ATHENS CITY SCHOOLS
REGULAR MEETING
MORRISON-GORDON ELEMENTARY
MARCH 19, 2026

CALL TO ORDER/ROLL CALL

Board President Paul Grippa calls the February regular board meeting to order at 6:30 p.m. with the following members present.

Charity Wilhelm	Present
Jason Heinrich	Present
Dave Hayden	Present
Paul Grippa	Present
Rusty Rittenhouse	Absent Joined the meeting at 6:33pm

PLEDGE OF ALLEGIANCE - MOMENT OF SILENCE

2026-064 ADOPTION OF AGENDA

The Athens City School District Board of Education adopts the agenda for its regular meeting of March 19, 2026, as presented and amended.

Motion: Dave Hayden
Second: Charity Wilhelm

Discussion: None

Charity Wilhelm	Yes
Jason Heinrich	Yes
Dave Hayden	Yes
Paul Grippa	Yes
Rusty Rittenhouse	Absent

2026-065 APPROVAL OF MINUTES

The Athens City School District Board of Education approves the minutes of the Regular Monthly Board meetings held on February 19, 2026.

Motion: Paul Grippa
Second: Jason Heinrich

Discussion: None

Charity Wilhelm	Yes
Jason Heinrich	Yes
Dave Hayden	Yes
Paul Grippa	Yes
Rusty Rittenhouse	Absent

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PUBLIC PARTICIPATION

"Upon request to the Superintendent, the District shall make reasonable accommodation for a disabled person to be able to participate in this activity."

"No more than a total of thirty (30) minutes for public participation is permitted at each regular board meeting. Individuals are welcome to speak provided they identify themselves by name and address, give the topic to be discussed and limit their presentations to three (3) minutes each".

A. AFSCME Local
B. Athens Education Association

PRESENTATION/BOARD DISCUSSION

Rusty Rittenhouse joined the meeting.

Nathan Gammella, Schorr Architects Inc will present an update of the new Athens High School Construction.

Superintendent Chad Springer presented the results of energy usage comparisons since the installation of solar.

BOARD OF EDUCATION REPORTS

Legislative Liaison	Rusty Rittenhouse	Science of Reading Implementation Teams from the State. ODEW will offer free Read Ohio Coaching through ESCs. New Statewide Attendance Dashboard. HB304 – Double the amount of recess time per day through 8th grade.
McClure Foundation	Charity Wilhelm	Getting ready to schedule interview in a few weeks.
Tri-County Career Center	Dave Hayden & Paul Grippa	Everything is under construction.
Athens-Meigs ESC	Paul Grippa	Regular Business

2026-066 TREASURER'S REPORT

The Athens City School District Board of Education approves the Treasurer's Report for February 2026 as submitted. The report contains the Bank Reconciliation, Fund Report, Monthly Financial Report, Monthly Check Summary Report, and Investment Report.

Motion: Rusty Rittenhouse
Second: Dave Hayden

Discussion: None

Charity Wilhelm	Yes
Jason Heinrich	Yes
Dave Hayden	Yes
Paul Grippa	Yes
Rusty Rittenhouse	Yes

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SUPERINTENDENT'S REPORT

2026-067 PERSONNEL

A. RESIGNATIONS/RETIREMENT—The Athens City School District Board of Education accepts the resignation of the following individuals:

Resignations:
- Heather Musick, server at The Plains Intermediate School, effective March 13, 2026

Retirements:
- Kara Bissell, 4th Grade Teacher at The Plains Intermediate School, effective June 1, 2026 – 34 years in district
- Kimba Ridgway, 1st Grade Teacher at East Elementary, effective July 1, 2026 – 32 years in district
- Carol McClaskey, Paraprofessional at Athens Middle School, effective June 1, 2026 – 27 years in district

B. EMPLOYMENT/CONTRACT RECOMMENDATIONS (pending successful verification of certification, college transcripts and experience, completion of criminal records check and other state and local requirements for the positions)

1. Supplemental Contracts: Issue supplemental contracts based on the salary schedule in effect July 1, 2025, for the position listed for the 2025-2026 school year to the following individuals:

Non-Certified
- Craig Collins – AHS Baseball Volunteer *Pending PAP*

2. Supplemental Contracts: Issue supplemental contracts based on the salary schedule in effect July 1, 2026, for the position listed for the 2026-2027 school year to the following individuals:

Certified
- Bill Rogers – AHS Football Varsity Assistant Coach
- Paul Kaiser – AHS Football Varsity Assistant Coach
- Matt Goodwin – AHS Football Varsity Assistant Coach
- Jacob White – AMS Football Coach
- Cierra Ellis – AMS Volleyball Coach
- Camilla Hibbard – AMS Cross Country Assistant Coach
- Ben Claussen – AHS Boys Basketball JV Coach
- Jeff Skinner – AHS Girls Basketball Varsity Head Coach
- Emma Harter Albin – AHS Girls Basketball Varsity Assistant Coach
- Angela Hall – AMS Cheerleading Coach

Non-Certified
- Carson Gainey – AHS Football Varsity Assistant Coach
- Brad Wharton – AHS Football Varsity Assistant Coach
- D'Andre Martin – AHS Football Varsity Assistant Coach
- Tyler Wurth – AHS Football Volunteer
- Jon (Kevin) Schwarzel – AMS Football Coach
- Tanner McCune – AMS Football Coach
- Heather Peterson – AHS Volleyball Varsity Assistant Coach
- Riley McKibben – AHS Volleyball Volunteer
- Sydney Rutter – AMS Volleyball Coach

2026-067 **PERSONNEL (continued)**

2. Supplemental Contracts: Issue supplemental contracts based on the salary schedule in effect July 1, 2026, for the position listed for the 2026-2027 school year to the following individuals:

- Sophia Atherton – AHS Girls Soccer Varsity Assistant Coach
- Albert (Will) Matters – AHS Girls Soccer JV Coach
- Caroline Brandes – AHS Girls Soccer Volunteer

Non-Certified

- Grant Hampson – AMS Girls Soccer Coach
- Robert Wayner – AHS Cross Country Assistant Coach
- Alison Wayner – AMS Cross Country Coach
- Cameron Christopher – AMS Cross Country Assistant Coach
- Mickey Cozart – AHS Boys Basketball Varsity Head Coach
- Tracy Bobo – AHS Boys Basketball Varsity Assistant Coach
- Brian (Scott) Titsworth – AHS Girls Basketball JV Coach
- Don Cooley – AMS Girls Basketball Coach
- Carson Gainey – AHS Wrestling Varsity Head Coach
- Robert (Bob) Bowser – AHS Wrestling Assistant Coach (Girls)
- Stephanie Sharp – AHS Cheerleading Varsity Head Coach
- Kim Simmons – AHS Cheerleading JV Coach
- Denise Humphrey – AHS Swim Varsity Head Coach
- Jason Harris – AHS Boys Soccer Assistant Coach
- Keith Schwendeman – AHS Boys Soccer JV Coach *Pending PAP*
- Jeff Westenbarger – AMS Boys Soccer Coach

3. Substitute Teacher/Home Instructor for 2025-2026 School Year: The Athens City School District Board of Education issues a substitute teacher contract at the Board approved rate of pay on an as needed basis to the following:

Substitute Teacher

- James Williams – Professional Intern assigned to Sarah Fuller.
- Spencer Morgan – Professional Intern assigned to Mark Chapman.
- Hannah Swart
- John Kwakye

Home Instructor/Tutor

- Jennifer Childers – $64.37/hr

4. Substitute Classified Personnel—The Athens City School District Board of Education approves the employment of the following personnel for the 2025-2026 school year on an as needed basis at the Board approved rate of pay for the position they are subbing in.

Paraprofessional

- Esteban Vasquez

Custodial

- Christie Sikorski
- Sharon Montgomery
- Lee Ann Howery

2026-067 **PERSONNEL (continued)**

4. Substitute Classified Personnel—The Athens City School District Board of Education approves the employment of the following personnel for the 2025-2026 school year on an as needed basis at the Board approved rate of pay for the position they are subbing in.

