

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

Minutes:

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

Attachments:

2 Pledge of Allegiance

President

Minutes:

Mr. Messmer led the Pledge of Allegiance.

Attachments:

3 Roll Call

President

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

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

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

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

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

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

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

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

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

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

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

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: