

CALL TO ORDER	A regular meeting of the NCOESC Board of Governors was called to order by President Jim McFarland at 7:26 p.m. at North Central Ohio Educational Service Center, Tiffin, Ohio.			
ROLL CALL	Roll call found the following members present: Mr. Bumgarner, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre, Mr. Snavely, Mrs. West and Mr. McFarland. Mr. Koschnick was absent.			
PLEDGE OF ALLEGIANCE	The Pledge of Allegiance to the Flag was recited by all present.			
RETIRE/REHIRE PUBLIC DISCUSSION	As required by R.C. 3309.345(B), a public meeting to discuss the reemployment of Brian Rupp will be held by the Board. No public was present to discuss the reemployment of Brian Rupp as NCOESC's Director of Technology after he retires with the School Employees Retirement System.			
PUBLIC COMMENT	No public comment.			
APPROVAL OF AGENDA AND ADDENDUM NCO-25-63	It was moved by Mr. Snavely and seconded by Mrs. West to approve the agenda and addendum as distributed.			
	Vote:	Yeas:	Mr. Bumgarner, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre, Mr. Snavely, Mrs. West and Mr. McFarland	
		Nays:	None	
APPROVAL OF MINUTES NCO-25-64	Mr. Landon made the motion, seconded by Mr. Sayre to approve the minutes of the November 18, 2025 Regular Board meeting.			
	Vote:	Yeas:	Mr. Bumgarner, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre, Mr. Snavely, Mrs. West and Mr. McFarland	
		Nays:	None	
TREASURER'S REPORT	It was moved by Mr. Pelter and seconded by Mrs. Pinney to approve the following items contained in the Treasurer's Report:			
-Financial Report				
-Healthcare Trust Fund Report	A. Financial Report for November, 2025			
-Donations	B. Healthcare Trust Fund Report for November, 2025			
-Transfers	C. Approval of the following donations:			
-Appropriations				
-"Then & Now" Pos				
-New Fund				
NCO-25-65				
	\$1,000.00	Palfinger	to	Seneca County Family & Children First Council

**F. Approval of the following "Then & Now" purchase orders:**

Teachtown	Software Licenses (Fostoria)	\$21,095.83
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**G. Approval of the following new fund:**

499-9268	Drive to Succeed Grant
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Vote: Yeas: Mr. Bumgarner, Mr. Landon, Mr. Pelter, Mrs. Pinney, Mr. Sayre,  
Mr. Snavelly, 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)  
- They will begin the interview process for the new superintendent in January.  
NCOESC Superintendent's Report (Ms. Luhring, Mr. Martin)  
- Ms. Luhring gave the board an update on former board member, Donald Ellis.  
- Ms. Luhring explained some heating issues that we are having in the Tiffin Campus.  
- We will be conducting Tiffin City's superintendent search.  
- Ms. Luhring thanked the board for their support throughout her superintendency.  
- Mr. Martin updated the board on property taxes.

**NEW BUSINESS**  
**ADDITION**  
NCO-25-66

Mr. Landon made the motion, seconded by Mrs. Pinney to approve the addition of a last minute purchased service contract for Collaboration Therapy for SLP services to the agenda.

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

**NEW BUSINESS**  
-Purchased Service  
Contracts  
-Program Contracts  
-OSBA Membership  
-FY27 Ashland University  
Tuition Agreement  
**COMMUNITY SCHOOL**  
-Program Contract  
NCO-25-67

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

**A. Purchased Service Contracts:**

- AVI – High School Quiz Bowl Lunches
- Maxim Healthcare – FY26 Nursing Services
- Mendell Hibbard – Harry Alexander Music Festival Guest Conductor
- Gregory Ramsdell – Harry Alexander Music Festival Guest Conductor
- Cynthia Ramsdell - Harry Alexander Music Festival Guest Pianist
- SchoolsPLP – FY26 SchoolsPLP Software Licenses (Fostoria)
- Collaboration Therapy – FY26 SLP Services

