

# Highland Local School District - Regular Meeting

## Highland Local School District Board of Education

Middle School Robotics Room

Wednesday, October 8, 2025

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 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 was absent. All other members present.

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

### 4 Approve Minutes

Resolution to approve the minutes for the September 10, 2025 Regular Board of Education Meeting as presented.

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

**Result:** Approved

**Resolution:** 25-10-231 Approve Minutes

**Motioned:** Bill Short

**Seconded:** John Messmer

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

**Attachments:**

[Regular Meeting\\_09.10.2025.pdf](#)

## 5 Approve Financial Statements

Mr. Fleming

Resolution to approve the September 2025 Financial Statements as presented.

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

**Result:** Approved

**Resolution:** 25-10-232 Approve Financial Statements

**Motioned:** Kathy Belcher

**Seconded:** Eric Thacker

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

## 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.

- Mr. Ross Porter

**Minutes:**

Mr. Ross Porter expressed his interest in the Marengo property owned by the Board.

## 7 Move from Regular to Executive Session

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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 6:51 pm related to item A listed above.

**Result:** Approved

**Resolution:** 25-10-233 Move from Regular to Executive Session

**Motioned:** Kathy Belcher

**Seconded:** Bill Short

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

## 8 Regular Session Reconvened

### Minutes:

Regular session reconvened at 7:09 pm.

## 9 Accept Retirement Letters From Personnel

Resolution to approve retirement letters from the following personnel.

Penny Coyan ES Building Cook (Effective November 1, 2025)

Denise Stillwell HS Administrative Assistant (Effective June 1, 2026)

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

**Result:** Approved

**Resolution:** 25-10-234 Accept Retirement Letters From Personnel

**Motioned:** John Messmer

**Seconded:** Bill Short

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

## 10 Accept Resignation Letter From Personnel

Resolution to accept the following letter of resignation.

Brittany Renwick ES Custodian

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

**Result:** Approved

**Resolution:** 25-10-235 Accept Resignation Letters From Personnel

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

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

## 11 Approve FMLA Requests

Resolution to approve the FMLA requests for the following personnel.

Kelsey Ware MS Teacher

John Gifford ES Teacher

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

**Result:** Approved

**Resolution:** 25-10-236 Approve FMLA Request

**Motioned:** John Messmer

**Seconded:** Eric Thacker

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

## 12 Approve Classified Subs

Resolution to approve the following classified substitutes.

Cindy Sanders Cook/Cashier

Shelby Longshore Paraprofessional/Cook/Cashier

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

**Result:** Approved

**Resolution:** 25-10-237 Approve Classified Subs

**Motioned:** Kathy Belcher

**Seconded:** John Messmer

Voter	Yes	No	Abstained
John Messmer, Board President	X		

Voter	Yes	No	Abstained
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		

## 13 Approve Classified Contracts for 1 Year

Resolution to approve the following classified contracts for one year.

Rosanna Mason Paraprofessional 2 (HS/ES Split) Step 0 (Effective 10-1-25)

Brittany Renwick Building Cook Step 0 (Effective 9-30-25)

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

**Result:** Approved

**Resolution:** 25-10-238 Approve Classified Contracts for 1 Year

**Motioned:** Eric Thacker

**Seconded:** Bill Short

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

## 14 Approve The Renhill Group Agreement for Supplemental Hiring

Resolution to approve an agreement with The Renhill Group for hiring supplementals as needed.

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

**Result:** Approved

**Resolution:** 25-10-239 Approve The Renhill Group Agreement for Supplemental Hiring

**Motioned:** Bill Short

**Seconded:** Kathy Belcher

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

## 15 Approve Supplemental Contracts

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Resolution to approve the following supplemental contracts.

Kayla Arthurs Elementary Vocal Music Director (9 years)

Brianne Jaynes MS Student Council (2 years)

Jordan Kennedy HS Student Council (4 years)

Jordan Kennedy HS Website (4 years)

Corey Strinka Play Director (3 years)

Corey Strinka Art Play Director (3 years)

Kara Banbury Yearbook (9+ years)

Shawn Wilhelm High School Robotics (6 years)

Syanne Palmer Spanish Club (3 years)

Brian Wetzel Middle School Robotics (2 years)

Michael Miller Middle School Robotics Assistant (0 Years)

Julie McLeod High School Robotics Assistant (2 Years Split) - through The Renhill Group

Tyler DeWesse High School Robotics Assistant (1 Year Split)

