

AGENDA  
 Board of Education  
 Warren City School District  
**Regular Meeting** – January 7, 2025 –  
 Directly following Organizational Meeting  
 Administration Building, Harriet T. Upton Room  
 With Live Stream available at warrencityschools.org



*This meeting is a meeting of the Warren City Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participating during the meeting, as indicated in Agenda Items No. 11a and 11b.*

1. Call to Order

2. Roll Call by Approved Rotation

Dr. Alls, Mr. Flanagan, Mrs. Limperos, Mrs. Patterson, Mr. Walker

3. Executive Session

Under the provisions of ORC 121.22, the Warren City Board of Education recessed to Executive Session at \_\_\_\_\_ p.m. to discuss:

- A. Consideration of Appointment, Employment, Promotion, etc. of Public Employees
- B. Investigation of Charges or Complaints Against Public Employee
- C. Conference with an Attorney Involving Pending Legal Action
- D. Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding
- E. Preparing for, Conducting, or Reviewing Negotiations with Public Employees
- F. Matters Required to be Kept Confidential by State or Federal Law
- G. District Security Arrangements and Emergency Response Protocols
- H. Consideration of Confidential Information Related to Economic Development Project

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

4. Communications

5. Adoption of Agenda

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

6. Treasurer's Report

7. Superintendent's Report

8. Board of Education Committee Reports (To Be Determined)

- A. Athletics
- B. Finance Advisory
- C. Board Policies and Guidelines
- D. Legislative Liaison
- E. TCTC Board Representative

9. Old Business

10. New Business

11a. Public Participation (for identified agenda items only)

**Treasurer's Recommendations**

### **Superintendent's Recommendations**

1. A Resolution Requesting Statements of Qualification From Qualified Firms for Construction Manager At-Risk Services Related to Completion of Approximately 3500 Sq. Ft. of Office Space on the Second Floor of the Student Recreation Wellness Center.

WHEREAS, the Board of Education has determined to undertake improvements to the second floor of the Student Recreation & Wellness Center to renovate approximately 3500 sq. ft. of office space (in anticipation of a lease for medical office purposes) (the "Project"); and

WHEREAS, the Board desires to solicit statements of qualification from qualified firms to deliver the necessary labor, materials, and equipment to complete and deliver the Project utilizing the construction manager at-risk delivery model; and

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

Section 1. The Board hereby authorizes the solicitation of statements of qualification for the provision of construction manager at-risk services to complete the Project. The Executive Director of Business Operations is hereby directed to solicit such statements, with the assistance of the Board's legal counsel and Architect, and to make a recommendation to the Board regarding the ranking of the same.

Section 2. The Board hereby approves the RFQ and Advertisement in substantially the same form as that which is on file with the Board of Education. Said advertisement shall be placed in a newspaper of general circulation one time within the territory of the Board which shall be published at least 30 days prior to the date for acceptance of the statements of qualification. The advertisement may also be published electronically by using one or all of the following methods as determined necessary by the Director of Operations: (1) Placing an advertisement on the state public notification website; (2) Placing an advertisement on the District website or other non-official websites, such as appropriate trade association websites.

Section 3. 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.

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

2. Revised Salary Tables

It is recommended the resolution listed below adopting changes to the following salary tables, be approved as submitted with changes as recommended.

- Salary Table C – Certificated Administrators – Less than 52 Weeks
- Salary Table L – Exempt Classified Employees

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 revised salary tables, EXHIBIT A, (pp. 20 – 21), effective January 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”.

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

3. Agreements, Contracts, and/or Leases

It is recommended 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: Kent State University  
 Kristin Bechter  
 650 Hilltop Drive  
 Kent, OH 44242  
 (330) 672-1980  
 kbechter@kent.edu  
EXHIBIT B, (pp. 22 – 43):  
 Amount: Tuition rate per credit hour will depend on delivery method and student’s county of residence.  
 Period: Fall 2025/Spring 2026  
 Exec. Director: Wendy Hartzell, Chief Academic Officer  
 Purpose: To increase the educational options and opportunities for secondary students by allowing them to earn credit at the secondary and postsecondary levels simultaneously.  
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- b. Contract: Phillips/Sekanick Architects, Inc.  
 142 East Market Street  
 Warren, OH 44481  
EXHIBIT C, (pp. 44 – 51):  
 Amount: \$43,900.00  
 Period: 2025 through duration of project  
 Exec. Director: John Lacy, Business Operations  
 Purpose: Accept design management of the second floor medical office space at Student Recreation and Wellness Center.

