

**WARREN CITY SCHOOLS
BOARD OF EDUCATION REGULAR MEETING
TUESDAY, AUGUST 26, 2025
6:00 P.M.**

Warren G. Harding High School, Student Recreation and Wellness Center
with Live Stream available at warrencityschools.org
860 Elm Rd NE
Warren, Ohio

CALL TO ORDER

Mr. Walker, 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, Mr. Flanagan, Mrs. Limperos and Mr. Walker.

COMMUNICATIONS

- A. Update regarding excellent start to school year. Staff and Student attendance high. Biggest concern are societal issues going on within the city of Warren.
- B. Traveling to do final inspection of Mobile STEM Lab.

Discussion: None.

MOTION NO. 08-2025-189 - 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. Flanagan and Mr. Walker.

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

TREASURER'S REPORT

- A. Federal Funding

SUPERINTENDENT'S REPORT

- A. Enrollment Update

OLD BUSINESS

Discussion: None.

NEW BUSINESS

Discussion: None.

TREASURER'S RECOMMENDATIONS

MOTION NO. 08-2025-190 - MINUTES

Dr. Alls moved and Mrs. Limperos seconded the resolution listed below regarding the August, 2025 Board Minutes be approved as submitted.

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

Regular Meeting held August 5, 2025

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 08-2025-191 - MONTHLY FINANCIAL STATEMENT

Mrs. Limperos moved and Mr. Flanagan seconded the resolution listed below regarding the July, 2025 financial statement and short term investments made by the Treasurer during July, 2025, (Exhibit 25-80) 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	4,884,212.37	2,995,334.62	7,879,546.99
FTD Advances In	-0-	-0-	-0-
FTD Receipts	4,884,212.37	2,995,334.62	7,879,546.99
MTD Expenditures	6,276,011.02	2,774,581.17	9,050,592.19
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	6,276,011.02	2,774,581.17	9,050,592.19
Ending Balance			
July 31, 2025	30,377,441.77	59,876,036.39	90,253,478.16

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

Fund		Amount
001-0000 A10-General Fund	\$	72,161.93
004-9203 COPS Farmer's	\$	795.46
006-0000 FS-Food Service	\$	1,419.82
401 Auxiliary Services	\$	120.88
Total	\$	74,498.09

Discussion: None

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

MOTION NO. 08-2025-192 - 2025-26 CO-CURRICULAR BUDGET AND PURPOSE STATEMENTS

Mr. Flanagan moved and Mrs. Limperos 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	SABG Boys Varsity Golf
300-9022	MH Coffee

Discussion: None.

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

MOTION NO. 08-2025-193 -

APPROVE THE APPLICATION, ACCEPT THE GRANT
AND APPROVE THE GRANT APPROPRIATIONS

Dr. Alls moved and Mrs. Limperos seconded the resolution listed below to approve the application, accept the grant and approve the grant appropriation (a. through e.) 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: Sports Matter: Dicks Sporting Goods Foundation
 Fund/S.C.C.: Fund #300 S.C.C. #9022
 Amount: \$7,000.00
 Funding: Dick's Sporting Goods Foundation
 Period: August 14, 2025 through February 14, 2026.
 Principal: Janis Ulicny, Warren G. Harding
 Contact: Lexie Pflager, Volleyball Coach
 Purpose: To provide volleyball equipment and team apparel for student athletes.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
300	4535	891	9022	Volleyball (Girls) Lady Raiders	\$7,000.00
				Total:	\$7,000.00

- b. Name of Grant: Nita M. Lowery 21st Century Community Learning Centers Grant-North
 Fund/S.C.C.: Fund #509, S.C.C. #9268
 Amount: \$200,000.00
 Funding: Ohio Department of Education and Workforce
 Period: July 1, 2025 - June 30, 2026
 Assoc Super: Dante Capers, Associate Superintendent
 Purpose: To provide afterschool programming in academics, social emotional learning, recreation, and STEM for 6th - 8th grade students at Lincoln and McGuffey Schools.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
509	1270	113	9268	Teacher Salary	45,892.00
509	1270	211	9268	Retirement	6,424.99
509	1270	240	9268	Benefits	0.00
509	1270	249	9268	Medicare	665.44
509	1270	261	9268	Work Comp	451.57
509	1270	511	9268	Supplies	2,500.00
509	1270	412	9268	Purchased Services	0.00
				Total	55,934.00

Certificated Staff Supplemental

509	2110	113	9268	Tutor/ Counselor Salary	8,604.90
509	2110	211	9268	Retirement	1,204.68
509	2110	240	9268	Benefits	0.00

509	2110	249	9268	Medicare	124.77
509	2110	261	9268	Work Comp	84.81
509	2110	412	9268	Purchased Services	22,000.00
509	2110	511	9268	Supplies	2,500.00
509	2110	640	9268	Equipment	0.00
Total					34,519.16

Classified Staff Supplemental

509	2110	141	9268	Liaison/Aide Supplemental	35,186.40
509	2110	221	9268	Retirement	4,926.09
509	2110	250	9268	Benefits	0.00
509	2110	259	9268	Medicare	510.19
509	2110	262	9268	Worker's Comp	346.37
Total					40,969.05

Professional Development

509	2110	113	9268	PD Suppl Sal-Certif.	6,000.00
509	2110	211	9268	Retirement-Certif.	630.00
509	2110	249	9268	Medicare-Certif	65.25
509	2110	249	9268	Work Comp-Cert.	44.35
509	2110	412	9268	Purch. Serv. Certif.	3,500.00
509	2110	141	9268	PD Suppl Classified	2,351.49
509	2110	221	9268	Retirement-Class	280.00
509	2110	259	9268	Medicare-Class	29.00
509	2110	262	9268	Work Comp-Class	19.14
Total					12,919.23

