Held at Bristol **Regular Meeting** **December 10, 2025**

The President, Scott Chapman, called the meeting to order at 6:00 p.m.

The board met on December 10, 2025 for a regular meeting with the following roll call:

Jared Bilas-Present
Don Mickel-Present
Kristina Stephens-Present
Brooke Vondrasek-Present
Scott Chapman-Present

Motion by Mrs. Vondrasek, seconded by Mr. Bilas, to approve the minutes of the November 12, 2025 regular board meeting.
Roll Call: Vondrasek, Bilas, Mickel, Stephens, Chapman, -Ayes-Motion carried

Motion by Mrs. Stephens, seconded by Mrs. Vondrasek, to approve the Financial Reports for November 2025, as presented by the Treasurer.
Roll Call: Stephens, Vondrasek, Bilas, Mickel, Chapman -Ayes-Motion carried

Superintendent's Report
The calendar for school year 2026-2027 was discussed and made available for comment.

Gifted Education Plan (Exhibit 2025-23)
Motion by Mr. Mickel, seconded by Mrs. Vondrasek, to approve the District's Gifted Education Plan (Exhibit 2025-23).
Roll Call: Mickel, Vondrasek, Bilas, Stephens, Chapman—Ayes-Motion carried.

Board Policies
Motion by Mrs. Stephens, seconded by Mr. Bilas, to approve the following policy additions and revisions to the Bristol Board of Education Policies:

1. 1422	-	Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Revised)
2. 1623	-	Section 540/ADA Prohibition Against Disability Discrimination in Employment (Revised)
3. 2260	-	Nondiscrimination and Access to Equal Educational Opportunity (Revised)
4. 2260.01	-	Section 504/ADA Prohibition Against Discrimination Based on Disability (Revised)
5. 3122	-	Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Revised)
6. 3123	-	Section 540/ADA Prohibition Against Disability Discrimination in Employment (Revised)
7. 4122	-	Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Revised)
8. 4123	-	Section 540/ADA Prohibition Against Disability Discrimination in Employment (Revised)
9. 5517	-	Anti-Harassment (Revised)
10. 1422.02	-	Nondiscrimination Based on Genetic Information of the Employee (Delete)
11. 1662	-	Anti-Harassment (Delete)
12. 3122.02	-	Nondiscrimination Based on Genetic Information of the Employee (Delete)
13. 3123	-	Anti-Harassment (Delete)
14. 4122.02	-	Nondiscrimination Based on Genetic Information of the Employee (Delete)
15. 4123	-	Anti-Harassment (Delete)

Roll Call: Stephens, Bilas, Mickel, Vondrasek, Chapman, -Ayes—Motion carried.

Personnel
Motion by Mr. Mickel, seconded by Mrs. Stephens, to accept the resignation of **Emily Woodford** as Assistant Softball Coach effective for the 2025-2026 school year.
Roll Call: Mickel, Stephens, Bilas, Vondrasek, Chapman—Ayes-Motion carried.

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Personnel Cont'd
Motion by Mrs. Vondrasek, seconded by Mr. Bilas, to hire **Seth Shay** as custodian effective December 1, 2025, provided he meets all state and local requirements. His contract will be for 151 days at 8 hours per day and $18.68 per hour (Step 0 of the negotiated agreement). Total contract amount is $22,565.44.
Roll Call: Vondrasek, Bilas, Mickel, Stephens, Chapman -Ayes-Motion carried.

Pepple & Waggoner, Ltd. (Resolution 2025-23)
Motion by Mrs. Vondrasek, seconded by Mrs. Stephens, to approve the Resolution retaining certain professional services of Pepple & Waggoner, Ltd. In connection with legal matters relating to the education and the operation of the school district (Resolution 2025-23).
Roll Call: Vondrasek, Stephens, Bilas, Mickel, Chapman -Ayes-Motion carried

TCTC Representative
Motion by Mr. Mickel, seconded by Mr. Bilas, to appoint **Brooke Vondrasek** as Bristol's TCTC representative commencing January 1, 2026 through December 31, 2028.
Roll Call: Mickel, Bilas, Stephens-Ayes, Vondrasek-Abstain, Chapman—Aye-Motion carried.

