



**MISSION**

Fremont City Schools is driven to provide opportunities to inspire excellence in students, staff, and community.

**VISION**

Develop dynamic individuals who will thrive as they make an impact in their local and global communities.

## **BOARD OF EDUCATION**

Board of Education Meeting  
1250 North Street  
Fremont, Ohio 43420

### **AGENDA**

Monday, December 8, 2025  
6:00 p.m.

**Board Members**

Lori Bloom  
Laura Lehmann  
Sarah Lewis  
Don Nalley  
Thomas Price

Denice M. Hirt  
Superintendent

Megan Parkhurst  
Treasurer

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the Agenda.

AGENDA  
December 8, 2025  
FMS  
6:00 p.m.

- I. Call to Order
- II. Pledge of Allegiance : **Lutz Make a Difference Club**
- III. Roll Call:  
  
Mrs. Bloom\_\_\_\_\_ Ms. Lehmann \_\_\_\_\_ Ms. Lewis\_\_\_\_\_ Mr. Nalley\_\_\_\_\_ Mr. Price\_\_\_\_\_
- IV. Approve or amend and sign the minutes of the regular meeting held on November 10, 2025.  
  
Mrs. Bloom\_\_\_\_\_ Ms. Lehmann \_\_\_\_\_ Ms. Lewis\_\_\_\_\_ Mr. Nalley\_\_\_\_\_ Mr. Price\_\_\_\_\_
- V. Legislative Report
- VI. Walk on Items
- VII. Community

**Hearing of the Public**

A Fremont City School District citizen, recognized by the Chair, may speak on any issue, during the Recognition of Visitors and Hearing of the Public Sessions, but the Chair may limit remarks pursuant to the debate regulations of *Robert's Rules of Order* and Fremont City School District Policy:

**Fremont City Schools Public Participation**

- **Please state your name and address**
- **Please limit your statement to five (5) minutes**
- **Please direct your comments to the Board of Education President**

- VIII. Superintendent's Report
  - **Draft School Calendars 2026-2027 (Options A & B)**
  - **CQCC - Abby Abernathy**
  - **Policy - Denice Hirt**
- IX. Recommendations of the Superintendent

## **FACILITIES AND OPERATIONS**

- Appoint President Pro Tem for the Organizational Meeting scheduled for January 12, 2026.
- Organizational Meeting/Tax Budget Hearing scheduled for January 12, 2026 at 6:00 p.m. Regular Board of Education Meeting to follow.

### **Donations**

#### **Item 1. Consider approval of donations**

It is recommended that the Board of Education approve the following donations:

<u>Donor:</u>	<u>Item:</u>	<u>Value:</u>	<u>Donated to:</u>
Fremont Ohio NAACP Unit 3217	Coats, gloves & hats	Not Listed	Fremont City Schools
G & D Extreme Auto Detailing	Gatorade & water	\$1,257.38	Fremont Ross Wrestling
Justice for Migrant Women	Hand sanitizer/wipes	Not Listed	Croghan Elementary
Katrina Ross	3 pair crutches	Not Listed	Fremont City Schools
VFW Post #2947	Socks & underwear	Not Listed	Fremont City Schools
Ryan & Sarah Zimmerman			
Westview Veterinary Hospital	Gift card	\$500.00	FCS Food Pantry

Mrs. Bloom\_\_\_\_\_ Ms. Lehmann \_\_\_\_\_ Ms. Lewis\_\_\_\_\_ Mr. Nalley\_\_\_\_\_ Mr. Price\_\_\_\_\_

### **Policies**

#### **Item 2. Consider approval of revised Policy AFC -2 - Evaluation of Professional Staff - (Also GCN-2) (First Reading)**

It is recommended that the Board of Education approves revised Policy AFC-2 (Also GCN-2) - Evaluation of Professional Staff (see attached).

#### **Item 3. Consider approval of revised Policy BF - Board Policy Development and Adoption (First Reading)**

It is recommended that the Board of Education approves revised Policy BF - Board Policy Development and Adoption (see attached).

**Item 4.        Consider approval of revised Policy DBD - Budget Planning (First Reading)**

It is recommended that the Board of Education approves revised Policy DBD - Budget Planning (see attached).

**Item 5.        Consider approval of revised Policy DE - Revenues from Tax Sources (First Reading)**

It is recommended that the Board of Education approves revised Policy DE - Revenues from Tax Sources (see attached).

**Item 6.        Consider approval of revised Policy DJC - Bidding Requirements (First Reading)**

It is recommended that the Board of Education approves revised Policy DJC - Bidding Requirements (see attached).

**Item 7.        Consider approval of revised Policy DLC - Expense Reimbursements (First Reading)**

It is recommended that the Board of Education approves revised Policy DLC - Expense Reimbursements (see attached).

**Item 8.        Consider approval of revised Policy EBC - Emergency Management and Safety Plans (First Reading)**

It is recommended that the Board of Education approves revised Policy EBC- Emergency Management and Safety Plans (see attached).

**Item 9.        Consider approval of revised Policy EEA - Student Transportation Services (First Reading)**

It is recommended that the Board of Education approves revised Policy EEA - Student Transportation Services (see attached).

**Item 10.       Consider approval of revised Policy EEAC - School Bus Safety Program (First Reading)**

It is recommended that the Board of Education approves revised Policy EEAC - School Bus Safety Program (see attached).

**Item 11. Consider approval of revised Regulation EEACC-R (Also JFCC-R) - Student Conduct on District Managed Transportation (First Reading)**

It is recommended that the Board of Education approves revised Regulation EEACC -R Student Conduct on District Managed Transportation (see attached).

**Item 12. Consider approval of revised Policy EEACD - Drug Testing for Motor Van Drivers and District Personnel Required to Hold a Commercial Drivers License (First Reading)**

It is recommended that the Board of Education approves revised Policy EEACD - Drug Testing for Motor Van Drivers and District Personnel Required to Hold a Commercial Drivers License (see attached).

**Item 13. Consider approval of new Regulation EEACD-R-2 - Drug Testing for Motor Van Drivers (First Reading)**

It is recommended that the Board of Education approves new Regulation EEACD-R-2 - Drug Testing for Motor Van Drivers (see attached).

**Item 14. Consider approval of revised Policy EEAD - Non-Routine Use of School Buses and Motor Vans (First Reading)**

It is recommended that the Board of Education approves revised Policy EEAD - Non-Routine Use of School Buses and Motor Vans (see attached).

**Item 15. Consider approval of revised Policy EHA - District Records Commission, Records Retention and Disposal (First Reading)**

It is recommended that the Board of Education approves revised Policy EHA - District Records Commission, Records Retention and Disposal (see attached).

**Item 16. Consider approval of revised Policy EHC - Cybersecurity (First Reading)**

It is recommended that the Board of Education approves revised Policy EHC- Cybersecurity (see attached).

**Item 17. Consider approval of revised Policy FD (Also KBE) - Tax Issues (First Reading)**

It is recommended that the Board of Education approves revised Policy FD (Also KBE) - Tax Issues (see attached).

**Item 18. Consider approval of revised Policy FEF - Construction Contracts Bidding and Awards (First Reading)**

It is recommended that the Board of Education approves revised Policy FEF - Construction Contracts Bidding and Awards (see attached).

**Item 19. Consider approval of revised Policy GBQ - Criminal Records Check (First Reading)**

It is recommended that the Board of Education approves revised Policy GBQ - Criminal Records Check (see attached).

**Item 20. Consider approval to rescind Regulation GBQ-R – Criminal Records Check (First Reading)**

It is recommended that the Board of Education approves to rescind Regulation GBQ-R – Criminal Records Check (see attached).

**Item 21. Consider approval of revised Policy GCI - Professional Staff Assignments and Transfers (First Reading)**

It is recommended that the Board of Education approves revised Policy GCI - Professional Staff Assignments and Transfers (see attached).

**Item 22. Consider approval of revised Policy IGAE- Health Education (First Reading)**

It is recommended that the Board of Education approves revised Policy IGAE - Health Education (see attached).

**Item 23. Consider approval of revised Policy IGBB- Programs for Students Who Are Gifted (First Reading)**

It is recommended that the Board of Education approves revised Policy IGBB -Programs For Students Who Are Gifted (see attached).

**Item 24. Consider approval of revised Policy IGBEA- Reading Skills Assessments and Interventions (First Reading)**

It is recommended that the Board of Education approves revised Policy IGBEA - Reading Skills Assessments and Interventions (see attached).

**Item 25. Consider approval of revised Regulation IGBEA-R Reading Skills Assessments and Interventions (First Reading)**

It is recommended that the Board of Education approves revised Regulation IGBEA - R Reading Skills Assessments and Interventions (see attached).

**Item 26. Consider approval of revised Policy IGBLA - Promoting Parental Involvement (First Reading)**

It is recommended that the Board of Education approves revised Policy IGBLA - Promoting Parental Involvement (see attached).

**Item 27. Consider approval of revised Policy IGD - Cocurricular and Extracurricular Activities (First Reading)**

It is recommended that the Board of Education approves revised Policy IGD - Cocurricular and Extracurricular Activities (see attached).

**Item 28. Consider approval of revised Policy IGDJ/IGDK - Interscholastic Athletics/Interscholastic Extracurricular Eligibility (First Reading)**

It is recommended that the Board of Education approves revised Policy IGDJ/IGDK - Interscholastic Athletics/Interscholastic Extracurricular Eligibility (see attached).

**Item 29. Consider approval of revised Policy IKA - Grading Systems (First Reading)**

It is recommended that the Board of Education approves revised Policy IKA - Grading Systems (see attached).

**Item 30. Consider approval of revised Policy IKE - Promotion and Retention of Students (First Reading)**

It is recommended that the Board of Education approves revised Policy IKE - Promotion and Retention of Students (see attached).

**Item 31. Consider approval of revised Policy IKEB - Acceleration (First Reading)**

It is recommended that the Board of Education approves revised Policy IKEB- Acceleration (see attached).

**Item 32. Consider approval of revised Policy IND/INDA - Schools Ceremonies and Observances/Patriotic Exercises (First Reading)**

It is recommended that the Board of Education approves revised Policy IND/INDA- Schools Ceremonies and Observances/Patriotic Exercises (see attached).

**Item 33. Consider approval of revised Regulation JECAA-R Admission of Homeless Students (First Reading)**

It is recommended that the Board of Education approves Regulation JECAA - R Admission of Homeless Students (see attached).

**Item 34. Consider approval of revised Policy JECBB - Interdistrict Open Enrollment (First Reading)**

It is recommended that the Board of Education approves revised Policy JECBB - Interdistrict Open Enrollment (see attached).

**Item 35. Consider approval of revised Policy JECE - Student Withdrawal From School (First Reading)**

It is recommended that the Board of Education approves revised Policy JECE- Student Withdrawal From School (see attached).

**Item 36. Consider approval of revised Policy JED - Student Absences and Excuses (First Reading)**

It is recommended that the Board of Education approves revised Policy JED- Student Absences and Excuses (see attached).

**Item 37. Consider approval to rescind Regulation JED-R - Student Absences and Excuses (First Reading)**

It is recommended that the Board of Education approves to rescind Regulation JED-R – Student Absences and Excuses (see attached).

**Item 38. Consider approval of revised Policy JEDA - Truancy (First Reading)**

It is recommended that the Board of Education approves revised Policy JEDA - Truancy (see attached).



**Item 39. Consider approval of revised Policy JEFB- Released Time for Religious Instruction (First Reading)**

It is recommended that the Board of Education approves revised Policy JEFB - Released Time for Religious Instruction (see attached).

**Item 40. Consider approval of revised Policy JFCJ - Weapons in the Schools (First Reading)**

It is recommended that the Board of Education approves revised Policy JFCJ - Weapons in the Schools (see attached).

**Item 41. Consider approval of revised Policy JFCK - Use of Cellphones and Electronic Communications Devices by Students (First Reading)**

It is recommended that the Board of Education approves revised Policy JFCK - Use of Cellphones and Electronic Communications Devices by Students(see attached).

