

AGENDA
 Board of Education
 Warren City School District
Regular Meeting – October 22, 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 Report7. Superintendent's Report

- A. Social Emotional Learning (SEL) and Related Items Update –
Dante Capers, Associate Superintendent of Student Services, Student
Wellness and Success and Jill Merolla, Supervisor of Community Outreach
and Grant Development

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 September, 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 September 24, 2024

AA _____ PF _____ PL _____ RP _____ JW _____

2. Monthly Financial Statement

It is recommended the resolution listed below regarding the September, 2024 financial statement and short term investments made by the Treasurer during September, 2024, EXHIBIT A, (pp. 36 – 37), be approved as submitted.

BE IT RESOLVED that the following financial statement be approved:

	General Fund	All Other Funds	Total All Funds
Beginning Balance			
July 1, 2024	\$69,354,983.65	\$26,330,582.35	\$95,685,566.00
MTD Receipts	8,021,178.40	2,458,130.84	10,479,309.24
FTD Advances In	-0-	-0-	-0-
FTD Receipts	20,106,450.29	7,023,020.69	27,129,470.98
MTD Expenditures	6,597,639.48	5,204,742.10	11,802,381.58
FTD Advances Out	-0-	-0-	-0-
FTD Expenditures	17,607,738.91	14,113,200.44	31,720,939.35
Ending Balance			
September 30, 2024	71,853,695.03	19,240,402.60	91,094,097.63

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

Fund		Amount
001-0000 A10-General Fund	\$	182,068.61
004-9203 COPS Farmer's	\$	3,520.80
006-0000 FS-Food Service	\$	5,241.45
401 Auxiliary Services	\$	<u>299.99</u>
Total	\$	191,130.85

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	SA89	Interact	Warren G. Harding
200-9022	SA2	Student Council	Warren G. Harding
300-9022	SA3	Drama Club	Warren G. Harding
300-9022	SA225	Boys Track	Warren G. Harding
300-9022	SAPOC	Poetry Club	Warren G. Harding

AA _____ PF _____ PL _____ RP _____ JW _____

4. Approve the Application, Accept the Grant and Approve the Grant Appropriations

It is recommended the resolution listed below to approve the application, accept the grant and approve the grant appropriation (a.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the application, accept the grant and approve the following appropriation:

- a. Name of Grant: Bureau of Workers Comp School Safety Grant FY25
- Fund/S.C.C.: Fund #499 S.C.C. #9250
- Amount: \$40,000.00
- Funding: State of Ohio Bureau of Workers Compensation
- Period: September 19, 2024, through January 16, 2025.
- Contact and Dept.: Cheryl McConnel, Maintenance
- Purpose: To purchase 108 convertible bench tables to be used in Lincoln K-8 Building Cafetorium.

Appropriation:

Fund	Func.	Obj.	S.C.C.	Description	Amount (\$)
507	2110	412	9223	Replacement Equipment	40,000.00
				Total:	\$40,000.00

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 c.) 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. Contract: West A Thomson Reuters Business
610 Opperman Dr.
Eagan, MN 55123
EXHIBIT B, (pp. 38 – 40):
Amount: \$4,850.28
Period: July 1, 2024, through June 30, 2025.
Exec. Director: Wendy Hartzell, Chief Academic Officer
Purpose: CLEAR Government Investigations Advanced for safety & security of students and families. For address verifications for a variety of reasons – ex. Charter/Community Schools withdraw students, excess cost, students that stop attending school, collecting school related materials when students have moved, etc.

b. Contract: Phillips/Sekanick Architects, Inc.
142 East Market Street
Warren, OH 44481
EXHIBIT C, (p. 41):
Amount: \$47,000.00
Period: October 1, 2024 through duration of project
Exec. Director: John Lacy, Business Operations
Purpose: To provide the Schematic Design for the stadium enhancements.

**AMENDMENT
MOTION NO. 08-2021-174**

c. Contract: Community Bus Services, Inc.
Terrence V. Thomas, President
1976 Niles, Road
Warren, OH 44484
EXHIBIT D, (p. 42):
Amount: Not to exceed \$128,000.00
Period: Through Term of Original Agreement June 30, 2026
Exec. Director: John Lacy, Business Office
Purpose: To provide the Gatekeeper Bus Video application to the
Community Bus Services, Inc. contract.

.AA _____ PF _____ PL _____ RP _____ JW _____

2. 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
Steve Chiaro

OTES 2.0
Alex Geordan

AA _____ PF _____ PL _____ RP _____ JW _____

3. 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:

BOYLE, Rebecca L.	\$ 500.00
WARD, Emily	\$ 500.00

AA _____ PF _____ PL _____ RP _____ JW _____

4. 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	
Guiding Light Presbyterian Church	Willard PK – 8 School School Supplies Estimated Value: \$2,000.00	[1]
Mr. and Mrs. John Lacy	Willard PK – 8 School Winter Coats Value: \$200.00	[1]
The Northcoast Marina Family (In Memory of Stephanie Chimento)	Willard PK – 8 School Monetary Donation Value: \$300.00	[1]
Walmart 2016 Millennium Blvd. Cortland, OH 44410	Warren City Schools School Supplies Estimated Value: \$1,500.00	[2]

[1] To be used to support the students of Willard PK – 8 School.

[2] To be used to support the students of the Warren City Schools.

AA _____ PF _____ PL _____ RP _____ JW _____

5. Resolution to Authorize Superintendent to Notify the Ohio Department of Education Regarding Frank Conti

WHEREAS, on May 14, 2024, the Board of Education for the Warren City Schools approved and issued an employment contract to Frank Conti (“Teacher”) for the 2024-2025 school year; and

WHEREAS, the Board received a letter of resignation from the employee on September 19, 2024, indicating his last day of employment with the Warren City Schools would be Friday, September 27, 2024, which was not accepted or approved by the Superintendent and the employee has not provided any reasonable justification for his failure to report to his teaching assignment, and

WHEREAS, said communications were not received within the timeframes proscribed by law for unilateral termination of the employment relationship; and

NOW, THEREFORE BE IT RESOLVED that the Board of Education authorizes and directs the Superintendent to notify the Ohio Department of Education’s Office of Professional Conduct of the employee’s unilateral termination of the employment relationship after July 10, 2024, without the consent of the Board of Education, in violation of Ohio Revised Code Section 3319.15.

AA _____ PF _____ PL _____ RP _____ JW _____

6. Personnel Recommendations

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

CERTIFICATED:

a. Certificated – Retirement

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

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

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

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

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

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

(1) Diane Finesilver, Elementary Education Teacher, retirement, effective the close of the day, 05/28/2025.

(2) David Meese, Secondary Education Teacher, retirement, effective the close of the day, 05/28/2025.

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) Xavier Allen, Building Substitute Teacher, Jefferson PK-8 School, to Designated Subject (Grades K-12) Teacher, Salary Table A, Step B-02 (prorata), Limited Contract, effective 10/21/2024.
- (2) Laura Digiacobbe, Elementary Education Teacher, Lincoln PK-8 School, Salary Table A, Step B18-28, Limited Contract, to 3/5 Elementary Education Teacher, Lincoln PK-8 School, Salary Table A, Step B18-28 (prorata), Limited Contract, effective 10/21/2024.
- (3) Katherine Hyde from Building Substitute Teacher, Jefferson PK-8 School to Multi-Age P-12 Education Teacher, Jefferson PK-8 School, Salary Table A, Step B-09 (prorata), Limited Contract, effective 09/30/2024.

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) Laura Digiacobbe, Elementary Education Teacher, Leave of Absence, effective 09/30/2024.
- (2) Melanie Hameed, Secondary Education Teacher, Leave of Absence, effective 10/16/2024.
- (3) James Joseph, Principal, Leave of Absence, effective 10/03/2024.

- (4) Zachary McKenzie, Primary Education Teacher, Leave of Absence, effective 10/23/2024.
- (5) Stacy Milleson, Middle Childhood Education Teacher, Leave of Absence, effective 09/18/2024.
- (6) Jeanne Reighard, Principal, Leave of Absence, effective 10/14/2024.

d. 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) Archie McMillion, Substitute Teacher, resignation, effective the close of the day, 09/19/2024.

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

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

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

NOW, THEREFORE, BE IT RESOLVED that under the provisions of ORC 3317.14, change of placement on the salary schedule is approved as indicated and shall be so made to be effective retroactive to the beginning of the 2024-25 school year, as indicated.

- (1) Melissa Bartholomew, Continuing Contract, Salary Table A, from M-18, **TO M30-18**, effective the beginning of the 2024-25 school year.
- (2) Erin Durkin, Limited Contract, Salary Table A, From B-08, **TO M-08**, effective the beginning of the 2024-25 school year.
- (3) Kayla Kelsh, Limited Contract, Salary Table A, from B18-10, **TO M-10**, effective the beginning of the 2024-25 school year.

- (4) Tracy Liptak, Continuing Contract, Salary Table A, from M-21, **TO M30-21**, effective the beginning of the 2024-25 school year.
- (5) Annette McCorvey, Limited Contract, Salary Table A, from B-25, **TO B18-25**, effective the beginning of the 2024-25 school year.
- (6) Jenna McNemar, Limited Contract, Salary Table A, from B18-04, **TO M-04**, effective the beginning of the 2024-25 school year.
- (7) Sara Mickler, Limited Contract, Salary Table A, From B-08, **TO M-08**, effective the beginning of the 2024-25 school year.
- (8) Patrick Notar, Continuing Contract, Salary Table A, from M-27, **TO M30-27**, effective the beginning of the 2024-25 school year.
- (9) Roy Ryser, Limited Contract, Salary Table A, from B-16, **TO B18-16**, effective the beginning of the 2024-25 school year.
- (10) Shauna Snyder, Limited Contract, Salary Table A, from B18-04, **TO M-04**, effective the beginning of the 2024-25 school year.
- (11) Andrew Timko, Limited Contract, Salary Table A, from B18-11, **TO M-11**, effective the beginning of the 2024-25 school year.
- (12) Angela Toro, Limited Contract, Salary Table A, from B-05, **TO M-05**, effective the beginning of the 2024-25 school year.
- (13) Emily Ward, Limited Contract, Salary Table A, from B-04, **TO M-04**, effective the beginning of the 2024-25 school year.
- (14) Morgan Zadroski, Limited Contract, Salary Table A, from B-09, **TO M-09**, effective the beginning of the 2024-25 school year.

f. Certificated Personnel – Grant Continuing Contracts

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

WHEREAS, past employment performance evaluations have been satisfactory.

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

BE IT FURTHER RESOLVED that the following-named members of the certificated staff, who have met all the necessary requirements for a Continuing Contract, be granted such contract to become effective the beginning of the day, October 23, 2024.

- (1) Margaret Forde, Salary Table A, Step M-12, Continuing Contract to be effective the beginning of the day, October 23, 2024.
- (2) Jennifer Jaminet, Salary Table A, Step B18-23, Continuing Contract to be effective the beginning of the day, October 23, 2024.
- (3) Kayla Kelsh, Salary Table A, Step M-10, Continuing Contract to be effective the beginning of the day, October 23, 2024.
- (4) Bernadette Nicopolis, Salary Table A, Step M30-08, Continuing Contract to be effective the beginning of the day, October 23, 2024.

g. 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 the purpose of attending Jefferson PK-8 Attendance Committee Meetings, effective 09/06/2024 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)

Rebecca Battista
Sandra Carson

Alexandra Didomenico
Marissa Zoccali

- (2) Supplemental contract for participating in Warren City Schools District Math Leadership Team Meetings, effective 10/08/2024 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 \$279.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Lincoln PK-8

Cara Venetti

- (3) Supplemental contract for the purpose of participating in Rewards online training modules, effective 09/18/2024 through 10/04/2024, \$30.94 per an hour, on an as needed basis, to paid from Title I-A Fund #572, SCC #9251, not to exceed \$186.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

