

**READING COMMUNITY SCHOOLS
BOARD OF EDUCATION
Work Session August 27th, 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: B. Kerspilo, N Pridgeon, B Wheeler, R Grossheim, J Galloway, R Sanders
(Arrived 6:04), B Pavka

Members absent: None

Others present: M Dubois, T Little, C. Willoughby

- Superintendent Performance Goals: Via the Superintendent Evaluation, the board and Mr. Dubois created his formal goals for this year per each rubric of the MASB Evaluation tool.
 - A. Governance & Board Relations: 1.) Superintendent and Board will devise a Board Development Plan by 12/31/2025. The *Evidence* will be the “actual plan” once finished.
 - B. Community Relations: 1.) Superintendent will attend a minimum of one (1) parent lead organization per semester, per building for the 2025-2026 school year. *Evidence* will be the meeting minutes, and his report back to the board. 2.) Superintendent will create marketing plan highlighting the upcoming bond renewal. *Evidence* will be the plan, including a “counter” on our Facebook page and District web page for the information regarding the bond.
 - C. Staff Relations: 1.) Superintendent will provide staff with a “pulse survey” no less than two (2) times per year. *Evidence* will be the survey results, and the board asked to get the questions prior to the survey. In the event the survey produces any measurable issues, Superintendent will put together an “action plan” and present to board
 - D. Business & Finance: 1.) Superintendent to develop long range financial goals to coincide with the bond renewals. *Evidence* will be the goals created in conjunction with the Facilities Committee and the Marketing plan from above Community relations goal.
 - E. Instructional Leadership: 1.) Superintendent to secure and distribute age-appropriate survey for the Elementary student population grades 3-6. *Evidence* will be the actual survey and results. Board asked to see the survey prior to distribution.
- ** Mr. Dubois provided two (2) additional goals. 1.) Increase the 3rd grade student achievement by 10% in Reading growth. *Evidence* will be NWEA , acadience, and curriculum results. 2.) Increase student well being 10% by June 2026. *Evidence* will be the beginning study/survey results, compared to the study/survey results in June 2026.
- Travel Reimbursement: Board discussed the current travel reimbursement policy. We need to draft a revised travel reimbursement policy (P06550). This will be an information item on next month’s Agenda.
- Board Agenda: J Galloway requested to add the Work Session Agenda to the Board Packet. B Wheeler asked to have a written Superintendent report similar to the principals/Athletic Directors added to the monthly Board Packet as well.

N Pridgeon made motion to conclude work session at 6:52 pm, supported by R. Grossheim

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

Nays: None – Motion carried.

Absent: None

Brian Kerspilo, Board Secretary