

**INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT
MINUTES
Regular Meeting of December 9, 2025**

A regular meeting of the Indian Hill Exempted Village School District was held on Tuesday, December 9, 2025, 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. Mrs. Singh, President, called the meeting to order at 6:30 p.m. and roll call showed the following members as present:

Mr. Marx	Mrs. Singh
Mr. Tullis	Mr. Warfel

Also present were Melissa Stewart, Heather Higdon, Dylan Dykes, Jenny Burton, Jeff Damadeo, Lauren Richardson, Melissa Burgess, Eric Cimini, Jeremy Neff, Grant Murphy, Deven Athota, Austin Howe, Elliott Kohring, Tim Schweikert, and others.

PLEDGE OF ALLEGIANCE – Cub Scouts Grant Murphy, Deven Athota, Austin Howe, and Elliott Kohring led the recitation of the Pledge of Allegiance.

ADOPTION OF REGULAR BUSINESS MEETING AGENDA (122501) – Mr. Warfel moved, seconded by Mr. Tullis to adopt the agenda of the regular business meeting of the Indian Hill Board of Education. All members present voted aye. Motion carried.

ACCEPTANCE OF THE SUPERINTENDENT RESIGNATION (122502) – Mr. Tullis moved, seconded by Mr. Marx to accept the resignation of Superintendent Krik Koennecke, effective December 31, 2025 and the district will pay the prorated amount of the annual retirement annuity as well as one month’s worth of benefits. Roll call was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

NAMING OF THE INTERIM SUPERINTENDENT (122503) – Mr. Tullis moved, seconded by Mr. Warfel to name Melissa Stewart the interim Superintendent and to assume all duties and assignments of the position beginning with the Board approval of this motion. In addition, Dr. Stewart will receive a monthly stipend of \$1,500.00 per month until the interim term is removed, or a successor is named. Roll call was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

NAMING OF THE INTERIM ASSISTANT SUPERINTENDENT (122504) – Mr. Tullis moved, seconded by Mr. Marx to name Jim Nichols the interim Assistant Superintendent effective with the approval of this motion. In addition, Mr. Nichols will receive an additional stipend of \$1,000.00 per month until a successor is named. Roll call was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

PUBLIC COMMENTARY - None

CORRESPONDENCE AND ANNOUNCEMENTS

Monthly #LeadNow Video: Business@Breakfast

We celebrate the unprecedented growth in Indian Hill High School's: Business at Breakfast. The October 29 event brought in a record-breaking panel of professional partners, with 50 percent making their first appearance, making a total of 120 students and 42 business professionals.

We are proud to share that MSA Design has been honored with the 2026 Cincinnati Design Award for Experiential Graphics in recognition of the comprehensive branding and environmental graphics created across the district’s newly reimagined campuses. The award highlights the meaningful transformation of multiple school buildings through a unified, student-centered design system that reflects the spirit and identity of the Indian Hill community.

All Braves are invited to attend an induction ceremony on Saturday, January 10, 2026, as the Indian Hill Athletic Hall of Fame welcomes four new members. Anna Podojil (2019), Coach Susan Savage, Special Division Coach Larry Ely, and Special Division

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Teacher Denny Dupps will be honored at halftime of the varsity boys basketball game, which begins at 7:30 p.m. in the Indian Hill High School Gymnasium. Please join us for this celebration of excellence at Indian Hill High School as we celebrate the achievements of these four outstanding inductees!

We celebrate Indian Hill High School senior Nathan Chamot who turned personal challenge into powerful advocacy by founding the inaugural Run for Tourette 5K, held November 8, 2025, at Winton Woods Park. The event, created to raise awareness and support for individuals with Tourette Syndrome, generated more than \$33,000 for the Tourette Association of America (TAA) and united 150 participants from across the region, making it the largest Transformation Teal Fundraiser in the nation. We celebrate Indian Hill Middle School Latin students for delivering an extraordinary performance at the University of Cincinnati Certamen competition in November, bringing home top placements across all levels of competition. The academic event, which draws teams from across the region, challenges students in a fast-paced quiz-bowl format focused on Latin language, Roman history, and mythology.

