

AGENDA

Board of Education

Warren City School District

Regular Meeting – October 20, 2026 – 6:00 p.m.

Warren G. Harding, Student Recreation and Wellness Center

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. Manufacturing Ready Update, Jennifer Cambareri, Principal of School Improvement, Curriculum & Instruction

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 Recommendations1. **Minutes**

It is recommended the resolution listed below regarding the September, 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 September 29, 2026

AA _____ PF _____ PL _____ KS _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the September, 2026 financial statement and short term investments made by the Treasurer during September, 2026, EXHIBIT A, (pp. 36-37) 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, 2026	\$32,771,526.91	\$45,435,133.49	\$78,206,660.40
MTD Receipts	9,699,325.38	2,871,751.55	12,571,076.93
FTD Advances In	-0-	-0-	-0-
FTD Receipts	21,082,360.27	10,744,076.71	31,826,436.98
MTD Expenditures	6,538,158.32	3,655,230.60	10,193,388.92
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	18,769,231.65	12,174,760.54	30,943,992.19
Ending Balance			
September, 2026	35,084,655.53	44,004,449.66	79,089,105.19

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

Fund	Amount
001-0000 A10-General Fund	\$ 265,563.23
004-9023 COPS Farmer's	\$ -
006-0000 FS-Food Service	\$ 2,788.95
401 Auxiliary Services	\$ <u>436.25</u>
Total	\$ 268,788.43

AA _____ PF _____ PL _____ KS _____ JW _____

3. 2026-27 Co-curricular Revised Budget and Purpose Statements

It is recommended the resolution listed below establishing 2026-27 Co-curricular Revised 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 2026-27 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>	
Warren G. Harding H.S.		
018-9022	X22AS	Art Lab
200-9022	SA89	Interact Club
200-9022	SASCL	Senior Class
200-9022	SA2	Student Council
200-9022	200-9022	WSCN (Broadcasting)
300-9022	SA225	Boys Track
300-9022	SA3	Dama Club
300-9022	SA221	Key Club
300-9022	SAPOC	Poetry Club
300-9022	SATRNP	Newspaper Club
300-9022	SA322	Speech and Debate
300-9022	SA105	Visions Yearbook

AA _____ PF _____ PL _____ KS _____ JW _____

4. Revised Appropriation Budget

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

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

- | | | |
|----|-----------------|---|
| a. | Funds/S.C.C.: | Birth-Kindergarten Entry Comprehensive Literacy
Development Grant
Fund #599, S.C.C. #9274 |
| | FY2027 Apprn: | \$118,563.25 |
| | Rev. Apprn: | \$209,615.19 |
| | Exec. Director: | Christine Bero, State and Federal Programs |
| | Purpose: | \$91,051.94 increase due to carryover of funds |
| | | |
| b. | Funds/S.C.C.: | Comprehensive Literacy Development Grant, K-12
Fund #599, S.C.C. #9271, 9272, 9273 |
| | FY2027 Apprn: | \$361,973.76 |
| | Rev. Apprn: | \$591,469.19 |
| | Exec. Director: | Christine Bero, State and Federal Programs |
| | Purpose: | \$229,495.43 increase due to carryover of funds |

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 e.) 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: Maxim Healthcare Staffing Services, Inc.
 Ronald Maksim, Business Development Manager
 2 Summit Park Drive Suite 410
 Independence, OH 44131
 216-606-0938
 EXHIBIT B, (pp. 38-48):
 Amount: Not to Exceed \$160,000.00
 Fund: #516, S.C.C. #9270
 Period: August 24, 2026 to May 28, 2027
 Director: Patricia Dreher, Executive Director of Special Education
 Purpose: To provide supplemental healthcare staffing services to
 Warren City Schools students.

