



**KETTERING BOARD OF EDUCATION
REGULAR MEETING
FEBRUARY 15, 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 February 15, 2022, at 6:00 p.m.

The meeting was called to order by the Board President, Toby Henderson at 6:00 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, Dan Vonhandorf, Assistant Superintendent for Teaching & Learning, Ken Miller, Assistant Superintendent for Human Capital, Ken Lackey, Director of Business Services, Kari Basson, Community Relations & Auxiliary Services Coordinator, Rick Taylor, Assistant Treasurer and Mr. Cary Furniss, Treasurer.

Motion 28-22 Adoption of Agenda

It was moved by Mrs. Kane, seconded by Mr. Ambrose to approve the agenda of the February 15, 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 29-22 Approve Minutes

It was moved by Mrs. Parks, seconded by Mr. Martin to approve the minutes of the January 25, 2022, Regular Meeting and February 1, 2022, work session.

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

Mr. Dan Vonhandorf, Assistant Superintendent of Teaching and Learning, recognized the Kettering City School Guidance Counselors for National School Counselors Week. The Board presented each with a certificate recognizing the Portrait of a Graduate program.



Board Committee Reports

Mr. Ambrose shared an update on the Induction of the Class of 2022 Hall of Fame. Mr. Ambrose recognized the individuals inducted into the Hall of Fame.

Hearing of the Public regarding Agenda Items

None.

Information for Decision Making

- Mr. Henderson announced upcoming meetings on March 1, 2022, at 6:00 p.m. with Treasurer Items, Superintendent Items and Board Items. A Regular Meeting on March 22, 2022, at 6:00 p.m. in Recital Hall, Kettering Fairmont High School, with Personnel Items. A Regular Meeting on April 5, 2022, at 6:00 p.m. in Recital Hall, Kettering Fairmont High School, with Personnel Items.

Decisions of the Board

Motion 30-22 Approve Board Policy Revision

It was moved by Mr. Ambrose, seconded by Mrs. Kane to approve policy 0141.2 Conflict of Interest.

Discussion: Ken Lackey addressed the Board regarding the policy change.

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 31-22 Approve Human Capital Agenda Items

It was moved by Mrs. Kane, seconded by Mr. Martin 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 Resignations from Employment to Retirement:
 - 1. Natalie E. Carolus, Speech Language Pathologist, Van Buren Middle School, effective end of the 2021-22 School Year (14 years in Kettering).
 - 2. Terry L. Eifert, Intervention Specialist, Kettering Fairmont High School, effective end of the 2021-22 School Year (29 years in Kettering).
 - B. Recommendation to accept the following Resignations from Employment:
 - 1. Cindy Elaine Dooley, Child Care Aide, Kettering Early Childhood Education Center, effective end of work day February 11, 2022.



2. Brandy Cheyenne Ellis-Ravert, School Nurse, Greenmont Elementary School, effective end of work day February 25, 2022.
- C. Recommendation to recognize, for the official record, the death of Carrie E. Henry, 1st Grade Teacher, J. E. Prass Elementary School, effective January 24, 2022.
- D. Recommendation to approve Mid-Year (Educational) Class Increases for eligible Certificated Staff, effective Second Semester 2021-22 School Year (Enclosure).
- E. Recommendation to approve an agreement between Kettering City Schools and Cynthia L. Smith for consulting services for Preschool and Early Childhood Education for the 2021-22 School Year (Enclosure).
- F. Recommendation to approve the following Unpaid Leaves of Absences:
 1. Taylor Myers, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, 1/4 of a day January 20, 2022, and a full day January 27, 2022.
 2. Rachel Anne Marion, 1st Grade Teacher, John F. Kennedy Elementary School, due to exhausted personal leave, January 28, 2022.
 3. Cristina Michele Melzer, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, 1/4 of a day January 21, 2022, and a full day January 24, 2022.
 4. Lindsey Jordan Johnson, School Aide and Special Education Paraprofessional, J.E. Prass Elementary School, due to exhausted sick leave, January 28, 2022.
 5. Robert Matthew Blevins, Classroom Aide (Guided Study), Kettering Middle School, due to exhausted sick leave, 3/4 of a day January 12, 2022, and a full day January 13, 2022.
 6. Nicole R. Shellabarger, Intervention Specialist, Greenmont Elementary School, due to exhausted sick leave, January 18, 2022, February 8, 2022, and February 15, 2022.
 7. 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.
 8. Jessica Ceron-Washington, Special Education Paraprofessional, Indian Riffle Elementary School, due to exhausted sick leave, January 18, 2022 through January 28, 2022 (7 Days), and 1/4 of a day January 27, 2022.
- G. Recommendation to approve the following 2021-22 School Year Employee:
 1. Susan D. Stephens, School Aide, 2 1/2 hrs/day, Step 1, Orchard Park Elementary School, effective February 1, 2022.
- H. 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. Susan Lynn Morrissey - 10.25 hours
- I. Recommendation to approve as 2021-2022 Insight/KATEP Facilitator for drug/alcohol & tobacco use, \$25.25/hr, Shannon Wright, at Kettering Fairmont High School.
- J. Recommendation to approve the following 2021-22 School Year Supplemental Contracts:
 1. +** Ryan Stebel, 45% Assistant Baseball Coach, Kettering Fairmont H.S.
 2. +**Jonathan Hauge, 45% Assistant Baseball Coach, Kettering Fairmont H.S.
 3. +**Matt Mahaffey, 65% Assistant Baseball Coach, Kettering Fairmont H.S.



4. +**Bob Decker, 65% Assistant Baseball Coach, Kettering Fairmont H.S.
5. +**Rob Mason, 65% Assistant Baseball Coach, Kettering Fairmont H.S.
6. +**Matt Avarado, 35% Assistant Baseball Coach, Kettering Fairmont H.S.
7. +*Kortney Tackett, Assistant Softball Coach, Kettering Fairmont H.S.
8. +**Trevor Nenniger, 75% Assistant Softball Coach, Kettering Fairmont H.S.
9. +**Rachael Schell, 25% Assistant Softball Coach, Kettering Fairmont H.S.
10. +**Brandon McLemore, Head Tennis Coach, Boys, Kettering Fairmont H.S.
11. +**Diane Bendel, Assistant Tennis Coach, Boys, Kettering Fairmont H.S.
12. +*Marcus Lajeunesse, Assistant Track Coach, Boys, Kettering Fairmont H.S.
13. Erin Molden, Assistant Track Coach, Girls, Kettering Fairmont H.S.
14. +*Pat McDermott, 60% Assistant Track Coach, Girls, Kettering Fairmont H.S.
15. +**Robin Groves, 75% Assistant Track Coach, Girls, Kettering Fairmont H.S.
16. +**Sam Wagner, 45% Assistant Track Coach, Girls, Kettering Fairmont H.S.
17. +**Nicole Sturk, 20% Assistant Track Coach, Girls, Kettering Fairmont H.S.
18. +*Bill Buirley, Head Volleyball Coach, Boys, Kettering Fairmont H.S.
19. +**Dan Peterson, Assistant Volleyball Coach, Boys, Kettering Fairmont H.S.
20. +**Adrenna Hernandez, Head Lacrosse Coach, Girls, Kettering Fairmont H.S.
21. +**Makina Walt, Assistant Lacrosse Coach, Girls, Kettering Fairmont H.S.
22. +**Adam Redding, Head Lacrosse Coach, Boys, Kettering Fairmont H.S.
23. +**Chandler Redwood, 90% Assistant Lacrosse Coach, Boys, Kettering Fairmont H.S.
24. +**Jeff Coleman, 90% Assistant Lacrosse Coach, Boys, Kettering Fairmont H.S.
25. +**Shane Thornewill, 20% Assistant Lacrosse Coach, Boys, Kettering Fairmont H.S.

K. Recommendation to approve the following 2021-2022 School Year Resignations from Supplemental Contracts:

1. +**Kenny Sullivan, Assistant Basketball Coach, Boys, Kettering Fairmont H.S.
2. Garrett Ross, Assistant Track Coach, 7-8th, Boys, Kettering Middle School.
3. Tarsha Morgan, Assistant Track Coach, 7-8th, Girls, Kettering Middle School.
4. Mikala Tingley, 40% Winter Cheer Coach, Kettering Middle School.
5. Mikala Tingley, 40% Winter Cheer Coach, Van Buren Middle School.

+ Contract will be issued upon verification and receipt of CPR/AED, Concussion, Sudden Cardiac Arrest and Fundamentals of Coaching Certificates, appropriate reports from Ohio BCII 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.

- L. Recommendation to approve the following 2021-22 Substitute Teachers:
 - 1. Elisabeth Lynn Murphy
 - 2. Paula Jean Ali
 - 3. James Michael Fanning
 - 4. Rachael Marie Kindred
 - 5. Maria Rose Drollinger
 - 6. Makina Josephine Walt
 - 7. Julia Rose Marie Burns
 - 8. Madigan Marie Malin
 - 9. Owen William Carpenter
 - 10. Whitnie Nicole Matthews
 - 11. Tracy Renee Davell
 - 12. Teresa Angela Bierlein
 - 13. Adam Elliot Guadalupe
 - 14. Stephanie Lynn Noel
 - 15. Hannah Elizabeth Greil
- M. Recommendation to approve the following 2021-22 Substitute Paraprofessionals:
 - 1. Phyllis Anne Stahl
- N. Recommendation to approve the following 2021-22 Long-term Substitute Teachers:
 - 1. Liam Thomas McAllaster, Kettering Fairmont High School, for David S. Link, effective January 13, 2022.
 - 2. Bonnie K. Foster, Indian Riffle Elementary School, for Amy Elizabeth Plassenthal, effective January 3, 2022.
- O. 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. Kimberlee Marie Campbell, Kettering Fairmont High School, for Ginalise Dilullo, effective January 26, 2022.
 - 2. Haley Frances Barlow, Oakview Elementary School, for Anita M. Peck, effective January 25, 2022.
- P. Recommendation to approve the following 2021-22 Home Instructors:
 - 1. Shelby L. Stevens - Bachelor's Degree
 - 2. Lisced Vilcapoma Cunyas - Bachelor's Degree
 - 3. Lori Elizabeth Moorman Kosater - Master's Degree
- Q. Recommendation to approve the following Resignations from Substitute Teachers for the 2021-22 School Year:
 - 1. Lawrence M. Budich (Sub Teacher)



2. Elizabeth L. Hageman (Home Instruction)
3. Sharon K. Tolle (Home Instruction)

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 32-22 Approve Business Services Agenda Items

It was moved by Mrs. Parks, 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 acknowledge a change to the January 25, 2022 Agenda Item (XI, A, 4) concerning the effective date of employment of Gina Samson, Fiscal / Budget Analyst, from February 14, 2022 to February 28, 2022.
2. Recommendation to accept the Resignation from Employment Sara Jean Hecht, ERC Secretary, effective February 11, 2022, end of day.
3. Recommendation to approve Unpaid Leave for Mary Lynne Bierman, Supervisor of Food & Nutrition, effective January 27, 28 and 31, 2022. (3 days)
4. Recommendation to approve the employment of Samantha Kay Shoup, Special Education Paraprofessional, Greenmont Elementary School, 7 hrs/day, Step 1, effective January 26, 2022.
5. Recommendation to approve the employment of Cristy Leigh Hisel, Night Custodian, J.E. Prass Elementary School, Step 1 of the Assistant Custodian's Salary Schedule. Effective January 24, 2022.
6. Recommendation to approve the addition of the following employees to the Substitute Custodian List at the approved substitute rate:
Brandon Michael Hall, effective January 31, 2022
Christopher Bailee Taylor, effective January 31, 2022
7. Recommendation to approve the Resignation to Retirement, Thomas Boss, Bus Driver, effective February 25, 2022, end of day. (11 years in Kettering)
8. Recommendation to accept the Resignation of Tytha Moore, Bus Aide, effective January 28, 2022, end of day.
9. Recommendation to approve the employment of Janie Davis, Bus Aide, effective February 7, 2022.
10. Recommendation to approve the the employment of Kacey Winhoven, Bus Driver, effective February 1, 2022
11. Recommendation to Approve Unpaid leave for the following Transportation employees:



Christina Chambers, Bus Driver, effective January 20, 21, 24, and February 8 (½ day), 2022

(3 ½ days)

Chad Kingsolver, Bus Aide, effective January 21 (½ day), 24, 25, 26, 27, 28, 31, and February 1, 2022 (7.5 days)

John Johnson, Bus Driver, effective January 18, and 21, 2022 (2 days)

Paul Hurst, Bus Driver, effective beginning January 24 (¼ day) until further notice

James Pearson, Bus Driver, effective January 27 and 28, 2022 (2 days)

12. Recommendation to approve the change in daily average hours for the following Transportation Employees: (Enclosure)

13. Recommendation to adjust the hours worked by Sarah M. Waskin, Food & Nutrition Services Worker I, Step 2, at Fairmont High School from 3.0 Hours/Day to 3.5 Hours/Day, effective January 26, 2022.

14. Recommendation to approve the addition of Racha Audeh to the 2021-22 Food & Nutrition Services Substitute List at the approved substitute rate, effective January 31, 2022.

15. Recommendation to approve unpaid leave for the following employees in the Food & Nutrition Department:

Kholoud Azzam, effective January 24 (¼) day and January 25, 2022. (1 ¼ days total)

Chelsea Rogers, effective January 20 (¾ day) and January 21, 2022. (1 ¾ days total)

B. Business Items

1. Recommendation to approve a resolution authorizing continued membership in the Ohio High School Athletic Association for the 2022-2023 school year. (Enclosure)

2. Recommendation to approve selected Classified Substitute Rates, effective February 28, 2022. (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.

Motion 33-22 Approve Treasurer Agenda Items

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

Discussion: Mr. Furniss explained the new monthly financial report format. He also noted the public records report that would be presented monthly.

XII. Office of the Treasurer Agenda

A. January Financial and Investment Report (Enclosure)

B. Report of Public Record Requests (Enclosure)



- C. Recommendation to accept a donation from Kenneth Lackey of \$1,000.00 for the purpose of granting a scholarship to a graduating senior at Fairmont High School.
- D. Recommendation to approve a fund transfer of \$16,000.00 from Orchard Park's special enterprise fund (020-9056) to Orchard Park's public school support fund (018-9056).

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 34-22 Approve Teaching and Learning Agenda Items

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

Discussion: Mr. Inskeep recommended the Teaching and Learning Agenda Items for approval.

XIII. Teaching & Learning Agenda

- A. Recommendation to approve agreement between Kettering City Schools and Clark County ESC for substitute Special Education Coordinator at Fairmont High School. (Enclosure)
- B. Recommendation to approve Tuition Costs for Preschool and Childcare for the 2022-2023 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

Joe Overholser, 2924 Acorn Drive, Founder for Citizens for a Stronger Kettering. Mr. Overholser addressed the Board regarding issues surrounding the pandemic and COVID protocols.

Lynn Quillen, 2632 Meadow Park Drive. Ms. Quillen spoke regarding the negative health outcomes caused by masks and mouth breathing. Additionally, Ms. Quiallan asked for the Board to make the decisions regarding masks in the future.

Motion 35-22 Executive Session

It was moved by Mr. Henderson, seconded by Mrs. Kane for the board to enter into executive session for the purpose of considering the appointment, employment dismissal, discipline, promotion, demotion or compensation of a public employee or official or the investigation of charges or complaints against a public employee, official, licensee or regulated individual.



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. Inskeep and Mr. Furniss were invited into the Executive Session.

Time In: 6:32 p.m.
Time Out: 8:11 p.m.

Motion 36-22 Adjournment

It was moved by Mr. Ambrose, seconded by Mr. Martin to adjourn the meeting at 8:11 p.m.

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.

Attest: Treasurer, Board of Education

Attest: President, Board of Education