



**READING BOARD OF EDUCATION  
BOARD REGULAR MEETING  
January 17, 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 January 17, 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 Five. Alycia Bemmes, Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery

**In Attendance:**

Dr. Damon Davis, Jennifer Burke, Mark Edwards, Becky Johnson, Susan Fraley, Michael Howton, Damian Bose, Amanda Franklin and Rhiana Hubbard.

**Motion 27-24 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**

**Student Character Awards – 2<sup>nd</sup> Quarter**

Our 4th quarter character award recipients were presented with their certificates. View our awardees [here](#).

**Blue Devil Hero Award**

Damian Bose and Amanda Franklin were this month's recipients of the Blue Devil Hero award.

**\*\*\*10 minute recess for reception**

**Presentation to the Reading Board of Education in honor of Board of Education Recognition**

Dr. Davis recognized the Board of Education, coinciding with Board of Education Appreciation Month in January. He expressed gratitude to the board members for their significant contributions. The recognition emphasized the substantial commitment and purpose required for their roles, highlighting the board's efforts in continually improving the schools and providing opportunities for students. In appreciation of their service, the board members received a token of recognition. (32:56)

**Presentation on Mini-Grants – Students Clubs – Rhiana Hubbard**

Rhiana Hubbard presented on the district's involvement with the We Thrive initiative and the successful acquisition of a \$35,000 grant. This grant, aimed at fostering social connectedness and supporting schools post-COVID-19, has enabled the introduction of various extracurricular clubs for students from kindergarten to 12th grade. These clubs, covering a wide range of interests such as running, empowerment groups, cooking, arts, and engineering, are designed to enhance students' social, emotional, and skill development. The initiative was well-received by the board, recognizing its significant impact on providing diverse and engaging opportunities for students beyond traditional academic pursuits. (35:40)



#### Program of Studies – Mark Edwards

Mark Edwards presented an update on the Program of Studies, emphasizing the district's commitment to providing diverse and engaging opportunities for students. This initiative aligns with the district's mission to inspire future leaders, with departments crafting mission statements and setting measurable objectives to ensure alignment and forward momentum. The curriculum has been designed to cater to various student aspirations, ranging from those aiming for four-year colleges to those interested in direct workforce entry.

Changes and additions to the program include new courses such as Intro to Mock Trial for eighth graders, Art History, and business-related courses like Accounting and Entrepreneurship. Particularly notable is the introduction of IT courses, offering CompTIA IT Fundamentals certification and potential college credits through a partnership with the University of Cincinnati. These curriculum enhancements are part of the district's strategy to provide students with a competitive edge and practical skills for their future careers. (43:48)

#### **BOARD COMMITTEE UPDATES (104:41)**

##### Building & Grounds

This committee met prior to the board meeting. They discussed a presentation from Rooted in Community about planting 200 seedlings of trees, aimed at increasing the tree canopy on campus. The committee had a fruitful discussion with Bolser and Thurnridge residents and planned to reconvene for further discussions and idea development, aiming to find a mutually agreeable plan that benefits both the community and the school. Next meeting currently scheduled for April 17<sup>th</sup>, 2024.

##### Finance Committee

The next Finance Committee meeting is scheduled for May 15, 2024, in the Media Center at 4:30 PM

##### Policy Committee

The Policy Committee meeting is set for April 3, 2024, at 10:00 AM in the Board Office.

##### Great Oaks Board & Student Highlights

Mr. Perdue attended the Great Oaks meeting on January 10, 2024. He provided the highlights including the board re-elected Mary Cleveland as Chair of the Board of Directors and JB Stamper as the Vice Chair. There were no student highlights this month.

#### **BOARD DISCUSSION**

None.

#### **DISTRICT REPORT**

Superintendent Dr. Damon Davis provided a district report; the presentation can be found [here](#). Key highlights are below: (1:09:20)

##### Bullying Report

Dr. Davis discussed the district's approach to handling bullying, emphasizing education about its definition, strategies for dealing with it, and resources available for students. The report included data on reported and confirmed cases of bullying in both elementary and junior-senior high schools, indicating a thorough investigation process and a consistent effort to maintain a safe and supportive school environment.



