

RECORD OF PROCEEDINGS 020

Minutes of MADEIRA BOARD OF EDUCATION

**Regular Meeting
Held April 15, 2024**

The Regular meeting of the Madeira Board of Education was held on Monday, April 15, 2024 at 7pm respectively in accordance with written notices sent to each member. The meeting was called to order by President Ryan Lex.

Present: Brad Cunningham, Steve Bernicke, David Eberly, Ryan Lex, Ann Ramos
Also present at the meeting were Kenji Matsudo, Emily Hauser, Dave Bergan, Betsy Henning, Brady Bowles, Jackie Marsh and Stuart Marsh.

AGENDA (51-24) – Mr. Eberly moved, seconded by Mrs. Ramos that the Board approve the agenda with changes for the April 15, 2024 meeting of the Board of Education.

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

REPORTS

A. Planning Commission – Career & Tech Readiness/Internship Opportunities (Exhibit-1)
Betsy Henning and Brady Bowles presented the planning committee study on Career and Tech Readiness/Internship Opportunities.

Objective: Our term was asked to explore how MCS can better prepare and expose students to careers and job fields of interest. We were asked to research the merits of having high school students engaged in “next step” thinking and having exploration experiences leading toward graduation.

Current Practices:

- Sporadic opportunities for students in grades K-12 dependent upon teacher or parent connections, often not sustained from year to year.
- 7th Grade March Madness and career assessment
- 8th Grade students participate in an organized Career Day each year.
- More opportunities are present at the HS than K-8.
- MHS Students take Personal Finance and Millionaires Club which has a career exploration component.
- David J Joseph partnership with recycling, in partnership with AP Environmental Science.
- 2010-2016 Madeira had partnerships with Gyro and MSA, and Jennifer Jordan. Students applied and interviewed for positions.

Summary of Local School Programs: There are mostly opportunities at the High school level. IH and Mariemont have other opportunities K-8. As a general whole, most districts are similar to Madeira in their career opportunities.

By the time students enter 9th grade, they have already decided what fields they are not interested in. Exposure and opportunities in Elementary and Middle School are equally important as High School.
– OSLN Dr. Sandra Wilder.

The benefits of skill development, career awareness, and the utilization of 21st Century skills in career exploration and internship opportunities are undisputed.

Degrees of Implementation: The results from these interviews were discussed by the team and placed into an Implementation Table for Madeira Schools. The Implementation Table serves as a suggestion for growth ideas at different levels. The Table shares a brief description of the activity or learning and the District in which the idea originated. The school of origin notation was intentional to serve as a reference should the idea be implemented and further information is needed. *The Implementation Tables are available in the full study.

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Recommendations:

- Administrators from each school review the study and engage in conversation to see how they can incorporate career exposure and opportunities into the regular curriculum on a consistent basis.
- Review the Levels of Implementation chart as a guide and resource.
- Identify personnel that can support this effort, whether it be at District or grade level.
- Lean into the Business Advisory Council.
- Work with staff, PTO and Foundation to create a Career Day at each building for all students, not just certain grade levels

The full study is available on the district website.

HEARING OF THE PUBLIC – There were no public comments at this time.

Mr. Matsudo and Mrs. Hauser explained that there will be two consent calendars each board agenda. The reasoning for this is the need for Mr. Cunningham to abstain from athletic matters involving employment related items as he is a volunteer coach for the district.

CONSENT CALENDAR (52-24) – Mr. Eberly moved, seconded by Mrs. Ramos to approve the consent calendar.

A. Minutes

1. March 18, 2024 Special Work Session Meeting (Exhibit-2)
2. March 18, 2024 Regular Meeting (Exhibit-3)
3. April 4, 2024 Special Board Meeting (Exhibit-4)

B. Resignation – Certified

1. Kristina Wanstrath

C. Resignation – Classified/Support

1. Linda Otero-Mendoza – Preschool Aide

D. Employment Contract - 1 Year Limited Contract – Certified, *dependent upon valid licensure and background checks.*

1. **Alexandra Frodge** – MPS Intervention Specialist
2. **Catherine Sherman** – MMS Teacher
3. **Jacqueline Marsh** – MMS Teacher

