

CALL TO ORDER A regular meeting of the NCOESC Board of Governors was called to order by President Jim McFarland at 6:31 p.m. at North Central Ohio Educational Service Center, Tiffin, Ohio.

ROLL CALL Roll call found the following members present: Mr. Bumgarner, Mr. Gucker, Mr. Koschnick (via phone), Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Snavelly, Mrs. West and Mr. McFarland.

PUBLIC COMMENT No public comment.

APPROVAL OF AGENDA AND ADDENDUM NCO-26-23 It was moved by Mr. Snavelly and seconded by Mrs. Pinney to approve the agenda and addendum as distributed.

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

APPROVAL OF MINUTES NCO-26-24 Mrs. Pinney made the motion, seconded by Mr. Pelter to approve the minutes of the March 24, 2026 Regular Board meeting.

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

TREASURER'S REPORT -Financial Report -Healthcare Trust Fund Report -Donations -Appropriations -"Then & Now" PO NCO-26-25 It was moved by Mrs. Pinney and seconded by Mr. Landon to approve the following items contained in the Treasurer's Report:

- A. Financial Report for March, 2026
- B. Healthcare Trust Fund Report for March, 2026
- C. Approval of the following donations:

Correction to the following donations previously at 3/24/2026 board meeting:

\$50.00	From Threads	to	TDC (listed as SMYL before)
\$200.00	From Backsmith	to	TDC (listed as SMYL before)

- D. Approval of the following appropriations:

<u>Appropriations</u>	<u>Description</u>	<u>Amount</u>	
001	General Fund – Overhead	\$ 3,000.00	<i>increase</i>
001	General Fund – Programs	\$ 268,468.57	<i>increase</i>
001	General Fund-Community Schools	\$ 13,543.06	<i>increase</i>
019-9912	JH Quiz Bowl	\$ 900.00	<i>increase</i>
022-9818	FCSS	\$ 5,000.00	<i>increase</i>
022-9999	FCFC	\$ (11,006.00)	<i>decrease</i>
022-999A	TANF	\$ 23,650.00	<i>increase</i>
Total		<u>\$ 303,555.63</u>	

- E. Approval of the following "Then & Now" purchase order:

Marion City Schools	\$4,706.49	Jan-Mar 2026 SPDG Grant PD & Supplies
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Vote: Yeas: Mr. Bumgarner, Mr. Gucker, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Snavely, Mrs. West and Mr. McFarland
Nays: None
Abstain: Mr. Koschnick

COMMUNICATIONS
Tri-Rivers Career Center
NCOESC Superintendent

Tri-Rivers Career Center Report (Mr. Landon, Mr. McFarland, Mrs. Pinney)
- Mrs. Pinney updated the board on enrollment numbers in the programs.
- The CDL program will start in January 2027.
- The new superintendent, Pam Noeth will begin June 1st, but has already visited the building multiple times and began meeting with staff.
NCOESC Superintendent's Report (Mr. Martin)
- Mr. Martin reviewed a staffing issue with the board.
- Our Tiffin office sustained some roof damage during the high winds recently, so that will be fixed soon.
- Mr. Martin updated the board on the landscaping drainage in the front of the Tiffin office.
- Mr. Martin gave the board an update on our misconduct and complaint investigations department.

NEW BUSINESS
-Purchased Service Contract
-Program Contracts
-FBW Winners
-FY27 Richland Cty MOU & Agreement
-DTS Driving School Providers
-EZDriveOhio.com online school
COMMUNITY SCHOOL
-Program Contract
NCO-26-26

Mr. Gucker made the motion, seconded by Mr. Landon to approve the following new business items:

A. Purchased Service Contracts:

- TNG Strategic Risk Management Solutions – FY27 Title IX Training Services

B. Program Contracts:

- Colonel Crawford Local School – FY26 Educational Consultant Services
- Eastwood Local Schools – FY26 Educational Consultant Services #2
- River Valley Local Schools – FY26 Itinerant Preschool Services
- River Valley Local Schools – FY26 Occupational Therapy Services

C. Other:

- The following students are winners of the 2026 Franklin B. Walter Award and will receive the following scholarships:
 - Lindsey Nye - \$500.00 - Seneca County – New Riegel Local School
 - Eli Chevalier - \$500.00 - Wyandot County - Mohawk Local School
 - Wingate Carey - \$500.00 – Marion County – Elgin Local School
- Approval of FY27 MOU and Interagency Agreement between Richland County Schools, Ohio Heartland CAC and North Central Ohio ESC
- Approval of the following Drive to Succeed driving school providers:
 - Confident Driving Academy Town and Country Driving School

D. COMMUNITY SCHOOL CONTRACTS AND NEW BUSINESS:

Purchased Service Contracts:

- None

Program Contracts:

- North Central Academy – FY26 Additional Closure Services

Other:

- None

Vote: Yeas: Mr. Bumgarner, Mr. Gucker, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Snavely, Mrs. West and Mr. McFarlan
Nays: None
Abstain: Mr. Koschnick

EMPLOYMENT OF
RETIREE
-N. Miller rehire
NCO-26-27

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

A. Certified Staff:

Approval of the following resolution attached to re-employ retiree Nichole Miller,
Assistant Superintendent of Student Services – effective 05/04/2026 – 07/31/2026

RESOLUTION TO REEMPLOY RETIREE

The Governing Board of the North Central Ohio Educational Service Center (hereinafter referred to as "Governing Board") met in regular session on the 21st day of April 2026 at the offices of said Governing Board with the following members present:

Bryan Bumgarner
James Gucker
Jack Koschnick
Mick Landon

Ryan Pelter
Pamela Pinney
Steve Snavelly
Dian West

Jim McFarland

_____ moved the adoption of the following resolution:

WHEREAS, Nichole Miller is currently employed by the Governing Board as the Assistant Superintendent of Student Services; and

WHEREAS, Ms. Miller will be retiring from her employment through the State Teachers Retirement System effective April 30, 2026; and

WHEREAS, the Governing Board desires to reemploy Ms. Miller, and Ms. Miller desires to accept reemployment with the Governing Board, as the Assistant Superintendent of Student Services commencing on May 4, 2026 in accordance with the terms and conditions set forth in the attached employment contract; and

WHEREAS, as required by R.C. 3307.353(B), the Governing Board held a public meeting on March 24, 2026 to discuss Ms. Miller's reemployment.

NOW, THEREFORE, BE IT RESOLVED by the Governing Board of the North Central Ohio Educational Service Center that:

Section 1: The Governing Board hereby accepts Ms. Miller's retirement from employment effective April 30, 2026.

Section 2: The Governing Board hereby reemploys Ms. Miller as the Assistant Superintendent of Student Services commencing on May 4, 2026 in accordance with the terms and conditions set forth in the attached employment contract.

Section 3: The Governing Board hereby approves the attached employment contract and authorizes the Treasurer to execute said contract on behalf of the Governing Board.

Section 4: It is found and determined that all formal actions of the Governing Board concerning and relating to the adoption of this Resolution were done in an open meeting of the Governing Board and that all deliberations of the Governing Board and any of its committees that resulted in such formal action were in meetings open to the public or otherwise in compliance with all legal requirements.

_____ seconded the Motion and, upon roll call, the vote resulted as follows:

Bryan Bumgarner
James Gucker
Jack Koschnick

Ryan Pelter
Pamela Pinney
Steve Snavelly

Mick Landon

Dian West

Jim McFarland

Motion passed and adopted this 21st day of April 2026.

Governing Board President

ATTEST:

Treasurer

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

EMPLOYMENT AND PERSONNEL

- Certified Staff
- Substitute Teachers
- Non-Certified Staff
- Supplemental Contract
- Substitute Aides
- Salary Schedules
- Resignations
- Retirements
- Termination
- Special Sub NCO-26-28

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

A. APPROVE EMPLOYMENT OF CERTIFICATED & CLASSIFIED STAFF:

1. Certified staff:

- *Elizabeth Dundore* – Intervention Specialist (TDC) – effective 08/01/2026 – 07/31/2027
- Paul Hall – Teacher (NCORC) – effective 08/01/2026 – 12/31/2026
- Stacy Borgio – Occupational Therapist - \$62.73/hr – effective 08/01/2026 – 07/31/2027
- Krista Gerhart – Consultant - \$375.073/day – effective 08/01/2026 – 07/31/2027
- Lisa Johnson – O&M Specialist - \$56.51/hr – effective 08/01/2026 – 07/31/2027
- Tiffany Ellenberger – School Nurse/Health Consultant – \$30.60/hr - effective 08/01/2026 – 07/31/2027
- Curt'lynn Garner – Behavior Specialist – \$33.22/hr - effective 08/01/2026 – 07/31/2027
- Terri McLeod – SLP (Mansfield) – \$61.20/hr - effective 08/01/2026 – 07/31/2027
- Approval of Greater Summit County ELC (GSELC) Certified Contract Recommendations

NAME	POSITION	CONTRACT EXPIRATION	CURRENT CONTRACT	RECOMMENDATION
Chung, Sarah	GSELC Teacher	07/31/2026	1 YR (25-26)	1 YR (26-27)
Flores, Ana	GSELC Teacher	07/31/2026	1 YR (25-26)	1 YR (26-27)
Hill, Rebekah	GSELC Intervention Specialist	07/31/2026	1 YR (25-26)	1 YR (26-27)
Noah, Jennifer	GSELC Teacher	07/31/2026	1 YR (25-26)	1 YR (26-27)
Van Horn, Tiffany-Ann	GSELC Teacher	07/31/2026	1 YR (25-26)	1 YR (26-27)
Wesie, Alexis	GSELC Art Teacher	07/31/2026	1 YR (25-26)	1 YR (26-27)
Wise, Samantha	GSELC Teacher	07/31/2026	1 YR (25-26)	1 YR (26-27)

- Approval of Certified Contract Recommendations:

NAME	POSITION	CONTRACT EXPIRATION	CURRENT CONTRACT	RECOMMENDATION
Bartsch, Jennifer	ESL Teacher	07/31/2026	1 YR (25-26)	2 YR (26-28)
Borgio, Stacy	Occupational Therapist	07/31/2026	1 YR (25-26)	1 YR (26-27)
Bowerman, Ashton	Occupational Therapist	07/31/2026	1 YR (25-26)	1 YR (26-27)
Brenner, Christine	Ed Interpreter for the Deaf	07/31/2026	1 YR (25-26)	1 YR (26-27)

Chandler, Katie	ESL Teacher	07/31/2026	1 YR (25-26)	1 YR (26-27)
Drusback, Amy	Intervention Specialist-Calvert	07/31/2026	1 YR (25-26)	1 YR (26-27)
Ellenberger, Tiffany	School Nurse	07/31/2026	1 YR (25-26)	1 YR (26-27)
Factor, Cathy	AIM/Sentinel Teacher	07/31/2026	1 YR (25-26)	1 YR (26-27)
Gaietto, Brianna	COTA	07/31/2026	1 YR (25-26)	2 YR (26-28)
Garner, Curt'lynn	Behavior Specialist	07/31/2026	1 YR (25-26)	1 YR (26-27)
Gase, Jesse	Intervention Supervisor-Calvert	07/31/2026	1 YR (25-26)	1 YR (26-27)
Gerhart, Krista	Community School Consultant	07/31/2026	1 YR (25-26)	1 YR (26-27)
Hartschuh, Dawn	Intervention Specialist	07/31/2026	1 YR (25-26)	2 YR (26-28)
Johnson, Lisa	O&M Specialist	07/31/2026	1 YR (25-26)	1 YR (26-27)
King, Alexis	COTA	07/31/2026	1 YR (25-26)	2 YR (26-28)
Kuzio, Christina	Title I Reading Teacher(Pleasant)	07/31/2026	1 YR (25-26)	1 YR (26-27)
Lommerse, Sydney	Speech Language Pathologist	07/31/2026	1 YR (25-26)	1 YR (26-27)
Lozier, Amy	Special Ed Consultant	07/31/2026	1 YR (25-26)	1 YR (26-27)
Mahoney, Annie	Gifted Intervention Specialist	07/31/2026	1 YR (25-26)	2 YR (26-28)
McLeod, Terri	SLP-Mansfield	07/31/2026	1 YR (25-26)	1 YR (26-27)
Mitchell, Dense	Speech Language Pathologist	07/31/2026	1 YR (25-26)	1 YR (26-27)
Oberst, Andi	Educational Interpreter (Teacher of Deaf/Hard of Hearing)	07/31/2026	1 YR (25-26)	1 YR (26-27)
Ott, Christy	Intervention Specialist-FLC	07/31/2026	1 YR (25-26)	1 YR (26-27)
Parker, Kara	School Psychologist Consultant	07/31/2026	1 YR (25-26)	1 YR (26-27)
Pfleiderer, Megan	Intervention Specialist-FLC	07/31/2026	1 YR (25-26)	1 YR (26-27)
Schmuker, Jaclyn	COTA	07/31/2026	1 YR (25-26)	1 YR (26-27)
Schneider, Andrea	SLP	07/31/2026	1 YR (25-26)	1 YR (26-27)
Sheffel, Amanda	Intervention Specialist-OLC	07/31/2026	1 YR (25-26)	1 YR (26-27)
Smalley, Heidi	COTA	07/31/2026	1 YR (25-26)	1 YR (26-27)
Thiel, Cheryl	Intervention Specialist-TDC	07/31/2026	1 YR (25-26)	2 YR (26-28)
Traxler, Daniel	AIM/Sentinel Teacher	07/31/2026	1 YR (25-26)	1 YR (26-27)
Walton, Jennifer	SLP Consultant	07/31/2026	1 YR (25-26)	1 YR (26-27)
Yoe, Breanne	Intervention Specialist-TDC	07/31/2026	1 YR (25-26)	2 YR (26-28)
Zapata, Lorie	Itinerant Intervention Specialist	07/31/2026	1 YR (25-26)	2 YR (26-28)
Ault, Jessica	Educational Consultant	07/31/2026	2 YR (24-26)	3 YR (26-29)
Bilger, Chelsea	Educational Consultant	07/31/2026	2 YR (24-26)	3 YR (26-29)
Bohney, Brandie	Educational Consultant	07/31/2026	2 YR (24-26)	3 YR (26-29)
Forbis, Kim	Educational Consultant	07/31/2026	2 YR (24-26)	3 YR (26-29)
Hampshire, Tyfanie	Preschool Sp Ed Supervisor	07/31/2026	2 YR (24-26)	3 YR (26-29)
May, Brooke	Physical Therapy Asst	07/31/2026	2 YR (24-26)	3 YR (26-29)

Phillians, Abby	Social Worker-Tri-Rivers	07/31/2026	2 YR (24-26)	3 YR (26-29)
Uveges, Linda	Educational Consultant	07/31/2026	2 YR (24-26)	3 YR (26-29)
Vandette, Mindy	Occupational Therapist	07/31/2026	2 YR (24-26)	3 YR (26-29)
Weisenauer, Hayley	COTA	07/31/2026	2 YR (24-26)	3 YR (26-29)
Crouch, Shannon	SLP	07/31/2026	3 YR (23-26)	3 YR (26-29)
Ruhe, Wendi	SLP	07/31/2026	3 YR (23-26)	3 YR (26-29)

2. Substitute Teachers for the 2025-2026 school year:

- Tami Weber
- Hilary Biddle
- Desiree Calhoun
- Baylie Phillips
- Martin Schuster
- Joshua Stanley
- Mackenzie Tesnow

3. Classified/Non-certified Staff:

- Libe Druckenmiller – AMENDED Paraprofessional (SCOC) – effective 04/16/2026
- Kaylor Reynolds – AMENDED Paraprofessional (SCOC) – effective 04/16/2026

