

**WARREN CITY SCHOOLS  
BOARD OF EDUCATION REGULAR MEETING  
TUESDAY, FEBRUARY 3, 2026  
6:00 P.M.**

Lincoln PK – 8 School, Cafetorium  
with Live Stream available at warrencityschools.org  
2253 Atlantic Street NE  
Warren, Ohio

CALL TO ORDER

Mr. Flanagan, Board President, called the Regular Meeting to order at 6:01 p.m.  
All present saluted the flag.

ROLL CALL

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

COMMUNICATIONS

- A. Update regarding calamity days
- B. Tax Abatement notification

MOTION NO. 02-2026-40 - ADOPTION OF AGENDA

Mrs. Limperos moved and Mr. Stringer seconded the adoption of the agenda.

*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.

TREASURER'S REPORT

- A. Property Tax Credit – Potential Piggyback Expansion

SUPERINTENDENT'S REPORT

- A. Lincoln PK-8 School Building Presentation

MOTION NO. 02-2026-41 - EXECUTIVE SESSION

Mrs. Limperos moved and Dr. Alls seconded that, under the provisions of ORC 121.22, the Warren City Board of Education recess into Executive Session at 7:08 p.m. to Consider the employment of public employees.

*Discussion: Will reconvene meeting following executive session.*

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.

At 8:04 p.m. the meeting was reconvened from Executive Session at which time it was reported that Consideration of employment of public employees was discussed.

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

OLD BUSINESS

*Discussion: None.*

NEW BUSINESS

*Discussion: None.*

TREASURER'S RECOMMENDATIONS

MOTION NO. 02-2026-42 - MINUTES

Mrs. Limperos moved and Mr. Walker seconded the resolution listed below regarding the 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 January 20, 2026

*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. 02-2026-43 - APPROPRIATION BUDGETS

Mr. Walker moved and Mrs. Limperos seconded the resolution listed below to approve appropriation budget (a.) be approved as submitted.

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

- a. Fund/S.C.C.: Special Education – Part B IDEA  
Fund #516, S.C.C. #9260
- Amount: \$544,483.72
- Funding: Through the Ohio Department of Education.
- Period: January 1, 2026, through June 30, 2026
- Exec. Director: Patricia Dreher, Special Education

Purpose: To provide services and materials for the education of children with disabilities.

**Appropriation:**

<b>Fund</b>	<b>Func.</b>	<b>Obj.</b>	<b>S.C.C.</b>	<b>Description</b>	<b>Amount (\$)</b>
516	1200	100	9260	Salaries	304,816.74
516	1200	200	9260	Retirement/Benefits	60,000.00
516	1200	400	9260	Purchased Services	0.00
516	1200	500	9260	Supplies	143,611.59
516	1200	600	9260	Capital Outlay	0.00
516	2200	100	9260	Salaries	0.00
516	2200	200	9260	Retirement/Benefits	5,000.00
516	2100	400	9260	Purchased Services	0.00
516	2100	500	9260	Supplies	0.00
516	2100	100	9260	SLP Salaries	0.00
516	2100	200	9260	SLP benefits	0.00
516	2400	100	9260	Salaries	0.00
516	2400	200	9260	Retirement/Benefits	0.00
516	2400	400	9260	Purchased Services	0.00
516	2400	500	9260	Supplies	0.00
516	2500	800	9260	Indirect Costs	30814.87
516	3200	100	9260	Salaries	0.00
516	3200	200	9260	Retirement/Benefits	0.00
516	3200	400	9260	Nonpublic	<u>240.52</u>
Total:					\$544,483.72

*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. 02-2026-44 - REVISED APPROPRIATION BUDGETS**

Dr. Alls moved and Mr. Stringer seconded the resolution listed below to approve revised appropriation budgets (a. through f.) be approved as submitted.

