

President, Hope Hill, called the **NOVEMBER 18, 2025** regular monthly meeting to order at 6:15 p.m.

The Treasurer called the roll with the following members present:

Justin Henry, Ken Killian, Jody Seward, Charles Snyder, Hope Hill – All Present

Pledge of Allegiance

Recognition of Public

- MS State XC Champions
- Brice Fuller Division III XC State Champion
- Men's XC Team State Qualifiers
- Women's XC State Qualifiers
- Bus Road-E-O State Qualifiers - Shane Hetherington (4th) and Gail Indorf

229.25 Motion by Snyder, seconded by Seward to approve October 31, 2025 Financial Reports and October 21, 2025 regular board meeting minutes.

Roll Call: Snyder, Seward, Henry, Killian, Hill – All Yes Passed

230.25 Motion by Seward, seconded by Killian to approve a three (3) year transportation routing software agreement with Transfinder in the amount of \$18,070.

Roll Call: Seward, Killian, Henry, Snyder, Hill – All Yes Passed

231.25 Motion on Henry, seconded by Seward to approve an Interdistrict Admissions Agreement with Canton Local School District for enrollment in Canton Local School District's West Campus Program. Fairless Local students participate in the program, at a rate of one hundred and forty-five dollars (\$145) per student per day.

Roll Call: Henry, Seward, Killian, Snyder, Hill – All Yes Passed

232.25 Motion by Killian, seconded by Snyder to approve the purchase of a Ventrac tractor, mowing deck, and related accessories at an approximate cost of \$38,000 with Mast-Lepley Turf.

Roll Call: Killian, Snyder, Henry, Seward, Hill – All Yes Passed

233.25 Motion by Seward, seconded by Henry to approve an out-of-state trip to New York City for three students to participate in the Macy's Thanksgiving Day Parade from 11/20-11/28/2025.

Roll Call: Seward, Henry, Killian, Snyder, Hill – All Yes Passed

Heard first reading of the following revised policies: (no action taken)

4162 Drug and alcohol testing of CDL license holders who perform safety-sensitive functions and are subject to DOT testing

