

**WARREN CITY SCHOOLS
BOARD OF EDUCATION REGULAR MEETING
TUESDAY, NOVEMBER 11, 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 6:02 p.m.
All present saluted the flag.

ROLL CALL

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

COMMUNICATIONS

- A. 2025 20 under 20 Award recipients
- B. Mobile STEM Lab update
- C. NHS Ceremony
- D. Waiver Day successful professional development
- E. Photo Fundraiser at SRWC scheduled

MOTION NO. 11-2025-238 - ADOPTION OF AGENDA

Mrs. Limperos moved and Mrs. Patterson seconded the adoption of the agenda.

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried.

TREASURER'S REPORT

- A. Property tax renewal/ additional levy rate passage statewide
- B. Transfers to food pantries district wide

SUPERINTENDENT'S REPORT

- A. Legislative climate update

OLD BUSINESS

Discussion: None.

NEW BUSINESS

Discussion: None.

TREASURER'S RECOMMENDATIONS

MOTION NO. 11-2025-239 - MINUTES

Dr. Alls moved and Mrs. Limperos seconded the resolution listed below regarding the October, 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 October 21, 2025

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried.

MOTION NO. 11-2025-240 - MONTHLY FINANCIAL STATEMENT

Mrs. Limperos moved and Mrs. Patterson seconded the resolution listed below regarding the October, 2025 financial statement and short term investments made by the Treasurer during October, 2025, (Exhibit 25-110) be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
Beginning Balance			
July 1, 2025	\$31,769,240.42	\$59,655,282.94	\$91,424,523.36
MTD Receipts	4,987,364.53	3,780,247.15	8,767,611.68
FTD Advances In	-0-	-0-	-0-
FTD Receipts	26,438,404.27	9,994,363.66	36,432,767.93
MTD Expenditures	6,205,048.72	3,088,269.53	9,293,318.25
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	25,316,954.86	13,463,777.35	38,780,732.21
Ending Balance			
October 31, 2025	32,890,689.83	56,185,869.25	89,076,559.08

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

Fund	Amount
001-0000 A10-General Fund	\$ 251,361.19
004-9203 COPS Farmer's	\$ 798.57
006-0000 FS-Food Service	\$ 3,463.28
401 Auxiliary Services	\$ 354.20
Total	\$ 255,977.24

Discussion: None

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried.

MOTION NO. 11-2025-241 - 2025-26 CO-CURRICULAR BUDGET AND PURPOSE STATEMENTS

Mrs. Patterson moved and Dr. Alls 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.	
018-9022	X22CCC	Climate Committee
200-9022	SASRCL	Senior Class
300-9022	SA225	Boys Track

Discussion: None.

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

MOTION NO. 11-2025-242 - TRANSFER OF FUNDS

Dr. Alls moved and Mrs. Limperos seconded the resolution listed below for the transfer of funds be approved as submitted:

NOW, THEREFORE, BE IT RESOLVED that the Warren City Board of Education approve the transfer of funds, for fiscal year ending June 30, 2026.

			<u>Transfers</u>	<u>Transfers</u>
			<u>Out</u>	<u>In</u>
From: General Fund	001-0000	\$	9,600.00	\$ -
To: Principal Support Fund WGH	018-9022	\$		\$ 1,500.00
To: Principal Support Fund Lincoln	018-9024	\$		\$ 1,100.00
To: Principal Support Fund Willard	018-9025			5,000.00
To: Principal Support Fund Jefferson	018-9026			1,000.00
To: Principal Support Fund McGuffey	018-9027	\$	-	\$ 1,000.00
			<u>\$ 9,600.00</u>	<u>\$ 9,600.00</u>

To transfer funds to Support Pantry Needs.

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried

SUPERINTENDENT'S RECOMMENDATIONS

MOTION NO. 11-2025-243 - AGREEMENTS, CONTRACTS, AND/OR LEASES

Mrs. Limperos moved and Mrs. Patterson 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: Ohio State University Extension
Marie Economos
520 W. Main Suite 1
Cortland, OH 44410
(Exhibit 25-111)
Amount: Per agreement
Fund: #509/9268, #509/9269
Period: 2025-2026 School Year
Program Mgr.: Sharanita L. Brogdon, 21st Century
Purpose: To provide nutritional and cooking lessons to the 21st Century Community Learning Centers.
- b. Agreement: Trumbull County Educational Service Center
6000 Youngstown Warren Rd.
Niles, OH 44446
(Exhibit 25-112)
Period: 2025-2026 School Year
Superintendent: Steve Chiaro, Superintendent/CEO
Purpose: To collaborate in achieving the various aims and objectives relating to Ohio Revised Code Section 3313.82 in connection with the Educational Service Center's Business Advisory Council.

