



**READING BOARD OF EDUCATION
BOARD REGULAR MEETING
June 26, 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 June 26, 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: Alycia Bemmes, Crystal Menner, Amy Thamann, Beth Wernery

Amy Thamann motioned, Alycia Bemmes seconded to excuse Mr. Perdue from the meeting.

In Attendance:

Mrs. Jennifer Burke, Dr. Damon Davis, Mr. Mark Edwards, Ms. Rebecca Johnson, Mr. Luke Cripe, Ms. Morgan Kron, and University of Cincinnati IT Staff.

Motion 172-24 Approve Agenda

It was moved by Crystal Menner, seconded by Alycia Bemmes to approve the agenda as written.

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

PUBLIC PARTICIPATION:

None.

Mrs. Wernery recognized new staff member Ms. Morgan Kron who was in attendance in the audience and the board voted on Resolution #183.24 prior to the presentations.

PRESENTATIONS

Introduction of Morgan Kron new high school math teacher. (1:52)

Morgan has a diverse background, having obtained a degree in athletic training from Ohio Northern University, where she also cheered. Transitioning from athletic training to teaching due to her extensive science credits, she became a high school science teacher and is now adding math to her repertoire. Morgan will be filling the position previously held by Mandy Franklin, who has transitioned to Athletic Director.

UC IT Program: (5:09)

A presentation on the UC IT program by Dr. Said and Kelly Broschied highlighted the benefits and opportunities of the Early IT program. The program, which aligns with the district's career-focused curriculum, allows high school students to earn college credits, gain digital literacy, and participate in university co-ops even before starting college. Dr. Said emphasized the removal of barriers between academic institutions and students, allowing both academically inclined and less academically interested students to thrive. Kelly Broschied noted that the district already has a certified teacher ready to start the program, and the program offers flexible credit options, minimizing risks for students. The board was enthusiastic about the partnership and looks to approve it at the next meeting.

Football and Academy Presentation: (19:07)

Coach Luke Cripe presented on the importance of culture and leadership in his football program. He emphasized that leadership involves creating a positive culture and developing young people, not just



athletes. Luke discussed the mission, vision, growth mindset, and resilience principles outlined in a booklet provided to the board members. He shared his experiences and methods for fostering leadership and resilience among his players. Additionally, Luke highlighted the success of the school's academy program, which provided students with opportunities to earn credentials in various fields, leading to job placements and improved academic performance. The board and attendees expressed their appreciation for Luke's dedication and impact on the students.

Treasurer's Presentation: (48:56)

Treasurer Jen Burke shared exciting news about the district's improved credit ratings from Moody's, upgrading general obligation bonds from A1 to Aa3 and Certificate of Participation Bonds from A2 to A1, which will allow financial savings. She also detailed the allocation of over \$1 million in federal funds for Federal programs including Title I, II, III and IV and IDEA B. Mrs. Burke spoke about the district's strategic use of over \$5 million in one-time pandemic funding for initiatives such as Deans of Students (2), Credit Recovery and expedition of one-to-one Chromebooks. The one-time dollars are nearly exhausted. Mrs. Burke explained the spending plan of state allocated Disadvantaged Pupil Impact Aid and Student Wellness and Success funds for physical health, safety, and mental health services, highlighting partnerships with local organizations. Additionally, she noted the state's new requirement for Science of Reading training for all teachers, with stipends reimbursed by the state, and the district's proactive measures to comply with this mandate.

BOARD COMMITTEE UPDATES

Building & Grounds - Next meeting scheduled August 21, 2024 at 4:30 p.m. in the Media Center. This was a change from August 7th. Mrs. Bemmes reminded the community of the upcoming ribbon cutting on June 27th to officially open the Chad Richmond Memorial Basketball Court.

Finance Committee Next meeting scheduled for September 4th at 4:30 p.m. in the Media Center which was changed from August 21st, 2024.

Policy - Next meeting is scheduled for October 2, 2024 @10:30 a.m. in the Board Office.

Records Commission Meeting - The Records Commission meeting was held prior to the board meeting. Treasurer Burke, President Wernery and Dr. Davis reviewed and approved a list of records for disposal, following the Ohio Records Commission's guidelines. These records will be kept on site for an additional 15 days for public review. Additionally, they discussed potentially updating the retention schedule at the next policy meeting in October, which may require a subsequent Records Commission meeting for approval.

