



BOARD OF EDUCATION REGULAR MEETING

August 10, 2026 | Administration Building

MEETING NOTES

Meeting Notes are not official until they are voted on by the Board of Education at its next Regular Meeting.

- A1 President called the meeting to order at 6:30 p.m.
- A2 Members present: Ms. Arnold, Mrs. Byler, Mrs. Crowley, Mr. Moog, and Mr. Perry.
- A3 Pledge of Allegiance

NOTE: *Portions of the meeting's audio recording were difficult to decipher; therefore, this document may contain several incomplete sentences or inaccuracies. Additionally, some of the participants' names may be misspelled.*

B PROGRAMS / PRESENTATIONS

- B1 No presentations

C ROUTINES

- C1 The agenda is correct.
- C2 The Board of Education adopted the agenda.
- C3 The Board of Education approved the July 2026 Treasurer's Report.
- C4 The Board of Education approved the minutes from the following meetings:
 - a. July 8, 2026 – Regular Meeting
 - b. July 8, 2026 – Meeting Notes

D PUBLIC PARTICIPATION

No public participation

E CONSENT AGENDA

The Board of Education approved the consent agenda, items E1 through E3.

- E1 Approved the following Certified Personnel actions – See attachment to the Minutes.
- E2 Approved the following Classified Personnel actions – See attachment to the Minutes.

Mr. Perry: We have two retirements today I'd like to highlight. One is, Dorothy West McClinn, who's been with us since 1994. Congratulations! Deborah Mitchell. She's been with us since 1998, congratulations to both of them, one in, advance and one, uh, currently.

F ACTION AGENDA

- F1 The Board of Education approved the following resolution:
The Hilliard City School District Board of Education (the "Board") and David J. Stewart ("Superintendent") voluntarily and expressly agree to amend the Superintendent's contract, approved and entered into on June 8, 2026, effective August 1, 2026.

Mr. Stewart: Again, just a reminder, this is just a, a clarification of wording. It's not any new language.

F2 The Board of Education approved the following resolution:

AUTHORIZING AGREEMENT TO OBTAIN A SANITARY SEWER EASEMENT

The Superintendent recommends the Board authorize an agreement with Mr. Thomas Groeniger ("Mr. Groeniger") for the purpose of obtaining a sanitary sewer easement (the "Easement") upon real property owned by Mr. Groeniger.

Rationale:

1. Mr. Groeniger is the owner of real property situated in the State of Ohio, County of Franklin, City of Hilliard, lying in Virginia Military District 4854, commonly known as Parcel No. 050-010615 (the "Easement Property").
2. As part of its Capital Improvements Project, the Board is constructing its Norwich Elementary School – Preschool Addition Project (the "Project").
3. The Board requires the Easement to enable the Board to install, maintain and operate a sanitary sewer system and pipeline in connection with the Project.
4. Mr. Groeniger has agreed to convey the Easement to the Board in exchange for payment in the amount of \$6,400 (the "Contract Sum").
5. Accordingly, the Superintendent requests authority for the Treasurer and Board President, with assistance of legal counsel, to finalize and sign the easement agreement with Mr. Groeniger which is attached hereto as **Exhibit A** (the "Easement Agreement") for the purpose of obtaining the Easement upon the Easement Property, and to negotiate and sign any documents consistent with the intent of this Resolution.

The Board of Education resolves as follows:

1. Treasurer and Board President, with assistance of legal counsel, are authorized to finalize and sign the Easement Agreement for the purpose of obtaining the Easement upon the Easement Property, in exchange for payment to Mr. Groeniger in an amount not to exceed the Contract Sum, and to negotiate and sign any documents consistent with the intent of this Resolution.
2. Any prior actions taken consistent with this resolution are hereby ratified, affirmed, and approved.

Mr. Perry: Whereabouts is that easement, easement again, roughly?

Mr. Stewart: It runs out in front of the day care.

F3 The Board of Education approved the following resolution:

GRIEVANCE SETTLEMENT AGREEMENT

THIS SETTLEMENT AGREEMENT ("Agreement") is entered into between the Hilliard City School District Board of Education ("Board") and the Hilliard Education Association ("Association").

WHEREAS, the Board and the Association are currently parties to a negotiated collective bargaining agreement with a term of July 1, 2025, to June 30, 2028 ("CBA");

WHEREAS, the Association filed a group grievance pursuant to the CBA against the Board on June 18, 2026, which has been identified as Grievance 2026-6-18 ("Grievance");

WHEREAS, the Board denies all claims of wrongdoing and states that it has acted lawfully and in compliance with all applicable laws and regulations and the CBA at all times; and

WHEREAS, the Board and the Association (collective, the "Parties") have engaged in discussions regarding resolution of the Grievance, and in order to avoid the time, expense, distraction, and acrimony of protracted litigation, it is now their intention to effect a full, final, and complete settlement of all claims related to the Grievance on a non-precedent setting basis;

NOW, THEREFORE, in consideration of the promises and covenants set forth, for good and valuable consideration, the receipt of which is hereby acknowledged, the Parties agree as follows:

1. Dismissal of Grievance and Release. The Association hereby dismisses and withdraws the Grievance. The Association, on behalf of itself and all employees listed in Exhibits A, B, and C to this Agreement (collectively, "Affected Employees"), further waive their individual and collective rights to file, and agree not to file, any cause of action, charge, complaint, grievance, unfair labor practice, or lawsuit in any forum against the Board or its past or present employees or Board members, for any reason related to or arising out of the facts and/or circumstances of the Grievance. However, nothing in this Agreement limits the right of the Association to file future grievances based on similar facts that may arise after the execution of this Agreement. The Association agrees and affirms that it has reviewed or attempted to review this Agreement with, and has authority to execute and agree to this Agreement on behalf of, all Affected Employees.
2. Reimbursement of Leave or Pay
 - a. Employees listed in Exhibit A to this Agreement, who were docked pay following use of personal leave under Article 28(A)(5)(h) of the CBA, shall be reimbursed for the "dock day" at the applicable rates set forth on Exhibit A. Payments under this section shall be made no later than the second pay period following execution of this Agreement by both Parties.
 - b. Employees listed in Exhibit B to this Agreement, who were "doubled docked" one personal leave day under Article 28(A)(5)(h) of the CBA, shall each be credited with one personal leave day. If this credited personal leave would cause the employee's personal leave balance to exceed five days, the employee shall instead be credited with one sick leave day. Leave under this section shall be credited no later than the second pay period following execution of this Agreement by both Parties.
 - c. Employees listed in Exhibit C to this Agreement, who were "doubled docked" one-half personal leave day under Article 28(A)(5)(h) of the CBA, shall each be credited with one-half personal leave day. If this credited personal leave would cause the employee's personal leave balance to exceed five days, the employee shall instead be credited with one-half sick leave day. Leave under this section shall be credited no later than the second pay period following execution of this Agreement by both Parties.
 - d. The Board represents that Exhibits A, B, and C are accurate and complete lists of Affected Employees.
3. Non-Precedent Setting. The Board and Association agree that the terms of this Agreement shall not set precedent for future action with respect to any other employee and shall not form the basis of any precedent or past practice under the CBA. The Parties also agree that this Agreement shall not be admissible in any forum, arbitration, administrative or judicial proceeding, except one to enforce its terms. Nothing in this Agreement alters, modifies, or amends any of term of the CBA.
4. No Admission of Liability. Nothing in this Agreement shall be construed as an admission of liability by the Board, which expressly denies any misconduct, wrongdoing, or liability.

5. Amendment. This Agreement may only be amended by way of a written document executed by both Parties.

6. Severability. In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable, or void, this Agreement shall continue in full force and effect without said provision.

7. Entire Agreement. This Agreement represents the entire agreement and understanding between the Parties concerning the language set forth herein. There are no undertakings, understandings, promises, or conditions concerning the language set forth herein that are not set forth in this Agreement. The Parties acknowledge that they have not relied upon representations or statements made by the other Parties to this Agreement that are not specifically set forth herein.

8. Acknowledgments. The Parties acknowledge that they are entering into this settlement and signing this Agreement voluntarily and of their own free will and that they had full and adequate opportunity to review the terms of this document with legal counsel prior to executing the Agreement. The Association additionally affirms that it reviewed or attempted to review this document with Affected Employees, and each Affected Employee agrees to the terms of this Agreement. The Parties acknowledge that they are fully aware of the legal and binding effect of this Agreement. The Parties further acknowledge that they fully and completely understand the terms of this Agreement.

IN WITNESS, WHEREOF, the undersigned Parties have read and understand the binding effect of this Agreement and specify that each person signing below has the proper and legal authority to be bound by its terms.

Mr. Stewart: Again, this is a grievance that was filed by HEA over some new language in the contract this year that proved to be a little bit confusing. So this grievance settlement, actually, in a non-precedent-setting way, makes all of those individuals whole but clarifies that that's how we will be interpreting it moving forward. And we've also made some other changes to try to take some of the confusion out of that.

F4 The Board of Education approved the 2026-2027 bus routes as presented.

Ms. Arnold: how often do we run into the problem where we actually have more kids that are actually showing up, whether it's in the first couple weeks or throughout the year? Does it ever really come up?

Response was inaudible.

REPORTS/DISCUSSIONS

G1 Committee Reports

Mr. Moog: I got actually two real quick. Okay. So the senior citizen one, I did attend the senior day at the fair, which was a lot of fun. We dodged, um, raindrops through there and thunder and things like that, but there was a good turnout there as well. They're always happy to have us attend. Um, and Sarah and I are working with Molly to get a, uh, a meeting scheduled with her to get that committee going again.

Mrs. Byler: I attended HEF, uh, in July, and, uh, they're just getting ready for Denim and Diamonds. That's gonna be at a new location this year. I'll be able to share more about that I hope next month. And then also they're, um, going through a whole new rebranding process, so there's a new logo, um, that should be coming out very soon.

And then, um, just some new language about their vision and, um, mission statements. So I'll be looking on that, for that.

Ms. Arnold: Just a couple of quick notes. Facilities, we have a meeting scheduled for Wednesday, September 2nd at 2:00 PM. OSBA, central region fall conference is Wednesday, September 16th.

And then two things in our committees: the new teacher induction last week; I always appreciate going to that. And the admin panel is always fun to attend. The opportunity to put... for new teachers to put names to faces and share information, and also appreciate Joyce giving time for folks to really have some of those get-to-know-you type questions. It shows the humanity of everybody involved, that real people have genuine care and concern. And then the following day, I attended the student panel led by Mark Trayman. Always a treat there to see kids coming back and talking about their lived experiences and where they're going next.

And then on Thursday, Tony, you were there. The Hilliard City Lab student intern showcase, again, Mark Tremayne, helping put that together. Those kids had some real world challenges and hands-on experience, which is just monumental for their next steps and helping build their resume. So really appreciate all his work on that.

Mr. Perry: I'll just jump in here real quick and mention that we have a policy review committee coming up here in this very building on the 26th of August at 3:00.

Mr. Stewart: Congratulated Ms. Arnold on her upcoming OSBA Award. Reminder that the K12 PE Course of Study is there for your review, and if you have any input, by all means, let us know.

H EXECUTIVE SESSION / ADJOURNMENT

H1 At 6:40 p.m., the Board of Education caucused to executive session to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official.