

# Highland Local School District - Regular Meeting

## Highland Local School District Board of Education

Middle School Robotics Room

Wednesday, May 13, 2026

6:00pm - 8:00pm

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

### 1 Call to Order

President

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**Minutes:**

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

### 2 Pledge of Allegiance

President

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**Minutes:**

Mr. Messmer led the Pledge of Allegiance.

### 3 Roll Call

President

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Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Minutes:**

Mr. Messmer called roll. All members present.

### 4 Approve Minutes

Resolution to approve the minutes for the April 8, 2026 Regular Board of Education Meeting and April 20, 2026 Special Meeting as presented.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-102 Approve Minutes

**Motioned:** Nate Clark

**Seconded:** John Messmer

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

**Attachments:**

[00.01 Special Meeting 04.20.2026.pdf](#)

[00.01 Regular Meeting 04.08.2026.pdf](#)

## 5 Approve Financial Statements

Mr. Fleming

Resolution to approve the April 2026 Financial Statements as presented.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-103 Approve Financial Statements

**Motioned:** Eric Thacker

**Seconded:** Lynn Baldwin

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

Mr. Stambaugh addressed the Board about the Marengo ball fields.

Ms. Alexander addressed the Board about preschool.  
Ms. Penix addressed the Board about the Spanish program.  
Ms. Stepp addressed the BOE about the effort a dedication of staff members.

## 7 Public Participation - Retire/Rehire Hearing

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- Concerning the consideration of the retire/rehire of Michael DeLaney

**Minutes:**

Hearing was held. No comments were made.

## 8 Public Participation - Retire/Rehire Hearing

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- Concerning the consideration of the retire/rehire of Katie Pauley

**Minutes:**

Hearing was held. No comments were made.

## 9 Public Participation - Retire/Rehire Hearing

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- Concerning the consideration of the retire/rehire of Shannon Belcher

**Minutes:**

Hearing was held. No comments were made.

## 10 Accept Resignation Letters From Personnel

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Resolution to approve the following resignations

Danielle Padrutt Paraprofessional (Effective End of the School Year)

Jennifer Bolton Paraprofessional (Effective End of the School Year)

Kesley Kincaid Bus Driver (Effective June 4, 2026)

Michelle Hudson HS Math (Effective End of the School Year)

Brian Ballard Paraprofessional (Effective 5-5-26)

Shawn Wilhelm Robotics (Effective End of the School Year)

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-104 Accept Resignation Letters From Personnel

**Motioned:** John Messmer

**Seconded:** Lynn Baldwin

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

## 11 Accept Retirement Letters From Personnel

Resolution to approve to following retirements

Shelley Hammond ES Custodian (Effective 6-30-26)

Marty Zeger Grounds Keeper (Effective 6-3-26)

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-105 Accept Retirement Letters From Personnel

**Motioned:** Lynn Baldwin

**Seconded:** Eric Thacker

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

## 12 Amend First Bullet of Subsequent Resolution

Resolution to amend "Reducing Preschool to three morning and afternoon sessions" to "Reducing Preschool to three morning and afternoon classrooms (three morning and three afternoon sessions taking place Monday through Thursday of each week during the school year)" in the subsequent resolution.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-106 Amend First Bullet of Subsequent Resolution

**Motioned:** Eric Thacker

**Seconded:** John Messmer

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

### 13 Approve resolution to inform the Highland Local Schools Community of actions that will be taken for the FY27 School Year due to Ohio Property Tax Reform.

Approve the resolution to inform the Highland Community of actions that will be taken for the fiscal year 2027 due to Ohio Property Tax Reform.

WHEREAS on December 19, 2025, numerous property tax reform bills were approved to provide relief to Ohio tax payers.

WHEREAS this property tax reform will reduce Highland Local Schools revenue used to support education needs of our children by an estimated \$1.8 million based on the published forecast.

WHEREAS the Highland Board of Education (the Board) will take necessary action to ensure the district's goal of maintaining sufficient financial reserves and minimizing deficit spending are met to protect against reductions in educational programming, staffing or service levels due to unexpected revenue shortfalls as a result of this reform.

WHEREAS due to the impact of Ohio's property tax reform, the Board directed the District's Superintendent and Treasurer at the March 2026 public meeting, agenda item No. 28, to take the necessary action and plan for the reduction of operating cost by \$1 million for the FY27 school year.

