

Campbell City Schools Board of Education Minutes
Regular Meeting – Thursday, November 20, 2025

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

The following members were present to roll call: Mr. Gary Bednarik, Mrs. Judy Gozur, Mr. Tony Kelly and Mrs. Beth Donofrio. Mrs. Tina Tsagaris arrived at 5:40 p.m.

The minutes of the regular meeting held Monday, October 13, 2025 and the special meeting held Thursday, October 30, 2025 were presented.

I. Motion to approve the minutes of the regular meeting held Monday, October 13, 2025 and the special meeting held Thursday, October 30, 2025.

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

TREASURER’S REPORT

II. RESOLUTION #2025-88: 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 following transfers from the General Fund to the Bond Retirement Funds:
 - Community Literacy Workforce and Cultural Center Project (002-9019) \$600,000.00
 - HB 264 Project (002-8001) \$ 48,900.00
 - Certificates of Participation School Improvement Project (002-9020) \$172,940.63
 - COP Annual Trustee Fee (002-9020) \$ 900.00
- C.** To accept a \$5,000 OSLN STEM Classroom Grant from the Battelle Foundation Fund of the Columbus Foundation.
- D. Donations:**

AMOUNT	FROM	TO
\$ 837.15	CEMS PTO	Middle School Principal Fund
\$ 350.00	A1 Industrial Painting	Class of 2028
Veteran’s Day signs (Valued at \$264.75)	Card My Yard	Campbell City Schools
\$ 200.00	Tra’s Concessions, LLC	Campbell Athletics
\$ 2.00	Anonymous	Washington DC Trip

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

AUDIENCE PARTICIPATION

- A. CEA** – No comments or questions.
- B. OAPSE** – No comments or questions.
- C. General Public** – No comments or questions.

SUPERINTENDENT’S REPORT

PROPOSED PURCHASES

III. RESOLUTION #2025-89: It is recommended by the superintendent to approve the following:

- A. A purchase from Gardiner for emergency service repairs for the replacement of ten (10) failed variable air volume controllers and space temperature sensors at Memorial High School in the amount of \$17,000.00.
- B. A purchase from Gardiner for emergency service repairs for the replacement of ten (10) failed variable air volume controllers and space temperature sensors at the Elementary & Middle School Building in the amount of \$16,000.00.
- C. A purchase service from Campbell Bus Lines for the transportation of the Ski Club for nine (9) trips to Peek’n Peak Resort in the amount of \$1,525.00 per trip.
- D. To review and approve the recommendations per the Construction Manager at Risk for subcontractors as follows:

Brunswick	Duckpin Bowling
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Moved by Mr. Kelly – Seconded by Mr. Bednarik

Yeas: Bednarik, Gozur, Kelly and Donofrio

CONTRACTUAL AGREEMENTS

IV. RESOLUTION #2025-90: It is recommended by the superintendent to approve the following:

- A. A Master Services Agreement between Campbell Memorial High School and Youngstown State University’s Division of Workforce Education and Innovation to enroll two students in YSU’s IT Support Pre-apprenticeship program in the amount of \$1,550.00 per student effective October 1, 2025 through June 30, 2026. Upon the student’s completion of the program, the district will be reimbursed under the Innovative Workforce Incentive Program (IWIP). (A copy of this agreement is on file in the treasurer’s office.)
- B. An agreement between Campbell City Schools and ACCESS for application services from July 1, 2025 to June 30, 2026 in the amount of \$25,149.00. (A copy of this agreement is on file in the treasurer’s office.)
- C. An agreement between Campbell City Schools and ACCESS for Voice over Internet Protocol (“VoIP”) services from July 1, 2025 to June 30, 2028 for an annual fee of \$16,509.40. (A copy of this agreement is on file in the treasurer’s office.)
- D. A service agreement between Campbell City Schools and TK Elevator Corporation for the maintenance of the elevator at Memorial High School in the amount of \$5,215.66 effective November 1, 2025 through October 31, 2026. (A copy of this agreement is on file in the treasurer’s office.)
- E. A service agreement between Campbell City Schools and Gardiner for PureResults Water Treatment Program for the chillers and boilers at Memorial High School and the Elementary & Middle School in the amount of \$2,784.00 effective December 1, 2025 through November 30, 2026. (A copy of this agreement is on file in the treasurer’s office.)