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

- a. Fund/S.C.C.: IDEA Early Childhood Special Education  
Fund #587, S.C.C. #9260  
FY2026 Apprn: \$31,474.28  
Rev. Apprn: \$30,349.11  
Exec. Director: Patricia Dreher, Special Education  
Purpose: \$1,125.17 decrease due to reallocation of funds

- b. Funds/S.C.C.: Title I

- |                 |  |
|-----------------|--|
|                 | Fund #572, S.C.C. #9261  |
| FY2026 Apprn:   | \$6,476,763.96   |
| Rev. Apprn:     | \$7,040,930.57   |
| Exec. Director: | Christine Bero, State and Federal Programs                       |
| Purpose:        | \$564,166.61 increase due to carryover and reallocation of funds |
|                 |  |
| c.              | Funds/S.C.C.: Title I-Neglected                                  |
|                 | Fund #572, S.C.C. #9265  |
| FY2026 Apprn:   | \$38,608.22  |
| Rev. Apprn:     | \$53,426.74  |
| Exec. Director: | Christine Bero, State and Federal Programs                       |
| Purpose:        | \$14,818.52 increase due to carryover and reallocation of funds  |
|                 |  |
| d.              | Funds/S.C.C.: Title I-Delinquent                                 |
|                 | Fund #572, S.C.C. #9266  |
| FY2026 Apprn:   | \$69,077.94  |
| Rev. Apprn:     | \$74,012.53  |
| Exec. Director: | Christine Bero, State and Federal Programs                       |
| Purpose:        | \$4,934.59 increase due to carryover                             |
|                 |  |
| e.              | Funds/S.C.C.: Title II-A   |
|                 | Fund #590, S.C.C. #9262  |
| FY2026 Apprn:   | \$489,465.39   |
| Rev. Apprn:     | \$572,522.70   |
| Exec. Director: | Christine Bero, State and Federal Programs                       |
| Purpose:        | \$38,057.31 increase due to carryover and reallocation of funds  |
|                 |  |
| f.              | Funds/S.C.C.: Title IV-A   |
|                 | Fund #584, S.C.C. #9264  |
| FY2026 Apprn:   | \$507,022.30   |
| Rev. Apprn:     | \$515,384.64   |
| Exec. Director: | Christine Bero, State and Federal Programs                       |
| Purpose:        | \$8,362.34 increase due to carryover and reallocation of funds   |

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

#### SUPERINTENDENT'S RECOMMENDATIONS

MOTION NO. 02-2026-45 -

AGREEMENTS, CONTRACTS, AND/OR LEASES

Mr. Stringer 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: Mike Bartos  
Amount: (Exhibit 26-12)  
Fund: #001  
Period: December 11, 2024, through December 31, 2025.  
Director: Richard Shepas, Athletic Director  
Purpose: Revise Motion # 12-2024-241 to increase amount by up to \$10,000.00 due to additional time provided for our students.

*Discussion: None.*

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

MOTION NO. 02-2026-46 - BOARD POLICIES – REVIEW

Mrs. Limperos moved and Mr. Walker seconded the resolution listed below regarding the Review of Board Policies, be approved as submitted.

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

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

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

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. 02-2026-47 - WARREN SECRETARIAL ASSOCIATION COLLECTIVE BARGAINING AGREEMENT

Mr. Walker moved and Mrs. Limperos seconded the resolution listed below to approve and adopt the Collective Bargaining Agreement between the Warren Secretarial Association and the Warren City Board of Education governing the three-year period commencing June 30, 2026, and concluding June 29, 2029 be approved as submitted.

SECTION 1: The Warren City Board of Education hereby approves and adopts the Collective Bargaining Agreement, (Exhibit 26-13), between the Warren Secretarial Association and the Warren City Board of Education governing the three-year period commencing June 30, 2026, and concluding June 29, 2029.

SECTION 2: The Warren City Board of Education hereby authorizes and directs the appropriate officers and administrators of the Warren City Board of Education and the Warren City School District, including the Board President, Superintendent, and Treasurer, to take any and all acts or actions necessary to execute the Collective Bargaining Agreement and any related documents, including the Certificate of Availability of Funds, as may be necessary to assure its full implementation.

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. 02-2026-48 - SALARY TABLES

Dr. Alls moved and Mr. Stringer seconded the resolution listed below adopting said salary tables be approved as submitted with changes as indicated.

