Winton Woods Board of Education
Minutes
Regular Meeting – December 15, 2025

The Winton Woods Board of Education met in Regular Session on Monday, December 15, 2025 at the Winton Woods Early Childhood Central Campus, Stage Room 184, 825 Waycross Road, Cincinnati, Ohio. President Smith called the meeting to order at 6:30p.m.

ROLL CALL AND PLEDGE OF ALLEGIANCE

On the roll call the following members were present: Mr. Bill Speelman, Ms. Debra Bryant, Ms. Angela Knighten, Ms. Kayla Miller, Mr. Brandon Smith. Also present were Mr. Steve Denny, Superintendent and Mr. Randy Seymour, Treasurer.

DISTRICT HONORS, RECOGNITIONS, GIFTS, AND INTRODUCTIONS

Horace Mann Fine Arts Student of the Month Award
Winton Woods High School - Camryn Wilkinson

Kiwanis Character is Key Award - Fairness
Winton Woods Intermediate School - Melena Grant

Kiwanis Student of the Month Award
Winton Woods High School - Parys Twyman

Skyline Student Athlete of the Month Award (November)
Winton Woods High School - Trinitee Johnson

Skyline Student Athlete of the Month Award
Winton Woods High School - Whitley Davis

Skyline Teacher of the Month Award
Winton Woods Intermediate School - Ms. Shayla Whittie

"Love Grows Here" Art Competition
Winton Woods High School - Corabelle "Cory" Blevins - Congratulations to Cory, who is the first place winner of the citywide "Love Grows Here" 2-D Art Competition, that was open to teens ages 13-19 in the Cincinnati area and was sponsored by Beech Acres and the Contemporary Arts Center. As part of her award, Cory won a $150 Visa gift card. Her artwork will be on display for one year the Beech Acres Parenting Center.

"Twenty-Fifth Annual E. Kathleen Cooke Unsung Heroine" Luncheon
Winton Woods Intermediate School - Ms. Daneine Fields, Principal - Congratulations to Ms. Fields, who was honored as a woman "of influence and action in our community" with the "Changemaker in K-12 Education" award. Ms. Fields was presented with her award on November 8 at the E. Kathleen Cooke Foundation's 25th Annual Unsung Heroine Luncheon at the Holiday Inn West Chester.

DISTRICT HONORS, RECOGNITIONS, GIFTS, AND INTRODUCTIONS – (Cont.)

Special Recognition
Gracehills Community Church - Rev. Brandon Shaffer, Lead Pastor - The Board of Education extended its deep appreciation to Pastor Shaffer and the members of Gracehills Church who spent hours of time and energy helping to beautify the grounds of the Winton Woods Community Building and the Charles Fredrick Stadium.

Introductions
Greenhills Police Department - Chief of Police Jim Howarth introduced Officer Susan Tobergte and Officer Anthony White to the Winton Woods community as our new Student Resource Officers (SROs) at the Winton Woods Community Building and the Winton Woods South Campus, respectively.

PUBLIC COMMENTS

Mr. Ismael Dembele and Mr. Dimitri Burnworth, students at Winton Woods High School, briefly addressed the Board concerning the School Uniform Policy for 2025-2026 (po5511.01).

COMMENTS TO THE BOARD OF EDUCATION FROM THE ASSOCIATIONS

WWTA REPRESENTATIVE – Absent
OAPSE REPRESENTATIVE – Absent

WAIVE READING OF THE MINUTES

12-140-25 On a motion by Speelman, seconded by Ms. Knighten to waive the reading of the minutes for the following meetings:

Regular Meeting – November 10, 2025
Regular Meeting – December 1, 2025

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye; Ms. Miller, Aye; Mr. Smith, Aye

President Smith declared the motion carried.

Winton Woods Board of Education
Minutes
Regular Meeting – December 15, 2025

APPROVAL OF MINUTES

12-141-25 On a motion by Ms. Bryant, seconded by Ms. Knighten to approve the minutes for the following meetings:

Regular Meeting – November 10, 2025 Ms. Miller, Abstain; Mr. Smith, Abstain
Regular Meeting – December 1, 2025

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye;
Ms. Miller, Aye; December 1, 2025 meeting only
Mr. Smith, Aye; December 1, 2025 meeting only

President Smith declared the motion carried.

TREASURER'S REPORT

Financial Statements
The Financial Statements for the month of November were approved and filed for audit.

TREASURER'S RECOMMENDATIONS

Investments – November, 2025
12-142-25 On a motion by Ms. Knighten, seconded by Mr. Speelman to approve the Investment Report for November, 2025.

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye; Ms. Miller Aye;
Mr. Smith, Aye

President Smith declared the motion carried.

REPORTS OF THE SUPERINTENDENT

- Upcoming School Events – (Attached)
- Student Achievement Report – Career Technical Education (CTE) Update – Dr. Adonica Jones-Parks, Career Technical Education Coordinator (Attached)
- Facilities Update – Mr. Jeremy Day, Executive Director of Business Affairs

Winton Woods Board of Education
Minutes
Regular Meeting – December 15, 2025

SUPERINTENDENT'S RECOMMENDATIONS

Personnel Schedules

12-143-25 On a motion by Mr. Speelman, seconded by Ms. Bryant to approve the personnel schedules as presented.

Schedule A – Resignations and Retirements

Resignations:

Ira Crawley, H.S. Girls Basketball JV Coach, NCHS, effective 12/01/25
Emily Garlock, Teacher, ECCC, effective 11/06/25
Ijah Lett, Special Ed. Assistant, NCHS, effective 12/05/25
Synae Powell, Special Ed. Assistant, SCES, effective 12/19/25
Christopher Tape, Teacher, NCHS, effective 12/18/25
Lee Vincent, Assistant Principal, NCMS, effective 05/27/26
Brittney Wolterman, Teacher, SCIS, effective 11/21/25
Deyvone Wooten, Special Ed. Assistant, SCPS, effective 12/05/25

Retirements:

James Bissell, Teacher, NCHS, effective 03/01/26

Schedule B – Personnel Employment – Certificated

Pay Adjustment for Long-Term Substitute:

Parthenia Wynn, From Tutor to Long-Term Sub., $28.32/day,
effective 12/03/25 – 03/13/26

Schedule C – Personnel Employment – Support Staff

New Hire:

Naomi Hogan, Bus Driver, $23.36/hr, effective 12/08/25
Ryan Jarrett, Sub. Bus Driver, $19.50/hr, effective 12/05/25
Samantha Tidwell, Sub. Food Service, $14.35/hr, effective 12/04/25
Larenda Williams, Sub. Food Service, $14.35/hr, effective 12/09/25
Ray'John Benton, Lunch Monitor, NCMS, Hourly Rate, effective 11/12/25
Deborah McConnell, Ed. Assistant, SCES, $19.77/hr, effective 11/14/25

Schedule D – Personnel Employment – Certificated and Uncertificated (Including Extra Duties)

Food Service November Attendance Incentive; $100:

Ann Beiting	Cynthia Lathan	Stephanie Stacey
Shawna Brocker	Linhong Louis	Geeta Subedi
Tara Eddy	Becky McCoy	Christina Weber
David Grosser	Casey Morgan	Tanya Whitson
Betty Hester	Kathi Olmstead	Gregory Williams
Natalie Jackson	Susan Songer	

SUPERINTENDENT'S RECOMMENDATIONS – (Cont.)
Personnel Schedules – (Cont.)
Schedule D – Personnel Employment – Certificated and Uncertificated (Including Extra Duties) – (Cont.)
Supplementals:
Mark Doctor, Warrior Pantry Stipend, $4,000, effective 07/01/25 – 06/30/26
Supplementals; 2025 – 2026 Season:
Keena Stricker, MS Production Director, $2,347
William Brooks, Junior Varsity Football Coach, $3,000
Cynthia Kamp, High School Head Swim Coach, $4,459
Rassan Mack, High School Girls Basketball JV Coach, $4,224
Michele Plummer, Competitive Cheer Coach, $3,755
Tawnee Tackett, Freshman Girls Basketball Coach, $5,398

