AGENDA
Board of Education
Warren City School District
Regular Meeting – November 9, 2026 – 5:30 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. Enrollment and Attendance Update – Dante Capers – Associate Superintendent of Student Services, Student Wellness and Success

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

8. Old Business

9. New Business

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

Treasurer's Recommendations

1. Minutes

It is recommended the resolution listed below regarding the October, 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 October 20, 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 28-29) be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
Beginning Balance July 1, 2026	$32,771,526.91	$45,435,133.49	$78,206,660.40
MTD Receipts	5,032,725.63	2,358,525.03	7,391,250.66
FTD Advances In	-0-	-0-	-0-
FTD Receipts	26,337,445.46	12,880,242.18	39,217,687.64
MTD Expenditures	6,278,557.76	4,069,401.12	10,347,958.88
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	25,242,352.68	16,049,598.39	41,291,951.07
Ending Balance October 31, 2026	33,866,619.69	42,265,777.28	76,132,396.97

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

Fund		Amount
001-0000 A10-General Fund	$	167,124.25
AP/PR	$	0.02
006-0000 FS-Food Service	$	901.40
401 Auxiliary Services	$	238.43
Total	$	168,264.10

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:

Fund/S.C.C.	Activity Code/Name	
	Warren G. Harding H.S.	
300-9022	SA226	Baseball

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 g.) 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: C Charity Consulting, Inc.
4021 Jacobs Rd.
Hubbard, OH 44425
EXHIBIT B, (pp. 30-33):
Amount: Not to Exceed $18,000.00
Fund: #509, S.C.C. #9278 / #9279
Period: July 1, 2026-June 30, 2027
Program Mgr: Sharanita Brogdon, 21st Century Program Manager
Purpose: To provide required evaluation service for the 21st CCLD Grant 2026-27 for 21st CCLN North and 21st CCLC South.

b. Agreement: DBT STEPS
857 Eastland Ave SE
Warren, OH 44484
Nikita Warfield-Owens
EXHIBIT C, (pp. 34-35):
Amount: Not to Exceed $450.00
Fund: #509, S.C.C. #9279
Period: July 1, 2026 – June 30, 2027
Program Mgr: Sharanita Brogdon, 21st Century Program Manager
Purpose: To equip students with practical skills to manage emotions, cope with stress, resolve conflicts, and build positive relationships. Through interactive, structured afterschool sessions, students will strengthen emotional regulation, resilience, communication, and decision-making skills to support their social-emotional well-being, positive behavior, and academic success.

c. Agreement: Creative Crochet
1200 Hayes Ave S W
Warren, OH 44483
Clareice Johnson
EXHIBIT D, (p. 36):
Amount: Not to Exceed $900.00
Fund: #509, S.C.C. #9279
Period: July 1, 2026 – June 30, 2027
Program Mgr: Sharanita Brogdon, 21st Century Program Manager
Purpose: To provide students with hands-on instruction in crochet crafts that encourages creativity, develops fine motor skills, strengthens patience and problem-solving abilities, and promotes self-expression. Through guided projects, students will build practical crafting skills while fostering focus, confidence, and a sense of accomplishment in a supportive afterschool environment.

d. Agreement: Sign Language
3029 Parkman Rd NW
Warren, OH 44485
Bradley Gamlin
EXHIBIT E, (p. 37):
Amount: Not to Exceed $500.00
Fund: #509, S.C.C. #9279
Period: July 1, 2026 – June 30, 2027
Program Mgr: Sharanita Brogdon, 21st Century Program Manager
Purpose: To introduce students to basic sign language skills while fostering communication, cultural awareness, and appreciation for the Deaf community. Through interactive, engaging lessons, students will learn the ASL alphabet, fingerspelling, and basic conversational skills while exploring Deaf history and culture. The program promotes inclusivity, strengthens communication skills, and encourages students to appreciate diversity and develop valuable skills for future academic and career opportunities.

e. Agreement: STEM Is Us 2.0 (Condo Design/Model City)
5304 Nashua Dr.
Youngstown, OH 44515
Sherri Lovelace-Cameron
EXHIBIT F, (pp. 38-41):
Amount: Not to Exceed $935.00
Fund: #509, S.C.C. #9279
Period: July 1, 2026 – June 30, 2027
Program Mgr: Sharanita Brogdon, 21st Century Program Manager
Purpose: To encourage students in hands-on, project-based learning that strengthens their STEM skills through the application of mathematics, creativity, problem-solving, and collaboration. Students will explore real-world concepts such as budgeting, cost estimation, measurement, area, and perimeter while designing individual condos and working together to create a model neighborhood. The program also introduces students to STEM-related careers and helps develop critical thinking, communication, and teamwork skills.

