

**READING COMMUNITY SCHOOLS
BOARD OF EDUCATION
Work Session May 28, 2025
MINUTES**

J. Galloway called the work session meeting of the Board of Education of Reading Community Schools to order at 6:00 p.m. in the high school band room.

Members present: N. Pridgeon, B. Wheeler, R. Grossheim, J. Galloway, B. Pavka

Members absent: B. Kerspilo, R. Sanders

Others present: J. Sholler, S. Shook

A. Negotiations: Agreement and Contract

1. Custodial/Maintenance

- i. Brad Wright leading
- ii. Current contract is good through Jun 30, 2025
- iii. Monetary changes - increased salaries (3%), more clothing allowance, increased time in the work days.
- iv. R. Grossheim vocalized that he would prefer for the board president to be part of all negotiations.
- v. M. Dubois reports P. Bassage feels 3% raise is comfortable in the budget.

2. Paraprofessionals

- i. Wage increased by 2%
- ii. Reimburse if they take the courses to become highly qualified
- iii. Were the additional days added to the contract?
 - 1. Currently has 3 PD days in the contract
- iv. "Highly qualified"
 - 1. Added to the new contract - needs to be completed within 90 days
 - 2. Can we have staff that was previously grandfathered in be encouraged to take the exam?
 - a. Currently only have 3 paras that are not considered highly qualified
 - b. M. Dubois to look at getting that language in the contract

3. Food Service

- i. Kathy Albright leading
- ii. Individual contracts versus group contracts - very different due to district needs and times
- iii. They were requesting in the contract:
 - 1. Jury duty language
 - 2. \$100 clothing allowance and 5 shirts
 - 3. Increase in retirement incentive
 - 4. Increase of 2.5% salary

4. Teachers

- i. Still working on:
 - 1. Language modifications
 - 2. Salary increases
 - 3. Caseload overage
- ii. J. Galloway requesting copies of each current contract and the proposed changes

B. Elementary Principal Contract and Job Description

1. Need to add initial signatures and date on each page of the contract
2. Previous contract was presented
3. Requested changes from J Galloway
 - i. The employee shall remain free of any alcohol/controlled substance in the workplace
 - ii. Additions to the Duties/Responsibilities: attend all IEP meetings unless a designee is established, report to the superintendent
 - iii. Contract changes
 1. M. Dubois to share via email

C. Student Disciplinary Hearing Date Request

1. B. Pavka made a motion to go into closed session with R. Grossheim support
2. Ayes: R. Grossheim, N. Pridgeon, B. Wheeler, B. Pavka, J Galloway
3. Nays: None – Motion carried.
4. Absent: B. Kerspilo, R. Sanders
5. Disciplinary date set with discussion regarding the process and background on student involved
6. R. Grossheim made a motion to exit the closed session with B. Wheeler support
7. Ayes: R. Grossheim, N. Pridgeon, B. Wheeler, B. Pavka, J Galloway
8. Nays: None – Motion carried.
9. Absent: B. Kerspilo, R. Sanders

B. Wheeler made motion to conclude work session at 6:57 pm, supported by B Pavka

Ayes: N. Pridgeon, B. Wheeler, R Grossheim, J. Galloway, B Pavka

Nays: None – Motion carried.

Absent: B. Kerspilo, R. Sanders

Nicole Pridgeon, Trustee