NORTHERN LOCAL SCHOOLS
BOARD OF EDUCATION MEETING

6:30 p.m., Thursday, May 15, 2025

AGENDA

Pledge of Allegiance

I. Call to Order

II. Roll Call

III. Recognition of Visitors and Public Participation

IV. Minutes

A. Board Meeting Minutes — Attachment

Recommend the Board approve the following Board meeting minutes:

1. April 17, 2025

V. Mid-East Vocational School Report – Richard France

VI. Superintendent's Report – Angela Gussler

VII. Business and Finance

A. Treasurer's Presentation – Jennie Clifton

B. Recommendation for Approval

1. April Financial Reports — Attachment

Recommend the Board approve the April 2025 financial reports, as presented.

2. 5-Year Forecast — Attachment

Recommend the Board approve the 5-year forecast, as presented.

3. Memorandum of Agreement — Attachment

Recommend the Board approve the following Memorandum's of Agreement with NLEA:

a.) Retired/Rehire Employee Sick Leave
b.) Supplemental Changes

4. Budget Adjustments

Recommend the Board approve the following adjustments:

Revenue:

Baseball (300-950U)	$4,598.23
James Murray Scholarship Fund (008-9219)	($15.00)
Richland Circle Farms Scholarship Fund (008-925F)	(1,650.00)
Ricketts/Hughes Scholarship Fund (008-925G)	$3,601.20
MS Support Fund (018-900J)	$875.31
Football (300-950X)	$7,445.00

Appropriations:

Baseball (300-950U)	$11,001.23
James Murray Scholarship Fund (008-9219)	($15.00)
Permanent Improvement (003-0000)	$100,000
MS Student Council (200-961J)	$1,227.03
Richland Circle Farms Scholarship Fund (008-925F)	(1,650.00)
Ricketts/Hughes Scholarship Fund (008-925G)	$3,601.20
MS Support Fund (018-900J)	$18,870.31
Football (300-950X)	$42,152.00
Boys Soccer (300-951A)	$2,000.00

5. Approval of Student Activity Account

   Recommend the Board approve the establishment of the following student activity account:
   a.) eSports

6. Then & Now Certificates

   Recommend the Board approve the following Then & Now Certificates:
   a.) PO #132093, Infinity Fundraising, Thornville fundraiser prizes
   b.) PO #132097, ML Tech, Water softener repairs
   c.) PO #132014, OHSAA, Tournament revenue
   d.) PO #132037, ROX, 20-week ROX program
   e.) PO #132019, Rush Bus, Transportation parts & supplies

7. iSolved Flexible Spending Accounts — Attachment

   Recommend the Board accept the proposal from iSolved for Flexible Spending Account Administration for the 2025-26 plan year, as presented.

8. Phoenix Central — Attachment

   Recommend the Board approve the contract with Phoenix Central for out-of-district placements for 2025-26, as presented.

9. Donation

   Recommend the Board accept the following donation:
   a.) Ohio CPR in Schools Program; CPR Kits to Sheridan High School

10. Asset Disposal

    Recommend the Board approve the disposal of the following assets:

	Tag #:	Description:	Reason:
a.)	OO587	NEC Projector	Broken
b.)	O7444	Toshiba Projector	Broken
c.)	O7446	Toshiba Projector	Broken
d.)	O7445	Toshiba Projector	Broken
e.)	O4809	EPSON Projector	Broken
f.)	N/A	NEC Projector	Broken
g.)	N/A	NEC Projector	Broken
h.)	N/A	NEC Projector	Broken

i.)	N/A	Toshiba Projector	Broken
j.)	N/A	Smart Light Projector	Broken
k.)	N/A	Smart Technologies	Broken
l.)	N/A	4 Protector Bass Cases	Old/Obsolete/Broken
m.)	N/A	4 Protector Snare Cases	Old/Obsolete/Broken
n.)	N/A	Evans Quad Drum	Old/Obsolete/Broken
o.)	N/A	Conn Trombone S/N 324724	Old/Obsolete/Broken
p.)	N/A	Bach Trombone S/N 3231124	Old/Obsolete/Broken
q.)	N/A	Conn Trombone S/N 3246908	Old/Obsolete/Broken
r.)	N/A	Conn Trombone S/N 324657	Old/Obsolete/Broken
s.)	N/A	Gretzen Trombone S/N 3572153	Old/Obsolete/Broken
t.)	N/A	Director Trombone S/N 160057	Old/Obsolete/Broken
u.)	N/A	2 Evans Bass Drums & Frames	Old/Obsolete/Broken
v.)	N/A	Premier/Evans Snare Drum	Old/Obsolete/Broken
w.)	N/A	2 Trombone Cases	Old/Obsolete/Broken
x.)	N/A	2 Quad Drum Cases	Old/Obsolete/Broken
y.)	N/A	3 Sousaphone Bells	Old/Obsolete/Broken
z.)	N/A	Jupiter Sousaphone S/N HQ2945	Old/Obsolete/Broken
aa.)	N/A	Olds Trumpet	Old/Obsolete/Broken
bb.)	N/A	4 Trumpet/Horn Cases	Old/Obsolete/Broken
cc.)	N/A	Conn Tenor Sax S/N 839904	Old/Obsolete/Broken
dd.)	N/A	Bundy Tenor Sax S/N 726126	Old/Obsolete/Broken
ee.)	N/A	Conn French Horn S/N 5773327	Old/Obsolete/Broken
ff.)	N/A	Olds & Son Mellophone S/N 9877023	Old/Obsolete/Broken
gg.)	N/A	Portable Backstop	Old/Obsolete/Broken
hh.)	N/A	Pepsi Concession Stand Sign	Old/Obsolete
ii.)	N/A	HS Track Pole Vault Pit	Old/Obsolete