McGuffey PK-8

Cara Kalouris

- (4) Supplemental contracts for the purpose of participating in Really Great Reading online training modules, effective 09/18/2024 through 10/04/2024, \$30.94 per an hour, on as needed basis, to paid from Title I-A Fund #572, SCC #9251, not to exceed \$248.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Lincoln PK-8

Stephanie Rogers
Jada Somich
Laurel Stewart

Willard PK-8

Zachary Chaffee
Camryn Constance
Natasha Galbraith
Stephanie Hall

- (5) Supplemental contract for the purpose of attending Academic Preview Professional Development, held on 08/01/2024, \$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 \$93.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8

Mesa Morlan

- (6) Supplemental contract 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)

McGuffey PK-8

Kayla Pollifrone

- (7) Supplemental contracts for teachers of the 21st Century Community Learning Afterschool Programs, North and South, grades 6-8, at the PK-8 Schools listed below, effective 09/24/2024 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from the 21st 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

Robert Byrd

South

Jefferson PK-8

Angela Betts
Christie Cialkowski
Annamarie Paolucci

Willard PK-8

Rebecca Boyle
Krista Kohut
Tracy Liptak

- (8) Supplemental contracts for the purpose of participating in Rewards online training modules, effective 09/18/2024 through 10/18/2024, \$30.94 per an hour, on an as need basis, to paid from Title I-A Fund #572, SCC #9251, not to exceed \$186.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Jefferson PK-8

Stacy Milleson

McGuffey PK-8

Cara Kalouris

- (9) Supplemental contracts for Really Great Reading training, effective 10/07/2024 through 10/21/2024, \$30.94 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9250, not to exceed \$250.00 (Recommended by P. Dreher, Executive Director of Special Education & Related Services)

James Davis

Kimberly Orr

Sarah Ferguson
Brandy Gerbasi
Robin McVay

Mikayla Rowbotham
Kaitlyn Sahli
Marissa Zoccali

- (10) Supplemental contracts for the purpose of IEP and ETR monitoring by the Internal Monitoring Team, effective 10/21/2024 through 12/20/2024, \$30.94 per an hour, on an as needed basis, to be paid from Fund #516, SCC #9250, not to exceed \$310.00 each (Recommended by P. Dreher, Executive Director of Special Education & Related Services)

Jefferson PK-8

MaryKate Keating
Erika Prater
Mesa Morlan
Sheena Ridel
Nicole Varley

Lincoln PK-8

Joey Koval
Kristie Pierce
Elizabeth McComb
Nicole Ryser

McGuffey PK-8

Natalie Allison
Mikayla Rowbotham
Emily Ward

Willard PK-8

Jenna Bryant
Laura Mastro
Brittany Moncrief

WGH

Melissa Bartholomew
Carolyn Daugherty
Adrian Komora
Gregory Lazzari
Laurie Liguori
Christopher Lowry
Richard Palumbo

Preschool

Kimberly Armstrong
Brittany Barone

- (11) Supplemental contract for participating in YPG Music Production Professional Development, held on 10/09/2024, \$30.94 per an hour, on an as needed basis, to be paid through Title IV-A Fund #584, SCC #9254, and not to exceed \$31.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

Heather Sirney

- (12) Supplemental contracts for participating on the Building Leadership Teams (BLT) as shown below 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)

McGuffey PK-8 School

Natalie Allison	Bernadette Nicopolis
Joseph Austin	Christina Pacurar
Annamarie Buonavolonta	Mikayla Rowbotham
Heather Collier	Nicole Shaker
Andrea Galloway	Jessica Smith
Jennifer Jaminet	Jillian Smith
Kayla Kelsh	Erika Tambures
Trillion McCarty	Emily Ward
Robert Middleton	Kayla Pollifrone

Willard PK-8 School

Brittany Boerio	Natalie Grayson
Debra Bowers	Tracy Pinter
Kamryn Buckley	Deanna Reed
Debra Carrino	Kristen Skinner
Tasha Dragish	Nina Vaughn
Cynthia Dressel	Kathleen Wilson
Patricia Fisher	

Warren G. Harding

Leigh Arvin	Stephanie Porterfield
Jodi Austin-Brown	Stephanie Shimko
Nathaniel Bodnar	Susan Stowe
Frank Caputo	Courtney Susko
Joan Flanik	Ahmed Sutton
Erin Kampf-Melillo	Kristy Thornton

- (13) Supplemental contracts for participating in Warren City Schools District Math Leadership Team Meetings from 10/08/2024 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)

Sylvia Littleton
Stephanie Porterfield

- (14) 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

Lisa Mesaros – Jefferson PK-8
Rachel Mistovich – Lincoln PK-8
Brandy Gerbasi – Willard PK-8

Pathway C: \$1200.00 stipend

Bernard Bolha – WGH
Kendra Byrd – WGH
Logan Hileman – WGH
Susan Stowe – WGH

Pathway B: \$1200.00 stipend

Ashley Rupp – Lincoln PK-8

- (15) Supplemental contracts for the purpose of attending Jefferson PK-8 Academics (ELA/Math) Committee Meetings, effective 10/10/2024 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)

Robert Cowell
Teresa Newbrough
Annamarie Paolucci

Matthew Seidel
Christine Ulrich

- h. 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.

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

and/or athletic director, the payment of the supplemental limited contract may be prorated based upon fact-finding.

NOW, THEREFORE, BE IT RESOLVED that under the provisions or ORC 3319.08, the following persons are employed for one school year, on a limited contract, for the pupil activity program as indicated. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these persons shall not be re-employed to perform this same duty for the ensuing school year. The supplemental limited contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year. (Recommended by W. Nicholson/ Athletic Director, Principals of Record PK-8 Buildings & HS Principal)

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

General:

- (1) Supplemental contracts approved at the **September 24, 2024**, Regular Board Meeting, **MOTION NO. 09-2024-203**, Section g. Employment – Certificated (current regular employee) (Co-Curricular year) (2024-25 school year), Item no. 1, Teacher Mentor, One on One, Code #2, Index 3.5, Salary Table B be **RESCINDED and AMENDED** as shown:

Teacher Mentor

Andrew Kelly - RESCIND

Christopher Wilson – RESCIND

Stephanie Porterfield

Christopher Wilson

Mentee

Jacob Mikesell

Lindsay Hayes

Frank Conti

Jacob Mikesell

Xavier Allen

Lindsay Hayes

High School Advisors & Clubs:

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

Mary Jo Pardee	YSU English Festival	50% of Contract
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Ahmed Sutton	YSU English Festival	50% of Contract
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- (3) Science Club – Code #7, Index 3.0, Salary Table B.

Kimberly Hunter

- (4) Renaissance Program – Code #19, Index 4.0, Salary Table B.

Joy Angelo 50% Contract

- (5) **Pilot Drone Coach** – Index 5.0,

Tracy Liptak

K-8 Academics:

- (6) Supplemental contract approved at the **September 24, 2024**, Regular Board Meeting, **MOTION NO. 09-2024-203**, Section g. Employment – Certificated (current regular employee) (Co-Curricular year) (2024-25 school year), Item no. 35, **Power of the Pen Coach**, Code #87, Index 2.0, Salary Table B, **Kimberly Orr**, McGuffey PK-8 be **RESCINDED**.

K-8 Advisors & Clubs:

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

Roseanne Gosselin McGuffey PK-8

K-8 Athletics:

- (8) Basketball – Head Coach (Girls – 7th White – Warren Middle School) – Code #102, Index 8.0, Salary Table B.

Matthew Sheely

CLASSIFIED:

- i. **Initial Regular Employment – Classified**

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

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

WHEREAS, a vacancy exists for this employment action.

