



**KETTERING BOARD OF EDUCATION  
REGULAR MEETING  
AUGUST 2, 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 August 2, 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:

Ms. Mindy McCarty-Stewart, Superintendent, Mr. Ken Miller, Assistant Superintendent for Human Capital, Mr. Jeff Johnson, Director of Business Services and Mr. Cary Furniss, Treasurer.

**Motion 111-22 Adoption of Agenda**

It was moved by Mrs Kane, seconded by Mrs. Parks to approve the agenda of the August 2, 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 112-22 Approve Minutes**

It was moved by Mrs. Parks, seconded by Mr. Martin to approve the minutes of the July, 12, 2022, Regular Meeting.

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

**Board Committee Reports**

Mrs. Kane reported on the Roush Hall of Fame Committee. Nominations will be accepted until September 2, 2022, and she encouraged community members to consider nominating worthy candidates.



### **Hearing of the Public regarding Agenda Items**

No hearing of the public.

### **Information for Decision Making**

- Mr. Henderson announced upcoming meetings on August 16, 2022, at 6:00 p.m. at the Recital Hall, Kettering Fairmont High School, with personnel items. Work Session on September 6, 2022, at 6:00 p.m. the Board Room, at 500 Lincoln Park Boulevard, with Treasurer Items, Superintendent Items and Board Items. Regular Meeting on September 20, 2022, at the Recital Hall, Kettering Fairmont High School with personnel items.

### **Decisions of the Board**

#### **Motion 113-22 NEOLA Policies**

It was moved by Mr. Ambrose, seconded by Mrs. Kane to affirm the technical changes of the Kettering Board of Education Policies and Bylaws by NEOLA of Ohio.

- po 1422 Nondiscrimination and Equal Employment Opportunity
- po 1623 Section 504/ADA Prohibition Against Disability Discrimination in Employment
- po 1662 Anti-Harassment
- po 2260 Nondiscrimination and Access to Equal Educational Opportunity
- po 2260.01 Section 504/ADA Prohibition Against Discrimination Based on Disability
- po 3122 Nondiscrimination and Equal Employment Opportunity
- po 3123 Section 504/ADA Prohibition Against Disability Discrimination in Employment
- po 3362 Anti-Harassment
- po 4122 Nondiscrimination and Equal Employment Opportunity
- po 4123 Section 504/ADA Prohibition Against Disability Discrimination in Employment
- po 4362 Anti-Harassment
- po 5517 Anti- Harassment

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 114-22 Approve Human Capital Agenda Items**

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

Discussion: Ms. McCarty-Stewart recommended the Human Capital agenda for approval.



IX. Human Capital Agenda

- A. Recommendation to accept the following from Resignations from Positions Only:
1. Stacey Joann Berry, Classroom Aide (Lunch), Kettering Fairmont High School, effective end of work day August 14, 2022
  2. Joey L. Gagel, Classroom Aide (Lunch), Kettering Middle School, effective end of work day August 14, 2022
- B. Recommendation to approve the following 2022-23 School Year Employee:
1. Taylor Pari Soulati, 6th Grade Math Teacher, Van Buren Middle School, effective 2022-23 school year
  2. Heather Marie Ungru, 3rd Grade Teacher, Beavertown Elementary School, effective 2022-23 school year
  3. Jessica D. Hute, School Aide, 2.5 hrs/day, Step 1, Orchard Park Elementary School, effective 2022-23 school year
- C. Recommendation to approve the following Adjustments of 2021-22 School Year Supplemental Assignments:
1. William Thomas Trapp, Technical Stage Director \$19.75/hr, Kettering Fairmont High School
  2. Brandon James Riegel, Technical Stage Director \$19.75/hr, Kettering Fairmont High School
- D. Recommendation to approve the following 2022-23 School Year Supplemental Contracts:
1. +\*\*Heidi Sanders, Head Girls Bowling Coach, Kettering Fairmont High School
  2. +\*\*Jessica Hatcher, Assistant Girls Bowling Coach, Kettering Fairmont High School
  3. +\*Kevin Walsh, Volunteer Assistant Cross Country Coach, Kettering Fairmont High School
  4. +\*\*Shannon Wright, Assistant Field Hockey Coach, Middle Schools
  5. Megan Frigo, 25% 7th Grade Volleyball Coach, Kettering Middle School
  6. Megan Frigo, 25% 8th Grade Volleyball Coach, Kettering 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 noncertificated person is employed for this position for the 2021-22 school year at the designated rate per year.

