

April 15, 2025
Tiffin, Ohio

CALL TO ORDER A regular meeting of the NCOESC Board of Governors was called to order by Jim McFarland at 7:00 p.m. at North Central Ohio Educational Service Center, Tiffin, Ohio.

ROLL CALL Roll call found the following members present: Mr. Bumgarner, Mr. Koschnick, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre, Mr. Snavelly, Mrs. West and Mr. McFarland.

PLEDGE OF ALLEGIANCE The Pledge of Allegiance to the Flag was recited by all present.

MOMENT OF SILENCE The board had a moment of silence in memory of Gene Wiley, former Board Member who passed away recently.

PUBLIC COMMENT No public comment.

APPROVAL OF AGENDA AND ADDENDUM NCO-25-18 It was moved by Mrs. Pinney and seconded by Mr. Koschnick to approve the agenda and addendum as distributed.

Vote: Yeas: Mr. Bumgarner, Mr. Koschnick, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre, Mr. Snavelly, Mrs. West and Mr. McFarland
Nays: None

APPROVAL OF MINUTES NCO-25-19 Mr. Snavelly made the motion, seconded by Mr. Sayre to approve the minutes of the March 18, 2025 Regular Board meeting.

Vote: Yeas: Mr. Bumgarner, Mr. Koschnick, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre, Mr. Snavelly, Mrs. West and Mr. McFarland
Nays: None

TREASURER'S REPORT It was moved by Mrs. West and seconded by Mr. Koschnick to approve the following items contained in the Treasurer's Report:

-Financial Report
-Healthcare Trust Fund Report
-Donations
-Transfers
-Appropriations
NCO-25-20

A. Financial Report for March, 2025

B. Healthcare Trust Fund Report for March, 2025

C. Approval of the following donations:

\$5,000.00	National Machinery	to	Seneca Cty. Bootcamp
\$5,000.00	United Way	to	SMYL
\$2,500.00	United Way	to	SMYL

D. Approval of the following transfers:

From: Community School Sponsorship	001-9886	\$45,824.60
To: General Fund (for community school portion of debt payment)	001-0000	\$45,824.60

E. Approval of the following appropriations:

<u>Appropriations</u>	<u>Description</u>	<u>Amount</u>	
001	General Fund – Overhead	\$ 14,904.26	increase
001	General Fund – Programs	\$ 47,091.98	increase
018	Activity Funds	\$ 231.78	increase
019	Other Local Grants	\$ 825.00	increase
451	Network Connectivity	\$ 1,982.28	increase
551	Title III	\$ 1,196.40	increase

Vote: Yeas: Mr. Bumgarner, Mr. Koschnick, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre,
Mr. Snively, Mrs. West and Mr. McFarland
Nays: None

COMMUNICATIONS
Tri-Rivers Career Center
NCOESC Superintendent

Tri-Rivers Career Center Report (Mr. Landon, Mr. McFarland, Mrs. Pinney)
- No report at this time.
NCOESC Superintendent's Report (/Mr. Martin)
- Mr. Martin gave the board on update on HB96 and how it will affect public schools. Local schools and our ESC have been reaching out to Senator Reineke to voice their concerns if this passes.

NEW BUSINESS

-Program Contracts
-2025 FBW Winners
-AMENDED Stout
Agreement
-Stronger Connection Grant
MOU
-TDC Educ Service
Agreement
NCO-25-21

Mr. Bumgarner made the motion, seconded by Mr. Sayre to approve the following new business items:

A. Purchased Service Contracts:

- None

B. Program Contracts:

- Crawford County Board of DD – FY25 Speech Services
- Old Fort Local Schools – FY25 Behavior Professional Development Services
- Teach Forward – FY25 Educational Consultant Services
- Tiffin City Schools – FY25 Krout Unit Support Services
- Mohawk Local Schools – FY25 Technology Services #2
- Mansfield City Schools – FY25 Student Services Support Services
- Mansfield City Schools – FY25 Administrative Support Specialist Services
- Ontario Local Schools – FY25 Mentoring Support Services
- Shelby City Schools – FY25 Mentoring Support Services
- Mansfield City Schools – FY25 Board Certified Behavior Analysis Services
- Buckeye Central Local Schools – FY25 Technology Services
- Fostoria City Schools – FY25 Title IX Professional Development Services
- Ridgedale Local Schools – FY25 Autism Unit Services
- Elgin Local Schools – FY25 Misconduct & Complaint Investigation Services