- Salary Table C, Certificated Administrators – Less than 52 Weeks
- Salary Table C, Certificated Administrators – 52 Weeks
- Salary Table J – Classified Supervisory Salary Schedule
- Salary Table K – Exempt Classified Employees Salary Schedule
- Salary Table L – Classified Non-Supervisory & Grant Funded Schedule

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

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education adopt salary tables, (Exhibit 26-14), effective July 1, 2026 through June 30, 2029.

BE IT FURTHER RESOLVED that the Board President, Superintendent and Treasurer are hereby authorized and directed to take all lawful steps necessary to implement said salary tables, including the execution of applicable "412 Certificate."

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 02-2026-49 - ACCEPTANCE OF GIFTS

Mr. Stringer moved and Dr. Alls 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	
St. Mark's Church	Jefferson PK-8 School Hygiene Products and Shoes Donation Value: \$650.00	[1]
St. Theresa of Calcutta Church	Lincoln PK-8 School Clothing Donation Value: \$800.00	[2]
AVI Foodsystems	Lincoln PK-8 School Water and Snacks Donation Value: 149.74	[3]
Larry and Jeanie Richards	Willard PK-8 School Winter Coats Donation Estimated Value: \$200.00	[4]

- [1] To be used to support the students of Jefferson PK-8 School.
- [2] To be used to support the students of Lincoln PK-8 School.
- [3] To be used to support the 6<sup>th</sup>-8<sup>th</sup> students of Lincoln PK-8 School attending the school dance.
- [4] To be used to support the students of Willard 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: Mr. Stringer, Dr. Alls, Mrs. Limperos, Mr. Walker and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 02-2026-50 -

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

Mrs. Limperos moved and Mr. Walker 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**  
Regina Teutsch

**OTES 2.0**

*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. 02-2026-51 - PERSONNEL RECOMMENDATIONS

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

**CERTIFICATED:**

a. **Certificated – Retirement**

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

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

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

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

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

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

- (1) Mary Dolan-Meese, Music Education Teacher, Retirement, effective the close of the day, 05/29/2026.
- (2) Mark Mazzi, Middle Childhood Education Teacher, Retirement, effective the close of the day, 05/29/2026.

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 leave is recognized and/or granted for the dates indicated.

- (1) Minnette Dixon, Special Education Teacher, Leave of Absence, effective 01/09/2026.

c. Appointments – Certificated – Hourly Employment (2025- 2026 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 the purpose of IEP and ETR monitoring by the Internal Monitoring Team, effective 12/28/2025 through 01/04/2026, \$31.87 per an hour, to be paid from Fund #516, SCC #9260, not to exceed \$160.00 each (Recommended by P. Dreher, Executive Director of Special Education)

Jenna Bryant

Mikayla Rowbotham

- (2) Supplemental contracts for the purpose of participating in Rewards PLUS virtual training on 02/10/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9261, not to exceed \$96.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8:**

**Willard PK-8:**

Diane Gibbons  
Kristine Hunchuck  
Summer Zipay

Kimberly DePizzo  
Stephanie Hall  
James Kopp  
Stephanie Porterfield

**Lincoln PK-8:**

Juanita Manios

**WGH:**

Nicolina Frederick  
Melanie Hameed

**McGuffey PK-8:**

Cheryl Leshnack  
Kimberly Orr  
Jack Reppart  
Victoria Smolak-Wagner  
Paula Yauger

- (3) Supplemental contracts for the Spring 2025-26 School Year, E Sports - Assistant Coaches, (Boys/Girls), Warren G. Harding High School, effective 01/01/2026 through 03/07/2026, \$1,336.54 each, to be paid from Fund #001, SCC #0000 (Recommended by R. Shepas, Athletic Director)

Jared Adler

Austin Angus

- d. Substitute Teacher Appointment(s) (2025-26 School Year) \$150.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule, as needed)

WHEREAS, to prepare for temporary absences of certificated personnel for whom temporary, casual, as needed, on-call replacements (substitute teachers) may be needed to provide educational services for students; and

WHEREAS, the Board of Education has the authority to employ eligible personnel on such temporary, casual, as needed, on-call substitute basis. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

