



**READING BOARD OF EDUCATION
BOARD REGULAR MEETING
March 20, 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 March 20, 2024, at 5:30 p.m.

The meeting was called to order by the President Beth Wernery at 5:31 p.m.

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

It was moved by Jim Perdue, seconded by Crystal Menner to excuse Ms. Bemmes from the meeting.

In Attendance:

Dr Damon Davis, Jennifer Burke, Mark Edwards, Becky Johnson, Michael Howton, Susan Fraley, Nick Wilson.

Motion 80-24 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 One: Alycia Bemmes
Nays: None
The President declared the motion carried.

PUBLIC PARTICIPATION

None.

PRESENTATIONS

Character Awards – Michael Howton/ Susan Fraley

Mr. Howton and Ms. Fraley presented character awards to the following students:

Brayan Agustin Lopez	Noland Asher	Mckenzie Baer
Vivian Bothe	Riley Dashley	Eleanor Gentry
Cason Goans	Tucker Heskamp	Lillian Kroeger
Jillian McCoy	Natalie Nicely	Ezekiel Paeda
Christopher Richard	Dalton Sickinger	Maris Anderson
Savannah Clem	Luke Dietrich	Maddie Harris
Eva Hoffman	Kaitlyn Kane	Kennedy Miller
Luke Nash	Olivia Simpson	Autumn Whitt

Mock Trail Recognition – Michael Howton

Mock Trial was recognized for sending two teams to the Ohio State Competition: Krissy Bailey, Ariel Baston, Jackson Brubaker, Kaine Colvard, Hannah Cook, Mia Hankerson, Lilly Jones, Kiersten Klee hamer, Matthew Lawson, Alexa Massey, Cameron Millette, William Moeggenberg, Mouhamadou Ndiaye, Micaiah Neely, James Wooten, Lorean Zander. Pictures



Wrestling & Golf Recognition – Nick Wilson

This winter, 3 student-athletes were honored with state wrestling appearances and a district-qualifying golfer - Pictures

- PJ Murphy - Wrestling
- Gage Murphy - Wrestling
- Dirk Konrad - Wrestling
- Christian Minton - Golf

Blue Devil Hero Award – Damon Davis

Dr. Davis presented the February Blue Devil Hero Awards:

Sarah Barnes

Environmental Services Technician, works tirelessly throughout the building to maintain its cleanliness and ensure that our facilities are in top shape. Colleagues commended her work ethic and attention to detail, noting her constant presence and dedication even on weekends. Sarah's alma mater, Reading, is fortunate to have her as a graduate who proudly serves her community with professionalism and care. Her proactive approach, accountability, and genuine concern for the well-being of our school are truly commendable.

Judith Altman

Educational aide in our preschool program, exemplifies the qualities of a true Blue Devil through her dedication and commitment to our students. Colleagues and parents express gratitude for her exceptional care and devotion to ensuring that our preschoolers have a nurturing and supportive environment to thrive in. Judith's perfect attendance, tireless efforts, and willingness to go above and beyond highlight her contributions to the success of our preschool program and the growth of our students.

Step Up to Quality Award – Damon Davis

Preschool Step-up to Quality - Dr. Davis recognized our Preschool staff for earning the prestigious Ohio State 5-star Step-Up to Quality Award. Step Up To Quality is a tiered quality rating and improvement system designed to acknowledge and incentivize early learning programs that exceed basic health and safety licensing requirements. Achieving a 5-Star rating signifies that our Preschool has met the rigorous quality standards set forth by SUTQ, underscoring our dedication to fostering an environment where our youngest learners can thrive.

The SUTQ rating is awarded once every three years and places our Preschool among the elite early childhood education programs in the state, recognizing our preschool for:

- Implementing curriculum that supports children's learning and development
- Employing highly trained teachers to lead each classroom
- Developing strong partnerships with families and the community
- Completing continuous improvement plans that result in higher quality experiences for children

Reading Board of Education Earns OSBA A-Z Gold Award: (54:24)

Jim Perdue presented to the board the Ohio School Boards Association A-Z Gold Award, which 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 several areas of governance, including vision, student achievement, and community relations. This is the 14th consecutive year our Board of Education has been awarded the Gold Award.



BOARD COMMITTEE UPDATES (104:41)

Building & Grounds

The next meeting is currently scheduled for April 17th, 2024 at 4:30 p.m. in the Media Center.

Finance Committee

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

Policy Committee

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

Great Oaks Board & Student Highlights

During the Great Oaks Board meeting on March 13, 2024, board members were honored at the Ohio School Board Association, Southwest Region Spring Conference, with the board itself achieving Gold Level status. Notably, Amber Ballard and Mary Cleveland received OSBA STAR Awards, and several board members were acknowledged for their long-standing service. The meeting was preceded by an open house and ribbon-cutting ceremony at the newly renovated Live Oaks Career Campus, attended by over 400 people, showcasing the \$38 million enhancements, including modernized classrooms and collaborative spaces. Additionally, Reading City and Deer Park Community School Districts were awarded substantial Career Technical Education grants to enhance their career and technical education facilities. Great Oaks will also have a presence at the National Policy Seminar in Washington D.C. to advocate for Career Tech Education. The board approved the 2024-2025 Great Oaks Student Handbook and the schematic design for the second phase of the Laurel Oaks Expansion Project. Lastly, a surplus auction is scheduled for March 23, 2024, at the Laurel Oaks Campus, with items listed on the auctioneer's website.

BOARD DISCUSSION

None.

DISTRICT REPORT

Superintendent Dr. Damon Davis and Assistant Superintendent Mark Edwards provided a district report; the presentation can be found [here](#). Key highlights are below: [\(57:42\)](#)

CTE Grant Update

Dr. Davis shared a [video](#) created by Hamilton County ESC to commemorate the Governor's Visit.

Mark Edwards discussed the next steps for the district in implementing the Career and Technical Education (CTE) equipment grant which involves several key actions. The first action was the board authorizing a Request for Qualifications (RFQ) concerning architects. This RFQ was approved by the board at the meeting. This will then lead to a bid process. Following the approval of a bid, the chosen architect will develop architectural plans. These plans will be presented to the Board of Education (BOE) for review and further action. In addition to architectural planning, the district will explore equipment options by touring innovation labs in the area, including the UC Innovation Center. This is to ensure that the district is equipped with state-of-the-art facilities that can support the CTE program effectively. Furthermore, the district is moving forward with contracting a Career Based Learning Coordinator. Mark Edwards is currently drafting a job description for this position. The hiring process for this role will be facilitated through the Hamilton County Educational Service Center (HCESC) and will be funded as part of the grant. This coordinator will play a crucial role in integrating career-based learning into the district's educational offerings, aligning with the objectives of the CTE equipment grant.



Strategic Plan Update

Dr. Davis presented an update on the district's Strategic Plan. He outlined a comprehensive approach towards refining the district's objectives and addressing staffing needs. The process began with a District Survey conducted from January 22nd to February 9th, followed by a series of Focus Group Meetings. These included parent meetings on March 5th and 15th, staff meetings on March 5th, and a student meeting on March 15th. These meetings aimed to gather insights and feedback from various stakeholders to inform the strategic planning process.

The Strategic Plan development has three remaining phases:

- Strategy Formulation (February - March) - involves setting SMART goals and developing strategies and action plans to achieve these goals.
- Plan Development (April - May) - focuses on prioritizing strategies, defining performance metrics, and creating an implementation roadmap with a detailed timeline, responsibilities, and required resources.
- Finalization and Presentation (June - July) - includes drafting the strategic plan, reviewing it with the Board of Education and Administration, and then presenting the finalized plan, highlighting the goals, strategies, and implementation details.

Staffing Updates

There were five internal postings on March 11th, with positions in Preschool, High School Business, and Math 7-12 posted externally on March 15th. A Third-Grade position was announced to be posted internally on March 21st.

The district has successfully filled positions for the RJSH Athletic Director and RJSH Secretary.

Due to reduction in enrollment, one section of the Second Grade will be reduced, along with a Title I Position due to decreased Title I funding. The district continues to monitor Kindergarten enrollment closely.

Additionally, the district has been actively participating in local job fairs, including those at Miami University, Dayton University, and Xavier University, to attract potential candidates for open positions.

TREASURER'S RECOMMENDATIONS

Motion 81-24 Approve Minutes – February 21, 2024 Regular Board Meeting and the March 6, 2024 Work Session Minutes:

It was moved by Crystal Menner, seconded by Jim Perdue to approve the February 16, 2024 Regular Board Meeting and the March 6, 2024 Work Session Meeting Minutes.