E. Employment

1. **Jill Dunn** – Increased from .5 to 1.0 FTE – MES Teacher

F. Supplemental Contracts for the 2023-2024 School Year (*pending background checks and appropriate licensure*)

Funded with General Funds – Certified

Name	Assignment	Amount
Courtney Swillinger	Student Evaluations	\$35/Hour up to 18 Hours
Jonelle Bell	Kindergarten Student Screenings	2 days @ \$125 per day
Shelby Baeten	Kindergarten Student Screenings	2 days @ \$125 per day
Emily Swallen	Kindergarten Student Screenings	2 days @ \$125 per day
Niki Volz	Kindergarten Student Screenings	2 days @ \$125 per day
Stacy Radu	Kindergarten Student Screenings	2 days @ \$125 per day
Michelle Whitmore	Home Instruction	\$35/Hour up to 10 Hours

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G. Continuing Contracts – Certified – Awarded for the 2024-2025 School Year, *dependent upon maintaining valid licensure and background checks*

1. Richard Adams
2. Jennifer Dershem
3. Jennifer Ulland
4. Christopher Wagner
5. Shannon Mould

H. 1 Year Limited Contract Renewals – Certified – Awarded for the 2024-2025 school year, *dependent upon maintaining valid licensure and background checks.*

- | | |
|----------------------|------------------------|
| 1. Emily Swallen | 15. Mary James |
| 2. Nicole Volz | 16. Taylor McConney |
| 3. Cary Zerbian | 17. Connor Higgins |
| 4. Kyle Linder | 18. Nicholas Wainscott |
| 5. Elizabeth Freeman | 19. Katherine Howell |
| 6. Shelby Baeten | 20. Christin Bohrofen |
| 7. Abigail Judd | 21. Cody Delk |
| 8. Mari Cisney | 22. Katie Dunn |
| 9. Emory Bergdoll | 23. Rachel McDonald |
| 10. Jessica Seifert | 24. Taylor McNally |
| 11. Kirby Slater | 25. Jairlyn Paugh |
| 12. Stephanie Geiger | 26. Elizabeth Ragland |
| 13. Lea Harrison | 27. Tiare Saylor |
| 14. Allison Abas | 28. Kathryn Thomas |

I. 1 Year Limited Contract Renewals – Certified Preschool – Awarded for the 2024-2025 school year, *dependent upon maintaining valid licensure and background checks.*

1. Jaclyn Preston
2. Natalie Stretcher
3. Jennifer Schaeffer
4. Megan Miller

J. Re-employment - Re-employ in accordance with the terms and conditions of employment contract and Waiver and Release Agreement.

1. Bob Kitchen

K. Non-Teaching Non Renewals – Non Certified Special Education Assistants and Educational Aides and all other assignments

Aaron Harding
Amanda Mangialardo
Amy Miller
Angela Blevins
Angela Pointer
Angelina Kling
Beth Erskine
Beth Hertzman
Betsy Dodson
Betsy Flynn
Brenda Rheame
Christina Harper
Christine Hill
Crystal Smith
Crystallyn Howlett
Hayley Baker

Jennifer Wagner
Jill Watson
Jodi Wiley
Judy Batty
Julie Harms
Justin Chafe
Karen King
Kathy Nieves Puigdoller
Kelly Kimling
Kim Janning
Kristen Fox-Angel
Leah Brady
Lina McFarland
Linda Otera-Mendoza
Lindsey Franklin
Lisa Egan

Megan Sand-Espinoza
Melissa Stringer
Meredith DeBrunner
Meredith Smith-Camp
Mindy Maurer
Natalie Luxton
Pam Brasey
Pam Scott
Rachel Grayson
Sara Bairnsfather
Shannon Childs
Shannon McDaniel-Myers
Susan Kucewicz
Terri Murdock

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L. Non-Teaching Contract Non-Renewals, Coaches and Extra-Curricular Advisors/Sponsors and Assignments

1. Extra-curricular Supplemental Contracts

Carrie Feldmeyer	Preschool Extended Days
Maria Flores	Color Guard, Winter Guard, Band Camp
Tieraney Flores	Theatre Costume Designer
Andrea Azzarita	Theatre Technical Director
Barb Linser	Academic Team
Andrew Gillum	Marching Band
Emily Dickman	Band Camp
Angela DeMoss	Marching Band, Band Camp
Anthony Beasley	Marching Band, Band Camp
Melissa Tatum	Extended Days,-ESY (before & after 2023-2024)
Vicki Mitchell	EMIS Summer Days, ESY (before & After 2023-2024)
Maureen Vanskaik	Extended Days,-ESY (before & after 2023-2024)
Casondra Mobley	Extended Days,-ESY (before & after 2023-2024)

