

President, Hope Hill, called the **DECEMBER 16, 2025** regular monthly meeting to order at 6:15 p.m.

The Treasurer Pro Tem, Justin Henry, called the roll with the following members present:

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

Pledge of Allegiance

Recognition of Public

Athletic Director Zach Michel - Proposed Fairless Local Schools NIL Guidebook

New Business

Acknowledged the resignation of Dr. Jody Seward from the Board of Education, effective 11/20/2025.

Considered the appointment of Catherine Soehnlén to replace Dr. Jody Seward as board of education member, effective 12/1/25 - 12/31/25.

262.25 Motion by Snyder, seconded by Killian to approve a Resolution to Fill a Board of Education Vacancy (RC 3313.11)

Whereas a vacancy has been caused on the board of education by reason of resignation; and

Whereas this board of education has the legal authority to fill a vacancy for the unexpired term thereof;

Now, therefore, be it resolved that Cathy Soehnlén is hereby appointed to serve as a member of the board of education of the Fairless Local School District for the remainder of the unexpired term, ending on December 31, 2025.

Roll Call: Snyder, Killian, Hill – All Yes Passed Soehnlén - Abstained

Issued the Oath of Office to Cathy Soehnlén

263.25 Motion by Henry, seconded by Killian to consider the appointment of Derek Shanklin as a Fairless representative to the R.G. Drage Career Center Board of Education for a one-year term of office to commence on January 1, 2026 and expire on December 31, 2026.

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

Held 2026-2027 Fairless Local Schools District Calendar Public Hearing

264.25 Motion by Snyder, seconded by Killian to approve November 30, 2025 Financial Reports and approve the following board minutes:

November 18, 2025 regular

November 23, 2025 special

November 26, 2025 special

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

Acknowledged that minimum wage will increase to \$11.00 per hour, effective January 1, 2026, and authorize the treasurer to increase the rate of pay for all employees affected.

265.25 Motion by Killian, seconded by Snyder to approve an agreement with Vasco Asphalt Company to add additional drainage and repave a section of the parking lot at Fairless Elementary School at an approximate cost of \$73,518.

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

266.25 Motion by Soehnlén, seconded by Killian to approve an agreement with Vasco Asphalt Company to crack fill, reseal, and restripe the parking lot at Fairless Elementary School at an approximate cost of \$27,417.

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

- 267.25 Motion by Snyder, seconded by Killian to approve an agreement with Vasco Asphalt Company to crack fill, reseal, and restripe the parking lot at Fairless Middle School at an approximate cost of \$17,527.  
Roll Call: Snyder, Killian, Henry, Soehnlén, Hill – All Yes Passed
- 268.25 Motion by Soehnlén, seconded by Snyder to approve the annual membership to OSBA, including Legal Assistance Fund, for calendar year 2026:  
Membership Fees \$7,261.00  
OSBA Briefcase FREE  
School Management \$175.00  
Legal Asst. Fund \$250.00  
Total \$7,686.00  
Roll Call: Soehnlén, Snyder, Henry, Killian, Hill – All Yes Passed
- Report of the Superintendent  
Discuss possible summer 2026 campus maintenance needs
- Asphalt Maintenance Plan
  - Visitor's Grandstands
  - Stadium Lights
  - Stadium Sound System
  - Stadium Fencing
- 269.25 Motion by Killian, seconded by Snyder to approve the 2026-2027 Fairless Local School District calendar.  
Roll Call: Killian, Snyder, Henry, Soehnlén, Hill – All Yes Passed
- 270.25 Motion by Soehnlén, seconded by Killian to approve the job description for the position of Groundskeeper.  
Roll Call: Soehnlén, Killian, Henry, Snyder, Hill – All Yes Passed
- 271.25 Motion by Killian, seconded by Snyder to hear second reading and adopt revised policies:  
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  
Roll Call: Killian, Snyder, Henry, Soehnlén, Hill – All Yes Passed
- 272.25 Motion by Snyder, seconded by Soehnlén to approve a Superintendents' Agreement with Canton Local for one student for the 2025-2026 school year.  
Roll Call: Snyder, Soehnlén, Henry, Killian, Hill – All Yes Passed
- 273.25 Motion by Soehnlén, seconded by Killian to approve Tyler McGonagle as a certified substitute teacher at the rate of \$110 per day, effective January 5, 2026.  
Roll Call: Soehnlén, Killian, Henry, Snyder, Hill – All Yes Passed
- 274.25 Motion by Snyder, seconded by Soehnlén to approve Amanda Taylor as a classified substitute cook, effective November 24, 2025.  
Roll Call: Snyder, Soehnlén, Henry, Killian, Hill – All Yes Passed
- 275.25 Motion by Killian, seconded by Snyder to approve Carol Tressel as the Grade 2 Team Leader, effective December 4, 2025 at the prorated amount of \$1,122.37.  
Roll Call: Killian, Snyder, Henry, Soehnlén, Hill – All Yes Passed

- 276.25 Motion by Killian, seconded by Soehnlén to approve one-year temporary certified substitute teachers, as needed, for the 2025-2026 school year.  
Elizabeth Balizet, effective 11/14/25  
Gracie Ashton, effective 12/8/25  
Roll Call: Killian, Soehnlén, Henry, Snyder, Hill – All Yes Passed
- 277.25 Motion by Snyder, seconded by Soehnlén to rescind supplemental contract for Daniel Frazee, Asst. Softball Coach, effective December 3, 2025.  
Roll Call: Snyder, Soehnlén, Henry, Killian, Hill – All Yes Passed
- 278.25 Motion by Killian, seconded by Soehnlén to approve Indoor Track and volunteer coaches for the 2025-2026 school year:  
Olivia Widder  
Jessica Swihart  
John Norman  
Shawn Robinson  
Roll Call: Killian, Soehnlén, Henry, Snyder, Hill – All Yes Passed
- 279.25 Motion by Snyder, seconded by Soehnlén to approve the following one-year supplemental contracts for the 2025-2026 school year:  
Jennifer Holland-Natoli                      Spring Drama Asst.  
Kristine Twigg                                      Spring Drama Asst.  
Roll Call: Snyder, Soehnlén, Henry, Killian, Hill – All Yes Passed
- 280.25 Motion by Snyder, seconded by Killian to enter executive session at 7:10 p.m. to discuss the appointment of a public official.  
Roll Call: Snyder, Killian, Henry, Soehnlén, Hill – All Yes Passed

President, Hope Hill, called the meeting back into session at 8:06 p.m.

Announce the Organizational, Budget and Regular meetings will be held on January 8, 2026 at 6:15 pm at Fairless High School. Appointed Justin Henry as President Pro Tem.

- 281.25 Motion by Snyder, seconded by Killian to adjourn the regular meeting at 8:08 p.m.  
Roll Call: Snyder, Killian, Henry, Soehnlén, Hill – All Yes Passed

X \_\_\_\_\_  
President, Hope Hill

X \_\_\_\_\_  
Treasurer, Mark Phillips