

# **RECORD OF PROCEEDINGS 020**

## **Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting  
Held April 21, 2025**

The Regular meeting of the Madeira Board of Education was held on Monday, April 21, 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, Dave Bergan, Reggie Rindels, Kasey O'Reilly, Neal Hoffman, Erin Hoffman, Todd Mobley, Ann Mobley, Hayden Lichtenberg, Julie Harms, Matt Harms, Reece Gable and Kathy LeFevre.

**AGENDA (47-25)** – Mr. Eberly moved, seconded by Mr. Bernicke that the Board approve the agenda with changes for the April 21, 2025 meeting of the Board of Education.

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

### **REPORTS**

#### **Planning Commission – Fostering Friendships & Healthy Interactions (Exhibit-1)**

Mrs. O'Reilly and Mrs. Rindels presented the planning commission study, Fostering Friendships & Healthy Interactions, to the Board.

Objective: The Madeira Planning Commission team was asked together ideas and best practices to promote positive peer interactions.

#### **Background Research:**

- School significantly influences children's social, cognitive and emotional development.
- Peer relationships affect academic achievement as well as overall life satisfaction.
- Cell phone restriction during school hours result in more livelier and interactive classrooms.
- Integrating students with disabilities into classrooms benefit all.

#### **Best Practices Researched:**

- Teacher-led classroom activities
- School-wide/grade-level events
- Weekend retreats
- One-day workshops
- Community events
  - Connect based on shared interests, strengthen sense of community
- Parent Bonding
  - Structured volunteer opportunities and family events, classroom meet-and-greet.

The committee reviewed the many activities that are already happening to encourage peer interactions at MES, MMS, and MHS.

The committee summarizes the results from interviews with other schools: Mariemont, Indian Hill, Wyoming, Moeller, Ursuline, St. Xavier, Summit Country Day

#### **Conclusion and Recommendations:**

- Madeira has many effective programs in place
- Challenge will be carving our time during the school year to incorporate more

#### **District-wide Recommendations:**

- Unified teams
- Adaptive PE class
- Promote and partner with city and community
- Staff training
- Grade-level gatherings
- Assign ambassador families

# **RECORD OF PROCEEDINGS 021**

## **Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting  
Held April 21, 2025**

### **MES Recommendations:**

- “Today’s First Five”
- “Play Club”
- Implement “house” system for 4<sup>th</sup> and 5<sup>th</sup> grade
- Grade-level team building in Fall semester
- Organized activities (snow tubing/sledding)
- Sources of Strength

### **MMS Recommendations:**

- Expand LIGHT houses to mix grade-level learning
- “Today’s First Five”
- Big buddy/little buddy system
- “Play club”
- Organized activities (eg. Snow tubing or sledding)
- Small group learning (special topics)
- One-day retreat

### **MHS Recommendations:**

- Big buddy/little buddy system
- Continue to limit phone use
- Weekend workshop (geared towards freshman)
- Weekend retreat
- Small group learning (special topics)
- Alternative spring break

The Board thanked the committee for all their hard work. Mr. Matsudo stated that the administrative team will get back to the Board with some of the recommendations assigned to district goals for next year.

### **HEARING OF THE PUBLIC:**

Hayden Lichtenberg – 6572 May Street

Ms. Lichtenberg stated that she would like to ask the Board and Administration to pause the hiring of the new soccer coach. She served on the parent hiring committee, and all four committee members unanimously preferred the other candidate. She expressed serious concerns about appointing a female coach to lead a male soccer team. She shared that her sons had a female coach in the past but were never able to connect with her. She added that the team had not had a coach with whom the athletes could truly connect with for many years and connecting with a female coach would be challenging. She also noted that the recommended candidate had served as head coach at a school with a long-standing losing record. She requested that the Board to pause the hiring process.

Neil Huffman – 6768 Woodland Reserve Court

Mr. Huffman echoed Ms. Lichtenberg’s concerns about hiring a female coach. He stated that he admired what Coach Stewart had been able to build in his program and felt disappointed that the parents’ first choice had not been selected and that the players had not been sufficiently involved. He suggested that the Board either pause the process or consider hiring an interim coach. He emphasized that a hiring mistake would be difficult to undo. While he did not have a specific solution, he felt strongly that the Board should pause.