M. Treasurer's Report

1. General Fund Financial Report for March, 2024 and warrant payments for all funds in the amount of \$511,215. (Exhibit-5)

	Mar. 1- Mar. 31	FY24 FYTD	FY23 FYTD
Revenues	\$1,555,884	\$24,950,032	\$23,989,860
Expenditures	\$1,918,327	\$21,590,700	\$20,222,529
Ending Cash	\$18,111,940	\$18,111,940	\$18,859,819

2. Donations

Donor	Item/Recipient	Amount
1N5	Sources of Strength Supplemental Payments	\$1,500.00
Anonymous	Girls Basketball Program	\$500.00
VFW Post 5451, Urbana, Ohio	Scholarship	\$2,000.00

3. Tax Rates – Hamilton County Budget Commission – Moved the Board accept the amounts and rates, as determined by the Hamilton County Budget Commission in its certifications, by and the same hereby accepted. Be it further resolved that there be and is hereby levied within and without the ten-mill limitation as follows. **(Exhibit-6).**

	<u>Inside Millage</u>	<u>Outside Millage</u>	<u>Total</u>	<u>Estimated Revenue</u>
General Fund	4.26	102.01	106.27	\$22,334,941
Bond Fund		4.25	4.25	\$2,431,482

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

ATHLETIC CONSENT CALENDAR (53-24) – Mr. Eberly moved, seconded by Mrs. Ramos to approve the athletic consent calendar.

A. Resignation – Certified

- 1. Joe Kimling** – Athletic Director
- 2. Rick Rockwell** – MHS Head Boys Basketball Coach
- 3. Chip Dobson** – MHS Head Swim Coach

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B. Supplemental Contracts for the 2023-2024 School Year (pending background checks and appropriate licensure)

Funded with General Funds – Certified

Name	Assignment	Amount
Michelle Whitmore	After School Unified Track Special Education Support	\$35/Hour up to 25 Hours

C. Non-Teaching Contract Non-Renewals, Coaches and Extra-Curricular Advisors/Sponsors and Assignments

1. Extra-curricular Supplemental Contracts

Cyndi Underwood	Ticket Manager, Athletic Pay to Participate, Athletic Event Staff
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2. Athletic Contracts for Non-Teaching Pupil Activity Permit Supplementals

Dave Schweppe	Football
Clayton Spence	Football
Mike Wallace	Football
Matt Lester	Football
Kaleb Detellem	Football
Josh Fendley	Football
Robert Manning	Football, Basketball, Basketball Camp
Tony Ripberger	Soccer, Soccer Camps
Daniel Kuntz	Soccer, Soccer Camp, Basketball Official
Joe Naegeli	Soccer, Soccer Camp
Pete Hopewell	Basketball Camp, Basketball
Emma Boomersshine	Lacrosse
Howard Miller	Lacrosse
Andrew Stricker	Lacrosse
Brooke Pacollia	Lacrosse
Ron Bashara	Tennis
Mark Honschopp	Tennis
Elizabeth Rother	Cross Country
John Kirby	Cross Country
Rachelle Kirby	Cross Country
Edward LeBorgne	Basketball Camp, Basketball
Dale Clever	Track
Spenser Cox	Track
Alex Dawson	Track
Allison Echler	Track
Sarah Wagner	Track, Yoga Instructor
Pam Ewald	Track
Maurice Williams	Track
Mason Elam	Baseball, Winter Site Coordinator

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Brad Kanter	Baseball
Charles Smith	Softball
Nate Mercer	Softball
Dallas Mount	Softball
Megan Hasson	Volleyball
Ashley Molesworth	Volleyball
Sydney Morris	Volleyball
Kaitlyn Mulvaney	Volleyball
Devin Jordan	Volleyball
Jared Kline	Basketball, Camp
Greg Ervin	Basketball, Camps
Brian Lutes	Basketball
Alyssa Frye	Basketball, Camp, Track
Erin Cofskey	Basketball, Camp
Amy Simmons	Basketball
Jeremy Carpenter	Basketball
Tyler Hirano	Basketball Camp
Chris Davidson	Wrestling
Kevin Cloran	Wrestling
Kris Kuykendall	Wrestling
Caleb Lipsey	Wrestling
Brad Conner	Golf
Dan Hartung	Golf
Catie Kauffman	Golf
Mike World	Golf
Shelley Haas	Cheer
Megan Feichtner	Swimming
Chet Dobson	Swimming

Vote: Mr. Bernicke, aye; Mr. Cunningham, abstain; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

PERSONNEL

- A. Non-Teaching Non-Renewal (54-24) –** Mr. Eberly moved, seconded by Mr. Cunningham that the Board non-renew the following positions at the end of the 2023-2024 school year.