C. Other:

- The following students are winners of the 2025 Franklin B. Walter Award and will receive the following scholarships:
 - Elizabeth Clouse - \$500.00 - Seneca County – New Riegel Local School
 - Lance Frankart - \$500.00 - Wyandot County - Mohawk Local School
 - Troy Harvey - \$500.00 – Union County – North Union Local School
 - Madeline McFarland - \$500.00 – Marion County – River Valley Local School
 - Vanessa Sky Liu - \$500.00 – Richland County – Ontario High School
- Approval of AMENDED service agreement between Mid-Ohio ESC, Madison Local, St. Mary of the Snows and North Central Ohio ESC for Tiffany Stout
- Approval of Stronger Connection Grant MOU
- Approval of TDC educational services agreement between Tiffin City Schools and North Central Ohio ESC

D. COMMUNITY SCHOOL CONTRACTS AND NEW BUSINESS:

Purchased Service Contracts:

- None

Program Contracts:

- None

Other:

- None

Vote: Yeas: Mr. Bumgarner, Mr. Koschnick, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre,
Mr. Snavelly, Mrs. West and Mr. McFarland
Nays: None

EMPLOYMENT AND
PERSONNEL

-Certified Staff
-Substitute Teachers
-Non-Certified Staff
-Supplemental Contracts
-Leave of Absences
-Salary Schedules
-Resignations
-Retirements
COMMUNITY SCHOOL
-Certified Staff
-Salary Schedules
-Resignation
NCO-25-22

It was moved by Mr. Landon and seconded by Mrs. Koschnick to approve the following employment and personnel items:

A. APPROVE EMPLOYMENT OF CERTIFICATED & CLASSIFIED STAFF:

1. Certified staff:

- Megan Morter – AMENDED SLP – effective 08/01/2025
- Chris Solis – AMENDED Principal (Tri-Rivers Career Center) – effective 07/01/2025 – 06/30/2030
- Shaun Gunnell – Intervention Specialist (TDC) – effective 08/01/2025 – 07/31/2026
- Elizabeth Ratliff – Gifted Consultant – effective 04/23/2025 – 07/31/2025
- Elizabeth Ratliff – Gifted Consultant – effective 08/01/2025 – 07/31/2027
- Catherine Factor – AIMS/Sentinel Program Teacher – effective 08/01/2025 – 07/31/2026
- Jean Fox – AIMS/Sentinel Program Teacher – effective 08/01/2025 – 07/31/2026
- Daniel Traxler – AIMS/Sentinel Program Teacher – effective 08/01/2025 – 07/31/2026
- Siri Wintersteen – AIMS/Sentinel Program Teacher – effective 08/01/2025 – 07/31/2026
- Deb Daniel – Educational Consultant - \$378.225/day – effective 08/01/2025 – 07/31/2026
- Krista Gerhart – Consultant - \$367.719/day – effective 08/01/2025 – 07/31/2026
- Lisa Johnson – O&M Specialist - \$55.40/hr – effective 08/01/2025 – 07/31/2026
- Santana Koebele – School Psychologist - \$444.35/day – effective 08/01/2025 – 07/31/2026
- Stacy Borgio – Occupational Therapist - \$61.50/hr – effective 08/01/2025 – 07/31/2026
- Audry Duran – School Nurse - \$30.75/hr – effective 08/01/2025 – 07/31/2026
- Farrah Gregg – Full Time Substitute - \$112.75/day – effective 08/01/2025 – 07/31/2026
- Samantha Hunt – Physical Therapist - \$56.73/hr – effective 08/01/2025 – 07/31/2027
- Samantha Sabo-Wygant – Reading Tutor - \$23.71/hr – effective 07/01/2025 – 06/30/2026
- Nicole Lynch – Teacher (Shelby St. Mary) - \$250.00/day – effective 08/01/2025 – 07/31/2026
- Shayla Cole – COTA (Mansfield) – effective 08/01/2025 – 07/31/2026
- Approval of the following FY26 Greater Summit County ELC (GSCELC) Certified Contract Recommendations:

NAME	POSITION	CONTRACT EXPIRATION	CURRENT CONTRACT	RECOMMENDATION
Chung, Sarah	GSCELC Teacher	07/31/2025	1 YR (24-25)	1 YR (25-26)
Flores, Ana	GSCELC Teacher	07/31/2025	1 YR (24-25)	1 YR (25-26)
Hill, Rebekah	GSCELC Intervention Specialist	07/31/2025	1 YR (24-25)	1 YR (25-26)

Noah, Jennifer	GSCELC Teacher	07/31/2025	1 YR (24-25)	1 YR (25-26)
Van Horn, Tiffany-Ann	GSCELC Teacher	07/31/2025	1 YR (24-25)	1 YR (25-26)
Wesie, Alexis	GSCELC Art Teacher	07/31/2025	1 YR (24-25)	1 YR (25-26)
Wise, Samantha	GSCELC Teacher	07/31/2025	1 YR (24-25)	1 YR (25-26)

- Approval of the following FY26 EANS Certified Contract Recommendations:

NAME	POSITION	CONTRACT EXPIRATION	CURRENT CONTRACT	RECOMMENDATION
Baker, Ted	Tutor – Galion St. Joe & Shelby Sacred Heart	07/31/2025	1 YR (24-25)	Non-Renew
Jones, Mary	Reading Teacher- Mansfield St. Mary	07/31/2025	1 YR (24-25)	Non-Renew
Lynch, Nicole	Teacher-Shelby St. Mary	07/31/2025	1 YR (24-25)	1 YR (25-26)
Martin, Nanette	Title I Tutor-Shelby Sacred Heart	07/31/2025	1 YR (24-25)	Non-Renew
Mohrbacher, Sarah	Tutor-Mansfield St. Mary	07/31/2025	1 YR (24-25)	Non-Renew
Oyster, Barbara	Teacher-Shelby Sacred Heart	07/31/2025	1 YR (24-25)	Non-Renew

- Approval of the following FY26 Certified Contract Recommendations:

NAME	POSITION	CONTRACT EXPIRATION	CURRENT CONTRACT	RECOMMENDATION
Bartsch, Jennifer	ESL Teacher	07/31/2025	1 YR (24-25)	1 YR (25-26)
Borgio, Stacy	Occupational Therapist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Bowerman, Ashton	Occupational Therapist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Brenner, Christine	Ed Interpreter for the Deaf	07/31/2025	1 YR (24-25)	1 YR (25-26)
Chandler, Katie	ESL Teacher	07/31/2025	1 YR (24-25)	1 YR (25-26)
Daniel, Deb	Educational Consultant	07/31/2025	1 YR (24-25)	1 YR (25-26)
Drusback, Amy	Intervention Specialist-Calvert	07/31/2025	1 YR (24-25)	1 YR (25-26)
Duran, Audrey	School Nurse	07/31/2025	1 YR (24-25)	1 YR (25-26)
Ellis, Mitzi	Title I Reading Teacher - Pleasant	07/31/2025	1 YR (24-25)	Non-Renew
Foos, Chelsea	Intervention Specialist-Marion Preschool	07/31/2025	1 YR (24-25)	2 YR (25-27)
Gaietto, Brianna	COTA	07/31/2025	1 YR (24-25)	1 YR (25-26)
Gase, Jesse	Intervention Supervisor-Calvert	07/31/2025	1 YR (24-25)	1 YR (25-26)
Gerhart, Krista	Community School Consultant	07/31/2025	1 YR (24-25)	1 YR (25-26)
Gregg, Farrah	Full Time Substitute Teacher	07/31/2025	1 YR (24-25)	1 YR (25-26)
Hartschuh, Dawn	Intervention Specialist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Head, Amanda	Intervention Specialist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Hermiller, Cassandra	School Psychologist	07/31/2025	1 YR (24-25)	2 YR (25-27)
Hunt, Samantha	Physical Therapist	07/31/2025	1 YR (24-25)	2 YR (25-27)
Johnson, Lisa	O&M Specialist	07/31/2025	1 YR (24-25)	1 YR (25-26)
King, Alexis	COTA	07/31/2025	1 YR (24-25)	1 YR (25-26)
Koebele, Santana	School Psychologist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Lescallett, Trinity	Teacher-SCYC	07/31/2025	1 YR (24-25)	1 YR (25-26)

