

# Highland Local School District - Regular Meeting

## Highland Local School District Board of Education

Middle School Robotics Room  
Wednesday, December 11, 2024  
6:00pm - 8:00pm

**Present:** Nate Huffman, Superintendent; John Messmer, Board President; Bill Short, Board Vice President; Eric Thacker, Board Member; Burgess Castle, Board Member; Kathy Belcher, Board Member; Jessika Roberts, Assistant Treasurer; Jason Fleming; Board Member, Board Member

### 1 Call to Order

President

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**Minutes:**

Mr. Messmer called the meeting to order at 6:04 pm.

**Attachments:**

### 2 Pledge of Allegiance

President

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**Minutes:**

Mr. Messmer led the Pledge of Allegiance.

**Attachments:**

### 3 Roll Call

President

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Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Minutes:**

Mr. Messmer called roll. All members present.

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 4 Approve Minutes

Resolution to approve the minutes for the November 13, 2024 Regular Board of Education Meeting as presented.

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-262 Approve Minutes

**Motioned:** Bill Short

**Seconded:** Eric Thacker

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member			X
Kathy Belcher, Board Member	X		

**Attachments:**

[00.10 Regular Meeting 11.13.2024.pdf](#)

## 5 Approve Financial Statements

Mr. Fleming

Resolution to approve the November 2024 Financial Statements as presented.

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-263 Approve Financial Statements

**Motioned:** Kathy Belcher

**Seconded:** Bill Short

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 6 Public Participation

### Community

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In order for the Board to fulfill its obligation to complete the planned agenda in an effective and efficient manner, a maximum of 30 minutes of public participation may be permitted at each meeting.

Each person addressing the Board shall give his/her name. If several people wish to speak, each person is allotted three minutes until the total time of 30 minutes has elapsed. During that period, no person may speak twice until all who desire to speak have had the opportunity. Persons desiring more time should follow procedure of the Board to be placed on the regular agenda. The period of public participation may be extended by a vote of the majority of the Board present and voting.

**Minutes:**

N/A - none addressed the BOE.

**Attachments:**

## 7 Accept Resignation Letters From Personnel

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Resolution to approve the resignation of the following personnel

Rob Terrill Head Volleyball Coach

Morgan Baldwin ES Aide

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-264 Accept Resignation Letters From Personnel

**Motioned:** Bill Short

**Seconded:** Eric Thacker

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 8 Approve Classified Contract

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Resolution to approve the following classified contracts

Loren Prosser High School EA2 (Step 0)

Alanna Salmons Elementary EA2 (Step 1)

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-265 Approve Classified Contract

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 9 Approve EA3 Stipends

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Resolution to approve the following EA3 stipends

Alanna Salmons      Elementary Aide

Roll Call: Kathy Belcher      Burgess Castle      John Messmer      William Short      Eric Thacker

**Result:** Approved

**Resolution:** 24-12-266 Approve EA3 Stipends

**Motioned:** John Messmer

**Seconded:** Bill Short

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 10 Approve Volunteer

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Resolution to approve the following volunteer

Seth Hoyng      MS Boys Basketball      Volunteer

Roll Call: Kathy Belcher\_\_\_\_ Burgess Castle\_\_\_\_ John Messmer\_\_\_\_ William Short\_\_\_\_ Eric Thacker\_\_\_\_

**Result:** Approved

**Resolution:** 24-12-267 Approve Volunteer

**Motioned:** Eric Thacker  
**Seconded:** Kathy Belcher

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 11 Approve Home Instruction Tutor

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Resolution to approve the following personnel as a home instruction tutor at their teacher hourly rate.

Tom Haring

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-268 Approve Home Instruction Tutor

**Motioned:** John Messmer

**Seconded:** Eric Thacker

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 12 Approve SLP Service Agreement

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Resolution to approve the SLP service agreement with Mid-Ohio ESC as presented,

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-269 Approve SLP Service Agreement

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 13 Approve 2025-2026 School Calendar

Resolution to approve the school district calendar for the 2025-2026 school year.

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-270 Approve 2025-2026 School Calendar

**Motioned:** John Messmer

**Seconded:** Eric Thacker

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 14 Approve Board Policy Changes

Resolution to approve the following board policy changes.