**B. Program Contracts:**

- Sandusky City Schools – FY26 Athletic Services #4
- West Geauga Local Schools – FY26 Educational Consultant Services #3
- West Geauga Local Schools – REVISED FY26 Educational Consultant Services #2
- Perrysburg EVSD – FY26 Educational Consultant Services
- Lawrence Family Orthodontics – REVISED FY26 Educational Consultant Services
- Hopewell-Loudon Local Schools – FY26 Erin's Law Support Services
- Findlay Digital Academy – FY26 Physical Therapy Services
- Elgin Local Schools – FY26 Educational Consultant Services (Early Literacy)
- Eastwood Local Schools – FY26 Educational Consultant Services
- Sandusky City Schools – FY26 Athletic Services #5
- Hopewell-Loudon Local Schools – FY26 Itinerant Preschool Services
- Old Fort Local Schools – FY26 Interim Superintendent #2
- Black River Local Schools – FY26 ESL Services
- Van Buren Local Schools – FY26 Educational Consultant Services
- Bishop Hoffman Catholic School – FY26 Educational Consultant Services
- Old Fort Local Schools – FY26 Educational Consultant Services #2

- Tiffin City Schools – FY26 Educational Consultant Services

C. Other:

- Renewal of OSBA membership and electronic subscription to the OSBA Briefcase publication for 2026 at a cost of \$5,019
- Approval of 2026-2027 tuition agreement between Ashland University and North Central Ohio ESC

D. COMMUNITY SCHOOL CONTRACTS AND NEW BUSINESS:

Purchased Service Contracts:

- None

Program Contracts:

- Buckeye Community School – FY26 Vision Services

Other:

- None

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

EMPLOYMENT AND PERSONNEL

-Certified Staff  
-Substitute Teachers  
-Non-Certified Staff  
-Supplemental Contracts  
-Substitute Aides  
-Leave of Absence  
-Salary Schedule  
-Resignations  
-Retirements  
-President Pro-tem  
NCO-25-68

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:

- *Deatra Fought* – Teacher for the Deaf/Hard of Hearing - \$53.20/hr – effective 12/01/2025 – 07/31/2026

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

- |                               |                            |
|-------------------------------|----------------------------|
| • <i>Theresa Kaminski</i>     | • <i>Addyson Gillmor</i>   |
| • <i>Christina Schraer</i>    | • <i>Kevin Kozel</i>       |
| • <i>Halie Allgire</i>        | • <i>Averie Lutz</i>       |
| • <i>Abigail Beidelschies</i> | • <i>Andrea Niedermier</i> |
| • <i>Maya Bodart</i>          | • <i>Tyson Swanagan</i>    |
| • <i>Korban Cominsky</i>      | • <i>Brayden Young</i>     |
| • <i>Emma Hensel</i>          | • <i>Kelsie Weingart</i>   |
| • <i>Damian Dean</i>          |                            |

3. Classified/Non-certified Staff:

- *Brittany Redding* – Pep Club (Sandusky City) - \$1,486.12 – effective 08/01/2025 – 06/01/2026
- *Aireon Fox* – Student Council (Sandusky City) - \$1,260.95 – effective 08/01/2025 – 06/01/2026
- *Brianna Kirkwood-Williams* – Cheer Football (Sandusky City) - \$500.00 – effective 07/31/2025 – 10/18/2025
- *Brielle Kirkwood* – Cheer Football (Sandusky City) - \$500.00 – effective 07/31/2025 – 10/18/2025
- *Kylie Morgan* – AMENDED Paraprofessional – effective 11/24/2025
- *Achsah Larimore* – Paraprofessional (Wynford) – effective 12/08/2025 – 07/31/2026

