

**WARREN CITY SCHOOLS
BOARD OF EDUCATION REGULAR MEETING
TUESDAY, FEBRUARY 24, 2026
6:00 P.M.**

Willard PK – 8 School, Cafetorium
with Live Stream available at warrencityschools.org
2020 Willard Avenue SE
Warren, Ohio

CALL TO ORDER

Mr. Flanagan, Board President, called the Regular Meeting to order at 6:02 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. "Good Morning Warren" hosting at Student Recreation and Wellness Center (SRWC)
- B. Wax Museum Event currently ongoing at SRWC
- C. City Council Education Committee meeting update
- D. Instructional Rounds update
- E. Gifted Education update

MOTION NO. 02-2026-57 - ADOPTION OF AGENDA

Mrs. Limperos moved and Dr. Alls seconded the adoption of the agenda.

Discussion: None.

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.

TREASURER'S REPORT

- A. The Appropriations, Revenue, and Fund Balance Assumptions for the Current Fiscal Year and Projections for the Three (3) Succeeding Fiscal Years.

SUPERINTENDENT'S REPORT

- A. Willard PK-8 School Building Presentation

OLD BUSINESS

Discussion: None.

NEW BUSINESS

Discussion: None.

TREASURER'S RECOMMENDATIONS

MOTION NO. 02-2026-58 - MINUTES

Mr. Walker moved and Mrs. Limperos 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:

Special Meeting held January 28, 2026
Regular Meeting held February 3, 2026

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. 02-2026-59 - MONTHLY FINANCIAL STATEMENT

Dr. Alls moved and Mr. Walker seconded the resolution listed below regarding the January, 2026 financial statement and short term investments made by the Treasurer during January, 2026, (Exhibit 26-15) be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
Beginning Balance			
July 1, 2025	\$31,769,240.42	\$59,655,282.94	\$91,424,523.36
MTD Receipts	4,726,197.45	4,456,825.54	9,183,022.99
FTD Advances In	-0-	-0-	-0-
FTD Receipts	41,769,857.70	18,476,291.87	60,246,149.57
MTD Expenditures	5,686,887.49	3,931,720.25	9,618,607.74
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	43,628,125.07	26,260,499.73	69,888,624.80
Ending Balance			
January 31, 2026	29,910,973.05	51,871,075.08	81,782,048.13

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

Fund	Amount
001-0000 A10-General Fund	\$ 60,218.53
004-9203 COPS Farmer's	\$.37
006-0000 FS-Food Service	\$ 759.58
401 Auxiliary Services	\$ <u>52.29</u>
Total	\$ 61,030.77

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. 02-2026-60 - 2025-26 CO-CURRICULAR BUDGET AND PURPOSE STATEMENTS

Mrs. Limperos moved and Mr. Stringer 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>	
	Warren G. Harding H.S.	
300-9022	SAGFF	Girls Flag Football

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. 02-2026-61 - REVISED APPROPRIATION BUDGETS

Mr. Stringer moved and Mrs. Limperos seconded the resolution listed below for revised appropriation budgets (a. and b.) 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 Auxiliary Services – Holy Trinity
Fund #401, S.C.C. #9267
FY2026 Apprn: \$26,019.65
Rev. Apprn: \$21,851.76
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$4,167.89 decrease due to DEW issuance of final allocations for FY2026
- b. Funds/S.C.C.: Auxiliary Services – John F. Kennedy Upper Campus
Fund #401, S.C.C. #9268
FY2026 Apprn: \$221,760.41
Rev. Apprn: \$295,909.25
Exec. Director: Christine Bero, State and Federal Programs
Purpose: \$74,148.84 increase due to DEW issuance of final allocations for FY2026

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. 02-2026-62 - 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 <u>Limit</u>	Outside 10 Mill <u>Limit</u>	Total <u>Mills</u>
General Fund	4.70	34.85	39.55
Bond Retirement Fund		5.30	5.30
Permanent Improvement		1.00	1.00
Emergency Levy Fund		4.65	4.65
Emergency Levy Fund		<u>9.60</u>	<u>9.60</u>

(Exhibit 26-17)

Amount: Tuition for the program is aligned with the Ohio College Credit Plus tiered default rates.

Period: 2026-2027 school year

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.