Cafeteria
- Christie Sikorski
- Kadin Crawford
- Sharon Montgomery
- Sharon Ervin
- Hannah Cozart
- Heather Musick

Transportation
- Samuel Casto

The Athens City School Board of Education accepts the resignations/retirement of employment and approves the Superintendent's personnel recommendations for employment as listed and detailed above.

Motion: Charity Wilhelm
Second: Paul Grippa

Discussion: None

Charity Wilhelm	Yes
Jason Heinrich	Yes
Dave Hayden	Yes
Paul Grippa	Yes
Rusty Rittenhouse	Yes

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2026-068 **BOARD OF EDUCATION APPROVALS**

A. APPROVAL OF OVERNIGHT TRIPS

The Athens City School District approves the overnight trip for the varsity Girls Wrestling team on March 7th and 8th, 2026 to compete in the district tournament.

The Athens City School District approves the overnight trip for the Athens High School volleyball team to attend their summer tournament at Cedar Point from July 23rd – July 26th, 2026.

B. APPROVAL OF A 60 MONTH EXTENSION FOR INTERNET SERVICE AGREEMENT WITH METASOLUTIONS

The Athens City School District approves of a sixty (60) month extension service agreement with META Solutions to provide internet access in an amount to not exceed $382,740.

C. ACCEPTING TAX RATES AND VALUES

The Athens City School District Board of Education authorizes the Treasurer to approve and accept the Resolution Accepting the Amounts and Rates as determined by the Athens County Budget Commission, authorize the necessary tax levies, and certify them to the County Auditor.

D. APPROVAL OF A THEN AND NOW PURCHASE

The Athens City School District Board of Education authorizes a then and now purchase for The K Company Inc. service calls from December 2025 to February 2026 for the purpose of troubleshooting and repairing of HVAC units in the district in an amount not to exceed $35,000.

E. THE ATHENS CITY SCHOOL DISTRICT BOARD OF EDUCATION APPROVES THE PURCHASE OF PROPERTY, VEHICLE, AND GENERAL LIABILITY INSURANCE

The Athens City School District approves the purchase of District Property, Vehicle, commercial Umbrella and General Liability Insurance policy through Hylant Administrative Services, LLC for the period of April 1, 2026, through March 31, 2027, in the amount of $223,581 as submitted.

F. THE ATHENS CITY SCHOOL DISTRICT BOARD OF EDUCATION APPROVES THE UPDATED PRE-SCHOOL TUITION RATES

The Athens City School District Board of Education approves the updated pre-school tuition rates based upon the updated 2026 federal poverty guidelines.

Motion: Dave Hayden
Second: Charity Wilhelm

Discussion: None

Charity Wilhelm	Yes
Jason Heinrich	Yes
Dave Hayden	Yes
Paul Grippa	Yes
Rusty Rittenhouse	Yes

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2026-069 **RESOLUTIONS AUTHORIZING SCHOOL DISTRICT-INITIATED PROPERTY VALUE INCREASE COMPLAINTS WITH THE ATHENS COUNTY BOARD OF REVISION**

A. AUTHORIZING THE FILING OF AN ORIGINAL INCREASE COMPLAINT WITH THE ATHENS COUNTY BOARD OF REVISION REGARDING ATHENS COUNTY AUDITOR'S PARCEL NOS. G020010005000, G020010005001

WHEREAS, real property taxes derived from real estate located within the Athens City School District (the "District") represent the vast majority of funds supporting the District's operations, and ensuring such real estate is properly valued and taxed by the Athens County Auditor is critical to the District's continued provision of necessary educational and other services to its students and their families; and

WHEREAS, the District's legal counsel has identified a recent sale of real estate within the District, indicating the subject real estate is undervalued for real property taxation purposes as a matter of Ohio law. The real estate is identified and described as follows (the "Property"):

Athens County Auditor's Parcel Nos.: G020010005000, G020010005001
Addresses: 0 May Avenue, Chauncey, Ohio 45719
50 May Avenue, Chauncey, Ohio 45719
Property Owner of Record: Chauncey MHP LLC; and

WHEREAS, available public records indicate: (1) the Property's current true value appearing on the tax list is $623,060 and (2) the current owner purchased the Property in an apparent arms-length transaction on or about July 10, 2024 for $1,425,000 (exceeding the Property's value on the tax list by both 10% and $567,000); and

WHEREAS, based on the above, the District's legal counsel recommends that the Board of Education authorizes the filing of an Original Complaint with the Athens County Board of Revision against the Auditor's determination of the total valuation of the Property as it appears on the tax list for the current tax year (Tax Year 2025), per R.C. 5715.19(A)(1)(d) (the "Complaint"); and

WHEREAS, the Complaint will seek to increase the value of the Property on the County tax roll to its recent sale price in accordance with Ohio law; and

WHEREAS, on behalf of the Board of Education and in accordance with R.C. 5715.19(A)(7), written notice was sent via certified mail to the Property owner's last known tax-mailing address and to the street address of the Property, notifying the owner of the Board of Education's intent to consider and adopt this Resolution, which written notices were postmarked at least seven (7) calendar days prior to the Board's meeting at which this Resolution is being considered (a copy of said notice is attached hereto).

2026-069 **RESOLUTIONS AUTHORIZING SCHOOL DISTRICT-INITIATED PROPERTY VALUE INCREASE COMPLAINTS WITH THE ATHENS COUNTY BOARD OF REVISION (continued)**

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION:

1. The Board finds and determines that the recent sale of the Property identified above meets all legal requirements under the Ohio Revised Code for the Board to file an Original Complaint with the Athens County Board of Revision against the Auditor's valuation of the Property for Tax Year 2025.

2. The Board authorizes its legal counsel to file an Original Complaint against the valuation of the Property for Tax Year 2025, seeking to increase the value of the Property for real property taxation purposes to its recent sale price (or such other value as legal counsel and the Treasurer deem fair and reasonable based on further evidence and information legal counsel may hereafter collect regarding the sale).

B. AUTHORIZING THE FILING OF AN ORIGINAL INCREASE COMPLAINT WITH THE ATHENS COUNTY BOARD OF REVISION REGARDING ATHENS COUNTY AUDITOR'S PARCEL NO. E030340103401

WHEREAS, real property taxes derived from real estate located within the Athens City School District (the "District") represent the vast majority of funds supporting the District's operations, and ensuring such real estate is properly valued and taxed by the Athens County Auditor is critical to the District's continued provision of necessary educational and other services to its students and their families; and

WHEREAS, the District's legal counsel has identified a recent sale of real estate within the District, indicating the subject real estate is undervalued for real property taxation purposes as a matter of Ohio law. The real estate is identified and described as follows (the "Property"):

Athens County Auditor's Parcel No.: E030340103401
Address: 1097 E. State Street, Athens, Ohio 45701
Property Owner of Record: Wash Rite Ohio LLC LDR Car Wash LLC; and

WHEREAS, available public records indicate: (1) the Property's current true value appearing on the tax list is $386,200 and (2) the current owner purchased the Property in an apparent arms-length transaction on or about July 19, 2024 for $2,000,000 (exceeding the Property's value on the tax list by both 10% and $567,000); and

WHEREAS, based on the above, the District's legal counsel recommends that the Board of Education authorizes the filing of an Original Complaint with the Athens County Board of Revision against the Auditor's determination of the total valuation of the Property as it appears on the tax list for the current tax year (Tax Year 2025), per R.C. 5715.19(A)(1)(d) (the "Complaint"); and

WHEREAS, the Complaint will seek to increase the value of the Property on the County tax roll to its recent sale price in accordance with Ohio law; and

2026-069 **RESOLUTIONS AUTHORIZING SCHOOL DISTRICT-INITIATED PROPERTY VALUE INCREASE COMPLAINTS WITH THE ATHENS COUNTY BOARD OF REVISION (continued)**

WHEREAS, on behalf of the Board of Education and in accordance with R.C. 5715.19(A)(7), written notice was sent via certified mail to the Property owner's last known tax-mailing address and to the street address of the Property, notifying the owner of the Board of Education's intent to consider and adopt this Resolution, which written notices were postmarked at least seven (7) calendar days prior to the Board's meeting at which this Resolution is being considered (a copy of said notice is attached hereto).

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION:

1. The Board finds and determines that the recent sale of the Property identified above meets all legal requirements under the Ohio Revised Code for the Board to file an Original Complaint with the Athens County Board of Revision against the Auditor's valuation of the Property for Tax Year 2025.

2. The Board authorizes its legal counsel to file an Original Complaint against the valuation of the Property for Tax Year 2025, seeking to increase the value of the Property for real property taxation purposes to its recent sale price (or such other value as legal counsel and the Treasurer deem fair and reasonable based on further evidence and information legal counsel may hereafter collect regarding the sale).

C. AUTHORIZING THE FILING OF AN ORIGINAL INCREASE COMPLAINT WITH THE ATHENS COUNTY BOARD OF REVISION REGARDING ATHENS COUNTY AUDITOR'S PARCEL NOS. A028200008001, A028200008008, A028200008009, A028200008010

WHEREAS, real property taxes derived from real estate located within the Athens City School District (the "District") represent the vast majority of funds supporting the District's operations, and ensuring such real estate is properly valued and taxed by the Athens County Auditor is critical to the District's continued provision of necessary educational and other services to its students and their families; and

WHEREAS, the District's legal counsel has identified a recent sale of real estate within the District, indicating the subject real estate is undervalued for real property taxation purposes as a matter of Ohio law. The real estate is identified and described as follows (the "Property"):

Athens County Auditor's Parcel Nos.: A028200008001, A028200008008, A028200008009, A028200008010
Addresses: 0 Columbus Road, Athens, Ohio 45701
250 Columbus Road, Athens, Ohio 45701
Property Owner of Record: White Family Athens Property LLC; and

WHEREAS, available public records indicate: (1) the Property's current true value appearing on the tax list is $1,397,420 and (2) the current owner purchased the Property in an apparent arms-length transaction on or about November 20, 2024 for $3,750,000 (exceeding the Property's value on the tax list by both 10% and $567,000); and

WHEREAS, based on the above, the District's legal counsel recommends that the Board of Education authorizes the filing of an Original Complaint with the Athens County Board of Revision against the Auditor's determination of the total valuation of the Property as it appears on the tax list for the current tax year (Tax Year 2025), per R.C. 5715.19(A)(1)(d) (the "Complaint"); and

2026-069 **RESOLUTIONS AUTHORIZING SCHOOL DISTRICT-INITIATED PROPERTY VALUE INCREASE COMPLAINTS WITH THE ATHENS COUNTY BOARD OF REVISION (continued)**

WHEREAS, the Complaint will seek to increase the value of the Property on the County tax roll to its recent sale price in accordance with Ohio law; and

WHEREAS, on behalf of the Board of Education and in accordance with R.C. 5715.19(A)(7), written notice was sent via certified mail to the Property owner's last known tax-mailing address and to the street address of the Property, notifying the owner of the Board of Education's intent to consider and adopt this Resolution, which written notices were postmarked at least seven (7) calendar days prior to the Board's meeting at which this Resolution is being considered (a copy of said notice is attached hereto).

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION:

1. The Board finds and determines that the recent sale of the Property identified above meets all legal requirements under the Ohio Revised Code for the Board to file an Original Complaint with the Athens County Board of Revision against the Auditor's valuation of the Property for Tax Year 2025.

2. The Board authorizes its legal counsel to file an Original Complaint against the valuation of the Property for Tax Year 2025, seeking to increase the value of the Property for real property taxation purposes to its recent sale price (or such other value as legal counsel and the Treasurer deem fair and reasonable based on further evidence and information legal counsel may hereafter collect regarding the sale).

The Athens City School Board of Education approves the resolutions A, B, and C as listed above.

Motion: Dave Hayden
Second: Rusty Rittenhouse

Discussion: None

Charity Wilhelm	Yes
Jason Heinrich	Yes
Dave Hayden	Yes
Paul Grippa	Yes
Rusty Rittenhouse	Yes

ATHENS CITY SCHOOLS
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2026-070 **EMPLOYEE DISHONESTY AND FAITHFUL PERFORMANCE OF DUTY POLICY IN LIEU OF BOND (R.C. 3.061)**

WHEREAS, the Board has historically required the Superintendent and Treasurer to obtain individual surety bonds, but the Board now desires to obtain an Employee Dishonesty and Faithful Performance of Duty policy, in lieu of requiring the Superintendent and Treasurer to obtain individual surety bonds; and

WHEREAS, Board policies 1310 and 8740, adopted pursuant to Ohio Revised Code Section 3.061, authorize the purchase of such insurance in lieu of a surety bond;

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby authorizes the Treasurer to purchase an Employee Dishonesty and Faithful Performance of Duty policy issued by Ohio School Plan or other Board-approved and accredited insurance carrier or joint self-insurance pool in lieu of a surety bond, to cover the Board from losses caused by the fraudulent or dishonest action(s) and failure to perform a duty prescribed by law of the Treasurer and/or other employee(s). This authorization is contingent on the policy meeting the requirements of Board policies 1310 and 8740 and of Ohio Revised Code Section 3.061. The policy may cover employees who are not otherwise required by law to have a surety bond.

FURTHER, BE IT RESOLVED, the Treasurer is directed to deposit with the President of the Board a certified copy of documentation from the insurance provider that evidences proof of the aforesaid coverage.

The Athens City School Board of Education approves the resolutions as listed above.

Motion: Charity Wilhelm
Second: Paul Grippa

Discussion: None

Charity Wilhelm	Yes
Jason Heinrich	Yes
Dave Hayden	Yes
Paul Grippa	Yes
Rusty Rittenhouse	Yes

2026-071 **FIRST READING OF UPDATED/REVISED BOARD POLICIES**

- Policy 2431.06 - Name, Image, and Likeness (NIL) in Athletics (New)
- Policy 3440/4440 - Job-Related Expenses (Revised)
- Policy 6423 - Use of District Credit Card (Revised)
- Policy 6424 Procurement Cards (Revised)
- Policy 6460 - Vendor Relations (Revised)
- Policy 6465 - Affinity, Rewards, or Other Discount Programs (NEW)
- Policy 5112 - Entrance Requirements (Revised)
- Policy 5223 - Release Time for Religious Instruction (Revised)
- Policy 5421 - Grading (Revised)
- Policy 5430 - Class Rank (Revised)
- Policy 6220 - Budget Preparation (Revised)
- Policy 6320 - Purchasing and Bidding (Revised)
- Policy 6325 - Procurement - Federal Grants/Funds (Revised)

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2026-071 FIRST READING OF UPDATED/REVISED BOARD POLICIES (continued)

- Policy 6425 - Use of District Tax Exempt Certificate (New)
- Policy 7540.09 - Artificial Intelligence (AI) (Replacement)
- Policy 4162 - Drug and Alcohol Testing of CDL License Holders Who Perform Safety-Sensitive Functions (Revised)
- Policy 4162.01 - Drug and Alcohol Testing of Employees Without CDL Licenses Who Transport Students in Alternative Vehicles (Non-DOT Testing) (NEW)
- Policy 8600 - Transportation (Revised)
- Policy 8600.04 - Bus and Alternative Vehicle Driver Certification (Revised)
- Policy 8640 - Transportation for Non-Routine Trips (Revised)
- Policy 8650 - Transportation by Alternative Vehicles (Revised)

2027-072 EXECUTIVE SESSION

The Athens City School District Board of Education moves into an Executive Session to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee.

Motion: Rusty Rittenhouse
Second: Jason Heinrich

Discussion: Adjourned to executive session at 7:16 p.m.

Charity Wilhelm	Yes
Jason Heinrich	Yes
Dave Hayden	Yes
Paul Grippa	Yes
Rusty Rittenhouse	Yes

Returned from executive session at 8:52 p.m.

ADJOURNMENT

The Board President declared the Athens City School District Board of Education Regular Meeting of March 19, 2026, adjourned at 8:52 p.m.

Paul Grippa, Board President

Jared M. Bunting, Treasurer/CFO

(No addendum after the Board Authorized Signatures is a valid account of the meeting.)