WHEREAS as a result if the above direction, the District's Superintendent and Treasurer are seeking approval from the Board to perform the following operational and cost saving measures of nearly \$1 million for the FY27 school year, to included:

- Reducing Preschool to three morning and afternoon sessions four days per week.
- Not filling five open positions
- Eliminating one administrative position
- Reducing the number of supplemental contracts
- Not transferring general funds for capital items
- Consider Retire/Rehire for staff
- Other economies and efficiencies

WHEREAS the District's Superintendent and Treasurer will continue to advise the Board of potential actions needed to ensure the district's goal of providing quality educational growth to our highland kids while maintaining sufficient financial reserves and minimizing deficit spending are met.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-107 Approve Resolution to inform the Highland Local Schools Community of actions the will be taken for the FY27 School Year due to Ohio Property Tax Reform

**Motioned:** Nate Clark

**Seconded:** Kathy Belcher

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

## 14 Approve Classified Subs

Resolution to approve the following classified subs

Renae Schwartz Paraprofessional (Effective 5-8-26)

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-108 Approve Classified Subs

**Motioned:** Eric Thacker

**Seconded:** Lynn Baldwin

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

## 15 Approve FMLA

Resolution to approve FMLA for the attached list of eligible employees.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-109 Approve FMLA

**Motioned:** John Messmer

**Seconded:** Nate Clark

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

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

## 16 Approve Overnight Trip

Resolution to approve the following overnight trips

FFA Camp June 22 - 26 Carrolton, OH

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-110 Approve Overnight Trip

**Motioned:** Lynn Baldwin

**Seconded:** Eric Thacker

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

## 17 Approve Certified Contracts For 1 Year

Resolution to approve the following certified contracts for one year.

Greta Penix

Charles Wendt

Julia Ritzler

Louis D'Hondt

Paul Kunkle

Megan Dever

Wes Newland

Brian Wetzel

Caitlin Snyder

Kelsey Ware

Madelyn Hendrickson

Morgan Sott

Indie Jones

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-111 Approve Certified Contracts For 1 Year

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

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

## 18 Approve Certified Contracts For 2 Years

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Resolution to approve the following certified contracts for two years.

Kristy Daugherty

Craig Smith

Christina Hart

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-112 Approve Certified Contracts For 2 Years

**Motioned:** John Messmer

**Seconded:** Lynn Baldwin

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

## 19 Approve Certified Contracts For 3 Years

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Resolution to approve the following certified personnel for three years contracts.

Tom Haring

Amber Billings



Angel Cahall  
Jett Walls  
Heather Faulkner  
Elena Manning  
Daniel Cichon  
Samantha Mowry  
Amanda Laci Romshak  
Samantha Bennett  
Hannah MCAvoy  
Baylee Reida  
Sarah Sholl  
Jacob Ware

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-113 Approve Certified Contracts For 3 Years

**Motioned:** John Messmer

**Seconded:** Eric Thacker

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

## 20 Approve Certified Contracts For 5 Years

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Resolution to approve the following certified contracts for five years.

Kara Banbury  
Luke Burton  
Donnie Kline  
Abby Steele  
Chad Williams  
Brianne Jaynes  
Tressa Fown  
Anthony Wilson  
Candace Schlingman  
Dustin Green  
Lauretta Duncan

Paige Stone  
Allison Streby  
Kayla Arthurs  
Michelle Scott  
Andrea Updike

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-114 Approve Certified Contracts For 5 Years

**Motioned:** John Messmer

**Seconded:** Nate Clark

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

## 21 Approve Certified Continuing Contracts

Resolution to approve the following personnel for a continuing contract.

Candace Thompson

Stephanie Beck

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-115 Approve Certified Continuing Contracts

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

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

## 22 Approve Classified Contracts For 2 Years

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Resolution to approve the following classified contracts for two years.

Jill Hunter

Melanie Nauman

Kelly Simms

Stephanie Lehman

Cortney Farmer

Christi Holtrey

Crystal Kyser

Brittney Mullins

Michelle Adkins

Sarah Garcia

Courtnie Howell

Denise McClure

Julie McLeod

Morgan Lisenbee

Meghan Wissel

Heather Minor

Rosanna Mason

Brittany Renwick

Amy Ragor

Mya Watson

Danielle Ulrey

Stacey Swick

Tara Weaver

Ashley Watson

Diane Suttinger

Tiffany D'Hondt

Sarah Gorenflo

Nate Remley

Ron Ragor

Carlee Beam

Beverly Arndt

Danielle Rehm

Mindy Marquez

Joshua Swims

Richard Dobucki

Spencer Partlow

James Blaney

Angela Lowe

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-116 Approve Classified Contracts For 2 Years

**Motioned:** Lynn Baldwin

**Seconded:** John Messmer

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

## 23 Approve Classified Continuing Contract

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Resolution to approve the following continuing contracts

Tiffani Miller

Michelle Marcum

Eayon Fiedler

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-117 Approve Classified Continuing Contract

**Motioned:** Eric Thacker

**Seconded:** John Messmer

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

## 24 Employ By Three (3) Year Contract

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Resolution to approve the following non-teaching employee by three year contract.

Dana Lehman            Systems Administrator (Technology)

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-118 Employ By Three (3) Year Contract

**Motioned:** Lynn Baldwin

**Seconded:** Kathy Belcher

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

## 25 Approve Supplemental Contracts

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Resolution to approve the following supplemental contracts

Denny West HS Head Cross Country (9+ Years)

Adam Gilmore MS Head Cross Country (6 Years)

Angel Cahall MS Assistant Cross Country (5 Years)

Craig Smith HS Assistant Football (9+ Years)

Matt Downing HS Assistant Football (9+ Years)

Chad Williams HS Assistant Football (7 Years)

Ben Lannom HS Assistant Football (2 Years)

Jacob Ware MS Head Football (5 Years)

Drew Mitchell MS Head Football (3 Years)

Kyle Anderson MS Assistant Football (3 Years)

Jake Broerman MS Assistant Football (4 Years)

Chris Rupe HS Head Boys Golf (9+ Years)

David Ware HS Head Girls Golf (4 Years)

Satchel Denton HS Head Boys Soccer (3 Years)

Payton Woodruff HS Assistant Soccer (3 Years)

Anthony Wilson HS Assistant Soccer (7 Years)

Megan Dever HS Head Girls Soccer (2 Years)

Brooke Ratliff HS Assistant Soccer (1 Year)

Katie Davis HS Head Volleyball (5 Years)

Chelsea Ulrey HS Assistant Volleyball (5 Years)

Nikki Thomas HS Assistant Volleyball (2 Years)

Derek Bower MS Head Volleyball (9+ Years)

Tarren Woodruff MS Head Volleyball (6 Years)

Christy Barnett HS Head Cheer (9 Years)

Scott Pauley Summer School Paid at Hourly Rate

Chris Houlihan Head Boys Basketball Coach (4 Years)

Heather Faulkner Assistant Band Director (9+ Years)

Logan Denman      Associate Band Director      (6 Years)  
Aubrey Lovely      Color Guard Coach      (2 Years)  
Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-119 Approve Supplemental Contracts

**Motioned:** John Messmer

**Seconded:** Nate Clark

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

## 26 Approve Supplemental Contract

Resolution to approve the following supplemental contract.

Ty Stover      HS Head Football      (5 Years)

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-120 Approve Supplemental Contract

**Motioned:** Lynn Baldwin

**Seconded:** Eric Thacker

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

## 27 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

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-121 Approve Extended Service Days

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

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

## 28 Approve Mid Ohio ESC Teacher Substitute List

Resolution to approve the Mid Ohio ESC teacher substitute list.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-122 Approve Mid Ohio ESC Teacher Substitute List

**Motioned:** Kathy Belcher

**Seconded:** Lynn Baldwin

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

## 29 Approve Payment for Highland Community Park Work (Summer 2026)

Resolution to approve payment to Derek Bower in the amount of \$10,000 for working at Highland Community Park in the Summer of 2026.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-123 Approve Payment for Highland Community Park Work (Summer 2026)

**Motioned:** Eric Thacker

**Seconded:** Lynn Baldwin

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

### 30 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 2027 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: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-124 Approve Administrative Assistant Duties

**Motioned:** Eric Thacker

**Seconded:** Nate Clark

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

### 31 Reduction In Force

Resolution to approve the following reduction in force

Because of financial reasons, I recommend a reduction in force of administrators in accordance with Ohio Revised Code 3319.171 and Board Policy 1540. More Specifically, I recommend the following reduction(s):



Area of Certification/Licensure    Reduction    Position  
 Reading    1.0 FTE    Literacy Specialist  
 Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-125 Reduction in Force

**Motioned:** John Messmer

**Seconded:** Nate Clark

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

## 32 Approve Extended School Year Service

Resolution to approve the following personnel to provide extended school year services for the summer of 2026 at their hourly rate.

