

Highland Local School District - Regular Meeting

Highland Local School District Board of Education

Middle School Robotics Room

Wednesday, May 14, 2025

6:00pm - 8:00pm

Present: Nate Huffman, Superintendent; John Messmer, Board President; Eric Thacker, Board Member; Kathy Belcher, Board Member; Jessika Roberts, Assistant Treasurer; Jason Fleming; Board Member, Board Member

Absent: Bill Short, Board Vice President; Burgess Castle, Board Member

1 Call to Order

President

Minutes:

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

2 Pledge of Allegiance

President

Minutes:

Mr. Messmer led the Pledge of Allegiance.

3 Roll Call

President

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Minutes:

Mr. Messmer called roll. Mr. Castle and Mr. Short were absent. All other members present.

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

4 Approve Minutes

Resolution to approve the minutes for the April 9, 2025 Regular Board of Education Meeting as presented

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-088 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 04.09.2025.pdf](#)

5 Approve Financial Statements

Mr. Fleming

Resolution to approve the April 2025 Financial Statements as presented.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-089 Approve Financial Statements

Motioned: John Messmer

Seconded: Eric Thacker

| 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:

Ms. Taylor presented on behalf of the booster club about a stadium concession air conditioning proposal.

Mrs. Clark inquired about the timing of property tax revenues and asked if the booster club could periodically present to the BOE.

Mr. Shipley addressed the BOE about severance pay.

7 Accept Resignation Letters From Personnel

Resolution to accept the following resignations

Paul Ulrey MS Custodian

Mike DeLaney Athletic Director

Elizabeth Crumpler ES Aide

Allison Stecker Teacher

William Johnson HS Custodian

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-090 Accept Resignation Letters From Personnel

Motioned: John Messmer

Seconded: Eric Thacker

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

Attachments:

8 Accept Retirement Letters From Personnel

Resolution to accept the retirement letters from the following personnel

Richard Williams MS Math Teacher, Cross Country Coach, Wrestling Coach

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-091 Accept Retirement Letters From Personnel

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:

9 Approve FMLA Request

Resolution to approve the following FMLA request

Brittany Renwick ES Custodian (4/29/25 - 8/19/25)

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-092 Approve FMLA Request

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 Approve Classified Subs

Resolution to approve the following classified subs

Bryee Guisinger Aide

William Johnson Custodian (Effective July 1, 2025)

Mary Justice Custodian / Kitchen

Spencer Partlow Custodian

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-093 Approve Classified Subs

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 | | |

11 Approve Certified Contracts For 1 Year

Resolution to approve the following certified contracts for 1 (one) year for the 2025-2026 school year.

Greta Kay Penix (retire/ rehire)

Chip Wendt (retire/ rehire)

Benjamin Lannom
Megan Dever
Craig Smith
Karen Perry perm sub
Jen Taylor perm sub
Wes Newland (retire/ rehire)
Kristy Daugherty
Indie Jones ES Teacher (Step 2)
Christina Hart
Brian Wetzel MS Robotics (Step 20)
Mackenzie Ward ES Intervention Specialist (Step 3)
Kyle Lauer MS Intervention Specialist (Step 2)
Julia Ritzler HS English (Step 0)
Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-094 Approve Certified Contracts For 1 Year

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:

12 Approve Certified Contracts For 2 Years

Resolution to approve the following certified contracts for 2 (two) years beginning with the 2025-2026 school year.

Kipp Nelson
Carol Goodpastor
Katy Farson
Caitlin Harrod
Nina Markovic
Emily Shaw
Tabitha Mogan
Alyssa Marshall
Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-095 Approve Certified Contracts For 2 Years

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 | | |

13 Approve Certified Contracts For 3 Years

Resolution to approve the following certified contracts for 3 (three) years beginning with the 2025-2026 school year.

