

May 28, 2026

The Clark-Shawnee Local Board of Education met in a regular session on May 28, 2026, at the Shawnee Middle/High School Media Center located at 1675 E Possum Road, Springfield, Ohio, 45502. The meeting was called to order at 6:30 p.m. by President DeHart.

Those answering the roll by Mr. Faulkner:

Mr. DeHart
Mr. Galbreath
Mrs. Garrett
Dr. Page
Ms. Pierce

Also present: Mr. Brian Kuhn, Superintendent
Mr. Adam Billet, Assistant Superintendent

All stood and recited the Pledge of Allegiance.

ACCEPTANCE OF THE AGENDA (2026-1576)

Mr. Galbreath moved to accept the agenda.
Ms. Pierce seconded the motion.

Ayes: Galbreath, Garrett, Page, Pierce, DeHart.
The President declared the motion carried.

REQUESTS AND CONCERNS OF THE GENERAL PUBLIC

Elizabeth Appis
John Chilcote

Sick leave
Spring Sports and Middle School Sports

ROUND TABLE

C.T.C. Update

Mr. David DeHart provided an update to the Board of Education on the general operations of the Springfield-Clark Career Technology Center.

Assistant Superintendent Update

Mr. Adam Billet, Assistant Superintendent, provided an update to the Board of Education regarding the following topics:

- Provided a Spring Sports Update. [Reference Exhibit A]
- Provided a Facilities Update. [Reference Exhibit A]
- Provided a testing update. [Reference Exhibit A]

Superintendent Update

Mr. Brian Kuhn, Superintendent, provided an update to the Board of Education on the following topic:

CEDA court case

Proposal for Operating Levy and Updated Reduction Plan (2026-1577)

Mr. Galbreath moved to approve the following:

An operating levy and updated reduction plan. [Reference Exhibit B]

Mr. Pierce seconded the motion.

Ayes: Garrett, Page, Pierce, DeHart, Galbreath.

ACCEPTANCE OF CONSENT CALENDAR – FINANCIAL (2026-1578)

Ms. Garrett moved to approve the following:

1. Signing of the Minutes of the Previous Meeting
2. Treasurer's Report and Condition of the Funds
3. Monthly Bills and Allowance of those that are in Order
4. Acceptance of Donation of \$1,463.05 from Mrs. Phyllis McCrory for the purchase of an outdoor picnic table for Shawnee MS.

Dr. Page seconded the motion.

Ayes: Page, Pierce, DeHart, Galbreath, Garrett.

ACCEPTANCE OF CONSENT CALENDAR – PERSONNEL (2026-1579)

Dr. Page moved to approve the following:

Resignations

Certified

To accept Mr. Samuel Cottle's, Teacher, letter of resignation effective at the end of the 2025-2026 contract year.

To accept Mrs. Amy Haerr's, Teacher, letter of resignation effective at the end of the 2025-2026 contract year.

To accept Mrs. Phyllis McCrory's, Teacher, letter of resignation effective at the end of the 2025-2026 contract year

To accept Mrs. Zsuzsanna Przyzycki's, Teacher, letter of resignation effective at the end of the 2025-2026 contract year.

Support Staff

To accept Mrs. Kimberly Burris, Secretary, has submitted a letter of resignation effective on June 12, 2026.

To accept Mr. John Coffman's, Custodian, letter of resignation effective May 31, 2026.

To accept Miss Jenna Potts', Human Resources/Public Relations, letter of resignation effective June 5, 2026.

To accept Mrs. Ashliey Randall's, Transportation Secretary, letter of resignation effective at the end of the 2025-2026 school year.

To accept Mrs. Kimberly Burris', Secretary, letter of resignation effective on June 12, 2026.

Employment

Certified

To accept Miss Leah Adkins as Teacher for the 2026-2027 school year. [Current Assignment: Shawnee ES]

To accept Mrs. Liberty Choiniere as Intervention Specialist Teacher for the 2026-2027 school year [Current Assignment: Shawnee ES].

To accept Miss Alana Derringer as Teacher for the 2026-2027 school year [Current Assignment: Shawnee ES].

To accept Mr. Brandon Stover as Intervention Specialist for the 2026-2026 school year [Current Assignment: Shawnee ES].

Support Staff

To accept Mrs. Kimberly Burris as Payroll Specialist effective June 15, 2026 for the 2026-2027 school year.

To accept Mrs. Ashliey Randall as Bus Driver for the 2026-2027 school year

Substitutes - Certified

To set the rate of pay for Mrs. DeAnn Meade as Long-Term substitute teacher for the 2026-2027 school year at Class 1, Step 0 [Current Assignment: Shawnee ES].

To set the rate of pay for Ms. Tate Thomas as Long-Term substitute teacher for the 2026-2027 school year at Class 1, Step 0 [Current Assignment: Shawnee ES].

Additional Duty-(Certified Staff)

To accept Mrs. Kelly Hale as Grade Level Lead for the 2025-2026 school year.

Substitutes—Classified

To accept Miss Hannah Kimble as substitute aide for the 2025-2026 school year.

To accept Mrs. Shelby Barringer as substitute aide for the 2025-2026 school year.

To accept Ms. Melyssa Bradam as a substitute aide for the 2025-2026 school year.

To accept Ms. Avery Reeder as substitute aide for the 2025-2026 school year.

To accept Ms. Nicole Roberts as a substitute aide for the 2025-2026 school year.

Contract Renewals - Certified

According to Section 3124 of the Board of Education Policy, the following procedure shall be followed in contract considerations:

- The state law is to be followed in regard to temporary certification.
- All holders of provisional certificates will be granted contracts under the following procedures based on the recommendation of the administration.
- New or beginning teachers in the district shall be granted a contract one (1) year in duration. (All re-employed teachers shall be offered no more than one (1) additional one (1) year contract.)
- Following the completion of two one (1) year contracts, all re-employed teachers will be offered a two (2) year contract.
- Following the completion of one two (2) year contract, all re-employed teachers will be offered a three (3) year contract.
- Following the completion of one three (3) year contract, all re-employed teachers will be offered a four (4) year contract.
- Following the completion of one four (4) year contract, all re-employed teachers will be offered a five (5) year contract. Thereafter, each re-employed teacher will be offered a five (5) year contract.
- At the conclusion of any limited contract the teacher may be re-employed on a probationary status for a period of one (1) or two (2) years.
- A teacher may request a lesser contract one time during the term of this contract.
- The granting of continuing contracts shall be in strict accordance with existing state law and negotiated agreement governing such contracts.
- Bargaining unit employees who retire from the district and are rehired for the school year immediately following their year of retirement from the district will be employed in accordance with provisions of the Negotiated Agreements between the Clark-Shawnee Local Board of Education and the Clark-Shawnee Local Education Association.
- The evaluation data should be used as a supplement by the local superintendent on his recommendation for granting of contracts.

- If for any reason the board of education should act against the recommendation of the administration in the renewal of a limited contract, the teacher involved, within five (5) days, if desired, shall be given the reason for such action in writing through the local superintendent.

Shawnee ES	Current Contract (Expiring)	Contract Eligibility (Proposed)
Megan Barber	4 of 4	1 of 5
Elizabeth Avery	3 of 3	1 of 4
Olivia Conley	1 of 1 (2)	1 of 2
Terrena Conson	1 of 1 (2)	1 of 2
Stephanie Cummings	1 of 1	1 of 1
Molly Elkins	1 of 1	1 of 1 (2)
Morgan Dotson	1 of 1	1 of 1 (2)
Jaden Greenwood	1 of 1	1 of 1 (2)
Adam Hare	1 of 1	1 of 1 (2)
Holly Hare	4 of 4	1 of 5
Elisabeth Hirtzinger	3 of 3	1 of 4
Kennedy Humphreys	1 of 1 (2)	1 of 2
Emma Hurley	1 of 1 (2)	1 of 2
Jennifer James	4 of 4	1 of 5
Julie Jennings	1 of 1	1 of 1 (2)
Kayla Johnson	1 of 1	1 of 1 (2)
Christa Kusmierczyk	3 of 3	1 of 4
Karli Long	1 of 1	1 of 1 (2)
Alexandria Mauro	1 of 1	1 of 1 (2)
Laura Middleton	4 of 4	1 of 5
Darren Morrison	1 of 1 (2)	1 of 2
Chelsea Moses	1 of 1	1 of 1 (2)
Aimee Newton	1 of 1 (2)	1 of
Ashley Otstot	2 of 2	1 of 3
Jennifer Persaud	4 of 4	1 of 5
Michael Shaw	3 of 3	1 of 4
Alycia Stein	1 of 1	1 of 1 (2)
Mary Tucker	1 of 1	1 of 1
Meagan Wagner	2 of 2	1 of 3

