



READING BOARD OF EDUCATION
BOARD REGULAR MEETING
SEPTEMBER 18, 2024

The Board of Education of the Reading Community City School District met in Regular Session at Reading Community City School, 810 East Columbia Avenue on September 18, 2024, at 5:30 p.m.

The meeting was called to order by President Beth Wernery at 5:30 p.m.

Roll Call: Present Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Absent: None

In Attendance:

Dr. Damon Davis, Mrs. Jennifer Burke, Mr. Mark Edwards

Motion 246-24 Approve Agenda

It was moved by Jim Perdue, seconded by Crystal Menner to approve the agenda as written.

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None
The President declared the motion carried.

PUBLIC PARTICIPATION:

None.

PRESENTATIONS

District Report Card – Mr. Mark Edwards

Assistant Superintendent Mark Edwards presented an overview of the district's latest report card results:

Achievement Component

Although our overall achievement has remained static, we've seen strong performances in both our higher-level and lower-level students. This is a testament to our teacher's efforts in differentiating instruction and supporting all learners.

Progress Component

This is arguably the most important measure, and I'm proud to say that our student progress has increased consistently for the last three years. This measure focuses on student growth and for last year; our students showed more progress than the previous year, which had already exceeded the year before that. Your commitment to ensuring every student experience academic growth is paying off.

Early Literacy: We continue to see gains in early literacy, thanks to our implementation of the Orton-Gillingham (OG) approach in the early grades. Our teachers have done an incredible job rolling out these strategies and new curriculum, helping all students learn to read. This is vital work, and your dedication is helping build a solid foundation for our youngest learners.

Graduation Component

While our report card took a hit this year due to the graduation component, it's important to note that this data reflects the 2022-2023 graduates, not last year's 2023-2024 cohort. We already know that our graduation rate for last year was 95.6%—the highest we've had since graduation rates began being measured on report cards in 2004. This is an outstanding achievement!

Gap Closing Component

This area, which measures how individual subgroups are performing, saw a dip largely due to the graduation rate for the 2022-2023 school year. We will continue to focus on strategies to close these gaps and ensure all our students have the support they need to succeed.



College, Career, Workforce, and Military Readiness (CCWMR) Component

This new component will be graded in 2025. We are already seeing significant progress here, with more students earning college credits and credentials than ever. This sets the stage for future success as we prepare our students for life beyond high school.

Overall, we maintained a 3-star rating, and while there is room for growth, the district is clearly heading in the right direction. I want to thank each of our staff for their role in these successes. Let's continue working together to ensure our students grow, learn, and succeed in all areas.

BOARD COMMITTEE UPDATES

Building & Grounds - Next meeting scheduled November 6, 2024 at 4:30 p.m. in the Media Center.

Finance Committee Next meeting scheduled for November 20th at 4:30 p.m. in the Media Center. The team welcomed two new community partners to the team, Mary Zander, Elementary PTO and Rob Davis, Athletic Boosters. Mrs. Burke's presentation can be found [here](#). She discussed the sources of revenue for the district. The local tax revenue discussion included local property reevaluation (38.55% residential increase), millage and revenue associated with each mill (\$278,000), total valuation of \$277,2749,130 and how tax rates are set. State funding through the Fair School Funding Model Fund students where they are educated. Enrollment is very important as changes in enrollment will result in fluctuates in funding. Since 2021, the district has lost 210 students. Mrs. Burke updated the committee on PUPP revenue expected from the Duke Central Corridor Pipeline will not benefit the district as expected. At time the pipeline was proposed to the community, Duke provided an annual revenue estimate of over \$800,000 additional revenue the district would receive as a benefit of the pipeline. The pipeline was run and became active in 2022, taxable in Tax Year 2023 and tax collected in Spring of 2024. When payment was distributed, the district questioned the significant difference in estimate vs actual. District officials met with Duke representatives who advised the allocation method in their estimates was incorrectly used and therefore their estimate was not accurate. The November forecast will reflect the reduction in this revenue. The district is currently reviewing the refinancing of bonds for the PK-12 Building on the outstanding debt of \$20M in the first part of 2025 if market environment is right to achieve taxpayer savings. Mrs. Burke discussed other funds outside the general fund and their specific allowable uses to provide a greater insight of total school funding which included federal funds, pandemic one-time funding, competitive grants, food service, student (clubs and athletics) and classroom facilities. Mrs. Burke updated the committee on need for a long-term capital plan. The district currently transfers 1 MILL annually to a permanent improvement fund. We will develop a comprehensive list of district assets with useful life, cost and estimated time of replacement. This will provide the district with annual budgeting expectations for improvements. Evan Kelsey, VSWC, provided an update on the Hilltop Paving Project which sealed bids are due on 9/13/2024. Project is expected to be approximately \$150,000 and will be shared with the City of Reading. Evan also updated the committee on the plans for the CTE Innovation Space. Construction will begin in Spring of 2025 and expected to be completed in January 2026. During this time the Elementary Media Center will be closed. The district is reviewing options for students to have access to materials during this period. All expenses are being covered through the grant awarded through the Governor's Office of \$1.9M. Our next meeting is scheduled November 20 to review the updated Five Year Forecast and Assumptions.

