



**READING BOARD OF EDUCATION
BOARD REGULAR MEETING
March 15, 2023**

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 March 15, 2023, at 5:30 p.m.

The meeting was called to order by the President Beth Wernery at 5:32 p.m.

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

In Attendance:

Dr. Damon Davis, Ms. Jennifer Burke, Mr. Mark Edwards, Ms. Rebecca Johnson, Ms. Stephanie Glad, Mr. Michael Howton, Ms. Susan Fraley, Ms. Danielle Cripe, Ms. Jenny Ernsthausen, Mrs. Amy Celis, Ms. Nicole Walz.

Motion 62-23 Approve Agenda

It was moved by Jim Perdue, seconded by Alycia Bemmes to amend the agenda as written to move Presentations before Public Presentation.

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

PRESENTATIONS

Moved from Media Center to Cafetorium at 5:34 p.m.

Staff Recognition

Dr. Davis congratulated Dr. Misty Cook on successfully defending her dissertation at Miami University and being awarded her doctorate degree.

Reading Board of Education Earns OSBA A-Z Gold Award

The Ohio School Boards Association is a statewide organization that provides leadership and support to Ohio's Public School Districts. Its mission is to promote excellence in school board leadership through education, advocacy, and service. Each year they present their A-Z award for school governance. The A-Z Gold Award is the highest level of recognition for school board governance in Ohio. It recognizes school boards that have demonstrated excellence in leadership, communication, and community engagement. To earn this award, school boards must complete a comprehensive assessment process that evaluates their performance in 10 areas of governance, including vision, student achievement, and community relations. This is the 13th consecutive year our Board of Education has been awarded the Gold Award.

State of Ohio Auditor's Award

The Auditor of State's Office presents the Auditor of State Award to local governments and school districts upon the completion of a financial audit. Entities that receive the award meet the criteria of a "clean" audit report. Less than 10% of all school districts earn this award. To receive a clean audit the district must file all financial reports with the AOS within 120 days of the closing of the fiscal year, the audit report does not contain any findings for recovery, no material citations or weaknesses, and the management letter must contain no comments related to ethics referrals, questionable expenditures, lack of timely financial reports, bank reconciliations, findings for recovery, or public meeting or public records



issues. Jennifer Burke accepted the award on behalf of the district. She thanked the Treasurer's Office team, Janie Harris and Kelly Feld, whose dedication to compliance directly attributes to the clean audits. She reminded everyone this is a team award and thanked the Board of Education members, Dr. Davis and his entire team for all their support and commitment to fiscal responsibility. She thanked our prior Treasurer Mrs. Colette Lewis for her work during the first half of last year. Here at Reading, everyone is committed to fiscal responsibility, transparency and compliance. We want to ensure we are good stewards of the funds that we are entrusted with.

Student Character Awards

Susan Fraley and Michael Howton acknowledged the 3rd quarter character award winners. Pictures of the awardees can be found [here](#).

10 minute reception followed the Student Character Awards. The BOE returned to regular meeting at 6:04 p.m.

PUBLIC PARTICIPATION

3 public participants spoke at the meeting.

Mr. Joe Ellis spoke regarding the Athletic Boosters and the use of the district logo by vendors and local youth groups.

Ms. Amelia Wehr spoke regarding racism in and around the district and what are we doing to change the culture.

Ms. Amanda Paoello spoke regarding racial bullying in the district.

PRESENTATIONS (CON'T)

ELA Adoption Update

Mark Edwards discussed the ELA adoption for materials in grades 3-12 for the 2023-24 school year. Mr. Edwards detailed the process that started in August by contracting with Hamilton County Educational Service Center to lead our educators through the process of curriculum adoption. Joining Mr. Edwards were teachers Jen Ernsthausen, Nicole Walz, Amy Celis, and Danielle Cripe. They discussed the reasons for the selections of Scholastic Literacy in grades 3-5 and Into Literature in grades 6-9. Danielle also discussed supplemental materials that grades 10-12 will look to purchase, including building class libraries. The materials will be available to the public for the next 2 weeks if anyone is interested in viewing them before board adoption. If you are interested in viewing the materials, please contact Mark Edwards at medwards@reading schools.org. You can view Mr. Edwards's presentation [here](#).

