

Austintown Board of Education

September 24, 2025

Work Session 3:30 PM
Regular Session 5:00 PM

Dr. Ritchie Legacy Room Central Office
Austintown Middle School Cafeteria

700 S. Raccoon Road
800 S. Raccoon Road

Board Members

Mr. Fred Marcum, President
Mrs. Kathy Mock, Vice President
Mr. Harold Porter, Member
Mr. Don Sherwood, Member
Mrs. Kim Smrek, Member

Administration

Timothy Kelty, Superintendent
Blaise Karlovic, Treasurer

Vision and Mission Statement of the Austintown Schools

*The Austintown Local School District is a united community, with a proud legacy and a progressive approach to education.
We provide an inspiring education that strengthens and prepares our students for unlimited future opportunities.*

1. CALL TO ORDER Time: _____

Mr. Marcum, P/A; Mrs. Mock, P/A; Mr. Porter, P/A; Mr. Sherwood, P/A; Mrs. Smrek, P/A

2. WORK SESSION

- Athletic Tickets
- State Report Card
- Construction Update
- Gas Line Update

3. EXECUTIVE SESSION for the purpose of discussion with regard to:

- _____ Employment, appointment, dismissal, discipline, promotion, demotion, compensation of a public employee
- _____ Investigation of charges or complaints against a public employee, official, licensee, or student
- _____ To confer with an attorney for the board of education concerning disputes involving the board that are the subject of pending or imminent court action.
- _____ To prepare or conduct negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.
- _____ To consider legal matters required to be kept confidential by federal law or regulations or state statutes
- _____ To discuss details relative to the security arrangements and emergency response protocols for the Board of Education

Motion to recess for Executive Session made by _____ at ____:____ AM/PM Seconded by _____

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

4. RECALL TO ORDER Returned to Regular Session _____ at ____:____ AM/PM

Pledge of Allegiance and Vision/Mission Statement Read by: _____

5. AGENDA APPROVAL

Upon the recommendation of the Treasurer, approve the agenda for the 9/24/2025 Board of Education Regular Session.

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

6. **PUBLIC COMMENTS-** Speakers limited to no more than 3 minutes per speaker; 30 minutes total-BDDH:KD

7. **PRINCIPAL REPORT-** Andrew Scarmack, AMS Principal

8. **TREASURER'S CONSENT ITEMS**

Upon the recommendation of the Treasurer, approve the following items A-E by consent action:

A. MINUTES

- a. Regular Session held on 8/21/2025

B. FINANCIAL REPORTS

- a. August, 2025 Monthly Financial/Expenditure Activity Report
- b. August, 2025 Month End Forecast Report
- c. Purchase Orders over \$15,000 and transfers for the month as submitted
- d. Fiscal Year 2026 Permanent Appropriation Measure and Certificate of Estimated Resources.

C. DONATIONS

- a. \$600 from Girls Soccer Boosters for the purchase of HUDL
- b. \$500 from Fitch Class of 1976 To Fitch Concert Choir Tour
- c. \$200 from Mahoning and Shenango Valley Chapter of Military Officers Association of America to Fitch JROTC
- d. \$500 from Disabled American Veterans of WW Chapter #2 to Fitch Concert Choir
- e. \$15 from the Steiner family to AMS choir
- f. \$50 from YM Camera to Fitch Yearbook
- g. \$250 worth of school supplies from Monica Deavers to AES
- h. \$250 worth of school supplies from Camielle Routt (Roller Coach and Tours) to AES
- i. \$100 worth of school supplies from Home Depot to AES

D. TRANSFER OF FUNDS

From: 001-7200-911 General Fund
To: 035-5100 Termination/Retirement Benefits

\$286,372.09

E. PROJECTIONS OF EXPENDITURES, REVENUES, AND FUND BALANCES

Upon the recommendation of the Treasurer, approve the submission and projections of expenditures, revenues, and fund balances for fiscal year 2026, and for the three succeeding fiscal years ending 2027, 2028, and 2029.

