



**KETTERING BOARD OF EDUCATION
REGULAR MEETING
NOVEMBER 16, 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 November 16, 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, Four. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin.
Absent, One. Mrs. Lori Parks.

In Attendance:

Ms. Mindy McCarty-Stewart, Superintendent, Mr. Ken Miller, Assistant Superintendent for Human Capital, Mr. Dan Von Handorf, Assistant Superintendent for Teaching & Learning, Mr. Jeff Johnson, Director of Business Services, Kari Basson, Community Relations & Auxiliary Services Coordinator, and Mr. Cary Furniss, Treasurer.

Motion 144-22 Adoption of Agenda

It was moved by Mrs. Kane, seconded by Mr. Ambrose to approve the agenda of the November 16, 2022, regular meeting as presented.

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

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

Motion 145-22 Approve Minutes

It was moved by Mrs. Kane, seconded by Mr. Martin to approve the minutes of the October 18, 2022, Regular Meeting and November 1, 2022 Work Session.

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

Recognition and Reports

Kari Basson presented the November "Portrait of a Graduate" recipients. A video featuring Annabel Shone was shown prior to the presentations featuring the DECA program that qualified for International Competition.

This months featured trait is Life Long Learner and the following students were selected by each building:



- Micah Evans, Beavertown
- Evan Smith, Greenmont
- Remy Graf, Indian Riffle
- Dominic Giron, J.F. Kennedy
- Harper Hale, Oakview
- Van Owens, Orchard Park
- Avery Alexander, Prass
- Gavriel Nicks, Southdale
- Rhea Patel, Kettering Middle School
- Xavier Hapner, Van Buren Middle School
- Lauren Mobley, Fairmont High School

Board Committee Reports

Mr. Ambrose acknowledged the pleasure you experience as a board member to recognize students. He also thanked the community for their support for the levy to allow the District to continue to provide the services at the level they are currently provided.

Hearing of the Public regarding Agenda Items

No hearing of the public.

Information for Decision Making

- Mr. Henderson announced upcoming meetings with a Joint Session with Kettering City Council at Kettering Fire Headquarters, Community Room on November 29, 2022, at 6:00 p.m. The next regular meeting will be held on December 6, 2022, at 6:00 p.m. at Fairmont High School in the Recital Hall. The Organizational Meeting will be held on Tuesday, January 10, 2023, at 6:00 p.m. at Fairmont High School in the Recital Hall with the Regular Meeting for January to follow.

Decisions of the Board

Motion 146-22 Authorize Bidding

It was moved by Mrs. Kane, seconded by Mr. Ambrose to Authorize the Commencement of Bidding, including the advertising and review of bids for the Beavertown and J.F. Kennedy Elementary Roof Replacement Project.

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



Motion 147-22 Approve Human Capital Agenda Items

It was moved by Mr. Ambrose, seconded by Mr. Martin to approve the Human Capital Agenda Items as presented.

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

X. Human Capital Agenda

A. Certificated Employees

1. Recommendation to accept the following Resignations from Employment to Retirement:
 - a) Terence P. Kalba, Science Teacher, Kettering Fairmont High School, effective end of the 2022-23 school year (23 years in Kettering)
 - b) Thomas Lawrence Townsend, CTC Information Technology Teacher, Kettering Fairmont High School, effective end of the 2022-23 school year (9 years in Kettering)
 - c) Mary Russell Townsend, French Teacher, Kettering Fairmont High School, effective end of the 2022-23 school year (18 years in Kettering)
 - d) Fred A. Kleinhenz, 5th Grade Teacher, Orchard Park Elementary School, effective end of the 2022-23 school year (35 years in Kettering)
 - e) Nancy Jo Coates, School Nurse, Ascension Catholic School, effective end of the 2022-23 school year (11 years in Kettering)
2. Recommendation to accept the following Resignations from Employment:
 - a) Joan Marie Hlinomaz, School Nurse, John F. Kennedy Elementary School, effective end of day December 2, 2022
 - b) Kaitlyn Elizabeth Caskey, 1st Grade Teacher, John F. Kennedy Elementary School, effective end of the 2022-23 school year
3. Recommendation to approve Adjustments of the following Unpaid Leave of Absence:
 - a) Molly Jane Dowd, 5th Grade Teacher, Southdale Elementary School, due to infant care, October 11-December 31, 2022 (49.5 days)
4. Recommendation to approve the following Unpaid Leave of Absence:
 - a) Kelly Marie Norman, 5th Grade Teacher, John F. Kennedy Elementary School, due to exhausted sick leave, October 6, 2022 (3/4 day), October 12-October 14, 2022 (3 3/4 days)
5. Recommendation to approve the following 2022-23 School Year Elementary School Flexible Supplementals. (Enclosure)
6. Recommendation to approve the following Multi-Tiered System Support Leaders at a rate of pay of \$1,000 per building for the 2022-23 School Year:
 - a) Lindsay Silvers, 50%, Beavertown Elementary School
 - b) Megan Kelly, 50%, Beavertown Elementary School
 - c) Jennifer Cyr, Greenmont Elementary School
 - d) Pandora Pugh, Indian Riffle Elementary School
 - e) Megan Totton, John F. Kennedy Elementary School
 - f) Morgan Price, Oakview Elementary School
 - g) Michelle Herman, Orchard Park Elementary School
 - h) Christy Kremer, J.E. Prass Elementary School
 - i) Emily Stiffler, Southdale Elementary School
7. Recommendation to approve the following 2022-23 School Year Supplemental Contracts:



