

RECORD OF PROCEEDINGS 016

Minutes of MADEIRA BOARD OF EDUCATION

Regular Meeting
Held March 20, 2025

The Regular meeting of the Madeira Board of Education was held on Thursday, March 20, 2025 at 7:00 pm respectively in accordance with written notices sent to each member. The meeting was called to order by President Ryan Lex.

Present: Steve Bernicke, Brad Cunningham, Dave Eberly, Ryan Lex, Ann Ramos
Also present at the meeting were Kenji Matsudo, Emily Hauser, Tim Hemler and Kathy LeFevre.

AGENDA (39-25) – Mr. Bernicke moved, seconded by Mrs. Ramos to approve the agenda with changes for the March 20, 2025 meeting of the Board of Education.

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

REPORT

Planning Commission – Salary and Benefits Study (Exhibit-1)

Mr. Tim Hemler presented the Planning Commission Salary Study to the Board. The committee reviews past, present and future certified salaries of 30 local public school districts. The committee reviews health, dental, vision and additional benefits of 23 districts as well as conducts a salary survey of all staff. The committee recommended a 2.5% increase to the base salary schedule and no changes to benefits. The full study is available on the district website.

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

CONSENT CALENDAR (40-25) – Mrs. Ramos moved, seconded by Mr. Eberly to approve the consent calendar.

A. Minutes

1. February 18, 2025 (Exhibit-2)

A. Employment – Administrative Contracts

1. Sara Gehring
2. Chandley Bacher
3. David Kennedy

B. Resignations – Certified

1. Sarah Kiefer – MMS Teacher
2. Jackie Marsh – MMS Teacher

C. Supplemental Contract for the 2024-2025 School Year unless otherwise specified.

Supplement contract finalization will be dependent upon person/s obtaining background checks and active Professional License or Educational Aide Permit issued by the State Board of Education per 3319.303, signing contract and personnel file paperwork completion.

Funded with General Funds - Certified

Name	Description	Amount
Michelle Whitmore	After School Unified Track Special Education Support	Up to 25 Hours @ \$35/Hour
Tiare Saylor	Summer Reading Program	Up to 66 Hours @ \$35/Hour
Emily Pruckno	Summer Reading Program	Up to 66 Hours @ \$35/Hour
Kathryn Thomas	Summer Reading Program	Up to 66 Hours @ \$35/Hour
Chrissy Fast	Summer Reading Program	Up to 66 Hours @ \$35/Hour
Taylor McConney	Summer Reading Program	Up to 66 Hours @ \$35/Hour
Mindy Maurer	Summer Reading Program	Up to 66 Hours @ \$35/Hour
Anne Ethier	Summer Reading Program	Up to 66 Hours @ \$35/Hour
Katie Dunn	Summer Reading Program	Up to 66 Hours @ \$35/Hour
Shannon Mould	Summer Reading Program	Up to 66 Hours @ \$35/Hour
Jen Bracken	Summer Reading Program	Up to 66 Hours @ \$35/Hour

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Funded with Non-General Funds - Certified

Name	Description	Amount
Jeff Corn	ACT Testing Proctor	Up to 8 Hours @ \$35/Hour

Funded with General Funds - Classified

Name	Description	Amount
Leah Brady	CPI Training	Up to 6 Hours @ Per Diem
Charles Swain	CPI Training	Up to 2 Hours @ Per Diem
Julie Crompton	CPI Training	Up to 2 Hours @ Per Diem
Sara Bairnsfather	Summer Reading Program	Up to 33 Hours @ \$16/Hour
Crystallynn Howlett	Summer Reading Program	Up to 33 Hours @ \$16/Hour

E. Treasurers Report

1. General Fund Financial Report for February 2025 and warrant payments for all funds in the amount of \$950,868. (Exhibit-3)

	Feb 1 – Feb. 28	FY25 FYTD	FY24 FYTD
Revenues	\$9,050,609	\$25,084,067	\$23,394,149
Expenditures	\$2,369,134	\$18,193,213	\$19,672,373
Ending Cash	\$20,864,134	\$20,864,134	\$18,474,384

2. Donations

Donor	Item/Recipient	Amount
Elizabeth and Brian Hertzman	MHS – Cheer Program	\$500.00
Strauss Troy Attorneys At Law	MHS – Theatre Program	\$160.00
Beacon/ OrthoAlliance	MHS – Training Room Renovation	\$5,000.00
Madeira Athletic Boosters	MHS/MMS – Athletics	\$33,297.60

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

ATHLETIC CONSENT CALENDAR (41-25) – Mrs. Ramos moved, seconded by Mr. Eberly to approve the athletic consent calendar.

A. Supplemental Contract for the 2024-2025 School Year unless otherwise specified.

Supplement contract finalization will be dependent upon person/s obtaining background checks and active Professional License or Educational Aide Permit issued by the State Board of Education per 3319.303, signing contract and personnel file paperwork completion.