Lommerse, Sydney	Speech Language Pathologist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Lozier, Amy	Special Education Consultant	07/31/2025	1 YR (24-25)	1 YR (25-26)
Mahoney, Annie	Gifted Intervention Specialist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Mathias, Emily	Intervention Specialist-Fremont	07/31/2025	1 YR (24-25)	Non-Renew
McElhose, Raegan	Intervention Specialist-TDC	07/31/2025	1 YR (24-25)	1 YR (25-26)
McGinnis, Mark	Gifted Intervention Specialist-Fremont	07/31/2025	1 YR (24-25)	Non-Renew
Mikolajczyk, Tammy	Full Time Substitute Teacher-Fremont	07/31/2025	1 YR (24-25)	Non-Renew
Mitchell, Denise	Speech Language Pathologist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Nieblas, Maite	Full Time Substitute Teacher-FLC	07/31/2025	1 YR (24-25)	Non-Renew
Oberst, Andi	Teacher of Deaf/Hard of Hearing	07/31/2025	1 YR (24-25)	1 YR (25-26)
Ott, Cristy	Intervention Specialist-FLC	07/31/2025	1 YR (24-25)	1 YR (25-26)
Parker, Kara	School Psychologist Consultant	07/31/2025	1 YR (24-25)	1 YR (25-26)
Pytlarz, Mackenzie	COTA	07/31/2025	1 YR (24-25)	1 YR (25-26)
Rowland, Pamela	Community School Compliance Rep	07/31/2025	1 YR (24-25)	1 YR (25-26)
Sabo-Wygant, Samantha	Reading Tutor-NCORC	06/30/2025	1 YR (24-25)	1 YR (25-26)
Schaffer, Lindsey	Intervention Specialist-Fremont	07/31/2025	1 YR (24-25)	Non-Renew
Schank, Elizabeth	Intervention Specialist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Sheffel, Amanda	Intervention Specialist-OLC	07/31/2025	1 YR (24-25)	1 YR (25-26)
Simpson, Autumn	BCBA	07/31/2025	1 YR (24-25)	1 YR (25-26)
Smalley, Heidi	COTA	07/31/2025	1 YR (24-25)	1 YR (25-26)
Steffan, Brynne	BCBA-Fostoria	07/31/2025	1 YR (24-25)	2 YR (25-27)
Stein, Brittney	Itinerant Intervention Specialist-Fremont	07/31/2025	1 YR (24-25)	Non-Renew
Thiel, Cheryl	Intervention Specialist-TDC	07/31/2025	1 YR (24-25)	1 YR (25-26)
Treadway, Jennifer	SLP Consultant	07/31/2025	1 YR (24-25)	1 YR (25-26)
Yoe, Breanne	Intervention Specialist-TDC	07/31/2025	1 YR (24-25)	1 YR (25-26)
Zapata, Lori	Itinerant Intervention Specialist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Bhat, Alyssa	Educational Audiologist	07/31/2025	2 YR (23-25)	2 YR (25-27)
Christie, Jaime	Physical Therapist	07/31/2025	2 YR (23-25)	3 YR (25-28)
Durell, Cynthia	Intervention Specialist-Fremont	07/31/2025	2 YR (23-25)	Non-Renew
Felske, Lindsay	Gifted Consultant	07/31/2025	2 YR (23-25)	2 YR (25-27)
Gibson (Martin), Misty	COTA	07/31/2025	2 YR (23-25)	3 YR (25-28)

Kromer, Lisa	School Psychologist	07/31/2025	2 YR (23-25)	3 YR (25-28)
Madden, Brandy	Intervention Specialist-Fremont	07/31/2025	2 YR (23-25)	Non-Renew
Michael, Tomi	Gifted Intervention Specialist-Fremont	07/31/2025	2 YR (23-25)	Non-Renew
Micheli, Angela	Speech Language Pathologist	07/31/2025	2 YR (23-25)	3 YR (25-28)
Quinlan, Darcy	Adaptive PE Teacher	07/31/2025	2 YR (23-25)	3 YR (25-28)
Reinhart, Alicia	Speech Language Pathologist	07/31/2025	2 YR (23-25)	3 YR (25-28)
Rose-Ransome, Michelle	Gifted Consultant	07/31/2025	2 YR (23-25)	2 YR (25-27)
Schiets, Colleen	Intervention Specialist-Fremont	07/31/2025	2 YR (23-25)	Non-Renew
Simon, Claudette	Intervention Specialist	07/31/2025	2 YR (23-25)	2 YR (25-27)
Simpson, Renee	Academic Testing Teacher-Fremont	07/31/2025	2 YR (23-25)	Non-Renew
Zellner, Elizabeth	Intervention Specialist	07/31/2025	2 YR (23-25)	Non-Renew
Cromwell, Kristine	Teacher of the Deaf/Hard of Hearing	07/31/2025	3 YR (22-25)	3 YR (25-28)
Hall, Emily	Occupational Therapist	07/31/2025	3 YR (22-25)	3 YR (25-28)
Hoyer, Hailey	Speech Language Pathologist	07/31/2025	3 YR (22-25)	3 YR (25-28)
Lucius, Erin	Physical Therapy Assistant	07/31/2025	3 YR (22-25)	3 YR (25-28)
Parkins, Lindsay	Intervention Specialist	07/31/2025	3 YR (22-25)	3 YR (25-28)
Piotter, Bridget	School Psychologist	07/31/2025	3 YR (22-25)	3 YR (25-28)
Vincent, Vicki	School Psychologist	07/31/2025	3 YR (22-25)	3 YR (25-28)
Wallace, Julie	Intervention Specialist	07/31/2025	3 YR (22-25)	3 YR (25-28)

2. Substitute Teachers for the 2024-2025 school year:

- *Hannah Bame*
- *Caitlin Phillips*
- *Douglas Reer*
- *Kandy Boyce*
- *Suzanne Frank*

3. Classified/Non-certified Staff:

- *Cali Wagner* – Bus Aide (Fremont City) – effective 03/24/2025 – 07/31/2025
- *Kevin Uhde* – AMENDED Student Services Support
- *Tawny Rodriguez* – AMENDED Administrative Support Specialist

4. Supplemental Contract(s):

- *Tianna Keinath* – Mentoring Support (Shelby/Ontario) – effective 08/01/2024 – 05/30/2025
- *Brooke Piper* – Science of Reading Training – effective 03/15/2024 – 06/30/2025
- *Mary Inmon-Teglovic* – Kentucky Master Scoring Project – effective 08/01/2024 – 03/12/2025
- *Mary Inmon-Teglovic* – RESA Virtual Coaching Instructional Management – effective 08/01/2024 – 03/12/2025
- *Mary Inmon-Teglovic* – Additional Days – 45.38 days at her current daily rate – effective 08/01/2024 – 03/12/2025
- *Ana Flores* – Science of Reading Training – effective 03/15/2024 – 06/30/2025

5. Approval of Substitute Educational Aides for the 2024 - 2025 school year:

- None

6. Approval of Leave(s) of absence:

- *Jennifer Johnson* – Family & Community Advocate - FMLA effective 04/01/2025
- *Ken Zahner* – Maintenance & Ground Worker – FMLA effective 05/27/2025
- *Allyson Dunlap* – Financial Associate I - FMLA effective 05/15/2025

7. Approval of Salary Schedule(s):

AMENDED FY25 GSCELC Art Teacher Hourly \$28.00 (effective 08/01/2024)				FY26 Asst Preschool Coordinator (Lindsey) 200 Days \$51,611	
FY26 GSCELC Principal (Rodgers) 244 Days \$88,303				FY26 BCBA 190 Days	
FY26 GSCELC Teacher 184 Days				Level	FY26
BASE	\$39,112			0-5	\$67,707
				6-10	\$72,147
				11-15	\$76,428
				16+	\$80,336
LEVEL	FY26 BA	FY26 150 HRS	FY26 MA	FY26 Community School Compliance Rep (Rowland) Daily Rate \$353.20	
0	\$39,112	\$40,599	\$42,828	FY26 Certified Occupational Therapist Asst (COTA)	
1	\$40,599	\$42,279	\$44,703	LEVEL	FY26
2	\$42,083	\$43,962	\$46,580	0	\$35,678
3	\$43,571	\$45,643	\$48,459	3	\$37,350
4	\$45,057	\$47,325	\$50,337	5	\$39,023
5	\$46,544	\$49,007	\$52,214	8	\$40,696
6	\$48,029	\$50,689	\$54,093	10	\$42,367
7	\$49,517	\$52,371	\$55,971	13	\$44,040
8	\$51,001	\$54,051	\$57,848	15	\$45,712
9	\$52,488	\$55,734	\$59,725	18	\$47,385
10	\$53,973	\$57,417	\$61,605	20	\$49,058
11	\$55,463	\$59,097	\$63,479	23	\$50,729
12	\$56,949	\$60,779	\$65,356	25	\$52,402
15	\$58,432	\$62,462	\$67,235	27	\$53,293
18	\$59,918	\$64,142	\$69,112	FY26 Certified Occupational Therapy Asst (COTA-Martin) 185 Days \$47,613	
21	\$61,406	\$65,827	\$70,988	FY26 Educational Consultant (Forbis) 200 Days \$80,373	
FY26 GSCELC Art Teacher Hourly \$28.70					

FY26 BCBA – Fostoria
185 Days

	FY26	FY26	FY26	FY26	FY26	FY26	FY26
LEVEL	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
0	\$39,348	\$40,332	\$41,708	\$43,283	\$44,856	\$46,628	\$47,218
1	\$41,276	\$42,300	\$43,755	\$45,525	\$47,139	\$48,949	\$49,579
2	\$43,204	\$44,267	\$45,801	\$47,769	\$49,421	\$51,271	\$51,940
3	\$45,132	\$46,234	\$47,848	\$50,011	\$51,703	\$53,592	\$54,300
4	\$47,061	\$48,202	\$49,893	\$52,253	\$53,986	\$55,913	\$56,661
5	\$48,989	\$50,169	\$51,940	\$54,497	\$56,267	\$58,235	\$59,022
6	\$50,917	\$52,137	\$53,986	\$56,740	\$58,550	\$60,557	\$61,383
7	\$52,844	\$54,104	\$56,032	\$58,984	\$60,833	\$62,878	\$63,744
8	\$54,772	\$56,071	\$58,078	\$61,225	\$63,114	\$65,199	\$66,104
9	\$56,700	\$58,039	\$60,124	\$63,468	\$65,396	\$67,522	\$68,465
10	\$58,628	\$60,006	\$62,169	\$65,712	\$67,678	\$69,842	\$70,826
11	\$60,557	\$61,974	\$64,216	\$67,954	\$69,961	\$72,164	\$73,188
12	\$62,485	\$63,942	\$66,262	\$70,196	\$72,243	\$74,486	\$75,549
15	\$64,413	\$65,908	\$68,308	\$72,440	\$74,525	\$76,807	\$77,909
20	\$66,341	\$67,876	\$70,354	\$74,683	\$76,807	\$79,129	\$80,270
25	\$69,213	\$70,826	\$73,423	\$78,813	\$80,231	\$82,591	\$83,811
28	\$71,023	\$72,793	\$77,516	\$82,749	\$84,166	\$86,565	\$87,746
30	\$72,833	\$74,761	\$81,607	\$86,565	\$88,100	\$90,539	\$91,681
32	\$74,643	\$76,572	\$83,418	\$88,376	\$89,910	\$92,350	\$93,491
FY26 Educational Consultant (Bohney)					FY26 Educational Audiologist (Bhat)		
	200 Days				190 Days		
	\$80,373				\$73,544		
FY26 Educational Consultant (Rose-Ransome)					FY26 Gifted Consultant (Uveges)		
	200 Days				200 Days		
	\$74,329				\$80,373		
FY26 Educational/Gifted Consultant (Ault)					FY26 Gifted Consultant (Heimann)		
	200 Days				200 Days		
	\$77,158				\$73,800		
FY26 Educational Consultant (Bilger)					FY26 Intervention Specialist-Calvert		
	200 Days				185 Days		
	\$72,690				\$47,278		
FY26 Educational Consultant (Felske)					FY26 Intervention Supervisor-Calvert		
	200 Days				205 Days		
	\$77,980				\$50,430		