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

9. **SUPERINTENDENT'S CONSENT ITEMS**

Upon the recommendation of the Superintendent, approve the following items A-K by consent action:

A. PERSONNEL

1. Resignations

- a. Dunneenia McCrae, Bus Aide, effective the 2025-2026 school year, personal
- b. Anastacia Ray, Special Education Paraprofessional, effective 8/24/25, personal
- c. Robert Millich, Bus Aide, effective 8/26/2025, personal

- d. Jodie Hanna, Food Service at Fitch effective 9/17/2025, personal
- e. Riley Hostetler, Title I Aide at AIS, effective 9/29/2025, personal
- f. Michelle Benner, Termination of employment as a bus driver effective 25-26 school year, job abandonment
- g. Vincent Lilly, Termination of employment as a sweeper cleaner, effective 9/2/2025

2. Resignations for the Purpose of Retirement

- a. Timothy Ritter, AEA Teacher, effective the end of the 2025-2026 contract year after 31 years of service with the Austintown Schools
- b. Debra Shelley, AEA Teacher, effective the end of the 2025-2026 contract year after 20 years of service with the Austintown Schools

3. OAPSE Appointments

- a. Tiffany Anderson, Special Education Paraprofessional at AES; 9-month, 5.75-hour position effective 8/22/2025
- b. Malynda Carter, Paraprofessional assigned to AIS Lunch/Recess, 9-month, 5.75-hour position effective 9/8/2025
- c. Thomas Cucaro, Special Education Paraprofessional at AMS; 9-month, 5.75-hour position, replacing Annastacia Ray effective 9/1/2025
- d. Mathew Cramer, Bus Driver; 9-month, 3.5-hour position effective 9/18/2025
- e. Justina Meade, Food Service at Fitch; 9-month, 3-hour position replacing Nicole Brundage effective 8/20/2025
- f. Stephanie Miles, Special Education Paraprofessional at AES; 9-month, 5.75-hour position Breanna Sharpe, effective 9/22/2025
- g. Anthony Rudolphi, Paraprofessional assigned to AES Lunch/Recess, 9-month, 5.75-hour position replacing Stacie Judge effective 9/22/2025
- h. Madison Schrader, Medical Assistant; 9-month, 5.75-hour flex restructured position effective 9/29/2025

4. OAPSE Transfers

- a. Breanna Sharpe, Special Education Paraprofessional at AES; new report times
- b. Kimberly Chamberlain, Medical Assistant, 5.75-hour flex position, 9-month, restructured position, effective 9/8/2025
- c. Tracy Staula, Paraprofessional to Special Education Secretary, 10-month, replacing Susan Roberts, effective 8/6/2025
- d. Jodie Stipanovich, Paraprofessional Lunch/Recess-Office Support, 9-month, 5.75-hours replacing Tracy Staula

B. NON-BARGAINING UNIT PERSONNEL

- a. Betsy Cercone, Falcon Fives Program PreK Aide at \$12 per hour, limited to 28.75 hours per day, effective 8/27/2025
- b. Thomas Lenton, Falcon Pride Online Tutor at \$20 per hour limited to 28.75 hours per week effective 9/15/2025

Title I Grant Funded Positions

- a. Deborah Hagerty, Attendance Coordinator at Fitch: limited to 5.75 hours per day not to exceed 166 days at \$16.50 per hour, effective 8/27/2025
- b. Michael Polder, AIS PBIS Aide for Student Success: limited to 7 hours daily, not to exceed 166 days at \$16.50 per hour effective 8/26/25
- c. Theresa Kelly, Title I Tutor at AES: limited to 5.75 hours daily, not to exceed 172 days at \$25 per hour, effective 9/8/2025

C. LEAVE OF ABSENCE

- a. Troy Balint - FMLA - 9/15/25-12/12/25
- b. Jennifer Houston -Intermittent FMLA- effective 8/25/2025
- c. Stephen Krispinsky - Intermittent FMLA - effective 8/25/2025
- d. Kelley Ferguson - Intermittent FMLA - effective 8/25/2025
- e. Teresa Smereka-Petrilli - Intermittent FMLA - effective 8/25/2025
- f. January Nelson - Intermittent FMLA - effective 8/25/25
- g. Nicole Wilson-Kocher - Intermittent FMLA - effective 9/22/2025
- h. Elise Cretella - Intermittent FMLA - Effective 10/1/2025
- i. Margaret Mascarella, Unpaid leave effective August 25, 2025 - return to work TBD
- j. Robert Liddell, Two (2) unpaid days: August 25-26, 2025
- k. Veronica Mosley, Two (2) unpaid days: May 21-22, 2026
- l. Constance Ortiz, Rescind request for 5 unpaid days: 9/15/2025 through 9/19/2025

D. AEA LATERAL ADVANCEMENT FOR SALARY SCHEDULE

AEA salary column advancement in accordance with the AEA CBA 9.0421

- | | |
|---------------------------|------------|
| a. Laura Akers | B to B15 |
| b. Jessica Beall | M to M30 |
| c. Pamela Berni | B15 to M |
| d. Catherine Brancaccio | M15 to M30 |
| e. Amy Brungard | M15 to M30 |
| f. Victoria Chiera | M15 to M30 |
| g. Jessica Emery | M15 to M30 |
| h. Paul Farbman | B15 to M |
| i. Paul Farr | M to M15 |
| j. Kristie Gregory | M15 to M30 |
| k. Christian Johnson | M15 to M30 |
| l. April Loudin | M15 to M30 |
| m. Tiffany Mraz | B15 to M |
| n. Carly Neher | B to B15 |
| o. Jennifer Noel | M15 to M30 |
| p. Marina Ohlin | B to M |
| q. Marissa Platton | M15 to M30 |
| r. Alexis Rice | B to M |
| s. Adam Rivello | B15 to M |
| t. Daniel Schnurrenberger | M to M15 |
| u. Angela Surace | M15 to M30 |
| v. Heidi Thompson | B to B15 |
| w. Kaitlyn White | B15 to M30 |

E. STIPEND POSITIONS FOR 2025-2026 SCHOOL YEAR

- a. Gina Cardillo, Falcon Media General Manager - \$3498
- b. Meghan Ladner, District EL Teacher - \$1000
- c. Andrea Reed, State Testing Professional Development Liaison - \$3700 Grant Funded

F. ACADEMIC & OTHER SUPPLEMENTALS (2025-2026 SY)- NON-AEA MEMBERS

FITCH

- a. Jason Long, Speech and Debate Coach -10%

G. ATHLETIC SUPPLEMENTAL POSITIONS (2025-2026 SY)- AEA MEMBERS

The asterisk () denotes longevity percentage / two (**) denotes maximum longevity percentage*

FITCH

- a. Allison Jones, Assistant Athletic Director - 13%
- b. Brian Beany, Basketball Head Varsity Boys - 29%**
- c. John Hudson, Basketball Freshman Boys - 16%**
- d. Daniel Horacek, Basketball Head Varsity Girls - 24%
- e. Joseph Paris, Baseball Head - 23%**
- f. Frank Pugliese, Baseball Assistant - 12%*
- g. John Drummond, Baseball Assistant - 11%
- h. Steven Ward, Softball Head - 23%**
- i. Jerry Bruff, Softball Assistant - 16%**
- j. Nicole Fiddler, Softball Assistant - 12%*
- k. Seth Steiner, Track Head Boys - 23%**
- l. Michael Dahmen, Track Head Girls - 19%*
- m. Nicole Steiner, Track Assistant Boys - 11%
- n. John Burd, Wrestling Head - 26%**

AMS

- a. Brian Forgac, Wrestling-Head (Blue) - 15%**
- b. Brad Clyde, Track Head Boys (Blue) - 13%*
- c. Brian Forgac, Track Head Boys (Red) - 15%**
- d. Brian Beany, Track Head Girls (Blue) - 15%**
- e. Amy Diefenderfe, Track Head Girls (Red) - 10%
- f. Ken Kilpatrick, Track Assistant Boys (Blue) - 12%*
- g. John Hudson, Track Assistant Girls (Red) - 14%**

H. ATHLETIC- EVENT STAFF

- a. Roxanne Alexander
- b. Amanda Krygowski
- c. Veronica Mosley
- d. Jessica Tomic

I. NON-TEACHING SUBSTITUTE PERSONNEL

Custodial

- a. Tammy Baytos
- b. Mary Hahn
- c. Jaden Karr
- d. Robert Millich
- e. Kevin Schmidt
- f. Maryjo Savage

Clerical

- a. Michele Peace

J. VOLUNTEERS

- a. Nathaniel Armstrong- Football
- b. Mark Barnette - Fellowship of Christian Athletes Advisor

K. STUDENT TRIPS

- a. Who: Fitch High School Marching Band
What: Spring Band Trip
Where: Macon, Georgia
When: March 20-23, 2026
Transportation: Charter Bus
Expenses: self pay/fundraising
Chaperones: Mr. Jeremy McClaine Mr. Caleb Baldwin, Mrs. Emily Baldwin, Band boosters Head
Chaperone Mike Mirto

- b. What: Tiffin Cross Country Meet
Where: Hedge-Boyer Park 491 Coe St Tiffin, OH 44883
When: 9/5-9/6
Transportation: School Van driven by coach Michael Dahmen
Hotel: Holiday Inn Express 78 Shaffer Park Dr. Tiffin, OH 44883 (phone number 419-443-5100)
Expenses: Boosters and Fundraising
Chaperones: Coach Michael Dahmen

- c. What: Fitch Softball Trip
Where: Myrtle Beach, South Carolina
When: 4/6-4/10
Transportation: Players responsible for their own transportation
Hotel: Avista Resort
Expenses: self pay/fundraising
Chaperones: Varsity/JV coaching staff

Motioned by _____; Seconded by _____;
Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

10. NEW STUDENT CLUB

Upon the recommendation of the Superintendent, approve the new student managed activity/club at Austintown Fitch High School, Austintown Fitch Industrial Arts Club, and the following policies, procedures, and guidelines.

Motioned by _____; Seconded by _____;
Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

11. AGREEMENT

Upon the recommendation of the Treasurer, approve the Master Commodity Agreement and Service Agreement between NRG Business Marketing, LLC and the Austintown Local School District for natural gas transactions effective 11/1/2025 and ending 10/31/2026.

Motioned by _____; Seconded by _____;
Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

12. MEMORANDUM OF UNDERSTANDING

Upon the recommendation of the Superintendent, approve the following Memorandum of Understanding between Austintown Board of Education and The Ohio Association of Public School Employees AFSCME Local #4AFL-CIO, Local 194:

WHEREAS, the Board of Education for the Austintown Local School District ("Board") and the Ohio Association of Public Schools Employees, AFSCME Local #4/AFL-CIO, Local 194 ("Union") are parties to a collective bargaining agreement ("CBA")

WHEREAS, the Board and the Association are parties to a collective bargaining agreement that is in effect from July 1, 2024 to June 30, 2027, and

WHEREAS, the Board and the Association believe it to be mutually advantageous to enter into this MOU Agreement; and

NOW THEREFORE, the Board and the Association agree on the changes to Article XVI Posting And Bidding Procedure as follows:

ARTICLE XVI-POSTING AND BID PROCEDURE

- A. Unless the Board determines not to fill a position in accordance with Article VIII of this Agreement, the Board shall post all job vacancies, including newly created positions, revised and promotional positions for a period not to exceed four (4) working days. The vacancy notices shall be **emailed to all classified employees and** posted online on the District's website, which is accessible for all employees to review. Employees reserve the right to print and post these vacancies in their work area(s). At the end of the three (3) working days the bidding shall be closed. The vacancy notices shall contain the location, a detailed job description and details of the opening(s). All vacant or newly created positions must be posted for bid and shall be posted as vacated, unless the Board determines not to fill the position. The posting period shall begin not later than five (5) days from the time the position became vacant or was known it was to become vacant. Positions posted during the summer will be for four (4) working days. The general work area of the building, number of hours worked and the time of day to be worked will be stated on the posting. After 20 days, if a vacancy is not filled by either an inside or outside applicant, the vacancy will be reposted for bargaining unit employees to reconsider. All applicable sections of the collective bargaining agreement will be in effect for that reposting.

1. This MOU contains the complete agreement of the parties concerning the subject matter, and may be modified only by a written agreement instrument duly approved by all parties.

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

13. MEMORANDUM OF UNDERSTANDING

Upon the recommendation of the Superintendent, approve the following Memorandum of Understanding between Austintown Board of Education and The Ohio Association of Public School Employees AFSCME Local #4AFL-CIO, Local 194:

WHEREAS, the Board of Education for the Austintown Local School District ("Board") and the Ohio Association of Public Schools Employees, AFSCME Local #4/AFL-CIO, Local 194 ("Union") are parties to a collective bargaining agreement ("CBA")

WHEREAS, the Board and the Association are parties to a collective bargaining agreement that is in effect from July 1, 2024 to June 30, 2027, and

WHEREAS, the Board and the Association believe it to be mutually advantageous to enter into this MOU Agreement; and

NOW THEREFORE, the Board and the Association agree on the changes to Article XIX Regulations Governing Specific Classifications as follows:

1. D. School Bus Drivers

e. Assignments of extra trips

xi. ~~When a trip is canceled another of comparable value will be assigned if possible.~~ When a trip is canceled, another comparable value trip will be assigned to the driver that last signed for the canceled trip.

2. This MOU contains the complete agreement of the parties concerning the subject matter, and may be modified only by a written agreement instrument duly approved by all parties.

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

14. MEMORANDUM OF UNDERSTANDING

Upon the recommendation of the Superintendent, this Memorandum of Understanding (MOU), by and between The College of Wooster (hereinafter "the College"), located at 930 College Mall, Wooster, Ohio 44691, and Austintown Local Schools 700 S. Raccoon Road Austintown OH 44515 (hereinafter "the District"), is as follows:

WHEREAS, the College requires its education licensure students to successfully complete a 13-week student teaching practicum, in a public or private school setting; and,

WHEREAS, a teacher currently employed by the district (hereinafter "the mentor"), who is identified in Attachment B, has expressed a willingness to host a Department of Education teacher candidate for purposes of completing a student teaching practicum and to assume the duties inherent in hosting said student also as defined in Attachment B; and,

WHEREAS, the College wishes to place a student teacher with the mentor for the term identified in Attachment B;

WHEREAS, the College wishes to show its appreciation for the successful completion of mentor duties in the amount shown in Attachment A, said amount being donated at the end of each semester to the district during which mentoring occurred; and,

WHEREAS, Ohio Ethics Commission ruling prohibits the College from directly compensating teachers for being mentors, it is the District's discretion to direct any such compensation to the mentor(s).

NOW THEREFORE, the College and the district agree that the mentor is permitted by the district to host the student teacher and to assume the duties inherent in hosting the student; and,

FURTHER AGREED, that the district will support both the mentor and the student teacher to make the student teaching experience successful for the mentor, the student teacher, and the mentor's students; and,

FURTHER AGREED, that the District will cooperate with the College in actively monitoring and supporting the student teaching experience via timely communication with the College and accommodation of monitoring visits, if any, by College representatives, in order to maximize the success of the experience for the mentor, the student teacher, and the mentor's students; and,

FURTHER AGREED, that the District and the College will actively collaborate in a timely manner to resolve to mutual acceptance any problems or concerns that arise as a result of the student teaching placement; and,

FURTHER AGREED, that for purposes of administering this MOU, the contact persons for the District and the College are as identified in Attachment B; and,

FURTHER AGREED, that this MOU is the entire agreement between the District and the College and amendments must be mutually agreed to in writing prior to their application.

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

15. PUBLIC MEETING FOR October, 2025

Work Session: Date: _____ Location: _____ beginning at _____ AM/PM

Regular Session: Date: _____ Location: _____ beginning at _____ AM/PM

Motioned by _____; Seconded by _____;

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N

16. TREASURER COMMENTS

17. SUPERINTENDENT COMMENTS

18. BOARD COMMENTS

19. ADJOURNMENT

Motioned by _____; Seconded by _____; Time: _____ AM/PM

Vote: Mr. Marcum, Y/N; Mrs. Mock, Y/N; Mr. Porter, Y/N; Mr. Sherwood, Y/N; Mrs. Smrek, Y/N