Leslie Reid

Carol Goodpastor

Mary Davis

Sara Howard

Amber Billings

Tom Haring

Tarren Woodruff

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-126 Approve Extended School Year Service

**Motioned:** Kathy Belcher

**Seconded:** Nate Clark

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

Voter	Yes	No	Abstained
Nate Clark, Member	X		

### 33 Approve Extended School Year Contract

Resolution to approve the extended school year services agreement with Cardinal Rehab LLC.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-127 Approve Extended School Year Contract

**Motioned:** Lynn Baldwin

**Seconded:** Eric Thacker

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

### 34 Knox County ESC Service Agreement

Resolution to approve the agreement with the Knox County ESC for 2026-2027 services.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-128 Knox County ESC Service Agreement

**Motioned:** John Messmer

**Seconded:** Kathy Belcher

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

### 35 Approve Audiology Agreement

Resolution to approve the audiology agreement between Highland Local School District and Mouse Audiology Services, LLC. for the 2026-2027 school year.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-129 Approve Audiology Agreement

**Motioned:** John Messmer

**Seconded:** Eric Thacker

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

## 36 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 2026.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-130 Approve High Road School of Bucyrus ESY Services

**Motioned:** John Messmer

**Seconded:** Nate Clark

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

## 37 Approve Agreement with Delaware Knox Marion Morrow Solid Waste Management District

Resolution to approve the agreement with DKMM

DKMM will place recycling collection containers on Highland's property to be used, by DKMM residents, for the purpose of recycling. Drop-off locations are available full-time with access 24 hours per day, seven days per

week. DKMM will contract with a private service provider to empty the containers on a regular schedule. A County Recycling Program Manager is responsible to maintain the site and assure it is safe and clean.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-131 Approve Agreement with Delaware Knox Marion Morrow Solid Waste Management District

**Motioned:** Lynn Baldwin

**Seconded:** Nate Clark

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

## 38 Approve Reimbursement to Bus Drivers for Electricity

Resolution to approve the one-time reimbursement of \$100 to the following bus drivers for electricity used to plug their buses in at home during the 25-26 school year.

Jody Keller

Sandy Beckel

Kendra Albanese

Brad Duncan

Trina Ratliff

Brandie Eichhorn

Ron Ragor

Danielle Rehm

Christy Carson

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-132 Approve Reimbursement to Bus Drivers for Electricity

**Motioned:** Eric Thacker

**Seconded:** Kathy Belcher

Voter	Yes	No	Abstained
John Messmer, Board President	X		

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

### 39 Approve Field Turf Replacement Negotiation and Execution

Resolution to authorize the negotiation and execution of a contract with the Motz Group, LLC for the field replacement project based upon revised code section 167.081 for contracts procured through a regional council of governments.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-133 Approve Field Turf Replacement Negotiation and Execution

**Motioned:** Nate Clark

**Seconded:** Eric Thacker

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

### 40 Transfer of Funds

Resolution to approve the following transfer of funds:

Transfer From:

Genera Fund 001-0000 \$150,000

Transfer To:

Capital Projects 070-9003 (Buses) \$150,000

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-134 Transfer of Funds

**Motioned:** Eric Thacker

**Seconded:** John Messmer

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

## 41 Approve Revised Appropriations and Estimated Resources

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

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Result:** Approved

**Resolution:** 26-05-135 Approve Revised Appropriations and Estimated Resources

**Motioned:** Nate Clark

**Seconded:** Lynn Baldwin

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

## 42 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: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Minutes:**

The Board entered into Executive Session at 6:55 pm for item A above.

**Result:** Approved

**Resolution:** 26-05-136 Move from Regular to Executive Session

**Motioned:** John Messmer

**Seconded:** Eric Thacker

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

## 43 Regular Session Reconvened

**Minutes:**

Regular session reconvened at 8:00 pm.

## 44 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 10, 2026 at 6:00 p.m. in the Slack Center.

Roll Call: Lynn Baldwin\_\_\_ Kathy Belcher\_\_\_ Nate Clark\_\_\_ Eric Thacker\_\_\_ John Messmer\_\_\_

**Minutes:**

Meeting was adjourned at 8:01 pm.

**Result:** Approved

**Resolution:** 26-05-137 Adjournment

**Motioned:** Nate Clark

**Seconded:** Lynn Baldwin

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