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried.

MOTION NO. 11-2025-244 - 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	
Trumbull Metropolitan Housing Authority	Lincoln PK-8 School Monetary Donation Value: \$500.00	[1]
Stella Weaver	Willard PK-8 School Clothing Donation Value: \$3,300.00	[2]
Covelli Center	McGuffey PK-8 School Game Tickets Estimated Value: \$2,400.00	[3]
North Mar Church	Willard PK-8 School Pantry Donation Value: \$3,500.00	[2]
Warren Kiwanis Club	Warren G. Harding High School Monetary Donation Value: \$80.00	[4]
St. Vincent de Paul	Warren City Schools Shoes and Boots Donation Value: \$1,000.00	[5]

St. Teresa Calcutta Parish	Warren City Schools Monetary Donation Value: \$100.00	[5]
Christ Episcopal Church	Lincoln PK-8 School Monetary Donation Value: \$460.00	[1]
Trumbull Neighborhood Partnership	Warren City Schools Scarpaci Gift Cards Value: \$4,800.00	[5]

- [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 the McGuffey PK-8 School.
- [4] To be used to support the Key Club students at Warren G. Harding High School.
- [5] To be used to support the students of Warren City Schools.

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. Limeros, Dr. Alls, and Mr. Walker.

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried.

MOTION NO. 11-2025-245 - BOARD POLICIES – FIRST READING

Dr. Alls moved and Mrs. Patterson seconded the resolution listed below regarding the adoption of Board Policies, First Reading (a. through y.), be approved as submitted.

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

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

- a. Policy 2266 (Revised) PROGRAM
NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES
- b. Policy 2430.02 (Revised) PROGRAM

PARTICIPATION OF COMMUNITY SCHOOL STUDENTS IN EXTRA-CURRICULAR ACTIVITIES

- c. Policy 2431 (Revised) PROGRAM
INTERSCHOLASTIC ATHLETICS
- d. Policy 3130 (Revised) PROFESSIONAL STAFF
ASSIGNMENT AND TRANSFER
- e. Policy 5130 (Revised) STUDENTS
WITHDRAWAL FROM SCHOOL
- f. Policy 5136 (Revised) STUDENTS
PERSONAL COMMUNICATION DEVICES
- g. Policy 5200 (Revised) STUDENTS
ATTENDANCE
- h. Policy 5223 (Revised) STUDENTS
RELEASED TME FOR RELIGIOUS INSTRUCTION DURING THE SCHOOL DAY
- i. Policy 5410 (Revised) STUDENTS
PROMOTION, ACCELERATION, PLACEMENT, AND RETENTION
- j. Policy 6109 (New) FINANCES
ACCEPTANCE OF PAYMENT BY CREDIT CARD
- k. Policy 6152 (Revised) FINANCES
STUDENT FEES, FINES, AND CHARGES
- l. Policy 6830 (Revised) FINANCES
AUDIT
- m. Policy 7540.02 (Revised) PROPERTY
DIGITAL CONTENT AND ACCESSIBILITY
- n. Policy 8300 (Revised) OPERATIONS
CONTINUITY OF ORGANIZATIONAL OPERATIONS PLAN
- o. Policy 8305 (Revised) OPERATIONS
INFORMATION SECURITY
- p. Policy 8400 (Revised) OPERATIONS
SCHOOL SAFETY
- q. Policy 8462 (Revised) OPERATIONS
STUDENT ABUSE AND NEGLECT
- r. Policy 8640 (Revised) OPERATIONS
TRANSPORTATION FOR NON-ROUTINE TRIPS

- s. Policy 9270 (Revised) RELATIONS
EQUIVALENT EDUCATION OUTSIDE THE SCHOOLS & PARTICIPATION IN EXTRA-CURRICULAR FOR STUDENTS NOT ENROLLED IN THE DISTRICT
- t. Policy 2260 (Technical Correction) PROGRAM
NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY
- u. Policy 2260.01 (Technical Correction) PROGRAM
SECTION 504/ADA PROHIBITION AGAINST DISCRIMINATION BASED ON DISABILITY
- v. Policy 1623 (Technical Correction) ADMINISTRATION
SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT
- w. Policy 3123 (Technical Correction) PROFESSIONAL STAFF
SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT
- x. Policy 4123 (Technical Correction) CLASSIFIED STAFF
SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT
- y. Policy 7510 (Revised) PROPERTY
USE OF DISTRICT PREMISES

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried.