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AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

4. Tuition Reimbursement

It is recommended 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 – 2024 – 2025 School Year:

ALLISON, Natalie \$ 500.00

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_



5. Acceptance of Gifts

It is recommended 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	
AHEPA	Jefferson PK – 8 School Hats and Gloves Estimated Value: \$150.00	[1]
Christ Episcopal Church	Lincoln PK – 8 School Gifts, Gift Cards, Hats and Gloves Estimated Value: \$1,580.00	[2]
Judy Dodge	Lincoln PK – 8 School Clothing and Shoes Estimated Value: \$40.00	[2]
Tim & Kathy Eckard	Willard PK – 8 School Toys and Craft Sets Estimated Value: \$250.00	[3]
First United Methodist Church	Jefferson PK – 8 School Hats and Gloves Estimated Value: \$100.00	[1]
Making Kids Count	Lincoln PK – 8 School Boots and Socks Estimated Value: \$2,655.00	[2]

Keeth & Cory Matheny	Warren City School District Monetary Donation Value: \$900.00	[4]
The River Church	Warren City School District Monetary Donation Value: \$2,000.00	[4]
St. Marks Church	Jefferson PK – 8 School Clothing and Hygiene Items Estimated Value: \$800.00	[1]
St. Teresa of Calcutta	Willard 21 <sup>st</sup> Century Program Served Dinner Estimated Value: \$300.00	[3]
Warren Jr. Womens League	Jefferson PK – 8 School Hats and Personal Hygiene Items Estimated Value: \$200.00	[1]

- [1] To be used to support the students of Jefferson PK – 8 School.  
 [2] To be used to support the students of Lincoln PK – 8 School.  
 [3] To be used to support the students of Willard PK – 8 School.  
 [4] To be used to support the students of the Warren City Schools.

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

## 6. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through k.) 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 date indicated.

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

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

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

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

- (1) Laura Krancevich, Special Education Teacher, Retirement, effective the close of the day, September 30, 2025.
- (2) Shane Schmucker, Elementary Education Teacher, Retirement, effective the close of the day, May 30, 2025.

#### 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) Lauren Deemer, 2/5 Teacher, Salary Table A, Step B-06, Limited Contract, effective 01/07/2025 and for the duration of the 2024-25 School Year (From Leave of Absence Without Pay or Benefits.)

c. Change in Classification – Certificated

WHEREAS, the following change of employee classification is being made for the benefit of the District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.01, the following change in the employees working classification is made as of the date indicated.

BE IT FURTHER RESOLVED, under the provisions of ORC 3317.12, the employee shall be compensated at the established wage rate as indicated on the Board of Education adopted salary schedule; and

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

- (1) Laura DiGiacobbe, 3/5 Elementary Education Teacher, Lincoln PK-8 School, Salary Table A, Step B18-28, Limited Contract, to Full-time Elementary Education Teacher, Lincoln PK-8 School, Salary Table A, Step B18-28 (prorata), Limited Contract, effective 01/07/2025.
- (2) Sylvia Littleton, from Teacher on Special Assignment, Lincoln PK-8 School, Salary Table A, Step M-19 the 2024-2025 School Year, Continuing Contract, to Principal of School Improvement, Curriculum & Instruction, Lincoln PK-8, Salary Table C, Certificated Administrators – Less than 52 weeks, 224-day contract, effective 01/06/2025 through 06/30/2026, 2024-2025 School Year Step M-01-L19 (prorata); 2025-2026 School Year Step M-02-L20.

**Title Changes ONLY – effective 1/06/2025 (Below)**

**Jefferson PK-8 School:**

- Carrie Boyer – From PK-2 POD Principal TO Principal of School Improvement, Curriculum & Instruction
- Stephanie Tamburro – From Supervisor of School Improvement TO PK-2 POD Principal

**Willard PK-8 School:**

- Carly Polder – From PK-2 POD Principal TO Principal of School Improvement, Curriculum & Instruction
- James Rasile – From 6-8 POD Principal TO PK-2 POD Principal
- Laura Krcelic – From Supervisor of School Improvement TO 6-8 POD Principal

**Warren G. Harding High School:**

- Jennifer Cambareri – From Supervisor of School Improvement TO Principal of School Improvement, Curriculum & Instruction

d. **Leave of Absence – Certificated**

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

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

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

- (1) Kathleen Berlin-Bates, Special Education Teacher, Leave of Absence, effective 12/04/2024.
- (2) Leave of Absence approved at the **May 14, 2024**, Regular Board Meeting, **MOTION NO. 05-2024-102**, Section f. Leave of Absence – Certificated, item no. 8, **Doug Sangregorio**, Secondary Education Teacher, Leave of Absence Without Pay or Benefits, effective **01/06/2025 be AMENDED to 02/03/2025** and for the duration of the 2024-25 school year.

