

8/25/2025 Regular Board Meeting

Board of Education Meeting

Tiffin Middle School 103 Shepherd Drive Tiffin, Ohio 44883

Monday, August 25, 2025

6:30pm - 7:30pm

Present: Mr. Jerry Nadeau, Superintendent ; Ms. Anne Spence, Treasurer/CFO; Mr. Larry Kisabeth, Board President ; Mrs. Heidi Stephey, Board Vice President ; Mr. Dustin Williams, Board Member; Dr. Meagan McBride, Board Member; Mr. Victor Perez, Board Member; Mrs. Abigail Young, Executive Administrative Assistant

1 PLEDGE OF ALLEGIANCE

Mr. Kisabeth, President

Minutes:

Mr. Kisabeth led the Pledge of Allegiance.

2 CALL TO ORDER: ROLL CALL:

Ms. Anne Spence, Treasurer/CFO

_____ Mr. Kisabeth
_____ Mrs. Stephey
_____ Dr. McBride
_____ Mr. Perez
_____ Mr. Williams

Minutes:

Ms. Spence conducted Roll Call. All members were present.

3 ADOPT THE AGENDA

The Board members, including the administration, will review the agenda. The Board must approve any additions, deletions, or corrections.

_____ Mr. Kisabeth
_____ Mrs. Stephey
_____ Dr. McBride
_____ Mr. Perez
_____ Mr. Williams

Minutes:

The agenda was adopted as presented.

Motioned: Dr. Meagan McBride

Seconded: Mr. Victor Perez

Voter	Yes	No	Abstained
Mr. Larry Kisabeth, Board President	X		

Voter	Yes	No	Abstained
Mrs. Heidi Stephey, Board Vice President	X		
Mr. Dustin Williams, Board Member	X		
Dr. Meagan McBride, Board Member	X		
Mr. Victor Perez, Board Member	X		

4 SUPERINTENDENT REPORTS AND RECOMMENDATIONS:

Mr. Jerry Nadeau, Superintendent

District Updates

Minutes:

Mr. Nadeau acknowledged the 1st day of school starting and the kickoff of all sporting events. Over the last week each building has welcomed students and parents into the building for open house. The teachers have done a great job at preparing the classrooms for the start of the year. Thank you to the custodial and maintenance staff for all their hard work over the summer. Over the last few days Tiffin City Staff attended Professional Development. The team of Molly Armstrong, Brette Ott, and Kate Focht as well as other devoted staff members established sessions for all staff to pick the session he/she would like to attend. The district is in a cohort of 3 years and continue to focus on attendance and high quality instruction. Dr. McBride asked how the district is evaluating these goals. Mr. Nadeau responded through informal surveys and district report card results. Mr. Nadeau said we fully acknowledge the district has barriers including but not limited to transportation, work schedules, etc. Tiffin City is currently transporting students above the state minimum. Mr. Perez acknowledged the great jobs that the custodians did over the summer. Mr. Kisabeth recognized the tremendous job Mrs. Smith did with putting together the Business tours for Middle School and High School teachers. It was a positive experience for all involved. He also thanked Mr. Conger for providing transportation.

5 OPPORTUNITY FOR THE PUBLIC TO ADDRESS THE BOARD:

Per Board Policy BDDH: Each person addressing the Board shall give his/her name and address. If several people wish to speak, each person is allotted three minutes until the total time of 30 minutes is used. During that period, no person may speak twice until all who desire to speak have had the opportunity to do so. The period of public participation may be extended by a vote of the majority of the Board, present and voting. Additionally, we would request that individual students names and/or employees names not be mentioned. If you wish to state a Complaint about a particular employee, curriculum, or instructional materials, we ask that you please review Board Policies KL, KLB, KLD, and KLD-R and follow the steps contained in those policies before raising a complaint directly with the Board. Persons wishing to submit comments can do so by emailing tcs_boardcomments@tiffincityschools.org. The meeting will be publicly available via Facebook. References: Board Policy

BDDH- Public Participation at Board Meetings

KL- Public Complaints

KLB- Public Complaints about Curriculum or Instructional Materials

KLD- Public Complaints about School Personnel

KLD-R- Public Complaints about School Personnel

Minutes:

No public comment.

6 CONSENT AGENDA:

The Superintendent recommends the Tiffin City Board of Education approve the consent agenda: Action by the Board of Education in Adoption of the Consent Agenda means that all Consent Agenda items are adopted by one single motion unless a member of the Board or the Superintendent requests that any such item be removed from the consent agenda and voted upon separately. Employments, where applicable, are contingent upon 1) Verification of education and experience; 2) Proof of proper certification/licensure; 3) Favorable results from a criminal records check.

