

**WARREN CITY SCHOOLS  
BOARD OF EDUCATION REGULAR MEETING  
TUESDAY, SEPTEMBER 23, 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 6:04 p.m.  
All present saluted the flag.

ROLL CALL

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

COMMUNICATIONS

- A. Rooftop Rally Fundraiser - proceeds to United Way and used for Pantry
- B. Trumbull County Superintendents meeting to showcase Student Recreation and Wellness Center
- C. Waiver Day Update - Professional Development
- D. Staff and Student attendance update
- E. Enrollment Update
- F. Preschool update - Focus and Events
- G. System for Instructional Rounds
- H. Football Game of the Week commercials to be aired
- I. Four (4) Warren G. Harding High School football players are preseason contenders WKBN Big 22

MOTION NO. 09-2025-205 - 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, Mrs. Patterson and Mr. Walker.

No: None.

The President declared the motion carried.

TREASURER'S REPORT

- A. Permanent Appropriations

SUPERINTENDENT'S REPORT

- A. The Story Behind the STARS – Chief Academic Officer Wendy Hartzell, Executive Director of Curriculum Regina Teutsch

OLD BUSINESS

*Discussion: None.*

NEW BUSINESS

*Discussion: None.*

TREASURER'S RECOMMENDATIONS

MOTION NO. 09-2025-206 - 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 26, 2025

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-207 - MONTHLY FINANCIAL STATEMENT

Mrs. Limperos moved and Mr. Flanagan seconded the resolution listed below regarding the August, 2025 financial statement and short term investments made by the Treasurer during August, 2025, (Exhibit 25-94) be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	<b>General Fund</b>	<b>All Other Funds</b>	<b>Total All Funds</b>
<b>Beginning Balance</b>			
<b>July 1, 2025</b>	\$31,769,240.42	\$59,655,282.94	\$91,424,523.36
<b>MTD Receipts</b>	9,890,979.86	1,920,629.12	11,811,608.98
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	14,775,192.23	4,915,963.74	19,691,155.97
<b>MTD Expenditures</b>	5,960,574.20	3,428,908.83	9,389,483.03
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	12,236,585.22	6,203,490.00	18,440,075.22
<b>Ending Balance</b>			
<b>August 31, 2025</b>	34,307,847.43	58,367,756.68	92,675,604.11

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

<b>Fund</b>	<b>Amount</b>
001-0000 A10-General Fund	\$ 397,646.13
004-9203 COPS Farmer's	\$ 742.46
006-0000 FS-Food Service	\$ 9,524.60
401 Auxiliary Services	\$ <u>578.18</u>
Total	\$ 408,491.37

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-208 - 2025-26 CO-CURRICULAR BUDGET AND PURPOSE STATEMENTS

Mr. Flanagan moved and Mrs. Patterson seconded the resolution listed below establishing 2025-26 Co-curricular Budget and Purpose Statements be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the purpose statements and budgets (on file in the Treasurer's Office) for the following 2025-26 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>	
<b>Warren G. Harding H.S.</b>		
300-9022	SA3	Drama Club
300-9022	SA32	Volleyball
300-9022	SA125	MH Youth
300-9022	SA221	Key Club

*Discussion: None.*

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

MOTION NO. 09-2025-209 - REVISED APPROPRIATION BUDGETS

Mrs. Patterson moved and Mrs. Limperos seconded the resolution listed below for revised appropriation budgets (a. through c.) be approved as submitted.

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

- a. Funds/S.C.C.: Title I  
 Fund #572, S.C.C. #9261  
 FY2026 Apprn: \$6,475,465.15  
 Rev. Apprn: \$6,476,763.96  
 Exec. Director: Christine Bero, State and Federal Programs  
 Purpose: \$1,298.81 increase due to revised reallocation of funds
  
- b. Funds/S.C.C.: Title I-Neglected  
 Fund #572, S.C.C. #9265  
 FY2026 Apprn: \$47,447.49  
 Rev. Apprn: \$38,608.22  
 Exec. Director: Christine Bero, State and Federal Programs  
 Purpose: \$8,838.27 decrease due to revised allocation of funds
  
- c. Funds/S.C.C.: Title I-Delinquent  
 Fund #572, S.C.C. #9266  
 FY2026 Apprn: \$73,301.46  
 Rev. Apprn: \$69,077.94  
 Exec. Director: Christine Bero, State and Federal Programs  
 Purpose: \$4,223.52 decrease due revised reallocation of funds

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-210 - APPROPRIATION BUDGETS

Dr. Alls moved and Mrs. Limperos seconded the resolution listed below for appropriation budgets (a. through d.) 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.: Comprehensive Literacy Development Grant, K-5  
Fund #599, S.C.C. #9261, 9262, 9263
- Amount: \$361,973.76
- Funding: Through the Ohio Department of Education
- Period: July 1, 2025, through June 30, 2026
- Exec. Director: Regina Teutsch, Curriculum & Instruction
- Purpose: To support teaching and learning opportunities to help more Ohio students advance their literacy skills, with a focus on those who have been traditionally underserved.

**Grades K-5 Appropriation:**

Fund	Func.	Obj.	S.C.C.	Description	Amount (\$)
599	1100/1200	100	9261	Supplem. Salaries	9,561.56
599	1100/1200	200	9261	Supplem. Benefits	1,553.76
599	1100/1200	400	9261	Purch. Services	68,500.00
599	1100/1200	500	9261	Supplies	16,180.00
599	2200	400	9261	PD Purch. Services	61,000.00
599	2200	500	9261	PD Supplies	3,000.00
599	2400	100	9261	Gov/Admin. Salaries	6,700.00
599	2400	200	9261	Gov/Admin. Benefits	1,574.88
599	2900	400	9261	Support Purch. Serv.	5,200.00
599	2500	800	9261	Indirect Costs	2,581.73
Total					<u>\$175,851.93</u>

**Grades 6-8 Appropriation:**

Fund	Func.	Obj.	S.C.C.	Description	Amount (\$)
599	1100/1200	100	9262	Supplem. Salaries	15,818.94
599	1100/1200	200	9262	Supplem. Benefits	2,570.63
599	1100/1200	400	9262	Purch. Services	17,500.00
599	1100/1200	500	9262	Supplies	9,557.00
599	2200	400	9262	PD Purch. Services	28,700.00
599	2200	500	9262	PD Supplies	3,000.00
599	2400	100	9262	Gov/Admin. Salaries	5,360.00
599	2400	200	9262	Gov/Admin. Benefits	1,259.91

599	2900	400	9262	Support Purch. Serv.	3,900.00
599	2500	800	9262	Indirect Costs	<u>1,306.23</u>
				Total	\$88,972.71

**Grades 9-12 Appropriation:**

Fund	Func.	Obj.	S.C.C.	Description	Amount (\$)
599	1100/1200	100	9263	Supplem. Salaries	10,058.45
599	1100/1200	200	9263	Supplem. Benefits	1,634.49
599	1100/1200	400	9263	Purch. Services	25,700.00
599	1100/1200	500	9263	Supplies	6,610.00
599	2200	400	9263	PD Purch. Services	33,400.00
599	2400	100	9263	Gov/Admin. Salaries	5,360.00
599	2400	200	9263	Gov/Admin. Benefits	1,259.91
599	2400	400	9263	Purch. Services	8,000.00
599	2900	400	9263	Support Purch. Serv.	2,700.00
599	2500	500	9263	Support Supplies	1,000.00
599	2500	800	9263	Indirect Costs	<u>1,426.27</u>
				Total	\$97,149.12

- b. Fund/S.C.C.: Title II-A  
Fund #590, S.C.C. #9262  
Amount: \$489,465.39  
Funding: Through the Ohio Department of Education  
Period: July 1, 2025, through June 30, 2026  
Exec. Director: Christine Bero, State & Federal Programs  
Purpose: To provide staff development activities and materials that strengthen the quality and effectiveness of teachers, principals, and other school leaders and increase student achievement consistent with state standards.

