MINUTES OF THE SOUTHERN OHIO EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

OCTOBER 28, 2025

The Southern Ohio Educational Service Center Governing Board met on Tuesday, October 28, 2025, at 7:00 p.m. for its regular monthly meeting. Members present were Ms. Gausman, Mr. Hixson, Dr. Kirby, Mr. Lane, Mr. Mount, Mr. Peck, Ms. Ruth, Ms. Stepp, and Mr. West, along with Curt Bradshaw, Superintendent, and Rachel Meyer, Treasurer. The guest present was Casey Enochs.

APPROVAL OF THE MEETING AGENDA **(Resolution #5073)**

It was moved by Ms. Stepp and seconded by Ms. Gausman to approve the agenda as revised.

The board members present unanimously approved the motion. President of the board, Mr. West, declared the motion carried.

MINUTE APPROVAL **(Resolution #5074)**

It was moved by Mr. Mount and seconded by Mr. Hixson that the September 23, 2025, meeting minutes be approved as presented.

The board members present unanimously approved the motion. President of the board, Mr. West, declared the motion carried.

The meeting was open for public participation. None received.

SOUTHERN OHIO ESC SHARED EXPERTISE

Mr. Bradshaw shared the following items from the September 29, 2025, Clinton County Connect4EDU Conference held at Wilmington Middle/High School Campus:

- The Conference Guide, which highlighted the Planning & Design Team, morning and afternoon breakout sessions, job-alike sessions, and keynote speaker Damon West.
- The press release issued following the event.

SOUTHERN OHIO ESC SHARED EXPERTISE (Cont.)

Mr. Bradshaw also shared a short video and the Summary Evaluation Responses with the board. Average responses ranged from 4.3 to 4.5, with 5 being "very satisfied" or "strongly agree." Overall, the feedback was very positive. Over 450 educators from across Clinton County attended.

The planning team met a couple of weeks ago to determine whether this will be an annual event or one held every other year. He also indicated the possibility of hosting similar events in Fayette and Highland counties.

Mr. Bradshaw thanked the staff who helped with the event.

Ms. Enochs thanked Mr. Bradshaw for all his work in bringing the event together.

GREAT OAKS ITCD REPORT

Mr. Lane shared the following:

The Great Oaks Governing Board met on October 8, 2025, at Laurel Oaks. The meeting was preceded by a ribbon-cutting and open house for the new EV facility, which Mr. Bradshaw and Mr. Lane attended.

The following information from the Great Oaks Board meeting may be of interest to you:

- Enrollment in the Great Oaks adult programs is increasing, which often happens when the economy slows.
- Enrollment at the four Great Oaks campuses has increased again this year, with Laurel continuing to have the second-highest enrollment among the four campuses.
- The district's secondary program was awarded a five-star rating on the state report card again this year.
- The five-year graduation rate for the secondary program was 99.4%.
- Ten of the school districts we serve are in the Laurel Oaks attendance area. The three districts with the greatest percentage of junior and senior students enrolled at Laurel are Clinton-Massie with 18%, Wilmington with 14% and Miami Trace with 12%.
- During the meeting, CEO Snyder and CFO Rabe presented their goals and strategies for 2026.
- Finally, there was much discussion and concern regarding HB 186.

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LEGISLATIVE LIAISON REPORT

The September issue of "The Link" was included in the packets provided to the Board.

OEPI Property Tax Report and Webinar

The Ohio Educational Policy Institute (OEPI) released a property tax policy analysis. Analysis of Residential Property Taxes in Ohio: A Balanced Approach to Reform illustrates how Ohio's reliance on local control, along with economic factors and state tax policy changes, has led to a significant shift in the state-local funding partnership toward residential taxpayers.

Key takeaways from this report include:

- Rising home values, slow economic growth, and 20 years of state tax policy changes have intensified local school funding challenges.
- Homeowners and farmers now carry 67.5% of school property taxes, up from 46.1% in 1975. Meanwhile, the business share has nearly been cut in half.
- Cuts and eliminations of state taxes have reduced state support, forcing schools and local governments to raise property taxes, leaving Ohio with the eighth-highest property tax rate nationally. In contrast, the state's overall tax burden ranks 46th.

