EAST KNOX BOARD OF EDUCATION **REGULAR**

December 11, 2025, East Knox Elementary, 6 pm

A. Call to Order

The President calls the meeting to order and leads the Pledge of Allegiance.

- The President reads the vision, mission, and the core values of East Knox Local School District:
  - Vision:
    - Blending Traditions with Visions of our Future
  - Mission:
    - East Knox Local School District is the heart and foundation of the community. Teachers, staff, and families partner to prepare our students for lifelong excellence.
  - Core Value:
    - Our safe and supportive community
    - Preparation leading to new opportunities
    - Relevant, clear, and consistent communication
    - Learning and growing throughout life

B. Roll Call

The President called the roll:

Ms. Lindsay Bush, here
Mr. Larry Campbell, here
Mr. Alan Huffman, here
Mr. Randy Reese, here
Mrs. Kathy Tate, here

C. Approval of the Agenda

Recommendation to approve the agenda as presented.

25-090 MOTION TO APPROVE THE AGENDA AS PRESENTED
Mrs. Tate moved, and Mr. Reese seconded the motion to approve the agenda.
Roll call: All Present-Yes. Motion carried.

D. Presentation(s)

- Elementary Building Report
  - Recognition of Winter Concert
  - December and January activities
  - Fifth Grade Presentation
    - Ecosystems projects
- Mr. Aaron Hinchliffe – OSBA – All Ohio School Board member recognition – Mr. Larry Campbell
- High School Presentation
  - Student Service Club presentation by Chip Pozderac
  - Anna Cline – Student presentation
    - Service Club and Food for the Hungry fundraiser

December 11, 2025, East Knox Elementary, 6 pm

E. Public Participation

- Please see Board Policy #0169.1
  - Blair Norris – question regarding the de-escalation room location and the possible moving of the location of OT/PT.

F. Treasurer Report

- Financial Update
  - FY25 financial audit still progressing-the majority of remaining items are related to IT and Cybersecurity testing
  - Cyber Security Updates
  - Budgetary Amendment-BWC School Safety and Security Grant to pay for all but $2,471.65 of the 10 additional radios
  - Copier Update
    - RFP sent out and proposals due 1/9/26
    - Review proposals and select vendor for February 2026 approval
  - Bond Refunding
    - 2006 Bonds that mature in 2034 could be refunded (refinanced) for a projected savings of $161,000 over the remaining years. Principal of $5.08 million left.

G. Treasurer Recommendations

Recommendation to approve the minutes from the November 13, 2025, regular board meeting.

Recommendation to approve the November 2025 Monthly Financial Report as presented.

Recommendation to approve the following budgetary amendments(s):

499	Misc. State Grant	$7,412.25

25-091 MOTION TO APPROVE THE ABOVE RECOMMENDATIONS
Mr. Campbell moved, and Mr. Huffman seconded the motion to approve the above recommendations.
Roll call: All Present-Yes. Motion carried.

H. Building Reports (additional)

- Jr./Sr. High School
  - Shannon Sprang
    - Three students accepted to the Ariel manufacturing internship
    - Activities in December at the Jr./Sr. High School, including the retirement party for Mr. Tom Holton

- Athletics
  - Review of high school athletic events this month, including basketball and bowling, and two students swimming at MV and one student at Danville wrestling.

December 11, 2025, East Knox Elementary, 6 pm

I. Superintendent Report and Board Discussion

- Updates/Discussion Items
  - Mr. Baird
    - Recognition of Larry and Kathy for their service as board members
    - Introduction of Debra Dugan-Burden as the Vo. Ag. Teacher replacing Mr. Tom Holton
    - Work to be completed on the football field, including installation of a sprinkler system
    - Review of Jr. Sr. High academics, including spelling bee, donation box at Dollar General, penny war that raised almost $1,000, band craft show, band concerts, drama show with student-created scripts and props.
    - Bladensburg Christmas parade with East Knox Band.
    - Update of playground project and work with architects
    - Shop with a Cop of December 17th.

J. Superintendent Recommendations

Recommendation to set the Organizational Meeting for 2026 on Thursday, January 8, 2026, as follows:

Organizational Meeting at 6:00 p.m.
Budget Hearing immediately following Organizational Meeting.
Regular Meeting immediately following Budget Meeting.
Records Commission Meeting immediately following Regular Meeting.

Recommendation to advertise to the public a hearing on the budget, which will be held on January 8, 2026, immediately following the Organizational Meeting, which begins at 6:00 pm. The following advertisement will be printed in the Mount Vernon News for general circulation on December 20, 2025.

A public hearing on the proposed 2027 tax budget for the East Knox Local School District will be held at East Knox Elementary, 23081 Coshocton Road, Howard, Ohio, on Thursday, January 8, 2026, immediately following the Organizational Meeting, which begins at 6:00 p.m.

Recommendation to approve the following graduate(s):

Gabriel William Foote, October 24, 2025
Brylan Axle Smail, December 5, 2025

Recommendation to approve the quote from B&C Communications for the purchase of 10 Motorola radios to add to the inventory of radios for district communications for $9,883.90. $7,412.25 of the cost has been secured through a BWC School Safety and Security Grant.

Recommendation to approve the scope of work quote from Ameresco for $16,624 for temperature controls for the new elementary chiller.

Recommendation to approve the change order #1 from Prodigy Building Solutions LLC, for the East Knox Elementary building chiller project 2025 for $0.

Recommendation to approve an agreement with Dyslexia on Demand for dyslexia therapy services for a total cost not to exceed $6,000.

25-092 MOTION TO APPROVE THE ABOVE RECOMMENDATIONS
Mr. Huffman moved, and Mrs. Tate seconded the motion to approve the above recommendations.
Roll call: All present – Yes. Motion carried.

Recommendation to approve the following resolution:

APPROVING AN AGREEMENT WITH BSHM ARCHITECTS, INC.
FOR THE ELEMENTARY PLAYGROUND PROJECT

The Superintendent recommends approving a design services agreement between the Board and BSHM Architects, Inc. (the "Architect") for the design and related construction administration services for the Elementary Playground Project (the "Project").

Rationale:

1. The Board requires the services of a design professional to provide design and related construction administration services for the Project.

2. In compliance with ORC Sections 153.65 through .71, the Architect was previously selected as the most qualified firm to provide those services.

3. The Architect has submitted a pricing proposal in the total amount of $45,920 to provide the design and related construction administration services for the Project, which is comprised of a not-to-exceed basic services fee of $27,720, an allowance of $10,700 for geotechnical engineering and soil borings, surveying, and construction materials testing and special inspections, and reimbursable expenses in the not-to-exceed amount of $7,500.

4. The Superintendent recommends approving a design services agreement with the Architect for design and related construction administration services for the Project in a total amount not-to-exceed $45,920.

5. The Superintendent also requests that the Board delegate authority to the Superintendent and Treasurer to negotiate and execute a design services agreement with the Architect for the design and related construction administration services for the Project in an amount not-to-exceed $45,920 at the satisfactory conclusion of negotiations on behalf of the Board.

The East Knox Local School District Board of Education resolves as follows:

1. The Board approves a design services agreement with the Architect for design and related construction administration services for the Project in a total amount not-to-exceed $45,920.

2. The Board authorizes the Superintendent and Treasurer to negotiate and execute a design services agreement with the Architect for the design and related construction administration services for the Project in an amount not-to-exceed $45,920 at the satisfactory conclusion of negotiations on behalf of the Board.

25-093 MOTION TO APPROVE THE ABOVE RECOMMENDATION
Mr. Reese moved, and Mrs. Tate seconded the motion to approve the above recommendation.
Roll call: All present – Yes. Motion carried.

Recommendation to elect President Pro Tempore for the January 8, 2026, Organizational Meeting as follows:

Mr. Reese nominated Ms. Bush to be the President Pro Tempore. Mr. Huffman seconded the nomination. Nominations closed.

25-094 MOTION TO APPROVE THE ABOVE RECOMMENDATION
Roll call: All present – Yes. Motion carried.

K. Personnel—(Subject to proper placement on the salary scale, contingent upon favorable report from the BCII/FBI, and receipt of proper certification.)

Recommendation to rescind the supplemental contract for Cody Howard, JH Girls Basketball Coach, previously approved on November 13, 2025, resolution #25-088.

Recommendation to accept the resignation from Madison Eyler, teacher, effective December 31, 2025.

Recommendation to accept the letter of retirement for Tom Holton, teacher, effective December 31, 2025.

Recommendation to employ Debra Dugan-Burden on a limited one-year teaching contract from December 15, 2025 through May 22, 2026 BA/150, Step 10, days pro-rated to 99 days.

Recommendation to approve 30 extended days for Debra Dugan-Burden, Vo Ag instructor, to be worked between December 20, 2025 and June 30, 2026 at the daily rate, BA/150, Step 10.

Recommendation to approve one extra period of pay for Debra Dugan-Burden from December 15, 2025 through May 22, 2026 BA/150, Step 10, days pro-rated to 99 days at 1/8 of the daily rate.

Recommendation to approve Jaimye Weaver as a long-term substitute for a teacher on medical leave beginning approximately January 5, 2026, at $125 per day.

Recommendation to approve the following KCESC board-approved substitute teachers:

Jaylene Flint
Tiffany Davis

Recommendation to approve and place Marjorie Williams on the classified substitute list as a sub-secretary and sub-food service.

Recommendation to approve Shannon Fair to administer medications for the 2025-2026 school year.

Recommendation to approve the following supplemental contracts for the 2025-2026 school year:

		Step
Darrick Faucett	Winter Strength Conditioning Coach	0
Steve Sant	Volunteer Girls Swimming (MV)	-
Anthony Springer	Volunteer Girls Swimming (MV)	-
Jason Ewalt	JH Girls Basketball Coach Volunteer	-

25-095 MOTION TO APPROVE THE ABOVE RECOMMENDATIONS
Mrs. Tate moved and Mr. Campbell seconded the motion to approve the above recommendations.
Roll call: All Present-Yes. Motion carried.

L. Board Remarks

- Kathy Tate:

I would like to thank the electorate of East Knox School District for giving me the opportunity to serve on the board of the East Knox Local School District. As an elected member, I have tried to represent you, your children, the teachers and staff to the best of my ability. Unfortunately, I made an error in filing my petition to run again for the board, and for that I apologize. My hope is that the new and old members of the board will continue my efforts to provide more transparency in the efforts of the board.

To the new board members who will take office in January, you have a lot to learn, as I did, about what school board members can and cannot do. First and foremost is that you are elected officials and should be responsive to your constituents. You need to keep them informed, and I hope that efforts will continue to be made to record board meetings. Minutes are adequate, but some things are not completely reported. Live streaming audio (preferably audio and video) would be the best way to let the community know how the board actually works. Having audio recordings posted on the web page would be the next best way to communicate. Please remember that not everyone is able to attend meetings and having the recordings would be beneficial.

Working with the Ohio School Boards Association has been very beneficial to the board. Their training for new board members and refreshers for veteran board members keeps members up to date on laws that affect school districts. I highly recommend that each of the board members take their trainings. In addition, their annual conference provides breakout sessions that will help you.

When I attended the latest conference I learned about a program, Coach Beyond, to help athletes to improve their learning skills. Since discussions about grade point averages took place during my term as a board member, I found this to be very informative and potentially helpful to our athletes and coaches.

I also attended a session about the voucher lawsuit. Keeping up to date on this is very important and I urge you to read more about it. I am leaving documentation with Mr. Baird.

Another session was about the legislative update. Keeping informed about the laws being passed that will affect school districts, students, and teachers is extremely important. Informing constituents about the laws should be something board members should do. An informed electorate will help prevent negative laws

being signed into law if they know what is happening and can contact their representatives.

With the teacher shortage in Ohio, Franklin University has an Apprentice Program for district employees to become licensed teachers. I have brought documentation about that.

I brought back some other documentation and some give away items that I was able to pick up from vendors who had displays. I hope that Superintendent Baird will make the handouts available in his office for review. The give away items are first come first served.

Of course the purple pens were something I hope you'll enjoy.

Again, I am appreciative for my time on the board, but I am not going anywhere and I plan to attend future board meetings.

- Larry Campbell
  - Enjoyed his time on the board, and he is thankful for many board members he worked with over the years.
- Presentation of a framed picture from the old Jr./Sr. High School to Mr. Campbell
- Thank you to Keri Campbell for her year of service as a classroom teacher.

M. Executive Session

Recommendation to enter into executive session, pursuant to Ohio Revised Code 121.22 (G) (2) – (6), for the sole purpose of:

- To consider the employment of a public employee or official(s).

25-096 MOTION TO ENTER INTO EXECUTIVE SESSION
Mr. Huffman moved and Mrs. Tate seconded the motion to enter into executive session.
Roll call: All Present-Yes. Motion carried.
R. Baird and J. Busenburg also present.
Entered 7:10 p.m.
Exited: 7:47 p.m.
Roll Call: All present

N. Adjournment

Recommendation to adjourn the meeting at 7:52 p.m.

25-097 MOTION TO ADJOURN THE MEETING
Mrs. Tate moved and Mr. Campbell seconded the motion to adjourn the meeting at 7:52 p.m.
Roll call: All Present-Yes. Motion carried.

O. Visitors

Chip Pozderac Blair Norris

_____ _____
President Treasurer