

**REGULAR MEETING OF THE VERMILION LOCAL SCHOOLS  
BOARD OF EDUCATION  
MONDAY, JULY 14, 2025 at 6:00 PM  
VHS COMMONS**

**REGULAR MEETING**

This is a meeting of the Vermilion Board of Education in public for the purpose of conducting the School District's business, and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated on the agenda. Vermilion Board Bylaw 0165.1.

**I. Call to Order**

**II. Roll Call**

Mrs. Inness \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

**III. Pledge of Allegiance**

**IV. Legislative Report**

**V. Public Participation on Agenda Items Only.** This time is allotted for community members to speak to the Board regarding an item(s) on this agenda. Please register your name, address, topic, and group affiliation (if applicable).

❖ Time Allotted: 30 minutes total. Individuals should keep their time to three (3) minutes or less. The Board President reserves the right to limit a speaker's time.

**VI. SUPERINTENDENT'S REPORT AND/OR RECOMMENDATIONS**

**A.** Recommend a resolution to the Board to approve Summer Burris, VHS Assistant Principal to a 3-year contract beginning August 1, 2025-July 31, 2028 at Step 9.

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

**B. Approve the revisions of District policies as recommended for the first read (Attachment A).**

- ❖ Policy 1240 Evaluation of the Superintendent
- ❖ Policy 1330 Evaluation of the Treasurer

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

**C. Approve the annual review of District Policies (Attachment B):**

- ❖ 2261.01 Parent and Family Member Participation in Title I Programs
- ❖ 5111.01 Homeless Students
- ❖ 5113 Inter-District Open Enrollment
- ❖ 5113.01 Intra-District Open Enrollment
- ❖ 5630.01 Behavior Intervention and Supports and Limited Use of Restraint and Seclusion

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

**D. Approve the Special Project Rate of \$34.00 per hour for New Teacher Orientation August 11 to August 14, 2025 to:**

- ❖ Jessica Benson

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

## **VII. TREASURER'S REPORT AND/OR RECOMMENDATIONS**

- A.** Recommend a resolution determining to proceed with submitting the question of the issuance of school improvement bonds in the aggregate principal amount of \$47,000,000 to the electors of the school district pursuant to section 133.18 of the revised code, at an election to be held on November 4, 2025 (Attachment C).

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

- B.** Recommend a resolution to the Board to approve the Financial Report for June 2025 (Attachment D).

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

- C.** Recommend a resolution to the Board to approve the FY2025 Final Appropriations and Transfers (Attachment E).

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

- D.** Recommend a resolution to the Board to approve the Ritter Public Library 2026 Initial Tax Budget (Attachment F).

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

- E.** Recommend a resolution to the Board to approve Student Activity Program Purpose, Goals and Budgets for the 2025-2026 school year (Attachment G).

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

- F.** Recommend a resolution to formally recognize District Support Organizations per Board Policy 9211 the Vermilion Choral Boosters (Attachment H).

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

- G.** Recommend a resolution to approve the Settlement Agreement (Attachment I).

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

## **VIII. CONSENT AGENDA**

The Superintendent and Treasurer recommend that the Board of Education approve the Consent Agenda items. Action by the Board of Education in “Adoption of the Consent Agenda” means that all items are adopted by one vote unless a member of the Board, the Treasurer, or the Superintendent requests that any such item be removed from the Consent Agenda and voted on separately.

- A.** Approve the minutes of the June 9, 2025 Regular Meeting. (Attachment J).
- B.** Approve the 2025-2026 Student Handbooks Preschool, Vermilion Elementary School, Sailorway Middle School and Vermilion High School and the Coaches Handbook (Attachment K).
- C.** Approve the 2025-2026 School Fees for VES, SMS and VHS (Attachment L).

- D.** Approve the 2025-2026 Independent Contractor Agreement between Vermilion Local School District Board of Education and the Ohio Schools Council (Attachment M).
- E.** Approve the 2025-2026 Project SEARCH Memorandum of Understanding with Mercy Health - Lorain Hospital a transition program for students with developmental disabilities. (Attachment N).
- F.** Approve the 2025-2026 Ohio Developmental Supports Transportation Contract for transportation to PEP Prentiss at \$237.00 per trip plus van aide at \$47.00 per trip (Attachment O).
- G.** Approve the hourly rate increase of the following classified substitute positions:
- ❖ Bus Driver, \$17.00 hr.
  - ❖ Bus Aide, \$11.00 hr.
  - ❖ Food Service \$12.00 hr.
  - ❖ Playground/Cafeteria Monitor \$11.00 hr.
- H. Approve the Employment Action:**
- Retirement:**
- ❖ Carol McCauley effective August 31, 2025
- Resignation:**
- ❖ Lauren Seeley, Intervention Specialist, effective July 9, 2025
- I.** Approve the Two (2) year Classified Limited Contract for the 2025-2026 school year to the following:
- ❖ Jules Bartlome, Educational Aide to SMS Food Service, Step 3
  - ❖ Brianne Lasch, Educational Aide to General Administrative Assistant, Step 3
- J.** Approve the Summer Student Contract for:
- ❖ Andrew Perry, Bus Garage, \$15.00/hr.

