

AGENDA  
 Board of Education  
 Warren City School District  
**Regular Meeting** – September 24, 2024 – 6:00 p.m.  
 Warren G. Harding High School, Cafetorium  
 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. Communications5. Adoption of Agenda

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

6. Treasurer's Report

- A. Transfers
- B. Permanent Appropriations

7. Superintendent's Report

- A. State Report Card Update – Chief Academic Officer, Wendy Hartzell and Executive Director of Curriculum and Instruction, Regina Teutsch
- B. Student Recreation and Wellness Center Update – Nina Elias

8. Board of Education Committee Reports

- A. Athletics *(Patti Limperos and Julian Walker)*
- B. Finance Advisory *(Alisha Alls and Patrick Flanagan)*
- C. Board Policies and Guidelines *(Regina Patterson and Patrick Flanagan)*
- D. Legislative Liaison *(Alisha Alls and Patti Limperos)*
- E. TCTC Board Representative *(Regina Patterson)*

9. Old Business10. New Business11a. Public Participation (for identified agenda items only)

**Treasurer's Recommendations**

1. Minutes

It is recommended the resolution listed below regarding the August 27, 2024 Board Minutes be approved as submitted.

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

Regular Meeting held August 27, 2024

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

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the August, 2024 financial statement and short term investments made by the Treasurer during August, 2024, EXHIBIT A, (pp. 52 – 53), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	<b>General Fund</b>	<b>All Other Funds</b>	<b>Total All Funds</b>
<b>Beginning Balance</b>			
<b>July 1, 2024</b>	\$69,354,983.65	\$26,330,582.35	\$95,685,566.00
<b>MTD Receipts</b>	6,815,096.98	1,493,646.04	8,308,743.02
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	12,085,271.89	4,564,889.85	16,650,161.74
<b>MTD Expenditures</b>	5,264,386.07	3,230,875.61	8,495,261.68
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	11,010,099.43	8,908,458.34	19,918,557.77
<b>Ending Balance</b>			
<b>August 1, 2024</b>	70,430,156.11	21,987,013.86	92,417,169.97

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

<b>Fund</b>		<b>Amount</b>
001-0000 A10-General Fund	\$	449,734.63
004-9203 COPS Farmer's	\$	4,864.49
006-0000 FS-Food Service	\$	13,384.12
401 Auxiliary Services	\$	<u>384.72</u>
Total	\$	468,367.96

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

3. Budget and Purpose Statements

It is recommended the resolution listed below establishing 2024-25 Co-curricular Revised Budget and Purpose Statements be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the Budget and Purpose statements (on file in the Treasurer's Office) for the following 2024-25 Co-curricular Activity Accounts:

<u>Fund/S.C.C.</u>	<u>Activity Code/Name</u>		
200-9022	SA18	NHS	Warren G. Harding
300-9022	SA221	Key Club	Warren G. Harding
300-9022	SAESP	E-Sports	Warren G. Harding
300-9022	SA302	SKI Club	Warren G. Harding

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

4. Transfer of Funds

It is recommended 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, EXHIBIT B, (p. 54), for fiscal year ending June 30, 2025.

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

5. FY2025 Permanent Appropriation Measure – All Funds

It is recommended the resolution listed below for the FY2025 Permanent Appropriation Measure for All Funds be approved as submitted.

WHEREAS, it is necessary to adopt a Permanent Appropriation Measure for All Funds for Fiscal Year 2025.

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

NOW, THEREFORE, BE IT RESOLVED that under provisions of ORC 5705.38, the Fiscal Year 2025 Permanent Appropriation Measure for All Funds, EXHIBIT C, (separate), to meet ordinary expenses for fiscal year 2025 is hereby adopted.

BE IT FINALLY RESOLVED that the Fiscal Year 2025 Permanent Appropriation Measure be prepared and distributed by the Treasurer in such form as the Auditor of State prescribes.

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



## Superintendent's Recommendations

### 1. Agreements, Contracts, and/or Leases

It is recommended the resolution listed below entering into agreements, contracts, and/or leases (a. through g.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve entering into the following agreements, contracts, and/or leases.

#

a. Agreement: Educational Service Center of Eastern Ohio  
7320 North Palmyra Road  
Canfield OH 44406  
(330) 533-8755  
EXHIBIT D, (pp. 55 – 60):  
Amount: \$18,874.80  
Fund/S.C.C.: #584/#9254  
Period: July 1, 2024, through June 30, 2025.  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: Career counseling services for the 2024-2025 school year.

#

b. Agreement: # BSN Sport Reward Program  
PO Box 7726  
Dallas, TX 75209  
EXHIBIT E, (pp. 61 – 63):  
Period: August 1, 2024, through May 31, 2029.  
Director: Richard Shepas, Athletic Director  
Purpose: To provide athletic apparel and equipment at a discounted price.

c. Agreement: Educational Service Center of Eastern Ohio  
7320 North Palmyra Road  
Canfield OH 44406  
(330) 533-8755  
Amount: \$54,335.00  
Fund/S.C.C.: #572/#9251  
Period: July 1, 2024, through June 30, 2025.  
Exec. Director: Christine Bero, State and Federal Programs  
Purpose: To provide the District with a TESOL teacher for the 2024-2025 school year.

- d. Agreement: Educational Service Center of Eastern Ohio  
7320 North Palmyra Road  
Canfield OH 44406  
(330) 533-8755  
EXHIBIT F, (pp. 64 – 67):  
Amount: \$5,000.00 annually plus a five percent (5%)  
administrative fee.  
Fund/S.C.C.: #572/#9251  
Period: July 1, 2024, through June 30, 2025.  
Exec. Director: Wendy Hartzell, Chief Academic Officer  
Purpose: To provide administrative support for the 2024-2025  
school year.
- e. Agreement: S. Wright Consulting (Sarah Wright)  
2475 Township Rd.  
New Lexington, OH 43764  
EXHIBIT G, (pp. 68 – 71):  
Amount: \$20,000.00  
Fund/S.C.C.: #509/#9258/#9259  
Period: July 1, 2024, through June 30, 2025.  
Supervisor: Jill Merolla, Outreach and Grant Development  
Purpose: To provide required evaluation service for the 21<sup>st</sup> CCLC  
grant 2024-25 for 21<sup>st</sup> CCLC South and 21<sup>st</sup> CCLC North.
- f. Agreement: Cadence Care Network (“CCN”)  
165 E. Park Ave.  
Niles OH 44486  
(300) 544-8005  
EXHIBIT H, (pp. 72 – 74):  
Amount: \$96,000.00 plus travel expenses  
Fund: #572, #439  
Period: September 1, 2024, through June 30, 2025.  
Exec. Director: Christine Bero, State & Federal Programs  
Purpose: To provide behavior support staff specialist services in  
preschool classrooms and assist with developing and  
implementing behavior management strategies in  
response to student needs.

g. Agreement: Lakeview Local Schools  
300 Hillman Drive  
Cortland, OH 44410  
(330) 637-8741  
Ashley Handrych, Superintendent  
EXHIBIT I, (p. 75):  
Amount: Per Agreement  
Period: 2024-2025 School Year  
Exec. Director: John Lacy, Business Office  
Purpose: To provide transportation (drop off & pick up) from  
Cortland, Ohio to Ohio State School for the Deaf, on a  
weekly basis.

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

## 2. Declaring Transportation Impractical

It is recommended the resolution listed below be approved as submitted.

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

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

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

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

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

**Section 1:** After fully and carefully considering each of the factors listed above, the Board hereby declares that it is impractical to transport the student(s) in Exhibit J, (p. 76), for the 2024 – 2025 school year, and further hereby offers the parent(s)/guardian(s) payment-in-lieu of transportation. The reasons for the decision include a combination of the cost of transporting the students and disruption to the current transportation schedule in terms of equipment, routing and scheduling personnel, the number of students being transported, as well as time and distance required to provide the transportation, whether other types of reimbursement are available, and whether similar or equivalent service is provided to other pupils eligible for transportation.

**Section 2:** The treasurer shall report on behalf of the Board the Board's determination of impracticability to the Ohio Department of Education and Workforce.

**Section 3:** The Board of Education hereby finds and determines that all formal actions relative to the adoption of this resolution were taken in an open meeting of this Board of Education, and that all deliberations of this Board of Education and of its committees, if any, which resulted in formal action, were taken in meetings open to the public, in full compliance with applicable legal requirements, including Ohio Revised Code Section 121.22.

**Section 4:** This resolution shall be in full force and effect from and immediately after its adoption and shall supersede any prior resolution or act of this Board of Education that may be inconsistent or duplicative with the provisions of this resolution.

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

3. Board Policies – Second Reading

It is recommended the resolution listed below regarding the adoption of Board Policies, Second Reading (a through j.), be approved as submitted.

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

NOW, THEREFORE, BE IT RESOLVED that the following Board Policy be adopted and become a part of the Official Bylaws and Policies of the Warren City Board of Education:

- a. Policy 2623 (Revised) PROGRAMS  
STUDENT ASSESSMENT AND ACADEMIC INTERVENTION SERVICES
- b. Policy 2623.02 (Revised) PROGRAMS  
THIRD GRADE READING GUARANTEE
- c. Policy 3120.04 (Revised) PROFESSIONAL STAFF  
EMPLOYMENT OF SUBSTITUTES
- d. Policy 3140 (Revised) PROFESSIONAL STAFF  
TERMINATION AND RESIGNATION
- e. Policy 4140 (Revised) CLASSIFIED STAFF  
TERMINATION AND RESIGNATION
- f. Policy 5310 (Revised) STUDENTS  
HEALTH SERVICES
- g. Policy 8600 (Revised) OPERATIONS  
TRANSPORTATION
- h. Policy 8600.04 (Revised) OPERATIONS  
BUS DRIVER CERTIFICATION
- i. Policy 8640 (Replacement) OPERATIONS  
TRANSPORTATION FOR NON-ROUTINE TRIPS

j. Policy 8650 (Revised) OPERATIONS  
TRANSPORTATION BY VEHICLES OTHER THAN SCHOOL BUSES

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

4. Ohio Department of Education Certification for Ohio Teachers Evaluation System and Ohio Principal Evaluation System

It is recommended 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**

Dani Burns

**OTES 2.0**

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	
Believers Christian Church	Jefferson PK – 8 School School Supplies Estimated Value: \$3,000.00	[1]
Mr. and Mrs. Andre Bowers	Jefferson PK – 8 School Girls' Clothing Estimated Value: \$530.00	[1]
Christ Episcopal Church	Lincoln PK – 8 School Weekly Pantry Donation Estimated Value: \$200.00	[2]
Eastern Gateway Community College	Warren City Schools School Supplies Estimated Value: \$400.00	[3]
First United Methodist Church	Jefferson PK – 8 School School Supplies Estimated Value: \$200.00	[1]
Gillette Nursing Home	Jefferson PK – 8 School School Supplies \$500 Monetary Donation Estimated Value: \$700.00	[1]

Mr. and Mrs. Adrian Moore	Jefferson PK – 8 School Clothes Estimated Value: \$300.00	[1]
Ms. Maryann Puemape	McGuffey PK – 8 School Pantry Supplies Estimated Value: \$100.00	[4]
St. Marks Church	Jefferson PK – 8 School New Clothing Estimated Value: \$500.00	[1]
VFW and VFW Auxiliary Post 1090	Warren City Schools New Socks Estimated Value: \$1,500.00	[3]

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

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

6. 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:

Classified – 2023 – 2024 School Year:

WEST, Montia \$ 500.00

Certificated – 2024 – 2025 School Year:

COX, Stephanie	\$ 249.00
KOMORA, Adrian	\$ 500.00
LOGAN, Abby	\$ 500.00
NOTAR, Patrick	\$ 175.00
RYSER, Roy	\$ 500.00

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

7. Personnel Recommendations

It is recommended the resolution listed below regarding personnel items (a. through p.) be approved as submitted.