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

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

- (1) Jurnee Coleman, MD Educational Aide, Lincoln PK-8 Building, Salary Table I, effective 10/07/2024. (Vacancy due to retirement/resignation in department). (Recommended by P. Dreher, Executive Director of Special Education)
- (2) Monica Myres, Cook Helper, Warren G. Harding High School, Salary Table G, effective 09/18/2024. (Begin 60 day probationary period.) (Vacancy due to retirement/resignation in department). (Recommended by J. Lacy, Executive Director of Business Operations)
- (3) Robert Park, Jr., Night Janitor, McGuffey PK-8 Building, Salary Table D, effective 09/03/2024. (Completed 30 day probationary period.) (Vacancy due to retirement/resignation in department). (Recommended by J. Lacy, Executive Director of Business Operations)

j. Substitute Employment Additions – Classified

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

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

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

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

- (1) Christina Blevins, Substitute Food Service General Helper, Salary Table G, effective 09/23/2024.

- (2) Judy Cool, Substitute Food Service General Helper, Salary Table G, effective 10/01/2024 through and including 10/15/2024.
- (3) Tabitha Oliver, Substitute Night Janitor, Salary Table M, effective 09/20/2023.
- (4) TaNasia Simmons, Substitute Food Service General Helper, Salary Table G, effective 10/01/2024.

k. Employment – Classified – Substitute 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 Noon Hour Aide (change in classification), effective October 16, 2024. Employment is on an as-needed basis. Funding is from the Food Service Fund, Salary Table M.

Judy Cool

l. Leave of Absence – Classified

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

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

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

- (1) Melanie Box, PK-8 Pod Secretary, Jefferson PK-8 Building, Salary Table E, effective 11/09/2024.
- (2) Deana Coram, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 10/22/2024.

- (3) Heather Fellows, Secretary II-Student Services, Administration, Salary Table E, effective 09/09/2024.
- (4) Michelle Goehring, MD Educational Aide, Fairhaven, Salary Table I, effective 09/20/2024.
- (5) Robert Long, Grounds Crew, Administration, Salary Table D, effective 09/10/2024.
- (6) Jared Paige, School Safety & Security Resource Liaison, Lincoln PK-8 Building, Salary Table L, effective 08/25/2024.
- (7) Jodi Sanders, MD Educational Aide, Lincoln PK-8 Building, Salary Table I, effective 09/23/2024.

m. Resignation – Classified

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

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

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

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

- (1) Danielle Coone, Substitute Food Service General Helper, Salary Table G, effective 10/04/2024.
- (2) Makenzie Fisher, MD Educational Aide, Willard PK-8, Salary Table G, effective 10/18/2024.
- (3) Charday McElroy, Preschool Float Educational Aide, Lincoln PK-2, Salary Table I, effective 10/21/2024.
- (4) Shirley Miller, Substitute Food Service General Helper, Salary Table G, effective 10/03/2024.

- (5) Antonio Ramsey, 5.5 Hr. Bus Driver, Transportation, Salary Table D, effective 10/03/2024.

n. Classified Temporary Employment

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

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

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

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

- (1) The following student worker be granted a supplemental contract to help with Stadium clean-up after football games, effective September 27, 2024 through November 15, 2024, at the hourly rate of \$12.00, not to exceed 12 hours a week, to be paid from Fund #001. (Recommended by J. Lacy, Executive Director of Business Operations)

Michael Harrington, Jr.

- (2) The following individual be granted a supplemental contract to provide Community Liaison services for 6th-8th grade afterschool programs at McGuffey PK-8 Building, for 21st Century Community Learning Afterschool Program, effective October 1, 2024 through June 30, 2025, at the hourly rate of \$20.80, not to exceed \$5,800.00, to be paid from 21st CCLC Fund #509, SCC #9258. (Recommended by J. Merolla, Supervisor of Community Outreach and Grant Development)

Tracey Williamson

- (3) The following individuals be granted supplemental contracts to participate in the Warren G. Harding High School Building Leadership Team (BLT) as specified below, and attending monthly meetings as scheduled, 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)

Kimberly Anzevino
Kim Johnson

- (4) Adult Game Workers for Athletic Events for the 2024-2025 School Year. All Adult Game Workers for High School and Middle School sports will be paid as follows:

Gate for Boys' JV/9 th Football	\$12.00/hour
Gate for Boys' Varsity Football	\$12.00/hour
Gates for Boys' Single Middle School Football	\$12.00/hour
Main Ticket Clerk for Varsity Football	\$12.00/hour
Football Chain Coordinator	\$12.00/hour
Varsity Football Clock	\$12.50/hour
Football Clock Assistant	\$12.50/hour
J.V. Football Clock	\$12.00/hour
Freshmen Football Clock	\$12.00/hour
Lower Level Football Clock	\$12.00/hour
Football Announcer	\$12.00/hour
Football Assistant Announcer	\$12.00/hour
Audio for Football	\$12.00/hour
Video for Football	\$12.00/hour
Computer for Football	\$12.00/hour
Game Book/Statistician for Football	\$12.00/hour
Press Box Host	\$12.00/hour
Officials' Host for Football	\$12.00/hour
7/8 Grade School Volleyball Clock	\$12.00/hour
Gate for Single Girls' Volleyball	\$12.00/hour
Gate for Single Girls' Middle School Volleyball	\$12.00/hour
Gate for Single Boys' and/or Girls' Soccer	\$12.00/hour
Gate for Single Boys' a/o Girls' Basketball Game	\$12.00/hour
Gate for Single Boys' a/o Girls' Middle School Basketball Game	\$12.00/hour
Varsity Main Basketball Clock	\$15.00/hour
Assistant Varsity Basketball Clock	\$12.50/hour
JV Basketball Clock	\$12.00/hour
Freshman Basketball Clock	\$12.00/hour
Basketball Announcer	\$12.00/hour
Game Book/Statistician for Boys' Basketball	\$12.00/hour
Scorebook for Basketball	\$12.00/hour
Video for Basketball	\$12.00/hour
Gate for Boys' and/or Girls' Swim Meet	\$12.00/hour
Ticket Worker Position for Boys'/Girls'	

Track Meets	\$12.00/hour
Security for High School Sporting Event	\$12.00/hour
Security for Single Middle School Events	\$12.00/hour

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

Amy Burch
Stanley Elkins

The above Game Workers will work between 1 and 4.5 hours (depending on single/double/triple event) for any game and/or event, which meets state minimum wage requirements.

o. 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. (Recommended by R. Shepas, Athletic Director)

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

K-8 Academics:

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

K-8 Advisors & Clubs:

- (3) Joseph Marhulik, Code #96.0, Index 4.0, Salary Table B, Student Council Advisor (Gr. 3-5), PK-8 Building, McGuffey PK-8 Building, (100% of contract).
- (4) Montia West, Code #94.0, Index 3.0, Salary Table B, Junior Robotics Coach, PK-8 Building, Jefferson PK-8 Building, (100% of contract)

K-8 Athletics:

- (5) Andre Clarke, Code #101.0, Index 8.0, Salary Table B, 8th Grade Basketball Coach (White), Warren Middle School, Willard PK-8 Building (Boys), (100% of contract).
- (6) Joe'l Moss, Code #103.0, Index 8.0, Salary Table B, 8th Grade Basketball Coach (White), Middle School, Warren Middle Schools (Girls), (100% of contract).
- (7) Timothy Wade, Code #100.0, Index 8.0, Salary Table B, 7th Grade Basketball Coach (White), Middle School, Willard PK-8 School (Boys), (100% of contract).

High School Advisors & Clubs:

- (8) Kimberly Anzevino, Code #19.0, Index 4.0, Salary Table B, Renaissance Program, High School, Warren G. Harding High School, (50% of contract).

High School Athletics:

- (9) Vincent Peterson, Code #46.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (10) Indea Phillips, Code #36.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Girls), (85% of contract).

- (11) Rashawn Shannon, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Boys), (100% of contract).
- (12) Bryan Wright, Code #35.0, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School, (Boys), (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
10/21/2024