Caitlin Nelson

Jordan Kennedy-McPherson

Satchel Denton

Melissa Spence

Jerry Liston

Ashley Bouma

Becky Scott

Dirk Detillion

Emily Hall

James Webster

John Gifford

Natalie Lally

Samantha Johnson

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-096 Approve Certified Contracts For 3 Years

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 | | |

14 Approve Certified Contracts For 5 Years

Resolution to approve the following certified contracts for 5 (five) years beginning with the 2025-2026 school year.

Amy Arnett Tomasek
Mari Miller
Katie Pauley
Matt Downing
Sasha Kent
Jennifer Reid
Tristen Beltz
Mary Davis
Rebecca Feast
Dylan Labbe
Shannah McKinley
Matt Mosher
Steven Stooksbury
Tasha Terrill
Candace Thompson
Scott Watson
Tammy Wetzel

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-097 Approve Certified Contracts For 5 Years

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 | | |

15 Approve Certified Continuing Contracts

Resolution to approve the following certified continuing contracts beginning with the 2025-2026 school year.

Luke Beal
Heather Petry
Shawn Wilhelm

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-098 Approve Certified Continuing Contracts

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 | | |

16 Approve Extended Service Days

Resolution to approve extended service days for the following personnel

| | | |
|-------------------|----------------------------------|---------|
| Kathleen Pauley | High School Guidance Counselor | 20 Days |
| Jordan Kennedy | High School Guidance Counselor | 20 Days |
| Brianne Jaynes | Middle School Guidance Counselor | 20 Days |
| Joseph Smith | High School Ag Science Teacher | 50 Days |
| Sarah Reynolds | High School Ag Business Teacher | 35 Days |
| Amy Arnett-Tomsak | Instrumental Music Director | 25 Days |
| Kayla McMurry | Elementary Music Teacher | 1 Day |
| Brian Weztel | Middle School Robotics | 15 Days |
| Shawn Wilhelm | High School Robotics | 15 Days |
| Mike DeLaney | Athletics Mentor | 20 Days |

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-099 Approve Extended Service Days

Motioned: Eric Thacker

Seconded: John Messmer

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

17 Approve Classified Contract For The Remainder of the School Year

Resolution to approve the following classified contracts for the remainder of the 2024-2025 contract year.

Joshua Swims MS Custodian (Step 0) (Effective 5-5-25)

Kristina Ferenbaugh EA2 (Step 0) (Effective 4-21-25)

Richard Dobucki ES Temporary Custodian (Step 0) (5-6-25 to 8-19-25)

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-100 Approve Classified Contract For The Remainder of the School Year

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:

18 Approve Classified Contract for 1 Year

Resolution to approve the following classified contracts for one year for the 2025-2026 school year.

Joshua Swims MS Custodian (Step 1)

Stacey Swick Educational Aide (Step 10)

Ashley Watson Educational Aide (Step 3)

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-101 Approve Classified Contract for 1 Year

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:

19 Approve Classified Contracts For 2 Years

Resolution to approve the following classified contracts for 2 years beginning with the 2025-2026 school year.

Jeanette Benedict

Amanda Chapman

Jennifer Kempton

Loren Prosser

Robin Stewart

Renae Schwartz

Sonja Cantrell

Jennifer Bolton

Jennifer Smith

Dalton Whisman

Camryn Taylor

Angela Starner
 Blair Weisent
 Marla Barnhart
 Bethani Ebner
 Sarah Gorenflo
 Olivia Hamilton
 Ashley Hughes
 Stephanie Jordan
 Melanie Meade
 Carrie Roush
 Tammy Ufferman
 Alanna Salmons
 Christa Smith
 Courtney Smith
 Nikol Stewart
 Kila Stillwell
 Kristina Ferenbaugh
 Christina Squires (lunch monitor)
 Tina Griffith
 Karen Blanton
 Karla McDonald
 Emily Hess
 Jo Tompkins
 Reinier Vernoor
 Brittany Renwick
 Trisha Harmon
 Troy Stewart
 Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-102 Approve Classified Contracts For 2 Years

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 | | |

20 Approve Classified Continuing Contract

Resolution to approve the following classified continuing contracts beginning with the 2025-2026 school year.