- b. Agreement: SMARTS (Students Motivated by the Arts)
 25 E Boardman St.
 Youngstown, OH 44503
 EXHIBIT C, (pp. 49-61):
 Amount: Not to Exceed \$44,127.18
 Fund: #001, #439, #516, #572, #584
 Period: August 1, 2026 – June 30, 2027
 Director: Wendy Hartzell, Chief Academic Officer
 Purpose: To provide students in PK-8 Schools art experiences to
 promote student achievement, inspire self-discovery, and
 impact cultural and academic literacy through fine and
 performing arts.

- c. Agreement: Lucid Data Corporation
 9891 Montgomery Rd. #226
 Cincinnati, OH 45242
 513-248-4999
 EXHIBIT D, (pp. 62-64):
 Amount: Not to Exceed \$5,995.00
 Fund: #001
 Period: November 1, 2026 through October 31, 2027
 Director: Wendy Hartzell, Chief Academic Officer
 Purpose: To provide one, 12-month Cloud-based renewable district-
 wide subscription for PDExpress.

- d. Agreement: Flynn Environmental, Inc.
5640 Whipple Ave NW
North Canton, OH 44720
William McLean
EXHIBIT E, (pp. 65-68):
Amount: Not to Exceed \$38,900.00
Fund: #001
Period: September 24, 2026 through December 31, 2026
Director: William Nicholson, Special Projects Administrator
Purpose: Underground storage tank removal and closure assessment of two 10,000 gallon steel tanks that were used to store gasoline and diesel fuel. The UST removal will be conducted per the requirements of the Ohio State Fire Marshal, Bureau of Underground Storage and Regulations and the Warren Fire Department.
- e. Agreement: Mike Bartos
EXHIBIT F, (pp. 69-70):
Amount: As Per Agreement
Period: January 1, 2027 through December 31, 2028
Director: Timothy Porter, Athletic Director
Purpose: To provide consultant services for the Strength and Conditioning Program for our students and coaching staff.

AA _____ PF _____ PL _____ KS _____ JW _____

2. 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.

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	
St. Teresa of Calcutta Parish	Lincoln PK-8 School Shoes Value: \$500.00	[1]
Bombas Sock Company	Lincoln PK-8 School 750 Pairs of Socks Value: \$5,500.00	[1]
Warren Family Mission	McGuffey PK-8 School Halloween Costumes Value: \$1,750.00	[2]
Second Baptist Church	Jefferson PK-8 School School Supplies Value: \$300.00	[3]
St. Teresa of Calcutta Parish	Jefferson PK-8 School Shoes Value: \$500.00	[3]

The Anderson's Inc.	Jefferson PK-8 School School Supplies Value: \$1,000.00	[3]
Panda Express	McGuffey PK-8 School Coupons for Free Meal Value: \$2,400.00	[2]
Kurt Sauer	Warren G. Harding Monetary Donation to Key Club Value: \$50.00	[4]
Wheatland Tube	Warren City Schools School Supplies Value: \$240.00	[5]
Keirsten Lynch	McGuffey PK-8 School Winter Coats Value: \$400.00	[2]

- [1] To be used to support the students of Lincoln PK-8 School.
 [2] To be used to support the students of McGuffey PK-8 School.
 [3] To be used to support the students of Jefferson PK-8 School.
 [4] To be used to support the students of Warren G. Harding High School.
 [5] To be used to support the students of Warren City Schools.

AA _____ PF _____ PL _____ KS _____ JW _____

3. Adoption of Special Education Model Policies and Procedures

WHEREAS, Ohio Revised Code§ 3323.08 requires each school district to provide assurances to the Ohio Department of Education and Workforce ("DEW") that the District will provide for the education of children with disabilities within its jurisdiction and has in effect policies, procedures, and programs that are consistent with the policies and procedures adopted by DEW; and

WHEREAS, DEW developed a document entitled "Special Education Model Policies and Procedures" ("2025 Model Policies v. 1.0") that a board of education may adopt to fulfill the requirement described in the preceding paragraph; and

WHEREAS, on October 20, 2026 the Warren City School District Board of Education approves this resolution to adopt DEW's 2025 v.1.0 Model Policies.