Policy - Next meeting is scheduled for October 30, 2024 @10:30 a.m. in the Board Office.



Great Oaks Board & Student Highlights -

Jim Perdue shared that the Ohio School Board Association (OSBA) Southwest Regional Fall Conference will be held on October 10, 2024. Also, Great Oaks board members received the Ohio School Board Association Award.

BOARD DISCUSSION

Basa Fall Conference October 1-2, 2024

Dr. Davis and Mr. Edwards plan to attend the Basa Fall Conference in Columbus from October 1-2, 2024.

Library Stipend

Superintendent Dr. Davis introduced a proposal for a supplemental stipend position to support the management of the Media Center. The proposal would provide a stipend for a staff member to assist with tasks such as organizing the library, ordering books, and training parent volunteers. As a result, the position will be posted to gather interest, and adjustments may be made based on feedback.

Board Packets

The Board discussed the presentation and delivery of the back up documentation for the board meeting agendas. Currently, on Fridays before the meeting, the board receives a copy of the agenda with PDF attachments of supporting documentation. The evening of the meeting, the board receives hard copies of the agenda, presentation and all attachments. The board discussed having one hard copy of all supporting documentations with the Treasurer's packet that the board can review in person if needed and no longer supplying hard copies of every attachment. The board wishes to continue to get hard copies of the presentations.

DISTRICT REPORT

Superintendent Dr. Damon Davis provided a district report, and the presentation can be found [here](#). Key highlights are below:

Safety and Security Quarterly Meeting and Lockdown Drill – September 10, 2024

Ensuring the safety of our students and staff remains a top priority. Dr. Davis provided an update on recent lockdown drills, which are scheduled three times per year, and discussed plans for the October 25th full-scale evacuation drill (students will not be in session on this day). This upcoming drill will include comprehensive staff training using the Raptor System on emergency protocols. Raptor is a new phone application that can be used to communicate in an emergency. Reading Police will also have the Raptor application on their phones to streamline communication. We continue to refine our safety procedures and are working closely with our School Resource Officer, Officer Hickey, to maintain a safe environment. Also, Shawn Riley from HCESC has been a trusted partner to help with district safety protocols.

Delayed Start for RJSH – September 18, 2024

RJSH had their first delayed start today. They were very grateful for the opportunity to have time to meet as a team. The agenda from their morning included Teacher Action Teams, OTES overview and Instructional Assessment Practices.



Teacher Evaluation System

Dr. Davis discussed updates to the OTES 2.0 Teacher Evaluation System, ensuring consistency across buildings. District leadership and Reading Education Association members met to review the procedures for the evaluation system.

Camp Kern – September 11-13, 2024

Dr. Davis shared photos from the sixth grade Camp Kern visit from September 11-13, 2024. The students and staff continue to enjoy this long tradition.

Treasurer's Recommendations

Motion 247-24 Approve Minutes – August 21, 2024 Regular Session and September 4, 2024 Work Session
It was moved by Jim Perdue, seconded by Crystal Menner to approve the August 21, 2024 Regular Session Meeting Minutes and September 4, 2024 Work Session Meeting Minutes.

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None
The President declared the motion carried.

Motion 248-24 Approve Financial Reports / Bank Reconciliation / Investments for August 2024

It was moved by Amy Thamann, seconded by Crystal Menner to approve the Financial Reports/Bank Reconciliation / Investments for August 2024.

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None
The President declared the motion carried.

Motion 249-24 Approve FY25 Appropriations and Certificate of Resources

It was moved by Jim Perdue, seconded by Amy Thamann to approve FY25 Appropriation and Certificate of Resources.

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None
The President declared the motion carried.

Motion 250-24 Approve FY25 Permanent Appropriations

It was moved by Crystal Menner, seconded by Alycia Bemmes to approve FY25 Permanent Appropriations.

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None
The President declared the motion carried.

Motion 251-24 Approve End of Year FY24 Invoices paid July-September 2024

It was moved by Amy Thamann, seconded by Alycia Bemmes to approve the End of the Year FY24 Invoices paid July-September 2024.

