

10/27/2025 Regular Board Meeting

Board of Education Meeting

Tiffin Middle School 103 Shepherd Drive Tiffin, Ohio 44883

Monday, October 27, 2025

6:30pm - 7:30pm

Present: Mr. Jerry Nadeau, Superintendent ; Ms. Anne Spence, Treasurer/CFO; Mr. Larry Kisabeth, Board 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 roll call. Mr. Kisabeth, Dr. Beres, Dr. McBride, and Mr. Perez were in attendance. Mrs. Stephey was excused from the meeting.

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: Mr. Victor Perez

Seconded: Dr. Joanna Beres

Voter	Yes	No	Abstained
Mr. Larry Kisabeth, Board President	X		
Dr. Joanna Beres, 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 Update

Minutes:

Mr. Nadeau started his report with fall sport season wrapping up. The district has seen growth in the athletic programs on and off the field. All the committees have been meeting and collaborating. The district has multiple different levels. Teacher level (TBT), Building Level (BLT), District level (DLT), Leadership team. Total of 6 committees for Board of Education and Superintendent driven. Board Committees include Board Policy and Finance. Superintendent Committees include Support Services, Educational Programming, Facilities, and Business Advisory. Recently the Educational Programming committee met. The calendar committee is currently working in collaboration with stakeholders, Calvert and Sentinel to develop the calendar and provide the best opportunities for students. This is truly a team approach that when everyone collaborates together the outcome is more successful. TEA representatives recommended to include stakeholders in the discussion as well. The overall goal of the district is to continue to prioritize students and families first.

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. Beres
_____ Dr. McBride
_____ Mr. Perez

Minutes:

Mr. Nadeau reviewed each consent agenda item and asked for questions.

Motioned: Dr. Meagan McBride

Seconded: Dr. Joanna Beres

Voter	Yes	No	Abstained
Mr. Larry Kisabeth, Board President	X		
Dr. Joanna Beres, 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:

10/14/2025 Special Board Meeting Minutes

Attachments:

[10.14.25 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

Outstanding Checks

General Fund Report

Dashboard

Disbursement Summary Report

Current Period Outstanding Disbursement Summary Report

Cash Summary Report

Minutes:

Ms. Spence provided a Treasurer report at this time. True days cash 180.1 days or 5.7 months. Interest

rate continues to change. Ms. Spence is thankful that the board approved the change in long term investments. This change allows the district to stretch each dollar longer now versus in the STARR account.

Mr. Perez recommended to add Treasurer Report back to the agenda moving forward.

Attachments:

[Cash Reconciliation .pdf](#)

[Outstanding Checks .pdf](#)

[General Fund Report .pdf](#)

[Dashboard.pdf](#)

[Disbursement Summary Report .pdf](#)

[Current Period Outstanding Disbursement Summary Report .pdf](#)

[Cash Summary Report .pdf](#)

6.3 Approve Committee Reports

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

10/16/2025 Finance Committee Meeting Minutes

10/16/2025 Business Advisory Meeting Minutes

Minutes:

The Finance meeting minutes is a general snapshot of expenses versus revenue from month to month. This doesn't always show a true synopsis. Revenue is up by 10.66% and expense 29%. Expenses are up due to the fact that the district already paid a large down payment for medical insurance.

Mr. Nadeau thanked Mrs. Pat Smith for the dedication and the amount of time she puts forth for the Business Advisory meeting. Local business collaboration is important to align standards with ODEW. Participation with local business will help with internships and externships for students in the district.

Attachments:

[10.16.25 Finance Committee Meeting Minutes.pdf](#)

[10.16.25 Business Advisory Meeting Minutes.docx](#)

6.4 Retirements

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

Ms. Jane Dietrich, effective November 28th, 2025

Minutes:

Ms. Jane Dietrich will be recognized at the November board meeting.

6.5 Employ Professional Staff 2025-2026

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

Supplemental:

Ms. Amy Cooper, Basketball, Girls' Varsity Assistance/JV

Ms. Jami Hepp, Cheerleading, Winter-Varsity/JV

Mr. Loran Weingart, Basketball, Boys' Varsity Assistant/JV

6.6 Employ Support Staff 2025-2026

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

Food Service Substitute:

Ms. Sandy Pelfrey

Substitute Aide:

Ms. Heather Steinhauer

Pupil Activity Permits:

Mr. Aaron Nelson, Basketball, Girls' 8th Grade

Ms. Amari Slaughter, Basketball, Girls, 7th Grade

Mr. Brian King, Bowling, Varsity Assistant

Mr. Charles Boes, Basketball, Boys' 8th Grade

Mr. Casey Weidner, Bowling, Head Varsity

Mr. Eric Gibson, Wrestling, Head Varsity

Mr. Jason Smyser, Basketball, Boys' Freshman

Mr. Kenny Lawrence, Wrestling, Assistant Varsity

Ms. Morgan Harrigan, Basketball, Girls' Head Varsity

Mr. Paul Fortney, Swimming, Head Varsity

Mr. Shaun Gunnell, Basketball, Girls' Varsity Assistant

Ms. Sierra Steinmetz, Swimming, Assistant Varsity

Mr. Tabor Cain Lachner, Wrestling, 7th & 8th Grade

Ms. Taylor Boggs, Cheerleading, Winter, 7th & 8th Grade

Volunteers:

Ms. Ariel Hollins, Bowling

Mr. Brent Busdeker, Wrestling, Volunteer

Ms. Keesha Lawrence, Cheerleading

6.7 Stipends

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

25-26 Business Advisory Committee Chair, \$5,000:

Ms. Pat Smith

6.8 Leave of Absence

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

Mr. Gene Englehart: November 1st, 2025 - January 1st, 2026

Ms. Jillian Banks: February 9th, 2026 - March 22nd, 2026

6.9 Donations and Grants

The Superintendent recommends the Tiffin City Board of Education accept the following donations:
Walmart donated folders and notebooks to the district, valued at \$813.90.
Tiffin Middle School staff received a large tray of cookies from Grace Baptist Church, valued at \$75.00.
Tiffin Columbian Athletic Department received a \$500.00 donation, Fred C. Fox Scholarship Trust Fund c/o Ken Foy.
Columbian High School received school supplies valued at \$50.00 from Key Bank - Fostoria.

Minutes:

Mr. Kisabeth acknowledged each donor for the donation.

6.10 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:

TMS Student Council
Cheerleading
Columbian Choir

Attachments:

[TMS Student Council.pdf](#)
[Cheerleading.pdf](#)
[Columbian Choir.pdf](#)

6.11 Lifetouch Agreement

The Superintendent recommends the Board of Education approve the Lifetouch agreement for terms, 2026-2027, 2027-2028, and 2028-2029, as exhibited;

Attachments:

[Lifetouch Agreement.pdf](#)

6.12 North Central Ohio Educational Service Center Technology Services Contract

The Superintendent recommends the Board of Education approve the NCOESC contract for Technology Services, as exhibited;

Attachments:

[NCOESC Technology Services .pdf](#)

7 ACTION ITEMS:

7.1 North Central Ohio Educational Service Center FY 2026 Contract for Educational Services

The Superintendent recommends the Board of Education to approve the NCOESC contract for FY2026

educational services, as exhibited;

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

Minutes:

This is an annual contract for consulting services. The district will continue to work to eliminate the services off the contract. The consultants overall goal is to grow the internal capacity.

Motioned: Dr. Joanna Beres

Seconded: Dr. Meagan McBride

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

Attachments:

[NCOESC Educational Services Contract .pdf](#)

7.2 Approve Wrestling Overnight Trips (3)

The Superintendent recommends the Board of Education approve the overnight stay for the wrestling teams,

Boys:

December 29-30: Defiance

January 16-17: Napoleon

Girls:

January 30-31: Bellefontaine

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

Minutes:

Mr. Nadeau said the wrestling overnight trips for students is a great way for different match exposure. Mr. Kisabeth mentioned the district has a new girl wrestling team. The girls will participate in their own tournament. Mr. Perez asked if the department is growing. Mr. Nadeau responded that youth sport is growing and will continue to grow throughout the year.