Syanne Palmer National Honors Society (3 years)

Mari Miller Art Club (9+ years)

Cait Nelson Horticulture Club (3 year)

Corey Strinka Drama Club (0 Years)

Tom Haring After School Assistance (1<sup>st</sup> Semester)

Amber Billings After School Assistance (1<sup>st</sup> Semester)

Shannon Belcher After School Assistance (2<sup>nd</sup> Semester)

Chad Carpenter HS Fitness Coordinator (Fall) (0 Years)

Katie Pauley Senior Advisor (9+ years)

Elena Manning Junior Advisor (2 years)

Elena Manning Sophomore Advisor (2 years)

Shannon Belcher Freshman Advisor (9+ years)

Kara Banbury District Social Media (6 years)

Amy Arnett-Tomasek Pep Band (7 years)

Michelle Hudson HS Testing Coordinator (Hourly Rate)

Angel Cahall Business Professionals of America (3 years)

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

**Result:** Approved

**Resolution:** 25-10-240 Approve Supplemental Contracts

**Motioned:** Bill Short

**Seconded:** Eric Thacker

Voter	Yes	No	Abstained
John Messmer, Board President	X		

Voter	Yes	No	Abstained
Bill Short, Board Vice President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		

## 16 Approve Athletic Supplemental Contracts

Resolution to approve the following personnel for a supplemental contract.

Ryan Stover HS Boys Varsity Basketball Head Coach (7 Years)  
 Anthony Wilson HS Boys JV Basketball Head Coach (9+ Years)  
 Jordan Bellamy Boys Basketball Volunteer (middle school only)  
 Garrett Fitzpatrick Boys Basketball Volunteer  
 Tony Kanagy 8th Grade Boys Head Basketball Coach (0 Years)  
 Cooper Young 7th Grade Boys Head Basketball Coach (0 Years)  
 Matt Bradley HS Girls Head Basketball Coach (9+ Years)  
 Matt Downing HS Girls Varsity Assistant Basketball Coach (9+ Years)  
 Brett Behnfeldt JV Girls Head Basketball Coach (9+ Years)  
 Bryleigh Young 8th Grade Girls Head Basketball Coach (0 Years)  
 Brooke Squires 7th Grade Girls Head Basketball Coach (1 Year)  
 Adam Gilmore HS Head Wrestling Coach (9+ Years)  
 Alec Fulwider Varsity Assistant Wrestling Coach (2 Years Split Contract)  
 Cameron May Varsity Assistant Wrestling Coach (2 Years Split Contract)  
 Tristan Hinkle MS Head Wrestling Coach (3 Years)  
 Luke Clemens HS Head Girls Wrestling Coach (9+ Years)  
 Katelyn Zellner MS Assistant Wrestling Coach (3 Years)  
 Remington Baker Volunteer Wrestling Coach  
 Dawn Hicks HS Head Girls Bowling Coach (6 Years) - through The Renhill Group  
 Ty Hicks HS Head Boys Bowling Coach (6 Years)  
 Christy Barnett HS/MS Head Cheer Coach (8 Years)  
 Chris Rupe Winter Facilities Coordinator  
 Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 25-10-241 Approve Athletic Supplemental Contracts

**Motioned:** Bill Short

**Seconded:** Eric Thacker

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



Voter	Yes	No	Abstained
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		

## 17 Approve Supplemental Contract

Resolution to approve the following supplemental contract.

Payton Woodruff Winter Facilities Coordinator

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

**Result:** Approved

**Resolution:** 25-10-242 Approve Supplemental Contract

**Motioned:** Bill Short

**Seconded:** John Messmer

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

## 18 Terminate Existing Contract and Approve Non-Teaching Personnel Contract

Resolution to approve the termination of the HVAC Maintenance Assistant contract and approve following non-teaching personnel contract per the adopted salary schedule.

Carl Hardwick HVAC Maintenance Step 2 (Effective 10-16-25)

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

**Result:** Approved

**Resolution:** 25-10-243 Terminate Existing Contract and Approve Non-Teaching Personnel Contract

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

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

## 19 Terminate and Approve Treasurer Contract

Resolution to approve the termination of the Treasurer's current contract and approve a new contract beginning 11/1/2025.