Sandy Remley

Thom Fowler

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-103 Approve Classified Continuing Contract

Motioned: John Messmer

Seconded: Eric Thacker

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

21 Approve EA3 Stipends

Resolution to approve the following personnel for EA3 stipends

Loren Prosser (Effective 4-21-25)

Kristina Ferenbaugh (Effective 4-21-25)

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-104 Approve EA3 Stipends

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 | | |

22 Approve Supplemental Contracts

Resolution to approve the following supplemental contracts

Heather Faulkner Assistant Band Director (9+ Years)

Logan Denman Associate Band Director (5 Years)

Aubrey Lovely Color Guard Coach (1 Year)

Christy Barnett Fall HS/MS Cheer (8 Years)

Ty Stover Head Football Coach (4 Years)

Tyler Gantz Assistant Football (9+ Years)

| | | |
|------------------|-------------------------|-------------------|
| Craig Smith | Assistant Football | (9+ Years) |
| Matt Downing | Assistant Football | (9+ Years) |
| Travis Church | Assistant Football | (9+ Years) |
| Benjamin Lannom | Assistant Football | (1 Year) |
| Matt Jones | Assistant Football | (9+ Years) |
| Chad Williams | Assistant/Freshman | (6 Years) |
| Jacob Ware | MS Head Football | (4 Years) |
| Chris Rupe | Head Boys Golf | (9+ Years) |
| Dave Ware | Head Girls Golf | (3 Years) |
| Satchel Denton | Head Boys Soccer | (2 Years) |
| Megan Dever | Head Girls Soccer | (1 Year) |
| Zachary Hoffmann | Boys Varsity Soccer | (Volunteer) |
| Anthony Wilson | Assistant Soccer | (6 Years) |
| Chelsea Ulrey | Assistant Volleyball | (4 Years) |
| Nikki Thomas | Assistant Volleyball | (1 Year) |
| Cadie Long | Assistant Volleyball | (0 Years) |
| Derek Bower | MS 8th Grade Volleyball | (9+ Years) |
| Jake Broerman | MS Assistant Football | (3 Years) |
| Kyle Anderson | MS Assistant Football | (2 Years) |
| Michelle Hudson | PowerSchool Leader | (Split at \$1250) |
| Travis Church | PowerSchool Leader | (Split at \$1250) |
| Katie Pauley | Summer School | (Hourly Rate) |

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-105 Approve Supplemental Contracts

Motioned: Kathy Belcher

Seconded: Eric Thacker

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

23 Approve Updated Salary Schedules

Resolution to approve the following salary schedules

Special Education Director

Facilities Maintenance Supervisor & HCP

Systems Administrator (Technology)

Administrative Support Specialist

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-106 Approve Updated Salary Schedules

Motioned: Eric Thacker

Seconded: John Messmer

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

Attachments:

24 Approve Administrative Support Staff

Resolution to approve the following administrative support staff for a three year contract.

Jessika Roberts

Madison Craigo

Carl Hardwick

Kenny Disbennett

Russ Balsinger

Derek Bower

Wes Collins Facilities Maintenance Supervisor & HCP

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-107 Approve Administrative Support Staff

Motioned: Eric Thacker

Seconded: John Messmer

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

25 Approve Administrative Contracts

Resolution to approve the following administrative personnel by three year contract.