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. 02-2026-65 - ACCEPTANCE OF GIFTS

Mr. Stringer moved and Mr. Walker 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. Paul Lutheran Youth	Warren G. Harding High School Pantry Donation Value: \$200.00	[1]
Amberlei Dean	McGuffey PK-8 School Clothing and Hygiene Products Donation Value: \$500.00	[2]

Laura Luoma	Lincoln PK-8 School Shoes Donation Value: \$40.00	[3]
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- [1] To be used to support the students of Warren G. Harding High School.
- [2] To be used to support the students of McGuffey PK-8 School.
- [3] To be used to support the students of 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: Mr. Stringer, Mr. Walker, Dr. Alls, Mrs. Limperos and Mr. Flanagan.

No: None.

The President declared the motion carried.

MOTION NO. 02-2026-66 -

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

Mr. Walker moved and Mr. Stringer 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
Alex Geordan

OTES 2.0

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. 02-2026-67 -

OHIO STATE TESTING PROCEDURE

Dr Alls moved and Mrs. Limperos seconded the resolution listed below regarding the following in state testing procedures for the 2026-2027 school year, be approved as submitted.

WHEREAS, the Warren City Schools currently administers the Third Grade ELA Ohio State Assessment; and

WHEREAS, the provisions of Senate Bill 216, 132nd General Assembly allows districts the option of paper or online test administration for the third-grade assessments, in the 2026-2027 school year.

NOW, THEREFORE, BE IT RESOLVED that the administration of the Third Grade ELA Ohio State Assessment be paper version of the test for the 2026-2027 school year.

Discussion: None.

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 02-2026-68 - 2026-2027 MEMBERSHIP IN THE OHIO HIGH SCHOOL ATHLETIC ASSOCIATION

Mrs. Limperos moved and Mr. Stringer seconded the resolution listed below authorizing 2026-2027 membership in the Ohio High School Athletic Association be approved as submitted.

WHEREAS, the Warren City School District, Trumbull County, Ohio, has satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary, not-for-profit association; and

WHEREAS, the Warren City Board of Education and its administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA.

NOW, THEREFORE, BE IT RESOLVED by the Warren City Board of Education that the following schools shall be members of the OHSAA and that the Constitution, Bylaws, and Sports Regulations of the OHSAA shall be approved and adopted by this Board of Education for its own minimum student eligibility standards:

Warren G. Harding High School
Jefferson PK – 8 School
Lincoln PK – 8 School
McGuffey PK – 8 School
Willard PK – 8 School

The Warren City Board of Education reserves the right to raise the eligibility standards as the Board deems appropriate; and

BE IT FURTHER RESOLVED that the schools under this Board's jurisdiction agree to conduct their athletic programs in accordance with the Constitution, Bylaws, Regulations, Interpretations, and Decisions of the OHSAA; and

FURTHERMORE, the schools under this Board's jurisdiction agree to be primary enforcers of the Constitution, Bylaws, and Sports Regulations and their Interpretations.

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. 02-2026-69 - FIELD TRIP

Mr. Stringer moved and Dr. Alls seconded the resolution listed below regarding field trips (a. through c.) be approved as submitted.

WHEREAS, the Board of Education has adopted a policy which requires the Board to approve field trips and other District-sponsored trips which are planned to keep students out of the District overnight or longer; and

WHEREAS, Board Policy 2340 further recognizes that field trips, when used for teaching and learning integral to the curriculum, are an educationally sound and important ingredient in the instructional program of the schools; and

WHEREAS, Board Policy 2340 requires proper planning to ensure such trips are educationally sound and address the issue of safety and welfare of students, teachers, and chaperons; and

WHEREAS, the following field trip has been recommended and written confirmation has been received that the field trip has been planned and will be executed per Board Policy and Rules and Regulations.

NOW, THEREFORE, BE IT RESOLVED that the following field trips be approved:

- a. Destination: Gordon Field House
100 Lomb Memorial Dr., Rochester, NY 14623
Class/Group: Robotics, FIRST Team Participants
Dates of Trip: March 12, 2026, returning March 14, 2026.
Principal: Janis Ulicny, WGH Principal
Sponsor: Frank Bosak
Cost: \$331.28 per student.
Funding: Warren City Schools Account AFP98 and First Robotics Parent Booster Organization
Purpose of Trip: Students will develop academic and work related skills within a competitive environment.