First Reading: Board of Education Meeting Dates (February 2026-January 2027)

- February 10, 2026 (2nd Tuesday)
- March 17, 2026 (3rd Tuesday)
- April 21, 2026 (3rd Tuesday)
- May 19, 2026 (3rd Tuesday)
- June 23, 2026 (4th Tuesday)
- August 11, 2026 (2nd Tuesday)
- September 15, 2026 (3rd Tuesday)
- October 13, 2026 (2nd Tuesday)
- November 17, 2026 (3rd Tuesday)
- December 8, 2026 (2nd Tuesday)
- January 12, 2027 (2nd Tuesday) - including Organizational Meeting
 - o Wednesday, January 13, 2027 - Alternate date for Organizational Meeting in case of inclement weather

APPROVAL OF OVERNIGHT FIELD TRIPS (122505) – Mr. Warfel moved, seconded by Mr. Tullis, to approve the following field trip:

Indian Hill High School Quiz Team - Rosemont, IL 4/23/26-4/26/26
Indian Hill Varsity Boys Basketball Team and Cheer - Cleveland, OH 12/22/25-12/23/25

Roll call vote was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

RESOLUTION DECLARING THE IMPRACTICABILITY OF TRANSPORTATION AND OFFERING PAYMENT TO PARENTS IN LIEU OF TRANSPORTATION (122506) – Mr. Warfel moved, seconded by Mr. Tullis, 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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ATTACHMENT TO RESOLUTION: 12/9/25

Student Name(s)	School(s) and Grade(s)	Parent(s)/Guardian(s)
Vera Howard	Cincinnati Classical Academy - KDG	Brooke Montgomery

Roll call vote was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

ADOPTION OF THE INDIAN HILL EXEMPTED VILLAGE SCHOOL DISTRICT ONLINE CONTINUITY PLAN (122507) – Mr. Warfel moved, seconded by Mr. Tullis, to approve the online continuity plan:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

PERSONNEL ACTIONS, TUITION REIMBURSEMENTS AND PROFESSIONAL MEETINGS (122508) – Mr. Warfel moved, seconded by Mr. Tullis, to approve the following personnel matters as recommended by the Superintendent:

Change of Supplemental/Personal Service Contracts

Beth Oancea, MS French Club, from 1.0 FTE to 0.5 FTE, \$1,250.00

Approval of Supplemental/Personal Service Contracts

Katie Slusher, ES Boost Tutoring Program, \$35.00/hr up to 2 hr/week
Amy Mongenas, ES Boost Tutoring Program, \$35.00/hr up to 2 hr/week
Megan Idoine, ES Boost Tutoring Program, \$35.00/hr up to 2 hr/week
Debbie Friend, Tournament Pay, \$600.00
Jeri Heckel, Tournament Pay, \$570.00
Michell Cowherd, Tournament Pay, \$1,070.00
Alex Grzegorzewski, Tournament Pay, \$100.00
Ellen Hughes, Tournament Pay, \$100.00
Julius King, Tournament Pay, \$1,070.00
Brian Phelps, Tournament Pay, \$970.00
Will Thomure, Tournament Pay, \$200.00
Monika DeRoussel, Indoor Track & Field Head Coach, \$600.00
Alex Grzegorzewski, Indoor Track & Field Assistant Coach, \$1,200.00
Jackie McCarthy, Indoor Track & Field Assistant Coach, \$1,200.00
Haley Rakocy, Cheer High School Head Coach, \$6,000.00
Leah Topits, Cheer High School Assistant Coach, \$2,000.00
Britney DeRisi, Cheer High School Assistant Coach, \$2,000.00
John Rodenberg, Playoff Pay, \$750.00
Cody Reardon, Playoff Pay, \$750.00
Steve Metz, Playoff Pay, \$750.00
John Misali, Playoff Pay, \$750.00
Don Flint, Playoff Pay, \$750.00
Brad Hamilton, Playoff Pay, \$750.00
Dorian McGruder, Playoff Pay, \$750.00
Dylan Browning, Playoff Pay, \$750.00
Jalen Thornton, Playoff Pay, \$750.00
Ty Thornton, Playoff Pay, \$750.00
Phil Said, Playoff Pay, \$600.00
John Rodenberg, Bonus Pay, \$500.00
Cody Reardon, Bonus Pay, \$500.00
Steve Metz, Bonus Pay, \$500.00

