

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. Landon, Mrs. Pinney, Mr. Sayre, Mr. Snavelly, Mrs. West and Mr. McFarland. Mr. Pelter was absent. Mr. Koschnick joined the meeting via phone.							
PLEDGE OF ALLEGIANCE	The Pledge of Allegiance to the Flag was recited by all present.							
OATH OF OFFICE	The Oath of Office was administered to the newly elected President Jim McFarland by Treasurer Jenny Hedrick.							
PUBLIC COMMENT	No public comment.							
APPROVAL OF AGENDA AND ADDENDUM NCO-25-8	It was moved by Mr. Snavelly and seconded by Mrs. Pinney to approve the agenda and addendum as distributed.							
	Vote:	Yeas:	Mr. Bumgarner, Mr. Landon, Mrs. Pinney, Mr. Sayre, Mr. Snavelly, Mrs. West and Mr. McFarland					
		Nays:	None					
APPROVAL OF MINUTES NCO-25-9	Mr. Bumgarner made the motion, seconded by Mr. Sayre to approve the minutes of the January 28, 2025 Organizational and Regular Board meetings.							
	Vote:	Yeas:	Mr. Bumgarner, Mr. Landon, Mrs. Pinney, Mr. Sayre, Mr. Snavelly, Mrs. West and Mr. McFarland					
		Nays:	None					
TREASURER'S REPORT Financial Report -Healthcare Trust Fund Report -Donations -Appropriations -"Then & Now" PO NCO-25-10	It was moved by Mrs. Pinney and seconded by Mr. Sayre to approve the following items contained in the Treasurer's Report:							
	<b>A. Financial Report for January, 2025</b>							
	<b>B. Healthcare Trust Fund Report for January, 2025</b>							
	<b>C. Approval of the following donations:</b>							
	\$400.00	Threads	to	SMYL				
	\$3,800.00	National Machinery Foundation	to	Fostoria Women's Empowerment				
	<b>D. Approval of the following appropriations:</b>							
	<b>Appropriations</b>	<b>Description</b>		<b>Amount</b>				
	001	General Fund – Overhead		\$ 51,562.60	increase			
	001	General Fund – Programs		\$ 111,957.86	increase			
	019	Other Local Grants		\$ 375.00	increase			
	022	Family & Children First		\$ 3,800.00	increase			
		<b>Total</b>		<b>\$ 167,695.46</b>				
	<b>E. Approval of the following "Then &amp; Now" purchase order:</b>							
	MOESC	Intervention Specialist (Mansfield St. Mary)		\$113,160				
	Vote:	Yeas:	Mr. Bumgarner, Mr. Landon, 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)
- Everything is going well. Their board meeting is tomorrow evening.
- NCOESC Superintendent's Report (Ms. Luhring/Mr. Martin)
- Ms. Luhring reviewed part of the budget bill involving SST's being looked at for rebidding. They are also thinking about opening up the bidding process to more entities than just ESC's. If they do move on with this, it wouldn't be until at least July, 2026 or later.
  - There is also a possibility of funding being increased for ESC's. This was a high priority for OSBA, but we are unsure of the status of this at this time.
  - We are still working with Mansfield City on getting the appropriate staff hired for next year. We still need several SLP's and School Psychologists.
  - Mr. Martin reviewed some important budget bills with the board.

NEW BUSINESS  
-Purchased Service  
Contracts  
-Program Contracts  
COMMUNITY SCHOOL  
-Program Contract  
-MPA Name Change  
NCO-25-11

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

A. Purchased Service Contracts:

- Hal Holloman – SST7 Best Practice Language Professional Development
- Scott Scriven LLP – SST7 Legal Update Presentation
- Roy Hall LLC – FY26 Administrative Retreat Keynote Speaker
- Rescind the following contract previously approved at 01/28/2025 board meeting:  
Kristin Dyer – Harry Alexander Music Festival Pianist

B. Program Contracts:

- Ridgedale Local School – FY25 EL Mentoring/Coaching Support Services
- Hopewell-Loudon Local School – FY25 REVISED School Psychologist Services

C. Other:

- None

D. COMMUNITY SCHOOL CONTRACTS AND NEW BUSINESS:

Purchased Service Contracts:

- None

Program Contracts:

- North Central Academy – FY25 REVISED School Psychologist/Special Education Consultant Services

Other:

- Approval of name change for Marion Preparatory Academy to Academy of Arts & Technology effective 2025-2026 school year

Vote: Yeas: Mr. Bumgarner, Mr. Landon, Mrs. Pinney, Mr. Sayre, Mr. Snavelly, Mrs. West and Mr. McFarland

Nays: None

EMPLOYMENT AND  
PERSONNEL

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

-Certified Staff  
-Substitute Teachers  
-Non-Certified Staff  
-Supplemental Contracts  
-Resignations  
-Retirement  
COMMUNITY SCHOOL  
-Certified Staff  
-Non-Certified Staff  
-RIFs  
NCO-25-12

**A. APPROVE EMPLOYMENT OF CERTIFICATED & CLASSIFIED STAFF:**

**1. Certified staff:**

- *Maite Nieblas* – AMENDED Full Time Substitute
- Rescind the following contract previously approved at 09/17/2024 board meeting:  
*Shirley Jefferson* – Business Operations (Mansfield City) - \$382.00/day – effective 10/01/2024 – 07/31/2027

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

- *Amanda Stockmaster*
- *Miley Turner*
- *Cody Taylor*
- *Ethan Warner*

**3. Classified/Non-certified Staff:**

- *Paul Hall* – AMENDED Paraprofessional
- *Suzanne Antonio* – AMENDED Paraprofessional
- *Kenzie Franks* – Preschool Paraprofessional (Fremont City) – effective 02/18/2025 – 07/31/2025

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

- *Cristyn Kocsis* – Science of Reading Training – effective 03/15/2024 – 06/30/2025
- *Jesse Gase* – Science of Reading Training – effective 03/15/2024 – 06/30/2025
- *Holly Pozderac* – Science of Reading Training – effective 03/15/2024 – 06/30/2025
- *Lisa Donelson* – Science of Reading Training – effective 03/15/2024 – 06/30/2025
- *Jennifer Hedrick* – Interim Treasurer Services – effective 11/19/2024 – 12/31/2024

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

- None

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

- None

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

- None

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

**Resignations:**

- *Jaymi Lopez* – Paraprofessional (FLC) – effective 02/04/2025
- *Ashley Ebert* – Paraprofessional (Fremont City) – effective 02/10/2025
- *Julie Carlyle* – Administrative Assistant – effective 06/11/2025
- *Brittany Weyant* – Paraprofessional (SCOC) – effective 02/10/2025

**Retirement:**

- *Michael Hebenthal* – SST7 Educational Consultant – effective 05/31/2025

**RIFs:**

- None

**Non-Renewal:**

- None

**Terminations:**

- None

**9. Other:**

- None

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

**Certified Staff:**

- *Heidi Clark* – AMENDED Long Term Substitute Teacher (NCA) – effective 02/18/2025

**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):**

- None

**Retirement(s):**

- None

**RIF(s):**

- Approval of the following resolution implementing partial RIF of Heidi Clark, Long Term Substitute Teacher (NCA):

**RESOLUTION TO IMPLEMENT A PARTIAL REDUCTION IN FORCE  
OF TEACHING STAFF**

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

Bryan Bumgarner  
Jack Koschnick  
Mick Landon  
Ryan Pelter

Pamela Pinney  
Dwain Sayre  
Steve Snavelly  
Dian West

Jim McFarland

\_\_\_\_\_ moved the adoption of the following resolution:

WHEREAS, Section 3319.17 of the Ohio Revised Code and Governing Board Policy No. 3131 authorize the Governing Board to implement a partial reduction in force of its teaching staff for certain reasons based upon the recommendation of the Superintendent; and

WHEREAS, in accordance with Section 3319.17 of the Ohio Revised Code and Governing Board Policy No. 3131, the Superintendent has recommended that the Governing Board implements a partial reduction in force of North Central Academy Long-Term Substitute Teacher Heidi Clark to reduce the number of hours that she works from 35 hours per week to 23.75 hours per week, effective February 18, 2025, due to: (i) a reduction in the total level of services that the Governing Board is required to provide under all interdistrict contracts as a result of the termination or nonrenewal of one or more such contracts; (ii) a reduction in the total number of pupils that the Governing Board is required to provide with services under all interdistrict contracts as a result of the termination or nonrenewal of one or more such contracts; and (iii) financial reasons; and

WHEREAS, Ms. Clark has been provided with advance written notice of her proposed reduction in force.

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

Section 1: In accordance with Section 3319.17 of the Ohio Revised Code and Governing Board Policy No. 3131, and based upon the recommendation of the Superintendent, the Governing Board hereby implements a partial reduction in force of North Central Academy Long-Term Substitute Teacher Heidi Clark to reduce the number of hours that she works from 35 hours per week to 23.75 hours per week, effective February 18, 2025, due to: (i) a reduction in the total level of services that the Governing Board is required to provide under all interdistrict contracts as a result of the termination or nonrenewal of one or more such contracts; (ii) a reduction in the total number of pupils that the Governing Board is required to provide with services under all interdistrict contracts as a result of the termination or nonrenewal of one or more such contracts; and (iii) financial reasons.

Section 2: As a result of this action, the number of hours that Ms. Clark works shall be reduced from 35 hours per week to 23.75 hours per week, effective February 18, 2025.

Section 3: The Governing Board hereby authorizes and directs the Treasurer to provide Ms. Clark with written notice of this action.

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  
Jack Koschnick  
Mick Landon  
Ryan Pelter

Pamela Pinney  
Dwain Sayre  
Steve Snavelly  
Dian West

Jim McFarland

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

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Governing Board President

ATTEST:

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Treasurer

- Approval of the following resolution implementing partial RIF of Rebecca Traxler, Secretary (NCA):

**RESOLUTION TO IMPLEMENT A PARTIAL REDUCTION IN FORCE  
OF NON-TEACHING STAFF**

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

Bryan Bumgarner  
Jack Koschnick  
Mick Landon  
Ryan Pelter

Pamela Pinney  
Dwain Sayre  
Steve Snavelly  
Dian West

Jim McFarland

\_\_\_\_\_ moved the adoption of the following resolution:

WHEREAS, Section 3319.172 of the Ohio Revised Code and Governing Board Policy No. 4131 authorize the Governing Board to implement a partial reduction in force of its non-teaching staff for certain reasons based upon the recommendation of the Superintendent; and

WHEREAS, in accordance with Section 3319.172 of the Ohio Revised Code and Governing Board Policy No. 4131, the Superintendent has recommended that the Governing Board implements a partial reduction in force of North Central Academy Secretary Rebecca Traxler to reduce the number of hours that she works from 37.5 hours per week to 15 hours per week, effective February 18, 2025, due to: (i) a reduction in the total level of services that the Governing Board is required to provide under all interdistrict contracts as a result of the termination or nonrenewal of one or more such contracts; (ii) a reduction in the total number of pupils that the Governing Board is required to provide with services under all interdistrict contracts as a result of the termination or nonrenewal of one or more such contracts; and (iii) financial reasons; and

WHEREAS, Ms. Traxler has been provided with advance written notice of her proposed reduction in force.

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

Section 1: In accordance with Section 3319.172 of the Ohio Revised Code and Governing Board Policy No. 4131, and based upon the recommendation of the Superintendent, the Governing Board

hereby implements a partial reduction in force of North Central Academy Secretary Rebecca Traxler to reduce the number of hours that she works from 37.5 hours per week to 15 hours per week, effective February 18, 2025, due to: (i) a reduction in the total level of services that the Governing Board is required to provide under all interdistrict contracts as a result of the termination or nonrenewal of one or more such contracts; (ii) a reduction in the total number of pupils that the Governing Board is required to provide with services under all interdistrict contracts as a result of the termination or nonrenewal of one or more such contracts; and (iii) financial reasons.

Section 2: As a result of this action, the number of hours that Ms. Traxler works shall be reduced from 37.5 hours per week to 15 hours per week, effective, February 18, 2025.

Section 3: The Governing Board hereby authorizes and directs the Treasurer to provide Ms. Traxler with written notice of this action.

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  
Jack Koschnick  
Mick Landon  
Ryan Pelter

Jim McFarland

Pamela Pinney  
Dwain Sayre  
Steve Snavelly  
Dian West

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

\_\_\_\_\_  
Governing Board President

ATTEST:

\_\_\_\_\_  
Treasurer

**Other:**

• None

Vote: Yeas: Mr. Bumgarner, Mr. Landon, Mrs. Pinney, Mr. Sayre, Mr. Snavelly, Mrs. West and Mr. McFarland

Nays: None

NEXT MEETING

The next regular meeting will be held on Tuesday, March 18, 2025 at 7:00 p.m. at North Central Ohio ESC (Marion Campus), 100 Executive Drive, Marion, OH.

ADJOURN

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

Vote: Yeas: Mr. Bumgarner, Mr. Landon, Mrs. Pinney, Mr. Sayre, Mr. Snavelly, Mrs. West and Mr. McFarland

Nays: None

Meeting was adjourned at 7:42 p.m.

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President

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Treasurer