- a) +**Matt Blevins, 51% 8th Grade Boys Basketball Coach, Van Buren Middle School
- b) Brian Blevins, 49% 8th Grade Boys Basketball Coach, Van Buren Middle School
- c) +**Brian Welch, 8th Grade Girls Basketball Coach, Van Buren Middle School
- d) +**Steve Hutchison, 7th Grade Girls Basketball Coach, Van Buren Middle School
- e) +**Shea Morgan, 8th Grade Girls Basketball Coach, Kettering Middle School
- f) Beth Callinan, 7th Grade Girls Basketball Coach, Kettering Middle School
- g) +*Don Tharpe, 8th Grade Wrestling Coach, Kettering Middle School
- h) Austin Mefford, 55% 7th Grade Boys Basketball Coach, Kettering Middle School
- i) +**Justin Williams, 35% 7th Grade Boys Basketball Coach, Kettering Middle School
- j) +**Theo Hale, 10% 7th Grade Boys Basketball Coach, Kettering Middle School
- k) +**Jaeden Crowe, 7th Grade Wrestling Coach, Van Buren Middle School
- l) +**Lindsey Ferrel, 75% Competition Cheerleading Coach, Middle Schools
- m) +**Ellie Bane, 25% Competition Cheerleading Coach, Middle Schools
- n) +**Amiah Leonard, 40% Cheerleading Advisor, Van Buren Middle School
- o) +**Amiah Leonard, 40% Cheerleading Advisor, Kettering Middle School
- p) +**Dylan Crutchfield, 7th Grade Boys Basketball 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 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 2022-23 school year at the designated rate per year.

8. Recommendation to approve Valerie J. Beirise, Substitute Nurse, to work an additional 90 minutes per day, beyond the regular school day, at the Substitute Nurse rate of \$25/hr, effective October 10-October 14, 2022.
9. Recommendation to approve the following 2022-23 Substitute Teachers:
 - a) Alexis Jolie Hagerman
 - b) Karen Ann Fulton
 - c) Amy L. Jordan
 - d) Sarah E. Rodgers



- e) Paula M. Gillard
 - f) Lana Suzette Cortina
 - g) Ruth Ann Bowser
10. Recommendation to approve the following 2022-23 Long-Term Substitute Teachers:
- a) Amy L. Jordan for Rebecca Renee Reeb, Van Buren Middle School, effective October 24, 2022
 - b) Regina Ann Brackney for Kaitlyn Elizabeth Caskey, John F. Kennedy Elementary School, effective October 17, 2022
11. Recommendation to approve the 31st work date for the following 2022-23 School Year Long-Term Substitute Teachers:
- a) Kimala Nekisha Fentress for Open Position, Greenmont Elementary School, effective October 19, 2022
 - b) Nancy L. Beers for Joellen B. Nichols, Beavertown Elementary School, effective September 22, 2022
12. Recommendation to approve the 61st work date for the following 2022-23 School Year Long-Term Substitute Teachers:
- a) Nancy L. Beers for Joellen B. Nichols, Beavertown Elementary School, Class X, Step 11, effective November 4, 2022
 - b) