

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – December 9, 2025 – 5:30 p.m.
 Administration Building, Harriet T. Upton Room
 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, Mrs. Patterson, Mr. Walker

3. Executive Session - Under provisions of ORC 121.22(G) the Warren City School District Board of Education recess to Executive Session to review negotiations and bargaining sessions with public employees concerning compensation or other terms and conditions of employment.

4. Communications

5. Adoption of Agenda
 AA _____ PF _____ PL _____ RP _____ JW _____

6. Treasurer's Report
 A.

7. Superintendent Report
 A.

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

9. Old Business

10. New Business

- 11a. Public Participation (for identified agenda items only)

Treasurer's Recommendations

1. Minutes

It is recommended the resolution listed below regarding the November, 2025 Board Minutes be approved as submitted.

BE IT RESOLVED, under the provisions of ORC 3313.26, the reading of the minutes of the following Board Meetings be waived and the minutes be approved:

Regular Meeting held November 11, 2025

AA _____ PF _____ PL _____ RP _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the November, 2025 financial statement and short term investments made by the Treasurer during November, 2025, EXHIBIT A, (41-42) 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	5,738,259.49	2,194,895.02	7,933,154.51
FTD Advances In	-0-	-0-	-0-
FTD Receipts	32,176,663.76	12,189,258.68	44,365,922.44
MTD Expenditures	6,198,358.52	5,273,621.00	11,471,979.52
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	31,515,313.38	18,737,398.35	50,252,711.73
Ending Balance			
November 30, 2025	32,430,590.80	53,107,143.27	85,537,734.07

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

Fund	Amount
001-0000 A10-General Fund	\$ 195,227.42
004-9203 COPS Farmer's	\$ 15.69
006-0000 FS-Food Service	\$ 1,155.85
401 Auxiliary Services	\$ <u>90.77</u>
Total	\$ 196,489.73

AA _____ PF _____ PL _____ RP _____ JW _____

3. 2025-26 Co-curricular Budget and Purpose Statements

It is recommended the resolution listed below establishing 2025-26 Co-curricular Budget and Purpose Statements be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the purpose statements and budgets (on file in the Treasurer's Office) for the following 2025-26 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>
Warren G. Harding H.S.	
018-9022	WGH Arts
018-9022	XXPANR Raiders Pantry
200-9022	SA100 WSCN
300-9022	SA105 Visions- Yearbook
300-9022	SAPB22 Quiz Bowl

AA _____ PF _____ PL _____ RP _____ JW _____

4. Depository Agreements

It is recommended the resolution listed below entering into Agreements for Deposit of Public Moneys (a.) be approved as submitted.

WHEREAS, boards of education are obligated to comply with provisions concerning the deposit of public money as set forth in the Uniform Depository Act and ORC 135.01 - 135.21; and

WHEREAS, applications have been received from the following financial institutions to become depository banks of active, interim, and inactive fund deposits of the Warren City School District for the period of December 23, 2025, through December 22, 2030; and

WHEREAS, each financial institution has now delivered to said Board a copy of their most recent financial statement, an Application for Deposit of Public Moneys, and an Agreement for Deposit of Public Moneys.

NOW, THEREFORE, BE IT RESOLVED that the Board enter into Agreements for Deposit of Public Moneys with the following financial institutions:

- a. Farmers National Bank
Canfield, OH
EXHIBIT B, (pp. 43-47)

AA _____ PF _____ PL _____ RP _____ JW _____

5. Alternative Tax Budget Information

It is recommended the resolution listed below for the Alternative Tax Budget Information be approved as submitted.

WHEREAS, school districts must adopt the Alternative Tax Budget Information for the coming fiscal year by January 15; and

WHEREAS, such information is more of an administrative exercise than of revenue-generating significance, in that the "January budget" is commonly referred to as the "asking for" budget (vs. the July appropriations measure which actually deals with expected funds).

NOW, THEREFORE, BE IT RESOLVED, under provisions of ORC 5705.281, that the Alternative Tax Budget Information for the year commencing July 1st, 2026 is approved as presented in EXHIBIT C, (Separate)

BE IT FURTHER RESOLVED, under the provisions of ORC 5705.281, that the Treasurer shall deliver a copy of the approved Alternative Tax Budget Information on the prescribed form to the County Auditor on or before January 20, 2026.

AA _____ PF _____ PL _____ RP _____ JW _____

Superintendent Recommendations

1. Special Board Meeting Scheduled

It is recommended the resolution listed below scheduling a Special Board Meeting (a.) be approved as submitted.

WHEREAS, the Warren City Board of Education established the times, dates, and locations of its regular board meetings at its January 7, 2025 Organizational Meeting (MOTION NO. 01-2025-05); and

WHEREAS, changes may be made or additional meetings called if determined necessary, in addition to special meetings as provided for in ORC 3313.16 and governed by ORC 121.22.

NOW, THEREFORE, BE IT RESOLVED that a Special Board Meeting be scheduled as follows:

- a. Date: December 17, 2025
- Time: 11:45 a.m.
- Location: Harriet T. Upton Room, Administration Building
105 High Street NE, Warren 44481
- Purpose: A Special Meeting to transact any and all business that may come before the Board.

AA _____ PF _____ PL _____ RP _____ JW _____

2. 2026 Organizational Meeting and Board of Education Regular Meeting

It is recommended the resolution listed below scheduling the 2026 Organizational Meeting and Board of Education Regular Meeting be approved as submitted.

WHEREAS, each city, local, and exempted village board of education is required to hold an organizational meeting between January 1 and 15 to elect the president and vice president and to conduct other organizational business for the calendar year; and

WHEREAS, such organizational meeting and regular board meeting are open to the public.

NOW, THEREFORE, BE IT RESOLVED that, under the provisions of ORC 121.22 and 3313.14, the Warren City Board of Education shall hold its 2026 Organizational Meeting and Board of Education Regular Board Meeting as indicated below:

a. **Organizational Meeting**

Date: Tuesday, January 6, 2026

Time: 6:00 p.m.

Location: Administration Building, Harriet T. Upton Room
With Live Stream available at warrencityschools.org

AA _____ PF _____ PL _____ RP _____ JW _____

3. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a-d) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve entering into the following agreements, contracts, and/or leases.

- a. Agreement: Magical Theatre Company
564 W Tuscarwas Ave #307
Barberton, OH 44203
330-848-3708
EXHIBIT D, (pp. 48-49):
Amount: \$1,650.00
Fund: #439, #572
Period: January 2026
Director: Christine Bero, Executive Director of State & Federal Programs
Purpose: To provide interactive performances including rhyme, song and movement for district preschool students.
- b. Agreement: Schindler Elevator Corporation
18013 Cleveland Parkway
Suite 140
Cleveland, OH 44135-3231
Contact: Kyle Goins
Account Manager
EXHIBIT E, (pp. 50-60):
Amount: \$860.00 per month
Fund: #001
Period: 09/16/2025-09/15/2030
Director: John Lacy, Executive Director of Business Operations
Purpose: To provide a full preventive maintenance service to protect elevators, extend equipment life, and to provide a high level of performance and reliability.
- c. Agreement: KO Consulting
PO Box 40
Struthers, Ohio 44471
Contact: Kristen L. Olmi, CEO
EXHIBIT F, (pp. 61-65):
Amount: Not to Exceed \$39,000.00
Fund: #001

Period: December 1, 2025 – December 31, 2026
Superintendent: Steve Chiaro, Superintendent, CEO
Purpose: To provide grant research, writing and related evaluative services to the Warren City School District.

- d. Agreement: XEROX
8247 Pittsburgh Ave NW
North Canton, Ohio 44720
Contact: Gayle Gaydosh
EXHIBIT G, (pp. 66-85):
Amount: \$13,941.00 per month
Fund: #001
Period: 5-Year contract based upon delivery of last machine
Director: John Lacy, Executive Director of Business Operations
Purpose: To provide print, scan, fax and copy service to the District, as determined necessary by the Administration.

AA _____ PF _____ PL _____ RP _____ 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	
Warren Kiwanis Club	Lincoln PK-8 School Monetary Donation Value: \$200.00	[1]
A. Phillip Randolph Institute - Trumbull County Chapter	Warren City Schools Monetary Donation Value: \$3,300.00	[2]
Project MKC	Lincoln PK-8 School Winter Boots and Socks Donation Estimated Value: \$2,000.00	[3]
Project MKC	Willard PK-8 School Winter Boots and Socks Donation Estimated Value: \$2,000.00	[4]
Friendship Baptist Church	Willard PK-8 School Pantry, Turkey and Food Donation Value: \$1,200.00	[4]

