



**READING BOARD OF EDUCATION  
BOARD REGULAR MEETING  
FEBRUARY 19, 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 February 19, 2025 at 6:30 p.m.

The meeting was called to order by President Beth Wernery at 6:30 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, Mrs. Rebecca Johnson, Mr. Michael Howton, Mrs. Gina Sansone, Mr. Nick Wilson, Ms. Brooke Nichols, Ms. Stacey Riedmiller and RES students and families.

**Motion 48-25 Approve Agenda**

It was moved by Jim Perdue, seconded by Amy Thamann 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**

**RES Update – Gina Sansone, Brooke Nichols, Stacey Riedmiller**

Reading Elementary Principal Gina Sansone brought Reading Elementary students and staff members to the board meeting to share their experience as junior zookeepers through a collaboration with Indian Hill Schools. Fifth graders worked on a STEM-based endangered species project, evaluating websites and creating artwork showcasing at-risk animals. Selected students spent a day at the Cincinnati Zoo, engaging in behind-the-scenes experiences such as learning from zookeepers, feeding animals, and presenting their work to zoo staff. The experience highlighted hands-on learning, creativity, and cross-district collaboration. This is the second year of the STEM partnership between Indian Hill students and Reading students. A special thank you to Elementary Art Teacher Brooke Nichols and fifth grade ELA teachers Rachel Ginty and Stacey Riedmiller for all their work supporting the students.

**AI Presentation – Nick Wilson**

RJSH Assistant Principal Nick Wilson presented an overview of the AI pilot program implemented in Reading Schools. The district has partnered with Forward Edge and Khan Academy's Khanmigo to explore AI-assisted learning. Teachers have incorporated AI into lesson planning, assessments, and personalized instruction, allowing students to receive individualized support. AI tools such as Notebook LM and Teach Ally are helping educators streamline content creation while keeping learning engaging. The district plans to expand AI integration and continue staff professional development.

**BOARD COMMITTEE UPDATES**

**Building & Grounds** – Crystal Menner – Next meeting April 16, 2025 at 4:30 p.m. in the Media Center.

**Finance Committee** – Jim Perdue – Next meeting May 21, 2025 at 4:30 p.m. in the Media Center.

**Policy** – Beth Wernery – Next meeting April 16, 2025 at 10:00 a.m. in the Board of Education Office.



### **Great Oaks Board & Student Highlights -**

Mr. Perdue provided Great Oaks Board Highlights to each board member. Congratulations to Hannah Chandler as the HOSA Treasurer and to Eli Davis on his position as Parliamentarian.

### **BOARD DISCUSSION**

#### **Fair School Funding and District Enrollment Update – Jen Burke**

Treasurer Jennifer Burke provided an update on Fair School Funding and district enrollment trends, highlighting both progress and financial concerns for the coming years. The Fair School Funding Plan, which was designed to provide a more equitable and sustainable funding model for public schools, continues to be phased in by the state. However, the Governor's proposed budget could significantly reduce expected funding due to base cost inputs failed to be updated. This creates a potential shortfall of \$3.2 million over the next four years for the district compared to the November approved forecast. The primary issue stems from the failure to update base cost inputs, which determine the actual costs of educating students. While the state has updated property values and income capacity—making Reading appear wealthier on paper—the funding formula does not account for inflation and rising expenses in student services, teacher salaries and instructional materials. This creates an imbalance that shifts more financial responsibility to local taxpayers. If the final budget doesn't approve the final phase-in of Fair School Funding Plan and updated base cost inputs, the district could see an even larger funding gap of up to \$5.1 million in the worst-case scenario.

District leaders have been actively meeting with state legislators, local business leaders, and education officials to advocate for continued full implementation of Fair School Funding. Superintendent Dr. Damon Davis and Mrs. Jennifer Burke recently met with Senator Bill Blessing and the Reading Chamber of Commerce. At that time, the District secured a commitment from local businesses to support advocacy efforts. The district also encourages community members, parents, and staff to contact their representatives to urge them to support the continued phase-in and update the base cost inputs. Meanwhile, enrollment remains stable at 1,368 full-time equivalent (FTE) students, with fluctuations in open enrollment. The district is actively promoting open enrollment, with an advertisement in Kenwood Mall. Open enrollment applications will open on April 1, 2025, and the district will continue efforts to attract and retain students while navigating the uncertainties of state funding. Mrs. Burke will monitor budget developments closely and provide updates as discussions progress at the state level.