Shawnee MS/HS	Current Contract (Expiring)	Contract Eligibility (Proposed)
Sherry Akers	1 of 1	1 of 1
Ryan Cleland	1 of 1 (2)	1 of 2
Jeffrey Collins	2 of 2	1 of 3
Tonya Collinsworth	2 of 2	1 of 3
Robert Delong	3 of 3	1 of 4
Amy Doggett	1 of 1 (2)	1 of 2
Kerry Keiser	1 of 1	1 of 1 (2)
Natalie Koukis	3 of 3	1 of 4
Sara Lee	4 of 4	1 of 5
Kristin Meeks	1 of 1	1 of 1
Melinda Shong	2 of 2	1 of 3
Brian Stevens	2 of 2	Continuing
Sarah Young	1 of 1	1 of 1

Contract Renewals–Support Staff

Newly employed regular non-teaching school employees on or before November 1, 2018, including regular hourly rate and per diem employees, shall enter into written contracts for their employment which shall be for a period of not more than one (1) year. If such employees are rehired, their subsequent contract shall be a period of two (2) years.

After the termination of the two-year (2) contract provided in division (a) if the contract of a non-teaching employee is renewed, the employee shall be continued in employment and the salary provided in the contract may be increased but not reduced unless such reduction is a part of a uniform plan affecting the non-teaching employees of the entire district.

Newly employed regular non-teaching school employees on or after November 2, 2018, including regular hourly rate and per diem employees, shall enter into written contracts for their employment which shall be for a period of not more than one (1) year. If such employees are rehired, their three subsequent contracts shall be a period of two (2) years each.

After the termination of the third two-year (2) contract provided in division (a) if the contract of a non-teaching employee is renewed, the employee shall be continued in employment and the salary provided in the contract may be increased but not reduced unless such

reduction is a part of a uniform plan affecting the non-teaching employees of the entire district.

The contracts as provided for in this section may be terminated by a majority vote of the board of education for violation of written rules and regulations of the board of education. (Steps for contract termination including a hearing are outlined in the law.)

Any non-teaching school employee may terminate his or her contract of employment thirty (30) days subsequent to the filing of a written notice of such termination with the treasurer of the board.

Shawnee ES	Current Contract (Expiring)	Contract Eligibility (Proposed)
Kimberly Burris	1 of 1	1 of 2 (1)
Brandi Castle	1 of 1	1 of 2 (1)
Hailey Cochran	1 of 1	1 of 2 (1)
Chari Cornett	1 of 1	1 of 2 (1)
Rebekah O'Brien	2 of 2 (1)	1 of 2 (2)
Amanda Rodgers	2 of 2 (1)	1 of 2 (2)
Hayley Zawada	2 of 2 (1)	1 of 2 (2)
Lacey Ruf	1 of 1	1 of 2 (1)
Shayne Squeo	1 of 1	1 of 2 (1)
Amberly Self	1 of 1	1 of 2 (1)
Anneliese Pennington	1 of 1	1 of 2 (1)
Rebecca Riggle	1 of 1	1 of 2 (1)

Shawnee HS/MS	Current Contract (Expiring)	Contract Eligibility (Proposed)
Nicole Chilcote	2 of 2 (2)	1 of 2 (3)
Christina Martin	2 of 2 (2)	1 of 2 (3)
Jeanne Ryder	2 of 2 (1)	1 of 2 (2)
Michael Williams	2 of 2 (2)	1 of 2 (3)
Kylee Wilson	1 of 1	1 of 2 (1)

