

Campbell City Schools Board of Education Minutes
Regular Meeting – Monday, October 13, 2025

The regular meeting of the Campbell City Schools’ Board of Education was held at 5:30 p.m. in Room 310 at Memorial High School. President Beth Donofrio presided and led in the Pledge of Allegiance.

The following members were present to roll call: Mrs. Judy Gozur, Mr. Tony Kelly, Mrs. Tina Tsagaris and Mrs. Beth Donofrio. Mr. Gary Bednarik was excused.

The minutes of the regular meeting held Tuesday, September 16, 2025 and special meeting held September 30, 2025 were presented.

I. Motion to approve the minutes of the regular meeting held Tuesday, September 16, 2025 and special meeting held September 30, 2025.

Moved by Mrs. Gozur – Seconded by Mrs. Tsagaris

Yeas: Gozur, Kelly, Tsagaris and Donofrio

TREASURER’S REPORT

II. **RESOLUTION #2025-80:** It is recommended by the treasurer to approve the following:

- A. Financial reports, payment of bills, and Then and Now Certificates as presented in the Treasurer’s Report.
- B. The District’s Financial Forecast for submission to the Ohio Department of Education by October 15, 2025. (Handout)
- C. Donations:

AMOUNT	FROM	TO
HP DesignJet Z6100ps large format printer (Valued at \$15,000.00)	Mr. Paul Hagman	Campbell City Schools and Northeast Ohio Impact Academy
Supplies for the Spooky Run (Valued at \$1,002.61)	Cintas	Run Club
\$ 500.00	Operation Keepsake	NEOIA Principal’s Fund
6 boxes of School Supplies	Christ Community Church	Elementary & Middle School
\$ 7.00	Anonymous	Class of 2027

Moved by Mr. Kelly – Seconded by Mrs. Gozur

Yeas: Gozur, Kelly, Tsagaris and Donofrio

AUDIENCE PARTICIPATION

- A. **CEA** – No comments or questions.
- B. **OAPSE** – No comments or questions.
- C. **General Public** – Phil Atsas inquired about the expiration/renewal of the Emergency Levy.

SUPERINTENDENT'S REPORT

PROPOSED PURCHASES

III. RESOLUTION #2025-81: It is recommended by the superintendent to approve the following:

- A. A purchase from Gardiner to provide and install parts for chiller repair at Memorial High School in the amount of \$17,998.00.
- B. To review and approve the recommendations per C. Tucker Cope & Associates, CMR for the following subcontractors:

Tri-Mark SS Kemp	Warming Kitchen
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Moved by Mr. Kelly – Seconded by Mrs. Tsagaris
Yeas: Gozur, Kelly, Tsagaris and Donofrio

CONTRACTUAL AGREEMENTS

IV. RESOLUTION #2025-82: It is recommended by the superintendent to approve the following:

- A. An agreement between the Campbell City School District and Supplemental Educational Services, Inc. to provide staff for delivery of Title I services to Campbell City School District students who attend St. Nicholas School effective July 1, 2025 through June 30, 2026 in the amount of \$4,037.61. (A copy of this agreement is on file in the Treasurer's Office.)
- B. An agreement between the Campbell City School District and Supplemental Educational Services, Inc. to provide staff for delivery of Title I services to Campbell City School District students who attend St. Rose School effective July 1, 2025 through June 30, 2026 in the amount of \$2,691.74. (A copy of this agreement is on file in the Treasurer's Office.)
- C. An agreement between the Campbell City School District and Supplemental Educational Services, Inc. to provide staff for delivery of Title I services to Campbell City School District students who attend St. Christine School effective July 1, 2025 through June 30, 2026 in the amount of \$2,691.74. (A copy of this agreement is on file in the Treasurer's Office.)
- D. An agreement between the Campbell City School District and Supplemental Educational Services, Inc. to provide staff for delivery of Title I services to Campbell City School District students who attend Valley Christian School effective July 1, 2025 through June 30, 2026 in the amount of \$17,496.33. (A copy of this agreement is on file in the Treasurer's Office.)
- E. An agreement between the Campbell City School District and Supplemental Educational Services, Inc. to provide staff for delivery of Title I services to Campbell City School District students who attend Cardinal Mooney High School effective July 1, 2025 through June 30, 2026 in the amount of \$6,729.36. (A copy of this agreement is on file in the Treasurer's Office.)