### **DISTRICT REPORT**

#### **State of the District – Dr. Damon Davis**

Superintendent Dr. Davis provided an overview of the district's progress, initiatives, and priorities as part of the State of the District Address. He highlighted the ongoing work aligned with the District Strategic Plan, emphasizing curriculum development, student achievement, career pathways, and community engagement.

This year's key academic focus has been expanding curriculum opportunities, particularly in advanced coursework. Reading students now have access to 16 College Credit Plus (CCP) courses offered in-house, allowing them to earn up to 51 college credits before graduation. Last year, one student graduated with an Associate's Degree, showcasing the district's commitment to early college access and career preparation. Additionally, the district continues expanding career pathways for students, offering new opportunities in pre-apprenticeship programs, work-based learning, and industry certifications in IT, Healthcare, Business, and Engineering. These efforts ensure students graduate with both academic knowledge and practical skills for the workforce.

Student achievement remains a priority, with notable successes on state test retakes. Many students who needed to improve their scores for graduation successfully passed retake exams in math, biology, and U.S.





history, with some even achieving advanced scores. The district continues to focus on data-driven instruction and formative assessments to monitor and support student progress. The recent professional development day reinforced these strategies, allowing staff to learn from one another in a teacher-led, conference-style format covering AI integration, student wellness, and instructional strategies.

Community engagement is another major focus for the district, with efforts to strengthen partnerships with local businesses and organizations. The upcoming Business Appreciation Breakfast on February 20 will welcome over 80 local business leaders to discuss ways to support student learning, mentorships, and career opportunities. This event, now in its second year, has grown significantly and underscores the strong relationship between the school district and the broader Reading community.

Extracurricular activities continue to thrive, providing students with a wide range of opportunities to engage in beyond the classroom. The district now offers over 30 sports teams and 29 student clubs, giving students avenues to explore their interests in athletics, arts, and leadership. The music and arts programs have also expanded, with courses such as graphic design, digital photography, and AP studio art, as well as increased student participation in marching band, pep band, and choir. The marching band will travel to Chicago this spring for a special performance, highlighting the district's commitment to fostering well-rounded student experiences.

Dr. Davis concluded by reinforcing the district's mission to provide high-quality education, meaningful career pathways, and strong community connections. The district remains committed to academic excellence, student well-being, and preparing students for the future, ensuring that Reading Schools remain a place of growth, opportunity, and success.

#### Cell Phone Policy Survey Results

The district recently surveyed families of students in grades 7-12 to gather feedback on the impact of cell phones in school. There were 87 surveys completed, and the results showed that 54% of respondents believe cell phones significantly impact classroom focus and academic performance, with many citing frequent distractions from notifications and social media. In response, 62% of families supported restricting phone use during class to improve student engagement. At the same time, 47% of parents expressed concerns about emergency access, emphasizing the importance of students being able to contact family when needed. However, others noted that classroom phones are available for emergencies, making constant access unnecessary.

When asked about potential solutions, 42% supported the use of phone storage methods, such as classroom collection areas or locking pouches to limit distractions while still allowing access before and after school. Additionally, 70% of respondents stressed the need for consistent enforcement across all classrooms, ensuring clear expectations for students. The Board will use this feedback to explore updates to the district's cell phone policy, aiming to find a balanced approach that supports student focus, learning, and responsible technology use. The survey results will be shared with the community, with further discussions planned to determine the best course of action.

#### Treasurer's Recommendations

Motion 49-25 Approve Minutes – January 22, 2025 Board Meeting \* (waived the reading of the minutes)  
It was moved by Crystal Menner, seconded by Amy Thamann to approve January 22, 2025 Regular Session Meeting Minutes.

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



Motion 50-25 Approve Financial Reports / Bank Reconciliation / Investments for January 2025

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

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

Motion 51-25 Approve the Following Donations:

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

| Donation From               | Donation To               | Amount      |
|-----------------------------|---------------------------|-------------|
| Ms. Abby Morgan             | Athletic Special Projects | \$1,000.00  |
| Reading Athletic Boosters   | Special Projects          | \$13,449.79 |
| Reading Chamber of Commerce | STEM Project              | \$210.00    |

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

Motion 52-25 Approve Following Invoices as Then and Now Certificate (ORC 5705.41(D):

It was moved by Amy Thamann, seconded by Crystal Menner to approve the following invoices under the Then and Now Certificate (ORC 5705.41(D).

| Vendor                     | PO Date  | Invoice Date                  | PO #     | Amount     | Item  |
|----------------------------|----------|-------------------------------|----------|------------|---|
| Showcase America Unlimited | 1/1/2025 | 1/26/24,<br>3/2/24<br>4/20/24 | 20251076 | \$3,244.00 | SY23/24 Dance Pageant, Nationals, Dance Comp Genie. |
| New Richmond               | 2/7/2025 | 1/4/25                        | 20251153 | \$180.00   | JV Wrestling Tournament                             |
| Showcase America Unlimited | 2/1/2025 | 10/31/24                      | 20251142 | \$300.00   | Sanction and Membership Dues                        |
| Showcase America Unlimited | 2/1/2025 | 10//31/24                     | 20251141 | \$500.00   | Sanction and Membership Dues                        |

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

**NEW BUSINESS**

Motion 53-25 Approve the Following Staff Resignation:

It was moved by Jim Perdue, seconded by Amy Thamann to approve the following Staff resignation at the end of the SY24/25 year.

| Name of Staff  | Position             | Effective Date  |
|----------------|----------------------|---|
| Benjamin Drake | Spanish Teacher 7-12 | Resigned position at the end of 2024-2025 school year Received 2/5/2025 |

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





Motion 54-25 Approve to Rescind the Following Staff Supplementals for SY2024/25:

It was moved by Amy Thamann, seconded by Crystal Menner to approve to rescind the following Staff supplemental for the SY24/25.

| Name of Staff   | Position                     |
|-----------------|------------------------------|
| Lexi Bruesewitz | Track, Girls Head Coach (MS) |

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

Motion 55-25 Approve to Rescind the Following Non-Staff Supplementals for SY2024/25:

It was moved by Jim Perdue, seconded by Alycia Bemmes to approve to rescind the following Non-Staff supplemental for the SY24/25.

| Name of Staff | Position         |
|---------------|------------------|
| Ben Kolb      | Track, Volunteer |

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

Motion 56-25 Approve the Following Staff Supplementals for the 2024-25 School Year:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the following Staff Supplementals for 2024-2025 School Year.

| Name of Staff   | Position                         |
|-----------------|----------------------------------|
| Nick Lunsford   | Track, Girls Assistant           |
| Lexi Bruesewitz | Track, Girls Head Coach (MS) 50% |

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

Motion 57-25 Approve the Following Non-Staff Supplemental for the 2024-25 School Year:

It was moved by Alycia Bemmes, seconded by Crystal Menner to approve the following Non-Staff Supplemental for 2024-2025 School Year.

| Name of Staff     | Position                           |
|-------------------|------------------------------------|
| Brett Morton      | Field Maintenance - Softball (50%) |
| Rylynne Jenkins   | Softball, JV Head Coach (50%)      |
| Jessica Meinking* | Softball, JV Head Coach (50%)      |
| Ben Kolb          | Track, Girls Head Coach (MS) 50%   |
| Emma Pletz        | Track, Girls Varsity Head Coach    |

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



Motion 58-25 Approve the Following Volunteers for the 2024-25 School Year:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the following volunteers for 2024-2025 School Year.

| Name of Staff  | Position           |
|----------------|--------------------|
| Louis Hess     | Baseball Volunteer |
| Lucas Pletz    | Track Volunteer    |
| Tyler Androne* | Baseball Volunteer |

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

Motion 59-25 Approve the Special Education Model Policies and Procedures:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the adoption of the Special Education Model Policies and Procedures ("Model Policies") that were released by the Ohio Department of Education and Workforce ("DEW") in December 2024, and directs all staff in the District to use and comply with the Model Policies. The Board further authorizes the Superintendent to notify the DEW of the Board's adoption of the Model Policies through the DEW's Monitoring System by uploading a copy of this Board resolution on or before March 30, 2025, and by November 30 for each subsequent 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 60-25 Approve the Resolution for the Naming Rights of the Trophy Showcase to Mr. Richard Morgan:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the resolution for the naming rights of the trophy showcase outside the main gymnasium to Mr. Richard Morgan.

