

**WARREN CITY SCHOOLS  
BOARD OF EDUCATION REGULAR MEETING  
TUESDAY, NOVEMBER 19, 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, Mrs. Patterson, Mr. Walker and Mrs. Limperos.

**COMMUNICATIONS**

- A. Eight (8) Warren G. Harding Students receiving Tribune Chronicle 20 under 20 recognition
- B. Policy Committee Meeting will be held December 5, 2024 at 5:00 p.m.
- C. Safety Procedures – Safety drills (Lockdown Shelter in place) notification
- D. Esports 1<sup>st</sup> competition held on Saturday, November 23, 2024 at Warren G. Harding at 9:30 a.m.
- E. Chief Academic Officer (CAO) and Director of Curriculum and Instruction are in Columbus leading a CAO Conference with Mid Size Urban Collaborative and Roetzel Law.
- F. Building presentations – Warren G. Harding will present at December 10, 2024, Regular Board meeting then K-8 building presentations to follow monthly at Regular Board meetings beginning in January.

**MOTION NO. 11-2024-218 - ADOPTION OF AGENDA**

Mrs. Patterson moved and Dr. Alls seconded the adoption of the agenda.

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

**TREASURER'S REPORT**

- A. Five Year Forecast Presentation – Karen Sciortino, Treasurer

**NEW BUSINESS**

*Discussion: Board Members attended the OSBA Capital Conference 2024. Sessions were outstanding and informative. Notable sessions included Food insecurities (school meal*

program), and Gender issues and the Law. The Annual Business meeting identified two (2) proposed changes to the platform:

- Allowing districts to charge for labor costs directly associated with receiving and fulfilling a public records request, trying to include attorney fees.
- Requires school tax levy money, which have been voted upon, to be exempt from Tax Increment Financing (TIFs) and abatement allowed under ORC 5709.40 and Community Reinvestments Act (CRA) abatements including: Residential, Incentive Districts and all other abatements and incentives.

TREASURER’S RECOMMENDATIONS

MOTION NO. 11-2024-219 - MINUTES

Dr. Alls moved and Mr. Flanagan seconded the resolution listed below regarding the June, 2024, **amended** and October, 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 June 11, 2024, **Amended (MOTION NO. 06-2024-127)**  
 Regular Meeting held October 24, 2024

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-220 - MONTHLY FINANCIAL STATEMENT

Mr. Flanagan moved and Mrs. Patterson seconded the resolution listed below regarding the October, 2024 financial statement and short term investments made by the Treasurer during October, 2024, (Exhibit 24-99), 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>	7,057,784.29	6,797,352.78	13,855,137.07
<b>FTD Advances In</b>	-0-	-0-	-0-
<b>FTD Receipts</b>	27,164,234.58	13,820,373.47	40,984,608.05
<b>MTD Expenditures</b>	5,951,139.56	4,486,263.53	10,437,403.09
<b>FTD Advances Out</b>	-0-	-0-	-0-

<b>FTD Expenditures</b>	23,558,878.47	18,599,463.97	42,158,342.44
<b>Ending Balance</b>			
<b>October 31, 2024</b>	72,960,339.76	21,551,491.85	94,511,831.61

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

<b>Fund</b>		<b>Amount</b>
001-0000 A10-General Fund	\$	129,241.42
004-9203 COPS Farmer's	\$	1,727.23
006-0000 FS-Food Service	\$	3,063.34
401 Auxiliary Services	\$	181.23
Total	\$	134,213.22

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-221 - 2024-25 CO-CURRICULAR BUDGET AND PURPOSE STATEMENTS

Mrs. Patterson moved and Mr. Walker 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	SA100	W.S.C.N.	Warren G. Harding
300-9022	SA105	Yearbook/ Visions	Warren G. Harding
300-9022	SA3	School Newspaper	Warren G. Harding
300-9022	SAPB22	Prep Bowl	Warren G. Harding

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-222 -

REVISED APPROPRIATION BUDGETS

Mr. Walker moved and Dr. Alls seconded the resolution listed below to approve revised appropriation budgets (a.) be approved as submitted.

BE IT RESOLVED that the Warren City Board of Education approve the following revised appropriation budget:

- a. Fund/S.C.C.: Fund #572, S.C.C. #9254
- FY2025 Apprn: \$162,544.22
- Rev. Apprn.: \$209,741.34
- Supervisor: Jill Merolla, Community Outreach and Grant Development
- Purpose: \$47,197.12 increase due to FY24 carry-over funds.

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-223 -

FIVE-YEAR PROJECTION OF REVENUES,  
EXPENDITURES AND ASSUMPTIONS

Dr. Alls moved and Mr. Flanagan seconded the resolution listed below submitting the Five-Year Projection of Revenues, Expenditures and Assumptions be approved as submitted.

BE IT RESOLVED, in accordance with Rule 3301-92-04 under Chapter 119 of ORC Section 5705.391, the Warren City Board of Education approve the Five-Year Projection of Revenues, Expenditures and Assumptions, (Exhibit 24-100), in the format as prescribed by the Ohio Department of Education and the Auditor of State.

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

SUPERINTENDENT'S RECOMMENDATIONS

MOTION NO. 11-2024-224 -

2025-26 SCHOOL CALENDAR FOR TEACHERS AND  
STUDENTS

Mr. Flanagan moved and Mrs. Patterson seconded the resolution listed below for the 2025-26 school year calendar for teachers and students be approved as submitted.

WHEREAS, formal adoption of a school calendar does not prevent the Board from amending such calendar at a later date.

NOW, THEREFORE, BE IT RESOLVED, under the provisions of ORC 3313.48, ORC 3313.47, other appropriate Ohio revised Codes, Ohio Administrative Codes, and standard operating procedures, the following school calendar for the teachers and students, (Exhibit 24-101), is hereby adopted for the 2025-26 academic year as stated in the Exhibit.

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-225 - AGREEMENTS, CONTRACTS, AND/OR LEASES

Mrs. Patterson moved and Mr. Walker seconded the resolution listed below entering into agreements, contracts, and/or leases (a. through d.) be approved as submitted.

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

- a. Agreement: Ohio State Extension-Trumbull County College of Food, Agricultural and Environmental Science (Exhibit 24-102)  
 Amount: \$3,800.00  
 Fund/S.C.C.: #509/#9258, #5259  
 Period: October 1, 2024, through May 13, 2025.  
 Supervisor: Jill Merolla  
 Purpose: To provide 16 cooking and nutrition lessons to Jefferson, Lincoln, McGuffey and Willard School 6<sup>th</sup>-8<sup>th</sup> grade 21<sup>st</sup> CCLC afterschool programs including food.
  
- b. Agreement: Lucid Data Corporation  
 9891 Montgomery Road #226  
 Cincinnati, OH 45242  
 (513) 248-4999  
 (Exhibit 24-103)  
 Amount: 2024 – 2025 School Year \$4,735.00 (prorated)  
 Fund: #  
 Period: August 1, 2024, through May 30, 2026.  
 Exec. Director: Wendy Hartzell, Chief Academic Officer  
 Purpose: To provide one, 12-month Cloud-based renewable district-wide subscription for PDExpress.

**AMENDED  
Motion 09-2024-197  
Item d.**

- c. Agreement: Educational Service Center of Eastern Ohio  
 7320 North Palmyra Rd.  
 Canfield, OH 44406  
 (Exhibit 24-104)

Amount: Not to exceed \$21,000.00  
Fund: #001  
Period: July 1, 2024 to June 30, 2025  
Exec. Director: Regina Teutsch, Curriculum and Instruction  
Purpose: To provide consultant services and expertise to the district for planning and professional development as required by the District on an as needed basis.

- d. Agreement: Children’s Hospital Medical Center of Akron  
dba Akron Children’s Hospital  
Contact: Lisa Aurilio  
Chief Operating Officer  
One Perkins Square  
Akron, OH 44308  
(Exhibit 24-105)  
Amount: Per Exhibit  
Period: Ten (10) years, commencing on June 1, 2025  
Exec. Director: John Lacy, Business Operations  
Purpose: To provide the rental of 860 Elm Road Suite 1 Warren, OH 44483 for medical office use purposes, including to provide primary care, behavioral health, and specialty medical services to pediatric patients (defined as any person under the age of 21 years), and for other purposes ancillary thereto.

*Discussion: None*

The President called for a vote.

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

No: None

The President declared the motion carried.

**MOTION NO. 11-2024-226 - CHANGE IN DATE OF ATHLETIC COUNCIL MEETING**

Mr. Walker moved and Mr. Flanagan seconded the resolution listed below changing the date of an Athletic Council Meeting from Thursday, December 12, 2024, to Tuesday, December 10, 2024, be approved as submitted.

WHEREAS, the Warren City Board of Education established the times, dates, and locations of its Athletic Council Meetings at its January 9, 2024 Organizational Meeting (MOTION NO. 01-2024-10); and

NOW, THEREFORE, BE IT RESOLVED that the date of the Athletic Council Meeting be changed from Thursday, December 12, 2024, to Tuesday, December 10, 2024, at 5:15 p.m. at Warren G. Harding High School in the Principal’s Conference Room.

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-227 - SUBSTITUTE TEACHER SALARY TABLE

Dr. Alls moved and Mrs. Patterson seconded the resolution listed below to amend the Substitute Teacher Salary Table be approved as submitted.

WHEREAS, formal adoption of the Substitute Teacher Salary Table does not prevent the Board from amending such Salary Table at a later date.

NOW THEREFORE, BE IT RESOLVED by the Board of Education of the Warren City School District, Trumbull County, Ohio, the Substitute Teacher Salary Table, (Exhibit 24-106), is hereby amended and approved as indicated.

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-228 - WARREN CITY SCHOOLS' LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE MEETINGS

Mr. Flanagan moved and Mrs. Patterson seconded the resolution listed below changing and establishing meetings for the Warren City Schools' Local Professional Development Committee for the 2024-25 school year be **AMENDED** and approved as submitted.

WHEREAS, the Warren City Board of Education has established a Local Professional Development Committee (LPDC), pursuant to ORC 3319.22(A) and OAC 3301-24-08 (Teacher Licensure Law and Regulations), to review professional development plans, to approve programs for CEU credit, and to approve in-service plans for the District.

NOW, THEREFORE, BE IT RESOLVED that the following meeting dates, time, and location of the meetings of this committee are established for the 2024-25 school year are hereby posted for public information.

Location: All meetings are scheduled to be held from 3:30 p.m. – 5:30 p.m. in the Lower Level Technology Lab located at the Warren City Schools' Administration Building, 105 High Street, Warren, Ohio, 44481, unless otherwise noted.

a. **WLPDC Meeting Dates for 2024-25:**

Friday, December 20, 2024	<b>AMEND TO</b>	Tuesday, January 7, 2025
Friday, March 14, 2025	<b>AMEND TO</b>	Tuesday, March 11, 2025
Friday, May 23, 2025	<b>AMEND TO</b>	Tuesday, April 8, 2025
		*Wednesday, May 28, 2025
		*Tuesday, August 5, 2025

(\*Meetings will be held from 9:00 a.m. – 12:00 p.m.)

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-229 - TUITION REIMBURSEMENT

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

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

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

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

Certificated – 2024 - 2025 School Year:

KRCELIC, Laura	\$ 475.00
TIMKO, Andrew	\$ 375.00

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-230 - ACCEPTANCE OF GIFTS

Mr. Walker moved and Mrs. Patterson 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	
Aptive 1265 North River Road NE Warren, OH 44483	McGuffey Trunk or Treat Monetary Donation Value: \$150.00	[1]
Jodi Austin-Brown	Harding Climate Committee Monetary Donation Value: \$10.00	[2]
DO-Cut Sales & Services, Inc. 3375 Youngstown Road SE Warren, OH 44484	Willard Pantry Winter Coat Donation Estimated Value: \$1,500.00	[3]
Christ Episcopal Church 2627 Atlantic Street Warren, OH 44483	Lincoln Pantry Pantry Donation Estimated Value: \$400.00	[4]
Kim Marie Goedeker	Willard Pantry Clothing Donation Estimated Value: \$200.00	[3]
Guiding Light Presbyterian Church 890 Churchill Hubbard Road Hubbard, OH 44420	Willard Pantry Winter Coat Donation Estimated Value: \$2,500.00	[3]

- [1] To be used to support the students of McGuffey PK – 8 School.
- [2] To be used to support the students of Warren G. Harding High School.
- [3] To be used to support the students of Willard PK – 8 School.
- [4] To be used to support the students of Lincoln PK – 8 School.

*Discussion: None*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-231 - PERSONNEL RECOMMENDATIONS

Dr. Alls moved and Mr. Flanagan seconded the resolution listed below regarding personnel items (a. through n.) 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) John Johnson, Art Teacher, Retirement, effective the close of the day, May 30, 2025.
- (2) Kellie Ruane, Elementary Education Teacher, Retirement, effective the close of the day, May 28, 2025.

b. Military Leave

WHEREAS, in accordance with the Master Contract between the Warren City Board of Education and the Warren Education Association, teachers who are members of the Reserve Forces of the United States or Organized militia as defined in ORC 5923.01 are entitled to leave of absence from their respective duties without loss of pay for such time as they are in military service on field training or active duty as defined in ORC 5923.05 for period not to exceed thirty-one (31) days in any one calendar year; and

WHEREAS, military leaves and right to re-employment upon completion of military service shall be granted in accordance with ORC 3319.14, ORC 5903.06, ORC 5903.061, and ORC 5923.05; and

WHEREAS, during a national emergency, should the period of active duty exceed thirty-one (31) days, the teacher shall continue to receive the difference between his/her normal pay and his/her military pay for the duration of military services and all benefits shall remain in force. Upon return, the teacher shall be reinstated to his/her previous assignment if within the same school year or the same or similar assignment if the leave is longer than one year. For purposes of seniority and placement on the salary schedule, years of absence for military service shall be counted as though teaching service had been performed during that time.

NOW, THEREFORE, BE IT RESOLVED under the provisions of the Master Contract between the Warren City Board of Education and the Warren Education Association and under the provisions of ORC 5923.05, the following military leave of absence is granted for the dates indicated; and

BE IT FURTHER RESOLVED that the teacher be granted military leave without loss of pay or benefits for thirty-one (31) days; and

BE IT FURTHER RESOLVED that should the active duty exceed thirty-one (31) days, the teacher shall continue to receive the difference between his/her normal pay and his/her military pay (not to include military allowances) for the duration of military services and all benefits shall remain in force, including but not limited to all health care benefits, life insurance, and accrual of sick leave, for the period indicated below.

- (1) Lindsay Hayes, Middle Childhood Education Teacher  
Effective Date(s) for the 2024-25 School Year:

November 14-15, 2024

c. Resignation – Certificated

WHEREAS, the employee herein named have requested to be released from his 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) Tadarrio Lowery, School Counselor, resignation, effective the close of the day, 11/01/2024.

d. Leave of Absence – Certificated

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

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

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

- (1) Carrie Boyer, Principal, Leave of Absence, effective 10/21/2024.
- (2) Julie Householder, Elementary Education Teacher, Leave of Absence, effective 11/13/2024.
- (3) Andrew Krcmar, Special Education Teacher, Leave of Absence, effective 10/14/2024.
- (4) Sarah Mickler, Early Childhood Education Teacher, Leave of Absence Without Pay or Benefits, effective 11/10/2024 and for the duration of the 2024-25 school year.
- (5) Vicki Raptis, Principal, Leave of Absence, effective 11/18/2024.
- (6) Karen Zagorec, Elementary Education Teacher, Leave of Absence, effective

11/05/2024.

e. Appointments – Certificated – Hourly Employment (2024-25 School Year)

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

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

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

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

- (1) Supplemental contract for the purpose of participating in Really Great Reading online training modules, effective 10/18/2024 through 11/01/2024, \$30.94 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, not to exceed \$248.00 (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Lincoln PK-8**

Nick Matos

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

Khristine Krcelic  
Kristin Lukanec

Val Jean Pace

- (3) Supplemental contracts for the purpose of attending Jefferson PK-8 SEL/Lighthouse Project Committee Meetings, effective 10/03/2024 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, not to exceed \$279.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Alyssa DiCesare  
Diane Gibbons

Julia McMenamin

- (4) Supplemental contracts for the purpose of attending Jefferson PK-8 CHAMPS Coaching Meetings, effective 10/16/2024 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title IV-A Fund #584, SCC #9254, not to

exceed \$202.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Nicole Hilas  
Christine Hunchuck

Erika Prater

- (5) Supplemental contracts for administrators of the 2024 Jump Start into Kindergarten Program, effective 07/22/2024 through 08/06/2024, to be paid at their per diem prorata rate of pay for the 2024-25 school year, on an as needed basis, from ARP ESSER Fund #507, SCC #9230, not to exceed five (5) hours each (Recommended by W. Hartzell, Chief Academic Officer)