Lisa Miller	Willard PK-8 School Winter Jackets Donation Value: \$1,000.00	[4]
Scott Williams	Lincoln PK-8 School Two Thanksgiving Turkeys Value: \$50.00	[3]
Janet McCormick	Lincoln PK-8 School Clothing and Shoes Donation Value: \$50.00	[3]
Second Baptist Church	McGuffey PK-8 School Monetary Donation Value: \$100.00	[5]
Oakwood Counseling	Lincoln PK-8 School Pantry Donation Value: 80.00	[3]
St. Marks Church	Jefferson PK-8 School Clothing and Hygiene Products Donation	[6]
Marilyn Click	Jefferson PK-8 School Winter Coats Donation Value: \$150.00	[6]
Grace United Methodist Church	Jefferson PK-8 School Shoes and School Supplies Donation Value: \$90.00	[6]
Garvin McCorkle	Jefferson PK-8 School School Supplies Donation Value: \$200.00	[6]
Dave and Shannon Tamaro	Willard PK-8 School Food Party Donation Value: \$300.00	[4]
Sunrise Pizza	Lincoln PK-8 School Pizza and Pasta Donation Value: \$240.00	[7]
AVI Foodsystems	Lincoln PK-8 School Water Bottles Donation Value: \$30.00	[7]

Ms. Rosemary Moront	Lincoln PK-8 School Food Pantry Donation Value: \$30.00	[3]
Bob and Jennifer Burns	Lincoln PK-8 School TV Donation Value: \$96.06	[8]
Christ Episcopal Church	Lincoln PK-8 School Food Pantry Donation Estimated Value: \$440.00	[3]
Christ Episcopal Church	Lincoln PK-8 School Gift Cards Donation Value: \$120.00	[3]
First Presbyterian Church	Willard PK-8 School Hygiene Products Donation Value: \$300.00	[4]
Christ Episcopal Church	Lincoln PK-8 School Food Donation Value: \$40.00	[7]
Kisling Nestico and Redick	Willard PK-8 School Turkeys and Food Donation Value: \$2,000.00	[4]
Do-Cut	Willard PK-8 School Turkeys and Food Donation Value: \$2,000.00	[4]
Nick Frankos Sr. Memorial Scholarship Fund & Mr. & Mrs. Nick Frankos	Warren City Schools 400 Turkeys for Thanksgiving & Christmas Value: \$6,000.00	[9]
Afscme Local 458 JFS	Willard PK-8 School Food and Household Items Donation Value: \$3,000.00	[4]

- [1] To be used to support the students of Key Club at Lincoln PK-8 School.
 [2] To be used to support the students of the 21st Century Afterschool Program.
 [3] To be used to support the students of Lincoln PK-8 School.
 [4] To be used to support the students of Willard PK-8 School.
 [5] To be used to support the students of the 21st Century Afterschool Program at McGuffey PK-8.

- [6] To be used to support the students of Jefferson PK-8 School.
- [7] To be used to support the students of the 'Missing You At the Holidays' event at Lincoln PK-8.
- [8] To be used for the Student Perfect Attendance Raffle at Lincoln PK-8 School
- [9] To be used to support the students of Warren City Schools

AA _____ PF _____ PL _____ RP _____ JW _____

5. Board Policies – Second Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, Second Reading (a through y.), 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 2266 (Revised) PROGRAM
NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES
- b. Policy 2430.02 (Revised) PROGRAM
PARTICIPATION OF COMMUNITY SCHOOL STUDENTS IN EXTRA-CURRICULAR ACTIVITIES
- c. Policy 2431 (Revised) PROGRAM
INTERSCHOLASTIC ATHLETICS
- d. Policy 3130 (Revised) PROFESSIONAL STAFF
ASSIGNMENT AND TRANSFER
- e. Policy 5130 (Revised) STUDENTS
WITHDRAWAL FROM SCHOOL
- f. Policy 5136 (Revised) STUDENTS
PERSONAL COMMUNICATION DEVICES
- g. Policy 5200 (Revised) STUDENTS
ATTENDANCE
- h. Policy 5223 (Revised) STUDENTS
RELEASED TME FOR RELIGIOUS INSTRUCTION DURING THE SCHOOL DAY
- i. Policy 5410 (Revised) STUDENTS
PROMOTION, ACCELERATION, PLACEMENT, AND RETENTION

