

Highland Local School District - Organizational Meeting

Highland Local School District Board of Education

Middle School Robotics Room

Wednesday, January 7, 2026

5:45pm - 6:00pm

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; Lynn Baldwin, Member; Nate Clark, Member

1 Call to Order

President Pro Temp

Minutes:

Mr. Messmer called the meeting to order at 5:45 pm.

2 Pledge of Allegiance

President Pro Temp

3 Roll Call

President Pro Temp

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Minutes:

Mr. Messmer called roll. All were present.

4 Oath of Office

Treasurer

Do you solemnly swear (or affirm) that you will support the Constitution of the United States and the Constitution of the State of Ohio; and that you will faithfully and impartially discharge your duties as members of this board of education to the best of your ability, and in accordance with the laws now in effect and hereafter to be enacted during your continuance in said office and until your successor is elected and qualified?

Lynn Baldwin

Kathy Belcher

Nate Clark

Minutes:

Mr. Fleming administered the Oath of Office to Lynn Baldwin, Nate Clark, and Kathy Belcher. All three responded affirmatively with I do.

5 Election of Officers

President Pro Temp

_____ moved to nominate _____ as Board President for 2026.

_____ moved to close nominations.

_____ moved to nominate _____ as Board Vice President for 2026.

_____ moved to close nominations.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Minutes:

Mr. Thacker moved to nominate Mr. Messmer as Board President for 2026. Mrs. Belcher seconded the motion. Mr. Thacker moved to close nominations. Mr. Clark seconded the motion to close nominations. Mr. Messmer was elected Board President.

Mr. Messmer moved to nominate Mr. Thacker as Board Vice President for 2026. Mr. Clark seconded the motion. Mr. Messmer moved to close nominations. Mrs. Belcher seconded the motion to close nominations. Mr. Thacker was elected Board Vice President.

Result: Approved

Resolution: 26-01-001 Election of Officers

Voter	Yes	No	Abstained
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

6 Establish Regular Meeting Dates, Times, and Location

President

Resolution to approve the regular meetings of the Highland Local Board of Education for the 2026 calendar year be held the second Wednesday of every month starting at 6:00 pm in the middle school robotics room then the Slack Center once completed.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-01-002 Establish Regular Meeting Dates, Times, and Location

Motioned: Nate Clark

Seconded: Eric Thacker

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

Voter	Yes	No	Abstained
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

7 Authorize Superintendent to Administer All Federal & State Programs

President

Resolution to authorize the Superintendent or his designee to administer all Federal and State Grant Programs for the District.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-01-003 Authorize Superintendent to Administer All Federal & State Programs

Motioned: Eric Thacker

Seconded: Kathy Belcher

Voter	Yes	No	Abstained
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

8 Appoint Purchasing Agent

President

Resolution to appoint the Superintendent as the Purchasing Agent for the District.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-01-004 Appoint Purchasing Agent

Motioned: Lynn Baldwin

Seconded: Eric Thacker

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

Voter	Yes	No	Abstained
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

9 Investment of Funds

President

Resolution to authorize the Treasurer to invest inactive and interim funds whenever active or interim funds are available for investment.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-01-005 Investment of Funds

Motioned: Kathy Belcher

Seconded: Nate Clark

Voter	Yes	No	Abstained
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

10 Authorize Superintendent to Employ Temporary Personnel

President

Resolution to authorize the Superintendent to employ temporary personnel as needed for emergency situations. Such employment shall be presented for approval by the Board at the next regular meeting.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-01-006 Authorize Superintendent to Employ Temporary Personnel

Motioned: Lynn Baldwin

Seconded: Eric Thacker

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

Voter	Yes	No	Abstained
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

11 Authorize Superintendent to Accept Resignations

President

Resolution to authorize the Superintendent, on behalf of the Board, to accept resignations which have been submitted by employees during times when the Board is not in session, subject to ratification by the Board; provided however, that upon ratification by the Board, such resignations shall be deemed effective as of the date and time of the Superintendent's acceptance. This authorization will remain in effect through the January 2027 Organizational Meeting.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-01-007 Authorize Superintendent to Accept Resignations

Motioned: Kathy Belcher

Seconded: Nate Clark

Voter	Yes	No	Abstained
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

12 Authorize Mileage Rate

President

Resolution to authorize the Superintendent to approve mileage reimbursement to employees who drive their personal vehicle in the performance of their duties as per our adopted schedule at the IRS mileage reimbursement rate of 72.5 cents for calendar year 2026.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-01-008 Authorize Mileage Rate

Motioned: Eric Thacker

Seconded: Nate Clark

Voter	Yes	No	Abstained
John Messmer, Board President	X		

Voter	Yes	No	Abstained
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

13 Authorize Advance on Tax Settlements

President

Resolution to authorize the Treasurer to secure tax advances from the County Auditor when funds are available and payable to the District.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-001-009 Authorize Advance on Tax Settlements

Motioned: Kathy Belcher

Seconded: Nate Clark

Voter	Yes	No	Abstained
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

14 Authorize Payment of Bills

President

Resolution to authorize the Treasurer to pay bills approved by the purchasing agent via purchase order as they are presented, provided the funds are available, and to report those bills paid to the Board monthly (including Then & Nows above \$2,999).

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-01-010 Authorize Payment of Bills

Motioned: Lynn Baldwin

Seconded: Nate Clark

Voter	Yes	No	Abstained
John Messmer, Board President	X		

Voter	Yes	No	Abstained
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

15 Establish Board Service Fund

President

Resolution to establish a Board Service Fund in the amount of \$1,000.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-001-011 Establish Board Service Fund

Motioned: Kathy Belcher

Seconded: Lynn Baldwin

Voter	Yes	No	Abstained
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

16 Food Purchases

President

Resolution to authorize the purchase of meals, refreshments, amenities, and recognition for the following: Board of Education Meetings, Student/Staff Recognition, Staff Professional Development, Start of School Meetings, End of School Meetings, Staff Appreciation, Student Achievement, Student Activities, and Curricular items.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-01-012 Food Purchases

Motioned: Lynn Baldwin

Seconded: Nate Clark

Voter	Yes	No	Abstained
John Messmer, Board President	X		

Voter	Yes	No	Abstained
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		

17 Adjournment

President

Resolution to adjourn this meeting.

Roll Call: Lynn Baldwin___ Kathy Belcher___ Nate Clark___ Eric Thacker___ John Messmer___

Result: Approved

Resolution: 26-01-013 Adjournment

Motioned: Eric Thacker

Seconded: Kathy Belcher

Voter	Yes	No	Abstained
John Messmer, Board President	X		
Eric Thacker, Board Member	X		
Kathy Belcher, Board Member	X		
Lynn Baldwin, Member	X		
Nate Clark, Member	X		