- E. Recommendation to approve the following Adjustments of the 2022-23 School Year Paraprofessional Assignments:
1. Teresa Lynn Tracy, Classroom Aide (Lunch), 2 1/2 hrs/day to 4 1/4 hrs/day, Van Buren Middle School



2. Celia Deborah Ferdiny, School Aide, 2 hrs/day to 2 1/2 hrs/day, Beavertown Elementary School
  3. Joshua D. Edem, School Aide, 2 hrs/day to 2 1/2 hrs/day, Beavertown Elementary School
- F. Recommendation to approve payment to Krista Pfennig-Berning for the purpose of extra work on design and implementation for IB Music class curriculum up to 7 hours at the rate of \$20/hour per the KEA agreement.
- G. Recommendation to approve payment to Hannah Gilbert Smith, for the purpose of Foundations Training on August 5, 2022, at the rate of \$20/hour per the KEA agreement.
- H. Recommendation to approve payment for Jennifer A. Zale, for the purpose of four unique Staff Development Presentations, between August 2 and August 8, 2022, per the KEA agreement.
- I. Recommendation to approve a 1/2 day sub pay for Owen William Carpenter, to collaborate for the IB Music class curriculum, prior to August 12, 2022.
- J. Recommendation to approve payment for the purpose of extra work on Eureka Math training, up to 18 hours, at the rate of \$20/hour per the KEA agreement:
1. Kallie A. Schimmoeller
  2. Taylor Pari Soulati
  3. Benjamin T. McCombs
  4. Melissa Frances Parsons
- K. Recommendation to approve 1 day of sub pay for long-term kindergarten substitute teachers, for state mandated training, prior to the start of the 2022-23 school year, at the rate of \$20/hour per the KEA agreement:
1. Annika Brea Cunningham
  2. Jazmin M. Cooley
- L. Recommendation to approve payment for the following teachers, for the purpose of extra work on state mandated training, prior to the start of the 2022-23 school year, at the rate of \$20/hour per the KEA agreement:
1. Jamie Danielle Bellini
  2. Kelli Marie Mileusnich
  3. Alexandria Grace Miller
  4. Jordan Lee Wyssling
  5. Hannah Gilbert Smith
- M. Recommendation to approve payment for the following teachers, for the purpose of extra work on the Core Curriculum training, for new teachers on August 8, 2022, at the rate of \$20/hour per the KEA agreement:
1. Kelli Marie Mileusnich
  2. Hannah Gilbert Smith
  3. Alexandria Grace Miller
  4. Annika Brea Cunningham
  5. Alexis M. Henry
  6. Katelyn Nicole Shahady
  7. Heather Mees Ungru
  8. Rebecca Marie Kinney
  9. Kelly M. Norman
  10. Nicole Anne Hornback
- N. Recommendation to approve the following 2022-23 Substitute Teachers:
1. Nancy L. Beers



