

BATH LOCAL SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING

March 18, 2025

The Bath Board of Education met in regular session on March 18, 2025 at 7:00 p.m. in the IMC with the following members present: Mrs. Ernest, Mrs. Kelley, Mr. Kennedy, Mr. Leidy, and Mr. White.

- 25-03-42 PUBLIC NOTICE: Mrs. Kelley moved and Mr. White seconded the motion allowing The Bath Local School District Board of Education to authorize the Treasurer to issue the following notices, on behalf of the Board, to the public in the manner in which special meetings of the Board are publicized:

The Bath Local School District Board of Education hereby gives public notice in accordance with Section 3307.353 of the Ohio Revised Code that Joel Parker intends to retire effective August 31, 2025. The Bath Local School District Board of Education and Joel Parker are considering his reemployment as a Treasurer beginning September 1, 2025. The Board will hold a public meeting/hearing on the issue of re-employing Joel Parker as a Treasurer at a meeting to be held at the April 22, 2025 Board Meeting at 7:00p.m. at the Bath Local Schools Administration Building, 2650 Bible Rd., Lima, Ohio 45801.

Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White, yes; motion carried.

- 25-03-43 PUBLIC NOTICE: Mrs. Kelley moved and Mr. Kennedy seconded the motion allowing The Bath Local School District Board of Education to authorize the Treasurer to issue the following notices, on behalf of the Board, to the public in the manner in which special meetings of the Board are publicized:

The Bath Local School District Board of Education hereby gives public notice in accordance with Section 3307.353 of the Ohio Revised Code that Richard Dackin intends to retire effective May 31, 2025. The Bath Local School District Board of Education and Richard Dackin are considering his reemployment as a High School Teacher beginning August 1, 2025. The Board will hold a public meeting/hearing on the issue of re-employing Richard Dackin as a High School Teacher at a meeting to be held at the April 22, 2025 Board Meeting at 7:00p.m. at the Bath Local Schools Administration Building, 2650 Bible Rd., Lima, Ohio 45801.

The Bath Local School District Board of Education hereby gives public notice in accordance with Section 3307.353 of the Ohio Revised Code that Dianna Downing intends to retire effective May 31, 2025. The Bath Local School District Board of Education and Dianna Downing are considering her reemployment as a Custodian beginning June 1, 2025. The Board will hold a public meeting/hearing on the issue of re-employing Dianna Downing as a Custodian at a meeting to be held at the April 22, 2025 Board Meeting at 7:00p.m. at the Bath Local Schools Administration Building, 2650 Bible Rd., Lima, Ohio 45801.

Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White, yes; motion carried.

- 25-03-44 ADOPTION OF THE AGENDA AND ACTION ITEMS: Mr. Leidy moved and Mr. Kennedy seconded the motion to adopt the agenda for the March 18, 2025 regular meeting of the Bath Local School Board of Education. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White, yes; motion carried.

- 25-03-45 SUPERINTENDENT CONSENT AGENDA: Mr. White moved and Mrs. Kelley seconded the motion to approve the following:

Certified Retirement/Resignation – 2024-2025 School Year:
Avery Shirk, Teacher, resignation effective end of 24/25 SY

Employment – Certified Supplemental – 2025-2026 School Year:

Sean Boley, Golf-Boys-Head, Level 2, 10%
 Matthew Gillett, Safety/CPR Coordinator, Level 2, 3%
 Daniel Grime, Cross Country-Head, Level 2, 10%
 Frankie Russell, Football-Head, Level 2, 20%
 Frankie Russell, Strength & Conditioning (Summer), Level 2, 4%
 Frankie Russell, Strength & Conditioning (Fall), Level 2, 4%

Employment - Certified Substitutes – 2024-2025 School Year

Certified substitutes approved by the Allen County ESC

Blake Bailey	Madison Downing	Todd Gordon
Doris Jones	Keaton Sexton	Misty Matthews
Paris Morrison		

Classified Retirement/Resignation – 2024-2025 School Year:

Gregory Cogley, Maintenance and Custodial Supervisor, resignation for the purpose of retirement, effective July 1, 2025
 Jennifer Cope, Food Service, resignation effective March 14, 2025