BE IT RESOLVED, that the Board directs all staff in the District to use and comply with the 2025 v.1.0 Model Policies. The Board further authorizes the Superintendent to notify DEW of the Board's adoption of the modified 2025 v1.0 Model Policies through DEW's monitoring systems by uploading a copy of this Board resolution by November 30, 2026.

BE IT FURTHER RESOLVED, the Board acknowledges that the 2025 v1.0 Model Policies (as modified herein), while comprehensive, do not include every requirement set forth in the IDEA, the regulations implementing IDEA, the Ohio Operating Standards, the Ohio Revised Code, and/or the Ohio Administrative Code, and the Board recognizes its obligation to follow these laws and regulations, as well as applicable caselaw, in the event there is a conflict between their requirements and the Board-adopted 2025 v1.0 Model Policies (as modified herein).

AA _____ PF _____ PL _____ KS _____ JW _____

4. Board Policies – Review

It is recommended the resolution listed below regarding the Review of Board Policies, be approved as submitted.

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

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

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

AA _____ PF _____ PL _____ KS _____ JW _____

5. Board Policies – First Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, First Reading (a. through v.), 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 0145 (New) BYLAWS
FILLING A BOARD VACANCY
- b. Policy 0146 (Revised) BYLAWS
RESIGNATION OR REMOVAL
- c. Policy 1231 (New) ADMINISTRATION
NEW OUTSIDE ACTIVITIES OF STAFF
- d. Policy 2265 (Revised) PROGRAM
PROTECTIONS OF INDIVIDUAL BELIEFS, AFFILIATIONS, IDEALS, OR
PRINCIPLES OF POLITICAL MOVEMENTS AND IDEOLOGY
- e. Policy 2431 (Revised) PROGRAM
INTERSCHOLASTIC ATHLETICS
- f. Policy 2431.07 (New) PROGRAM
EXTRACURRICULAR PARTICIPATION OF NON-ENROLLED PUBLIC HIGH
SCHOOL STUDENTS (STUDENT ATHLETE MOBILITY “SAM ACT”)
- g. Policy 2461 (Rescind) PROGRAM
RECORDING OF DISTRICT MEETINGS INVOLVING STUDENTS AND/OR
PARENTS
- h. Policy 3231 (Revised) PROFESSIONAL STAFF
OUTSIDE ACTIVITIES OF STAFF
- i. Policy 4231 (Revised) CLASSIFIED STAFF
OUTSIDE ACTIVITIES OF EMPLOYEES

- j. Policy 5111.01 (Revised) STUDENTS
HOMELESS STUDENTS
- k. Policy 5224 (New) STUDENTS
YOUTH ORGANIZATION ACCESS
- l. Policy 5330 (Revised) STUDENTS
USE OF MEDICATIONS
- m. Policy 5463 (Revised) STUDENTS
CREDITS FROM STATE-CHARTERED, SPECIAL, AND NONCHARTERED SCHOOLS
- n. Policy 6100 (New) FINANCES
PROPER USE OF PUBLIC FUNDS
- o. Policy 6423 (Revised) FINANCES
USE OF CREDIT CARDS
- p. Policy 7540.10 (New) PROPERTY
New RECORDING AND AI PROCESSING OF COMMUNICATIONS ON SCHOOL PROPERTY AND AT SCHOOL EVENTS
- q. Policy 8120 (Revised) OPERATIONS
VOLUNTEERS
- r. Policy 8310 (Revised) OPERATIONS
PUBLIC RECORDS
- s. Policy 8330 (Revised) OPERATIONS
STUDENT RECORDS
- t. Policy 8470 (New) OPERATIONS
SEX OFFENDER NOTIFICATION
- u. Policy 8500 (Revised) OPERATIONS
FOOD SERVICES
- v. Policy 9700 (Revised) RELATIONS
RELATIONS WITH SPECIAL INTEREST GROUPS

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 – 2026 – 2027 School Year:

STEWART, Erik \$ 500.00

AA _____ PF _____ PL _____ KS _____ JW _____

7. Ohio Department of Education Certification for Ohio Teachers Evaluation System, Ohio Principal Evaluation System, and School Counselors Evaluation System

It is recommended the resolution listed below regarding the Ohio Department of Education Certification for credentialed Ohio Teachers Evaluation System, Ohio Principals Evaluation System and School Counselors Evaluation System 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

Steve Chiaro

OTES 2.0

Christy Pompoco

AA _____ PF _____ PL _____ KS _____ JW _____

8. Personnel Recommendations

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

CERTIFICATED:

a. Certificated – Retirement

WHEREAS, the following employees have taught or received teaching credit qualifying for professional retirement; and

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the retirements are accepted;

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

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

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

- (1) Melanie Hameed, High School English Teacher, Retirement, effective the close of the day, 05/28/2027.
- (2) Bertha Kirksey, Elementary Education Teacher, Retirement, effective the close of the day, 10/16/2026.

b. 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) Gariana Caputo, Special Education Teacher, Leave of Absence, effective 10/15/2026.
- (2) Jacqueline Thomas, Designated Subject K-12 Teacher, Leave of Absence, effective 10/27/2026.
- (3) Sonya Washington, Principal, Leave of Absence, effective 10/21/2026.

c. Certificated Personnel – Individual Salary Schedule Placement Change (for additional training or experience)

WHEREAS, ORC 3317.13 and 3317.14 require compensation of teachers according to an adopted salary schedule with provision for increments based upon training and years of service; and

WHEREAS, the employees herein named have submitted proper verification qualifying for a change of placement on the salary schedule.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3317.14, change of placement on the salary schedule is approved as indicated and shall be so made to be effective retroactive to the beginning of the 2026-27 school year, as indicated.

- (1) Nathaniel Bodnar, Limited Contract, Salary Table A, from B18-05, **TO M-05**, effective the beginning of the 2026-27 school year.
- (2) Karmryn Buckley, Limited Contract, Salary Table A, from B-05, **TO B18-05**, effective the beginning of the 2026-27 school year.
- (3) Jessi Cariglio-Pigg, Limited Contract, Salary Table A, From B-07, **TO M-07**, effective the beginning of the 2026-27 school year.
- (4) Debra Carrino, Limited Contract, Salary Table A, from B18-20, **TO M-20**, effective the beginning of the 2026-27 school year.
- (5) Zachary Chaffee, Limited Contract, Salary Table A, From B-03, **TO B18-03**, effective the beginning of the 2026-27 school year.
- (6) Stephanie Cox, Limited Contract, Salary Table A, from B18-17, **TO M-17**, effective the beginning of the 2026-27 school year.

- (7) Jada Cunningham, Limited Contract, Salary Table A, from B-03, **TO M-03**, effective the beginning of the 2026-27 school year.
- (8) Taylor Dean, Limited Contract, Salary Table A, from B-02, **TO M-02**, effective the beginning of the 2026-27 school year.
- (9) Ashley Folman, Limited Contract, Salary Table A, from B-04, **TO M-04**, effective the beginning of the 2026-27 school year.
- (10) Julie Householder, Limited Contract, Salary Table A, From B18-24 **TO M-24**, effective the beginning of the 2026-27 school year.
- (11) Kimberly Hunter, Continuing Contract, Salary Table A, from M-27, **TO M30-27**, effective the beginning of the 2026-27 school year.
- (12) Ashley Jornigan, Limited Contract, Salary Table A, from B-02, **TO M-02**, effective the beginning of the 2026-27 school year.
- (13) Stacey Lasher, Limited Contract, Salary Table A, from B-12, **TO B18-12**, effective the beginning of the 2026-27 school year.
- (14) Jocelyn McClellan, Limited Contract, Salary Table A, from B-12, **TO M-12**, effective the beginning of the 2026-27 school year.
- (15) Elizabeth McComb, Limited Contract, Salary Table A, from B-16, **TO M-16**, effective the beginning of the 2026-27 school year.
- (16) Rachel Mistovich, Limited Contract, Salary Table A, from B-11, **TO M-11**, effective the beginning of the 2026-27 school year.
- (17) Brittany Moncrief, Limited Contract, Salary Table A, from B-11, **TO B18-11**, effective the beginning of the 2026-27 school year.
- (18) Brittany Nicolaou-Harrington, Limited Contract, Salary Table A, from B18-08, **TO M-08**, effective the beginning of the 2026-27 school year.
- (19) Laurissa Shaw, Limited Contract, Salary Table A, from B-12, **TO M-12**, effective the beginning of the 2026-27 school year.
- (20) Matthew Sheely, Limited Contract, Salary Table A, from B-04, **TO M-04**, effective the beginning of the 2026-27 school year.

d. Certificated Personnel – Grant Continuing Contracts

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

WHEREAS, past employment performance evaluations have been satisfactory.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.11, such employees shall be directed and assigned.

BE IT FURTHER RESOLVED that the following-named members of the certificated staff, who have met all the necessary requirements for a Continuing Contract, be granted such contract to become effective the beginning of the day, October 21, 2026.

- (1) Debra Carrino, Salary Table A, Step M-20, Continuing Contract, to be effective the beginning of the day, October 21, 2026.
- (2) Stephanie Cox, Salary Table A, Step M-17, Continuing Contract, to be effective the beginning of the day, October 21, 2026.
- (3) Julie Householder, Salary Table A, Step M-24, Continuing Contract to be effective the beginning of the day, October 21, 2026.
- (4) Elizabeth McComb, Salary Table A, Step M-16, Continuing Contract to be effective the beginning of the day, October 21, 2026.
- (5) Laurissa Shaw, Salary Table A, Step M-12, Continuing Contract to be effective the beginning of the day, October 21, 2026.

e. Appointments – Certificated – Hourly Employment (2026-27 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 Jefferson PK-8 Building Leadership Team (BLT), and attending monthly meetings, as scheduled, effective 09/14/2026 through 06/30/2027, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9271, not to exceed \$371.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Nicole Hilas

Erika Prater

- (2) Supplemental contract for participating in Implementing SEL in the Classroom, effective 09/10/2026 through 02/26/2027, \$31.87 per an hour, on an as needed basis, to be paid from Title IV-A Fund #584, SCC #9274, not to exceed \$450.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Willard PK-8:

Jace Anders

- (3) Supplemental contracts approved at the **September 29, 2026**, Regular Board Meeting, **MOTION NO. 09-2026-190**, Section d., Appointments – Certificated – Hourly Employment (2026-27 School Year), Item no. 22, for the Step Up to Quality (SUTQ) Work Session, effective 10/12/2026 **AMEND date to 10/26/2026**, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9271, IDEA ECSE Fund #587, SCC #9270, and OPP Fund #439, SCC #9273, not to exceed \$100.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

PK Teachers

Brittany Barone

Skyler Bell

Brandi DeJean

Andrea Drotar

Brandi Gazso

Stephanie Gilligan

Gabrielle Hernandez

Genna Lapolla

Zachary McKenzie

Leslie Readman

Denise Roberts

Shauna Snyder

Alayna Tyler

Cara Venetti

PK Coordinator

Kelly Hutchison

- (4) Supplemental contracts for Fitness Class instructors at the Student Recreation and Wellness Center, effective 09/09/2026 through 05/30/2027, \$31.87 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$1,250.00 each (Recommended by N. Elias, Supervisor of the Student Recreation and Wellness Center)

Logan Hileman

Cara Meadows

- (5) Supplemental contract for the Pilot Drone Coach, (Boys/Girls), Warren G. Harding High School for the 2026-27 school year, \$1,326.00 (Index 3.0) to be paid from Fund #001, SCC #0000 (Recommended by W. Hartzell, Chief Academic Officer)

Lori Orr

- (6) Supplemental contracts for participating on the following Building Attendance/Climate Committee Teams and attending meetings, as scheduled, effective 10/02/2026 through 05/28/2027, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9271, not to exceed \$255.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8

