



**READING BOARD OF EDUCATION
BOARD REGULAR MEETING
May 21, 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 May 21, 2025, at 5:30 p.m.

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

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

In Attendance:

Dr. Damon Davis, Mrs. Jennifer Burke, Mr. Mark Edwards, Ms. Rebecca Johnson, Mr. Michael Howton, Ms. Gina Sansone, Heather Lowe (Talbert House), Stephanie Browe (Talbert House), Logan Bush, Mr. Jordan Meehan and Mary Zander.

Motion 142-25 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:

Mary Zander spoke in praise of Mr. Meehan who was her children's 2nd grade teacher. Mr. Meehan was a great leader and always helped the PTO with their events.

PRESENTATIONS

Dance and Cheer Recognition

The Board recognized our varsity dance team members and coaches. This year, our outstanding Varsity Dance Team members earned the title of *National Champions* in Lyrical Performance at the Showcase of America Nationals. This achievement reflects their remarkable talent and the countless hours of hard work and passion they've poured into their craft and routines.

In recognition of this incredible accomplishment, we've proudly hung a 'National Champions—Lyrical Performance' banner in our gym. It will be displayed throughout the coming year as a lasting reminder of their excellence and dedication.

Congratulations to Coach Sam Davis, Lillie Baker, Jalyenah Barrett, Audree Bollmer, Hannah Cook, Nora Anne Davis, Tallie Mages, and Reece Wickemeier.

Gage Murphy Recognition – State Wrestling Champion

The Board recognized Gage Murphy's Reading High School wrestling career. His journey reached an incredible milestone this year when he captured the State Championship title at 165 weight class, a remarkable achievement for Gage and a proud moment for the entire Reading Wrestling program. Throughout his high school career, Gage compiled an extraordinary record: over 179 wins, 119 pins, and 130 total falls. He went undefeated this season with an astonishing 55-0 record. That level of excellence speaks to Gage's dedication and relentless drive on and off the mat.



Character Awards

Character Awards were given to students across all grade levels who exemplify the "Blue Devil Way" through their kindness, responsibility, and leadership. These students were recognized for their positive attitudes, willingness to help others, and ability to serve as role models in their classrooms and beyond. From kindergarteners stepping into school life with kindness and maturity to seniors demonstrating perseverance and hard work, these awards celebrate the heart and spirit of Reading Schools.

RJSH

Calyn Cook
William Moeggenberg
Olivia Brockman
Meredith Hess
Emmerson Cripe
Landen Asher
Luis Sanchez-Toledo
Jeremiah Young
Kenlie Adams
Marley James

RES

Jeremiah Baker
Avery Estes
Khia Abrahamsen
Coraline Parks
Rylinn Heinze
Amir Fall
Iris Tegenkamp
Julian Reyes
Gwyneth Eitel
Jordan Robinson
Ronan Sand
Hayley Cox
Parker Fritsch
Joyce Abel

Blue Devil Hero Award

Congratulations to Mrs. Michele Weingartner, RJSH Math teacher, our May Blue Devil Hero. Mrs. Weingartner has gone above and beyond in supporting students and staff at Reading High School. We're so grateful for her contributions to our school community!

INsight Behavioral Health Program

Representatives Heather Low and Stephanie Browe from the INsight program presented outstanding first-year results from the Behavioral Health Program in partnership with Talbert House:

- 12 students earned Teen Mental Health First Aid Certification after completing extensive training.
- 11 seniors received the Qualified Behavioral Health Specialist credential, allowing them to work in the field immediately.
- 55 "experience-ships" were completed through job shadowing, field trips, and guest speakers.
- \$146,500 in scholarships awarded to seven students.
- Also, INsight gave a \$15,000 donation to support future work-based learning opportunities at Reading.



Stephanie Browe was recognized for her strong student relationships and impact, including being named a top influencer by the graduating class.

New Business:

Motion 143-25 Approve the Following New Staff for 2025-2026 School Year:

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

Name of Staff	Position	Recommended Salary Placement
Nicole Lawson*	Science Teacher 7-8	BA Step 0
Logan Bush*	Spanish Teacher 9-12	BA Step 0

**Pending required certification*

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

BOARD COMMITTEE UPDATES

Building & Grounds –The next meeting is scheduled for August 20, 2025.

Finance Committee – The Finance Committee meeting was held May 21, 2025 at 4:30 p.m before the Board Meeting. Mrs. Burke presented the 5-year forecast, comparison document from November 2024 to May 2025 on actual vs budget comparison and discussed the district's next steps in regards to the HB96 proposed legislation in the next biennium budget. The next Finance Committee meeting will be on September 17, 2025 or potentially sooner depending on the outcome of the biennium.

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

Great Oaks Board & Student Highlights – Mr. Perdue provided the board a summary of the last Board of Director meeting which included Student spotlights:

Reading student Rene Ficke placed first at the FCCLA Leadership Conference and qualified for nationals for the second year in a row.

Records Commission Meeting – Mrs. Burke announced the Records Commission meeting will be held on Wednesday, June 25, 2025 at 5:00 PM in the Media Center, before the regular board meeting, with Mrs. Burke, Dr. Davis, and Mrs. Wernery. The agenda includes reviewing requests to discard materials following the retention schedule approved by the Ohio Commission. This schedule dictates how long documents must be kept and when they can be disposed of. Once records reach their disposal date, they are presented to the Records Commission, which then evaluates and approves their disposal to ensure proper records management compliance.

BOARD DISCUSSION

Testimony at the State Education Committee – Dr. Davis

Superintendent Dr. Damon Davis updated the Board on testimony delivered May 7 at the Ohio Senate Education Committee regarding House Bill 96:

- Dr. Davis thanked Treasurer Jennifer Burke, Board President Beth Wernery, Board Member Jim Perdue, and Career-based Learning Coordinator Todd Schilling for representing our district at the May 7th committee hearing.
- Board Member Jim Perdue submitted written testimony to the Senate Committee.



- Urged full phase-in of the Fair School Funding Plan.
- Opposed a 30% cap on school district cash reserves, a provision that would penalize fiscally responsible districts like Reading.
- Shared community-wide advocacy efforts, including letters, infographics, and legislative visits.
- Highlighted the *shared burden* and fiscal discipline shown by Reading in managing tax dollars and avoiding frequent levies.

Five Year Forecast Presentation – Jennifer Burke

On May 21, 2025, Treasurer Jennifer Burke presented to the Finance Committee Team and to the Board of Education in open session. The **Five-Year Financial Forecast for period fiscal years 2025-2029** for Reading Community City School District (RCCSD) provides a comprehensive view of the district's projected revenues, expenditures, cash position, and financial strengths and challenges as well as next steps in relation to proposed state legislation. The presentation can be found [here](#).

Fiscal Year 2025 Actual vs Budget (November '24 vs May '25)

Overall, revenues came in slightly below budget, with a total shortfall of \$162,084 or -0.75% of the original proposed revenue budget. The variances were a result of real estate tax revenue was \$83,062 under budget due to higher-than-expected delinquencies and public utility tax was down \$77,206 as a result of property value challenge from Duke Energy. State revenue (both unrestricted and restricted) were slightly under forecast by a combined \$21,599 as a result of enrollment projection of 1368 vs 1360 actual student average daily membership (enrollment). All Other Operating Revenues exceeded expectations by \$24,392 which was driven by higher interest income.

Five Year Forecast Comparison to Actual Cash Flow
May 21 2025

	Difference	Difference	2025 Forecast	2025 Projected Actual	Notes
Revenue:	\$	%			
1.010 - General Property Tax (Real Estate)	\$ (83,062)	-0.89%	\$ 9,298,461	\$ 9,215,399	1st Half 2025 Spring Settlement higher delinquencies
1.020 - Public Utility Personal Property	\$ (77,206)	-5.99%	\$ 1,289,273	\$ 1,212,067	1st Half 2025 Spring Settlement Duke Energy value challenge
1.030 - Income Tax	\$ -		\$ -	\$ -	
1.035 - Unrestricted Grants-in-Aid	\$ (17,457)	-0.21%	\$ 8,124,111	\$ 8,106,654	
1.040 - 1.045 - Restricted Grants-in-Aid	\$ (4,142)	-0.55%	\$ 750,020	\$ 745,878	
	\$ -				
1.050 - Property Tax Allocation	\$ 2,456	0.32%	\$ 772,268	\$ 774,724	
1.060 - All Other Operating Revenues	\$ 24,392	1.76%	\$ 1,382,465	\$ 1,406,857	Interest was higher than estimated
1.070 - Total Revenue	\$ (155,019)	-0.72%	\$ 21,616,598	\$ 21,461,579	
	\$ -	\$ -			
Other Financing Sources:	\$ -	\$ -			
	\$ -	\$ -			
2.070 - Total Other Financing Sources	\$ (7,065)	-5.19%	\$ 136,067	\$ 129,002	HC Auditor refund of surplus from the Real Estate Assessment Fund which is paid by the district annually for the collection of taxes.
2.080 - Total Revenues and Other Financing	\$ (162,084)	-0.75%	\$ 21,752,665	\$ 21,590,581	

On the expenditure side, total expenditures were lower than forecast by \$176,661 (a 0.88% favorable variance). Personnel Services were under budget by \$80,058 which was a result of a preschool staff resignation which was filled by a long term substitute and extended unpaid FMLA leaves. Retirement and Insurance Benefits were overspent by \$64,020 largely as a result of an unemployment claim. Supplies and Materials came in significantly under budget (\$129,335 or 16.61%) due to savings in building budgets and delayed technology and furniture purchases and Capital Outlay was \$50,082 below budget, as the District was unable to find vans due to shortage throughout Ohio. The District plans to move the dollars into FY26 to purchase the vans when available. The district finished with a slightly higher-than-expected ending cash balance \$14,689,455 actual vs \$14,674,878 projected a difference of \$14,577 (0.10%).



Expenditures:					
3.010 - Personnel Services	\$ 80,058	0.80%	\$ 9,997,416	\$ 9,917,358	Preschool Staff Member resigned on 10/1; long term sub paid as contract service. Several staff members on extended unpaid FMLA leave.
3.020 - Employees' Retirement/Insurance Benefits	\$ (64,020)	-1.98%	\$ 3,229,318	\$ 3,293,338	
3.030 - Purchased Services	\$ (3,186)	-0.06%	\$ 4,945,284	\$ 4,948,470	
3.040 - Supplies and Materials	\$ 129,335	16.61%	\$ 778,628	\$ 649,293	Unemployment claim; Building budgets, technology and furniture underbudget. Delayed purchase of District vans due to inability to locate used models.
3.050 - Capital Outlay	\$ 50,082	19.45%	\$ 257,500	\$ 207,418	
3.060 - 4.060 - Intergovernmental, Debt & Interest	\$ 1	0.00%	\$ 152,888	\$ 152,887	
4.300 - Other Objects	\$ (15,609)	-5.28%	\$ 295,691	\$ 311,300	Buildings spending more in student/staff incentives
4.500 - Total Expenditures	\$ 176,661	0.90%	\$ 19,656,725	\$ 19,480,064	
Other Financing Uses:					
5.040 - Total Other Financing Uses	\$ -		\$ 353,000	\$ 353,000	
5.050 - Total Expenditures and Other Financing Uses	\$ 176,661	0.88%	\$ 20,009,725	\$ 19,833,064	
Excess of Rev & Other Financing Uses Over (Under)					
6.010 - Expenditures and Other Financing Uses	\$ 14,577	0.84%	\$ 1,742,940	\$ 1,757,517	
7.010 - Cash Balance July 1	\$ -		\$ 12,931,938	\$ 12,931,938	
7.020 - Cash Balance June 30	\$ 14,577	0.10%	\$ 14,674,878	\$ 14,689,455	

The Future: FY26-FY29 Forecast

Financial Forecast	Fiscal Year 2025	Fiscal Year 2026	Fiscal Year 2027	Fiscal Year 2028	Fiscal Year 2029
Beginning Balance (Line 7.010) Plus Renewal/New Levies Modeled	12,931,938	14,689,453	15,740,004	15,719,061	15,298,467
+ Revenue	21,590,579	21,774,447	21,622,942	21,790,710	21,559,574
+ Proposed Renew/Replacement Levies	-	-	-	-	-
+ Proposed New Levies	-	-	-	-	-
- Expenditures	(19,833,064)	(20,723,895)	(21,643,885)	(22,211,304)	(23,253,891)
= Revenue Surplus or Deficit	1,757,515	1,050,552	(20,943)	(420,594)	(1,694,317)
Line 7.020 Ending Balance with renewal/new levies	14,689,453	15,740,004	15,719,061	15,298,467	13,604,150

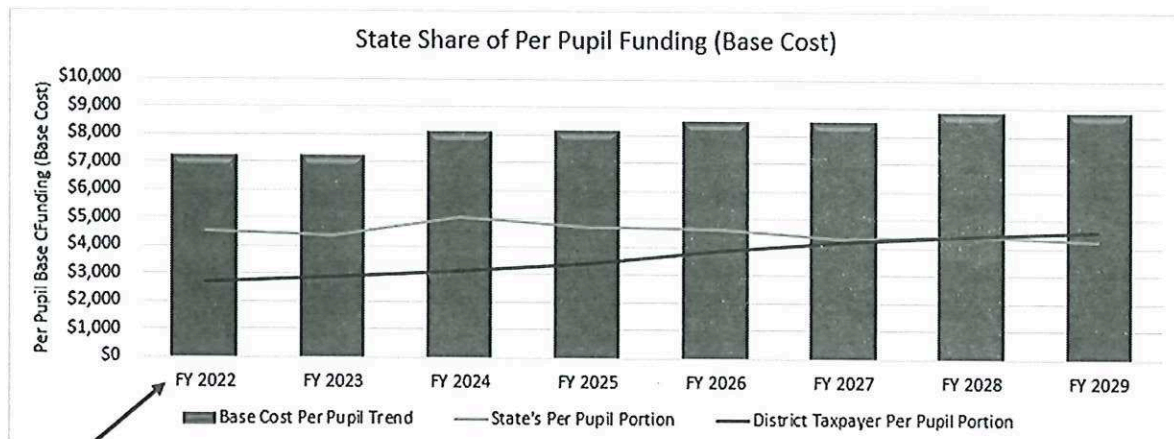
Analysis Without Renewal Levies Included:

Revenue Surplus or Deficit w/o Levies	1,757,515	1,050,552	(20,943)	(420,594)	(1,694,317)
Ending Balance w/o Levies	14,689,453	15,740,004	15,719,061	15,298,467	13,604,150

The District's revenue is closely split between local and state sources with the local share increasing. Revenue projections show minimal growth. Due to HB920, as property valuations increase, tax rates are reduced. Therefore, minimal growth is seen in the revenue collection. For state aid, the Fair School Funding Plan funds students where they are educated. The District's enrollment is expected to remain flat at 1,360 students. The forecast assumes the full phase-in of the **Fair School Funding Plan (FSFP)**, although the Ohio legislature has yet to finalize this. Depending on the final budget bill an amended forecast may have to be filed. The FSFP was approved in the State of Ohio as the funding model for schools in FY22 as part of a planned six-year phase in. The formula was designed as a shared partnership between the State of Ohio and local taxpayers to fund public education. The formula uses local capacity to pay (property tax valuation and resident income) and inputs on how much it costs to educate students. When the formula is adjusted for income and valuation but not updated cost inputs an imbalance occurs shifting the burden to local tax payers and decreasing the state share. As can be seen below, the state share in RCCSD reduces from 63% in FY22 to 48% in FY29 shifting the burden locally. This reduction is occurring statewide from 41.58% in FY22 to 39.33 in FY25. This is occurring as a result of the automated updates in income and property valuations without updating the inputs on what it costs to educate students to current levels which makes the local capacity to pay more.