_____ Mr. Kisabeth
_____ Mrs. Stephey
_____ Dr. McBride
_____ Mr. Perez
_____ Mr. Williams

Motioned: Mr. Dustin Williams

Seconded: Dr. Meagan McBride

Voter	Yes	No	Abstained
Mr. Larry Kisabeth, Board President	X		
Mrs. Heidi Stephey, Board Vice President	X		
Mr. Dustin Williams, Board Member	X		
Dr. Meagan McBride, Board Member	X		
Mr. Victor Perez, Board Member	X		

6.1 Approve Minutes

The Superintendent recommends the Tiffin City Board of Education approve the following minutes, as exhibited:

August 14th, 2025 Special Board Meeting Minutes

Attachments:

[8.14.25 Special Board Meeting Minutes.pdf](#)

6.2 Approve Treasurer's Report

The Superintendent recommends the Tiffin City Board of Education approve the attached Treasurer's reports, as exhibited.

Cash Reconciliation

Cash Summary Report

Dashboard

Disbursement Summary Report

Current Period Outstanding Disbursement Summary

General Fund Report

Outstanding Checks

Attachments:

[Cash Reconciliation.pdf](#)
[Cash Summary Report.pdf](#)
[Dashboard.pdf](#)
[Disbursement Summary Report.pdf](#)
[Current Period Outstanding Disbursement Summary .pdf](#)
[General Fund Report.pdf](#)
[Outstanding Checks .pdf](#)

6.3 Approve Committee Reports

The Superintendent recommends the Tiffin City Board of Education approve the attached Committee Reports, as exhibited.

August 14th, 2025 Business Advisory Meeting Minutes

August 14th, 2025 Finance Committee Meeting Minutes

Attachments:

[August Business Advisory Meeting Minutes.pdf](#)
[August Finance Committee Meeting Minutes.docx](#)

6.4 Resignations

The Superintendent recommends the Tiffin City Board of Education accept the following resignations:

Ms. Aubrey Wise (Bus aide position only)

Ms. Joyce Dimaun

Mr. Todd Simonds

6.5 Employ Professional Staff 2025-2026

The Superintendent recommends the Tiffin City Board of Education employ the following Professional Staff:

Columbian High School:

Ms. Emily Benfer

Home Instruction:

Ms. Krista Lewis

6.6 Employ Support Staff 2025-2026

The Superintendent recommends the Tiffin City Board of Education employ the following Support Staff:

Accompanist:

Mr. Jeff Breitgam

Bus Washer:

Mr. Thomas Glick

Food Truck Driver:

Ms. Shelbi Banks

Food Service:

Ms. April Farley
Special Needs Aide:
Ms. Kaitlyn Pinkerton
Night Sweeper:
Mr. Damian York

6.7 Donations and Grants

The Superintendent recommends the Tiffin City Board of Education accept the following donations:
First Presbyterian Church donated a variety of school supplies, valued at \$75.00

Krout Elementary School:

The American Legion Auxiliary Post 169 donated 10 book bags filled with student supplies for this school year at a value of \$100.00.

Minutes:

Mr. Kisabeth acknowledged each donor and thanked them for the donation.

6.8 Stipends

The Superintendent recommends the Tiffin City Board of Education pay the following stipends, upon certified completion of duties:

Columbian High School: Department Chairs: July 1st, 2025 - June 30th, 2026: \$3,000

Mr. Chris Monsour

Mr. Daniel Cole

Ms. Laura Lewis

Ms. Paula Pauly

Ms. Stacy Geiger

Columbian High School: Building Leadership Team: \$500.00 for the 25/26 school year:

Mr. Daniel Cole

Ms. Kate Focht

Ms. Kristal Dunlap

Ms. Lauren Warnement

Ms. Mollie Luidhardt

Ms. Rita Brown

Ms. Samantha Cole

Ms. Stacy Basinger

Ms. Stacey Geiger

Columbian High School: District Leadership Team: \$250.00 per meeting

Ms. Kate Focht

Ms. Lauren Warnement

Ms. Stacy Basinger

Tiffin Middle School: Building Leadership Team: \$500.00 for the 25/26 school year:

Ms. Alisha Goshe
Ms. Allie Stump
Mr. Cory Ridge
Ms. Jessica Barrick
Ms. Melissa Mellott
Ms. Natalie Stake
Ms. Tiffany Thompson
Mr. Todd Aichholz

Tiffin Middle School: District Leadership Team: \$250.00 per meeting

Ms. Alisha Goshe
Ms. Chelsea Arbogast
Mr. Cory Ridge
Ms. Wendy Demith

Columbian High School, Program Development, not to exceed more than 10 hours, complete prior to September 1st, 2025, \$28.60 per hour:

Mr. Don Cook
Ms. Emily Boone
Ms. Linda Keefe
Ms. Stacey Kiesel

The following stipend will be received upon completion of Special Education Professional Development, on August 14th, 2025: 1 day at \$150.00:

Ms. Lindsey Distel
Ms. Stacy Basinger

Washington Elementary School: District Leadership Team: \$250.00 per meeting

Ms. Erin Biglin
Ms. Natallie Jones

Washington Elementary School: Building Leadership Team: \$500.00 for the 25/26 school year:

Ms. Brandie Reinhart
Ms. Erin Biglin
Ms. JoLynn Rhodes
Ms. Kelsey Wickham
Ms. Kerry Tschanen
Ms. Natallie Jones

6.9 Statement of Purpose Budget Reports 2025-2026

The Superintendent recommends the Tiffin City Board of Education approve Statement of Purpose Budget Report(s) from the following student activity groups for the year beginning July 1, 2025 and ending June 30, 2026:

Attachments:

7 ACTION ITEMS:

7.1 Approve the Collective Bargaining Agreement #631

The Superintendent recommends the Board of Education approve the Collective Bargaining Agreement #631, as exhibited;

_____ Mr. Kisabeth
_____ Mrs. Stephey
_____ Dr. McBride
_____ Mr. Perez
_____ Mr. Williams

Minutes:

Mr. Nadeau thanked all the individuals that were involved. Aligning this Collective Bargaining agreement with the TEA collective bargaining agreement is a huge win. Also, for employees to acknowledge the state of the district and agree with the 1% increase shows that these individuals care about kids.

Motioned: Mr. Victor Perez

Seconded: Dr. Meagan McBride

Voter	Yes	No	Abstained
Mr. Larry Kisabeth, Board President	X		
Mrs. Heidi Stephey, Board Vice President	X		
Mr. Dustin Williams, Board Member			X
Dr. Meagan McBride, Board Member	X		
Mr. Victor Perez, Board Member	X		

Attachments:

[TENTATIVE AGREEMENT CBA 631.pdf](#)

7.2 Approve the Electric Audit Project Agreement

The Treasurer recommends the Board of Education approve the Electric Audit Project Agreement, as exhibited;

_____ Mr. Kisabeth
_____ Mrs. Stephey
_____ Dr. McBride
_____ Mr. Perez
_____ Mr. Williams

Minutes:

Ms. Spence provided additional details for the action item. This is in partnership with the Ohio School Council. It is an audit opportunity with no cost to the district. One full year of electric bills will be reviewed. Mr. Kisabeth confirmed this service is not an additional cost to the district. Ms. Spence said the district recently signed another agreement similar to this one with Schooley Mitchell. That agreement does not review electric.

Motioned: Mr. Dustin Williams
Seconded: Mrs. Heidi Stephey

Voter	Yes	No	Abstained
Mr. Larry Kisabeth, Board President	X		
Mrs. Heidi Stephey, Board Vice President	X		
Mr. Dustin Williams, Board Member	X		
Dr. Meagan McBride, Board Member	X		
Mr. Victor Perez, Board Member	X		

Attachments:
[ELECTRIC AUDIT PROJECT AGREEMENT.pdf](#)

8 BOARD DISCUSSION:

Minutes:

Mr. Perez started with acknowledging the fantastic job of the band members, Mr. Meadows, and Mr. Berlekamp. Volleyball, Cross Country, Football, Tennis, and Golf have all kicked off the season with a great start. Mr. Nadeau mentioned that the goal is to teach the whole child. This includes competing at a high level as well as teaching values. Mr. Williams had a prepared statement to read. Mr. Williams statement on August 25th, 2025 acknowledged his resignation of a board member effective September 1st, 2025. He stated he is honored to work alongside of the current board member for 3.5 years. Mr. Nadeau thanked Mr. Williams for his service. Mr. Kisabeth thanked Mr. Williams and mentioned both of them joined the board together. Mr. Perez mentioned that he will forever understand income tax because of Mr. Williams. Ms. Spence appreciates Mr. Williams dedication and tough fiscal questions. Dr. McBride made an overall statement wishing the district, students, and staff good luck on the first day of school.

9 ADJOURNMENT

The Board business meeting is concluded.

Meeting started:

Meeting ended:

_____ Mr. Kisabeth
_____ Mrs. Stephey
_____ Dr. McBride
_____ Mr. Perez
_____ Mr. Williams

Minutes:

Meeting started: 6:31 pm

Meeting ended: 6:55 pm

Motioned: Dr. Meagan McBride

Seconded: Mr. Dustin Williams

Voter	Yes	No	Abstained
Mr. Larry Kisabeth, Board President	X		

Voter	Yes	No	Abstained
Mrs. Heidi Stephey, Board Vice President	X		
Mr. Dustin Williams, Board Member	X		
Dr. Meagan McBride, Board Member	X		
Mr. Victor Perez, Board Member	X		

9.1 Next Regular Meeting

The next regular meeting will be September 22nd, 2025 at 6:30pm in the Tiffin Middle School Cafetorium.

Minutes:

The next regular meeting will be September 22nd, 2025 at 6:30pm

10 412 CERTIFICATE

Attachments:

[412 CERTIFICATE Yankel Associates .pdf](#)