Reece Gable – 7810 Greenbrier Lane

Mr. Gable agreed with the previous comments about pausing the hire. He stated that the gender of the coach was not his concern—his priority was winning. He believed success was essential to the strength of the program. He noted that as a person who works in human resources for a Fortune 500 company, he acknowledged the challenges inherent in the hiring process. He urged the Board to pause the decision and offered to serve on another committee to assist in recruiting and hiring a better candidate. He expressed concern that the candidate was coming from a program with a poor record. He commended

Coach Stewart for his work with the football program and emphasized that while winning is important, so is the ability to connect with players. He noted that it might be difficult for high school boys to connect with a female coach.

## **RECORD OF PROCEEDINGS 022**

### **Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting**  
**Held April 21, 2025**

Mr. Matsudo explained that the interview committee is not a voting body and that the Athletic Director ultimately makes the decision. He acknowledged that many members of the committee preferred the other candidate, who had withdrawn his name from the candidate pool to stay in a club soccer position. Mr. Matsudo stated that he had personally interviewed the current candidate, who had over 7 years of experience coaching high school boys and spoke to the desire and ingredients necessary for leading a winning program. He stated that Coach Dyer was a college player and that she specifically talked about culture and ways to grow it, and has coached both boys and girls soccer programs. He noted in detail the key dates of the lengthy hiring process to get us to this point including the Athletic Director personally reaching out to possible candidates and strong programs within the area that generated approximately 15 applicants. After parent and player surveys and the creation of a coaching profile, the process included video screenings, follow up interviews, reference checks, and a final candidate pool of three candidates going to committee interviews. Mr. Matsudo cautioned that pausing now would essentially restart the process and might leave the team without a coach until June or July. Recruiting from another program at this stage would also not be a guarantee. He expressed concern stating that any new coach joining the Madeira program would need strong support from both players and parents who are equal partners in creating the culture everyone is desiring.

Mr. Matsudo presented the following options that the Board could consider: pause the process, remove the item from the consent calendar for an individual vote, or proceed with the existing consent calendar.

Mr. Lex stated that the Board is responsible for hiring and managing the Superintendent and Treasurer and empowers them to do their job. He also noted that coaching positions are rehired annually. The Board empowers the Superintendent and Athletic Director to make appropriate hiring decisions, and Madeira has a strong track record in this area. He added that coaches are evaluated on wins, losses, and team culture. While the current program has delivered wins, he acknowledged that it has been lacking in culture. Mr. Lex stated that he trusts the process, and if this is Chris O'Brien's recommendation, he supports moving forward.

Mr. Eberly expressed appreciation for the passion shown for the team and the program. He shared his confidence that parents would support the coach selected for their students and emphasized the importance of trusting the people in place to make these decisions. He hoped the community would do the same.

Mr. Bernicke asked for clarification regarding the available options.

Todd Mobley – 7903 Tances Drive

Mr. Mobley stated that, at this point, he agreed with Kenji. He had believed there would be a deep candidate pool. He shared that he had connections to the candidate through West Clermont and had heard positive feedback about her ability to foster a positive team culture. He stated that he would support whoever was selected. If it were up to him, he would move forward with hiring her.

All the parents echoed that they would support the coach.

**CONSENT CALENDAR (48-25)** – Mr. Eberly moved, seconded by Mrs. Ramos to approve the consent calendar.

#### **A. Minutes**

1. March 17, 2025 (Exhibit-2)

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

1. Matthew Kirwen – MMS Teacher
2. Tarin Lauer – MMS Teacher

**C. Employment - Classified Contract, *dependent upon valid background checks.***

1. Joy Wood – MES Principal's Administrative Assistant

**D. Employment - Classified Auto-Expire Contract, *dependent upon valid background checks.***

1. Alison Lubert – MMS General Administrative Assistant

## **RECORD OF PROCEEDINGS 023**

### **Minutes of MADEIRA BOARD OF EDUCATION**

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**E. Supplemental Contracts for the 2024-2025 School Year (*pending background checks and appropriate licensure*)**

