

LEIPSIC LOCAL SCHOOL  
Board of Education  
Minutes

Date: May 13, 2026 Kind of Meeting: Regular

The Leipsic Local Board of Education met in regular session on Wednesday, May 13, 2026 at 6:00 p.m. in the Media Center.

The following Board members were present: Rachel Niese, Brian Reynolds, Barry Ward, Karen Ward, and Kirk Wensink.

Administration present included: Darren Henry, Interim Superintendent; Keith Baumgartner, Incoming Superintendent; Megan Tobe, Elementary Principal; Brian Bennett, MS/HS Principal; David Miller, Treasurer, and Abby Krinke, Incoming Treasurer.

In attendance were five staff members, two students, and thirty community members.

A motion was made by Kirk Wensink, and seconded by Rachel Niese, to approve the minutes of the April 2026 board meetings. Vote: Kirk Wensink—yea; Rachel Niese—yea; Brian Reynolds—yea; Barry Ward—yea; and Karen Ward—yea. Motion passed: 5-0

084-26  
Minutes

Don Barnhart, Nathan Schroeder and Mindy David addressed the board in support of Brian Bennett.

**OLD BUSINESS**

Brian Reynolds made a motion, seconded by Karen Ward, to take off the tabled motion (059-26) to approve the first reading of the following Board Policies:

085-26  
Board Policies  
1<sup>st</sup> Reading

|         |   |
|---------|---|
| 2431.06 | Name, Image and Likeness (NIL) in Athletics   |
| 3440    | Job-Related Expenses  |
| 4440    | Job Related Expenses  |
| 5112    | Entrance Requirements   |
| 5421    | Grading   |
| 5430    | Class Rank  |
| 6220    | Budget Preparation  |
| 6320    | Purchasing and Bidding  |
| 6325    | Procurement – Federal Grants / Funds  |
| 6423    | Use of Credit Cards   |
| 6425    | Use of District Tax Exempt Certificate  |
| 6460    | Vendor Relations  |
| 6465    | Affinity, Rewards, or Other Discount Programs   |
| 7540.09 | Artificial Intelligence (“AI”)  |
| 8500    | Food Services   |
| 4162    | Drug and Alcohol Testing of CDL License Holders and Other Employees Who Perform Safety Sensitive Functions                  |
| 4162.01 | Drug and Alcohol Testing of Employees Without CDL Licenses Who Transport Students in Alternative Vehicles (non-DOT Testing) |
| 8600    | Transportation  |
| 8600.04 | Bud Driver Certification  |
| 5751    | Parental Status of Students   |
| 5780.01 | Parents Bill of Rights  |
| 8640    | Transportation for Non-Routine Trips  |
| 8650    | Transportation by Vehicle Other Than School Buses   |

Vote: Brian Reynolds—yea; Karen Ward—yea; Rachel Niese—yea; Barry Ward—yea; and Kirk Wensink—yea. Motion passed: 5-0.

**NEW BUSINESS**

**Fiscal Items:**

Rachel Niese made a motion, and Kirk Wensink seconded the move, to approve the disposal of inventory per attached. Vote: Rachel Niese—yea; Kirk Wensink—yea; Brian Reynolds—yea; Barry Ward—yea; and Karen Ward-- yea. Motion passed: 5-0.

086-26  
Disposal of  
Inventory

Barry Ward made a motion, and Karen Ward seconded the move, to approve the following Transfers/Advances/Advance Back:

087-26  
Transfer/  
Advance/  
AdvanceBack

| <u>Type</u> | <u>From Fund</u> | <u>To Fund</u> | <u>Amount</u> |
|-------------|------------------|----------------|---------------|
| Transfer    | 001-0000         | 001-9995       | \$ 75,000.00  |
| Transfer    | 001-0000         | 001-9997       | 120,000.00    |

Vote: Barry Ward—yea; Karen Ward—yea; Rachel Niese—yea; Brian Reynolds—yea and Kirk Wensink—yea. Motion passed: 5-0.

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Rachel Niese made a motion, and Kirk Wensink seconded the motion, to approve the resignation of Geri Steffan for the purpose of retirement effective December 31, 2026 per attached. Vote: Rachel Niese—yea; Kirk Wensink—yea; Brian Reynolds—yea; Barry Ward—yea; and Karen Ward—yea. Motion passed: 5-0.

088-26  
G. Steffan  
Retirement

Personnel:

Kirk Wensink made a motion, and Barry Ward seconded the motion, to approve the resignation of Madison Hartle as High School Language Arts teacher effective July 31, 2026 per attached. Vote: Kirk Wensink--yea. Barry Ward—yea; Rachel Niese—yea; Brian Reynolds—yea; and Karen Ward—yea. Motion passed: 5-0.