- j. Policy 6109 (New) FINANCES
ACCEPTANCE OF PAYMENT BY CREDIT CARD
- k. Policy 6152 (Revised) FINANCES
STUDENT FEES, FINES, AND CHARGES
- l. Policy 6830 (Revised) FINANCES
AUDIT
- m. Policy 7540.02 (Revised) PROPERTY
DIGITAL CONTENT AND ACCESSIBILITY
- n. Policy 8300 (Revised) OPERATIONS
CONTINUITY OF ORGANIZATIONAL OPERATIONS PLAN
- o. Policy 8305 (Revised) OPERATIONS
INFORMATION SECURITY
- p. Policy 8400 (Revised) OPERATIONS
SCHOOL SAFETY
- q. Policy 8462 (Revised) OPERATIONS
STUDENT ABUSE AND NEGLECT
- r. Policy 8640 (Revised) OPERATIONS
TRANSPORTATION FOR NON-ROUTINE TRIPS
- s. Policy 9270 (Revised) RELATIONS
EQUIVALENT EDUCATION OUTSIDE THE SCHOOLS & PARTICIPATION
IN EXTRA-CURRICULAR FOR STUDENTS NOT ENROLLED IN THE
DISTRICT
- t. Policy 2260 (Technical Correction) PROGRAM
NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL
OPPORTUNITY
- u. Policy 2260.01 (Technical Correction) PROGRAM
SECTION 504/ADA PROHIBITION AGAINST DISCRIMINATION BASED ON
DISABILITY
- v. Policy 1623 (Technical Correction) ADMINISTRATION
SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION
IN EMPLOYMENT

- w. Policy 3123 (Technical Correction) PROFESSIONAL STAFF
SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION
IN EMPLOYMENT

- x. Policy 4123 (Technical Correction) CLASSIFIED STAFF
SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION
IN EMPLOYMENT

- y. Policy 7510 (Revised) PROPERTY
USE OF DISTRICT PREMISES

AA _____ PF _____ PL _____ RP _____ JW _____

6. Early Release

It is recommended the resolution listed below to add an additional Early Release Time be approved as submitted.

WHEREAS on Friday, December 19, 2025 McGuffey PK-8 School and the building administration is requesting a 2.75 hour early release for all McGuffey K-8 students; and

WHEREAS the Superintendent/CEO of the Warren City Schools has considered the recommendation, and is recommending 2.75 early release on Friday, December 19 for students in grades K – 8 attending McGuffey PK-8 School.

WHEREAS the 2024-25 school calendar was approved at the Board Meeting held on December 19, 2023 (MOTION 12-2023-249)

WHEREAS, formal adoption of a school calendar does not prevent the Board from amending such calendar at a later date.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.48, ORC 3313.47, other appropriate Ohio Revised Codes, Ohio Administrative Codes, and standard operating procedures, the early release for McGuffey PK-8 School, is approved as indicated.

AA _____ PF _____ PL _____ RP _____ JW _____

7. Intention to Transfer the School Property Parcel No. 38-003504, 1.266 Acres, Bonnie Brae, Warren, Trumbull County, Ohio to the Western Reserve Port Authority

WHEREAS, the Warren City School District Board of Education owns real estate known as School Property located at Parcel No., 38-003504, 1.266 acres, Bonnie Brae, Warren, Trumbull County, Ohio; and

WHEREAS, pursuant to State law, a Board of Education is permitted to transfer real estate to the Western Reserve Port Authority for the purpose of economic development and improvement of the community; and

WHEREAS, the Board of Education previously acquired property from the Trumbull County Land Bank for the purpose of increasing access and improving operations for the Warren G. Harding High School and its economic development project, the Student Recreation and Wellness Center, allowing the Board to maintain bussing during the construction of the Student Recreation and Wellness Center; and

WHEREAS, the Trumbull Neighborhood Partnership desires to develop affordable housing on the subject property; and

WHEREAS, it is the intention of the Western Reserve Port Authority to transfer the property to the Trumbull County Land Bank for the use by the Trumbull Neighborhood Partnership to further this economic development; and

WHEREAS, the development of this property for housing is expected to generate future tax revenue for the Board of Education.

NOW, THEREFORE, BE IT RESOLVED BY THE WARREN CITY SCHOOL DISTRICT BOARD OF EDUCATION, as follows:

SECTION I

The Superintendent, Treasurer and Executive Director of Business Operations are directed to take all actions necessary to transfer title and ownership of School Property located at Parcel No. 38-003504, 1.266 acres, Bonnie Brae, Warren, Trumbull County, Ohio in its current condition from the Warren City School District Board of Education to the Western Reserve Port Authority on the condition that, through the Trumbull County Land Bank, the property is transferred to the Trumbull Neighborhood Partnership as permitted by Ohio law and in furtherance of this intended purpose.

SECTION II

It is found and determined that all formal action of this Board of Education concerning or related to the adoption of this Resolution were adopted in an open

meeting of the Board, and all deliberations of the Board that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable legal requirements of the Ohio Revised Code.