Administration Classified Staff

509	2414	143	9268	Program Mgr/Site Coor/Class	17,233.11
509	2414	221	9268	Admin Class Retirement	2,621.73
509	2414	259	9268	Admin Class Medicare	249.88
509	2414	262	9268	Admin Class Work Comp	169.86
509	2414	250	9268	Admin Benefits	7,383.98
Total					27,658.56

Transportation

509	2850	480	9268	Transportation- Purch Service	28,000.00
Total					28,000.00

Budget Total \$200,000.00

- c. Name of Grant: Nita M. Lowery 21st Century Community Learning Centers Grant-South
Fund/S.C.C.: Fund #509, S.C.C. #9269
Amount: \$150,000.00
Funding: Ohio Department of Education and Workforce
Period: July 1, 2025 - June 30, 2026
Assoc Super: Dante Capers, Associate Superintendent

Purpose: To provide afterschool programming in academics, social emotional learning, recreation, and STEM for 6th - 8th grade students at Jefferson and Willard Schools.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
509	1270	113	9269	Teacher Salary	36,319.00
509	1270	211	9269	Retirement	5,084.66
509	1270	240	9269	Benefits	0.00
509	1270	249	9269	Medicare	526.62
509	1270	261	9269	Work Comp	347.72
509	1270	511	9269	Supplies	400.00
509	1270	412	9269	Purchased Services	0.00
Total					42,678.00

Certificated Staff Supplemental

509	2110	113	9269	Tutor/ Counselor Salary	8,604.90
509	2110	211	9269	Retirement	1,204.68
509	2110	240	9269	Benefits	0.00
509	2110	249	9269	Medicare	124.77
509	2110	261	9269	Work Comp	84.81
509	2110	412	9269	Purchased Services	20,336.00
509	2110	511	9269	Supplies	437.10
509	2110	640	9269	Equipment	0.00
Total					30,792.26

Classified Staff Supplemental

509	2110	141	9269	Liaison/Aide Salary	35,315.06
509	2110	221	9269	Retirement	4,944.10
509	2110	250	9269	Benefits	2,510.55
509	2110	259	9269	Medicare	512.05
509	2110	262	9269	Worker's Comp	348.31
Total					43,630.07

Professional Development

509	2110	113	9269	PD Suppl Sal-Certif.	5,000.00
509	2110	211	9269	Retirement-Certif.	630.00
509	2110	249	9269	Medicare-Certif	65.25
509	2110	249	9269	Work Comp-Cert.	44.35
509	2110	412	9269	Purch. Serv. Certif.	469.90
509	2110	141	9269	PD Suppl Classified	2,000.00
509	2110	221	9269	Retirement-Class	280.00
509	2110	259	9269	Medicare-Class	29.00
509	2110	262	9269	Work Comp-Class	19.14
Total					8,537.64

Administration Classified Staff

509	2414	143	9269	Prog Mgr/Site Coor Sal	11,484.49
509	2414	221	9269	Admin Class Retirement	1,607.87
509	2414	259	9269	Admin Class Medicare	166.53
509	2414	262	9269	Admin Class Work Comp	113.20

509	2414	250	9269	Admin Benefits	4,873.42
Total					18,245.51
Transportation					
509	2850	480	92569	Transportation	6,116.52
Total					6,116.52
Budget Total					\$150,000.00

- d. Name of Grant: McKinney Vento Homeless Assistance Grant
Fund/S.C.C.: Fund #572, S.C.C. #9264
Amount: \$162,544.22
Funding: Ohio Department of Education and Workforce
Period: July 1, 2025 - June 30, 2026
Assoc Super: Dante Capers, Associate Superintendent
Purpose: To provide resources to families experiencing homelessness and to support salaries and provide professional development to District Staff.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount
572	1270	113	9264	Teacher's Salary	3,500.00
572	1270	211	9264	Teacher's Retirement	490.00
572	1270	249	9264	Teacher's Medicare	50.60
572	1270	261	9264	Teacher's Worker's Comp	34.64
572	1270	511	9264	Educational Supplies	3,500.00
572	2110	141	9264	Class. Homeless Support	72,244.37
572	2110	221	9264	Retirement	10,660.54
572	2110	250	9264	Benefits	27,331.61
572	2110	259	9264	Medicare	1,047.52
572	2110	262	9264	Worker's Comp	712.09
572	2110	511	9264	Support Supplies	4,000.00
572	2414	143	9264	Governance-Homeless Lead	19,935.00
572	2414	221	9264	Governance Retirement	2,790.90
572	2414	259	9264	Governance Medicare	289.05
572	2414	250	9264	Governance Benefits	6,405.39
572	2414	262	9264	Governance Worker's Comp	196.49
572	2414	511	9264	Governance Supplies	1,000.00
572	2110	412	9264	Purch. Sevice Mile/Travel	5,500.00
572	2850	480	9264	Purch. Serv. Transport.	1,680.46
572	2590	890	9264	Indirect Costs	1,175.56
Total					\$162,544.22

- e. Name of Grant: School Psychology Intern
Fund/S.C.C.: Fund #499 S.C.C. #9260
Amount: \$29,900.00
Funding: Ohio Department of Education and Workforce

Period: July 1, 2025, through June 30, 2026
Exec.Director: Patricia Dreher, Special Education
Purpose: To Support a School Psychology Internship