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- F. An agreement between Campbell City Schools and Navigate 360 for the PBIS Rewards System at the Northeast Ohio Impact Academy effective October 1, 2025 through June 30, 2026 in the amount of \$1,007.25. (A copy of this agreement is on file in the treasurer’s office.)
- G. An agreement between the Mahoning Valley Regional Council of Government and Campbell City Schools to purchase services for the following positions for the 2025-2026 school year. Funding made possible from the 21st Century Grant:

Kaylei Shaffer - 21st Century Programs Site Coordinator at an hourly rate of \$25.00 per hour.
(Not to exceed 25 hours per week)

Ralph Urbach - 21st Century Programs Site Facilitator at an hourly rate of \$25.00 per hour,
(Not to exceed 15 hours per week)

Moved by Mrs. Gozur – Seconded by Mr. Kelly
Matthew Bowen commented on the new hires for the 21st Century Grant.
Yeas: Gozur, Kelly, Tsagaris and Donofrio

PERSONNEL

V. **RESOLUTION #2025-83:** It is recommended by the superintendent to approve the following:

- A. A rate of \$15.00 per hour for the position of Substitute School Secretary.
- B. The appointment of Brenda Santiago Duprey to the classified position of Custodial Helper effective October 14, 2025.
- C. Up to 10 hours for the following individuals for participation on the following teams for before or after school meetings during the 2025-2026 school year at the rate specified in the collective bargaining agreement.

BLT	ATTENDANCE	PBIS	MTSS/IAT	MULTIDISCIPLINARY LITERACY TEAM
Andrea McGoogan	Beth Wilson	Kimberly Marzano	Jennifer Allen	Rachael Dinard
Krista Rouse Clinkscale	Dominique Galletta	Lisa Jackson	Dana Hudran	Katelyn Scurpa
Dominique Galletta	Lori Ladigo	Katie Karzmer	Keri DeJane	Niki Koullias
Lori Ladigo	Niki Koullias	Dominique Galletta	Krista Rouse Clinkscale	Susan Viars
Tiffany Davis	Alexandra Galantis	Tammy Thomson	Katie Karzmer	Amanda Holbert
Justine Truslow	Karla Hoffman	Katelyn Scurpa	Jillian Umbright	
Dee Shaffer	Keri Vokish	Lori Ladigo	Dominique Galletta	
Rachael Dinard	Francine Schuler	Niki Koullias	Alexandra Galantis	
Maggie Bork	Kelly Koulianous	Alexandra Galantis	Allyson Conner	
David Michalec	Kelly Havrilla	Dee Shaffer	Rachael Dinard	
Annette Tovarnak	Carolyn Stanyard	Alexis Xenakis	Niki Koullias	
Melissa Chetsko			Susan Viars	
Karen Paradise			Alexis Xenakis	

- D. The appointment of the following individuals to the supplemental positions so indicated for the 2025-2026 school year. Salary as per negotiated agreement.

David Moore	Volunteer Boys’ Middle School Basketball Coach
David Moore	Volunteer Boys’ Intramural Basketball Coach (Gr. 4-6)
Elijah McCaskill	Boys’ Varsity Basketball Assistant Coach
Steven Hunt	Volunteer Boys’ Varsity Basketball Coach

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E. The appointment of the following classified substitutes:

NAME	DEPARTMENT
Destiny Smith	Substitute School Nurse
Kathy Rogenski	Substitute Secretary

F. Professional Leave for the following:

NAME	DATE	REASON	LOCATION
Priscilla Garcia	9/15/25	EL Programming Compliance Meeting	ESCEO
Maggie Bork	9/17/25	DLT Meeting	In District
Doug Eisenbraun	9/17/25	DLT Meeting	In District
Nereida McDowell	9/17/25	DLT Meeting	In District
Grace Papini	9/17/25	DLT Meeting	In District
Allison Poole	9/17/25	DLT Meeting	In District
Krista Rouse-Clinkscale	9/17/25	DLT Meeting	In District
Nereida McDowell	9/19/25	English Learner & EMIS Reporting	ACCESS
Maggie Bork	9/23/25	BLT Meeting	In District
Melanie Rusnak	9/23-9/24/25	Ohio Assessment Conference (Virtual)	In District
Nereida McDowell	9/24/25	EL Work session	In District
Nereida McDowell	9/30/25	EL EMIS Training	ACCESS
Rena Regula	9/30/25	English Learner EMIS Training	ACCESS
Tiffany Davis	10/2/25	Supporting Multilingual Learners Webinar	In District
Nereida McDowell	10/2/25	Supporting Multilingual Learners Webinar	In District
Nereida McDowell	10/7/25	Math Committee Meeting	In District
Tiffany Davis	10/8/25	EL Work Session	In District
Nereida McDowell	10/8/25	EL Work Session	In District
Maggie Bork	10/15/25	DLT Meeting	In District
Grace Papini	10/15/25	DLT Meeting	In District
Lori Ross	10/15/25	DLT Meeting	In District
Krista Rouse-Clinkscale	10/15/25	DLT Meeting	In District
Justine Truslow	10/15/25	DLT Meeting	In District
Maggie Bork	10/21/25	BLT Meeting	In District
Mary Van Jura	10/22/25	Standards Based Grading and Mastery Grading	In District
Maria Lowery	10/28/25	United Way Pack the Valley	Boardman, OH
Rena Regula	10/29/25	Training	ACCESS
Delaney Shuler	10/30/25	Advanced Professional Training	Canfield, OH
Delaney Shuler	11/19/25	School Threat Assessment Training & Coaching	Independence, OH
Maggie Bork	12/3/25	DLT Meeting	In District
Justine Truslow	12/3/25	DLT Meeting	In District
Maggie Bork	12/9/25	BLT Meeting	In District
Delaney Shuler	12/15-12/16/25	Active Shooter Response Training	Lakeland Community College
Maggie Bork	1/21/26	DLT Meeting	In District
Maggie Bork	1/27/26	BLT Meeting	In District
Maggie Bork	2/18/26	DLT Meeting	In District
Maggie Bork	2/24/26	BLT Meeting	In District
Maggie Bork	3/18/26	DLT Meeting	In District
Maggie Bork	3/24/26	BLT Meeting	In District
Maggie Bork	4/28/26	BLT Meeting	In District
Maggie Bork	5/20/26	DLT Meeting	In District
Maggie Bork	5/26/26	BLT Meeting	In District