089-26  
M. Hartle  
Resignation

Karen Ward made a motion, and Rachel Niese seconded the motion, to approve the resignation of David Schroeder as Bus Driver for the purpose of retirement effective August 19, 2026 per attached. Vote: Karen Ward—yea; Rachel Niese—yea; Brian Reynolds—yea; Barry Ward—yea; and Kirk Wensink—nay. Motion passed: 4-1.

090-26  
D. Schroeder  
Retirement

Rachel Niese made a motion, and Karen Ward seconded the motion, to approve the following certified contracts for the 2026-2027 school year.

091-26  
Certified  
Contracts  
2026-27

|                    |                            |
|--------------------|----------------------------|
| Jenny Apple        | Continuing Contract        |
| Rachael Langhals   | Five-Year Limited Contract |
| Andrea Wagner      | Five-Year Limited Contract |
| Lyndie Gerdeman    | Two-Year Limited Contract  |
| Kellie Hermiller   | Two-Year Limited Contract  |
| Estella Martinez   | Two-Year Limited Contract  |
| Sean Brock         | One-Year Limited Contract  |
| Shylene Giron      | One-Year Limited Contract  |
| Hannah Gregory     | One-Year Limited Contract  |
| Madeline Jones     | One-Year Limited Contract  |
| Emma Schmiedebusch | One-Year Limited Contract  |
| Trey Schroeder     | One-Year Limited Contract  |

Vote: Rachel Niese—yea; Karen Ward—yea; Brian Reynolds—yea; Barry Ward—yea; and Kirk Wensink—yea. Motion passed: 5-0.

Barry Ward made a motion, and Kirk Wensink seconded the motion, to approve the following classified contracts for the 2026-2027 school year.

092-26  
Classified  
Contracts  
2026-27

|                   |                            |
|-------------------|----------------------------|
| Kayla Schnipke    | Five-Year Limited Contract |
| Tamara Almanza    | Two-Year Limited Contract  |
| Alex Amador       | Two-Year Limited Contract  |
| Veronica Deming   | Two-Year Limited Contract  |
| Campbell Grismore | Two-Year Limited Contract  |
| Marvin Haselman   | Two-Year Limited Contract  |
| Tracey Luna       | Two-Year Limited Contract  |

Vote: Barry Ward—yea; Kirk Wensink—yea; Rachel Niese—yea; Brian Reynolds—yea; and Karen Ward—yea. Motion passed: 5-0.

Rachel Niese made a motion, and Karen Ward seconded the move, to approve the following athletic supplemental contracts for 2025-26 as recommended by the Athletic Director and approved by the high school principal.

093-26  
Supplemental  
Contracts

| <u>Name</u>        | <u>Position</u>                  | <u>%</u> | <u>Exp</u> | <u>Compensation*</u> |
|--------------------|----------------------------------|----------|------------|----------------------|
| Brent Newell       | Head Volleyball                  | 11.5     | 21         | \$ 7,127.00          |
| Hayley Sager       | Varsity Asst. Volleyball         | 6        | 2          | 2,858.00             |
| Lyndie Gerdeman    | Junior Varsity Volleyball        | 8        | 5          | 4,132.00             |
| Haley Dray         | 9 <sup>th</sup> Grade Volleyball | 6        | 6          | 3,202.00             |
| Abbie Like         | 8 <sup>th</sup> Grade Volleyball | 5        | 7          | 2,755.00             |
| Joe Kirkendall     | Head Football                    | 15.5     | 19         | 9,606.00             |
| Kurt Steffan       | Varsity Asst. Football           | 8.5      | 24         | 5,268.00             |
| Jon Spurgeon       | Varsity Asst. Football           | 8.5      | 15         | 5,268.00             |
| Jeff Kirkendall    | Varsity Asst. Football           | 8.5      | 13         | 5,268.00             |
| Kevan Westenbarger | Varsity Asst. Football           | 8.5      | 14         | 5,268.00             |
| Sean Brock         | Varsity Asst. Football           | 7.5      | 1          | 3,529.00             |
| Jacob Carrizales   | Volunteer Asst. Football         |          |            |                      |
| Kirk Wensink       | Volunteer Asst. Football         |          |            |                      |
| Sam Schroeder      | Volunteer Asst. Football         |          |            |                      |
| Fabian Pena        | Head JH Football                 | 5.5      | 2          | 2,619.00             |
| Dillan Niese       | JH Asst. Football                | 4.5      | 0          | 2,092.00             |
| Greg Berger        | JH Asst. Football                | 4.5      | 3          | 2,169.00             |
| Stacy Campbell     | Head Cross Country               | 8        | 9          | 4,683.00             |
| Kevin Brandt       | Head Golf                        | 8        | 18         | 4,958.00             |
| K. Mike McKeen     | Varsity Asst. Golf               | 4        | 3          | 1,928.00             |
| Darren Henry       | Head Baseball                    | 15.5     | 6          | 8,272.00             |

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|              |   |      |   |          |
|--------------|---|------|---|----------|
| Devin Mangas | Head Boys' Basketball                               | 15.5 | 6 | 8,272.00 |
| Kirk Wensink | Volunteer Head Girls' Basketball                    |      |   |          |
| Mick Lammers | Volunteer Summer Weight Room Coordinator/Supervisor |      |   |          |

\*Paid on Maximum of 11 years experience.

\*\* Documented evidence of a clear criminal record.

Vote: Rachel Niese—yea; Karen Ward—yea; Brian Reynolds—yea; Barry Ward—yea; and Kirk Wensink—abstained.  
Motion passed: 4-0-1.

Brian Reynolds made a motion, and Barry Ward seconded the move, to approve the following supplemental contracts for 2026-27 per attached:

094-26  
Supplemental  
Contracts

| <u>Name</u>           | <u>Position</u>            | <u>%</u> | <u>Exp</u> | <u>Compensation*</u> |
|-----------------------|----------------------------|----------|------------|----------------------|
| Brent Newell          | Athletic Director          | 18       | 4          | \$ 8,987.00          |
| Kevan Westenbarger    | Co-Asst. Athletic Director | 2.5      | 2          | 1,191.00             |
| Stacy Campbell        | Co-Asst. Athletic Director | 2.5      | 2          | 1,191.00             |
| Elena Beaupre         | Class Advisor Grade 12     | 2        | 3          | 964.00               |
| Shelly Nagel          | Jr. High Advisor           | 3        | 24         | 1,859.00             |
| Rachael Langhals      | Art Club Advisor           | 3        | 9          | 1,756.00             |
| Robb Cupp             | Quiz Team Advisor          | 4        | 7          | 2,204.00             |
| Chelsea Escamilla     | National Honor Society     | 3        | 0          | 1,394.00             |
| Stacy Campbell        | Student Council Advisor    | 7        | 17         | 4,338.00             |
| Elena Beaupre         | Spanish Club Advisor       | 3        | 17         | 1,859.00             |
| Robb Cupp             | Science Club Advisor       | 3        | 23         | 1,859.00             |
| Yvette Schroeder      | FBLA Advisor               | 6        | 12         | 3,719.00             |
| Colleen Siefker       | FCCLA Advisor              | 6        | 12         | 3,719.00             |
| Trey Schroeder        | FFA Advisor                | 5        | 1          | 2,353.00             |
| Melissa Meyer         | Co-Yearbook Advisor        | 3        | 26         | 1,859.00             |
| Chelsea Escamilla     | Co-Yearbook Advisor        | 2.5      | 3          | 1,205.00             |
| Andrew Stein          | Pep Band                   | 6        | 12         | 3,719.00             |
| Andrew Stein          | Co-Choir Director          | 1        | 0          | 465.00               |
| Hannah Gregory        | Co-Choir Director          | 1        | 1          | 471.00               |
| Andrew Stein          | Marching Band              | 11       | 12         | 6,817.00             |
| Hannah Gregory        | Asst. Marching Band        | 3        | 1          | 1,412.00             |
| Amanda Goodwin        | Flag Advisor               | 3        | 8          | 1,704.00             |
| Mariah Zuniga         | Varsity Cheer Football     | 5        | 11         | 3,099.00             |
| Mariah Zuniga         | Varsity Cheer Basketball   | 5        | 11         | 3,099.00             |
| Makayla Torres-Garcia | JV Cheer Football          | 3        | 4          | 1,498.00             |
| Makayla Torres-Garcia | JV Cheer Basketball        | 3        | 4          | 1,498.00             |
| Kelly Rader           | JH Cheer Football          | 2        | 3          | 964.00               |
| Aubrey Guerra         | JH Cheer Basketball        | 2        | 1          | 941.00               |
| Miriam Gibson         | Accompanist                | 3        | 14         | 1,859.00             |
| Hannah Gregory        | Musical Director           | 6        | 0          | 2,789.00             |
| Yvette Schroeder      | Prom Advisor               |          |            | 500.00               |

\*Paid on Maximum of 11 years experience.

\*\* Documented evidence of a clear criminal record.

Vote: Brian Reynolds—yea; Barry Ward—yea; Rachel Niese—yea; Karen Ward—yea; and Kirk Wensink—yea.  
Motion passed: 5-0.

Karen Ward made a motion, and Brian Reynolds seconded the motion, to approve the following substitutes for the 2026-27 school year.