**Funded with General Funds – Certified**

| <b>Name</b>          | <b>Assignment</b>               | <b>Amount</b>          |
|----------------------|---------------------------------|------------------------|
| <b>Shelby Baeten</b> | Kindergarten Student Screenings | 2 days @ \$125 per day |
| <b>Emily Swallen</b> | Kindergarten Student Screenings | 2 days @ \$125 per day |
| <b>Niki Volz</b>     | Kindergarten Student Screenings | 2 days @ \$125 per day |
| <b>Stacy Radu</b>    | Kindergarten Student Screenings | 2 days @ \$125 per day |

**Funded with Non-General Funds – Certified**

| <b>Name</b>      | <b>Assignment</b> | <b>Amount</b>  |
|------------------|-------------------|----------------|
| <b>Jeff Corn</b> | AP Test Proctor   | Up to \$950.00 |

**F. Continuing Contracts – Certified – Awarded for the 2025-2026 School Year, *dependent upon maintaining valid licensure and background checks***

1. Stephanie Geiger
2. Taylor McConney
3. Kathryn Thomas
4. Mari Cisney
5. Mary James

**G. 1 Year Limited Extended Contract Renewal – Certified**

1. Kyle Linder

**H. 1 Year Limited Contract Renewals – Certified – Awarded for the 2025-2026 school year, *dependent upon maintaining valid licensure and background checks.***

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> <li>1. Emily Swallen</li> <li>2. Nicole Volz</li> <li>3. Cary Zerbian</li> <li>4. Elizabeth Freeman</li> <li>5. Shelby Baeten</li> <li>6. Abigail Judd</li> <li>7. Emory Bergdoll</li> <li>8. Jessica Seifert</li> <li>9. Kirby Slater</li> <li>10. Lea Harrison</li> <li>11. Allison Abas</li> <li>12. Nicholas Wainscott</li> <li>13. Katherine Howell</li> <li>14. Christin Bohrofen</li> <li>15. Cody Delk</li> </ol> | <ol style="list-style-type: none"> <li>16. Katie Dunn</li> <li>17. Rachel McDonald</li> <li>18. Taylor McNally</li> <li>19. Jairlyn Paugh</li> <li>20. Elizabeth Ragland</li> <li>21. Tiare Saylor</li> <li>22. Sarah Brossart</li> <li>23. Kristen Duffey</li> <li>24. Alexandra Frodge</li> <li>25. Catherine Sherman</li> <li>26. Roseana Zoller</li> <li>27. Susan Walouke (.75 FTE)</li> <li>28. Mimi Marcheschi</li> <li>29. Emily Pruckno</li> <li>30. Mindy Maurer</li> </ol> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**I. 1 Year Limited Contract Renewals – Certified Preschool –** Awarded for the 2025-2026 school year, dependent upon maintaining valid licensure and background checks.

1. Jennifer Loughridge
2. Natalie Stretcher
3. Jennifer Schaeffer
4. Megan Miller

## **RECORD OF PROCEEDINGS 024**

### **Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting**  
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**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  
Alexae Stone  
Amanda Mangialardo  
Amy Miller  
Ann Ethier  
Angela Blevins  
Angela Pointer  
Angelina Kling  
Beth Erskine  
Beth Hertzman  
Betsy Dodson  
Brenda Rheame  
Cayla Couch  
Charles Swain  
Christina Harper  
Christine Hill  
Tristan Collins

Crystal Smith  
Crystallynn Howlett  
David Rader  
Hayley Baker  
Jill Watson  
Julie Crompton  
Julie Harms  
Justin Chafe  
Kathy Nieves Puigdoller  
Kristen Fox-Angel  
Leah Brady  
Lina McFarland  
Linda Gaffney  
Lindsey Franklin  
Lisa Egan  
Megan Sand-Espinoza

Melissa Stringer  
Meredith Cecil  
Meredith DeBrunner  
Meredith Smith-Camp  
Morgan Lohbeck  
Nichole Apke  
Pam Brasey  
Pam Scott  
Rachel Grayson  
Samuel Fraley  
Sara Bairnsfather  
Shannon Childs  
Stacy Strousse  
Susan Bell  
Susan Kucewicz  
Terri Murdock

