

**SOUTHERN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – MILLER HIGH SCHOOL LIBRARY
January 8, 2026 (Following Organizational Meeting)**

President Reynolds called the meeting to order at 6:06 PM.

ROLL CALL:

Mr. Sean Bartley P A Ms. Jessica Dorsey P A Mr. James Palmer P A
Ms. Mary Reynolds P A Mr. Albert Siemer P A

PUBLIC PARTICIPATION

- SLEA: Jodi Hellyer – no comments
- OAPSE: Not present

26-018: EXECUTIVE SESSION

To consider the employment of a public employee or official.

Motion by Mr. Siemer seconded by Ms. Dorsey to enter into executive session to consider the employment of a public employee or official.

VOTE:

Mr. Sean Bartley Y N Ms. Jessica Dorsey Y N Mr. James Palmer Y N
Ms. Mary Reynolds Y N Mr. Albert Siemer Y N

The board entered into executive session at 6:07 PM.

The board reconvened regular session at 6:33 PM.

**SOUTHERN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – MILLER HIGH SCHOOL LIBRARY
January 8, 2026 (Following Organizational Meeting)**

ANNETTE LOSCO-Superintendent

- BASA Board recognition
- North Valley Bank closing – Superintendent and Treasurer have a meeting scheduled with bank representatives on Tuesday, 1/13/26.
 - o Considerable discussion followed regarding implications of the Corning branch closure, banking concerns from Board Members, and the District's options going forward.
- Social media litigation update -Superintendent will gather more information prior to making a final decision.
- Separation incentive – 2 staff members submitted a "Letter of Intent", February 2nd is the final deadline for withdrawal of the letter of intent.
- Transportation section in Athletic Handbook – follow policy for student athlete to be "signed out"
- Gym floor cleaning – superintendent provided the dates that the floor was cleaned in response to concerns of cleanliness.
 - o Mr. Bartley asked that the floors be cleaned at the beginning of the week after biddy league and/or other weekend events have taken place.
- Scoreboard update – modules and controllers will be sent in for service/repair after Basketball season.
- Locked gates update – hallway gates will be locked at 5:30 during home athletic events. AD and Asst AD will have keys to the gate.
 - o Grove City Christian incident update – Superintendent and AD met with GCC Admin.
- Mr. Siemer requested that there be a section added to the meeting agendas for Board Member concerns or discussion items.
- Mr. Palmer requested that the Pledge of Allegiance be added to the meeting agendas.
- Superintendent and Treasurer will look into re-structuring the future meeting agendas for such requests.

**SOUTHERN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – MILLER HIGH SCHOOL LIBRARY
January 8, 2026 (Following Organizational Meeting)**

CONSENT AGENDA

1. MINUTES

- A. Recommend approval of the minutes of the Regular Board Meeting held on December 18, 2025 as submitted by the Treasurer.

2. TREASURER’S RECOMMENDATIONS

- A. Recommend that the Treasurer’s report be accepted as presented.
- B. Recommend the approval of the tax budget for FY 2027 as presented at the Tax Budget hearing on January 8, 2026.

3. MISCELLANEOUS

- A. NEOLA Board Policies Second Reading
- PO 9700.01-Advertising and Commercial Activities
- B. Approve the retirement of Anthony Losco, Principal, effective August 1, 2026.
- C. Approve the resignation of Michael Reed, bus driver, effective at the end of the 2025-2026 school year.
- D. Accept the donation from Chaz Neill for the following item listed below:
- Tackling Dummy

**SOUTHERN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – MILLER HIGH SCHOOL LIBRARY
January 8, 2026 (Following Organizational Meeting)**

- E. Approve the Separation Incentive Program MOU between the Southern Local School District Board of Education and the Southern Local Education Association.