**Appropriation:**

Fund	Func.	Obj.	S.C.C.	Description	Amount (\$)
590	2200	100	9262	Prof. Dev. Salaries	273,811.80
590	2200	200	9262	Prof. Dev. Benefits	89,838.90
590	2200	400	9262	Purchased Services	58,367.46
590	2200	500	9262	Prof. Dev. Supplies	3000.00
590	2400	100	9262	Gov/Admin. Salaries	17,127.70
590	2400	200	9262	Gov/Admin. Benefits	6599.78
590	3200	400	9262	Nonpublic Purch. Serv	32,533.79
590	3200	500	9262	Nonpublic Supplies	1000.00
590	2500	800	9262	Indirect Costs	<u>7,185.96</u>
				Total	\$489,465.39

- c. Fund/S.C.C.: Title IV-A  
Fund #584, S.C.C. #9264  
Amount: \$507,022.30  
Funding: Through the Ohio Department of Education  
Period: July 1, 2025, through June 30, 2026  
Exec. Director: Christine Bero, State & Federal Programs

Purpose: To improve student academic achievement by providing access to a well-rounded education, improving school conditions for student learning, and improving the use of technology and digital literacy of all learners.

**Appropriation:**

<b>Fund</b>	<b>Func.</b>	<b>Obj.</b>	<b>S.C.C.</b>	<b>Description</b>	<b>Amount</b>
584	1200	100	9264	Instruction Salaries	150,034.04
584	1200	200	9264	Instr. Retirement/Benefits	60,683.42
584	1200	400	9264	Instr. Purch. Services	43,477.65
584	1200	500	9264	Instruction Supplies	21,600.00
584	2100	400	9264	Parent/Community Supplies	1,000.00
584	2100	500	9264	Parent/Commu. Purch. Serv.	1,000.00
584	2200	400	9264	Support Purch. Services	71,772.00
584	2200	500	9264	Support Services Supplies	500.00
584	2200	100	9264	Prof. Dev. Salaries	5,800.34
584	2200	200	9264	Prof. Dev. Benefits	942.57
584	2200	400	9264	Prof. Dev. Purch. Serv.	8,000.00
584	2200	500	9264	Prof. Dev. Supplies	1,000.00
584	2400	100	9264	Gov/Admin. Salary	7,051.75
584	2400	200	9264	Gov/Admin. Benefits	2,806.30
584	2700	100	9264	Safety Salaries	60,462.00
584	2700	200	9264	Retirement/Benefits	23,651.98
584	2800	400	9264	Transportation	4,000.00
584	3200	400	9264	Nonpublic Purch Serv	32,050.50
584	3200	500	9264	Nonpublic Supplies	3,746.03
584	2500	800	9264	Indirect Costs	7,443.72
<b>Total</b>					<b>\$507,022.30</b>

d. Fund/S.C.C.: Early Childhood Education (ECE)  
Fund #439, S.C.C. #9263  
Amount: \$1,564,000.00  
Funding: Through the Ohio Department of Education  
Period: July 1, 2025, through June 30, 2026  
Exec. Director: Christine Bero, State & Federal Programs  
Purpose: To provide opportunities for preschool children to acquire the basic skills set forth in Ohio's Early Learning and Development Standards and ensure a successful transition into kindergarten.

**Appropriation:**

<b>Fund</b>	<b>Func.</b>	<b>Obj.</b>	<b>S.C.C.</b>	<b>Description</b>	<b>Amount</b>
439	1200	100	9263	PK Teacher Salaries	457,585.20
439	1200	200	9263	Retirement/Benefits	156,079.39
439	1200	100	9263	PK Aide Sal./Wages	208,952.51
439	1200	200	9263	Retirement/Benefits	120,378.68
439	1200	400	9263	Instr. Purch. Services	14,500.00
439	1200	500	9263	Instruction Supplies	10,500.00
439	2100	100	9263	EC Liaison Salary	17,725.20

439	2100	200	9263	Retirement/Benefits	13,673.51
439	2100	400	9263	Parent Purch. Serv.	3,200.00
439	2100	500	9263	Parent Supplies	5,200.00
439	2200	100	9263	PK Support/Clerical Salaries	22,997.69
439	2200	200	9263	Retirement/Benefits	8,647.41
439	2200	400	9263	Support Purch. Services	48,800.00
439	2200	500	9263	Support Supplies	500.00
439	2200	400	9263	PD Purchased Services	2,500.00
439	2400	100	9263	PK Coordinator Salary	47,676.65
439	2400	200	9263	Retirement/Benefits	12,201.94
439	2400	400	9263	Purchased Services	700.00
439	2800	400	9263	PK Transportation	270,000.00
439	2500	800	9263	Indirect Costs	142,181.82
				Total	<u>\$1,564,000.00</u>

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-211 - FY2026 PERMANENT APPROPRIATION MEASURE – ALL FUNDS

Mrs. Limperos moved and Dr. Alls seconded the resolution listed below for the FY2026 Permanent Appropriation Measure for All Funds be approved as submitted.

WHEREAS, it is necessary to adopt a Permanent Appropriation Measure for All Funds for Fiscal Year 2026.

WHEREAS, an accurate certificate of estimated resources has been received from the Trumbull County Auditor.

NOW, THEREFORE, BE IT RESOLVED that under provisions of ORC 5705.38, the Fiscal Year 2026 Permanent Appropriation Measure for All Funds, (Exhibit 25-95) to meet ordinary expenses for fiscal year 2026 is hereby adopted.

BE IT FINALLY RESOLVED that the Fiscal Year 2026 Permanent Appropriation Measure be prepared and distributed by the Treasurer in such form as the Auditor of State prescribes.

*Discussion: None.*

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.

SUPERINTENDENT'S RECOMMENDATIONS

MOTION NO. 09-2025-212 - AGREEMENTS, CONTRACTS, AND/OR LEASES

Mr. Flanagan moved and Mrs. Patterson seconded the resolution listed below entering into agreements, contracts, and/or leases (a. through g.) 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: MyPath Mahoning Valley dba Mahoning Valley College Access Program (MVCAP)  
Contact: Gerri Jenkins  
105 High St NE  
Warren, OH 44481  
(Exhibit 25-96)  
Amount: \$6,320.00  
Fund: #001,  
Period: 2025-2026 School Year  
Exec. Director: Regina Teutsch, Executive Director of Curriculum & Instruction  
Purpose: To provide a trained college access and financial aid advisor to Warren G. Harding High School students.
  
- b. Agreement: SMARTS (Students Motivated by the Arts)  
25 E Boardman St  
Youngstown, OH 44503  
(Exhibit 25-97)  
Amount: \$45,673.00  
Fund: #001, #439, #572, #584, #516  
Period: August 1, 2025 through June 30, 2026.  
Exec. Director: Wendy Hartzell, Chief Academic Officer  
Purpose: To provide students in PK-8 art experiences to promote student achievement, inspire self-discovery, and impact cultural and academic literacy through fine and performing arts.
  
- c. Agreement: S Wright Consulting, LLC  
Contact: 2475 Township Rd 126 NE  
New Lexington, Ohio 43764  
(Exhibit 25-98)  
Amount: \$20,000.00  
Fund: #509, SCC #9268 / #9269  
Period: July 1, 2025 through June 30, 2026  
Exec. Director: Wendy Hartzell, Chief Academic Officer  
Purpose: To provide required evaluation service for the 21<sup>st</sup> CCLC grant 2025-26 for 21<sup>st</sup> CCLC South and 21<sup>st</sup> CCLC North.
  
- d. Agreement: Kent State University at Trumbull Police Academy  
(Exhibit 25-99)  
Amount: Per Agreement  
Period: September 24, 2025 through April 30, 2026  
Exec. Director: Steve Chiaro, Superintendent/CEO  
Purpose: To facilitate timing of program participants supporting the recruitment, hiring and retention of police officers.

- e. Agreement: The KidsLink School  
 Contract: 899 Frost Road  
 Streetsboro, OH 44241  
 (Exhibit 25-100)  
 Amount: \$98,000.00  
 Fund: Fund #001  
 Period: August 1, 2025 through June 30, 2026  
 Exec. Director: Patricia Dreher, Executive Director of Special Education  
 Purpose: KidsLink School will provide a placement for the student based on their current IEP and ETR and provide direct therapies on a weekly and daily basis in areas of academics, therapies, and behavior management. The overall goal of KidsLink is to work on transitioning the student back into a regular school atmosphere.
- f. Agreement: Revised: Maxim Healthcare Staffing Services, Inc.  
 Contract: 110 West Western Reserve Road  
 Poland, OH 44514  
 (Exhibit 25-101)  
 Amount: LPN \$60.00 per hour RN \$70.00 per hour  
 Fund: Fund #001  
 Period: August 22, 2025 through June 5, 2026  
 Exec. Director: Patricia Dreher, Executive Director of Special Education  
 Purpose: To provide healthcare services to students who require specific medical needs.
- g. Agreement: Keys to Literacy  
 Contract: 319 Newburyport Turnpike, Suite 205  
 Rowley, MA 01969  
 (Exhibit 25-102)  
 Amount: \$5,750.00  
 Fund: Fund #599  
 Period: 2025-2026 School Year  
 Exec. Director: Regina Teutsch, Executive Director of Curriculum & Instruction  
 Purpose: To provide Literacy Leadership coaching to support MT-SS at the building level in alignment with the CLSD Grant

*Discussion: None.*

The President called for a vote.

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

No: None.

Abstain: Dr. Alls, item d., Mrs. Limperos, item d. and Mr. Walker, item a.

The President declared the motion carried.

MOTION NO. 09-2025-213 - ACCEPTANCE OF GIFTS

Mrs. Patterson 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	
Christ Episcopal Church	Lincoln PK-8 School Pantry Donation Estimated Value: \$200.00	[1]
St. Teresa of Calcutta Parish	Warren City Schools Pantry Donation Value: \$300.00	[2]
Stanley Grace Boutique	Willard PK-8 School Clothing and Accessories Donation Value: \$500.00	[3]
Leigh Marino	McGuffey PK-8 School Baby Mat and Sound Item Value: \$30.00	[4]
Troi Simpson	McGuffey PK-8 School Shoes Donation Value: \$450.00	[4]
Wal-Mart Eye Care	Lincoln PK-8 School Eye Care Products Donation Estimated Value: \$50.00	[1]
Believer's Church	Jefferson PK-8 School School Supplies Donation Estimated Value: \$5,000.00	[5]

The Andersons Inc.	Jefferson PK-8 School School Supplies Donation Estimated Value: \$1,500.00	[5]
Trumbull Correctional Institution	Jefferson PK-8 School School Supplies Donation Estimated Value: \$600.00	[5]
St. Marks Church	Jefferson PK-8 School Clothing Donation Estimated Value: \$1,200.00	[5]
First United Church of Christ	Willard PK-8 School Monetary Donation Value: \$3,030.00	[6]
First Presbyterian Church	Willard PK-8 School School Supplies Donation Value: \$1,500.00	[3]

- [1] To be used to support the students of Lincoln PK-8 School.
- [2] To be used to support the students of Warren City Schools.
- [3] To be used to support the students of Willard PK-8 School.
- [4] To be used to support the students of McGuffey PK-8 School.
- [5] To be used to support the students of Jefferson PK-8 School.
- [6] To be used to support the students of Willard PK-8 School who participate in swimming lessons offered through American Red Cross.

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-214 - SPECIAL BOARD MEETING SCHEDULED

Dr. Alls moved and Mr. Flanagan seconded the resolution listed below scheduling a Special Board Meeting (a.) be approved as submitted.

WHEREAS, the Warren City Board of Education established the times, dates, and locations of its regular board meetings at its January 7, 2025 Organizational Meeting (MOTION NO. 01-2025-19); and

WHEREAS, changes may be made or additional meetings called if determined necessary, in addition to special meetings as provided for in ORC 3313.16 and governed by ORC 121.22.

NOW, THEREFORE, BE IT RESOLVED that a Special Board Meeting be scheduled as follows:

- a. Date: September 30, 2025  
Time: 6:00 p.m.  
Location: Warren G. Harding High School, SRWC  
Purpose: The purpose of the meeting is to review The Appropriations, Revenue, and Fund Balance Assumptions for the Current Fiscal Year and Projections for the Three (3) Succeeding Fiscal Years and to transact any and all other business that may come before the Board.

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-215 - BOARD POLICIES – SECOND READING

Mrs. Limperos moved and Mrs. Patterson seconded the resolution listed below regarding the adoption of Board Policies, Second 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 Policy be adopted and become a part of the Official Bylaws and Policies of the Warren City Board of Education:

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-216 - OHIO DEPARTMENT OF EDUCATION  
CERTIFICATION FOR OHIO TEACHERS EVALUATION  
SYSTEM AND OHIO PRINCIPAL EVALUATION  
SYSTEM

Mr. Flanagan moved and Mrs. Patterson 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**  
Dante Capers

**OTES 2.0**  
Dante Capers

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-217 - TUITION REIMBURSEMENT

Mrs. Patterson moved and Dr. Alls 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:

COX, Stephanie	\$ 498.00
LOGAN, Abby	\$ 500.00
MIDGETT, Victoria	\$ 500.00

Classified – 2025 – 2026 School Year:

MCEACHERN, Mia	\$ 500.00
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*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-218 - RESOLUTION DECLARING TRANSPORTATION IMPRACTICAL

Dr. Alls moved and Mrs. Limperos 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 25-103) 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: Dr. Aalls, Mrs. Limperos, Mr. Flanagan, Mrs. Patterson and Mr. Walker.

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-219 - A RESOLUTION TO AWARD A CONTRACT FOR CONSTRUCTION MANAGER-AT-RISK SERVICES RELATED TO THE BOARD’S VISITOR BLEACHER PROJECT

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

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

**WHEREAS**, the Board has engaged the services of an Architect, Phillips Sekanick Architects for assistance with professional design services for the project; and

**WHEREAS**, the Board authorized the formation of an Evaluation Committee for the purpose of evaluating the statements of qualification received and making recommendations to the Board; and

**WHEREAS**, the Evaluation Committee received and evaluated statements of qualification and made a recommendation regarding the same to the Board; and

**WHEREAS**, the Board authorized the solicitation of a technical and pricing proposal; and

**WHEREAS**, the Evaluation Committee has evaluated the technical and pricing proposals and has made a recommendation to the Board as to the best value selection.

**NOW, THEREFORE, BE IT RESOLVED**, by the Board, that after careful consideration and evaluation of the information before it:

- Section 1.** The Board hereby awards the contract to DeSalvo Construction.
- Section 2.** The Executive Director of Business Operations, with the assistance of the Architect and the Board’s legal counsel are hereby authorized to negotiate a contract for the work to be presented to the Board for approval.
- Section 3.** That this Board hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of this Board; and that all deliberations of this Board and of its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Section 121.22 of the Ohio Revised Code.
- Section 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, which may be inconsistent or duplicative with the provisions of this Resolution.

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-220 - REVISED SALARY TABLE M – CLASSIFIED HOURLY SALARY TABLE

Mr. Flanagan moved and Dr. Alls seconded the resolution listed below adopting changes to Salary Table M, Classified Hourly Salary Table, be approved as submitted with changes as recommended.

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

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education adopt Salary Table M, (Exhibit 25-104), effective July 1, 2025.

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

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 09-2025-221 - PERSONNEL RECOMMENDATIONS

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

CERTIFICATED:

a. 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 **August 26, 2025**, Regular Board Meeting, **MOTION NO. 08-2025-203**, Section b. Appointment – Certificated (to receive one-year contract for the 2025-2026 school year), Item #3, **Sara Mickey**, Primary Education Teacher, Salary Table A, **AMEND Step B-02 to Step B-04**, Limited Contract, effective the beginning and for the duration of the 2025-26 school year. (Due to verification of previous teaching years of experience)

b. Leave of Absence – Certificated

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

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

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

- (1) Amy Lowry, Supervisor of Special Education & Related Services, Leave of Absence, effective 09/30/2025.
- (2) Kayla Pollifrone, Principal of School Improvement, Leave of Absence, effective 08/19/2025.
- (3) Daniel Stark, Elementary Education Teacher, Leave of Absence, effective 09/08/2025.
- (4) Alyssa Szolis, Intervention Specialist PK-12 Teacher, Leave of Absence without Pay or Benefits, effective 09/03/2025 and through the close of the first semester.

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) Tracy Miller, Substitute Teacher, resignation, effective the close of the day, 08/18/2025.

d. Leave Appointments – Certificated – Hourly Employment (2025-26 School Year)

WHEREAS, to prepare for temporary, as needed, casual, on-call hourly certificated personnel to provide educational services for students; and

WHEREAS, such temporary, as needed, casual, on-call employment preparation is needed for only the dates specified not to extend beyond the current school year.

NOW, THEREFORE, BE IT RESOLVED under the provision of ORC 3319.07 and 3319.08, the following employment action is taken. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

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

- (1) Supplemental contracts for Home Instruction, effective 08/01/2025 through 12/31/2025, \$31.87 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$6,000.00 (Recommended by P. Dreher, Executive Director of Special Education)

Joseph Austin  
Kathleen Berlin-Bates  
Tina Detate

Heather Hathaway  
Siobhan Richardson  
Mikayla Rowbotham

- (2) Supplemental contract 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)

Genna Lapolla

- (3) Supplemental contract 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)

Melinda Vrable

- (4) Supplemental contracts for participating in Warren City Schools District Math Leadership Team Meetings, effective 09/03/2025 through 06/02/2026, \$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/#9262, not to exceed \$319.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**District**

Patricia Fisher

**Jefferson PK-8**

Robert Cowell  
Tina DeTate  
Nicole Hilas  
Stacey Lasher  
Danielle Sauer  
Melinda Vrable

**Lincoln PK-8**

Kristen Bozin  
Stephanie Collier  
Cara Venetti  
Christopher Wilson

**McGuffey PK-8**

Natalie Allison  
Joseph Austin  
Annamarie Buonavolanta  
Heather Collier  
Megan Francisco  
Kayla Kelsh  
Nicole Shaker  
Jillian Smith

**Willard PK-8**

Rebecca Boyle  
Jenna Bryant  
Andrea Drotar  
Natasha Galbraith  
Jenna McNemar  
Tracy Pinter  
Roy Ryser

**WGH**

Khristine Krcelic  
Kristy Thornton

- (5) Supplemental contracts for participating in Warren City Schools District Literacy

Leadership Team Meetings, effective 09/03/2025 through 06/02/2026, \$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/#9262, not to exceed \$319.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**District**

Natalie Grayson  
Kelly Hutchison

**Jefferson PK-8**

Brianna Carse  
Charlene Dedo  
Gina Hudak  
Molly James  
Krysta McCoy  
Lisa Mesaros

**Willard**

Kamryn Buckley  
Allison Evans  
Jessica Irwin  
Kathryn Myers  
Amber Opperman  
Laurissa Shaw  
Corinna Williamson  
Kathleen Wilson

**WGH**

**Lincoln PK-8**

Tasha Dragish  
Lindsay Klein  
Diana Napolitan  
Angela Toro

Logan Hileman  
Courtney Susko

**McGuffey PK-8**

Abby Logan  
Christina Pacurar  
Mikayla Rowbotham  
Jessica Smith  
Stacey Streeter  
Alexis Ward  
Emily Ward

- (6) Supplemental contracts for participating in SEL Onboarding: Implementation of SEL in the Classroom, effective 09/04/2025 through 02/05/2026, \$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/#9262, not to exceed \$383.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8**

Zachary Parent

**Lincoln PK-8**

Trisha DiCesare  
Suzanne Goodyear-Pondillo  
Diana Napolitan  
Brittany Nicolaou-Harrington  
Marissa Stear  
Stacey Woods

**Willard PK-8**

Rachel Beach  
Kimberly DePizzo  
Rachel Derenzis  
Alexys Gruver  
Elizabeth Hatcher  
Tricia Lipinsky  
Kathryn Myers  
Shannon Sefcik  
Gracie Wargo

**McGuffey PK-8**

Annette Gottuso  
Grace Manser  
Tierni McGuire  
Robert Middleton  
Candice Ungaro-Jones

- (7) Supplemental contract for the purpose of planning and conducting coaching sessions & providing guidance and professional development around evidence-based practices aligned to the Science of Reading, curriculum implementation, intervention and progress monitoring to MS/HS teachers and building administrators, effective 09/08/2025 through 06/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #599, SCC #9262/#9263 and Fund #572, SCC #9261, not to exceed 1,656 hours (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

Jacqueline Lawrence

- (8) Supplemental contracts for the purpose of participating in Kindergarten Math Assessment Development, held on 09/11/2025, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, not to exceed \$31.87 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kristen Bozin  
Patricia Fisher

