

# Highland Local School District - Regular Meeting

## Highland Local School District Board of Education

Middle School Robotics Room

Wednesday, April 9, 2025

6:00pm - 8:00pm

**Present:** Nate Huffman, Superintendent; John Messmer, Board President; Bill Short, Board Vice President; Eric Thacker, Board Member; Kathy Belcher, Board Member; Jason Fleming; Board Member, Board Member

**Absent:** Burgess Castle, Board Member; Jessika Roberts, Assistant Treasurer

### 1 Call to Order

President

---

**Minutes:**

Mr. Messmer called the meeting to order at 6 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. Mr. Castle was absent and Mr. Short was absent but arrived at 6:38 pm. All other members present.

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

### Approve Minutes

---

#### 4 Resolution to approve the minutes for the March 12, 2025 Regular Board of Education Meeting as presented.

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

**Result:** Approved

**Resolution:** 25-04-065 Approve Minutes

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

[Regular Meeting 03.12.2025.pdf](#)

#### 5 Approve Financial Statements

Mr. Fleming

Resolution to approve the March 2025 Financial Statements as presented.

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

**Result:** Approved

**Resolution:** 25-04-066 Approve Financial Statements

**Motioned:** John Messmer

**Seconded:** Kathy Belcher

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Eric Thacker, 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:**

Faith Harris presented on behalf of BPA on the upcoming nationals competition and all the good things the BPA activity group is doing.

**Attachments:**

## 7 Robotics Competitions

---

Resolution to approve the payment of robotics expenses from the General Fund for the trips to worlds and Detroit not to exceed \$10,000 total from the General Fund (General Fund expenses to be incurred only if the robotics team can't raise the needed funds).

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

**Result:** Approved

**Resolution:** 25-04-067 Robotics Competition

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 8 BPA Competition

---

Resolution to approve the payment of BPA expenses from the General Fund for the trip to nationals not to exceed \$10,000 total from the General Fund (General Fund expenses to be incurred only if BPA can't raise the needed funds).

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

**Result:** Approved

**Resolution:** 25-04-068 BPA Competition

**Motioned:** Kathy Belcher

**Seconded:** John Messmer

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		

**Attachments:**

## 9 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:

- A. Consideration of the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official.
- B. Investigation of charges or complaints against a public employee, official, licensee, or student unless such employee, official, licensee, or student requests a public meeting; except that consideration of the discipline of a Board member for conduct related to the performance of their duties or their removal from office shall not be held in executive session.
- C. Consideration of the purchase of property for public purposes, or sale or other disposition of unneeded, obsolete, unfit-for-use property at competitive bidding, if premature disclosure of information would give an unfair competitive or bargaining advantage to a person whose personal, private interest is adverse to the general public interest.
- D. Discussion with the Board's legal counsel of disputes involving the Board that are the subject of pending or imminent court action.
- E. Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of employment.
- F. Matters required to be confidential by Federal law or regulations or State statutes.
- G. Specialized details of security arrangements and emergency response protocols where disclosure might reveal information that could jeopardize the District's security.
- H. Consideration of confidential information related to the marketing plans, specific business strategy, production techniques, trade secrets, or personal financial statements of an applicant for economic development assistance, or to negotiations with other political subdivisions respecting requests for economic development assistance, provided that both of the following conditions apply:
  - 1. The information is directly related to a request for economic development assistance that is to be provided or administered under one of the statutes referenced in R.C. 121.22(G)(8)(1), or that involves public infrastructure improvements or the extension of utility services that are directly related to an economic development project, and
  - 2. An unanimous quorum of the Board or its subcommittee determines, by a roll call vote, that the executive session is necessary to protect the interests of the applicant or the possible investment or expenditure of public funds to be made in connection with the economic development project.

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 Board entered into executive session at 6:34 pm for item E above.

**Result:** Approved

**Resolution:** 25-04-069 Executive Session

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

Voter	Yes	No	Abstaining
John Messmer, Board President	X		
Eric Thacker, Board Member	X		

Kathy Belcher, Board Member	X		
-----------------------------	---	--	--

**Attachments:**

## 10 Regular Session Reconvened

---

**Minutes:**

Regular session reconvened at 6:50 pm.

**Attachments:**

## 11 Accept Resignation Letters From Personnel

---

Resolution to approve the following resignations

Joey Longhino      HS Social Studies

Chad Russell      MS STEM Teacher

Mary Conners      ES Teacher

Dana Kemmer      ES Library Aide

Bryee Guisinger      ES Aide

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

**Result:** Approved

**Resolution:** 25-04-070 Accept Resignation Letters From Personnel

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 12 Approve Classified Subs

---

Resolution to approve the following classified substitutes

Joseph Farrell      Custodian

Courtney Clinedinst      Aide/Cook/Secretary

Mary Cochran      Secretary      (Effective 4-3-25)

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

**Result:** Approved

**Resolution:** 25-04-071 Approve Classified Subs

**Motioned:** Eric Thacker

**Seconded:** Bill Short

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

**Attachments:**

## 13 Approve Classified Contract

---

Resolution to approve the following classified contracts

Paul Ulrey                      MS Custodian                      (Step 5)    (Effective 3-24-25)

Melanie Nauman              Administrative Assistant              (2 year)    (Retroactive to 8-1-2024)

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

**Result:** Approved

**Resolution:** 25-04-072 Approve Classified Contract

**Motioned:** Bill Short

**Seconded:** John Messmer

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

**Attachments:**

## 14 Employ Certified Personnel by Three (3) Year Contract

---

Resolution to approve the following certified personnel per the adopted salary schedule.

Mike DeLaney              Middle School Social Studies              (Step 28)

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

**Result:** Approved

**Resolution:** 25-04-073 Employ Certified Personnel by Three (3) Year Contract

**Motioned:** Eric Thacker

**Seconded:** Bill Short

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

**Attachments:**

## 15 Collective Bargaining Agreement

Resolution to approve the Highland Local School District Collective Bargaining Agreement with the Highland Education Association effective July 1, 2025 through June 30, 2026.

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

**Result:** Approved

**Resolution:** 25-04-074 Collective Bargaining Agreement

**Motioned:** Kathy Belcher

**Seconded:** Eric Thacker

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

**Attachments:**

## 16 Extended School Year Services

Resolution to approve the following personnel for extended school year services paid at their hourly rate of \$48/hr.

Sidney Hammer Speech Language Pathologist

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

**Result:** Approved

**Resolution:** 25-04-075 Extended School Year Services

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 17 Approve Reimbursement to Bus Drivers for Electricity

Resolution to approve a one-time reimbursement of \$100 to the following bus drivers for electricity used to plug their buses in at home during the 2024-2025 school year.

Christy Carson

Jody Keller

Sandy Beckel

Kendra Albanese

Brad Duncan

Trina Ratliff

Brandi Eichhorn

Ron Ragor

Danielle Rehm

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

**Result:** Approved

**Resolution:** 25-04-076 Approve Reimbursement to Bus Drivers for Electricity

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 18 Resident Educator Teacher Mentor Stipends

Resolution to authorize payment of \$300 per teacher mentored for resident educator teacher mentors for the 2024-2025 school year.

Kelley Hutchins (2 people)

Mary Davis (2 people)

Syanne Palmer (2 people)



Tasha Terrill  
Tarren Woodruff  
Cait Nelson  
Sasha Kent  
Tom Haring

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

**Result:** Approved

**Resolution:** 25-04-077 Resident Educator Teacher Mentor 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
Kathy Belcher, Board Member	X		

**Attachments:**

## 19 Approve Policy Update

---

Resolution to approve the following policy updates

Resolution to approve the first reading of the following board policy changes.

PO 0131.1 Technical Corrections  
PO 0171 Rescind Review of Policy  
PO 1422.01 Drug Free Workplace  
PO 2271 College Credit Plus Program  
PO 2340 Field and Other Sponsored Trips  
PO 2431 Interscholastic Athletics  
PO 2460 Revised Special Education  
PO 5113 Inter-District Open Enrollment  
PO 5120 Assignment Within District  
PO 5131 Student Transfers  
PO 5136 Revised Personal Communication Devices  
PO 5223 Release Time For Religious Instruction During The School Day  
PO 5330 Use of Medications  
PO 5350 Student Health, Well-Being, and Suicide Prevention  
PO 5460 Graduation Requirements  
PO 5610 Removal, Suspension, Expulsion, and Permanent Expulsion of Students  
PO 5751 Parental Status of Students  
PO 5780.01 Parent's Bill of Rights

PO 6151      Insufficient Funds Checks  
PO 7440.01   Surveillance and Electronic Monitoring  
PO 8142      Criminal History Record Check For Contracted School Services  
PO 8452      Automated External Defibrillators and Cardiopulmonary Resuscitation  
PO 8500      Food Services  
Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 25-04-078 Approve Policy Update

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 20 Approve Preschool Calendar

---

Resolution to approve the 2025-2026 preschool calendar

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

**Result:** Approved

**Resolution:** 25-04-079 Approve Preschool Calendar

**Motioned:** John Messmer

**Seconded:** Kathy Belcher

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

**Attachments:**

## 21 Approve Pre-School Tuition

---

Resolution to approve preschool tuition of \$200 per month beginning with the 2025-2026 school year.

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

**Result:** Approved

**Resolution:** 25-04-080 Approve Pre-School Tuition

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 22 College Credit Plus MOU - Columbus State CC

---

Resolution to approve entering into an MOU with Columbus State CC for college credit plus tuition and fees/school district book processes.

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

**Result:** Approved

**Resolution:** 25-04-081 College Credit Plus MOU - Columbus State CC

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 23 Approve Trip Request

---

Resolution to approve the following overnight trip requests

MS Robotics      Dallas, TX (5/8 - 5/12)

HS BPA            Orlando, FL (5/7 - 5/11)

HS/MS Robotics   Detroit, MI (5/13 - 5/14)

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

**Result:** Approved

**Resolution:** 25-04-082 Approve Trip Request

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 24 Approve Dishwasher

---

Resolution to approve the purchase of a commercial dishwasher from Skelton's at a cost of \$27,336 for the high school.

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

**Result:** Approved

**Resolution:** 25-04-083 Approve Dishwasher

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 25 Accept Donation

---

Resolution to accept a donation from the boosters of a vertimax machine estimated to be worth \$2,500.

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

**Result:** Approved

**Resolution:** 25-04-084 Accept Donation

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 26 MSP Agreed Upon Procedures

Resolution to approve the agreement with Julian and Grube to provide Medicaid School Program agreed-upon procedures.

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

**Result:** Approved

**Resolution:** 25-04-085 MSP Agreed Upon Procedures

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 27 Reject All Bids Received for the Slack Center Project

Resolution to reject all bids for the Slack Center Project.

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

**Result:** Approved

**Resolution:** 25-04-086 Reject All Bids Received for the Slack Center Project

**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		
Kathy Belcher, Board Member	X		

**Attachments:**

## 28 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, May 14, 2025 at 6:00 p.m. in the middle school robotics room.

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

**Minutes:**

Meeting was adjourned at 7 pm.

**Result:** Approved

**Resolution:** 25-04-087 Adjournment

**Motioned:** John Messmer

**Seconded:** Kathy Belcher

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

**Attachments:**