

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – March 24, 2026 – 6:00 p.m.
 Warren G. Harding High School Cafetorium
 With Live Stream available at warrencityschools.org



This meeting is a meeting of the Warren City Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participating during the meeting, as indicated in Agenda Items No. 10a and 10b.

1. Call to Order

2. Roll Call by Approved Rotation

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

3. Communications

4. Adoption of Agenda

AA _____ PF _____ PL _____ KS _____ JW _____

5. Treasurer's Report

6. Superintendent Report

- A. The Board of Directors of the Warren City Schools' Foundation and the Committee of the Warren High Schools' Distinguished Alumni Hall of Fame is pleased to announce the following inductees to the Class of 2026:

Patrick McBane
Derick Young
Korey Gall
Tom Megalis
Jayni Sech
DeWayne Reed

B. WGH Presentation

7. Board of Education Committee Reports

- A. Athletics *(Patti Limperos and Julian Walker)*
- B. Finance Advisory *(Patrick Flanagan and Julian Walker)*
- C. Board Policies and Guidelines *(Alisha Alls and Kevin Stringer)*
- D. Legislative Liaison *(Alisha Alls and Kevin Stringer)*
- E. TCTC Board Representative *(Patti Limperos)*

8. Old Business

9. New Business

10a. Public Participation (for identified agenda items only)

Treasurer's Recommendations

1. Minutes

It is recommended the resolution listed below regarding the February, 2026 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 February 24, 2026

AA _____ PF _____ PL _____ KS _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the February, 2026 financial statement and short term investments made by the Treasurer during February, 2026, EXHIBIT A, (pp 28-29) be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
Beginning Balance			
July 1, 2025	\$31,769,240.42	\$59,655,282.94	\$91,424,523.36
MTD Receipts	6,273,719.05	2,168,567.41	8,442,286.46
FTD Advances In	-0-	-0-	-0-
FTD Receipts	48,043,576.75	20,644,859.28	68,688,436.03
MTD Expenditures	5,575,581.40	3,168,315.46	8,743,896.86
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	49,203,706.47	29,428,815.19	78,632,521.66
Ending Balance			
February 28, 2026	30,285,463.80	51,194,973.93	81,480,437.73

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

Fund	Amount
001-0000 A10-General Fund	\$ 406,007.78
004-9203 COPS Farmer's	\$.34
006-0000 FS-Food Service	\$ 6,893.31
401 Auxiliary Services	\$ 268.54
Total	\$ 413,169.97

AA _____ PF _____ PL _____ KS _____ JW _____

Superintendent Recommendations

1. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a. through c.) 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: Ohio Schools Council
Chad Welker
Assistant Executive Director
6393 Oak Tree Blvd., Suite 377
Independence, OH 44131
EXHIBIT B, (pp 30-40):
Period: 5-Year Contract commencing on March 24, 2026.
Director: John Lacy, Executive Director of Business Operations
Purpose: To enable OSC to act on our behalf with the Electricity Purchase Program.
- b. Agreement: Boak and Sons Inc.
Chris White
75 Victoria Road
Youngstown, OH 44515
EXHIBIT C, (pp 41):
Period: June 1, 2026 – August 1, 2026
Director: John Lacy, Executive Director of Business Operations
Purpose: Warren City School District Board of Education approves the AEPA Contractor Network Package with Tremco/Weathering Proofing Technologies, Inc. in conjunction with Boak and Sons Roofing as part of the AEPA/OSC Award Bid Contract #025-D-350881 for Lincoln PK-8 School.
- c. Agreement: CDW Government LLC
230 N. Milwaukee Ave
Vernon Hills, IL 60061
EXHIBIT D, (pp 42-69):
Amount: \$187,770.00
Fund: #001
Period: July 1, 2026 – September 30, 2027
Director: Danielle Miller, Supervisor of Technology
Purpose: To provide wireless internet access to the campus of Warren G. Harding High School.