Transportation	Current Contract (Expiring)	Contract Eligibility (Proposed)
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Kelly Gragg	2 of 2 (1)	1 of 2 (2)
Jamie Jackson	2 of 2 (1)	1 of 2 (2)
Megan Short	1 of 1	1 of 2 (1)

Contract Renewal–Administrative

Administrator/Supervisor	Current Contract (Expiring)	Contract Eligibility (Proposed)
Mr. Steve Tincher	3 of 3	3-year

Nonrenewal of Supplemental Contracts for the 2026-2027 Contract Year

Kelly Hale Grade Level Lead

Non-Paid Leave

To accept Mrs. Chelsea Moses, Teacher, request to modify her approved non-paid maternity leave from 1.75 days to 7.25 days beginning May 19, 2026. Initial request was made on April 23, 2026.

Reduction In Force–Certified

WHEREAS, the Clark-Shawnee Local School District Board of Education (hereinafter, “Board”) employs teachers in order to meet the educational needs of students in the District; and

WHEREAS, all full time and regular part-time certificated bargaining unit employees, school counselors, nurses, and speech and language pathologists, school social workers and athletic trainer are all exclusively represented by the Clark-Shawnee Local Education Association/OEA/NEA (hereinafter, “CSLEA”) by way of Article 1, Section IA, of the negotiated Contractual Agreements between the Board and CSLEA (effective July 1, 2025 through June 30, 2028); and

WHEREAS, the Contractual Agreements between the Board and CSLEA at Article 24, authorize the Board to reduce the number of teachers it employs due to reason set forth in Ohio Revised Code Section 3319.17 as well as curriculum changes and/or financial reasons; and

WHEREAS, Ohio Revised Code Section 3319.178 (B) (1) authorizes a local school district board of education to reduce the number of teachers it employs for financial reasons; and

WHEREAS, the Clark-Shawnee Local School District has financial reasons to reduce the number of teachers it employs; and

WHEREAS, the Superintendent has determined pursuant to Article 24 of the Contractual Agreements (2025-2028) that the following teaching field is affected by reduction in force such that the number of limited teaching contracts in the following teaching field shall be suspended accordingly:

1–Spanish (P-12); and

WHEREAS, the Superintendent has recommended that the suspension of the above limited contract due to reduction in force shall be effective August 31, 2026 pursuant to spread pay for the 2025-2026 contract year; and

NOW, THEREFORE BE IT RESOLVED, that the Clark-Shawnee Local School District Board of Education determines that there are financial reasons that necessitate the reduction in the numbers of teachers the District employs;

BE IT FURTHER RESOLVED, that the Board hereby accepts the recommendation of the Superintendent to implement reduction in force of (1) Spanish (P-12) limited contract teaching position pursuant to Article 24 of the Contractual Agreements (2025-2028) for these reasons;

BE IT FURTHER RESOLVED, that the Board hereby orders the reduction in force of limited contract teacher William Henderson, with such action be effective August 31, 2026 pursuant to spread pay for the 2025-2026 contract year;

BE IT FURTHER RESOLVED, that the District Treasurer is directed to issue official notice of this action forthwith, and to issue any statements of rights and reconciliation accompany such action forthwith.

Reduction in Force–Support Staff

WHEREAS, Ohio Revised Code Section 3319.172 and Clark-Shawnee Local School District Board of Education Policy 413 (“Policy 4131”) provide for the Clark-Shawnee Local School District Board of Education’s (“Board”) ability to layoff, abolish and/or reduce in force nonteaching employees for any reason set forth in Ohio Revised Code Section 3319.17 (B) (1); and

WHEREAS, Ohio Revised Code Sections 3319.17 (B) (1), 3319.172 and Policy 4131 authorize the Board to make reductions in force in nonteaching employees for financial reasons; and

WHEREAS, Ohio Revised Code Section 3319.17.2 and Policy 4131 provide that the Board shall order such reductions in force based upon recommendation of the Superintendent, who, within each pay classification affected, shall give preference to nonteaching employees under continuing contracts, then on the basis of seniority; and