FY26 Educational Interpreter w/BA and MA

BASE \$37,405

LEVEL	FY26 BA	FY26 MA
0	\$37,405	\$39,276
1	\$38,977	\$41,221
2	\$40,547	\$43,166
3	\$42,118	\$45,111
4	\$43,690	\$47,056
5	\$45,261	\$49,001
6	\$46,831	\$50,946
7	\$48,403	\$52,891
8	\$49,974	\$54,836
9	\$51,544	\$56,781
10	\$53,116	\$58,726
11	\$54,687	\$60,671
12	\$56,257	\$62,617
13	\$57,828	\$64,562
16	\$58,751	\$65,484
21	\$59,981	\$66,714
26	\$61,518	\$68,252

FY26 Lead Occupational Therapist (Lead OT)
185 Days

LEVEL	FY26 MA
0	\$51,969
1	\$53,490
2	\$55,057
3	\$56,669
4	\$58,329
5	\$60,042
6	\$61,802
7	\$63,617
8	\$65,485
9	\$67,410
10	\$69,394
15	\$71,443
20	\$73,552

FY26 JDC Teacher
185 Days

LEVEL	FY26 BA	FY26 150 HRS	FY26 MA
0	\$36,068	\$37,511	\$40,396
1	\$37,150	\$38,953	\$41,838
2	\$38,231	\$40,577	\$43,282
3	\$39,314	\$42,019	\$44,976
4	\$40,396	\$43,462	\$46,419
5	\$41,838	\$45,085	\$47,970
6	\$43,282	\$46,888	\$49,413
7	\$44,904	\$48,692	\$51,216
8	\$46,347	\$50,495	\$53,019
9	\$47,790	\$52,299	\$54,823
10	\$49,233	\$54,102	\$56,626
11	\$51,397	\$55,905	\$58,430
12	\$54,282	\$57,709	\$62,036
13	\$55,724	\$59,512	\$63,840
14	\$57,167	\$61,316	\$65,643
15	\$58,611	\$63,118	\$67,447
20	\$60,053	\$64,921	\$69,250
25	\$61,496	\$66,725	\$71,053

NCORC Substitute Teacher
\$125.00

FY26 Physical Therapy Asst (PTA)
185 Days

LEVEL	BASE
0	\$35,678
3	\$37,350
5	\$39,023
8	\$40,696
10	\$42,367
13	\$44,040
15	\$45,712
18	\$47,385
20	\$49,058
23	\$50,729
25	\$52,402

FY26 Occupational Therapist (OT)
185 Days

BASE \$46,448

	FY26	FY26	FY26
	BA	150 HRS	MA
LEVEL			
0	\$46,448	\$48,208	\$50,852
1	\$47,835	\$49,650	\$52,373
2	\$49,265	\$51,133	\$53,943
3	\$50,739	\$52,662	\$55,554
4	\$52,255	\$54,236	\$57,213
5	\$53,822	\$55,859	\$58,926
6	\$55,429	\$57,530	\$60,687
7	\$57,086	\$59,250	\$62,501
8	\$58,794	\$61,021	\$64,371
9	\$60,552	\$62,845	\$66,296
10	\$62,361	\$64,723	\$68,278
15	\$64,231	\$66,664	\$70,329
20	\$66,161	\$68,667	\$72,437