Extra Duty – NCHS; 2025 – 2026 School Year:
Claudia Brown, ESL, After School Tutor, $29/hr
Ciarra Catron, Junior Class Sponsor, $750

Mentors for Resident Educator Year: $1,500:

Taisha James	for	Zion Miles
Heather Mack	for	Glaisha Macarius

Onboarding Mentors for New Teachers; $300:

Andrew Lock	for	Jacob Schaefer
Kristin Miller	for	Tia Nurredin
Patrick Riester	for	Mary Whittaker

Schedule E – Leaves
Karen Andwan, Food Service, NCHS, 12/09/25 – 01/12/26, F.M.L.A.
Desiree Miles, Security Monitor, NCMS, Intermittent, 11/18/25 – 11/17/26, F.M.L.A.
Joy Austin, Tutor, NCHS, 11/21/25 – 12/15/26, F.M.L.A.
Kelly Stiens, Teacher, NCHS, Intermittent, 11/25/25 – 11/18/26, F.M.L.A.
Serena Kaplan, Teacher, SCIS, 01/07/26 – 04/10/26, F.M.L.A.
Nyesha James, Guidance Counselor, NCMS, 12/12/25 – 01/12/26, F.M.L.A.
Rosa Biretta, Special Ed. Assistant, SCES, 11/21/25 – 11/28/25,
Paid Administrative Leave
Demetrius Grimes, Bus Driver, 11/17/25 – 05/31/26, Unpaid Leave of Absence
Trina Walton, Secretary, Transportation, 10/30/25 – 10/30/27, Unpaid Leave of Absence

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye; Ms. Miller, Aye; Mr. Smith, Aye

President Smith declared the motion carried.

SUPERINTENDENT'S RECOMMENDATIONS – (Cont.)

Supplemental Salary Schedule
12-144-25 On a motion by Mr. Speelman, seconded by Ms. Knighten to approve the Supplemental Salary Schedule effective August 1, 2025 as presented. (Attached)

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye; Ms. Miller, Aye; Mr. Smith, Aye

President Smith declared the motion carried.

Substitute Salary Schedule
12-145-25 On a motion by Ms. Knighten, seconded by Mr. Speelman to approve the Substitute Salary Schedule effective August 1, 2025 as presented. (Attached)

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye; Ms. Miller, Aye; Mr. Smith, Aye

President Smith declared the motion carried.

Overnight/Extended Student Trip
12-146-25 On a motion by Ms. Bryant, seconded by Mr. Speelman to approve the overnight/extended student trip for the Winton Woods High School Girls Varsity Basketball Team for January 17-19, 2026 to Millersburg, Ohio.

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye; Ms. Miller, Aye; Mr. Smith, Aye

President Smith declared the motion carried.

Second Read: Replacement, Rescind, Revised and Technical Correction Board Policies
12-147-25 On a motion by Ms. Knighten, seconded by Mr. Speelman to approve the Second Read: Replacement, Rescind, Revised and Technical Correction Board Policies as presented. (Board Policies available from the Office of the Superintendent)

- Policy po1422 REPLACEMENT - Administration - Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment
- Policy po1422.02 RESCIND - Administration - Nondiscrimination Based on Genetic Information of the Employee
- Policy po1623 TECHNICAL CORRECTION - Administration - Section 504_ADA Prohibition Against Disability Discrimination in Employment
- Policy po1662 RESCIND - Administration - Anti-Harassment
- Policy po2260 TECHNICAL CORRECTION - Program - Nondiscrimination and Access to Equal Educational Opportunity

SUPERINTENDENT'S RECOMMENDATIONS – (Cont.)
Second Read: Replacement, Rescind, Revised and Technical Correction Board Policies – (Cont.)

- Policy po2260.01 TECHNICAL CORRECTION - Program - Section 504_ADA Prohibition Against Discrimination Based on Disability
- Policy po3122 REPLACEMENT - Professional Staff - Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment
- Policy po3122.02 RESCIND - Professional Staff - Nondiscrimination Based on Genetic Information of the Employee
- Policy po3123 TECHNICAL CORRECTION - Professional Staff - Section 504_ADA Prohibition Against Disability Discrimination in Employment
- Policy po3362 RESCIND - Professional Staff - Anti-Harassment
- Policy po4122 REPLACEMENT - Classified Staff - Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment
- Policy po4122.02 RESCIND - Classified Staff - Nondiscrimination Based on Genetic Information of the Employee
- Policy po4123 TECHNICAL CORRECTION - Classified Staff – Section 504_ADA Prohibition Against Disability Discrimination in Employment
- Policy po4362 RESCIND - Classified Staff - Anti-Harassment
- Policy po7540.02 REVISED - Property - Digital Content and Accessibility
- Policy po7541 RESCIND - Property - Electronic Data Processing Disaster Recovery Plan
- Policy po8300 REVISED - Operations - Continuity of Organizational Operations Plan
- Policy po8305 REVISED - Operations - Information Security
- Policy po8400 REVISED - Operations - School Safety
- Policy po8462 REVISED - Operations - Student Abuse and Neglect
- Policy po8640 REVISED - Operations - Transportation for Non-Routine Trips
- Policy po9270 REVISED - Relations - Equivalent Education Outside the Schools & Participation in Extracurricular for Students Not Enrolled in the District

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye; Ms. Miller, Aye; Mr. Smith, Aye

President Smith declared the motion carried.

SUPERINTENDENT'S RECOMMENDATIONS – (Cont.)

Realtor Agreement for Sale of 71/73 Junefield Property
12-148-25 On a motion by Mr. Speelman, seconded by Ms. Knighten to approve the Listing Agreement with NAIBergman for the sale of property located at 71/73 Junefield Avenue, Cincinnati, Ohio 45218 as presented. (Attached) It was noted that at the public auction held on December 1, 2025 at 10:00 a.m. no bids for the property were received.

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye; Ms. Miller, Aye; Mr. Smith, Aye

President Smith declared the motion carried.

BOARD OF EDUCATION REPORTS

- Legislative Report
- Great Oaks Report

BOARD MOTIONS/RECOMMENDATIONS

Organizational Meeting 2026
12-149-25 On a motion by Ms. Knighten, seconded by Mr. Speelman to set the Organizational Meeting for 2026 on Monday, January 12, 2026 at 6:30 p.m. at the Early Childhood Central Campus Stage, Room 184, 825 Waycross Road, Cincinnati, Ohio.

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye; Ms. Miller, Aye; Mr. Smith, Aye

President Smith declared the motion carried.

Appointment of a President Pro–Tempore
12-150-25 On a motion by Mr. Speelman, seconded by Ms. Bryant to appoint Ms. Knighten as the President Pro–Tempore until a new president is elected at the Organizational Meeting for 2026.

Vote: Mr. Speelman, Aye; Ms. Bryant, Aye; Ms. Knighten, Aye; Ms. Miller, Aye; Mr. Smith, Aye

President Smith declared the motion carried

COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION AND SUPERINTENDENT

ADJOURNMENT

There being no further business, President Smith declared the meeting adjourned at 8:24 p.m.

ATTEST:

Randy L. Seymour, Treasurer

APPROVED:

Mr. Brandon Smith, President

WINTON WOODS CITY SCHOOLS
Bank Reconciliation Statement
November 2025 (Year to Date)

	Fund Balance		Book Balance		Bank Balance	
001	General Fund	$21,219,464.95	Beginning Balance	$31,872,241.35	Fifth Third Bank	$2,119,740.51
002	Bond Retirement	3,431,596.46			Petty Cash	500.00
003	Permanent Improvement	973,548.56	Plus: Receipts	34,663,689.74	Food Service-Drawer	0.00
004	Building	155,348.23	Less: Expenditures	(33,574,118.26)	Athletic-Gate	2,000.00
006	Lunchroom	1,553,501.24				
007	Special Trust	165,819.92				
010	Classroom Facilities	3,468,619.04				
018	Public School Support	123,534.32	Ending Balance	32,961,812.83	Total	2,122,240.51
019	Local Grants	155,987.97				
022	District Agency	0.00				
034	Classroom Facilities Maintenance	1,487,589.32	Outstanding Warrants:			
200	Activity Fund	23,203.53				
300	Athletic Fund	154,531.67	Fifth Third Bank	122,502.76	Investments:	
401-9026	Auxillary Services - JPII	165,198.70			Star Ohio	12,162,539.68
439-9026	Early Childhood Educatior	(9,115.00)			Star Ohio - Building Local	2,147,593.62
451-9026	Connectivity	6,000.00			Star Ohio - Building State	1,828,694.34
499-9025	School Safety FY25 AG 1	0.00			Meeder Investments	14,823,247.44
516-9025	IDEA-B FY25	(30,352.53)			Meeder Invest (Building)	0.00
516-9026	IDEA-B FY26	1,505.60				30,962,075.08
536-9026	Title I Non-Competive School Improv	1,861.96				
551-9025	Title III LEP FY25	(2,808.00)				
551-9026	Title III LEP FY26	471.38			Bank Adjustments	
572-9025	Title I FY25	0.00	Total	122,502.76	Pay School Accounts	
572-9026	Title I FY26	4,207.15			Food Service	0.00
572-9326	Expanding Opportunities for Each Child	0.00			General Acct	0.00
584-9224	Stronger Connections	889.70			Pay School In-Transit	0.00
584-9026	Title IV-A FY26	0.00	Book Adjustments			
587-9026	IDEA Early Childhood Sp. Ed	77.36				
590-9026	Title II-A FY26	1,596.26				
599-9026	Comprehensive Literacy State Grant	(90,464.96)				
				0.00	Total	0.00
Total Fund Balance		32,961,812.83	Book Balance	32,961,812.83	Bank Balance	2,122,240.51
Plus: outstanding warrants		122,502.76	Plus: outstanding warrants	122,502.76	Plus: investments	30,962,075.08
		0.00	Plus: book adjustments	0.00	Plus: bank adjustments	0.00
Adjusted Fund Balance		$33,084,315.59	Adjusted Book Balance	$33,084,315.59	Adjusted Bank Balance	$33,084,315.59

I hereby certify the foregoing to be correct to the best of my knowledge and belief

Randy L. Seymour, Treasurer

6.011

WINTON WOODS CITY SCHOOLS
General Fund Receipts
November 30, 2025

	Estimated Revenue	% of Revenue	Revenue MTD	Revenue FYTD	Percentage Received
Local:					
Real Estate Taxes	$23,300,000	36.09%	$0	11,218,535	48.15%
Public Utility Personal Property	2,400,000	3.72%	0	1,229,369	51.22%
Tuition (1)	1,185,000	1.84%	1,570	363,984	30.72%
Interest	1,300,000	2.01%	76,420	555,605	42.74%
Student Fees	20,000	0.03%	625	4,176	20.88%
Rental Fees	55,000	0.09%	3,323	10,541	19.16%
Other (2)	360,000	0.56%	35,912	192,207	53.39%
Total Local Revenue	28,620,000	44.33%	117,850	13,574,417	47.43%
State:					
Foundation Fund	26,823,000	41.54%	2,364,912	11,667,393	43.50%
Homestead & Rollback	2,700,000	4.18%	0	1,363,273	50.49%
Other (3)	5,734,800	8.88%	328,708	2,178,804	37.99%
Total State Revenue	35,257,800	54.61%	2,693,621	15,209,469	43.14%
Federal:					
Other (4)	690,000	1.07%	5,594	23,830	3.45%
Total Federal Revenue	690,000	1.07%	5,594	23,830	3.45%
GRAND TOTAL	$64,567,800	100.00%	$2,817,065	28,807,716	44.62%

(1) Includes summer school, special education, regular classes, and open enrollment

(2) Includes all other receipts not otherwise classified

(3) Includes catastrophic and tangible reimbursement

(4) Includes Medicaid and e-rate reimbursement

WINTON WOODS CITY SCHOOLS
General Fund Expenditures by Object
November 30, 2025

	Appropriation + Carry Over	% Total Appr.	Expended MTD	Expended FYTD	Encumbered FYTD	Balance	% Spent
Personal Services (100)	$37,143,500	52.74%	$3,115,786	$14,869,298	$0	$22,274,202	40.03%
Fringe Benefits (200)	13,553,972	19.25%	1,012,129	5,251,371	229,832	$8,072,769	40.44%
Purchased Services (400)	15,241,389	21.64%	1,022,188	4,956,307	7,889,137	$2,395,945	84.28%
Materials & Supplies (500)	3,179,533	4.51%	180,434	1,956,922	481,635	$740,977	76.70%
Capital Outlay (600)	160,000	0.23%	0	54,376	25,904	$79,720	50.18%
Other (800)	856,500	1.22%	15,727	428,233	47,576	$380,691	55.55%
Transfers/Advances (900)	289,000	0.41%	0	0	0	$289,000	0.00%
Total	$70,423,895	100.00%	$5,346,265	$27,516,508	$8,674,085	$34,233,302	51.39%

Object Numbers:

100 - Employees' salaries and wages - includes payment for sick leave, personal business leave, holiday pay, etc.
200 - Retirement, Insurance coverage, workers' comp., fringe benefits
400 - Purchased services - utilities, postage, repairs, insurance, lease/purchase, mileage reimbursement, etc.
500 - Instructional supplies and materials, office supplies, textbooks, library books and materials
600 - Capital outlay - purchase of new equipment and vehicles
800 - Other - election expense, auditor and treasurer fees, audit cost, membership dues, liability insurance
900 Temporary advances to other funds and transfer of funds

Appropriation Summary:

FY26 Appropriations	$70,267,300
FY25 Carryover Encumbrances	156,595
Total Appropriations	$70,423,895

6.013

WINTON WOODS CITY SCHOOLS
General Fund Expenditures by Function
November 30, 2025

	Appropriation + Carry Over	% Total Appr.	Expended MTD	Expended FYTD	Encumbered FYTD	Balance	% Spent
Regular (1100)	$24,420,937	34.68%	$1,820,306	$9,908,475	$684,804	$13,827,658	43.38%
Special (1200)	15,529,580	22.05%	1,230,767	5,653,100	2,809,943	7,066,537	54.50%
Pupils (2100)	5,487,200	7.79%	346,975	2,049,246	1,264,937	2,173,017	60.40%
Instructional Staff (2200)	4,334,490	6.15%	376,058	1,685,814	934,078	1,714,598	60.44%
Board of Education (2300)	327,500	0.47%	1,163	211,338	51,713	64,449	80.32%
School Adm. (2400)	5,578,050	7.92%	412,866	2,132,902	128,704	3,316,444	40.54%
Fiscal Services (2500)	1,770,258	2.51%	103,557	697,362	106,287	966,609	45.40%
Business Services (2600)	365,150	0.52%	26,905	137,465	12,738	214,948	41.13%
Oper. of Plant (2700)	5,666,890	8.05%	402,837	2,499,355	2,000,389	1,167,146	79.40%
Pupil Trans. (2800)	4,093,092	5.81%	381,616	1,555,076	531,844	2,006,172	50.99%
Central Support Services (2900)	1,180,949	1.68%	71,192	387,009	38,772	755,167	36.05%
Community Services (3000)	52,000	0.07%	0	26,212	24,910	878	98.31%
Extracurricular (4000)	1,201,298	1.71%	166,048	517,586	29,892	653,820	45.57%
Capital Outlay (5000)	127,500	0.18%	5,976	55,569	55,073	16,859	86.78%
Contingencies and Transfers (7000)	289,000	0.41%	0	0	0	289,000	0.00%
Total	$70,423,895	100.00%	$5,346,265	$27,516,508	$8,674,085	$34,233,302	51.39%

Functions:

Instruction (1100 – 1200): Instruction includes the activities directly dealing with the teaching of pupils or the interaction between teacher and pupil. Teaching may be provided for pupils in a school, in a classroom, in another location, such as in a home or hospital, and through other approved media such as television, radio, telephone and correspondence.

Pupils (2100): Activities which are designed to assess and improve the well-being of pupils and to supplement the teaching process. e.g., Pupil personnel, guidance, health, psychological, speech and audiology, attendance, graduation and student assembly services.

Instructional Staff (2200): Activities associated with assisting the instructional staff with the content and process of providing learning experiences for pupils. e.g., Curriculum development, staff training, ed. aides and media services.

Board of Education (2300): Activities concerned with establishing policy in connection with operating the District.

School Administration (2400): Activities concerned with administrative responsibility e.g., Supt. & Principal offices.

Fiscal (2500): Activities associated with the financial operations of the District. e.g., Treasurer's office.

Business (2600): Activities concerned with directing & managing service areas. e.g., Business Manager's office.

Operation of Plant (2700): Activities concerned with keeping the physical plant open, comfortable and safe for use and keeping buildings and equipment in an efficient working condition. e.g., Maintenance & custodial areas.

Transportation (2800): Activities concerned with the conveyance of students to and from school and to activities.

Statistical Services (2900): Activities, other than general administration, which support each of the other instructional and supporting services programs. e.g., Personnel and technology.

Community Services (3200): Payments made by the District to support activities that do not directly relate to providing education for pupils in the District.

Extracurricular Activities (4000): Subject matter and/or activities not provided in regular classes. Generally, participation is not required and credit is not given.

Capital Outlay (5000): Improvements to the District buildings & land

Contingencies (7000): To be used for unanticipated emergencies.

Appropriation Summary:

FY26 Appropriations	$70,267,300
FY25 Carryover Encumbrances	156,595
Total Appropriations	$70,423,895

WINTON WOODS CITY SCHOOLS
Year To Date Summary as of
November 30, 2025

FUND	Beginning Balance	FYTD Revenues	FYTD Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Fund Balance
001 **General**	$19,928,256	$28,807,717	$27,516,508	$21,219,465	$8,674,085	$12,545,380
Special Revenue Funds:						
018 Public School Support	108,284	40,068	24,817	123,534	8,504	115,031
019 Other Grants	57,451	141,140	42,603	155,988	4,090	151,898
034 Classroom Facilities Maint.	1,530,015	108,400	150,825	1,487,589	20,401	1,467,189
300 District Managed Activity	173,672	112,086	131,226	154,532	80,574	73,958
401 Auxiliary Services	82	199,844	34,728	165,199	226,537	(61,338)
439 Preschool Education	(18,354)	53,810	44,571	(9,115)	0	(9,115)
451 Data Communication	0	6,000	0	6,000	0	6,000
499 Miscellaneous State Grants	17,476	0	17,476	0	0	0
516 IDEA	(118,697)	548,689	458,839	(28,847)	65,153	(94,000)
536 Title I School Improvement	0	71,687	69,825	1,862	112,581	(110,719)
551 Limited English Proficiency	0	52,557	54,894	(2,337)	1,000	(3,337)
572 Title I and EOEC	3,460	600,325	599,579	4,207	30,633	(26,426)
584 Title IV-A	(24,110)	101,339	76,340	890	36,453	(35,563)
587 IDEA Early	452	6,402	6,777	77	0	77
590 Title II-A	(17,917)	90,936	71,423	1,596	4,125	(2,528)
599 Miscellaneous Federal Grants	0	10,500	100,965	(90,465)	266,509	(356,974)
Debt Service Funds:						
002 Bond Retirement	4,026,819	1,601,445	2,196,668	3,431,596	1,031,103	2,400,494
Capital Projects Funds:						
003 Permanent Improvement	1,139,317	675,199	840,968	973,549	134,462	839,086
004 Building	154,574	774	0	155,348	0	155,348
010 Classroom Facilities	3,406,608	70,876	8,865	3,468,619	220,107	3,248,512
007 **Special Trust**	103,339	85,860	23,379	165,820	33,319	132,501
Agency Funds:						
200 Student Activity	21,851	10,667	9,314	23,204	1,259	21,945
022 District Agency	0	0	0	0	0	0
Enterprise Funds:						
006 Food Services	1,379,662	1,267,370	1,093,531	1,553,501	623,147	930,354
Total	$31,872,241	$34,663,690	$33,574,118	$32,961,813	$11,574,040	$21,387,773

WINTON WOODS
CITY SCHOOL DISTRICT

TO: WWCSD Board of Education
FROM: Randy Seymour, Treasurer
DATE: November 30, 2025
SUBJECT: November Investments

The Treasurer requests official approval of the following investments of interim funds made November 30, 2025

	Investments	Interest	Interest Rate	
General Fund:				
Money Markets:				
Star Ohio	$12,162,540	$43,832	4.23%	
Meeder Investments	14,823,247	31,656	various	
5th/3rd	2,119,741	1,317	0.50%	Includes earnings credit
	29,105,528	76,805		
Building Fund:				
Local Share:				
Money Markets:				
Star Ohio	2,147,594	7,265	4.23%	
	2,147,594	7,265		
Building Fund:				
State Share:				
Money Markets:				
Star Ohio	1,828,694	6,186	4.23%	
	1,828,694	6,186		
Total	$33,081,816	$90,256		

WINTON WOODS CITY SCHOOL DISTRICT

UPCOMING SCHOOL EVENTS – 12-16-25 to 1-26-26

Tuesday, December 16	**Boys Basketball vs. Lebanon** 7:30 PM - 9:30 PM; Winton Woods North Campus Arena
Wednesday, December 17	**Orchestra Lessons Recital** 7:00 PM - 9:00 PM
Thursday, December 18	**Girls Basketball vs. Turpin** 7:00 PM - 9:00 PM; Winton Woods North Campus Arena
Friday, December 19	**Seniors - Last Day to order Graduation Items before Price Increase** **Boys Basketball vs. Turpin** 7:30 PM - 9:30 PM; Winton Woods North Campus Arena
Saturday, December 20	**Varsity Wrestling vs. Withrow** 2:00 PM – 4:00 PM; Winton Woods North Campus Arena
Monday, December 22	**Winter Break/No School** **Girls Basketball @ Milford** 6:00 PM - 8:00 PM; Milford High School Gymnasium
Tuesday, December 23 - Friday, December 26	**Winter Break/No School**
Sunday, December 28	**Girl Basketball vs. Princeton (Cintas Center)** 3:30 PM - 5:30 PM; Xavier University Cintas Center
Monday, December 29 - Thursday, January 1	**Winter Break/No School**
Friday, January 2	**Winter Break/No School** **Boys Basketball @ Anderson** 7:30 PM - 9:30 PM; Anderson High School Gymnasium

Monday, January 5	**Records Day/No Students**
	Girls Basketball vs. Anderson 7:00 PM - 9:00 PM; Winton Woods North Campus Arena
Tuesday, January 6	**Students Return – Quarter 3 Begins**
Thursday, January 8	**District PTA Meeting** 6:00 PM - 7:00 PM; Forest Park Library, 660 Northland Blvd, Cincinnati, OH 45240
	Girls Basketball @ Little Miami 7:00 PM - 9:00 PM; Little Miami High School Gymnasium
Friday, January 9	**Boys Basketball @ Milford** 7:30 PM - 9:30 PM; Milford High School Gymnasium
Monday, January 12	**Board Work Session [Tentative]** 6:30 PM - 8:00 PM; Winton Woods Early Childhood Central Campus - Main Office Conference Room
	Girls Basketball vs West Clermont 7:00 PM - 9:00 PM; Winton Woods North Campus Arena
Tuesday, January 13	**Fine Arts: Boosters Meeting** 6:00 PM - 7:00 PM; La Fiesta Mexico Restaurant
	Boys Basketball @ Little Miami 7:30 PM - 9:30 PM; Little Miami High School Gymnasium
Thursday, January 15	**Girls Basketball vs. Kings** 7:00 PM - 9:00 PM; Winton Woods North Campus Arena
Friday, January 16	**Professional Development Day/No Students**
	Boys Basketball vs. West Clermont 7:30 PM - 9:30 PM; Winton Woods North Campus Arena
Saturday, January 17	**Varsity Wrestling vs. Shroder** 12:00 PM – 2:00 PM; Winton Woods North Campus Arena

