

**WARREN CITY SCHOOLS  
BOARD OF EDUCATION REGULAR MEETING  
TUESDAY, JANUARY 20, 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

Mr. Flanagan, Board President, called the Regular Meeting to order at 5:31 p.m.  
All present saluted the flag.

ROLL CALL

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

COMMUNICATIONS

- A. Weather conditions and school closure impact to attendance
- B. Mercy Health Clinic Update
- C. Records Retention Commission Meeting Update
- D. Community Swim

MOTION NO. 01-2026-22 - ADOPTION OF AGENDA

Mrs. Limperos moved and Mrs. Patterson seconded the adoption of the agenda.

*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.

TREASURER'S REPORT

- A. Tax rates calendar year 2026

SUPERINTENDENT'S REPORT

- A. Mollenkopf Project
- B. Jefferson PK-8 School Presentation

OLD BUSINESS

*Discussion: None.*

NEW BUSINESS

*Discussion: None.*

TREASURER'S RECOMMENDATIONS

MOTION NO. 01-2026-23 - MINUTES

Mr. Walker moved and Mr. Stringer seconded the resolution listed below regarding the December, 2025 and January, 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 December 9, 2025  
Special Meeting held December 17, 2025  
Organizational Meeting held January 6, 2026

*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. 01-2026-24 - MONTHLY FINANCIAL STATEMENT

Dr. Alls moved and Mrs. Limperos seconded the resolution listed below regarding the December, 2025 financial statement and short term investments made by the Treasurer during December, 2025, (Exhibit 26-04) be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	<b>General Fund</b>	<b>All Other Funds</b>	<b>Total All Funds</b>
<b>Beginning Balance</b>			
<b>July 1, 2025</b>	\$31,769,240.42	\$59,655,282.94	\$91,424,523.36
<b>MTD Receipts</b>	4,866,996.49	1,830,207.65	6,697,204.14
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	37,043,660.25	14,019,466.33	51,063,126.58
<b>MTD Expenditures</b>	6,425,924.20	3,591,381.13	10,017,305.33
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	37,941,237.58	22,328,779.48	60,270,017.06
<b>Ending Balance</b>			
<b>December 31, 2025</b>	30,871,663.09	51,345,969.79	82,217,632.88

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

<b>Fund</b>	<b>Amount</b>
001-0000 A10-General Fund	\$ 279,717.19
004-9203 COPS Farmer's	\$ 14.11
006-0000 FS-Food Service	\$ 3,081.45
401 Auxiliary Services	\$ 293.55
Total	\$ 283,106.30

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-25 - 2025-26 CO-CURRICULAR BUDGET AND PURPOSE STATEMENTS

Mrs. Limperos moved and Mr. Walker seconded 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>
<b>Warren G. Harding H.S.</b>	
300-9022	SAPOC Poetry Club

*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. 01-2026-26 - APPROVE THE APPLICATION, ACCEPT THE GRANT AND APPROVE THE GRANT APPROPRIATIONS

Mr. Stringer moved and Mrs. Limperos seconded the resolution listed below to approve the application, accept the grant and approve the grant appropriation (a.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the application, accept the grant and approve the following appropriation:

- a. Name of Grant: Schermer Trust and Diyorio Foundation FY26
- Fund/S.C.C.: Fund #007 S.C.C. #9260
- Amount: \$9,750.00
- Funding: Schermer Trust and Diyorio Foundation
- Period: November 6, 2025 through June 30, 2026.
- Coordinator: Dani Burns, Administrator
- Purpose: To provide teachers with grants for enrichment supplies and opportunities for students in the Warren City School District

**Appropriation:**

<b>Fund</b>	<b>Func.</b>	<b>Obj.</b>	<b>S.C.C.</b>	<b>Description</b>	<b>Amount (\$)</b>
007	1130	511	9260	WGH Supp and Materials	200.00
007	1130	590	9260	WGH Meals for events/trips	700.00
007	1130	486	9260	WGH Transporation	600.00
007	1100	511	9260	JEFF Supp and Materials	2,000.00
007	1100	511	9260	WIL Supp and Materials	1,000.00
007	1100	412	9260	WIL Purchased Services	1,200.00
007	1100	486	9260	WIL Transportation	800.00
007	1100	412	9260	LINC Purchased Services	1,393.00
007	1100	486	9260	LINC Transportation	857.00
007	1280	412	9260	Preschool Purch. Service	<u>1,000.00</u>
Total:					\$9,750.00

*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. 01-2026-27 - TAX RATES

Mr. Walker moved and Dr. Alls seconded the resolution listed below for tax rates for calendar year 2026 be approved as submitted.

