

HIGHLAND BOARD OF EDUCATION
REGULAR MEETING
MAY 20, 2024
HIGH SCHOOL MEDIA CENTER
6:00 PM

The regular meeting was called to order and roll call taken by Mr. Wolny, Board President, at 6:02 P.M.

Mr. Hill, present; Mrs. Schreiner, present; Mr. Kelly, present; Mr. Houska, present; Mr. Wolny, present.

The next meeting will be held on June 24, 2024 at the High School Media Center at 6:00 P.M.

ADDITIONS, CORRECTIONS, AND/OR DELETIONS TO THE AGENDA

None

REPORT OF THE TREASURER

APPROVAL OF MINUTES 24-05-49

Mr. Kelly made a motion, seconded by Mrs. Schreiner, that the Board of Education approve the minutes of the regular meeting held on April 15, 2024, as presented.

Mr. Kelly, yes; Mrs. Schreiner, yes; Mr. Hill, yes; Mr. Houska, yes; Mr. Wolny, yes.

Motion carried.

APPROVAL OF MONTHLY FINANCIAL REPORTS 24-05-50

Mr. Houska made a motion, seconded by Mr. Hill, that the Board of Education approve the April 2024 financial reports, as presented.

Mr. Houska, yes; Mr. Hill, yes; Mrs. Schreiner, yes; Mr. Kelly, yes; Mr. Wolny, yes.

Motion carried.

FISCAL YEAR 2024 FIVE-YEAR FORECAST – MAY 2024 UPDATE DISCUSSION

Treasurer Neil Barnes presented the updated forecast. He noted that deficit spending is expected to commence in Fiscal Year 2025 and continue until additional resources are secured, operating costs are significantly reduced, or a combination of the former two options is implemented. Given the District's already efficient use of resources and relatively low per pupil cost, passing a new operating levy is the most viable option. While many variable factors can lead to a different outcome on timing, this forecast projects that the District may need to request a new operating levy as soon as Fiscal Year 2025 (May 2025).

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APPROVAL OF UPDATED FISCAL YEAR 2024 FIVE-YEAR FORECAST 24-05-51

Mrs. Schreiner made a motion, seconded by Mr. Kelly, that the Board of Education approve the updated Fiscal Year 2024 Five-Year Forecast and Assumptions for the five-year period ending June 30, 2028, as presented.

Mrs. Schreiner, yes; Mr. Kelly, yes; Mr. Hill, yes; Mr. Houska, yes; Mr. Wolny, yes.

Motion carried.

BOARD MEMBER AGENDA ITEMS

None

HEARING OF INDIVIDUALS AND/OR DELEGATION REPRESENTATIVES

Theresa Wright, Highland Foundation Executive Director and Granger Township resident, provided an update on Foundation activities, including a recap of school year 2023-2024 awards/grants/scholarships totaling over \$161,000, a reminder about the upcoming Hornet Dash on June 9th, and a save the date for the 20th annual Great Gifts Dinner Auction to be held on November 16th at Weymouth Country Club. She also congratulated this year's Highland Pride Award winners.

OLD BUSINESS

Transportation Update – Superintendent Catherine Aukerman updated the Board on the current status of the transportation operation. Through various measures including enhanced pay and incentives for bus drivers and special recruiting events such as the Drive a Bus program held on April 20th, the District appears to have retained and attracted enough drivers to maintain current service levels for next school year. She noted that recruiting will continue and she reminded parents to respond to the annual transportation survey regarding student transportation needs such that the most efficient routing of buses can occur.

NEW BUSINESS

Mrs. Aukerman shared news of recent awards/recognition received by Highland employees. First, she noted that High School teacher, Kim Bowers, was named this year's Homer B. Smith Teacher of Excellence. This award is given by the ESC of Medina County. Additionally, she noted that Kelli Crawford-Smith, Director of Communications, received two Mark of Excellence awards through the Ohio School Public Relations Association. One was awarded for her work on the annual report/calendar and the other for photography.

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SUPERINTENDENT'S AGENDA

HINCKLEY ELEMENTARY SCHOOL PROGRAMS AND ACTIVITIES PRESENTATION – JIM CARPENTER, PRINCIPAL, AND STAFF

Hinckley Elementary Principal Jim Carpenter provided the Board with an update of the latest happenings and new/innovative programs at Hinckley Elementary. The presentation focused on physical and art education. Hinckley Elementary teachers Annie Crawford, physical education, and Katie Massaro, art education, accompanied Mr. Carpenter. Mrs. Crawford mainly spoke about the various family fitness nights she has hosted for Highland families and a recent grant she received to rent a cosmic mini golf course. Mrs. Massaro primarily discussed the "Make It Day" Olympic themed program she recently held and 4th grade papermaking.

APPROVAL OF HSSA NEGOTIATED AGREEMENT 24-05-52

Mr. Hill made a motion, seconded by Mrs. Schreiner, that the Board of Education approve the HSSA Collective Bargaining Agreement for the period of July 1, 2024 through June 30, 2027.

Mr. Hill, yes; Mrs. Schreiner, yes; Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes.

Motion carried.

APPROVAL OF HIGH SCHOOL OUT-OF-COUNTRY TRIP 24-05-53

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the High School Science Based Eco Adventure to Costa Rica, leaving on March 22, 2025, and returning on March 28, 2025, as presented.

Mr. Houska, yes; Mr. Kelly, yes; Mr. Hill, yes; Mrs. Schreiner, yes; Mr. Wolny, yes.

Motion carried.

ACCEPTANCE OF FOREIGN EXCHANGE STUDENTS 24-05-54

Mrs. Schreiner made a motion, seconded by Mr. Hill, that the Board of Education accept the following as Foreign Exchange Students and waive all associated education fees for the 2024-2025 school year, as listed:

1. Elia Escarmella is from Belgium and is sponsored by the Rotary. Elia will be residing with the Scott and Melanie Friedman family of Medina, the Seth and Beth Kerechanin family of Wadsworth, and the Ryan and Betsy Hartschuh family of Wadsworth.
2. Pablo Reina Garrigos is from Spain and is sponsored by ISE (International Student Exchange). Pablo will be residing with the Stephanie Kochera family of Medina.

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3. Vojtech Srsen is from the Czech Republic and is sponsored by ISE (International Student Exchange). Vojtech will be residing with the Daniel and Kimberly Basch family of Medina.

Mrs. Schreiner, yes; Mr. Hill, yes; Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes.

Motion carried.

ADOPTION OF HIGH SCHOOL AND MIDDLE SCHOOL HANDBOOKS AND SCHOOL FEES FOR 2024-2025 24-05-55

Mr. Kelly made a motion, seconded by Mr. Hill, that the Board of Education adopt the High School and Middle School Handbooks and School Fees for the 2024-2025 school year, as presented.

Mr. Kelly, yes; Mr. Hill, yes; Mrs. Schreiner, yes; Mr. Houska, yes; Mr. Wolny, yes.

Motion carried.

APPROVAL OF PAYMENT IN LIEU OF TRANSPORTATION 24-05-56

Mrs. Schreiner made a motion, seconded by Mr. Kelly, that the Board of Education approve the Payment in Lieu of Transportation Resolution, as presented.

Mrs. Schreiner, yes; Mr. Kelly, yes; Mr. Hill, yes; Mr. Houska, yes; Mr. Wolny, yes.

Motion carried.

ACCEPTANCE OF DONATIONS 24-05-57

Mr. Hill made a motion, seconded by Mrs. Schreiner, that the Board of Education accept the following donations:

<u>TO</u>	<u>FROM</u>	<u>ITEM/DESCRIPTION</u>
Hinckley Elementary	Hinckley PTO	\$1,840.00 for playground
Hinckley Elementary	Hinckley PTO	\$5,000.00 for PBIS rewards and materials
High School Football Middle School	Frank Oriti	\$ 878.00
	Box Tops	\$ 13.80
Granger Elementary	Box Tops	\$ 41.90
HS Boys Basketball	Parent Donations	\$2,687.50
High School Football	Frank Oriti	\$1,092.00
Sharon Elementary	Sharon PTO	\$3,400.00 - \$100 per teacher for supplies

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Sharon Elementary	Sharon PTO	\$ 689.94 for One District One Book sunglasses for students
HS Girls Basketball	Parent Donations	\$2,742.50
Hinckley Elementary	Hinckley PTO	\$ 549.81 Make It Day Art Supplies

Mr. Hill, yes; Mrs. Schreiner, yes; Mr. Kelly, yes; Mr. Houska, yes; Mr. Wolny, yes.

Motion carried.

APPROVAL OF APPLICATIONS FOR USE OF FACILITIES/WAIVER OF FEES 24-05-58

Mr. Houska made a motion, seconded by Mr. Kelly, that the Board of Education approve the following requests for use of facilities and waive associated fees, as listed:

High School

Stadium/Field - 4/12/2024, 4/19/2024 - 7:00-9:00 PM - Friday Night Futsal - Chris Schaefer

Stadium/Field - 5/12/2024 - 11:00 AM-7:00 PM - HYS Soccer - Michael Moore

Middle School

Track & Stadium - 5/8/2024 - 4:30-7:30 PM, 5/13/2024 - 4:30-8:00 PM, 5/22/2024 - 5:00-8:00 PM - Highland Lacrosse Club - Mark Przybysz

Granger Elementary

Soccer Field - Weekdays 3/4/2024-5/31/2024 - 5:00-8:00 PM - HLC Boys and Girls - Mark Przybysz

Soccer Field - 7/9/2024, 7/11/2024, 7/16/2024, 7/18/2024 - 5:00-9:00 PM - Highland Lacrosse Club Summer Clinic - Mark Przybysz

Soccer Field - Weekends 3/16/2024-5/18/2024 - 9:00 AM-3:00 PM - Highland Lacrosse Club - Mark Przybysz

Fees Not Waived

High School

Auditorium - 5/23/2024 - 6:30-8:30 PM - Goddard School PreK and Kindergarten Graduation - Ivonne Scranton

Stadium/Field - 5/17/2024 - 7:00-9:00 PM - Medina High School Lacrosse Playoff Game - Todd Hodkey

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Mr. Houska, yes; Mr. Kelly, yes; Mr. Hill, yes; Mrs. Schreiner, yes; Mr. Wolny, yes.

Motion carried.

CONSENT AGENDA – CONTRACTS/AGREEMENTS 24-05-59

Mr. Kelly made a motion, seconded by Mr. Hill, that the Board of Education approve the following contracts and/or agreements A and L, as presented:

- A. Beyond Words Service Agreement for 2024-2025
- B. Music Izz Groovy - Music Therapy Program for Granger Elementary 2024-2025
- C. Total Education Solutions Consultant Agreement for 2024-2025
- D. STEPS Educational Group Contract for 2024-2025
- E. Goodwill Vocational Services Agreement for 2024-2025
- F. LLA Therapy Agreement for 2024-2025
- G. Alliance for High Quality Education Membership
- H. College Now Memorandum of Understanding for 2024-2025
- I. First Communications - Internet Access Services
- J. Southeast Security - Maintenance Services for Internal Connections
- K. ESC of Medina County Service Agreement
- L. NewStory Schools Contract for Services 2024-2025

Mr. Kelly, yes; Mr. Hill, yes; Mrs. Schreiner, yes; Mr. Houska, yes; Mr. Wolny, yes.

Motion carried.

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CONSENT AGENDA – PERSONNEL 24-05-60

Mr. Houska made a motion, seconded by Mrs. Schreiner, that the Board of Education approve the following personnel items A through CC, as presented:

A. Employment - Certified Substitutes/Home Tutors - Addendum # II

Adopted the attached list of certified substitutes/home tutors for use for the 2023-2024 school year, as submitted by the ESC of Medina County.

B. Resignation - Administration

Accepted the resignation of Francis Lawrence, Transportation Supervisor, effective 7/31/2024.

C. Employment - Certified

Employed Macy McAdams, High School Art Teacher, on a one-year limited contract of employment, effective 8/15/2024.

D. Resignation - Certified

Accepted the resignation of the following individuals, as listed:

1. Michael Borowski, Middle School Social Studies Teacher, effective 5/31/2024
2. Kimberly Clendaniel, Middle School Language Arts Teacher, effective 5/31/2024
3. Tyler Potter, High School Intervention Specialist, effective 5/31/2024

E. Revision in Employment - Certified

Approved the Revision in Employment for the following individuals, as listed:

1. Michael James, from Middle School Assistant Principal to High School Social Studies Teacher, effective 8/15/2024

F. Unpaid Medical Leave - Certified

Approved the Unpaid Medical Leave Request of Carolyn Colbow, High School Counselor, effective 4/23/2024, with an anticipated return date of 6/17/2024.