CERTIFICATED:

a. Certificated – Retirement

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

WHEREAS, the 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 that under the provisions of ORC 3319.15, the retirement is accepted;

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

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

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

(1) Sabrina Torres-Feeney, Music Education Teacher, retirement, effective the close of the day, 05/27/2025.

b. Change in Classification – Certificated

WHEREAS, the following change in 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) Keelyn Franklin from Special Education Teacher, Warren G. Harding High School, Salary Table A, Step M-05, Limited Contract, to Building Substitute Teacher, effective 09/03/2024.

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) Cynthia Dressel, Elementary Education Teacher, Leave of Absence, effective 09/10/2024.

d. 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 contract for participating on the Jefferson PK-8 Building Leadership Team (BLT) and attending monthly meetings, as scheduled, effective 08/05/2024 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251, not to exceed \$465.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Mesa Morlan

- (2) Supplemental contracts for the purpose of attending Jefferson PK-8 Academics (ELA/Math) Committee Meetings, effective 08/05/2024 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, not to exceed \$310.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Tina Detate

Danielle Sauer

- (3) Supplemental contracts for the purpose of participating in CHAMPS: A Proactive & Positive Approach to Classroom Management, held on 08/08/2024 and 08/09/2024, \$30.94 per an hour, on an as needed basis, to be paid from Title IV-A Fund #584, SCC #9254, not to exceed \$434.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8**

Diane Gibbons

John Girard

Stacy Milleson

Matthew Sheely

Alexandra DiDomenico

**WGH**

Frank Caputo

**McGuffey PK-8**

Meredith Grecni

Alexis Ward

- (4) Supplemental contract for the purpose of attending Bridges Professional Development Session, held on 08/07/2024, \$30.94 per an hour, on an as needed basis, to be paid from, Title II-A Fund #590, SCC #9252, not to exceed \$93.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

**McGuffey PK-8**

James Davis

- (5) Supplemental contract for Lifeguard Services at Warren G. Harding High School, effective 09/01/2024 through 06/30/2025, \$30.94 per an

hour, on an as needed basis, to be paid from BBITA Fund #001, SCC# 0000, not to exceed \$10,000.00 (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

Nancy Charnas

- (6) Supplemental contracts for participating in SEL Onboarding: Implementation of SEL in the Classroom, effective 09/05/2024 through 02/06/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title II-A Fund #590, SCC #9252, not to exceed \$372.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8:**

Jessica Blakeman  
Alexandra DiDomenico  
Abaigael Mamich  
Robin McVay  
Kaitlyn Sahli  
Eleanna Vlahos-Hall  
Marissa Zoccali

**McGuffey PK-8**

Meredith Greci  
Cara Kalouris  
Robert Middleton  
Jordan Ringold

**Lincoln PK-8:**

Frank Conti  
Sarah Ferguson  
Lindsay Hayes  
Nicholas Matos  
Jacob Mikesell  
Rachel Mistovich  
Stephanie Rogers  
Jada Somich  
Laurel Stewart  
Suzanne Goodyear-Pondillo  
Trisha DiCesare

**Willard PK-8:**

Debra Bowers  
Alexandria Caldwell  
Zachary Chaffee  
Camryn Constance  
Jill Cuscino  
Brandy Gerbasi  
Camden Kime

- (7) Supplemental contracts for participating on the Lincoln PK-8 Building Leadership Team (BLT) and attending monthly meetings, as scheduled, effective 10/01/2024 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I Fund #572, SCC #9251, not to exceed \$233.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kristen Bozin  
Stephanie Collier  
Trisha Dicesare

Monica Pishotti  
Erikka Sampson  
Angela Toro

Lindsay Klein  
Sylvia Littleton  
Laura Luoma  
Kristen Newbrough

Christopher Wilson  
Jennifer Wise  
Morgan Zadroski

- (8) Supplemental contracts for participating in Warren City Schools District Literacy Leadership Team Meetings, effective 09/09/2024 through 05/27/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, and Title II-A Fund #590, SCC #9252, not to exceed \$325.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8**

Brianna Carse  
Charlene Dedo  
Molly James  
Lisa Mesaros

**McGuffey PK-8**

Christina Pacurar  
Kayla Pollifrone  
Jessica Smith  
Erika Tambures  
Emily Ward

**Lincoln PK-8**

Tanya Daniels  
Jennifer Holbrook  
Lindsay Klein  
Sylvia Littleton  
Erikka Sampson  
Mary Sanata  
Angela Toro  
Karen Zagorec

**Willard PK-8**

Kamryn Buckley  
Alison Evans  
Natalie Grayson  
Laura Mastro  
Laurissa Shaw  
Kathleen Wilson

**WGH**

Logan Hileman  
Stephanie Porterfield  
Courtney Susko

**District**

Kelly Hutchison  
Jacqueline Lawrence

- (9) Supplemental contracts for participating in Warren City Schools District Math Leadership Team Meetings, effective 09/10/2024 through 05/27/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, and Title II-A Fund #590, SCC #9252, not to exceed \$325.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8**

Robert Cowell  
Tina Detate  
Tina Noble

**McGuffey PK-8**

Natalie Allison  
Joseph Austin  
Annamarie Buonavolonta



Annamarie Paolucci  
Danielle Sauer  
Matthew Seidel  
Melinda Vrable

Heather Collier  
Megan Francisco  
Kayla Pollifrone  
Nicole Shaker  
Jillian Smith

**Lincoln PK-8**

Kristen Bozin  
Stephanie Collier  
Tina Henderson  
Christopher Wilson

**Willard PK-8**

Rebecca Boyle  
Andrea Drotar  
Tracy Pinter  
Deanna Reed

**WGH**

Khristine Krcelic  
Kristy Thornton

**District**

Patricia Fisher

- (10) Supplemental contracts for the purpose of providing instruction in the Jefferson PK-8 Grades 3-4 Afterschool Intervention Program, as scheduled, effective 09/17/2024 through 10/16/2024, \$30.94 per an hour, on an as needed basis, to paid from Title I Fund #572, SCC #9251, and Fund #516, SCC #9250, not to exceed \$418.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Angela Betts  
Tina Detate  
Molly James  
Lisa Mesaros

