

**WARREN CITY SCHOOLS
BOARD OF EDUCATION REGULAR MEETING
TUESDAY, OCTOBER 21, 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 6:06 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 Event Update
- B. Page 14 replaced in agenda due to error/revision in date
- C. Mobile Food Pantry Debut update
- D. Mobile STEM Lab on display and update regarding implementation of programming
- E. OHSAA - lawsuit regarding NIL stance
- F. Locks of Love Project
- G. Student attendance and vaping prevention update
- H. Administration meeting was data driven

MOTION NO. 10-2025-228 - 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. Legislative meeting at Trumbull Count Educational Service Center (TCESC) for Superintendent and Treasurer to come up with united platform to present to Legislators.

SUPERINTENDENT'S REPORT

A.

OLD BUSINESS

Discussion: None.

NEW BUSINESS

Discussion: None.

TREASURER'S RECOMMENDATIONS

MOTION NO. 10-2025-229 - MINUTES

Dr. Alls moved and Mrs. Limperos seconded the resolution listed below regarding the September, 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 September 23, 2025
Special Meeting held September 30, 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. 10-2025-230 - MONTHLY FINANCIAL STATEMENT

Mrs. Limperos moved and Mr. Flanagan seconded the resolution listed below regarding the September, 2025 financial statement and short term investments made by the Treasurer during September, 2025, (Exhibit 25-107) 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	6,675,847.51	1,298,152.77	7,974,000.28
FTD Advances In	-0-	-0-	-0-
FTD Receipts	21,451,039.74	6,214,116.51	27,665,156.25
MTD Expenditures	6,875,320.92	4,172,017.82	11,047,338.74
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	19,111,906.14	10,375,507.82	29,487,413.96
Ending Balance			
September 30, 2025	34,108,374.02	55,493,891.63	89,602,265.65

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

Fund	Amount
001-0000 A10-General Fund	\$ 222,607.50
004-9203 COPS Farmer's	\$ 821.67
006-0000 FS-Food Service	\$ 5,130.35
401 Auxiliary Services	\$ 388.95
Total	\$ 228,948.47

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. 10-2025-231 - 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>	
	Warren G. Harding H.S.	
200-9022	SA18	National Honor Society
200-9022	SA89	Interact
300-9022	SA2	Student Council
300-9022	SA302	Ski Club
300-9022	SAESP	WGH Esports

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.

SUPERINTENDENT'S RECOMMENDATIONS

MOTION NO. 10-2025-232 - AGREEMENTS, CONTRACTS, AND/OR LEASES

Mrs. Patterson moved and Mrs. Limperos seconded the resolution listed below entering into agreements, contracts, and/or leases (a. and b.) 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: EnvisionEdPlus
1352 Shelby Circle
Reynoldsburg, OH 43068
(Exhibit 25-108)
Amount: \$8,500.00
Fund: #001
Period: 2025-2026 School Year
Exec. Director: Regina Teutsch, Executive Director of Curriculum & Instruction
Purpose: To support the writing for Ohio's birth-Kindergarten Entry Comprehensive Literacy State Development Subgrant.

- b. Agreement: Rea & Associates
P.O. Box
New Philadelphia, OH 44663
(Exhibit 25-109)
Amount: Not to exceed \$2,700, \$2,800 and \$2,900 for each of the ending cost report dates.
Fund: #001
Period: 2025, 2026 and 2027

Treasurer: Karen Sciortino
 Purpose: To perform services for the purpose of verifying data reported on the Medicaid School Program Cost Report.

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. 10-2025-233 - 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	
Angelina Baskins	Lincoln PK-8 School Tennis Shoes Donation Estimated Value: \$250.00	[1]
First United Church of Christ	Willard PK-8 School School supplies, Clothing, and Shoes Donation Value: \$3,500.00	[2]
MTS Painting	Warren City Schools Paint Donation Estimated Value: \$700.00	[3]

St. Teresa of Calcutta Parish, Blessed Sacrament Church	Willard PK-8 School Clothing and School Supplies Donation Value: 10,300.00	[2]
Do-Cut Sales & Service Inc.	Willard PK-8 School Pantry Donation Value: \$300.00	[2]
Life Church of Leavittsburg	Willard PK-8 School Clothing and School Supplies Donation Estimated Value: \$2,000.00	[2]
Giant Eagle	Lincoln PK-8 School Gift Card Value: \$100.00	[4]
St. Marks Church	Jefferson PK-8 School Clothing Donation Estimated Value: \$700.00	[5]
Christ Episcopal Church	Lincoln PK-8 School Monetary Donation Value: \$250.00	[6]
Christ Episcopal Church	Lincoln PK-8 School Monetary Donation Value: \$250.00	[7]
St. Mary's Church, St. Theresa of Calcutta	McGuffey PK-8 Clothing Donation Value: \$1,200.00	[8]
Christ Episcopal Church	Lincoln PK-8 Tennis Shoes Donation Value: \$50.00	[1]
Christ Episcopal Church	Lincoln PK-8 School Supplies Donation Value \$65.00	[7]

Chat – N - Chew	21 st Century Monetary Donation Value: \$75.00	[9]
BEE & BEE LLC	21 st Century Monetary Donation Value: \$75.00	[9]
Anonymous	21 st Century Monetary Donation Value: \$20.00	[9]

- [1] To be used to support the students of Lincoln PK-8 School.
- [2] To be used to support the students of Willard PK-8 School.
- [3] To be used to support the students of Warren City Schools.
- [4] To be used to support the Harvest Festival Family Celebration at Lincoln-8 School.
- [5] To be used to support the students of Jefferson PK-8 School.
- [6] To be used to support the “Stay in the Game” attendance incentive program at Lincoln PK-8 School.
- [7] To be used to support the “Lincoln Leader” Program at Lincoln PK-8 School.
- [8] To be used to support the students of the McGuffey PK-8 School.
- [9] To be used to support the students of the 21st Century Afterschool Program.

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

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 10-2025-234 - A RESOLUTION APPROVING THE
RECOMMENDATION OF THE CMR TO ACCEPT
CERTAIN BIDS FOR ITS CONSTRUCTION PROJECT

Mrs. Limperos moved and Dr. Alls seconded the resolution listed below regarding approving the recommendation of the CMR to accept certain bids for its construction project be approved as submitted.

WHEREAS, the Board of Education has determined the necessity to undertake a construction project consisting of renovations and additions (the “Project”); and

WHEREAS, the Board has engaged DeSalvo Construction for construction manager-at-risk services necessary for the project (the “CMR”); and

WHEREAS, the Board of Education has contracted with a qualified professional Architect firm, Phillips/Sekanick Architects, Inc. (hereinafter called the “Architect”), under Section 153.65 to

153.71, ORC, to prepare plans, specifications and estimates of cost, and such data as the Board of Education deems necessary; and

WHEREAS, the CMR has solicited tabulated and investigated bids for certain bid packages for the Project and has recommended the award of those contracts to the respective lowest responsible bidder; and

WHEREAS, the Board of Education now desires to authorize the CMR award said bids.

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

Section 1 – The Board of Education hereby accepts the recommendation of the CMR to award the bids as set forth herein:

<u>BID PACKAGE</u>	<u>COST</u>
Demolition Package – Miller Yount	Base Bid: \$ 1,000,000.00

Section 2. 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 Section 121.22, ORC.

Section 3. This Resolution shall be in full force and effect from and immediately after its adoption and shall supersede any prior resolution or act of this Board 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, Dr. Alls, Mr. Flanagan, Mrs. Patterson and Mr. Walker.

No: None.

The President declared the motion carried.