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

Motion 61-25 Approve the Resolution for the Naming Rights of the Multi-Purpose Wrestling Room to Coach Dick Engel:

It was moved by Amy Thamann, seconded by Alycia Bemmes to approve the resolution for the naming rights of the multi-purpose wrestling room to Coach Dick Engel.

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

Motion 62-25 Approve the Resolution for the Evacuation Procedure Changes:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the resolution for the Evacuation Procedure changes.

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

Motion 63-25 Approve the Resolution for the Support of Full Implementation of the Fair School Funding Plan:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the resolution for the Support of Full Implementation of the Fair School Funding Plan.

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





Motion 64-25 Approve the Following Contracts for the 2024-2025 School Year:

It was moved by Amy Thamann, seconded by Alycia Bemmes to approve the following contracts for the 2024-2025 School Year unless **otherwise noted**.

| Vendor                      | Service  |
|-----------------------------|--|
| Applied Behavioral Services | Contract services for a student 1/23/2025-6/30/2025      |
| Sinclair College            | Annual College Credit Plus MOU (2025-2026 Academic Year) |

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

Motion 65-25 Approve the Resolution for the 2025-2026 Open Enrollment:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the resolution for Open Enrollment per Policy 5113. Applications will be accepted online at [www.readingschools.org](http://www.readingschools.org) starting April 1, 2025 at 8:00 a.m. through May 14, 2025 at 3:00 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 66-25 Approve the 2025-2026 Membership into the Ohio High School Athletic Association:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the resolution for the Membership into the Ohio High School Athletic Association.

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

Motion 67-25 Approve the Following Overnight Field Trips:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the following Overnight Field Trips.

| Group                         | Dates             | Location                |
|-------------------------------|-------------------|-------------------------|
| Mock Trial State Championship | March 6-8, 2025   | Franklin Co. Courthouse |
| Marching Band                 | April 24-26 ,2025 | Chicago, IL             |

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

Motion 68-25 Approve the 2025-2026 Athletic Participation Pay to Play Fees:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the 2025-2026 Athletic Participation Pay to Play fee to \$100.00 for the first two sports with the third sport to be free and a family cap of \$400.00.

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



Motion 69-25 Approve the Following 2025-2026 Athletic Pass Fee:

It was moved by Crystal Menner, seconded by Jim Perdue to approve the 2025-2026 Athletic Pass fee follows:

| Type                  | Rate                                     |
|-----------------------|--|
| Student Passes        | \$50.00/annually, \$30.00/Single Season  |
| Individual Adult Pass | \$105.00/annually, \$60.00/Single Season |
| Family Passes         | \$200.00/annually, \$110/Single Season   |

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

Motion 70-25 Approve Misty Cook for Home Instruction at \$30.00/hour:

It was moved by Jim Perdue, seconded by Crystal Menner to approve Misty Cook as Home Instructor, 5 hours a week @ \$30.00/hour from February 12, 2025-May 30, 2025.

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

Motion 71-25 Approve Executive Session

It was moved by Jim Perdue, seconded by Crystal Menner to approve entering into Executive Session.

Personnel, ORC 121.22 (G) 1:

For the purpose of considering the employment of a public employee or public official of the School District.

In : 8:13 p.m. (all board members, Dr. Damon Davis, Jennifer Burke)

Out: 8:40 p.m. (Dr. Davis and Jennifer Burke out, all board members remain)

Out: 9:44 p.m. (all board members out)

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

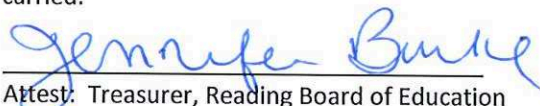
Motion 72-25 Adjournment

It was moved by Amy Thamann, seconded by Crystal Menner to adjourn at 9:44 p.m.

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

The President declared the motion carried.

\_\_\_\_\_  
President, Reading Board of Education

  
Attest: Treasurer, Reading Board of Education