

# 9/29/2025 Regular Board Meeting

## Board of Education Meeting

Tiffin Middle School 103 Shepherd Drive Tiffin, Ohio 44883

Monday, September 29, 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 ; Dr. Joanna Beres, 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. Beres  
\_\_\_\_\_ Dr. McBride  
\_\_\_\_\_ Mr. Perez

#### Minutes:

Ms. Spence conducted role 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. Beres  
\_\_\_\_\_ Dr. McBride  
\_\_\_\_\_ Mr. Perez

#### Minutes:

The agenda was adopted as presented.

**Motioned:** Dr. Meagan McBride

**Seconded:** Dr. Joanna Beres

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



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

## 4 PRESENTATION

Dr. Joanna Beres, Introduction

Retirement Recognition:

Ms. Brenda Eisenhower

### Minutes:

Dr. Joanna Beres was formally introduced as the newest board member. Dr. Beres was appointed to fulfill Mr. Williams vacated term until December 31st. Dr. Beres has a genuine care for the community and students. Mr. Kisabeth said Dr. Beres will have a positive impact on the board. Dr. Beres introduced her family to the audience and other board members. In attendance was her husband and 3 children.

Retirement Recognition:

Ms. Jennifer Watson recognized Ms. Brenda Eisenhower for her retirement. Ms. Eisenhower worked at Lincoln, Noble and finished her career at Washington. She has unwavering calmness and support. She is dedicated, always encouraging and is an advocate. She is a team player. Ms. Eisenhower's favorite memory is when COVID started she developed an online reading page. The district wishes her lots of relaxation, joy and vacations in her next chapter. Mr. Perez mentioned that he has known Ms. Eisenhower for a long time. He appreciates her service to the district and students.

## 5 SUPERINTENDENT REPORTS AND RECOMMENDATIONS:

Mr. Jerry Nadeau, Superintendent

District Update

### Minutes:

Mr. Nadeau mentioned that he cannot believe that it is the end of September already. He thanked the staff for being here and for the support of the district. There is currently a lot of outside noise happening in education right now. Even though it is difficult, try to block out the noise and serve students the best we can. Mr. Nadeau, Mr. Boes and Ms. Spence will try to block as much of the noise as possible. As mentioned in the work session, state report card data was released. The district met standards. Mr. Nadeau will be developing groups to analyze and discuss the data components. After these discussions occur a full report will be presented. As a district we will never stop striving to be better.

## 6 TREASURER REPORTS AND RECOMMENDATIONS:

Ms. Anne Spence, Treasurer/CFO

October Forecast Presentation

## Minutes:

Our current state budget, HB96, changed the dates and years of a district forecast submission. The Board of Education is required to submit a 4 year projection of operational revenues and expenditures along with assumptions to the Ohio Department of Education prior to October 15th and an update by the end of February of each fiscal year. FY27 the date moved to August 31st and an update is due February 28th.

### Purposes and Objectives of the Forecast:

Engage the Board of Education and community in long range planning and discussions of financial issues. Serve as a basis of determining the school district's ability to sign the certificate (412 certificate) required by O.R.C 5705.412. Provide a method for the Ohio Department of Education and Auditor of State to identify school districts with potential financial problems.

The five year forecast is viewed as a key management tool and should be updated periodically. The five year forecast encourages district management teams to examine future years' projections and identify when challenges will arise. The forecast is divided into two sections: revenue and expenditures. The revenue consists of two main sources: local and state funding. Expenditures consist of salary and wages, benefits, purchased services, supplies and materials.

### State Budget/Legislative Concerns:

The Governor vetoed 4 provisions of HB96 that would heavily impact school local revenue and cash balances. There are still 17 (12 house and 5 senate) proposed laws to impact local property taxes and/or valuations that could reduce local funding for all public schools in Ohio. Included in HB96 is a Piggyback Tax Exemptions law that allows County Commissioners to give a 2nd tax credit for Homestead and Homeowners 2.5% credit without reimbursement. This could cost Tiffin City Schools \$441,606 the the city county commissioners approve. State Budget Timelines are still ongoing due to veto overrides. The district will no receive details of a complete state budget or potential property tax changes until October/November 2025. "Taxpayers Freedom Trilogy Act" was introduced in August, this includes HB420, HB421, and HB422. These bills, if passed into law, would eliminate continuing levies, potentially set aside inside millage, and create more than 50% approval margins for new levy approval. All would be devastating to our local revenues we count on the educate our children.