MOTION NO. 11-2025-246 - PURCHASE OF ONE (1) SEVENTY-EIGHT
PASSENGER CONVENTIONAL SCHOOL BUS

Mrs. Limperos moved and Dr. Alls seconded the resolution listed below for the purchase of one (1) seventy-eight passenger Conventional school bus be approved as submitted.

WHEREAS, The Warren City Schools Board of Education authorizes the purchase as listed in (Exhibit 25-113) of one (1) seventy-eight passenger Conventional school bus chassis and body.

THEREFORE, BE IT RESOLVED the Warren City Schools Board of Education wishes to purchase one (1) seventy-eight passenger Conventional school bus chassis and body from Myers Equipment Corporation.

NOW, THEREFORE, BE IT RESOLVED that the quote for one (1) seventy-eight passenger Conventional school bus chassis and body in the amount of \$139,437.00 be accepted and that appropriate purchase orders and payments are issued.

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried.

MOTION NO. 11-2025-247 - 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:

IRWIN, Jessica	\$ 398.98
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Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried.

MOTION NO. 11-2025-248 - SALARY TABLE J, CLASSIFIED SUPERVISORY EMPLOYEES

Dr. Alls moved and Mrs. Limperos seconded the resolution listed below adopting Salary Table J, Classified Supervisory Employees, be approved as submitted with changes as indicated.

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 J, (Exhibit 25-114), effective July 1, 2025.

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

Discussion: None.

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried.

MOTION NO. 11-2025-249 - PERSONNEL RECOMMENDATIONS

Mrs. Limperos moved and Mrs. Patterson seconded the resolution listed below regarding personnel items (a. through I.) 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) Andrew Kelly, Secondary Education Teacher, Retirement, effective the close of the day, 05/29/2026.

(2) Val Jean Pace, Secondary Education Teacher, Retirement, effective the close of the day 05/31/2026.

b. Reinstatement – Certificated

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

WHEREAS, past employment performance evaluations have been satisfactory.

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

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

- (1) Sarah Mickler, Early Childhood Education Teacher, Salary Table A, Step M-08 (prorata), Limited Contract, effective 01/05/2026 and for the duration of the 2025-26 School Year (From Leave of Absence Without Pay or Benefits.)

c. Leave of Absence – Certificated

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

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

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

- (1) Shauna Snyder, Early Childhood Education Teacher, Leave of Absence without Pay or Benefits, effective 12/16/2025 through the duration of the 2025-26 school year.

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

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

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

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

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

- (1) Supplemental contract for participating on the Jefferson PK-8 Building Leadership Team (BLT) and attending monthly meetings, as scheduled, effective 10/13/2025 through 06/30/2026, \$31.87 per an hour, on an as need basis, to be paid from Title I Fund #572, SCC #9261, not to exceed \$240.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Danielle Sauer

- (2) Supplemental contracts for attending the Warren G. Harding High School Geometry Alignment Sessions, effective 11/03/2025 through 02/27/2026, \$31.87 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9261, not to exceed \$159.35 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Chester Allen
Khristine Krcelic
Nicole Shaker

Shannon Superak-Skiles
Kristy Thornton

- (3) Supplemental contract approved at the **September 23, 2025**, Regular Board Meeting, **MOTION NO. 09-2025-221**, Section d. Appointments – Certificated – Hourly Employment (2025-26 School Year), Item #9, 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, **AMEND** the not to exceed amount on **Laurie Ligouri** from **\$350.00 TO \$450.00** (Recommended by P. Dreher, Executive Director of Special Education)

- (4) Supplemental contracts for the purpose of IEP and ETR monitoring by the Internal Monitoring Team, effective 10/31/2025 through 12/21/2025, \$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)

Natalie Allison
Kimberly Armstrong
Brittany Barone
Melissa Bartholomew
Jenna Bryant
Alexis Hall
Gregory Lazzari
Laurie Liguori
Christopher Lowry
Laura Mastro
Brittany Moncrief

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

- (5) Supplemental contracts for participating in the 21st Century Community Learning Afterschool Program, grades 6-8, at the Jefferson PK-8 School (South), 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 #9269 (South), not to exceed \$12,000.00 each (Recommended by W. Hartzell, Chief Academic Officer)

Caitlyn Adams
Kristen Richter

- (6) Supplemental contracts for Home Instruction, effective 11/05/2025 through 01/31/2026, \$31.87 per an hour, on an as needed basis, to be paid from Fund