- b. Destination: Forest View Educational Center
2121 S Goebbert Rd Arlington Heights, IL 60005
Class/Group: Robotics, FIRST Team Participants
Dates of Trip: March 25, 2026, returning March 28, 2026.
Principal: Janis Ulicny, WGH Principal
Sponsor: Frank Bosak
Cost: \$453.25 per student.
Funding: Warren City Schools Account AFP98 and First Robotics Parent Booster Organization

- Purpose of Trip: Students will develop academic and work related skills within a competitive environment.
- c. Destination: Watsco Center - University of Miami
1245 Dauer Dr., Coral Gables, FL USA
- Class/Group: Robotics, FIRST Team Participants
- Dates of Trip: April 8, 2026, returning April 12, 2026.
- Principal: Janis Ulicny, WGH Principal
- Sponsor: Frank Bosak
- Cost: \$851.56 per student.
- Funding: Warren City Schools Account AFP98 and First Robotics Parent Booster Organization
- Purpose of Trip: Students will develop academic and work related skills within a competitive environment.

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. 02-2026-70 - TUITION REIMBURSEMENT

Mr. Walker moved and Mr. Stringer 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:

CATHCART, Christie	\$ 489.00
COMPTON, Mary Fran	\$ 374.00
SOMMERS, Courtney T.	\$ 500.00

Classified – 2025 – 2026 School Year:

MARHULIK, Joseph	\$ 500.00
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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. 02-2026-71 - PERSONNEL RECOMMENDATIONS

Dr. Alls moved and Mr. Walker seconded the resolution listed below regarding personnel items (a. through o.) be approved as submitted.

CERTIFICATED:

a. Certificated – Retirement

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

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.15, the retirement is accepted;

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

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

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

- (1) Amy Clementi, Supervisor of Special Education & Related Services, Retirement, effective the close of the day, 06/30/2026.

b. Resignation – Certificated

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

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

- (1) Elaine Angelis, Substitute Teacher, Resignation, effective the close of the day, 02/18/2026.

c. Leave of Absence – Certificated

WHEREAS, ORC, 3319.13 requires that employees be granted leaves of absence upon their request for reasons of illness or disability and permits leaves of absence for other reasons as approved by the Master Contract between the Warren City Board of Education and the Warren Education Association; and

WHEREAS, ORC 3319.13 requires that upon return to work the employees on leave under this statute shall return to the same contract status held prior to the leave.

NOW, THEREFORE, BE IT RESOLVED, under the provision of ORC 3319.13, the following leave is recognized and/or granted for the dates indicated.

- (1) Kathleen Berlin-Bates, Special Education Teacher, Leave of Absence without Pay or Benefits, effective 12/23/2025 and for the duration of the 2025-26 school year.
- (2) Victoria Manzo, Secondary Education Teacher, Leave of Absence, effective 03/02/2026.
- (3) Lorena Schroeder, Early Childhood Education Teacher, Leave of Absence, effective 01/29/2026.
- (4) Emily Ward, Intervention Specialist Teacher, Leave of Absence, effective 02/13/2026.

d. Certificated Personnel – Individual Salary Schedule Placement Change (for additional training or experience)

WHEREAS, ORC 3317.13 and 3317.14 require compensation of teachers according to an adopted salary schedule with provision for increments based upon training and years of service; and

WHEREAS, the employees herein named have submitted proper verification qualifying for a change of placement on the salary schedule.

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3317.14, change of placement on the salary schedule is approved as indicated and shall be so made to be effective January 20, 2026, prorata as indicated.

