



**READING BOARD OF EDUCATION
BOARD REGULAR MEETING
OCTOBER 14, 2025**

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 October 14, 2025, at 6:30 p.m.

The meeting was called to order by the President Beth Wernery at 6:31 p.m.

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

In Attendance:

Dr. Damon Davis, Mrs. Jennifer Burke, Mr. Mark Edwards.

Motion 279-25 Approve Agenda

It was moved by Jim Perdue, seconded by Amy Thamann to Approve the Agenda as written.

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

PUBLIC PARTICIPATION:

None.

PRESENTATIONS

None.

BOARD COMMITTEE UPDATES

Building & Grounds –The next meeting is scheduled for December 17, 2025 at 4:30 p.m.

Finance – The next meeting is scheduled for November 19, 2025 at 4:30 p.m.

Policy –The next meeting is scheduled for October 15, 2025 at 10:00 a.m. in the Board Office.

Great Oaks Board & Student Highlights – Mr. Perdue provided the board with the highlights of recent Board of Directors meeting. **Congratulations to Scarlet Oaks and Reading student Madalyn Harris for being recognized in the Great Oaks October Spotlight. Madalyn is in the Health Technology program at Scarlet Oaks.**

BOARD DISCUSSION

Ms. Wernery spoke about the Settlement Day Dinner hosted by The Reading Historical Society on October 11, 2025. Ms. Wernery, Dr. Davis, Ms. Burke and Mr. Edwards attended on behalf of the District. Retired staff member Barb Hutzler was honored for her years in Reading Schools and VYO sports.



Financial Forecast Update – Jennifer Burke

Treasurer Jennifer Burke provided an update to the Board of Education on the Financial Forecast (Fiscal Years 2026–2030) on October 14, 2025. She provided a comprehensive outlook on the District's finances examining revenue, expenditures, and cash balances over the period. The report demonstrates cautious optimism showing a strong current cash position but forecasting gradual cash declines due to stagnant revenues and rising expenditures. You can access Mrs. Burke's presentation [here](#).

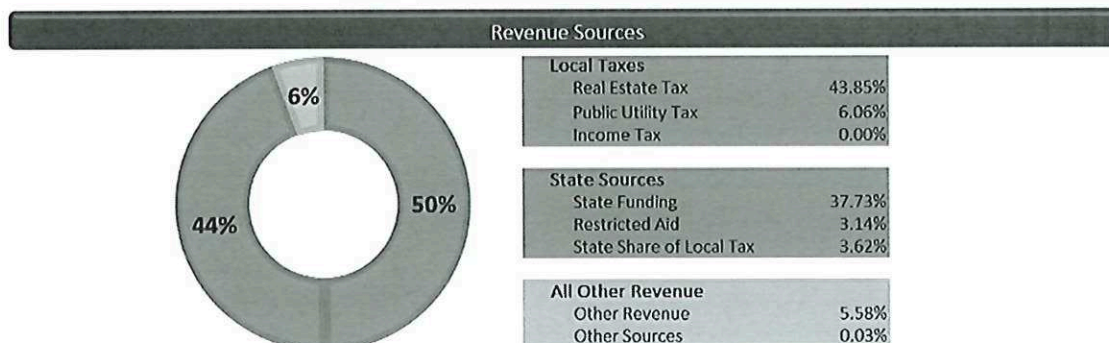
Overall Financial Position

As of July 1, 2025, the district's cash balance was \$8.3 million which is expected to remain positive throughout the forecast period which will end at \$6.7 million by 2030. Balanced budgets are anticipated through FY2027 and deficits projected to begin in FY2028 as expenditures begin to outpace revenues. The district remains financially stable but due to projected deficits will begin to discuss ways to balance the budget starting in FY2028.

Revenue Trends

Total revenues are forecasted at roughly \$21.1 million annually and remaining mostly flat through FY2030. The primary revenue source is local real estate and public utility taxes which account for 49.91% of the General Fund. Due to cost inputs not being updated in the Fair School Funding Plan, the State funding is reduced to 44.49%. The Fair School Funding Plan (FSFP) full phase will be completed in FY2027. Due to the State Legislature not updating cost inputs, the District expects a loss of approximately \$2.8 million in revenue compared to previous projections. School year 25/26 enrollment has declined by 18 students further reducing funding almost an additional \$1M. The forecast assumes steady enrollment of 1,340 students through FY2030. The District anticipates additional income starting in 2028 from Givaudan's TIF revenue related to the Centennial Industrial Park development from direct business payment and shared payroll taxes with the City of Reading.

Other revenue sources, including tuition, fees, interest income, and donations, comprise about 5.6% of total income. Due to the recent rates, interest earnings have risen sharply in recent years but are expected to normalize.

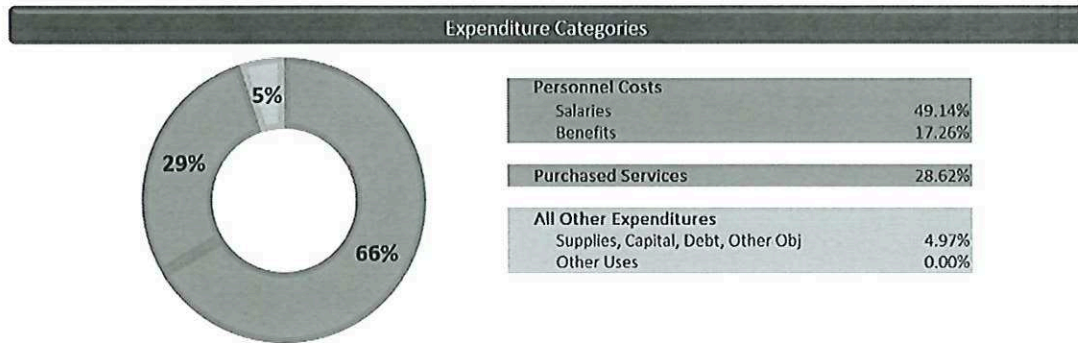


Expenditure Overview

District expenditures are primarily made up of personnel costs for salaries and benefits account for 66.40% of total spending. Purchased Services include contracts for special education



requirements, related services educational staff, classroom educational aides, transportation, utilities and facility maintenance represent 28.62%, while supplies, capital outlay, and other expenses make up the remaining 5%.



Transfers and Financial Strategy

In FY2025, in an effort to protect planned cash reserves, the District transferred \$6.6 million into Special Purpose and Permanent Improvement accounts for long-term commitments. Therefore, the expenditures have shifted for those recurring costs such as athletic supplementals, severance payouts, textbook replacements, chromebook refresh cycles and debt service payments for the Hilltop COPs debt. These are ongoing expenditures and do not represent new spending.

Conclusion

The Reading Community City School District remains in a strong financial position and maintains a healthy fund balance and disciplined fiscal management. Continued monitoring of state funding legislation and enrollment trends will be essential to preserving long-term financial stability and protecting classroom resources. The District continues to seek cost savings through partnerships, competitive grants, energy initiatives, and maximizing laddered investment strategies. Legislative monitoring remains a top priority particularly concerning property tax reforms with HB96, HB129, HB309, HB186 and H335 which could create financial uncertainty.



Mrs. Burke provided a summary of the competitive grants the District has received since 2021 which totaled \$2.35 million. Additionally she highlighted the District's investment earnings



increased from \$77,000 in 2021 to over \$900,000 in 2025 totaling over \$2.2 million in earnings in a 5 year period demonstrating prudent financial management.

Finally, the District emphasizes ongoing advocacy at the state level, with both the Superintendent and Treasurer actively serving on ODEW, OASBO, and Ohio School Board committees. Community members are encouraged to contact local legislators regarding school funding issues.

If you are interested in joining the Finance Committee, please contact Mrs. Burke. Mrs. Burke welcomes all questions and can be reached at 513-842-5108 or via email at jburke@readingschools.org.