Roll Call: Ayes: Four. Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery

Absent One: Alycia Bemmes

Nays: None

The President declared the motion carried.

Motion 82-24 Approve Financial Reports / Bank Reconciliation / Investments for February 2024:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the Financial Reports/Bank Reconciliation / Investments for February 2024.

Roll Call: Ayes: Four. Crystal Menner, Jim Perdue, Amy Thamann, Beth Wernery

Absent One: Alycia Bemmes

Nays: None

The President declared the motion carried.



Motion 83-24 Approval of the Following Donations:

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

Donation From	Type	Donation To	Amount
Elementary PTO	Reimbursement for Conference Dinner	Elementary	\$ 980.00
Cincinnati Bar Assoc.	Mock Trial Team Award	Mock Trial	\$1,014.00

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

Motion 84-24 Approval of the Following New Funds:

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

Fund	Description
499-9224	Skilled Trainer Workforce Developm
019-9407	The Health Collaborative

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

NEW BUSINESS

Motion 85-24 Approval of Amanda Franklin as the Athletic Director for 2024-2025 School Year.

It was moved by Amy Thamann, seconded by Crystal Menner to approve Amanda Franklin as the Athletic Director, effective August 1, 2024, certified teaching schedule, 210 day calendar for the 2024-2025 School Year.

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

Motion 86-24 Approval of the Resignations of the Following Certified Staff:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the resignation of the following certified staff effective end of the 2023-2024 school year.

Name of Staff	Position	Effective Date
Ellie McClarren	Reading Specialist	End of the 2023-2024 school year
Jessica Blair	3rd Grade	End of the 2023-2024 school year

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



Motion 87-24 Approval of the Following Non-Staff Supplementals for 2023-2024 School Year:
 It was moved by Crystal Menner, seconded by Jim Perdue to approve the following non-staff supplementals for 2023-2024 School Year.

Name of Staff	Position
Brett Morton	Softball, JV Head Coach

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

Motion 88-24 Approval of the Following Volunteer(s) for 2023-2024 School Year:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following volunteer (s) for the 2023-2024 School Year.

Name of Staff	Position
Ryenn Barley	Softball, Volunteer
Marcus Flege	Baseball, Volunteer

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

Motion 89-24 Approval of the following After School Clubs and Staff Member Payment at \$30.00/hr:

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 Art Club	5-6	Amy Baker	Additional 4 hours

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

Motion 90-24 Approve the following contract(s):

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

Vendor	Service
Best Point	Student out-placement
Hamilton County ESC	RN Services 3/6/2024-5/31/2024

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



Motion 91-24 Approve the following leave of absence(s):

It was moved by Jim Perdue, seconded by Amy Thamann to approve the following leave of absence(s).

Name of Staff	Position	Effective Dates	Reason
Cindy Taylor	8th Grade Science	3/19/2024 - 04/05/2024 Return date 04/08/2024	Paid FMLA
Andrea Whitener	7-12 Math/Science	3/18/2024-3/22/2024 Return 4/2/2024	Medical
Eric Conner	4th Grade	4/4/2024-4/17/2024 Return date 4/18/2024	Paternity

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

Motion 92-24 Approval of the Payment of Board Members to attend Conferences:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the payment of board members to attend OSBA Capital Conference and Board Leadership Institute at \$125/day on the following dates.

Dates	Events
November 13-15, 2022	Capital Conference
May 5-6, 2023	Board Leadership Institute
November 12-14, 2023	Capital Conference
May 4-5, 2024	Board Leadership Institute
November 10-12, 2024	Capital Conference

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

Motion 93-24 Approval of Resolution to Authorize Solicitation of Professional Design Services:

It was moved by Jim Perdue, seconded by Amy Thamann to approve a resolution authorizing the solicitation of the professional design services related to the Reading Community City School District CTE Grant Project.

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

Motion 94-24 Approve Executive Session

It was moved by Jim Perdue, seconded by Crystal Menner 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: 6:46 p.m.
 Out: 8:57 p.m.



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

Motion 95-24 Adjournment:

It was moved by Jim Perdue, seconded by Crystal Menner to adjourn at 8:58 p.m.

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

The President declared the motion carried.

President, Reading Board of Education

Attest: Treasurer, Reading Board of Education