



**KETTERING BOARD OF EDUCATION
REGULAR MEETING
JANUARY 25, 2022**

The Board of Education of the Kettering City School District met in Regular Session at Kettering Fairmont High School Recital Hall, 3301 Shroyer Road, Kettering, OH 45429 on January 25, 2022, at 6:00 p.m.

The meeting was called to order by the Board President, Toby Henderson at 6:03 p.m.

Roll Call: Present, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.
Absent, None.

In Attendance:
Mr. Scott Inskeep, Superintendent, and Mr. Cary Furniss, Treasurer.

Motion 19-22 Adoption of Agenda

It was moved by Mr. Ambrose, seconded by Mrs. Kane to approve the agenda of the January 25, 2022, regular meeting as presented.

Roll Call: Ayes, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.
Nays, None.
The president declared the motion carried.

Mr. Henderson led the Board in the Pledge of Allegiance.

Motion 20-22 Approve Minutes

It was moved by Mrs. Kane, seconded by Mr. Martin to approve the minutes of the January 4, 2022, Organizational Meeting and January 4, 2022, regular meeting.

Roll Call: Ayes, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Parks.
Nays, None.
The president declared the motion carried.

Recognition and Reports

The month of January is Board Member recognition month and Mr. Inskeep recognized each member of the Board.



Mr. Dan Vonhandorf presented the Portrait of a Graduate program and students to the Board. Student leaders from the Junior Class Council recognized the Board's contributions and thanked them for their service.

Ms. Liz Jensen presented the students being recognized as Portrait of a Graduate students to the Board.

Board Committee Reports

No reports.

Hearing of the Public regarding Agenda Items

No hearing of the public.

Mr. Henderson acknowledged the passing of Carrie Henry, Teacher at J.E. Prass Elementary yesterday, January 24, 2022. The board had a moment of silence in Ms. Henry's honor.

Information for Decision Making

- Mr. Henderson announced upcoming meetings on February 1st, 2022, February 15th, 2022, and March 1st, 2022, work session.
- The Board had the first reading of revisions to Board Policies and Bylaws as prepared by NEOLA of Ohio. Ken Lackey addressed the Board regarding policy updates.

Decisions of the Board

Motion 21-22 Authorize Roof Bids

It was moved by Mrs. Kane, seconded by Mr. Ambrose to award J.F. Kennedy Elementary School Roof Recover Project to Cotterman & Company.

Discussion: Ken Lackey addressed the board regarding the bid opening. There were 8 bidders on the project.

Roll Call: Ayes, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.
Nays, None.
The president declared the motion carried.

Motion 22-22 Authorize Bidding for Biotech Classroom

It was moved by Mrs. Parks, seconded by Mr. Martin to authorize bidding for a renovation at Fairmont High School to expand the Biotech Classroom and Lab.

Discussion: The Biotech renovation will occur in the summer of 2022. Mrs. Parks asked a question about eliminating lockers as part of the project.



Roll Call: Ayes, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.
Nays, None.
The president declared the motion carried.

Motion 23-22 Approve Human Capital Agenda Items

It was moved by Mrs. Parks, seconded by Mrs. Kane to approve the Human Capital Agenda Items as presented.

Discussion: Mr. Inskeep recommended the Human Capital agenda for approval.

X. Human Capital Agenda

- A. Recommendation to accept the following from Resignations from Positions Only:
 - 1. Jessica Josefina Ceron-Washington, Child Care Aide, Kettering Early Childhood Education Center, effective December 27, 2021.
- B. Recommendation to approve the following Unpaid Leaves of Absences:
 - 1. Cristina Michele Melzer, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, December 7, 2021 and January 3, 2022, January 4, 2022, and January 5, 2022 (1/4 day).
 - 2. Brittany Amanda Combs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave, January 5, 2022 (3/4 day), and January 11, 2022.
 - 3. Katherine Ann Elliott, Classroom Aide (Lunch), Kettering Middle School, due to taking the paraprofessional exam, .5 hours on December 13, 2021.
 - 4. Nicole R. Shellabarger, Intervention Specialist, Greenmont Elementary School, due to exhausted sick leave, December 14, 2021, and December 17, 2021.
 - 5. April Marie Atwell, Classroom Aide (Achievement), Oakview Elementary School, due to working as a substitute teacher, December 14, 2021, December 15, 2021, December 16, 2021, and December 17, 2021.
 - 6. Jami Le Kovacs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave, January 6, 2022, January 7, 2022, and January 10, 2022.
 - 7. Anne R. Woodruff, Special Education Paraprofessional, Oakview Elementary School, due to exhausted sick leave, January 20, 2022, and January 21, 2022.
 - 8. Taylor Myers, Special Education Paraprofessional, Kettering Fairmont High school, due to exhausted sick leave, January 11, 2022, (3/4 day).
 - 9. Dawn Koesters, Classroom Aide (Alternative), Kettering Fairmont High School, due to exhausted sick leave, January 4, 2022-January 21, 2022.
 - 10. Kyrie Lynn Ross, Special Education Paraprofessional, Kettering Middle School, due to exhausted sick leave, December 9, 2021, January 6, 2022, January 10, 2022-January 12, 2022 (5 days).
 - 11. Elizabeth Bernardette Fisher, Classroom Aide (Pathfinders), due to exhausted sick leave, January 6, 2022, and January 7, 2022.
- C. Recommendation to recognize the following Unapproved Unpaid Leaves of Absence:



1. Erin L. O'Brien, School Aide, John F. Kennedy Elementary School, effective February 2, 2022 through end of work day February 11, 2022, (8 days) for personal reasons.
- D. Recommendation to approve the following 2021-22 School Year Employees:
1. Jennifer V. Mingus, Child Care Aide, as needed, no benefits, Step 1, Indian Riffle Elementary School, effective December 16, 2021.
 2. Brandon Lee Arehart, Classroom Aide (Lunch), 2 ¼ hrs/day, Step 1, Kettering Middle School, effective January 3, 2022.
 3. Marie A. Hankey, Classroom Aide (Lunch), 2 ¼ hrs/day, Step 1, Kettering Middle School, effective January 6, 2022.
 4. Alyssa Kay Gambrel, Classroom Aide (Traditional), max. 15 hrs/week, no benefits, Step 1, Oakview Elementary School, effective January 24, 2022.
 5. Jacob Clark Feldmeyer, 57.1% Business Teacher, Kettering Fairmont High School, effective January 3, 2022.
 6. Monica Rose Tharp, Floating School Nurse, Kettering City Schools, effective January 27, 2022.
- E. Recommendation to approve 2021-2022 School Year Extended Service Days:
1. Jacob Clark Feldmeyer, 57.1% Business Teacher, Kettering Fairmont High School, total of 4 days to be worked at the end of the 2021-2022 school year.
 2. Monica Rose Tharp, Floating School Nurse, Kettering City Schools, January 21, 24, 25, and 26 (total of 4 days).
- F. Recommendation to approve payment for the purpose of addressing the completion of federally required IEP's (Individual Education Plans) at the rate of \$41.46/hr.:
1. Randy L. Swain - 6 hours
 2. Paula Jean Spicer - 3 hours
 3. Alex Lee Kowal - 3 hours
 4. Susan Lynn Morrissey - 3 hours
 5. Bambi Clark - 3 hours
 6. Jodi Ruth Peyton - 3 hours
 7. Michelle Ruth Schussler - 3 hours
- G. Recommendation to approve the following Adjustments of the 2021-22 School Year Paraprofessional Assignments:
1. Robyn Mitter Moore, Classroom Aide (General), from 2 ½ hrs/day to 4 ½ hrs/day, Van Buren Middle School, effective January 18, 2022.
- H. Recommendation to approve the following 2021-22 School Year Supplemental Contracts:
1. +**Jonathan C. Hauge, Athletics Site Manager, Kettering Fairmont H.S.;
 2. +**William Thomas Trap, Technical Stage Director, Kettering Fairmont H.S.;
 3. +**Thomas Lee Roam, 75% Stage Properties Coordinator, Kettering Fairmont H.S.;
 4. +**Frank L. Cummings, 25% Stage Properties Coordinator, Kettering Fairmont H.S.;



+ Contract will be issued upon verification and receipt of CPR/AED, Concussion, Sudden Cardiac Arrest and Fundamentals of Coaching Certificates, appropriate reports from Ohio BCI and FBI background checks as well as a current Pupil Activity Permit.

* Has a teaching certificate but no base contract.

** Does not have a teaching certificate. In accordance with the provisions of Section 3313.53 ORC, the Board has offered via a posting this position to certificated employees of the district and has thereafter advertised said position as available to other qualified, certificated persons not employed by the district. With no such qualified persons having applied and/or accepted said position, this non certificated person is employed for this position for the 2021-22 school year at the designated rate per year.

