



**READING BOARD OF EDUCATION
BOARD REGULAR MEETING
August 21, 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 August 21, 2024, at 5:30 p.m.

Motion to Appoint Jim Perdue to serve as acting President for the August 21, 2024 meeting made by Amy Thamann and seconded by Crystal Menner.

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

The meeting was called to order by Jim Perdue at 5:31 p.m.

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

In Attendance:

Dr. Damon Davis, Mrs. Jennifer Burke, Mr. Mark Edward, Mr. Tom Burton, Dr. Mari Phillips, Ms. Linda Fitzgerald.

Motion 222-24 Approve Agenda

It was moved by Crystal Menner, seconded by Amy Thamann to approve the agenda as written.

Roll Call: Ayes Three: Crystal Menner, Jim Perdue, Amy Thamann
 Absent: Alycia Bemmes, Beth Wernery
 Nayes: None
 The President declared the motion carried

PUBLIC PARTICIPATION:

None.

Motion 223-24 Approve Executive Session

It was moved by Amy Thamann, seconded by Crystal Menner to approve entering into Executive Session.

Economic Development Assistance ORC 121.22 (G) 8: For the purpose(s) of considering the confidential information related to the marketing plans, specific business strategy, production techniques, trade secrets or personal financial statements of an applicant for economic development assistance, and to negotiate with other political subdivisions respecting requests for economic development assistance.

Invited Mr. Mark Edwards, Ms Linda Fitzgerald

In: 5:34 p.m.

Out: 6:02 p.m.

Roll Call: Ayes Three: Crystal Menner, Jim Perdue, Amy Thamann
 Absent: Alycia Bemmes, Beth Wernery
 Nayes: None
 The President declared the motion carried



PRESENTATIONS

Strategic Plan Presentation

Mr. Tom Burton and Dr. Mari Phillips introduced the District's Strategic Plan, a visionary guide that will lead the district toward 2030. The plan is built around five central pillars: **Academic Excellence, Inclusive School Culture & Climate, Communication & Family, Community Engagement, Health, Safety & Wellness, and Finance & Stewardship**. Key initiatives include personalized learning pathways tailored to individual student needs, deeper integration of technology in classrooms, stronger community partnerships, and career development for students. This forward-looking plan is designed to prepare students not just for the next steps in their education but for a future in a rapidly evolving world.

Development Process

The Strategic Plan was developed through a comprehensive and inclusive process beginning in 2023. Stakeholders including; board members, students, parents, staff, and community members were actively involved through surveys, focus groups, and collaborative sessions. The process involved several phases:

1. **Pre-Engagement Meetings:** Initial discussions in November 2023 laid the groundwork for the Strategic Plan, setting the rationale and goals.
2. **Assessment and Analysis:** From January to March 2024, surveys and focus group interviews collected insights from over 340 stakeholders. This included meetings with building administrators, staff, students, and families.
3. **Strategy Formation and Plan Development:** In May and June 2024, the Strategic Planning Team refined the district's vision, mission, and goals. Strategies were prioritized based on their feasibility, impact, and alignment with district objectives.
4. **Finalization and Presentation:** By August 2024, the plan was finalized after incorporating stakeholder feedback and presented to the Board of Education. Public hearings allowed community members to provide input before the plan's official adoption.

This Strategic Plan serves as a living document, guiding the district's actions and decisions over the next five years. The ultimate goal is to achieve educational excellence and enhance student outcomes.

BOARD COMMITTEE UPDATES

Building & Grounds - Next meeting scheduled November 6, 2024 at 4:30 p.m. in the Media Center. The Building and Grounds Committee, led by Crystal Menner, met at 4:30 before the Board Meeting. Discussions covered ongoing renovations and maintenance concerns at the Hilltop Athletic Complex. This includes a paving project which bidding is due on September 13, 2024 and potential options for installing security cameras at the Hilltop Athletic Complex. Both projects are partnered with the City of Reading and the district. The committee discussed the stadium lease agreement and major repairs at the stadium. The committee also discussed Central soccer field and the needed leveling to enhance conditions of the field. Finally, an update was provided about the Career Technical Grant project and the design of an innovation space in the building. VSWC Architects is leading the project.

Finance Committee Next meeting scheduled for September 4th at 4:30 p.m. in the Media Center.

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 exciting updates from the Great Oaks Career Campuses, where students excel in career and technical education programs. A significant highlight was the recent success of Great Oaks students in state and national competitions, showcasing their skills in fields like healthcare, information technology, and skilled trades. The partnerships with local businesses continue to grow, providing students with invaluable hands-on learning experiences and pathways to



high-demand careers. The Great Oaks Board is also exploring new initiatives to expand program offerings and increase student participation.

BOARD DISCUSSION

None.

DISTRICT REPORT

Start of 2024-2025 School Year Updates

Superintendent Dr. Damon Davis updated the board on the successful launch of the 2024-2025 school year, noting high student and staff engagement levels. New programs focusing on mental health and wellness have been introduced, aiming to create a supportive and positive school culture. The district is also implementing new strategies to enhance academic performance and ensure all students have the necessary resources to succeed.

Treasurer’s Recommendations

Motion 224-24 Approve Minutes – July 24, 2024 Regular Session and August 7, 2024 Work Session

It was moved by Crystal Menner, seconded by Amy Thamann to approve the July 24, 2024 Regular Session Meeting Minutes and August 7, 2024 Work Session Meeting Minutes.

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

The President declared the motion carried

Motion 225-24 Approve Financial Reports / Bank Reconciliation / Investments for July 2024

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

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

The President declared the motion carried

Motion 226-24 Approve Board of Education Monies Investment Report for FY24

It was moved by Crystal Menner, seconded by Amy Thamann to approve investment report for FY24 Board of Education Monies invested per ORC 135.14 (C).

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

The President declared the motion carried

Motion 227-24 Approve Following Invoices as Then and Now:

It was moved by Crystal Menner, seconded by Crystal Menner to approve the following invoices under the Then and Now Certificate.

Vendor	PO Date	Invoice Date	PO #	Amount	Item
HCESC	8/1/2024	7/31/2024	20250443	\$4,423.87	SY24/25 Frontline
HCESC	8/1/2024	7/31/2024	20250443	\$4,058.44	SY24/25 Applitrack
AP Global Insurance Services, LLC	8/1/2024	7/25/2024	20250439	\$3,800.00	SY24/25 Cyber Liability Policy Renewal



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

Motion 228-24 Approve Following New Funds:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the following New Funds:

Vendor	Service
401-9025	FY25 Mt Notre Dame
401-9225	FY25 St. Peter and Paul
572-9025	FY25 Title I
590-9025	FY25 Title II
551-9025	FY25 Title III
584-9025	FY25 Title IV-A
516-9025	FY25 Idea B
451-9025	FY25 Network Connectivity
584-9325	FY25 Stronger Connections

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

Motion 229-24 Approve Following Donations:

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

Donation From	Donation To	Amount
OSHAA	General Athletic Fund - 23/24 Tournament Gate Fees	\$2,000.00
Total Lawn Solutions	School Supplies	\$200.00
Mariena Paynter	Football Coach's Account	\$60.00
Redwine & Co.	Football Coach's Account	\$1,000.00

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

NEW BUSINESS

Motion 230-24 Approve the Following Staff Supplementals 2024-2025 School Year:

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

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

Roll Call: Ayes Two: Jim Perdue, Amy Thamann
 Abstain: Crystal Menner



Absent: Alycia Bemmes, Beth Wernery
 Nays: None

The President declared the motion carried
 This motion will be voted on again with the full board present.

Motion 231-24 Approve the Following Staff Supplementals 2024-2025 School Year:
 It was moved by Crystal Menner, seconded by Amy Thamann to approve the following Staff Supplementals 2024-2025 School Year.

Name of Staff	Position
Tracy Wiehe	Blue Devil Pride/Key Club MS/HS

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

Motion 232-24 Approve the Following Non-Staff Supplementals 2024-2025 School Year:
 It was moved by Amy Thamann, seconded by Crystal Menner to approve the following Non-Staff Supplementals 2024-2025 School Year.

Name of Staff	Position
Nate Stidham	Soccer, Boys Varsity Assistant

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

Motion 233-24 Approve the Following Staff for the 2024-2025 Athletic Events at \$50.00/event:
 It was moved by Crystal Menner, seconded by Amy Thamann to approve the following Staff for 2024-2025 Athletic Events at \$50.00/event.

Staff Member	Supplemental Contract
Jason Nagelhout	Site Manager
Mike Denney	Site Manager
Nick Lunsford	Site Manager
James Singleton	Site Manager

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

Motion 234-24 Approve the Following Staff for the 2024-2025 Athletic Events at \$50.00/event:
 It was moved by Amy Thamann, 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
Danielle Cripe	Site Manager



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

The President declared the motion carried
 This motion will be voted on again with the full board present.

Motion 235-24 Approve the Following Staff as Mentors through the RESA Program for the SY2024-2025
 It was moved by Crystal Menner, seconded by Amy Thamann to approve the following Staff as Mentors through the RESA Program for SY 2024-2025.

Mentor	Assigned to:	Stipend
Tami Burns	James Budde	\$750.00
Jess Carpenter	Alyssa Hamblin	\$750.00
Brittany Ress	Sydney Jacobs	\$750.00
Michele Weingartner	Morgan Kron	\$750.00
Carletta Jacobs	Stephen Sharp	\$750.00
Julie Rumpke	Aria Oliver	\$750.00
Kelly Welling	Kristin Pong	\$750.00
Emma Green	Allison Westerkamp	\$750.00

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

Motion 211-24 Approve the Following Contracts for the 2024-2025 School Year:
 It was moved by Amy Thamann, seconded by Crystal Menner to approve the following contracts for the 2024-2025 School Year unless otherwise noted.

Vendor	Service
On Time	SY25 Transportation Contract
Best Point	SY25 Placement Services for 2 students
University of Cincinnati	SY25 CEES Agreement
Reading Fire Department	SY25 EMT Duty Detail

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

Motion 237-24 Approve the Following FMLA Leave of Absence
 It was moved by Crystal Menner, seconded by Amy Thamann to approve the following FMLA Leave of Absence during the 2024-2025 School Year.

Name of Staff	Position	Effective Dates	Reason
Megan Overbeck	Intervention Specialist	10/1/2024-12/16/2024	FMLA Leave
Gina Sansone	Principal	8/1/2024-01/25/2025	FMLA Leave



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

Motion 238-24 Approve the Following Non-Staff Long Term Substitute

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following long term substitute during the 2024-2025 School Year.

Name of Staff	Position	Recommended Salary	Vendor
Cindy French	PreK Long term Substitute 8/21/2024-12/20/2024	\$150.00/Day	SubSolutions

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

Motion 239-24 Approve Substitute Rates Center for Collaborative Solutions for the 2024-2025 School Year

It was moved by Crystal Menner, seconded by Amy Thamann to approve substitute rates from the Center for Collaborative Solutions for the 2024-2025 School Year.

Day 1-10: \$100.00/day
 Day 11-59: \$120.00/day
 Day 60+: \$247.45/day

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

Motion 240-24 Approval of the Delegate and Alternate for the 2024 OSBA Capital Conference:

It was moved by Crystal Menner, seconded by Jim Perdue to appoint Amy Thamann as the Delegate of 2024 OSBA Capital Conference.

Delegate: Amy Thamann

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

It was moved by Amy Thamann, seconded by Crystal Menner to appoint Crystal Menner as the Delegate of 2024 OSBA Capital Conference.

Alternate: Crystal Menner

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



Motion 241-24 Approve the Strategic Plan for 2024-2029

It was moved by Crystal Menner, seconded by Amy Thamann to approve the Strategic Plan for 2024-2029.

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

The President declared the motion carried

Motion 242-24 Adjournment

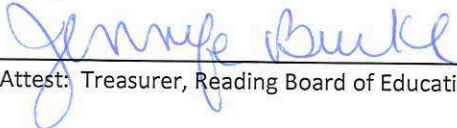
It was moved by Amy Thamann, seconded by Crystal Menner to adjourn at 7:30 p.m.

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

The President declared the motion carried



President, Reading Board of Education



Attest: Treasurer, Reading Board of Education