Nicole Hilas  
Danielle Sauer

- (9) Supplemental contracts for the purpose of IEP and ETR monitoring by the Internal Monitoring Team, effective 08/11/2025 through 10/30/2025, \$31.87 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9260, not to exceed \$350.00 each (Recommended by P. Dreher, Executive Director of Special Education)

Kimberly Armstrong  
Natalie Allison  
Brittany Barone  
Melissa Bartholomew  
Jenna Bryant  
Greg Lazzari  
Laurie Ligouri  
Christopher Lowry  
Laura Mastro  
Brittany Moncrief  
Mesa Morlan

Elizabeth McComb  
Richard Palumbo  
Kristie Pierce  
Mikayla Rowbotham  
Nicole Ryser  
Melissa Ustik  
Alexis Ward  
Emily Ward  
Corinna Williamson  
Morgan Zadroski

- (10) Supplemental contracts for instructors at the Student Recreation and Wellness Center, for conducting Fitness Classes, effective 09/09/2025 through 05/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$1,250.00 each (Recommended by N. Elias, Supervisor, Student Recreation and Wellness Center)

Stephanie Cox  
Logan Hileman

Cara Meadows  
Jessica Smith

- (11) Supplemental contracts for participating in Warren City School District Climate Leadership Team Meetings, effective 09/03/2025 through 06/02/2026, \$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/#9262, not to exceed \$383.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8**

Kristine Hunchuck  
Erika Prater  
Alexis Rhodes  
Eleana Vlahos-Hall

**Willard PK-8**

Krista Kohut  
Cara Meadows  
Kristen Skinner  
Casey Smith

**Lincoln PK-8**

Anthony Davis  
Trisha DiCesare  
Joseph Koval

**WGH**

Hillary Allen  
Jodi Brown  
Erin Kampf-Melillo  
Stephanie Shimko  
Ahmed Sutton

**McGuffey PK-8**

Jennifer Jaminet  
Bernadette Nicopolis

- (12) 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)

Jenna Bryant

Stephanie Porterfield

- (13) Supplemental contracts for participating on the Warren G. Harding High School 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)

Hillary Allen  
Jodi Brown  
Melissa Bartholomew  
Nathaniel Bodnar  
Stephanie Cox  
Logan Hileman  
Erin Kampf-Melillo  
Kristine Krcelic  
Kristin Lukanec

Eugene Mach  
Kristin Newbrough  
Val Jean Pace  
Charlotte Rogers  
Shannon Superak-Skiles  
Courtney Susko  
Ahmed Sutton  
Kristy Thornton  
Alexis Ward

- (14) Supplemental contracts for the purpose of providing instruction in the Jefferson

PK-8 Grades 3-5 ELA Afterschool Intervention Program, as scheduled, effective 09/22/2025 through 10/16/2025, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251, and Fund #516, SCC #9250, not to exceed \$383.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Tina Detate	Tina Noble
James Irwin	Matthew Seidel
Stacey Lasher	Christine Ulrich
Roseann McCracken	Melinda Vrable
Robin McVay	Marissa Zoccali
Lisa Mesaros	

- e. Building Substitute Teacher Appointment(s) (2025-26 School Year) \$175.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

WHEREAS, the Warren City Board of Education recognizes the need for quality substitutes to provide for the continued education of the students in the event a teacher is required to be absent from the classroom or to provide additional educational assistance to students in conjunction with the regular teacher.

WHEREAS, the Warren City Board of Education recognizes that finding quality substitutes is becoming increasing difficult and that by assuring building substitutes regular employment, the District will be better able to attract and retain quality substitutes;

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

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

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

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Allison Davis	09/11/2025	Jefferson PK-8
Christin Smith	09/03/2025	Willard PK-8

- 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>
Joseph Poltor	09/04/2025

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.

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, Principals of Record PK-8 Buildings & HS Principal)

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

(1) College in High School Instructor – Code #2, Index 2.0, Salary Table B.

Amy Burd	CCP Physics I
Thomas Burd	CCP Trigonometry
Thomas Burd	CCP Statistics
Thomas Burd	CCP College Algebra
Thomas Burd	CCP Calculus
Amy Hays-Neifer	CCP Chemistry I
Amy Hays-Neifer	CCP Chemistry II
Kimberly Hunter	CCP Biology I
Kimberly Hunter	CCP Biology II
Victoria Midgett	CCP Anatomy I
Khristine Krcelic	CCP Quantitative Reasoning
Melissa Rentz	CCP College Writing I

Melissa Rentz                      CCP College Writing II

- (2)    Teacher in Charge – Code #4, Index 10.0, Salary Table B.

Frank Caputo	Harding
Matthew Richardson	Harding
Mesa Morlan	Jefferson PK-8
Stephanie Porterfield	Willard PK-8
Corinna Williamson	Willard PK-8

**High School Advisors & Clubs:**

- (3)    Academic Coach – Code #6, Index 6.0, Salary Table B.

Kimberly Hunter	Quiz Bowl	
Mary Jo Pardee	English Festival	(50% of Contract)
Ahmed Sutton	English Festival	(50% of Contract)

- (4)    Science Club – Code #7, Index 3.0, Salary Table B.

Kimberly Hunter

- (5)    Dramatics Coach – Code #10, Index 8.0, Salary Table B.

Austin Angus	(30% of Contract)
Natalie Rohrer	(70% of Contract)

- (6)    Dramatics Assistant Coach – Code #11, Index 5.6, Salary Table B.

Trillion McCarty

- (7)    Interact – Code #15, Index 3.0, Salary Table B.

Andrew Martin

- (8)    Key Club – Code #16, Index 3.0, Salary Table B.

Kimberly Anzevino

- (9)    Poetry Club – Code #17, Index 4.0, Salary Table B.

Ahmed Sutton

- (10)    National Honor Society – Code #18, Index 6.0, Salary Table B.

Kristy Thornton

- (11)    Ski Club – Head – Code #22, Index 6.0, Salary Table B.

Joshua Earls

(12) Ski Club – Assistant – Code #23, Index 2.0, Salary Table B.

Khristine Krcelic

(13) WSCN Director – Code #28, Index 10.0, Salary Table B.

Fred Whitacre

(14) Yearbook – Code #30, Index 13.5, Salary Table B.

Fred Whitacre

**High School Athletics:**

(15) Cross County Assistant – (Boys/Girls) – Code #43, Index 3.4, Middle School – Warren Middle School, Salary Table B.

Tyler Clark

(16) Football – Assistant Coach – (Boys) - Code #46, Index 16.0, High School – Warren G. Harding High School, Salary Table B.

John Croyts

**High School Music:**

(17) Band Director – Code #71, Index 16.0, Salary Table B.

Reid Young

(18) Assistant Band Director – Code #72, Index 11.2, Salary Table B.

Heather Sirney

(19) Director, A'Cappella High School – Code #73, Index 10.0, Salary Table B.

Keith Rising

(20) Assistant Vocal Director High School – Code #74, Code 9.1, Salary Table B.

Mary Dolan-Meese

**High School Other:**

(21) IT Resource Liaison (9-12) – Code #77, Index 3.5, Salary Table B.

Joy Angelo

**K-8 Academics:**

(22) Challenge 24 Coach – Code #79, Index 2.0, Salary Table B.

- |  |                   |                             |  |
|--|-------------------|-----------------------------|--|
|  | Lisa Mesaros      | Jefferson PK-8 (Grades 3-5) |  |
|  | Roy Ryser         | Jefferson PK-8 (Grades 6-8) |  |
|  | Stephanie Collier | Lincoln PK-8                |  |
|  | Joseph Austin     | McGuffey PK-8               |  |
- (23) Destination Imagination Coach – Code #80, Index 4.0, Salary Table B.
- |  |                   |                                  |  |
|--|-------------------|----------------------------------|--|
|  | Kristen Newbrough | Lincoln PK-8 (Rising Stars PK-2) |  |
|  | Nina Vaughn       | Willard PK-8 (Grades 3.5)        |  |
|  | Cara Meadows      | Willard PK-8 (Grades 6-8)        |  |
- (24) District Coordinator Challenge 24 – Code #81, Index 4.0, Salary Table B.
- |  |              |                |  |
|--|--------------|----------------|--|
|  | Lisa Mesaros | Jefferson PK-8 |  |
|--|--------------|----------------|--|
- (25) English Festival Coach – Code #82, Index 2.0, Salary Table B.
- |  |                |               |                   |
|--|----------------|---------------|-------------------|
|  | Samarra Caffey | Lincoln PK-8  | (50% of Contract) |
|  | Janna Jackson  | Lincoln PK-8  | (50% of Contract) |
|  | Cara Kalouris  | McGuffey PK-8 |                   |
|  | Kimberly Baker | Willard PK-8  | (50% of Contract) |
|  | Kristin Barnes | Willard PK-8  | (50% of Contract) |
- (26) Great Books Coach – Code #83, Index 2.0, Salary Table B.
- |  |                   |                |                   |
|--|-------------------|----------------|-------------------|
|  | Alyssa DiCesare   | Jefferson PK-8 |                   |
|  | Jennifer Holbrook | Lincoln PK-8   |                   |
|  | Heather Collier   | McGuffey PK-8  | (50% of Contract) |
|  | Kayla Kelsh       | McGuffey PK-8  | (50% of Contract) |
|  | Kimberly Baker    | Willard PK-8   | (50% of Contract) |
|  | Kristin Barnes    | Willard PK-8   | (50% of Contract) |
- (27) Math Counts Coach – Code #84, Index 2.0, Salary Table B.
- |  |                   |               |                   |
|--|-------------------|---------------|-------------------|
|  | Stephanie Collier | Lincoln PK-8  |                   |
|  | Joseph Austin     | McGuffey PK-8 | (1/3 of Contract) |
|  | Heather Collier   | McGuffey PK-8 | (1/3 of Contract) |
|  | Kayla Kelsh       | McGuffey PK-8 | (1/3 of Contract) |
- (28) National Geographic Bee Coach – Code #85, Index 2.0, Salary Table B.
- |  |                 |                             |                   |
|--|-----------------|-----------------------------|-------------------|
|  | Lisa Mesaros    | Jefferson PK-8 (Gr. 3-5)    | (50% of Contract) |
|  | Tina Noble      | Jefferson PK-8 (Gr. 3-5)    | (50% of Contract) |
|  | Alyssa DiCesare | Jefferson PK-8 (Grades 6-8) |                   |
|  | Alex McFarland  | Lincoln PK-8                |                   |
- (29) Prep Bowl Coach – Code #87, Index 2.0, Salary Table B.
- |  |                 |                           |  |
|--|-----------------|---------------------------|--|
|  | Trisha DiCesare | Lincoln PK-8 (Grades 5-6) |  |
|  | Trisha DiCesare | Lincoln PK-8 (Grades 7-8) |  |

(30) Science Fair Coordinator – Code #88, Index 2.0, Salary Table B.

Kristine Hunchuck	Jefferson PK-8 School	
Andrew Starr	Lincoln PK-8 School	
Heather Collier	McGuffey PK-8	(50% of Contract)
Kayla Kelsh	McGuffey PK-8	(50% of Contract)

(31) Spelling Bee Coach – Code #89, Index, 2.0, Salary Table B.

Christine Ulrich	Jefferson PK-8 (Gr. 3-5)	(50% of Contract)
Marissa Zoccali	Jefferson PK-8 (Gr. 3-5)	(50% of Contract)
Charlene Dedo	Jefferson PK-8 (Grades 6-8)	
Laura Luoma	Lincoln PK-8 School	
Annette Constantino	Willard PK-8 School	

**K-8 Advisors & Clubs:**

(32) Dramatics Coach – Code #92 Index 4.6, Salary Table B.

Trisha DiCesare	Lincoln PK-8	
Trillion McCarty	McGuffey PK-8	
Nina Vaughn	Willard PK-8	

(33) Junior National Honor Society Advisor – Code #93, Index 3.0, Salary Table B.

Alyssa DiCesare	Jefferson PK-8	
Stephanie Collier	Lincoln PK-8	

(34) Science Club Advisor – Code #95, Index 3.0, Salary Table B.

Kristine Hunchuck	Jefferson PK-8	
Andrew Starr	Lincoln PK-8	
Heather Collier	McGuffey PK-8	(50% of Contract)
Kayla Kelsh	McGuffey PK-8	(50% of Contract)
Rebecca Boyle	Willard PK-8	(50% of Contract)
Annette Constantino	Willard PK-8	(50% of Contract)

(35) Student Council Advisor (3-5) – Code #96, Index 4.0, Salary Table B.

Jennifer Hood	Lincoln PK-8	
Lisa Mesaros	Jefferson PK-8	(75% of Contract)
Marissa Zoccali	Jefferson PK-8	(25% of Contract)
Rebecca Boyle	Willard PK-8	(50% of Contract)
Annette Constantino	Willard PK-8	(50% of Contract)

(36) Student Council Advisor (Gr. 6-8) – Code #97, Index 4.0, Salary Table B.

Alyssa DiCesare	Jefferson PK-8	(50% of Contract)
Krysta McCoy	Jefferson PK-8	(50% of Contract)
Heather Collier	McGuffey PK-8	(50% of Contract)

Kayla Kelsh	McGuffey PK-8	(50% of Contract)
Maggie Forde	Willard PK-8	

- (37) Student News Publication Advisor – Code #98, Index 3.0, Salary Table B.

Christina Kittle	Jefferson PK-8
Trisha DiCesare	Lincoln PK-8
Tiffany Vesey	Willard PK-8

- (38) Yearbook – Code #99, Index 6.0, Salary Table B.

Christina Kittle	Jefferson PK-8	
Jill Selak	Lincoln PK-8 (Grades PK-5)	
Trisha DiCesare	Lincoln PK-8 (Grades 6-8)	
Tracy Pinter	Willard PK-8	(50% of Contract)
Kimberly Baker	Willard PK-8	(50% of Contract)

**K-8 Athletics:**

- (39) Faculty Manager K-8 – (Boys/Girls) - Code 104.0, Index 10.0, Middle School – Jefferson PK-8, Salary Table B.

James Bell

- (40) Intramurals (fall sports) – Code #108, Index 2.0, Salary Table B.

Robert Cowell	Jefferson PK-8
Patrick Notar	Lincoln PK-8
Eric Lydic	McGuffey PK-8
Jelani Franklin	Willard PK-8

- (41) Intramural (winter sports) – Code #109, Index 2.0, Salary Table B.