PO 0100 Revised Definitions

PO 0142.1 Revised Oath

PO 0151 Revised Organizational Meeting

PO 0152 Revised Officers

PO 0163 Technical Correction Presiding Officer

PO 0164 Notice of Meetings

PO 0165 October 2024 New Board Meetings

PO 0165.1 Rescind Regular Meetings

PO 0165.2 Rescind Special Meetings  
 PO 0166 New Agendas  
 PO 0167.2 October 2024 Renumbered Executive Session  
 PO 0173 Rescind Board Officers  
 PO 3432 Copy of Sick Leave  
 PO 4120.08 Employment of personnel for co-curricular/extra-curricular activities  
 PO 4121 Copy of Criminal History Record Check  
 PO 5131 Revised Student Transfers  
 PO 5136.01 Electronic Equipment  
 PO 5200 Attendance  
 PO 5500 Revised Student Conduct  
 PO 5700 Revised Parent/Student Rights  
 PO 6220 Revised Budget Preparation  
 PO 6320 Purchasing and Bidding  
 PO 6460 Vendor Relations  
 PO 6530 Payment of Accrued, Unused Vacation Leave  
 PO 7530.02 Revised Staff Use of Personal Communication Devices  
 PO 7540.03 Revised Student Technology Acceptable Use and Safety  
 PO 7540.04 Staff Technology Acceptable Use and Safety  
 PO 7540.09 New Artificial Intelligence (AI)  
 PO 8310 Copy of Public Records  
 PO 8510 Wellness  
 PO 9160 Copy of Public Attendance at School Events  
 PO 1130/3113/4113 Conflict of Interest  
 PO 6110 Grant Funds  
 PO 6111 Internal Controls  
 PO 6112 Cash Management of Grants  
 PO 6114 Cost Principles – Spending Federal Funds  
 PO 6325 Procurement – Federal Grants/Funds  
 PO 6550 Travel Payment & Reimbursement/Relocation Costs  
 PO 7310 Disposition of Surplus Property  
 PO 7450 Property Inventory

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-271 Approve Board Policy Changes

**Motioned:** Kathy Belcher

**Seconded:** John Messmer

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		

Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 15 Approve First Reading of Board Policy Changes

Resolution to approve the first reading of the following board policy update

PO 2265 Protections of Individual Beliefs, Affiliations, Ideals, or Principles of Political Movements or Ideology

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-272 Approve First Reading of Board Policy Changes

**Motioned:** Eric Thacker

**Seconded:** John Messmer

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 16 Approve Ticket Price Change

Resolution to approve the ticket price change for athletic events

High School

\$8 Adult

\$5 Student

Middle School

\$6 Adult

\$5 Student

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-273 Approve Ticket Price Change

**Motioned:** John Messmer



**Seconded:** Eric Thacker

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 17 Student Wellness and Success Funds Plan

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Resolution to approve the District's SY2025 Student Wellness and Success Funds Plan as presented.

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-274 Student Wellness and Success Funds Plan

**Motioned:** Bill Short

**Seconded:** Kathy Belcher

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 18 Ohio Minimum Wage

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Resolution to approve an increase in minimum wage to a rate of \$10.70 and an increase in the sub rate of pay for the following classified positions effective January 1, 2025 to align with the increase in the State of Ohio minimum wage.

EA1        \$10.70

EA2        \$10.70

Cook        \$10.70

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-275 Ohio Minimum Wage

**Motioned:** John Messmer

**Seconded:** Eric Thacker

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 19 Approve Revised Appropriations and Resources

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Resolution to approve the revised fund level appropriations and estimated resources.

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 24-12-276 Approve Revised Appropriations and Resources

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 20 Approve President Pro-Temp for the January Organizational Meeting

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Resolution to approve the President Pro-Temp for the January Organizational Meeting.

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Minutes:**

Mr. Thacker moved to nominate Mr. Messmer as President Pro-Temp and Mrs. Belcher seconded that motion. No other nominations made. Mr. Messmer approved as President Pro-Temp for the Organizational Meeting.

**Result:** Approved

**Resolution:** 24-12-277 Approve President Pro=Temp for the January Organizational Meeting

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 21 Move from Regular to Executive Session

WHEREAS, as a public board of education may hold an executive session only after a majority of a quorum of this board determines by a roll call vote to hold such a session and only at a regular or special meeting for the sole purpose of the consideration of any of the following matters:

1. To consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official or the investigation of charges or complaints against a public employee, official, licensee, or regulated individual.
2. To consider the purchase of property for public purposes or for the sale of property at competitive bidding.
3. Conferences with an attorney for the board of education concerning disputes involving the board of education that are the subject of pending or imminent court action.
4. Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.
5. Matters required to be kept confidential by federal law or rules or state statutes.
6. Specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing or avoiding prosecution for a violation of the law.

Therefore,

BE IT RESOLVED, that the Highland Local Board of Education, by a majority of the quorum present at this meeting, does hereby declare its intention to hold an executive session on item(s) as listed above.

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Minutes:**

The BOE entered into executive session for reason #1 above at 7:06 pm.

**Result:** Approved

**Resolution:** 24-12-278 Executive Session

**Motioned:** John Messmer

**Seconded:** Eric Thacker

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		

Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 22 Regular Session Reconvened

**Minutes:**

Regular session reconvened at 7:37 pm.

**Attachments:**

## 23 Adjourn this Meeting and Confirm Next Meeting Date

Resolution to adjourn this meeting and schedule the next meeting of the Highland Local School District Board of Education to be held Wednesday, January 8, 2025 at 5:45 p.m. and 6:00 p.m. in the middle school robotics room. Organizational Meeting to be held at 5:45 pm followed by the Regular Meeting at 6:00 pm.

Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Minutes:**

Meeting was adjourned at 7:38 pm.

**Result:** Approved

**Resolution:** 24-12-279 Adjournment

**Motioned:** Bill Short

**Seconded:** Eric Thacker

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**