

**WARREN CITY SCHOOLS  
BOARD OF EDUCATION REGULAR MEETING  
TUESDAY, OCTOBER 22, 2024  
6:00 P.M.**

Warren G. Harding, Cafetorium  
with Live Stream available at warrencityschools.org  
860 Elm Rd NE  
Warren, Ohio

CALL TO ORDER

Mrs. Limperos, Board President, called the Regular Meeting to order at 6:01 p.m. All present saluted the flag.

ROLL CALL

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

MOTION NO. 10-2024-204 - EXECUTIVE SESSION

Mr. Walker moved and Mr. Flanagan seconded that, under the provisions of ORC 121.22, the Warren City Board of Education recess into Executive Session at 6:02 p.m. to discuss Investigation of Charges or Complaints Against Public Employee and Matters Required to be Kept Confidential by State or Federal Law.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

At 6:32 p.m. the meeting was reconvened from Executive Session at which time it was reported that Investigation of Charges or Complaints Against Public Employee and Matters Required to be Kept Confidential by State or Federal Law were discussed.

All Board Members in attendance were present when meeting reconvened.

MOTION NO. 10-2024-205 - ADOPTION OF AGENDA

Dr. Alls moved and Mr. Flanagan seconded the adoption of the agenda.

*Discussion: None*

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

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

TREASURER’S RECOMMENDATIONS

MOTION NO. 10-2024-206 - MINUTES

Dr. Alls moved and Mr. Flanagan seconded 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

*Discussion: None*

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 10-2024-207 - MONTHLY FINANCIAL STATEMENT

Mr. Flanagan moved and Mr. Walker seconded the resolution listed below regarding the September, 2024 financial statement and short term investments made by the Treasurer during September, 2024, (Exhibit 24-95), 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>	8,021,178.40	2,458,130.84	10,479,309.24
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	20,106,450.29	7,023,020.69	27,129,470.98
<b>MTD Expenditures</b>	6,597,639.48	5,204,742.10	11,802,381.58
<b>FTD Advances Out</b>	-0-	-0-	-0-
<b>FTD Expenditures</b>	17,607,738.91	14,113,200.44	31,720,939.35
<b>Ending Balance</b>			
<b>September 30, 2024</b>	71,853,695.03	19,240,402.60	91,094,097.63

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

<b>Fund</b>		<b>Amount</b>
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	\$	299.99
Total	\$	191,130.85

*Discussion: None*

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

MOTION NO. 10-2024-208 - 2024-25 CO-CURRICULAR BUDGET AND PURPOSE STATEMENTS

Mr. Walker moved and Dr. Alls seconded the resolution listed below establishing 2024-25 Co-curricular Budget and Purpose Statements be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the purpose statements and budgets (on file in the Treasurer's Office) for the following 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

*Discussion: None*

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

MOTION NO. 10-2024-209 -

APPROVE THE APPLICATION, ACCEPT THE GRANT AND APPROVE THE GRANT APPROPRIATIONS

Dr. Alls moved and Mr. Flanagan seconded 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 McConnell, 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 (\$)
499	2740	640	9250	Replacement Equipment	40,000.00
Total:					\$40,000.00

*Discussion: None*

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

**SUPERINTENDENT’S RECOMMENDATIONS**

MOTION NO. 10-2024-210 -

AGREEMENTS, CONTRACTS, AND/OR LEASES

Mr. Flanagan moved and Mr. Walker seconded 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 24-96)
- 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 24-97)
- 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 24-98)
- 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.

*Discussion: None*

The President called for a vote.

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

No: None

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 10-2024-211 - OHIO DEPARTMENT OF EDUCATION  
CERTIFICATION FOR OHIO TEACHERS EVALUATION  
SYSTEM AND OHIO PRINCIPAL EVALUATION  
SYSTEM

Mr. Walker moved and Mr. Flanagan seconded the resolution listed below regarding the Ohio Department of Education Certification for credentialed Ohio Teachers Evaluation System and Ohio Principals Evaluation evaluators be approved as submitted.

WHEREAS, the Warren City Board of Education wishes to support the efforts of the Ohio Department of Education evaluation system, and

WHEREAS, the following certificated, individuals have passed and met the appropriate standards adopted by the state board of education and are considered credentialed evaluators.

NOW, THEREFORE, BE IT RESOLVED that the following individual(s) be approved.

**OPES 2.0**  
Steve Chiaro

**OTES 2.0**  
Alex Geordan

*Discussion: None*

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

MOTION NO. 10-2024-212 - TUITION REIMBURSEMENT

Dr. Alls moved and Mr. Walker seconded the resolution listed below for tuition reimbursement be approved as submitted.