Robert Cowell	Jefferson PK-8
Patrick Notar	Lincoln PK-8
Eric Lydic	McGuffey PK-8
Jelani Franklin	Willard PK-8

- (42) Intramural (spring sports) – Code #110, Index 2.0, Salary Table B.

Robert Cowell	Jefferson PK-8
Patrick Notar	Lincoln PK-8
Eric Lydic	McGuffey PK-8
Kamryn Buckley	Willard PK-8

**K-8 Music:**

- (43) Band (Gr. 5-8) (without summer supplemental) – Code #115, Index 6.0, Salary Table B.

Abaigael Mamich	Jefferson PK-8
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Kevin Kifer Lincoln PK-8

(44) Choir (Gr. 5-8) – Code #116, Index 6.0, Salary Table B.

Kristen Richter	Jefferson PK-8
Kevin McCarty	Lincoln PK-8
Melanie Vlad	McGuffey PK-8
Rocco Criazzo	Willard PK-8

**K-8 Other:**

(45) IT Resource Liaison (K-2) – Code #118, Index 3.5, Salary Table B.

Christina Kittle	Jefferson PK-8
Jill Selak	Lincoln PK-8
Melissa Boyles	McGuffey PK-8
Sharon Gordon	Willard PK-8

(46) Science (K-8) – Code #122, Index 4.5, Salary Table B.

Andrew Starr	Lincoln PK-8
William Bell	McGuffey PK-8
Stephanie Hall	Willard PK-8 (50% of Contract)
David Nelson	Willard PK-8 (50% of Contract)

**CLASSIFIED:**

h. **Resignation – Classified**

WHEREAS, the employees herein named have requested to be released from all contracts of employment by way of resignations as specified at the effective dates indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, these resignations have been accepted by the Superintendent/CEO of the Warren City School District at the effective dates 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 these resignations are accepted with regret, but with the best wishes and sincere appreciation.

- (1) Alyssa Bush, Substitute Night Janitor, Salary Table M, effective 09/25/2025.
- (2) Dakota King, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 09/16/2025.
- (3) Chatona Pierson, 6.0 Hr. Food Service General Helper, McGuffey PK-8 School, Salary Table G, effective 08/28/2025.

- (4) Tracy Perigo, Substitute Food Service General Helper, Salary Table M, effective 08/28/2025.

i. 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) Jessica Adams, Kindergarten-Title I Educational Aide, Lincoln PK-8 School, Salary Table I, effective 09/15/2025.
- (2) Bethany Hall, Preschool Educational Assistant, Warren G. Harding High School, Salary Table I, effective 11/28/2025.
- (3) Halee Hall, MD Educational Assistant, Lincoln PK-8 School, Salary Table I, effective 08/26/2025.
- (4) Laureen Postlethwait, Supervisor of Food Service, Administration, Salary Table J, effective 08/21/2025.
- (5) Tiffaney Simon, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 06/13/2025.

j. Initial Regular Employment – Classified

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

WHEREAS, such employees have rights, benefits, and protection afforded them through the Board approved Agreement between their respective Union(s), and the Warren City Board of Education, and shall be members 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 actions are taken; and

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

- (1) Marcquise Allgood, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 09/02/2025. (Begin 30 day probationary period). (Vacancy created due to

- resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Richard Claar, II, 5.5 Hour Floating Night Janitor, Administration, Salary Table D, effective 09/08/2025. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
  - (3) Tomasica Coleman, MD Educational Assistant, Jefferson PK-8 School, Salary Table I, effective 09/29/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
  - (4) Meghan Halverson, 8.0 Hour Floating Night Janitor, Administration, Salary Table D, effective 09/15/2025. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
  - (5) Karina Reger, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 09/03/2025. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
  - (6) Anthony Thomas, Night Janitor, Willard PK-8 School, Salary Table D, effective 09/04/2025. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
  - (7) Paris Wells, Night Janitor, McGuffey PK-8 School, Salary Table D, effective 09/03/2025. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

k. Substitute Employment Additions – Classified

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

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

BE IT FURTHER RESOLVED, under the provisions of ORC 3319.01, such employee shall be directed and assigned. This employment is contingent upon receiving satisfactory results from a mandatory drug test required by school policy and the individual(s) named below shall be deemed employed only on a conditional basis until the satisfactory check has been performed. This employment is also conditional until receipt of satisfactory results from a state required police check.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the

following employment action is taken and such name(s) shall be added to the approved list of substitute personnel.

- (1) Sharedda Freeman, Substitute Crossing Guard, Salary Table M, effective 08/19/2025.
- (2) Makyla Jackson, Substitute Food Service General Helper, Salary Table M, effective 09/08/2025.
- (3) Ava Sarnosky, Substitute Noon Hour Aide, Salary Table M, effective 09/02/2025.
- (4) Tanasia Simmons, Substitute Food Service General Helper, Salary Table M, effective 09/08/2025.
- (5) Rhonda Wildman, Bus Attendant w/o CDL, Transportation, Salary Table M, effective 09/17/2025.

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) Tabitha Brainard, Night Janitor, Willard PK-8 School, Salary Table D, to Plant Manager 2, Jefferson PK-8 School, Salary Table D, effective 09/08/2025.

m. Classified Temporary Employment

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

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

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

- (1) The following student worker be granted a supplemental contract to help with Stadium clean-up after football games, for the time period of August 23, 2025 to November 15, 2025, at the hourly rate of \$12.50, not to exceed 12 hours a week, to be paid from General Fund #001. (Recommended by J. Lacy, Executive Director of Business Operations)

Michael Harrington, Jr.

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

Gate for Boys' JV/9 <sup>th</sup> Football	\$12.50/hour
Gate for Boys' Varsity Football	\$12.50/hour
Gates for Boys' Single Middle School Football	\$12.50/hour
Main Ticket Clerk for Varsity Football	\$12.50/hour
Football Chain Coordinator	\$12.50/hour
Lead Varsity Football Game Clock Operator	\$100.00/game
Asst. Varsity Football Game Clock Operator	\$75.00/game
J.V. Football Clock	\$13.00/hour
Freshmen Football Clock	\$13.00/hour
Lower Level Football Clock	\$13.00/hour
Football Announcer	\$12.50/hour
Football Assistant Announcer	\$12.50/hour
Audio for Football	\$12.50/hour
Video for Football	\$12.50/hour
Computer for Football	\$12.50/hour
Game Book/Statistician for Football	\$12.50/hour
Press Box Host	\$12.50/hour
Officials' Host for Football	\$12.50/hour
7/8 Grade School Volleyball Clock	\$13.00/hour
Gate for Single Girls' Volleyball	\$12.50/hour
Gate for Single Girls' Middle School Volleyball	\$12.50/hour
Gate for Single Boys' and/or Girls' Soccer	\$12.50/hour
Gate for Single Boys' a/o Girls' Basketball Game	\$12.50/hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$12.50/hour
Varsity Main Basketball Clock	\$15.50/hour
Assistant Varsity Basketball Clock	\$13.00/hour
JV Basketball Clock	\$13.00/hour
Freshman Basketball Clock	\$13.00/hour
Basketball Announcer	\$12.50/hour
Game Book/Statistician for Boys' Basketball	\$12.50/hour
Scorebook for Basketball	\$12.50/hour
Video for Basketball	\$12.50/hour
Timing System Manager	\$12.50/hour
Swim Meet Manager	\$15.00/hour
Swim Statistician	\$12.50/hour
Gate for Boys' and/or Girls' Swim Meet	\$12.50/hour
Ticket Worker Position for Boys'/Girls'	
Track Meets	\$12.50/hour
Security for High School Sporting Event	\$12.50/hour
Security for Single Middle School Events	\$12.50/hour

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

Ayeisha Adams  
Edwin Caffie  
Gregory Jackson  
Shawn Shimko

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.