4162.01 Testing of employees without CDL licenses who transport students in alternating vehicles (Non-DOT testing)

8600 Transportation

8600.04 Bus and alternative vehicle driver certification

8640 Transportation for non-routine trips

8650 Transportation by alternative vehicles

8670 Transportation Cost Analysis

234.25 Motion by Seward, seconded by Killian to hear second readings and adopt new/revised policies:

1422 Nondiscrimination equal employment opportunity, and anti-harassment

1422.02 Nondiscrimination based on genetic information of the employee - RESCIND

1623 Section 504/ADA prohibition against disability discrimination in employment

1662 Anti-harassment - RESCIND

2260 Nondiscrimination and access to equal educational opportunity

2260.01 Section 504/ADA prohibition against discrimination based on disability

2266 Nondiscrimination on the basis of sex in education programs or activities

2430.02 Participation of community/STEM school students in extracurricular activities

- 2431 Interscholastic athletics
 - 3130 Assignment and Transfer
 - 5130 Withdrawal from school
 - 3122 Nondiscrimination, equal employment opportunity, and anti-harassment
 - 3122.02 Nondiscrimination based on genetic information of the employee - RESCIND
 - 3123 Section 504/ADA prohibition against disability discrimination in employment
 - 3362 Anti-harassment - RESCIND
 - 4122 Nondiscrimination equal employment opportunity, and anti-harassment
 - 4122.02 Nondiscrimination based on genetic information of the employee - RESCIND
 - 4123 Section 504/ADA prohibition against disability discrimination in employment
 - 4362 Anti-harassment - RESCIND
 - 5136 Personal Communication Devices
 - 5200 Attendance
 - 5223 Released Time for Religious Instruction
 - 5410 Promotion, academic acceleration, placement, and retention
 - 6109 Acceptance of payment by credit card - NEW
 - 6152 Student fees, fines, and charges
 - 6830 Audit
 - 7540.02 Digital content and accessibility
 - 7541 Electronic data processing disaster recovery plan - RESCIND
 - 8300 Continuity of organizational operations plan
 - 8305 Information security
 - 8400 School safety
 - 8462 Student abuse and neglect
 - 8640 Transportation for non-routine trips
 - 9270 Equivalent education outside the schools and participation in extracurricular for students not enrolled in the district
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- 235.25 Motion by Snyder, seconded by Henry to accept the resignation of Kassidy Swiger from her lead teacher position, effective November 7, 2025.
Roll Call: Snyder, Henry, Killian, Seward, Hill – All Yes Passed
 - 236.25 Motion by Henry, seconded by Seward to approve a one-year probationary contract for Andrew Getz, Custodian, Step 5, effective November 10, 2025.
Roll Call: Henry, Seward, Killian, Snyder, Hill – All Yes Passed
 - 237.25 Motion by Killian, seconded by Snyder to approve the following classified substitutes:
Amy Combs, cook, effective November 4, 2025
Michael Kimball, custodian, effective November 18, 2025
Roll Call: Killian, Snyder, Henry, Seward, Hill – All Yes Passed
 - 238.25 Motion by Killian, seconded by Henry to approve a one-year probationary classified 4 hr. cook contract for Amy Combs, effective November 17, 2025, Step 0.
Roll Call: Killian, Henry, Seward, Snyder, Hill – All Yes Passed
 - 239.25 Motion by Seward, seconded by Henry to approve Adam Smith and Meagan Zenk as game workers.
Roll Call: Seward, Henry, Killian, Snyder, Hill – All Yes Passed
 - 240.25 Motion by Seward, seconded by Henry to approve Indoor Track and volunteer coaches for the 2025-2026 school year:
Ben Russell
Krista Doane
Pamela Gerig
Seth Peterson
Roll Call: Seward, Henry, Killian, Snyder, Hill – All Yes Passed

254.25 Motion by Snyder, seconded by Henry to rescind asst. softball contract for Kaitlyn Davis, effective immediately.

Roll Call: Snyder, Henry, Killian, Seward, Hill – All Yes Passed

255.25 Motion by Seward, seconded by Snyder to approve the following one-year supplemental contracts for the 2025-2026 school year:

Whereas, Section 3313.53 of the Ohio Revised Code authorizes the employment of non-teachers and/or non-district teachers as coaches and supervisors of student activity programs, and

Whereas, this Board has posted the positions as being available to the employees of the district who hold teaching certificates and no such employee qualified to fill the position has applied for, been offered and accepted such position, and

Whereas, this Board then advertised the positions as being available to certificated individuals not employed by the district, and thereafter received applications from the following individuals who are experienced and otherwise qualified to serve in the position.

Be it therefore resolved, that the following individuals be employed under extra- curricular contracts in said positions for the school 2025-2026 year at the stipend amount for such positions as set forth in the current negotiated agreement, contingent upon satisfactory completion of the BCI/FBI criminal records check as required by law. Said coaches shall also have the necessary first aid training and CPR and/or other coaching requirements completed prior to beginning of season:

Kaitlyn Davis Head Softball

Elizabeth Birkbeck Asst. Varsity Softball (7.4%)

Logan Berresford Volunteer Wrestling

Roll Call: Seward, Snyder, Henry, Killian, Hill – All Yes Passed

Announced the next regular scheduled board meeting will be held on December 16, 2025 at 6:15 p.m. at Fairless High School.

Appointed Justin Henry as Treasurer Pro Tem for the December 16, 2025 regular meeting.

256.25 Motion by Snyder, seconded by Killian to adjourn the regular meeting at 6:51 p.m.

Roll Call: Snyder, Killian, Henry, Seward, Hill – All Yes Passed

X _____
President, Hope Hill

X _____
Treasurer, Mark Phillips