WHEREAS, the master working agreements between various bargaining units and the Warren City Board of Education provide for tuition reimbursement for qualified staff; and

WHEREAS, the following employees have submitted proper verification qualifying them for tuition reimbursement in the amounts indicated.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3319.071, tuition reimbursement is approved as indicated and shall be so made:

Certificated – 2024 - 2025 School Year:

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

*Discussion: None*

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

MOTION NO. 10-2024-213 - ACCEPTANCE OF GIFTS

Mr. Flanagan moved and Dr. Alls seconded the resolution listed below regarding acceptance of gifts be approved as submitted.

WHEREAS, the gifts, as briefly herein described, have been offered to the Warren City School District; and

WHEREAS, the Board has the statutory authority to accept such gifts providing such acceptance does not remove any portion of the public schools from the control of the Board.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.36, the Board hereby accepts the gifts.

BE IT FURTHER RESOLVED, under the provisions of ORC 3313.47, the Board hereby declares that acceptance of the gifts does not at this time remove any portion of the public schools from the control of the Board; and

BE IT FINALLY RESOLVED that the Board is appreciative of the generosity of the gifts and the remembrance of this school district and its students.

Benefactors	Brief Description of Gifts and/or Services	
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 student of the Warren City Schools.

*Discussion: None*

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 10-2024-214 - RESOLUTION TO AUTHORIZE SUPERINTENDENT TO NOTIFY THE OHIO DEPARTMENT OF EDUCATION REGARDING FRANK CONTI

Mr. Walker moved and Mr. Flanagan seconded the resolution listed below to authorize Superintendent to notify the Ohio Department of Education regarding Frank Conti be approved as submitted.

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.

*Discussion: None*

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

#### MOTION NO. 10-2024-215 - PERSONNEL RECOMMENDATIONS

Dr. Alls moved and Mr. Walker seconded the resolution listed below regarding personnel items (a. through o.) 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) 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) Mentor 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) Dramatics 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 21<sup>st</sup> 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 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**

Robert Byrd

**South**

**Jefferson PK-8**

Angela Betts  
Christie Cialkowski  
Annamarie Paolucci

**Willard PK-8**

Rebecca Boyle  
Krista Kohut  
Tracy Liptak

- (8) Interact 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**

**McGuffey PK-8**

Stacy Milleson

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  
 Sarah Ferguson  
 Brandy Gerbasi  
 Robin McVay

Kimberly Orr  
 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

Ahmed Sutton YSU English Festival 50% of Contract

(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 – 7<sup>th</sup> 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 09/20/2024.
- (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 6<sup>th</sup>-8<sup>th</sup> grade afterschool programs at McGuffey PK-8 Building, 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 \$5,800.00, to be paid from 21<sup>st</sup> 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/9th 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) The Marhulik 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) The 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, 8<sup>th</sup> 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, 8<sup>th</sup> 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, 7<sup>th</sup> Grade Basketball Coach (White), Middle School, Willard PK-8 School (Boys), (100% of contract).

**High School Advisors & Clubs:**

- (8) The 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).

*Discussion: Congratulations and thank you to retirees, Diane Finesilver and David Meese.*

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

MOTION NO. 10-2024-216 - EXECUTIVE SESSION

Mr. Walker moved and Dr. Alls seconded that, under the provisions of ORC 121.22, the Warren City Board of Education recess into Executive Session at 7:05 p.m. to discuss District Security Arrangements and Emergency Response Protocols.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

At 7:39 p.m. the meeting was reconvened from Executive Session at which time it was reported that District Security Arrangements and Emergency Response Protocols were discussed.

All Board Members in attendance were present when meeting reconvened.

*Discussion: No further action following Executive Session*



MOTION NO. 10-2024-217 -

ADJOURNMENT

Mr. Walker moved and Dr. Alls seconded that, at 7:39 p.m. the Warren City Board of Education's Regular Meeting be adjourned.

The President called for a vote.

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

No: None.

Absent: Mrs. Patterson.

The President declared the motion carried.

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President

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Treasurer

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Date

In addition to the record of the proceedings set forth in these minutes, an audio tape recording of the entire meeting was made and will be maintained in the Treasurer's Office of the Warren City School District. Said recording may not be kept in perpetuity but may be destroyed in accordance with the Warren City Board of Education's Records Retention Schedule, which has been approved by the Auditor of State's Office and the Ohio Historical Society