WHEREAS, pursuant to Ohio Revised Code Sections 3319.17.2 and 3319.17, as well as Policy 4131, the Board has determined that it is necessary to reduce in force a nonteaching position in the District due to financial reasons, with such reduction in force to be effective August 31, 2026 pursuant to spread pay for the 2025-2026 contract year; and

WHEREAS, the Superintendent has determined that the pay classification affected by the reduction in force is Library Aide;

NOW, THEREFORE BE IT RESOLVED, that pursuant to Ohio Revised Code Sections 3319.172 and 3319.17, and Policy 4131, the Clark-Shawnee Local School District Board of Education hereby orders the reduction in force of nonteaching employee Library Aide, Ms. Misty Roberts with such action to be effective August 31, 2026 pursuant to spread pay for the 2025-2026 contract year; and

BE IT FURTHER RESOLVED that the Clark-Shawnee Local School District Board of Education hereby directs the District Treasurer to issue written notice of same to the affected nonteaching employee forthwith with accompanying explanation of any rights and/or reconciliations required.

Mrs. Pierce seconded the motion.

Ayes: Pierce, DeHart, Galbreath, Garrett, Page.

ACCEPTANCE OF CONSENT CALENDAR – MISCELLANEOUS (2026-1580)

Mr. Galbreath moved to approve the following:

Approval of Student Trip

To permit Ms. Marlo Mitch, HS Teacher, and students to attend the 2026 Youth to Youth Summer Conference at Ohio Wesleyan University on July 8-11, 2026.

Contract with the Clark County Sheriff's Office for School Resource Officer

To permit Mr. Brian Kuhn, Superintendent, to contract with the Clark County Sheriff's Office for a School Resource Officer for the 2026-2027 school year.

Contract with the Clark County Educational Service Center

To authorize the Superintendent to contract with Clark County Educational Service Center for the 2026-2027 school year.

Resolution Requesting Certification of Estimated Tax Rates for an Income Tax– ORC 5748.02

WHEREAS, Ohio Revised Code Section 5748.02 authorizes school districts to impose voter-approved income taxes upon their residents; and

WHEREAS, a resolution declaring the necessity to raise additional School District revenue must be passed and certified to the Tax Commissioner for the State of Ohio (the "Tax Commissioner") in order to permit the Board to consider the levy of a school district income tax and to preserve the right to submit the question of levying such a school district income tax to the electors of the School District at the election to be held on November 3, 2026;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Clark-Shawnee Local School District, Clark County, Ohio, a majority of all of the members thereof concurring, that:

Section 1. Pursuant to Ohio Revised Code Section 5748.02, the Board determines that it is necessary to raise annually the additional amount of \$1,534,380 (the "Specified Revenue Amount") by proposing the question at the election to be held on November 3, 2026 of levying an earned income school district income tax on the school district income of individuals residing in the School District for the purpose of current expenses for 5 years (the "Income Tax").

Section 2. The school district income that shall be subject to the Income Tax is the "taxable income" defined in Ohio Revised Code Section 5748.01(E)(2).

Section 3. The Treasurer is directed to immediately certify a copy of this Resolution to the Tax Commissioner, not later than July 24, 2026, together with a request that the Tax Commissioner determine and certify to the Board (i) the property tax rate that would have had to be imposed by the School District in the current year to produce the Specified Revenue Amount and (ii) the income tax rate that would have had to have been

in effect for the current year to produce an equivalent amount of money to the Specified Revenue Amount.

Section 4. It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Ohio Revised Code Section 121.22.

Ms. Garrett Seconded the motion.

Ayes: DeHart, Galbreath, Garrett, Page, Pierce.

The Board took a break at 8:00 pm and returned at 8:07 pm.

ADDITIONAL ITEMS FOR BOARD DISCUSSIONS AND/OR ACTION

EXECUTIVE SESSION - (2026-1581)

Mr. DeHart moved to go into executive session pursuant to ORC 121.22(G)(1) for the purpose of considering the employment, discipline, and/or dismissal of public employees of the school district at 8:08 pm.

Mr. Galbreath Seconded the motion.

Ayes: Galbreath, Garrett, Page, Pierce, DeHart.