G. Employment - Classified

Employed the following individuals, on one-year limited contracts of employment for the 2023-2024 school year, as listed:

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1. Kyle Keeling, Technology Department Student Worker, effective 4/16/2024
2. Gerald Mangano, Bus Driver, effective 5/9/2024
3. Samantha Swan, Bus Driver, effective 5/9/2024
4. Scott Tolley, Bus Driver, effective 5/9/2024

H. Resignation - Classified

Accepted the resignation of the following individuals, as listed:

1. Charles Hawsman, Bus Driver, effective 2/9/2024
2. Celecia Merk, Sharon Elementary Latchkey Assistant, effective 5/30/2024
3. Kenneth Moehring, Bus Driver, effective 3/19/2024
4. Caitlin Podskalan, Granger Elementary Special Education Aide, effective 4/16/2024
5. Brenda Prezenkowski, Granger Elementary Aide, effective 5/10/2024

I. Resignation/Retirement - Classified

Accepted the resignation, for the reason of retirement, of the following individuals, as listed:

1. John Johnston, Bus Driver, effective 5/30/2024
2. Georgia Loguidice, Bus Driver, effective 6/30/2024
3. Margaret Snanigan, High School Secretary, effective 8/8/2024

J. Classified Exempt Personnel Rate Increase

Approved an annual hourly rate increase of 4%, 3.5%, 3.5% for all exempt employees for Fiscal Years 2025, 2026, and 2027, respectively.

K. Resignation/Retirement - Exempt

Accepted the resignation, for the reason of retirement, of Joan Lawrence, Assistant to the Treasurer, effective 6/28/2024.

L. Revision in Employment - Exempt

Approved the Revision in Employment of Shenan Jones from Assistant to the Treasurer to Treasurer's Assistant, effective 7/1/2024.

M. Employment - Classified Substitute

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Employed Frederick Drogell, Substitute Bus Driver, at the rate of \$21.07 per hour on a one-year limited contract of employment, on an “as needed” basis for the 2023-2024 school year, effective 4/24/2024.

N. Employment - Co-curricular/Supplemental - 2022-2023

Employed the following individuals, on one-year limited supplemental contracts of employment, for the 2022-2023 school year, as listed:

1. Robb Colbrunn	HS Asst Robotics Advisor - 4 yrs	\$ 2,655.00
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O. Employment - Co-curricular/Supplemental - 2023-2024

Employed the following individuals, on one-year limited supplemental contracts of employment, for the 2023-2024 school year, as listed:

1. Allison Becker	Nat'l Testing Administrator	\$ 25.00 per hour
2. Robb Colbrunn	HS Asst Robotics Advisor - 5 yrs	\$ 3,203.00
3. Claudia Johnson	Nat'l Testing Administrator	\$ 25.00 per hour
4. Craig Tasker	Nat'l Testing Administrator	\$ 25.00 per hour

P. Employment - Athletic Camps/Clinics

Employed the following individual on an “as needed” basis for the 2023-2024 school year. (These wages are paid entirely from the respective sport’s club account):

1. Harrison Riggs	Boys Basketball Youth League	\$2,497.50
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Q. Employment - Extended School Year Program

Employed the following individuals, on limited contracts of employment, as Summer School Instructors, on an “as needed” basis, as listed:

1. Linda Ginesi	2024-2025 School Year
2. Carrie Kalina	2024-2025 School Year
3. Dana Kenneley	2024-2025 School Year
4. Danielle Koval	2024-2025 School Year
5. Abigail Kozma	2023-2024 and 2024-2025 School Years
6. Jeremie Pesek	2024-2025 School Year
7. Samantha Taylor	2023-2024 and 2024-2025 School Years

R. Employment - Extended School Year Program

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Employed the following individuals, on limited contracts of employment, as Summer School Aides, on an "as needed" basis, as listed:

- | | |
|---------------------|--------------------------------------|
| 1. Gabrielle Eaton | 2024-2025 School Year |
| 2. Christine Kirkby | 2024-2025 School Year |
| 3. Rachael Lebeck | 2023-2024 and 2024-2025 School Years |

S. New Continuing Contracts - Certified - 2024-2025

Granted the following employees new continuing contracts of employment, effective with the 2024-2025 school year:

- | | |
|---------------------|-----------------------|
| 1. Brittany Bosela | 4. Danielle Sampliner |
| 2. Megan Charbat | 5. Shea Woods |
| 3. Elizabeth Poltis | |

T. New One-Year Contracts - Certified - 2024-2025 School Year

Granted new one-year contracts of employment to the following employees, effective with the 2024-2025 school year:

- | | |
|-----------------------|------------------------|
| 1. Lyndsay Blum | 13. Teresa Metzendorf |
| 2. Vincent Ciulla | 14. Jordan Neiding |
| 3. Mikayla Foose | 15. Sarah Park |
| 4. Annette Gottuso | 16. Morgan Phillips |
| 5. Meghan Gulden | 17. Melanie Piekarczyk |
| 6. Amanda Hanes | 18. Alexis Raines |
| 7. Alexandra Jones | 19. Stephanie Rees |
| 8. Laura Joss | 20. Elizabeth Smith |
| 9. Sandra Kearney | 21. Amanda Soussou |
| 10. Abigail Kozma | 22. Miranda Stenroos |
| 11. Mariana Mandato | 23. Katie Wittenberg |
| 12. Jessica McRoberts | |

U. New Two-Year Contracts - Certified - 2024-2025 School Year

Granted new two-year contracts of employment to the following employees, effective with the 2024-2025 school year:

- | | |
|---------------------|----------------------|
| 1. Emily Allen | 15. Annemarie Helton |
| 2. Rachel Andexler | 16. Cassandra Jirous |
| 3. Trevor Armstrong | 17. Caryn Kinshaw |
| 4. Jack Back | 18. Stephanie Kost |
| 5. Christie Boger | 19. Julianna Lakins |
| 6. Julie Boggs | 20. Samantha Lucius |

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| 7. Lisa Cancilla | 21. Laura Merk |
| 8. Kelly Colabianchi | 22. Sydney Miller |
| 9. Carolyn Colbow | 23. Britney Raies |
| 10. Haley Collis | 24. Kaitlyn Smiley |
| 11. Stephanie Danko | 25. Alexis Sopata |
| 12. Stephanie DelRoso | 26. Morgan Wetzel |
| 13. Brian Graham | 27. Kasey Williams |
| 14. Hayley Harris | |

V. Extended Time Contracts - Certified - 2024-2025 School Year

Granted supplemental extended time contracts for the 2024-2025 school year, on a per diem basis, for the following employees, as listed:

- | | |
|------------------------------|-----------------------------|
| 1. James Addington - 20 days | 6. Deborah Mazur - 10 days |
| 2. Sara Atkins - 10 days | 7. Britney Raies - 20 days |
| 3. Carolyn Colbow - 20 days | 8. Alexis Raines - 20 days |
| 4. Bethany Kennedy - 10 days | 9. Donna Scranton - 10 days |
| 5. Julianna Lakins - 20 days | 10. Morgan Wetzel - 10 days |

W. Administrative Contracts of Employment - 2024-2025 School Year

Granted the following Administrators new contracts of employment, effective August 1, 2024:

- | | |
|-------------------------|----------------|
| 1. Jonathan Bailey | 3. Ryan Taylor |
| 2. Kelli Crawford-Smith | |

X. Extended Time Contract - Administration - 2024-2025 School Year

Granted a ten (10) days supplemental extended time contract for Evelyn Makarek, Director of Food Services, for the 2023-2024 school year.

Y. New Continuing Contract - Exempt - 2024-2025

Granted a new continuing contract to Jay Grissom, Maintenance Assistance, effective with the 2024-2025 school year.

Z. New Two-Year Contract - Exempt - 2024-2025 School Year

Granted a new two-year contract of employment to Thomas White, Skilled Maintenance Technician, effective with the 2024-2025 school year.