- (3) The following individuals be granted supplemental contracts for the purpose of participating in the Warren City Schools Climate Leadership Team Meetings, as scheduled, effective September 3, 2025, through June 2, 2026, at their current hourly rate, not to exceed \$301.00 each, to be paid from Title I-A Fund #572, SCC #9251/#9261, and Title II-A Fund #590, SCC #9252/#9262. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Angelena Baskins – Lincoln PK-8  
Nailah Blackwell – Board of Education  
Ruby Freeman – McGuffey PK-8  
Sydney Johnson – McGuffey PK-8  
Shaina Shardy – Willard PK-8  
Sonya Williams – Jefferson PK-8

- (4) The following individual be granted a supplemental contract for educational aide services for the Jefferson PK-8 Grades 3-5 ELA Afterschool Intervention Program, as scheduled, September 22, 2025, through October 16, 2025, at their current hourly rate, not to exceed \$240.00, to be paid from Title I Fund #572, SCC #9251, and Fund #516, SCC #9250. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Edwin Caffie

n. Employment—Classified Co-curricular 2025-2026 School Year

WHEREAS, the following co-curricular positions have been offered to the certificated employees of this school district with no acceptable responses; and

WHEREAS, the following co-curricular positions have been offered to or advertised to attract certificated persons not currently employed by this school district with no acceptable responses; and

WHEREAS, the non-certificated individuals herein recommended have been determined to meet the standards adopted by the state board; and

WHEREAS, persons employed for coaching positions are required to submit verification of completion of CPR and Sports Medicine Clinic certification.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.53, the following persons are employed for a period of not more than one school year at the same salary/wage (Salary Table B) offered to certificated persons for the pupil activity program as indicated. The supplemental contract shall state that the Board of Education gives

notice of non-reemployment for the ensuing school year. (Recommended by R. Shepas, Athletic Director)

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

**High School Athletics:**

- (1) Kevin Cylar, Code 46.0, Index 16.0, Salary Table B, Assistant Football Coach, Warren G. Harding High School (Boys). (25% of contract)
- (2) Kim Johnson, Code 46.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys). (100% of contract)

**High School Advisors & Clubs:**

- (3) Frank Bosak, Code 12.0, Index 12.0, Salary Table B, F.I.R.S.T. Project Coordinator, High School, Warren G. Harding High School. (100% of contract)
- (4) T'KeeYah Cambridge, Code 20.0, Index 8.0, Salary Table B, Senior Class Head, High School, Warren G. Harding High School. (50% of contract)
- (5) T'KeeYah Cambridge, Code 21.0, Index 4.0, Salary Table B, Senior Class Assistant, High School, Warren G. Harding High School. (50% of contract)
- (6) Heather Ervin, Code 27.0, Index 4.0, Salary Table B, Student Council, High School, Warren G. Harding High School. (50% of contract)
- (7) Dawn Harper, Code 20.0, Index 8.0, Salary Table B, Senior Class Head, High School, Warren G. Harding High School. (50% of contract)
- (8) Dawn Harper, Code 21.0, Index 4.0, Salary Table B, Senior Class Assistant, High School, Warren G. Harding High School. (50% of contract)
- (9) Dawn Harper, Code 27.0, Index 4.0, Salary Table B, Student Council, High School, Warren G. Harding High School. (100% of contract)
- (10) Kevin Koncsol, Head Coach, E-Sports, Fall Season, High School, Warren G. Harding High School. (100% of contract)
- (11) Kimberly Leigh, Code 27.0, Index 4.0, Salary Table B, Student Council, High School, Warren G. Harding High School. (50% of contract)

**High School Other:**

- (12) Trevor Donley, Code 77.0, Index 3.5, Salary Table B, IT Resource Liaison, High School, Warren G. Harding High School. (100% of contract)

**K-8 Academics:**

- (13) Joseph Marhulik, Code 86.0, Index 2.0, Salary Table B, Power of the Pen Coach, PK-8 Building, McGuffey PK-8 School. (100% of contract)
- (14) Joseph Marhulik, Code 89.0, Index 2.0, Salary Table B, Spelling Bee Coach, PK-8 Building, McGuffey PK-8 School. (100% of contract)

**K-8 Advisors & Clubs:**

- (15) Angelena Baskins, Code 97.0, Index 4.0, Salary Table B, Student Council Advisor, Grades 6-8, PK-8 Building, Lincoln PK-8 School. (100% of contract)
- (16) Justin Blair, Code 99.0, Index 6.0, Salary Table B, Yearbook Advisor, PK-8 Building, McGuffey PK-8 School. (100% of contract)
- (17) Amanda Colbert, Code 94.0, Index 3.0, Salary Table B, Junior Robotics Coach, PK-8 Building, McGuffey PK-8 School. (100% of contract)
- (18) Joseph Marhulik, Code 96.0, Index 4.0, Salary Table B, Student Council Advisor (Gr. 3-5), PK-8 Building, McGuffey PK-8 School. (100% of contract)
- (19) Montia West, Code 94.0, Index 3.0, Salary Table B, Jr. Robotics Coach, PK-8 Building, Jefferson PK-8 School. (100% of contract)

**K-8 Athletics:**

- (20) Jelani Franklin, Code 104.0, Index 10.0, Salary Table B, Faculty Manager K-8, PK-8 Building, Willard PK-8 School. (100% of contract)
- (21) Sheldon Henderson-Sparks, Code 105.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Head Football Coach, Middle School, Warren Middle Schools. (25% of contract)
- (22) Sheldon Henderson-Sparks, Code 107.0, Index 4.0, Salary Table B, Assistant Football Coach, Middle School, Warren Middle Schools. (100% of contract)

**K-8 Other:**

- (23) Colin Bever, Code 120.0, Index 3.5, Salary Table B, IT Resource Liaison (6-8), Middle School, McGuffey PK-8 School. (100% of contract)
- (24) Jasen Gregory, Code 120.0, Index 3.5, Salary Table B, IT Resource Liaison (6-8), Middle School, Willard PK-8 School. (100% of contract)
- (25) Kevin Koncsol, Code 120.0, Index 3.5, Salary Table B, IT Resource Liaison (6-8), Middle School, Jefferson PK-8 School. (100% of contract)
- (26) Rich Taneri, Code 120.0, Index 3.5, Salary Table B, IT Resource Liaison (Grades 6-8), Middle School, Lincoln PK-8 School. (100% of contract)

*Discussion: None.*

The President called for a vote.

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

No: None.

The President declared the motion carried.

PUBLIC PARTICIPATION

- A. Michael Engram – Executive Coach with Game Changers, Graduate of Warren G. Harding and community member, Spoke regarding Game Changers.

MOTION NO. 09-2025-222 - ADJOURNMENT

Mrs. Limperos moved and Mrs. Patterson seconded that, at 7:29 p.m. the Warren City Board of Education’s Regular Meeting be adjourned.

The President called for a vote.

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