Carrie Boyer  
Alex Geordan

Sylvia Littleton  
Kayla Pollifrone

- (6) Supplemental contracts for facilitating family engagement activities at Inside U SEL Family Events on 11/07/2024, 11/20/2024 and 01/29/2025, and for up to one hour of pre-service training time held on 11/04/2024, to be paid \$30.94 per an hour, on an as needed basis, from Title I-A Fund #572, SCC #9251, not to exceed \$356.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Kristen Bozin  
Laura Crank  
Brandi Gazso  
Suzanne Goodyear-Pondillo  
Stephanie Gosnell  
Andrea Hochmann  
Julie Householder  
Kelly Hutchison  
Stacey Lasher

Leigh Marino  
Brianna Markovich  
Roseann McCracken  
Julia McMenamain  
Kayla Pollifrone  
Eleanna Vlahos-Hall  
Melissa Thompson  
Laura Zellers

- (7) Supplemental contracts for Gifted Education Training and Professional Development effective 07/01/2024 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Fund #001, SCC #0000, not to exceed \$700.00 each (Recommended by R. Teutsch, Executive Director of Curriculum & Instruction)

**Jefferson PK-8**  
Stephanie Brugler  
Angela Hammond  
Gina Hudak  
Katherine Jenkins  
Nicole Laprocina  
Stacy Milleson  
Ashley O'Brien  
Annamarie Paolucci  
Sophia Ross  
Roy Ryser  
Matthew Seidel  
Natalie Shaner

**Lincoln PK-8**  
Samarra Caffey  
Lauren Catuogno-Jones  
Stephanie Collier  
Kathleen Fetcenko  
Lindsay Hayes  
Tina Henderson  
Jennifer Holbrook  
Janna Jackson  
Julie Massucci  
Rachel Mistovich  
Monica Pishotti  
Mary Sanata

Melinda Vrable

Tamara Stanovcak

Angela Toro

Cara Venetti

**McGuffey PK-8**

Joseph Austin

Annamarie Buonavolonta

Heather Collier

Nicole Davis

Cara Kalouris

Kayla Kelsh

Cheryl Lesknack

Abby Logan

Katherine Neal

Olivia Nicholas

Bernadette Nicopolis

Erika Tambures

Jacqueline Thomas

Rebecca Woodyard

**Willard PK-8**

Debra Bowers

Debra Carrino

Faith Clear

Annette Constantino

Erin Durkin

Camden Kime

Jenna McNemar

Judith Miller

Kacie Roth

Dominique Schenker

Nina Vaughn

Donna Knox-Weimer

Kathleen Wilson

**Harding**

Nathaniel Bodnar

Shannon Superak-Skiles

Ahmed Sutton

- (8) 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**

Chelsea Buskirk – McGuffey

Annette Constantino – Willard

Tina Noble – Jefferson

Christina Pacurar – McGuffey

Jada Somich - Lincoln

**Pathway C: \$1200.00 stipend**

Christie Cialkowski – Jefferson

Keri Grim – Harding

Richard Palumbo – Harding

Robin Walk – Harding

**Pathway B: \$1200.00 stipend**

Roseann McCracken - Jefferson

- (9) Supplemental contract for Richard Shepas, Home Site Game Manager, Division II, Football, held on 11/01/2024, to be paid from Fund #022, not to exceed \$150.00 (Recommended by S. Chiaro, Superintendent/CEO)
- (10) Supplemental contract for William Nicholson, Home Site Assistant Game Manager, Division II, Football, held on 11/01/2024, to be paid from Fund #022, not to exceed \$150.00 (Recommended by R. Shepas, Athletic Director)
- (11) Supplemental contract for Krista Kohut, Home Site Ticket Taker, Division II, Football, held on 11/01/2024, to be paid from Fund #022, not to exceed \$60.00

(Recommended by R. Shepas, Athletic Director)

(12) Supplemental contract for Christopher Lowry, Home Site Clock Operator, Division II, Football, held on 11/01/2024, to be paid from Fund #022, not to exceed \$60.00 (Recommended by R. Shepas, Athletic Director)

(13) Supplemental contract for the purpose of participating in Rewards online training modules, effective 11/11/2024 through 11/22/2024, \$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 (Recommended by C. Bero, Executive Director of State & Federal Programs)