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K. Professional Leave for the following:

NAME	DATE	LEAVE REQUESTED	LOCATION
James Goske	9/29/25	Appalachian Community Grant Program Wkshp	In District
Priscilla Garcia	10/8/25	EL Work Session	In District
Megan Nicholas	10/7/25	Attendance Meeting	ESCEO
Lisa Young	10/9/25	AIM Meeting	ESCEO
Stacy Blasko	10/13/25	Regional Literacy Network Series	ESCEO
Amanda Holbert	10/13/25	Regional Literacy Network Series	ESCEO
Susan Viars	10/13/25	Regional Literacy Network Series	ESCEO
Lisa Young	10/13/25	Regional Literacy Network Series	ESCEO
James Goske	10/14/25	Business Advisory Council Meeting	Choffin Career Center
Douglas Eisenbraun	10/15/25	DLT Meeting	In District
Nereida McDowell	10/15/25	DLT Meeting	In District
Nereida McDowell	10/15/25	Math Committee Meeting	In District
Amy Pallini	10/15/25	Bonfire Set-up	In District
Grace Papini	10/15/25	Math Committee Meeting	In District
Allison Poole	10/15/25	DLT Meeting	In District
Jennifer Allen	10/20/25	Volleyball Tournament Game	Middlefield, OH
Mary Van Jura	10/22/25	Standards-Based Grading, Mastery Grading and Curriculum Planning	In District
Nora Montanez	10/27-10/28/25	OAASFEP 2025 Fall Leadership Conf	Columbus, OH
Lisa Young	10/27-10/28/25	OAASFEP 2025 Fall Leadership Conf	Columbus, OH
James Goske	11/4/25	OSU Extension Advisory Committee	Canfield, OH
Amy Pallini	11/6/25	Holocaust Survivor Speaker	Stambaugh Auditorium
Kayla Richey	11/6/25	Holocaust Survivor Speaker	Stambaugh Auditorium
Karen Paradise	11/6-11/7-25	Workshop	ESCEO
Justine Truslow	11/10/25	Math Committee Meeting	In District
Grace Papini	11/11/25	Math Committee Meeting	In District
Ralph Urbach	11/13/25	Batelle Virtual Training	In District
Grace Papini	11/17/25	Math Committee Meeting	In District
Justine Truslow	11/17/25	Math Committee Meeting	In District
Rena Regula	11/18/25	Transcript Training	ACCESS
Rena Regula	11/19/25	Federal Child Count Reporting	ACCESS
Grace Papini	11/20/25	Math Committee Meeting	In District
Justine Truslow	11/20/25	Math Committee Meeting	In District
Priscilla Garcia	11/20-11/21/25	TESOL Conference	Columbus, OH
Nereida McDowell	11/20-11/21/25	TESOL Conference	Columbus, OH
James Goske	11/21/25	Stay in the Game Meeting	Cleveland, OH
Danielle Dill	11/25/25	LPDC Platform Training	ACCESS
Alaina Rauber	12/1/25	Empowering Teams Meeting	ESCEO
Allison Poole	12/3/25	DLT Meeting	In District
Alaina Rauber	12/3/25	DLT Meeting	In District
Lori Ross	12/3/25	DLT Meeting	In District
Rena Regula	12/4/25	Gifted Reporting	ACCESS
Marilyn McCallister	12/5/25	Annual School Counselor Meeting	YSU
James Goske	12/17/25	ACC STEM Collaborative	Cambridge, OH

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

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MISCELLANEOUS

VI. RESOLUTION #2025-92: It is recommended by the superintendent to approve the following:

- A. The Campbell City School District’s intent to waive career-technical education to students enrolled in grades seven and eight for the 2025-2026 school year.
- B. Out of state travel to Peek’n Peak Resort at 1405 Olde Road, Clymer, New York for the Red Devil Skiers (Gr. 6-12) on January 10, 17, 24, & 31 and February 7, 8, 14, 21, & 28, 2026.
- C. The adoption of the following new, revised, and/or replacement 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)
 - 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)

Moved by Mrs. Gozur – Seconded by Mr. Kelly
Matthew Bowen stated that this is the last year of the Career-Technical Waiver.
Yeas: Bednarik, Gozur, Kelly and Donofrio

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VII. RESOLUTION #2025-93: It is recommended by the superintendent to approve the following:

- A.** A Memorandum of Understanding with the Campbell Education Association Regarding Column V (Doctoral Degree Placement)

WHEREAS, the Campbell Board of Education (“Board”) and the Campbell Education Association (“Association”) are parties to a Master Contract effective July 1, 2024 through June 30, 2027; and

WHEREAS, the Parties have identified an ambiguity in Article XVII regarding salary placement for bargaining unit members who hold an Ed.D.; and

WHEREAS, the Parties have jointly developed a Memorandum of Understanding to clarify that both Ph.D. and Ed.D. degrees qualify for placement in Column V for the remainder of the contract;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves the MOU attached hereto as Exhibit A;

BE IT FURTHER RESOLVED that this MOU shall expire on June 30, 2027, and the Parties agree to address permanent contract language during negotiations for the next Master Contract;

BE IT FURTHER RESOLVED that the Treasurer is directed to implement appropriate payroll placement for eligible employees consistent with the MOU. (A copy of this MOU is on file in the treasurer’s office.)