- I. Recommendation to approve the following 2021-22 Substitute Teachers:
 1. Rebecca Rine Ingle
 2. Olivia Michelle Mett
 3. Michael John Freeman
 4. Jacob Tyler Shaw
 5. Johnna Leenett Dorsey
 6. Evan Karl Mynsberge
 7. Taylor Ann Ritter
 8. Christina Michelle Day
 9. Kevin Easton O'Donnell
 10. David Joel Gewertz
 11. Carter Haines Caldwell
 12. Jennifer V. Mingus
 13. Shea Billington Morgan
 14. Kennedy Alexis Harris
 15. Morgan L. Bailey
- J. Recommendation to approve the following 2021-22 Substitute Paraprofessionals:
 1. Alaa Abdelrahman Mohamed Elwalidi
- K. Recommendation to approve Substitute KECEC Child Care Aide, Sondra Elizabeth Nowicki, \$14.25/hr. (019 funds), as needed, no benefits, Kettering Early Childhood Education Center, effective 2021-22 School Year.
- L. Recommendation to approve the following Long-Term Substitute Paraprofessionals:
 1. Kathryn C. Franz, Fairmont High School, additional aide position, effective January 3, 2022.
 2. Alaa Abdelrahman Mohamed Elwalidi, Southdale Elementary School, Classroom Aide (Traditional), effective January 4, 2022.
- M. Recommendation to approve the following 2021-22 Long-term Substitute Teachers:
 1. Lorri C Smith, Kettering Middle School School, for Dena S. Fauber, effective January 7, 2022.



2. Rebecca Marie Kinney, Indian Riffle Elementary School, for Rachel A. Van Atta, effective January 5, 2022.
 3. Amanda Lynne Stone, Kettering Middle School, for Nicole Anne Hornback, effective January 8, 2022.
 4. Leroy F. Bechtel, Fairmont High School, for Terry L. Eifert, effective January 13, 2022.
 5. Morgan L. Bailey, Orchard Park Elementary School, for Caitlin Marie Wołodkiewicz, effective January 18, 2022.
- N. Recommendation to place the following Substitute Teachers on the current teacher salary schedule, Class III, Step 1, having substituted 30 working days in the same assignment, in accordance with the Ohio Department of Education, and continuing until assignment ends:
1. Elena Marie Krumholtz, Southdale Elementary School, for Heather L. McClintick, effective January 18, 2022.
- O. Recommendation to place the following Substitute Teachers on the current teacher salary schedule, having substituted 60 working days in the same assignment, in accordance with the Ohio Department of Education, and continuing until assignment ends:
1. Lana Suzette Cortina, Greenmont Elementary School, for Joanna Kay Kesner, effective January 12, 2022.
- P. Recommendation to approve the following 2021-22 Home Instructors:
1. Audra Michelle Samanas, Master's Degree
 2. Christine Mary-Jo Wright, Master's Degree
- Q. Recommendation to approve the following resignations from Substitute Teachers and Paraprofessionals for the 2021-22 School Year:
1. Timothy William Kelly (sub teacher)
 2. Ashley L. Garcia (sub para)
 3. Lynda Ronell Fagley (sub teacher)
 4. Mark Steven Kozarec (sub teacher)
 5. Thomas F. Lakes (sub teacher)
 6. Abigail Pearl Hoggatt (sub teacher)
 7. Phillip Hartmann Herzing (sub teacher)
 8. Patricia Ellis Hoyle (sub teacher)
 9. Marie A. Hankey (sub aide)
 10. Nichole Lynn Crider (sub para)
- R. Recommendation to approve payment to Kettering School Nurses who work past contract time due to COVID tracing during the 2021-22 school year to be paid at the substitute nurse hourly rate.
- S. Recommendation to adjust the rate for Jessica Gordon and Heather Cone's pay for hours worked during the 2021 Summer School program from their hourly rate to the teacher 2021 Summer School teacher rate, no benefits.

Roll Call: Ayes, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.



Nays, None.

The president declared the motion carried.

Motion 24-22 Approve Business Services Agenda Items

It was moved by Mrs. Kane, seconded by Mr. Ambrose to approve the Business Services Agenda Items as presented.

Discussion: Mr. Inskeep recommended the Business Services agenda for approval.