f. Agreement: Walk in Your Purpose with Confidence & Style
4217 Rush Blvd.
Warren, OH 44483
Latoya Littles
EXHIBIT G, (pp. 42-46):
Amount: Not to Exceed $600.00
Fund: #509, S.C.C. #9279
Period: July 1, 2026 – June 30, 2027
Program Mgr: Sharanita Brogdon, 21st Century Program Manager
Purpose: To empower girls in grades 6-8 by fostering self-confidence, positive self-identity, leadership, and personal growth. Through engaging, age-appropriate activities, participants will explore their strengths, talents, and values, develop communication and goal-setting skills, and learn strategies to navigate peer pressure and self-doubt. The program encourages students to recognize their potential, build a positive vision for their future, and become confident, purpose-driven young leaders.

g.	Agreement:	Thrive Counseling LLC 1705 Woodland St. NE Warren, OH 44483 Angel Pixley, Owner EXHIBIT H, (pp.47-49):
	Amount:	Not to Exceed $31,000.00
	Fund:	#001, S.C.C. #9180
	Period:	August 1, 2026 – May 31, 2027
	Director:	Dante Capers, Associate Superintendent
	Purpose:	To provide substance use intervention counseling and cessation programming for students within the Warren City Schools. This would cover intervention costs not assumed by insurance or Medicaid reimbursement.

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	
United Way of Trumbull County	McGuffey PK-8 School Food and Hygiene Value: $960.94	[1]
Hanna Shaffer	McGuffey PK-8 School Clothing Value: $100.00	[1]
Larry and Jeanie Richards	Warren City Schools Robotics Team Chair Value: $250.00	[2]
Life Church	Willard PK-8 School Clothing and Hygiene Products Value: $2,000.00	[3]
Operation Warm, Inc.	Willard PK-8 School Winter Jackets and Shoes Value: $24,000.00	[3]

Kuchta Farms	Lincoln PK-8 School Pumpkins and Corn Stalks Value: $170.00	[4]
HD Growth Partners	Lincoln PK-8 School School Supplies Value: $325.00	[4]
Kathy Wilster	Lincoln PK-8 School Monetary Donation Value: $100.00	[4]
O.N.E. (Ongoing Neighborhood Empowerment)	Warren G. Harding Girls Clothing Value: $140.00	[5]

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

AA _____ PF _____ PL _____ KS _____ JW _____

3. Board Policies – Second Reading

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

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 _____

4. Tuition Reimbursement

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

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

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

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

Certificated – 2026 – 2027 School Year:

LASHER, Stacey $ 500.00

AA _____ PF _____ PL _____ KS _____ JW _____

5. RESOLUTION DECLARING TRANPORTATION IMPRACTICAL

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

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

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

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

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

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

Section 1: After fully and carefully considering each of the factors listed above, the Board hereby declares that it is impractical to transport the student(s) in Exhibit I, (p. 50) for the 2026 – 2027 school year, and further hereby offers the parent(s)/guardian(s) payment-in-lieu of transportation. The reasons for the decision include a combination of the cost of transporting the students and disruption to the current transportation schedule in terms of equipment, routing and scheduling personnel, the number of students being transported, as well as time and distance required to provide the transportation, whether other types of reimbursement are available, and whether similar or equivalent service is provided to other pupils eligible for transportation.

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

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

its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Ohio Revised Code Section 121.22.

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

AA _____ PF _____ PL _____ KS _____ JW _____

6. Personnel Recommendations

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

a. Certificated – Retirement

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

WHEREAS, the employee has requested to be released from all contracts of employment by way of retirement at the effective 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 retirement be accepted with regret, but with best wishes and sincere appreciation.

(1) Daniel Stark, Elementary Education, Retirement, effective the close of the day, 10/30/2026.

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) Frank Caputo, Secondary Education Teacher, Leave of Absence, effective 10/16/2026.

(2) Anthony Elias, Secondary Education Teacher, Leave of Absence, effective 10/29/2026.

(3) Nina Elias, Supervisor of the Student Recreation and Wellness Center, Leave of Absence, effective 10/29/2026.