- 1. Synda Bernicke –** Educational Assistant, Summer Transition

Vote: Mr. Bernicke, abstain; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- B. Resignation for Purpose of Retirement (55-24) –** Mr. Bernicke moved, seconded by Mrs. Ramos that the Board accept with great appreciation the resignation for purpose of retirement of **Eloise Miskimens** effective July 1, 2024.

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- C. Resignation for Purpose of Retirement (56-24) –** Mr. Eberly moved, seconded by Mrs. Ramos that the Board accept with great appreciation the resignation for purpose of retirement of **Cyndi Underwood** effective July 1, 2024.

Vote: Mr. Bernicke, aye; Mr. Cunningham, abstain; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

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- D. Resignation for Purpose of Retirement (57-24)** – Mr. Eberly moved, seconded by Mr. Bernicke that the Board accept with great appreciation the resignation for purpose of retirement of **Karen King** effective at the end of the school year.

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- E. Resolution to Terminate Employment (58-24)** – Mr. Eberly moved, seconded by Mrs. Ramos that the Board accept the resolution to terminate employment of Elizabeth Kendall (Exhibit-7).

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

GOVERNANCE

- A. Student Handbooks (59-24)** – Mr. Eberly moved, seconded by Mrs. Ramos that the Board adopt the following handbooks for the **2024-2025** school year.

1. High School/Athletic Handbook (Exhibit-8)
2. Middle School Handbook (Exhibit-9)
3. Elementary School Handbook (Exhibit-10)

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- B. Textbook Approval (60-24)** – Mr. Eberly moved, seconded by Mrs. Ramos that the Board approve the following Honors Corporate Financial Accounting textbook adoption for 2024-2025 school year.

1. **Financial Accounting Information for Decisions 12th Edition, by John J Wild, 2024**

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- C. Textbook Approval (61-24)** – Mr. Eberly moved, seconded by Mrs. Ramos that the Board approve the following Honors and CP Anatomy Physiology textbook adoption for 2024-2025 school year.

1. **Anatomy and Physiology by BioZone, 2023**

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- D. Textbook Approval (62-24)** – Mr. Eberly moved, seconded by Mrs. Ramos that the Board approve the following MMS Math textbook adoption for 2024-2025 school year.

1. **Amplify Desmos Classroom Electronic Resource based on Illustrative Mathematics Curriculum, 2024**

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- E. Textbook Approval (63-24)** – Mr. Cunningham moved, seconded by Mrs. Ramos that the Board approve the following MHS Spanish 1-4 textbook adoption for 2024-2025 school year.

1. **Reporteros Series 1-4, by Klett World Languages, 2023**

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- F. Middle School Grade 8 Students to Washington DC in 2024 (64-24)** – Mr. Eberly moved, seconded by Mr. Bernicke that the Board approve an extended field trip for the Madeira Middle School 8th grade field trip to Washington DC from October 15 to October 17, 2024. (Exhibit-11)

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- G. Policies (65-24)** – Mrs. Ramos moved, seconded by Mr. Eberly that the Board resolve the following policies are hereby adopted and that any prior corresponding policy heretofore adopted by the Madeira City Schools Board of Education is hereby rescinded. (Exhibit-12)

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Policy#	Policy Name	Action
1235	Jury Duty	Revised
1615	Use of Tobacco by Administrators	New
2623	Student Assessment and Academic Intervention Services	Revised
2623.02	Third Grade Reading Guarantee	Revised
3120.04	Employment of Substitutes	Revised
3140	Termination and Resignation	Revised
3215	Use of Tobacco by Professional Staff	Revised
3235	Jury Duty	Revised
4124	Employment Contract	Revised
4140	Termination and Resignation	Revised
4215	Use of Tobacco by Classified Staff	Revised
4235	Jury Duty	Revised
5310	Health Services	Revised
5512	Use of Tobacco	Revised
6600	Deposit of Public Funds: Cash Collection Points	Revised
7434	Tobacco Use Prevention	Revised
8600	Transportation	Revised
8640	Transportation for Non-Routine Trips	Revised
8650	Transportation by Vehicles Other Than School Buses	Revised
8660	Incidental Transportation of Students by Private Vehicles	Revised
9160	Public Attendance at School Events	Revised

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- H. **Student Services Coordinator Job Description (66-24)** – Mrs. Ramos moved, seconded by Mr. Eberly that the Board approved the job description for the Student Services Coordinator (Exhibit-13).