2. Kristine Elizabeth Fotia

- O. Recommendation to approve the following 2022-23 Substitute Paraprofessionals:
  - 1. Ashley Denise Klawitter
  - 2. Kristen Marie Bryant
- P. Recommendation to approve the following 2022-23 Clerical Substitutes:
  - 1. Ashley Denise Klawitter
  - 2. Mary Beth Cheadle
  - 3. Kristen Marie Bryant
- Q. Recommendation to approve the following 2022-23 MMLC/Reading Aide Substitutes:
  - 1. Ashley Denise Klawitter
  - 2. Kristen Marie Bryant
- R. Recommendation to approve the following 2022-23 Food and Nutrition Substitutes:
  - 1. Tosha Danielle Williams
  - 2. Mary Beth Cheadle
- S. Recommendation to approve the following 2022-23 Long Term Substitute Teachers:
  - 1. Nancy L. Beers for Joellen B. Nichols, Beavertown Elementary School, effective August 11, 2022
- T. Recommendation to approve the following 2022-23 Home Instructors:
  - 1. Kristine Elizabeth Fotia (Bachelor's Degree)
  - 2. Heidi Jo Coppock (Master's Degree)
  - 3. Nancy L. Beers (Master's Degree)
- U. Recommendation to approve the resignations of the following 2022-23 Substitute Teachers, Paraprofessionals, Clerical, MMLC, and Reading Aides:
  - 1. Hilary R. Toerner (Substitute Teacher, Paraprofessional, Clerical, MMLC, Reading Aide)
  - 2. Danielle Renee Stutzman (Substitute Paraprofessional, Clerical, MMLC, Reading Aide)
  - 3. Taylor Ann Ritter (Substitute Paraprofessional)
  - 4. Julia Rose Marie Burns (Substitute Teacher)
  - 5. Jonathan Douglas Murphy (Substitute Teacher)
  - 6. Jacob Tyler Shaw (Substitute Teacher)
  - 7. Jake M. Mahaffy (Substitute Teacher)
  - 8. Mackenzie K. Von Handorf (Substitute Teacher)
  - 9. Emma Lea Neuss (Substitute Teacher)
  - 10. Sarah Elizabeth Brashears (Substitute Teacher)
  - 11. Josie Alexandra Graff (Substitute Teacher)

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 115-22 Approve Business Services Agenda Items**

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

X. Business Services Agenda

A. Classified Staff

1. Recommendation to approve the employment of Tracy Renee Davell, Secretary to the Preschool and Grants Supervisor, Kettering Early Childhood Educational Center, Pay Grade IV, Step 1, 7 ½ Hrs/Day, 221 days, effective July 25, 2022.
2. Recommendation to approve the promotion of Mackenzie K. Von Handorf from Elementary Secretary I, Orchard Park Elementary School, to Attendance Secretary at Fairmont High School, Pay Grade II, Step 6, 7.5 Hrs/Day, 206 days, effective August 1, 2022.
3. Recommendation to approve 10 flexible, additional work hours for Lisa M. Pickett, Secretary to the Director of Business Services/Community Relations, at her regular hourly rate, to be worked before August 1, 2022.
4. Recommendation to approve 12 flexible, additional work hours for Jennifer Marie Landess, Secretary to the Supervisor of Transportation, at her regular hourly rate, to be worked before July 25, 2022.
5. Recommendation to approve the promotion of Amy Lynn Whaley from Food & Nutrition Services Worker II, Kettering Middle School, to Special Education Paraprofessional, Indian Riffle Elementary School, 7 hrs/day, Step 6, effective August 15, 2022.
6. Recommendation to approve the employment of Alyssa K. Gambrel, Special Education Preschool Paraprofessional, Kettering Early Childhood Education Center, 3 1/2 hrs/day, Step 1, effective August 15, 2022.
7. Recommendation to approve the promotion of Joey L. Gagel from Classroom Aide (Lunch), Kettering Middle School, to Special Education Paraprofessional, Kettering Fairmont High School, 7 hrs/day, Step 2, effective August 15, 2022.
8. Recommendation to approve Glenda Sharron Gerdes, Special Education Paraprofessional, Kettering Fairmont High School, to work 50 hours from July 25 - August 5, 2022, to support a student with special needs at Firebird Camp.
9. Recommendation to approve the resignation of Jessica Josefina Ceron-Washington, Special Education Preschool Paraprofessional, Indian Riffle Elementary School, effective end of the 2021-22 school year.
10. Recommendation to accept the Resignation from Employment for Leslie Michelle Albrecht, Assistant Custodian, Kettering Middle School effective July 18, 2022, end of day.
11. Recommendation to acknowledge Bryan Anthony Chambers, Assistant Custodian, Kettering Middle School, return to work from leave of absence, effective June 24, 2022.
12. Recommendation to approve the following Unpaid Leave, due to exhausted sick leave:
  - a) Heath E. Alderman, Assistant Custodian, Fairmont High School, effective July 6, 7, 12 (½ day), 13, 2022 (3 ½ days)
  - b) Brian Anthony Chambers, Assistant Custodian, Kettering Middle School, effective July 12 (½ day), 13, 14, and 15, 2022 (3 ½ days)
13. Recommendation to accept the Resignation of Employment for Beth Ann Borchers, Bus Aide, effective August 5, 2022, end of day.