#### House Bill 123 and Student Education

Dr. Davis mentioned the implementation of House Bill 123, focusing on educating students about suicide and violence prevention. Scheduled for March, this initiative requires one hour each of suicide prevention, violence prevention, and social inclusion education, addressing topics like relationships, friendships, and the impact of social media. The objective is to equip students with healthy conflict management skills.

#### A-Z Checklist

The Reading Board of Education was commended for receiving the Effective School Board A-to-Z Award for 12 consecutive years, meeting 23 out of 26 criteria set by OSBA.

#### January/February Professional Development

Additionally, Dr. Davis highlighted a successful professional development day focused on new curriculum areas, planning, and preparation. Upcoming collaborations with Deer Park City Schools for professional development were also noted, fostering a shared resource approach.

#### Strategic Plan Update

The District's Strategic Plan is undergoing a refresh in partnership with Tom Burton and Mari Phillips from We Empower, along with K12. The process involved leadership teams, board members, and building administrators, moving towards launching surveys for staff and community input. The focus on gathering feedback aims to build transparency and trust within the community.

### **TREASURER'S RECOMMENDATIONS**

#### Motion 28-24 Approve Minutes – January 3, 2024 Organizational Meeting and the January 3, 2024 Work Session Minutes:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the January 3, 2024 Organizational Meeting and the January 3, 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 29-24 Approve Financial Reports / Bank Reconciliation / Investments for December 2023:

It was moved by Jim Perdue, seconded by Amy Thamann to approve the Financial Reports/Bank Reconciliation / Investments for December 2023.

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

#### Motion 30-24 Approval of the Following Donations:

It was moved by Jim Perdue, seconded by Amy Thamann to approve the following donations.

Donation From	Type	Donation To	Amount
Vivian Morgan	In Memory of Richard Morgan	Athletics	\$3,425.00

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



Motion 31-24 Approve the Following Invoices under the Then and Now Certificate:

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

Vendor	PO Date	Invoice Date	PO #	Amount	Item
Xavier University	12/1/2023	11/16/23	20240950	\$175.00	Spring Career Fair 3/19/24
University of Dayton	12/1/2023	11/16/23	20240900	\$200.00	Spring Career Fair 3/5/24

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

Motion 32-24 Approval of the Following New Fund:

It was moved by Jim Perdue, seconded by Amy Thamann to approve the following new fund.

Fund	Description
019-9405	FY24 Hamilton Co Mental Health Mini Grant

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 33-24 Approval of the Following Staff Supplementals for 2023-2024 School Year:

It was moved by Crystal Menner, seconded by Jim Perdue to approve the following staff supplementals for 2023-2024 School Year.

Name of Staff	Position
Jonathan Schramm	Baseball, JV Head Coach
Dave Ramsey	Track, Boys Varsity Assistant
Nick Lunsford	Track, Girls 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 34-24 Approval of the Following Staff Supplementals for 2023-2024 School Year:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the following staff supplementals for 2023-2024 School Year.

Name of Staff	Position
Luke Cripe	Track, Boys Head Coach (MS)

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



Motion 35-24 Approval of the Following Non-Staff Supplementals for 2023-2024 School Year:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following non-staff supplementals for 2023-2024 School Year.

Name of Staff	Position
Ricky Bush	Track, Boys Assistant
Joe Godbey	Track, Boys Varsity Head Coach
Marrico Trimble	Track, Girls Assistant
Emma Pletz	Track, Girls Varsity Assistant
Ben Kolb	Track, Girls Varsity Head Coach
Jon Vance	Wrestling Varsity Assistant (50%)

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

Motion 36-24 Approval of the Following Temporary Staff for the 2023-2024 School Year:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following temporary staff for 2023-2024 School Year.

Name of Staff	Position	Recommended Salary	Vendor
Lisa Kloetz	Building Sub/Elementary	\$120.00/day (1/8/24-3/1/24)	SubSolutions
Alyssa Hamblin	Long-term Substitute	\$100/day (12/6/23-1/7/24) \$120.00/day (1/8/24-3/18/24) \$240.24/day (3/19/24-5/24/24)	Sub Solutions

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

Motion 37-24 Approval of the 1<sup>st</sup> Half 2023-2024 Bullying Report:

It was moved by Jim Perdue, seconded by Amy Thamann to approve the 1<sup>st</sup> Half 2023-2024 Bullying Report.