MOTION NO. 10-2025-235 -

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
Janis Ulicny

OTES 2.0
Steve Chiaro

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. 10-2025-236 - PERSONNEL RECOMMENDATIONS

Mrs. Patterson moved and Mr. Flanagan seconded the resolution listed below regarding personnel items (a. through o.) be approved as submitted.

CERTIFICATED:

a. **Certificated – Retirement**

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

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

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

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

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

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

(1) Rebecca Battista, Special Education Teacher, Retirement, effective the close of the day, 05/29/2026.

(2) Jody Cicero, Early Childhood Education Teacher, Retirement, effective the close of the day, 05/29/2026.

b. **Leave of Absence – Certificated**

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

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

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

- (1) Bernard Bolha, Special Education Teacher, Leave of Absence, effective 09/22/2025.
- (2) Leave of Absence approved at the **September 23, 2025**, Regular Board Meeting, **MOTION NO. 09-2025-221**, Section b. Leave of Absence – Certificated, Item #1, Shelley Lowry, Supervisor of Special Education & Related Services, Leave of Absence, effective 09/30/2025 be **AMENDED to 10/28/2025**.
- (3) Shauna Snyder, Early Childhood Education Teacher, Leave of Absence, effective 09/22/2025.
- (4) Erika Tambures, Early Childhood Education Teacher, Leave of Absence, effective 08/14/2025.

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

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

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3317.14, change of placement on the salary schedule is approved as indicated and shall be so made to be effective retroactive to the beginning of the 2025-26 school year, as indicated.

- (1) Stephanie Cox, Limited Contract, Salary Table A, from B-16, **TO B18-16**, effective the beginning of the 2025-26 school year.
- (2) Tasha Dragish, Limited Contract, Salary Table A, from B-14, **TO M-14**, effective the beginning of the 2025-26 school year.
- (3) Jessica Irwin, Continuing Contract, Salary Table A, From M-20, **TO M30-20**, effective the beginning of the 2025-26 school year.
- (4) Joey Koval, Limited Contract, Salary Table A, from B-06, **TO M-06**, effective the beginning of the 2025-26 school year.
- (5) Abby Logan, Limited Contract, Salary Table A, from B18-07, **TO M-07**, effective

the beginning of the 2025-26 school year.

- (6) Eugene Mach, Continuing Contract, Salary Table A, from M-12, **TO M30-12**, effective the beginning of the 2025-26 school year.
- (7) Roy Ryser, Limited Contract, Salary Table A, from B18-17, **TO M-17**, effective the beginning of the 2025-26 school year.
- (8) Mary Sanata, Limited Contract, Salary Table A, From B-13, **TO M-13**, effective the beginning of the 2025-26 school year.
- (9) Nina Vaughn, Limited Contract, Salary Table A, from B-13, **TO M-13**, effective the beginning of the 2025-26 school year.
- (10) Lori Voytko, Limited Contract, Salary Table A, from B-23, **TO M-23**, effective the beginning of the 2025-26 school year.
- (11) Corinna Williamson, Limited Contract, Salary Table A, from M-14, **TO M30-14**, effective the beginning of the 2025-26 school year.
- (12) Morgan Zadroski, Limited Contract, Salary Table A, from B18-10, **TO M-10**, effective the beginning of the 2025-26 school year.

d. **Certificated Personnel – Grant Continuing Contracts**

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

WHEREAS, past employment performance evaluations have been satisfactory.

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

BE IT FURTHER RESOLVED that the following-named members of the certificated staff, who have met all the necessary requirements for a Continuing Contract, be granted such contract to become effective the beginning of the day, October 22, 2025.

- (1) Tasha Dragish, Salary Table A, Step M-14, Continuing Contract to be effective the beginning of the day, October 22, 2025.
- (2) Greg Lazzari, Salary Table A, Step M-22, Continuing Contract to be effective the beginning of the day, October 22, 2025.
- (3) Tracy Pinter, Salary Table A, Step M-14, Continuing Contract to be effective the beginning of the day, October 22, 2025.
- (4) Thomas Sullivan, Salary Table A, Step M30-19, Continuing Contract to be effective the beginning of the day, October 22, 2025.
- (5) Melissa Ustik, Salary Table A, Step M30-22, Continuing Contract to be effective the beginning of the day, October 22, 2025.

