NORTHERN LOCAL SCHOOLS
BOARD OF EDUCATION MEETING

6:30 p.m., Tuesday, December 16, 2025

AGENDA

Pledge of Allegiance

I. Call to Order

II. Roll Call

III. Recognition of Visitors and Public Participation

A. 2024-25 Retiree Recognition

IV. Minutes

A. Board Meeting Minutes — Attachment

Recommend the Board approve the following Board meeting minutes:

1. November 20, 2025

V. Mid-East Career & Technical Center Report – Richard France

VI. Superintendent's Report – Angela Gussler

VII. Business and Finance

A. Treasurer's Presentation – Jennie Clifton

B. Recommendation for Approval

1. November Financial Reports — Attachment

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

2. Budget Adjustments

Recommend the Board approve the following budget adjustments:

Revenue:

a.)	SMS Honor Society (200-973J)	$1,362.50
b.)	Football (4300-950X)	$6,857.00

Appropriations:

a.)	Girls Basketball (300-950M)	$5,835.00
b.)	SMS Honor Society (200-973J)	$2,655.82
c.)	SMS Student Council (200-961J)	$289.38
d.)	FFA (200-933H)	$53,187.00
e.)	Football (300-950X)	$38,857.00

3. Then & Now Certificates

Recommend the Board approve the following Then & Now Certificates:

a.)	PO# 133388	Muskingum Valley ESC, STARS Support Services
b.)	PO# 133393	Ohio Division of Industrial Compliance, Boiler Certificates

c.) PO# 133448 Brenden Trojan Magic, Thornville Magic Show
d.) PO# 133453 Katom Restaurant Supply, SMS Refrigerator
e.) PO# 133482 Central Ohio Photography, Girls Basketball Poster & Photoshoot

4. IXOM Watercare Contract — Attachment

Recommend the Board approve a one-year contract with IXOM Watercare for water softener maintenance, as presented.

5. Riverside Insights Agreement — Attachment

Recommend the Board approve a three-year agreement with Riverside Insights for comprehensive assessments, as presented.

6. 2026 OSBA Membership

Recommend the Board approve membership with the Ohio School Boards Association for 2026.

7. 2026 Perry County Chamber of Commerce Membership

Recommend the Board approve membership with the Perry County Chamber of Commerce for 2026.

8. Donations

Recommend the Board approve the following donations:
a.) Tony & Tara Taylor; $5,000 to SHS for Student Supports & Programs
b.) RTZ Designs, Tara Crane; Basketball Team Manager Shirts
c.) Glenford Mother's Club; 6 Turkeys for Families in Need
d.) Buckeye Lake Christmas Bike Drive; 6 – 26" Bikes to SMS Students

VIII. Employment

A. Recommendation for Approval

1. FMLA

Recommend the Board approve the following FMLA request:
a) Jenna McCandlish, up to 12 weeks of maternity leave beginning approx. April 2, 2026

2. Resignation

Recommend the Board approve the following resignation:
a) Garcie Barcus, One-on-One Attendant, effective end of day December 19, 2025

3. Classified Employees

Recommend the Board approve the following classified employees for the 2025-26 school year:
a) Daniel Leasure, Custodian, 8 hours per day, Step 0, effective December 1, 2025
b) Rodney Trapp, One-on-One Attendant, 7 hours per day, Step 0, effective January 5, 2026
c) Kalie Ridenour, One-on-One Attendant, 7 hours per day, Step 0, effective December 17, 2025

4. Classified Employee Transfer

Recommend the Board approve the following classified employee transfer for the 2025-26 school year:

d) Brittany Butcher, from Vehicle Transporter to Bus Driver, effective November 19, 2025

5. Certified Substitutes Attachment

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

a) MVESC Substitutes, as presented

6. Classified Substitutes

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

a) Caitlyn Cheney, Cook, pending successful background check results
b) Krista Lozier, Cook, pending successful background check results
c) Danielle Cox, Cook, pending successful background check results

7. Student Teacher Placement

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

a.) Elizabeth Gibson, Somerset Elementary

IX. Volunteers

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

a.) Julie Gwinn, Somerset Elementary
b.) Tyler Barber, Girls Wrestling

X. Curriculum & Instruction

A. Recommendation for Approval:

1. Memorandum of Understanding with Zane State College Attachment

Recommend the Board approve a MOU with Zane State College for the 2026-27 school year, as presented.

2. Early Graduation Approval

Recommend the Board approve the following student for early graduation:

a) Liddell Pittman

XI. Board Policy & Procedure

A. Recommendation for Approval:

1. Board Policies – Final Reading Attachment

Recommend the Board approve the following Board policies upon final reading:

a.) PO# 2266; Nondiscrimination on the Basis of Sex in Education Programs or Activities
b.) PO# 2430.02; Participation of Community/Stem School Students in Extracurricular Activities

c.) PO# 3130; Assignment and Transfer
d.) PO# 5130; Withdrawal from School
e.) PO# 5136; Personal Communication Devices
f.) PO# 5410; Promotion, Academic Acceleration, Placement, and Retention
g.) PO# 6830; Audit
h.) PO# 8300; Continuity of Organizational Operations Plan
i.) PO# 8305; Information Security
j.) PO# 8400; School Safety
k.) PO# 8462; Student Abuse and Neglect
l.) PO# 1422; Nondiscrimination, Equal Employment Opportunity, and Anti-harassment Nondiscrimination
m.) PO# 1623; Section 504/ADA Prohibition Against Disability Discrimination in Employment
n.) PO# 2260; Nondiscrimination and Access to Equal Educational Opportunity
o.) PO# 2260.01; Section 504/ADA Prohibition Against Discrimination Based on Disability
p.) PO# 3122; Nondiscrimination, Equal Employment Opportunity, and Anti-harassment Nondiscrimination
q.) PO# 4123; Section 504/ADA Prohibition Against Disability Discrimination in Employment
r.) PO# 3123; Section 504/ADA Prohibition Against Disability Discrimination in Employment
s.) PO# 4122; Nondiscrimination, Equal Employment Opportunity, and Anti-harassment Nondiscrimination
t.) PO# 7540.02; Digital Content and Accessibility

2. Board Policies – Rescission, Final Reading — Attachment

Recommend the Board approve the rescission of the following Board Policies upon final reading:
a.) PO# 1662; Anti-harassment
b.) PO# 1422.02; Nondiscrimination Based on Genetic Information of the Employee
c.) PO# 3122.02; Nondiscrimination Based on Genetic Information of the Employee
d.) PO# 3362; Anti-harassment
e.) PO# 4122.02; Nondiscrimination Based on Genetic Information of the Employee
f.) PO# 4362; Anti-harassment

XII. Other Business

1. Elect President Pro Tempore for the Organizational Meeting

Recommend the Board elect a President Pro Tempore to open and preside over the organizational meeting until the new President of the Board has been duly elected.

President Pro Tempore:

_____

2. January 2026 Meeting Date and Time

Recommend the Board select a date for the organizational meeting to be held in January 2026.

Organizational meeting, _____, at _____p.m. and Tax Budget Hearing at _____p.m.

XIII. 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