Graduation Update May 28, 2026 – Dr. Damon Davis

The Board engaged in conversation regarding graduation dates and venues. The venue will be at Sharonville Convention Center again. However, the larger space secured in 2025 graduation is already taken for a conference. This left the smaller space that the District has used for many years. The Board had concerns regarding not having enough seats for all guests and staff and possibility of limiting 10 guest per graduate. Discussions around selecting another date to secure the larger room but the dates would have potential conflicts with ceremony and district/regional spring sport events. A few follow up items with Sharonville Convention Center to be completed and additional follow up conversation in the coming meetings.

DISTRICT REPORT

Legislative Update – Dr. Damon Davis and Jennifer Burke

Dr. Davis and Mrs. Burke provided recent legislative updates to the Board of Education.

Several significant pieces of legislation are moving through the Ohio General Assembly that could have a direct impact on school funding and local property taxes.

The first, House Bill 96 (Item 66), had its veto overridden by both chambers of the legislature (61–28). This bill eliminates the option for replacement, fixed-sum, or substitute levies to qualify for the rollback and homestead exemptions. As a result, taxpayers will see an increase in their property tax burden for levies that previously qualified for these reductions. Additionally, the bill prohibits school districts from placing new current expense levies on the ballot if their cash carry-over balance exceeds 100% of annual expenditures.

Another measure, House Bill 129 (Item 65), passed the House by a wide margin (81–16) and modifies how the 20-mill floor is calculated. Under this proposal, emergency and substitute levies can be renewed as fixed-sum levies while retaining eligibility for rollback and homestead exemptions. It also allows fiscal distress levies to extend for five years. Importantly, it stipulates that existing emergency and substitute levies will be incorporated into the 20-mill floor calculation at the next property reappraisal, and new fixed-sum levies will count toward that floor going forward.



House Bill 309 (Item 55), which also passed the House (77–19), expands the authority of County Budget Commissions to adjust local levies. This change could effectively undermine voter-approved levies, granting commissions the ability to reduce collections, with only limited protections for the first five years of an operating levy. This introduces additional uncertainty for school districts in long-term financial planning.

Several other proposals remain pending, including HB186, which would limit property tax growth and cap increases at the 20-mill floor; HB335, which allows County Budget Commissions to adjust inside millage rates to align with inflation (using the GDP deflator); HB421, which would remove inside millage entirely; and HB420, which would eliminate continuing levies. There is also discussion of expanding homestead and owner-occupancy credits, which would shift additional costs to local governments, including school districts.

Finally, there are proposed changes to the financial forecasting requirements for school districts. The current five-year forecast would be shortened to three years, with an additional one-year historical view. The submission deadlines would move up significantly, from November 30 to August 31 for the first filing and from May 31 to February 28 for the update. These earlier deadlines pose challenges, as most districts are still finalizing staffing, insurance enrollments, and budget adjustments at the start of each school year—well after the proposed new deadlines.

Lawmakers have until December 31, 2026, the close of the current General Assembly, to act on the remaining items and potential veto overrides.

Treasurer's Recommendations

Motion 280-25 Approve Minutes – September 17, 2025 Work Session and Regular Meeting Minutes (waived the reading of the minutes):

It was moved by Jim Perdue, seconded by Amy Thamann to approve the September 17, 2025 Work Session and September 17, 2025 Regular Meeting Minutes.

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

Motion 281-25 Approve Financial Reports / Bank Reconciliation / Investments for September 2025:

It was moved by Amy Thamann, seconded by Jim Perdue to approve the Financial Reports/Bank Reconciliation / Investments for October 2025.

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



Motion 282-25 Approve the Financial Forecast and Assumption Notes for FY26-FY30:

It was moved by Jim Perdue, seconded by Amy Thamann to approve the FY25-FY30 Financial Forecast and Assumption Notes.