WHEREAS, the Budget Commission of Trumbull County, Ohio, has certified its action thereon to this Board together with an estimate by the County Auditor of the rate of each tax necessary to be levied by this Board, and what part thereof is without, and what part within, the ten mill tax limitation.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education, Warren City School District, Trumbull County, Ohio, that the amounts and rates, as determined by the Budget Commission in its certification, be and the same are hereby accepted; and

BE IT FURTHER RESOLVED that there be and is hereby levied on the tax duplicate of said School District the rate of each tax necessary to be levied within and without the ten mill limitation as follows:

	Inside 10 Mill	Outside 10 Mill	Total
	<u>Limit</u>	<u>Limit</u>	<u>Mills</u>
General Fund	4.70	34.85	39.55
Bond Retirement Fund		5.30	5.00
Permanent Improvement		1.00	1.00
Emergency Levy Fund		4.65	4.65
Emergency Levy Fund		<u>9.60</u>	<u>9.60</u>
Grand Total	4.70	55.40	60.10

AND, BE IT FURTHER RESOLVED that the Treasurer of this Board be and is hereby directed to certify a copy of this resolution to the County Auditor of said County

*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. 01-2026-28 - REQUEST FOR THE COUNTY AUDITOR TO MAKE ADVANCES ON REAL ESTATE TAXES

Dr. Alls moved and Mrs. Limperos seconded the resolution listed below Requesting the County Auditor to make Advances on Real Estate Taxes be approved as submitted.

**WHEREAS** the Ohio Revised Code allows a taxing authority to request payment from the County Auditor fund derived from taxes or other sources to the County Treasurer, which may be held on account of a local subdivision;

**NOW THEREFORE BE IT RESOLVED** by the Warren City School District Board of Education, Trumbull County, Ohio that:

**Section 1.** That the Auditor and Treasurer of Trumbull County in accordance with Ohio Revised Code section 321.34, be requested to draw and pay to the Warren City School District Board of Education upon the written request of the Treasurer of the Warren City School District Board of Education, to the County Auditor, fund due in any settlement during the period from July 1, 2025 through June 30, 2026 derived from taxes or other sources, payable to the County Treasurer to the account of the Warren City School District Board of Education, and lawfully applicable for purposes of the current fiscal year.

**Section 2.** That the Treasurer of the Warren City School District Board of Education shall forward to the County Auditor a certified copy of this Resolution.

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried

#### SUPERINTENDENT’S RECOMMENDATIONS

#### MOTION NO. 01-2026-29 - AGREEMENTS, CONTRACTS, AND/OR LEASES

Mrs. Limperos moved and Mr. Stringer seconded the resolution listed below entering into agreements, contracts, and/or leases (a. through f.) 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: McGraw-Hill LLC  
PO Box 182605  
Columbus, OH 43218  
(Exhibit 26-05)  
Amount: \$14,000.00  
Fund: #599  
Period: 2025-2026 School Year  
Director: Regina Teutsch, Executive Director of Curriculum & Instruction  
Purpose: To provide a deep review of Wonders implementation in grades K-5 to ensure structured literacy is aligned to the Science of Reading and the depth of Ohio’s ELA standards. This is in alignment with the Comprehensive Literacy State Development Subgrant, therefore grant funds will be utilized.

- b. Agreement: Bennett's Office Products  
Donald Bennett  
3452 Vernon Street  
Burghill, OH 44404  
(Exhibit 26-06)  
Amount: Per Toner Maintenance Agreement  
Fund: #001  
Period: July 1, 2025 through July 1, 2026  
Director: John Lacy, Executive Director of Business Operations  
Purpose: To supply toner and toner maintenance on WCS printers in District.
- c. Agreement: College Credit Plus Dual Enrollment Program  
Youngstown State University  
Dr. Jennifer Pintar, Provost  
Office of College Access and Transition  
1 Tressel Way  
Jones Hall 30010  
Youngstown, OH 44555  
(Exhibit 26-07)  
Amount: Tuition for the program is aligned with the Ohio College Credit Plus tiered default rates.  
Period: Fall 2026/Spring 2027  
Director: Wendy Hartzell, Chief Academic Officer  
Purpose: To increase the educational options and opportunities for secondary students by allowing them to earn credit at the secondary and postsecondary levels simultaneously.
- d. Agreement: Kent State University College Credit Plus  
Kristin Bechter  
650 Hilltop Drive  
Kent, OH 44242  
330-672-1980  
kbechter@kent.edu  
(Exhibit 26-08)  
Amount: Tuition rate per credit hour will depend on delivery method and student's country of residence.  
Period: Fall 2026/Spring 2027  
Director: Wendy Hartzell, Chief Academic Officer  
Purpose: To increase the educational options and opportunities for secondary students by allowing them to earn credit at the secondary and postsecondary levels simultaneously.
- e. Agreement: Mike Bartos  
5376 Nashua Drive  
Austintown, OH 44515  
330-503-8141  
(Exhibit 26-09)  
Amount: Not to exceed \$75,000.00  
Period: January 1, 2026 through December 31, 2026  
Director: Rick Shepas, Athletic Director

Purpose: To provide consultant services for the Strength and Conditioning Program for our student athletes and coaching staff.

- f. Agreement: Grossetti Performance  
Terry Grossetti  
2656 Ellwood Rd.  
New Castle, PA 16101  
724-679-4747  
(Exhibit 26-10)
- Amount: In-Kind Services or up to \$9,750.00
- Period: January 13, 2026 through March 21, 2026
- Director: Rick Shepas, Athletic Director
- Purpose: To provide Elite Sports specific strength and speed training services for our student athletes.

*Discussion: None.*

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

MOTION NO. 01-2026-30 - ACCEPTANCE OF GIFTS

Dr. Alls moved and Mrs. Limperos seconded 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	
The River Church	Warren City Schools Monetary Donation for all Pantries Value: \$2,000.00	[1]

Anonymous	Lincoln PK-8 School Food Pantry Donation Estimated Value: 350.00.	[2]
Mrs. Stephanie Gilligan	Warren City Schools Set of Golf Irons Estimated Value: 300.00	[3]
St. Paul Lutheran Church	Willard PK-8 School Winter Jackets Donation Value: \$300.00	[4]
Grace AME Church	Willard PK-8 School Food Donation Value: \$500.00	[4]
Ms. S. Calloway	Willard PK-8 School Socks and Undergarments Donation Estimated Value: \$50.00	[4]
Mr. & Mrs. Tim & Kathy Eckard	Willard PK-8 School Pantry Donation Value: \$300.00	[4]
Guiding Light Presbyterian Church	Willard PK-8 School Hats, Scarves, & Coats Donation Value: 500.00	[4]
St. Joe's at the Mall	Jefferson PK-8 School Clothing Donation Value: \$150.00	[5]
Trumbull Correctional Institution	Jefferson PK-8 School Food Donation Value: \$350.00	[5]
St. Mark's Church	Jefferson PK-8 School Clothing Donation Value: \$750.00	[5]