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount (\$)
499	2140	111	9260	Psych Intern Salary	25,720.00
499	2140	211	9260	Psych Intern Retirement	3,601.00
499	2140	249	9260	Psych Intern Medicaid	373.00
499	2140	261	9260	Psych Intern Wrk Comp	206.00
				Total:	\$29,900.00

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

SUPERINTENDENT'S RECOMMENDATIONS

MOTION NO. 08-2025-194 - AGREEMENTS, CONTRACTS, AND/OR LEASES

Mrs. Limperos moved and Dr. Alls seconded the resolution listed below entering into agreements, contracts, and/or leases (a. through k.) 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: Trumbull County Educational Service Center
6000 Youngstown Warren Rd.
Niles, OH 44446
(Exhibit 25-81)
Amount: \$650,000.00 State Foundation deduction plus or minus actual spent
based upon actual services provided
Fund: #001
Period: July 1, 2025, through June 30, 2026
Exec. Director: Steve Chiaro, Superintendent/CEO
Purpose: To provide required ESC alignment and related pupil services
- b. Agreement: Lucid Data Corporation
9891 Montgomery Road #226
Cincinnati, OH 45242
513-248-4999
(Exhibit 25-82)
Amount: \$5,995.00
Fund: #001
Period: November 1, 2025 through October 31, 2026.
Exec. Director: Wendy Hartzell, Chief Academic Officer

- Purpose: To provide one, 12-month Cloud-based renewable district-wide subscription for PDExpress.
- c. Agreement: Junior Achievement of Mahoning Valley
1601 Motor Inn Drive, Suite #305
Girard, OH 44420
(Exhibit 25-83)
- Amount: No Charge
- Period: August 2025 through August 2026.
- Exec. Director: Regina Teutsch, Executive Director of Curriculum & Instruction
- Purpose: To work cooperatively with the District to provide educational services in principles of free enterprise, including work readiness, entrepreneurship and financial literacy to the students of Warren City Schools
- d. Agreement: Cadence Care Network ("CCN")
165 E Park Ave
Niles, OH 44446
330-544-8005
(Exhibit 25-84)
- Amount: Not to Exceed \$96,000.00 plus travel expenses
- Funds: #439, #572
- Period: August 1, 2025 through June 30, 2026.
- Exec. Director: Dante Capers, Associate Superintendent
- Purpose: To provide behavior support staff specialist services in preschool classrooms and assist with developing and implementing behavior management strategies in response to student needs.
- e. Agreement: Gymsters
6930 Lockwood Blvd.
Boardman, OH 44512
330-629-8712
(Exhibit 25-85)
- Amount: Not to Exceed \$7,980.00
- Funds: #439, #572
- Period: October 1, 2025 through April 30, 2026.
- Exec. Director: Christine Bero, Executive Director of State & Federal Programs
- Purpose: To provide physical education, motor development and fitness programming for district preschool students.
- f. Agreement: Pera Services INC
- Contact: Juliana Ramirez, Lead School Psychologist
6541 Rothbury CT.
Dublin, OH 43017
954-684-4382
(Exhibit 25-86)
- Amount: Not to Exceed \$3,000.00 per student evaluation
- Fund: #001
- Period: August 1, 2025 through June 30, 2026.
- Exec. Director: Patricia Dreher, Executive Director of Special Education
- Purpose: To provide psychology evaluation services to Spanish speaking students.

- g. Agreement: Lakeview Local Schools
 Contact: 300 Hillman Drive
 Cortland, OH 44410
 330-637-8741
 (Exhibit 25-87)
 Amount: Per Agreement
 Period: 2025-2026 School Year
 Exec. Director: John Lacy, Executive Director of Business Operations
 Purpose: To provide transportation (drop off & pick up) from Cortland, Ohio to Ohio State School for the Deaf, on a weekly basis.
- h. Agreement: TCP Software Headquarters
 Contact: 1 Time Clock Drive
 San Angelo, Texas 76904
 (Exhibit 25-88)
 Amount: \$43,346.02
 Period: August 26, 2025 through June 30, 2026
 Exec. Director: Karen Sciortino, Treasurer
 Purpose: To provide Time, Attendance, and Substitute Management for Classified Staffing.
- i. Agreement: Tanner Noble
 (Exhibit 25-89)
 Amount: Per Agreement
 Fund: #499
 Period: August 18, 2025 through June 09, 2026
 Exec. Director: Patricia Dreher, Executive Director of Special Education
 Purpose: Psychology intern service program fully funded through the Ohio Department of Education and Workforce.
- j. Agreement: Colorado Time Systems
 (Exhibit 25-90)
 Amount: \$56,550.00
 Fund: Fund #003/SCC #9003, Fund #004/SCC #9003
 Period: August 26, 2025 through May 31, 2026
 Exec. Director: Rick Shepas, Athletic Director
 Purpose: To replace and update original scoreboards and timing equipment in the Warren G. Harding natatorium.

- k. Agreement: Daktronics
(Exhibit 25-91)
Amount: \$138,409.00
Fund: Fund #003/SCC #9960, Fund #003/SCC #9003
Period: August 26, 2025 through November 15, 2025
Exec. Director: Rick Shepas, Athletic Director
Purpose: To replace and upgrade scoreboards in the WGH Gymnasium.

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 08-2025-195 - BOARD POLICIES – FIRST READING

Mr. Flanagan moved and Mrs. Limperos seconded the resolution listed below regarding the adoption of Board Policies, First Reading (a. through x.), be approved as submitted.

