



**READING BOARD OF EDUCATION  
ORGANIZATION AND BUDGET BOARD SESSION  
JANUARY 8, 2025**

The Board of Education of the Reading Community City School District met in Organization Session at 810 Columbia Avenue, Reading Ohio 45215 on January 8, 2025, at 5:30 p.m in the Elementary Media Center.

The meeting was called to order by the President Pro Tempore, Jim Perdue at 5:30 p.m. which followed the Tax Budget Public Hearing which was held at 5:00 p.m. by Ms. Jennifer Burke.

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

In Attendance:

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

There were no new board members for the 2025 calendar year.

Motion 01-25 Approve Agenda

It was moved by Crystal Menner, and seconded by Amy Thamann to approve the agenda as written.

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

Mr. Perdue called for nominations for the Office of President.

Motion 02-25 Election of President of the Board of Education

Open Nominations for Board President

It was moved by Amy Thamann to elect Ms. Beth Wernery for the Office of President.

Roll Call Vote on Office of President

Vote: Alycia Bemmes -Beth Wernery  
Crystal Menner - Beth Wernery  
Jim Perdue - Beth Wernery  
Amy Thamman - Beth Wernery  
Beth Wernery - Beth Wernery

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

The President Pro Tempore declared Beth Wernery as President for 2025.

The Treasurer, Ms. Burke, administered the Oath of office to Beth Wernery, Board President.

Mrs. Wernery now presided over the meeting.

Motion 03-25 Election of Vice-President of the Board of Education

Open Nominations for Board Vice-President

It was moved by Jim Perdue to elect Alycia Bemmes for the Office of Vice-President.

It was moved by Beth Wernery to elect Amy Thamann for the Office of Vice-President.



Roll Call Vote on Office of President

Vote: Alycia Bemmes – Amy Thamann  
Crystal Menner – Amy Thamann  
Jim Perdue – Amy Thamann  
Amy Thamann – Amy Thamann  
Beth Wernery – Amy Thamann

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

The President declared Amy Thamann as Vice-President for 2025.

The Treasurer, Ms. Burke, administered the Oath of office to Amy Thamann, Board Vice-President.

Motion 04-25 Approve Board Meeting Schedule for 2025

It was moved by Crystal Menner, seconded by Amy Thamann to approve the Board Meeting Calendar for 2025 to be held in the Media Center. The Work Session will start at 5:30 p.m., followed by a 15 minute break and Board Meeting at 6:30 p.m. as follows:

<u>2025 Board Meeting Dates</u>	<u>Meeting</u>
Wednesday, January 8, 2025	Tax Budget Hearing
Wednesday, January 8, 2025	Organizational Meeting
Wednesday, January 8, 2025	Work Session
Wednesday, January 22, 2025	Board Meeting
Wednesday, February 19, 2025	Work Session
Wednesday, February 19, 2025	Board Meeting
Wednesday, March 19, 2025	Work Session
Wednesday, March 19, 2025	Board Meeting
Wednesday, April 16, 2025	Work Session
Wednesday, April 16, 2025	Board Meeting
Wednesday, May 21, 2025	Work Session
Wednesday, May 21, 2025	Board Meeting
Wednesday, June 25, 2025	Work Session
Wednesday, June 25, 2025	Board Meeting
Wednesday, July 9, 2025	Work Session
Wednesday, July 9, 2025	Board Meeting
Wednesday, August 20, 2025	Work Session
Wednesday, August 20, 2025	Board Meeting
Wednesday, September 17, 2025	Work Session
Wednesday, September 17, 2025	Board Meeting
Wednesday, October 15, 2025	Work Session
Wednesday, October 15, 2025	Board Meeting
Wednesday, November 19, 2025	Work Session
Wednesday, November 19, 2025	Board Meeting
Wednesday, December 17, 2025	Work Session
Wednesday, December 17, 2025	Board Meeting

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



Motion 05-25 Approve Board Committee Meeting Schedule for 2025

It was moved by Jim Perdue, seconded by Crystal Menner to approve the Board Committee Meeting Calendar for 2025 as listed below.

<u>2025 Board Meeting Dates</u>	<u>Committee Meeting</u>
Wednesday, January 22, 2025	Buildings & Grounds Committee 4:30 p.m.
Wednesday, April 16, 2025	Policy Committee Meeting 10:30 a.m.
Wednesday, April 16, 2025	Buildings & Grounds Committee 4:30 p.m.
Wednesday, May 21, 2025	Finance Committee 4:30 p.m.
Wednesday, August 20, 2025	Buildings & Grounds Committee 4:30 p.m.
Wednesday, September 17, 2025	Finance Committee 4:30 p.m.
Wednesday, October 15, 2025	Policy Committee Meeting 10:30 a.m.
Wednesday, November 19, 2025	Finance Committee 4:30 p.m.
Wednesday, December 17, 2025	Buildings & Grounds Committee 4:30 p.m.

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

Motion 06-25 Approve Board Service Fund

It was moved by Crystal Menner, seconded by Jim Perdue to approve establishing a Board Service Fund for calendar year 2025 not to exceed \$20,000.

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

Motion 07-25 Authorize Treasurer to Purchase Liability Insurance

It was moved by Crystal Menner, seconded by Amy Thamann to approve the Treasurer to Purchase Liability Insurance for board members for the period of January 8, 2025, to January 15, 2026.

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

Motion 08-25 Authorize Treasurer to Purchase Performance Bonds

It was moved by Jim Perdue, seconded by Crystal Menner to approve the Treasurer to purchase performance bonds for Superintendent, Treasurer and Board President for the period of January 8, 2025, to January 15, 2026.