Motion 63-23 Executive Session

It was moved by Crystal Menner, seconded by Alycia Bemmes to enter into executive session per ORC 121.22 (G)(1) : To consider the employment and compensation of public employees or officials and (G)(3) Conferences with the public body's attorney concerning pending or imminent court action by division (G)(3) of section 121.22 of the Revised Code. Court action is "pending" if a suit has been commenced; court action is "imminent" if it is on the point of happening or impending.

Board invited Attorney Bill Deters

In: 6:41 p.m.

Out: 8:59 p.m.



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

BOARD COMMITTEE UPDATES

Building & Grounds – No update.

City/School Relation - Next meeting is scheduled for May 3rd 2023 @ 4:30 p.m. in the Media Center.

Finance Committee – Next meeting is scheduled for May 17th 2023 at 4:30 p.m. in the Media Center.

Policy – Next meeting is scheduled for March 29th 2023 at 4:30 p.m. in the Media Center.

OSBA Student Achievement – No update.

OSBA Legislative Update – No update.

Great Oaks Board & Student Highlights – Senior recognition and highlights coming soon.

BOARD DISCUSSION

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

Emergency Action Plans

- Action plans in case of a serious life threatening condition that arises during practices or games.
- 7 AED devices that are located on the Main Campus and at Athletic Fields in the district.

DISTRICT REPORT

Arrival/Dismissal Committee Meeting Update

- The first committee meeting was held on March 8, 2023. Thirteen members attended and identified priorities for possible changes to the school schedule. The committee identified three priorities which included: increasing instructional time for RES, improving RJSH master schedule, and reducing the current amount of staff supervision.

Mock Trial/Wrestling State Qualifiers and Dance Team

- Dr. Davis congratulated both the Mock Trial team as well as individual wrestlers who made it to the state tournament this past weekend.
- Dr. Davis also congratulated our Dance team for their recent competition on March 4-5.

Tutors

- Three temporary positions have been posted to help get recent graduates to help struggling readers between now and the end of the year. These positions are being funded through ESSER II dollars.



Treasurer's Recommendations

Motion 64-23 Approve Minutes – February 15, 2023 Regular Session and March 1, 2023 Work Session Meeting

It was moved by Jim Perdue, seconded by Crystal Menner to approve the February 15, 2023 Regular Session Meeting and the March 1, 2023 Board 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 65-23 Approve Financial Reports / Bank Reconciliation / Investments for February 2023

It was moved by Crystal Menner, seconded by Alycia Bemmes to approve the Financial Reports/Bank Reconciliation / Investments for February 2023.

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

Motion 66-23 Approve Following Donations

It was moved by Jim Perdue, seconded by Alycia Bemmes to approve the following donations.

Donation From	Donation To	Amount
Cincinnati Bar Association	Mock Trial	\$423.00
Reading Elementary PTO	Principal Fund	\$705.74 - Conference Dinner
Jean Rohling	Saxophone to Band Dept.	\$800.00
Vivian Morgan	Bleachers	\$13,000.00
Ladies Auxiliary Unit 69	Flag	\$119.99

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 67-23 Approve the Following Staff Internal Position Change

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following staff internal change of position.

Name of Staff	New 2023-2024 Position
Jen Leone	Counselor Grades 9-12

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



Motion 68-23 Approve the Following Non-Staff Supplementals for 2022-2023:

It was moved by Crystal Menner, seconded by Alycia Bemmes to approve the following non-staff supplementals for 2022-2023 school year.

Name of Staff	Supplemental
Jaden Walton *	Track, Boys Head Coach (MS)

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

The President declared the motion carried.

Motion 69-23 Approve the Following Employment of Tutors at a rate of \$25.00/hour for 2022-2023:

It was moved by Amy Thamann, seconded by Alycia Bemmes to approve the following employment of tutors at a rate of \$25.00/hour for 2022-2023 school year.

Tutor	Effective Dates
Nicholas Detzel	March 21, 2023-May 24, 2023

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

The President declared the motion carried.

Motion 70-23 Approve the Following Salary Schedules:

It was moved by Crystal Menner, seconded by Jim Perdue to approve the following salary schedules.

Salary Schedule	Effective Dates
Administration	August 1, 2023-July 31, 2026
Classified	July 1, 2023-June 30, 2026
Tutor	August 1, 2023-July 31, 2026

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

The President declared the motion carried.

Motion 71-23 Approve the Resolution to adopt an administrative salary schedule and to place the district Administrators on the new schedule as follows:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the following resolution and placement of admin on salary schedule.

Administrator	Salary Step
Sarah Blair	Step 7 - Elem. Asst. Principal
Mark Edwards	Step 5 - Dir. Curriculum
Susan Fraley	Step 6 - Elem. Principal
Stephanie Glad	Step 2 - Coordinator
Michael Howton	Step 5 - RJSH Principal
Nick Wilson	Step 1 - AD/AP
Rebecca Johnson	Step 5 - Dir. Student Services



**READING COMMUNITY CITY SCHOOL DISTRICT BOARD OF EDUCATION
RESOLUTION TO ADOPT AN ADMINISTRATIVE SALARY SCHEDULE AND TO PLACE DISTRICT ADMINISTRATORS ON THE
NEW SALARY SCHEDULE**

WHEREAS, the Reading Community City School District Board of Education ("Board") employs certified school district administrators in various positions such as Principals, Assistant Principals, Coordinators, Directors, etc. pursuant to Ohio Revised Code §3319.01; and

WHEREAS, the Board currently employs these administrators on separate administrative contracts which are not based on a uniform schedule or based on a seniority basis; and WHEREAS, the Treasurer and Superintendent have recommended to the Board that a uniform salary schedule will provide consistency and allow the Board to remain competitive to attract and retain quality administrators in the District; and WHEREAS, upon the Board's adoption of an Administrative Salary Schedule, it will be necessary to place the administrators currently employed by the Board upon said schedule.

NOW, THEREFORE, BE IT RESOLVED by the Reading Community City School District Board of Education as follows:

SECTION I

The Administrative Salary Schedule, attached hereto as Exhibit A, is hereby adopted as recommended by the Superintendent and Treasurer effective for the 2023-2024 contract year.

SECTION II

The current District administrative employees shall be placed on the Administrative Salary Schedule as follows:

- A. Mark Edwards, Director of Curriculum
260 Days Annually, Step 5
- B. Rebecca Johnson, Director, Special Education
225 Days Annually, Step 5
- C. Stephanie Glad, Coordinator, Board of Education Office
225 Days Annually, Step 2
- D. Michael Howton, High School Principal
225 Days Annually, Step 5
- E. Nick Wilson, High School Assistant Principal/Athletic Director
225 Days Annually, Step 1
- F. Susan Fraley, Elementary Principal
225 Days Annually, Step 6
- G. Sarah Blair, Elementary Assistant Principal
225 Days Annually, Step 7

SECTION III

IT IS FOUND AND DETERMINED that all formal action of this Board concerning or related to the adoption of this Resolution was adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

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



Motion 72-23 Approve the Following Contracts / Agreements:

It was moved by Jim Perdue, seconded by Alycia Bemmes to approve the following contract(s) and agreement(s).

Vendor	Service
Hudl	Electronic Athletic Subscriptions

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

Motion 73-23 Approve the 2023-2024 Academic Calendar

It was moved by Jim Perdue, seconded by Alycia Bemmes to approve the 2023-2024 Academic Calendar.

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

Motion 74-23 Adjournment

It was moved by Amy Thamann, seconded by Crystal Menner to adjourn at 9:17 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