Tina Noble  
Matthew Seidel  
Christine Ulrich  
Marissa Zoccali

**Substitute**

Roseann McCracken

- (11) Supplemental contracts for participating in Warren City Schools Climate Leadership Team Meetings, effective 09/10/2024 through 05/27/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, and Title II-A Fund #590, SCC #9252, not to exceed \$372.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8**

Kristine Hunchuck  
Erika Prater  
Alexis Rhodes  
Roy Ryser  
Eleanna Vlahos-Hall

**Willard PK-8**

Tasha Dragish  
Krista Kohut  
Cara Meadows  
Kristen Skinner

**Lincoln PK-8**

Trisha DiCesare  
Kelly Notar

**McGuffey PK-8**

Jennifer Jaminet  
Bernadette Nicopolis

**WGH**

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

- (12) The following educators are to receive a stipend as shown below for the completion of the Ohio Department of Education and Workforce required Science of Reading professional development course listed, effective 07/01/2024 through 06/30/2025, to be paid from Fund #001, SCC #0000. (Stipend will be reimbursed to the district by the Ohio Department of Education and Workforce) (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

**Pathway A: \$1200.00 stipend**

Natasha Galbraith – Willard PK-8

**Pathway E: \$400.00 stipend**

Debra Bowers – Willard PK-8  
Camden Kime – Willard PK-8

**Pathway C: \$1200.00 stipend**

Kathleen Berlin-Bates – WGH  
Nathaniel Bodnar – WGH  
Cheryl Leshnack – McGuffey PK-8  
Melissa Rentz – WGH

**Pathway G: \$1200.00 stipend**

Genna LaPolla – Jefferson PK-8

- (13) Supplemental contract for training and professional development for the Pilot Drone Pre-apprenticeship Program, effective 07/30/2024 and 08/15/2024, \$30.94 per an hour, on an as needed basis, to be paid from Fund #599, SCC #9251, not to exceed \$1,600.00 (Recommended by W. Hartzell, Chief Academic Officer)

Tracy Liptak

- (14) Supplemental contracts approved at the **August 27, 2024**, Regular Board Meeting, **MOTION NO. 08-2024-188**, Section f. Appointments – Certificated – Hourly Employment (2024-25 School Year), Item no. 17, Fall E Sports – Assistant Coach (Boys/Girls), Warren G. Harding High School, for the 2024-25 school year, to be paid from Fund #001, SCC #0000, **AMEND the not to exceed from \$668.27 to \$1,336.54 (from 50% TO 100% of Contract)** (Recommended by R. Shepas, Athletic Director)

Jared Adler

Christopher Penezich

- (15) Supplemental contract for Resident Educator Coordinator, effective the 2024-25 school year, \$30.94 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$3,100.00 (Recommended by S. Chiaro, Superintendent/CEO)

Mary Olesky

- (16) Supplemental contracts for administrators of the 2024 Jump Start into Kindergarten Program, effective 07/22/2024 through 08/02/2024, at their per diem prorata rate of pay for the 2023-24 school year, on an as needed basis, to be paid from ARP ESSER Fund #507, SCC #9230, up to and not to exceed indicated days (Recommended by C. Bero, Executive Director of State & Federal Programs)

Carly Polder (4 days)

Jeanne Reighard (2 days)

- (17) Supplemental contracts for the purpose of attending Jefferson PK-8 SEL/Lighthouse Project Committee Meetings, effective 09/05/2024 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, not to exceed \$279.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Mary Haswell

Roseann McCracken

- (18) Supplemental contracts for Site Coordinators of the 21<sup>st</sup> Century Community Learning Afterschool Programs, North and South, grades 6-8, at the PK-8 Schools listed below, effective 09/16/2024 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 #5258 (North) and Fund #509, SCC #5259 (South), not to exceed \$12,000.00 each (Recommended by J. Merolla, Supervisor of Community Outreach and Grant Development)

**North**

Nicole Mizner – Lincoln PK-8  
William Bell – McGuffey PK-8

**South**

Mesa Morlan – Jefferson PK-8  
Adrian Komora – Willard PK-8

Erikka Prater – Substitute as needed

- (19) Supplemental contracts for teachers of the 21<sup>st</sup> Century Community Learning Afterschool Program, North and South grades 6 – 8 at the PK-8 Schools, effective 09/24/2024 through 06/30/2025, \$30.94 per an

hour, on an as needed basis, to be paid from 21<sup>st</sup> Century Community Learning Center Fund #509, SCC #9258 (North) and Fund #509, SCC #9259 (South), not to exceed \$6,500.00 each (Recommended by J. Merolla, Supervisor of Community Outreach and Grant Development)

**North**

**Lincoln PK-8**

Leesa Boyer  
Lindsay Hayes  
Joey Koval  
Christopher Lowry  
Laura Luoma  
Kristin Newbrough  
Lori Orr

**McGuffey PK-8**

Joseph Austin  
Annamarie Buonavolonta  
Heather Collier  
Kayla Kelsh  
Mikayla Rowbotham  
Victoria Wagner-Smolak

**South**

**Jefferson PK-8**

Caitlyn Adams  
Tina Detate  
Kristine Hunchuck  
Erika Prater  
Kristen Richter

**Willard PK-8**

Andrea Freed  
Tracy Pinter

- e. Building Substitute Teacher Appointment(s) (2024-25 School Year) \$150.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule

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

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

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

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

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

<u>Name(s)</u>	<u>Effective Date</u>	<u>Building</u>
Jaycee Ward	09/16/2024	Jefferson PK-8 School

- 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>
Sophia McClure	09/04/2024
Valerian Riddle	09/10/2024

- g. Employment – Certificated (current regular employee) (Co-Curricular year) (2024-25 school year)

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

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

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

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

**General:**

- (1) Mentor Teacher – One on One - Code #2, Index 3.5, Salary Table B.