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

**Result:** Approved

**Resolution:** 25-10-244 Terminate and Approve Treasurer Contract

**Motioned:** Kathy Belcher

**Seconded:** Eric Thacker

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

## 20 Potential Retire/Rehire Public Notice

Resolution to authorize and direct the Treasurer to place notice in the Morrow County Sentinel giving public notice in accordance with Section 3309.345 of the Ohio Revised Code that the Board of Education will hold a public meeting on the issue of re-employing Penny Coyan. Public notice must list the date and location of the meeting.

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

**Result:** Approved

**Resolution:** 25-10-245 Potential Retire/Rehire Public Notice

**Motioned:** Bill Short

**Seconded:** Eric Thacker

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

## 21 Approve the Mid Ohio ESC Substitute Teacher List

Resolution to approve the Mid Ohio ESC Substitute Teacher List.

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

**Result:** Approved

**Resolution:** 25-10-246 Approve the Mid Ohio ESC Substitute Teacher List

**Motioned:** Kathy Belcher

**Seconded:** John Messmer

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

## 22 Approve Trip Propoasal

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Resolution to approve the trip proposal for the Spanish Club to travel to Spain and France in the summer of 2027.

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

**Result:** Approved

**Resolution:** 25-10-247 Approve Trip Proposal

**Motioned:** Kathy Belcher

**Seconded:** Eric Thacker

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

## 23 Approve Overnight Trip

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Resolution to approve the following overnight trips.

Robotics      Kalahari Resort Sandusky    January 23 - 24

Robotics      Wheeling, WV    January 29 - 31

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

**Result:** Approved

**Resolution:** 25-10-248 Approve Overnight Trip

**Motioned:** Eric Thacker

**Seconded:** John Messmer

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

## 24 Approve Selover Library Appointment

Resolution to approve the following appointment to the Selover Public Library.

Hudson Ray

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

**Result:** Approved

**Resolution:** 25-10-249 Approve Selover Library Appointment

**Motioned:** John Messmer

**Seconded:** Eric Thacker

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

## 25 Approve First Reading of Board Policy Changes

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

PO2266 - NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES

PO2431 - INTERSCHOLASTIC ATHLETICS

PO3130 - ASSIGNMENT AND TRANSFER

PO5130 - WITHDRAWAL FROM SCHOOL

PO5136 - PERSONAL COMMUNICATION DEVICES

PO5200 - ATTENDANCE

PO5223 - RELEASED TIME FOR RELIGIOUS INSTRUCTION DURING THE SCHOOL DAY

PO5410 - PROMOTION, ACADEMIC ACCELERATION, PLACEMENT, AND RETENTION

PO6325 - PROCUREMENT - FEDERAL GRANTS/FUNDS

PO6830 - AUDIT

PO7540.02 - DIGITAL CONTENT AND ACCESSIBILITY (Formerly: WEB ACCESSIBILITY, CONTENT, APPS, AND SERVICES)

PO7541 - ELECTRONIC DATA PROCESSING DISASTER RECOVERY PLAN

PO8300 - CONTINUITY OF ORGANIZATIONAL OPERATIONS PLAN

PO8305 - INFORMATION SECURITY  
 PO8400 - SCHOOL SAFETY  
 PO8462 - STUDENT ABUSE AND NEGLECT  
 PO8640 - TRANSPORTATION FOR NON-ROUTINE TRIPS  
 PO9270 - EQUIVALENT EDUCATION OUTSIDE THE SCHOOLS & PARTICIPATION  
 IN EXTRACURRICULAR FOR STUDENTS NOT ENROLLED IN THE DISTRICT  
 PO1422 - NONDISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, AND ANTI-HARASSMENT  
 PO1422.02 - NONDISCRIMINATION BASED ON GENETIC INFORMATION OF THE EMPLOYEE  
 PO1623 - SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT  
 PO1662 - ANTI-HARASSMENT  
 PO2260 - NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY  
 PO2260.01 - SECTION 504/ADA PROHIBITION AGAINST DISCRIMINATION BASED ON DISABILITY  
 PO3122 - NONDISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, AND ANTI-HARASSMENT  
 PO3122.02 - NONDISCRIMINATION BASED ON GENETIC INFORMATION OF THE EMPLOYEE  
 PO3123 - SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT  
 PO3362 - ANTI-HARASSMENT  
 PO4122 - NONDISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, AND ANTI-HARASSMENT  
 PO4122.02 - NONDISCRIMINATION BASED ON GENETIC INFORMATION OF THE EMPLOYEE  
 PO4123 - SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT  
 PO4362 - ANTI-HARASSMENT  
 Roll Call: Kathy Belcher\_\_\_ Burgess Castle\_\_\_ John Messmer\_\_\_ William Short\_\_\_ Eric Thacker\_\_\_

**Result:** Approved

**Resolution:** 25-10-250 Approve First Reading of Board Policy Changes

**Motioned:** Bill Short

**Seconded:** John Messmer

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

## 26 Ala Carte/Extras Pricing

Resolution to approve the ala carte and extra items prices.