e. **Appointments – Certificated – Hourly Employment (2024-25 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 teachers of the 21<sup>st</sup> Century Community Learning Afterschool Programs, grades 6-8, effective 01/06/2025 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from the 21<sup>st</sup> Century Community Learning Center Fund #509, SCC #9258 or #9259, not to exceed \$3,000.00 (Recommended by J. Merolla, Supervisor of Community Outreach and Grant Development)

Vincent Elias

- f. Substitute Teacher Appointment(s) (2024-25 School Year) \$125.00 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>
Bailey Rogers	12/13/2024

g. Resignation – Certificated

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

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

- (1) Alyssa Szolis, Building Substitute Teacher, resignation, effective the close of the day 12/20/2024.

CLASSIFIED:

h. Retirement – Classified

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, this retirement is accepted.

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

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

- (1) Charles Holmes, Night Janitor, Jefferson PK-8 Building, Salary Table E, effective 12/30/2024.

i. Resignations – Classified

WHEREAS, the employee herein named have requested to be released from all contracts of employment by way of resignation as specified at the effective date indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, these resignations are accepted.

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

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

(1) Anita Tenney, Title I-Kindergarten Educational Aide, Lincoln PK-8 Building, Salary Table I, effective 12/18/2024.

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 a members of the School Employees Retirement System, and shall be compensated according to the before mentioned Agreement(s); and

WHEREAS, vacancies exists for these employment actions.

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

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

- (1) Sharanita Brogdon, 21<sup>st</sup> Century Community Learning Center Program Manager, Administration, Salary Table L, effective 01/02/2025. (Vacancy created due to resignation/retirement in department.) (Recommendation by S. Chiaro, Superintendent/CEO)
- (2) Dakota King, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 12/09/2024. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Erina Ramsey, Title I- Kindergarten Educational Aide, McGuffey PK-2 Building, Salary Table I, effective 01/06/2025. (Vacancy created due



to resignation/retirement in department.) (Recommended by W. Hartzell, Chief Academic Officer)

k. 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) It is recommended that the following individuals be granted supplemental contracts for snow removal services, effective December 1, 2024 to June 30, 2025, to be paid from General Fund #001, SSC #0000, at the base rate for snow removal, as per negotiated agreement, not to exceed \$4,000.00 each. (Recommended by J. Lacy, Executive Director of Business Operations)

Dave Elston  
William Kush

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

**Board's Recommendations**

11b. Public Participation

*Executive Session is a private conference between the members of the Board of Education from which the public is excluded. Because Executive Session is confidential and closed to public view, there are limitations on the use of Executive Session. Executive Session can be used for the following:*

- Consideration of Appointment, Employment, Promotion etc. of Employees*
- Investigate of Charges or Complaints Against Public Employee*
- Conference with an Attorney Involving Pending Legal Action*
- Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding*
- Preparing for, Conducting or Reviewing Negotiations with Public Employees*
- Matters Required to be Kept Confidential by State or Federal Law*
- District Security Arrangements and Emergency Response Protocols*
- Consideration of Confidential Information Related to Economic Development Project*

12. Executive Session

Under the provisions of ORC 121.22, the Warren City Board of Education recessed to Executive Session at \_\_\_\_\_ p.m. to discuss:

- A. Consideration of Appointment, Employment, Promotion, etc. of Public Employees
- B. Investigation of Charges or Complaints Against Public Employee
- C. Conference with an Attorney Involving Pending Legal Action
- D. Consideration of the Purchase of Property for Public Purposes or Sale of Property at Competitive Bidding
- E. Preparing for, Conducting, or Reviewing Negotiations with Public Employees
- F. Matters Required to be Kept Confidential by State or Federal Law
- G. District Security Arrangements and Emergency Response Protocols
- H. Consideration of Confidential Information Related to Economic Development Project

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

13. Reconvened Board Meeting - \_\_\_\_\_ p.m.

14. Adjournment - \_\_\_\_\_ p.m.

AA \_\_\_\_\_ PF \_\_\_\_\_ PL \_\_\_\_\_ RP \_\_\_\_\_ JW \_\_\_\_\_

SC:tep  
01/06/2025