

March 18, 2025
Marion, 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, Marion, Ohio.

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

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

PUBLIC COMMENT No public comment.

APPROVAL OF AGENDA AND ADDENDUM It was moved by Mrs. Pinney and seconded by Mr. Snively to approve the agenda and addendum as distributed.

NCO-25-13

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

APPROVAL OF MINUTES Mrs. Pinney made the motion, seconded by Mr. Sayre to approve the minutes of the February 18, 2025 Regular Board meeting.

NCO-25-14

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

TREASURER'S REPORT

-Financial Report
-Healthcare Trust Fund
Report
-Donations
-Appropriations
NCO-25-15

It was moved by Mr. Pelter and seconded by Mr. Bumgarner to approve the following items contained in the Treasurer's Report:

A. Financial Report for February, 2025

B. Healthcare Trust Fund Report for February, 2025

C. Approval of the following donations:

\$4,594.00 In-Motion Dance Studio to Friendship Club

D. Approval of the following appropriations:

| <u>Appropriations</u> | <u>Description</u> | <u>Amount</u> | |
|-----------------------|----------------------------|----------------------|-----------------|
| 001 | General Fund – Overhead | \$ 144,941.31 | <i>increase</i> |
| 001 | General Fund – Programs | \$ 83,090.03 | <i>increase</i> |
| 018 | Activity Funds | \$ 2,580.00 | <i>increase</i> |
| 019 | Other Local Grants | \$ 250.00 | <i>increase</i> |
| 022 | District Agency | \$ 20.00 | <i>increase</i> |
| 499 | Miscellaneous State Grants | \$ 2,992.50 | <i>increase</i> |
| | Total | \$ 233,873.84 | |

Vote: Yeas: Mr. Bumgarner, 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)
- The Gala Prom was held last weekend at Tri-Rivers. This was a wonderful event done for Marion County Board of Developmental Disabilities.

NCOESC Superintendent's Report (Ms. Luhring/Mr. Martin)

- Commendation for *Steven Snively* on 40 years of service as a school board member. Mr. Snively was recognized at OSBA's Spring Conference on March 13th.
- Dawn Waddell gave an overview of her position as the Director of Community Schools.
- Ms. Luhring updated the board on some upcoming events that they can attend (all are at 7:00pm):

National Machinery Awards (Seneca County) – March 24, 2025 @ New Riegel HS

National Honor Society (Marion County) – April 24, 2025 @ River Valley HS

Harry Alexander Music Festival (Marion County) – May 6, 2025 @ Pleasant HS

- Mr. Martin gave the board an update on House Bill's 265 and 257.

NEW BUSINESS

-Purchased Service

Contracts

-Program Contracts

FY25 Marion FCFC Fiscal

Agent Agreement

-Modified Spec Ed Policies

Resolution

-FY26 Service Agreements

-FY25 TCS Joint

Employment of Treasurer

Agreement

-2025 Seneca Cty FCFC

Membership

NCO-25-16

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

A. Purchased Service Contracts:

- Brainspring – Phonics & Structures Training
- NOECA – FY25 Internet Services
- Michael Uher – SST7 FERD Professional Development Services
- Garold Flach – Harry Alexander Music Festival Pianist
- AVI – Junior High Quiz Bowl Lunches
- eLuma – FY25 Additional OT Services

B. Program Contracts:

- Buckeye Central Local Schools – FY25 Audiology Services
- Ontario Local Schools – FY25 Employee Misconduct Professional Development Services
- Hopewell-Loudon Local Schools – FY25 Educational Consultant Services #2
- Fremont City Schools – FY25 Substitute Services

C. Other:

- Approval of FY25 Fiscal Agent Agreement between Marion County Family & Children First Council, Marion County Commissioners and North Central Ohio ESC
- Approval of following resolution to adopt Special Education Model Policies and Procedures (with slight modifications)

RESOLUTION TO ADOPT SPECIAL EDUCATION MODEL POLICIES AND PROCEDURES (WITH SLIGHT MODIFICATIONS)

The Governing Board of the North Central Ohio Educational Service Center (hereinafter referred to as "Board") met in regular session on the 18th day of March, 2025 at the offices of said Board with the following members present:

Bryan Bumgarner
Jack Koschnick
Mick Landon
Ryan Pelter

Pamela Pinney
Dwain Sayre
Steve Snively
Dian West

Jim McFarland

WHEREAS, Ohio Revised Code § 3323.08 requires each school district to provide assurances to the Ohio Department of Education and Workforce ("DEW") that the District will provide for the education of children with disabilities within its jurisdiction and has in effect policies, procedures, and programs that are consistent with the policies and procedures adopted by DEW; and

WHEREAS, DEW developed a document entitled "Special Education Model Policies and Procedures" ("2024 Model Policies") that a board of education may adopt to fulfill the requirement described in the preceding paragraph; and

WHEREAS, on January 28, 2025, the Board approved Resolution NCO-25-6 to adopt DEW's 2024 Model Policies; and

WHEREAS, the District subsequently learned that the 2024 Model Policies contain certain statements that conflict with existing State and Federal laws and/or applicable caselaw; and

WHEREAS, the Board is interested in rescinding its earlier action and instead adopting a slightly modified version of DEW's 2024 Model Policies that is consistent with existing State and Federal law and/or applicable caselaw;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby rescinds Board Resolution NCO-25-6 and adopts DEW's 2024 Model Policies in their entirety except for the following sentences, which are specifically rejected in their current form and will not be implemented as written. The Board directs that the language identified below shall be considered either modified as specified, or, where indicated, deleted to ensure the District complies with applicable State and Federal laws and/or caselaw:

P. 10. Destruction of Educational Records.

Original Language: "Ensures the information is destroyed at the request of the parents."

Action: Replace sentence with "Once a parent is notified that personally identifiable information maintained by the District is no longer required to provide educational services to their child, or is not otherwise required to be maintained by the District based on State or Federal law or applicable retention schedules, the parent may request that the information be destroyed."

P. 14. Independent Education Evaluation at Public Expense.

Original Language: "An educational agency may not impose conditions or timelines related to obtaining an IEE, except for the criteria described above."

Action: Delete this sentence in its entirety.

P. 33. Extended School Year.

Original Language: "The IEP team should consider emerging skills as part of the IEP process for children who are exhibiting beginning skillsets."

Action: Delete this sentence in its entirety.

P. 42. Services.

Original Message: "Although not required, educational agencies are encouraged to provide services during short-term removals to assist children with disabilities to continue to make progress toward their IEP goals and prevent them from falling behind."

Action: Delete this sentence in its entirety.

BE IT FURTHER RESOLVED, that the Board directs all staff in the District to use and comply with the 2024 Model Policies (as modified herein). The Board further authorizes the Superintendent to notify DEW of the Board's adoption of the modified 2024 Model Policies through DEW's monitoring systems by uploading a copy of this Board resolution by March 30, 2025, and by November 30 for each subsequent school year; and

BE IT FURTHER RESOLVED, the Board acknowledges that the 2024 Model Policies (as modified herein), while comprehensive, do not include every requirement set forth in the IDEA, the regulations implementing IDEA, the Ohio Operating Standards, the Ohio Revised Code, and/or the Ohio Administrative Code, and the Board recognizes its obligation to follow these laws and regulations, as well as applicable caselaw, in the event there is a conflict between their requirements and the Board-adopted 2024 Model Policies (as modified herein).

_____ moved and _____ seconded the motion that the above Resolution be adopted.

Bryan Bumgarner
Jack Koschnick
Mick Landon
Ryan Pelter

Pamela Pinney
Dwain Sayre
Steve Snavelly
Dian West

Jim McFarland

Motion passed and adopted this 18th day of March, 2025.

Board President

ATTEST:

Treasurer

- Approval to enter into Cooperative Service Agreements/Program Contracts with NCOESC member school districts and other Ohio school districts and agencies requesting services and determined reasonable by the Superintendent for fiscal year 2025-2026
- Approval of Agreement for Joint Employment of Treasurer (*Jennifer Hedrick*) between Tiffin City Schools and North Central Ohio ESC
- Approval of Seneca County Family & Children First Council membership for 2025 at a cost of \$1,000.00

D. COMMUNITY SCHOOL CONTRACTS AND NEW BUSINESS:

Purchased Service Contracts:

- None

Program Contracts:

- None

Other:

- None

Vote: Yeas: Mr. Bumgarner, 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
-Substitute Aides
-Leave of Absences
-Salary Schedules
-Resignations
-Retirement
COMMUNITY SCHOOL
-Non-Certified Staff
-Resignations
NCO-25-17

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

A. APPROVE EMPLOYMENT OF CERTIFICATED & CLASSIFIED STAFF:

1. Certified staff:

- *Juliana DiTullio* – Tutor (Mansfield St. Mary) - \$30.00/hr – effective 03/04/2025 – 07/31/2025
- *Kattie Harmon* – Supervision (Pleasant) – not to exceed 20 days - \$372.64/day – effective 08/01/2025 – 07/31/2026
- *Karling Ward* – School Psychologist – \$91,090 - effective 08/01/2025 – 07/31/2027

- Angela Skinner – Speech & Language Pathologist (Mansfield City) – effective 08/01/2025 – 07/31/2027
- Emily Dowdell – Occupational Therapist (Mansfield City) – \$59,051.24 - effective 08/01/2025 – 07/31/2027
- Approval of Certified Administrative Contract Non-Renewals - Grant Funded

| NAME | POSITION | CONTRACT EXPIRATION | CURRENT CONTRACT | RECOMMENDATION |
|--------------------|----------------------------------|---------------------|------------------|----------------|
| Adkins, Erin | SST Ed Consultant | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Csanyi, George | SST Project Director SI | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Ditlevson, Anne | SST Ed Consultant | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Frankl, Julie | SST Ed Consultant | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Hebenthal, Michael | SST Ed Consultant | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Hunsinger, Stacy | SST Ed Consultant SI | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Kapel, Edward | SST Assoc Dir for Sp Ed | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Main, Tom | SST Ed Consult – Early Childhood | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Short, Stephen | SST Ed Consultant – Sp Ed | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Siegfried, Olivia | SST Ed Consultant | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Swank, Stacey | SST Ed Consultant | 06/30/2025 | 1 YR (24-25) | Non-Renew |

- Approval of Administrative Contract Recommendations - Certified

| NAME | POSITION | CONTRACT EXPIRATION | CURRENT CONTRACT | RECOMMENDATION |
|------------------|------------------------------------|---------------------|------------------|----------------|
| Adams, Brenda | Special Education Supervisor | 07/31/2025 | 3 YR (22-25) | 3 YR (25-28) |
| Bolone, Lori | Head of School (Mosaic) | 07/31/2025 | 1 YR (24-25) | Non-Renew |
| Harmon, Kattie | Supervision (Pleasant) | 07/31/2025 | 1 YR (24-25) | 1 YR (25-26) |
| Haubert, Lindsey | Educational Consultant | 07/31/2025 | 2 YR (23-25) | 2 YR (25-27) |
| Keinath, Tianna | Educational Consultant | 07/31/2025 | 3 YR (22-25) | 3 YR (25-28) |
| Solis, Chris | Tri-Rivers Career Center Principal | 06/30/2025 | 3 YR (22-25) | 3 YR (25-28) |
| Zirm, Paula | Gifted Consultant – Tiffin City | 07/13/2025 | 3 YR (22-25) | 3 YR (25-28) |

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

- Jordyn Jury
- Aylissa Lawrence
- Kennedy Pettry
- Macy Wentling
- Jacob Dendinger
- Kayla Gutierrez
- Collin Langenderfer

3. Classified/Non-certified Staff:

- Kevin Uhde – Student Services Support (Mansfield City) – effective 04/01/2025 – 07/31/2025
- Kevin Uhde – Student Services Support (Mansfield City) – effective 08/01/2025 – 07/31/2026
- Rescind the following contract – effective 03/12/2025:
Tonya Haubert – Bus Aide (Fremont City) – effective 08/01/2024 – 07/31/2025
- Tonya Haubert – Paraprofessional (Fremont City) – effective 03/13/2025 – 07/31/2025
- Tawny Rodriguez - Executive Assistant to the Superintendent (Mansfield City) - \$57,980 (will be prorated for this contract) – effective 04/01/2025 – 07/31/2025

- Tawny Rodriguez - Executive Assistant to the Superintendent (Mansfield City) - \$57,980 – effective 08/01/2025 – 07/31/2026
- Approval of Non-Certified Administrative Contract Non-Renewals - Grant Funded

| NAME | POSITION | CONTRACT EXPIRATION | CURRENT CONTRACT | RECOMMENDATION |
|-----------------|--------------------------|---------------------|------------------|----------------|
| Bub, Brenda | FCFC Director (Crawford) | 06/30/2025 | 1 YR (24-25) | Non-Renew |
| Hallett, Sandra | FCFC Director | 06/30/2025 | 1 YR (24-25) | Non-Renew |

- Approval of Non-Certified Administrative Contract Recommendations - Non-Certified

| NAME | POSITION | CONTRACT EXPIRATION | CURRENT CONTRACT | RECOMMENDATION |
|---------------|---|---------------------|------------------|----------------|
| Fox, Brianne | Coordinator of PD, Partnerships & Marketing | 07/31/2025 | 2 YR (23-25) | 2 YR (25-27) |
| Waddell, Dawn | Director of Community Schools | 07/31/2025 | 2 YR (23-25) | 2 YR (25-27) |

4. Supplemental Contract(s):

- Kristin Johnson – Additional Duties – effective 08/01/2024 – 12/31/2024
- Brenda Luhning – Additional Duties – effective 01/01/2025 – 04/30/2025

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

- Geri Bogard
- Kayla Gutierrez

6. Approval of Leave(s) of absence:

- Jodi Roszman – Intervention Specialist – FMLA effective 05/02/2025
- Katherine Robinson – Administrative Assistant (FLC) - FMLA effective 03/05/2025
- Misty Gibson – COTA - FMLA effective 04/14/2025
- Chelsea Bilger – Special Education Consultant – FMLA effective 08/01/2025
- Holly Pozderac – Preschool Teacher (Seneca East) – FMLA effective 04/30/2025

7. Approval of Salary Schedule(s):

FY25 Student Services Support
Mansfield City
260 Days
\$67,560

FY26 Asst. Supt. Of Student Services
260 Days
\$115,260

FY26 Student Services Support
Mansfield City
260 Days
\$67,560

FY26 Asst. Supt. Of Leadership, Curriculum & Instruction
255 Days
\$129,543

FY26 Special Education Supervisor (Adams)
200 Days
\$85,292

FY26 Director of Educational & Related Services
235 Days
\$99,353

FY26 Educational Consultant (Akers)
200 Days
\$78,045

FY26 Director of Misconduct & Complaint Investigations
245 Days
\$119,413

FY26 Director of Workforce Development &
Innovative Pathways
240 Days
\$107,625

FY26 Early Childhood Supervisor (Pachis)
205 Days
\$84,154

FY26 Educational Consultant (Haubert)
210 Days
\$84,050

FY26 Educational Consultant (Teglovic)
200 Days
\$83,576

FY26 Gifted Consultant (Keinath)
200 Days

Step

| | |
|---|----------|
| 0 | \$69,741 |
| 1 | \$72,690 |
| 2 | \$75,349 |
| 3 | \$78,015 |
| 4 | \$80,682 |
| 5 | \$83,349 |
| 6 | \$86,016 |

FY26 Special Education Supervisor (Moore)
255 Days
\$114,904

FY26 Assistant Treasurer (Johnson)
260 Days
\$84,392

FY26 Business Director
260 Days
\$73,539

FY26 Director of Special Services
235 Days
\$79,649

FY26 Director of Human Resources
260 Days
\$71,889

FY26 Director of Technology
260 Days
\$107,484

FY26 Coordinator of PD, Partnerships &
Marketing
260 Days
\$68,163

FY26 Director of Community Schools
225 Days
\$67,494

• FY26 Speech Therapist (SLP)
185 Days

| | FY26 |
|-------|----------|
| LEVEL | MA |
| 0 | \$57,503 |
| 1 | \$58,549 |
| 2 | \$59,594 |
| 3 | \$60,640 |
| 4 | \$61,685 |
| 5 | \$62,731 |
| 6 | \$63,777 |
| 7 | \$64,822 |
| 8 | \$65,868 |
| 9 | \$66,913 |
| 10 | \$67,959 |
| 11 | \$69,005 |
| 12 | \$70,050 |
| 13 | \$71,096 |
| 14 | \$72,141 |
| 15 | \$73,187 |
| 16 | \$74,233 |
| 17 | \$75,278 |
| 18 | \$76,324 |
| 19 | \$77,369 |
| 20 | \$78,415 |
| 21 | \$79,461 |
| 22 | \$80,506 |
| 23 | \$81,552 |
| 24 | \$82,597 |
| 25 | \$83,643 |
| 26+ | \$84,689 |

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

Resignations:

- *Cheryl Thiel* – Intervention Specialist (TDC) – effective 07/31/2025
- *Abigail King* – Paraprofessional (Fremont City) – effective 03/13/2025
- *Hannah Robinson* – Paraprofessional (Fremont City) – effective 03/12/2025

Retirement:

- *John Cahill* – Personalized Learning Center Coordinator (Fremont City) – effective 06/30/2025

RIFs:

- None

Non-Renewal:

- None

Terminations:

- None

9. Other:

- None

10. Community School – Employment and Personnel

Certified Staff:

- None

Non-Certified Staff:

- *Rebecca Traxler* – AMENDED Secretary (NCA) – effective 02/18/2025

Substitute Teachers for the 2024-2025 School Year:

- None

Supplemental Contract(s):

- None

Salary Schedule(s):

- None

Leave of Absence(s):

- None

Resignation(s):

- *Becky Bernard* – Career Services Coordinator (NCA) – effective 04/15/2025

- *Rita Galetto-Overmier* – School Counselor (NCA) – effective 05/02/2025

Retirement(s):

- None

RIF(s):

- None

Other:

- None

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

NEXT MEETING

The next regular meeting will be held on Tuesday, April 15, 2025 at 7:00 p.m. at North Central Ohio ESC (Tiffin Campus), 928 West Market Street, Tiffin, OH.

ADJOURN

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

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

Meeting was adjourned at 7:42 p.m.

President

Treasurer