- *Dawn Wagner* – CPSN Regional Coordinator - \$52.00/hr – up to 850 hours – effective 12/12/2025 – 06/30/2026
- *Kathy Siebenaler Wilson* – CPSN Regional Coordinator - \$52.00/hr – up to 850 hours – effective 12/12/2025 – 06/30/2026
- *Brianna Whitaker* – Girls Basketball Assistant (7<sup>th</sup>) (Sandusky City) - \$2,927 – effective 10/24/2025 – 03/22/2026
- *Bailey Wellman* – TDC Special Education Student Attendant – effective 12/22/2025 – 07/31/2026
- *Kory Staib* – Classroom Aide (TDC) – effective 12/22/2025 – 07/31/2026
- *Katelin Logan* – TDC Special Education Student Attendant – effective 12/22/2025 – 07/31/2026
- *Renee Bernal* – Paraprofessional (SCOC) – effective 01/05/2026 – 07/31/2026
- *Christine Spencer* - AMENDED Paraprofessional (Seneca East) – effective 08/01/2025

**4. Supplemental Contract(s):**

- *Brenda Luhning* – Additional Duties – effective 10/01/2025 – 11/30/2025
- *Charity Basinger* – Paraprofessional (NCORC) – up to 26 days at her current daily rate – effective 05/11/2026 – 06/30/2026
- *Debbie Huffman* – Additional Duties – effective 08/01/2025 – 12/12/2025

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

- *Abbey Cline*
- *Abigail Beidelschies*
- *Andrea Niedermier*
- *Damian Dean*
- *Kelsie Weingart*

**6. Approval of Leave(s) of absence:**

- *Jennifer Treadway* – SLP Consultant – effective 01/06/2026

**7. Approval of Salary Schedule(s):**

- AMENDED FY26 Paraprofessional – Seneca East (effective 08/01/2025)

LEVEL	HRLY RATE
0	\$16.61
1	\$17.04
2	\$17.43
3	\$17.87
4	\$18.26
5	\$18.48
9	\$18.71
13	\$18.89
17	\$19.02
21	\$19.30
25	\$19.85
29	\$20.44
33	\$21.04

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

**Resignations:**

- *Mary Johnson* – Paraprofessional (SCOC) – effective 12/03/2025
- *Pamela Rowland* – Community School Compliance Rep - effective 05/29/2026

**Retirement:**

- *Cindy Moore* – Special Education Supervisor – effective 02/03/2026

**RIFs:**

- None

**Non-Renewal:**

- None

**Terminations:**

- None

**9. Other:**

- Appoint *Ryan Pelter* to serve as President pro-tem for the Tuesday, January 13, 2026 special board meeting and organizational meeting

**10. Community School – Employment and Personnel**

**Certified Staff:**

- None

**Non-Certified Staff:**

- None

**Substitute Teachers for the 2025-2026 School Year:**

- None

**Supplemental Contract(s):**

- None

**Salary Schedule(s):**

- None

**Leave of Absence(s):**

- None

**Resignation(s):**

- None

**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

**BOARD MEMBER  
RESIGNATION  
NCO-25-69**

Mr. Landon made the motion, with Mr. Bumgarner seconding the motion to approve the following resolution to accept with appreciation for prior service and commitment the resignation of NCOESC Board Member T. Dwain Sayre.

*Whereas, current NCOESC board member, T. Dwain Sayre has faithfully served the North Central Ohio Educational Service Center for the past twenty-four years; and*

*Whereas, the resignation of T. Dwain Sayre constitutes an opening for the Subdistrict #3 for a position on the NCOESC Board of Governors, the board hereby accepts T. Dwain Sayre's resignation effective December 31, 2025.*

*The NCOESC Board of Governor's desires to express their sincere appreciation for the work, commitment and time devoted to the improvement of the NCOESC by Mr. Sayre and hereby commends him for his service.*

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

**NEXT MEETING**

We will hold a special board meeting on Tuesday, January 13, 2026 at 6:30 p.m. for the purpose of appointing two individuals to fill two vacant seats on the Board. We will then hold the organizational and regular meetings after that at 7:00 p.m. These meetings will be held at North Central Ohio ESC (Marion Campus), 100 Executive Drive, Marion, OH.

**ADJOURN**

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

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 7:59 p.m.

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President

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Treasurer