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

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

**Name**

**Effective Date**

Troy Lewis

01/23/2026

- e. 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 of 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) Robotics Assistant – Code #13.0, Index 6.0, Salary Table B. (100% of Contract)

Joy Angelo  
Tyler Nimigadda

Val Jean Pace  
Richard Rohrer

**High School Athletics:**

- (2) Lydic, Eric – Tennis (Boys) - Code #63.0, Index 7.0, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)
- (3) Penny, Charles – Track – Head Coach (Boys) - Code #65.0, Index 11.2, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)
- (4) Penny, Charles – Track – Head Coach (Girls) - Code #66.0, Index 11.2, Salary Table B, High School – Warren G. Harding High School, (100% of Contract)

**CLASSIFIED:**

- f. **Retirement – Classified**

WHEREAS, the employee herein named has requested to be released from all contracts of employment by way of retirement as specified at the effective date indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, this retirement has been accepted by the Superintendent/CEO of the Warren City School District at the effective date indicated.

BE IT FURTHER RESOLVED that the Board of Education commend the public service rendered, commitment to young people, and loyalty to the schools and community; and BE IT FINALLY RESOLVED that the retirement be accepted with regret, but with the best wishes and sincere appreciation.

- (1) Peggy Lucas, Day Janitor, Willard PK-8 School, Salary Table D, effective 03/31/2026.

g. Resignation – Classified

WHEREAS, the employee herein named has requested to be released from all contracts of employment by way of resignation as specified at the effective date indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, this resignation has been accepted by the Superintendent/CEO of the Warren City School District at the effective date indicated.

BE IT FURTHER RESOLVED that the Board of Education commend the public service rendered, commitment to young people, and loyalty to the schools and community; and BE IT FINALLY RESOLVED that this resignation be accepted with regret, but with the best wishes and sincere appreciation.

- (1) Isabell Airgood, MD Educational Assistant, Jefferson PK-8 School, Salary Table I, effective 01/30/2026.
- (2) Laura Willard, Secretary B to Executive Director of Special Education, Administration, Salary Table E, effective 01/28/2026.

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) Trevor Donley, Computer Tech/File Server, Warren G. Harding High School, Salary Table L, effective 01/07/2026.

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 (Completion of 30 day probationary period as of 01/16/2026). (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Claire-Elise Williams-Golidy, Secretary II-Student Services, Administration, Salary Table E, Pay Range V, 260-262 day (52 week) contract, effective 02/02/2026.) (Vacancy created due to resignation/retirement in department.) (Recommended by D. Capers, Associate Superintendent of Student Services, Student Wellness & Success)

j. 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) It is recommended that the following individuals provide culinary services to support the Bistro at the Student Recreation and Wellness Center, on a voluntary basis, effective 01/12/2026 through 05/30/2027, (Recommended by S. Chiaro, Superintendent/CEO)

Adam LaBenne  
Chad Wilkoff

- (2) 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 <sup>th</sup> 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:

Melissa Bartholomew  
Annette Constantino  
Anthony Davis  
DeVonte Parker  
Matthew Sheely

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.

k. 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) Trevor Donley, Code #13.0, Index 6.0, Salary Table B, Robotics Assistant, High School, Warren G. Harding High School. (100% of contract)
- (2) Emma Gumont, Code #58.0, Index 5.6, Salary Table B, Assistant Softball Coach, High School, Warren G. Harding High School, (Girls). (100% of contract)
- (3) Kevin Koncsol, E-Sports Head Coach - Spring Season, High School, Warren G. Harding High School, (Girls/Boys). (100% of contract in the amount of \$2,673.08.)
- (4) Xyari Williams, Code #58.0, Index 5.6. Salary Table B, Assistant Softball Coach, High School, Warren G. Harding High School (Girls). (100% of contract)

*Discussion: Congratulations and thank you to retirees, Mary Dolan-Meese, Mark Mazzi and Peggy Lucas.*

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.