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- I. **Athletic Director Job Description (67-24)** – Mr. Eberly moved, seconded by Mr. Bernicke that the Board approved the revised job description for the Athletic Director (Exhibit-14).

Vote: Mr. Bernicke, aye; Mr. Cunningham, abstain; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- J. **Assistant Principal Job Description (68-24)** – Mrs. Ramos moved, seconded by Mr. Eberly that the Board approved the revised job description for the Assistant Principal (Exhibit-15).

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- K. **Student Athletic Coordinator Job Description (69-24)** – Mr. Eberly moved, seconded by Mrs. Ramos that the Board approved the job description for the Student Athletic Coordinator (Exhibit-16).

Vote: Mr. Bernicke, aye; Mr. Cunningham, abstain; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- L. **Calendar 2024-2025 (70-24)** – Mr. Cunningham moved, seconded by Mrs. Ramos that the Board approve the amended calendar for the 2024-2025 school year. (Exhibit-17)

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

- M. **Approval of Guaranteed Maximum Price Number Three for the Madeira High School Athletic Renovation Project (71-24)** – Mr. Eberly moved, seconded by Mrs. Ramos that the Board approve the GMP amendment number three the Madeira High School Athletic Renovation Project. (Exhibit-18)

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

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SUPERINTENDENT COMMITTEE REPORTS

- Finance – Mrs. Hauser reported that the Finance Committee met on April 12th and reviewed the recommendation by the planning commission of a 2.5% base increase. The committee was also updated on the GCIC Health insurance rate increase of 4.6%. The five year average increase has been 4.6% and ten year average increase has been 3.5%. Lastly, the committee discussed GMP # 3 that was approved at this meeting. The athletic renovation phase II project is trending over budget at this point. We will not know if it comes in entirely over budget until GMP # 4 and further down the line when bids are received for a new gym floor and bleachers. Currently the plan is to utilize the remaining dollars from the MES addition project to make up the difference and monitor to see if additional funds will ultimately be necessary.
- Buildings and Grounds – Mr. Bergan reported on the camera upgrades currently being installed that we utilized safety grant dollars on. Additionally, they are consistently checking off punch list items at MES and the track was repaired in time for the track meet to take place as planned. Lastly, over the summer sealing and striping will be completed at the MES parking lots as well as adding speed humps on the drive at MES.
- Community Relations – Mr. Matsudo reported that we had the senior citizen coffee at MES and had about 18 people in attendance who have lived in Madeira for many years. After the meeting they were then provided with a tour of the new space at MES. Mr. Matsudo also reported that we had a great meeting with our community leaders including clergy, schools, city, police and fire. Lastly, the musical is this weekend and our staff and students have put in a lot of work. Mr. Matsudo encouraged people to come out and see it.
- Policy – The Spring update was approved at this meeting.

BOARD COMMITTEE/LIASION REPORTS

- Planning Commission – Mr. Matsudo stated that the last study was presented tonight. Action items will be included in the district goals.
- Great Oaks – No update provided at this time. Mr. Matsudo will email the report from Chief Ashbrock.
- Legislation – Mrs. Hauser reported that former Ohio Rep. Jessica Miranda was announced as the new Hamilton County Auditor. The state also released the funding distributions for core instructional materials for K-5 students aligned with the science of reading and Madeira will be getting \$85K. Lastly, the Joint Committee on Property Tax Review and Reform will hear invited testimony from Mike Sobul and a panel of Superintendents and Treasurers.
- Student Achievement Liaison – Mr. Matsudo reported that students are working really hard on state testing. Madeira will have 106 graduating seniors and they are starting to determine where they will be heading after graduation from Madeira.

DISCUSSION ITEMS

ADJOURNMENT (72-24) – Mrs. Ramos moved, seconded by Mr. Eberly that the April 15, 2024 regular meeting of the Madeira Board of Education be adjourned.

Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.

Board President

Treasurer