- (1) Natalie Allison, Limited Contract, Salary Table A, from B-06, **TO M-06**, prorata, effective 01/20/2026
- (2) Nathaniel Bodnar, Limited Contract, Salary Table A, from B-04, **TO B18-04**, prorata, effective 01/20/2026
- (3) Debra Carrino, Limited Contract, Salary Table A, from B-19, **TO B18-19**, prorata, effective 01/20/2026
- (4) Eric Lydic, Limited Contract, Salary Table A, from B-12, **TO M-12**, prorata, effective 01/20/2026
- (5) Shannon Sefcik, Limited Contract, Salary Table A, from B18-12, **TO M-12**, prorata, effective 01/20/2026.

e. 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 contract for the purpose of providing instruction in the Jefferson PK-8 Grades 3-6 ELA and Math Afterschool Intervention Program, as scheduled, 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 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Laura Crank

- (2) Supplemental contracts for Cross-Categorical Professional Development sessions effective 02/01/2026 through 05/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, not to exceed \$350.00 or 10 hours each (Recommended by P. Dreher, Executive Director of Special Education)

Aaron Baker
Kristin Barnes
Rebecca Battista
Gail Button
James Davis
Colette Dennison
Sarah Ferguson

Brenda Hanson
Krysta McCoy
Teresa Newbrough
Kristie Pierce
Diana Snier
Nicole Varley

- (3) Supplemental contract for the purpose of providing instruction in the Jefferson PK-8 Grades 3-6 ELA and Math Afterschool Intervention Program, as scheduled, 02/03/2026 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 \$861.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Tina DeTate

- (4) Supplemental contract approved at the **October 21, 2025**, Regular Board Meeting, **MOTION NO. 10-2025-236**, Section e., Appointments – Certificated – Hourly Employment (2025-26 School Year), Item #6, **Mary Olesky**, Resident Educator

Coordinator, effective the 2025-26 school year, \$31.87 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, **AMEND the not to exceed amount FROM \$3,200.00 TO \$4,200.00** (Recommended by S. Chiaro, Superintendent/CEO)

- (5) Supplemental contracts for the purpose of participating in Rewards PLUS virtual training held on 02/10/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9262, not to exceed \$96.00 each (Recommended by C Bero, Executive Director of State & Federal Programs)

Lincoln PK-8:
Adam Fisher

Willard PK-8:
Alexys Gruver
David Nelson

- (6) Supplemental contract for the purpose of participating in Ages & Stages ASQ-3 & ASQ:SE-2 Training of Trainers Virtual Seminar, effective 03/24/2026 through 03/26/2026, \$31.87 per an hour, on an as needed basis, to be paid from ECE Fund #439, SCC #9263, and Title I-A Fund #572, SCC #9261, not to exceed \$250.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

PK Coordinator
Kelly Hutchison

- (7) Supplemental contract for participating on the Warren G. Harding High School Building Leadership Team (BLT) and attending monthly meetings, as scheduled, effective 03/09/2026 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 \$192.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kimberly Hunter

- (8) Supplemental contract approved at the **January 20, 2026**, Regular Board Meeting, **MOTION NO. 01-2026-34**, Section d. Appointment – Certificated – Hourly Employment (2025-26 School Year), Item #6, 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 be AMENDED to \$550.00** as indicated below on the following educator (Recommended by P. Dreher, Executive Director of Special Education)

Laurie Liguori

- f. 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.

<u>Name</u>	<u>Effective Date</u>
Karlie Heilman	02/05/2026

g. 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)

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

High School Athletics 2025-26 SY:

- (1) Bero, Stephen – Track – Assistant (Boys) - Code #67, Index 5.6, High School, Warren G. Harding High School, Salary Table B, 100% of Contract

- (2) Caputo, Gariana – Track – Assistant (Girls) - Code #68, Index 5.6, High School, Warren G. Harding High School, Salary Table B, 100% of Contract
- (3) Hyde, Katherine Track – Assistant (Girls) - Code #68, Index 5.6, High School, Warren G. Harding High School, Salary Table B, 100% of Contract

High School Athletics 2026-27 SY:

- (4) Sheely, Matthew – Soccer – Head Coach (Girls) – Code #54, Index 11.2, High School, Warren G. Harding High School, Salary Table B, 100% of Contract

CLASSIFIED

h. **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) Debra Ball, Administrative Assistant to Executive Director of Human Resources, Administration, Salary Table K, effective 06/30/2026.
- (2) Erika DiVieste, 7.0 Hr. Food Service General Helper, Warren G. Harding High School, Salary Table G, effective 06/30/2026.

i. **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) LaShonda Allen, MD Educational Assistant, Fairhaven, Salary Table I, effective 02/18/2026.

- (2) Kimberly Batcho, MD Educational Assistant, Warren G. Harding High School, Salary Table I, effective 02/02/2026.
- (3) Cassie Boyer, MD Educational Assistant, Lincoln PK-8, Salary Table I, effective 02/12/2026.
- (4) Charles Crusan, Substitute Night Janitor, Salary Table M, effective 01/29/2026.
- (5) Kaylee Lazich, MD Educational Assistant, Jefferson PK-8 School, effective 02/26/2026.

j. 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) Sandra Andrews, Secretary-Special Education, Speech/Language Pathologists and Psychologists, Administration Building, Salary Table I, effective 03/05/2026 to 03/08/2026, and 05/05/2026 to 05/08/2026.
- (2) Candace Kniceley, Night Janitor, Warren G. Harding High School, Salary Table D, effective 02/10/2026.
- (3) Jacqueline Sugick, 7.0 Hr. General Helper, Willard PK-8 Building, Salary Table G, effective 1/30/2026.

k. 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) Zackery Beachler, 8.0 Hr. Floater Night Janitor, Administration, Salary Table D, effective 02/17/2026. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Beth Frantz, 7.0 Hr. Cook Helper, McGuffey PK-8 Building, Salary Table G, effective 02/27/2026. (Begin 60 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Michelle Litz, 6.0 Hr. Food Service General Helper, Warren G. Harding High School, Salary Table G, effective 02/20/2026. (Begin 60 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (4) Isaiah Subick, 8.0 Hr. Floater Night Janitor, Administration, Salary Table D, effective 03/02/2026. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (5) Rhonda Wildman, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 02/09/2026. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

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 Crossing Guard, Salary Table M, effective 01/16/2026.
- (2) Lorraine Grabosky, Substitute Noon Hour Aide, Salary Table M, effective 02/17/2026.
- (3) Brittany Phillips, Substitute Food Service General Helper, Salary Table G, effective 02/13/2026.

(4) Devin Thomas, Substitute Night Janitor, Salary Table M, effective 02/17/2026.

m. Change in Classification – Classified

WHEREAS, the following change of employee classification is 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 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 employees shall be assigned and directed.

(1) Justin Sherwood, Apprentice Pipefitter, to Foreman, effective 03/01/2026.
(Recommended by J. Lacy, Executive Director of Business Operations.

(2) Roberta Bellish, 7.0 Hr. Food Service General Helper, Warren G. Harding High School, Salary Table G, to 6.75 Hr. Food Service General Helper, Warren G. Harding High School, Salary Table G, effective 02/23/2026.

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

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

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

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

- Louis Domitrovich
- Steve Lukco
- Iyana McKinney
- Olivia Lopez - Student

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.

o. 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 William Nicholson, Athletic Director)

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

- (1) Troy Elsea, Code #53.0, Index 11.2, Salary Table B, Soccer Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (2) Tyler James, Code #67.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (3) Ryan Maffitt, Code #32.0, Index 5.6, Salary Table B, Assist Baseball Coach, High School, Warren G. Harding High School, (Boys). (100% of contract)
- (4) Maureen Penny, Code #68.0, Index 5.6, Salary Table B, Assistant Track Coach, High School, Warren G. Harding High School (Girls). (100% of contract)
- (5) Mikhail Seawood, Code #32.0, Index 5.6, Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School (Girls). (100% of contract)
- (6) Jason Stouffer, Code #32.0, Index 5.6. Salary Table B, Assistant Baseball Coach, High School, Warren G. Harding High School (Boys). (50% of contract)
- (7) Bryan Wright, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Boys). (50% of contract)

Discussion: Congratulations and thank you to retirees, Amy Clementi, Deb Ball and Erika DiVieste.

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. 02-2026-72 -

EXECUTIVE SESSION

Mr. Flanagan moved and Mr. Walker seconded that, under the provisions of ORC 121.22, the

Warren City Board of Education recessed into Executive Session at 7:34 p.m. to Consider the employment of public employee or official.

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

The President called for a vote.

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

No: None.

The President declared the motion carried.

At 8:16 p.m. the meeting was reconvened from Executive Session at which time it was reported that Consideration of employment of public employee or official was discussed.

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

MOTION NO. 02-2026-73 - ADJOURNMENT

Mrs. Limperos moved and Mr. Stringer seconded that, at 8:16 p.m. the Warren City Board of Education's Regular 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