Memorandum of Understanding Between
The Southern Local School District
Board of Education
And
The Southern Local Education Association

SEPARATION INCENTIVE PROGRAM

1. Eligible Bargaining Unit Member. A separation incentive payment will be paid to each "eligible bargaining unit member" who resigns from employment with the Southern Local School District Board of Education ("Board"), in accordance with the provisions of this Memorandum. For purposes of this Memorandum, an "eligible bargaining unit member" is a current employee:
- a) who completes the "Letter of Intent to Participate in the Separation Incentive Program and Resignation," as attached to this Memorandum, which indicates the employee's resignation from all contracts of employment with the Board effective the last teacher workday of the 2025-2026 school year, and resigns as of that date, which is hand-delivered and received by the Treasurer, **by February 2, 2026 at 3:00pm EST**; and
 - b) who executes and delivers a valid, unrevoked "Release of Claims" to the Board, as attached to this Memorandum, **by February 2, 2026**; and
 - c) who satisfactorily completes all employment responsibilities the last teacher workday of the 2025-2026 school year; and
 - d) whose "hire date" was on or before January 1, 2006, and has been actively employed through the effective date of this Memorandum.
 - e) who has completed at least twenty (20) years of service in the district.

For purposes of this Memorandum, "hire date" is the date the Board acted to approve the employee's initial contract of employment.

SOUTHERN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – MILLER HIGH SCHOOL LIBRARY
January 8, 2026 (Following Organizational Meeting)

2. Number of Participants. If a minimum of two (2) with a maximum of five (5) eligible bargaining unit members submit a Letter of Intent to Participate in the Separation Incentive Program on or before **3:00 P.M. EST on January 8, 2026**, then the Separation Incentive Program will be approved for all eligible bargaining unit members. If fewer than two (2) eligible bargaining unit members have submitted their Letter of Intent to Participate in the Separation Incentive Program and Resignation, the Board may elect not to offer the Separation Incentive Program, or, at its discretion, may waive the minimum participant requirement. If the Separation Incentive Program is not offered, the Letter of Intent to Participate in the Separation Incentive Program and Resignation, submitted under this provision will be deemed void and of no effect, and the members submitting those letters may continue their active employment with the Board or elect to resign without an incentive payment.
3. Amount and Payment of Separation Incentive. The Separation Incentive amount shall be Fifty Thousand Dollars (\$50,000.00) if a minimum of two (2) and a maximum of five (5) eligible bargaining unit members submit Letters of Intent to Participate in the Separation Incentive Program and Resignation and Release of Claims, which are not withdrawn or revoked. Payment for the Separation Incentive shall be made on the second regular pay in July 2026. Payments will be subject to all applicable tax and withholding requirements.
4. Withdrawal of Letters of Intent to Participate in the Separation Incentive Program and Resignation. Prior to **3:00 P.M. on February 2, 2026**, Letters of Intent to Participate in the Separation Incentive Program and Resignation may be withdrawn by written notice of withdrawal hand-delivered and received by the Treasurer.
5. Agreement by Association. In the event a sufficient number of eligible bargaining unit members participate and the Separation Incentive Program is approved, the Southern Local Education Association agrees that the Board or its designees may evaluate the positions vacated as a result of participation the Separation Incentive Program and may eliminate or consolidate positions and/or reassign duties, as necessary for the effective and efficient management of its workforce, within the parameters of **Articles 7 and 8** of the Agreement between the Southern Local School District Board of Education and the Southern Local Education Association in effect at that time.
6. Death of Eligible Bargaining Unit Member. Any Separation Incentive Program payments due to an eligible bargaining unit member who dies after the Separation Incentive Program is approved pursuant to paragraph 2 above, but before receiving the Separation Incentive Program Payments payable under this Memorandum, will be paid to the eligible bargaining unit member's beneficiary or estate.

**SOUTHERN LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – MILLER HIGH SCHOOL LIBRARY
January 8, 2026 (Following Organizational Meeting)**

7. Duration of Separation Incentive Program. The terms and conditions of the Separation Incentive Program, as described in this Memorandum, are being offered on a one-time basis, and this Memorandum shall not be otherwise construed.

FOR THE BOARD:

FOR THE ASSOCIATION:

Date: _____

Date: _____

F. Accept the donation of \$200 for the clothing/food room from anonymous donor.

26-019: Motion by Mr. Bartley seconded by Mr. Siemer to approve the items listed on the Consent Agenda.

VOTE:

Mr. Sean Bartley Y N Ms. Jessica Dorsey Y N Mr. James Palmer Y N
Ms. Mary Reynolds Y N Mr. Albert Siemer Y N

MOTION CARRIED Y N

ADJOURNMENT

Mr. Siemer moved, seconded by Mr. Bartley that the meeting be adjourned.

Time: 7:06 PM

PRESIDENT

TREASURER