AA _____ PF _____ PL _____ KS _____ JW _____

2. Board Policies – First Reading and Waive Second Reading

It is recommended the resolution listed below regarding the adoption of Board Policy, Item (a. through b.) 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 5421 (Revised) STUDENTS
GRADING
- b. Policy 5430 (Revised) STUDENTS
CLASS RANK

AA _____ PF _____ PL _____ KS _____ JW _____

3. Board Policies – First Reading

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

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

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

- a. Policy 3440 (Revised) PROFESSIONAL STAFF
JOB-RELATED EXPENSES
- b. Policy 4162 (Revised) CLASSIFIED STAFF
DRUG AND ALCOHOL TESTING OF CDL LICENSE HOLDERS AND OTHER EMPLOYEES WHO PERFORM SAFETY-SENSITIVE FUNCTIONS
- c. Policy 4162.01 (New) CLASSIFIED STAFF
DRUG-AND ALCOHOL TESTING OF EMPLOYEES WITHOUT CDL LICENSES WHO TRANSPORT STUDENTS IN ALTERNATIVE VEHICLES (NON-DOT TESTING)
- d. Policy 4440 (Revised) CLASSIFIED STAFF
JOB-RELATED EXPENSES
- e. Policy 5112 (Revised) STUDENTS
ENTRANCE REQUIREMENTS
- f. Policy 6220 (Revised) FINANCES
BUDGET PREPARATION
- g. Policy 6320 (Revised) FINANCES
PURCHASING AND BIDDING
- h. Policy 6325 (Revised) FINANCES
PROCUREMENT - FEDERAL GRANTS/FUNDS

- i. Policy 6423 (Revised) FINANCES
USE OF PROCUREMENT CARDS
- j. Policy 6425 (New) FINANCES
USE OF DISTRICT TAX EXEMPT CERTIFICATE
- k. Policy 6460 (Revised) FINANCES
VENDOR RELATIONS
- l. Policy 6465 (New) FINANCES
AFFINITY, REWARDS, OR OTHER DISCOUNT PROGRAMS
- m. Policy 8600 (Revised) OPERATIONS
TRANSPORTATION
- n. Policy 8600.04 (Revised) OPERATIONS
BUS DRIVER CERTIFICATION
- o. Policy 8640 (Revised) OPERATIONS
TRANSPORTATION FOR NON-ROUTINE TRIPS
- p. Policy 8650 (Revised) OPERATIONS
TRANSPORTATION BY VEHICLES OTHER THAN SCHOOL BUSES

AA _____ PF _____ PL _____ KS _____ JW _____

4. Acceptance of Gifts

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

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

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

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

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

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

Benefactors	Brief Description of Gifts and/or Services	
Arianah Warfield	McGuffey PK School Clothing & Shoes Donation Value: \$40.00	[1]
Katie Neal	McGuffey PK-8 School Clothing Donation Value: \$20.00	[1]
Anonymous	McGuffey PK-8 School Clothing & Shoes Donation Value: \$250.00	[1]
Mikayla Rowbotham	McGuffey PK-8 School Clothing Donation Value: \$150.00	[1]
Chrisi Economos	McGuffey PK-8 School Clothing Donation Value: \$30.00	[1]

Kierra Fletcher	McGuffey PK-8 School Clothing Donation Value: \$20.00	[1]
Christ Episcopal Church	Lincoln PK-8 School Monetary Donation Value: \$200.00	[2]
Larry and Jeanie Richards	Willard PK-8 School Clothing Donation Estimated Value: \$200.00	[3]
Roxann Nicholas	McGuffey PK-8 School Clothing Donation Value: \$75.00	[1]
Julie Jerrano	McGuffey PK-8 School Clothing Donation Value: \$75.00	[1]
Christ Episcopal Church	Lincoln PK-8 School Food Donation Estimated Value: \$50.00	[4]
Julie Serrano	McGuffey PK-8 School Monetary Donation Value: \$50.00	[1]

- [1] To be used to support the students of McGuffey PK-8 School.
 [2] To be used to support attendance incentives for students in 8th grade at 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 Lincoln PK-8 Valentine's Day celebration.

AA _____ PF _____ PL _____ KS _____ JW _____

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

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

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

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

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

OPES 2.0

Wendy Hartzell

OTES 2.0

AA _____ PF _____ PL _____ KS _____ JW _____

6. Tuition Reimbursement

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

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

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

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

Certificated – 2025 – 2026 School Year:

HUNTER, Kimberly	\$ 500.00
MONCRIEF, Brittany	\$ 500.00
VELAZQUEZ, Christine	\$ 500.00

AA _____ PF _____ PL _____ KS _____ JW _____

7. Personnel Recommendations

CERTIFICATED

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

a. Certificated – Retirement

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

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

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

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

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

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

(1) Carolyn Daugherty, Secondary Education Teacher, Retirement, effective the close of the day, 05/29/2026.

