EAST KNOX BOARD OF EDUCATION MEETING

Thursday, February 12, 2026, 6:00 PM – Elementary Library

REGULAR MEETING AGENDA

This is a public meeting of the East Knox Board of Education for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda.

Board Members: Lindsay Bush-President, Randy Reese-Vice-President,
Josh Beltz, Alan Huffman, Melissa Tomlinson

A. Call to Order

The President calls the meeting to order.

B. Roll Call

The President calls the roll.

J. Beltz
L. Bush
A. Huffman
R. Reese
M. Tomlinson

C. Approval of the Agenda

Recommendation to approve the agenda as presented.

J. Beltz
L. Bush
A. Huffman
R. Reese
M. Tomlinson

D. Public Participation

- Please see Board Policy #0169.1

E. Treasurer Report

F. Treasurer Recommendations

Recommendation to approve the minutes from the January 8, 2026, Organizational, Budget and Regular meetings.

Recommendation to approve the January 2026 Financial Report as presented.

Recommendation to approve the amounts and rates as determined by the budget commission and authorizing the necessary tax levies and certifying them to the county auditor.

Recommendation to approve, with appreciation and gratitude, the donation from Ohio Pork Council, $150, to the East Knox FCCLA.

Recommendation to approve, with appreciation and gratitude, the donation from Athletic Boosters, $3,000, to the East Knox Athletic Department for new helmets.

Recommendation to approve, with appreciation and gratitude, the donation from Athletic Boosters, $3,000, to the East Knox Athletic Department for helmets needing refurbished.

Recommendation to approve the following Budgetary Amendments:

001 General Fund	$(228,619.98)
499 Misc. State Grants	$16,507.73
516 Part-B, IDEA Special Education	$(1,562.01)
584 Student Support and Academic Enrichment	$201.48
590 Improving Teacher Quality	$1,118.70
572 Title I Disadvantaged Pupil	$1,839.05

Recommendation to approve the financial forecast as presented and authorize the treasurer to submit it to the Department of Education and Workforce by the February 28, 2026 deadline.

Recommendation to approve the agreement with Frontline Education for financial planning analytics for $7,500 per year beginning July 1, 2026 and a one-time implementation fee of $1,900.

J. Beltz
L. Bush
A. Huffman
R. Reese
M. Tomlinson

G. Building Reports

- Elementary

- Jr./Sr. HS

- Athletics

H. Superintendent Report and Board Discussion

- Updates/Discussion Items

- Student Board Representative

I. Superintendent Recommendations

Recommendation to approve the following presented Neola Board Policies as recommended and approved by the EK Policy Committee on January 21, 2026:

Special Update – Transportation Supplement - October 2025 OH

po4162	DRUG AND ALCOHOL TESTING OF CDL LICENSE HOLDERS WHO PERFORM SAFETY-SENSITIVE FUNCTIONS AND ARE SUBJECT TO DOT TESTING
po4162.01	DRUG AND ALCOHOL TESTING OF EMPLOYEES WITHOUT CDL LICENSES WHO TRANSPORT STUDENTS IN ALTERNATIVE VEHICLES (Non-DOT Testing)
po8600	TRANSPORTATION
po8600.04	BUS AND ALTERNATIVE VEHICLE DRIVER CERTIFICATION
po8640	TRANSPORTATION FOR NON-ROUTINE TRIPS

Recommendation to schedule a Board Policy Committee Meeting between March 12 – 31, 2026, for the policy packet update: *Vol. 44, No. 2 – January 2026 OH.*

_____ _____
Date Time

Recommendation to approve the Special Duty Law Enforcement Agreement for event coverage with the Knox County Sheriff's Office from January 1, 2026-December 31, 2026 at a rate of $50.00 per hour.

Recommendation to approve the quote from Farnham Equipment Company for cabinetry in the board office and high school for $8,515.

Recommendation to approve the 2026-2027 Membership in the Ohio High School Athletic Association.

Recommendation to approve the two-year proposal from Prescription Turf Care for mowing of district campus and Spring and Fall lawn treatments.

Recommendation to approve the 36-month service agreement with Southeast Security for fire alarm monitoring and annual fire inspection at the elementary for $219.95 per month.

Recommendation to approve the quote from ONTA Communications LLC, for external bus cameras for $17,129.50. Cost partially offset by $12,759 in school bus safety grant funds.

Recommendation to approve the estimate from Specially Designed Education Services for educational curriculum, $18,035.

J. Beltz
L. Bush
A. Huffman
R. Reese
M. Tomlinson

Recommendation to approve the following Memorandum of Agreement:

Memorandum of Understanding
Bargaining Timeline

This Memorandum of Understanding is entered into by and between the East Knox Board of Education (Board) and the East Knox Education Association (Association) this twelfth (12) day of February 2026.