**Teacher Mentor**

Kelly Hutchison

Andrew Kelly

Jacqueline Lawrence

Cheryl Leshnack

Lisa Mesaros

Mesa Morlan

Tina Noble

Erikka Sampson

**Mentee**

Constance Camryn

Genna Lapolla

Nicholas Matos

Nicolina Fredrick

Lindsay Hayes

Jacob Mikesell

Alexis Ward

Alexandria Caldwell

Zachary Chaffee

Jordan Ringold

Caitlin Adams

Marissa Zoccali

Kaitlyn Sahli

Abaigael Mamich

Sarah Ferguson

Jada Somich

Christopher Wilson	Laurel Stewart
	Frank Conti
Paula Yauger	Camden Kime
	Cara Kalouris
	Jacqui Thomas

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

**(RESA – Year 2)**

**Teacher Mentor**

Robert Cowell

Patricia Fisher

Kelly Hutchison

Andrew Kelly

Sylvia Littleton

Laura Mastro

Lisa Mesaros

Mesa Morlan

Stephanie Porterfield

Cheryl Leshnack

Cara Venetti

**Mentee**

Matthew Sheely

Annamarie Paolucci

Victoria Smolak-Wagner

Skyler Bell

Zachary McKenzie

Janna Jackson

Olivia Mullen

Faith Clear

Kacie Roth

Ashley O'Brien

Julia McMenamin

Kayla Chovan

Mikayla Rowbotham

Samarra Caffey

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

Amy Burd	CCP Physics I
Thomas Burd	Trigonometry
Thomas Burd	Statistics
Thomas Burd	College Algebra
Thomas Burd	Calculus
Amy Hays-Neifer	Chemistry I
Amy Hays-Neifer	Chemistry II
Kimberly Hunter	CCP Biology I
Kimberly Hunter	CCP Biology II
Victoria Midgett	CCP Anatomy I
Victoria Midgett	CCP Anatomy II

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

Mesa Morlan	Jefferson PK-8
Sylvia Littleton	Lincoln PK-8
Kayla Pollifrone	McGuffey PK-8

Corinna Williamson	Willard PK-8
Frank Caputo.	Harding
Stephanie Porterfield	Harding
Matthew Richardson	Harding

**High School Advisors & Clubs:**

- (5) Academic Coach – Code #6, Index 6.0, Salary Table B.  
Kimberly Hunter Quiz Bowl
- (6) Dramatics Coach – Code #10, Index 8.0, Salary Table B.  
Natalie Rohrer
- (7) Dramatics Assistant Coach – Code #11, Index 5.6, Salary Table B.  
Trillion McCarty
- (8) Interact – Code #15, Index 3.0, Salary Table B.  
Andrew Martin
- (9) Poetry Club – Code #17, Index 4.0, Salary Table B.  
Ahmed Sutton
- (10) National Honor Society – Code #18, Index 6.0, Salary Table B.  
Joan Flanik (50% of Contract)  
Kristy Thornton (50% of Contract)
- (11) Renaissance Program – Code #19, Index 4.0, Salary Table B.  
Joy Angelo
- (12) Ski Club – Head – Code #22, Index 6.0, Salary Table B.  
Joshua Earls
- (13) Ski Club – Assistant – Code #23, Index 2.0, Salary Table B.  
Khristine Krcelic
- (14) Student News Publication – Code #26, Index 4.0, Salary Table B.



Annette McCorvey (50% of Contract)  
Ahmed Sutton (50% of Contract)

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

Fred Whitacre

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

Fred Whitacre

**High School Athletics:**

- (17) Basketball – Assistant Coach (Girls) – Code #36, Index 16.0, Salary Table B.

Chelsea Dipaolo (85% of Contract)

- (18) Basketball – Head Coach (Girls 9<sup>th</sup>) – Code #38, Index 16.0, Salary Table B.

Gariana Caputo (60% of Contract)

- (19) Faculty Manager – High School – Code #44, Index 30.0, Salary Table B.

Gregory Lazzari (45% of Contract)

- (20) Indoor Track – Head Coach (Boys) – Code #50, Index 7.0, Salary Table B.

Charles Penny

- (21) Indoor Track – Head Coach (Girls) – Code #51, Index 7.0, Salary Table B.

Charles Penney

- (22) Indoor Track – Assistant – Code #52, Index 3.5, Salary Table B.

Stephen Bero  
Gariana Caputo

**High School Music:**

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

Reid Young

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

Heather Sirney

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

Keith Rising

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

Mary Dolan-Meese

**High School Other:**

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

Joy Angelo

**K-8 Academics:**

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

Lisa Mesaros	Jefferson PK-8 (Grades 3-5)
Roy Ryser	Jefferson PK-8 (Grades 6-8)
Theresa Chucksa	Lincoln PK-8
Joseph Austin	McGuffey PK-8
Judith Miller	Willard PK-8

(29) Destination Imagination Coach – Code #80, Index 4.0, Salary Table B.

Kristen Newbrough	Lincoln PK-8 (Rising Stars PK-2)
Nina Vaughn	Willard PK-8 (Grades 3-5)
Cara Meadows	Willard PK-8 (Grades 6-8)

(30) District Coordinator Challenge 24 – Code #81, Index 4.0, Salary Table B.

Lisa Mesaros	Jefferson PK-8
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## (31) English Festival Coach – Code #82, Index 2.0, Salary Table B.

Mary Sanata	Lincoln PK-8	
Cara Kalouris	McGuffey PK-8	(50% of Contract)
Victoria Smolak-Wagner	McGuffey PK-8	(50% of Contract)
Kimberly Baker	Willard PK-8	(50% of Contract)
Kristin Barnes	Willard PK-8	(50% of Contract)

## (32) Great Books Coach – Code #83, Index 2.0, Salary Table B.

Roy Ryser	Jefferson PK-8	
Stephanie Collier	Lincoln PK-8	
Heather Collier	McGuffey PK-8	(50% of Contract)
Kayla Kelsh	McGuffey PK-8	(50% of Contract)
Kimberly Baker	Willard PK-8	(50% of Contract)
Kristin Barnes	Willard PK-8	(50% of Contract)

## (33) Math Counts Coach – Code #84, Index 2.0, Salary Table B.

Stephanie Collier	Lincoln PK-8	
Joseph Austin	McGuffey PK-8	(1/3 of Contract)
Heather Collier	McGuffey PK-8	(1/3 of Contract)
Kayla Kelsh	McGuffey PK-8	(1/3 of Contract)

## (34) National Geographic Bee Coach – Code #85, Index 2.0, Salary Table B.

Lisa Mesaros	Jefferson PK-8 (Gr. 3-5)	(50% of Contract)
Tina Noble	Jefferson PK-8 (Gr. 3-5)	(50% of Contract)
Rebecca Gabrick	Jefferson PK-8 (Grades 6-8)	
Trisha DiCesare	Lincoln PK-8	
Sabrina Torres-Feeney	Willard PK-8	

## (35) Power of the Pen Coach – Code #86, Index 2.0, Salary Table B.

Kimberly Orr	McGuffey PK-8	
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## (36) Prep Bowl Coach – Code #87, Index 2.0, Salary Table B.