(2) Certificated Retirement approved at the **November 11, 2025**, Regular Board Meeting, **MOTION NO. 11-2025-249**, Section a. Certificated – Retirement, Item #2, **Val Jean Pace**, Secondary Education Teacher, **Retirement**, effective the close of the day 05/31/2026, **be RESCINDED**.

b. Appointment – Certificated (To receive one-year contract for the 2026-2027 school year)

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

WHEREAS, a vacancy exists for this employment action; and

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

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

- (1) Jace Anders, Adolescence to Young Adult Education Teacher, Salary Table A, B-01, Limited Contract, effective the 2026-27 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 State Board of Education and Warren City Schools Board of Education.

c. Resignation – 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 dates indicated.

- (1) Richard Shepas, Athletic Director, Resignation, effective the close of the day, 06/30/2026.
- (2) Alyssa Szolis, Intervention Specialist K-12 Teachers, Resignation, effective the close of the day, 03/01/2026.

d. Leave of Absence – Certificated

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

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

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

- (1) Angela Betts, Early Childhood Education Teacher, Leave of Absence, effective 02/23/2026.
- (2) Tina Detate, Special Education Teacher, Leave of Absence, effective, 02/20/2026.
- (3) Alexis Hall, Special Education Teacher, Leave of Absence, effective 03/09/2026.
- (4) Christopher Penezich, Special Education Teacher, Leave of Absence, effective 03/10/2026.

e. Appointments – Certificated – Hourly Employment (2025- 2026 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 on the Lincoln PK-8 Building Attendance Teams as specified below, and attending meetings as scheduled, effective 02/19/2026 through 06/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9261, not to exceed \$224.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Anthony Davis

Joseph Koval

- (2) Supplemental contracts for the purpose of providing instruction in the WGH EOC & AP Courses Afterschool Study & Review Sessions, as scheduled, 03/01/2026 through 05/11/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9261, not to exceed \$385.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jared Adler
 Amy Burd
 Eric Ensley
 Amy Hays-Neifer
 Kimberly Hunter
 Andrew Martin

Annette McCorvey
 Victoria Midgett
 Courtney Sommers
 Ahmed Sutton
 Kristy Thornton
 Reid Young

- (3) Supplemental contract for **Nina Elias**, Supervisor, Trumbull County Drone Competition, to be held on 04/18/2026 at the Student Recreation and Wellness Center, to be paid from Fund #001, SCC #0000, not to exceed \$350.00 (Recommended by S. Chiaro, Superintendent/CEO)
- (4) Supplemental contract for the purpose of participating in the WGH HS Reading Tiered Fidelity Inventory Workgroup Sessions, as scheduled, effective 03/19/2026 through 04/02/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9261, not to exceed \$160.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Logan Hileman

- (5) Supplemental contract for **William Nicholson**, Game Manager, Division II, Girls Basketball Semi-Finals, held on 02/25/2026, at the WGH Gymnasium, to be paid from Fund #022, not to exceed \$100.00 (Recommended by S. Chiaro, Superintendent/CEO)
- (6) Supplemental contract for **William Nicholson**, Game Manager, Division III, Boys Basketball Semi-Finals, held on 03/07/2026 at 3:30 p.m. and 7:00 p.m., at the WGH Gymnasium, to be paid from Fund #022, not to exceed \$200.00 (Recommended by S. Chiaro, Superintendent/CEO)
- (7) Supplemental contract for Cross-Categorical Professional Development sessions, effective 02/01/2026 through 05/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, not to exceed \$350.00 (Recommended by P. Dreher, Executive Director of Special Education)

Nicole Hilas

- (8) Supplemental contract approved at the **February 24, 2026**, Regular Board Meeting, **MOTION NO. 02-2026-71**, Section e. Appointment – Certificated – Hourly Employment (2025-26 School Year), Item #8, IEP

and ETR monitoring by the Internal Monitoring Team, effective 01/05/2026 through 03/13/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, **not to exceed \$550.00 be AMENDED to \$650.00** as indicated below on the following educator (Recommended by P. Dreher, Executive Director of Special Education)

Laurie Liguori

f. Employment – Certificated (current regular employee) Co-Curricular year (2025-26 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 R. Shepas, Athletic Director)

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

K-8 Academics:

- (1) Supplemental contract approved at the **September 23, 2026**, Regular Board Meeting, **MOTION NO. 09-2026-221**, Section g. Employment – Certificated (current regular employee) Co-Curricular year) (2025-26 school year), **K-8 Academics**, Item #31, **Spelling Bee Coach, Annette Constantino, Willard PK-8**, Code #89, Index 2.0, Salary B. be **AMENDED** as follows:

Annette Constantino	Willard PK-8 (Grades 3-5)
Annette Constantino	Willard PK-8 (Grades 6-8)

K-8 Athletics:

- (2) Richardson, Janell – Track – Code #112, Index 4.0, Warren Middle Schools, (Boys and Girls), Salary Table B, (100% of Contract)

CLASSIFIED

g. **Retirement – Classified**

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

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

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

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

- (1) Shawn Shimko, Supervisor of Plant Operations & Maintenance, Salary Table J, effective 05/31/2026.
- (2) Craig Whitman, 5.5 Hr. Floating Night Janitor, Administration, Salary Table D, effective 04/10/2026.

h. **Resignation – Classified**

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, this resignation 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 commend the public service rendered, commitment to young people, and loyalty to the schools and community; and

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

- (1) Jill Cibella, Substitute Noon Hour Aide, Salary Table M, effective 02/26/2026.
- (2) Stacy Denovchek, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 03/27/2026.
- (3) Joann Parkhurst, 5.0 Food Service General Helper, Willard PK-8 School, Salary Table G, effective 02/27/2026.
- (4) Brittany Phillips, Substitute Food Service General Helper, Salary Table G, effective 02/24/2026.

i. 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 member of the School Employees Retirement System, and shall be compensated according to the before mentioned Agreement(s); and

WHEREAS, a vacancy 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) Valerie Burns, Substitute General Helper, Salary Table G, to 6.0 Hr. General Helper, Warren G. Harding High School, Salary Table G, effective 03/10/2026 (Completion of 60 day probationary period on 03/09/2026). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Krystle Common, Secretary B to Executive Director of Special Education Administration, 260-262 Day (52 Week) Contract, Salary Table E, Pay Range V, effective 03/09/2026. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (3) Wayne Streeter, Substitute General Helper, Salary Table G, to 6.0 Hr. General Helper, Jefferson PK-8 School, Salary Table G, effective 03/18/2026 (Completion of 60 day probationary period on 03/17/2026). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

j. 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) Renee Crenshaw, from Substitute Crossing Guard, Jefferson PK-8 School, Salary Table M, to Crossing Guard, Jefferson PK-8 School, Salary Table M, effective 03/12/2026.
- (2) Dawn Harper, from Secretary to the Athletic Director, Warren G. Harding High School, Salary Table E, with Bachelor's Degree, to Secretary to the Athletic Director, Warren G. Harding High School, with Master's Degree, Warren G. Harding High School, Salary Table E,

(Proof of attainment of Master's degree received.) effective 03/03/2026.

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) Karen Adamic, Substitute Food Service General Helper, Salary Table G, effective 02/23/2026.
- (2) Antwain Burch, Substitute Night Janitor, Salary Table M, effective 02/24/2026.
- (3) Karla Frantz, Substitute Food Service General Helper, Salary Table G, effective 03/17/2026.
- (4) Melissa Toth, Substitute Food Service General Helper, Salary Table G, effective 03/09/2026.
- (5) Angel Woods, Substitute Food Service General Helper, Salary Table G, effective 03/09/2026.

l. Classified Temporary Employment

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

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

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

- (1) It is recommended that the following individual be granted a supplemental contract for attending monthly Preschool Professional Development Meetings, as scheduled, effective February 24, 2026 through May 26, 2026, at their current hourly rate, not to exceed \$125.00, to be paid from Title II-A Fund #590, SCC 9262. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Aryssia Stevens

- (2) It is recommended that the following individuals be granted supplemental contracts for participating in the Warren City Schools Climate Leadership Team Meetings, as scheduled, effective February 25, 2026 through June 2, 2026, at their current hourly rate, not to exceed \$200.00 each, to be paid from Title I-A Fund #572, SCC 9261. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Sharanita Brogdon
Dante Campbell
Holly Chambers

Nadine Gardner
Dawn Harper

- (3) Supplemental Contract for Dawn Harper, Ticket Manager and Secretary, Division II, Girls Basketball Semi-Finals, held on 02/25/2026 at WGH Gymnasium in Warren, Ohio; to be paid \$100.00 from Fund #022 (Recommended by R. Shepas, Athletic Director)
- (4) Supplemental Contract for Joseph Threats, Main Clock Operator Division II, Girls' Basketball Semi-Finals, held on 02/25/2026 at WGH Gymnasium in Warren, Ohio; to be paid \$75.00 from Fund #022 (Recommended by R. Shepas, Athletic Director)
- (5) Supplemental Contract for Andrew Peterson, Assistant Clock Operator Division II, Girls' Basketball Semi-Finals, held on 02/25/2026 at WGH Gymnasium in Warren, Ohio; to be paid \$75.00 from Fund #022 (Recommended by R. Shepas, Athletic Director)