Beta Club
Motion by Mrs. Stephens, seconded by Mrs. Vondrasek, to approve the Beta Club trip to Columbus, Ohio for the State Convention February 2, 3, & 4, 2026.
Roll Call: Stephens, Vondrasek, Bilas, Mickel, Chapman -Ayes-Motion carried

Purchase Order Approval # 2612004-OBWC
Motion by Mr. Bilas, seconded by Mrs. Stephens, to authorize a "then and now" payment for purchase order number 2612004 in the amount of $6,656 payable to Ohio Bureau of Workers Compensation (for 2026 annual premiums due).
Roll Call: Bilas, Stephens, Mickel, Vondrasek, Chapman—Ayes-Motion carried.

Ohio Schools Council (Resolution 2025-24)
Motion by Mrs. Stephens, seconded by Mr. Bilas, to approve the Resolution for the District to join the Ohio Schools Council (a council of governments organization) cooperative purchasing program (Resolution 2025-24).
Roll Call: Stephens, Bilas, Mickel, Vondrasek, Chapman—Ayes-Motion carried.

Donations (Exhibit 2025-24)
Motion by Mrs. Stephens, seconded by Mr. Mickel, to accept the following donations:

- Unrestricted donation of $16,015 from the Cortland Moose Lodge, deposited to the 018-9605 District-Wide Support (i.e. Stella) Fund.
- Unrestricted donation of $2,093 from the Cortland Moose Lodge, deposited to the 018-9605 District-Wide Support (i.e. Stella) Fund.
- In-Kind donations for the 2025 Washington DC Chance Auction (Exhibit 2025-24).

Roll Call: Stephens, Mickel, Bilas, Vondrasek, Chapman,—Ayes-Motion carried.

Organizational Meeting
Motion by Mr. Bilas, seconded by Mrs. Stephens, to schedule the Organizational Meeting for January 7, 2026 at 5:30 p.m. in the Elementary Art Room.
Roll Call: Bilas, Stephens, Mickel, Vondrasek, Chapman—Ayes-Motion carried.

Held at Bristol **Regular Meeting** **December 10, 2025**

Board Meeting Dates
Motion by Mrs. Vondrasek, seconded by Mrs. Stephens, to schedule the Regular January Board Meeting for January 7, 2026 directly following the January Organizational Meeting in the Elementary Art Room.
Roll Call: Vondrasek, Stephens, Bilas, Mickel, Chapman—Ayes-Motion carried.

Organizational Meeting President Pro-tem
Motion by Mr. Bilas, seconded by Mr. Mickel, to appoint **Kristina Stephens** as President Pro-tem for the January Organizational Meeting.
Roll Call: Bilas, Mickel, Stephens, Vondrasek, Chapman-Ayes—-Motion carried.

Executive Session
Motion by Mr. Mickel, seconded by Mrs. Vondrasek, to move to executive session for the purpose of employment of personnel and preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment at 6:30 p.m. with Christopher Dray, Megan Titus, Candy Bemus, Vonnie Peterson, Jill Church, and Debbie Rowles.
Roll Call: Mickel, Vondrasek, Bilas, Stephens, Chapman,-Ayes—Motion carried.

Vonnie Peterson, Jill Church & Debbie Rowles left at 6:50 p.m.

The board came out of executive session at 7:43 p.m.

Motion by Mrs. Vondrasek, seconded by Mr. Bilas, to adjourn this regular board meeting at 7:43 p.m.
Roll Call: Vondrasek, Bilas, Mickel, Stephens, Chapman, -Ayes—Motion carried.

SIGNED:_____
President

_____
Date Approved

ATTESTED:_____
Treasurer