Employment – Classified Change in Employment– 2024-2025 School Year:

Angela Manning, Food Service, increase in hours from 5.25 hrs./day to 6.5 hrs./day, effective March 19, 2025

Employment – Classified – 2024-2025 School Year:

Brady Hipsher, Payroll Consultant, to be used on an as needed basis, \$24.19/hr., effective April 1, 2025
 Nicole Jordan, Food Service, 1 Yr. Limited Contract (47 days), Year 1, 4 hrs./day, \$16.32/hr., March 19, 2025
 John Lause, Temporary Maintenance and Custodial Supervisor, to be used on an as needed basis at a rate of \$275.20 per day, effective March 17, 2025

Employment – Classified Supplemental– 2025-2026 School Year:

Cheryl Frey, Faculty Manager-Fall, Level 2, 5%
 Beth Nichols, Cheerleader-Head-Football, Level 2, 7%

Employment – Classified Substitute– 2024-2025 School Year:Substitute Food Service – Approved \$16.32/hr.

Laura Rohrbaugh
 Monica Badik

Employment – Outside Employment Resignation– 2024-2025 School Year:

Troy Korkate, Baseball-Asst-9th, resignation effective the start of the 24/25 SY spring sports season

Employment – Outside Employment– 2025-2026 School Year:

Sandra R. Dackin, Tennis-Girls-Head, Level 2, 10%
 Lamar Houston, Soccer-Girls-Head, Level 2, 14%
 Michael Lawrence, Volleyball-Head, Level 2, 14%
 Levi Smith, Soccer-Boys-Head, Level 2, 14%

Employment – Summer 2025:

Timothy Parker, Outdoor Maintenance – Seasonal Help, \$14.00/hour, effective March 1, 2025

Volunteer Coaches – 2024-2025 School Year:

This list is included for liability insurance purposes. All volunteer coaches are contingent upon proper certification and paperwork required by ODE for volunteer coaches.

Rachel Clark, Softball

James Davis, Baseball

Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.

- 25-03-46 WORKERS' COMPENSATION TPA: Mr. Leidy moved and Mr. Kennedy seconded the motion to authorize the Treasurer to contract with Sedgwick as Bath's Third-Party Administrator for Workers' Compensation, effective for the 2026 group rating program year at a cost of \$1,715.00 which includes unemployment services; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-47 ACCEPTANCE OF DONATIONS: Mrs. Kelley moved and Mr. White seconded the motion to accept the following February 2025 donations made to the Bath Board of Education:
- Bath Boosters donation to softball - \$1,000
 - Bath Boosters donation to volleyball - \$1,500
- Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-48 TREASURER CONSENT AGENDA: Mr. White moved and Mr. Kennedy seconded the motion to approve the following:
- Minutes: Regular Meeting February 18, 2025
 Special Meeting February 27, 2025
 Finance Committee Minutes February 12, 2025
 Building and Grounds Minutes March 5, 2025
- Reports: February 2025 Reports
- Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-49 CHANGE TO APRIL 2025 BOARD MEETING DATE: Mrs. Kelley moved and Mr. White seconded the motion to approve moving the April 2025 board meeting from April 15 to April 22, 2025. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-50 CURRICULUM GUIDE: Mr. White moved and Mr. Kennedy seconded the motion to approve the 2025-2026 school year high school curriculum guide; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-51 JOB DESCRIPTION: Mr. Kennedy moved and Mrs. Kelley seconded the motion to approve the Maintenance and Custodial Supervisor job description; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.