FY26 Psychologist
205 Days

	FY26
	MA
LEVEL	
0-5	\$75,015
6-10	\$81,981
11-14	\$85,731
15-20	\$91,090
20+	\$96,447

FY26 Physical Therapist (Christie)
185 Days
\$78,646

FY26 Physical Therapist (Koerper)
185 Days
\$82,175

FY26 Preschool & Special Education Supervisor
(Hampshire)
205 Days
\$87,767

FY26 Special Education Consultant (Lozier)
200 Days
\$78,091

FY26 Speech Language Pathologist (Ruhe)
185 Days
\$87,202

FY26 Teacher for the Deaf/Hard of Hearing
185 Days

	FY 26	FY 26	FY 26
	BA	BA/150	MA
LEVEL			
0-4	\$40,756	\$44,245	\$54,546
5-10	\$50,418	\$55,211	\$59,904
11-15	\$58,469	\$64,182	\$65,263
16-20	\$61,481	\$67,751	\$70,620
21-25	\$63,056	\$69,958	\$75,979
26+	\$64,947	\$71,849	\$81,337

FY26 Teacher
185 Days

	FY26	FY26	FY26
	BA	150 HRS	MA
LEVEL			
0	\$38,340	\$40,258	\$42,175
1	\$39,951	\$42,251	\$44,552
2	\$41,561	\$44,245	\$46,929
3	\$43,171	\$46,239	\$49,306
4	\$44,782	\$48,232	\$51,684
5	\$46,393	\$50,226	\$54,060
6	\$48,002	\$52,220	\$56,438
7	\$49,613	\$54,213	\$58,815
8	\$51,223	\$56,207	\$61,191
9	\$52,833	\$58,201	\$63,568
10	\$54,444	\$60,194	\$65,945
11	\$56,054	\$62,189	\$68,323
12	\$57,663	\$64,181	\$70,699
13	\$59,274	\$66,176	\$73,077
16	\$60,220	\$67,121	\$74,022
21	\$61,481	\$68,382	\$75,283
26	\$63,056	\$69,958	\$76,860
31	\$64,947	\$71,849	\$78,751

Substitute Teacher \$125.00

**FY26 Vision Specialist
185 Days**

BASE \$38,340

	FY25	FY25	FY25
	BA	150 HRS	MA
LEVEL			
0	\$38,340	\$40,258	\$42,175
1	\$39,951	\$42,251	\$44,552
2	\$41,561	\$44,245	\$46,929
3	\$43,171	\$46,239	\$49,306
4	\$44,782	\$48,232	\$51,684
5	\$46,393	\$50,226	\$54,060
6	\$48,002	\$52,220	\$56,438
7	\$49,613	\$54,213	\$58,815
8	\$51,223	\$56,207	\$61,191
9	\$52,833	\$58,201	\$63,568
10	\$54,444	\$60,194	\$65,945
11	\$56,054	\$62,189	\$68,323
12	\$57,663	\$64,181	\$70,699
13	\$59,274	\$66,176	\$73,077
16	\$60,220	\$67,121	\$74,022
21	\$61,481	\$68,382	\$75,283
26	\$63,056	\$69,958	\$76,860
31	\$64,947	\$71,849	\$78,751

**FY26 Intervention Specialist-TDC
190 Days**

	FY26	FY26
	BA	MA
Level		
0-2	\$56,375	\$58,938
3-4	\$61,500	\$64,063
5-8	\$66,625	\$69,188
9-11	\$71,750	\$74,313
12-14	\$76,875	\$79,438
15-19	\$82,000	\$84,563
20-24	\$87,125	\$89,688
25-29	\$92,250	\$94,813

**FY26 Physical Therapist (PT)
185 Days**

BASE \$50,545

	FY26	FY26	FY26	FY26
	BA	150 HRS	MA	PhD
LEVEL				
0	\$50,545	\$52,463	\$55,342	\$58,663
1	\$52,059	\$54,031	\$56,995	\$60,415
2	\$53,615	\$55,643	\$58,701	\$62,223
3	\$55,215	\$57,309	\$60,453	\$64,080
4	\$56,868	\$59,022	\$62,264	\$66,000
5	\$58,571	\$60,785	\$64,125	\$67,973
6	\$60,320	\$62,606	\$66,043	\$70,006
7	\$62,122	\$64,477	\$68,018	\$72,099
8	\$63,981	\$66,406	\$70,050	\$74,253
9	\$65,895	\$68,388	\$72,146	\$76,475
10	\$67,863	\$70,434	\$74,304	\$78,762
15	\$69,986	\$72,546	\$76,533	\$81,125
20	\$71,995	\$74,723	\$78,827	\$83,557