Trisha DiCesare	Lincoln PK-8 (Grades 5-6)	
Trisha DiCesare	Lincoln PK-8 (Grades 7-8)	

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

Kristine Hunchuck	Jefferson PK-8 School	
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Andrew Starr                      Lincoln PK-8 School

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

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

**K-8 Advisors & Clubs:**

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

Nina Vaughn	Willard PK-8	
Andrea Galloway	McGuffey PK-8	(50% of Contract)
Trillion McCarty	McGuffey PK-8	(50% of Contract)

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

Alyssa Dicesare	Jefferson PK-8	
Stephanie Collier	Lincoln PK-8	
Heather Collier	McGuffey PK-8	(50% of Contract)
Kayla Kelsh	McGuffey PK-8	(50% of Contract)

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

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

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

Lisa Mesaros	Jefferson PK-8	(50% of Contract)
Marissa Zoccali	Jefferson PK-8	(50% of Contract)
Rebecca Boyle	Willard PK-8	(50% of Contract)
Annette Constantino	Willard PK-8	(50% of Contract)

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

Alyssa Dicesare	Jefferson PK-8	(50% of Contract)
Roy Ryser	Jefferson PK-8	(50% of Contract)
Heather Collier	McGuffey PK-8	(50% of Contract)

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

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

Christina Kittle	Jefferson PK-8
Trisha DiCesare	Lincoln PK-8
Sabrina Torres-Feeney	Willard PK-8

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

Christina Kittle	Jefferson PK-8
Kristen Newbrough	Lincoln PK-8 (Grades PK-5)
Trisha DiCesare	Lincoln PK-8 (Grades 6-8)
Sabrina Torres-Feeney	Willard PK-8

### **K-8 Athletics:**

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

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

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

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

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

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

### **K-8 Music:**

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

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

Jordan Ringold	McGuffey PK-8
Sabrina Torres-Feeney	Willard PK-8

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

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

**K-8 Other:**

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

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

(52) IT Resource Liaison (3-5) – Code #119, Index 3.5, Salary Table B.

Jill Selak	Lincoln PK-8
Jack Reppart	McGuffey PK-8
Christina Ferreri	Willard PK-8

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

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

**CLASSIFIED:**

h. **Resignation – Classified**

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.081, this resignation 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 resignation is accepted with regret, but with the best wishes and sincere appreciation.

- (1) Ge'Vaeh Grant, Kindergarten-Title I Educational Aide, McGuffey PK-2 Building, Salary Table I, JOB ABANDONMENT effective 08/27/2024.
- (2) Eric Murray, Substitute Night Janitor, Administration Building, Salary Table M, effective 08/30/2024.

i. Leave of Absence – Classified

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

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

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

- (1) Jessica Adams, Kindergarten-Title I Educational Aide, Lincoln PK-8 Building, Salary Table I, effective 09/15/2024.
- (2) Carrie Alexander, Plant Manager II, Jefferson PK-8 Building, Salary Table D, effective 08/28/2024.
- (3) Sandra Macali, 7.0 Hr. Cook Helper, Jefferson PK-8 Building, Salary Table G, effective 08/19/2024.
- (4) Tamara Newberry, Night Janitor, Warren G. Harding High School, Salary Table D, effective 08/23/2024.
- (5) Ronald Ware, MD Educational Aide, Jefferson PK-8 Building, Salary Table I, effective 10/25/2024.
- (6) Angela White, Preschool Educational Aide, Lincoln PK-8 Building, Salary Table I, effective 08/15/2024.

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

WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Janie Carson, 6.0 Hr. Food Service General Helper, Jefferson PK-8 Building, Salary Table G, effective 09/13/2024. (Completion of 60 day probationary period which began on 03/18/2024). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)
- (2) Heather Ervin, MD Educational Aide, Warren G. Harding High School, Salary Table I, effective 09/09/2024. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)
- (3) Ruby Freeman, School Community Liaison, McGuffey PK-8 Building, Salary Table L, effective 09/30/2024. (Recommended by D. Capers, Associate Superintendent of Student Services, Student Wellness & Success)
- (4) Sydney Johnson, School Community Liaison, McGuffey PK-8 Building, Salary Table L, effective 10/02/2024. (Recommended by D. Capers, Associate Superintendent of Student Services, Student Wellness & Success)
- (5) Robert Park, Jr., Night Janitor, McGuffey PK-8 Building, Salary Table D, effective 09/03/2024. (Begin 30 day probationary period). (Vacancy created due to resignation/retirement in department.) (Recommended by J. Lacy, Executive Director of Business Operations)



- (6) Tamron Smith, ED Educational Aide, Lincoln PK-8 Building, Salary Table L, effective 09/18/2024. (Recommended by D. Capers, Associate Superintendent of Student Services, Student Wellness & Success)

k. Substitute Employment Additions – Classified

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

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

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

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.47 the following employment action is taken and such name(s) shall be added to the approved list of substitute personnel.

- (1) Richard Claar, II Substitute Night Janitor, Salary Table M, effective 09/04/2024.
- (2) Jazsmene Johnson, Bus Attendant w/o CDL, Salary Table M, effective 08/30/2024.
- (3) Dakota King, Bus Attendant w/o CDL, Salary Table M, effective 08/29/2024.
- (4) Eric Portzer, Substitute Noon Hour Aide/Crossing Guard, Salary Table M, effective 08/29/2024.
- (5) Paris Wells, Substitute Night Janitor, Salary Table M, effective 09/16/2024.
- (6) Vanessa Whitehead, Substitute Noon Hour Aide/Crossing Guard, Salary Table M, effective 09/16/2024.

I. Change in Classification – Classified

WHEREAS, the following change of employee classifications are made for the benefit of the District.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.01, the following change in employee working classifications are made as of the date indicated.

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

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

- (1) Whitney Anderson, 7.0 Hr. Cook Helper, Warren G. Harding High School, Salary Table G, to Cafeteria Manager, McGuffey PK-8 Building, Salary Table G, effective 09/12/2024.

m. Employment – Classified – Crossing Guards 2024--2025 School Year

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

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

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

- (1) Crossing Guards, effective the beginning of the 2024-2025 school year. Employment is on an as-needed basis, funding is from the Public School Support Fund #018 and General Fund #001, Salary Table M:

Lorraine Grabosky

n. Employment – Classified – Substitute Crossing Guards, Noon Hour Aides 2024-2025 School Year

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

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

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

- (1) Substitute Crossing Guard, effective the beginning of the 2024-2025 school year. Employment is on an as-needed basis. Funding is from the Food Service Fund, Salary Table M.

Eric Portzer  
Vanessa Whitehead

- (2) Substitute Noon Hour Aide, effective the beginning of the 2024-2025 school year. Employment is on an as-needed basis. Funding is from the Food Service Fund, Salary Table M.

Sharedda Freeman  
Eric Portzer  
Vanessa Whitehead

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.

- (1) The following Classified Temporary Employment contract listed below and approved at the July 16, 2024, Regular Board Meeting, **MOTION NO. 07-2024-156**, Section g, item no. 2, Football Equipment Managers For the 2024-2025 School Year, Funding: Athletic Fund #300, **James Campbell - Warren G. Harding High School - \$1,500.00** be **AMENDED** to **\$750.00**.
- (2) The following Classified Temporary Employment contract listed below and approved at the August 27, 2024, Regular Board Meeting, **MOTION NO. 08-2024-188**, Section K., item no.7, the following individual, **Michele Douglas**, be granted an Academic Liaison contract for the purpose of assisting Warren G. Harding High School maintain

and improve graduation rate through credit recovery, effective 08/19/2024 through 05/31/2025, at \$20.80 per hour, at the discretion of the Chief Academic Officer, to be paid from **Title I Neglected Fund #572, SCC #9245**, not to exceed 1,250 hours, be **AMENDED** to, **Title I Fund #572, SCC #9251**. (Recommended by W. Hartzell, Chief Academic Officer)

- (3) The following Classified Temporary Employment contract listed below and approved at the September 26, 2023, Regular Board Meeting, **MOTION NO. 09-2023-207**, Section N., item no. 8, the following individual, **William Kush**, be granted a classified temporary employment contract for providing support for District operations and the planning, preparation, and implementation of construction projects, effective September 27, 2023, through **August 31, 2024**, be **AMENDED** to October 31, 2024, not to exceed \$24,000.00, to be paid from Fund #001, SCC #0000. (Recommended by J. Lacy, Executive Director of Business Operations)
- (4) The following individual be granted a supplemental contract for the purpose of participating in the Lincoln PK-8 Building Leadership Team (BLT), as specified below, and attending monthly meetings as scheduled, effective October 1, 2024, through June 30, 2025, at their current hourly rate, not to exceed \$157.00 each, to be paid from Title I-A Fund #572, SCC #9251. (Recommended by C. Bero, Executive Director of State & Federal Programs)

T'KeeYah Cambridge – Lincoln PK-8 Building

- (5) The following individual be granted a supplemental contract for participating in the Warren City Schools Climate Leadership Team meetings, effective September 10, 2024, through May 27, 2025, at their current hourly rate, not to exceed \$274.00 each, to be paid from Title I-A Fund #572, SCC #9251. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kim Johnson  
Sonya Williams

- (6) Football Equipment Managers  
For the 2024-2025 School Year  
Funding: Athletic Fund #300

Corbin Coleman – Warren G. Harding High School - \$1,500.00

- (7) The following individual be granted a supplemental contract to provide Program Manager services for 6<sup>th</sup>-8<sup>th</sup> grade afterschool programs at Warren City Schools PK-8 Buildings, for 21<sup>st</sup> Century Community Learning Afterschool Program, effective September 20, 2024 through June 30, 2025, at the hourly rate of \$30.94, not to exceed \$36,569.15, to be paid from 21<sup>st</sup> CCLC Fund #509, SCC #9259 and 21<sup>st</sup> CCLC Fund #509, SCC #9258. (Recommended by J. Merolla, Supervisor of Community Outreach and Grant Development)

Sharanita Brogdon

- (8) The following individuals be granted supplemental contracts to provide School Liaison services for 6<sup>th</sup>-8<sup>th</sup> grade afterschool program at Jefferson and Willard PK-8 Buildings, for 21<sup>st</sup> Century Community Learning Afterschool Program, effective October 1, 2024 through June 30, 2025, at the hourly rate of \$20.80, not to exceed \$6,200.00, to be paid from 21<sup>st</sup> CCLC Fund #509, SCC #9259. (Recommended by J. Merolla, Supervisor of Community Outreach and Grant Development)

Gardenia Frazier  
LaDeana Simpson

- (9) The following individuals be granted supplemental contracts to provide 21<sup>st</sup> CCLC Activity Leader services for 6<sup>th</sup>-8<sup>th</sup> grade afterschool program at Warren City Schools PK-8 buildings, for 21<sup>st</sup> Century Community Learning Afterschool Program, effective October 1, 2024 through June 30, 2025, at the hourly rate of \$14.16, not to exceed \$5,500.00 each, to be paid from 21<sup>st</sup> CCLC Fund #509, SCC #9259 and 21<sup>st</sup> CCLC Fund #509, SCC #9258. (Recommended by J. Merolla, Supervisor of Community Outreach and Grant Development)

