

Highland Local School District - Regular Meeting

Highland Local School District Board of Education

Middle School Robotics Room
Wednesday, November 12, 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. All member present. Mr. Short departed at 6:38 pm.

4 Approve Minutes

Resolution to approve the minutes for the October 8, 2025 Regular Board of Education Meeting as presented

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

Result: Approved

Resolution: 25-11-262 Approve Minutes

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

Attachments:

[Regular Meeting 10.08.2025.pdf](#)

5 Approve Financial Statements

Mr. Fleming

Resolution to approve the October 2025 Financial Statements as presented.

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

Result: Approved

Resolution: 25-11-263 Approve Financial Statements

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		
Burgess Castle, 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.

Minutes:

Various community members addressed the Board in support of the School Resource Officer.

7 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 7:12 pm for items A and F above.

Result: Approved

Resolution: 25-11-264 Move from Regular to Executive Session

Motioned: Kathy Belcher

Seconded: Eric Thacker

Voter	Yes	No	Abstained
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		

Voter	Yes	No	Abstained
Kathy Belcher, Board Member	X		

8 Regular Session Reconvened

Minutes:

Regular session reconvened at 7:34 pm.

9 Accept Resignation Letter From Personnel

Resolution to accept the following resignation

Melanie Meade ES Cook/Cashier (Effective 12-1-2025)

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

Result: Approved

Resolution: 25-11-265 Accept Resignation Letter From Personnel

Motioned: Kathy Belcher

Seconded: John Messmer

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

10 Approve Classified Sub

Resolution to approve the following classified sub

Angela Lowe Custodian

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

Result: Approved

Resolution: 25-11-266 Approve Classified Sub

Motioned: Eric Thacker

Seconded: John Messmer

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

Voter	Yes	No	Abstained
Burgess Castle, Board Member	X		
Kathy Belcher, Board Member	X		

11 Approve Supplemental Contract

Resolution to approve the following supplemental contract

Tosha Reichenbach Volunteer Cheer Coach

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

Result: Approved

Resolution: 25-11-267 Approve Supplemental Contract

Motioned: Eric Thacker

Seconded: Kathy Belcher

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

12 Approve Classified Contracts

Resolution to approve the following classified contracts

James Blaney HS Custodian (Step 5) (Effective 11/10/25)

Stacey Swick ES Paraprofessional 2 (Step 10, up to 2 hours per day paid via timesheet) (Effective 11/6/2025)

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

Result: Approved

Resolution: 25-11-268 Approve Classified Contracts

Motioned: John Messmer

Seconded: Eric Thacker

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

13 Approve Step Change

Resolution to approve the following step placement change

Brittany Renwick Building Cook (Step 6 from step 0; effective 9/30/2025)

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

Result: Approved

Resolution: 25-11-269 Approve Step Change

Motioned: Kathy Belcher

Seconded: John Messmer

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

14 Cell Phone Stipend

Resolution to approve a \$600 cell phone stipend for the following personnel for the 25-26 school year for using their own personal cell phone for school business (considered 100% earned and payable in January of 2026; will be prorated based on days worked vs days in contract if service is terminated prior to January of 2026).

Wes Collins

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

Result: Approved

Resolution: 25-11-270 Cell Phone Stipend

Motioned: Eric Thacker

Seconded: John Messmer

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

15 Approve Professional Development

Resolution to approve the Transformative AI Training Package for School Districts (to be paid by the district and fully reimbursed).

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

Result: Approved

Resolution: 25-11-271 Approve Professional Development

Motioned: Kathy Belcher

Seconded: Eric Thacker

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

16 Approve Board Policy Changes

Resolution to approve the following board policy updates.

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

PO2431 - INTERSCHOLASTIC ATHLETICS

PO3130 - ASSIGNMENT AND TRANSFER

PO4162 - TRANSPORTATION BY ALTERNATIVE VEHICLES

PO4161.01 - DRUG AND ALCOHOL TESTING OF EMPLOYEES WITHOUT CDL LICENSES WHO
TRANSPORT STUDENTS IN ALTERNATIVE VEHICLES

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

PO8600 - TRANSPORTATION

PO8600.04 - BUS AND ALTERNATIVE VEHICLE DRIVER CERTIFICATION

PO8640 - TRANSPORTATION FOR NON-ROUTINE TRIPS

PO8650 - TRANSPORTATION BY ALTERNATIVE VEHICLES

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: 25-11-272 Approve Board Policy Changes

Motioned: Eric Thacker

Seconded: John Messmer

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

17 Approve Trip Request

Resolution to approve the following changes to the robotics overnight trip request and new baseball trip request.

1 team will be going to the Cleveland area for a signature event November 14th-15th.

1 team will be going to Orlando, FL (12/26-12/28)

1 team will be going to Greenville, SC (12/31-1/1)

HS Baseball Myrtle Beach , SC (3/24 - 3/31)

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

Result: Approved

Resolution: 25-11-273 Approve Trip Request

Motioned: Kathy Belcher

Seconded: Eric Thacker

Voter	Yes	No	Abstained
John Messmer, Board President	X		

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

18 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: 25-11-274 Approve the Mid-Ohio ESC Substitute Teacher List

Motioned: John Messmer

Seconded: Kathy Belcher

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

19 Approve Purpose and Budget Clause and Consolidation of Robotics Worlds Accounts

Resolution to approve the following purpose and budget clause, terminate MS and HS Worlds accounts, and consolidate into one Robotics Worlds account (Fund 200 and SCC 9618).

- Robotics Worlds

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

Result: Approved

Resolution: 25-11-275 Approve Purpose and Budget Clause and Consolidation of Robotics Worlds Accounts

Motioned: Kathy Belcher

Seconded: Eric Thacker

Voter	Yes	No	Abstained
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Burgess Castle, Board Member	X		

Voter	Yes	No	Abstained
Kathy Belcher, Board Member	X		

20 2026 Dental and Vision

Resolution to approve the attached dental insurance carrier/premiums (Cigna) and visions insurance carrier/premiums (VSP) for calendar year 2026 with board and employee % contributions to remain at the % contribution rates utilized for calendar year 2025.

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

Result: Approved

Resolution: 25-11-276 2026 Dental and Vision

Motioned: Eric Thacker

Seconded: John Messmer

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

21 Accept Highland Community Park Protective Net Donation

Resolution to approve the donation of a protective net at Highland Community Park with an estimated value of \$21,400 from D&K Hathaway.

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

Result: Approved

Resolution: 25-11-277 Accept Highland Community Park Protective Net Donation

Motioned: John Messmer

Seconded: Eric Thacker

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

22 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, December 10, 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 7:44 pm.

Result: Approved

Resolution: 25-11-278 Adjournment

Motioned: John Messmer

Seconded: Eric Thacker

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