Second Baptist Church	Jefferson PK-8 School Clothing and Hygiene Donation Value: \$400.00	[5]
Mr. Caleb Cathcart	Jefferson PK-8 School Monetary Donation Value: 250.00	[6]
Lincoln Electric Foundation	Jefferson PK-8 School Monetary Donation Value: 250.00	[6]
Mr. & Mrs. Barry and Janet Krantz in honor of R. Keeth Matheny	Jefferson PK-8 School Pantry Donation Value: \$50.00	[5]
Mr. & Mrs. Barry and Janet Krantz in honor of R. Keeth Matheny	Willard PK-8 School Pantry Donation Value: \$50.00	[4]
Second Baptist Church	Jefferson PK-8 School Winter Hats and Gloves Value: 100.00	[5]
Second Baptist Church	Jefferson PK-8 School Monetary Donation Value: \$100.00	[7]
Believer's Church	Jefferson PK-8 School Christmas Gifts Value: \$13,750.00	[8]
Mr. Chris Rahrig	Willard PK-8 School Pantry Donation Value: 100.00	[4]
Trumbull Neighborhood Partnership & Scarpaci Wholesale Produce	Lincoln PK-8 School Gift Card Donation Value: \$920.00	[2]

UAW Local 1112	Lincoln PK-8 School Christmas Gifts Donation Value: \$250.00	[2]
Kim Joynes Memorial Banquet Fund	Lincoln PK-8 School Monetary Donation Value: \$500.00	[2]
Christ Episcopal Church	Lincoln PK-8 School Monetary Donation Value: \$200.00	[9]
Christ Episcopal Church	Lincoln PK-8 School Clothing Donation Value: \$100.00	[2]

- [1] To be used to support the students of Warren City Schools.
- [2] To be used to support the students of the Lincoln PK-8 School.
- [3] To be used to support the staff and students of Warren City Schools that utilize the golf simulator at the Student Recreation and Wellness Center.
- [4] To be used to support the students of Willard PK-8 School.
- [5] To be used to support the students of Jefferson PK-8 School.
- [6] To be used to support PBIS Incentives at Jefferson PK-8 School.
- [7] To be used to support the 21<sup>st</sup> Century Students at Jefferson PK-8 School.
- [8] To be used to support the K-2 Students at Jefferson PK-8 School.
- [9] To be used to support family engagement events at Lincoln PK-8 School.

*Discussion: Thank you to all Benefactors for your support of the district and students. Your donations are always greatly appreciated.*

The President called for a vote.

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

No: None.

Abstain: Mr. Stringer.

The President declared the motion carried.

MOTION NO. 01-2026-31 -

A RESOLUTION TO AUTHORIZE THE EXECUTION OF  
GUARANTEED MAXIMUM PRICE RELATED TO THE  
BOARD'S MOLLENKONPF PROJECT

Mr. Stringer moved and Mr. Walker seconded the resolution listed below to authorize the execution of guaranteed maximum price related to the Board's Mollendkopf Project.

WHEREAS, the Board of Education (hereafter referred to as the "Board") has determined to undertake renovations to its Mollenkonpf Stadium (the "Project"); and

WHEREAS, the Board of Education (hereafter referred to as the “Board”) publicly announced a request for statements of qualification for construction manager at-risk services for its improvements project (the “Project”); and

WHEREAS, the Board, following the completion of the selection process, awarded a contract for construction manager at-risk services; and

WHEREAS, the CMR has submitted the Guaranteed Maximum Price (GMP) (Exhibit 26-11) proposal for the current portion of the Project, and the Board has reviewed said information;

WHEREAS, the Board now desires to approve budgets and authorize the execution of the GMP amendment at the appropriate time.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education as follows:

Section 1. The President and Treasurer, at the appropriate time and on behalf of the Board of Education, are hereby authorized and directed to execute and sign the AIA Document A133 2019 and AIA Document A133 2019 Exhibit A in substantially the form presently on file with this Board with such changes not substantially adverse to the Board of Education as the official executing the same may approve, with their execution thereof conclusive evidence that the changes are not substantially adverse to the Board of Education.

Section 2. That this Board hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of this Board; and that all deliberations of this Board 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 Section 121.22 of the Ohio Revised Code.

Section 3. 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, which may be inconsistent or duplicative with the provisions of this Resolution.