Erika Prater
Alexis Rhodes
Sonya Williams
Eleanna Vlahos-Hall

Lincoln PK-8

Anthony Davis
Trisha DiCesare
Joey Koval

- (7) Supplemental contracts for participating on the Willard PK-8 Building Leadership Team (BLT), and attending monthly meetings, as scheduled, effective 11/16/2026 through 06/30/2027, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9271, not to exceed \$337.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Andrea Freed
Cara Meadows

Kristen Skinner

- (8) Supplemental contract for the purpose of providing afterschool tutoring for students at the Trumbull County Children Services Board (CSB), as scheduled, effective 10/08/2026 through 05/13/2027, \$31.87 per an hour, on an as needed basis, to be paid from Title I Neglected Fund #572, SCC #9275, not to exceed \$4,000.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Michelle Bayma

- (9) Supplemental contract for the Pilot Indoor Track Meet Manager, (Boys/Girls), held at the Warren G. Harding Student Recreation and Wellness Center, effective 01/04/2027 through 05/28/2027, to be paid from Fund #001, SCC #0000, not to exceed \$3,094.00 (Recommended by T. Porter, Athletic Director)

Charles Penny

- f. Building Substitute Teacher Appointment(s) (2026-27 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>
Dino Haidaris	08/20/2026	Harding

- g. Substitute Teacher Appointment(s) (2026-27 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>
Michelle Hetmanski	09/28/2026
Gabrielle Chrestay	10/13/2026

- h. 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, upon the recommendation the following persons employed for coaching positions be approved, pending fulfillment of all state and district requirements including receipt of an active Pupil Activity Permit issued by the State Board of Education.

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 T. Porter, Athletic Director)

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

High School Athletics:

- (1) Brennen Baker – Basketball – Assistant Coach (Girls) – Code #36.0, Index 16.0, High School, Warren G. Harding, Salary Table B, 85% of Contract
- (2) Bernard Bohla - Basketball – Assistant Coach (Girls) – Code #36.0, Index 16.0, High School, Warren G. Harding, Salary Table B, 100% of Contract
- (3) Gariana Caputo - Indoor Track – Assistant (Girls) – Code #52.0, Index 3.5, High School, Warren G. Harding, Salary Table B, 100% of Contract
- (4) Gariana Caputo – Basketball – Head Coach (Girls-9th) – Code #38.0, Index 16.0, High School, Warren G. Harding, Salary Table B, 50% of Contract
- (5) Charles Penny – Indoor Track – Head Coach (Girls) – Code #51.0, Index 7.0, High School, Warren G. Harding, Salary Table B, 100% of Contract
- (6) Charles Penny – Indoor Track – Head Coach (Boys) – Code #50.0, Index 7.0, High School, Warren G. Harding, Salary Table B, 100% of Contract
- (7) Janell Richardson – Indoor Track – Assistant (Girls) – Code #52.0, Index 3.5, High School, Warren G. Harding, Salary Table B, 100% of Contract
- (8) Matthew Sheely – Basketball – Assistant Coach (Girls) – Code #36.0, Index 16.0, High School, Warren G. Harding, Salary Table B, 45% of Contract
- (9) Stephanie Shimko – Indoor Track – Assistant (Girls) – Code #52.0, Index 3.5, High School, Warren G. Harding, Salary Table B, 100% of Contract

- (10) Andrew Starr - Basketball – Assistant Coach (Boys) – Code #35.0, Index 16.0, High School, Warren G. Harding, Salary Table B, 100% of Contract

CLASSIFIED:

i. 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 date indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, the retirements 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 the retirements are accepted with regret, but with the best wishes and sincere appreciation.

