

**WARREN CITY SCHOOLS
BOARD OF EDUCATION
ORGANIZATIONAL MEETING, TUESDAY, JANUARY 6, 2026
6:00 P.M.**

Administration Building, Harriet T. Upton Room
with Live Stream available at warrencityschools.org
105 High Street NE
Warren, Ohio

CALL TO ORDER

Temporary Chairperson, Mrs. Limperos called the Organizational Meeting to order at 6:00 p.m. All present saluted the flag.

OATH OF OFFICE FOR NEWLY APPOINTED BOARD MEMBERS

The Honorable Judge, James A. Fredericka will administer the Oath of Office to Newly Elected Board Member Kevin Stringer and Re-elected Board Member Patrick Flanagan.

ROLL CALL

The following Board Members answered to roll call: Dr. Alls, Mr. Flanagan, Mrs. Limperos, Mr. Stringer and Mr. Walker.

**MOTION NO. 01-2026-01 - NOMINATIONS FOR PRESIDENT OF THE
BOARD FOR CALENDAR YEAR 2026**

Temporary Chairperson, Mrs. Limperos recommended the resolution listed below opening the meeting to nominations for the Office of President of the Warren City School District Board of Education for calendar year 2026 be approved as submitted.

WHEREAS, statutes require Board Members to elect one Member of the Board to serve as President.

NOW, THEREFORE, as Temporary Chairperson, I declare that nominations for the Office of President of the Warren City School District Board of Education for calendar year 2026 are now in order:

Dr. Alls nominated Patrick Flanagan.

Vote to close nominations for the Office of President of the Board for calendar year 2026.

The Temporary Chairperson called for a vote.

Yes: Dr. Alls, Mr. Flanagan, Mr. Stringer, Mr. Walker and Mrs. Limperos.

No: None.

The Temporary Chairperson declared the motion carried.

**MOTION NO. 01-2026-02 - VOTE/ELECTION OF PRESIDENT OF THE
BOARD FOR CALENDAR YEAR 2026**

Temporary Chairperson, Mrs. Limperos recommended the resolution listed below to elect a President of the Warren City School District Board of Education for calendar year 2026 be approved as submitted.

WHEREAS, Patrick Flanagan has/have been duly nominated to serve as President of the Board.

NOW, THEREFORE, as Temporary Chairperson, I call for a vote to elect a President of the Warren City School District Board of Education for calendar year 2026:

Nominee: Patrick Flanagan		
	Vote: Yes	Vote: No
Dr. Alisha Alls	<u> X </u>	<u> </u>
Patrick Flanagan	<u> X </u>	<u> </u>
Patricia Limperos	<u> X </u>	<u> </u>
Kevin Stringer	<u> X </u>	<u> </u>
Julian Walker	<u> X </u>	<u> </u>

The Temporary Chairperson called for a vote.
Yes: Dr. Alls, Mr. Flanagan, Mrs. Limperos, Mr. Stringer and Mr. Walker.
No: None.
The Temporary Chairperson declared the motion carried.

Mr. Flanagan assumed the duties as 2026 President of the Warren City Board of Education.

MOTION NO. 01-2026-03 - NOMINATIONS FOR VICE PRESIDENT OF THE BOARD FOR CALENDAR YEAR 2026

Representative of President, Mrs. Limperos recommended the resolution listed below opening the meeting to nominations for the Office of Vice President of the Warren City School District Board of Education for calendar year 2026 be approved as submitted.

WHEREAS, statutes require Board Members to elect one Member of the Board to serve as Vice President.

NOW, THEREFORE, as a Representative of President, I declare that nominations for the Office of Vice President of the Warren City School District Board of Education for calendar year 2026 are now in order:

Mr. Walker nominated Dr. Alisha Alls.

Vote to close nominations for the Office of Vice President of the Board for calendar year 2026.
The Representative of President called for a vote.

Yes: Dr. Alys, Mr. Flanagan, Mrs. Limperos, Mr. Stringer and Mr. Walker.
No: None.
The Temporary Chairsperson declared the motion carried.

MOTION NO. 01-2026-04 - VOTE/ELECTION OF VICE PRESIDENT OF THE BOARD FOR CALENDAR YEAR 2026

Representative of President, Mrs. Limperos recommended the resolution listed below to elect a Vice President of the Warren City School District Board of Education for calendar year 2026 be approved as submitted.

WHEREAS, Dr. Alisha Alys has been duly nominated to serve as Vice President of the Board.
NOW, THEREFORE, as Representative of President, I call for a vote to elect a Vice President of the Warren City School District Board of Education for calendar year 2026:

Nominee: Dr. Alisha Alys		
	Vote: Yes	Vote: No
Dr. Alisha Alys	<u> X </u>	_____
Patrick Flanagan	<u> X </u>	_____
Patricia Limperos	<u> X </u>	_____
Kevin Stringer	<u> X </u>	_____
Julian Walker	<u> X </u>	_____

The President called for a vote.
Yes: Dr. Alys, Mr. Flanagan, Mrs. Limperos, Mr. Stringer and Mr. Walker.
No: None.
The Representative of President declared the motion carried.

Dr. Alys assumed the duties as 2026 Vice President of the Warren City Board of Education.

MOTION NO. 01-2026-05 - ESTABLISHMENT OF TIMES, DATES, AND LOCATION FOR REGULAR MEETINGS FOR CALENDAR YEAR 2026

Dr. Alys moved and Mr. Walker seconded the resolution listed below establishing board meeting times, dates, and location for calendar year 2026 be approved as submitted in (Exhibit 26-01).

WHEREAS, the Warren City School District Board of Education is required to establish the times, dates, and locations of its regular board meetings at the January Organizational Meeting; 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, under the provisions of ORC 3313.15, the Warren City School District Board of Education shall hold its calendar year 2025 regular meetings as specified in the Exhibit.

The President called for a vote.

Yes: Dr. Alls, Mr. Walker, Mrs. Limperos, Mr. Stringer and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-06 - REPRESENTATIVE TO THE BOARD OF EDUCATION
OF THE TRUMBULL CAREER AND TECHNICAL
CENTER (3-YEAR APPOINTMENT)

Mr. Walker moved and Mr. Stringer seconded the resolution listed below appointing a Member of the Warren City Board of Education to serve on the Board of Education of the Trumbull Career and Technical Center for the term January 1, 2026, through December 31, 2028, be approved as submitted.

WHEREAS, where a joint vocational school district is composed of local school districts of more than one county, or of any combination of county, local, city, or exempted village school districts, unless administration by the county board of education has been chosen by all the participating districts in one county, the board of education of the joint vocational school district shall be composed of one or more persons who are members of the boards of education from each of the city, exempted village, or county school districts affected to be appointed by the boards of education of such school districts; and

WHEREAS, the number of terms of members of the joint vocational school district board of education and the allocation of a given number of members of each of the city, exempted village, and county district shall be determined in the plan for such district; and

WHEREAS, there exists or will exist a vacancy on the joint vocational school district board of education to represent this board of education and school district.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3311.19 (A), the Board Member herein named is appointed by this Board to represent the Warren City Board of Education and School District on the Board of Education of the Trumbull Career and Technical Center:

Board Member:	<u>Patricia Limperos</u>
Joint Vocational School District:	Trumbull Career and Technical Center
Term:	January 1, 2026, through December 31, 2028 (3-year appointment)

The President called for a vote.

Yes: Mr. Walker, Mr. Stringer, Dr. Alls, Mrs. Limperos and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-07 - DETERMINE BOARD COMMITTEE

APPOINTMENTS FOR CALENDAR
YEAR 2026

Mrs. Limperos moved and Mr. Stringer seconded the resolution listed below regarding Board Committee Appointments for calendar year 2026 be approved as submitted.

WHEREAS, to enhance efficient board, the Board Members are appointed by the Board President to serve on standing committees; and

WHEREAS, the term of such appointment is one year or until December 31, whichever occurs first, except for TCTC Board Representation which is a three year appointment, concluding December 31, 2028.

NOW, THEREFORE, BE IT RESOLVED that the following Board Members are appointed to the standing committees as stated:

Athletics:	<u>Mr. Walker</u>
	<u>Mrs. Limperos</u>
Financial Advisory:	<u>Mr. Walker</u>
	<u>Mr. Flanagan</u>
Board Policies and: Guidelines:	<u>Dr. Alls</u>
	<u>Mr. Stringer</u>
Legislative Liaison:	<u>Dr. Alls</u>
	<u>Mr. Stringer</u>
TCTC Board Representative:	<u>Mrs. Limperos</u>

FURTHERMORE, from time to time, Board Members shall be called upon to make reports to the Board as a whole and public in regard to such standing committees' work; and

FINALLY, the Members of the Board are reminded, under the provisions of ORC 121.22, that Members of the Board are prohibited from making any decisions obligating the Board, as a whole or with public funds when acting outside a Regular or Special Board Meeting.

The President called for a vote.

Yes: Mrs. Limperos, Mr. Stringer, Dr. Alls, Mr. Walker and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-08 -

ANNUAL RECORDS COMMISSION MEETING

Mr. Stringer moved and Ms. Limperos seconded the resolution listed below scheduling the Annual Records Commission Meeting for Tuesday, January 20, 2026 be approved as submitted.

WHEREAS, each city, local, and exempted village board of education is required to hold an records commission meeting annually; and

WHEREAS, the annual records commission meeting is open to the public.

NOW, THEREFORE, BE IT RESOLVED, the Warren City Board of Education shall hold its Annual Records Commission Meeting as indicated below:

Date: Tuesday, January 20, 2026

Time: 5:00 p.m.

Location: Superintendent's Conference Room
Administration Building
105 High Street NE
Warren, OH

Discussion: None

The President called for a vote.

Yes: Mr. Stringer, Mrs. Limperos, Dr. Alls, Mr. Walker and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-09 -

OHIO SCHOOL BOARDS ASSOCIATION
MEMBERSHIP

Dr. Alls moved and Mr. Walker seconded the resolution listed below authorizing membership in the Ohio School Boards Association for the period January 1, 2026, through December 31, 2026, be approved as submitted.

WHEREAS, membership in a school boards' association provides the Members of the Warren City Board of Education beneficial information and training on policy-setting, decision-making, curriculum, legislative concerns, and many other relevant topics and issues.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.87, the Warren City Board of Education hereby authorizes membership in the Ohio School Boards Association for the period January 1, 2026, through December 31, 2026, with annual dues to be paid from the General Fund.

BE IT FINALLY RESOLVED that the Treasurer shall notify the Ohio School Boards Association of the resolution; furnish the home address of each Board Member to the Association and other information as required.

Discussion: None

The President called for a vote.

Yes: Dr. Alls, Mr. Walker, Mr. Stringer, Mrs. Limperos and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-10 -

OHIO SCHOOL BOARDS ASSOCIATION
ANNUAL CONFERENCE AND BUSINESS
MEETING

Mr. Walker moved and Mrs. Limperos seconded the resolution listed below appointing a Delegate and Alternate to the Ohio School Boards Association's Annual Conference and Business Meeting be approved as submitted.

WHEREAS, the Ohio School Boards Association's Annual Conference and Business Meeting will be held November 16-18, 2025, in Columbus; and

WHEREAS, each OSBA member board may appoint one Board Member as the official Delegate and one Member as the Alternate to attend the Annual Business Meeting with authority to vote.

NOW, THEREFORE, BE IT RESOLVED that the following Board Members are hereby appointed as Delegate and Alternate to attend the OSBA Annual Conference and Business Meeting:

Delegate: Dr. Alls

Alternate: Mr. Stringer

BE IT FINALLY RESOLVED, under provisions of ORC 3315.15, the Board Members shall be reimbursed for expenses incurred while representing the Board.

Discussion: None

The President called for a vote.

Yes: Mr. Walker, Mrs. Limperos, Dr. Alls, Mr. Stringer and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-11 -

WARREN CITY SCHOOLS' ATHLETIC COUNCIL
MEETINGS 2026

Mrs. Limperos moved and Mr. Walker seconded the resolution listed below establishing meetings for the Warren City Schools' Athletic Council Meetings for the 2026 calendar year be approved as submitted.

WHEREAS, that the following meeting dates, time, and location of the meetings of this council are established for the 2026 calendar year and are hereby posted for public information.