(4) Nicole Garchar, Art Education Teacher, Leave of Absence Without Pay or Benefits, effective 10/29/2026 and for the remainder of the semester, 01/15/2027.

c. 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 contract for the purpose of IEP and ETR monitoring by the Internal Monitoring Team, effective 09/08/2026 through 01/15/2027, $31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9270, not to exceed $550.00 (Recommended by P. Dreher, Executive Director of Special Education)

Richard Palumbo

(2) Supplemental contract for 21st Century Community Learning Afterschool Program, for grades 6-8, effective 09/01/2026 through 06/30/2027, $31.87 per an hour, on an as needed basis, to be paid from 21st CCLC Fund #509, SCC #9279, not to exceed $12,000.00 (Recommended by D. Capers, Associate Superintendent of Student Services, Student Wellness, & Success)

Andrea Freed

(3) Supplemental contract for the Pilot History Club, 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 S. Chiaro, Superintendent/CEO)

Jared Adler

(4) Supplemental contract for the purpose of attending Step Up to Quality (SUTQ) Work Session on 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 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Brianna Markovich

(5) Supplemental contracts for participating on the Industry-Recognized Credential (IRC) Transition Team and attending meetings, as scheduled, effective 11/02/2026 through 06/30/2027, $31.87 per an hour, on an as needed basis, to be paid from Title IV-A Fund #584, SCC #9274, not to exceed $480.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Melissa Bartholomew
Donald Cheffo
Erin Kampf-Melillo
Gregory Lazzari
Eugene Mach
Robert Middleton
Susan Mizik
Christopher Penezich
Michele Senediak
Thomas Sullivan
Stacey Woods
Maria Zinger

d. <u>Building Substitute Teacher Appointment(s) (2026-27 School Year) $175.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule</u>

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

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

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

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

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

Name(s)	**Effective Date**	**Building**
Toni Donaldson	11/02/2026	McGuffey PK-8

e. 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.

Name	**Effective Date**
Veral Adair	11/03/2026

f. 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 PK-8 Campus Leader)

(The payment of supplemental contracts listed below are subject to proration at the discretion of the Superintendent.)
K-8 Advisors & Clubs:

(1) Supplemental contract approved at the **September 29, 2026**, Regular Board Meeting, **MOTION NO. 09-2026-190**, Section g. Employment Certificated (current regular employee) Co-Curricular year) (2026-27 school year), K-8 Advisors & Clubs, **Science Club Advisor** – Code #95, Index, 3.0, Salary Table B. be **AMENDED** as follows:

Annette Constantino	Willard PK-8	100% of Contract **TO 50 % of Contract**
Nina Vaughn	Willard PK-8	50% of Contract

(2) Junior National Honor Society Advisor – Code #93.0, Index 3.0, Salary Table B.

Cara Meadows Willard PK-8 100% of Contract

Classified:

g. 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. (Recommended by P. Dreher, Executive Director of Special Education and Related Services)

(1) Christian Tsikouris, Educational Assistant, Lincoln PK-8 School, (prorate), Salary Table I, effective 11/02/2026.

h. 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) Claire-Elise Williams-Golidy, Secretary II - Student Services, Salary Table E Pay Range V, 261 day (52 week), TO Secretary B – Executive Director, Special Education, Salary Table E, Pay Range V, 261 day (52 week) effective 10/12/2026.

(2) Jacquelyn Korecki, Cook Helper, Salary Table G, TO PK-8 Cook, Salary Table G, effective 11/02/2026.

(3) Jamey May, Cook Helper, Salary Table G, TO PK-8 Manager, Salary Table G, effective 11/02/2026

i. 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 Maintenance	**Substitute Bus Attendant w/o CDL**
Kathy A. Butcher	Crystal M. Gray
Catherine Caroline	
Kayla Claar	

j. Classified Temporary Employment

WHEREAS, a temporary, limited, on-demand need exists for the services to be rendered by the person 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 student worker 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. (Recommended by J. Lacy, Executive Director of Business Operations)

Leora Sims

k. 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 Campus Leaders)

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

(1) Susan Harcarik – Bowling (Boys) - Code #39.0, Index 7.0, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)

(2) Michael Phillips – Basketball – Assistant Coach (Boys) – Code #35.0, Index 16.0 – Salary Table B, High School – Warren G. Harding High School, (20% of Contract)

(3) Daniel Horacek – Basketball – Assistant Coach (Girls) – Code #36.0, Index 16.0 – Salary Table B, High School – Warren G. Harding High School, (85% of Contract)

(4) Joe'L Moss – Basketball – Head Coach (Girls 9th) – Code #38.0, Index 16.0 – Salary Table B – High School – Warren G. Harding High School (50% of Contract)

AA _____ PF _____ PL _____ KS _____ JW _____

Board's Recommendations

10b. Public Participation

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

AA _____ PF _____ PL _____ KS _____ JW _____

12. Reconvened Board Meeting - _____ p.m.

13. Adjournment - _____. p.m

AA _____ PF _____ PL _____ KS _____ JW _____

SC:lmd
11/09/2026