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

#### **Extra-curricular Supplemental Contracts**

|                        |                                                  |
|------------------------|--------------------------------------------------|
| <b>Carolyn Brewer</b>  | Theatre Director                                 |
| <b>Maria Flores</b>    | Color Guard, Winter Guard, Band Camp             |
| <b>Andrea Azzarita</b> | Theatre Technical Director                       |
| <b>Barb Linser</b>     | Academic Team                                    |
| <b>David Parker</b>    | Marching Band, Band Camp                         |
| <b>Anthony Beasley</b> | Marching Band, Band Camp                         |
| <b>Angela DeMoss</b>   | Marching Band, Band Camp                         |
| <b>Melissa Tatum</b>   | Extended Days,-ESY (before & after 2024-2025)    |
| <b>Vicki Mitchell</b>  | EMIS Summer Days, ESY (before & After 2024-2025) |
| <b>Alison Lubert</b>   | Extended Days,-ESY (before & after 2024-2025)    |
| <b>Casondra Mobley</b> | Extended Days,-ESY (before & after 2024-2025)    |

|                 |                                               |
|-----------------|-----------------------------------------------|
| Erika Hernandez | Extended Days,-ESY (before & after 2024-2025) |
|-----------------|-----------------------------------------------|

## **RECORD OF PROCEEDINGS 025**

### **Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting**  
**Held April 21, 2025**

#### **M. Treasurer's Report**

1. General Fund Financial Report for March, 2025 and warrant payments for all funds in the amount of **\$430,398**. (Exhibit-3)

|                     | <b>Mar. 1- Mar. 31</b> | <b>FY25 FYTD</b> | <b>FY24 FYTD</b> |
|---------------------|------------------------|------------------|------------------|
| <b>Revenues</b>     | \$703,219              | \$25,787,287     | \$24,950,032     |
| <b>Expenditures</b> | \$1,995,458            | \$20,188,671     | \$21,590,700     |
| <b>Ending Cash</b>  | \$19,571,896           | \$19,571,896     | \$18,111,940     |

#### **2. Donations**

| <b>Donor</b>                               | <b>Item/Recipient</b>  | <b>Amount</b> |
|--------------------------------------------|------------------------|---------------|
| <b>Madeira Music Boosters</b>              | MHS – Music Program    | \$23,042.65   |
| <b>Matthew Turcotte</b>                    | MHS – Theatre Program  | \$200.00      |
| <b>Scarlet &amp; Gray Facility Service</b> | MHS – After Prom       | \$300.00      |
| <b>Madeira Athletic Boosters</b>           | MHS – Athletic Program | \$20,983.00   |
| <b>Mark &amp; Janene Cappel</b>            | MHS – After Prom       | \$400.00      |

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-4).

|                     | <b><u>Inside Millage</u></b> | <b><u>Outside Millage</u></b> | <b><u>Total</u></b> | <b><u>Estimated Revenue</u></b> |
|---------------------|------------------------------|-------------------------------|---------------------|---------------------------------|
| <b>General Fund</b> | 4.26                         | 102.01                        | 106.27              | \$23,330,665                    |
| <b>Bond Fund</b>    |                              | 4.26                          | 4.26                | \$2,445,811                     |

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

**ATHLETIC CONSENT CALENDAR (49-25)** – Mr. Eberly moved, seconded by Mrs. Ramos to approve the athletic consent calendar.

#### **A. Supplemental Contracts for the 2024-2025 School Year (pending background checks and appropriate licensure)**

##### **Funded with General Funds – Certified**

| <b>Name</b>               | <b>Assignment</b>                    | <b>Amount</b> |
|---------------------------|--------------------------------------|---------------|
| <b>Michele Cunningham</b> | MMS – Track Coach                    | \$950.00      |
| <b>Amy Dyer</b>           | MHS – Boys Soccer Head Coach (25-26) | \$6,918.00    |