	Boys Basketball @ Battle in the 614 vs. Bishop Hartley 5:00 PM - 7:00 PM; Ohio Dominican University, 1216 Sunbury Rd, Columbus, OH 43219
Monday, January 19	**Martin Luther King, Jr. Holiday/District Closed**
	Girls Basketball @ Classic in the Country Tournament 3:00 PM - 5:00 PM; Highland High School Gymnasium, 4500 Township Rd. 367, East Holmes Local School District, Millersburg, OH 44654
Tuesday, January 20	**Boys Basketball vs. Kings** 7:30 PM - 9:30 PM; Winton Woods North Campus Arena
Wednesday, January 21	**Varsity Wrestling vs. Reading** 7:00 PM - 9:00 PM; Winton Woods Middle School Gymnasium
Thursday, January 22	**Girls Basketball vs. Walnut Hills** 7:00 PM - 9:00 PM; Winton Woods North Campus Arena
Friday, January 23	**Boys Basketball vs. Loveland** 7:30 PM - 9:30 PM; Winton Woods North Campus Arena
Saturday, January 24	**OMEA (Ohio Music Education Association) District 14 Solo and Ensemble Contest** All Day; Anderson High School
Monday, January 26	**Girls Basketball vs. Lebanon** 7:00 PM - 9:00 PM; Lebanon High School Gymnasium
Monday, January 26 [Tentative]	**Board of Education Regular Meeting** 6:30 PM - 8:30 PM; Winton Woods Early Childhood Central Campus, Stage Room 184, 825 Waycross Road

Career-Technical Education Update

Department of Teaching and Learning

December 15, 2025

Executive Summary

This report provides an overview of Career Technical Education (CTE) within Winton Woods City School District, aligned with Ohio's state framework and district goals. Priorities include

- students' completion of Graduation and Success Plans;
- identifying students' career interests to plan career activities and pathways that interest students;
- expanding workforce partnerships and increasing employer engagement;
- increasing career awareness and exploration in K-8;
- expanding work-based learning opportunities and exposure to various careers for high school students;
- adding career pathways to expand access to CTE;
- providing career-related resources and training to complement students' graduation and career plans; and
- building a framework for CTE delivery that upon graduation, students are career-ready.

What is Career-Technical Education?

Career-technical education (CTE)

- integrates traditional academic skills and knowledge with technical and job-specific skills and employability skills
- combines classroom instruction, hands-on learning, and often work-based experiences to help students connect education to real-world opportunities in their selected career pathway
- successful completion of a CTE pathway usually results in students earning credentials such as industry certifications and licenses
- some programs also allow individuals to pursue associate and bachelor's degrees by sequencing credentials.

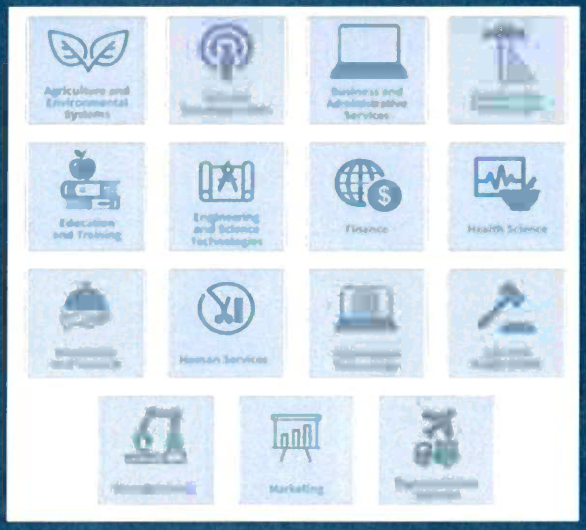
Key Components of Ohio's CTE

- Career Pathways: Structured course sequences aligned to careers.
- Work-Based Learning: Internships, apprenticeships, or job shadowing experiences.
- Industry Credentials: Certifications recognized by employers and the state.
- Postsecondary Alignment: Opportunities for college credit (via College Credit Plus, articulation agreements, or Tech Prep).
- Career Advising: Supports such as Success Plans and SchooLinks help students explore interests and set goals.
- Perkins V Funding: Federal support for equitable access and program quality improvement.

Benefits of CTE

- Helps students explore various careers and develop transferable skills to the workforce,
- Increases academic performance and student engagement–learning is applied to the real-world of careers–it answers the question, "Why do we need to know ___?"
- Students can earn college credit while in high school; earn industry-recognized credentials (IRCs);
- Students can participate in internships, pre-apprenticeships, and other work-based learning experiences that lead to employment after graduation, including apprenticeships
- Assist students in meeting graduation requirements
- CTE concentrators in Ohio graduate at higher rates (95.8%) than all students (88%)
- Provides education options for all students, especially students who are underserved
- Opens access to high-wage, high-skill, and in-demand career fields

15 Career Fields



Funding CTE

- Federal, state, and local sources
  - Perkins V Federal funds
  - Title I, II, and IV
    - Title I: can support lower-income students in CTE
    - Title II: fund CTE Teachers
    - Title IV: can supplement CTE-related STEM programs, technology initiatives, and career readiness efforts
  - Grants (state, foundation/private)
  - Career Awareness and Exploration Funds (State)

Career-Based Experiences

- Career Speakers and Post-Graduation Career Preparation (Project Success)
- College and Career Wednesdays (Main Campus)
- Work-based Learning (ex. Forest Park Cadets, Medical Explorers)
- Student Athletic Trainer Assistants (Mercy)
- GE Engineering Discovery and GE Engineering Academy
- Cincinnati Works Next Gen Program
- AI Promptathon (Academy of Global Studies)
- Goodworks Pathways Program (Nov 2025-April 2026)
- College and Career Fair, HS (January 2026)
- College and Career Fair, MS (March 2026)
- Pre-apprenticeships (Spring 2026)
- Internships (Summer 2026)
- Summer Employment, worksites-district departments (Summer 2026)
- Industry Tours (2nd Semester)

New Partnerships

- Ohio Valley Goodwill "GoodWorks Pathways"
  - ➢ Workforce readiness program for seniors in Project Success
  - ➢ AI Essentials Training
  - ➢ Winton Woods HS is the first school for this program
- Hamilton County Youth Employment-Talbert House
  - ➢ District is a worksite and will employ students starting Summer 2026 (25 students)/Fall 2026 (50 students)
  - ➢ Ages 14-21; $13/hour

New Pre-apprenticeships-Spring 2026

- Mercy Health Fairfield
  - ➢ Health Sciences, 50 students
- Greater Cincinnati Tech Internship Program
  - ➢ IT, 25 students
- LEAD
  - ➢ Health and Manufacturing, 30 students (15 per path)

Potential for New CTE Pathways & Programs for 2026-27

- Health Sciences (7-12)
  - ➢ Sports Medicine/Athletic Training
  - ➢ Work-based Learning (student athletic trainer assistant program), Medical Explorers program, and pending pre-apprenticeship (sports medicine)with partner Mercy Health
  - ➢ Certified Clinical Medical Assistant (CCMA)
- Construction Technologies (7-12)
- Career-Based Intervention Program (CBI, 7-12) – Project Success program

Other CTE Pathway Options for District

- Industry-Credential Only(ICOs)
- Senior Only Pathways
- An existing instructional program can become a CTE pathway
  - ➢ Collaborate with Great Oaks (Scarlet) and WW Team to make the best decision

Challenges to District CTE Implementation

- Lack of physical space for classrooms/labs
- Lack of teachers certified in CTE
- Budget to build and sustain CTE program
- Need for CTE support staff in K-12 for different functions based on grade bands
- District-including students- and community may lack awareness of CTE and its connection to academics

