

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – April 21, 2026 – 6:00 p.m.
 McGuffey PK-8 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's 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 biographical information for the following inductees to the Class of 2026:

Korey Gall – WGH 2012:

Korey Gall graduated from the University of Pennsylvania in 2016 with a Bachelor of Arts degree and was named a Benjamin Franklin Scholar, graduating magna cum laude. He is a military intelligence officer currently assigned as an operations officer for the 25th Infantry Division G2, Schofield Barracks, Hawaii. In March 2021, he was commissioned as a Second Lieutenant in the U.S. Army where he now ranks as a Captain. He is a graduate of the Military Intelligence Basic Officer Leader Course and the Military Intelligence Captains Career Course. He currently resides in Mililani, Hawaii.

Patrick McBane – WGH 1980:

Patrick McBane is an accomplished leadership speaker, trainer, and organizational consultant. He is the owner of Life Needs Leadership, LLC, lead trainer and director of Global Initiatives with FSH Consulting Group, and founder and executive director of the nonprofit Marketplace Solutions. Through coaching, consulting, and he has helped leaders and organizations build cohesive cultures, remove constraints, and achieve purpose-driven results across the private, public, and nonprofit sectors in over 13 different countries. The greatest achievements are a life-changing personal faith, a 45-year marriage to Leslie, two daughters, and five grandchildren.

Tom Megalis – WGH 1977:

Tom Megalis is a 1977 graduate of Warren G. Harding High School. An artist, filmmaker, animator, voice actor, and commercial director, Megalis has built a career spanning visual art, television, film, and broadcasting. His work has appeared at international film festivals including Sundance, Hiroshima, Annecy, and the New York Film Festival, and his animations and performances have been featured on Nickelodeon, MTV, FOX, Cartoon Network, Comedy Central, and HBO. He attended Carnegie Mellon University. After earning a BFA in design and completing an independent studio in filmmaking, Megalis became an art director at Ketchum Advertising, working on television commercials that took him around the world. Later, Megalis worked as an illustrator for numerous publications including *Pittsburgh Magazine*, *The Wall Street Journal*, and *Print Magazine*. He has received numerous awards and grants for his films, including support from the Southern Circuit, the Heinz Endowment, a National Endowment for the Arts Fellowship, the Theater Association of Pittsburgh (TAP) Grant, and the Laura Napar Grant.

DeWayne Reed – WGH 1980:

DeWayne Reed is a 1980 graduate of Warren G. Harding High School. He attended Morehouse College in Atlanta, Georgia, where he earned a degree in psychology. While there, he was awarded a National Institute of Health Scholarship which allowed him to work on research projects at Emory University and at The National Institute of Mental Health in Washington, D.C. He has built a successful career in the pharmaceutical and medical device industry working for companies Bristol Myers Squibb, Boston Scientific, Otsuka and AbbVie, where he has held roles in sales, sales leadership training, sales management, project coordination, executive coaching, and mentoring. He also served as the assistant director of UNCF's Lou Rawls Parade of Stars Telethon and the managing director for Soulful Symphony - a Baltimore Based Orchestra. He is the co-founder and president of NobleTrust Consulting, LLC and the JADE Foundation based in Alexandria, Virginia.

Jayni Sech – WGH 1984:

Jayni Sech graduated from Warren G. Harding High School in 1984 and earned a B.A. from Kent State University in 1989. She began her career at the corporate office of Kinko's of Ohio, gaining experience in sales, public relations, and marketing. Today, she is an entrepreneur leading a marketing firm dedicated to the credit union industry, having worked with more than 100 credit unions across 12 states and speaking at conferences nationwide. She also serves as the volunteer State Public Affairs Director for Ohio Employer Support of the Guard and Reserve (ESGR), an office in the Department of War, supporting military members and their employers.

Derick Young – WGH 1998:

Derick Young graduated from Warren G. Harding High School in 1998. Soon after graduating, Derick enlisted in the United States Marine Corps serving 14 years, and being Honorably Retired from wounds received in action at the rank of Staff Sergeant. Derick was awarded the Purple Heart, Combat Action Ribbon, Navy and Marine Corps Achievement Medal, Certificate of Commendation, Meritorious Mast, and numerous Unit and Operational Awards while in service. After retiring from service, he attended Youngstown State University and completed his Bachelor of Science Degree in Criminal Justice, Master of Science, and Master of Social Work degrees, ultimately allowing him the privilege of becoming an adjunct professor with the Criminal Justice Department at YSU. In 2018, he was awarded the Cincinnatus Award from the YSU Veterans Affairs for his continuing work within the veteran community. He is also the director for the Mahoning County Veterans Honor Court and is a commissioner for the Mahoning County Veterans Service Commission. He serves on the Board of Directors for Meridian Healthcare and is an Eagle Scout.

B. McGuffey PK-8 School Presentation

7. Board of Education Committee Reports

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

8. Old Business9. New Business10a. Public Participation (for identified agenda items only)

Treasurer's Recommendations

1. Minutes

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

AA _____ PF _____ PL _____ KS _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the March, 2026 financial statement and short term investments made by the Treasurer during March, 2026, EXHIBIT A, (pp. 33-34) 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	10,279,495.01	2,713,849.87	12,993,344.88
FTD Advances In	-0-	-0-	-0-
FTD Receipts	58,323,071.76	23,358,709.15	81,681,780.91
MTD Expenditures	6,516,238.16	2,977,013.80	9,493,251.96
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	55,719,944.63	32,405,828.98	88,125,773.61
Ending Balance			
March 31, 2026	34,372,367.55	50,608,163.11	84,980,530.66

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

Fund	Amount
001-0000 A10-General Fund	\$ 242,629.07
004-9203 COPS Farmer's	\$.39
006-0000 FS-Food Service	\$ 2,876.13
401 Auxiliary Services	\$ <u>590.13</u>
Total	\$ 246,095.72

AA _____ PF _____ PL _____ KS _____ JW _____

3. Appropriation Budgets

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

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

- a. Funds/S.C.C.: Birth-Kindergarten Entry Comprehensive Literacy Development Grant
Fund #599, S.C.C. #9264
- Amount: \$118,563.25
- Funding: Through the Ohio Department of Education & Workforce
- Period: February 24, 2026 through June 30, 2026
- Exec. Directors: Regina Teutsch, Curriculum & Instruction
Christine Bero, State & Federal Programs
- Purpose: To advance emergent and early literacy achievement of children in the Birth to Kindergarten Entry age-band, setting the stage early to support later reading and writing success.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount (\$)
599	2100	100	9264	Supplem. Fam. Eng. Salaries	8,886.60
599	2100	100	9264	Supplem. Fam. Eng. Benefits	1,444.07
599	2200	100	9264	Supplem. PD Salaries	5,714.40
599	2200	200	9264	Supplem. PD Benefits	928.59
599	2200	400	9264	Purchased Services	101,095.59
599	2500	800	9264	Indirect Costs	<u>494.00</u>
Total:					\$118,563.25

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: Frontline Education,
Frontline Technologies Group LLC
PO Box 780577
Philadelphia, PA 19178
614-427-3827 Ext. 205
EXHIBIT B, (p. 35):
Amount: \$30,433.76
Fund: #001
Period: July 1, 2026 through June 30, 2027.
Treasurer: Karen Sciortino
Purpose: To provide Forecast5 products and services for financial planning and budget management.
- b. Agreement: Frontline Education,
Frontline Technologies Group LLC
PO Box 780577
Philadelphia, PA 19178
614-427-3827 Ext. 205
EXHIBIT C, (pp. 36-39):
Amount: \$22,935.00
Fund: #001
Period: July 1, 2026 through June 30, 2027.
Treasurer: Karen Sciortino
Purpose: To provide centralized platform to manage district employee absences and substitutes.
- c. Agreement: SC Strategic Solutions, LLC (SCSS)
600 Industrial Pkwy
Norwalk, OH 44857
(567) 424-6054
EXHIBIT D, (p. 40):
Amount: \$15,890.00
Fund: Fund #001
Period: June 1, 2026 through May 31, 2027.
Treasurer: Karen Sciortino
Purpose: To provide annual document imaging services, software, maintenance and support for fiscal management and productivity.

AA _____ PF _____ PL _____ KS _____ JW _____

2. Board Policies – Second Reading

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

- 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 _____

3. Ratification of Collective Bargaining Agreement with Central Midwest Regional Council of Carpenters

It is recommended the resolution listed below ratifying the Collective Bargaining Agreement between the Warren City Board of Education and the Central Midwest Regional Council of Carpenters, for the period July 1, 2026 through June 30, 2029, be approved as submitted.

WHEREAS, the Central Midwest Regional Council of Carpenters has advised the Warren City Board of Education that their membership has ratified the Collective Bargaining Agreement for the period July 1, 2026 through June 30, 2029.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the Collective Bargaining Agreement with the Central Midwest Regional Council of Carpenters, EXHIBIT E, (pp. 41-77), be approved.

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

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	
Anthony & Doreen Ghioldi	Willard PK-8 School Monetary Pantry Donation Value: \$50.00	[1]
The River Church (Anne Bacorn)	McGuffey PK-8 School Hygiene & Household Products Donation Value: \$300.00	[2]
Amber Givens-Morrow	McGuffey PK-8 School Clothing Donation Estimated Value: \$300.00	[2]

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

[2] To be used to support the students of McGuffey PK-8 School.

AA _____ PF _____ PL _____ KS _____ JW _____

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

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

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

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

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

<u>Administrator</u>	<u>Position</u>	<u>Expiration Date</u>
<u>Certificated:</u>		
Christine Bero	Executive Director, State & Federal Programs	06/30/2026
Jennifer Cambareri	Principal of School Improvement, C&I	06/30/2026
Nina Elias	Supervisor, Student Recreation and Wellness Center	06/30/2026
Leah Godoy	POD Principal	06/30/2026
James Joseph	POD Principal	06/30/2026
Laura Krcelic	POD Principal	06/30/2026
Sylvia Littleton	Principal of School Improvement, C&I	06/30/2026
Shelley Lowry	Supervisor of Special Education & Related Services	06/30/2026
William Nicholson	Special Projects Administrator	06/30/2026
Vicki Raptis	Senior High Assistant Principal	06/30/2026
Jeanne Reighard	POD Principal	06/30/2026
Holly Seimetz	Senior High Assistant Principal	06/30/2026
Stephanie Tamburro	POD Principal	06/30/2026
Denise Urchek	Supervisor of Special Education & Related Services	06/30/2026
Sonya Washington	POD Principal	06/30/2026
Alisha Williams	POD Principal	06/30/2026

Classified:

Steve Bosel	Supervisor, School Security	06/30/2026
Pearlie Phillips	Assistant Supervisor, Food Service	06/30/2026
Laureen Postlethwait	Supervisor, Food Service	06/30/2026

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:

Classified – 2025 – 2026 School Year:

WEST, Montia \$ 500.00

Certificated – 2025 – 2026 School Year:

CHAFFEE, Zachary	\$ 500.00
CUNNINGHAM, Jada	\$ 500.00
JORNIGAN, Ashley	\$ 500.00
MANZO, Victoria	\$ 440.00
MCCOMB, Elizabeth	\$ 500.00
OSWALD, Jillian	\$ 500.00
SHAW, Laurissa	\$ 500.00

AA _____ PF _____ PL _____ KS _____ JW _____

7. Initiate Procedures Under Ohio Law for the Reemployment of Retired Employee

WHEREAS, the employee listed below is employed as a Supervisor and has expressed an interest and desire of retiring with the State Employee Retirement System effective May 31, 2026 and being rehired in his same position by the Warren City School District Board of Education (the "Board"); and

WHEREAS, the Board is willing to consider reemploying this employee in his same position; and

WHEREAS, Ohio Revised Code § 3307.353 specifically provides that the Board must follow special "public input" procedures prior to rehiring retired employees into the same positions the employees held prior to the date of retirement.

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

SECTION I

The Board hereby authorizes and instructs its Treasurer to make arrangements that the public notice attached hereto and incorporated herein as Exhibit "F" shall be made public at least 60 days prior to The Board of Education taking final action with respect to the following employee:

SHAWN SHIMKO

SECTION II

In accordance with the public notice attached hereto and incorporated herein as Exhibit "F," the public hearing required under Ohio Revised Code Section 3307.353 shall occur on June 9, 2026 at 6:00 p.m.

SECTION III

It is found and determined that all formal actions of this Board concerning or related to the adoption of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

AA _____ PF _____ PL _____ KS _____ JW _____

8. Personnel Recommendations

CERTIFICATED

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

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) Timothy Porter, Athletic Director

Term: July 1, 2026 – June 30, 2028

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 – 52 weeks, 260-day contract, 2026-2027 School Year Step M-01-L16; 2027-2028 School Year Step M-02-L17.

b. Resignation – Certificated

WHEREAS, the employees herein named has requested to be released from their employment contracts 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) Eric Ungaro, Special Education Teacher, resignation, effective the close of the day, 05/29/2026.
- (2) Cheyanne Yoho, Spanish Education Teacher, resignation, effective with the close of the 2025-26 school year. (From Leave of Absence Without Pay or Benefits)

c. Reinstatement – Certificated

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

WHEREAS, past employment performance evaluations have been satisfactory.

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

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

- (1) Kayla Chovan, Intervention Specialist K-12 / Early Childhood Education Teacher, Salary Table A, Step B-02, Limited Contract, effective the beginning and for the duration of the 2026-27 school year (From Leave of Absence Without Pay or Benefits.)
- (2) Lorena Schroeder, Early Childhood Education Teacher, Salary Table A, Step M-18, Limited Contract, effective the beginning and for the duration of the 2026-27 school year (From Leave of Absence Without Pay or Benefits.)

- (3) Shauna Snyder, Early Childhood Education Teacher, Salary Table A, Step M-05, Limited Contract, effective the beginning and for the duration of the 2026-27 school year (From Leave of Absence Without Pay or Benefits.)

d. 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(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) Kaitlynn Cunningham, Visual Art Education Teacher, Salary Table A, B-12, 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.

e. Leave of Absence – Certificated

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

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

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

- (1) Jared Adler, Secondary Education Teacher, Leave of Absence, effective 04/13/2026.
- (2) Kathleen Berlin-Bates, Special Education Teacher, Leave of Absence Without Pay or Benefits, for the beginning and the duration of the 2026-27 school year.
- (3) Lauren Deemer, Early Childhood Education Teacher, Leave of Absence, Without Pay or Benefits, for the beginning and the duration of the 2026-27 school year.
- (4) Vani James, Secondary Education Teacher, Leave of Absence Without Pay or Benefits, for the beginning and the duration of the 2026-27 school year.
- (5) Alexis Rhodes, Early Childhood Education Teacher, Leave of Absence, effective 03/26/2026.
- (6) Douglas Sangregorio, Secondary Education Teacher, Leave of Absence, Without Pay or Benefits, for the beginning and the duration of the 2026-27 school year.
- (7) Lorena Schroeder, Early Childhood Education Teacher, Leave of Absence Without Pay or Benefits, effective 03/24/2026 and for the duration of the 2025-26 school year.
- (8) Jessica Smith, Early Childhood Education Teacher, Leave of Absence Without Pay or Benefits, for the beginning and the duration of the 2026-27 school year.

f. Appointments – Certificated – Hourly Employment (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 approved at the January 20, 2026, Regular Board Meeting, **MOTION NO. 01-2026-34**, Section d., Appointments – Certificated – Hourly Employment (2025-26 School Year), Item No. 6, 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 paid from Fund #516, SCC #9260, **AMEND the not to exceed amount from \$350.00 to \$800.00** as shown below (Recommended by P. Dreher, Executive Director of Special Education)

Brittany Moncrief

- (2) Supplemental contracts for Special Education Case Management services, effective 06/01/2026 through 08/19/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, not to exceed \$1,300.00 each (Recommended by P. Dreher, Executive Director of Special Education)

Melissa Bartholomew
Gregory Lazzari

Susan Stowe

- (3) Supplemental contracts for testing and assessment of Special Education Preschool students, effective 06/01/2026 through 08/19/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, and Fund #516, SCC #9270, not to exceed \$1,600.00 each (Recommended by P. Dreher, Executive Director of Special Education)

Andrea Hochmann – Preschool Itinerant Teacher
Kimberly Armstrong – Speech Language Pathologist

- (4) Supplemental contract for Home Instruction, effective 03/20/2026 through 05/29/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$2,800.00 each (Recommended by P. Dreher, Executive Director of Special Education)

Christie Cathcart
Kathryn Malasky

- (5) Supplemental contracts for ELA Mapping for grades 6-8 and 9-12, effective 03/23/2026 through 06/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #599, SCC #9262 and Fund #599, SCC #9263, not to exceed \$600.00 each (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

Grades 6-8

Charlene Dedo
Gina Hudak
Cara Kalouris
Krysta McCoy

Diana Napolitan
Amber Opperman
Kathleen Wilson

Grades 9-12

Logan Hileman

- (6) Supplemental contracts for the purpose of IEP and ETR monitoring by the Internal Monitoring Team, effective 03/14/2026 through 05/29/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, not to exceed \$550.00 each (Recommended by P. Dreher, Executive Director of Special Education)

Natalie Allison
Kimberly Armstrong
Brittany Barone
Melissa Bartholomew
Jenna Bryant
Greg Lazzari
Laurie Ligouri
Christopher Lowry
Elizabeth McComb
Laura Mastro

Brittany Moncrief
Mesa Morlan
Richard Palumbo
Kristie Pierce
Mikayla Rowbotham
Nicole Ryser
Emily Ward
Corinna Williamson
Morgan Zadroski

- (7) Supplemental contract approved at the **March 24, 2026**, Regular Board Meeting, **MOTION NO. 03-2026-83**, 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 \$650.00 be AMENDED to \$700.00** as indicated below on the following educator (Recommended by P. Dreher, Executive Director of Special Education)

Laurie Liguori

- (8) The following Preschool Coordinator is to be granted up to five (5) additional extended time days at the 2025-26 per diem rate of pay through 06/30/2026, to be paid from Title I-A Fund #572, SCC #9261, ECE Fund #439, SCC #9263, and Fund #001, SCC #0000 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kelly Hutchison

- (9) Supplemental contracts for the purpose of participating in the Willard PK-8 Reading Tiered Fidelity Inventory Workgroup Sessions, effective 04/21/2026 through 04/24/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9261, not to exceed \$100.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kamryn Buckley
Debra Carrino
Zachary Chaffee
Jessica Irwin
Christine Isabella
Brittany Moncrief
Kathryn Myers

Amber Opperman
Tracy Pinter
Brett Pitzulo
Stephanie Porterfield
Corinna Williamson
Kathleen Wilson

- (10) Supplemental contracts for the purpose of the Jefferson PK-8 Grades 6-8 WIN Afterschool Program, as scheduled, effective 04/14/2026 through 05/21/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC 9261, not to exceed \$600.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Diane Gibbons
Zachary Parent

Summer Zipay

- g. Substitute Teacher Appointment(s) (2025-26 School Year) \$150.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule, as needed)

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

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

Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

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

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

<u>Name</u>	<u>Effective Date</u>
Rachel Gannon	03/31/2026

- h. Building Substitute Teacher Appointment(s) (2025-26 School Year) \$175.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

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

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

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

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

These teacher(s) are to remain as building substitutes for the current school year unless notice is provided that they have found full-time positions or request their name(s) be removed as building substitute. These individual(s)

are at will employees and will be assigned as needed and will be paid per the Substitute Teacher Salary Schedule.

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Scott Dotson	03/30/2026	Jefferson PK-8

i. Employment – Certificated (current regular employee) Co-Curricular year (2026-27 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 S. Chiaro, Superintendent/CEO)

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

High School Athletics:

- (1) Daniel Bubon, Code #33.0, Index 30.0, Salary Table B, Basketball – Head Coach, High School, Warren G. Harding High School (Boys), (100% of Contract)

CLASSIFIEDj. **Leave of Absence – Classified**

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

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

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

- (1) Kay’Ron Adams, ED Educational Assistant, Warren G. Harding High School, Salary Table I, effective 04/20/2026.
- (2) Amber Esmail, ED Educational Assistant, Lincoln PK-8 School, Salary Table I, effective 03/20/2026.

k. **Initial Regular Employment – Classified**

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

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

WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Zackery Beachler, 8.0 Hr. Floating Night Janitor, Administration, Salary Table D, effective 02/17/2026. (Completion of 30 day probationary period on 03/30/2026). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Erica Lowery, PK-8 Building Clerk, Jefferson/McGuffey PK-8 Schools, 209 Day (41 Week) contract, Salary Table E, Pay Range I, effective 04/15/2026. (Recommended by S. Chiaro, Superintendent/CEO)
- (3) Jasmine McCartney, MD Educational Assistant, Lincoln PK-8 School, Salary Table I, effective 04/20/2026. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (4) Isaiah Sugick, 8.0 Hr. Floating Night Janitor, Administration, Salary Table D, effective 03/02/2026. (Completion of 30 day probationary period on 04/14/2026). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (5) Rhonda Wildman, 5.5 Hour Bus Driver, Salary Table D, effective 02/09/2026. (Completion of 30 day probationary period, effective 03/23/2026.) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

I. Substitute Employment Additions – Classified

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

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be added to the approved list of substitute personnel. This employment is contingent upon receiving satisfactory results from a mandatory pre-

employment drug test screening required by school policy and the individual(s) named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed. This employment is also conditional until receipt of satisfactory results from a state required police check.

- (1) Mary Horton, Substitute Food Service General Helper, Salary Table G, effective 03/24/2026.
- (2) Christan Johnson, Substitute Night Janitor, Salary Table M, effective 04/16/2026.
- (3) Gregory Santiago, Bus Attendant w/CDL, Salary Table M, effective 03/30/2026.
- (4) Percey Wade, Substitute Night Janitor, Salary Table M, effective 04/02/2026.
- (5) Scott Walker, Bus Attendant w/o CDL, Salary Table M, effective 04/08/2026.

m. Change in Classification – Classified

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

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

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

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

- (1) Christine Laginya, from 6.0 Hr. General Helper, Warren G. Harding High School, Salary Table G, to 7.0 Hr. General Helper, Warren G. Harding High School, Salary Table G, effective 03/23/2026.
- (2) Michelle Meade, Lead Building Secretary, Willard PK-8 School, Salary Table E, Pay Range V, 260-262 day (52 week) contract, to Administrative Assistant to the Office of Human Resources,

Administration, Salary Table K, Exempt Classified Contract, 260 day (52 week) contract, effective 06/01/2026.

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 dates herein specified, such employment is terminated without prejudice toward the person(s) concerned.

- (1) The following student workers be granted supplemental contracts for the purpose of providing culinary services at the Student Recreation and Wellness Center Bistro, effective March 23, 2026, through June 30, 2026, to be paid from Fund #001, SCC 0000, at an hourly rate of \$12.50, not to exceed \$1,250.00 each. (Recommended by J. Lacy, Executive Director of Business Operations)

Lamar Carter
Trevor Lucas
Katrell Golden
Terrence Jefferson
Reina Joe-Vanterpool
London Johnson
Sarah Keen

Ty'Rion Lowery
Tyhra Moore
Kylah Perry
Johnny Royston
Janieya White
Mya Willoughby

- (2) The following individual be granted a supplemental contract for the purpose of Interim School Community Liaison, Jefferson PK-8, Salary Table L, effective March 26, 2026, through June 30, 2026, to be paid from Fund #001, SCC 0000, at an hourly rate of \$22.43, not to exceed \$7,500.00. (Recommended by D. Capers, Associate Superintendent, Student Services, Student Wellness and Success)

Andre Clark

- (3) The following individual be granted a supplemental contract for the purpose of substitute Liaison, Warren G. Harding High School, effective February 01, 2026, through June 30, 2026, to be paid from Fund ALIAS, at an hourly rate of \$21.43, not to exceed \$10,000.00.

(Recommended by D. Capers, Associate Superintendent, Student Services, Student Wellness and Success)

Kim Johnson

- (4) The following individuals be granted supplemental contracts for District Art Show security, effective May 1, 2026, to be paid from Fund #001, SCC #0000, at an hourly rate of \$31.87, not to exceed \$200.00 each.

Alfie Burch

Dennis Lemon

- (5) The following individual be granted three (3) supplemental days for the purpose of Preschool Community Liaison services, Administration, Salary Table L, effective June 9, 2026 through June 30, 2026, to be paid from Title I-A, Fund #572, SCC 9261 and ECE Fund #439, SCC 9263, at their per diem rate, not to exceed \$465.00. (Recommended by C. Bero, Executive Director of State & Federal)

Holly Chambers

- (6) Supplemental Contract for Elizabeth Howard, Ticket Taker 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)
- (7) Supplemental Contract for Holly Kirby, Scorekeeper and Stats 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)
- (8) Supplemental Contract for Dennis Lemon, Security Liaison 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)
- (9) Supplemental Contract for Richard Peterson, Visiting Team Host 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 \$50.00 from Fund #022;

and Boys Basketball Semi-Final games held on 03/07/2026 at 7:00 PM at WGH Gymnasium in Warren, Ohio; to be paid \$50.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

- (10) Supplemental Contract for Kim Johnson Home Team Host 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 \$50.00 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 \$50.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

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
04/17/2026