Motioned: Mr. Victor Perez

Seconded: Dr. Meagan McBride

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

7.3 Approve Recommended Reduction Plan - Contingency for Levy Failure

The Superintendent recommends the Board of Education approve the Recommended Reduction Plan - Contingency for Levy Failure; as exhibited:

☐ Mr. Kisabeth
☐ Mrs. Stephey
☐ Dr. Beres
☐ Dr. McBride
☐ Mr. Perez

Minutes:

Mr. Nadeau acknowledged the reduction plan was a tough project. The attached sheet are the proposed reductions. Mr. Nadeau thanked the community, union representatives, staff, Board of Education, and administrators for the dedication and time. If the plan needs to be implemented students and community will be affected. This plan will maintain sports, clubs, activities with a fee structure. Mr. Perez mentioned that even if the levy passes the district will need to continue to be creative. Dr. McBride mentioned the plan will be published after the meeting. Mr. Nadeau said the plan will be phased out in 3 tiers. Overtime, maintenance, summer works will be immediately. Reductions of personnel will be evaluated for the 26-27 school year per individual contract. State minimum busing will start in the 26-27 school year. Dr. McBride mentioned that notification to families will be provided if the levy fails. Family cap for athletics will start for the 26-27 school year. Falls sports start at different times. Some sports start in July and that is when the fees would be due. Mr. Perez added that paraprofessionals will also be reduced. Mr. Nadeau confirmed that is correct. Every department will experience a reduction. Mr. Kisabeth mentioned on October 14th at the Special Board meeting the reduction will discussed in depth. The Advertiser published an article on 10/24. Dr. Beres asked Ms. Spence when the state typically becomes involved. Ms. Spence responded that typically around 30-60 days of cash on hand. Dr. Beres said there is a sense of urgency. Ms. Spence said it depends on how many years of negative spending. Around the 3rd year after the "watch program" and describe to state how the district will rebuild. Mr. Perez mentioned that each year the district needs to dig out a little more. Dr. McBride mentioned that current legislation and the unknowns. The district is in a difficult situation even if the levy passes.

Motioned: Dr. Meagan McBride

Seconded: Dr. Joanna Beres

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

Attachments:

7.4 Approve Collect Bargaining Agreement for #570

The Superintendent recommends the Board of Education approve the Collective Bargaining Agreements for #570, as exhibited:

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

Minutes:

Collective Bargaining Agreement #570. This is a 3 year contract with a 1% raise each year. The Administration would like to thank the staff and union representatives for their sign of strength and belief in the best interest of the district.

Motioned: Dr. Joanna Beres

Seconded: Dr. Meagan McBride

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

Attachments:

[CBA_570.pdf](#)

7.5 Approve Collect Bargaining Agreement for #571

The Superintendent recommends the Board of Education approve the Collect Bargaining Agreement for #571 as exhibited;

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

Minutes:

Collective Bargaining Agreement #571. This is a 3 year contract with a 1% raise each year. The Administration would like to thank the staff and union representatives for their sign of strength and belief in the best interest of the district.

Motioned: Mr. Victor Perez

Seconded: Dr. Joanna Beres

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

Attachments:

[CBA 571.pdf](#)

8 BOARD DISCUSSION:

Minutes:

Mr. Perez commented on the process for students that are homeschooled and the process for completing Final Forms. Mr. Nadeau mentioned that Final Forms needs to be completed and all critical information needs to be listed.

Mr. Kisabeth made a statement about an anonymous letter from a concerned voter being sent to him. Below is the response Mr. Kisabeth provided:

From the Desk of Mr. Larry Kisabeth

On October 14, 2025 I received a letter from a concerned voter on several issues. I would like to address those issues at this time.

The first issue was the sale of the property. Here are the details on the property which we sold. The property was divided into four tracts and offered at public auction on September 10, 2025. At that time, the Board accepted a \$70,000 offer for the 6.2- acre Tract 4, equating to \$11,290 per acre, which exceeded the assessed value of approximately \$10,400 per acre. A separate bid of \$700,000 for the remaining 75.8 acres was not accepted, as the Board determined it did not reflect fair market value. On September 11, the district received an improved offer of \$780,000 for Tracts 1, 2, and 3. The Board accepted this offer, bringing the combined sale price for all four tracts to \$850,000. The property was initially purchased for just under \$1 million.

With \$850,000 in sale proceeds and approximately \$125,000 collected through agricultural leases over the past decade, the district has recovered nearly the entire initial purchase price.

It was understood that at the time of the original sale of the property to the school that we overpaid for the property. It was the intent of this current board to recover as much of the original purchase price as possible.

A correct statement was made that our teachers earn \$6000.00 less than the average teacher in the state of Ohio. Our concerned voter stated that Tiffin is not Cincinnati or Columbus which is true but the average salary in Ohio is calculated based on all the teacher salaries in Ohio which does include city salaries and rural salaries as well.

