Highland Local School District - Regular Meeting

Highland Local School District Board of Education

Slack Center Board Room
Wednesday, October 14, 2026
6:00pm - 8:00pm

Present: Nate Huffman, Superintendent; John Messmer, Board President; Kathy Belcher, Member; Jason Fleming, Treasurer; Board Member; Lynn Baldwin, Board Vice President; Nate Clark, Member; Chad Miller, Member

Absent: Jessika Roberts, Assistant Treasurer

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___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Minutes:
Mr. Messmer called roll. All members present.

4 Approve Minutes

Resolution to approve the minutes for the September 9, 2026 Regular Board of Education Meeting as presented.

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-258 Approve Minutes

Motioned: Nate Clark
Seconded: John Messmer

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

Attachments:
00.01_Regular_Meeting_09.09.2026.pdf

5 Approve Financial Statements

Mr. Fleming

Resolution to approve the September 2026 Financial Statements as presented.
Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-259 Approve Financial Statements

Motioned: Lynn Baldwin
Seconded: Nate Clark

Voter	Yes	No	Abstained
John Messmer, Board President	X		
Kathy Belcher, Member	X		
Lynn Baldwin, Board Vice President	X		
Nate Clark, Member	X		
Chad Miller, 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: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Minutes:
The Board entered into Executive Session at 6:01 pm for items A and C above.

Result: Approved

Resolution: 26-10-260 Move from Regular to Executive Session

Motioned: John Messmer
Seconded: Nate Clark

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

7 Regular Session Reconvened

Minutes:
Regular session reconvened at 6:29 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. Brooks addressed the Board about robotics and National Honor Society.

9 Accept Retirement Letters from Personnel

Resolution to approve the following retirements.

Sandy Beckel Bus Driver (Effective 11-30-2026)

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-261 Accept Retirement Letters from Personnel

Motioned: Lynn Baldwin
Seconded: John Messmer

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

10 Accept Resignation Letters from Personnel

Resolution to approve the following resignations.

Chad Carpenter Fall Fitness Coordinator (Effective 9-16-26)

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-262 Accept Resignation Letters from Personnel

Motioned: Kathy Belcher
Seconded: John Messmer

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

Voter	Yes	No	Abstained
Lynn Baldwin, Board Vice President	X		
Nate Clark, Member	X		
Chad Miller, Member	X		

11 Approve FMLA

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

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer

Result: Approved

Resolution: 26-10-263 Approve FMLA

Motioned: Lynn Baldwin
Seconded: Nate Clark

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

12 Approve Classified Subs

Resolution to approve the following classified substitutes.

Bethani Ebner

Teresa Petronio

Rachel Shaffer

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-264 Approve Classified Subs

Motioned: John Messmer
Seconded: Kathy Belcher

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

Voter	Yes	No	Abstained
Lynn Baldwin, Board Vice President	X		
Nate Clark, Member	X		
Chad Miller, Member	X		

13 Approve Classified Contracts for One Year

Resolution to approve the following classified contracts for one year.
Brandon Spradlin Custodian (Step 1) Effective October 1, 2026
Abigale Erb Paraprofessional 2 (Step 2) Effective October 5, 2026
Jodi Robinson Paraprofessional 2 (Step 4) Effective October 12, 2026
Lindsey Hertz Paraprofessional 2 (Step 1) Effective October 13, 2026
Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-265 Approve Classified Contracts for One Year

Motioned: Nate Clark
Seconded: Kathy Belcher

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

14 Approve Paraprofessional 3 Stipends

Resolution to approve the following paraprofessional 3 stipends.
Christa Smith Effective September 9, 2026
Lindsey Hertz Effective October 13, 2026
Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-266 Approve Paraprofessional 3 Stipends

Motioned: Lynn Baldwin
Seconded: John Messmer

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

15 Approve Supplemental Contracts

Resolution to approve the following supplemental contracts
Jordan Ellington Fall Fitness Coordinator (0 Years)
Jordan Ellington Horticulture Club (0 Years)
Bradley Smith Academic Challenge (9+ Years)
Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-267 Approve Supplemental Contracts

Motioned: Nate Clark
Seconded: Kathy Belcher

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

16 Approve Athletic Supplemental Contracts

Resolution to approve the following supplemental contracts.
Tom Johnson: Boys Basketball MS Coach (3 years)
Mike Hoyng: Boys Basketball MS Coach (9+ years)
Matt Bradley: Girls Basketball Head Coach HS (9+ years)
Matt Downing: Girls Basketball Assistant HS Coach (9+ years)
Brett Behnfeldt: Girls Basketball Assistant HS Coach (9+ years)
Bryleigh Young: Girls Basketball MS Coach: (1 year)
Brooke Squires: Girls Basketball MS Coach: (2 years)
Adam Gilmore: Head Wrestling Coach HS (9+ years)
Alec Fulwider: Varsity Assistant Wrestling Coach (3 years ½ split)

Caleb Wetzel: Varsity Assistant Wrestling Coach (0 years ½ split)
Luke Clemens: HS Girls Wrestling Coach (9+ years)
Triston Hinkle: MS Wrestling Head Coach (4 years)
Katelyn Staskiewicz (Zellner): MS Wrestling Assistant Coach (4 years)
Rem Baker: Volunteer Wrestling
Cameron May: Volunteer Wrestling
Dawn Hicks: Head Girls Bowling Coach (7 years)
Ty Hicks: Head Boys Bowling Coach (7 years)
Christy Barnett: Head Winter Cheer Coach HS/MS (9 years)
Chris Rupe: Winter Facilities Coordinator
Payton Woodruff: Winter Facilities Coordinator
Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-268 Approve Athletic Supplemental Contracts

Motioned: John Messmer
Seconded: Nate Clark

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

17 Approve Mid Ohio ESC Teacher Substitute List

Resolution to approve the Mid Ohio ESC teacher substitute list.
Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-269 Approve Mid Ohio ESC Teacher Substitute List

Motioned: Kathy Belcher
Seconded: John Messmer

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

Voter	Yes	No	Abstained
Nate Clark, Member	X		
Chad Miller, Member	X		

18 Approve Extended Service Hours

Resolution to approve extended service hours for the following personnel.