Location: All meetings are scheduled to be held in the Warren G. Harding High School Principal's Conference Room of Warren G. Harding High School Building at 860 Elm Road NE, Warren, Ohio.

<u>Dates</u>	<u>Time</u>
January 22, 2026	5:15 p.m. – 6:15 p.m.
February 19, 2026	5:15 p.m. – 6:15 p.m.
March 19, 2026	5:15 p.m. – 6:15 p.m.
April 16, 2026	5:15 p.m. – 6:15 p.m.
May 14, 2026	5:15 p.m. – 6:15 p.m.
June 11, 2026	5:15 p.m. – 6:15 p.m.
July 9, 2026	5:15 p.m. – 6:15 p.m.
August 13, 2026	5:15 p.m. – 6:15 p.m.
September 17, 2026	5:15 p.m. – 6:15 p.m.
October 15, 2026	5:15 p.m. – 6:15 p.m.
November 19, 2026	5:15 p.m. – 6:15 p.m.
December 10, 2026	5:15 p.m. – 6:15 p.m.

Discussion: None

The President called for a vote.

Yes: Mrs. Limperos, Mr. Walker, Dr. Alls, Mr. Stringer and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-12 - RETAIN LEGAL SERVICES

Mr. Stringer moved and Mrs. Limperos seconded the resolution listed below to retain legal services be approved as submitted.

WHEREAS, specialized legal services are necessary from time to time for the management, control, defense, or other purposes of the school district's schools, employees, and assets; and

WHEREAS, statutes and the Board's discretionary powers, permit employment or retention of temporary, as needed, on-call, on-demand legal counsel in addition to the counsel appointed by statute.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.203, 3317.171, and 3313.47, the legal services herein named are retained on an as-needed, on-demand, on-call basis to assist with the management, control, and defense of this school district and its employees and Board Members; and

BE IT FURTHER RESOLVED that the fees and costs for such services shall be at the usual and customary rates for the professional services rendered upon receipt of an itemized statement by the Treasurer; and

ENIS BRITTON Co., L.P.A.
600 Lombardo Center
Suite 145
Cleveland, OH 44131

HARRINGTON, HOPPE and MITCHELL, LTD.
26 Market Street, Suite 1200
P.O. Box 6077

Youngstown, OH 44501

MANCHESTER, NEWMAN & BENNETT
201 East Commerce Street
Youngstown, OH 44503

ROETZEL & ANDRESS
41 South High Street
Huntington Center, 21st Floor
Columbus, OH 43215

SQUIRE, PATTON, & BOGGS
4900 Key Tower
127 Public Square
Cleveland, OH 44114-1304

Said legal firms to be retained for negotiations, personnel concerns/litigations, financial (elections, bonds, etc.), or as may be requested in other matters.

Discussion: None

The President called for a vote.

Yes: Mr. Stringer, Mrs. Limperos, Dr. Alls, Mr. Walker and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-13 - OSBA LEGAL ASSISTANCE FUND

Dr. Alls moved and Mr. Walker seconded the resolution listed below joining the OSBA Legal Assistance Fund for the period January 1, 2026, through December 31, 2026, be approved as submitted.

WHEREAS, the Warren City Board of Education wishes to support the efforts of other boards of education to obtain favorable judicial decisions; and

WHEREAS, the Ohio School Boards Association Legal Assistance Fund has been established for this purpose.

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education participate in the OSBA Legal Assistance Fund and direct the Treasurer to pay the LAF dues for the period January 1, 2026, through December 31, 2026.

Discussion: None

The President called for a vote.

Yes: Dr. Alls, Mr. Walker, Mrs. Limperos, Mr. Stringer and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-14 - AUTHORIZATION TO EMPLOY

TEMPORARY PERSONNEL

Mr. Walker moved and Mr. Stringer seconded the resolution listed below authorizing the temporary employment of personnel be approved as submitted.

WHEREAS, it may become necessary to employ temporary personnel for emergency or unexpected situations on a short-term, casual, per diem/hourly basis; and

WHEREAS, it may be inefficient to call a special board meeting to employ such persons and/or not in the best interests of the District to wait until such time that the Board might meet.

NOW, THEREFORE, BE IT RESOLVED that the Superintendent is hereby authorized to employ such temporary certificated and non-certificated personnel as needed; and

BE IT FURTHER RESOLVED that the Superintendent shall present such employment recommendations to the Board at the next regular meeting for formal action.

Discussion: None

The President called for a vote.

Yes: Mr. Walker, Mr. Stringer, Dr. Alls, Mrs. Limperos and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-15 - AUTHORIZATION TO ACCEPT RESIGNATIONS

Mrs. Limperos moved and Mr. Stringer seconded the resolution listed below for authorization to accept resignations be approved as submitted.

WHEREAS, the Warren City School District Board of Education ("Board") is empowered by the Ohio Revised Code to accept employee resignations; and

WHEREAS, for the purpose of efficient and good management of the schools, the Board wished to assign to the Superintendent the power to accept resignations.

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

SECTION I

If an employee of the Board of Education tenders his or her resignation, the Superintendent shall be duly authorized to accept such resignation on the Board's behalf. The acceptance of the resignation shall be final and not subject to the Board's approval or ratification.

SECTION II

IT IS FOUND AND DETERMINED that all formal actions of this Board concerning or related to the adoption of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in

meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

Discussion: None

The President called for a vote.

Yes: Mrs. Limperos, Mr. Stringer, Dr. Alls, Mr. Walker and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-16 - AUTHORIZATION TO FUND SIGNATURES

Mr. Stringer moved and Mrs. Limperos seconded the resolution listed below regarding authorization to fund signatures be approved as submitted.

BE IT RESOLVED that the President or Vice President, together with the Treasurer, be authorized to sign required disbursements of District funds. Payroll clearing account checks require only the signature of the Treasurer.

Discussion: None

The President called for a vote.

Yes: Mr. Stringer, Mrs. Limperos, Dr. Alls, Mr. Walker and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-17 - PAYMENT OF BILLS

Dr. Alls moved and Mr. Walker seconded the resolution listed below regarding payment of bills be approved as submitted.

BE IT RESOLVED that the Treasurer be authorized to pay all bills within the limits of the Appropriations Resolution as bills are received and when the merchandise has been received in good condition.

Discussion: None

The President called for a vote.

Yes: Dr. Alls, Mr. Walker, Mrs. Limperos, Mr. Stringer and Mr. Flanagan.

No: None.

The President declared the motion carried.

COMMUNICATIONS

- A. Trumbull County Educational Service Center (TCESC) - School Leadership Academy: Board Member Event, Tuesday, January 27, 2026 at 5:00 p.m.

SUPERINTENDENT'S RECOMMENDATIONS

MOTION NO. 01-2026-18 - AGREEMENTS, CONTRACTS, AND/OR LEASES

Mr. Walker moved and Dr. Alls seconded the resolution listed below entering into agreements, contracts, and/or leases (a.) 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: Mercy Health Physicians Youngstown LLC
Chief Operating Officer
4600 McAuley Place, Suite 100
Cincinnati, OH 45242
(Exhibit 26-02)
Amount: Per Exhibit
Period: Ten (10) years, commencing on January 1, 2026
Director: John Lacy, Executive Director of Business Operations
Purpose: To provide the rental of 860 Elm Road NE, Suite C Warren, OH 44483
for the operation of a healthcare facility excluding primary care pediatric
services.

Discussion: None

The President called for a vote.

Yes: Mr. Walker, Dr. Alls, Mrs. Limperos, Mr. Stringer and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-19 - 2026-27 SCHOOL CALENDAR FOR TEACHERS AND STUDENTS

Mrs. Limperos moved and Dr. Alls Seconded the resolution listed below for the 2026-27 school year calendar for teachers and students be approved as submitted.

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 following school calendar for the teachers and students, (Exhibit 26-03), is hereby adopted for the 2026-27 academic year as stated in the Exhibit.

Discussion: Mr. Chiaro made comments regarding changes to upcoming school year calendar days in comparison to 2025-2026 school year calendar.

The President called for a vote.

Yes: Mrs. Limperos, Dr. Alls, Mr. Stringer, Mr. Walker and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-20 - PERSONNEL RECOMMENDATIONS

Mr. Stringer moved and Mrs. Limperos seconded the resolution listed below regarding personnel items (a. through h.) be approved as submitted.

CERTIFICATED:

a. Change in Classification – Certificated

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

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

BE IT FURTHER RESOLVED, under the provisions of ORC 3317.12, the employee 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 employee shall be assigned and directed.

- (1) Arianna Geordan, from Building Substitute Teacher, Willard PK-8 School to Primary Education Teacher, Willard PK-8 School, Salary Table A, Step B-02 (prorata), Limited Contract, effective 12/15/2025.

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) Christina Ferreri, Elementary Education Teacher, Leave of Absence, effective 12/08/2025.
- (2) Alyssa Szolis, Intervention Specialist PK-12 Teacher, Leave of Absence without Pay or Benefits, effective 01/05/2026 and through the close of the 2025-26 School year. (Extension of current Leave of Absence without Pay or Benefits)

c. 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 for Home Instruction, effective dates and not to exceed amounts as shown below, \$31.87 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, (Recommended by P. Dreher, Executive Director of Special Education)

Not to Exceed \$6,000.00 each – effective 01/01/2026 – 05/30/2026

Patricia Anderson	Heather Hathaway
Joseph Austin	Genna Lapolla
Kathleen Berlin-Bates	Christopher Lowry
Leesa Boyer	Annette McCorvey
John Croyts	Siobhan Richardson
Tina Detate	Mikayla Rowbotham
Alison Evans	Ahmed Sutton

Not to Exceed \$12,000.00 - effective 01/01/2026 – 05/30/2026

Isabella Notar

Not to Exceed \$6,500.00 - effective 12/01/2025 – 05/30/2026

Aaron Baker

- (2) Supplemental contracts for District Art Show planning & preparation, effective 01/01/2026 through 05/31/2026, \$31.87 per an hour, on an as needed basis, to be paid from BBITA, Fund #001, SCC #0000, not to exceed \$600.00 each (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

Caitlin Adams	Krista Kohut
Robert Byrd	Ashley McKenzie
Kendra Godiciu	Suzanne Melia
Annette Gottuso	Kristin Newbrough
Tarah Kerr	Thomas Sewickley

- (3) Supplemental contract for participating on the Jefferson 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)

Roy Ryser

- d. **Building Substitute Teacher Appointment(s) (2025-26 School Year) \$175.00 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>	
Adam Fisher	12/17/2025	Lincoln PK-8
Alayna Tyler	01/05/2026	Harding

CLASSIFIED:

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

WHEREAS, vacancies exists for these employment actions.

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

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

- (1) Dannielle Douglas, Preschool Educational Assistant Float, Warren G. Harding High School, Salary Table I, effective 12/15/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by W. Hartzell, Chief Academic Officer)

f. 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) Beth Frantz, Substitute Food Service General Helper, Salary Table G, effective 12/15/2025.

g. 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 individual be granted a supplemental contract for attending monthly preschool professional development meetings, as scheduled effective December 15, 2025, through May 26, 2026, to be paid from Title II-A Fund #590, SCC 9262, at their current hourly rate, not to exceed \$125.00 each. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Dannielle Douglas

h. 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) Ryan Fife, Code #103.0, Index 3.5, Salary Table B, Pilot Wrestling Program Coach, Middle Schools, Warren Middle Schools, (Boys), (100% of contract)
- (2) Indea Phillips, Code #36.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Girls), (85% of contract)

Discussion: None

The President called for a vote.

Yes: Mr. Stringer, Mrs. Limperos, Dr. Alls, Mr. Walker and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-21 -

ADJOURNMENT

Mrs. Limperos moved and Mr. Stringer seconded that, at 6:36 p.m. the Warren City Board of Education's Organizational Meeting be adjourned.

The President called for a vote.

Yes: Mrs. Limperos, Mr. Stringer, Dr. Alls, Mr. Walker and Mr. Flanagan.

No: None.

The President declared the motion carried.

President

Treasurer

Date

In addition to the record of the proceedings set forth in these minutes, an audio tape recording of the entire meeting was made and will be maintained in the Treasurer's Office of the Warren City School District. Said recording may not be kept in perpetuity but may be destroyed in accordance with the Warren City Board of Education's Records Retention Schedule, which has been approved by the Auditor of State's Office and the Ohio Historical Society