- B.** To amend Resolution 2025-87E where Cody Stoll will be placed on the salary schedule as PH.D., Step 1 in the amount of \$52,850.00 effective November 3, 2025.
- C.** The appointment of Geraldine Fedorchak to the position of Student Monitor at the CLWCC at a rate of \$13.51 per hour effective November 23, 2025.
- D.** The appointment of Shanise Clark to the position of Educational Assistant at the CLWCC at a rate of \$13.86 per hour effective November 23, 2025.

Moved by Mr. Bednarik – Seconded by Mrs. Gozur
Matthew Bowen reiterated the need for the MOU in the CEA agreement.
Yeas: Bednarik, Gozur, Kelly, Tsagaris and Donofrio

CORRESPONDENCE

- A.** Email from Roxanne Sebest of the United Way recognizing Maria Lowery and Alaina Rauber along with the following students who volunteered on November 11th to pack food boxes for families affected by the loss of SNAP benefits during the government shutdown:

Yaleiska Diaz	Alex Kelly	Angely Polanco De Castro	Jomelys Martinez
Peyton Clark	Jayliln Molina	Sabrina Sheerer	Noah Sferra
Natalia Diaz	Lexis Anderson	Edward Anderson	Gio Collazo
Dre Brown	Kyzere Whitfield	Daye Galindez Rivera	

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ACKNOWLEDGEMENTS

- A. The retirement of Michelle Martinez from the position of Payroll/Benefits Specialist effective August 1, 2026.
- B. The retirement of Cheryl Mitchell McArthur from the position of Business Manager effective April 1, 2026.
- C. The resignation of Dylan Bond from the supplemental position of Varsity Cheer Advisor effective October 14, 2025.
- D. The resignation of Amber Such-Pesa from the classified position of Educational Assistant, Athletic Worker and Girls' Intramural Basketball Coach (Gr. 4-6) effective November 16, 2025.

Nora Montanez praised Michelle Martinez for all of her years of service and dedication to the district and how she has always gone above and beyond her duties. The Board also thanked Michelle and congratulated her on her upcoming retirement.

Nora Montanez and the Board thanked Cheryl McArthur for her work in the district and wished her well in her retirement.

OTHER REPORTS

ADMINISTRATIVE REPORTS

Reports were provided by Cheryl McArthur, Business Manager; Jim Goske, Director of Whole Child Supports; Curt Brown, Maintenance Supervisor; Vicky Pregi, Food Service Director; and Stacie Cepin, Athletic Director. Written reports were provided by other administrators.

ITEMS FOR DISCUSSION

A. Annual Title I and IDEA Parent Participation Meeting

- Review our Title I programs and services
- Discuss parent rights and opportunities for involvement
- Share updates about special education (IDEA) services
- Gather your feedback to improve our programs and family engagement
- Review the Parent & Family Engagement Policy and School-Parent Compact.

The next regular meeting will be held on Tuesday, December 16, 2025 at 5:30 p.m. in the Board of Education Conference Room.

VIII. Motion to recess to executive session at 7:00 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 Mr. Kelly – Seconded by Mrs. Gozur
Yeas: Bednarik, Gozur, Kelly, Tsagaris and Donofrio

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Beth Donofrio announced that the Board has come out of Executive Session at 8:15 p.m.

IX. Motion to adjourn at 8:15 p.m.

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

The foregoing is a correct record of the proceedings of the Board of Education regular meeting held November 20, 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:

November 6, 2025

President
Beth Donofrio

Vice President
Judy Gozur

Members:
Gary Bednarik
Tony Kelly
Tina Tsagaris

NOTICE:

CHANGE OF BOARD MEETING DATE & LOCATION

The Campbell City Schools Board of Education's regular meeting scheduled for Tuesday, November 18, 2025 at 5:30 p.m. in Board of Education Conference Room will now be held on Thursday, November 20, 2025 at 5:30 p.m. in the Board of Education Conference Room.



Elementary & Middle School
330-799-0054



Memorial High School
330-799-1515

Nora J. Montanez
Treasurer

NJM/cmm



NEO IMPACT Academy
330-799-8239