**FY26 Physical Therapy Asst (PTA-Lucius)
185 Days
\$47,613**

**FY25 Gifted Consultant (Ratliff)
200 Days
\$74,000**

**FY26 Gifted Consultant (Ratliff)
200 Days
\$74,000**

FY26 AIMS/Sentinel Program Teacher
185 Days

BASE \$36,068

	FY26	FY26	FY26
	BA	150 HRS	MA
LEVEL			
0	\$36,068	\$37,511	\$40,396
1	\$37,150	\$38,953	\$41,838
2	\$38,231	\$40,577	\$43,282
3	\$39,314	\$42,019	\$44,976
4	\$40,396	\$43,462	\$46,419
5	\$41,838	\$45,085	\$47,970
6	\$43,282	\$46,888	\$49,413
7	\$44,904	\$48,692	\$51,216
8	\$46,347	\$50,495	\$53,019
9	\$47,790	\$52,299	\$54,823
10	\$49,233	\$54,102	\$56,626
11	\$51,397	\$55,905	\$58,430
12	\$54,282	\$57,709	\$62,036
13	\$55,724	\$59,512	\$63,840
14	\$57,167	\$61,316	\$65,643
15	\$58,611	\$63,118	\$67,447
20	\$60,053	\$64,921	\$69,250
25	\$61,496	\$66,725	\$71,053

Substitute Teacher \$125.00

8. Resignation(s), Retirement(s) and Reductions in Force (RIFs):

Resignations:

- Rescind the following resignation previously approved at 03/18/2025 board meeting:
 Cheryl Thiel – Intervention Specialist (TDC) – effective 07/31/2025
- *Karen Anderson* – Paraprofessional – effective 07/31/2025
- *Michele Spencer-Riedel* – Special Education Consultant – effective 04/07/2025
- *Kattie Harmon* – Supervision (Pleasant) – effective 07/31/2025
- *Ann Hedington* – Reading Tutor (GSCELC) – effective 05/31/2025
- *Robert Decker* – Bus Aide (Fremont City) – effective 06/03/2025
- *Amanda Shull* – Student Services Administrative Assistant (Fremont City) – effective 07/31/2025

Retirement:

- *Debbie Dodson* – Teacher (GSCELC) – effective 06/06/2025
- *Lori Brown* – Paraprofessional (Fremont City) – effective 07/01/2025

RIFs:

- None

Non-Renewal:

- None

Terminations:

- None

9. Other:

- None

10. Community School – Employment and Personnel**Certified Staff:**

- Approval of the following FY26 Community School Certified Contract Recommendations:

NAME	POSITION	CONTRACT EXPIRATION	CURRENT CONTRACT	RECOMMENDATION
Clark, Heidi	NCA Long Term Substitute	07/31/2025	1 YR (24-25)	Non-Renew
Factor, Catherine	NCA Teacher	07/31/2025	1 YR (24-25)	Non-Renew
Fox, Jean	NCA Intervention Specialist	07/31/2025	1 YR (24-25)	Non-Renew
Stith, Donavon	NCA Full Time Substitute	07/31/2025	1 YR (24-25)	Non-Renew
Traxler, Daniel	NCA Teacher	07/31/2025	1 YR (24-25)	Non-Renew
Wintersteen, Siri	NCA Intervention Specialist	07/31/2025	1 YR (24-25)	Non-Renew
Hoppe, Heather	Hardin Psychologist	07/31/2025	1 YR (24-25)	1 YR (25-26)
Thaxton, Mary Susana	Hardin Teacher	07/31/2025	1 YR (24-25)	1 YR (25-26)

Non-Certified Staff:

- None

Substitute Teachers for the 2024-2025 School Year:

- None

Supplemental Contract(s):

- None

Salary Schedule(s):

- FY26 Hardin Community School Classroom Facilitator (Thaxton)
260 days
\$47,366
- FY26 Hardin Community School Psychologist
Daily Rate \$113.72

Leave of Absence(s):

- None

Resignation(s):

- *Sean Dezse* – Math Teacher (NCA) – effective 07/31/2025

Retirement(s):

- None

RIF(s):

- None

Other:

- None

Vote: Yeas: Mr. Bumgarner, Mr. Koschnick, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre,
Mr. Snavelly, Mrs. West and Mr. McFarland
Nays: None

**EXECUTIVE SESSION
NCO-25-23**

At 7:32 p.m. the motion to move to executive session was made by Mr. Bumgarner and seconded by Mr. Landon. The purpose: The board is to convene to Executive Session for the employment of public employees or regulated individuals.

Vote: Yeas: Mr. Bumgarner, Mr. Koschnick, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre,
Mr. Snavelly, Mrs. West and Mr. McFarland
Nays: None

**RETURN TO REGULAR
SESSION**

The board returned to regular session at 7:35 p.m. No action was needed.

NEXT MEETING

The next regular meeting will be held on Tuesday, May 20, 2025 at 7:00 p.m. at North Central Ohio ESC (Marion Campus), 100 Executive Drive, Marion, OH.

ADJOURN

Mr. Bumgarner made the motion to adjourn, seconded by Mrs. Pinney.

Vote: Yeas: Mr. Bumgarner, Mr. Koschnick, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre,
Mr. Snavelly, Mrs. West and Mr. McFarland
Nays: None

Meeting was adjourned at 7:35 p.m.

President

Treasurer