#001, SCC #0000, not to exceed \$2,000.00 (Recommended by P. Dreher, Executive Director of Special Education)

John Croyts

Ahmed Sutton

e. Employment – Certificated (current regular employee) Co-Curricular year) (2025-26 school year)

WHEREAS, the following co-curricular positions have been offered to the certificated employees of this school district; and

WHEREAS, the following certificated, current, regular employees have applied, meet appropriate standards adopted by the state board of education and are acceptable to the administration; and

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

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3319.08, the following persons are employed for one school year, on a limited contract, for the pupil activity program as indicated. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these persons shall not be re-employed to perform this same duty for the ensuing school year. The supplemental limited contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year. (Recommended by W. Hartzell, Chief Academic Officer and Campus Leaders of PK-8 Schools)

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

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

(RESA – Year 2)
Teacher Mentor

Robert Cowell
Jennifer Holbrook
Cara Venetti

Mentee

Xavier Allen
Sarah Ferguson
Samarra Caffey

High School Advisors & Clubs:

- (2) Supplemental contract approved at the **September 23, 2025**, Regular Board Meeting, **MOTION NO. 09-2025-221**, Section g. Employment – Certificated (current regular employee) Co-Curricular year) (2025-26 school year), **K-8 Academics**, Item #25, **Cara Kalouris**, McGuffey PK-8, English Festival Coach,

Code #82, Index 2.0, 100% of Contract, Salary Table B., **RESCIND.**

K-8 Advisors & Clubs:

- (3) Supplemental contracts approved at the **September 23, 2025**, Regular Board Meeting, **MOTION NO. 09-2025-221**, Section g. Employment – Certificated (current regular employee) Co-Curricular year) (2025-26 school year), **K-8 Advisors & Clubs**, Item #36, Student Council Advisor (Gr. 6-8), Code #97, Index 4.0, Salary Table B., **RESCIND** the following educators supplemental contracts as shown below:

Heather Collier	McGuffey PK-8	(50% of Contract)
Kayla Kelsh	McGuffey PK-8	(50% of Contract)

- (4) Junior Robotics Coach – Code #94, Index 3.0, Salary Table B.

Kelly Notar	Lincoln PK-8
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CLASSIFIED:

f. **Retirement – Classified**

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

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

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

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

- (1) Kathy Kardassilaris, Food Service General Helper, Warren G. Harding High School, Salary Table G, effective 11/01/2025.

g. **Resignation – Classified**

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

NOW, THEREFORE BE IT RESOLVED, under the provisions of ORC 3319.081, the 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 commends the public service rendered, commitment to young people, and loyalty to the schools and community; and

BE IT FINALLY RESOLVED that these resignations be accepted with regret, but with the

best wishes and sincere appreciation.

- (1) Antonio Ramsey, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 10/24/2025.
- (2) Brittany Scowden, MD Educational Assistant, Willard PK-8 School, Salary Table I, effective 11/07/2025.
- (3) Shellee Shaffer, Disbursement Clerk, Administration, Salary Table E, effective 12/31/2025.

h. Leave of Absence – Classified

WHEREAS, ORC 3319.13 requires that employees be granted a leave of absence upon their request and permits leaves of absence as approved by the Warren City Board of Education; and

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

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

- (1) Kevin Brown, School Safety & Security Resource Liaison, McGuffey PK-8 School, Salary Table L, effective 10/23/2025.
- (2) Lariah Coker, MD Educational Assistant, McGuffey PK-8 School, leave of absence without pay or Board paid benefits, Salary Table I, effective 10/21/2025.
- (3) Stacey Frederick, Lead Building Secretary, McGuffey PK-8 School, Salary Table E, effective 11/20/2025.
- (4) Andrea Goms, Preschool Educational Assistant, Warren G. Harding High School, Salary Table I, effective 10/16/2025.
- (5) Kimberly Leigh, Secretary A, Warren G. Harding High School, Salary Table E, effective 10/21/2025.
- (6) Franklin Parker, MD Educational Assistant, Warren G. Harding High School, Salary Table I, effective 10/13/2025.

i. Initial Regular Employment – Classified

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

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

WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Richard Claar, II, 5.5 Hr. Night Janitor, Administration Building, Salary Table D, effective 09/08/2025. (Successful completion of 30 day probationary period on 10/17/2025.) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Megan Halverson, Floating Night Janitor, Administration Building, Salary Table D, effective 09/15/2025. (Successful completion of 30 day probationary period on 10/24/2025.) (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Vanita Hill, Preschool Educational Assistant in a Special Education Unit, McGuffey PK-8 School, Salary Table I, effective 11/03/2025. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)

j. 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) Janie Michael Blesch, Substitute Night Janitor, Salary Table M, effective 10/21/2025.
- (2) Maria Diggs, Substitute Food Service General Helper, Salary Table G, effective 10/28/2025.
- (3) Tracey Green Grubbs, Substitute Food Service General Helper, Salary Table G, effective 10/31/2025.

- (4) Isaiah Sugick, Substitute Night Janitor, Salary Table M, effective 10/27/2025.
- (5) Brittany White, Substitute Food Service General Helper, Salary Table G, effective 10/20/2025.

k. 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) Linda Ringold, MD Educational Assistant, McGuffey PK-8 School, Salary Table I, to Preschool Educational Assistant in a Special Education Preschool Unit, McGuffey PK-8 School, Salary Table I, effective 11/03/2025.

l. 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 to provide educational assistant services for various Warren G. Harding High School after school programs, effective October 22, 2025, through June 2, 2026, at their current hourly rate, for not more than 25 hours, not to exceed \$750.00, to be paid from Fund #001, SCC #0000. (Recommended by J. Ulicny, Principal, Warren G. Harding High School)

Joseph Threats, IV

- (2) The following individual be granted a supplemental contract to provide Site Coordinator services for grades 6th-8th for the 21st Century Community Learning

Center Afterschool Programs, effective November 3, 2025, through May 15, 2026, at the hourly rate of \$31.87, not to exceed \$7,935.63, to be paid from 21st CCLC Fund #509, SCC #9268 and 21st CCLC Fund #509, SCC #9269. (Recommended by S. Brogdon, 21st Century Community Learning Center Program Manager)

Jake Jones

- (3) The following individuals be granted a supplemental contract to provide Activity Leader services, grades 6th-8th for the 21st Century Community Learning Center Afterschool Programs, effective September 29, 2025, through May 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 #9268 and 21st CCLC Fund #509, SCC #9269. (Recommended by S. Brogdon, 21st Century Community Learning Center Program Manager)

LaShonda Allen
Edwin Caffie
Rose Hurt
DeVonte Parker

- (4) The following individual be granted a supplemental contract to provide Activity Leader services, grades 6th-8th for the 21st Century Community Learning Center Afterschool Programs, effective September 29, 2025, through October 22, 2025, at the hourly rate of \$14.58, not to exceed \$1,000.00, to be paid from 21st CCLC Fund #509, SCC #9268 and 21st CCLC Fund #509, SCC #9269. (Recommended by S. Brogdon, 21st Century Community Learning Center Program Manager)

T'KeeYah Cambridge

- (5) The following individuals be granted a supplemental contract to provide Activity Leader services, grades 6th-8th for the 21st Century Community Learning Center Afterschool Programs, effective September 29, 2025, through October 9, 2025, at the hourly rate of \$14.58, not to exceed \$600.00 each, to be paid from 21st CCLC Fund #509, SCC #9268 and 21st CCLC Fund #509, SCC 9269. (Recommended by S. Brogdon, 21st Century Community Learning Center Program Manager)

Franklin Parker

- (6) The following individual be granted a supplemental contract to provide Community Liaison services, grades 6th-8th for the 21st Century Community Learning Center Afterschool Programs, effective October 27, 2025, through May 15, 2026, at the hourly rate of \$21.42, not to exceed \$5,462.10, to be paid from 21st CCLC Fund #509, SCC #9268 and 21st CCLC Fund #509, SCC 9269. (Recommended by S. Brogdon, 21st Century Community Learning Center Program Manager)

T'KeeYah Cambridge

- (7) The following individuals be granted supplemental contracts for Threat Assessment Team Training for one (1) additional day, November 4, 2025, at their per diem rate not to exceed \$200.32 each to be paid from General Fund #001. (Recommended by J. Lacy, Executive Director of Business Operations)

Kevin Brown
Dennis Lemon
Derico Murray
Jared Paige

Discussion: Congratulations and thank you to retirees, Andrew Kelly, Val Jean Pace and Kathy Kardassilaris.

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

The President declared the motion carried.

MOTION NO. 11-2025-250 - ADJOURNMENT

Mrs. Limperos moved and Dr. Alls seconded that, at 6:30 p.m. the Warren City Board of Education's Regular Meeting be adjourned.

The President called for a vote.

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

No: None.

Absent: Mr. Flanagan.

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