

CALL TO ORDER                      A regular meeting of the NCOESC Board of Governors was called to order by President Jim McFarland at 7:01 p.m. at North Central Ohio Educational Service Center, Marion, Ohio.

ROLL CALL                              Roll call found the following members present: Mr. Bumgarner, Mr. Koschnick, Mr. Pelter, Mr. Sayre, Mr. Snavelly, Mrs. West and Mr. McFarland. Mr. Landon and Mrs. Pinney were 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  
NCO-25-58                              It was moved by Mr. Bumgarner and seconded by Mr. Sayre to approve the agenda and addendum as distributed.

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

APPROVAL OF MINUTES  
NCO-25-59                              Mr. Koschnick made the motion, seconded by Mr. Snavelly to approve the minutes of the October 21, 2025 Regular Board meeting.

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

TREASURER'S REPORT              It was moved by Mr. Pelter and seconded by Mr. Sayre to approve the following items contained in the  
-Financial Report                      Treasurer's Report:

-Healthcare Trust Fund  
Report

-Donations

-New Fund

-Appropriations

-“Then & Now” POs

NCO-25-60

**A. Financial Report for October, 2025**

**B. Healthcare Trust Fund Report for October, 2025**

**C. Approval of the following donations:**

\$40.00	Women Empowering Women	to	Women Empowering Women
\$5,000.00	United Way of North Central Ohio	to	SMYL
\$50.00	Tiffin Women in Action	to	SMYL
\$1,300.00	William K. Davis Foundation	to	2026 Marion County Spelling Bee

**D. Approval of the following new fund:**

499-9266                      Career Pathways Support Network

**E. Approval of the following appropriations:**

<u>Appropriations</u>	<u>Description</u>	<u>Amount</u>	
001	General Fund – Overhead	\$ 18,400.00	<i>increase</i>
001	General Fund – Programs	\$ 175,847.44	<i>increase</i>
022	FCFC	\$ (43,043.21)	<i>decrease</i>
451	Network Connectivity	\$ 2,000.00	<i>increase</i>
599	SST-SPDG	\$ 40,000.00	<i>increase</i>
	<b>Total</b>	<b><u>\$ 193,204.23</u></b>	

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

Rachel Ferres	FY25 Tuition Reimbursement	\$4,848.91
Resolute Interpreting	Gibsonburg Interpreting Services	\$3,441.20
Ohio Dept. of Job & Family Services	Unemployment	\$5,049.68

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

COMMUNICATIONS

Tri-Rivers Career Center  
NCOESC Superintendent

Tri-Rivers Career Center Report (Mr. McFarland)

- Interim Superintendent is doing well so far.
- Heavy equipment/CDL area is almost complete.
- Mr. McFarland had the opportunity to tour the CTE department at River Valley. This is going to be a great transition for the healthcare and industrial arts students between River Valley and Tri-Rivers.

NCOESC Superintendent's Report (Ms. Luhning)

- We are finishing the Old Fort Superintendent search. They are in contract negotiation with their candidate.
- Tiffin City's Superintendent resigned effective December 8<sup>th</sup>. We are unsure if we will be conducting the search.
- Mr. Martin explained that in order to appoint the new board members, we have to hold a special meeting. We will have a special meeting right before our organizational meeting in January. Also, we are moving the January meeting to January 13<sup>th</sup>.

NEW BUSINESS

-Purchased Service Contracts  
-Program Contracts  
-Algebra 2 MOU  
-FY26 Tuition Reimbursement  
-Rescind non-pooling agreement  
-HS Math MOU  
-Revised/New Board Policies

COMMUNITY SCHOOL

-EABG Lease  
NCO-25-61

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

A. Purchased Service Contracts:

- Teachtown – FY26 Teachtown Software Licenses
- Kieffer Construction – Board Room Wall Repair
- Lindamood-Bell Learning Processes – Visualizing and Verbalizing Online Workshop
- Tiffin University – FY26 High School Quiz Bowl Tournament Room Rental
- Tiffin University – FY26 Junior High School Quiz Bowl Tournament Room Rental

B. Program Contracts:

- Tiffin City Schools – FY26 Aide Services (Allen)
- Sandusky City Schools – FY26 Athletic Services #3
- Norton City Schools – FY26 Educational Consultant Services
- Fostoria City Schools – FY26 Teachtown Software Services
- North Baltimore Local Schools – FY26 Hearing Services
- Fremont City Schools – FY26 Audiology Services
- Fostoria City Schools – FY26 REVISED Teachtown Software Services
- Tiffin City Schools – FY26 Intervention Supervisor Services (Gase)
- Tiffin City Schools – FY26 Intervention Specialist Services (Drusback)
- Tiffin City Schools – FY26 Student & Family Support Specialist Services (Coleman)
- Calvert Catholic Schools – FY26 Intervention Supervisor Services (Gase)
- Calvert Catholic Schools – FY26 Intervention Specialist Services (Drusback)
- Our Lady of Consolation – FY26 Intervention Specialist Services
- Greater Summit County ELC – FY26 Paraprofessional Services
- Greater Summit County ELC – FY26 Art Teacher Services
- Greater Summit County ELC – FY26 Coach Services
- Vanguard-Sentinel Career Center – FY25-26 Technology Services
- Carey EVSD – FY26 Educational Consultant Services
- Northern Buckeye Education Council – FY26 Educational Consultant Services
- Wyandot County DD (Angeline School) – FY26 Services

- Shelby St. Mary's – FY26 Occupational Therapy Services
- FY26 Adapted Physical Education Services for the following districts:  
*Clyde, Hopewell-Loudon, Lakota, Perkins, Tiffin City*
- FY26 Visualizing & Verbalizing Online Workshop Services for the following districts:  
*Elgin, Ontario, Ridgedale, Shelby City*
- Shelby City Schools – FY26 Title I Teacher (Lynch)

