

Record of Proceedings

Board of Trustees
Stark State College

North Canton, Ohio
December 10, 2025

REGULAR MEETING

The Board of Trustees held its regular monthly meeting on December 10, 2025 at Stark State College Main Campus.

CALL TO ORDER

Chair Elaine Russell Reolfi called the meeting to order at 8:03 a.m.

ROLL CALL

The following board members were present: Elaine Russell Reolfi (in person), Tracy Carter (in person), Michael Wheeler (in person), Jeffery Walters (in person), Jason Dodson (in person), Harun Rashid (in person) and Patricia Wackerly (in person).

The following board members were not in attendance: Fonda Williams and Jennifer Stamp.

The following administrators were present: Para Jones, Kevin Gardner, Lada Gibson-Shreve, Melissa Glanz, Rich Greene and Lindsey Loftus.

RECOGNITION OF VISITORS

The following visitors were present: Rebecca Danner, Curtis Clevenger, Collyn Floyd, Eric Loew and Teri Ross.

PUBLIC REQUESTS

None.

AGENDA CHANGES

None.

CONSENT AGENDA

First Vice Chair Carter moved to consider and approve the Consent Agenda. Trustee Dodson provided the second for the motion.

The vote was called. The Consent Agenda was approved unanimously and included the following: *Minutes of the November 12, 2025 board meeting; Personnel Actions; Treasurer's Report and the following policies: 15-13-39 Length of programs, semesters, and credit hours; 15-14-06 Evaluation of personnel; 15-16-05 Financial reports; 15-16-11 Disposal of surplus equipment; 15-17-07 Emergency response plan; 15-13-01 Instructional programs; 15-14-04 Employer responsibilities and duties; 15-14-14 Investigator conflict of interest; and 15-14-15 Sexual Misconduct and Title IX.*

NEW BUSINESS

RESOLUTION TO APPROVE THE REEMPLOYMENT OF TWO EMPLOYEES FOLLOWING RETIREMENT IN COMPLIANCE WITH OHIO REVISED CODE SECTION 3307.353.

Second Vice Chair Wheeler moved to consider and approve the Resolution to approve the reemployment of two employees following retirement in compliance with Ohio Revised Code Section 3307.353. First Vice Chair Carter provided the second for the motion. The policy was unanimously approved.

**RESOLUTION
TO APPROVE THE REEMPLOYMENT OF TWO EMPLOYEES FOLLOWING RETIREMENT
IN COMPLIANCE WITH OHIO REVISED CODE SECTION 3307.353**

WHEREAS, retire/rehire arrangements shall comply with the Ohio Revised Code, applicable State Teachers Retirement System (STRS) or Ohio Public Employment Retirement System (OPERS) regulations, College policies, and all public notice and hearing requirements; and

WHEREAS, Ohio Revised Code Section 3307.353 requires a public hearing and Board approval before reemploying a retired employee in a position within a public institution; and

WHEREAS, the Board of Trustees of Stark State College has conducted the required public meeting on December 10, 2025, providing the opportunity for public comment regarding the proposed retire/rehire of two current employees; and

WHEREAS, Amy Lane, Director of Career Services and Workforce Development, and Eric Loew, Associate Professor, have each notified the College of their intent to retire from employment effective January 1, 2026, and both employees have expressed interest in returning to their respective positions following retirement; and

WHEREAS, the President recommends the retire/rehire of these employees based on the operational needs of the College, continuity of services, specialized knowledge, and the absence of any negative impact on staffing, budgets, or College operations;

THEREFORE, BE IT RESOLVED that the Stark State College Board of Trustees hereby authorizes the reemployment of:

- Amy Lane, Director of Career Services and Workforce Development, effective January 5, 2026, following retirement; and
- Eric Loew, Associate Professor, effective January 5, 2026, following retirement.

This resolution is being enacted on the 10th day of December, 2025.

Elaine Russell Reolfi
Chair, Board of Trustees

Para M. Jones, Ph.D.
President

RESOLUTION TO APPROVE TWO PERSONNEL POLICIES AND PROCEDURES (3357:15-14-04 EMPLOYER RESPONSIBILITIES AND DUTIES; AND 3357:15-14-06 EVALUATION OF PERSONNEL) TO ENSURE COMPLIANCE WITH THE ADVANCE OHIO HIGHER EDUCATION ACT (OHIO SENATE BILL 1).