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

**Result:** Approved

**Resolution:** 25-10-251 Ala Carte/Extras Pricing

**Motioned:** Eric Thacker

**Seconded:** Bill Short

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

## 27 Athletic Hall of Fame Account

Resolution to approve the transfer of \$1,633.30 from the Hall of Fame bank account into the District's general bank account to become accounted for and the responsibility of the District to administer. Further, to approve the creation of the following fund and special cost center.

- Highland Athletic Hall of Fame Fund: 300 SCC: 9800

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

**Result:** Approved

**Resolution:** 25-10-252 Athletic Hall of Fame Account

**Motioned:** Kathy Belcher

**Seconded:** Eric Thacker

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

## 28 Approve Grant, Funds, and SCCs

Resolution to approve the Marsh Foundation Music Grant in the amount of \$1,250 and the creation of the following funds and SCCs.

- Marsh Foundation Music Grant Fund: 019 SCC: 9326
- Middle School Robotics (Worlds) Fund: 200 SCC: 9618
- High School Robotics (Worlds) Fund: 200 SCC: 9619

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

**Result:** Approved

**Resolution:** 25-10-253 Approve Grant, Funds, and SCCs

**Motioned:** Bill Short

**Seconded:** Eric Thacker

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

## 29 Approve Transfer from MS Robotics into MS Robotics (Worlds)

Resolution to approve a transfer in the amount of \$5,012.04 from the MS Robotics account into the new MS Robotics (Worlds) account:

- Fund: 200      SCC: 9608      (\$5,012.04)
- Fund: 200      SCC: 9618      \$5,012.04

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

**Result:** Approved

**Resolution:** 25-10-254 Approve Transfer from MS Robotics into MS Robotics (Worlds)

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

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

## 30 Approve Purpose and Budget Clauses

Resolution to approve the following purpose and budget clauses.

- HS Robotics
- MS Robotics

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

**Result:** Approved

**Resolution:** 25-10-255 Approve Purpose and Budget Clauses

**Motioned:** John Messmer

**Seconded:** Bill Short

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

## 31 Medical Insurance

Resolution to approve the Cigna medical insurance proposal for calendar year 2026 with board and employee % contributions to remain at the % contributions rates utilized for calendar year 2025, including HRA and HSA board amounts.

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

**Result:** Approved

**Resolution:** 25-10-256 Medical Insurance

**Motioned:** Bill Short

**Seconded:** Eric Thacker

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

## 32 Revised Appendix A for Fund 070

Resolution to approve the revised Appendix A related to fund 070 to account for the Slack Center renovation.

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

**Result:** Approved

**Resolution:** 25-10-257 Revised Appendix A for Fund 070

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

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



### 33 Revised Appropriations and Estimated Resources

Resolution to approve the revised FY2026 fund level appropriations and estimated resources.

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

**Result:** Approved

**Resolution:** 25-10-258 Revised Appropriations and Estimated Resources

**Motioned:** John Messmer

**Seconded:** Kathy Belcher

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

### 34 Five Year Forecast

Resolution to approve the October 2025 Five Year Forecast as presented.

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

**Result:** Approved

**Resolution:** 25-10-259 Five Year Forecast

**Motioned:** Kathy Belcher

**Seconded:** Eric Thacker

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

### 35 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 7:25 pm for item A above.

**Result:** Approved

**Resolution:** 25-10-260 Move from Regular to Executive Session

**Motioned:** John Messmer

**Seconded:** Eric Thacker

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

## 36 Regular Session Reconvened

#### **Minutes:**

Regular session reconvened at 8:39 pm.

## 37 Adjourn this Meeting and Confirm Next Meeting Date

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Resolution to adjourn this meeting and schedule the next meeting of the Highland Local School District Board of Education to be held Wednesday, November 12, 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:**

The meeting was adjourned at 8:40 pm.

**Result:** Approved

**Resolution:** 25-10-261 Adjournment

**Motioned:** John Messmer

**Seconded:** Eric Thacker

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