**Item 42. Consider approval of revised Policy JHG - Reporting Child Abuse and Mandatory Training (First Reading)**

It is recommended that the Board of Education approves revised Policy JHG - Reporting Child Abuse and Mandatory Training (see attached).

**Item 43. Consider approval of revised Policy KBA - Public's Right to Know (First Reading)**

It is recommended that the Board of Education approves revised Policy KBA -Public's Right to Know (see attached).

**Staff**

**Item 44. Consider approval of the following resignation**

Resignation  
Certified:

Chad Long  
Head Football Coach  
Reason: Resignation  
Effective: November 26, 2025

**Item 45.      Consider approval of the following appointments**

A. Appointment for the 2025-2026 school year:

Certified Staff Substitutes:                      Rodney Anderson, Lilian Rakay

B. Appointments for the 2025-2026 school year:

Name:                      Victoria Biggs  
Support Staff:              Cook (LR-1.02)  
Account:                      General  
Salary:                      Step 1 @ 16.46/hr effective January 5, 2026

Name:                      Paul Lotycz  
Support Staff:              Bus Driver (A-23.05)  
Account:                      General  
Salary:                      Step 1 @ 22.32/hr effective December 9, 2025

Support Staff Substitutes:  
Nicole Ammanniti (*effective September 5, 2025*),  
Victoria Biggs (*effective November 12, 2025*),  
Jessica Gleba, Martin Justen\*, Faith Postlethwait, Lilian  
Rakay, Courtney Zimmerman, Julia Zucker

*\*Employment of the above support staff substitute is contingent upon successful completion of all pre-employment requirements.*

**Item 46.      Consider approval of the following supplemental contracts**

Appointments for the 2025-2026 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Angela Hush	Atkinson	Focused Intervention Tutor	\$ 22.00/hr
Isaiah McDonald	FMS	Men with Manners Advisor K-0 (0.5 stipend)	\$ 605.50
John Elder	Ross	Indoor Track Coach	Volunteer
Melissa Frizzell-Joerg	Ross	Junior Class Advisor J-10 (0.5 stipend)	\$1,211.00
Joseph Hershey	Ross	Junior Class Advisor J-10 (0.5 stipend)	\$1,211.00

**Item 47.      Consider approval of resolution for supplemental duty positions**

It is recommended that the following resolution be approved for adoption:

**NOW, THEREFORE, BE IT RESOLVED:**

Section 1. The supplemental duty positions set forth in Section 2 of this resolution have been offered to those employees of the Fremont City Schools who have a license issued under O.R.C. 3319.22, and no such employees who are qualified to fill the positions have accepted them, and the positions have then been advertised or otherwise made available to any individuals with such a license who are qualified to fill them and who are not employed by the Board, and no such persons have applied for and accepted the positions.

Section 2. The Board hereby employs the following non-certified persons to perform the listed supplemental duties at the stated rate of pay for the 2025-2026 school year:

<u>Name</u>	<u>Building</u>	<u>Duty</u>	<u>Amount</u>
Jared Adkins	FMS	M.S. Basketball Coach-Boys	Volunteer
Samantha Alejo Hernandez	FMS	M.S. Wrestling Coach-Girls G-0	\$2,826.00
Pryde Yost	Ross	Varsity Asst Swim Coach E-10	\$4,845.00

Section 3. The Board President, Superintendent and Treasurer are authorized to execute supplemental duty contracts with the person identified in Section 2 of this resolution.

Section 4. The Board finds that the resolution has been adopted in accordance with all legal requirements including O.R.C. Sec. 121.22.

**Item 48.      Consider approval of the following special event worker**

It is recommended that the Board approves the following special event worker for lifeguard for elective courses and swim events at Ross High School for the 2025-2026 school year:

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Ebon Root (student)	Lifeguard	\$11.10/hr.

**Item 49.      Consider approval of the following status changes**

It is recommended that the Board approves the status change of Natalie Brown from BS degree Step 1 @ \$40,874 to ME degree Step 1 @ \$46,244 effective November 26, 2025.