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



#### Motion 09-25 Appointment to Tax Incentive Review Council

It was moved by Jim Perdue, seconded by Crystal Menner to appoint the Treasurer as the representative to the Hamilton County Tax Incentive Review Council.

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

#### Motion 10-25 Appointment as Public Records Officer

It was moved by Crystal Menner, seconded Amy Thamann to appoint the Treasurer as the Public Records Officer.

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

#### Appointment Board Committees

Appointment of Board Committee Members

- Buildings Ground – Crystal Menner, Amy Thamann
- Finance Committee – Jim Perdue, Amy Thamann
- Policy Committee – Beth Wernery

#### Motion 11-25 Appointment OSBA & Legislative Liaison

It was moved by Jim Perdue, seconded by Crystal Menner to appoint the OSBA & Legislative Liaison as follows from 1/8/25-1/15/26.

Appointment of Board Member to serve as liaison:

- Legislative Liaison to OSBA – Alycia Bemmes
- Student Achievement Liaison – Amy Thammann

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

#### Motion 12-25 Appointment Corporate Officers

It was moved by Crystal Menner, seconded by Amy Thamann to appoint the Treasurer, Assistant Superintendent and Superintendent, effective 1/8/2025 - 1/15/2026, as Corporate Officers of the District and authorizing each to execute documents on behalf of the District.

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

#### Resolutions for Superintendent Authorizations

##### Motion 13-25 Employment of Temporary Personnel

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the Superintendent, effective 1/8/2025 - 1/15/2026, to employ temporary personnel, as needed, subject to vote of ratification by the Board.

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



Motion 14-25 Board Designee in Suspension Expulsion Hearings

It was moved by Amy Thamann, seconded by Crystal Menner to authorize the Superintendent, or the person designated by the Superintendent, effective 1/8/2025-1/15/2026, to serve as the Board's designee/hearing officer for the purpose of hearing suspension or expulsion appeals, unless the suspension or expulsion is issued by the Superintendent at which time the District's attorney will serve as the hearing officer.

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

Motion 15-25 Board Designee to Accept Resignations

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the Superintendent, effective 1/8/2025 - 1/15/2026, to accept resignations which have been submitted by employees during times when this Board is not in session, subject to ratification by this Board; provided however, that upon ratification by this Board, such resignations shall be deemed effective as of the date and time of the Superintendent's acceptance.

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

Motion 16-25 Hire Staff

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the Superintendent, effective 1/8/25-1/15/26, to employ staff during times when this Board is not in session, subject to ratification by this Board; provided however, that upon ratification by this Board, such hiring shall be deemed effective as of the date and time of the Superintendent's acceptance.

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

Motion 17-25 Approve Overnight Field Trips

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the Superintendent, effective 1/8/25-1/15/26, to approve overnight field trips effective as the date and time of the Superintendent's approval, during times when this Board is not in session, subject to ratification by this Board.

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

Motion 18-25 Approve Legal Counsel

It was moved by Crystal Menner, seconded by Amy Thamann to authorize legal counsel, effective 1/8/25-1/15/26, for the Board of Education in accordance with ORC 3313.203 and 3313.47.

Dinsmore & Shohl LLP as Bond Counsel  
Ennis Britton Co. LPA as Legal Counsel



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

Motion 19-25 Investment of Intern Funds

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the Treasurer to invest interim funds, effective 1/8/25-1/15/26.

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

Motion 20-25 Pay Bills

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the Treasurer to pay bills as per appropriations and to invest funds when possible according to the Board policy as prescribed by ORC 3313.18, effective 1/8/25-1/15/26.

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

Motion 21-25 Health Insurance Provider

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the Greater Cincinnati Insurance Consortium to determine insurance providers for the 2025-2026 School Year.

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

Motion 22-25 Approve Memberships

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the following memberships effective 1/8/25-1/15/26, for the Board of Education.

- a. Ohio School Boards Association
- b. Reading Chamber of Commerce
- c. OSBA Legal Assistant Fund

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

Motion 23-25 Federal, State and Local Grants

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the Treasurer to enter into and accept or participate in Federal, State and Local Grants or agreements and authorize the Treasurer to appropriate funds for the grants awarded, effective 1/8/25-1/15/26.

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



Motion 24-25 Use of Blanket and Super Blankets

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the Treasurer use blanket purchase orders, provided that no such purchase order shall be in an amount in excess of \$500,000 and no such blanket purchase order shall extend beyond the end of the fiscal year. Super blanket purchase orders are not subject to the \$500,000 limitation, effective 1/8/25-1/15/26.

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

Motion 25-25 Approve Support Organizations

It was moved by Crystal Menner, seconded by Amy Thamann to authorize the following support organizations, effective 1/8/25-1/15/26, for the Board of Education.

- a. Reading Athletic Boosters
- b. Reading Band Boosters
- c. Reading Elementary PTO

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

Motion 26-25 Clarify Board Compensation for Meetings

It was moved by Crystal Menner, seconded by Amy Thamann to clarify and to authorize the Treasurer to make payments to board members for Board of Education meetings that are “work session” which occur prior to a Board of Education regular or special meeting since they are considered separate and distinct meetings when they are separated by at least fifteen (15) minutes.

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

Motion 27-25 Clarify Board Compensation for Committee Meetings

It was moved by Crystal Menner, seconded by Amy Thamann to clarify board compensation and to authorize the Treasurer to make payments to board members for organizational and committee meetings.

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

Motion 28-25 Adjournment

It was moved by Crystal Menner, seconded by Jim Perdue to adjourn at 5:56 p.m.

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

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President, Reading Board of Education

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Attest: Treasurer, Board of Education