RECORD OF PROCEEDINGS

Minutes of EAST KNOX BOARD OF EDUCATION REGULAR Meeting

GOVERNMENT FORMS & SUPPLIES 844-224-3338 FORM NO. 1014B

Held February 12, 2026, East Knox Elementary, 6 pm 20

A. Call to Order

The President, Ms. Bush, called the meeting to order.

B. Roll Call

The President called the roll:

Mr. Joshua Beltz, here
Ms. Lindsay Bush, here
Mr. Alan Huffman, here
Mr. Randy Reese, here
Mrs. Melissa Tomlinson, here

C. Approval of the Agenda

Recommendation to approve the agenda as presented.

26-017 MOTION TO APPROVE THE AGENDA AS PRESENTED
Mr. Huffman moved and Mr. Reese seconded the motion to approve the agenda.
Roll call: All Present-Yes. Motion carried.

D. Building Reports

- Elementary
  - Presentation by Elementary Specials
    - Sue Beachy – library – elementary student, Junia Pfettscher-presentation of wanting to be an author and her interests, discussion of other activities in the library and community presentations.
    - Katie Weber – PE updates – Team Tressel Fitness Challenge, bike project starting in the Spring with partnership from the United Way.
    - Sammie Carey – Art – Art show on Thursday, April 30th exploring throwback items over the last decades, examples of their art work was shown.
    - Rebecca Dangerfield – review of activities – "March Music Madness".
    - 3rd Grade Presentations – Gabi Burkhalter, Leslie Gilbert, Alice Noll, Rebecca Gaines - Students presented sled riding project using various classroom supplies.

Board Recommendation to Previous Meeting Minutes

Mrs. Tomlinson recommended a motion be made to adjust the February 12, 2026 meeting minutes to add her comment that was not noted, which reflected the NWEA scores and data being sent home with parents if they weren't now.

26-026 MOTION TO APPROVE THE ADJUSTMENT OF THE FEBRUARY 12, 2026 MEETING MINUTES
Mrs. Tomlinson moved and Mr. Beltz seconded the motion to approve the above addition to the February 12, 2026 minutes.
Roll call: All Present-Yes. Motion carried.

- Jr./Sr. HS
  - Mr. Guilliams
    - Thank you to the staff, first responders and others who assisted with security incident on January 12th.
    - Project Lead the Way Grant received.
    - Tressel Fitness Challenger for the 7th and 8th grade.
    - Middle school dance for Valentine's Day.

- Athletics
  - Mr. Sprague
    - Winter sport season.
    - Volleyball, Cross Country, and Football hiring in process for head coaches.
    - Kiosk for athletic and academic history being implemented.

E. Public Participation

Please see Board Policy #0169.1
None

F. Treasurer Report

- Financial Update
  - Revenues are up $1.3 million compared to last year through the month of January due to the first property tax advance.
  - Expenses were $518,000 higher for the entire year.
    - Salaries are up $149,000 and benefits $75,000 lower due to premium holiday.
- Budgetary Amendments
  - General fund adjustments due to insurance holiday in December and some salary adjustments due to retirement and unfilled positions.
  - State and Local grants- funding secured for safety expenses through various grant funds.
  - Federal funds-routine adjustments due to re-allocations of state funds.
- Capital Improvement Plan- updates for FY26 are in process and will be reviewed at the March or April board meeting.
- AOS Audit was released on February 5, 2026.
- Financial Forecast
  - Updates since October
    - Reduction in tax revenue of $72,000 due to Knox County piggyback exemption for homestead in FY26 and total of $144,000 in FY27.
    - Interest earnings are higher than originally projected.
    - Savings of over $150,000 due to premium holiday in December for insurance
  - Summary
    - Expenses exceed revenues starting in FY29 due to the emergency levy expiring.
    - If emergency levy is renewed in November 2026, then this would be added back into the forecast. The levy going off is a loss of $708,000 in FY27 and $1.2 million in FY28.
    - Tax revenues due to tax reform are unpredictable at this time. I will continue to keep you updated as this progresses and as more information is available.
  - Financial Analytics Software
    - Request to purchase financial forecasting software.
    - This investment will assure we have the best information and resources available to plan for the future and make decisions that will impact the district for many years.

G. 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.

26-018 MOTION TO APPROVE THE ABOVE RECOMMENDATIONS
Ms. Bush moved and Mr. Reese seconded the motion to approve the above recommendations.
Roll call: All Present-Yes. Motion carried.

- Ms. Bush asked about any updates on the football field renovations.

H. Superintendent Report and Board Discussion

- District Update
  - Playground update – Community members and staff attended a meeting, determined that having play space is very important and the first priority.
  - Staffing updates for 2026/2027 school year.
  - Negotiations with the EKEA to start in the coming week.
  - Streaming of board meetings being tested this month and put into place by March.
  - Visiting township meetings over the next several months.
- Reem Ezzarouali - Student Board Representative
  - Hobbit play this Spring.

- Spring Sports are getting ready to start.

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.

February 25, 2026 4:30 p.m. BOE Office

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.

26-019 MOTION TO APPROVE THE ABOVE RECOMMENDATIONS

Mr. Beltz moved and Mr. Huffman seconded the motion to approve the above recommendations.
Roll call: All present – Yes. Motion carried.

GOVERNMENT FORMS & SUPPLIES 844-224-3338 FORM NO. 10148

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.

26-020 MOTION TO APPROVE THE ABOVE RECOMMENDATION

Mr. Beltz moved and Ms. Bush seconded the motion to approve the above recommendation.
Roll call: All present – Yes. Motion carried.

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.

26-021 MOTION TO APPROVE THE ABOVE RECOMMENDATIONS
Mr. Reese moved and Mr. Beltz seconded the motion to approve the above recommendations.
Roll call: All present – Yes. Motion carried.

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.

26-022 MOTION TO ENTER INTO EXECUTIVE SESSION
Mr. Huffman moved and Ms. Bush seconded the motion to enter executive session.
Roll call: All present – Yes. Motion carried.

Treasurer Busenburg and Superintendent were also present.

Time in: 7:28 p.m.

Time out: 8:35 p.m.

Roll call: All Present

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.

26-023 MOTION TO APPROVE THE ABOVE RECOMMENDATION
Ms. Bush moved and Mr. Reese seconded the motion to approve the above recommendation.
Roll call: All present – Yes. Motion carried.

L. Adjournment

Recommendation to adjourn the meeting at 8:37 p.m.

26-024 MOTION TO ADJOURN THE MEETING

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Held February 12, 2026, East Knox Elementary, 6 pm 20

Mr. Huffman moved and Ms. Bush seconded the motion to adjourn the meeting at 8:37 p.m.
Roll call: All Present-Yes. Motion carried.

M. Visitors

President Treasurer