Kip Nelson (up to 3 hours per week; paid at their hourly rate)

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-270 Approve Extended Service Hours

Motioned: Nate Clark
Seconded: Lynn Baldwin

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

19 Approve Service Agreement with Mid Ohio ESC

Resolution to approve the following service agreement with Mid Ohio ESC

Behavioral Analyst As Needed Basis

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-271 Approve Service Agreement with Mid Ohio ESC

Motioned: Kathy Belcher
Seconded: Chad Miller

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

Voter	Yes	No	Abstained
Chad Miller, Member	X		

20 Approve First Reading of Board Policy Changes

Resolution to approve the following first reading of policy updates.

PO0145 Revised FILLING A BOARD VACANCY

PO0146 Revised RESIGNATION OR REMOVAL

PO1231 Revised OUTSIDE ACTIVITIES OF STAFF

PO2265 Revised PROTECTIONS OF INDIVIDUAL BELIEFS, AFFILIATIONS, IDEALS, OR PRINCIPLES OF POLITICAL MOVEMENTS AND IDEOLOGY

PO2431 Revised INTERSCHOLASTIC ATHLETICS

PO2431.07 New EXTRACURRICULAR PARTICIPATION OF NONENROLLED PUBLIC HIGH SCHOOL STUDENTS (STUDENT ATHLETE MOBILITY "SAM ACT")

PO2461 Rescind RECORDING OF DISTRICT MEETINGS INVOLVING STUDENTS AND/OR PARENTS

PO3231 Revised OUTSIDE ACTIVITIES OF STAFF

PO4231 Revised OUTSIDE ACTIVITIES OF STAFF

PO5111.01 Revised HOMELESS STUDENTS

PO5224 New YOUTH MEMBERSHIP ORGANIZATION ACCESS

PO5330 Revised USE OF MEDICATIONS

PO5463 Revised CREDITS FROM STATE-CHARTERED AND NONCHARTERED NONPUBLIC SCHOOLS

PO6100 New PROPER USE OF PUBLIC FUNDS

PO7540.10 New RECORDING AND AI PROCESSING OF COMMUNICATIONS ON SCHOOL PROPERTY AND AT SCHOOL EVENTS

PO8120 Revised VOLUNTEERS

PO8310 Revised PUBLIC RECORDS

PO8330 Revised STUDENT RECORDS

PO8470 Revised SEX OFFENDER NOTIFICATION

PO9700 Revised RELATIONS WITH SPECIAL INTEREST GROUPS

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-272 Approve First Reading of Board Policy Changes

Motioned: Nate Clark
Seconded: Kathy Belcher

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

Voter	Yes	No	Abstained
Nate Clark, Member	X		
Chad Miller, Member	X		

21 Athletic Fees for the 2026-2027 School Year

Resolution to approve a change in athletic fees for seniors to match the same price as students.

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-273 Athletic Fees for the 2026-2027 School Year

Motioned: Kathy Belcher
Seconded: John Messmer

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

22 Stream Board Meetings

Resolution to approve the streaming of Board Meetings at the Board's discretion and the purchase of necessary equipment to do so.

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-274 Stream Board Meetings

Motioned: Lynn Baldwin
Seconded: Nate Clark

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

23 Approve Concrete Work

Resolution to approve the estimate from Fisher's Flat Work for concrete work on ADA pads and the high school athletic entrance.

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer

Result: Approved

Resolution: 26-10-275 Approve Concrete Work

Motioned: John Messmer
Seconded: Nate Clark

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

24 Approve Bus Sales

Resolution to approve the auction of two buses through Gov Deals (buses 23 and 35).

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-276 Approve Bus Sales

Motioned: Nate Clark
Seconded: Kathy Belcher

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

25 Purpose and Budget Clause

Resolution to approve the following Purpose and Budget Clause for SY2026-2027:

- Class of 2027

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-277 Purpose and Budget Clause

Motioned: Nate Clark
Seconded: Lynn Baldwin

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

26 Accept Charitable Donation

Resolution to accept a charitable donation from The Richard D. Fredecker Jr. Living Trust and authorize the Treasurer to sign the Receipt, Release, and Distribution Agreement With Waiver. The desired use of the funds is elementary physical education.

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-278 Accept Charitable Donation

Motioned: John Messmer
Seconded: Kathy Belcher

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

27 Medical Insurance

Resolution to approve the Angle medical insurance proposal for calendar year 2027 with board and employee premium contributions to be paid in accordance with each respective collectively bargained agreement and HSA seed and match to remain at 2026 levels (no HRA due to the reduction in deductibles in the same amount).

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer___

Result: Approved

Resolution: 26-10-279 Medical Insurance

Motioned: Nate Clark
Seconded: John Messmer

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

28 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, November 11, 2026 at 6:00 p.m. in the Slack Center Board Office.

Roll Call: Kathy Belcher___ Nate Clark___ CJ Miller___ Lynn Baldwin___ John Messmer

Minutes:
Meeting was adjourned at 7:09 pm.

Result: Approved

Resolution: 26-10-280 Adjournment

Motioned: Kathy Belcher
Seconded: Nate Clark

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