Revenue and Expenditure: In FY29 the district cash balance becomes negative. In FY23 deficit spending begun and continues throughout forecast.

Ending Cash Balance: 2 months of expenditures maintained through FY28. Starting in FY26 cash balance falls sharply.

General Fund Revenue Source FY26: HB96 has Tiffin City Schools on the formula for FY26 and FY27. In FY25 the state revenue line 1.035 fell due to 77 students declining. It is important that the district watches the future state biennium budget.

Local vs State Funding: In FY25 state funding jumped due to DPIA increase resulting from CEP approval. HB96 calculation of DPIA has reduced it from what was expected on the old method starting FY26.

Operating Revenue: HB96 continues the Fair School Funding Plan through FY26 and FY27. Tiffin City Schools benefited from the Fair School Funding Plan in FY24-FY27. Total revenue is estimated to grow be less than 1% annually over the next 5 years. All while expenses are estimated to grow by 3.9% a year. HB126 severely limits our ability to challenge valuation reductions which will impact property values and taxes. It is important to pass the proposed SDIT in order to remain financially viable long term.

General Fund Expenditures FY26: wages and benefits are estimated to be 72.6%. Purchased services is the 2nd highest cost which is usually fringe benefits.

Ending Cash Balance: GFOA recommends 60 true days cash balance, however, 30 days long term is a reasonable target. Through FY27 the cash balance is above the 60 day level. Then the reserve diminishes sharply.

District Overview: Tiffin City Schools receives 51% of our revenue from the state of Ohio and 49% from local sources. Currently both are under pressure from state legislature. Important to try and match expenses to revenue if we are to sustain our ending cash balance long term. If state cuts or reduces our state funding it will impact our ability to raise local funding, the district will need to make cuts and/or pass new levies in response to maintain our instructional programs for our students. Passing the SDIT in November is critical to our long term financial stability.



**Attachments:**[Tiffin Forecast.pdf](#)

## 7 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](mailto: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.

## 8 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. Beres  
\_\_\_\_\_ Dr. McBride  
\_\_\_\_\_ Mr. Perez

**Minutes:**

All consent items were approved.

**Motioned:** Mr. Larry Kisabeth

**Seconded:** Dr. Meagan McBride

Voter	Yes	No	Abstained
Mr. Larry Kisabeth, Board President	X		
Mrs. Heidi Stephey, Board Vice President	X		
Dr. Joanna Beres, Board Member	X		



	Voter	Yes	No	Abstained
	Dr. Meagan McBride, Board Member	X		
	Mr. Victor Perez, Board Member	X		

## 8.1 Approve Treasurer's Report

---

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

Outstanding Disbursement Summary Report

Cash Reconciliation

Cash Summary

Disbursement Summary Report

Dashboard

General Fund Report

Outstanding Checks

### Attachments:

[Outstanding Disbursement Summary Report.pdf](#)

[Cash Reconciliation.pdf](#)

[Cash Summary Report.pdf](#)

[Disbursement Summary Report.pdf](#)

[Dashboard .pdf](#)

[General Fund Report.pdf](#)

[Outstanding Checks.pdf](#)

## 8.2 Approve Meeting Minutes

---

The Superintendent recommends the Board of Education approve the board minutes, as exhibited;  
September 11th, 2025: Special Board Meeting

### Attachments:

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

## 8.3 Approve Committee Reports

---

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

September 17th, 2025: Finance Committee Meeting Minutes

### Minutes:

The above Treasurer reports were discussed in great detail at the Finance Committee Meeting.

### Attachments:

[September Finance Committee Meeting Minutes.docx](#)

## 8.4 Resignations

---

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

Middle School:

Ms. Lindsey Price, effective September 24th, 2025

Transportation:

Mr. Fred Ehresman, effective September 23rd, 2025

Volleyball Coach:

Ms. Olivia Jacobs

## 8.5 Employ Professional Staff 2025-2026

---

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

Columbian High School, Credit Recovery Graders, not to exceed 5 hours per week, \$28.60 per hour:

Ms. Laura Lewis

Ms. Paula Pauly

Mr. Ryan Ottney

Substitute Teachers:

Ms. Ashley Flowers

Ms. Christina Lutz

Mr. Daniel Clark

Ms. Gabrielle (Pastorius) Llewellyn

Ms. Ilyeis Frank

Ms. Kimberly Fry

Ms. Lauren Ginnever

Ms. Melissa Nye-Prenzlin

Mr. Paul Robinson

Ms. Penelope Logsdon

Supplemental:

Ms. Amy Cooper, Volleyball, Freshman, (1/2 stipend)

Mr. Connor Rettenmun, ESports Coach

## 8.6 Employ Support Staff 2025-2026

---

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

Bus Washer/Custodian:

Mr. Glen Wise

Substitute Aides:

Ms. Addisyn Haferd

Ms. Ashley Flowers

Ms. Gabrielle (Pastorius) Llewellyn

Ms. Ilyeis Franks



Ms. Karen Hampshire  
Ms. Kimberly Fry  
Ms. Lauren Ginnever  
Ms. Melissa Nye-Prenzlin  
Mr. Paul Robinson  
Ms. Penelope Logsdon  
Pupil Activity Permits:  
Mr. David Pool, Soccer, Boys' Assistant (full stipend)  
Ms. Hope Boes, Volleyball, Freshman, (1/2 stipend)  
Substitute Custodian:  
Ms. Melissa Nye-Prenzlin

## 8.7 Donations and Grants

---

The Superintendent recommends the Tiffin City Board of Education accept the following donations:  
Boys' and Girls' Basketball Programs received a "Gun" Shoot Away Machine donated by Mr. Steven Hickey at a value of \$8,000.

The Athletic Department received a monetary donation of \$20.00 from Mr. Tom Bushkuhl.

Columbian Football Team received a monetary donation of \$25.00 from Mr. & Mrs. Mark Davis.

Volleyball Team received a monetary donation of \$5,000 from Veterans of Foreign Wars of Ohio Charities.

The Athletic Department received a monetary donation from OSHAA Athletic Enrichment Fund, Doug Ute, Executive Director.

Tiffin Columbian High School Fuel & Focus received a \$500.00 donation from The Tiffin Columbian Alumni Association Academic Enrichment Fun of the Tiffin Community Foundation.

Tiffin Middle School Power of the Pen received a \$500.00 donation from Tiffin Brake & Wheel, Inc.

The following families donated school supplies to Sarah Cook's classroom at a value of \$15.00 per family: Grover, Kreais, Lofquist, Oberst, Spencer.

Tiffin Walmart donated folders and notebooks at a value of \$1,450.00 to the district.

Columbian Art Club received a \$2,500 donation from Tiffin Elks Foundation.

### **Minutes:**

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

## 8.8 Stipends

---

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

Phonics First Training, Self Paced, 4 days, \$150.00 per day, paid upon completion of the training:

Ms. Morgan Wise

Ms. Brea Shook

24/25 District Leadership Team Chairperson, \$2,400:

Ms. Kate Focht

Lincoln Preschool: District Leadership Team: \$250.00 per meeting:

Ms. Lindsey Distel

Ms. Teresa White

Ms. Mari Hadding

Lincoln Preschool: Building Leadership Team: \$500.00 for the 25/26 school year:

Ms. Lindsey Distel

Ms. Emily Schermer

Ms. Alexis Yates

Ms. Quinn Kantner

Kindergarten KRA Kick Off; August 5 and August 6th, \$150.00 per day:

Ms. Danielle Blust

Ms. Joan Wolf

Ms. Kelsey Wickham

Ms. Kerry Tschanen

Ms. Krystal Satyanathan

Ms. Natallie Jones

Ms. Theresa Oakleaf

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

Mr. Allen Auble

Ms. Kaitlyn Boehler

Ms. Katelynn Hafer

Ms. Kimm Heyman

Ms. Krista Lewis

Ms. Tori Lee

Noble Elementary: District Leadership Team: \$250.00 per meeting:

Ms. Katelynn Hafer

Ms. Krista Lewis

Structures Level 1 Training, Self Paced, \$150.00 per day, total of 4 days, paid upon completion of training;

Ms. Kate Focht

## 8.9 Contract Amendments

---

The Superintendent recommends the Tiffin City Board of Education approve the following contract amendments:

Ms. Shelly Bower amended from Special Needs Aide Bus Aide to Regular Education Bus Aide

Mr. Zane Gabrielson amended from Boys' Soccer Assistant at 50% to Boys' Soccer Volunteer

## 8.10 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:**

[Golf- Girls.pdf](#)  
[TMS Therapy Dog.pdf](#)  
[Golf Boys.pdf](#)  
[Art Club.pdf](#)  
[Quiz Bowl.pdf](#)  
[National Honor Society.pdf](#)  
[TCHS Library Fund .pdf](#)  
[Girls Cross Country .pdf](#)  
[Girls Soccer.pdf](#)  
[TMS Student Council.pdf](#)  
[TMS Student Council 001.pdf](#)  
[Business Advisory.pdf](#)  
[Camp Intervention.pdf](#)  
[S.A.D.D.pdf](#)  
[S.T.A.N.D.pdf](#)  
[Girls Cross Country.pdf](#)

### 8.11 MOU Field Experience Placement Lourdes University

---

The Superintendent recommends the Board of Education approve the MOU for Field Experience Placement for Lourdes University, as exhibited;

**Minutes:**

The district currently partners with TU and Heidelberg. Lourdes University will be a partner as well. This allows students to obtain field experience all while the district can see the incoming educational talent.

**Attachments:**

[Field Experience Placement between LOURDES UNIVERSITY AND Tiffin City Schools.pdf](#)

### 8.12 2025-2026 Seneca County Opportunity Center Agreement

---

The Superintendent recommends the Board of Education approve the Seneca County Opportunity Center agreement for the 25-26 school year, as exhibited;

**Attachments:**

[Seneca County Opportunity Center Agreement .pdf](#)

### 8.13 2025-2026 Specialized Education of Ohio Individual Service Agreement

---

The Superintendent recommends the Board of Education approve the Individual Service Agreements for Specialized Education of Ohio, as exhibited;

**Attachments:**

[Specialized Education of Ohio Inc. Individual Service Agreement.pdf](#)

### 8.14 North Central Ohio Educational Service Center - Audiology

---

The Superintendent recommends the Board of Education to approve the Audiology Service Agreement between North Central Ohio Educational Service Center, as exhibited;



**Attachments:**

[NCOESC\\_Audiology.pdf](#)

## 8.15 North Central Ohio Educational Service Center - Itinerant Preschool Services

---

The Superintendent recommends the Board of Education approve the North Central Ohio Educational Service Center, Itinerant Preschool Service agreement, as exhibited;

**Attachments:**

[NCOESC Itinerant Services Preschool.pdf](#)

## 8.16 DataServ Agreement

---

The Superintendent recommends the Board of Education approve the DataServ Resource as a Service agreement, as exhibited;

**Attachments:**

[Resource as a Service.pdf](#)

## 8.17 Approve Flourish Academic and Psychological Services LLC.

---

The Superintendent recommends the Board of Education approve the Flourish Academic and Psychological Services, LLC, as exhibited;

**Minutes:**

This item is a name change from a previous item that was board approved. Karis Walsh changed to Flourish Academic and Psychological Services, LLC. to allow another individual to work with her. The contract and money allocated did not change.

**Attachments:**

[Contracted Services Agreement 001.pdf](#)

# 9 ACTION ITEMS:

---

## 9.1 Approve Wellness Counseling Solutions, LLC

---

The Superintendent recommends the Board of Education approve the Wellness Counseling Solutions agreement, as exhibited;

\_\_\_\_\_ Mr. Kisabeth  
\_\_\_\_\_ Mrs. Stephey  
\_\_\_\_\_ Dr. Beres  
\_\_\_\_\_ Dr. McBride  
\_\_\_\_\_ Mr. Perez

**Minutes:**

This is a continuation from a previous agreement. This agreement supports Mental Health in the school buildings. This will allow the district to educate the whole child. Previously known under Wyandot County agreement.