Moved by Mrs. Tsagaris – Seconded by Mr. Kelly
Yeas: Gozur, Kelly, Tsagaris and Donofrio

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MISCELLANEOUS

VI. RESOLUTION #2025-84: It is recommended by the superintendent to approve the following:

- A. WHEREAS,** the Board of Education is required - in accordance with Federal and State law (i.e., the Individuals with Disabilities Education Improvement Act ("IDEA"), 34 C.F.R. 300.201, Ohio Revised Code 3323.08, and Ohio Administrative Code 3301-51-01) – to adopt and implement written policies and procedures approved by the Ohio Department of Education and Workforce ("DEW"); and
NOW, THEREFORE, BE IT RESOLVED, the Board of Education hereby adopts the DEW's Model Policies, and agrees to use the written policies and procedures in accordance with the IDEA and the Ohio Operating Standards for Ohio Educational Agencies Serving Children with Disabilities (hereafter referred to as the "Operating Standards"); and
BE IT FURTHER RESOLVED, the Board of Education agrees to use the required special education forms that are located on the DEW's website; and
BE IT FURTHER RESOLVED, the Board acknowledges that the Model Policies, while comprehensive, do not include every requirement set forth in the IDEA, the regulations implementing IDEA, the Operating Standards, the Ohio Revised Code ("ORC"), and/or the Ohio Administrative Code ("OAC"), and the Board recognizes its obligation to follow these laws, regardless of whether their provisions are restated in the Model Policies; and
BE IT RESOLVED, the Board authorizes the Superintendent or designee to notify the DEW of the Board's adoption of the Model Policies through the DEW's Monitoring System by uploading a copy of this Board resolution by November 30, 2025.

Moved by Mrs. Gozur – Seconded by Mrs. Tsagaris
Yeas: Gozur, Kelly, Tsagaris and Donofrio

VII. RESOLUTION #2025-85: It is recommended by the superintendent to approve the following:

- A.** Memorandum of Understanding between Future Plans and Campbell City Schools to receive funds in the amount of \$15,000.00 (paid in 3 installments of \$5,000.00) to support the assessment and coaching services of the Career Navigator to provide career navigation services effective October 13, 2025 through June 30, 2026. (A copy of this MOU is on file in the treasurer's office.)
B. The appointment of Lydia Vazquez Drohin to the position of Student Monitor/Bus Aide effective October 14, 2025.

Moved by Mr. Kelly – Seconded by Mrs. Tsagaris
Matthew Bowen commented that the Future Plans will start with the Sophomore class.
Brad Yeager explained that Future Plans helps students understand why they want a diploma; not just earning credits and seals.
Yeas: Gozur, Kelly, Tsagaris and Donofrio

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CORRESPONDENCE

- a. Thank you note from Janice (Sedmak) DeMarco thanking Mr. Bowen, Mrs. Donofrio, Mrs. Gozur and Mr. Kelly for providing a tour of Memorial High School and the CLWCC for the Class of '75 on Saturday, September 6, 2025.
- b. Thank you card from Cheryl Nittoli and the Class of 75 reunion committee in appreciation of Mr. Bowen, Mrs. Donofrio, Mrs. Gozur and Mr. Kelly for providing a tour of Memorial High School and the CLWCC for the Class of '75 on Saturday, September 6, 2025.
- c. Ohio Schools Council 2023-24 Statement of Savings
- d. Soup City Block Party Trunk or Treat October 25, 2025/3:00 p.m.-5:00 p.m. flyer.

ACKNOWLEDGEMENTS

- a. The resignation of Christen Wellman from the position of Educational Assistant at the Northeast Ohio Impact Academy effective October 21, 2025.
- b. The resignation of Alitha Spencer from the classified position of Cook's Helper.