Per Pupil Funding (Base Cost) Amount and State's Share

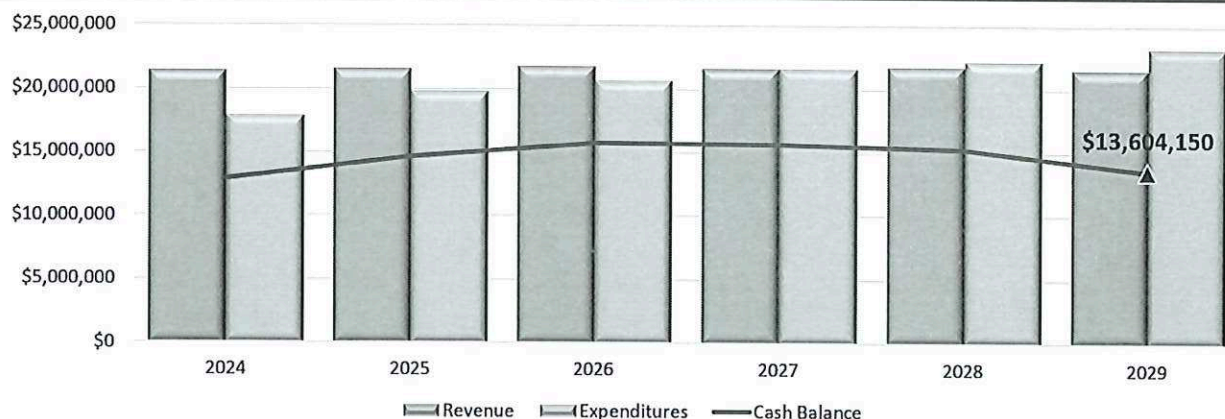


Expenses are expected to rise moderately primarily associated with inflationary cost. Personnel and benefits, which together constitute 67% of the budget, are modeled with modest salary increases (2% base plus 2.8% step for FY26–29) and a projected 8% increase in medical, dental, and life insurance from FY27 onward. Staffing levels are held flat for years 27-29 and are reflective of one FTE reduction for the kindergarten section in FY26. Changes in STRS retirement guidelines were used to predict staff retirement sick time severance pay outs in FY 26-29. Purchased services and supplies are projected to rise 3–5% annually. Overall, starting in FY27, expenditures are projected to outpace revenues, leading to annual deficits. The District's levy planning from 2022 anticipated the early years after the levy passage to have surplus annually and as inflationary cost increases the District would deficit spend using cash reserves. RCCSD is projected to maintain a positive cash balance of \$13.6M at the end of the forecast period in June 2029.

Forecast Summary

Reading Community City School I

Projected Revenue, Expenditures, and Cash Balance



Impacts of House Bill 96 (HB96) and Future of Biennium Budget Bill

The District continues to monitor the biennium budget process. The HB96 proposal would bypass the Fair School Funding Plan and use a "temporary formula" resulting in **\$3.1 million less** in state aid for RCCSD over the forecast period. Furthermore, HB96 proposes a cap on District reserves at 30% of prior-year



expenditures. RCCSD is expected to exceed that cap in FY25 with a projected \$14.7M balance (72% of its budget). If implemented, HB96 could force a tax rate reduction that would reduce the cash reserves over \$8.6 million in lost local tax revenue.

These two potential effects of the projected legislation would force the District into fiscal emergency by FY26 and require a new levy within two years much sooner than the District had planned. This one-time tax savings destroys the District's financial position and long-term increased taxes for residents.

Strategic Reserve Management and Advocacy

Mrs. Burke explained the District's strong cash reserves were planned as a result of careful planning, including levy cycles, prudent use of pandemic relief funds, energy savings, competitive grants, and lower capital needs due to the newness of its facilities. The District's cash balances ensure the District can meet operating expenses throughout the year. Additionally, maintaining strong cash reserves supports a healthy credit rating which is critical for securing favorable interest rates when refinancing bonds. As buildings age, the District must plan for long-term maintenance and capital improvements.

In an effort to protect the District's reserves, Mrs. Burke reviewed the options for transferring funds into special purpose accounts. The proposed expenses were already planned and included in the 5 Year Forecast and therefore NOT new and do NOT change the financial position of the District. Proposed transfers include the following:

- a. 2012 COPs Debt & Interest
- b. District Athletic Supplementals
- c. District Athletic Trsp
- d. Curriculum Textbook adoptions
- e. Chromebook Replacement
- f. Long Term Capital Planning (1 mill)
- g. Retirement Severance Payout

The District will host a public session to seek input from the Community on June 2, 2025 at 5:30 p.m.

The District encourages residents to continue to advocate by urging lawmakers to:

- Fully fund and phase in the Fair School Funding Plan, ensuring accuracy and equity.
- Update base cost inputs to reflect FY24 data.
- Remove the "30% or any cash reserve cap" provision from House Bill 96.
- Use existing categorical studies to meet the real costs of serving all students.
- Postpone any revisions to guarantee structures until full FSFP implementation is complete.

In summary, the forecast underscores the District's prudent financial management and highlights how the proposed state-level changes could jeopardize both short- and long-term stability. RCCSD emphasizes its commitment to sustaining quality education without running frequent levies while advocating for policies that recognize and support local Board of Education control and responsible financial transparency and stewardship.



Memorial Day Parade

Dr. Davis reminded the Board of the Memorial Day parade which is planned for Monday May 26th at 8:30 a.m.