Matt Bradley

Christine Scaffidi

Michael Keen Athletic Director

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-108 Approve Administrative Contracts

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 | | |

26 Employee Step Placement

Resolution to approve employee step placements (2025-2026 only).

| | | |
|--------------------|---|---------|
| Susan DeLaney | Accounts Payable | Step 4 |
| Melissa Stover | Administrative Support | Step 5 |
| Kristen Eblin | EMIS | Step 5 |
| Kenneth Disbennett | Facilities Assistant | Step 6 |
| Derek Bower | Food Services Director | Step 4 |
| Russ Balsinger | HVAC | Step 4 |
| Carl Hardwick | HVAC Assistant | Step 2 |
| Logan Adams | Nurse Aide | Step 8 |
| Miranda Ulrey | Occupational Therapy | Step 7 |
| Jessika Roberts | Asst Treasurer/HR | Step 4 |
| Amy Rinehart | Family Liaison | Step 9 |
| Madison Craigo | Family Liaison | Step 2 |
| Leslie Reid | Speech | Step 7 |
| Dana Lehman | Technology | Step 11 |
| Sara Wallace | School Psychologist | Step 8 |
| Wes Collins | Facilities Maintenance Supervisor & HCP | Step 5 |

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-109 Exempt Employees Step Placement

Motioned: Eric Thacker

Seconded: John Messmer

| Voter | Yes | No | Abstaining |
|-------|-----|----|------------|
|-------|-----|----|------------|

| | | | |
|-------------------------------|---|--|--|
| John Messmer, Board President | X | | |
| Eric Thacker, Board Member | X | | |
| Kathy Belcher, Board Member | X | | |

27 Approve Administrative Step Placement

Resolution to approve the following administrative step placements (2025-2026 only).

| | | | |
|--------------------|---|---------|--|
| Chad Carpenter | HS Principal | Step 7 | |
| Ty Stover | Assistant HS Principal | Step 6 | |
| Matt Bradley | Middle School Principal | Step 7 | |
| Shawn Winkelfoos | Elementary Principal | Step 9 | |
| Caleb Duncan | Elementary Asst Principal | Step 4 | |
| Kayla Ross | Literacy Specialist | Step 2 | |
| Jessica Litzenberg | Elementary Asst Principal/Curriculum Director | Step 8 | |
| Amy Randolph | Special Education Director | Step 10 | |
| Michael Keen | Athletic Director | Step 2 | |
| Chrissy Scaffidi | Transportation Administrator | Step 7 | |

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-110 Approve Administrative Step Placement

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 | | |

28 Approve Administrative Assistant Duties

Resolution to approve monthly payments in the amount of \$1,250 (\$15,000 total) payable on the second pay of each month to the following employees for performing duties of the Administrative Assistant in the District Office during contract year ending 2026 upon supervisory approval of work completed (payments to be prorated if duties aren't completed in full):

Jessika Roberts (\$15,000)

Kristen Eblin (\$15,000)

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-111 Approve Administrative Assistant Duties

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 | | |

29 Approve Trip Request

Resolution to approve the following overnight trip request.

High School Football Muskingum University (July 8 - 9)

High School Marching Band Indianapolis, IN (Aug. 7 - 8)

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-112 Approve Trip Request

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:

30 Approve Summer Work Program

Resolution to approve the summer student work program for the following students for no more than three weeks at an hourly rate equal to minimum wage.

Ava Fichtner

Henry Spence

Trenton Betscher

Ethan Plunkett

Messiah Hooper

Maddux Byard

Drew Klotz

Kynzie Green

Trent Detillion

Amberlon Ashbrook

Anna Jones

Allysa Shick

Robert Alexander

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-113 Approve Summer Work Program

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 | | |

31 Approve Home Instruction Tutor

Resolution to approve the following personnel for home instruction at their hourly rate.