AA _____ PF _____ PL _____ RP _____ JW _____

8. Authorization for Disposal of Board-Owned Fixed Assets for the Period July 2025 through December 2025

It is recommended the resolution authorizing disposal of Board-owned fixed assets for the period July 2025 through December 2025 be approved as submitted.

WHEREAS, the fixed assets as listed in EXHIBIT H, (p. 86), are of no further value to the Warren City School District.

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

AA _____ PF _____ PL _____ RP _____ JW _____

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

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

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

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

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

OPES 2.0

OTES 2.0

Sarai Dutton

AA _____ PF _____ PL _____ RP _____ JW _____

10. Personnel Recommendations

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

a. Appointment – Certificated (To receive one-year contract for the 2025-2026 school year)

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

WHEREAS, a vacancy exists for this employment action; and

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

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

- (1) Nicholas Farrell, Secondary Education Teacher, Salary Table A, M-09 (prorata), Limited Contract, effective 12/01/2025 and for the duration of the 2025-26 school year.

The above appointment is contingent upon the successful completion of all Human Resources pre-employment and licensure requirements as set forth by the Ohio Department of Education and Workforce and Warren City Schools Board of Education.

b. Resignation – Certificated

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

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

- (1) Sarah Mickler, Early Childhood Education Teacher, resignation, effective the close of the day, 11/11/2025 (From Leave of Absence without Pay or Benefits)

c. 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) Andrew Krcmar, Special Education Teacher, Leave of Absence, effective 10/21/2025.
- (2) Michelle Stoutamire, Secondary Education Teacher, Leave of Absence, effective 11/13/2025.

d. 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 contracts approved at the **August 5, 2025**, Regular Board Meeting, **MOTION NO. 08-2025-187**, Section f., Appointments – Certificated – Hourly Employment (2024-25 and 2025-26 School Year), Item no. 14, **RESCIND Christopher Penezich**, Fall E Sports, Assistant Coach, (Boys/Girls), Warren G. Harding High School for the

2025-26 school year, to be paid from fund #001, SCC #0000, not to exceed \$1,336.54 (Recommended by R. Shepas, Athletic Director)

- (2) Supplemental contract for participating on the Lincoln PK-8 Building Leadership Team (BLT) and attending monthly meetings, as scheduled, effective 12/08/2025 through 06/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9261, not to exceed \$240.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Anthony Davis

- (3) Supplemental contract for the Pilot Indoor Track Meet Manager, (Boys/Girls), held at the Warren G. Harding Student Recreation and Wellness Center, effective 01/05/2026 through 05/30/2026, to be paid from Fund #001, SCC #0000, not to exceed \$2,975.00 (Recommended by R. Shepas, Athletic Director)

Charles Penny

- e. 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 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.

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Hannah VanDyke	12/15/2025	Willard PK-8

f. Employment – Certificated (current regular employee) Co-Curricular year (2025-26 school year)

WHEREAS, the following co-curricular positions have been offered to the certificated employees of this school district; and

WHEREAS, the following certificated, current, regular employees have applied, meet appropriate standards adopted by the state board of education and are acceptable to the administration; and

WHEREAS, persons employed for coaching positions are required to submit verification of completion of CPR and Sports Medicine Clinic certification.

WHEREAS, any persons employed for a supplemental limited contract position here in named and does not complete or comply with said supplemental limited contract as outlined and directed by the building principal(s) and/or athletic director due to resignation, termination, leave of absence, suspension and/or non-compliance of said supplemental limited contract, upon review and at the sole discretion of the building principal(s) and/or athletic director, the payment of the supplemental limited contract may be prorated based upon fact-finding.

NOW, THEREFORE, BE IT RESOLVED that under the provisions or ORC 3319.08, the following persons are employed for one school year, on a limited contract, for the pupil activity program as indicated. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these persons shall not be re-employed to perform this same duty for the ensuing school year. The supplemental limited contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year. (Recommended by Athletic Director and HS Principal)

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

High School Advisors & Clubs:

- (1) Supplemental Contract approved at the **September 23, 2025**, Regular Board Meeting, **MOTION NO. 09-2025-221**, Section g. Employment – Certificated (current regular employee) (Co-Curricular year) (2025-26 school year), High School Advisors & Clubs, Item no. 3, **Academic Coach**, Code 6.0, Index 6.0, Salary Table B, be **AMENDED as follows**:

Mary Jo Pardee	English Festival Grade 9	50% TO 100% of Contract
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Ahmed Sutton	English Festival Grades 10-12	50% TO 100% of Contract
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High School Athletics:

- (2) Supplemental Contract approved at the **July 15, 2025**, Regular Board Meeting, **MOTION NO. 07-2025-174**, Section d. Employment – Certificated (current regular employee) (Co-Curricular year) (2025-26 school year), High School Athletics, Item no. 8, **Vincent Elias, Football – Head Coach (9th)**, Code #47.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, 50% of Contract be **AMENDED to 100% of Contract**
- (3) Baker, Brennan – Basketball – Assistant Coach (Girls) - Code #36.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, 85% of Contract
- (4) Bero, Stephen – Indoor Track – Assistant (Girls) - Code #52.0, Index 3.5, Salary Table B, High School – Warren G. Harding High School, 100% of Contract
- (5) Bohla, Bernard – Basketball – Assistant Coach (Girls) - Code #36.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, 85% of Contract
- (6) Caputo, Gariana – Indoor Track Assistant Coach (Girls) - Code #52.0, Index 3.5, Salary Table B, High School – Warren G. Harding High School, 100% of Contract
- (7) Caputo, Gariana – Basketball – Head Coach (Girls 9th) - Code #38.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, 60% of Contract

- (8) Penny, Charles – Indoor Track – Head Coach (Boys) - Code #50.0, Index 7.0, Salary Table B, High School – Warren G. Harding High School, 100% of Contract
- (9) Penny, Charles – Indoor Track – Head Coach (Girls) - Code #51.0, Index 7.0, Salary Table B, High School – Warren G. Harding High School, 100% of Contract
- (10) Shimko, Stephanie – Indoor Track – Assistant (Girls) - Code #52.0, Index 3.5, Salary Table B, High School – Warren G. Harding High School, 100% of Contract
- (11) Ungaro, Eric – Football – Assistant Coach - Code #46.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, 100% of Contract

K-8 Athletics:

- (12) Franklin, Keelyn – Basketball – Head Coach (Boys – 7th) - Code #100.0, Index 8.0, Salary Table B, (Gold) – Warren Lincoln Middle School, 50% of Contract
- (13) Sheely, Matthew – Basketball – Head Coach (Girls – 7th) - Code #102.0, Index 8.0, Salary Table B, (White) - Warren Middle School, 100% of Contract

CLASSIFIED:

g. **Resignation – Classified**

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

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

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

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

- (1) Nancy Gough, Substitute Educational Assistant, Salary Table M, effective 11/18/2025.

h. 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) Kimberly Finlaw, Cook, Warren G. Harding High School, Salary Table G, effective 11/24/2025.

i. 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) Dakota King, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 11/12/2025. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

j. Substitute Employment Additions – Classified

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

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

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01, such employee shall be directed and assigned. This employment is contingent upon receiving satisfactory results from a mandatory drug test required by school policy and the individual(s) named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed. This employment is also conditional until receipt of satisfactory results from a state required police check.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be added to the approved list of substitute personnel.

- (1) Zackery Beacher, Substitute Night Janitor, Salary Table M, effective 12/01/2025.
- (2) Summer Frederick, Substitute Night Janitor, Salary Table M, effective 12/03/2025.
- (3) Michelle Litz, Substitute Food Service General Helper, Salary Table G, effective 11/13/2025.
- (4) Robert Long, Substitute Night Janitor, Salary Table M, effective 11/17/2025.
- (5) Wayne Streeter, Substitute Food Service General Helper, Salary Table G, effective 11/10/2025.

k. Change in Classification – Classified

WHEREAS, the following change of employee classifications are made for the benefit of the District.

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

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

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

- (1) Kay'Ron Adams, from Substitute Teacher, Substitute Teacher Salary Table, to ED Educational Assistant, Warren G. Harding High School, Salary Table I, effective 12/08/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by W. Hartzell, Chief Academic Officer)
- (2) Valerie Burns, Substitute Food Service General Helper, Salary Table G, to 6.0 Hour Food Service General Helper, Warren G. Harding High School, Salary Table G, effective 11/17/2025. (Begin 90 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Ronald Cole, Grounds Crew, Administration, Salary Table D, to Mechanic, Administration, Salary Table D, effective 12/01/2025.
- (4) Iyana McKinney, Secretary II-Student Services, Administration, Salary Table E, Pay Range V, 260-262 day (52 week) contract, to Disbursement Clerk, Administration, Salary Table E, Pay Range VI, 260-262 day (52 week) contract, effective 12/01/2025.
- (5) Eric Musloski, Painter (minimum of 3 days)/Grounds Crew (minimum of 2 days), Salary Table D, to Grounds Crew, Salary Table D, effective 12/01/2025.
- (6) Wayne Streeter, Substitute Food Service General Helper, Salary Table G, to 6.0 Hour Food Service General Helper, Jefferson PK-8 School, Salary Table G, effective 12/01/2025. (Begin 90 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (7) Laura Willard, Secretary B-Executive Director of Special Education, Administration, Salary Table E, Pay Range V, 260-262 day (52 week) contract, to Secretary II-Student Services, Administration, Salary Table E, Pay Range V, 260-262 day (52 week) contract, effective 12/15/2025.

I. 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.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be deemed employed only on a conditional basis until the satisfactory check has been performed.

- (1) The following individuals be granted supplemental contracts for attending monthly preschool professional development meetings, as scheduled effective November 13, 2025, through May 26, 2026, to be paid from Title II-A Fund #590, SCC 9262, at their current hourly rate, not to exceed \$138.00 each. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Vanita Hill
Linda Ringold

- (2) Basketball Equipment Manager
For the 2025-2026 School Year
Funding: Athletic Fund #300

Andrew Peterson – Warren G. Harding High School - \$1,700.00

- (3) Game Workers for Athletic Events for the 2025-2026 School Year. All Game Workers for High School and Middle School sports will be paid as follows:

Gate for Boys' JV/9 th Football	\$12.50/hour
Gate for Boys' Varsity Football	\$12.50/hour
Gates for Boys' Single Middle School Football	\$12.50/hour
Main Ticket Clerk for Varsity Football	\$12.50/hour
Football Chain Coordinator	\$12.50/hour
Lead Varsity Football Game Clock Operator	\$100.00/game
Asst. Varsity Football Game Clock Operator	\$75.00/game
J.V. Football Clock	\$13.00/hour

Freshmen Football Clock	\$13.00/hour
Lower Level Football Clock	\$13.00/hour
Football Announcer	\$12.50/hour
Football Assistant Announcer	\$12.50/hour
Audio for Football	\$12.50/hour
Video for Football	\$12.50/hour
Computer for Football	\$12.50/hour
Game Book/Statistician for Football	\$12.50/hour
Press Box Host	\$12.50/hour
Officials' Host for Football	\$12.50/hour
7/8 Grade School Volleyball Clock	\$13.00/hour
Gate for Single Girls' Volleyball	\$12.50/hour
Gate for Single Girls' Middle School Volleyball	\$12.50/hour
Gate for Single Boys' and/or Girls' Soccer	\$12.50/hour
Gate for Single Boys' a/o Girls' Basketball Game	\$12.50/hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$12.50/hour
Varsity Main Basketball Clock	\$15.50/hour
Assistant Varsity Basketball Clock	\$13.00/hour
JV Basketball Clock	\$13.00/hour
Freshman Basketball Clock	\$13.00/hour
Basketball Announcer	\$12.50/hour
Game Book/Statistician for Boys' Basketball	\$12.50/hour
Scorebook for Basketball	\$12.50/hour
Video for Basketball	\$12.50/hour
Timing System Manager	\$12.50/hour
Swim Meet Manager	\$15.00/hour
Swim Statistician	\$12.50/hour
Gate for Boys' and/or Girls' Swim Meet	\$12.50/hour
Ticket Worker Position for Boys'/Girls'	
Track Meets	\$12.50/hour
Security for High School Sporting Event	\$12.50/hour
Security for Single Middle School Events	\$12.50/hour

Gameworkers listed below will be paid at above rates according to event/assignment working:

Corbin Coleman
Mikayla Rowbotham
Richard Smith

The above Game Workers will work between 1 and 4.5 hours (depending on single/double/triple event) for any game and/or event, which meets state minimum wage requirements.

m. Employment—Classified Co-curricular 2025-2026 School Year

WHEREAS, the following co-curricular positions have been offered to the certificated employees of this school district with no acceptable responses; and

WHEREAS, the following co-curricular positions have been offered to or advertised to attract certificated persons not currently employed by this school district with no acceptable responses; and

WHEREAS, the non-certificated individuals herein recommended have been determined to meet the standards adopted by the state board; and

WHEREAS, persons employed for coaching positions are required to submit verification of completion of CPR and Sports Medicine Clinic certification, and

WHEREAS, persons employed are required to submit verification of satisfactory completion of BCII clearance, and