WHEREAS, the Board and Association (the Parties) have entered into a Collective Bargaining Agreement (CBA) which is effective from July 1, 2023, through June 30, 2026;

WHEREAS, Section 102 G.2. of the party's agreement states "If agreement is not reached after thirty (30) days from the initial bargaining meeting, either party shall have the right to request the assistance of a mediator from the Federal Mediation and Conciliation Service (FMCS). . ."

WHEREAS, the parties have agreed to extend the time before a mediator is called upon in the dispute resolution process for 2026 negotiations.

WHEREAS, the parties have agreed that due to changes in the operations of the FMCS, the parties must contemplate alternatives to FMCS for mediation services.

WHEREAS, the parties intend to amend their current CBA as set forth hereinafter, and further intend that all remaining sections of the CBA that are not inconsistent herewith, shall remain in full force and effect;

NOW THEREFORE, IT IS HEREBY AGREED by and between the Board and the Association that the following

1. For the 2026 bargaining session the parties agree Section 102 G.2. shall read as follows: If agreement is not reached after sixty (60) days from the initial bargaining meeting, either party shall have the right to request the assistance of a mediator from the Federal Mediation and Conciliation Service (FMCS) or any mutually acceptable alternative mediation service or professional mediator and such request shall be deemed a joint request. If the services of a mediator are called upon, the mediation process shall last for a minimum of thirty (30) days or until the expiration date of this Agreement, whichever is less

2. Except as delineated above, this Memorandum does not alter, modify or change any existing provision of the Agreement currently in effect between the parties or Board policy.

3. This Memorandum sets forth the entire agreement between the parties with respect to the terms set forth herein and supersedes all prior and contemporaneous agreements and understandings, express or implied, oral or written with respect to the terms set forth herein. This Memorandum may be modified, altered or amended only by written agreement of the parties.

4. The provisions of this Agreement shall supersede any contrary provisions of the CBA or state law.

J. Beltz
L. Bush
A. Huffman
R. Reese
M. Tomlinson

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

Recommendation to accept the resignation due to retirement from Charles Dudgeon, bus driver, effective May 21, 2026.

Recommendation to accept the resignation due to retirement from William Miller, bus driver, effective February 28, 2026.

Recommendation to approve the parental leave of absence request from Hailey Filicky from March 2, 2026-through the end of the 2025-2026 school year.

Recommendation to approve Kevin Bullock as Home Instruction Tutor on an as needed basis for the 2025-2026 school year.

Recommendation to approve the following Knox County ESC approved substitute teachers for the 2025-2026 school year:

John Kelley
Weston Melick
Macey Moore
Emma Falgner
Jaylene Flint
Molly Snyder
Andrew Beatty

Recommendation to employ Weston Melick as a long-term intervention specialist substitute at $125 per day for the remainder of the 2025-2026 school year retroactive to January 5, 2026.

Recommendation to employ Stephanie Warner as a classroom teacher to be paid at the teacher daily rate MA+15, Step 0 for the remainder of the 2025-2026 school year retroactive to January 20, 2026.

Recommendation to pay a stipend to Megan Bullock of $50 for student teacher mentoring for Fall 2025, cost reimbursed by MVNU.

Recommendation to approve the following Knox County ESC aides for the 2025-2026 school year:

Jasmine Amyx
Elizabeth Gallogly

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

Zachary Jenney	Junior High Track Coach	Step 2

Andrew Beatty	.5 FTE JH Boys Basketball Coach	Step 0
John Tucker	Assistant Softball Coach	Step 0

Recommendation to approve the following volunteer coaches for the 2025/2026 school year:

Heather Bostic	High School Track
Brent Lange	High School Track

Recommendation to employ Tiffany Davis as a long-term substitute teacher for a teacher on medical leave beginning approximately March 2, 2026 at a rate of $125 per day.

Recommendation to approve the requested unpaid days for Mandy Todd for March 5 and 6, 2026.

Recommendation to approve Abigail Grandstaff for an additional 30 hours for 504 Plan Coordination at $30 per hour for hours worked beyond her regular schedule.

J. Beltz
L. Bush
A. Huffman
R. Reese
M. Tomlinson

K. Executive Session

Recommendation to enter into executive session, for the sole purpose of, and pursuant to the following Ohio Revised Codes as follow:

Ohio Revised Code 121.22 (G) (1) - To consider the employment of a public employee or official(s).

Ohio Revised Code 121.22 (G) (2) – (6) - To review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.

J. Beltz
L. Bush
A. Huffman
R. Reese
M. Tomlinson

Time in: _____

Time out: _____

Roll call: J. Beltz
L. Bush
A. Huffman
R. Reese
M. Tomlinson

Recommendation to approve the new contract for Superintendent effective August 1, 2027 to July 31, 2030 as presented and appoint Richard J. Baird to serve as Superintendent, subject to terms set forth in the contract for Superintendent.

J. Beltz
L. Bush
A. Huffman
R. Reese
M. Tomlinson

L. Adjournment

Recommendation to adjourn the meeting at _____ p.m.

J. Beltz
L. Bush
A. Huffman
R. Reese
M. Tomlinson