It is true that we have a decline of 77 students in fiscal year 2025 and it was suggested that we needed fewer teachers. On the surface that may look to be true, but we still must provide students the courses required for graduation. Staff reductions may be appropriate in certain departments; however, required graduation courses continue to need teaching staff, even if the teacher-to-student ratios become smaller.

The grade card was also discussed. As stated, our district received an overall grade of 3, which does meet state standards as was reported. However, there were two areas that had only two stars instead of three. One of those areas was the progress component which measures progress over a year of instruction. Our students are progressing but not at the level the state reports on. This is an area that is targeted for our students.

The second report of two was in early literacy. Part of this discrepancy was the fact that we were working with outdated curriculum. We hope to see an improvement here with the implementation of our new Science of Reading Curriculum.

Speaking personally, not as a School Board member, it does not bother me that we received a rating of 3 stars in graduation rate because having served as the high school principal, I believe that a diploma from Columbian

High School means something. A diploma from Columbian High School means that one has successfully completed all requirements and is prepared to enter society as a productive adult, ready for employment, further education, or the military.

We could graduate everyone, but we don't. Diplomas are earned. Our teachers and staff members will do everything in their power to assist students in their education but when all is said and done a student must do the work.

Are we happy as a district with our 3-star rating. The answer is "no". I assure you, the public, that our goals are always to move forward. Mr. Nadeau, in his initial response to our 24-25 school report card, stated that we had made incremental successes to move us forward but not enough to increase the levels to the next stars but those are the targets moving forward.

The board has made it a priority to upgrade curriculum. We spent \$500,000 this past year to purchase the Science of Reading Curriculum. We need to update curriculum in several areas as we are using texts in some areas which are over ten years old. To upgrade takes money. We are currently deficit-spending. We need your help.

Our concerned voter mentioned about her own children, and I quote "They all received a great education, and all have great jobs, which is something to be proud of."

This is a tribute to our great teachers and staff who are doing the job of educating our students. It's up to us to assist them in this pursuit of excellence.

I want to thank the concerned voter who took the time to contact me.

When all is said and done, we will continue to work with what we have to always do what is best for kids.

End of Mr. Kisabeth's response.

Mr. Perez mentioned that his son received a great education and his daughter is still receiving a great education. There is a local school with a 5 star rating but that school receives \$3,000 more per pupil. Also, that district has an income tax that Tiffin City does not receive. Tiffin City is the only school in the county that does not receive tax money. Tiffin City is only asking for the amount that the district needs not any additional. Dr. McBride said you can feel a weight/gravity to the meeting this evening. If we take time to reflect there are so many positives to take away as well. Teacher, staff, union representatives, administrators and community members all collaborating together for the best interest of the students and community. There is currently incredible work being accomplished. The district has stable leadership. The fiscal forecast is heavy but the staff is doing their absolute best with the resources that are available.

9 ENTER EXECUTIVE SESSION:

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

Hold an Executive Session for one or more of the following matters to:

_____ a. consider the appointment____, employment____, dismissal____, discipline____, promotion____, demotion____, or compensation____ of a public employee(s) or official(s)____, or consider the investigations of

charges or complaints against a public employee(s)____, official(s), licensee(s) or "regulated individual(s)"____; unless the person(s) being investigated of charges or complaints requests a public hearing;
 _____ b. consider the purchase or sale of public property if the public interest would be hurt by the premature disclosure of the information;
 _____ c. confer with the public body's attorney for the purpose of considering disputes if a court action concerning the dispute is either pending or imminent;
 _____ d. prepare for, conduct, or review negotiations or bargaining sessions with public employees;
 _____ e. consider matters required by federal laws, or rules, or state statutes to be kept confidential;
 _____ f. consider specialized details of security arrangements if the information could be used for criminal purposes.
 _____ g. no action taken.
 Time in:

Minutes:
 Not applicable.

10 EXIT EXECUTIVE SESSION

Return to open session.
 Time out:

Minutes:
 Not applicable.

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: 7:14pm

Motioned: Dr. Joanna Beres

Seconded: Mr. Victor Perez

Voter	Yes	No	Abstained
Mr. Larry Kisabeth, Board 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 November 24th, 2025 at 6:30pm in the Tiffin Middle School Cafetorium.

Minutes:

The next regular meeting will be November 24th, 2025 at 6:30pm in the Tiffin Middle School Cafetorium.

12 412 CERTIFICATE

Attachments:

[NCOESC.412.pdf](#)

[Wage Salary Increase.412.pdf](#)