C. Other:

- Approval of MOU between ESC of Central Ohio and North Central Ohio ESC for Algebra 2 Equivalency Implementation and Support Initiative
- Approval of Tuition Reimbursement for employees for the time period September 2024 August 2025
- Rescind the following previously approved at 10/21/25 board meeting:  
Approval of Title I Nonpublic Pooling Contract between North Central Ohio ESC, Shelby Sacred Heart and Plymouth-Shiloh Local Schools
- Approval of MOU between ESC of Central Ohio and North Central Ohio ESC for HS Math Pathways Project
- Approval of the following revised/new board policies:  
3433 Vacation 8305 Information Security

D. COMMUNITY SCHOOL CONTRACTS AND NEW BUSINESS:

Purchased Service Contracts:

- None

Program Contracts:

- None

Other:

- Approval of lease agreement for Educational Academy for Boys & Girls

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

EMPLOYMENT AND PERSONNEL

-Certified Staff  
-Substitute Teachers  
-Non-Certified Staff  
-Supplemental Contracts  
-Substitute Aides  
-Leave of Absence  
-Resignations  
-Retirements  
NCO-25-62

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:**

- *Heidi Smalley* – AMENDED Occupational Therapy Assistant - effective 11/10/2025
- *Paul Hall* – Teacher (NCORC) – effective 01/01/2026 – 06/30/2026
- *Kristie Chandler* – Special Education Consultant – effective 11/10/2025 – 07/31/2026
- *Britney Williams* – Counselor (Mansfield St. Peter's) - \$20.00/hr – effective 10/01/2025 – 07/31/2026

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

- *Valerie Baer*
- *Kayleigh Aiken*
- *Lathan McCants*
- *Ella Weaver*
- *Abigail Chester*
- *Joshua Gibson*
- *Madison Lepper*
- *Madalynn Lutz*
- *Natasha Mullholand*
- *Tessa Bowling*

- *Kimberly Hobson*

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

- *Jennifer Sartor* – Soccer Assistant (Sandusky City) - \$1,182 – effective 07/31/2025 – 10/18/2025
- *Tiffany Huffman* – TDC Classroom Aide – \$26,826.97 - effective 11/18/2025 – 07/31/2026
- *Mary Johnson* – Paraprofessional (SCOC) – effective 11/17/2025 – 07/31/2026
- *Stephanie Groomes* – TDC Special Education Student Attendant – effective 12/01/2025 – 07/31/2026
- *Eva Osborn* – Preschool Paraprofessional (Marion) – effective 12/01/2025 – 07/31/2026
- *Lillian Miller* – Paraprofessional (SCOC) – effective 12/01/2025 – 07/31/2026
- Rescind the following contract previously approved at 10/21/2025 board meeting:  
*Lyndy Haar* – TDC Special Education Student Attendant – effective 11/01/2025 – 07/31/2026

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

- *Tara Mullen* – Additional Duties – effective 09/01/2025 – 06/05/2026
- *Victoria Ledel* – Additional Duties – effective 09/01/2025 – 06/05/2026
- *Amy Bores* – Mentoring Duties – effective 08/08/2025 – 05/29/2026
- *Amanda Wolph* – Community School Duties – effective 09/01/2025 – 10/31/2025
- *Cristy Allen* – Additional Days – 2 days at her current daily rate – effective 11/03/2025 – 12/19/2025

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

- |                          |                             |
|--------------------------|-----------------------------|
| • <i>Valerie Baer</i>    | • <i>Madalynn Lutz</i>      |
| • <i>Ella Weaver</i>     | • <i>Natasha Mullholand</i> |
| • <i>Kimberly Hobson</i> | • <i>Tessa Bowling</i>      |

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

- *Erin Stroub* – Student Services Administrative Assistant – effective 11/14/2025

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

- None

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

**Resignations:**

- *Britten Raitz* – Paraprofessional (SCOC) – effective 10/24/2025
- *Amy Newland* – Preschool Intervention Specialist (Pleasant) – effective 11/14/2025
- *Kelli Schurch* – Preschool Paraprofessional - effective 11/14/2025
- *Ticy Walters* – Preschool Paraprofessional (Upper Sandusky) – effective 11/13/2025
- *Farrah Gregg* – Full Time Substitute – effective 12/11/2025
- *Tiffany Huffman* – TDC Classroom Aide – effective 11/18/2025

**Retirement:**

- *W. Todd Martin* – Deputy Superintendent – effective 12/29/2025
- *Brian Rupp* – Director of Technology – effective 01/01/2026

**RIFs:**

- None

**Non-Renewal:**

- None

**Terminations:**

- None

**9. Other:**

- None

**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. Koschnick, Mr. Pelter, Mr. Sayre,  
Mr. Snavelly, Mrs. West and Mr. McFarland  
Nays: None  
Abstain: Mr. Pelter

NEXT MEETING

The next regular meeting will be held on Tuesday, December 16, 2025 at 7:00 p.m. at North Central Ohio ESC (Tiffin Campus), 928 West Market Street, Tiffin, OH. Our holiday dinner will be held prior to the meeting with hors d'oeuvres beginning at 6:15 p.m. and then dinner at 6:30 .m.

ADJOURN

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

Vote: Yeas: Mr. Bumgarner, Mr. Koschnick, Mr. Pelter, Mr. Sayre,  
Mr. Snavelly, Mrs. West and Mr. McFarland

Nays: None

Meeting was adjourned at 7:24 p.m.

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President

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Treasurer