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

NOW, THEREFORE, BE IT RESOLVED that the following Board Policies have been reviewed and will appear on the agenda of the next regularly scheduled meeting of the Board of Education of the Warren City School District for a second reading and adoption:

- a. Policy 0131.1 (Revised) ADMINISTRATION
TECHNICAL CORRECTIONS
- b. Policy 0171 (Rescind) ADMINISTRATION
REVIEW OF POLICY
- c. Policy 1422.01 (New) ADMINISTRATION
DRUG-FREE WORKPLACE
- d. Policy 2271 (Revised) PROGRAM
COLLEGE CREDIT PLUS PROGRAM
- e. Policy 2340 (Revised) PROGRAM
FIELD & OTHER DISTRICT SPONSORED TRIPS
- f. Policy 2430.02 (Revised) PROGRAM
PARTICIPATION OF COMMUNITY SCHOOL STUDENTS IN EXTRA-CURRICULAR ACTIVITIES
- g. Policy 2431 (Revised) PROGRAM
INTERSCHOLASTIC ATHLETICS

- h. Policy 2460 (Revised) PROGRAM
SPECIAL EDUCATION
- i. Policy 5113 (Revised) STUDENTS
INTER-DISTRICT OPEN ENROLLMENT
- j. Policy 5120 (Revised) STUDENTS
ASSIGNMENT WITHIN DISTRICT
- k. Policy 5131 (Revised) STUDENTS
STUDENT TRANSFERS
- l. Policy 5223 (Revised) STUDENTS
RELEASED TIME FOR RELIGIOUS INSTRUCTION DURING THE SCHOOL DAY
- m. Policy 5330 (Revised) STUDENTS
USE OF MEDICATIONS
- n. Policy 5350 (Revised) STUDENTS
STUDENT HEALTH, WELL-BEING, AND SUICIDE PREVENTION
- o. Policy 5460 (Revised) STUDENTS
GRADUATION REQUIREMENTS
- p. Policy 5610 (Revised) STUDENTS
REMOVAL, SUSPENSION, EXPULSION, AND PERMANENT EXCLUSION OF STUDENTS
- q. Policy 5751 (Rescind/Replace) STUDENTS
PARENTAL STATUS OF STUDENTS
- r. Policy 5780.01 (New) STUDENTS
PARENTS' BILL OF RIGHTS
- s. Policy 6151 (Revised) FINANCES
INSUFFICIENT FUNDS
- t. Policy 7421 (New) PROPERTY
RESTROOMS, LOCKER ROOMS, SHOWER ROOMS AND CHANGING ROOMS
- u. Policy 7440.01 (Revised) PROPERTY
VIDEO SURVEILLANCE AND ELECTRONIC MONITORING
- v. Policy 8142 (Revised) OPERATIONS
CRIMINAL HISTORY RECORD CHECK FOR CONTRACTED SCHOOL SERVICES
- w. Policy 8452 (Revised) OPERATIONS
AUTOMATED EXTERNAL DEFIBRILLATORS ("AED") AND CARDIOPULMONARY RESUSCITATION

- x. Policy 8500 (Revised) OPERATIONS
FOOD SERVICE

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 08-2025-196 - TUITION REIMBURSEMENT

Dr. Alls moved and Mr. Flanagan 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:

BODNAR, Nathaniel	\$ 500.00
WILLIAMSON, Corinna	\$ 500.00

Classified – 2025 – 2026 School Year:

STEWART, Erik	\$ 500.00
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Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 08-2025-197 - RECOGNITION OF BIDS RECEIVED FOR SUPPLYING
MILK AND DAIRY PRODUCTS FOR THE SCHOOL
LUNCH PROGRAM SEPTEMBER 1, 2025 – AUGUST
31, 2026

Mrs. Limperos moved and Dr. Alls seconded the resolution listed below recognizing the bid received for supplying milk and dairy products for the School Lunch Program for the 2025–2026 school year be approved as submitted.

WHEREAS, the bid as listed in (Exhibit 25-92) has been properly received for milk and dairy products for the School Lunch Program for the 2025–2026 school year; and

WHEREAS, formal acceptance of the bid in full is required by statute; and,

WHEREAS, the Board is required to either reject all bids or accept the lowest responsible bid.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.46, that the bid as presented is hereby recognized as having been properly submitted.

BE IT FURTHER RESOLVED, under the provisions of ORC 3313.46, that such bid shall be entered in full on the official records of the Warren City Board of Education.

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 08-2025-198 - AWARDING OF BID RECEIVED FOR SUPPLYING
MILK AND DAIRY PRODUCTS FOR THE SCHOOL
LUNCH PROGRAM SEPTEMBER 1, 2025 – AUGUST
31, 2026.

Mr. Flanagan moved and Mrs. Limperos seconded the resolution listed below awarding the contract for supplying milk and dairy products for the School Lunch Program for the 2025 – 2026 school year be approved as submitted.

WHEREAS, the Board has recognized the bid as being properly received for supplying milk and dairy products for the School Lunch Program for the 2025 – 2026 school year; and

WHEREAS, the Board is required to either reject all bids or accept the lowest responsible bid.

NOW, THEREFORE, BE IT RESOLVED that the contract for supplying milk and dairy products for the School Lunch Program be awarded to Turner Dairy Farms, Inc. for the period September 1, 2025 through August 31, 2026.

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 08-2025-199 -

RESOLUTION TO AUTHORIZE SUPERINTENDENT
TO NOTIFY THE OHIO DEPARTMENT OF
EDUCATION REGARDING DEBRA BOWERS

Dr. Alls moved and Mrs. Limperos seconded the resolution listed below be approved as submitted.