Recently Introduced Legislation

- SB 272 – This bill would require a civics assessment in lieu of the American government end-of-course exam.
- HB 431 – This bill would require human trafficking screening in public schools.
- HB 437 – This bill would alter existing requirements regarding youth cardiac monitoring.
- House Continuing Resolution (HCR) 22 – This continuing resolution encourages students in grades one through 12 to read the U.S. Declaration of Independence in the classroom during the 2025-26 school year in celebration of its 250th anniversary.
- HB 462 – This bill would permit the student use of a nasal epinephrine delivery device.

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APPROVAL OF EXECUTIVE SESSION **(Resolution #5075)**

It was moved by Mr. Lane and seconded by Dr. Kirby to take a roll call to enter into Executive Session at 7:35 p.m. to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, or investigation of charges or complaints against a public employee, official licensee, or regulated individual, unless the public employee, official, licensee, or regulated individual requests a public hearing.

A roll call vote was taken to enter into Executive Session to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, or investigation of charges or complaints against a public employee, official licensee, or regulated individual. Members present and voted yes were Ms. Gausman, Mr. Hixson, Dr. Kirby, Mr. Lane, Mr. Mount, Mr. Peck, Ms. Ruth, Ms. Stepp, and Mr. West.

The board returned from Executive Session at 8:11 p.m.

FINANCIAL REPORTS

Treasurer, Ms. Meyer, reviewed the monthly reports with the Board.

APPROVAL OF PAID BILLS **(Resolution #5076)**

Upon the recommendation of Treasurer Meyer, it was moved by Ms. Ruth and seconded by Mr. Peck that the paid bills for the previous month be approved as presented, for a total of $973,490.19.

The board members present unanimously approved the motion. President of the board, Mr. West, declared the motion carried.

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TREASURER DISCUSSION ITEMS

Fiscal Office Update

- Amanda and I sent the second round of invoices for services provided by the ESC and Hopewell. These were emailed to Treasurers on October 15.
- If you have not completed the FRAQ (Fraud Risk Assessment Questionnaire) provided in an email by Elizabeth Pool, please do so as soon as possible.

Professional Development

- October 1: Attended the STRS Coffee Break Webinar, which covered retirement reporting, annual reporting recap, cybersecurity, and reporting reminders.
- October 8: Attended SERS Employer 101 – Part 1 webinar. Topics included employer responsibilities, membership, compensation, contribution reporting, and payment.
- October 9: Participated in the Southwestern Ohio EPC & Hunter Consulting Safety Training via Zoom. Topics included:
    - Review of workplace accidents
    - School safety/security environments
    - Seasonal safety concerns
- October 14: Scheduled to attend the BWC Employer Update Webinar. Topics will include claims processes, fraud red flags, key dates, and a monthly safety tip.
- October 15: Scheduled to attend SERS Employer 101 – Part 2, covering service credit, purchasing service credit, additional reporting processes, and employee benefits.
- October 16–17: Amanda and Rhonda will attend OASBO's Annual SupportCon in Columbus. This conference is tailored for public school finance support staff and features:
    - Educational sessions
    - Demonstration learning labs
    - Best practice roundtables
    - Keynote presentations
- October 30: Scheduled to attend the SERS Sound Bite Webinar, where Employer Outreach will demonstrate how to pull reports and data from eSERS for employer reporting.

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PERSONNEL CONTRACT RESIGNATION(S): R14/ESC **(Resolution #5077)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Mount and seconded by Ms. Gausman to approve the resignation of the following personnel:

R14/SOESC RESIGNATION(S)

Name	Position	Contract Type	Effective Date
Brown, Heith	Highland County Workforce Development Director	Classified	10-09-2025
Walker, Tara	Social Worker	Certificated	11-28-2025

The board members present unanimously approved the motion. President of the board, Mr. West, declared the motion carried.

PERSONNEL CONTRACT AGREEMENT(S): R14/ESC **(Resolution #5078)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Peck and seconded by Mr. Hixson that the board approves employment contracts for the following personnel subject to the provision of O.R.C. §3319.02, O.R.C. §3319.08 and/or O.R.C. §3319.081. All personnel are subject to assignment by the Superintendent and all contracts are subject to continuation of existing local, state, and/or federal funding; proper licensure; Ohio Department of Education and Workforce highly qualified teacher per current job assignment; Ohio Bureau of Criminal Background Investigation Check; and Federal Bureau of Investigation Background Check:

R14/ESC CONTRACT AGREEMENT(S)

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/ Rate	Contract Type	Comments
Black, Bradi	Substitute Teacher	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $135.00 perdiem	Certificated	SOLC
Britton, Leah	Substitute Teacher	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $135.00 perdiem	Certificated	SOLC
Enochs, Robert	Fayette County Workforce Development Coordinator	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $38.00 per hour	Classified	Per Submitted Timesheets

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R14/ESC CONTRACT AGREEMENT(S) (Cont.)

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/ Rate	Contract Type	Comments
Grooms, Christy	Substitute Teacher	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $135.00 perdiem	Certificated	SOLC
Jones, Tonya	Board Certified Behavior Analyst	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $68.00 per hour	Certificated	Per Submitted Timesheets
Metcalf, Tammy	Literacy Coach	2025-2026	1 Year	132 days	No Degree on Schedule	No Schedule/ No Step/ $65.00 per hour	Certificated	Adena Local
~~Mycoft~~ MyCroft, Sydney	Substitute Teacher	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $135.00 perdiem	Certificated	SOLC
Newton, Krista	Substitute Teacher	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $135.00 perdiem	Certificated	SOLC
Nichols, Tiffanie	Substitute Teacher	2025-2026	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $135.00 perdiem	Certificated	SOLC

RM

East Clinton Substitutes

1. Brown, Amanda
2. Chaney, Alyssa
3. Elliott, Alexandrea
4. Grooms, Christy
5. Huffman, Dianna
6. Hughes, Heather
7. Martin, Taylor
8. Mobley, Carol "Renee"
9. Mycroft, Sydney
10. Reed, Taylor

Great Oaks (Laurel Oaks Campus) Substitutes

1. Mycroft, Sydney
2. Nichols, Tiffanie
3. Reed, Taylor

The board members present unanimously approved the motion. President of the board, Mr. West declared the motion carried.

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APPROVAL OF AMERICAN FIDELITY PLAN RENEWAL **(Resolution#5079)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Dr. Kirby and seconded by Ms. Stepp to renew the American Fidelity Plan Documents for Southern Ohio Educational Service Center for the following plan years:

Plan Number 501 Flex and Voluntary Plan: January 1, 2026, through December 31, 2026

Optional insurance (accident only & group hospital indemnity, cancer benefits, disability benefits), medical expense reimbursement plan (flex account)

Plan Number 502 Premium Only Plan: January 1, 2026, through December 31, 2026

Insurances; dental, vision, life, and medical, HSA

The board members present unanimously approved the motion. President of the board, Mr. West declared the motion carried.

APPROVAL OF HEALTH REIMBURSEMENT ARRANGEMENT (HRA) PLAN **(Resolution #5080)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Ms. Gausman and seconded by Mr. Mount to approve the American Fidelity Health Reimbursement Arrangement Plan (HRA) for Southern Ohio Educational Service Center for the following plan year:

Plan Number 503 Continuous Comprehensive Health Reimbursement Arrangement (HRA) Plan: January 1, 2026, through December 31, 2026

This option is for those employees who elect to enroll in the High Deductible Health Plan but who are not eligible to participate in a Health Savings Account.

The board members present unanimously approved the motion. President of the board, Mr. West declared the motion carried.

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APPROVAL OF SATH MEMBERSHIP **(Resolution#5081)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Ms. Ruth and seconded by Mr. Hixson that the Board continue membership in Supplemental Assistance to the Handicapped, Inc. (SATH) for the school year 2025-26 at the cost of $500.00.

The board members present unanimously approved the motion. President of the board, Mr. West declared the motion carried.