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.53, the following persons are employed for a period of not more than one school year at the same salary/wage (Salary Table B) offered to certificated persons for the pupil activity program as indicated. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year. (Recommended by R. Shepas, Athletic Director)

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

- (1) Jesse Allen, Code #103.0, Index 3.5, Salary Table B, Pilot Wrestling Program Coach, Middle School, Warren Middle Schools, (Boys), (100% of contract)
- (2) Justin Blair, Code #103.0, Index 8.0, 8th Grade Basketball Coach (White), Middle School, Warren Middle Schools, (Girls), (0% of contract)
- (3) Paris Bruner, Code #101.0, Index 8.0, Salary Table B, 8th Grade Basketball Coach (Gold), Middle School, McGuffey Middle School, (Boys), (100% of contract)
- (4) Andre Clarke, Code #101.0, Index 8.0, Salary Table B, 8th Grade Basketball Coach (White), Middle School, Willard Middle School, (Boys), (100% of contract)

- (5) Michael Davidson, Code #59.0, Index 11.2, Salary Table B, Head Swim Coach, High School, Warren G. Harding High School, (Boys), (100% of contract)
- (6) Michael Davidson, Code #60.0, Index 11.2, Salary Table B, Head Swim Coach, High School, Warren G. Harding High School, (Girls), (100% of contract)
- (7) William Drier, Code #103.0, Index 3.5, Salary Table B, Pilot Wrestling Program Coach, Middle School, Warren Middle Schools, (Boys), (100% of contract)
- (8) Ty Fowler, Code #61.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School, (Boys), (100% of contract)
- (9) Ty Fowler, Code #62.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School, (Girls), (100% of contract)
- (10) King Garner, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys), (100% of contract)
- (11) King Garner, Code #101.0, Index 8.0, Salary Table B, 8th Grade Basketball Coach (Gold), Middle School, Lincoln Middle School, (Boys), (50% of contract)
- (12) Robert Greco, Code #103.0, Index 3.5, Salary Table B, Pilot Wrestling Program Coach, Middle School, Warren Middle Schools, (Boys), (100% of contract)
- (13) Gregory Jackson, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys), (100% of contract)
- (14) Tyler James, Code #52.0, Index 3.5, Salary Table B, Assistant Indoor Track Coach, High School, Warren G. Harding High School, (Girls), (100% of contract)
- (15) Kim Johnson, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys), (80% of contract)

- (16) Richard Lloyd, Code #36.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Girls), (85% of contract)
- (17) Joe'l Moss, Code #103.0, Index 8.0, Salary Table B, 8th Grade Basketball Coach (White), Middle School, Warren Middle Schools, (Girls), (100% of contract)
- (18) Maureen Penny, Code #52.0, Index 3.5, Salary Table B, Assistant Indoor Track Coach, High School, Warren G. Harding High School, (Girls), (100% of contract)
- (19) Diamond Phillips, Code #102.0, Index 8.0, Salary Table B, 7th Grade Basketball Coach (White), Middle School, Warren Middle Schools, (Girls), (100% of contract)
- (20) Mason Prosser, Code #111.0, Index 8.0, Salary Table B, Middle School Swimming Coach, Middle Schools, Warren Middle Schools, (Girls & Boys), (100% of contract)
- (21) Mason Prosser, Code #61.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School, (Boys), (100% of contract)
- (22) Mason Prosser, Code #62.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School, (Girls), (100% of contract)
- (23) Nuri Reed, Code #102.0, Index 8.0, Salary Table B, 7th Grade Basketball Coach (White), Middle School, Warren Middle Schools, (Girls), (100% of contract)
- (24) Rashawn Shannon, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys), (100% of contract)
- (25) Javon Snipes, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys), (90% of contract)
- (26) Timothy Wade, Code #100.0, Index 8.0, Salary Table B, 7th Grade Basketball Coach (White) Middle School, Willard Middle School, (Boys), (100% of contract)

(27) Maurice Williams, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys), (40% of contract)

(28) Daniel Zakrajsek, Code #103.0, Index 3.5, Salary Table B, Pilot Wrestling Program Coach, Middle School, Warren Middle Schools, (Boys), (100% of contract)

AA _____ PF _____ PL _____ RP _____ JW _____

Board's Recommendations

11b. Public Participation

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

AA _____ PF _____ PL _____ RP _____ JW _____

13. Reconvened Board Meeting - _____ p.m.

14. Adjournment - _____ p.m.

AA _____ PF _____ PL _____ RP _____ JW _____

SC:imd
12/09/2025