**K.** Approve the One (1) Year Classified Substitute Contract for the Summer of 2025 and the 2025-2026 school year to:

- ❖ John West, Maintenance/Custodian, \$18.00/hr.

**L.** Approve the Special Project Rate Contract for the Summer of 2025 at \$34.00/hr. for:

- ❖ Laura Moyer up to 20 additional hour for Preschool evaluations
- ❖ Shelly Wentworth up to 10 additional hours for Preschool evaluations
- ❖ Kristen Schon up to 10 additional hours for Preschool evaluations

**M.** Approve the Per Diem Rate Contract for the Summer of 2025 to:

- ❖ Brooke Spafford up to 20 additional hours for Preschool evaluations
- ❖ Claire Vilagi, up to 40 additional hours for FFA

**N.** Approve the One (1) Year Certified Teachers Salary increase due to education level to Master's degree to:

- ❖ Cassiopia Brunow, from Level 1 to Level 4

**O.** Approve the change in the Supplemental Level from Level 8 to Level 9 to Summer Silvies, Percussion Instructor for 2024-2025.

**P.** Approve the One (1) Year Additional Duties Contract for the 2025-2026 school year to the following:

- ❖ Jeffrey Olsen, Girls Golf Head Coach, Level 22, Step 6
- ❖ Stacie Smith, Girls Assistant Golf Coach, Level 15, Step 3
- ❖ Joseph Schneid, Head Boys Golf Coach, Level 22, Step 6
- ❖ Kenneth Ryan, Assistant Boys Golf Coach, Level 15, Step 6
- ❖ Seth Lyons, VHS Assistant Football Coach, Level 24, Step 6
- ❖ Michael D'Egidio, Head Coach 8th Grade Football, Level 16, Step 6
- ❖ Kurt Innes, Head Boys Soccer Coach, Level 24, Step 6
- ❖ Jason Bosch, Assistant Boys Soccer Coach, Level 15, Step 0
- ❖ Anjeanette Caffarel, Assistant Girls Volleyball Coach, Level 16, Step 6
- ❖ Rebecca Balduff, Assistant Girls Volleyball Coach, Level 16, Step 6
- ❖ Anjeanette Caffarel, Head 8th Grade Volleyball Coach, Level 14, Step 6
- ❖ Brett Colahan, Weight Room Coordinator, Level 14, Step 6

- ❖ Daniel Walther, Co-Fall Faculty Manager, Level 18, Step 6
- ❖ Anjeanette Caffarel, Co-Fall Faculty Manager, Level 18, Step 6
- ❖ Michael Palm, Co-SMS Athletic Director, Level 40, Step 6
- ❖ Matthew Pisano, Co-SMS Athletic Director, Level 40, Step 5
- ❖ Michael Palm, SMS Assignor of Officials, Level 5, Step 4
- ❖ Kenneth Ryan, SMS Boys Intramurals 1st Semester, Level 7, Step 6
- ❖ Shawn Stillman, SMS Girls Intramurals 1st Semester, Level 7, Step 6
- ❖ Emily Rich, VHS Head Football Cheer Advisor, Level 11, Step 1
- ❖ Caitlyn Arendt, BHS Broadcast Journalism, Level 10, Step 6
- ❖ Kellie Pancost, VHS Yearbook, Level 14, Step 6
- ❖ Patricia Graves, English Department Chair, Level 13, Step 6
- ❖ Devon Snook, Math Department Chair, Level 13, Step 6
- ❖ Christine Reynolds, Social Studies Department Chair, Level 13, Step 0
- ❖ Joseph Schneid, Science Department Chair, Level 13, Step 6
- ❖ Marlayna Jacinto, Special Education Department Chair, Level 13, Step 6
- ❖ Stacey Webb, Electives Department Chair, Level 13, Step 6
- ❖ Sarah Kairis, Kindergarten Team Leader, Level 12, Step 6
- ❖ Julie Youskievicz, 1st Grade Team Leader, Level 12, Step 6
- ❖ Kelli Collins, 2nd Grade Team Leader, Level 12, Step 0
- ❖ Meeghan Costanzo, 3rd Grade Team Leader, Level 12, Step 0
- ❖ Allison Keating, 4th Grade Team Leader, Level 12, Step 5
- ❖ Janelle Molenaar, 5th Grade Team Leader, Level 12, Step 2
- ❖ Nicole DeKam, 6th Grade Team Leader, Level 12, Step 6
- ❖ Kendra Snook, 7th Grade Team Leader, Level 12, Step 6
- ❖ Michael Palm, 8th Grade Team Leader, Level 12, Step 6
- ❖ Katie Cseh, Special Education Team Leader Grades K-3, Level 12, Step 6
- ❖ Jessica Nardi, Special Education Team Leader Grades 4-7, Level 12, Step 6
- ❖ Anjeanette Caffarel, Senior Class Advisor, Level 26, Step 6
- ❖ Cara Habermehl, Assistant Senior Class Advisor, Level 12, Step 6
- ❖ Christine Reynolds, Junior Class Advisor, Level 4, Step 6
- ❖ Rebecca Dubber, Sophomore Class Advisor, Level 4, Step 3
- ❖ Shawna Stillman, SMS Student Council Advisor, Level 6, Step 6
- ❖ David Funk, 8th Grade Student Council Advisor, Level 7, Step 1
- ❖ David Funk, 8th Grade Washington DC Advisor, Level 3, Step 0
- ❖ Anjeanette Caffarel, DC Trip Overnight Chaperone, Level 0, Step 3
- ❖ David Funk, Chess Club Advisor, Level 4, Step 1
- ❖ Christen Schneid, Co-Educational Fair (Art Show) Coordinator,  
Level 5, Step 2
- ❖ Rachel Kidd, Co-Educational Fair (Art Show) Coordinator,  
Level 5, Step 1

- ❖ David Funk, Educational Fair (Career Fair) Coordinator, Level 5, Step 1
- ❖ Christen Schneid, VHS Art Club Advisor, Level 9, Step 6
- ❖ Andrea Askins, SMS Art Club Advisor, Level 9, Step 6
- ❖ Michael D'Egidio, Co-National Honor Society Advisor, Level 8, Step 6
- ❖ Kellie Pancost, Co-National Honor society Advisor, Level 8, Step 6
- ❖ Kimberly Judd, VHS Drama Club Advisor, Level 12, Step 6
- ❖ Olivia Eldridge, SMS Drama Club Advisor, Level 11, Step 1
- ❖ Rebecca Dubber, VHS Academic Advisor, Level 14, Step 6
- ❖ Jason Bosch, VHS Assistant Academic Advisor, Level 7, Step 2
- ❖ Devon Snook, Speech and Debate Advisor, Level 18, Step 6
- ❖ Rebecca Dubber, Co-Friday School Advisor, Level 10, Step 2
- ❖ Jennifer Higley, Co-Friday School Advisor, Level 10, Step 1
- ❖ Kimberly Judd, VHS Marching Band, Level 29, Step 6
- ❖ Grace Robinson, VHS Assistant Marching Band, Level 14, Step 3
- ❖ Grace Robinson, VHS Pep Band, Level 6, Step 3
- ❖ Olivia Eldridge, VHS Performing Choirs, Level 10, Step 1
- ❖ Olivia Eldridge, SMS Performing Choirs, Level 0, Step 1
- ❖ Kimberly Judd, VHS Performing Band, Level 10, Step 6
- ❖ Grace Robinson, VHS Assistant Performing Band, Level 7, Step 3
- ❖ Grace Robinson, SMS Performing Band, Level 1, Step 3
- ❖ Kimberly Judd, VHS Sailor Jazz Band, Level 6, Step 6
- ❖ Olivia Eldridge, Soundsation, Level 6, Step 1
- ❖ Kimberly Judd, Director Major Musical, Level 22, Step 6
- ❖ Andrea Askins, Public Performance Art K-12, Level 0, Step 4
- ❖ Christen Schneid, VHS Building Tech. Coordinator, Level 25, Step 6
- ❖ Kenneth Ryan, SMS Building Tech. Coordinator, Level 25, Step 3
- ❖ Brian Hayes, VES Building Tech. Coordinator, Level 25, Step 6
- ❖ Patricia Graves, Faculty Gifted Coordinator, Level 23, Step 6
- ❖ Patricia Graves, AP English, Level 4, Step 6
- ❖ Jordan Fahr, AP College Bound, Level 4, Step 1
- ❖ Patricia Graves, CCP English, Level 4, Step 6
- ❖ Devon Snook, CCP Pre-Calculus, Level 4, Step 6
- ❖ Christin Reynolds, CCP Psychology, Level 4, Step 6
- ❖ Cara Habermehl, CCP, Level 4, Step 1
- ❖ Angela Dewitt, Teacher Directed Seminar (History Day), Level 2, Step 6
- ❖ Leia Innes, Teacher Directed Seminar (History Day), Level 2, Step 6
- ❖ Christen Schneid, Independent Study, Level 1, Step 6
- ❖ Michael Palm, Leo Club Advisor, Level 7, Step 6
- ❖ Caitlyn Arendt, Library, Level 18, Step 6
- ❖ Cara Habermehl, Co-Credit Flexibility Facilitator, Level 14, Step 1

- ❖ Jordan Fahr, Co-Credit Flexibility Facilitator, Level 14, Step 1
- ❖ Jason Bosch, Robotics Advisor, Level 18, Step 4
- ❖ Beth Lambert, Program Coordinator Mentors, Level 4, Step 6
- ❖ Beth Lambert, RESA Facilitator, Level 3, Step 6
- ❖ Kelly Frederick, Experienced Teacher Mentor, Level 1, Step 2
- ❖ Shawna Stillman, Experienced Teacher Mentor, Level 1, Step 0

**Q.** Approve the One (1) Year Non-Teaching Supplemental Contracts for 2025-2026 to the following:

- ❖ William DiFucci, VHS Head Football Coach, Level 44, Step 6
- ❖ Larry (Curt) Cooper, VHS Assistant Football Coach, Level 24, Step 4
- ❖ Adam Garcia, VHS Assistant Football Coach, Level 24, Step 4
- ❖ David Domonkos, VHS Assistant Football Coach, Level 24, Step 6
- ❖ Terrence Anders, Head Girls Tennis Coach, Level 22, Step 6
- ❖ Molly Anders, Assistant Girl Tennis Coach, Level 15, Step 4
- ❖ Jordan Luce, VHS Assistant Flag Corp Advisor, Level 5, Step 3
- ❖ Kristen Meyers, VHS Assistant Football Cheer Advisor, Level 7, Step 0
- ❖ Preston Watkins, Esports Advisor, Level 18, Step 0
- ❖ Adam Panas, VHS Percussion Instructor, Level 9, Step 0

**R.** Approve the One (1) Year Classified Limited Contract for the 2025-2026 school year to:

- ❖ Zalia Wallrabenstein, Educational Aide
- ❖ Nicole West, Educational Aide

**S.** Approve 5 additional hours of training for:

Nicole West, Educational Aide  
Zalia Wallrabenstein, Educational Aide

**T.** Approve the Special Project Rate of \$34.00 per hour for New Teacher Orientation August 11 to August 14, 2025 to the following:

- ❖ Cassiopia Brunow
- ❖ Ashley Caruloff
- ❖ Sarah Moore
- ❖ Brooke Meyer
- ❖ Cecilie Reich
- ❖ Emily Rich

- ❖ Angela Sanzenbacher
- ❖ Sawyer Schafer

Items to be removed from the Consent Agenda:

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Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_; Miss Dodge \_\_\_\_\_

- IX.** Dates and location of upcoming Board Meetings. Meetings will be held in the Vermilion High School Commons, 1250 Sanford St. Vermilion at 6:00 PM, unless otherwise noted.

- ❖ Regular Meeting - Monday, August 11, 2025
- ❖ Regular Meeting - Monday, September 8, 2025
- ❖ Regular Meeting - Monday, October, 13, 2025

## **X. PUBLIC PARTICIPATION**

The Public Participation section of the Board of Education's agenda is specifically designed for the public to address the Board with their compliments, concerns, ideas, and/or questions. The Board welcomes your comments. If you wish to address the Board regarding an issue, the Board would remind you of two things: first, your comments should be factual and respectful of the rights of others, and second, before coming to the Board with an issue, you should have first addressed it with the appropriate teacher, staff member, or administrator. This meeting of the Board of Education in public is for the purpose of conducting the School District's business.

- ❖ Time Allotted: 30 minutes total. Individuals should keep their time to 3 minutes or less. The Board President reserves the right to limit a speaker's time.

**XI. ADJOURNMENT TO EXECUTIVE SESSION**

Pursuant to Ohio Revised Code Section 121.22 (G)(1), I hereby move that the Board adjourned to executive session to consider the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee.

Motion: \_\_\_\_\_ Seconded by: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_

Time into Executive session: \_\_\_\_\_ Time out of Executive session: \_\_\_\_\_

**XII. ADJOURNMENT**

Motion: \_\_\_\_\_ Seconded: \_\_\_\_\_

Mrs. Innes \_\_\_\_\_; Mr. Benson \_\_\_\_\_; Mr. Habermehl \_\_\_\_\_; Mrs. Stepp \_\_\_\_\_;  
Mrs. Russell \_\_\_\_\_

Time adjourned \_\_\_\_\_