- (1) John Billy, Day Fireman, retirement, effective the close of the day, 12/31/2026.
- (2) Karen Massari, Secretary 1 - Maintenance, retirement, effective the close of the day, 12/31/2026.
- (3) William Armistead, Ground Crew, effective the close of the day, 12/31/2026.

j. 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, the 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 commends the public service rendered, commitment to young people, and loyalty to the schools and community; and

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

- (1) Monica Freeman, Educational Assistant, resignation, effective the close of the day, 10/02/2026.
- (2) Candace Kniceley, Night Janitor, resignation, effective the close of the day, 10/19/2026

k. Leave of Absence – Classified

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

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

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

- (1) Sharanita Brogdon, 21st Century Project Manager, Leave of Absence, effective 10/01/2026.
- (2) Jasmine McCartney, Educational Assistant, Leave of Absence, effective 10/06/2026.
- (3) Karina Reger, 5.5 Hour Bus Driver, Leave of Absence, effective 09/14/2026.
- (4) Lavonda Crawley, PK-8 Manager-Food Service, Leave of Absence, effective 09/09/2026

l. 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 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 employees shall be directed and assigned. (Recommended by P. Dreher, Executive Director of Special Education and Related Services)

- (1) Elexis Moore, Educational Assistant, Willard PK-8 Building, 194 Day (38 Week) contract, Salary Table I, effective 10/12/2026.
- (2) TaNazia Franklin, 5.5 Hour Bus Driver, Transportation, 261 Day (52 Week) contract, Salary Table D, effective 10/07/2026.

m Employment – Classified – Crossing Guards, Noon Hour Aides 2026-2027 School Year

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

NOW, THEREFORE, BE IT RESOLVED that the following person be employed for a period of not more than one school year; and

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

- (1) Crossing Guard, effective the beginning of the 2026-2027 school year. Employment is on an as-needed basis, funding is from the Public School Support Fund #018 and General Fund #001, Salary Table M:

Jessica Hampton

n. Classified Substitute Classified Appointment(s) 2026-2027 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.

Substitute Food Service

Takiedra Evans
Debra Wilson
Shameika Mitchell
Makaila Powell

Substitute Maintenance

D'Anthone Dennis

o. **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) Supplemental contract for the purpose of part-time academic Liaison, Warren G. Harding High School effective 08/21/2026 through 05/28/2027, to be paid from Fund #572, SCC #9274, and Fund #516, SCC #9270, at an hourly rate of \$22.79 per an hour not to exceed 760 hours. (Recommended by J. Ulicny, Principal, Warren G. Harding High School)

Kim Johnson

- (2) Supplemental contract for the WCSN team for the purpose of providing coverage at school events throughout the 2026-2027 school year, \$31.87 per an hour, on an as needed basis, to be paid from Fund #507, SCC #9230, not to exceed \$7,500.00. (Recommended by S. Chiaro, Superintendent/CEO)

Dobry Dupont

- (3) Supplemental contracts for student workers for the purpose of providing culinary services at the Student Recreation and Wellness Center Bistro, effective 09/21/2026 through 06/30/2027, \$14.00 per an hour, on an as needed basis, to be paid from General Fund #001, SCC #0000, not to exceed \$1,250.00 each. (Recommended by J. Lacy, Executive Director of Business Operations)

Aderriana Allen
 Qua'Shawnna Brown-Johnson
 Janice Butts
 Abigail Campbell
 Lamar Carter
 Katelynn Casterline
 Gracie Deuley

Luca Dennis
 Aleeah Holbrook
 Kylah Perry
 Khamarea Davis
 Ashley Schneider
 Hannah Woods

- (4) Supplemental contracts for the purpose of participating on the Lincoln PK-8 Building Attendance/Climate Committee Team and attending meetings, as scheduled, effective 10/06/2026 through 05/28/2027, at their hourly rate, to be paid from Title I-A Fund #572, SCC #9271, not to exceed \$195.00 each. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Angelena Baskins
 Dante Campbell

- (5) Supplemental contract for the purpose of attending Ages & Stages (ASQ) Training on 10/06/2026, at their hourly rate, to be paid from Title I-A Fund #572, SCC #9271 and Title II-A Fund #590, SCC #9272, not to exceed \$80.00.