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None
The President declared the motion carried.



Motion 252-24 Approve Following Invoices as Then and Now Certificate (ORC 5705.41(D)):

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following invoices under the Then and Now Certificate (ORC 5705.41(D)).

Vendor	PO Date	Invoice Date	PO #	Amount	Item
Grady McCauley (LSI Graphic)	08/1/2024	10/16/2023	20250614	\$625.00	Repair of front sign
Vertical Systems	8/1/2024	07/24/2024	20250536	\$1,817.58	Elevator Safety Test

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
 Nays: None
 The President declared the motion carried.

Motion 253-24 Approve Following New Funds:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following New Funds:

Fund-SCC	Description
200-9645	SRO Incentives
019-9025	Strada CAEL Connected Pathways

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
 Nays: None
 The President declared the motion carried.

Motion 254-24 Approve Following Donations:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following Donations.

Donation From	Donation To	Amount
Bodhi Ton Po LLC	Blue Devil Bakery	\$700.00
Bill Stidham	Boys Basketball Coach Account	\$500.00
TWC Concrete LLC	Football Coach Account	\$5,000.00
Redwine & Co.	SRO Incentive Account	\$100.00 + \$5off Coupons

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
 Nays: None
 The President declared the motion carried.

Motion 255-24 Approve the Creation of Fifth Third Securities Investment Account:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the creation of a new investment Account (xx20634) at Fifth Third Securities for available funds.

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
 Nays: None
 The President declared the motion carried.

NEW BUSINESS

Motion 256-24 Approve the Following Staff Supplementals 2024-2025 School Year:

It was moved by Jim Perdue, seconded by Amy Thamann to approve the following Staff Supplementals 2024-2025 School Year.

Name of Staff	Position
Danielle Cripe	Sports Coordinator Soccer
Luke Cripe	Sports Coordinator Basketball



*Revote from August 21, 2024 meeting with a quorum present.

Roll Call: Ayes Four: Alycia Bemmes, Jim Perdue, Amy Thamann, Beth Wernery
Abstain: Crystal Menner
Nays: None
The President declared the motion carried.

Motion 257-24 Approve the Following Staff Supplementals 2024-2025 School Year:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following Staff Supplementals 2024-2025 School Year.

Name of Staff	Position
Mike Denney	Softball, Head Coach
Cayla Cooks	Freshman Class Sponsor

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None
The President declared the motion carried.

Motion 258-24 Approve the Following Staff for the 2024-2025 Athletic Events at \$50.00/event:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following Staff for 2024-2025 Athletic Events at \$50.00/event.

Staff Member	Supplemental Contract
Luke Cripe	Site Manager

*Revote from August 21, 2024 meeting with a quorum present.

Roll Call: Ayes Four: Alycia Bemmes, Jim Perdue, Amy Thamann, Beth Wernery
Abstain: Crystal Menner
Nays: None
The President declared the motion carried.

Motion 259-24 Approve the Following Staff Tutor for a student for 2024-2025 School Year:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following Staff Tutor for student for the 2024-2025 School Year.

Name of Staff	Detail
Alexa Johnson	2 hr/week, 9/9/24-5/29/25 @ \$30.00/hour

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None
The President declared the motion carried.

Motion 260-24 Approve the Following Staff Stipend as Career Connector for 2024-2025 School Year:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following Staff Stipend as Career Connector for the 2024-2025 School Year funded by HCESC.

Name of Staff	Detail
Jessica Carpenter	\$2,000.00

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None
The President declared the motion carried.



Motion 261-24 Approve the Following Non-Staff Building Substitute for the 2024-2025 School Year:
 It was moved by Crystal Menner, seconded by Amy Thamann to approve the following Building substitute during the 2024-2025 School Year.

Name of Staff	Position	Recommended Salary	Vendor
April Taylor	Building Substitute (HS)	\$120.00/Day	SubSolutions

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
 Naves: None
 The President declared the motion carried.

Motion 262-24 Approve the Following FMLA Leave of Absence

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following FMLA Leave of Absence during the 2024-2025 School Year.

Name of Staff	Position	Effective Dates	Reason
Jaclyn Meeks	1st Grade Teacher	8/15/2024- 09/13/2024	FMLA Leave
Amy Luken	7th Grade Teacher	11/19/2024-12/2/2024	FMLA Leave
Jessica Beverly	Kdg Teacher	12/9/2024-2/28/2025	FMLA Leave

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
 Naves: None
 The President declared the motion carried.

Motion 263-24 Approve the Memorandum of Understanding (MOU) Between Reading Board of Education and Reading Education Association for Evaluation of Athletic Director:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the Memorandum of Understanding (MOU) between Reading BOE and REA for evaluation purposes for the Athletic Director from July 1, 2024-June 30, 2026.

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
 Naves: None
 The President declared the motion carried.

Motion 264-24 Approve the Following Contracts for the 2024-2025 School Year:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following contracts for the 2024-2025 School Year unless otherwise noted.

Vendor	Service
Hamilton Co. ESC	Educational Audiology Evaluation 9/3/24-10/15/24
Cincinnati State Tec	SY 2024-2025 College Credit Plus MOU
Northern KY Univers	SY 2024-2025 MOU for Field and Clinical Education
Dr. Chana Crystal	Independent Evaluation Contract 6/24/24-8/19/24
Lockland Schools	MOU for Mutual Aid in a Catastrophic Event
VSWC	CTE Architectural Services Proposal
Forward Edge	Milestones System for Video/Cameras Surveillance
Bradley Payne	Long term Capital Planning

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
 Naves: None
 The President declared the motion carried.



Motion 265-24 Approve Resolution Deeming Type IV Transportation of Certain Students Impractical for SY2024-2025.

It was moved by Jim Perdue, seconded by Crystal Menner to approve resolution deeming Type IV Transportation of certain students impractical and payment in lieu of is provided to the following:

Student		Reason
Charles	Albrinck	Additional services unavoidably disrupts current transportation schedule
Evelyn	Albrinck	Additional services unavoidably disrupts current transportation schedule
Everly Grace	Arling	Additional services unavoidably disrupts current transportation schedule
Caroline	Asbach	Additional services unavoidably disrupts current transportation schedule
Michaela	Battson	Additional services unavoidably disrupts current transportation schedule
Charlotte	Castellini	Additional services unavoidably disrupts current transportation schedule
Maxwell	Clevenger	Additional services unavoidably disrupts current transportation schedule
Tyler	Fischesser	Additional services unavoidably disrupts current transportation schedule
Asa	Graham	Additional services unavoidably disrupts current transportation schedule
Josie	Graham	Additional services unavoidably disrupts current transportation schedule
Collett	Hogle	Additional services unavoidably disrupts current transportation schedule
Abel	Hutzel	Additional services unavoidably disrupts current transportation schedule
Ely	Jennings	Additional services unavoidably disrupts current transportation schedule
Alaina	Kacher	Additional services unavoidably disrupts current transportation schedule
Joelle	Meiser	Additional services unavoidably disrupts current transportation schedule
Isabella	Mentrup	Additional services unavoidably disrupts current transportation schedule
Caroline	Mentrup	Additional services unavoidably disrupts current transportation schedule
James	Moore	Additional services unavoidably disrupts current transportation schedule
Bradley	Moore	Additional services unavoidably disrupts current transportation schedule
Caroline	Nobbe	Additional services unavoidably disrupts current transportation schedule
Jackson	Nobbe	Additional services unavoidably disrupts current transportation schedule
William	Nye	Additional services unavoidably disrupts current transportation schedule
Jenna	Ormond	Additional services unavoidably disrupts current transportation schedule
Owen	Roy	Additional services unavoidably disrupts current transportation schedule
Matthew	Schmid	Additional services unavoidably disrupts current transportation schedule
Emma	Singer	Additional services unavoidably disrupts current transportation schedule
Jack	Singer	Additional services unavoidably disrupts current transportation schedule
Kristin	Theurer	Additional services unavoidably disrupts current transportation schedule
Mark	Victor	Additional services unavoidably disrupts current transportation schedule



Evelyn	Victor	Additional services unavoidably disrupts current transportation schedule
Ryan	Whitson	Additional services unavoidably disrupts current transportation schedule
Alexander	Whitson	Additional services unavoidably disrupts current transportation schedule
Stella	Whitson	Additional services unavoidably disrupts current transportation schedule
Andie	Williams	Additional services unavoidably disrupts current transportation schedule
Crosley	Williams	Additional services unavoidably disrupts current transportation schedule
Josephine	Williams	Additional services unavoidably disrupts current transportation schedule

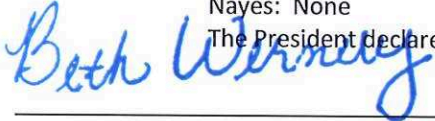
Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None
The President declared the motion carried.

Motion 266-24 Adjournment

It was moved by Jim Perdue, seconded by Crystal Menner to adjourn at 7:13 p.m.

Roll Call: Ayes Five: Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Nays: None

The President declared the motion carried.



President, Reading Board of Education



Attest: Treasurer, Reading Board of Education