#### **B. Non-Teaching Contract Non-Renewals, Coaches and Extra-Curricular Advisors/Sponsors and Assignments**

##### **Athletic Contracts for Non-Teaching Pupil Activity Permit Supplementals**

|                        |          |
|------------------------|----------|
| <b>Justin Campbell</b> | Football |
| <b>Dave Schweppe</b>   | Football |
| <b>Clayton Spence</b>  | Football |

|                       |                                       |
|-----------------------|---------------------------------------|
| <b>Mike Wallace</b>   | Football                              |
| <b>Kaleb Detellem</b> | Football                              |
| <b>Josh Fendley</b>   | Football                              |
| <b>Robert Manning</b> | Football, Basketball, Basketball Camp |
| <b>Tony Ripberger</b> | Soccer, Soccer Camp                   |
| <b>Daniel Kuntz</b>   | Soccer, Soccer Camp                   |

## ***RECORD OF PROCEEDINGS 026***

### ***Minutes of MADEIRA BOARD OF EDUCATION***

***Regular Meeting  
Held April 21, 2025***

|                          |                                                      |
|--------------------------|------------------------------------------------------|
| <b>Joe Naegeli</b>       | Soccer, Soccer Camp                                  |
| <b>Francisco Caceres</b> | Soccer                                               |
| <b>Colin Hanley</b>      | Soccer                                               |
| <b>Courtney Kelleher</b> | Soccer                                               |
| <b>Emma Boomershine</b>  | Lacrosse                                             |
| <b>Howard Miller</b>     | Lacrosse                                             |
| <b>Andrew Stricker</b>   | Lacrosse                                             |
| <b>Brooke Paciolla</b>   | Lacrosse                                             |
| <b>Ron Bashara</b>       | Tennis                                               |
| <b>Katherine Arnold</b>  | Tennis                                               |
| <b>Elizabeth Rother</b>  | Cross Country                                        |
| <b>John Kirby</b>        | Cross Country                                        |
| <b>Rachelle Kirby</b>    | Cross Country                                        |
| <b>Dale Clever</b>       | Track                                                |
| <b>Spenser Cox</b>       | Track                                                |
| <b>Alex Dawson</b>       | Track, Cross Country                                 |
| <b>Allison Echler</b>    | Track                                                |
| <b>Sarah Wagner</b>      | Track                                                |
| <b>Mason Elam</b>        | Baseball, Winter Site Coordinator, OHSAA Event Staff |
| <b>Charles Smith</b>     | Softball                                             |
| <b>Nate Mercer</b>       | Softball                                             |
| <b>John Berling</b>      | Volleyball                                           |
| <b>Tiffany Tibbs</b>     | Volleyball                                           |
| <b>Erica Blessing</b>    | Volleyball                                           |
| <b>Ashley Molesworth</b> | Volleyball                                           |
| <b>Jared Kline</b>       | Basketball, Basketball Camp                          |
| <b>Greg Ervin</b>        | Basketball                                           |
| <b>Brian Lutes</b>       | Basketball                                           |
| <b>Brian Kellett</b>     | Basketball, Basketball Camp                          |
| <b>Mike Lockhart</b>     | Basketball, Basketball Camp                          |
| <b>Sam Solinski</b>      | Basketball                                           |
| <b>Alyssa Frye</b>       | Basketball                                           |
| <b>Erin Cofskey</b>      | Basketball, Basketball Camp                          |
| <b>Amy Simmons</b>       | Basketball                                           |
| <b>Dwayne McNeal</b>     | Basketball                                           |
| <b>Deron Breeze</b>      | Basketball                                           |
| <b>Chris Davidson</b>    | Wrestling                                            |
| <b>Kevin Cloran</b>      | Wrestling                                            |
| <b>Kris Kuykendall</b>   | Wrestling                                            |

|                     |           |
|---------------------|-----------|
| Jeff Simons         | Wrestling |
| Brad Conner         | Golf      |
| Chad Wilson         | Golf      |
| Catie Kauffman      | Golf      |
| Eric Guerre         | Golf      |
| Makenzie Greathouse | Cheer     |

## **RECORD OF PROCEEDINGS 027**

### **Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting**  
**Held April 21, 2025**

|                  |          |
|------------------|----------|
| Melissa Costigan | Cheer    |
| Megan Feichtner  | Swimming |
| Chet Dobson      | Swimming |
| Brent Gravlee    | Swimming |

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

#### **PERSONNEL**

**Contract Renewals – Certified (50-25)** – Mrs. Ramos moved, seconded by Mr. Bernicke to approve the following 1 year limited contract renewal - Awarded for the 2025-2026 school year, *dependent upon maintaining valid licensure and background checks.*

**1. Jennifer Eberly**

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

**Non-Teaching Non-Renewal (51-25)** – Mrs. Ramos moved, seconded by Mr. Cunningham to non-renew the following positions at the end of the 2024-2025 school year.

**1. Synda Bernicke**

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

**Retirement and Reemployment (52-25)** – Mr. Eberly moved, seconded by Mrs. Ramos that the Board resolve to accept the resignation of **Amy Hugentobler** for retirement purposes and initiate procedures under Ohio Law for the retirement and reemployment of Amy Hugentobler. (Exhibit-5 and 6)

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

**Retirement and Reemployment (53-25)** – Mr. Cunningham moved, seconded by Mr. Eberly that the Board resolve to accept the resignation of **Jonelle Bell** for retirement purposes and initiate procedures under Ohio Law for the retirement and reemployment of Jonelle Bell. (Exhibit-7 and 6)

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

#### **GOVERNANCE**

**Student Handbooks (54-25)** – Mrs. Ramos moved, seconded by Mr. Bernicke that the Board adopt the following handbooks for the **2025-2026** 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.**

**Policies (55-25)** – 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-11)

| <b>Policy#</b> | <b>Policy Name</b>                       | <b>Action</b> |
|----------------|------------------------------------------|---------------|
| 1422.01        | Drug-Free Workplace                      | New           |
| 2271           | College Credit Plus Program              | Revised       |
| 2340           | Field and Other District-Sponsored Trips | Revised       |
| 2431           | Interscholastic Athletics                | Revised       |
| 2460           | Special Education                        | Revised       |

|             |                                                                     |         |
|-------------|---------------------------------------------------------------------|---------|
| <b>5113</b> | Inter-District Open Enrollment                                      | Revised |
| <b>5131</b> | Transfer Students                                                   | Rescind |
| <b>5223</b> | Released Time for Religious Instruction                             | New     |
| <b>5330</b> | Use of Medications                                                  | Revised |
| <b>5350</b> | Student Health, Wellbeing, and Suicide Prevention                   | Revised |
| <b>5460</b> | Graduation Requirements                                             | Revised |
| <b>5610</b> | Removal, Suspension, Expulsion, and Permanent Exclusion of Students | Revised |

## **RECORD OF PROCEEDINGS 028**

### **Minutes of MADEIRA BOARD OF EDUCATION**

**Regular Meeting**  
**Held April 21, 2025**

|                |                                                                             |         |
|----------------|-----------------------------------------------------------------------------|---------|
| <b>5751</b>    | Parental Status of Students                                                 | Revised |
| <b>5780.01</b> | Parents' Bill of Rights                                                     | Revised |
| <b>6151</b>    | Insufficient Funds Checks                                                   | Revised |
| <b>6460</b>    | Vendor Relations                                                            | Revised |
| <b>7421</b>    | Restrooms, Locker Rooms, Shower Rooms, and Changing Rooms                   | New     |
| <b>7440.01</b> | Video Surveillance and Electronic Monitoring                                | Revised |
| <b>8142</b>    | Criminal History Record Check for Contracted School Services                | Revised |
| <b>8452</b>    | Automated External Defibrillators ("AED") and Cardiopulmonary Resuscitation | Revised |
| <b>8500</b>    | Food Service                                                                | Revised |

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

**Preschool Director Job Description (56-25)** – Mr. Bernicke moved, seconded by Mr. Cunningham that the board approve the job description for the Preschool Director. (Exhibit-12)

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

**Ohio Bureau of Worker's Compensation Group Retrospective Rating Enrollment (57-25)** – Mr. Eberly moved, seconded by Mr. Cunningham to approve enrollment in the Ohio Bureau of Worker's Compensation Group Retrospective-Rating Program through Sedgwick beginning January 1, 2026.