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

Motion 38-24 Approval of the 2024-2025 Program of Studies:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the 2024-2025 Program of Studies.

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

Motion 39-24 Approval of the MOU between REA and BOE for Calamity Days:

It was moved by Crystal Menner, seconded by Alycia Bemmes to approve the Memorandum of Understanding between Reading Board of Education and Reading Education Association (REA), effective July 1, 2023-June 30, 2026 to use an on-line instruction plan in the case of make-up hours on an as needed basis due to calamity.

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



Motion 40-24 Approval of the MOU between REA and BOE for Early Retirement Incentive:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the Memorandum of Understanding between Reading Board of Education and Reading Education Association (REA), effective July 1, 2023-June 30, 2026 for 2.14 the Early Retirement Incentive.

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

Motion 41-24 Approve the following contract(s):

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following contract(s).

Vendor	Service
Hamilton Co. ESC	LinkedUp Connect Portal
The Foundation Unit	Speak Up Curriculum/Trainings

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

Motion 42-24 Approval of OSBA Membership and Subscription for Ohio School Boards Association January – December 2024.

It was moved by Jim Perdue, seconded by Crystal Menner to approve the continuation of membership and subscription for the Ohio School Boards Association from January-December 2024.

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

Motion 43-24 Approval of Varsity Wrestling Overnight Trip to Eaton High School:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the overnight trip to Eaton High School for the Varsity Wrestling Team on 1/26/2024-1/27/2024.

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

Motion 44-24 Approval of the following After School Clubs and staff member payment:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following After School Club advisors from 2/1/2024-5/24/2024. The club advisor will be paid at a rate of \$30.00/hour.

Club	Grades	Sponsor	Total Approved Hours
Elementary Running Club	3-5	Ben Kolb	16
Girls Running Club/Virtual Flying Pig	5-6	Meghan Overbeck	27
“ROX” (Ruling our Experiences - a girl’s empowerment group)	7-8	Emily Sewall	20



Cooking	5	Jordan Meehan Julie Rumpke	20
Board Games	8-12	Becky Landen Ben Drake	32
Golf	7-12	Chris Kamerer	21
"Best Buddies"	6-8	Kristen Pong Jessica Puchan	100
High School Crafts	9-12	Kari Kelly	22
Elementary Crafts	K-?	Miranda Miller	9
Musical Theater	K-4	Lanie Sorge	30
Jr/Sr High Art Club	7-12	Jeremy Newell Matthew Nichols	44
Elementary Art Club	5-6	Amy Baker	38
Book Club	7-12	Cayla Crooks	30
Garden Club	3-6	Amy Celis Julie Rumpke	12
Engineering	7-12	Ben Kolb	8
Fun & Games	K-2	Jess Carpenter April Black Kelly Goldner (sub)	13

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

Motion 45-24 Approve Executive Session

It was moved by Crystal Menner, seconded by Amy Thamann 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.

In: 6:53 p.m.

Out: 8:39 p.m.

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



Motion 46-24 Approval to Amend the Agenda:

It was moved by Amy Thamann, seconded by Crystal Menner to amend the agenda.

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

The President declared the motion carried.

Motion 47-24 Approval of the Salary Schedule for Assistant Superintendent:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the salary schedule for Assistant Superintendent, effective 1/1/2024-06/30/2026.

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

The President declared the motion carried.

Motion 48-24 Approval of the Contract for Mark Edwards as the Assistant Superintendent:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the contract of Mark Edwards, Assistant Superintendent, effective January 1, 2024 through July 31, 2026.

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

The President declared the motion carried.

Motion 49-24 Approval of the MOU between REA and BOE for Field Maintenance:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the Memorandum of Understanding between Reading Board of Education and Reading Education Association (REA) to add Baseball and Softball Field Maintenance Supplementals effective July 1, 2023-June 30, 2026.

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

The President declared the motion carried.

Motion 50-24 Adjournment:

It was moved by Jim Perdue, seconded by Crystal Menner to adjourn at 8:43 p.m.

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

The President declared the motion carried.

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President, Reading Board of Education

\_\_\_\_\_  
Attest: Treasurer, Reading Board of Education