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 01-2026-32 -

OHIO DEPARTMENT OF EDUCATION  
CERTIFICATION FOR OHIO TEACHERS EVALUATION  
SYSTEM AND OHIO PRINCIPAL EVALUATION  
SYSTEM

Mr. Walker moved and Dr. Alls seconded 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**  
Daniel Thorpe

**OTES 2.0**  
Nina Elias

*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. 01-2026-33 - TUITION REIMBURSEMENT

Dr. Alls moved and Mr. Walker seconded 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 – 2025 – 2026 School Year:

BERGSTROM, Mary Lyn	\$ 500.00
LITTLETON, Sylvia N.	\$ 500.00

*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. 01-2026-34 - PERSONNEL RECOMMENDATIONS

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

CERTIFICATED:

a. Change in Classification – Certificated

WHEREAS, the following changes in employees classification are being made for the benefit of the District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.01, the following changes in the employees working classification 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) Adam Fisher, from Building Substitute Teacher, Lincoln PK-8 School to Middle Childhood Education Teacher, Lincoln PK-8 School, Salary Table A, Step B-01 (prorata), Limited Contract, effective 01/13/2026.
- (2) Hannah VanDyke, from Building Substitute Teacher, Willard PK-8 School to Primary Education Teacher, Willard PK-8 School, Salary Table A, Step B-01 (prorata), Limited Contract, effective 01/05/2026.

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) Annette Constantino, Elementary Education Teacher, Leave of Absence, effective 1/5/2026.
- (2) Christina Ferreri, Elementary Education Teacher, Leave of Absence, effective 12/08/2025.
- (3) Andrea Hochmann, Special Education Teacher, Leave of Absence, effective 1/05/2026.
- (4) Vani James, Secondary Education Teacher, Leave of Absence, effective 01/05/2026.
- (5) Melissa Ustik, Speech & Language Pathologist, Leave of Absence, effective 01/30/2026.

c. Certificated Personnel – Grant Continuing Contracts

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

WHEREAS, past employment performance evaluations have been satisfactory.

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

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

- (1) Abby Logan, Salary Table A, Step M-07, Continuing Contract to be effective the beginning of the day, January 21, 2026.
- (2) Roy Ryser, Salary Table A, Step M-17, Continuing Contract to be effective the beginning of the day, January 21, 2026.
- (3) Lori Voytko, Salary Table A, Step M-23, Continuing Contract to be effective the beginning of the day, January 21, 2026.

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 **November 11, 2025**, Regular Board Meeting, **MOTION NO. 11-2025-249**, Section d. Appointments – Certificated – Hourly Employment (2025-26 School Year), Item #4, IEP and ETR monitoring by the Internal Monitoring Team, effective 10/31/2025 through 12/21/2025, \$31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, **AMEND** the not to exceed amount as indicated below on the following educators (Recommended by P. Dreher, Executive Director of Special Education)

Gregory Lazzari from \$350.00 TO \$360.00  
Laurie Liguori from \$350.00 TO \$550.00

- (2) Supplemental contracts for the purpose of providing instruction in the Jefferson PK-8 Grades 3-6 ELA Afterschool Intervention Program, effective 01/20/2026 through 03/12/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9261, and IDEA-B Fund #516, SCC #9260, not to exceed \$1,200.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Brent Bitner	Julia McMenamin
Sandra Carson	Lisa Mesaros
Charlene Dedo	Tina Noble
Diane Gibbons	Matthew Seidel
Molly James	Christine Ulrich
Stacey Lasher	Melinda Vrable
Roseann McCracken	Marissa Zoccali
Robin McVay	

- (3) Supplemental contract for the 2026 Spring Pilot Girls Flag Football, Warren G. Harding High School, effective 03/20/2026 through 05/30/2026, to be paid \$1,700.00 ( based on Index 4.0 on Salary Table B - Teachers with Additional Duties – 2025-26 School year), from Fund #001, SCC #0000 (Recommended by R. Shepas, Athletic Director)

Matthew Sheely

- (4) Supplemental contracts for the purpose of participating in Rewards Online Training Modules, effective 01/16/2026 through 01/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A, Fund #572, SSC #9261, not to exceed \$392.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Willard PK-8**

Rachel Beach  
Jenna Bryant

- (5) Supplemental contracts for the purpose of providing instruction in the Willard PK-8 Grades 3-5 ELA Afterschool Intervention Program, effective 01/21/2026 through 02/26/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9261, and IDEA-B Fund #516, SCC #9260, not to exceed \$800.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kimberly Baker	Rachel Derenzis
Rebecca Boyle	Natasha Galbraith
Zachary Chaffee	Nina Vaughn
Annette Constantino	Donna Knox-Weimer
Jill Cuscino	Tyler Withem

- (6) Supplemental contracts for the purpose of IEP and ETR monitoring by the Internal Monitoring Team, effective 01/05/2026 through 03/13/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, not to exceed

\$350.00 each (Recommended by P. Dreher, Executive Director of Special Education)

Natalie Allison	Brittany Moncrief
Kimberly Armstrong	Mesa Morlan
Brittany Barone	Richard Palumbo
Melissa Bartholomew	Kristie Pierce
Jenna Bryant	Mikayla Rowbotham
Alexis Hall	Nicole Ryser
Greg Lazzari	Melissa Ustik
Laurie Liguori	Emily Ward
Christopher Lowry	Corinna Williamson
Elizabeth McComb	Morgan Zadroski
Laura Mastro	

- 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.

- (1) Building Substitute Teacher Appointment approved at the **January 6, 2026**, Organizational Meeting, **MOTION NO. 01-2026-20**, Section d. Building Substitute Teacher Appointment(s) (2025-26 School Year) \$175.00 per day, Alayna Tyler, Harding, **AMEND effective date, 01/05/2026 TO 01/26/2026**.

- 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 R. Shepas, 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) Renaissance Program – Code #19, Index 4.0, Salary Table B.

Joy Angelo

**High School Athletics:**

- (2) Supplemental Contract approved at the **December 9, 2025**, Regular Board Meeting, **MOTION NO. 12-2025-267**, Section f. Employment – Certificated (current regular employee) (Co-Curricular year) (2025-26 school year), High School Athletics, Item no. 5, **Bernard Bolha Basketball – Assistant Coach (Girls)**, Code 36.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, 85% of Contract be **AMENDED to 100% of Contract**
- (3) Burnett, Andrew – Baseball – Head Coach (Boys) - Code #31.0, Index 11.2, Salary Table B, High School – Warren G. Harding High School, 100% of Contract.
- (4) Rowbotham, Mikayla – Softball – Assistant Coach (Girls) – Code #58.0, Index 5.6, Salary Table B, High School – Warren G. Harding High School, 100% of Contract.

**K-8 Athletics:**

- (5) Nelson, Ronald – Faculty Manager K-8, (Boys/Girls) - Code #104.0, Index 10.0, Salary Table B, Middle School – Willard PK-8 School, 50% of Contract.

CLASSIFIED:

g. 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) Nailah Blackwell, District Manager-Food Service, Administration Building, Salary Table G, leave of absence without pay or board paid benefits, effective 03/01/2026.

h. 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) Cassie Boyer, MD Educational Aide, Lincoln PK-8 Building, Salary Table I, effective 01/05/2026. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (2) Kaylee Lazich, MD Educational Aide, Jefferson PK-8 School, Salary Table I, effective 01/29/2026. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (3) Aryssia Stevens, Floating Preschool Educational Aide, Lincoln PK-8 School, Salary Table I, effective 01/12/2026. (Vacancy created due to resignation/retirement in department.) (Recommended by W. Hartzell, Chief Academic Officer)

i. Substitute Employment Additions – Classified

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

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be added to the approved list of substitute personnel. This employment is contingent upon receiving satisfactory results from a mandatory pre-employment drug test screening required by school policy and the individual(s) named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed. This employment is also conditional until receipt of satisfactory results from a state required police check.

- (1) Jessica Hampton, Substitute Noon Hour Aide, Salary Table M, effective 01/05/2026.

j. 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) May Lyn Bergstrom, from EMIS Data/File Specialist, Administration Building, Salary Table E, to EMIS Data/File Specialist, Administration Building, with Associates Degree, Administration Building, Salary Table E, (Proof of attainment of Associate degree received.) effective 01/14/2026.

k. Classified Temporary Employment

WHEREAS, a temporary, limited, on-demand need exists for the services to be rendered by the persons herein named.