095-26  
Classified  
Substitutes

Bus Drivers: Michael Benton, Pat Ehlers, Stan Gerten, Joyce Ginther, Carroll McDaniel, Robert Niese, David Schroeder, Derrick Schroeder, and Robert Schroeder

Cafeteria: Joan Ellerbrock, Gwen Schroeder, and Paula Weis

Custodial: Karen Gillespie, Shelly Meyer, Andrea Wagner, Joseph Weis and Tami Wensink

Secretarial: Tyler Lammers, Brandi Meyer, Kay Reynolds and Nicole Sudlow

Vote: Karen Ward—yea; Brian Reynolds—yea; Rachel Niese—yea; Barry Ward—yea; and Kirk Wensink—abstained.  
Motion passed: 4-0-1.

Barry Ward made a motion, and Kirk Wensink seconded the motion, to approve the following non-traditional classroom Substitutes for the 2025-26 school year.

096-26  
Classroom  
Substitutes

One Year Temp Sub License: Jose Garcia

Vote: Barry Ward—yea; Kirk Wensink—yea; Brian Reynolds—yea; Rachel Niese—yea; and Karen Ward—yea.  
Motion passed: 5-0.

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Karen Ward moved, and Rachel Niese seconded the motion, to approve the MS/HS handbook for the 2026-2027 school year per attached. Vote: Karen Ward—yea; Rachel Niese—yea; Brian Reynolds—yea; Barry Ward—yea; and Kirk Wensink—yea. Motion passed: 5-0.

097-26  
MS/HS  
Handbook

Brian Reynolds moved, and Barry Ward seconded the motion, to approve the athletic handbook for the 2026-2027 school year per attached. Vote: Brian Reynolds—yea; Barry Ward—yea; Rachel Niese—yea; Karen Ward—yea; and Kirk Wensink—yea. Motion passed: 5-0.

098-26  
Athletic  
Handbook

Karen Ward moved, and Kirk Wensink seconded the motion, to approve the athletic coaches' handbook for the 2026-2027 school year per attached. Vote: Karen Ward—yea; Kirk Wensink—yea; Rachel Niese—yea; Brian Reynolds—yea; and Barry Ward—yea. Motion passed: 5-0.

099-26  
Coaches'  
Handbook

Rachel Niese made a motion, and Karen Ward seconded the motion, to approve the overnight/extended student trip for Future Business Leaders of American (FBLA) students to an overnight trip to San Antonio, Texas for the FBLA National Leadership Conference from June 29 through July 2, 2026, per attached. Vote: Rachel Niese—yea; Karen Ward—yea; Brian Reynolds—yea; Barry Ward—yea; and Kirk Wensink—yea. Motion passed: 5-0.

100-26  
Natl FBLA  
Conf Trip

Karen Ward made a motion, seconded by Kirk Wensink, to approve the Memorandum of Understanding between the Leipsic Local School Board of Education and the Leipsic Education Association Certified Staff per attached.

101-26  
Rd of Ed/  
LEA MOU

Article VII: Professional Compensation  
Letter K. Severance Pay  
Number 3. Super Severance

Vote: Karen Ward—yea; Kirk Wensink—yea; Rachel Niese-- yea; Brian Reynolds—yea; and Barry Ward—yea. Motion passed: 5-0.

Planning & Discussion:

- Superintendent Comments
  - The Leipsic Board of Education will be accepting comments from the community regarding Federal Title I, Title II-A, Title III, Title IV-A, Title VI-B and Preschool Funds in regards to Special Education for Fiscal Year 2027 at its BOE Meeting schedule for Tuesday, June 30, 2026.
- Board Round Robin

Informational Items:

Karen Ward made a motion, and Brian Reynolds seconded the motion, to hold the next regular meeting on Tuesday, June 30, 2026 at 6:00 p.m. in the Media Center. Vote: Karen Ward---yea, Brian Reynolds—yea; Rachel Niese—yea; Barry Ward—yea; and Kirk Wensink—yea. Motion passed: 5-0.

102-26  
Regular Mtg

Executive Session:

Brian Reynolds made a motion, seconded by Rachel Niese, to enter into Executive Session at 6:52 pm to consider the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employer or official, or the investigation of charges, or complaints against an employee, official, licensee, or student; preparing for, conducting or reviewing negotiations or bargaining sessions with employees; and matters required to be kept confidential by federal law or rules or state statutes. Vote: Brian Reynolds—yea, Rachel Niese—yea; Barry Ward—yea; Karen Ward—yea; and Kirk Wensink—yea. Motion passed: 5-0.

103-26  
Executive  
Session

The board returned from executive session at 7:25 p.m.

Karen Ward made a motion, and Barry Ward seconded the motion, to adjourn the meeting. Vote: Karen Ward—yea; Barry Ward—yea; Rachel Niese—yea; Brian Reynolds—yea; and Kirk Wensink—yea. Motion passed: 5-0.

104-26  
Adjourn

The meeting was adjourned at 7:26 p.m.

\_\_\_\_\_  
President

\_\_\_\_\_  
Treasurer