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

#### **SUPERINTENDENT COMMITTEE REPORTS**

- Finance – Mrs. Hauser reported that beyond the items discussed on this agenda, the finance committee reviewed the salary study in terms of a 2.5% base increase that will be formally acted upon at the May Board meeting. The committee also discussed the process of hiring and funding of a new Preschool Director. Lastly, the committee reviewed the 3 year lease agreement with Madeira Silverwood and our Madeira Silverwood Parking Lot Partnership Agreement.
- Buildings and Grounds – Mr. Bergan reported that a considerable amount of projects were completed over spring break, including landscaping at MMS and MES. He went on to say that the bleachers and floor have been removed and they are working on installing the new floor. The flooring is on schedule but the timing is tight. He also stated that the summer projects are starting to line up, including irrigation for the baseball outfield.
- Community Relations – Mr. Matsudo reported that MHS held the senior citizen play and it was well attended. Additionally, the senior citizen coffee and community leaders meeting were held this month.
- Policy – Mrs. Hauser reported that STRS made a late change to retirement eligibility last week. This impacts many of our employees and in order to fairly process the retirement and incentive given the late change, we will be bringing a policy change in May to address this. Additionally, we should be ready to approve the special education model policies next month as well. We will report this information to the policy committee in the coming weeks before the full board meeting in May.

#### **BOARD COMMITTEE/LIASION REPORTS**

- Planning Commission – Mr. Matsudo reported that the base increase for staff salaries will be voted upon at the May Board meeting.
- Great Oaks – Mr. Matsudo reported that Madeira has 2 seniors that will graduate this year from the Oaks.

- Legislation – Formal update below in discussion items.
- Student Achievement Liaison – Mr. Matsudo reported state testing is wrapping up, AP testing starts in May and then graduation will come quickly.

## ***RECORD OF PROCEEDINGS 029***

### ***Minutes of MADEIRA BOARD OF EDUCATION***

***Regular Meeting  
Held April 21, 2025***

#### **DISCUSSION ITEMS**

- State Budget Update – Mr. Matsudo reported that House Bill 96 would cap public school district cash reserves at 30% of their annual expenses. Any funds above that limit would trigger a mandatory property tax rollback, reducing district revenue. He stated the provision would significantly restrict the Board's local control over financial decisions. He explained that, for many years, the district has maintained a policy of carrying a cash reserve equivalent to four to ten months of operating expenses. This long-standing practice has provided financial stability and allowed the district to respond to unforeseen challenges without disruption. Mr. Matsudo emphasized that both the current and previous Boards have demonstrated disciplined financial stewardship, consistently working toward maintaining the district's fiscal health. He expressed concern that the proposed legislation seeks to create tax reductions for Ohioans at the expense of public schools by limiting the amount of carryover balances districts are permitted to maintain.

He noted that the bill would result in uneven tax credits and would instead penalize districts that have been fiscally responsible. He further stated that this represents an effort by state lawmakers to interfere with local control. He also referenced the guidance of financial experts, such as Dave Ramsey, who advocate for maintaining savings to prepare for unforeseen circumstances.

Additionally, Mr. Matsudo pointed out the inconsistency of lawmakers promoting this bill while simultaneously approving \$1 billion in funding for private schools. He informed the Board that the bill has already passed in the House and is now under consideration by the Senate.

In conclusion, Mr. Matsudo characterized the legislation as an assault on public education and fundamentally destructive to the mission of public schools. He emphasized that public education relies on the principle that all members of the community contribute for the greater good, and continued erosion of public school funding threatens that foundation. He stated that he and Mrs. Hauser have a meeting scheduled with Senator Blessing to express Madeira's concerns and also gauge support of the provision in the Senate.

**ADJOURNMENT (58-25)** – Mr. Cunningham moved, seconded by Mrs. Ramos that the April 21, 2025 regular meeting of the Madeira Board of Education be adjourned.

|        |         |       |
|--------|---------|-------|
| Moved: | Second: | Vote: |
|--------|---------|-------|

**58-25 Vote: Mr. Bernicke, aye; Mr. Cunningham, aye; Mr. Eberly, aye; Mrs. Ramos, aye; Mr. Lex, aye.**

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Board President

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Treasurer