**Jefferson PK-8:**

Stacy Milleson

(14) Supplemental contracts for the purpose of attending Jefferson PK-8 Attendance Committee Meetings, effective 11/01/2024 through 06/30/2025, \$30.94 per an hour, on an as needed basis, to be paid from Title I-A Fund #572, SCC #9251, not to exceed \$279.00 each (Recommended by C. Bero, Executive Director of State & Federal Programs)

Courtney Gorup

Matthew Sheely

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

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

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

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

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

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

<b><u>Name(s)</u></b>	<b><u>Effective Date</u></b>	<b><u>Building</u></b>
Grace Swertfager	12/16/2024	Jefferson PK-8 School
Taylor Dean	12/16/2024	McGuffey PK-8 School

- g. Substitute Teacher Appointment(s) (2024-25 School Year) \$125.00 per day, base salary per the Board approved Substitute Teacher Salary Schedule, (as needed)

WHEREAS, to prepare for temporary absences of certificated personnel for whom temporary, casual, as needed, on-call replacements (substitute teachers) may be needed to provide educational services for students; and

WHEREAS, the Board of Education has the authority to employ eligible personnel on such temporary, casual, as needed, on-call substitute basis. Pursuant to the provisions of Section 3319.11, Ohio Revised Code, these teachers shall not be reemployed to perform these supplemental contract duties for the ensuing school year. The supplemental contract shall state that the Board of Education gives notice of non-reemployment for the ensuing school year.

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

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

<u>Name</u>	<u>Effective Date</u>
Brittany Perkins	11/11/2024
Haley Corley	11/18/2024

- h. Appointments 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 R. Shepas/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.)**

- (1) Kime Camden – Swim Coach – Code #111.0, Index 8.0, Warren Middle School (Boys and Girls), Salary Table B.

CLASSIFIED:

i. Resignation – Classified

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

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

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

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

- (1) Kyle Huey, Night Janitor, Warren G. Harding High School, Salary Table D, effective 11/19/2024.

j. 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) Catherine Barker, 6.0 Hr. Food Service General Helper, Jefferson PK-8 Building, Salary Table G, effective 10/30/2024. (Completion of 60 day probationary period on 10/29/2024.) (Vacancy created due to resignation/retirement in department.) (Recommended by L. Postlethwait, Supervisor of Food Service)

- (2) Corbin Coleman, MD Educational Aide, Willard PK-2 Building, Salary Table I, effective 11/11/2024. (Vacancy created due to resignation/retirement in department.) (Recommended by P. Dreher, Executive Director of Special Education)

k. Substitute Employment Additions – Classified

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

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

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

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

- (1) TiCarra Blackwell, Substitute Food Service General Helper, Salary Table G, effective 10/29/2024.
- (2) Rita Sartorio, Substitute Food Service General Helper, Salary Table G, effective 10/29/2024.
- (3) Steve Suchy, Jr., Substitute Noon Hour Aide, Salary Table M, effective 11/11/2024.

i. Change in Classification – Classified

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

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

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

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

- (1) Timothy Adams, 5.5 Hr. Night Janitor, Administration Building, Salary Table D, to Day Janitor #3, Warren G. Harding High School Student Recreation and Wellness Center, Warren G. Harding High School, Salary Table D, effective 11/18/2024.

m. 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 Classified Temporary Employment contract listed below and approved at the October 22, 2024, Regular Board Meeting, **MOTION NO. 10-2024-215**, Section n., item no. 1, The following student worker, **Michael Harrington, Jr.**, be granted a supplemental contract to help with Stadium clean-up after football games, for the time period of **September 27, 2024 to November 15, 2024**, at the hourly rate of \$12.00, not to exceed 12 hours a week, to be paid from General Fund #001 be **AMENDED** to **September 14, 2024 to November 15, 2024**. (Recommended by J. Lacy, Executive Director of Business Operations)
- (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 23, 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)

Farrah Jones

- (3) The following individuals be granted supplemental contracts for participating in the Crisis Prevention Intervention (CPI) Certification classes, on Tuesday, November 5, 2024, to be paid from General Fund #001, at their per diem rate, not to exceed \$200.00 each. (Recommended by J. Lacy, Executive Director of Business Operations)

