



**READING BOARD OF EDUCATION
BOARD WORK SESSION MEETING
June 5, 2024**

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

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

Roll Call: Present Four: Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery
Absent One: Alycia Bemmes

Jim Perdue motioned, Amy Thamann seconded to excuse Mrs. Bemmes from the meeting.

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

In Attendance:

Dr. Damon Davis, Ms. Jennifer Burke, Mark Edwards

Motion 167-24 Approve Agenda

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

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

PUBLIC PARTICIPATION

None

PRESENTATIONS

None

BOARD COMMITTEE UPDATES

Building & Grounds – Next meeting August 7, 2024 at 4:30 p.m. in the Media Center. Ribbon Cutting ceremony for the Chad Richmond Memorial Court has been set for June 27th from 2:30-4:00 p.m. Rain date is Friday 28th, 2024 from 2:30-4:00 p.m.

Finance Committee – Next meeting August 21st, 2024 at 4:30 p.m. in the Media Center.

Policy – Next meeting October 2, 2024 at 10:30 a.m. in the Board of Education Office.

Records Commission Meeting – Next meeting June 26, 2024 at 5:00 p.m. in the Media Center.

BOARD DISCUSSION

(5:25)

Graduation Venue

The board discussed the current graduation venue at Sharonville Convention Center and identified a significant issue: space limitations, with over 150 guests standing due to insufficient seating. To address



this, an alternative space at Sharonville, a newly expanded and carpeted exhibit hall with a 1,500-seat capacity, was proposed. This new venue offers the potential to accommodate a larger audience without requiring ticket limitations, which the board agreed would be undesirable. The board emphasized the importance of providing a quality experience for all attendees and expressed flexibility in moving the graduation date if necessary to secure the new space. The overall consensus was to maintain the convenience of the Sharonville location while addressing the space issue.

Graduation Gowns

The board also discussed the tradition of blue and white graduation gowns and considered a proposal to switch to single-colored gowns (blue with white accents) to foster a greater sense of unity and community. The rationale behind this change includes promoting equality among students, simplifying the gown selection process, and presenting a more cohesive appearance during the graduation ceremony. The board highlighted the aesthetic and symbolic benefits of a unified gown color while also considering the potential cost implications. It was noted that many families pass down gowns between siblings, which could offer cost savings. The board expressed interest in a cost comparison to ensure affordability and practicality for students and families. Overall, there was positive feedback on the proposal, with an agreement to explore design options and costs further with Jostens, the gown provider.

DISTRICT REPORT

Superintendent Dr. Damon Davis provided a district report; Key highlights are below:
(22:40)

District Leadership Retreat

The retreat was held at the Hamilton County Educational Service Center (ESC), a facility provided free of charge, allowing the leadership team to reflect on the past year and plan for the future.

The retreat began with Strategic Planning, with Tom Burton and Dr. Mary Phillips assisting the team in developing feedback mechanisms for the strategic plan, focusing on measurable outcomes. In the afternoon, the team introduced the concept of Objectives and Key Results (OKRs) from the book *Measure What Matters* by John Doerr. OKRs aim to break down large goals into manageable, measurable tasks to ensure a results-oriented approach. Natasha Adams, superintendent at West Clermont School District, shared her district's success with OKRs, highlighting the potential benefits of alignment and focus.

The second day of the retreat focused on fostering a culture of wellness within the school environment. Nicole Pfirman from MindPeace led discussions on creating supportive structures between general needs and formal mental health counseling. The team emphasized the importance of relationships and positive interactions in improving student engagement and attendance. A team-building activity involving a breakout room challenge was conducted to promote collaboration and camaraderie among the leadership team.

TREASURER'S RECOMMENDATIONS

None.



NEW BUSINESS

Motion 168-24 Approve the Spring Policy Update 42.2 – 2nd Reading:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the 2nd reading of the Spring Policy Update 42.2 for the following policies.

Policy Number	Policy
po0100	Definitions
po2623	Student Assessment and Academic Intervention Services
po2623.02	Third Grade Reading Guarantee
po3120.04	Employment of Substitutes
Po3140, 4140	Termination and Resignation
po5310	Health Services
po8600	Transportation
po8600.04	Bus Driver Certification
po8640	Transportation for Non-Routine Trips
po8650	Transportation by Vehicles Other Than School Buses
po8660	Incidental Transportation of Students By Private Vehicle

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

Motion 169-24 Approval of Following New Staff for the 2024-2025 School Year:

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

Name of Staff	Position	Recommended Salary Placement
Gretchen Angst*	Math 9-12	BA Step 0

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

Motion 170-24 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
Ohio V-Lifts	2024-2025 Agreement
Applied Behavioral Services	2024-2025 Tuition for Special Needs Student
Hamilton County ESC	2024-2025 Career Coordinator (8/1/2024-6/30/2025)

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

Mrs. Wernery reminded the community the next meeting will be held on June 26th, 2024 at 5:30 p.m.



Motion 171-24 Adjournment

It was moved by Jim Perdue, seconded by Crystal Menner to adjourn at 6:09 p.m.

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

The president declared the motion carried.

Beth Wernery

President, Reading Board of Education

Jimmy Buckle

Attest: Treasurer, Reading Board of Education