WHEREAS, on May 13, 2025, the Board of Education for the Warren City Schools approved and issued an employment contract to Debra Bowers ("Teacher") for the 2025-2026 school year; and

WHEREAS, the Board received a letter of resignation from the employee on August 14, 2025, indicating her last day of employment with the Warren City Schools would be Thursday, August 14, 2025, which was not accepted or approved by the Superintendent and the employee has not requested a meeting to provide any reasonable justification for her failure to report to her teaching assignment, and

WHEREAS, said communications were not received within the timeframes proscribed by law for unilateral termination of the employment relationship; and

NOW, THEREFORE BE IT RESOLVED that the Board of Education authorizes and directs the Superintendent to notify the Ohio Department of Education's Office of Professional Conduct of the employee's unilateral termination of the employment relationship after July 10, 2025, without the consent of the Board of Education, in violation of Ohio Revised Code Section 3319.15.

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 08-2025-200 -

RESOLUTION DECLARING TRANSPORTATION
IMPRACTICAL

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

WHEREAS, the Warren City School District Board of Education (hereafter the "Board") has carefully considered transportation options for students enrolled in the District, a nonpublic or community school, or the joint vocational school under Ohio Revised Code Section 3327.01; and

WHEREAS, for each of the students listed, the Board has considered the following:

- 1) The time and distance required to provide the transportation;
- 2) The number of pupils to be transported;
- 3) The cost of providing transportation in terms of equipment, maintenance, personnel and administration;
- 4) Whether similar or equivalent service is provided to other pupils eligible for transportation;
- 5) Whether and to what extent the additional service unavoidably disrupts current transportation schedules;

6) Whether other reimbursable types of transportation are available.

WHEREAS, the option of offering payment-in-lieu of transportation is provided by the Ohio Revised Code.

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

Section 1: After fully and carefully considering each of the factors listed above, the Board hereby declares that it is impractical to transport the student(s) in (Exhibit 25-93) for the **2025 – 2026** school year, and further hereby offers the parent(s)/guardian(s) payment-in-lieu of transportation. The reasons for the decision include a combination of the cost of transporting the students and disruption to the current transportation schedule in terms of equipment, routing and scheduling personnel, the number of students being transported, as well as time and distance required to provide the transportation, whether other types of reimbursement are available, and whether similar or equivalent service is provided to other pupils eligible for transportation.

Section 2: The treasurer shall report on behalf of the Board the Board's determination of impracticability to the State Board of Education.

Section 3. The Board of Education hereby finds and determines that all formal actions relative to the adoption of this resolution were taken in an open meeting of this Board of Education, and that all deliberations of this Board of Education 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 Ohio Revised Code Section 121.22.

Section 4. 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 of Education that may be inconsistent or duplicative with the provisions of this resolution.

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 08-2025-201 - ACCEPTANCE OF GIFTS

Mr. Flanagan 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	
Wheatland Tube	Warren City Schools School Supplies Estimated Value: \$3,000.00	[1]
Mr. Andre Coleman	Warren City Schools Trumpet Estimated Value: \$1,000.00	[2]
Berk Enterprise	Warren City Schools School Supplies Estimated Value: \$2,000.00	[1]
St. Teresa of Calcutta Parish, Blessed Sacrament Church	Willard PK-8 School School Supplies Estimated Value: \$5,000.00	[3]
Ms. Michelle Williamson	Lincoln PK-8 School School Supplies Estimated Value: \$30.00	[4]

- [1] To be used to support the students of Warren City Schools.
- [2] To be used to support the students of Warren City Schools music program.
- [3] To be used to support the students of Willard PK-8 School.
- [4] 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. Flanagan, Mrs. Limperos, Dr. Alls and Mr. Walker.

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 08-2025-202 -

OHIO DEPARTMENT OF EDUCATION
CERTIFICATION FOR OHIO TEACHERS EVALUATION

SYSTEM AND OHIO PRINCIPAL EVALUATION
SYSTEM

Dr. Alls moved and Mrs. Limperos 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

OTES 2.0

Nicole Mizner

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

Mrs. Patterson entered meeting at 6:32 p.m.

MOTION NO. 08-2025-203 - PERSONNEL RECOMMENDATIONS

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

CERTIFICATED:

a. **Certificated – Retirement**

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

WHEREAS, the employee 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 retirement be 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 Burd, Secondary Education Teacher, retirement, effective the close of the day, 05/29/2026.
- (2) Thomas Burd, Secondary Education Teacher, retirement, effective the close of the day, 05/29/2026.

b. Appointment – Certificated (To receive one-year contract for the 2025-26 school year)

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

WHEREAS, a vacancy exists for this employment action; and

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

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

- (1) Appointment approved at the June 30, **2025**, Regular Board Meeting, **MOTION NO. 06-2025-**, Section c. Appointment – Certificated (to receive one-year contract for the 2025-2026 school year), Item #2, **Isabella Frazzini**, Speech Language Pathologist, Salary Table A, Step M-01, Limited Contract, effective the beginning and for the duration of the 2025-26 school year be **RESCINDED**.
- (2) Alex McFarland, Secondary Education Teacher, Salary Table A, B-01, Limited Contract, effective the 2025-26 school year.
- (3) Sara Mickey, Primary Education Teacher, Salary Table A, B-02, Limited Contract, effective the 2025-26 school year.

c. Resignation – Certificated

WHEREAS, the employees 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 resignations from regular contract be accepted at the effective date indicated.

- (1) Holly Chapin, Elementary Education Teacher, resignation, effective the close of the day, 08/15/2025 (From Leave of Absence without Pay or Benefits)
- (2) Teresa Migliozi, Secondary Education Teacher, resignation, effective the close of the day, 08/07/2025.
- (3) Jennifer Montesano, Building Substitute Teacher, resignation, effective the close of the day, 08/18/2025.

- (4) Allyson Wigington, Middle Childhood Education Teacher, resignation, effective the close of the day, 08/06/2025.

d. 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) Leigh Arvin, Secondary Education Teacher, Leave of Absence, effective 08/14/2025.
- (2) Adrian Komora, Special Education Teacher, Leave of Absence, effective 08/14/2025.
- (3) Lauren Krancevich, Special Education Teacher, Leave of Absence, effective 08/14/2025.
- (4) David Nelson, Middle Childhood Education Teacher, Leave of Absence, effective 08/14/2025.

e. 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 contract for the purpose of participating in CHAMP/DSC: A Proactive & Positive Approach to Classroom Management, effective 08/06/2025 and 08/07/2025, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251 / #9261 and Title II-A Fund #590, SCC #9252, not to exceed \$447.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Lincoln PK-8

Jacob Connell
Ashley Jornigan

Willard PK-8

Leah Boley
Gracie Wargo

McGuffey PK-8

Sara Mickey
Candice Ungaro-Jones

WGH

Austin Angus

- (2) Supplemental contracts for participating on the Jefferson PK-8 Building Leadership Team (BLT) and attending monthly meetings, as scheduled, 08/04/2025 through 06/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251 / #9261, not to exceed \$415.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Brianna Carse
Laura Crank
Christie Cialkowski
Charlene Dedo
Heather Dellimuti
Tina Detate
Nicole Hilas
Gina Hudak
Kristine Hunchuck
Molly James
Katherine Jenkins
Nicole Laprocina
Stacey Lasher
Krysta McCoy
Julia McMenamin

Stacy Milleson
Mesa Morlan
Lisa Mesaros
Zachary Parent
Erika Prater
Alexis Rhodes
Kristen Richter
Denise Roberts
Matthew Seidel
Matthew Sheely
Nicole Varley
Eleanna Vhahos-Hall

- (3) Supplemental contracts for participating in YPG Music Production Professional Development, as scheduled, effective 08/05/2025, \$31.87 per an hour, on an as needed basis, to be paid through Title IV-A Fund #584, SCC #9254, and not to exceed \$64.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Austin Angus

Heather Sirney

- (4) Supplemental contracts for participating on the Willard PK-8 Building Leadership Team (BLT) and attending monthly meetings, as scheduled, effective 09/08/2025 through 06/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251 / #9261, not to exceed \$287.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kamryn Buckley
Zachary Chaffee
Christine Isabella
Kathryn Myers
Amber Opperman
Marchella Perez

Roy Ryser
Laurissa Shaw
Kristen Skinner
Nina Vaughn
Corinna Williamson
Kathleen Wilson

Tracy Pinter
Kacie Roth

Tyler Withem

- (5) Supplemental contracts for the purpose of attending New ELA Instructional Materials Professional Development, effective 08/05/2025, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251 /# 9261 and Title II-A Fund #590, SCC #9252, not to exceed \$96.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8:
Christie Cialkowski
Charlene Dedo

McGuffey PK-8:
Keelyn Claar
Cara Kalouris

Lincoln PK-8:
Leesa Boyer
Sarah Ferguson

Willard PK-8
Maggie Forde

- (6) Supplemental contracts for the purpose of attending Teaching with the 5E Model in Science (Gizmos), held on 08/05/2025, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251 / #9261 and Title II-A Fund #590, SCC #9252, not to exceed \$96.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Lincoln PK-8:
Janna Jackson

Willard PK-8:
Nina Vaughn

- (7) Supplemental contracts for the purpose of attending Engaging in Argumentation from Evidence (Gizmos), held on 08/05/2025, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251 / #9261 and Title II-A Fund #590, SCC #9252, not to exceed \$96.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8:
Kristine Hunchuck

Willard PK-8:
Nina Vaughn

- (8) Supplemental contract for the purpose of attending a Wilson Reading and Language Teaching training course, held on 08/13/2025, \$31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, not to exceed \$300.00, (Recommended by P. Dreher, Executive Director of Special Education).

Keelyn Claar

- (9) Supplemental contracts for the purpose of attending Planning and the Mathematics Instructional Cycle held on 08/12/2025, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251 / #9261 and Title II-A Fund #590, SCC #9252, not to exceed \$96.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8:
Stacy Milleson

Willard PK-8:
Kimberly DePizzo

Ashley O'Brien
Kaitlyn Helminiak

Gracie Wargo

Lincoln PK-8:

Leesa Boyer

WGH:

Chester Allen
Courtney Sommers

McGuffey PK-8:

Annamarie Buonavolonta
Tierni McGuire

- (10) Supplemental contracts for the purpose of attending Meeting the Needs of All Learners with IXL, held on 08/12/2025, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251 / #9261 and Title II-A Fund #590, SCC #9252, not to exceed \$96.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8:

Stacy Milleson
Ashley O'Brien

Willard PK-8:

Kimberly DePizzo
Gracie Wargo

Lincoln PK-8:

Leesa Boyer

WGH:

Valerie Thomas

McGuffey PK-8:

Annamarie Buonavolonta
Tierni McGuire
Jacqueline Thomas

- (11) Supplemental contract for participating on the Lincoln PK-8 Building Leadership Team (BLT) and attending monthly meetings, as scheduled, effective 08/04/2025 through 06/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251 / #9261, not to exceed \$383.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Angela Toro

