

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES
Regular Meeting of April 21, 2026**

A regular meeting of the Indian Hill Exempted Village School District Board of Education was held on Tuesday, April 21, 2026, at 6:30 p.m., in the Indian Hill Community Room, 6855 Drake Road, Cincinnati, OH 45243, in accordance with notices sent to each member. Mr. Tullis, President, called the meeting to order at 6:31 p.m., and roll call showed the following members as present:

Mr. Schweikert
Mr. Tullis

Mrs. Singh
Mr. Warfel

Also present were Whitney Buell, Brian Phelps, Mick Davis, Jim Nichols, Andy Gruber, Melissa Stewart, Heather Higdon, Jenny Burton, Jim Liebel, Katie Liechy, Teresa Frye, Jaxon Frye, Andy Roeder, Drew Roeder, Betty Roeder, Danielle Lintz, Charlie Lintz, Dylan Dykes, Eric Cimini, Nathan Chamot, Blake Thompson, Sophia Thompson, Mike Bergstrom, Rebecca Hopkins, Mike Dressell (Chief of Police, Indian Hill Rangers), Ryan Camardo (Indian Hill Rangers), and others.

PLEDGE OF ALLEGIANCE – The Indian Hill High School students led the recitation of the Pledge of Allegiance.

ADOPTION OF REGULAR BUSINESS MEETING AGENDA (042601) – Mr. Warfel moved, seconded by Mrs. Singh to adopt the agenda of the regular business meeting of the Indian Hill Board of Education. All members present voted aye. Motion carried.

PUBLIC COMMENTARY – None

PUBLIC HEARING - RE-EMPLOYMENT OF RETIRED EMPLOYEE – The Board of Education held a public hearing as part of the required process for the potential reemployment of a retired employee, following the public posting of the position in March. The hearing provided an opportunity to share the rationale—primarily ongoing challenges in recruiting and retaining qualified bus drivers—and to invite community input; no comments were received. No decision was made, and the Board will consider the information and take possible action at its May meeting.

CORRESPONDENCE AND ANNOUNCEMENTS

Monthly #LeadNow Video: “The Big Pitch”

We congratulate Indian Hill High School senior Nathan Chamot who recently traveled to Washington, D.C., where he joined advocates from across the country to raise awareness and support for individuals living with Tourette Syndrome and Tic Disorders during the Tourette Association of America’s annual Advocacy Day on Capitol Hill. Additionally, the evening before Advocacy Day, Chamot was recognized with the National Transformation Teal Fundraiser Award from the Tourette Association of America for his leadership and dedication to advancing awareness and support for the Tourette and Tic Disorder community.

We celebrate the eight Indian Hill High School student-artists who advanced a total of 17 artworks to the Ohio Governor’s Youth Art Exhibition becoming 2026 Regional and State award winners. The Ohio Governor’s Youth Art Exhibition recognizes outstanding artistic achievement among high school students across the state. Regional Award Winners include: Sylvie Gumlaw, Jenisha Rana (2 works), Olivia Zhao (3 works), Caroline Winks, Clairette Yang, Jinming Gu (3 works), Iris Xu (2 works), and Rivvy Green (4 works). State Award Winners include: Caroline Winks, Clairette Yang, Olivia Zhao (2 works), and Jinming Gu.

We are proud to announce that longtime music educator Chris Rotsching has been selected as a recipient of the Hamilton County Educational Services Center (ESC) Celebration of Excellence Award, to be presented during the week of April 20. Rotsching, who has dedicated 34 years to teaching, including 31 years at Indian Hill, has left an enduring legacy on generations of students and the district’s renowned band program. Over the course of his distinguished career, he has conducted more than 650 performances, inspiring excellence both in and beyond the classroom.

We proudly celebrate the five outstanding student-athletes who signed to continue their academic and athletic careers at the collegiate level last month. The students included Luke Bergstrom (Rowing – Bates College), Jaxon Frye (Football – Thomas More University), Libby Holmes (Swimming – Rollins College), Ainsley Johnson (Soccer – St. Mary’s), and Drew Roeder (Football – John Carroll University).

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Mr. Brian Phelps recognized several student-athletes who have committed to continue their athletic careers at the collegiate level, noting a total of 11 current-year commitments along with three early commitments from the Class of 2027. He highlighted that only a small percentage of high school athletes advance to collegiate athletics, making these accomplishments especially significant. The student-athletes represent a range of institutions and divisions, reflecting both academic and athletic excellence. Mr. Phelps congratulated the group and expressed excitement for their continued success beyond high school.