Funded with General Funds – Classified/Support

Name	Description	Amount
Tony Ripberger	MHS – Futsal Camp Director	\$2,000.00
Daniel Kuntz	MHS – Futsal Camp Supervisor	\$300.00

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

PERSONNEL

Resignation for Purpose of Retirement (42-25) – Mrs. Ramos moved, seconded by Mr. Eberly to accept with great appreciation the resignation for purpose of retirement of **Fran Wilson effective at the end of the school year.**

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

RECORD OF PROCEEDINGS 018

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Supplemental Contract for the 2024-2025 School Year unless otherwise specified (43-25) – Mr. Bernicke moved, seconded by Mrs. Ramos to approve the supplemental contract. Supplement contract finalization will be dependent upon person/s obtaining background checks and active Professional License or Educational Aide Permit issued by the State Board of Education per 3319.303, signing contract and personnel file paperwork completion.

Funded with General Funds - Certified

Name	Description	Amount
Jennifer Eberly	Home Instruction	Up to 76 Hours @ \$35/Hour

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

FINANCE

Substitute Rates (44-25) – Mr. Cunningham moved, seconded by Mr. Bernicke to approve the basic teacher substitute pay rate of \$100/day and support/classified substitute pay rate of \$14.00/hour and the following for long-term substitutes only **effective 2/1/2025**.

Long-Term Substitute Position	Days 1-10	Days 11-60	Days 61+
Teacher	\$100/day	\$105/day	BS, step 0
Preschool Teacher	\$100/day	\$105/day	\$140/day
Support/Classified Staff	\$14.00/hour	\$20/hour	\$25/hour

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

SUPERINTENDENT COMMITTEE REPORTS

- Finance – Mrs. Hauser reported that the Finance Committee reviewed the salary study that the Board saw tonight. The planning commission recommended a 2.5% increase and the finance committee agrees that it makes sense to take the “steady approach” as the district has historically done. The district remains in line with all of the benchmark data points. The committee also reviewed administrative contracts, staffing, summer permanent improvement projects, Madeira Silverwood parking lot partnership, and athletic budget concerns. Lastly, the committee reviewed the current investment structure.
- Buildings and Grounds – Mr. Matsudo reported that contractors will begin to remove the MHS bleachers and wood gym floor on Monday. The goal is for the wood gym floor and new bleachers to be completed by July 15 so that Volleyball can start in August. He also went on to state that the district will be doing a lot of odds and ends over the summer such as, tile, painting and blinds in specific places. Mr. Matsudo explained that Madeira Silverwood has requested that we partner in the replacement of their parking lot since we use their parking lot as our event overflow parking lot. An analysis of how often Madeira uses the parking lot was completed to come up with a fair contribution. We will meet with Madeira Silverwood again after spring break.
- Community Relations – Mr. Matsudo reported that spring break is next week and the spring play, Mean Girls, is coming in a couple weeks. He did state that Means Girls is the High School version and is being advertised as PG13. Mrs. Ramos also stated that there will be a new art show right before the Mean Girls and will pair well with the performing arts. He also reported that the Madeira Library will be leading a community book study on The Anxious Generation by Jonathan Haidt. The book is about the digital impact on our kids and mental health. The goal is to have a community conversation.
- Policy – Mr. Matsudo reported that the spring policy update will be brought to the Board in April. The policies will be sent out this week so the Board members have a chance to review them prior to the April Board Meeting.

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BOARD COMMITTEE/LIASION REPORTS

- Planning Commission – Mr. Matsudo mentioned the importance of the Salary and Benefits study to fairly compensate Madeira's greatest asset, our teachers. He also stated that there is one more study, Fostering Friendships and Healthy Interactions.
- Great Oaks – Mr. Matsudo reported that he and Chief Ashbrock went and met with a couple seniors at Live Oaks for senior lunch. Chief Ashbrock is impressed by the Oaks.
- Legislation – The legislative update is provided below in discussion items.
- Student Achievement Liaison – Mr. Matsudo stated that we are now heading into all the fun end of the year senior activities.

DISCUSSION ITEMS

- **Fair School Funding Plan** – Mr. Matsudo reported that a letter will be sent to Madeira's legislators to express our concerns about the biennium budget bill in support of funding public education. If in agreement, the Board will sign the letter. Mrs. Hauser reported that the impact to Madeira if the proposed guarantee cut is enacted is approximately \$335,000 over two years.

EXECUTIVE SESSION (45-25) – Mrs. Ramos moved, seconded by Mr. Bernicke8 to adjourn to Executive Session to consider employment of public employees.

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

ADJOURNMENT (46-25) – Mr. Eberly moved, seconded by Mr. Bernicke that the March 20, 2025 regular meeting of the Madeira Board of Education be adjourned.

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

Board President

Treasurer