NOW, THEREFORE, BE IT RESOLVED, that the temporary, on demand employment action as herein described and limited is hereby made; and

BE IT FURTHER RESOLVED that following the employment date herein specified, such employment is terminated without prejudice toward the person(s) concerned.

- (1) The following individual be granted a supplemental contract for the purpose of Interim School Community Liaison, Jefferson PK-8, Salary Table L, effective December 01, 2025, through June 30, 2026, to be paid from Fund #001, SCC 0000, at an hourly rate of \$22.43, not to exceed \$10,000.00. (Recommended by D. Capers, Associate Superintendent, Student Services, Student Wellness and Success)

Andre Clarke

- (2) The following individual be granted a supplemental contract for the 2026 Pilot Girls Flag Football, Warren G. Harding High School, effective 03/20/2026 through 05/30/2026, to be paid \$1,700.00 (based on Index 4.0 on Salary Table B-Teachers with Additional Duties – 2025-2026 School year), from fund #001, SCC #0000 (Recommended by R. Shepas, Athletic Director)

Justin Blair

- (3) The following individual be granted a supplemental contract for the 2026 Pilot Boys Volleyball, Warren G. Harding High School, effective 03/20/2026 through 05/30/2026, to be paid \$1,700.00 (based on Index 4.0 on Salary Table B-Teachers with Additional Duties – 2025-2026 School year), from fund #001, SCC #0000 (Recommended by R. Shepas, Athletic Director)

African Grant

I. 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.

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) The following Classified Co-Curricular 2025-26 supplemental contract listed below and approved at the September 23, 2025, Regular Board Meeting, **MOTION NO. 09-2025-221**, Section n., item no. 20, **Jelani Franklin, Code 104.0, Index 10.0**, Salary Table B, Faculty Manager K-8, K-8 School, Willard PK-8 School, **(100% of contract.)**, be **AMENDED** to **Franklin, Code 104.0, Index 10.0**, Salary Table B, Faculty Manager, Willard PK-8 School, **(50% of contract.)**
- (2) Raiale Chatmon, Code #58.0, Index 5.6, Salary Table B, Assistant Softball Coach, High School, Warren G. Harding High School (Girls) (100% of contract.)
- (3) Ty Fowler, Code #111.0, Index 8.0, Salary Table B, Middle School Swim Coach, Middle School, Warren Middle Schools (Boys and Girls) (100% of contract.)
- (4) Jelani Franklin, Code #100.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Basketball Coach (Gold), Middle School, Warren McGuffey Middle Schools (Boys) (100% of contract.)
- (5) Ryan Maffitt, Code #32.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School (Boys) (100% of contract.)
- (6) Diamond Phillips, Code #102.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Basketball Coach (White), Middle School, Warren Middle Schools (Girls) (100% of contract.)
- (7) Marissa Roberts, Code #57.0, Index 11.2, Salary Table B, Head Softball Coach, High School, Warren G. Harding High School (Girls) (100% of contract.)

*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. 01-2026-35 - EXECUTIVE SESSION**

Mr. Flanagan moved and Mrs. Limperos seconded that, under the provisions of ORC 121.22, the Warren City Board of Education recess into Executive Session at 7:34 p.m. to Consider the employment of public employees and Details relative to the security arrangements and emergency response protocols for the public body.

*Discussion: Will adjourn meeting following executive session. No further action will be taken.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

At 8:26 p.m. the meeting was reconvened from Executive Session at which time it was reported that to Consider the employment of public employees and Details relative to the security arrangements and emergency response protocols for the public body was discussed.

All Board Members in attendance were present when the meeting reconvened.

MOTION NO. 01-2026-36 - ADJOURNMENT

Mr. Walker moved and Mrs. Limperos seconded that, at 8:26 p.m. the Warren City Board of Education’s Regular Meeting be adjourned.

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.

\_\_\_\_\_  
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