- 25-03-52 OAPSE MOU: Mr. Leidy moved and Mr. Kennedy seconded the motion to approve the Memorandum of Understanding with OAPSE Local 32 to permit summer hours work schedule June 2 through August 15, 2025 ; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-53 APOLLO CAREER CENTER SATELLITE AGREEMENT: Mr. White moved and Mrs. Kelley seconded the motion to approve the Satellite Program and Maintenance agreement with Apollo Career Center for career-technical education at Bath High School ; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-54 COALITION OF OHIO RURAL AND APPALACHIAN SCHOOLS: Mrs. Kelley moved and Mr. White seconded the motion to approve service contract with the Coalition of Ohio Rural and Appalachian Schools Legislative Co. and Sunday Creek Horizons to purchase legislative research and educational public policy development for FY25 at a total cost of \$5,000; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-55 ALLEN COUNTY ESC: Mr. Kennedy moved and Mrs. Kelley seconded the motion to approve payment of attached invoice for first half reconciliation July-December 2024 for a total amount of \$92,517; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-56 INVENTIONLAND: Mr. Leidy moved and Mrs. Kelley seconded the motion to approve the quote from Inventionland for Middle School Library Innovation Laboratory items and installation of products at a total cost of \$84,306.10 to be paid out of CTE grant funds; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-57 ANATOMAGE TABLE: Mr. White moved and Mrs. Kelley seconded the motion to approve the quote from Anatomage to purchase Anatomage Table Convertible for the high school at a total cost of \$93,650.00, to be paid out of CTE grant funds; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-58 FARNHAM EQUIPMENT CONTRACT: Mr. Leidy moved and Mr. White seconded the motion to approve construction services contract with Farnham Equipment Company for high school gymnasium bleachers at a total cost of \$308,040.00; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.
- 25-03-59 HERITAGE FLOORS CONTRACT: Mr. White moved and Mrs. Kelley seconded the motion to approve construction services contract with Heritage Floors for high school gymnasium floor, at a total cost of \$166,533.50; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White, yes; motion carried.
- 25-03-60 HIGH SCHOOL ROOFING PROJECT: Mr. Kennedy moved and Mr. Leidy seconded the motion to accept the bid through the TIPS program from Cotterman & Company, Inc. for high school gymnasium roof replacement, including a 20-year manufacturers watertight warranty on material and labor, at a total cost of \$157,525; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.

25-03-61

RESOLUTION TO ADOPT SPECIAL EDUCATION MODEL POLICIES AND PROCEDURES:
Mrs. Kelley moved and Mr. White seconded the motion to approve the following resolution to adopt special education model policies and procedures:

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 13, 2025, the Board approved Resolution 25-01-17 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 25-01-17 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).

Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White, yes; motion carried.

25-03-62 RESOLUTION TO ESTABLISH A CAPITAL PROJECT FUND FOR BUILDINGS: Mr. White moved and Mr. Kennedy seconded the motion to approve the following resolution to establish a capital project fund to be used for the purpose of accumulating resources for the acquisition, construction, and/or improvement of school buildings, including maintenance and repairs.

WHEREAS, pursuant to Ohio Revised Code Section 5705.13(C), a board of education may establish a capital projects fund for the purpose of accumulating resources for the acquisition, construction, or improvement of fixed assets of the school district; and

WHEREAS, the Board of Education of the Bath Local School District ("Board") desires to establish and maintain a capital projects fund to acquire, construct, and improve certain fixed assets.

NOW, THEREFORE, BE IT RESOLVED that:

1. The Board hereby establishes a capital projects fund (the "Fund," Fund 070-9501) to be used for the purpose of accumulating resources for the acquisition, construction, and/or improvement of school buildings, including maintenance and repairs. The Treasurer is directed to take all action necessary to establish the Fund.
2. The Board authorizes the initial funding of the Fund with a transfer of monies from the General Fund in the amount of \$6,000,000.00.
3. The Fund shall be funded over a maximum period of ten (10) years, up to a maximum balance of \$6,000,000.00. The Fund may be funded by transfer(s) from other funds of the Board, including the General Fund, and/or the deposit of monies from sources other than funds of the Board, including gifts to the Board.
4. If no contracts have been entered relating to the Fund during a period of ten (10) years after its establishment, such monies shall be returned to the fund(s) from which they originated.
5. The Treasurer and/or Superintendent are authorized to take any and all actions necessary to carry out this resolution.
6. It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in such formal action, were

in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.