Homecoming Parade Change

The District is exploring the option to move the homecoming parade to Thursday, Sept. 18, with a pep rally after, followed by the game and dance on Friday/Saturday. This is being considered to allow Fall athletes to participate in the parade when they are on the court. The Court winners will still be announced at the game on Friday. The District/Board will continue to explore.

DISTRICT REPORT

Meetings are streamed live and [archived here](#), and board agendas can be found [here](#). Board presentations can be found [here](#).

Gifted Services

Assistant Superintendent Mark Edwards provided a follow-up presentation about the district's plans to shift their gifted service model to a cohort-based approach:

- Gifted students will be grouped together in certain classes beginning in 1st grade through 6th grade (language arts through 6th, math through 5th).
- The model does not isolate gifted students. They'll remain in heterogeneous classrooms but be placed strategically together to enable more targeted instruction.
- Kindergarten students, while not yet officially identified as gifted under Ohio rules, will still benefit as their teachers are receiving the same professional development to prepare them for when identification occurs.

Treasurer's Recommendations

Motion 144-25 Approve Minutes – April 16, 2025* Work Session and April 16, 2025 Regular Session and May 1, 2025 Work Session Minutes (waived the reading of the minutes)

It was moved by Jim Perdue, seconded by Crystal Menner to approve the April 16, 2025 Work Session and April 16, 2025 Regular Meeting and May 1, 2025 Work 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 145-25 Approve Financial Reports / Bank Reconciliation / Investments for April 2025

It was moved by Crystal Menner, seconded by Alycia Bemmes to approve the Financial Reports/Bank Reconciliation / Investments for April 2025.

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

The President declared the motion carried.

Motion 146-25 Approve Following Donations

It was moved by Jim Perdue, seconded by Crystal Menner to approve the Following Donations.

Donation From	Donation To	Amount
Andrew Callahan	Mock Trial	\$100.00
RES PTO	3rd Grade Field Trip	\$445.00
RES PTO	6th Grade Field Trip	\$1182.96



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

Motion 147-25 Approve Following Invoices as Then and Now:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the Following Invoices under Then and Now Certificate.

Vendor	PO Date	Invoice Date	PO #	Amount	Item
JW Pepper	7/1/2024	10/11/2023	20250192	\$17.99	Music
JW Pepper	7/1/2024	10/25/2023	20250192	\$34.50	Music
JW Pepper	7/1/2024	11/1/2023	20250192	\$40.50	Music
JW Pepper	7/1/2024	11/1/2023	20250192	\$33.20	Music
JW Pepper	7/1/2024	11/1/2023	20250192	\$33.20	Music
Wyoming	5/12/2025	4/16/2025	20251643	\$275.00	Track Fee
5/3 Credit Card	4/17/2025	4/17/2025	20251561	\$3426.68	Airline-Austin, TX

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

Motion 148-25 Approve the Five-Year Forecast and Assumption:

It was moved by Jim Perdue, seconded by Amy Thamann to approve the Five-Year Forecast per attached.

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

Motion 149-25 Approve the Following New Funds:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the Following New Funds.

Fund	Description
401-9026	FY26 MND Auxiliary Funds
401-9226	FY26 SPPA Auxiliary Funds
572-9026	FY26 Title I
590-9026	FY26 Title II
551-9026	FY26 Title III
584-9026	FY26 Title IV
516-9026	FY26 Idea B
499-9226	FY26 CTE Equipment Grant
499-9125	FY25 School Safety Grant Ohio Attorney General Camera
451-9026	FY26 Data Connectivity Fund
499-9325	FY25 Skilled Trainer
035-0000	Termination Benefits

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



Motion 150-25 Approve the Resolution Regarding HB96:

It was moved by Jim Perdue, seconded by Crystal Menner to approve resolution regarding HB96: The Biennium Budget Bill in support of the full phase in of the Fair School Funding Plan, updated input on cost and removal of the 30% cap reserves.

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

NEW BUSINESS (con't)

Motion 151-25 Approve the Resignation of the Following Staff Member(s):

It was moved by Amy Thamann, seconded by Jim Perdue to approve the Resignations of the Following Staff.

Name of Staff	Position	Effective Date
Nick Wilson	RJSH Assistant Principal	July 31, 2025 <i>Received 5/5/2025</i>

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

Motion 152-25 Approve the Resignation of Sarah Blair (RES Assistant Principal) and Approval of Counselor Grades 9-12:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the resignation of Sarah Blair as RES Assistant Principal, effective July 31, 2025 and recommend the approval of Sarah Blair as Counselor Grades 9-12, MA+45 Step 20, effective August 1, 2025.

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

Motion 153-25 Approve Extended Days for the Following Staff for 2025-2026 School Year:

It was moved by Amy Thamann, seconded by Crystal Menner to approve Extended Days for the Following Staff for 2025-2026 School Year.

Name of Staff	Extended Days
Sarah Blair	10 days

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

Motion 154-25 Approve Current Staff Changes for 2025-2026 School Year:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the current Staff Position Changes for the 2025-2026 School Year.

Name of Staff	2024-2025 Position	2025-2026 Position
Jen McNeil	Reading Specialist	2nd Grade Teacher
Eric Connor	4th/5th Grade Social Studies	5th Grade Math

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



Motion 155-25 Approve the Following Staff Supplementals 2025-2026 School Year:

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

Name of Staff	Position
Morgan Davidson	Department Chair - Elementary Math
Dave Ramsey	Basketball, Girls Head Coach (7th)

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

Motion 156-25 Approve the Following Non-Staff Supplementals 2025-2026 School Year:

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

Name of Staff	Position
Josh Caudill	Basketball, Boys Head Coach (7th)
Bob Estep	Basketball, Boys Head Coach (8th)
Grayson Roberts	Basketball, Boys Freshman
Pete Kroeger	Basketball, Boys JV Head Coach
Johnny Martin	Basketball, Boys Varsity Assistant
Dave Mason	Basketball, Girls JV Head Coach
Brianna White	Basketball, Girls Varsity Asst.
Gwen Hensely	Dance Team (MS)
Gwen Hensley	Cheerleading, JV Head Coach
Autumn Kist*	Cheerleading, Head Coach Middle School
Corey Stanfield *	Color Guard
Jason Hirt	Wrestling (MS)
DJ Engel	Wrestling (MS)
Jon Vance	Wrestling, JV Head Coach
Chris Seta	Wrestling, Varsity Asst.

**Pending required certification*

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

Motion 157-25 Approve the Following Non-Staff Supplementals 2025-2026 School Year:

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

Name of Staff	Position
Samantha Davis	Cheerleading, Head Coach
Samantha Davis	Dance Team (HS)

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



Motion 158-25 Approve the Non-Staff Volunteers for the 2025-2026 School Year:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the Following non -staff volunteers for the 2025-2026 School Year.

Name of Staff	Position
Ed Wirtz	Basketball, Boys Volunteer

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

Motion 159-25 Approve the Following Summer 2025 Positions at \$30.00/hour:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the Following 2025 Summer Position at \$30.00/hour.

Name of Staff	Position
Danielle Cripe	RJSH Credit Recovery Coordinator 6/2/2025-6/30/2025 (up to 32 hours) @ \$30.00/hr.

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

Motion 160-25 Approve to Rescind the following Non-Staff Supplemental for 2025-2026 School Year:

It was moved by Crystal Menner, seconded by Amy Thamann to approve to rescind the Following Non-Staff Supplemental for the 2025-2026 School Year.

Name of Staff	Position
John McClellan	Mock Trial, Asst. Director (HS)

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

Motion 161-25 Approve the Following Non-Staff Substitute for the 2025-2026 School Year:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the Following Non-Staff Substitute for the 2025-2026 School Year.

Name of Staff	Position	Recommended Salary	Vendor
Cindy French	Long term Substitute for PreK Itinerant As needed per the IEP	\$150.00/day (8/18/2025-05/29/2026)	SubSolutions

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



Motion 162-25 Approve the Following Staff for FMLA for the 2025-2026 School Year:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the Following Staff for FMLA for the 2025-2026 School Year.