Mr. DeHart declared the board out of Executive Session at 9:40 pm.

Presentation of Resignation–Elisabeth Appis

Mr. Dehart called for a motion to accept the resignation of Elizabeth Appis effective May 28, 2026.

Acceptance of Appis resignation died due to the lack of a motion.

Resolution to Terminate the Non-Teaching Contract of Ms. Elisabeth Appis Pursuant to ORC Section 3319.081 (2026-1582)

Mr. Galbreath moved to approve the following:

WHEREAS, Ohio Revised Code Section 3319.081 provides that the contract of a nonteaching employee may be terminated by a majority vote of the board of education for the employee's violation of written rules and regulations as set forth by the board of education, or for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct,

insubordination, discourteous treatment of the public, neglect of duty, or any other acts of misfeasance, malfeasance, or nonfeasance; and

WHEREAS, the Clark-Shawnee Local School District Board of Education ("Board") employs Elisabeth Appis ("Appis") as an Instructional Aide under a nonteaching contract pursuant to Ohio Revised Code Section 3319.081; and

WHEREAS, on May 20, 2026, Appis was notified in writing by the Superintendent of the Superintendent's intent to recommend to the Board that Appis's nonteaching contract with the District be terminated, effective immediately, pursuant to Ohio Revised Code Section 3319.081; and

WHEREAS, the notice issued by the Superintendent to Appis on May 20, 2026, included the grounds for the Superintendent's recommendation to the Board that Appis's nonteaching contract be terminated, which are dishonesty, insubordination, and neglect of duty through job abandonment, and as more specifically set forth in said notice; and

WHEREAS, the notice issued by the Superintendent to Appis on May 20, 2026, included notice that Appis was entitled to a due process hearing before the Board at the Board's regular public meeting on May 28, 2026, regarding the grounds set forth in the May 20, 2026, notice, prior to the Board taking any official public action on the Superintendent's recommendation for termination; and

WHEREAS, Appis did appear for the due process hearing before the Board at the Board's regular public meeting on May 28, 2026, and was afforded a full opportunity to be heard on the grounds as stated above and as set forth in the written notice issued May 20, 2026, prior to the Board taking any official public action on the Superintendent's recommendation that the Board terminate Appis's nonteaching contract effective immediately pursuant to Ohio Revised Code Section 3319.081; and

WHEREAS, the Board has reviewed and fully considered the matters presented by the Superintendent and Appis in the due process hearing regarding to the Superintendent's recommendation that the Board take official public action to terminate Appis's nonteaching contract effective immediately, pursuant to Ohio Revised Code Section 3319.081, including Appis's record of employment as a whole with the District; and

WHEREAS, the Board has determined upon said review and consideration that the conduct of Elizabeth Appis as established during the due process hearing, is

sufficient grounds to support the termination of Appis's nonteaching contract with the District effective immediately on the grounds of dishonesty, insubordination, and neglect of duty through job abandonment, all of which are grounds for termination of Appis's nonteaching contract under Ohio Revised Code Section 3319.081;

NOW THEREFORE BE IT RESOLVED that pursuant to Ohio Revised Code Section 3319.081, the Clark-Shawnee Local School District Board of Education ("Board") hereby acts to approve the Superintendent's recommendation to terminate the nonteaching contract of Elisabeth Appis ("Appis") effective immediately on the grounds set forth above herein and as set forth in the notice issued by the Superintendent to Elisabeth Appis on May 20, 2026;

BE IT FURTHER RESOLVED that the Clark-Shawnee Local School District Board of Education hereby directs its Treasurer to issue written notice of this action forthwith to Elisabeth Appis by certified U.S. mail, and further directs its Superintendent and Treasurer to resolve any remaining items under the administration's control with respect to the employment of Elisabeth Appels with the Clark-Shawnee Local School District.

Mrs. Pierce Seconded the motion.

Ayes: Garrett, Page, Pierce, DeHart, Galbreath.

ADJOURNMENT

Mr. Galbreath moved to adjourn the meeting at 9:42 pm.

Mrs. Garrett Seconded the motion.

Ayes: Page, Pierce, DeHart, Galbreath, Garrett.

President

Treasurer