Shae Miller (Effective May 1, 2025)

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-114 Approve Home Instruction Tutor

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 | | |

32 Approve Teacher Summer Work

Resolution to approve summer work, authorized by the Superintendent, for curriculum and leadership development payable at the equivalent of their hourly rate.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-115 Approve Teacher Summer Work

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 | | |

33 Approve Summer Park Help

Resolution to approve hiring two students for summer work at the park with a rate of minimum wage.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-116 Approve Summer Park Help

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 | | |

34 Accept Donation

Resolution to accept a donation of \$10,000 from the Booster Club.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-117 Accept Donation

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 | | |

35 Approve Payment for Highland Community Park Work (Summer 2025)

Resolution to approve payment to Derek Bower in the amount of \$10,000 for working at Highland Community Park in the Summer of 2025.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-118 Approve Payment for Highland Community Park Work (Summer 2025)

Motioned: Eric Thacker

Seconded: John Messmer

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

36 Knox County ESC Service Agreement

Resolution to approve the agreement with Knox County ESC for 2025-2026 services

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-119 Knox County ESC Service Agreement

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:

37 Approve Audiology Agreement

Resolution to approve the audiology agreement between Highland Local School District and Mouse Audiology Services, LLC. for the 2025-2026 school year.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-120 Approve Audiology Agreement

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:

38 Approve High Road School of Bucyrus ESY Services

Resolution to approve the agreements (2) between Specialized Education of Ohio, Inc. that owns and operates High Road School of Bucyrus and Highland Local School District for ESY Services during the summer of 2025.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-121 Approve High Road School of Bucyrus ESY Services

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:

39 ODOT Salt Contract Participation

Resolution authorizing participation in the ODOT road salt contracts awarded for the 2025-2026 year.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-122 ODOT Salt Contract Participation

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:

40 Approve School Resource Officer Agreement

Resolution to approve the agreement between Highland Local School and the Morrow County Sheriff's Office for a school resource officer.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-123 Approve School Resource Officer Agreement

Motioned: Kathy Belcher

Seconded: Eric Thacker

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

Attachments:

41 Approve Scholarships and Awards

Resolution to approve scholarship payments and awards payments as awarded and documented by the guidance department.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-124 Approve Scholarships and Awards

Motioned: Kathy Belcher

Seconded: Eric Thacker

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

42 Approve Transportation Payment

Resolution to approve the payment of mileage at 70 cents per mile (IRS rate) to Diana Booth for transportation provided to student during the current school year.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-125 Approve Transportation Payment

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 | | |

43 Approve Staff Laptop Purchase

Resolution to approve the purchase of staff laptops from CDW-G at a costs of \$176,676.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-126 Approve Staff Laptop Purchase

Motioned: John Messmer

Seconded: Eric Thacker

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

Attachments:

44 Establish Capital Projects Fund and Termination Benefits Fund

Resolution authorizing the establishment of fund 070 Capital Projects and fund 035 Termination Benefits, along with the initial transfer amounts and appendix A.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-127 Establish Capital Projects Fund and Termination Benefits Fund

Motioned: Eric Thacker

Seconded: John Messmer

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

Attachments:

45 Transfer of Funds

Resolution to approve the following transfer of funds:

Transfer From:

General Fund 001-0000 \$100,000

Transfer To:

Permanent Improvement Fund 003-9016 \$100,000

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-128 Transfer of Funds

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 | | |

46 Five Year Forecast

Resolution to approve the May Five Year Forecast as presented.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-129 Five year Forecast

Motioned: Kathy Belcher

Seconded: Eric Thacker

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

Attachments:

47 Accept Donation

Resolution to accept the donation of an air conditioning system from the booster club to be installed in the football stadium home concession.

Roll Call: Kathy Belcher___ Burgess Castle___ John Messmer___ William Short___ Eric Thacker___

Result: Approved

Resolution: 25-05-130 Accept Donation

Motioned: John Messmer

Seconded: Eric Thacker

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

48 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 BOE entered into Executive Session at 6:49 pm for items C & E above.

Result: Approved

Resolution: 25-05-131 Move from Regular to 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 | | |

49 Regular Session Reconvened

Minutes:

Regular session reconvened at 8:04 pm.

50 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, June 17, 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 8:05 pm.

Result: Approved

Resolution: 25-05-132 Adjournment

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 | | |