OTHER REPORTS

ADMINISTRATIVE REPORTS

Reports were provided by Lisa Young, K-6 Principal; Brad Yeager, Principal Grades 7-12 and Eric Gonzalez, Technology Director. Written reports were provided by other administrators.

READING OF POLICIES

- a. po1422 Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
- b. po1422.02 Nondiscrimination Based on Genetic Information of the Employee (Rescind)
- c. po1623 Section 540/ADA Prohibition Against Disability Discrimination in Employment (Revised)
- d. po1662 Anti-Harassment (Rescind)
- e. po2260 Nondiscrimination and Access to Equal Educational Opportunity (Revised)
- f. po2260.01 Section 504/ADA Prohibition Against Disability Discrimination in Employment (Revised)
- g. po2266 Nondiscrimination on the Basis of Sex in Education Programs or Activities (Revised)
- h. po2430.02 Participation of Community/STEM School/Home-Educated Students in Extra-Curricular Activities (Revised)
- i. po2431 Interscholastic Athletics (Revised)
- j. po3122 Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
- k. po3122.02 Nondiscrimination Based on Genetic Information of the Employee (Rescind)
- l. po3123 Section 540/ADA Prohibition Against Disability Discrimination in Employment (Revised)
- m. po3130 Assignment and Transfer (Revised)
- n. po3362 Anti-Harassment (Rescind)
- o. po4122 Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
- p. po4122.02 Nondiscrimination Based on Genetic Information of the Employee (Rescind)
- q. po4123 Section 540/ADA Prohibition Against Disability Discrimination in Employment (Revised)
- r. po4362 Anti-Harassment (Rescind)
- s. po5130 Withdrawal from School (Revised)
- t. po5136 Personal Communication Devices (Revised)
- u. po5200 Attendance (Revised)
- v. po5223 Released Time for Religious Instruction ("RTRI") (Revised)
- w. po5330 Use of Medications (Revised)

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- X. po5410 Promotion, Academic Acceleration, Placement, and Retention (Revised)
- Y. po6109 Acceptance of Payment by Credit Card (New)
- Z. po6152 Student Fees, Fines, and Charges (Revised)
- aa. po6830 Audit (New)
- bb. po7540.02 Digital Content and Accessibility (Revised)
- cc. po7541 Electronic Data Disaster Recovery Plan (Rescind)
- dd. po8300 Continuity of Organizational Operations (Revised)
- ee. po8305 Information Security (Revised)
- ff. po8400 School Safety (Revised)
- gg. po8462 Student Abuse and Neglect (Revised)
- hh. po8640 Transportation for Non-Routine Trips (Revised)
- ii. po9270 Equivalent Education Outside the Schools & Participation in Extra-Curricular Activities for Students Not Enrolled in the District (Revised)

ITEMS FOR DISCUSSION

The next regular meeting will be held on Thursday, November 20, 2025 at 5:30 p.m. in Room 310 at Memorial High School.

VIII. Motion to recess to executive session at 7:10 p.m., where action may be taken for:

Consideration of the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official; and Matters required to be kept confidential by federal law or regulations or State statutes.

Moved by Mrs. Tsagaris – Seconded by Mr. Kelly

Yeas: Gozur, Kelly, Tsagaris, and Donofrio

Beth Donofrio announced that the Board has come out of Executive Session at 8:30 p.m.

IX. Motion to adjourn at 8:30 p.m.

Moved by Mrs. Gozur – Seconded by Mrs. Tsagaris

Yeas: Gozur, Kelly, Tsagaris, and Donofrio

The foregoing is a correct record of the proceedings of the Board of Education regular meeting held October 13, 2025.

President

Treasurer

CAMPBELL CITY SCHOOLS

Superintendent
Matthew L. Bowen

280 6th Street Campbell, Ohio 44405
PH: 330-799-8777 FX: 330-799-0875

Treasurer
Nora J. Montanez

Board of Education:

September 17, 2025

President
Beth Donofrio

Vice President
Judy Gozur

Members:
Gary Bednarik
Tony Kelly
Tina Tsagaris

NOTICE:

CHANGE OF BOARD MEETING DATE, TIME & LOCATION

The Campbell City Schools Board of Education's regular meeting scheduled for Tuesday, October 21, 2025 at 5:30 p.m. in Room 310 at Memorial High School will now be held on Monday, October 13, 2025 at 5:30 p.m. in Board of Education Conference Room.



Elementary & Middle School
330-799-0054



Memorial High School
330-799-1515

A handwritten signature in blue ink, appearing to read "Nora J. Montanez", written over a horizontal line.

Nora J. Montanez
Treasurer

NJM/cmm



NEO IMPACT Academy
330-799-8239