First Vice Chair Carter moved to approve the aforesaid resolution. Trustee Wackerly provided the second for the motion. The motion was unanimously approved.

**RESOLUTION
TO APPROVE TWO PERSONNEL POLICIES AND PROCEDURES
(3357: 15-14-04 EMPLOYEE RESPONSIBILITIES AND DUTIES AND
3357:15-14-06 EVALUATION OF PERSONNEL) TO ENSURE COMPLIANCE
WITH THE ADVANCE OHIO HIGHER EDUCATION ACT (OHIO SENATE BILL 1)**

WHEREAS, the Ohio Higher Education Fairness Act requires public colleges and universities to ensure that institutional policies and procedures comply with standards ensuring fairness, transparency, accountability, and neutrality in operations, personnel practices, and institutional governance; and

WHEREAS, the College has conducted a review of its personnel policies to ensure alignment with the requirements of the Ohio Higher Education Fairness Act and other applicable laws and regulations; and

WHEREAS, the administration has developed and presented two revised policies and procedures:

- 3357:15-14-04 Employee Responsibilities and Duties; and
- 3357:15-14-06 Evaluation of Personnel.

These policies and procedures establish clear expectations, standardized procedures, and consistent accountability for all employees; and

WHEREAS, these policies are designed to promote fairness in performance evaluation processes, support consistent application of employee responsibilities, and ensure that personnel practices remain compliant with state law; and

WHEREAS, the Board of Trustees has reviewed the proposed policies and procedures;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Stark State College hereby approves the following policies, as submitted by the administration, and directs that they be implemented and incorporated into the College's *Policies and Procedures Manual*:

- 3357:15-14-04 Employee Responsibilities and Duties; and
- 3357:15-14-06 Evaluation of Personnel.

This resolution is being enacted on this 12th day of November, 2025.

Elaine Russell Reolfi
Chair, Board of Trustees

Para M. Jones, Ph.D.
President

RESOLUTION TO APPROVE THE BOARD OF TRUSTEES' ADOPTION OF CURRICULUM, EFFECTIVE FEBRUARY 2026

First Vice Chair Carter moved to approve the aforesaid resolution effective February 2026. Trustee Rashid provided the second for the motion. The motion was unanimously approved.

RESOLUTION TO APPROVE THE BOARD OF TRUSTEES' ADOPTION OF CURRICULUM, EFFECTIVE FEBRUARY 2026

WHEREAS, HB96 states that the Board of Trustees of Stark State College shall adopt a curricular approval process to establish and modify academic programs, curricula, general education requirements, and degree programs; and

WHEREAS, under HB96, the Stark State College's Curriculum Committee may provide advice, advisory feedback, and recommendations for the establishment and modification of academic programs, curricula, general education requirements, and degree programs; and

WHEREAS, the Board of Trustees must retain final, overriding authority to approve or reject any establishment or modification of academic programs, curricula, general education requirements, and degree programs;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Stark State College approves the Instructional Programs Policy and Procedure (Policy No. 3357: 15-13-01), which has been revised according to HB96 to include the Board of Trustees in the establishment and modification of academic programs, curricula, general education requirements, and degree programs

prior to submission to the Ohio Department of Higher Education and the Higher Learning Commission.

This resolution is enacted on this 10th day of December, 2025.

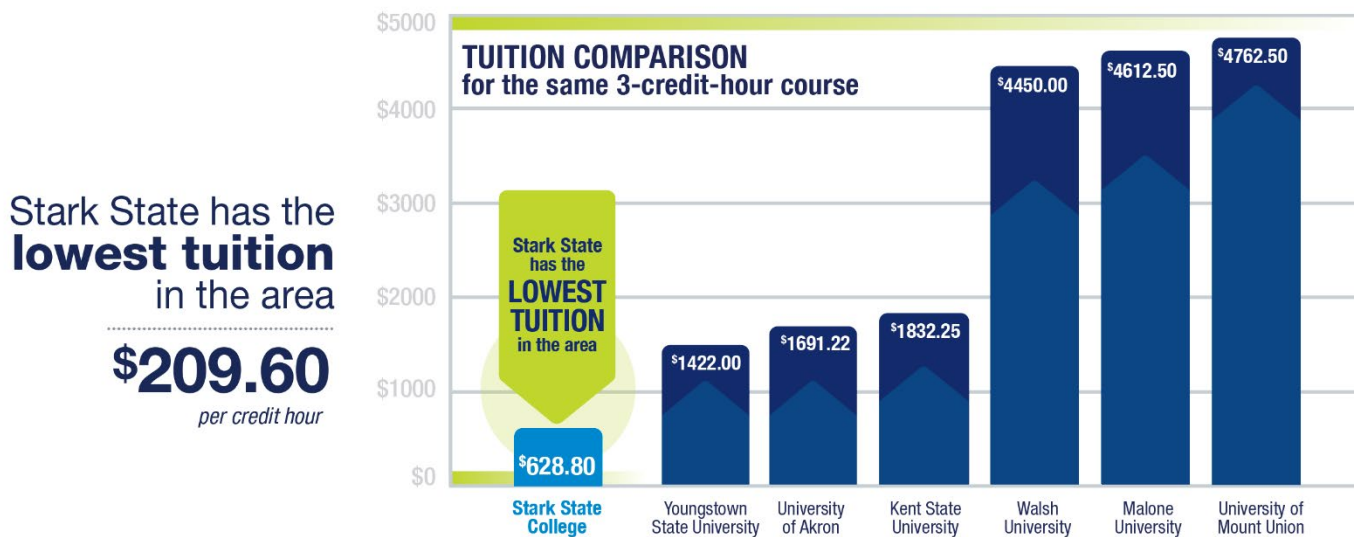
Elaine M. Russell Reolfi
Chair, Board of Trustees

Para M. Jones, Ph.D.
President

PRESIDENT'S REPORT

In addition to the written report, the following updates were shared by President Jones:

- President Jones shared that we are so proud that First Vice Chair Tracy Carter has been named President and Chief Executive Officer of Trailhead Community Health Foundation of Greater Akron. Congratulations to First Vice Chair Carter for this well-deserved honor!
- President Jones shared that she is continuing to work with Dr. Stephanie Davidson who has been assigned by Chancellor Duffey to follow up with many Mahoning Valley employers who wrote letters of support and interest for Stark State education and services in Mahoning Valley.
- President Jones shared that Wayne County is expressing need for Stark State to serve in their region. In addition to visits with Wayne County Economic Development Council leaders, State Representative Meredith Craig visited the campus and expressed interest and need for Stark State education and services in Wayne County.
- President Jones shared that Senator Jane Timken visited main campus and expressed interest and admiration for Stark State's low-cost, based on the comparison of a three-credit hour typical college course as shown below.



Figures calculated based on 2025 public information. Does not include room and board or other fees.

EFFECTIVE SP26

Trustee Wackerly shared with trustees the importance of giving to the Stark State College Foundation. Trustee Wackerly is the board liaison to the College Foundation. She distributed pledge envelopes to each board member and encouraged everyone's participation. Lindsey Loftus, Vice President of Advancement and the Stark State College Foundation also shared that we are all ambassadors of the College within our communities, and he shared how important it is to support the College Foundation.

CHAIR'S REPORT

- Chair Reolfi shared that nearly all trustees have completed their required ethics training. Please complete this training by November 30.
- Chair Reolfi reminded trustees that there will likely not be a January board meeting.
- Chair Reolfi reminded trustees that the Commencement Ceremony will take place on January 4, 2026.

COMMUNICATIONS

- Board members reviewed the upcoming calendar of events in Exhibit 10.3.

EXECUTIVE SESSION

At 8:32 a.m., Trustee Dodson moved to go into Executive Session to consider a real estate matter according to R.C. 1221.22(G)(2). Second Vice Chair Wheeler provided the second for the motion. A roll call vote was taken, and all members voted aye.

ADJOURNMENT

At 9:05 a.m., Second Vice Chair Wheeler moved to adjourn. Trustee Rashid provided the second for the motion. The motion carried.

Elaine Russell Reolfi
Chair, Board of Trustees
December 10, 2025

Para M. Jones, Ph.D.
President
December 10, 2025