

Highland Local School District - Regular Meeting

Highland Local School District Board of Education

District Office (Slack Center)

Wednesday, July 8, 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

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: 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 June 10, 2026 Regular Board of Education Meeting and June 25, 2026 Special Board of Education Meeting as presented.

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

Result: Approved

Resolution: 26-07-178 Approve Minutes

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		

Attachments:

[00.01 Regular Meeting 06.10.2026.pdf](#)

[00.01 Special Meeting 06.25.2026.pdf](#)

5 Approve Financial Statements

Mr. Fleming

Resolution to approve the June 2026 Financial Statements as presented.

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

Result: Approved

Resolution: 26-07-179 Approve Financial Statements

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		

6 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 6:04 pm for item A above.

Result: Approved

Resolution: 26-07-180 Move from Regular to Executive Session

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		

7 Regular Session Reconvened

Minutes:

Regular session reconvened at 6:23 pm.

8 Public Participation

Community

In order for the Board to fulfill its obligation to complete the planned agenda in an effective and efficient manner, a maximum of 30 minutes of public participation may be permitted at each meeting. Each person addressing the Board shall give his/her name. If several people wish to speak, each person is allotted three minutes until the total time of 30 minutes has elapsed. During that period, no person may speak twice until all who desire to speak have had the opportunity. Persons desiring more time should follow procedure of the Board to be placed on the regular agenda. The period of public participation may be extended by a vote of the majority of the Board present and voting.

Minutes:

Ms. Croy thanked Mr. Thacker for his service thus far on the Board.

9 Accept Resignation Letters from Personnel

Resolution to approve the following resignations

Drew Mitchell MS Football Coach

Kay Penix HS Spanish Teacher (Effective end of the contract year)

Caitlin Nelson HS Science (Effective end of the contract year)

Steven Stooksbury Intervention Specialist (Effective end of the contract year)

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

Result: Approved

Resolution: 26-07-181 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		

10 Correct Resignation Date

Resolution to approve the correction of a resignation date.

Michelle Hudson HS Math (proper resignation of end of contract year as opposed to end of school year; clerical error)

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

Result: Approved

Resolution: 26-07-182 Correct Resignation Letter

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		

11 Approve Certified Contracts for One Year

Resolution to approve the following certified personnel by one year contract.

Tara Kress ES Intervention Specialist (Step 8)

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

Result: Approved

Resolution: 26-07-183 Approve Certified Contracts for One Year

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		

12 Approve Classified Contracts for One Year

Resolution to approve the following classified contracts for one year.

Samantha Lloyd Paraprofessional 1 (Step 0)

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

Result: Approved

Resolution: 26-07-184 Approve Classified Contracts for One Year

Motioned: Kathy Belcher

Seconded: John Messmer

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		

13 Approve Certified Continuing Contract

Resolution to approve the following continuing certified contract

Kipp Nelson

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

Result: Approved

Resolution: 26-07-185 Approve Certified Continuing Contract

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		

14 Approve Extended Service Days

Resolution to approve extended service days for the following personnel paid at their hourly rate.

Blair Weisent (Up to 3 days per week for July and August, 2026)

Diana Chase OBI (On Board Instructor for new bus drivers; Effective 6/16/2026)

Toni Stepp Extended School Year Service to Bucyrus (Effective 6/8/2026)

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

Result: Approved

Resolution: 26-07-186 Approve Extended Service Days

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		

15 Approve Supplemental Contracts

Resolution to approve the following supplemental contracts

Suzie Byler Assistant HS Cross Country (2 Years)

Cadie Long HS Volleyball Assistant Volunteer

Brooke Ratliff HS Assistant Girls Soccer (1 Year Split 1/2 Contract) (Correction From May Agenda With Whole Contract)

Emma Hinkle HS Assistant Girls Soccer (0 Years Split 1/2 Contract)

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

Result: Approved

Resolution: 26-07-187 Approve Supplemental 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		

16 Approve Classified Subs

Resolution to approve the following classified substitutes for the 2026-2027 school year.

Stephanie Lehman Custodian (Including summer break)

Denise Stillwell Administrative Assistant (Effective 9/1/26)

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

Result: Approved

Resolution: 26-07-188 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		

17 Approve Administrative Salaries

Resolution to approve the following administrative salaries

Chad Carpenter

Shawn Winkelfoos

Ty Stover

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

Result: Approved

Resolution: 26-07-189 Approve Administrative Salaries

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		

18 Approve Student Handbooks

Resolution to approve the following student handbooks.

Elementary School

Middle School

High School

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

Result: Approved

Resolution: 26-07-190 Approve Student Handbooks

Motioned: Kathy Belcher
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		

19 Approve School Resource Officer Agreement

Resolution to approve the school resource officer agreement for the 2026-2027 school year.

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

Result: Approved

Resolution: 26-07-191 Approve School Resource Officer Agreement

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		

20 Mid Ohio Estimate for Services During FY2027

Resolution to approve the Mid Ohio ESC Estimate for services during FY27.

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

Result: Approved

Resolution: 26-07-192 Mid Ohio Estimate for Services During FY2027

Motioned: Eric Thacker

Seconded: John Messmer

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		

21 Approve Mower Purchase and Trade

Resolution to approve the trade in of the John Deere Bat Wing 1600 commercial mower toward the purchase of two Z960M ZTrak 72 inch deck mowers and further approving the Superintendent and Treasurer to sign any documents needed to effectuate the purchase.

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

Result: Approved

Resolution: 26-07-193 Approve Mower Purchase and Trade

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		

22 Bus Purchase

Resolution to approve the purchase of two (2) IC Corp CESB Stock Unit Cummins ISB Engine 72 passenger buses from Rush Truck Centers through the META Solutions stock bus bid contract which includes warranty and REI camera installation (previously approved bus purchase from resolution #26-02-047 will not be ready for the start of the school year and won't be purchased).

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

Result: Approved

Resolution: 26-07-194 Bus Purchase

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		

23 Transfer Class Funds

Resolution to approve the transfer of remaining unspent funds from the class of 2026 to the class of 2027.

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

Result: Approved

Resolution: 26-07-195 Transfer Class Funds

Motioned: Kathy Belcher

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 Financial Statement Compilation

Resolution to approve the agreement with the Auditor of State's LGS Division for financial statement compilation services related to fiscal year 2026.

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

Result: Approved

Resolution: 26-07-196 Financial Statement Compilation

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		

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

25 Approve Crime Insurance Policy

Resolution to approve the Traveler's crime insurance policy.

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

Result: Approved

Resolution: 26-07-197 Approve Crime Insurance Policy

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		

26 Pay Freeze and Savings Clause - Superintendent and Treasurer Contract Amendments

Resolution to approve the Superintendent and Treasurer contract amendments to freeze their pay for contract year 2026-2027 and to approve the Superintendent and Treasurer contract amendments for the savings clause approved in January of 2026 due to a date error.

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

Result: Approved

Resolution: 26-07-198 Pay Freeze and Savings Clause - Superintendent and Treasurer Contract Amendments

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		

Voter	Yes	No	Abstained
Nate Clark, Member	X		

27 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, August 12, 2026 at 6:00 p.m. in the Slack Center Board Office.

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

Minutes:

Meeting was adjourned at 6:46 pm.

Result: Approved

Resolution: 26-07-199 Adjourn this Meeting and Confirm Next Meeting Date

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		
Nate Clark, Member	X		