4. Supplemental Contract(s):

- Brandi Jensen – Health Consultant – Additional Days due to Calendar Correction – 8 days at her current daily rate – effective 08/01/2025 – 06/30/2026

5. Approval of Substitute Educational Aides for the 2025 - 2026 school year:

- Tami Weber

6. Approval of Leave(s) of absence:

- None

7. Approval of Salary Schedule(s):

AMENDED FY27 Executive Assistant to the Superintendent-Mansfield
260 Days
\$65,360

AMENDED FY27 Student Services Support-Mansfield
260 Days
\$71,160

FY27 Certified Salary Schedules:

Special Education Consultant (Lozier)	BCBA
Daily Rate \$398.26	190 Days
Asst. Preschool Coordinator (S. Lindsey)	Level FY27
\$52,643	0-5 \$69,062
	6-10 \$73,590
	11-15 \$77,957
	16+ \$81,943

Title I Reading Teacher-Pleasant
185 Days

	FY27	FY27	FY27	FY27	FY27
Level	BA	BA +150	MA	MA +20	MA +30
0	\$42,530	\$44,546	\$46,570	\$48,782	\$49,790

1	\$44,146	\$46,379	\$48,612	\$51,015	\$52,023
Community School Compliance Rep (Rowland)					Educational Interpreter w/BA & MA
Daily Rate \$360.26					BASE \$38,153

Certified Occupational Therapy Asst
(COTA)

LEVEL	FY27
0	\$36,392
3	\$38,097
5	\$39,803
8	\$41,510
10	\$43,214
13	\$44,921
15	\$46,626
18	\$48,333
20	\$50,039
23	\$51,744
25	\$53,450
27	\$54,359

	FY27	FY27
LEVEL	BA	MA
0	\$38,153	\$40,061
1	\$39,756	\$42,045
2	\$41,358	\$44,029
3	\$42,961	\$46,013
4	\$44,563	\$47,997
5	\$46,166	\$49,981
6	\$47,768	\$51,965
7	\$49,371	\$53,949
8	\$50,973	\$55,933
9	\$52,575	\$57,917
10	\$54,178	\$59,901
11	\$55,781	\$61,885
12	\$57,382	\$63,869
13	\$58,985	\$65,853
16	\$59,926	\$66,794
21	\$61,181	\$68,048
26	\$62,749	\$69,617

Certified Occupational Therapy Asst
(COTA-Gibson)

185 Days
\$48,565

Educational Consultant (Forbis)
200 Days
\$81,980

Educational Consultant (Bohney)
200 Days
\$81,980

Educational Consultant (Rose-Ransome)
200 Days
\$75,816

Educational/Gifted Consultant (Ault)
200 Days
\$78,701

Educational Consultant (Felske)
200 Days
\$79,540

Educational Consultant (Bilger)
200 Days
\$74,144

Educational Audiologist (Bhat)
190 Days
\$75,015

Gifted Consultant (Bertsch Uveges)
200 Days
\$81,980

Gifted Consultant (Ratliff)
200 Days
\$75,480

Gifted Consultant (Heimann)
200 Days
\$75,276

JDC Teacher
185 Days

BASE	\$36,789		
	FY27	FY27	FY27
LEVEL	BA	150 HRS	MA
0	\$36,789	\$38,261	\$41,204
1	\$37,893	\$39,732	\$42,675
2	\$38,996	\$41,389	\$44,148
3	\$40,100	\$42,859	\$45,876
4	\$41,204	\$44,331	\$47,347
5	\$42,675	\$45,987	\$48,929
6	\$44,148	\$47,826	\$50,401
7	\$45,802	\$49,666	\$52,240
8	\$47,274	\$51,505	\$54,079
9	\$48,746	\$53,345	\$55,919
10	\$50,218	\$55,184	\$57,759
11	\$52,425	\$57,023	\$59,599
12	\$55,368	\$58,863	\$63,277
13	\$56,838	\$60,702	\$65,117
14	\$58,310	\$62,542	\$66,956
15	\$59,783	\$64,380	\$68,796
20	\$61,254	\$66,219	\$70,635
25	\$62,726	\$68,060	\$72,474
NCORC Substitute Teacher			
\$125.00			

Physical Therapy Asst (PTA)
185 Days

BASE	\$36,392
LEVEL	
0	\$36,392
3	\$38,097
5	\$39,803
8	\$41,510
10	\$43,214
13	\$44,921
15	\$46,626
18	\$48,333
20	\$50,039
23	\$51,744
25	\$53,450

Physical Therapist (PT)
185 Days

BASE \$51,556
 Lead Occupational Therapist (Lead OT)
 185 Days

Speech Therapist (SLP)
 185 Days

	FY27	FY27
LEVEL	MA	50 HRS
0	\$53,008	\$53,512
1	\$54,560	\$55,112
2	\$56,158	\$56,756
3	\$57,802	\$58,455
4	\$59,496	\$60,202
5	\$61,243	\$62,001
6	\$63,038	\$63,858
7	\$64,889	\$65,767
8	\$66,795	\$67,734
9	\$68,758	\$69,756
10	\$70,782	\$71,843
15	\$72,872	\$75,435
20	\$75,023	\$79,207

	FY27
LEVEL	MA
0	\$60,120
1	\$61,213
2	\$62,306
3	\$63,399
4	\$64,492
5	\$65,585
6	\$66,678
7	\$67,772
8	\$68,865
9	\$69,958
10	\$71,051
11	\$72,145
12	\$73,237

Psychologist
 205 Days

Therapist (OT),
 185 Days

13	\$74,330
14	\$75,424
15	\$76,517
16	\$77,611
17	\$78,703
18	\$79,797
19	\$80,889
20	\$81,983
21	\$83,077
22	\$84,169
23	\$85,263
24	\$86,355
25	\$87,449
26+	\$88,542

	FY27	FY27
LEVEL	MA	150 HRS
0-5	\$76,515	\$76,515
6-10	\$83,621	\$83,621
11-14	\$87,446	\$87,446
15-20	\$92,912	\$92,912
20+	\$98,376	\$98,376

Preschool & Special Education Supervisor
 (Hampshire)
 205 Days
 \$89,522

Speech Language Pathologist Consultant
 185 Days
 \$81,981

Speech Language Pathologist (Ruhe)
 185 Days
 \$88,946

\$55,321
\$56,976
\$58,681
\$60,435
\$62,241
\$64,102
\$66,017
\$69,318
\$72,784

BASE	\$39,107		
	FY27	FY27	FY27
LEVEL	BA	150 HRS	MA
0	\$39,107	\$41,063	\$43,019
1	\$40,750	\$43,096	\$45,443
2	\$42,392	\$45,130	\$47,868
3	\$44,034	\$47,164	\$50,292
4	\$45,678	\$49,197	\$52,718
5	\$47,321	\$51,231	\$55,141
6	\$48,962	\$53,264	\$57,567
7	\$50,605	\$55,297	\$59,991
8	\$52,247	\$57,331	\$62,415
9	\$53,890	\$59,365	\$64,839
10	\$55,533	\$61,398	\$67,264
11	\$57,175	\$63,433	\$69,689
12	\$58,816	\$65,465	\$72,113
13	\$60,459	\$67,500	\$74,539
16	\$61,424	\$68,463	\$75,502
21	\$62,711	\$69,750	\$76,789
26	\$64,317	\$71,357	\$78,397
31	\$66,246	\$73,286	\$80,326

Teacher for the Deaf/Hard of Hearing
185 Days

	FY27	FY27	FY27
LEVEL	BA	BA/150	MA
0-4	\$41,571	\$45,130	\$55,637
5-10	\$51,426	\$56,315	\$61,102
11-15	\$59,638	\$65,466	\$66,568
16-20	\$62,711	\$69,106	\$72,032
21-25	\$64,317	\$71,357	\$77,499
26+	\$66,246	\$73,286	\$82,964

Teacher
185 Days

BASE	\$39,107
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Greater Summit Co ELC Teacher
186 Days

BASE	\$39,894		
	FY27	FY27	FY27
LEVEL	BA	150 HRS	MA
0	\$39,894	\$41,411	\$43,685
1	\$41,411	\$43,125	\$45,597
2	\$42,925	\$44,841	\$47,512
3	\$44,442	\$46,556	\$49,428
4	\$45,958	\$48,272	\$51,344
5	\$47,475	\$49,987	\$53,258
6	\$48,990	\$51,703	\$55,175
7	\$50,507	\$53,418	\$57,090
8	\$52,021	\$55,132	\$59,005
9	\$53,538	\$56,849	\$60,920
10	\$55,052	\$58,565	\$62,837
11	\$56,572	\$60,279	\$64,749
12	\$58,088	\$61,995	\$66,663
15	\$59,601	\$63,711	\$68,580
18	\$61,116	\$65,425	\$70,494
21	\$62,634	\$67,144	\$72,408

BASE \$36,789

LEVEL	FY27	FY27	FY27
	BA	150 HRS	MA
0	\$36,789	\$38,261	\$41,204
1	\$37,893	\$39,732	\$42,675
2	\$38,996	\$41,389	\$44,148
3	\$40,100	\$42,859	\$45,876
4	\$41,204	\$44,331	\$47,347
5	\$42,675	\$45,987	\$48,929
6	\$44,148	\$47,826	\$50,401
7	\$45,802	\$49,666	\$52,240
8	\$47,274	\$51,505	\$54,079
9	\$48,746	\$53,345	\$55,919
10	\$50,218	\$55,184	\$57,759
11	\$52,425	\$57,023	\$59,599
12	\$55,368	\$58,863	\$63,277
13	\$56,838	\$60,702	\$65,117
14	\$58,310	\$62,542	\$66,956
15	\$59,783	\$64,380	\$68,796
20	\$61,254	\$66,219	\$70,635
25	\$62,726	\$68,060	\$72,474

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

Resignations:

- *Melissa Searls* – Paraprofessional (SCOC) – effective 03/27/2026
- *Maggie Beeker* – Paraprofessional (SCOC) – effective 04/13/2026
- *Brenda Adams-Bub* – Crawford County FCFC Director – effective 06/30/2026
- *Logan Demith* – BCBA – effective 07/31/2026

Retirement:

- *Dorothy Bouillon* – Paraprofessional (SCOC) – effective 07/31/2026
- Correction to the following retirement date previously approved at 02/17/2026 board meeting:
Nichole Miller – Assistant Superintendent of Student Services – effective 04/30/2026 (previously approved as 04/21/2026)

RIFs:

- None

Non-Renewal:

- None

Terminations:

- *Hadassah Lux* – Preschool Paraprofessional (Pleasant) – effective 4/21/2026

9. Other:

- Approval of the following substitute:

Ayris Rich Teacher/Aide \$125/day

10. Community School – Employment and Personnel

Certified Staff:

- Approval of Certified Contract Recommendations:

NAME	POSITION	CONTRACT EXPIRATION	CURRENT CONTRACT	RECOMMENDATION
Thaxton, Mary Susan	Teacher-Hardin	07/31/2026	1 YR (25-26)	1 YR (26-27)

Non-Certified Staff:

- None

Substitute Teachers for the 2025-2026 School Year:

- None

Supplemental Contract(s):

- None

Salary Schedule(s):

- FY27 Hardin Community School Classroom Facilitator (Thaxton)
260 Days
\$48,314
- FY27 Hardin Community School Psychologist
Daily Rate \$116.00

Leave of Absence(s):

- None

Resignation(s):

- None

Retirement(s):

- None

RIF(s):

- None

Other:

- None

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

NEXT MEETING

The next regular meeting will be held on Tuesday, May 26, 2026 at 6:30 p.m. at the Marion office.

ADJOURN

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

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

Meeting was adjourned at 7:02 p.m.

President

Treasurer