Board of Education Regular Meeting (Tuesday, September 1, 2026)
Generated by Kimberly Grilli on Wednesday, September 2, 2026

Members present
LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Meeting called to order at 6:31 PM

A. Opening Items

Procedural: 1. Call to Order at 6:31 pm

Procedural: 2. Roll Call - All present

Procedural: 3. Pledge of Allegiance

Action 2026-307: 4. Move that the Board of Education approve the agenda. Remove G7 and add discussion item - Board Workshop. Add G10 - Employee Contracts being signed (Discussion item) and remove Executive Session

Motion by Ashley Zimmer, second by LaToya Dowdell-Burger.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Ashley Zimmer, Dionna Herbert
No: Kathleen Walsh, John Kershner

Action 2026-308: 5. Move that the Board of Education approve the agenda. Leave Executive session in.

Motion by Kathleen Walsh, second by John Kershner.
Final Resolution: Motion Fails
Yes: Kathleen Walsh, John Kershner
No: LaToya Dowdell-Burger, Ashley Zimmer, Dionna Herbert

Action 2026-309: 6. Adoption of Meeting Agenda
Move that the Board of Education approve the agenda.

Motion by John Kershner, second by Kathleen Walsh.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Ashley Zimmer, Dionna Herbert
No: Kathleen Walsh, John Kershner

B. Public Participation

Information: 1. Guidelines for Public Participation - NONE

C. Approval of Meeting Minutes

Action 2026-310: 1. Approve the Minutes of the August 4, 2026 Regular Meeting and the August 7, 2026 Special Meeting
The Treasurer recommends the Groveport Madison Local Board of Education approve the minutes for the following meetings:
a. August 4, 2026 Regular Meeting
b. August 7, 2026 Special Meeting
All minutes may be approved by one motion unless a Board member requests removal of a specific date(s).

Motion by Ashley Zimmer, second by Dionna Herbert.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

D. Consent Agenda

Action 2026-311: 1. Approve Certificated Personnel Items
Resolution: The Superintendent recommends that the Groveport Madison Schools Board of Education approve the following Certificated Personnel Items:

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Action: 2. Approve Classified Personnel Items
The Superintendent recommends that the Groveport Madison Schools Board of Education approve the following Classified Personnel Items:

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

E. Executive Session

Action: 1. Motion to Enter - REMOVED

F. Reconvene from Executive Session

G. Board Items-New Business

Discussion, Action 2026-312: 1. Superintendent's Evaluation - AFB (also CBG) Ms. Walsh - Last eval was done Dec 2025. We need to schedule and see what process we want to use, and it gives the Supt time to prepare. Latoya - What goals are you looking for as a Board? What kind of format? Can we do this before the next Board mtg? Move that if no one responds to Adam by Sept 17th, the evaluation form stays the same.

The Board discussed the use of previously established goals and expectations in the Superintendent's upcoming evaluation, as well as the development of new goals for future evaluations.

The Board discussed both the Superintendent's and Treasurer's evaluations as part of its annual evaluation process. For the Superintendent, the Board noted that an evaluation is required at least once each year and that the last evaluation occurred in December 2025. Members discussed completing the next evaluation in November or December 2026 and emphasized the importance of establishing the evaluation format and expectations well in advance so the Superintendent has adequate time to prepare supporting documentation. Much of the discussion focused on whether to continue using the district's previously reformatted OSBA evaluation form or consider another format. Members agreed that any proposed alternative formats, wording, goals, or other revisions should be submitted to Treasurer Adam Collier by September 17 so they could be distributed to the entire Board for review.
The Board also discussed how goals should factor into the Superintendent's evaluation. Members agreed that the Superintendent should not be evaluated retroactively on goals or standards that had not previously been established. Instead, the upcoming evaluation should assess performance based on the expectations already in place, while new Board goals and performance standards could be established as part of the process for the next evaluation cycle. The Board ultimately approved a motion that if no proposed changes or suggestions are submitted to the Treasurer by September 17, the existing Superintendent evaluation form will remain unchanged and the Board will not revisit the format discussion.
The Treasurer's evaluation discussion followed essentially the same process. The Board explained that its existing Treasurer evaluation is also based on an OSBA evaluation instrument that had been reformatted, primarily to place recommendations, commendations, and summary comments at the beginning while retaining the substantive evaluation elements. Some members questioned whether individual Board members' ratings should be reflected separately rather than combined into a single summary, noting that the existing document did not show individual rating worksheets or scores. The Board agreed to use the same September 17 deadline for proposed revisions to the Treasurer's evaluation and approved a motion providing that, if no changes are submitted by that date, the existing Treasurer evaluation form will remain in place.

Motion by Ashley Zimmer, second by Latoya Dowdell-Burger
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Discussion, Action 2026-313: 2. Treasurer's Evaluation - AFBA (also BCCB) Same as the Supt. eval. Move that if no one responds to Adam by Sept 17th, the evaluation form stays the same.

The Board discussed both the Superintendent's and Treasurer's evaluations as part of its annual evaluation process. For the Superintendent, the Board noted that an evaluation is required at least once each year and that the last evaluation occurred in December 2025. Members discussed completing the next evaluation in November or December 2026 and emphasized the importance of establishing the evaluation format and expectations well in advance so the Superintendent has adequate time to prepare supporting documentation. Much of the discussion focused on whether to continue using the district's previously reformatted OSBA evaluation form or consider another format. Members agreed that any proposed alternative formats, wording, goals, or other revisions should be submitted to Treasurer Adam Collier by September 17 so they could be distributed to the entire Board for review.
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The Treasurer's evaluation discussion followed essentially the same process. The Board explained that its existing Treasurer evaluation is also based on an OSBA evaluation instrument that had been reformatted, primarily to place recommendations, commendations, and summary comments at the beginning while retaining the substantive evaluation elements. Some members questioned whether individual Board members' ratings should be reflected separately rather than combined into a single summary, noting that the existing document did not show individual rating worksheets or scores. The Board agreed to use the same September 17 deadline for proposed revisions to the Treasurer's evaluation and approved a motion providing that, if no changes are submitted by that date, the existing Treasurer evaluation form will remain in place.

Motion by Ashley Zimmer, second by John Kershner
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Discussion, Action 2026-314: 3. Board Evaluation - AFA (also BK)/AFA-E (also BK-E) Ms. Walsh - Since we are evaluating the Supt. and Treasurer, we need to evaluate the Board. Latoya - Where is the format coming from? Please provide the source where the format is coming from. Ashley - I would not like to do ourselves, but I would like for the community to evaluate us. Latoya - Stay on same schedule as of Sept 17th. John - I would like to wait and spend time doing the Supt and Treasurer now. Motion to keep same date of Sept 17th of giving info to Adam and then he can get out from OSBA.

September 17 was established as the deadline for providing information to the Treasurer regarding a possible community evaluation of the Board. LaToya was also going to check with OSBA about available evaluation options and provide that information to Adam for distribution to the Board.

The Board discussed its own evaluation process under Policy AFA and whether a formal Board self-evaluation should be conducted. Members noted that, unlike the Superintendent and Treasurer evaluations, a Board evaluation is not legally required each year. The discussion focused on the purpose of evaluating the Board and whether the process should measure how effectively members work together as a governing body, rather than simply evaluating individual Board members.
Members also discussed whether feedback from the community or other stakeholders should be incorporated into the evaluation process. Some questioned whether a traditional self-evaluation provides enough useful information and suggested that constituent or community input could offer a broader perspective on the Board's performance. The Board reviewed the possibility of using evaluation examples or resources available through the Ohio School Boards Association and discussed whether Policy AFA itself might eventually need to be revised to better reflect the type of evaluation process the Board wants to use.
Ultimately, the Board agreed to continue considering possible formats before making a final decision. Members were asked to submit any proposed evaluation tools, formats, or suggested changes by September 17, using the same deadline established for the Superintendent and Treasurer evaluation discussions. This would allow the various proposals to be distributed to all Board members for review before determining how to proceed with the Board evaluation process.

Motion by Latoya Dowdell-Burger, second by Ashley Zimmer
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, John Kershner, Ashley Zimmer, Dionna Herbert
No: Kathleen Walsh

Action 2026-315: 4. Policy Review - First Read
The Board recommends the Groveport Madison Schools Board of Education waive the First Reading and move straight to the final review and vote of the attached policies.

Motion by LaToya Dowdell-Burger, second by John Kershner.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Discussion, Action 2026-316: 5. Review Parent Voice Committee Form -Ashley - Grandfather in the parents that did it in the past. Latoya - Yes, very good idea. Asked Ty to get it out soon. Ty - Will do. Make this a standing form and every year it goes out for Parent Voice Committee and it can not change unless the Board motions to change it in the future.

The Board discussed the Parent Voice Committee and reviewed the form that had previously been used for the Parent Advisory group. Members clarified that the form is intended to identify parents who are interested in participating rather than serve as a competitive application process where only certain parents are selected. Historically, participation has remained open to parents who sign up, while maintaining an application on file for each participant. The Board also supported allowing parents who previously participated to remain involved, similar to the approach used with returning members of the Student Voice Committee.
The Board emphasized the importance of actively promoting the committee to increase parent participation. Because the form was not yet included in Final Forms and the school year had already begun, members suggested developing a communication campaign using social media, school communications, the district website, and outreach to parents who had previously expressed interest. Parent-teacher conferences and extracurricular activities were also identified as opportunities to promote the committee and encourage families to become involved.
The Board ultimately approved making the Parent Voice Committee form a standing, recurring form. It will be included in Final Forms when parents enroll their children in the district and will remain the established form unless the Board takes formal action to change it. This approach is intended to provide an ongoing method for identifying interested parents without requiring the Board to recreate or reapprove the application process each year.

Motion by Ashley Zimmer, second by Latoya Dowdell-Burger
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Discussion, Action 2026-317: 6. Discuss Student Voice Committee Applications - Move to make this a standing form and every year it goes out for Student Voice Committee and it can not change unless the Board motions to change it in the future.

Motion by Ashley Zimmer, second by Latoya Dowdell-Burger
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Discussion: 7. Cruiser Accel - REMOVED Changed to Board Workshop - discussion - Ashley - I have been in contact with OSBA and they can come and do a workshop to help our Board. This flyer is it. They have a Board self-assessment survey. This is a first step. John - Can we add on goals to this. Kathleen - Need district goals and short and long term goals. Dionna - We have civil discourse and this workshop hopefully can navigate us through those waters. We need to be able to work together before we have goals. Latoya- I agree with Dionna and maybe do the goals later. Mr. Grube - We have a strategic plan and we did it less than 2 years ago. We have short and long term goals that I have submitted to the Board. LaToya - We need to work together as a Board. Have the same message and not do work on-line. Schedule meeting for Oct 13th if OSBA can do it that date.

The Board discussed holding a workshop facilitated by the Ohio School Boards Association (OSBA) to address Board governance and improve how members work together. Information had been gathered from an OSBA representative regarding the workshop, including costs and the process. One feature highlighted was an anonymous Board self-assessment completed before the workshop, which would help the facilitator identify areas of concern and focus the session on the Board's specific needs. Members discussed the workshop as an opportunity to improve collaboration, communication, and overall Board effectiveness.
A significant part of the discussion centered on whether Board and district goals should also be incorporated into the workshop. Some members expressed concern that the district still needed clearer Board goals and short- and long-term strategic direction, while others emphasized that improving civil discourse, professional communication, listening, and collaboration should be an initial priority. The Board generally agreed that the two objectives could work together and discussed asking OSBA to expand the workshop to include goal-setting in addition to governance and Board relations.
The Board reached a general consensus to have the OSBA contact provide an updated proposal that includes both governance and goal-setting and to obtain several possible workshop dates. Those dates would be sent through Treasurer Adam Collier so Board members could review their availability in advance. Members specifically discussed trying to schedule the workshop during the second Board meeting in October, allowing the Board to address collaboration and governance while also moving forward with its goal-setting work.

Action 2026-318: 8. Motion for 5 min recess

Motion by Ashley Zimmer, second by Latoya Dowdell Burger
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Discussion: 9. Transportation - Complaint received about students being let out early. - KATHY Mr. Grube - Our buses got there early to be first in line and so we called the school and took care of it so it does not happen again. Ashley - Can we do a committee for transportation since we are coming up on negotiation for busing and possible redistricting with bus routes. John - Reach out to State Auditor to get an unbiased opinion. More than 20 years ago there was a thought where we can do it in house cheaper. Ashley - Can it be a Supt committee, please? LaToya - I would like to be on it. Auditor of State helping. I want to use policy CE and have it be an Admin committee. Ashley and Dionna agree.

The Board's transportation discussion began with clarification of a complaint that students were allegedly being released early from school to accommodate bus schedules. The Superintendent explained that two buses needed to leave one school and immediately travel to another, so they arrived early and were positioned first in line. He emphasized that the district had not asked the school to release students early, and the misunderstanding had been addressed. The conversation then broadened to upcoming transportation contracts, possible redistricting, and opportunities to reduce costs before the district enters future negotiations with its transportation provider.
Board members discussed creating a transportation-focused committee to examine routing, school boundaries, student travel times, and overall costs. Members referenced concerns that current attendance boundaries can divide neighborhoods among multiple schools and may not always align students with the closest school. They also discussed whether an outside review, possibly involving the State Auditor or another independent transportation expert, could help identify inefficiencies and provide objective comparisons. A prior transportation review was cited as an example of how outside expertise had helped identify routing and ridership issues, and members stressed the importance of beginning the work early enough to make informed decisions before the end of the year.
The Board then considered how the committee should be structured, including whether it should operate as a Board advisory committee or as a Superintendent-established committee. Discussion focused on allowing the group to move quickly while still complying with Board policy and open-meeting requirements. Possible areas of study included lowering transportation costs, reviewing district boundaries, reducing the amount of time students spend on buses, identifying safe opportunities for students to walk to school, and obtaining an independent review of the district's transportation routing software. The Superintendent ultimately indicated that he would begin developing a plan and share his recommendations with the Board.

Action 2026-319: 10. Resolution Establishing a Board Legal Liaison
The Superintendent recommends the Groveport Madison Schools Board of Education approve the attached Resolution Establishing a 07272026 that is attached to the Boarddocs.

The Board had an extensive discussion about a proposed resolution intended to establish a more controlled process for obtaining legal counsel and reducing the district's legal expenses. The proposal arose from concerns about the amount being spent on legal services and individual Board members independently contacting attorneys. There was some confusion over which version of the resolution was actually being considered because multiple versions had been circulated, including one involving a Board member serving as a legal liaison and another routing legal questions through designated administrators. The Board ultimately clarified that Resolution 0727-2026 was the version under consideration.

Supporters of the proposal explained that its primary purpose was to reduce unnecessary or duplicative communication with attorneys and control legal costs. Under the proposed structure, legal questions would generally be routed through designated district administrators, or the full Board could authorize contacting legal counsel. The argument was that individual Board members should not independently direct day-to-day district operations or incur district legal expenses without Board authorization. The Superintendent emphasized that the Board exercises its authority collectively, while administration is responsible for carrying out the Board's direction. He also clarified that the attorneys' client remains the Board of Education—not the Superintendent or Treasurer—even when administrators communicate directly with legal counsel.

Several Board members raised concerns that the proposal could restrict an individual Board member's ability to obtain independent legal guidance. One concern was that routing requests through administration could create a conflict if the legal question involved the Superintendent, Treasurer, another administrator, possible financial wrongdoing, or another matter requiring independent Board oversight. Members questioned whether an individual Board member should have to seek permission from administration or a Board majority before consulting an attorney about whether an action is lawful. There were also concerns that the resolution could prevent minority Board members from adequately researching issues or preparing for meetings when the majority did not share their concerns.

As an alternative, one Board member proposed allowing each Board member a limited amount of attorney time each month rather than requiring all legal contact to go through administration. The suggestion was approximately 90 minutes to two hours per month per member, with written legal advice distributed to the entire Board and Superintendent to prevent duplication. The Treasurer could also maintain a centralized record of legal expenditures that the Board would review periodically. The argument was that this approach could substantially reduce legal expenses while preserving an individual member's ability to obtain independent advice when necessary. Other members responded that even a projected $60,000 annual maximum for this arrangement represented significant district resources that could otherwise support students and staffing.

The discussion also focused on the distinction between the authority of individual Board members and the authority of the Board as a whole. Some members emphasized that the Board operates by majority vote and speaks through the decisions of the full Board; therefore, an individual member should not independently commit district funds to legal services. Others argued that each elected member still has an individual responsibility to exercise independent judgment and perform oversight and may occasionally need confidential or independent legal guidance to fulfill that responsibility. Members also discussed the practical need for quicker responses from administration when constituents bring concerns to Board members, while acknowledging that constituents sometimes bypass the normal chain of command and bring operational matters directly to the Board.

Toward the end of the discussion, members acknowledged that the proposed resolution might not be perfect but agreed that the district's current level of legal spending needed to be addressed. There was discussion about obtaining additional input from OSBA and legal counsel, particularly because the specific resolution had reportedly been sent to legal counsel but no response had been received. A motion was eventually made to postpone the resolution until the next Board meeting to allow additional review and questions to be submitted. That postponement motion did not prevail, and the Board then returned to the original Resolution 0727-2026 for a vote, with the transcript reflecting that the resolution proceeded despite continued disagreement among members about the appropriate balance between controlling legal costs and preserving individual Board members' access to counsel.

GROVEPORT-MADISON LOCAL SCHOOL DISTRICT BOARD OF EDUCATION RESOLUTION ESTABLISHING A BOARD LEGAL LIASION AND PROCEDURES FOR COMMUNICATIONS WITH LEGAL COUNSEL Resolution #: __07272026_____ WHEREAS, the Board of Education has a fiduciary responsibility to ensure that public funds are expended responsibly and efficiently; and WHEREAS, the Board of Education recognizes that legal counsel is retained to advise and represent the Board of Education as a public body and the School District; and WHEREAS, the Board desires to promote efficient governance, reduce unnecessary legal expenditures, eliminate duplicative requests for legal services, provide consistent legal guidance to all Board members, and establish a clear process for coordinating communications with legal counsel; NOW, THEREFORE, BE IT RESOLVED, that the Groveport Madison Local School District Board of Education establishes the following procedures governing communications with legal counsel; Authorized District Representatives The Board designates the Superintendent, Deputy Superintendent, and Treasurer as the District's authorized administrative representatives for purposes of consulting with legal counsel regarding legal matters pertaining to the Groveport Madison Local School District. These officials may communicate directly with legal counsel as necessary to obtain legal advice, guidance, or representation related to, including but not limited to, District operations, personnel matters, student matters, contracts, litigation and other matters within the scope of their official duties. Board Requests for Legal Services Except as otherwise expressly authorized by action of the Board of Education, individual Board members shall not independently direct legal counsel to perform legal research, prepare legal opinions, draft documents, attend meetings, or otherwise perform billable legal services. Coordination of Legal Services The Superintendent, Deputy Superintendent, and Treasurer shall coordinate administrative requests to legal counsel to promote efficient use of District resources and minimize duplicative legal expenditures. Any request submitted by the Superintendent, Deputy Superintendent, or Treasurer pertaining to Board governance, Board operations, Board policies, Board procedures, Board member responsibilities, or any other matter involving the Board of Education shall be provided to all Board members at the time the request is submitted to legal counsel, unless prohibited by law, court order, or attorney-client privilege. Docusign Envelope ID: F02DCC9C-0280-81D3-8145-835F21158465 Any written legal opinion, memorandum, or other written legal guidance issued in response to such requests shall be distributed simultaneously to all Board members, unless prohibited by law, court order, or attorney-client privilege. When legal advice is requested by the Board through Board action, legal counsel shall distribute any written legal opinion, memorandum, or other written legal guidance simultaneously to all Board members unless prohibited by law, court order, or attorney-client privilege. Open Meetings Act Compliance Nothing in this Resolution shall be construed to authorize deliberation, discussion, polling, or consensus building among a majority of Board members outside a properly noticed public meeting. Communications coordinated through legal counsel shall be administrative in nature and shall not be used to conduct Board business outside meetings held in accordance with Ohio law. Board members receiving legal advice shall refrain from engaging in discussion regarding that advice through reply-all emails, serial communications, or other means that could be

construed as deliberation outside a public meeting. General Provisions Nothing in this Resolution limits the Board of Education's authority to retain, direct, or receive advice from legal counsel when acting as a public body through Board action. Nothing in this Resolution limits the authority of the Superintendent, Deputy Superintendent, or Treasurer to consult with legal counsel within the scope of their official duties. Legal counsel shall not undertake billable legal work requested by any individual Board member unless authorized by Board action. This Resolution governs communications with legal counsel and is intended to promote efficient governance, responsible stewardship of public funds, and consistent legal guidance while preserving the Board's authority under Ohio law. This Resolution shall become effective immediately upon its adoption. At a regular meeting of the Groveport Madison Local School District Board of Education on this 1st day of September, 2026 on motion by: _Ms. Dowdell-Burger, Ms. Zimmer seconded the motion and, after discussion a roll call vote was take and the results were: AYES: __3____ NAYS: __2____ This resolution passed: _3/2__ By: _____ Kathleen Walsh, President Groveport Madison Local School Docusign Envelope ID: F02DCC9C-0280-81D3-8145-835F21158465 District Board of Education ATTEST: By: _____ Adam Collier, Treasurer

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer.

Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Ashley Zimmer, Dionna Herbert
No: Kathleen Walsh, John Kershner

Action 2026-320: 11. Ms Walsh recommends the Groveport Madison Schools Board of Education postpone the attached Resolution Establishing a Board Legal Liaison.

Motion by Kathleen Walsh, second by John Kershner.
Final Resolution: Motion Fails
Yes: Kathleen Walsh
No: LaToya Dowdell-Burger, John Kershner, Ashley Zimmer, Dionna Herbert

Action 2026-321: 12. Move that the Groveport Madison Schools Board of Education get a 10 minute recess at 8:52 pm.

Motion by Kathleen Walsh, second by Dionna Herbert.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Action 2026-322: 13. Ashley recommends the Groveport Madison Schools Board of Education postpone the attached Resolution Establishing 07272026 in Boarddocs to the next Board mtg.

Motion by Ashley Zimmer, second by Kathleen Walsh.
Final Resolution: Motion Fails
Yes: Kathleen Walsh
No: LaToya Dowdell-Burger, John Kershner, Ashley Zimmer, Dionna Herbert

Discussion, Action 2026-323: 14. Employee Contracts
Move to give the Board President three days to sign employee contracts and then if not signed then the Vice President can sign.

The Board discussed concerns about delays in getting employee contracts signed after Board approval. Members initially considered allowing up to 10 business days for the Board President to sign contracts before shifting that responsibility to the Vice President, but several members felt 10 days was too long. The Director of Human Capital recommended a 72-hour turnaround, explaining that employees often need a signed contract to verify their employment and salary for purposes such as obtaining a mortgage, financing a vehicle, or otherwise documenting their employment. It was also confirmed that some contracts remained unsigned at the time of the meeting.
The discussion also addressed why some contracts had been delayed. Ms. Walsh explained that there were discrepancies in the contract language, including questions about hourly versus salaried classifications, and that she was waiting for clarification from legal counsel. Concerns were raised about discrepancies between Board-approved information and the contracts themselves, including differences in names and questions about whether certain positions should be described as salaried or hourly. Some members emphasized that contracts should not simply be signed quickly if information appears incorrect and that the person signing them still has a responsibility to review the documents carefully. Others noted that the contracts had been reviewed with legal counsel and that some language describing hourly rates was necessary for employees who may be eligible for overtime under the Fair Labor Standards Act. The overall discussion reflected a desire to balance timely processing with ensuring the contracts accurately match what the Board approved.
To address the existing backlog and prevent future delays, a motion was made to give the Board Vice President authority to sign contracts that had remained unsigned for more than 72 hours. The intent was to provide employees with their completed contracts promptly while maintaining an alternative signing process when the President is unable to complete them within the established timeframe. The motion was expanded to include both older outstanding contracts and future contracts exceeding the three-day window, with the expectation that documents would still be reviewed for accuracy before being signed.

Motion by Ashley Zimmer, second by LaToya Dowdell-Burger
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Action 2026-324: 15. Motion to give Vice President rights immediately to sign backdated contracts longer than three days old.

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer

Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

H. Superintendent's Agenda

Action: 1. Approve Resolution with Kegler, Brown, Hill & Ritter Co., L.P.A.
The Superintendent recommends the Groveport Madison Schools Board of Education approve the attached resolution with Kegler, Brown, Hill & Ritter Co., L.P.A. - Mr. Grube withdraws recommendation.

Motion by Ashley Zimmer, second by LaToya Dowdell-Burger.

Action 2026-325: 2. Approve MOU with Project Lead the Way
The Superintendent recommends the Groveport Madison Schools Board of Education approve the attached MOU with Project Lead the Way.

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Action 2026-326: 3. Ashley recommends the Groveport Madison Schools Board of Education postpone the attached MOU with Project Lead the Way.

Motion by Ashley Zimmer, second by John Kershner.
Final Resolution: Motion Fails
Yes: John Kershner
No: LaToya Dowdell-Burger, Kathleen Walsh, Ashley Zimmer, Dionna Herbert

Action 2026-327: 4. Approve Special Education Contracts
The Superintendent recommends the Groveport Madison Schools Board of Education approve the attached special education contracts.

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Action 2026-328: 5. Approve Resolution for Tiny Home Auction
The Superintendent recommends the Groveport Madison Schools Board of Education approve the resolution for a Tiny Home.

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Action 2026-329: 6. Approve Fields Trips
The Superintendent recommends the Groveport Madison Schools Board of Education approve the attached field trip requests.

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Discussion, Action 2026-330: 7. Resolution for Radon Mitigation
The Superintendent recommends the Groveport Madison Schools Board of Education approve the resolution for Radon Mitigation.

The Board discussed a resolution authorizing the district to move forward with an RFP for radon mitigation. During the discussion, members questioned whether additional independent radon testing should be completed before significant mitigation work is performed, particularly because prior proposal language reportedly recommended independent verification of the readings and did not guarantee that the proposed mitigation systems would reduce radon levels. Members also suggested reviewing whether the district's existing HVAC systems could be used more effectively to increase fresh-air circulation and reduce radon levels in rooms that were only slightly above acceptable levels.
Concern was also expressed about whether additional testing or HVAC review would delay the mitigation process and continue affecting staff and students. The discussion noted that radon readings are typically taken during the heating season and that additional testing and HVAC evaluation could potentially occur while the RFP process is moving forward. Members discussed testing rooms after increasing fresh-air circulation and, where possible, programming HVAC systems to provide additional ventilation before students and staff arrive. The goal would be to determine whether existing building systems could sufficiently lower radon levels in some areas before installing more extensive equipment such as floor penetrations, fans, or other mitigation systems.
The Board also discussed the importance of continued monitoring even after mitigation work is completed. One suggestion was to explore training and certifying a district HVAC employee to conduct future radon testing internally, which could allow the district to monitor conditions more regularly while potentially reducing testing costs. Administration noted that the effectiveness of increased ventilation would vary by building because some older HVAC systems have limitations on how much outside air they can bring in, while newer systems offer greater control. The administration indicated it was willing to review these options as the district moves forward with the mitigation process.

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer.

Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, John Kershner, Ashley Zimmer, Dionna Herbert
No: Kathleen Walsh

Action 2026-331: 8. Resolution for Bus Cameras
The Superintendent recommends the Groveport Madison Schools Board of Education approve the resolution for Bus Cameras

The Board discussed a resolution authorizing the district to develop and issue an RFP for the purchase and installation of cameras on district school buses. Members asked to review the RFP once it was prepared, particularly to make sure it addressed the district's existing equipment and other necessary specifications. There was some discussion about whether Board review would delay the normal RFP process, but it was ultimately clarified that the request was simply for Board members to receive a copy once it was prepared, not to require an additional Board approval before administration could move forward.
The Board also discussed the funding available for the camera project. Members noted that the district had originally sought a larger grant that included not only bus cameras but additional safety equipment, including items associated with the bus stop-sign extensions. Because the grant award was lower than requested, the project had previously been scaled back primarily to the cameras. Members asked whether the new RFP might allow the district to obtain more equipment for the available funding or use any remaining funds for additional safety improvements.
Ultimately, the Board approved moving forward with the bus camera RFP. Administration will prepare the specifications, have the RFP reviewed as needed, and proceed with the procurement process while providing Board members a copy of the RFP. The discussion also left open the possibility of considering additional safety items if funding remains available, although those items were viewed as separate from the primary scope of the camera RFP.

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Action 2026-332, Discussion: 9. Approve 2026-2027 Bus Stops
The Superintendent recommends that the Groveport Madison Schools Board of Education approve the Bus Stops for the 2026-2027 School Year as follows:

Motion by John Kershner, second by LaToya Dowdell-Burger.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

I. Treasurer's Agenda

Discussion: 1. Update on Funding and Budget Shortfall

This is just an update on funding the budget shortfall. I presented my five-year forecast, so you all saw that at the last Board meeting. We didn't make a lot of cuts, or many cuts at all, last year, but this year we're looking at about $7 million in cuts. So, it's substantially more than the $4.5 million from last year. We've already had very preliminary discussions with both unions. It's a tough topic and we don't enjoy talking about it, but it's something everybody understands we have to do based on where we are financially and what the state has done with our property taxes and state funding. Again, I'll repeat that we were cut about $1.6 million in state funding from last year to this year because of how the formula was revised.We've talked to three of the Board members so far about the process of going through everything, and those were good conversations. During those discussions, one of the things we talked about was redistricting and trying to have a timeframe of around Christmas. It would be nice to get these things wrapped up by then. But again, these are just preliminary talks. We have met with both unions, and it won't be the only meeting we have with them. It's a tough subject that nobody wants to talk about, but unfortunately we have to. Other districts are doing the same thing, but our focus is on what we need to do here. That's really all my update was—to let you know where we are in the process. We've met with three different Board members so far, individually.

Action 2026-333, Discussion: 2. Transportation agreement with Parents for their child
The Treasurer recommends the Groveport Madison Schools Board of Education approve the attached Transportation agreement with parents for their child.

Motion by Ashley Zimmer, second by LaToya Dowdell-Burger.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

Action 2026-334: 3. MOU with GMLEA
The Treasurer recommends the Groveport Madison Schools Board of Education approve the attached MOU with GMLEA.

Motion by LaToya Dowdell-Burger, second by Ashley Zimmer.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert

J. Board member comments

Discussion: 1. Board member announcements or brief comments
- John - Motion at next mtg. to share with board members.
- Ashley - Kathy please give whole Board the complaint that you received about Cruisier Accel.
- Latoya - Reach out to Congressman Carey about ERATE and how the federal government is treating it.

- Ashley - Vouchers hurt Ohio...and we may be up for renewal. Get a presentation from them and expenditure report on how much money we have been losing.
- Dionna - Maybe honor each school each month based on attendance awards!!! Create a competition.

K. Adjournment

Action 2026-335: 1. Motion to Adjourn
Adjourn at 10:58 pm

Motion by LaToya Dowdell-Burger, second by Kathleen Walsh.
Final Resolution: Motion Carries
Yes: LaToya Dowdell-Burger, Kathleen Walsh, John Kershner, Ashley Zimmer, Dionna Herbert