XI. Business Services Agenda

A. Classified Staff

1. Recommendation to accept the resignation to retirement, Sheri G. Moorman, Elementary Principal Secretary, effective February 28, 2022, end of day. (30 years in Kettering)
2. Recommendation to accept the Resignation from Employment, Angie Diane Scott, Elementary Secretary I, KECEC, effective January 14, 2022, end of day.
3. Recommendation to accept the Resignation from Employment, Dylan Wilkerson, Assistant Data Analyst, Teaching & Learning, effective February 11, 2022, end of day.
4. Recommendation to approve the employment of Gina Samson, Fiscal/Budget Analyst, Pay Grade 9, Step 8 of the Support Administrator Salary schedule, effective February 14, 2022 - July 31, 2023.
5. Recommendation to approve the transfer of Carolyn A. Scott from Secretary to Supervisor of Food & Nutrition, Pay Grade IV, Step 10 to Secretary to Supervisor of Student Services, Pay Grade III, effective January 31, 2022.
6. Recommendation to acknowledge the change to the January 4, 2022 Agenda Item (X, 17) concerning the effective date for employment of Mary Lynn Bierman, Supervisor of Food & Nutritional Services, from January 25, 2022 to January 18, 2022.
7. Recommendation to approve payment of \$2500.00 to Christopher B. Weaver, Athletic Director, Kettering Fairmont High School, for services rendered as Site Manager of Trent Arena during Flyin' to the Hoop Event, January 14-16, 2022, with Kettering City Schools being reimbursed \$2500.00 by Flyin' to the Hoop.
8. Recommendation to approve the addition of Jennifer V. Mingus to the Substitute MMLC/Reading Aid List at the approved substitute rate, effective January 4, 2022.
9. Recommendation to approve the employment of Jessica J. Ceron-Washington, Special Education Preschool Paraprofessional, Indian Riffle Elementary School, 7 hrs/day, Step 1, effective January 3, 2022.
10. Recommendation to approve the employment of the following employees in the Transportation Department:
Jon E. Durrenberg, Bus Driver, 4.5 hours/day, effective January 3, 2022
Tytha Jammille Moore, Bus Aide, 4 hours/day, effective January 11, 2022
Sean Michael Wilson, Bus Driver, 4.5 hours/day, effective January 11, 2022



James Sterling Pearson, Bus Driver, 4.5 hours/day, effective January 11, 2022

Kea Elize Zertuche, Bus Driver, 4.5 hours/day, effective January 10, 2022

11. Recommendation to Approve Unpaid leave for the following Transportation employees:

Christian Renee Chambers, effective January 14, 18, and 19, 2022 (3 days)

Benita Y. Hooten, effective January 11-13, 2022 (3 days)

Kimberly Jean Shoemaker, effective January 6-21, 2022 (11 days)

John E. Johnson, Bus Driver, effective January 13, 2022 (1 day)

12. Recommendation to approve the lateral transfer of Billie J. Bodag, Food & Nutrition Services Worker I, Step 3, 3.5 hr/day at Fairmont High School to Food & Nutrition Services Worker I, Step 3, 4.0 hr/day at Southdale Elementary, effective January 12, 2022.

13. Recommendation to approve the promotion of Jane A. Feltner, Food & Nutrition Service Worker I, Step 3, 4 hr/per day at Southdale Elementary to Food & Nutrition Worker II, Step 3, 6 hr/day at Fairmont High School, effective January 3, 2022.

14. Recommendation to approve the addition of the following to the 2021-2022 Food & Nutrition Services Substitute List at the approved rate of pay, effective as follows:

Sarah R. Poston, January 10, 2022

Brenda Grooms, January 20, 2022

B. Business Items

1. Recommendation to recognize the increase in the Ohio minimum wage from \$8.80 per hour to \$9.30 per hour and increase wages paid to student custodian workers effective January 1, 2022.

Roll Call: Ayes, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.

Nays, None.

The president declared the motion carried.

Motion 25-22 Approve Treasurer Agenda Items

It was moved by Mr. Martin, seconded by Mrs. Kane to approve the Treasurer Agenda Items as presented.

Discussion: Mr. Furniss reported that an investment summary had been added to the monthly financial report. Next month additional reports will be added to the monthly financial report.

XII. Office of the Treasurer Agenda

- A. Recommendation to approve December 2021 Financial Statement and Investment Report.
B. Recommendation to approve Amended Appropriation Resolution for Fiscal Year 2022.

Roll Call: Ayes, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.

Nays, None.

The president declared the motion carried.



Motion 26-22 Approve Teaching and Learning Agenda Items

It was moved by Mrs. Kane, seconded by Mr. Martin to approve the Teaching and Learning Agenda Items as presented.

Discussion: Mr. Inskeep recommended the Teaching and Learning Agenda Items for approval. Mr. Vonhandorf provided an overview of each of the courses. Mr. Henderson asked for an overview of the new course being recommended. Mr. Ambrose asked how many additional students the new courses would be able to serve.

XIII. Teaching & Learning Agenda

- A. Recommendation to approve Textiles Design & Construction II as a new Secondary Course of Study. (enclosure)
- B. Recommendation to approve a Service Agreement between Kettering City Schools and Montgomery County Educational Service Center to provide Physical Therapy services for the 2021-2022 school year. (enclosure)

Roll Call: Ayes, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.
Nays, None.
The president declared the motion carried.

Hearing of the Public Non-Agenda Items

None.

Mr. Inskeep reminded the Board that Boys Basketball was playing tonight and the drama department will be presenting “Clue” this weekend at the Auditorium. The following weekend is the High School Athletic Hall of Fame events at Fairmont High School.

Adjournment

With no additional business to come before the Board, Mr. Henderson adjourned the meeting at 6:42 p.m.

Attest: Treasurer, Board of Education

Attest: President, Board of Education