VIII. Employment

A. Recommendation for Approval

1. Retirements

Recommend the Board accept the following retirements:

a) Wendy Eby, Glenford Kindergarten Teacher, effective May 31, 2025
b) Brad Young, MS Physical Education Teacher, effective May 31, 2025
c) Cindy Smith, Glenford 5th Grade Teacher, effective May 31, 2025
d) Linda Hines, MS Social Studies Teacher, effective July 31, 2025

2. Retirement Correction

Recommend the Board accept the following retirement date correction:

a) Julie Soloman, Bus Driver, effective May 31, 2025

3. Resignations

Recommend the Board accept the following resignations:

a) Cathy Schrider, Auxiliary Clerk, effective June 30, 2025

4. FMLA

   Recommend the Board approve the following FMLA requests:
   a) Kristen Hone, approx. 2 weeks, beginning August 12 through August 22, 2025

5. Administrator / District Office Contracts — Attachment

   Recommend the Board approve the following administrator / district office contracts, effective 8/1/2025:
   a.) Lori Dupler, Elementary Principal, 3-year contract
   b.) Jack Holland, IT Technician, 1-year contract
   c.) Catina Brown, Transportation Manager, 3-year contract
   d.) Kelly Wright, EMIS Coordinator, 3-year contract
   e.) Rachel Dolsky, School Psychologist, 3-year contract
   f.) Robyn Cannon, Accounts Payable, 2-year contract
   g.) Olivia Severance, Payroll, 2-year contract

6. Administrator / District Office Contract Addendums — Attachment

   Recommend the Board approve the following administrator / district office contract addendums, effective 8/1/2025:
   a.) Gretchen Combs, Special Education Coordinator
   b.) Lisa Householder, High School Principal
   c.) Lori Tussing, Elementary Principal
   d.) Amy VanBalen, Elementary Principal
   e.) Ed Wolfel, Middle School Principal
   f.) Dale Factor, Maintenance Supervisor
   g.) Chris Hill, Technology Coordinator
   h.) Clint Rhodes, Director of Operations & Student Services
   i.) Jodie Bratton, Technology Assistant
   j.) Lance Dupler, Athletic Director
   k.) LeAnn Forgrave, Superintendent's Secretary
   l.) Jill Landrum-McGee, District Data Assessment Coordinator
   m.) Dan Pfeffer, Athletic Trainer

7. Certified Employees

   Recommend the Board approve the following certified employees for the 2025-26 school year:
   a) Elizabeth Hoover, Elementary Music, BA, Step 5
   b) Whitney Snider, Somerset 2nd Grade, MA+, Step 6
   c) Emily Heath, Elementary Physical Education, BA, Step 0
   d) Hunter McCartney, Elementary Physical Education, BA, Step 1
   e) Adrian Wymer, Middle School Math & Science Teacher, BA, Step 4
   f) Melissa Thompson, Middle School Social Studies Teacher, BA, Step 4
   g) Adrienne Winders, Middle School ELA & Social Studies Teacher, MA, Step 10