Arlene Parker  
Janiya Poole  
Angelena Baskins  
T'KeeYah Cambridge  
Sonya Williams  
Franklin Parker  
Sonya Carter  
Elizabeth Howard  
Rose Hurt

p. Employment—Classified Co-curricular 2024-2025 School Year

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

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

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

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

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

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

**High School Athletics:**

- (1) Michael Davidson, Code 3.0, Index 7.0, Salary Table B, Supervisor Swimming Pool, High School, Warren G. Harding High School. (100% of contract)
- (2) Michael Davidson, Code 59.0, Index 11.2, Salary Table B, Head Swim Coach, High School, Warren G. Harding High School (Boys). (100% of contract)
- (3) Michael Davidson, Code 60.0, Index 11.2, Salary Table B, Head Swim Coach, High School, Warren G. Harding High School (Girls). (100% of contract)
- (4) Dawn Harper, Code 44.0, Index 30.0, Salary Table B, Faculty Manager, High School, Warren G. Harding High School, (55% of contract)
- (5) Gregory Jackson, Code 37.0, Index 16.0, Salary Table B, 9<sup>th</sup> Grade Basketball Coach, High School, Warren G. Harding High School (Boys). (100% of contract)

- (6) Tyler James, Code 52.0, Index 3.5, Salary Table B, Assistant Indoor Track Coach, High School, Warren G. Harding High School (Boys). (100% of contract)
- (7) Kim Johnson, Code 46.0, Index 16.0, Salary Table B, Football, Assistant Coach, High School, Warren G. Harding High School, (100% of contract)
- (8) Steve Lukco, Code 61.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School (Boys). (100% of contract)
- (9) Steve Lukco, Code 62.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School (Girls). (100% of contract)
- (10) Sydney Lukco, Code 61.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School (Boys). (100% of contract)
- (11) Sydney Lukco, Code 62.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School (Girls). (100% of contract)
- (12) Richard Lloyd, Code 36.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Girls). (85% of contract)
- (13) Michelle Schuller, Code 40.0, Index 7.0, Salary Table B, Bowling Coach, High School, Warren G. Harding High School (Girls). (100% of contract)
- (14) Joseph Threats, Code 36.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Girls). (85% of contract)

**High School Advisors & Clubs:**

- (15) Kimberly Anzevino, Code 16.0, Index 3.0, Salary Table B, Key Club, High School, Warren G. Harding High School. (100% of contract)
- (16) Frank Bosak, Code 12.0, Index 12.0, Salary Table B, F.I.R.S.T. Project Coordinator, High School, Warren G. Harding High School. (100% of contract)

- (17) Dawn Harper, Code 20.0, Index 8.0, Salary Table B, Senior Class Head, High School, Warren G. Harding High School. (50% of contract)
- (18) Dawn Harper, Code 21.0, Index 4.0, Salary Table B, Senior Class Assistant, High School, Warren G. Harding High School. (50% of contract)
- (19) Dawn Harper, Code 27.0, Index 4.0, Salary Table B, Student Council, High School, Warren G. Harding High School. (50% of contract)
- (20) Kimberly Leigh, Code 20.0, Index 8.0, Salary Table B, Senior Class Head, High School, Warren G. Harding High School. (50% of contract)
- (21) Kimberly Leigh, Code 21.0, Index 4.0, Salary Table B, Senior Class Assistant, High School, Warren G. Harding High School. (50% of contract)
- (22) Kimberly Leigh, Code 27.0, Index 4.0, Salary Table B, Student Council, High School, Warren G. Harding High School. (50% of contract)

**High School - Other:**

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

**K-8 Academics:**

- (24) Justin Blair, Code 85.0, Index 2.0, Salary Table B, National Geographic Bee Coach, PK-8 Building, McGuffey PK-8 School. (100% of contract)

**K-8 Advisors & Clubs:**

- (25) T'KeeYah Cambridge, Code 80.0, Index 4.0, Salary Table B, Destination Imagination Coach, PK-8 Building, Lincoln PK-8 Building. (100% of contract)
- (26) T'KeeYah Cambridge, Code 96.0, Index 4.0, Salary Table B, Student Council Advisor, Grades 3-5, PK-8 Building, Lincoln PK-8 Building. (100% of contract)



- (27) T'KeeYah Cambridge, Code 97.0, Index 4.0, Salary Table B, Student Council Advisor, Grades 6-8, PK-8 Building, Lincoln PK-8 Building. (100% of contract)

**K-8 Athletics:**

- (28) Bruner, Paris, Code 101.0, Index 8.0, Salary Table B, 8<sup>th</sup> Grade Basketball Coach (Gold), Warren Middle School, McGuffey PK-8 Building. (100% of contract)
- (29) Jelani Franklin, Code 108.0, Index 2.0, Salary Table B, Intramurals-Fall Sports, PK-8 Building, Willard PK-8 Building. (100% of contract)
- (30) Jelani Franklin, Code 109.0, Index 2.0, Salary Table B, Intramurals-Winter Sports, PK-8 Building, Willard PK-8 Building. (100% of contract)
- (31) Jameer Green, Code 100.0, Index 8.0, Salary Table B, 7<sup>th</sup> Grade Basketball Coach (Gold), Middle School, Lincoln PK-8 Building (Boys). (100% of contract)
- (32) Sydney Lukco, Code 111.0, Index 8.0, Salary Table B, Swim Coach, Middle School, Warren Middle Schools (Boys and Girls). (100% of contract)

**K-8 Other:**

- (33) Jasen Gregory, Code 120.0, Index 3.5, Salary Table B, IT Resource Liaison (6-8), Middle School, Willard PK-8 Building. (100% of contract)
- (34) Kevin Koncsol, Code 120.0, Index 3.5, Salary Table B, IT Resource Liaison (6-8), Middle School, Jefferson PK-8 Building. (100% of contract)
- (35) Rich Taneri, Code 120.0, Index 3.5, Salary Table B, IT Resource Liaison (Grades 6-8), Middle School, Lincoln PK-8 Building. (100% of contract)
- (36) Joshua Zackeroff, Code 120.0, Index 3.5, Salary Table B, IT Resource Liaison (6-8), Middle School, McGuffey PK-8 Building. (100% of contract)

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  
09/18/2024