The Path Forward

- Consider revising several existing instructional programs to offer CTE within the district (look at electives; build out content area)–this addresses classroom shortage and expands access to students; identify several teachers who are willing to participate in the alternative pathway option to earn their CTE licensure–HB 432 has made it less strenuous for teachers with professional licenses
- Continue collaboration with Scarlet Oaks to identify creative and flexible opportunities to expand career pathways within the district
- Weigh pros and cons of district owning a CTE pathways and Great Oaks owning them
- Examine budget to determine how to reallocate funds to support CTE; continue to seek grant funding and leverage partnerships with organizations that specialize in career services
- Create a cohesive program of career awareness activities for K-6; increase career exploration activities in the middle school; increase career readiness and work-based learning opportunities in high school—industry tours, job shadowing, career-based expos and showcases, STEM and IT competitions, career services, pre-apprenticeships, and internships.
- Introduce and explain CTE to the students, teachers, support staff, and leadership to build awareness and engagement; increase awareness of CTE through improved engagement with the community

Supplemental Salary Schedule

Effective August 1, 2025

Group 1
HS Head Football Coach
HS Band Director
HS Boys Basketball Head Coach
HS Girls Basketball Head Coach
HS Girls Crew Rowing Coach
Assistant Athletic Director

Group 2
HS Boys Strength Training Coach
HS Girls Strength Training Coach
HS Choir Director

Group 3
HS Assistant Varsity Football Coach (4)
HS Boys Basketball Varsity Assistant (2)
HS Girls Basketball Varsity Assistant (2)
HS Lacrosse Head Coach
HS Boys Volleyball Head Coach
HS Girls Volleyball Head Coach
HS Color Guard Director/Choreographer
HS Associate Band Director (2)
HS Orchestra Director
HS Spring Musical Director
Cheer Leading/Tumbling Coach District

Group 4
HS Junior Varsity Football Coach (4)
HS Boys Basketball Junior Varsity Coach
HS Girls Basketball Junior Varsity Coach
HS Boys Soccer Head Coach
HS Girls Soccer Head Coach
HS Boys Wrestling Head Coach
HS Girls Wresting Head Coach
HS Lacrosse Varsity Assistant Coach
HS Boys Volleyball Varsity Assistant Coach
HS Girls Volleyball Varsity Assistant Coach
HS Boys Track Head Coach
HS Girls Track Head Coach
HS Band Assistant Band Director
HS Choir Assistant Director
Percussion Specialist
HS Fall Play Director
HS Yearbook
HS Auditorium Supervisor
Youth Athletics Coordinator

Group 5
HS Freshman Football Head
HS Freshman Assistant Football (2)
HS Girls Basketball Freshman Coach
HS Boys Basketball Freshman Coach

Group 5 - (Cont.)
HS Varsity Cheer Coach Basketball
HS Boys Soccer Assistant Varsity Coach
HS Girls Soccer Assistant Varsity Coach
HS Boys Wrestling Varsity Assistant Coach
HS Girls Wrestling Varsity Assistant Coach
HS Boys Wrestling Junior Varsity Coach
HS Girls Wrestling Junior Varsity Coach
HS Baseball Head Coach
HS Softball Head Coach
HS Lacrosse Junior Varsity Coach
HS Boys Volleyball Junior Varsity Coach
HS Girls Volleyball Junior Varsity Coach
HS Boys Track Varsity Assistant Coach (2)
HS Girls Track Varsity Assistant Coach (2)
HS Boys and Girls Track Pole Vault Coach
HS Stage Director Spring
HS Varsity Dance Coach
Competitive Cheer Coach

Group 6
HS Varsity Head Cheer Coach Football
HS JV Cheer Coach Basketball
HS Varsity Assistant Cheer Coach
HS Boys Volleyball Freshman Coach
HS Girls Volleyball Freshman Coach
HS Boys Soccer Junior Varsity Coach
HS Girls Soccer Junior Varsity Coach
HS Boys Bowling Head Coach
HS Girls Bowling Head Coach
HS Baseball Varsity Assistant Coach
HS Softball Varsity Assistant Coach
HS Boys Golf Coach
HS Girls Golf Coach
HS Boys Tennis Coach
HS Girls Tennis Coach
HS Cross Country Head Coach
HS Boys Track Junior Varsity Coach
HS Girls Track Junior Varsity Coach
HS Head Swimming Coach (MS)
HS Girls Varsity Flag Football Coach
MS Head Football Coach 7th
MS Head Football Coach 8th
MS Boys 7th Grade Basketball Coach
MS Boys 8th Grade Basketball Coach
MS Girls 7th Grade Basketball Coach
MS Girls 8th Grade Basketball Coach
MS Cross Country Coach Boys & Girls
MS Boys Head Track Coach

Group 6 – (Cont.)
MS Girls Head Track Coach
MS Boys Soccer Coach
MS Girls Soccer Coach
MS Head Wrestling Coach
MS Boys Volleyball Coach (3)
MS Girls Volleyball Coach (3)
HS Stage Crew Director Fall
MS Choir Director
MS Orchestra Director
HS Student Council Co-Chair (2)
HS Varsity Assistant Dance Coach
HS Assistant Color Guard Director (MS)

Group 7
HS Junior Varsity Cheer Football
HS Freshman Cheer Coach Basketball
HS Baseball Junior Varsity Coach
HS Softball Junior Varsity Coach
HS Bowling Junior Varsity Coach
HS Assistant Swim Coach (MS)
HS Assistant Cross Country Coach
HS Assistant Girls Varsity Flag Football Coach
MS Assistant Football Coach 7th
MS Assistant Football Coach 8th Grade
MS Boys Assistant Track Coach
MS Girls Assistant Track Coach
MS Assistant Wrestling Coach
MS Baseball Team
MS Softball Team
MS Cheer Coach 7th Grade Basketball
MS Cheer Coach 8th Grade Basketball
District Jazz Band
HS A-Capella Director (2)
MS Production Director
Scoreboard Computer Technician

Group 8
HS Freshman Cheer Coach Football
MS Cheer Coach 7th Grade Football
MS Cheer Coach 8th Grade Football
MS Assistant Baseball Coach
MS Asst. Softball Coach
Visual Art Co-Director (2)
Academic Quiz Team

Substitute
Salary Schedule

Effective August 1, 2025

Classification	Hourly Rate
Support Staff	
Assistants	16.03
Clerical	16.42
Crossing Guard	14.45
Custodian	17.46
Food Service	14.35
Food Service - Catering and Call Center	18.49
School Bus Driver	19.50
Mechanic	19.50
Security Monitor	17.11
Technology Technician	18.28
Special Education Work Program	4.45
Student Summer Help	10.88
Instructional Staff	
Substitute Teacher (day rate)	135.00
Tutor (hourly rate)	32.20
Long-Term Sub. Teacher (After 30 days in same position as determined by Human Resources.)	Bachelor's 0
Dedicated Long-Term Teacher Sub.	$253.72/day

LISTING AGREEMENT - EXCLUSIVE RIGHT TO LEASE AND SELL

This Agreement is entered into on date of last signature.

PARTIES

OWNER

Owner 1

Winton Woods CSD (Contact: Jeremy Day)

Address:

825 Waycross Road, Suite A

City: Cincinnati **State:** OH **Zip** 45240

Office Phone: 1-513-619-2400

Cell Phone:

Email Address:

day.jeremy@wintonwoods.org

Owner 2 (if applicable)

Address:

City: **State:** **Zip:**

Office Phone:

Cell Phone:

Email Address:

BROKERAGE FIRM

Broker:

Bergman Group, Inc. dba NAI Bergman

Address:

4695 Lake Forest Drive, Suite 100

City: Blue Ash **State:** OH **Zip:** 45242

Phone Number:

(513) 322-6307 | (513) 322-8322

Cell Phone Number:

(513) 515-5488 | (513) 720-4044

Agent:

Larry Bergman | Chad Green

Email Address:

larry@bergmancommercial.com | cgreen@bergmancommercial.com

PROPERTY

Address:

73 Junefield Ave

City:	State:	County:	Zip:
Cincinnati	OH	Hamilton	45218

Further described as: Former Winton Woods Eary Childhood Central Campus. Now vacant land (approximately 12.80 AC)

APN #(s):

059700500007 | 059700500006

SALE TERMS

A. Owner instructs Brokerage to market the Property at the following sales price (Listing Price):

$495,000.00

B. Owner agrees to sell the Property for the Listing Price or any other price acceptable to Owner. At closing Owner will make delivery and grant possession and carry out terms and conditions of the Agreement between Owner and Buyer.