- 14. Recommendation to approve the employment of Mary J. Hammonds, Bus Driver, Step 1, effective June 16, 2022 and contracted minimum of 4.5 hours beginning the 2022-23 school year.

Discussion: Ms. McCarty-Stewart recommended the Business Services agenda for approval.

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 116-22 Approve Necessity to Levy a Tax**

It was moved by Mrs. Kane, seconded by Mrs. Parks to approve the following resolution:

**RESOLUTION DECLARING INTENT TO PROCEED  
 WITH ELECTION ON THE QUESTION OF WHETHER TO LEVY AN ADDITIONAL TAX  
 IN EXCESS OF THE TEN-MILL LIMITATION**

(Ohio Revised Code Sections 5705.03, 5705.21)  
 Current Operating Expense Levy

WHEREAS, on July 12, 2022, the Board passed a resolution declaring the necessity, for the purpose of current operating expenses, of a tax levy in excess of the ten-mill limitation in the amount of 5.99 mills for each one dollar of valuation, which amounts to \$0.599 cents for each one hundred dollars of valuation, for a continuing period of time and upon the entire territory of the School District (the “Tax Levy”); and

WHEREAS, the Montgomery County Auditor has certified to the Board that the dollar amount of revenue that would be generated by the Tax Levy during the first year of collection is \$8,679,809, based on the current tax valuation of the School District of \$1,525,315,720;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Kettering City School District, Montgomery County, Ohio, two-thirds of all of the members elected thereto concurring, that:

Section 1. The Board desires to proceed with the submission of the question of the additional Tax Levy to the electors of the School District.

Section 2. The question of the Tax Levy shall be submitted to the electors of the entire territory of the School District at the election to be held therein on November 8, 2022 (the “Election Date”). All of the territory of the School District is in Montgomery and Greene Counties, Ohio.

Section 3. The form of the ballot to be used at said election shall be substantially as follows:

An additional tax for the benefit of the Kettering City School District FOR THE PURPOSE OF CURRENT EXPENSES at a rate of five and ninety-nine hundredths (5.99) mills for each one dollar (\$1.00) of valuation, which amounts to fifty-nine and nine-tenths cents (\$0.599) for each one hundred dollars (\$100.00) of valuation, for a continuing period of time, commencing in 2022, first due in calendar year 2023.

	FOR THE TAX LEVY
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	AGAINST THE TAX LEVY
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Section 4. The Treasurer of the Board is hereby directed and shall certify, not later than August 10, 2022, a copy of this Resolution together with a copy of the resolution of necessity dated July 12, 2022, and the certificate of the Montgomery County Auditor to the Montgomery County Board of Elections.

Section 5. All formal actions of this Board concerning and relating to the passage of this Resolution were adopted in an open meeting of this Board, and all deliberations of this Board and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

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 117-22 Approve Office of the Treasurer Agenda Items**

It was moved by Mrs. Kane, seconded by Mrs. Parks to approve the Office of the Treasurer Agenda Items as presented.

- XI. Office of the Treasurer Agenda
  - A. Approval of Then and Now Purchase Orders and Invoices for Payment. (Enclosure)

Discussion: Mr. Furniss recommended the item for approval.

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**

No hearing of the public.

**Motion 118-22 Adjournment**

It was moved by Mr. Ambrose, seconded by Mrs. Kane to adjourn the meeting at 6:17 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.

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Attest: Treasurer, Board of Education

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Attest: President, Board of Education