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John Misali, Bonus Pay, \$500.00
Don Flint, Bonus Pay, \$500.00
Brad Hamilton, Bonus Pay, \$500.00
Dorian McGruder, Bonus Pay, \$500.00
Dylan Browning, Bonus Pay, \$500.00
Jalen Thornton, Bonus Pay, \$500.00
Ty Thornton, Bonus Pay, \$500.00
Phil Said, Bonus Pay, \$500.00
Kristen Brewer, Playoff Pay, \$450.00
Alexandra Hart, Playoff Pay, \$450.00
Leah Topits, Playoff Pay, \$150.00
Britney DeRisi, Playoff Pay, \$150.00

Approval of Administrative Contract (2026-2027)

Amy Clark, Arts & Activities Director 2 years, August 1, 2026-July 31, 2028
Heather Higdon, Chief Communications Officer, 3 years, August 1, 2026-July 31, 2029
Jim Nichols, Chief Human Resources & Operations Officer, 3 years, August 1, 2026-July 31, 2029

Resignations

Kelly Haney, Paraeducator, effective 11/16/25
Tanica Stallworth, Substitute Bus Driver, effective 11/20/25

Retirements

Donita Jackson, High School Guidance Counselor, effective end of 2025-26 school year
Gayle Joyce, Elementary School Nurse, effective end of 2025-26 school year

Roll call vote was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

APPROVAL OF MINUTES (122509) – Mr. Warfel moved, seconded by Mr. Marx, to approve the minutes of the November 18, 2025, regular meeting. Roll call vote was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

APPROVAL OF FINANCIAL REPORTS (122510) – Mr. Warfel moved, seconded by Mr. Marx, to approve the financial reports as presented for the month ended November 30, 2025. Roll call vote was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

APPROVAL OF 2026 OSBA MEMBERSHIP, INCLUDING ELECTRONIC SUBSCRIPTIONS FOR SCHOOL MANAGEMENT NEWS, AT A COST OF \$11,655.00 (122511) – Mr. Warfel moved, seconded by Mr. Marx, to approve the 2026 Ohio School Board Association membership. Roll call vote was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

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ACCEPTANCE OF DONATIONS (122512) – Mr. Tullis moved, seconded by Mr. Warfel, to accept the following donations:

IH Boosters, Lighting System and ES Farmer’s Market \$2,860.00
WP Foundry Park LLC, Boys Basketball, \$2,500.00

Roll call vote was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

OTHER BUSINESS BY BOARD/ADMINISTRATION

Mrs. Singh asked if there was any other business by the Board or Administration.

ELECTION PRESIDENT PRO TEM TO SERVE JANUARY 1, 2025 THROUGH THE ELECTION OF NEW BOARD PRESIDENT – Mr. Marx nominated Nikki Singh. With no further nominations, all members present voiced aye for Mrs. Singh to serve as President Pro Tem.

APPROVAL OF OVERNIGHT FIELD TRIPS (122513) – Mr. Tullis moved, seconded by Mr. Warfel, to approve the following field trip:

Indian Hill High School Wrestling Team – Perry, OH 1/2/26-1/3/26

Roll call vote was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

EXECUTIVE SESSION (122514) – Mr. Tullis moved, seconded by Mr. Warfel, to move into Executive Session at 6:55p.m.

WHEREAS, as a public board of education may hold an executive session only after a majority of the 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:

In accordance with O.R.C. 121.22(G) (3) – Conferences with an attorney for the public body concerning disputes involving the public body that are the subject of a pending or imminent court action.

NOW, THEREFORE, BE IT RESOLVED, that the Indian Hill Exempted Village School District Board of Education, by a majority of the quorum present at this meeting, does hereby declare its intention to hold an executive session on item(s) listed above.

Roll call vote was as follows:

Mr. Marx, aye	Mrs. Singh, aye
Mr. Tullis, aye	Mr. Warfel, aye

At 6:55 p.m., the Board went into executive session with the following persons also present:

Mr. Schweikert, Mr. Davis, Mr. Nichols, and Dr. Stewart.

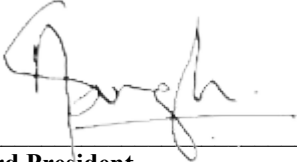
At 8:12 p.m., the Board of Education returned from Executive Session with all members present.

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ADJOURNMENT (122515) – Mr. Tullis moved, seconded by Mr. Warfel, to adjourn the Regular Meeting of the Indian Hill Board of Education at 8:13 p.m. Roll call vote was as follows:

Mr. Marx, aye
Mr. Tullis, aye

Mrs. Singh, aye
Mr. Warfel, aye



Board President



CFO/Treasurer