It is recommended that the Board approves the status change of Gena Hoppes-Hineline from Assistant to the Superintendent, Longevity 15 @ \$26.18 per hour, to Assistant to the Superintendent, Longevity 20 @ \$26.70 per hour, effective November 28, 2025.

It is recommended that the Board approves the status change of Krista Kuzma from Custodial I (A-29.00) at FMS, Step 14 @ \$18.86 per hour, to Custodial II (A-27.01) at FMS, Step 14 @ \$23.13 per hour, effective November 12, 2025.

Mrs. Bloom\_\_\_\_\_ Ms. Lehmann \_\_\_\_\_ Ms. Lewis\_\_\_\_\_ Mr. Nalley\_\_\_\_\_ Mr. Price\_\_\_\_\_

## **FISCAL**

Report of the Treasurer

Recommendation of the Treasurer

### **Item 50.      Consider approval of the October FY 2026 financial report**

It is recommended that the October FY 2026 financial report be approved (copy on file at Birchard Public Library).

Mrs. Bloom\_\_\_\_\_ Ms. Lehmann\_\_\_\_\_ Ms. Lewis\_\_\_\_\_ Mr. Nalley\_\_\_\_\_ Mr. Price\_\_\_\_\_

### **Item 51.      Consider approval of supplemental appropriations**

It is recommended that the following changes be made to the FY-2026 Permanent Appropriations approved on June 23, 2025.

<b><u>Fund</u></b>	<b><u>Description</u></b>	<b><u>Increase</u></b>
300-9109	Boys Soccer	\$ 1,386.00
300-9124	Cheerleading	\$ 1,386.00
300-9115	Volleyball	\$ 1,386.00
300-9112	Softball	\$ 1,386.00
300-9116	Baseball	\$ 1,386.00
300-9101	Girls Basketball	\$ 1,386.00
006-0000	Food Service	\$120,000.00

Mrs. Bloom\_\_\_\_\_ Ms. Lehmann \_\_\_\_\_ Ms. Lewis\_\_\_\_\_ Mr. Nalley\_\_\_\_\_ Mr. Price\_\_\_\_\_

## **X.      Board Member Communications and Information**

## **XI.      Adjournment:**

Mrs. Bloom\_\_\_\_\_ Ms. Lehmann \_\_\_\_\_ Ms. Lewis\_\_\_\_\_ Mr. Nalley\_\_\_\_\_ Mr. Price\_\_\_\_\_

**Resolution for Executive Session (O.R.C. 121.22)**

**WHEREAS**, as a public board of education, the Fremont City School District Board of Education may hold an executive session only after a majority of a quorum (or, in the case of item O, below, a unanimous quorum) of this board determines by a roll call vote to hold such a session and only at a regular or special meeting for the sole purpose of the consideration of any of the following matters:

- A. To consider the appointment of a public employee or official.
- B. To consider the employment of a public employee or official.
- C. To consider the dismissal of a public employee or official.
- D. To consider the discipline of a public employee or official.
- E. To consider the promotion of a public employee or official.
- F. To consider the demotion of a public employee or official.
- G. To consider the compensation of a public employee or official.
- H. To consider the investigation of charges or complaints against a public employee, official, licensee, or student.
- I. To consider the purchase of property for public purposes.
- J. To consider the sale of property at competitive bidding.
- K. To confer with an attorney for the Board concerning disputes involving the Board that are the subject of pending or imminent court action.
- L. To prepare for, conduct, and/or review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.
- M. To consider matters required to be kept confidential by federal law or regulations or state statutes.
- N. To discuss details relative to the security arrangements and emergency response protocols for the Board.
- O. To discuss confidential information related to an application for economic development assistance, or negotiations with other political subdivisions related to the application, as executive session is necessary to protect interests of the applicant or related expenditure of public funds. (Unanimous vote required.)

**NOW, THEREFORE, BE IT RESOLVED** that the Fremont City School District Board of Education does hereby declare its intention to hold an executive session on items \_\_\_\_\_ as listed above.