8. Classified Employees

   Recommend the Board approve the following classified employees for the 2025-26 school year:
   a) Dominic Grasso, Bus Driver, Step 0, 6.25 hours per day
   b) Michele Pitman, One-on-One Attendant, Step 0, 7 hours per day

c) Angie Custer, Assistant Cook, Step 8, 2.5 hours per day

9. Certified Substitutes Attachment

Recommend the Board approve the following certified substitutes for the 2024-25 school year:

a) MVESC Substitutes, as presented

10. Certified Substitutes

Recommend the Board approve the following certified substitutes for the 2025-26 school year:

a) Jenny Mohler
b) Amy Koehler

11. Extended Day Contracts

Recommend the Board approve the following extended day contracts for the 2025-26 school year:

a.) Alicia Stocker, Guidance, 20 days
b.) Stephanie Hughes, Guidance, 20 days
c.) Mandy Fox, Guidance, 10 days
d.) Tyler Lones, Agriculture, 60 days
e.) Jenna McCandlish, Agriculture, 50 days
f.) Hayley Conn, Agriculture, 45 days
g.) Justin Walters, Girls Basketball, 20 days
h.) Emma Taylor, Volleyball, 20 days
i.) Dave Fazakas, Band, 20 days
j.) Paul Culver, Football, 20 days

12. Degree Advancements

Recommend the Board approve the following degree advancement for the 2025-26 school year:

a.) Beth McClain, MA+

13. Supplemental Contracts

Recommend the Board approve the following supplemental for the 2025-26 school year:

a.) Kari Langanke, MS Student Council, Step 9
b.) Sequoia Hamilton, Flag Corps Advisor, Step 0
c.) Steve Gioffre, Art Club, Step 20
d.) Dave Fazakas, Band Director, Step 19
e.) Beth McClain, Choir, Step 19
f.) Lena Moore, Drama, Step 21
g.) Genna Heileman, HS National Honor Society, Step 0
h.) Katie Huffman, HS Newspaper, Step 0
i.) Mary Peresta, HS Student Council, Step 1
j.) Sarah Smathers, HS Yearbook, Step 1
k.) Steve Gioffre, Prom Advisor, Step 20
l.) Josh Coleman, Baseball, Head Coach, Step 13
m.) Caleb Bennett, Baseball, Assistant Coach (Varsity), Step 6
n.) Allen Lyle, Baseball, Assistant Coach (JV), Step 1

o.) Justin Walters, Basketball, Girls Head Coach, Step 16
p.) Troy Wolfe, Basketball, Girls Assistant Coach (Varsity), Step 27
q.) Brandy Culver, Cheer, Fall Head Coach, Step 3
r.) Lisa Miller, Cheer, Fall Assistant Coach (JV), Step 2
s.) Jillian Wetmore, Cheer, Fall Assistant Coach (Middle School), Step 2
t.) Justin Walters, Cross Country, Boys Head Coach, Step 17
u.) Broc Wilkins, Cross Country, Boys Assistant Coach (Middle School), Step 8
v.) Troy Wolfe, Cross Country, Girls Head Coach, Step 7
w.) Grace Householder, Cross Country, Girls Assistant Coach (Middle School), Step 0
x.) Paul Culver, Football, Head Coach, Step 25
y.) Josh Coleman, Football, Assistant Coach (Defensive Backs), Step 12
z.) Nick Bendle, Football, Assistant Coach (Defensive Line), Step 37
aa.) Chad Culver, Football, Assistant Coach (Linebackers), Step 20
bb.) Bo Brandon, Football, Assistant Coach (Offensive Line), Step 13
cc.) Adam Foltz, Football, Assistant Coach (Quarterbacks and Running Backs), Step 25
dd.) Kirk Washburn, Football, Assistant Coach (Tight Ends and H-Backs), Step 12
ee.) Gregg Forsythe, Football, Assistant Coach (Wide Receivers), Step 11
ff.) Adam Huffman, Football, Assistant Coach (Middle School), Step 18
gg.) Nathan Reedy, Football, Assistant Coach (Middle School), Step 13
hh.) Landen Russell, Football, Assistant Coach (Middle School), Step 1
ii.) Trent Smith, Football, Assistant Coach (Middle School), Step 3
jj.) Jason Daly, Golf, Boys Head Coach, Step 2
kk.) Carrie Garza, Golf, Girls Head Coach, Step 1
ll.) Kelly Dupler, Gymnastics, High School Head Coach, Step 1
mm.) John McKinney, Soccer, Boys Head Coach, Step 3
nn.) Chad Hamilton, Soccer, Boys Assistant Coach (JV), Step 1
oo.) Jeremy Strong, Soccer, Girls Head Coach, Step 2
pp.) Shane Kays, Soccer, Girls Assistant Coach (JV), Step 0
qq.) Mark Paxton, Softball, Head Coach, Step 17
rr.) Jason Barerra, Softball, Assistant Coach (Varsity), Step 2
ss.) Joe Richard, Softball, Assistant Coach (JV), Step 1
tt.) Justin Walters, Track, Boys Head Coach, Step 17
uu.) Emily Heath, Track, Head Girls Coach, Step 0
vv.) Clay Fisher, Track, Assistant Coach (Running), Step 2
ww.) Trent Smith, Track, Assistant Coach (Throwing), Step 5
xx.) Troy Wolfe, Track, Boys Assistant Coach (Middle School), Step 3
yy.) Genna Heileman, Track, Girls Assistant Coach (Middle School), Step 0
zz.) Emma Taylor, Volleyball, Head Coach, Step 0
aaa.) Mandy Fox, Volleyball, Assistant Coach (Varsity), Step 13
bbb.) Joni Goldsberry, Volleyball, Assistant Coach (JV), Step 11
ccc.) Grace Conrad, Volleyball, Assistant Coach (Freshman), Step 0
ddd.) Craig Axline, Volleyball, Assistant Coach (8^{th} Grade), Step 27
eee.) Jennifer Ward, Volleyball, Assistant Coach (7^{th} Grade), Step 10
fff.) Nick Dearing, Wrestling, Head Coach, Step 13
ggg.) Paul White, Wrestling, Assistant Coach (Varsity), Step 1
hhh.) Derek Allen, Wrestling, Assistant Coach (JV), Step 5
iii.) David Gleason, Wrestling, Assistant Coach (Middle School), Step 2

14. Volunteers

Recommend the Board approve the following volunteer for the 2025-26 school year:

a.) Caleb Bennett, Football
b.) Matt Gutridge, Football
c.) Alexa Pancoast, Volleyball
d.) Ally Coleman, Volleyball
e.) Skyllar Strong, Girls Soccer
f.) Kim Thomas, Gymnastics
g.) Paul Culver, Wrestling
h.) Phil Eckelberry, Wrestling
i.) Levi Dupler, Wrestling
j.) Gregg Forsythe, Wrestling
k.) Logan Severance, Wrestling
l.) Devin Boyer, Wrestling
m.) Drew Abram, Wrestling
n.) Jody Bratton, Bowling
o.) Brian Currence, Bowling
p.) Craig Sheridan, Softball
q.) Tom Connors, Softball

15. Student Teacher Placement

Recommend the Board approve the following student teacher placement for the 2025-26 school year:

a.) Elizabeth Gibson, Somerset Elementary
b.) Afton Powell, Thornville Elementary

IX. Curriculum & Instruction

A. Recommendation for Approval:

1. Studies Weekly Agreement — Attachment

Recommend the Board approve a technology service provider agreement with Studies Weekly, as presented.

2. Field Trips

Recommend the Board approve the following field trips for the 2024-25 school year:

a.) May 7, 2025 — Glenford 3rd Grade to Conn's Potato Chip Factory
b.) May 12, 2025 — Glenford 5th Grade to Sheridan Middle School
c.) May 14, 2025 — Glenford 4th Grade to Flint Ridge Park
d.) May 28, 2025 — Glenford STARS to The Wilds

X. Board Policy & Procedure

A. Recommendation for Approval

1. Board Policies – Final Reading

Recommend the Board approve the following Board Policies upon Final Reading:

a) PO# 1613; Student Supervision and Welfare
b) PO# 3213; Student Supervision and Welfare
c) PO# 4213; Student Supervision and Welfare
d) PO# 1422.01; Drug-Free Workplace
e) PO# 2340; Field and Other District-Sponsored Trips
f) PO# 2431; Interscholastic Athletics
g) PO# 5113; Inter-District Open Enrollment
h) PO# 5120; Assignment Within District
i) PO# 5350; Student Heath, Well-Being, and Suicide Prevention
j) PO# 5460; Graduation Requirements
k) PO# 5751; Parental Status of Students
l) PO# 5780.01; Parents' Bill of Rights
m) PO# 6151; Insufficient Funds Checks
n) PO# 7421; Restrooms, Locker Rooms, Shower Rooms and Changing Rooms
o) PO# 7440.01; Video Surveillance and Electronic Monitoring
p) PO# 8142; Criminal History Record Check for Contracted School Services
q) PO# 8452; Automated External Defibrillators ("AED") and Cardiopulmonary Resuscitation

XI. Executive Session

Discussion in executive session is permitted only for the following specified purposes:

1. The appointment, employment, dismissal, discipline, promotion, demotion or compensation of an employee or the investigation of charges or complaints against an employee or student unless the employee or official or student requests a public hearing.
2. To consider the purchase of property for public purposes or the sale of property at competitive bidding.
3. Conferences with the board's attorney to discuss matters, which are the subject of pending or imminent court action.
4. Preparing for, conducting, or reviewing negotiations or bargaining / sessions with employees.
5. Matters required to be kept confidential by federal law or rules or state statutes.
6. Details relative to the security arrangements and emergency response protocols.
7. To consider 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 negotiate with other political subdivisions respecting requests for economic development assistance.

XVI. Adjournment