- (12) Supplemental contracts for the purpose of attending monthly Preschool Professional Development meetings, as scheduled, effective 08/18/2025 through 05/26/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251 / #9261, Title II-A Fund #590, SCC #9252 / #9262, and ECE Fund #439, SCC #9263, not to exceed \$319.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

PK Teachers:

Skyler Bell
Brittany Barone
Leah Boley
Brandi DeJean
Andrea Drotar
Brandi Gazso
Stephanie Gilligan

Michelle Hetmanski
Brianna Markovich
Zachary McKenzie
Shauna Snyder
Leslie Readman
Denise Roberts
Laura Zellers

Gabrielle Hernandez
Andrea Hochmann

PK Coordinator:
Kelly Hutchison

- (13) Supplemental contract for School Psychologist Intern, effective 08/18/2025 through 06/09/2026, \$137.54 per a day, as needed, (without medical benefits), to be paid from Fund #499, SCC #9260, not to exceed 187 days and/or \$25,720.00 (Recommended by P. Dreher, Executive Director, Special Education)

Tanner Noble

- (14) Supplemental contract for the purpose of participating in Drones in School Online Workshop for Educators, effective 09/15/2025 and 09/16/2025, \$31.87 per an hour, on an as needed basis, to be paid from Title IV-A Fund #584, SCC #9254 / #9264, not to exceed \$160.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

WGH
Lori Orr

- (15) Supplemental contracts for Home Instruction, effective 08/01/2025 through 01/31/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, with not to exceed amounts as listed below (Recommended by P. Dreher, Executive Director of Special Education)

Not to Exceed \$6,000.00

Patricia Anderson	Genna Lapolla
Leesa Boyer	Christopher Lowry
Alison Evans	Annette McCorvey

Not to Exceed \$12,000.00

Isabella Notar

- (16) Supplemental contracts for the purpose of attending a Nonviolent Crisis Intervention (CPI) training course, held on 08/13/2025, \$31.87per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, not to exceed \$275.00 each (Recommended by P. Dreher, Executive Director of Special Education)

Aaron Baker	Jennifer Jaminet
Kristin Barnes	Teresa Newbrough
Gail Button	Erika Prater
James Davis	Kristen Skinner
Colette Dennison	Nicole Varley
Brenda Hanson	

- (17) Supplemental contracts for the purpose of attending an additional one (1) hour each day for the CHAMPS Behavior Intervention Training Workshop, held on 08/06/2025 and 08/07/2025, \$31.87 per an hour, to be paid from Fund #001, SCC #0000, not to exceed up to 2 hours and/or \$65.00 each (Recommended by D. Capers, Associate Superintendent of Student Services, Student Success, & Wellness)

Brent Bitner
Melissa Boyles

Shannon Superak-Skiles

- f. 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 increasingly difficult and that by assuring building substitutes regular employment, the District will be better able to attract and retain quality substitutes;

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

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

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

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Nora Paraska	08/19/2025	Jefferson PK-8
Leibhen Bryant-Cullins	08/14/2025	Lincoln PK-8
Kathy Zuniga	08/14/2025	McGuffey PK-8
Amy Burch	08/14/2025	Warren G. Harding
Deborah Christ	08/14/2025	Warren G. Harding
Kimberly Costarell	08/14/2025	Warren G. Harding
Toni Donaldson	08/14/2025	Warren G. Harding
Tyler Nimmagadda	08/21/2025	Warren G. Harding
Linda Senich	08/14/2025	Warren G. Harding
Kimberly Sine	08/14/2025	Warren G. Harding
Isabella Frazzini	08/14/2025	Admin/SE
Lynda Dibacco	08/14/2025	Willard PK-8
Vera Mallory	08/19/2025	Willard PK-8
Brittany Perkins	08/14/2025	Willard PK-8

- g. 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>
Amanda Morris	08/18/2025

h. 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.

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)

High School Athletics:

- (1) Allen, Chester – Football – Assistant Coach - Code #46.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, 100% of Contract
- (2) Elias, Anthony – Football – Assistant Coach - Code #46.0, Index 16.0, Salary Table B, High School – Warren G. Harding High School, 100% of Contract

K-8 Athletics:

- (3) Supplemental contract approved at the Regular Meeting of the Board on **July 15, 2025, MOTION NO. 07-2025-174**, Section d. Employment – Certificated (current regular employee) (Co-Curricular year) (2025-26 school year), Item #13, **Nelson, Ronald** – Faculty Manager K-8 - Code #104.0, Index 10.0, Salary Table B, Middle School – Willard PK-8 School, 100% of Contract **be RESCINDED**.

CLASSIFIED:

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 is accepted with regret, but with the best wishes and sincere appreciation.

- (1) Johnnie Anderson, 6.0 Hr. Food Service General Helper, Salary Table G, effective 08/04/2025.
- (2) Tiffaney Anderson, MD Educational Assistant, Willard PK-8 School, Salary Table I, effective 08/10/20205.
- (3) Michelle Haggerty, PK-8 Pod Secretary, Lincoln PK-8 School, Salary Table E, effective 08/12/2025.

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) Isabell Airgood, MD Educational Assistant, Jefferson PK-8 School, Salary Table I, effective 10/31/2025.
- (2) Danielle Harper, MD Educational Assistant, McGuffey PK-8 School, Salary Table I, effective 09/03/2025.

- (3) Kathy Kardasillaris, Food Service General Helper, Warren G. Harding High School, Salary Table G, effective 08/11/2025.
- (4) Angela McCollough, PK-8 Cafeteria Manager, Willard PK-8 School, Salary Table L, effective 07/28/2025.
- (5) Valerie Mound, MD Educational Assistant, Lincoln PK-8 School, Salary Table I, effective 08/11/2025.
- (6) Christopher Newsome, Plant Manager 1, McGuffey PK-8 School, Salary Table J, effective 09/12/2025.
- (7) Rashonda Walker, School Community Liaison, Jefferson PK-8 School, Salary Table L, effective 08/19/2025.