Name of Staff	Position	Effective Dates	Reason
Alexis Johnson	Intervention Specialist	07/19/2025-10/6/2025	FMLA Leave

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

Motion 163-25 Approve the following Contracts for the 2025-2026 School Year:

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

Vendor	Service
Upslope	Staff Development and Support 4/1/2025-3/31/2026
Southwestern Ohio Educational Purchasing Council	Food Service Consulting Agreement 7/1/2025-6/30/2026
HCESC	OT/LP Summer Services June 2025
OASBO	Bonefish Systems Service 7/1/25-6/30/26
Abre	Service Agreement 7/1/2025-6/30/2028
Lead Training	Service Agreement 6/1/2025-7/31/2026
HCESC	Job Coaching Services 5/27/2025-6/30/2025

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

Motion 164-25 Approve the following Equipment from the CTE Equipment from CTE Grant:

It was moved by Crystal Menner, seconded by Jim Perdue to approve the Following equipment from the CTE Equipment Grant.

Vendor	Amount
Anatomage	\$115,490.00

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

Motion 165-25 Approve the Policy Update 43.2, 2nd Reading of the Following Policies:

It was moved by Crystal Menner, seconded by Jim Perdue to approve the Policy Update 43.2 (2nd Reading).

Policy Number	Policy
po0131.1	Technical Corrections
po0171	Rescind-Review of Policy
po1422.01	Drug-Free Workplace
po1613	Student Supervision and Welfare



po2265	Protections of Individual Belief, Affiliations, Ideals, or Principles of Political Movements and Ideology
po2271	College Credit Plus Program
po2340	Field and Other District-Sponsored Trips
po2430.02	Participation of Community/Stem school Students in Extra-Curricular Activities
po2431	Interscholastic Athletics
po2460	Special Education
po3213/4213	Student Supervision and Welfare
po5113	Inter-District Open Enrollment
po5120	Assignment within District
po5131	Rescind-Student Transfers
po5136.01	Electronic Equipment
po5223	Released Time for Religious Instruction During the School Day
po5330	Use of Medications
po5350	Student Health, Well-Being, and Suicide Prevention
po5460	Graduation Requirements
po5610	Removal, Suspension, Expulsion, and Permanent Exclusion of Students
po5751	Parental Status of Students
po5780.01	Parents Bill of Right
po6151	Insufficient Funds Checks
po6460	Vendor Relations
po7421	Restrooms, Locker Rooms, Shower Rooms and Changing Rooms
po7440.01	Video Surveillance and Electronic Monitoring
po8142	Criminal History Record Check for Contracted School Services
po8452	Automated External Defibrillators (AED) and Cardiopulmonary Resuscitation
po8500	Food Services

Motion 166-25 Approve the Following Staff for the OHSAA Softball and Baseball Tournament Games at the Rate of \$50.00/game:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the Following Staff for the OHSAA Softball and Baseball Tournament Game at the Rate of \$50.00/game.

Name of Staff	Position	Amount
RJ Hayes	Field Maintenance	\$50.00/Game
Mike Denney	Field Maintenance	\$50.00/Game

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



Motion 167-25 Approve the Following Staff for the OHSAA Softball and Baseball Tournament Games at the Rate of \$50.00/game:

It was moved by Jim Perdue, seconded by Crystal Menner to approve the Following Staff for the OHSAA Softball and Baseball Tournament Game at the Rate of \$50.00/game.

Name of Staff	Position	Amount
Luke Cripe	Site Manager	\$50.00/Game

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

Motion 168-25 Approve the Following Change Order on the CTE Innovation Space:

It was moved by Crystal Menner, seconded by Alycia Bemmes to approve the Following Change Order on the CTE Innovation Space project.

Change Order	Project	Amount
C0-001	CTE Project	\$33,585.00

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

Motion 169-25 Approve the Revised Staff Accountant Job Description:

It was moved by Crystal Menner, seconded by Amy Thamann to approve the Revised Staff Accountant Job Description.

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

Motion 170-25 Approve the Overnight Field Trip for 2025-2026 School Year:

It was moved by Amy Thamann, seconded by Crystal Menner to approve the Overnight Field Trip for the 2025-2026 School Year.

Group	Location	Dates
6th Grade Camp Kern	Camp Kern	Sept. 10-12, 2025

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

Motion 171-25 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.



Property Exception, R.C. 121.22(G)(2):

For the purpose of considering the sale of property at competitive or bargaining advantage to person(s) whose personal, private interests are adverse to the general public interest.

In : 7:53 p.m.

Out: 9:01 p.m.

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

Motion 172-25 Adjournment

It was moved by Jim Perdue, seconded by Amy Thamann to Adjourn at 9:02 p.m.

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

Beth Wernery

President, Reading Board of Education

James Buckle

Attest: Treasurer, Reading Board of Education