- (6) Supplemental Contract for Danielle Jordan May, Ticket Taker Division II, Girls' Basketball Semi-Finals, held on 02/25/2026 at WGH Gymnasium in Warren, Ohio; to be paid \$75.00 from Fund #022 (Recommended by R. Shepas, Athletic Director)
- (7) Supplemental Contract for Holly Kirby, Scorebook and Stats Division II, Girls' Basketball Semi-Finals, held on 02/25/2026 at WGH Gymnasium in Warren, Ohio; to be paid \$75.00 from Fund #022 (Recommended by R. Shepas, Athletic Director)
- (8) Supplemental Contract for Dennis Lemon, Security Liaison Division II, Girls' Basketball Semi-Finals, held on 02/25/2026 at WGH Gymnasium in Warren, Ohio; to be paid \$75.00 from Fund #022 (Recommended by R. Shepas, Athletic Director)
- (9) Supplemental Contract for Dawn Harper, Ticket Manager and Secretary, Division III, Boys Basketball Semi-Final games held on 03/07/2026 at 3:30 PM at WGH Gymnasium in Warren, Ohio; to be paid \$125.00 from Fund #022; and Division III, Boys Basketball Semi-Final games held on 03/07/2026 at 7:00 PM at WGH Gymnasium in Warren, Ohio; to be paid \$125.00 from Fund #022 (Recommended by R. Shepas, Athletic Director)
- (10) Supplemental Contract for Joseph Threats, Main Clock Operator Division III, Boys Basketball Semi-Final games held on 03/07/2026 at 3:30 PM at WGH Gymnasium in Warren, Ohio; to be paid \$75.00 from Fund #022; and Division III, Boys Basketball Semi-Final games held on 03/07/2026 at 7:00 PM at WGH Gymnasium in Warren, Ohio; to be paid \$75.00 from Fund #022 (Recommended by R. Shepas, Athletic Director)
- (11) Supplemental Contract for Andrew Peterson, Assistant Clock Operator Division III, Boys Basketball Semi-Final games held on 03/07/2026 at 3:30 PM at WGH Gymnasium in Warren, Ohio; to be paid \$75.00 from Fund #022; and Division III, Boys Basketball Semi-Final games held on 03/07/2026 at 7:00 PM at WGH Gymnasium in Warren, Ohio; to be paid \$75.00 from Fund #022 (Recommended by R. Shepas, Athletic Director)

m. Employment—Classified Co-curricular 2025-2026 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 R. Shepas, Athletic Director)

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

- (1) Kevin Brown, Code #58.0, Index 5.6, Salary Table B, Assistant Softball Coach, High School, Warren G. Harding High School (Girls), (50% of Contract)
- (2) Jeff Boucher, Code #32.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School (Boys), (100% of Contract)
- (3) Edwin Caffie, Code #112.0, Index 4.0, Salary Table B, Track Coach, Middle Schools, Warren Middle Schools (Boys), (100% of Contract)
- (4) William Drier, Code #32.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School, (Boys), (100% of Contract)
- (5) Ryan Maffitt, Code #32.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School (Boys), (100% of Contract)

- (6) Michelle Schuller, Code #39.0, Index 7.0, Salary Table B, Bowling Coach, High School, Warren G. Harding High School, (Boys), (100% of Contract)
- (7) Imani Taylor, Code #112.0, Index 4.0, Salary Table B, Track Coach, Middle School, Warren Middle Schools (Girls), (100% of Contract)
- (8) Brent Ulicny, Code #32.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School, (Boys), (100% of Contract)
- (9) Xyari Williams, Code #107.0, Index 4.0, Salary Table B, Pilot Girl Flag Football, High School, Warren G. Harding High School (Girls), (50% of Contract)
- (10) Peter Zock, Code #32.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School, (Boys), (100% of contract)

AA _____ PF _____ PL _____ KS _____ JW _____

Board's Recommendations

10b. Public Participation

11. Executive Session (on an as needed basis, under provisions of ORC 121.22)

AA _____ PF _____ PL _____ KS _____ JW _____

12. Reconvened Board Meeting - _____ p.m.

13. Adjournment - _____ p.m.

AA _____ PF _____ PL _____ KS _____ JW _____

SC:imd
03/20/2026