APPROVAL OF POLICY MANUAL REVISIONS **(Resolution#5082)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Lane and seconded by Mr. Peck to approve the following policy manual updates:

POLICY MANUAL UPDATES

NEW POLICIES

IKA	Grading Systems
IND/INDA	School Ceremonies and Observances/Patriotic Exercises

REVISED POLICIES/REGULATIONS

BF	Board Policy Development and Adoption
DE	Revenues From Tax Sources
EBC	Emergency Management and Safety Plans
EHA	District Records Commission, Records Retention and Disposal
EHC	Cybersecurity
FEF	Construction Contracts Bidding and Awards
GBQ	Criminal Records Check

POLICY MANUAL UPDATES (Cont.)

GCI	Certified Staff Assignments and Transfers
IGAE	Health Education
IGBB	Programs for Students Who Are Gifted
JED	Student Absences and Excuses
JEDA	Truancy
JEDC	Religious Expression Days
JEFB	Released Time for Religious Instruction
JFCK	Use of Cellphones and Electronic Communications Devices by Students
JHG	Reporting Child Abuse and Mandatory Training
KBA	Public's Right to Know

The board members present unanimously approved the motion. President of the board, Mr. West, declared the motion carried.

APPROVAL TO TERMINATE EMPLOYMENT CONTRACT **(Resolution#5083)**

Upon the recommendation of Superintendent Bradshaw, it was moved by Mr. Hixson and seconded by Ms. Gausman to approve the termination of the employment contract of Conner Wyatt, effective October 28, 2025.

A roll call vote was taken to approve the termination of the employment contract of Conner Wyatt, effective October 28, 2025. Members present and voted yes were Ms. Gausman, Mr. Hixson, Dr. Kirby, Mr. Lane, Mr. Mount, Mr. Peck, Ms. Ruth, Ms. Stepp, and Mr. West. The President of the board, Mr. West, declared the motion carried.

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SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

Superintendent Bradshaw shared the following with the Board:

1. SOESC Leadership Cabinet – Mr. Bradshaw shared that meetings are scheduled for October 23 and November 13, 2025, to continue working with team leaders/supervisors to identify priorities/needs and professional development opportunities for our leaders. This effort aims to leverage our team leaders/supervisors in supporting staff members across the organization.

2. Legal Updates Seminar Session (October 24, 2025) – Hosted at the Wilmington office.

3. Southern State Community College's 50th Anniversary Celebration Brunch (October 30, 2025) – Mr. Bradshaw will attend at the Brown County Campus.

4. Southern Ohio Learning Center Programming (SOLC) (October 31, 2025) – FallFest will be held at the SOLC. ESC staff can participate in "Trunk or Treating."

5. Regional Business Advisory Council (BAC) Meeting/Workforce Development (October 31, 2025) – Leaders from each county are invited to participate in this regional conversation about workforce development efforts and supporting career readiness opportunities for students from a regional perspective.

6. OSBA Capital Conference and Trade Show (November 16 – 18, 2025) – Mr. Peck will represent the Board at the Delegate meeting.

7. Superintendent Network Meeting (November 21, 2025) – ODEW representatives and State Board of Education representatives will be in attendance.

8. 2025/2026 SOESC Service Catalog – Shared with the Board and will soon be shared with current partners and future partners.

9. December 16, 20225 Governing Board Meeting – To be held at 6:00 p.m. at Hopewell, with a food sign-up sheet at the November Board meeting.

10. School-Based Health Center and Innovation Learning Lab at Fairfield – Mr. Bradshaw will attend the ribbon cutting on November 11, 2025.

11. Shelley Wellman and Kimberly Douglas – Co-hosted a Quiz Bowl for East Clinton and Blanchester students on October 27, 2025.

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ADJOURNMENT

It was moved by Mr. Hixson and seconded by Ms. Gausman to adjourn to meet again in regular session at 5350 West New Market Road, Hillsboro, Ohio, on **Monday, November 24, 2025, at 6:30 p.m.**

Roger West
BOARD PRESIDENT

Rachel Meyer
TREASURER