- (6) Corinna Williamson, Salary Table A, Step M30-14, Continuing Contract to be effective the beginning of the day, October 22, 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 approved at the **August 26, 2025**, Regular Board Meeting, **MOTION NO. 08-2025-203**, Section e., Appointments – Certificated – Hourly Employment (2025-26 School Year), Item #14, **Lori Orr**, Drones in School Online Workshop for Educators, **AMEND effective dates FROM 09/15/2025 and 09/16/2025 TO 09/29/2025 and 09/30/2025**, \$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)
- (2) Supplemental contract for the Pilot Drone Coach, (Boys/Girls), Warren G. Harding High School for the 2025-26 school year, to be paid from Fund #599, SCC #9250 and Fund #001, SCC #0000, not to exceed \$1,274.82 (Recommended by W. Hartzell, Chief Academic Officer)

Lori Orr

- (3) Supplemental contracts for participating on the following Building Attendance Teams as specified below, and attending meetings as scheduled, effective 09/22/2025 through 06/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9261, not to exceed \$573.66 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8:
Kristine Hunchuck
Erika Prater
Alexis Rhodes
Eleanna Vlahos-Hall

Willard PK-8:
Krista Kohut
Cara Meadows
Kristen Skinner
Casey Smith

Lincoln PK-8:
Trisha DiCesare

WGH:
Jodi Brown
Erin Kampf-Melillo

McGuffey PK-8:
Jennifer Jaminet
Robert Middleton
Bernadette Nicopolis
Candace Ungaro-Jones

Stephanie Shimko
Ahmed Sutton

- (4) Supplemental contracts for the purpose of providing afterschool tutoring for students at the Trumbull County Children Services Board (CSB), as scheduled, effective 10/07/2025 through 05/14/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Neglected Fund #572, SCC #9265, not to exceed \$3,633.18 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Michelle Bayma

David Meese

Pre-service Session: 10/02/2025
Not to exceed \$31.87
Title I Neglected Fund #572, SCC #9265

- (5) 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 #9261, not to exceed \$287.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kimberly Anzevino
Leigh Arvin

Frank Caputo
Stephanie Shimko

- (6) Supplemental contract for Resident Educator Coordinator, effective the 2025-26 school year, \$31.87 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$3,200.00 (Recommended by S. Chiaro, Superintendent/CEO)

Mary Olesky

- (7) Supplemental contract for participating in Warren City Schools 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 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Candice Ungaro-Jones

- (8) Supplemental contract for participating in Warren City Schools District Math Leadership Team Meetings, effective 10/08/2025 through 06/02/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9261, not to exceed \$271.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

WGH
Courtney Sommers

- (9) Supplemental contracts for the purpose of providing afterschool tutoring for WGH students, effective 10/13/2025 through 04/30/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9261, not to exceed \$3,314.48 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kimberly Hunter

Shannon Superak-Skiles

- (10) Supplemental contract for participating in the 21st Century Community Learning Afterschool Programs, North and South, grades 6-8, at the PK-8 Schools listed below, effective 09/29/2025 through 05/15/2026, \$31.87 per an hour, on an as needed basis, to be paid from the 21st Community Learning Center Fund #509, SCC #9268 (North) and Fund #509, SCC #9269 (South), not to exceed \$12,000.00 each (Recommended by W. Hartzell, Chief Academic Officer)

North

South

Lincoln PK-8:

Jefferson PK-8:

Site Coordinators:

Site Coordinator:

Robert Byrd
Laura Luoma

Mesa Morlan

Teachers:

Teachers:

Leesa Boyer
Lindsay Hayes
Christopher Lowry

Tina Detate
Kristine Hunchuck
Erika Prater
Heather Dellimuti

McGuffey PK-8:

Willard PK-8:

Site Coordinator:

Teachers:

William Bell

Krista Kohut
Tracy Liptak
David Nelson

Teachers:

Joseph Austin
Annamarie Buontavolonta
Cara Kalouris
Kimberly Orr
Mikayla Rowbotham
Victoria Smolak-Wagner

Tutor:

Leah Boley

Tutor:

Grace Manser

- (11) Supplemental contract for participating in the Onboarding Implementation of SEL In The Classroom, effective 10/02/2025 through 02/05/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9262, not to exceed \$287.39 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8 - Eleanna Vlahos-Hall

- 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</u>	<u>Effective Date</u>	<u>Building</u>
Chelsee Chaffee	09/26/2025	Willard PK-8
Alexis Berry	10/08/2025	Willard PK-8
Mary Burriss	10/13/2025	Jefferson 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>
Kay'ron Adams	10/09/2025
Beth Comanescu	10/09/2025
Alexis Notar	10/15/2025

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.

WHEREAS, any persons employed for a supplemental limited contract position here in named and does not complete or comply with said supplemental limited contract as outlined and directed by the building principal(s) and/or athletic director due to resignation, termination, leave of absence, suspension and/or non-compliance of said supplemental limited contract, upon review and at the sole discretion of the building principal(s) and/or athletic director, the payment of the supplemental limited contract may be prorated based upon fact-finding.

NOW, THEREFORE, BE IT RESOLVED that under the provisions or ORC 3319.08, the following persons are employed for one school year, on a limited contract, for the pupil activity program as indicated. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these persons shall not be re-employed to perform this same duty for the ensuing school year. The supplemental limited contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year. (Recommended by W. Nicholson/ 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) Alyssa Mentor Teacher – One on One - Code #2, Index 3.5, Salary Table B.

Teacher Mentor

Mary Compton

Natasha Galbraith
Jennifer Holbrook
Andrew Kelly

Cheryl Leshnack

Laura Mastro
Cara Meadows
Erikka Sampson

Mentee

Caitlyn Condoleon
Jaycee Ward
Rachel DeRenzis
Marissa Stear
Austin Angus
Colin Smedi
Taylor Dean
Sara Mickey
Rachel Beach
Antwan Howard
Samantha Holzhauser

Cara Venetti	Ashley Jornigan Ashley Folman Alex McFarland
Barbara Waldman	Tyler Clark Tierni McGuire
Christopher Wilson Paula Yauger	Elizabeth Hatcher Grace Manser

(2) Mentor Teacher - Cohort (per mentee) – Code #2, Index 2.0, Salary Table B.

(RESA – Year 2)

Teacher Mentor

Jennifer Holbrook
Kelly Hutchison

Mentee

Sarah Ferguson
Camryn Constance
Genna LaPolla

Andrew Kelly

Nicolina Fredrick
Alexis Hall

Cheryl Leshnack

Jordan Ringold
Jacqueline Thomas

Cara Meadows

Zachary Chaffee
Gracie Wargo

Lisa Mesaros

Caitlin Adams
Abaigael Mamich

Mesa Morlan
Erikka Sampson

Marissa Zoccali
Kaitlyn Sahli

Cara Venetti
Christopher Wilson
Paula Yauger

Jada Cunningham
Laurel Gano
Jacob Mikesell
Lindsay Hayes
Cara Kalouris

High School Advisors & Clubs:

(3) Student News Publication – Code #26, Index 4.0, Salary Table B.

Stephanie Cox

K-8 Academics:

(4) English Festival Coach – Code #82, Index 2.0, Salary Table B.

Cara Kalouris	McGuffey PK-8	50% of Contract
Victoria Smolak-Wagner	McGuffey PK-8	50% of Contract

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

Heather Collier	McGuffey PK-8	1/3 of Contract
Kayla Kelsh	McGuffey PK-8	1/3 of Contract
Mikayla Rowbotham	McGuffey PK-8	1/3 of Contract

K-8 Music:

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

Jordan Ringold

McGuffey PK-8

CLASSIFIED:

i. **Retirement – Classified**

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, these retirements 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 retirements are accepted with regret, but with the best wishes and sincere appreciation.

- (1) Michelle Johnston, Cook Helper, McGuffey PK-8 School, Salary Table G, effective 10/01/2025.
- (2) William Rerko, Mechanic, Administration, Salary Table D, effective 12/31/2025.

j. **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) Janie Carson, 6.0 Hr. Food Service General Helper, Jefferson PK-8 School, Salary Table G, effective 10/08/2025.
- (2) Susan Noll, Substitute Food Service General Helper, Salary Table M, effective 09/29/2025.

- (3) Bethany Tarbox, MD Educational Assistant, Lincoln PK-8 School, Salary Table I, effective 10/02/2025.
- (4) Eddie Williams, Jr., 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 09/29/2025.

k. 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 leave is recognized and granted for the approximate dates indicated.

- (1) Karen Massari, Secretary I-Maintenance, Administration, Salary Table E, effective 01/13/2026.

l. Initial Regular Employment – Classified

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

WHEREAS, such employee has rights, benefits, and protection afforded them through the Board approved Agreement between their respective Union(s), and the Warren City Board of Education, and shall be a member of the School Employees Retirement System, and shall be compensated according to the before mentioned Agreement(s); and

WHEREAS, a vacancy exists for this employment action.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081 and 3319.083, the following employment action is taken; and

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

- (1) LaShonda Allen, MD Educational Assistant, Fairhaven, Salary Table I, effective 09/30/2025. (Vacancy due to retirement/resignation in department). (Recommended by P. Dreher, Executive Director of Special Education)
- (2) Marcquise Allgood, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 09/02/2025. (Successful completion of 30 day probationary period on 10/13/2025.) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Ashley Blakeman, MD Educational Assistant, Willard PK-8 School, Salary Table I, effective 10/13/2025. (Vacancy due to retirement/resignation in department). (Recommended by P. Dreher, Executive Director of Special Education)

- (4) Nicole Eppendorfer, MD Educational Assistant, Jefferson PK-8 School, Salary Table I, effective 10/06/2025. (Vacancy due to retirement/resignation in department). (Recommended by P. Dreher, Executive Director of Special Education)
- (5) Stacy McAdams, PK-8 Pod Secretary, Lincoln PK-8 School, 214 Day (42 Week) Contract, Salary Table E, Pay Range IV, effective 10/06/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by S. Chiaro, Superintendent/CEO)
- (6) Samantha Nuzzi, MD Educational Assistant, Jefferson PK-8 School, Salary Table I, effective 10/06/2025. (Vacancy due to retirement/resignation in department). (Recommended by P. Dreher, Executive Director of Special Education)
- (7) Karina Reger, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 09/03/2025. (Successful completion of 30 day probationary period on 10/14/2025.) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (8) Linda Ringold, MD Educational Assistant, McGuffey K-2 School, Salary Table I, effective 09/22/2025. (Vacancy due to retirement/resignation in department). (Recommended by P. Dreher, Executive Director of Special Education)
- (9) Brittany Scowden, MD Educational Assistant, Willard PK-8 School, Salary Table I, effective 10/01/2025. (Vacancy due to retirement/resignation in department). (Recommended by P. Dreher, Executive Director of Special Education)
- (10) Anthony Thomas, Night Janitor, Willard PK-8 Building, Salary Table D, effective 9/04/2025. (Successful completion of 30 day probationary period on 10/15/2025.) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (11) Paris Wells, Night Janitor, McGuffey PK-8 School, Salary Table D, effective 09/03/2025. (Successful completion of 30 day probationary period on 10/15/2025.) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)

m. 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) The Renee Crenshaw, Substitute Noon Hour Aide/Crossing Guard, Salary Table M, effective 10/07/2025.
- (2) LaurieAnn Jewell, Substitute Night Janitor, Salary table M, effective 10/09/2025.
- (3) Susan Noll, Substitute Food Service General Helper, Salary Table G, effective 09/17/2025.
- (4) Tammy Rutledge, Substitute Food Service General Helper, Salary Table G, effective 10/13/2025.