Kevin Brown  
Dennis Lemon  
Derico Murray  
Jared Paige

- (4) The following individuals be granted supplemental contracts for facilitating family engagement activities at Inside U SEL Family Events on November 7, 2024, November 20, 2024, and January 29, 2025, and for up to one hour of pre-service

training time on November 4, 2024, to be paid from Title I-A, Fund #572, SCC #9251, at their hourly rate, not to exceed \$240.00 each. (Recommended by C. Bero, Executive Director of State & Federal Programs)

Holly Chambers  
Andrea Goms  
Aimee Herlinger  
Lucy Lepola

- (5) The following individual be granted a supplemental contract as Football Audio, Division II, Boys' Football game held at Warren G. Harding Mollenkopf Stadium, Warren, Ohio, on 11/01/2024, to be paid \$48.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

Andrew Peterson

- (6) The following individual be granted a supplemental contract as Football Video, Division II, Boys' Football game held at Warren G. Harding Mollenkopf Stadium, Warren, Ohio, on 11/01/2024, to be paid \$48.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

Andre Clarke

- (7) The following individual be granted a supplemental contract as Ticket Taker, Division II, Boys' Football game held at Warren G. Harding Mollenkopf Stadium, Warren, Ohio, on 11/01/2024, to be paid \$60.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

Elizabeth Howard  
Gina Grabosky  
LaQuisha Franklin

Danielle Jordan-May  
Ta'Nazia Franklin

- (8) The following individual be granted a supplemental contract as Main Clock Operator, Division II, Boys' Football game held at Warren G. Harding Mollenkopf Stadium, Warren, Ohio, on 11/01/2024, to be paid \$60.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

Michael Limperos

- (9) The following individual be granted a supplemental contract as Game Announcer, Division II, Boys' Football game held at Warren G. Harding Mollenkopf Stadium, Warren, Ohio, on 11/01/2024, to be paid \$100.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

Steve Lukco

- (10) The following individual be granted a supplemental contract as Officials Host, Division II, Boys' Football game held at Warren G. Harding Mollenkopf Stadium, Warren, Ohio, on 11/01/2024, to be paid \$60.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

Richard Peterson

- (11) The following individual be granted a supplemental contract as Visiting Team Host, Division II, Boys' Football game held at Warren G. Harding Mollenkopf Stadium, Warren, Ohio, on 11/01/2024, to be paid \$100.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

Kim Johnson

- (12) The following individual be granted a supplemental contract as Security Liaison, Division II, Boys' Football game held at Warren G. Harding Mollenkopf Stadium, Warren, Ohio, on 11/01/2024, to be paid \$100.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

Kevin Brown

Dennis Lemon

- (13) The following individual be granted a supplemental contract as Press Box Host, Division II, Boys' Football game held at Warren G. Harding Mollenkopf Stadium, Warren, Ohio, on 11/01/2024, to be paid \$60.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

James Ziegler

- (14) The following individual be granted a supplemental contract as Ticket Manager and Secretary, Division II, Boys' Football game held at Warren G. Harding Mollenkopf Stadium, Warren, Ohio, on 11/01/2024, to be paid \$150.00 from Fund #022. (Recommended by R. Shepas, Athletic Director)

Dawn Harper

- (15) Game Workers for Athletic Events for the 2024-2025 School Year. All 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:

Olivia Lopez  
Alexis Ward

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.

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

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

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

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

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

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

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

**High School Athletics:**

- (1) King Garner, Code #35, Index 16.0, Salary Table B, Assistant Basketball Coach, High School, Warren G. Harding High School (Boys) (100% of contract.)
- (2) Susan Harcarik, Code #39.0, Index 7.0, Salary Table B, Bowling Coach, High School, Warren G. Harding High School (Boys) (100% of contract.)
- (3) Ronald Navarra, Code #62.0, Index 5.6, Salary Table B, Assistant Swim Coach, High School, Warren G. Harding High School (Girls) (100% of contract.)
- (4) DeVeon Smith-Thomas, Code #46.0, Index 16.0, Salary Table B, Assistant Football Coach, High School, Warren G. Harding High School (Boys) (100% of contract.)

*Discussion: Congratulations and thank you to retirees, John Johnson, Kellie Ruane and Kyle Huey. Thank you for military service to Lindsay Hayes*

The President called for a vote.

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

No: None.

The President declared the motion carried.

MOTION NO. 11-2024-232 -

ADJOURNMENT

Mr. Walker moved and Dr. Alls seconded that, at 6:52 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, Mrs. Patterson and Mrs. Limperos.

No: None.

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