25-03-63

RESOLUTION TO ESTABLISH A CAPITAL PROJECT FUND FOR ATHLETIC FACILITIES:

Mr. White moved and Mr. Kennedy seconded the motion to approve the following resolution to establish a capital project fund to be used for the purpose of accumulating resources for the acquisition, construction and/or improvement of the Board's athletic facilities.

WHEREAS, pursuant to Ohio Revised Code Section 5705.13(C), a board of education may establish a capital projects fund for the purpose of accumulating resources for the acquisition, construction, or improvement of fixed assets of the school district; and

WHEREAS, the Board of Education of the Bath Local School District ("Board") desires to establish and maintain a capital projects fund to acquire, construct, and improve certain fixed assets.

NOW, THEREFORE, BE IT RESOLVED that:

1. The Board hereby establishes a capital projects fund (the "Fund," Fund 070-9502) to be used for the purpose of accumulating resources for the acquisition, construction, and/or improvement of the Board's athletic facilities. The Treasurer is directed to take all action necessary to establish the Fund.
2. The Board authorizes the initial funding of the Fund with a transfer of monies from the General Fund in the amount of \$1,000,000.00.
3. The Fund shall be funded over a maximum period of ten (10) years, up to a maximum balance of \$1,000,000.00. The Fund may be funded by transfer(s) from other funds of the Board, including the General Fund, and/or the deposit of monies from sources other than funds of the Board, including gifts to the Board.
4. If no contracts have been entered relating to the Fund during a period of ten (10) years after its establishment, such monies shall be returned to the fund(s) from which they originated.
5. The Treasurer and/or Superintendent are authorized to take any and all actions necessary to carry out this resolution.
6. It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.

25-03-64

RESOLUTION TO ESTABLISH A CAPITAL PROJECT FUND FOR SCHOOL BUSES: Mrs. Kelley moved and Mr. Leidy seconded the motion to approve the following resolution to establish a capital project fund to be used for the purpose of accumulating resources for the acquisition and/or maintenance of school buses.

WHEREAS, pursuant to Ohio Revised Code Section 5705.13(C), a board of education may establish a capital projects fund for the purpose of accumulating resources for the acquisition, construction, or improvement of fixed assets of the school district; and

WHEREAS, the Board of Education of the Bath Local School District (“Board”) desires to establish and maintain a capital projects fund to acquire, construct, and improve certain fixed assets.

NOW, THEREFORE, BE IT RESOLVED that:

1. The Board hereby establishes a capital projects fund (the “Fund,” Fund 070-9503) to be used for the purpose of accumulating resources for the acquisition and/or maintenance of school buses. The Treasurer is directed to take all action necessary to establish the Fund.
2. The Board authorizes the initial funding of the Fund with a transfer of monies from the General Fund in the amount of \$500,000.
3. The Fund shall be funded over a maximum period of ten (10) years, up to a maximum balance of \$500,000.00. The Fund may be funded by transfer(s) from other funds of the Board, including the General Fund, and/or the deposit of monies from sources other than funds of the Board, including gifts to the Board.
4. If no contracts have been entered relating to the Fund during a period of ten (10) years after its establishment, such monies shall be returned to the fund(s) from which they originated.
5. The Treasurer and/or Superintendent are authorized to take any and all actions necessary to carry out this resolution.
6. It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this resolution were taken in an open meeting of this Board, and that all deliberations of this Board and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.

25-03-65 CHAPERONES/VOLUNTEERS/GUEST SPEAKERS - 2024-2025 SY: Mr. Kennedy moved and Mrs. Kelley seconded the motion to approve the included list for liability insurance purposes. All volunteers, chaperones and guest speakers have met the necessary requirements; copy on file. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried.

25-03-66 ADJOURNMENT: Mrs. Kelley moved and Mr. Leidy seconded the motion to adjourn the meeting. Regular board meeting Tuesday, April 22, 2025 at 7:00 p.m. Vote on the motion was as follows: Mrs. Ernest, yes; Mrs. Kelley, yes; Mr. Kennedy, yes; Mr. Leidy, yes; Mr. White; yes; motion carried. The meeting was adjourned at 8:42 p.m.

PRESIDENT

TREASURER