BOARD'S RECOMMENDATIONS

MOTION NO. 02-2026-52 -

THIRD ADDENDUM TO THE SUPERINTENDENT'S  
EMPLOYMENT CONTRACT

Dr. Alls moved and Mr. Walker seconded the resolution listed below be approved as submitted:

WHEREAS, the Superintendent has requested the Board consider approving a third addendum to his employment contract; and

WHEREAS, the Board has considered this request and find the requested changes to be reasonable and in the best interests of the District;

BE IT HEREBY RESOLVED, that the Board hereby approves the third addendum to the Superintendent's contract and authorizes the Board President to execute the agreement on behalf of the Board.

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 02-2026-53 - RESOLUTION TO EMPLOY SUPERINTENDENT

Mr. Stringer moved and Mr. Walker seconded the resolution listed below be approved as submitted:

WHEREAS, ORC Section 3319.01 provides for the appointment of a superintendent for a city school district; and

WHEREAS, Steve Chiaro ("Chiaro") has agreed to continue in the position of Superintendent for the Board of Education of the Warren City School District ("Board"), in accordance with the terms of a contract of employment effective August 1, 2027.

NOW, THEREFORE BE IT RESOLVED, that the Board employ Steve Chiaro as Superintendent and Chief Executive Officer for the term beginning August 1, 2027 and extending through July 31, 2032; and

BE IT FURTHER RESOLVED, that the Board President is authorized and directed to execute a contract of employment with Mr. Chiaro on behalf of the Warren City School District Board of Education, upon such terms and conditions as agreed and as may be required to bring about the legal effect of the terms of this Resolution; and

BE IT FINALLY RESOLVED, that it is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

IN WITNESS WHEREOF, the President and the Treasurer of the Board of Education of the Warren City School District, having first been duly authorized, and Steve Chiaro, Superintendent of the Warren City School District, have set their hands hereto this 3<sup>rd</sup> day of February, 2026.

*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. 02-2026-54 - ADDENDUM TO TREASURER'S EMPLOYMENT  
CONTRACT

Mrs. Limperos moved and Mr. Walker seconded the resolution listed below regarding an addendum to the Treasurer's employment contract be approved as submitted.

WHEREAS, the Board of Education of the Warren City School District (hereinafter the "Board") and Karen M. Sciortino (hereinafter the "Treasurer") are parties to an employment contract effective August 1, 2022; and

WHEREAS, the Board and the Treasurer desire to amend the Treasurer's employment contract concerning performance and compensation.

NOW, THEREFORE BE IT RESOLVED, that the Board agrees to amend the employment contract for Karen M. Sciortino for the term beginning August 1, 2022 and extending through July 31, 2027; and

BE IT FURTHER RESOLVED, that the Board President is authorized and directed to execute an addendum to the contract of employment with Ms. Sciortino on behalf of the Warren City School District Board of Education, upon such terms and conditions as agreed and as may be required to bring about the legal effect of the terms of this Resolution; and

BE IT FINALLY RESOLVED that it is hereby 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 in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

*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. 02-2026-55 - TREASURER'S CONTRACT EFFECTIVE  
AUGUST 1, 2027

Mr. Walker moved and Mrs. Limperos seconded the resolution listed below be approved as submitted:

WHEREAS, the Treasurer's current employment contract expires on July 31, 2027; and

WHEREAS, Ohio Revised Code Section 3319.01 provides that a board may at any regular or special meeting held during the period beginning on the first day of January of the calendar year immediately preceding the year the contract of employment of a treasurer expires and ending on the first day of March of the year it expires, reemploy such treasurer for a succeeding term for not longer than five years, beginning on the first day of August immediately following the expiration of

the treasurer's current term of employment and ending on the thirty-first day of July of the year in which such succeeding term expires; and

WHEREAS, the Treasurer has consistently met or exceeded the Board's expectations and

WHEREAS, the Board finds it is in the best interests of the District to offer the Treasurer a contract to become effective at the end of her current contract;

BE IT HEREBY RESOLVED, that the Board hereby approves the Treasurer's contract to become effective August 1, 2027 and authorizes the Board President to execute the agreement on behalf of 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. 02-2026-56 - ADJOURNMENT

Mr. Walker moved and Dr. Alls seconded that, at 8:22 p.m. the Warren City Board of Education's Regular Meeting be adjourned.

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.

\_\_\_\_\_  
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