AA. New Continuing Contracts - Classified - 2024-2025

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Granted the following employees new continuing contracts of employment, effective with the 2024-2025 school year:

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|---------------------------------|--|
| 1. Tamara Cifani - Aide | 8. Eric Kudla - Custodian |
| 2. Tonya Hartwell - Secretary | 9. Lisa Lamberson-Chapman - Sp. Ed. Aide |
| 3. Matthew Hollis - Custodian | 10. Katy Rees - Aide |
| 4. Nicole Hollis - Aide | 11. Megan Ross - Sp. Ed. Aide |
| 5. Lindsay James - Aide | 12. Lorie Strand - Bus Driver |
| 6. Megan Keating - Sp. Ed. Aide | 13. Stacy Warner - Aide |
| 7. Mark Krusinski - Bus Driver | |

BB. New Two-Year Contracts - Classified - 2024-2025 School Year

Granted new two-year contracts of employment to the following employees, effective with the 2024-2025 school year:

- | | |
|---------------------------------------|--------------------------------------|
| 1. Jamie Blatnik - Cook | 25. Christine Kirkby - Sp. Ed. Aide |
| 2. Laura Bogdanski - Cook | 26. Melissa Knoblauch - Custodian |
| 3. Nicholas Boriska - Bldg. Mgr. | 27. Rachael Lebeck - Sp. Ed. Aide |
| 4. Nicole Bowen - Custodian | 28. Melissa MacLennan - Sp. Ed. Aide |
| 5. Jennifer Brenstuhl - Sp. Ed. Aide | 29. Brian Maxwell, Bus Driver |
| 6. Shauntea Bryant - Aide | 30. Shanyn McCourt - Latchkey Aide |
| 7. Derek Bryant - Bus Driver | 31. Tammi McKinley - Cook |
| 8. Renita Claridy - Custodian | 32. Mildred Montes - Cook |
| 9. Heather Dalton - Sp. Ed. Aide | 33. Alicia Mostoller - Cook |
| 10. Neda DeGray - Cook | 34. Julie Norman - Aide |
| 11. Frederick Drogell - Custodian | 35. Melinda Okress - Cook |
| 12. Katie Duffy - Sp. Ed. Aide | 36. Eric Phillips - Bus Driver |
| 13. Gabrielle Eaton - Sp. Ed. Aide | 37. Cynthia Salyer - Cook |
| 14. Jack Faught, Jr - Custodian | 38. Sherrie Schuck - Latchkey Aide |
| 15. Scott Friedman - Aide | 39. Hubert Smykowski - Custodian |
| 16. Ashley Garnes - Sp. Ed. Aide | 40. Nicolette Spencer - Cook |
| 17. Elizabeth Hamm - Cook | 41. Joseph Springer - Bus Driver |
| 18. Yvonne Hess - Aide | 42. Judith Stainbrook - Aide |
| 19. Megan Hintz - Cook | 43. Gwen Stawicki - Sp. Ed. Aide |
| 20. Jennifer Horton - Aide | 44. Shelley Tanski - Cook |
| 21. Hannah Jablonowski - Sp. Ed. Aide | 45. Ashley Watts - Custodian |
| 22. Marija Jovic - Cook | 46. Lisa Weinheimer - Cook |
| 23. Jamie Kavedzic - Bus Driver | 47. Kandice Yatsko - Aide |
| 24. Laura Keeling - Aide | |

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CC. Non-Renewal of Limited Non-Teaching Contract of Employment–Addendum # III

Approved the Resolution regarding Non-Renewal of Limited Non-Teaching Contract of Employment, as presented in Addendum # III.

ALL EMPLOYMENT ITEMS ARE CONTINGENT ON SUCCESSFUL COMPLETION OF CRIMINAL BACKGROUND CHECKS AND PROPER CERTIFICATION WHEN APPLICABLE.

Mr. Houska, yes; Mrs. Schreiner, yes; Mr. Hill, yes; Mr. Kelly, yes; Mr. Wolny, yes.

Motion carried.

SPECIAL RECOGNITION – HIGHLAND PRIDE AWARD CEREMONY

Congratulations to the 2024 Highland Pride Award recipients, Bob Kelly and Suzy Marquis.

ADJOURNMENT

With all in agreement, the meeting was adjourned at 7:06 P.M.



Board President



Treasurer