PK Aide

Rebecca Gallatin

- (6) The following game workers below will be paid the rate listed according to the event/assignment to work Athletic Events at either the Middle and/or High School between 1 and 4.5 hours (depending on single/double/triple event) for any game and/or event, which meets state minimum wage requirements, to be paid from Athletic Fund #300 or Fund #014 (Recommended by T. Porter, Athletic Director)

Game Worker

Tanazia Franklin

\$14.00/hour

p. Employment—Classified Co-curricular 2026-2027 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 Timothy Porter, Athletic Director)

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

High School Athletics:

- (1) Michael Davidson – Swimming – Head Coach (Boys) – Code #59.0, Index 11.2, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)
- (2) Michael Davidson – Swimming – Head Coach (Girls) – Code #60.0, Index 11.2, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)
- (3) Ty Fowler – Swimming – Assistant Coach (Boys) – Code #61.0, Index 5.6, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)
- (4) Ty Fowler – Swimming – Assistant Coach (Girls) – Code #62.0, Index 5.6, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)
- (5) Kim Johnson – Basketball – Assistant Coach (Boys) – Code #35.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)

- (6) Lee Manios – Basketball – Assistant Coach (Boys) – Code #35.0, Index 16.0, Salary Table B, High School – Warren G Harding High School, (80% of Contract)
- (7) Maureen Penny – Indoor Track Assistant – Code #52.0, Index 3.5, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)
- (8) Indea Phillips – Basketball – Assistant Coach (Girls) – Code #36.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, (85% of Contract)
- (9) Michelle Schuller – Bowling (Girls) – Code #40.0, Index 7.0, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)
- (10) Rashawn Shannon – Basketball – Head Coach (Boys-9th) – Code #37.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)
- (11) Daniel Stella – Basketball – Assistant Coach (Boys) – Code #35.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)
- (12) Brent Ulicny – Baseball – Head Coach (Boys) – Code #31.0, Index, 11.2, Salary Table B, High School – Warren G. Harding High School (100% of Contract)

K-8 Athletics:

- (13) X Paris Bruner – Basketball – Head Coach (Boys - 8th) Gold – Code #101.1, Index 8.0, Salary Table B, McGuffey Middle School, (100% of Contract)
- (14) Andre Clarke – Basketball – Head Coach (Boys - 8th) White – Code #101.0, Index 8.0, Salary Table B, Willard Middle School, (100% of Contract)
- (15) Ty Fowler – Swim Coach (Boys & Girls) – Code #111.0, Index 8.0, Salary Table B, Warren Middle Schools, (100% of Contract)
- (16) Jelani Franklin – Basketball – Head Coach (Boys - 7th) White – Code #100.0, Index 8.0, Salary Table B, Willard Middle School, (100% of Contract)

- (17) Diamond Phillips – Basketball – Head Coach (Girls - 7th) White – Code #102.0, Index 8.0, Salary Table B, Warren Middle Schools, (100% of Contract)
- (18) Diamond Phillips – Basketball – Head Coach (Girls - 8th) White – Code #103.0, Index 8.0, Salary Table B, Warren Middle Schools, (100% of Contract)
- (19) Mason Prosser – Swim Coach (Boys & Girls) – Code #111.0, Index 8.0, Salary Table B, Warren Middle Schools, (100% of Contract)
- (20) Nuri Reed – Basketball – Head Coach (Girls - 7th) White – Code #102.0, Index 8.0, Salary Table B, Warren Middle Schools, (100% of Contract)
- (21) Tim Wade – Basketball – Head Coach (Boys - 7th) Gold – Code #100.0, Index 8.0, Salary Table B, McGuffey Middle School, (100% of Contract)

q. 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. (Recommended by S. Chiaro, Superintendent/CEO).

- (1) Kimberly Knupp, Extra Clerk Typist, Salary Table M, TO Secretary II - Student Services, Administration, Salary Table E, Pay Range V, 261 day (52 week) contract, effective 09/27/2026. (Recommended by S. Chiaro, Superintendent/CEO).

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
10/20/2026