanagan, Mrs. Patterson, Mrs. Limperos and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

#### BOARD'S RECOMMENDATIONS

#### MOTION NO. 06-2025-165 - AUTHORIZATION OF THE SUPERINTENDENT

Mrs. Limperos moved and Mr. Flanagan seconded the resolution listed below by the Board of Education to authorize the Superintendent to enter into an negotiated agreement be approved as submitted.

WHEREAS the Board of Education authorizes the Superintendent to enter into an negotiated agreement to resolve an open meetings matter.

NOW, THEREFORE, BE IT RESOLVED, the Warren City Schools Board of Education's authorization of the Superintendent be approved.

*Discussion: None*

The President called for a vote.

Yes: Mrs. Limperos, Mr. Flanagan, Mrs. Patterson and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

MOTION NO. 06-2025-166 - ADJOURNMENT

Mrs. Limperos moved and Mrs. Patterson seconded that, at 1:29 p.m. the Warren City Board of Education's Regular Meeting be adjourned.

The President called for a vote.

Yes: Mrs. Limperos, Mrs. Patterson, Mr. Flanagan and Mr. Walker.

No: None.

Absent: Dr. Alls.

The President declared the motion carried.

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President

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Treasurer

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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