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 the International Union of Operating Engineers, Local 18S, 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; 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) Jessica Blesch, Preschool Float Educational Assistant, Willard PK-8 School, Salary Table I, effective 08/14/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by W. Hartzell, Chief Academic Officer)
- (2) Sonja Gavitt, PK-8 Pod Secretary, Jefferson PK-8 School, 214 Day (42 Week) Contract, Salary Table E, Pay Range IV, effective 09/02/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by S. Chiaro, Superintendent/CEO)
- (3) Brandy McFarland, MD Educational Assistant, Lincoln PK-8 School, Salary Table I, effective 08/18/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (4) Laurie Yuhas, PK-8 Pod Secretary, Willard PK-8 School, 214 Day (42 Week) Contract, Salary Table E, Pay Range IV, effective 08/12/2025. (Vacancy created

due to resignation/retirement in department.) (Recommended by S. Chiaro, Superintendent/CEO)

I. 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) Melissa Bartscher, Night Janitor, McGuffey PK-8 School, Salary Table D, to Day Janitor 2, McGuffey PK-8 School, Salary Table D, effective 08/11/2025.
- (2) Tracy Redick, Day Janitor, Lincoln PK-8 School, Salary Table D, to Plant Manager 2, Lincoln PK-8 School, Salary Table D, effective 08/11/2025.
- (3) Robert Walker, Night Janitor, Lincoln PK-8 School, Salary Table D, to Day Janitor 2, Lincoln PK-8 School, Salary Table D, effective 08/11/2025.

m. Employment – Classified – Crossing Guards, Noon Hour Aides 2025-2026 School Year

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

NOW, THEREFORE, BE IT RESOLVED that the following persons be employed for a period of not more than one school year; and

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

- (1) Crossing Guards, effective the beginning of the 2025-2026 school year. Employment is on an as-needed basis, funding is from the Public School Support Fund No. 018 and General Fund 001, Salary Table M:

Beverly Jones
Farrah Jones
Vanessa Whitehead

- (2) Noon Hour Aides, effective the beginning of the 2025-2026 school year. Employment is on an as-needed basis. Funding is from the Food Service Fund, Salary Table M.

Beverly Jones
Farrah Jones

Vanessa Whitehead
Jill Cibella (Substitute)

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) The The following individual be granted a supplemental contract for the purpose of participating in the Credit Recovery Program Training on August 4, 2025, at their currently hourly rate, to be paid from Title I-N Fund #572, SCC 9255, not to exceed \$44.00. (Recommended by W. Hartzell, Chief Academic Officer)

Michele Douglas

- (2) The following individuals be granted supplemental contracts for the purpose of attending monthly preschool professional development meetings, as scheduled, effective August 18, 2025 through May 26, 2026, at their current hourly rate, to be paid through Title I-A, Fund #572, SCC 9251/9261, Title II-A Fund #590, SCC 9252/9262, and ECE Fund #439, SCC 9263, not to exceed \$209.00 each. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Preschool Aides

Jessica Blesch	Rebecca Karafa
Allison Brewster	Lucy Lepola
Rebecca Gallatin	Gianna Myers
Andrea Goms	Kiani Seda
Bethany Hall	Janel Watkins
Julia Hunter	Angela White
Emilee James	Rachael Williams

Early Childhood Liaison

Holly Chambers

- (3) The following individual be granted a supplemental contract for the purpose of liaison coverage at Jefferson PK-8, effective August 18, 2025, through September 3, 2025, at an hourly rate of \$21.43, to be paid through Fund #001, SCC 0000, not to exceed 140 hours, and/or \$3,001.00. (Recommended by D. Capers, Associate Superintendent, Student Services, Student Wellness and Success)

Kim Johnson

- (4) The following individual be granted a supplemental contract for the purpose of Interim School Community Liaison, Jefferson PK-8, Salary Table L, effective 08/25/2025, at an hourly rate of \$22.43, to be paid through Fund #001, SCC 0000,

not to exceed \$10,000.00 (Recommended by D. Capers, Associate Superintendent, Student Services, Student Wellness and Success)

Andre Clarke

- (5) The following individual is to be granted a supplemental contract for extra administrative duties, such as technological support, provided on an as needed basis, at their current hourly rate, not to exceed \$1,000.00, to be paid from General Fund #001, for the 2025-26 School Year. (Recommended by S. Chiaro, Superintendent/CEO)

Frank Bosak

- (6) The following individuals be granted supplemental contracts for the WCSN team, for the purpose of providing coverage at school events throughout the 2025-26 school year, at \$31.87 per hour, on an as needed basis, to be paid from Fund #507, SCC 9230, not to exceed \$7,500.00 each. (Recommended by S. Chiaro, Superintendent/CEO)

Frank Bosak
Trevor Donley
Fred Whitacre

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 Rich Shepas, Athletic Director)

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

- (1) Jelani Franklin, Code 104.0, Index 10.0, Salary Table B, K-8 Faculty Manager, Middle School, Willard PK-8 School (Girls/Boys). (100% of contract)

Discussion: Congratulations and thank you to retirees, Amy Burd and Thomas Burd.

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 08-2025-204 - ADJOURNMENT

Mrs. Limperos moved and Dr. Alls seconded that, at 6:34 p.m. the Warren City Board of Education's Regular Meeting be adjourned.

The President called for a vote.

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

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