

RECORD OF PROCEEDINGS 032

Minutes of MADEIRA BOARD OF EDUCATION

**Regular Meeting
Held May 18, 2026**

The Regular meeting of the Madeira Board of Education was held on Monday, May 18, 2026 at 7pm respectively in accordance with written notices sent to each member. The meeting was called to order by President Mr. Ryan Lex.

Present: Mr. Steve Bernicke, Mr. Brad Cunningham, Mr. Ryan Lex, Mrs. Ann Ramos.

Not Present: Mr. Dave Eberly

Also present at the meeting were Kenji Matsudo, Emily Hauser, Dave Bergan, David Kennedy, Melody Gregory, Jonathan Gregory, Sienna Wright, Mark Cappel, Julia Hess, Megan Lowe, Suzy Tucker, Kirby Slater, Christy Barton, Jennifer Jordan, Kyle Jepson, Jennifer Bracken, Barb Linser, Abby Horwitz, Missy Costigan, Makenzie Greathouse, Jenn Bruening, Rosemary Becher, Tracy Alley, Mike Alley, Emily Shinn, Jenn Shinn and the students and staff that were recognized tonight.

AGENDA (68-26) – Mrs. Ramos moved, seconded by Mr. Bernicke that the Board approve the agenda with changes for the May 18, 2026 meeting of the Board of Education.

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

RECOGNITIONS

Dave Kennedy introduced MHS Varsity Academic Team advisors Suzy Tucker and Barb Linser who will introduce team members who qualified for the state competition: Dax Telesz, Luke Pease, Owen Donovan, Ellie Torgerson, Lincoln Johnson, and Sam Wagner

Dave Kennedy introduced Jennifer Jordan who will introduce the MHS Ohio Personal Finance Challenge State Champions: Ryan Prus, Cameron Starr, Boden Starr, and Alessandro Caggioni

Dave Kennedy introduced MHS Latin Teacher Jenn Bruening who will introduce Latin Club members who won the Ohio Junior Classical League state competition

Dave Kennedy introduced Indoor State coach Alex Dawson who will introduce team members who qualified for the state competition: Lucy Folger, Hannah Gemmel, Olivia Grisak, Anna LeRoy, Norah Kellett, Silas Baird, Anica Rane, Jakob Robertson, Libby Cunningham, Camdyn Mano, and Luke Feldmeyer.

Dave Kennedy introduced MHS Varsity Cheerleading Coaches Abby Horwitz, Missy Costigan, Makenzie Greathouse who will introduce the members of the team who qualified for the state competition: Marissa Jordan, Annalyse Shields, Brooke Burnet, Scarlett Shonk, Madelyn Sams, Leah Munch, Georgia Raines, Peyton Mercer, Izzy Oyler, Piper Barton, Avery Brock, Aubrey Costigan, Marissa Sams, Hollyn Egan, Leslye Moreno Penaloza, and Isabella Davenport

Dave Kennedy introduced MHS Varsity Swim Team coaches Brad Cunningham, Chet Dobson, Brent Gravlee, and Alex Fortman who will introduce the swimmers who qualified for state: Lauren Klosterman, Ella Tinsler, Sammy Stedronsky, Isla Muroski, Savannah Homm, Max Welty, Charlie Hambidge, Drew Schau, Tyler Matsudo, Jack Brenner, Jon Hu, and Henry Gravlee

Dave Kennedy introduced MHS Varsity Wrestling coaches Chris Davidson, Brandon Opichka who will introduce wrestlers who qualified for the state competition: Christopher Davidson, Blake Opichka

Dave Kennedy introduced the Top Seniors of the Class of 2026 who will graduate with a 4.0 or above GPA: George Aziz, Silas Baird, Jacob Ballman, Joseph Bishop, Keene Buckner, Brooke Burnet, Matteo Caggioni, Madeline Cecil, Cora Chalfie, Evan Cissell, Makayla Davenport, Natasha Davis, Owen Donovan, Luke Feldmeyer, Pasquale Galioto, Charles Gaugh, Tanya Gupta, Adam Harms, Dylan Harris, Simon Hemmerick, Jacob Hoffman, Jordan, Grace Kellett, Annabelle Larson, Matthew Lauterbach, Robert Lewis, Peter Mattson, Luke Miller, Ella Muhlen, Pablo Ramirez-Laverde, Anica Rane, Benjamin Reed, Fiona Ritchie, Andrew Roy, Luke Ruehlman, Isabella Sammut,

RECORD OF PROCEEDINGS 033

Minutes of MADEIRA BOARD OF EDUCATION

**Regular Meeting
Held May 18, 2026**

Annalyse Shields, Emily Shinn, Scarlett Shonk, Shane Spencer, Alexander Telesz, Kane Temar, Blake Torggler, Michael Vallis, Braeden Wallace, Benjamin Wetzel, Matthew Wetzel, Gus White, Wade Wischer, Harrison Woolwine, Gavin Zieverink and Madeline Zoeckler.

Kenji Matsudo introduced Madeira's 2026 Educator of the Year Kirby Slater

Kenji Matsudo introduced I Make a Difference Award recipients Julia Hess, Mark Cappel, Megan Lowe, and Jen Bracken

Kenji Matsudo introduced Retirees Melody Gregory, Janet McGuire, Rosemary Becher, Mary DeWitt, Mike Shafer, Rick Adams, and Tracy Alley

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

CONSENT CALENDAR (69-26) – Mr. Bernicke moved, seconded by Mr. Cunningham to approve the consent calendar.

A. Minutes

1. April 20, 2026 (Exhibit-1)

A. Resignation – Certified

1. **Jennifer Loughridge** – MPS Teacher

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

1. **Layne Moorman** – MES Psychologist
2. **Tyler Kossila** – MES Teacher
3. **Leah McCain** – MMS/MHS Teacher
4. **Emily Wolf** – MMS Teacher
5. **Amy Geiger** – MES Teacher

C. Employment Contract – Classified/Support

1. **Druen Downs** – Director of Facilities, 07/01/2026-06/30/2028

**D. Supplemental Contracts for the 2026-2027 School Year
Funded with General Funds – Certified**

Name	Assignment	Amount
Annie Ethier	Kindergarten Student Screenings	2 days @ \$125 per day
Alex Frodge	Extended School Year – Special Education	Up to 6 Hours @ \$40/Hour
Taylor McConney	Extended School Year – Special Education	Up to 46 Hours @ \$40/Hour
Rebecca Morgan	Extended School Year – Special Education	Up to 20 Hours @ \$40/Hour
Megan Lowe	Extended School Year – Special Education	Up to 38 Hours @ \$40/Hour
Jen Bracken	Extended School Year – Special Education	Up to 14 Hours @ \$40/Hour
Cary Zerbian	Extended School Year – Special Education	Up to 68 Hours @ \$40/Hour
Megan Lowe	Summer Transition Hours	Up to 10 Hours @ \$40/Hour

RECORD OF PROCEEDINGS 034

Minutes of MADEIRA BOARD OF EDUCATION

**Regular Meeting
Held May 18, 2026**

Rebecca Morgan	Summer Transition Hours	Up to 16 Hours @ \$40/Hour
Shannon Mould	Summer Transition Hours	Up to 6 Hours @ \$40/Hour
Cary Zerbian	Summer Transition Hours	Up to 10 Hours @ \$40/Hour
Taylor McConney	Summer Transition Hours	Up to 2 Hours @ \$40/Hour
Alex Frodge	Summer Transition Hours	Up to 22 Hours @ \$40/Hour
Abby Judd	Summer Transition Hours	Up to 4 Hours @ \$40/Hour
Angela Laux	Summer Transition Hours	Up to 4 Hours @ \$40/Hour
Morgan Hatfield	Summer Transition Hours	Up to 8 Hours @ \$40/Hour
Tyler Kossila	Summer Transition Hours	Up to 4 Hours @ \$40/Hour
Kirby Slater	Summer Academy	1 day @ \$125
Jami Couzins	Summer Academy	1 day @ \$125
Lindsey Wise	Summer Academy	1 day @ \$125
Kelly Flick	Summer Academy	1 day @ \$125
Nicole Prater	Summer Academy	1 day @ \$125
Jon Unger	Summer Academy	1 day @ \$125
Christy Wanstrath	Summer Academy	1 day @ \$125
Michelle Marketos	Summer Academy	1 day @ \$125
Cary Zerbian	Summer Academy	1 day @ \$125
Mary James	Summer Academy	1 day @ \$125
Allison Abas	Summer Academy	1 day @ \$125
Susan Walouke	Summer Academy	1 day @ \$125
Erin Beers	Summer Academy	1 day @ \$125
Jen Bracken	Summer Academy	1 day @ \$125
Amy Hugentobler	Summer Academy	1 day @ \$125
Stephanie Geiger	Summer Academy	1 day @ \$125
Cody Delk	Summer Academy	1 day @ \$125
Jairlyn Paugh	Summer Academy	1 day @ \$125
Jennifer Bruening	Summer Academy	1 day @ \$125
Mindy Maurer	Summer Academy	1 day @ \$125
Lindsey Schmidt	Summer Academy	1 day @ \$125
Melissa Unger	Summer Academy	1 day @ \$125
Abigail Judd	Summer Academy	1 day @ \$125
Katie Dunn	Summer Academy	1 day @ \$125
Jill Dulgeroff	Summer Academy	1 day @ \$125
Brandon Opichka	Summer Academy	1 day @ \$125
Beth Pohlman	Summer Academy	1 day @ \$125
Rick Adams	Summer Academy	1 day @ \$125
Chrissy Fast	Summer Academy	1 day @ \$125
Erin Maly	Summer Academy	1 day @ \$125
Tarin Lauer	Summer Academy	1 day @ \$125

Funded with General Funds – Classified/Support

Name	Assignment	Amount
Jill Watson	Summer Transition Hours	Up to 3 Hours @ \$20/Hour
Angela Pointer	Summer Transition Hours	Up to 3 Hours @ \$20/Hour
Christine Hill	Summer Transition Hours	Up to 5 Hours @ \$20/Hour
Sara Bairnsfather	Summer Transition Hours	Up to 9 Hours @ \$20/Hour
Julie Harms	Summer Transition Hours	Up to 6 Hours @ \$20/Hour
Lindsey Franklin	Summer Transition Hours	Up to 3 Hours @ \$20/Hour
Emma Perera	Summer Transition Hours	Up to 6 Hours @ \$20/Hour

RECORD OF PROCEEDINGS 035

Minutes of MADEIRA BOARD OF EDUCATION

**Regular Meeting
Held May 18, 2026**

F. Treasurers Report

1. General Fund Financial Report for April, 2026 and warrant payments for all funds in the amount of **\$801,362. (Exhibit-2)**

	Apr. 1- Apr. 30	FY26 FYTD	FY25 FYTD
Revenues	\$1,302,028	\$26,920,698	\$26,663,187
Expenditures	\$2,545,968	\$22,735,387	\$22,492,338
Ending Cash	\$15,708,619	\$15,708,619	\$18,144,130

2. Donations

Donor	Item/Recipient	Amount
Mark & Janene Cappel	MHS – After Prom	\$400.00
Maria & Simon Kretchik	MMS – Chess Club	\$250.00
Carrie Standley	MHS – Theatre	\$51.99
Venus Moose	MHS – Theatre	\$26.25
Alison Sampson	MHS – Theatre	\$25.00
MES PTO	MES – Laminator & Film	\$1,919.00
Brad & Laura Conner	MHS – Boys Golf	\$500.00
Gary Stedronsky & Ennis Britton	MHS After Prom-Apple Air pod Pro	Valued @ \$249.00
Mike Settle/Petermann	MHS After Prom-Klipsch GIG XXL, JBL Extreme 4, JBL Boom Box 4, 55" LG TV	Valued @ \$1,377.00
Borgman	MHS After Prom-65" Samsung TV	Valued @ \$475.00
MSA	MHS After Prom-Reds Tickets	Valued @ \$320.00
Forward Edge	MHS After Prom-Best Buy Gift Card	\$250.00
BJ McAlister/Daktronics	MHS After Prom-Amazon Gift Card	\$100.00
Deluxe Nails	MHS After Prom-Gift Card	\$200.00
Folchi's	MHS After Prom-Gift Card	\$200.00
Mark Cappel	MHS After Prom	\$400.00
DCTS	MHS After Prom-Beats Studio Pro, Boom 4, Dragons Tickets, FC Cincinnati Tickets	Valued @ \$1,020.00

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

ATHLETIC CONSENT CALENDAR (70-26) – Mrs. Ramos moved, seconded by Mr. Bernicke to approve the athletic consent calendar

A. Employment – Classified Support, Strength and Conditioning Coach, dependent upon valid license and background checks.

1. Justin Conners

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

PERSONNEL

Contract Renewals – Certified (71-26) – Mrs. Ramos moved, seconded by Mr. Bernicke that the Board approve the following 1 year limited contract renewal - Awarded for the 2026-2027 school year, dependent upon maintaining valid licensure and background checks.

1. Jennifer Eberly

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

RECORD OF PROCEEDINGS 036

Minutes of MADEIRA BOARD OF EDUCATION

**Regular Meeting
Held May 18, 2026**

Non-Teaching Non-Renewal (72-26) – Mrs. Ramos moved, seconded by Mr. Cunningham that the Board non-renew the following positions at the end of the 2025-2026 school year.

1. Synda Bernicke

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

Supplemental Contracts for the 2026-2027 School Year (73-26) – Mrs. Ramos moved, seconded by Mr. Cunningham that the Board approve the following supplemental contract for the 2026-2027 school year.

1. Funded with General Funds – Classified/Support

Name	Assignment	Amount
Synda Bernicke	Summer Transition Hours	Up to 11 Hours @ \$20/Hour

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

FINANCE

School Fees (74-26) – Mr. Bernicke moved, seconded by Mrs. Ramos that the Board approve the school fees and fee schedules for the 2026-2027 school year as recommended by the Finance Committee. (Exhibit-3)

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

Pay to Participate Fees (75-26) – Mr. Bernicke moved, seconded by Mr. Cunningham that the Board approve the Pay to Participate fees for the 2026-2027 school year as recommended by the Finance Committee (Exhibit-4)

1. Athletics – Family Maximum for the year \$500.

High School

Per Student	1 st Season	\$155.00
	2 nd Season	\$155.00
	3 rd Season	\$95.00

Middle School

Per Student	1 st Season	\$95.00
	2 nd Season	\$95.00
	3 rd Season	\$65.00

2. Marching Band	Per Student	\$60.00	No family maximum
3. MHS Theatre	Per Student	\$36.00	No family maximum
4. MMS Theatre	Per Student	\$20.00	No family maximum
5. Academic Team	Per Student	\$60.00	No family maximum
6. Model UN	Per Student	\$60.00	No family maximum
7. Mock Trial	Per Student	\$60.00	No family maximum
8. Winter Guard	Per Student	\$60.00	No family maximum

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

Facility Rental (76-26) – Mrs. Ramos moved, seconded by Mr. Bernicke that the Board approve the Facility Fee Schedule for 2026-2027 school year as recommended by the Finance Committee. (Exhibit-5)

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

RECORD OF PROCEEDINGS 037

Minutes of MADEIRA BOARD OF EDUCATION

**Regular Meeting
Held May 18, 2026**

Lunch Rates (77-26) – Mr. Bernicke moved, seconded by Mrs. Ramos that the Board approve the lunch rates for 2026-2027 school year provided by Milford Food Service as recommended by the Finance Committee.

Elementary	\$3.00	Regular Lunch
Middle School	\$3.50	Regular Lunch
	\$4.25	Deluxe Lunch
High School	\$3.50	Regular Lunch
	\$4.25	Deluxe Lunch
Milk	\$0.60	

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

Salary Schedules (78-26) – Mr. Bernicke moved, seconded by Mrs. Ramos that the Board approve the 2026-2027 compensation schedules as recommended by the Finance Committee.

1. Teacher Salary Schedule (Exhibit-6)
2. Preschool Teacher Salary Schedule (Exhibit-7)
3. Classified Support Salary Schedule (Exhibit-8)
4. Administrative Staff (Exhibit-9)
5. Support Staff on Salary Ranges (Exhibit-10)
6. Supplemental Group Schedule (Exhibit-11)

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

Greater Cincinnati Insurance Consortium (GCIC) Insurance Contribution (79-26) – Mrs. Ramos moved, seconded by Mr. Cunningham that the Board approve the GCIC Insurance rates and contribution (Exhibit-12)

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

GOVERNANCE

OHSAA Membership Resolution (80-26) – Mr. Bernicke moved, seconded by Mrs. Ramos that the Board adopt the resolution authorizing 2026-2027 membership in the Ohio High School Athletic Association (OHSAA). (Exhibit-13)

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

Future Bound – JA National Stock Market Challenge Overnight Trip (81-26) – Mr. Bernicke moved, seconded by Mrs. Ramos that the Board approve an extended field trip to Boston for the Madeira High School students participating in the JA National Stock Market Challenge from June 7 to June 11, 2026. (Exhibit-14)

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

SUPERINTENDENT COMMITTEE REPORTS

- Finance – Mrs. Hauser reported that many of the items reviewed by the Finance Committee had already been discussed and approved earlier in the meeting. The committee approved a change to the long-term substitute pay rate to \$160 per day beginning on day one, replacing the previous tiered approach. The committee also reviewed current-year technology purchases and trends within the athletic budget. Discussion focused on rising costs related to entry fees, awards, and travel, as well as the addition of several sports programs in recent years that have increased expenses without corresponding revenue increases.
Mrs. Hauser noted that the district's teams and athletes have had an exceptional year, resulting in additional travel expenses associated with state competition participation. The committee recommended that hotel expenses related to these events be funded through the district's general fund rather than the athletic fund, as these costs are unavoidable and difficult to predict. This adjustment is intended to provide support for the athletic fund both this year and in future years.

RECORD OF PROCEEDINGS 038

Minutes of MADEIRA BOARD OF EDUCATION

**Regular Meeting
Held May 18, 2026**

Mr. Matsudo provided an update regarding athletic training services, noting ongoing discussions with Beacon/TriHealth following Drayer's decision to discontinue involvement. Discussions include the funding structure for athletic trainer services and whether Beacon/TriHealth will continue providing compensation to the district for high school nursing services. The Board will receive additional updates as information becomes available.

Mrs. Hauser also provided an update on TIF funding. She reported that Traditions of Madeira submitted its TIF payment after the county finalized distributions to the City of Madeira, which is expected to negatively impact the district's current fiscal year forecast by approximately \$230,000. However, this is anticipated to be a timing issue, with the district expecting to receive the funds in the following fiscal year. Mrs. Hauser also reported that the district received its first payment associated with the Camargo Road TIF district. Lastly, Mrs. Hauser provided an update regarding the payroll redirect cyber fraud incident.

- Buildings and Grounds – Mr. Bergan reported that the scoreboard works! He also stated that the wood gym floor is being repaired from roof leak damage and the cost will be approximately \$40,000.
- Community Relations – Mr. Matsudo thanked Steph Lex and the after prom committee for their help with after prom for many years. It was another successful year and the kids had a great time.
- Policy – No formal update provided at this time.

BOARD COMMITTEE/LIASION REPORTS

- Planning Commission – Mr. Matsudo reported that recommendations/goals from the planning commission studies will be presented at the June BOE meeting.
- Great Oaks – Mr. Matsudo reported that Corbin Adams will be our top vocational student.
- Legislation – Mrs. Hauser reported HB420 is in committee hearing testimony. It would eliminate continuing property tax levies. Mr. Matsudo reported that he and Mrs. Hauser attended the Hamilton County legislative breakfast and much of the conversation was around the potential ballot issue to eliminate property taxes.
- Student Achievement Liaison – Mr. Bergan reported that preliminary math scores came in and they're looking very positive. He also stated that we have some incredible teachers that are diving into the data.

DISCUSSION ITEMS

ADJOURNMENT (82-26) – Mr. Bernicke moved, seconded by Mrs. Ramos that the May 18, 2026 regular meeting of the Madeira Board of Education be adjourned.

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

Board President

Treasurer