BOARD DISCUSSION

July Board Meeting Date: (1:15:21)

The upcoming board meeting on July 10th was initially scheduled as a placeholder for any necessary business before the school year begins, such as hiring or approving trips. As of now, there are no pressing agenda items, and hiring has been completed. The board discussed the possibility of moving the meeting to later in the month, such as July 24th. The decision to move or cancel the meeting will be made closer to the date, with at least a 24 hour notice to the public if changes are made.

DISTRICT REPORT

Superintendent Dr. Damon Davis provided a district report; the presentation can be found [here](#). Key highlights are below: (1:18:33)

**Summer Maintenance Projects:**

Maintenance work is in full swing to prepare the school for the fall. Approximately 50% of classrooms are cleaned, starting from the elementary level. The gymnasium floor was recently completed. Six students hired through the Harbor organization assist custodians, handling tasks like moving furniture and outdoor cleaning are at no cost to the district. Painting projects are ongoing, and efforts to organize and clean the mechanical room are underway.

Enrollment Update:

Current kindergarten enrollment stands at 80 students, either fully enrolled or in the process. This number aligns with last year's figures. The second grade remains the smallest cohort, with numbers fluctuating between 85 and 90 students.

Technology Updates:

Two students were hired at no cost to the district for technology support, refreshing computers, Chromebooks, and staff devices. New Chromebooks for sixth and seventh graders are expected soon, and preparations are underway for the 2024-2025 school year.

Summer School:

Summer School consists of two programs: remediation for students within 10% of passing and credit recovery for those who failed by more than 10%. The remediation session ran from June 5 to June 16, while Credit Recovery continues through June 30. The junior high program supports students needing intervention to prepare for the next grade level.

Jump Start to Learning:

Focuses on kindergarten and first-grade students needing extra support in reading. The program will run in July, offering two-morning sessions with two teachers each, targeting literacy.

Summer Lunch Program:

The summer lunch program operates daily from 11:00 AM to 12:30 PM, averaging 100 meals per day and serving over 1,000 meals so far. It is free for anyone aged 1 to 18, running through August 9.

Wellness Initiative:

The Wellness Committee, led by Jen Burke, Rihanna Hubbard, and Jen Leone, identified outdoor spaces for staff to take breaks. Two picnic tables were installed outside the building, and two benches were placed by the garden to create relaxing spaces for staff.

Safety Updates:

Testing and improvements on security systems continued over Juneteenth. A panic button was relocated to Officer Hickey's office for enhanced safety.

Objectives and Key Results (OKRs):

The district is implementing OKRs to align goals with the Strategic Plan. Focus areas include increasing student academic growth and cultivating a positive school climate. The first quarter's objectives involve developing formative assessments and tracking academic progress in English and math. Efforts to improve student attendance and connections are also prioritized.

Graduation Venue:

The graduation ceremony, which is traditionally held on Thursday evening, has been moved to Wednesday May 28, 2025 at the Sharonville Convention Center to accommodate an additional 300-400 guest.



Graduation Gowns:

A proposal was made to adopt a single color for graduation gowns to foster unity. The new design would feature blue gowns with white stripes on the sleeves and blue caps with blue and white tassels. This change aims to create a more inclusive and unified graduation experience.

Treasurer's Recommendations

Motion 173-24 Approve Minutes – May 15, 2024 Regular Session and the June 5, 2024 Work Session.

It was moved by Crystal Menner, seconded by Alycia Bemmes to approve the May 15, 2024 Regular Session Meeting Minutes and the June 5, 2024 Work Session Minutes.

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

Motion 174-24 Approve Financial Reports / Bank Reconciliation / Investments for May 2024

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

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

Motion 175-24 Approve FY24 Final Appropriations and Amended Certificate of Estimated Resources

It was moved by Crystal Menner, seconded by Amy Thamann to approve the FY24 Final Appropriations and Amended Certificate of Amended Resources.

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

Motion 176-24 Approve FY25 Temporary Appropriations

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

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

Motion 177-24 Approve Following New Funds:

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

Fund	Description
300-9330	Arrington Family Office Foundation
499-9025	FY25 Attorney General Safety Grant
499-9225	FY25 Ohio Career Tech Education Equipment Program
200-9228	Class of 2028 Fund

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



Motion 178-24 Approve FY25 Spending Plans for Consolidated Funding Application (CCIP), Disadvantage Pupil Impact Aid (DPIA) and Student Wellness and Success (SWSF)

It was moved by Amy Thamann, seconded by Crystal Menner to approve FY25 Spending Plans for CCIP, DPIA and SWSF funds as presented by the Treasurer.

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

Motion 179-24 Approve Following Donations:

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

Donation From	Donation To	Amount
Arrington Family Office Foundation	Fueling Station	\$7,100.00
Vivian Morgan	Athletics	\$5,000.00

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

Motion 180-24 Approve Following Invoices as Then and Now:

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

Vendor	PO Date	Invoice Date	PO #	Amount	Item
Madeira HS	5/20/2024	4/2/2024	20241708	\$150	Boys Entry Fee - Track
				\$150	Girls Entry Fee- Track
Performing Arts Studio	5/1/2024	4/1/2024	20241699	\$4,000	Licensing for the 101 Dalmatian Show

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

Motion 181-24 Approve Following Fund to Fund Transfers:

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

From Fund	To Fund	Amount
200-9223 - Class of 2023	200-9227 - Class of 2027	\$428.46
200-9224 - Class of 2024	200-9228 - Class of 2028	\$639.73

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



NEW BUSINESS

Motion 182-24 Approval to Rescind the Following Staff Contract for 2024-2025 School Year:

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

Name of Staff	Position
Gretchen Angst	Math Teacher 9-12

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

Motion 183-24 Approve the Following New Staff for 2024-2025 School Year:

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

Name of Staff	Position	Recommended Salary Placement
Morgan Kron	Math 9-12	MA Step 0

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

Motion 184-24 Approval to Rescind the Following Non-Staff Supplementals 2024-2025 School Year:

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

Name of Staff	Position
Dylan Berry	Soccer, Girls Varsity Head Coach

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

Motion 185-24 Approval of the Following Staff Supplementals 2024-2025 School Year:

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

Name of Staff	Position
Chris Kamerer	Department Chair - Jr/Sr Specials
Mark Griffen	Stage Technician
Lexi Bruesewitz	8th Grade Volleyball
Mary Miller	Choir (6-12)
Stephen Sharp*	Cross Country, Head Coach MS

*PAP Pending

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



Motion 186-24 Approval of the Following Non-Staff Supplementals 2024-2025 School Year:

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

Name of Staff	Position
Elliott Hungler	Band Percussion (HS)
Andy Koebbe	Soccer, Varsity Girls Head Coach

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

Motion 187-24 Approval of the Following Volunteers for 2024-2025 School Year:

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

Name of Staff	Position
Ricky Bush	Football, Varsity Volunteer
Rico Trimble	Football, Varsity Volunteer

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

Motion 188-24 Approve the Following Staff Training in August 2024 at \$30.00/hour:

It was moved by Crystal Menner, seconded by Alycia Bemmes to approve the following Staff Training at \$30.00/hour.

Name of Staff	Position
Lizzy Jacques	Safety Care Training (Up to 6 hours)
Lexi Bruesewitz	Safety Care Training (Up to 6 hours)
Kristin Pong	Safety Care Training (Up to 6 hours)
Candy Colangelo	Safety Care Training (Up to 6 hours)
Craig Taylor	Safety Care Training (Up to 6 hours)
Alison Westerkamp	Safety Care Training (Up to 6 hours)
Rebecca Reynolds	Safety Care Training (Up to 6 hours)
Alexa Norton	Safety Care Training (Up to 6 hours)

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

Motion 189-24 Approve the Following Building Substitutes for SY2024-2025 School Year at \$120.00/day:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the following Building Substitutes for the 2024-2025 School Year at \$120.00/day.



Name of Staff	Position
Lanie Sorge	Elementary Building Sub
Jessica Shepha	Elementary Building Sub

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

Motion 190-24 Approve the Professional Development at \$30.00/hour:

It was moved by Crystal Menner, seconded by Alycia Bemmes to approve the following Professional Development at \$30.00/hour.

Name of Staff	Position
Michelle Weingartner	Math Modeling and Reasoning Training June, 2024 Up to 28 hours
Kristin Pong	Orton Gillingham Training Not to exceed 30 hours
Ali Westerkamp	Orton Gillingham Training Not to exceed 30 hours
Alyssa Hamblin	Bridges Training Not to exceed 16 hours

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

Motion 191-24 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
HCESC	FY25 Annual Contract
HCESC	FY25 Ohio Career TechEducation Equipment Program Site Lead Amendment
BCESC	FY25 Food Service Payroll Manager
HCESC	FY25 Memorandum of Understanding Title III
HCESC	FY25 Service Agreement - Reading ELA and Math Coaching
HCESC	FY25 Service Agreement - Gifted Consultation
EPC	FY25 Foodservice Compliance Consulting Agreement
HUDL	FY25 Athletic Agreement

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



Motion 192-24 Approve the 2024-2025 Handbooks:

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

Handbook
SY24-25 Staff Handbook
SY24-25 Student Handbook
SY24-25 Athletic Handbook

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

Motion 193-24 Approve the 2024-2025 Annual Athletic Pass Fees:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following Annual Athletic Pass Fees.

Pass	Amount
Student	\$50.00
Individual	\$90.00
Family	\$175.00

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

Motion 194-24 Approve the 2024-2025 School Fees:

It was moved by Amy Thamann, seconded by Alycia Bemmes to approve the School Fees as presented.

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

Motion 195-24 Approve the Disposal of Textbooks:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the disposal of 31 ELA Textbooks.

Disposal	Quantity
6th Grade ELA Textbook	31

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



Motion 196-24 Approve the Following Overnight Field Trips:

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

Club	Travel Dates
Boys Soccer - Tiffin Camp	July 5-7, 2024
Camp Kern (6th grade)	September 11-13, 2024

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

Motion 197-24 Approve the Following Classified Sub Rates at Dedicated Staffing for 2024-2025 School Year:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following classified sub rates paid through Dedicated Staffing for the 2024-2025 School Year.

Vendor	Rate
Kitchen Substitute	\$14.00/hour
Educational Aide Substitute	\$14.00/hour
Secretary Substitute	\$14.00/hour

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

Motion 198-24 Approve the Following Breakfast/Lunch Fees for 2024-2025 School Year:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the following breakfast / lunch fees the 2024-2025 School Year.

Type	Cost
Breakfast All Students	\$1.75
Lunch - Elementary	\$2.75
Lunch - RJSH	\$3.00
Combo - Lunch All Students	\$3.50
Adult	\$4.75
Milk	\$0.75

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

Motion 199-24 Approve the Following Technical Changes on Policies:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following technical changes to the policies due to name change of the Compliance Officer. (2nd reading not required).

PO 1422	PO 3123
PO 1623	PO 3362
PO 1662	PO 4122
PO 2260 and PO 2260.01	PO 4123



PO 2266	PO 4362
PO 3122	PO 5517

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

Motion 200-24 Approve the MOU for the Science of Reading Program:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following Memorandum of Understanding between Reading Board of Education and Reading Education Association (REA) effective July 1, 2023-June 30, 2026 for certified bargaining members to be compensated for professional development related to the Department of Education and Workforce required "Science of Reading" program sponsored by the State of Ohio to raise literacy achievement for Ohio students.

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

Motion 201-24 Approve Executive Session

It was moved by Amy Thamann, seconded by Alycia Bemmes to approve entering into Executive Session.

Personnel, R.C. 121.22 (G) (1): For the purpose(s) of considering the
 ___ appointment ___X___ employment ___ dismissal ___ discipline ___ demotion
 of a public employee or public official of the School District.

Only Board Members attended Executive Session

Dr. Davis and Mrs. Burke excused

In: 7:28 p.m.

Out: 8:07 p.m.

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

Motion 202-24 Adjournment

It was moved by Crystal Menner, seconded by Alycia Bemmes to adjourn at 8:08 p.m.

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

Beth Wernery

 President, Reading Board of Education

Jenny Burke

 Attest: Treasurer, Reading Board of Education