

DETAILED AGENDA
June 4, 2025
Special Board Meeting

I. Call to Order

II. Roll Call

Mr. Mike Hood _____	Josh Gammon _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillla Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

III. Comments from Guests

IV. Executive Session

A. Enter Executive Session

_____ made and _____ seconded a motion to enter into executive session at _____ pm for the purpose outlined in ORC 121.22 (G)(1) “To consider the compensation of a public employee...” Upon roll call, the vote was recorded as follows:

Mr. Mike Hood _____	Mr. Josh Gammon _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillla Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

B. Exit Executive Session

_____ made and _____ seconded a motion to exit executive session at _____ pm. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood _____	Mr. Josh Gammon _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillla Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

V. New Business

A. 2025 School Age Summer Program

This program will cost approximately \$30,000 for 4 days a week for three weeks of summer programming. This will accommodate about 20 students. The cost is for staff needed for the programming. We have applied for a grant through the Joe Burrow Foundation for \$10,000. There is no room in the ongoing budget to pay for this program every year. Another option is to reduce \$30,000 in cost from another part of the HCBDD budget to pay for the summer program. I recommend we approve this program for 2025. In following years, I recommend the program happens if the cost of the program is covered by grant funding by March 1 of that year.

_____ made and _____ seconded a motion to approve \$30,000 for summer program be moved into the budget for 2025.

Mr. Mike Hood _____	Mr. Josh Gammon _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillla Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

VI. Adjournment

_____ moved and _____ seconded a motion to adjourn. Upon roll call, the vote was recorded as follows:

Mr. Mike Hood _____	Josh Gammon _____
Mrs. Jennifer Musson _____	Mrs. Diane Smith _____
Mrs. Antwillla Davis _____	Mrs. Katie Fitzgerald _____
Mrs. Priscilla Rushing _____	

Hardin County Board of DD
Executive Session Agenda
June 4, 2025

1. Review of Superintendent Proposal

PROPOSAL 5/11/25

Current Status

- Hardin has been tossing around the idea of no longer sharing a superintendent
- Hardin believes it has impacted superintendent's performance for Hardin
- Union Staff have expressed concerns about continuing to share
- Superintendent retires at the end of 2026
- Union plans to no longer share a superintendent after 2026
- Hardin must decide how it wants to move forward

Proposal

- Hardin and Union **stop sharing** a superintendent at the end of **2025**.
- Current superintendent moves to Hardin County full time.
- Union County moves forward with their succession planning one year earlier than they had originally planned

Effects on Hardin County

- Full time superintendent
- Superintendent can evaluate the effectiveness of full time position
- Increase cost of approximately \$50,000 (based on comparison of Supt salaries across contiguous, similar sized programs and similar sized counties)
 - Increase salary and pay full benefits rather than 50%
- Increase costs for travel and training 100% rather than 50% (less than \$2000/year)

Things that don't change for Hardin

- School Age supervisor through ESC
- Preschool Supervisor through ESC

Effects on Union

- Union can move forward with succession planning one year earlier than anticipated.
- 100% focus of Superintendent
- Move through transition of program and start immediately with new superintendent
- Increase cost of superintendent salary approximately \$30,000 (already pays 100% of benefit cost)
 - Potential decrease in cost of Director Operations (eliminate Director of Operations and go back to Business Manager position) approximately \$20,000
 - Net increase of \$10,000

Effects on Superintendent

- 100% focus on Hardin County
- Approximately \$40,000 to 50,000 reduction in pay
- Increased driving time and mileage on vehicle

Things that would need to be worked out:

- Hardin and Union splitting vacation and sick leave buyouts at retirement. This should be shared between the two counties if this is to move forward.
- Rate at which Supt is paid out for vacation and sick leave. If the shared arrangement continues, superintendent receives payout at \$81.75 per hour.
 - If Proposal moves forward, Supt rate of pay is @ \$60.09 (approximately). This is a potential loss for superintendent of \$5,198 in sick leave buyout and approximately \$1700 to \$2599 in vacation payout (@\$7,000)

Proposed Pay Scale for HCBDD Summer Program

	Experience	Hardin Salary	Hardin includes 15% for FICA
Assistants	1 year	\$16.00	\$18.40
	2 year	\$16.48	\$18.95
	3 year	\$16.97	\$19.52
	4 year	\$17.48	\$20.11
	5 year	\$18.01	\$20.71
			AVG \$19.54
Classroom Lead	1 year	\$20.43	\$23.49
	2 year	\$21.04	\$24.20
	3 year	\$21.67	\$24.93
	4 year	\$22.32	\$25.67
	5 year	\$22.99	\$26.44
			AVG \$24.95
Program Coordinator		\$27.53	\$31.66
Program Director			\$40.00

Program Budget	Days	Hours	Rate	Total
Assistants	4	12	\$19.54	\$6,799.92
Leads	2	20	\$24.95	\$7,984.00
Program Coor	1	20	\$31.66	\$5,065.60
Director	1	15	\$40.00	\$4,800.00
			Total	\$24,649.52
			Cost	

8:15a to 3:00p

Impact of Decisions on Six (6) Year Projections

- In order to sustain our long term budget projections through 2031 that were used to calculate the levy millage last November, our annual budget needs to stay virtually flat over the next 6 years.
- We have added in a 3% inflation rate annually to the projections
- Sizeable changes to our budget like \$30,000 for Summer Program annually or a full time, not shared superintendent were not calculated into this projection.
- We either need to find outside funding sources OR save costs in other areas if larger ongoing costs are added into our annual budget
- **New Information:** We have historically paid the housing board \$30,000 per year. This was a throwback to 2016 and earlier when HCBDD hired the property manager for the housing board. When the person in the position retired, we moved the responsibility of the position to the housing board and agreed to send \$30,000 to them. Joanne let me know this week that the housing board no longer needs those funds.