LEASE TERMS

A. Term of the Lease will be for:

B. Rent will be as follows:

C. Other:

TERM

This is an exclusive listing which shall commence on 12/10/2025 (the "Commencement Date") and expire at 11:59 p.m. Eastern time on 12/09/2026 (the "Expiration Date"), unless sooner terminated ("Term").

COMMISSION

A. For a sale Owner will pay Broker a commission of 06 % of the gross sales price. The commission is earned when Owner sells, exchanges, agrees to sell, or agrees to exchange all or part of the Property to anyone at any price on any terms or when (1) Broker individually or in cooperation with another broker procures a buyer ready, willing, and able to buy all or part of the Property at the Listing Price or at any other price acceptable to Owner; (2) Owner grants or agrees to grant to another person an option to purchase all or part of the Property; (3) Owner transfers or agrees to transfer all or part of Owner's interest to all or part of the Property for the purpose of conveying all or part of the Property to another person; or (4) Owner breaches this listing.

B. If Owner enters into any agreement to lease the Property in whole or in part, or otherwise, a leasing commission is due. Owner agrees to pay Broker a commission of _____ percent (___%) of the aggregate gross ☐ net ☐ rent OR _____ percent (____%) of the amount of the sale, as applicable, to be paid by tenant to Owner. Owner agrees to incorporate Broker's entitlement to commission into each lease/purchase agreement and to specifically name Broker.

C. Broker shall be entitled to its fee if: (1) Owner leases or sells the Property or procures a tenant/buyer for the Property upon the terms of this Agreement, or upon other terms acceptable to Owner; (2) Owner leases/sells the Property directly or indirectly or through any person or entity other than Broker during the Term of this Agreement; (3) Owner leases/sells the Property within six months after the expiration or sooner termination of this Agreement to a person or entity that: (a) submitted an offer to lease or purchase the Property during the term of this Agreement, or (b) that appears on any registration list provided by Broker pursuant to this Agreement; or (c) an "Affiliate" (as such term is defined below) of such a person or entity that submitted an offer or that appears on the registration list; (4) the Property is made untenantable or unsaleable by Owner's voluntary or negligent act or voluntary or negligent failure to act; or (5) Owner terminates this Agreement except as permitted herein, or otherwise takes any action in violation of this Agreement that prevents Broker from leasing or selling the Property. Further, "Affiliate" means, with respect to any person or entity that submitted an offer for lease during the Term of this Agreement or that appears on the registration list, a person or entity which owns or controls more than a 10% ownership or voting interest in such offering entity. Once earned, Broker's fees are payable at the earlier of (1) lease execution or closing of sale; (2) Owner's refusal to lease/sell after Broker's fee is herein earned; (3) Owner's breach of this Listing; or (4) at such other time as otherwise set forth in this Agreement.

D. Upon renewal, extension or holdover of lease, or expansion of the leased space, any amendment to the lease or execution of a new lease with the tenant or an affiliate, Owner shall pay Broker a commission of _____ percent (____%) of the aggregate gross ☐ net ☐ rent, regardless of agency relationships, under such renewal, extension, holdover, amendment, new lease or expansion, which commission shall be due and payable at the commencement of each new term. If the tenant, or an affiliated individual or entity, subsequently purchases the Property during the term of the lease, any renewal, extension, holdover or expansion thereof, or within one hundred twenty (120) days after the last day of the term of the lease or any renewal, extension, new term, holdover or expansion thereof, Owner shall pay Broker at Closing a commission of _____ percent (_____%) of the gross selling price less any unearned lease commission already paid Broker for the portion of the lease term that is canceled because of the sale, if any.

PROTECTION PERIOD

"Protection period" means that time starting the day after the Listing ends and continuing for six (6) months. Not later than thirty (30) days after this Listing ends Broker may send Owner written notice specifying the names of persons whose attention Broker has called to the Property during this Listing. If Owner agrees to lease/sell all or part of the Property during the protection period to a person named in the notice or to a relative or business associate of a person named in the notice, Owner will pay Broker, upon lease execution or closing, as applicable, the amount Broker would have been entitled to receive if this Listing were still in effect. "Person" means any person in any capacity whether an individual or entity. The Section survives termination of this Agreement.

ACCESS AND SIGN AUTHORIZATION

A. Authorizing access to the Property means giving permission to another person to enter the Property, disclosing security codes necessary to enter the Property to such person, and lending a key to the Property to such person. To facilitate the showing and leasing of the Property, Owner instructs Broker and Broker's associates to: (i) access the Property at reasonable times; (ii) authorize other brokers, inspectors, appraisers, lenders, engineers, surveyors, and repair persons to enter the Property at reasonable times; and (iii) duplicate keys to facilitate convenient and efficient showings.

B. Owner authorizes Broker to use reasonable efforts and act diligently to market the Property for lease/sale, procure a tenant/buyer, and negotiate the lease or purchase agreement of the Property. Broker, at its direction, may cooperate with other brokers and their agents to show the Property to a prospective tenant/buyer. Owner authorizes Broker, at its discretion to offer cooperation to other brokers and their agents. Owner's authorization to market the Property includes the right to reproduce and distribute materials including drawings, photographs and brochures, list the Property on all forms of media and all digital platforms, to place signs (including but not limited to yard signs) and all other means. Owner will reimburse Broker for marketing per the attached Listing Agreement Addendum.

Owner directs Broker to carry out one or more of the following:

☐ **Install Commercial Brokerage Sign(s) on building.** Broker and its contractor(s) have permission to attach the sign(s) to the building using materials selected by them. Owner understands that the work may include small holes that will be drilled into the building to hold the installation pins, and that when the sign(s) are uninstalled, those pins will be removed and the holes will be sealed with silicone.

☐ **Install Commercial Brokerage Sign(s) anchored to asphalt using rebar spikes.** Broker and its contractor(s) have permission to attach the sign(s) to the asphalt lot using materials selected by them. Owner understands that the work may include 12 small holes (4 per post) that will be drilled into the asphalt to hold the rebar spikes, and when the sign(s) are uninstalled, those spikes will be removed and the holes can be filled with silicone upon Owner's request.

☐ **Install Commercial Sign(s) on Fence**. Broker and its contractor(s) have permission to attached the sign(s) to the fence using materials they select. Owner understands this may result in wear/scratching/minor impact on the fence.

☐ **Install Commercial Window Sign(s).** Broker and its contractor(s) have permission to attached the window sign(s) to the building using materials selected by them. Broker does not recommend window signs to installed on windows that are tinted. If a window sign is installed, residue may be left from the sign, burning may occur in the tint, and/or ripping of tint may occur.

☐ **Install Commercial Yard Sign(s).** Broker and its contractor(s) have permission to install a yard sign.

ADDITIONAL TERMS AND CONDITIONS

The following are an important part of the Listing Agreement.

Property includes: Except as specifically provided in this Agreement, Broker is to market the Property including: (a) all buildings, improvements, and fixtures; (b) all rights, privileges, and appurtenances pertaining to the Property, including Owner's right, title, and interest in any easements and rights-of-way; (c) Owner's interest in all leases, rents, and security deposits; (d) Owner's interest in all licenses, permits and transferable warranties related to the Property; and (e) all Owner's personal property located on the Property that is used in connection with the Property's operations except as set out on the attached Listing Agreement Addendum.

Owner Representations and Warranties: Except as provided otherwise in this Listing, Owner represents and warrants that: (a) Owner holds fee simple title to the Property and has the legal right to lease/sell the Property; (b) Owner is not bound by a listing agreement with another broker for the sale, exchange, or lease of the Property that is or will be in effect during the Term of this Agreement; (c) no person or entity has any right to purchase, lease, or acquire the Property by an option, right of refusal, or other agreement; (d) there are no delinquencies or defaults under any mortgage or other encumbrance on the Property; (e) the Property is not subject to the jurisdiction of any court; (f) Owner owns sufficient intellectual property rights in any materials which Owner provides to Broker related to the Property (for example, brochures, photographs, drawings, or articles) to permit Broker to reproduce and distribute the materials in marketing the Property or for other purposes related to this Agreement; and (g) Owner has reviewed this Agreement and all information relating to the Property which Owner provides to Broker is true and correct to the best of Owner's knowledge; and (h) the signers below all constitute all parties required to execute the lease and have full authority to execute this Agreement.

Owner's Promises: Owner agrees: (a) to cooperate with Broker to facilitate the showing and marketing of the Property; (b) not to negotiate with any prospective tenant/buyer who may contact Owner directly, but refer all prospective tenants/buyers to Broker; (c) not to enter into a listing agreement with another Brokerage for the leasing of the Property to become effective during this Listing without Broker's permission; (d) to permit Broker to publicize its role in any completed transaction; (e) to provide Broker with copies of the following, if any, relating to the Property: a current rent roll, all leases including any amendments, architectural plans and drawings, renderings, survey, a current operating statement, environmental inspection reports, engineering reports, and other relevant information that Broker may request during this Listing; to advise Broker of any tenants moving in or out of the Property; (f) to complete any disclosures or notices required by law or a contact to sell the Property; to take all required action if any material change occurs during this Listing; at Owner's expense, remove from the Property all (1) "For Lease" or "For Sale" (or similarly worded) signs from Property; and (2) "For Information" (or similarly worded) signs other than Broker's signs; that Broker may place its sign(s) on the Property and to promote its sale, exchange or lease; and, that Broker may place information about the Property in any listing or website or program it selects as well as place such information in all resources deemed appropriate by Broker.

Indemnity: Owner recognizes that the Broker, cooperating broker and agents ("Brokers") involved in the lease/sale are relying on all information provided or supplied by Owner or Owner's sources and/or Tenant or Tenant's sources or Buyers, as applicable, in connection with the Property. Owner agrees to indemnify, defend and hold harmless the Brokers, their agents and employees, from any claims, demands, suits, liabilities, costs and expenses (including reasonable attorney's fees) arising out of any misrepresentation or concealment of facts by Owner or Owner's sources or Tenant/Buyer or Tenant's/Buyer's sources.

Default: If Owner breaches this Listing, Owner is in default and will be liable to Broker for the amount of Broker's fee specified in this Agreement and any other fees Broker is entitled to receive under this Listing along with all costs expended by Broker and its agents in connection with the listing including costs of marketing, advertising, signage, mileage and the like; Broker may also terminate this Listing and exercise any other remedy at law or in equity. If a rent/sale amount is not determinable in the event of an exchange or breach of this Listing, the Listing Price will be the rental in the lease or sale price, as applicable, for the purpose of calculating Broker's fee. Interest is calculated on amount due at 10% / annum or the highest legal rate whichever is less.

Mediation: The parties agree to negotiate in good faith in an effort to resolve any dispute that may arise between the parties. If the dispute cannot be resolved by negotiation, the parties will submit the dispute to mediation. The parties to the dispute will choose a mutually acceptable mediator and will share the costs of mediation equally.

Attorney's Fees: If Owner or Broker is a prevailing party in any legal proceeding brought as a result of a dispute under this Agreement or any transaction related to or contemplated by this Agreement, such party may recover from the non-prevailing party all costs of such proceeding and reasonable attorney's fees.

Notices: Unless specifically stated otherwise in this Agreement, all notices, waivers, and demands required or permitted hereunder shall be in writing and delivered to the addresses first set forth above, by one of the following methods: (a) hand delivery, whereby delivery is deemed to have occurred at the time of delivery; (b) a nationally recognized overnight courier company, whereby delivery is deemed to have occurred on delivery; or (c) email provided that the transmission is completed no later than 4:00 p.m. Eastern Time and a confirmation is received, whereby delivery is deemed to have occurred on the day on which electronic transmission is completed.

Counterparts: This Agreement may be executed by the Parties in separate counterparts, each of which when so executed and delivered shall be an original for all purposes, but all such counterparts shall together constitute but one and the same

instrument. A signed copy of this Agreement delivered by email shall be deemed to have the same legal effect as delivery of an original signed copy of this Agreement.

Severability Sole Agreement:

If any provision of this Agreement is determined to be unenforceable, the remaining terms and provisions shall not in any way be construed, impaired or invalidated. This constitutes the entire agreement between Owner and Broker. No oral or implied agreement or understanding shall cancel or vary the Agreement terms. Any amendments shall be made in writing, signed by both parties. This Agreement is binding upon the parties, their heirs, administrators, executors, successors, and assigns.

Dual Agency:

(a) Owner acknowledges receipt of any forms, disclosures, statistics, and policies, if any and if applicable as mandated by state law and (b) Broker may act as a dual agent by representing both Owner and Buyer/Tenant in a transaction contemplated by this Agreement only if both parties to the transaction consent after having been informed of the dual agency relationship. Broker shall not permit another salesperson or agent affiliated with Broker to represent another party in a transaction involving the Broker (whether as the exclusive agent for that party, a subagent or dual agent) without obtaining the written consent of both parties to the transaction. Should a dual agency relationship arise, Owner and Buyer/Tenant will be provided with a dual agency disclosure form describing the agent's duties and Owner's and Buyer/Tenant's options if they elect not to consent to the dual agency relationship.

Disclosure and Owner's Covenants:

Owner specifically acknowledges and understands that if Owner knows, or acquires knowledge after the execution of this Listing Agreement, of facts, environmental or otherwise, adversely affecting or materially impairing the title, condition, compliance with applicable laws, value or desirability of the Property, whether such facts are readily observable or not, then Owner shall disclose such facts to Broker and Buyer/Tenant. If Owner knows of such facts, Owner shall set them forth by written document attached to this Agreement. Owner has fully reviewed this Agreement and the document(s) attached, if any, relating to the Property, and Owner represents, to the best of its knowledge, that such information is true and accurate. Owner's obligation to indemnify, shall apply to any claim arising out of or resulting from the inaccuracy of information and from Owner's failure to disclose any facts, environmental or otherwise, adversely affecting or materially impairing the value or desirability of the Property.

Owners Acknowledgments:

a. Should there be any tax, fee or other cost required in regard to the payment due Broker, such tax, fee or other cost shall be paid by Owner.
b. Owner acknowledges that there are currently no other listing contracts to sell, exchange or lease the Property.
c. Owner acknowledges and agrees to comply with all applicable federal, state and local laws, regulations, codes, ordinances and administrative orders having jurisdiction over the parties, the Property or the subject matters of this Agreement, including, but not limited to, the 1964 Civil Rights Act and all amendments thereto, the Foreign Investment in Real Property Tax Act, the Comprehensive Environmental Response Compensation and Liability Act, and the Americans with Disabilities Act.
d. Broker is not an expert in legal matters or other areas such as finance, property inspection, environmental and the like. Broker should consult qualified professionals and resources including a lawyer. Should Broker provide referrals or recommend resources, Owners agrees that Broker neither warrants or guarantees or endorses those entities or persons.

Questions regarding this Agreement, its Addendum, attachments and accompanying disclosure forms or with regard to obligations in any contract should be directed to Owner's lawyer.

SIGNATURES

OWNER:

Winton Woods CSD

By (signature): Randy L. Seymour

Printed Name: Randy L. Seymour

Title: Treasurer

Date: 12/16/25

BROKER:

Broker / Company Name: **NAI BERGMAN**

By (signature): _____

Printed Name: Larry Bergman

Title: Broker & Principal

Agent License No.: BRKP.0000348029

Date: _____

LISTING AGREEMENT ADDENDUM

This Listing Agreement is incorporated by reference and is a material part of the Listing Agreement.

1. Owner will reimburse Brokerage for marketing in the amount of $_____in the event of a termination by Owner prior to the end of the terms of the Agreement.

2. The Property does not include _____

3. Other: Termination right by either party upon thirty (30) days written notice.