**Motioned:** Dr. Joanna Beres  
**Seconded:** Mrs. Heidi Stephey

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

**Attachments:**

[Wellness Counseling Solutions LLC Agreement.pdf](#)

## 9.2 Approve Northwest Ohio Area Computer Services Cooperative Services Agreement

The Superintendent recommends the Board of Education approve the Northwest Ohio Area Computer Services Cooperative Services Agreement, as exhibited;

\_\_\_\_\_ Mr. Kisabeth  
\_\_\_\_\_ Mrs. Stephey  
\_\_\_\_\_ Dr. Beres  
\_\_\_\_\_ Dr. McBride  
\_\_\_\_\_ Mr. Perez

**Minutes:**

The district is currently utilizing this provider. This will assist in technology. Mr. Perez asked if when signing these contracts we are confirming that we can exit the agreement at any time due to fiscal responsibilities. Mr. Nadeau confirmed. Dr. McBride asked about the establishment of a tech club at the high school to assist in the technology needs. Mr. Nadeau said we could look into this.

**Motioned:** Dr. Meagan McBride  
**Seconded:** Mrs. Heidi Stephey

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

**Attachments:**

[Northwest Ohio Area Computer Services Cooperative Services Agreement Services](#)

## 9.3 Approve the October Forecast



The Treasurer recommends the Board of Education to approve the October Forecast, as exhibited;

\_\_\_\_\_ Mr. Kisabeth  
\_\_\_\_\_ Mrs. Stephey  
\_\_\_\_\_ Dr. Beres  
\_\_\_\_\_ Dr. McBride  
\_\_\_\_\_ Mr. Perez

**Minutes:**

Ms. Spence acknowledged the deadline for the forecast to be submitted by October 15th. She will be attending the ITC in Lima to learn how to submit the information. This item address all the information that was previously mentioned in the powerpoint presentation.

**Motioned:** Mr. Victor Perez

**Seconded:** Mrs. Heidi Stephey

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

**Attachments:**

[October FY2026 Forecast to be BOE Approved.pdf](#)

## 9.4 Approve the Permanent Appropriations FY2026

The Treasurer recommends the Board of Education approve the Permanent Appropriations FY2026, as exhibited;

\_\_\_\_\_ Mr. Kisabeth  
\_\_\_\_\_ Mrs. Stephey  
\_\_\_\_\_ Dr. Beres  
\_\_\_\_\_ Dr. McBride  
\_\_\_\_\_ Mr. Perez

**Minutes:**

Ms. Spence mentioned the Board approved the Temporary Appropriations at the start of the school year. This item is the permanent appropriations and is due to the Seneca County Auditor by tomorrow September 30th. Permanent Appropriations are more of a standard business protocol.

**Motioned:** Dr. Joanna Beres

**Seconded:** Mrs. Heidi Stephey

Voter	Yes	No	Abstained
Mr. Larry Kisabeth, Board President	X		
Mrs. Heidi Stephey, Board Vice President	X		



Voter	Yes	No	Abstained
Dr. Joanna Beres, Board Member	X		
Dr. Meagan McBride, Board Member	X		
Mr. Victor Perez, Board Member	X		

**Attachments:**

[Permanent Appropriations FY2026.pdf](#)

## 10 BOARD DISCUSSION:

**Minutes:**

Mr. Nadeau started the board discussion by stating the board is obligated to approve a reduction plan if the levy does not pass. In the last 18 months there has been 6 district administrative positions reduced. Attitution to equal \$810,000. Now it is time to evaluate other departments. 76.3% of the district expense is salary and wages. All departments will see a reduction. Athletics and activities will be eliminated or pay to participate. ALL departments will see a reduction. Dr. McBride said this is not a fear tact approach to the levy. As a board we need to know what is ahead of us if the levy fails. Mr. Nadeau agreed, this is not a fear tact approach at all. The Board has done a good job evaluating. It is a horrible process to experience but at the end of the day the Board will need to approve the final list. In the upcoming weeks a Special Board meeting will be held. This meeting will be designated for public comment only. Tonight, will be focused on discussion and evaluating needs. 3 million dollars in cuts need to occur that is the bottom line.

**Departments:**

Transportation: The district K-5 is currently .5 radius but state requirements are 2 miles. This would reduce a service while being fiscally wise and not attacking the classrooms. There would be no bussing for students 9-12th grade.

Maintenance: Overtime would be eliminated. No summer workers.

Athletics/Activities: Eliminating or pay to participate. This includes choir, band, etc. According to some research the framework for pay to participate would be the following: 1st sport: \$500.00, 2nd sport: \$250.00, 3rd sport: \$100.00. This is per student per sport. Not household. If following this structure the Fall season will be \$227,000 and Spring will be \$91,000. Mr. Kisabeth mentioned that Natallie Jones and him had a conversation about the median income being around \$55,000 that would equal \$408.00 per month. That is less than the amount of a student to play one sport.

**District Reduction:**

- Mental Health Services: The district is not mandated to provide Mental Health services.
- Special Education: The district is mandated to provide services. This reduction will make caseload numbers increase per teacher.
- Teachers: 12
- Educational Aides: 15
- Secretarial reduction

Dr. Beres asked about that process to identify positions. Seniority and CBA will play a role in the determination.

Mrs. Stephey mentioned that she holds many business tours for families that may be interested in moving to Tiffin. The most popular question she is asked "how are the schools here"? We need people from out of town to want to move to Tiffin and buy our houses and be excited to come to our district. We have so many incredible teachers that do amazing work, we need to continue to be proud. Ms. Spence commented about Findlay failing the levy a few months ago. Transportation was cut to the state minimum and parents are now missing work because of pick up or drop off. Mr. Nadeau said that two hour delays will be even more challenging for parents. Transportation is important for families and if kids cannot get to school they cannot learn which in return hurts attendance. Mr. Nadeau said these are real people and real programs that are being discussed. We need to



increase revenue and decrease expenditures. This is not ideal for any staff or community members. Dr. Beres commented on the staff accepting a 1% raise and understanding the state of the district. This is not something the Board is proud of but thankful for the staffs understanding.

Mr. Perez commented that the sale of the land did not make a dent in the financial status that is needed. It is important that the community unites and comes together to express their wants. Financials are a statewide issue. Perrysburg is currently in the same situation. At this time we need to come together and invest in our children. Dr. McBride said this is a combination of things. It is not just transportation or extracurricular, etc. it is all departments together. Mr. Nadeau followed up reiterating that all departments will be affected by the reduction. Mr. Kisabeth discussed open enrollment. Students will attend other schools since the programs at TCS may be limited. His concern is that those students that leave the district may never return back to the district. The community and Chamber has done great things for the city of Tiffin, we need to keep the momentum moving forward with great schools. It is important to note the the district is only asking for exactly the amount that is needed. Mr. Nadeau said we are unsure what FY27 and FY28 looks like for state funding. Mr. Perez mentioned that report cards do not correlate to outcomes. There are other factors that are included in the report card data. Mr. Perez said open enrollment is not mandatory. It is important to Tiffin City Schools to meet students at their needs. Mr. Nadeau said this reduction will affect Calvert and Bridges transportation. Mr. Perez mentioned that the Columbian Soccer team has students from Calvert, Volleyball teams play together, the district recently had a teacher recognized for Teacher of the Year. Mr. Monsour has students attend his classes from Calvert. It is important to have the partnership between Tiffin City and Calvert. Mr. Perez said the levy committee is doing a tremendous job. The committee has the information. Superintendent Nadeau will state only facts. Dr. McBride mentioned volunteers are needed to hand out flyers, and answer any questions. Mrs. Stephey said we have the momentum and going in the right direction. We need the community to come forward.

## 11 ADJOURNMENT

The Board business meeting is concluded.

Meeting started:

Meeting ended:

\_\_\_\_\_ Mr. Kisabeth  
\_\_\_\_\_ Mrs. Stephey  
\_\_\_\_\_ Dr. Beres  
\_\_\_\_\_ Dr. McBride  
\_\_\_\_\_ Mr. Perez

### Minutes:

Meeting started: 6:30pm

Meeting ended: 8:22pm

**Motioned:** Mrs. Heidi Stephey

**Seconded:** Dr. Joanna Beres

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



## 11.1 Next Regular Meeting

---

The next regular meeting will be October 27th, 2025 at 6:30pm in the Tiffin Middle School Cafetorium.

**Minutes:**

The next regular meeting will be October 27th, 2025 at 6:30pm in the Tiffin Middle School Cafetorium.

A Special Board Meeting will be determined in the upcoming week to address public comment.

## 12 412 CERTIFICATE

---

**Attachments:**

[412 Certificates.pdf](#)