We celebrate the latest offering of the Indian Hill Arts Conservatory, a transformational concert tour through Europe for Indian Hill High School student-musicians. From March 26 through April 3, 44 student-musicians from the Indian Hill High School (IHHS) Band and Orchestra programs embarked on a remarkable 10-day performance and cultural immersion tour across Munich, Salzburg, Vienna, and Prague, experiencing firsthand the rich musical traditions that have shaped the Western canon.

The Board recognized and expressed strong appreciation for the Indian Hill Rangers for their ongoing partnership and commitment to school safety, highlighting their rapid, calm, and professional response during a recent bomb threat incident. District leaders, board members, and the Rangers emphasized the strength of their collaboration, continuous training, and open communication, noting that the incident provided an opportunity to review procedures and identify areas for improvement. The Rangers also acknowledged the cooperation and composure of school staff during the event and reaffirmed their commitment to ongoing preparedness and the safety of students and the community.

IHHS: Student Focused Adjustments - Mr. Gruber presented a proposed high school schedule redesign intended to better support student choice, time management, wellness, and college readiness while maintaining academic rigor and existing course offerings. The plan includes a new multi-purpose time during the school day for lunch, academic support, counseling, clubs, wellness activities, and student collaboration, along with an open study model that gives students more flexibility in how they use unstructured time in a supervised and purposeful way. He emphasized that the proposal was developed through extensive collaboration with staff, students, families, alumni, and community partners, and that it is designed to help students build independence, strengthen their sense of belonging, and better prepare for life beyond high school.

APPROVAL OF KINDERGARTEN KICKSTART PROGRAM WITH A TUITION OF \$200.00 PER STUDENT (042602)

– Mr. Warfel moved, seconded by Mrs. Singh, to approve the Kindergarten Kickstart Program. Roll call was as follows:

Mr. Schweikert, aye
Mr. Tullis, aye

Mrs. Singh, aye
Mr. Warfel, aye

RESOLUTION DECLARING THE IMPRACTICABILITY OF TRANSPORTATION AND OFFERING PAYMENT TO PARENTS IN LIEU OF TRANSPORTATION (042603)

– Mr. Warfel moved, seconded by Mrs. Singh, to approve the following resolution:

WHEREAS the student(s) identified below have been determined to be residents of this school district, and eligible for transportation services; and

WHEREAS after a careful evaluation of all available options, it has been determined that it is impractical to provide transportation for these student(s) to their selected school(s); and

WHEREAS the following factors as identified in Revised Code 3327.02 have been considered:

1. The time and distance required to provide the transportation;
2. The number of pupils to be transported;
3. The cost of providing transportation in terms of equipment, maintenance, personnel, and administration;
4. Whether similar or equivalent service is provided to other pupils eligible for transportation;
5. Whether and to what extent the additional service unavoidably disrupts current transportation schedules;
6. Whether other reimbursable types of transportation are available.

WHEREAS the option of offering payment-in-lieu of transportation is provided in Ohio Revised Code: Therefore, be it

RESOLVED that the Indian Hill Exempted Village School District Board of Education hereby approves the declaration that it is impractical to transport the students identified herein and offers the parent(s)/guardian(s) of students named on the attachment, payment-in-lieu of transportation.

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Roll call vote was as follows:

Mr. Schweikert, aye
Mr. Tullis, aye

Mrs. Singh, aye
Mr. Warfel, aye

PERSONNEL ACTIONS, TUITION REIMBURSEMENTS AND PROFESSIONAL MEETINGS (042608) – Mr. Warfel moved, seconded by Mrs. Singh, to approve the following personnel matters as recommended by the Superintendent:

Approval of Certified Staff Contract (2026-2027)

Katie Personke, 1.0 FTE, Primary School Music Teacher, Limited Contract, Column MA+15, Step 10, \$87,469.00

Mitchell Hardy, 1.0 FTE, Band Director, Limited Contract, MA, Step 7, \$76,408.00

Approval of Administrative Contracts (2026-2027)

Whitney Buell, Assistant Superintendent of Teaching and Learning, 3 years, August 1, 2026-July 31, 2029, \$143,814.00

Brian Phelps, Director of Alumni and Activity Advancement, 3 years, August 1, 2026-July 31, 2029, \$115,177.00

Danielle Lintz, Elementary School Principal, 3 years, August 1, 2026-July 31, 2029, \$115,659.00

Approval of Administrative Salaries for School Year 2026-2027

Jeff Damadeo, Director of K-12 Leadership and Career Development, \$147,831.00

Nate Eigher, Elementary School Assistant Principal, \$109,798.00

Heather Higdon, Chief Communications Officer, \$113,601.00

Jim Nichols, Assistant Superintendent of Human Resources and Operations, \$151,061.00

Amy Clark, Arts and Activities Director, \$84,544.00

Mark Richardson, Director of Innovation and Technology, \$137,994.00

Alex Fries, Middle School Assistant Principal, \$104,519.00

Diane Spurlock, Transportation Director, \$76,858.00

Lauren Gentene, Middle School Principal, \$146,566.00

Approval of an Amendment to Administrative Contract (2026-2027)

Andy Gruber, High School Principal, \$121,411.00

Approval of Supplemental/Personal Service Contracts (2025-2026)

Cynthia Coultas, SAT Prep, \$2,000.00

Eric Bass, SAT Prep, \$2,000.00

Charlotte Yarnell, Summer Intervention, \$3,000.00

Ryan Knuppel, Summer Intervention, \$3,000.00

Leslie Lakamp, Summer Intervention, \$3,000.00

Dana Snyder, Summer Intervention, \$3,000.00

Lyndsey Phelps, Summer Intervention, \$3,000.00

Jenna Ervin, Summer Intervention, \$3,000.00

Pam Marshall, Summer Intervention, \$3,000.00

Amanda Taylor, Summer Intervention, \$3,000.00

Becky Torbeck, Summer Intervention, \$3,000.00

Mari Mileham, Summer Intervention, \$3,000.00

Amy Brick, Kindergarten Kickstart, \$2,000.00

Sandy Gemmel, Extended School Year - 12 days, \$4,000.00

Amy Smart, Extended School Year - 12 days, \$4,000.00

Amy Van Son, Extended School Year - 12 days, \$4,000.00

Megan Gattermeyer, Extended School Year - 8 days, \$2,667.00

Kelly Rodriguez, Extended School Year - 8 days, \$2,667.00

Molly Johnson, Extended School Year - 4 days, \$1,333.00

Zoe Rottenberg, Extended School Year - 4 days, \$1,333.00

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Approval of Change of Supplemental/Personal Service Contract (2025-2026)

Mike Carroll, Boys Volleyball Assistant Coach, from \$4,000.00 to \$5,000.00

Change of Contract/Position (2026-2027 School Year)

Charlotte Yarnell, 2nd Grade Teacher to PS Media Specialist

Retirement

Debbie Friend, Bus Driver, effective May 21, 2026

Sue Speno, Reading Specialist, effective end of school year 2025-2026 school year

Resignation(s)

Cierra Underwood, Paraeducator, effective 3/9/26

Tuition Reimbursement

Melissa Burgess, Ashland University, \$600.00

Elizabeth Graham, Xavier University, \$1,485.00

Nollis Cottrell, University of LaVerne, \$420.00

Roll call vote was as follows:

Mr. Schweikert, aye

Mrs. Singh, aye

Mr. Tullis, aye

Mr. Warfel, aye

APPROVAL OF MINUTES (042609) – Mr. Schweikert moved, seconded by Mr. Warfel, to approve the minutes of the March 17, 2026, regular meeting. Roll call vote was as follows:

Mr. Schweikert, aye

Mrs. Singh, aye

Mr. Tullis, aye

Mr. Warfel, aye

APPROVAL OF FINANCIAL REPORTS (042610) – Mr. Schweikert moved, seconded by Mr. Warfel, to approve the financial reports as presented for the month ended March 31, 2026. Roll call vote was as follows:

Mr. Schweikert, aye

Mrs. Singh, aye

Mr. Tullis, aye

Mr. Warfel, aye

APPROVAL TO PAY NOW/THEN INVOICES (042611) – Mr. Schweikert moved, seconded by Mr. Warfel, to approve the payment of the following now/then invoices:

Liberty Mutual, Deductible, \$5,000.00

The Geiler Company, HVAC Repairs - Elementary School, \$3,286.57

Roll call vote was as follows:

Mr. Schweikert, aye

Mrs. Singh, aye

Mr. Tullis, aye

Mr. Warfel, aye

APPROVAL OF CONTRACTS (042612) – Mr. Schweikert moved, seconded by Mr. Warfel, to approve the following contracts for 2025-2026 school year:

Memorandum of Understanding with University of Dayton and St. Vincent Ferrer School, Mental Health

Therapist, \$22,950.00

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Mr. Schweikert, aye
Mr. Tullis, aye

Mrs. Singh, aye
Mr. Warfel, aye

APPROVAL OF CONTRACTS (042613) – Mr. Schweikert moved, seconded by Mr. Warfel, to approve the following contracts for 2026-2027 school year:

Hamilton County ESC, Annual Services Agreement School Year 2026-2027, Total Services, \$320,525.60, City Local Credit, \$13,773.00 (Attachment)
Warren County ESC, Nursing Service Agreement, \$284,752.00 (Attachment)

Roll call vote was as follows:

Mr. Schweikert, aye
Mr. Tullis, aye

Mrs. Singh, aye
Mr. Warfel, aye

FIRST READING - SCHOOL FEE CHANGE SUMMARY – The Board conducted the first reading of the proposed school fee changes, with final approval scheduled for the next meeting. Administrators noted that the revisions are minimal and primarily reflect updates related to certain high school Advanced Placement courses and technology fees.

NEOLA POLICY UPDATES – SECOND READING (042614) – Mr. Warfel moved, seconded by Mrs. Singh, to adopt the following policies as read:

3440 - Job-Related Expenses
4162 - Drug and Alcohol Testing of CDL License Holders who Perform Safety-Sensitive Functions and are Subject to DOT Testing
4162.01 - Drug and Alcohol Testing of Employees Without CDL Licenses who Transport Students in Alternative Vehicles (Non-DOT Testing)
4440 - Job-Related Expenses
5421 - Grading
5430 - Class Rank
6220 - Budget Preparation
6320 - Purchasing and Bidding
6325 - Procurement - Federal Grant/Funds
6423 - Use of Credit Cards
6424 - Procurement 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
8600 - Transportation
8600.04 - Bus and Alternative Vehicle Driver Certification
8650 - Transportation by Alternative Vehicles

Roll call vote was as follows:

Mr. Schweikert, aye
Mr. Tullis, aye

Mrs. Singh, aye
Mr. Warfel, aye

OTHER BUSINESS BY BOARD/ADMINISTRATION

Mr. Tullis asked if there was any other business by the Board or Administration.

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Mr. Schweikert discussed the Operations Committee meeting held on March 19, 2026, during which members reviewed a preliminary list of facility needs across the district and engaged outside partners to assess costs and identify technical considerations. The committee agreed to develop a comprehensive facilities assessment, to be led by Mr. Nichols, as the next step. Projects will be prioritized into four categories: critical safety needs, operational necessities, projects with strong return on investment, and desirable “nice-to-have” improvements. The committee will continue refining priorities, assigning cost estimates, and aligning the work with the district’s financial planning at its next meeting.

Mr. Warfel discussed the Instruction and Technology Committee meeting held on April 9, 2026, during which members reviewed student achievement data, including the state report card and Advanced Placement results. The committee discussed implementing tiered team meetings at the primary and elementary levels to regularly review student progress, as well as a personalized professional learning model to provide flexible development opportunities for staff. Updates were also shared on district technology needs and the integration of artificial intelligence. Future work will include establishing clear learner benchmarks, strengthening college readiness efforts and alumni connections, and providing annual updates to the Board on district progress.

Mr. Tullis discussed the Finance Committee meeting held on April 16, 2026, during which members began a detailed review of the district’s financial health and the process for potentially funding future facility improvements. The committee noted that bonds issued in 2001 will be paid off by the end of 2027, resulting in a reduction of approximately 1.35 mills, which could help offset future funding requests. Preliminary discussions included potential funding options such as a traditional levy or an earned income tax, as well as identifying internal cost savings. Next steps include aligning financial planning with facility needs identified by the Operations Committee and initiating a future community engagement process prior to any decisions.

ADJOURNMENT (042615) – Mr. Warfel moved, seconded by Mrs. Singh, to adjourn the Regular Meeting of the Indian Hill Board of Education at 7:39 p.m. Roll call vote was as follows:

Mr. Schweikert, aye
Mr. Tullis, aye

Mrs. Singh, aye
Mr. Warfel, aye



Board President



CFO/Treasurer