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

NEW BUSINESS

Motion 283-25 Approve Jera Cox, as the Accompanist for RCCSD Concerts, Up to 4 Hours/Per Concert, at the Rate of \$40.00/hour:

It was moved by Amy Thamann, seconded by Jim Perdue to approve Jera Cox, as Accompanist at RSSCD Concerts, Up to 4 Hours/Per event at Rate of \$40.00/hour.

Concert	Date
Jr High Concert	October 14, 2025
High School Concert	October 21, 2025
Jr High Concert	December 9, 2025
High School Concert	December 9, 2025
Jr High Concert	March 17, 2026
High School Concert	March 24, 2026
Jr High Concert	May 12, 2026
High School Concert	May 12, 2026

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

Motion 284-25 Rescind the Following Staff Supplementals 2025-2026 School Year:

It was moved by Jim Perdue, seconded by Amy Thamann to rescind the Following Staff Supplementals 2025-2026 School Year.

Name of Staff	Position
James Singleton	Athletic Coordinator Winter (MS) (100%)

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

Motion 285-25 Approve the Following Staff Supplementals 2025-2026 School Year:

It was moved by Jim Perdue, seconded by Amy Thamann to approve the Following Staff Supplementals 2025-2026 School Year.



Name of Staff	Position
James Singleton	Athletic Coordinator Winter (MS) 50%
Meghan Overbeck	Athletic Coordinator Winter (MS) 50%
James Singleton	Field Maintenance - Baseball 50%
Scott Thamann	Field Maintenance - Softball 50%
Mike Denney	Field Maintenance - Softball 50%
Mike Denney	Softball, Varsity Head Coach

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

Motion 286-25 Approve the Following Non-Staff Supplementals 2025-2026 School Year:
Mr. Perdue motioned and Mrs. Thamann seconded to remove Mr. Jeff Thamann from the resolution due to only three board members in attendance and Mrs. Thamann abstaining on a vote for Mr. Thamann's contract, we removed Mr. Thamann and will vote next month.

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

It was moved by Amy Thamann, seconded by Jim Perdue to approve the Following Non-Staff Supplementals 2025-2026 School Year.

Name of Staff	Position
Marie Hughes	Jr. High Yearbook
Johnathan Schramm	Baseball JV Head Coach
Louie Hess	Baseball Varsity Asst. 50%
Tim Disbennett	Baseball Varsity Asst. 50%
Tyler Androne	Baseball JV Asst. 50%

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

Motion 287-25 Approve the Following Volunteers 2025-2026 School Year:
It was moved by Jim Perdue, seconded by Amy Thamann to approve the Following Volunteers for the 2025-2026 School Year.

Name of Staff	Position
RJ Hayes	Volunteer - Baseball

Roll Call: Ayes Three: Jim Perdue, Amy Thamann, Beth Wernery



Absent: Alycia Bemmes, Crystal Menner
Nays: None
The President declared the motion carried.

Motion 288-25 Approve the following Contracts for the 2025-2026 School Year:

It was moved by Jim Perdue, seconded by Amy Thamann to approve the Following Contracts for the 2025-2026 School Year unless otherwise noted.

Vendor	Service
Pitney Bowes	3-Year Lease Agreement Postage Meter
Amergis	SY25 - Staffing Agreement
Cincinnati Public	SY25 - MOU for St. Peter & Paul
Cincinnati Public	SY25- MOU for The Children's Home

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

Motion 289-25 Approve the Following Revised Hours for Following Non-Staff for 2025-2026 School Year:

It was moved by Amy Thamann, seconded by Jim Perdue to approve the Following Revised Hours for the Non-Staff for the 2025-2026 School Year.

Staff	Position	Rate	Employ
Barbara Cooper	Psychologist	\$50.00/hr (Up to 10hr/Week)	RCCSD

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

Motion 290-25 Adjournment:

It was moved by Jim Perdue, seconded by Amy Thamann to adjourn at 7:44 p.m.

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

President, Reading Board of Education

Attest: Treasurer, Reading Board of Education