n. 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) Susan Harcarik, Inventory & Purchasing Coordinator, Administration, 204-Day, 7.5 Hrs./Day Calendar, Salary Table J, to Transportation & Program Analyst, Transportation, 214-Day, 8.0 Hrs./Day Calendar, Salary Table J, effective 10/13/2025.
- (2) Richard Peterson, Substitute Night Janitor, Salary Table M, to Safety and Security Resource Liaison-Part Time, Student Recreation & Wellness Center, Salary Table L, contract hours up to 28 hours/week, effective 10/20/2025.

o. 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.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be deemed employed only on a conditional basis until the satisfactory check has been performed.

- (1) The following individual be granted a supplemental contract for the purpose of Interim School Community Liaison coverage at Jefferson PK-8 School, provided on an as needed basis, effective September 4, 2025, at the hourly rate of \$21.43, not to exceed \$10,000.00, to be paid from Fund #001, SCC #0000. (Recommended by D. Capers, Associate Superintendent of Student Wellness & Success)

Kim Johnson

- (2) The following individuals be granted supplemental contracts to participate in the Lincoln PK-8, McGuffey PK-8, Willard PK-8 and Warren G. Harding High School Building Attendance Teams, as specified below, and attending monthly meetings as scheduled, effective 09/22/2025 through 06/30/2026, at their current hourly rate, not to exceed \$439.74 each, to be paid from Title I-A Fund #572, SCC #9261. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Lincoln PK-8

Angela Baskins
Sonya Williams

McGuffey PK-8

Ruby Freeman
Sydney Johnson
Gretchen McAllister

Willard PK-8

Jelani Franklin
Shaina Shardy

Warren G. Harding High School

T'KeeYah Cambridge
Nadine Gardner
King Garner

- (3) The following individual be granted a supplemental contract to participate in the Warren City Schools Climate Leadership Team meetings, and attending meetings as scheduled, 10/08/2025 through 06/02/2026, at their current hourly rate, not to exceed \$268.85, to be paid from Title I-A Fund #572, SCC #9261. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jelani Franklin – Willard PK-8

- (4) The following individuals be granted supplemental contracts to provide School Liaison services for 6th-8th grade afterschool programs at Jefferson and Willard PK-8 Schools, for 21st Century Community Learning Center Afterschool Program,

effective 09/29/2025 through 05/15/2026, at the hourly rate of \$21.42, not to exceed \$6,400.00 each, to be paid from 21st CCLC Fund #509, SCC #9269. (Recommended by S. Brogdon, 21st Century Community Learning Center Program Manager)

Sonya Carter
Gardenia Frazier
LaDeana Simpson

- (5) The following individuals be granted supplemental contracts to provide Activity Leader services for 6th-8th grade afterschool programs at Jefferson and Willard PK-8 Schools, for 21st Century Community Learning Center Afterschool Program, effective 09/29/2025 through 05/15/2026, at the hourly rate of \$14.58, not to exceed \$5,700.00 each, to be paid from 21st CCLC Fund #509, SCC #9269 and 21st CCLC Fund #509, SCC #9258. (Recommended by S. Brogdon, 21st Century Community Learning Center Program Manager)

Arlene Parker
Janiyah Poole

Discussion: Congratulations and thank you to retirees, Rebecca Battista, Jody Cicero, Michelle Johnston and William Rerko.

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 10-2025-237 - ADJOURNMENT

Mrs. Limperos moved and Dr. Alls seconded that, at 6:31 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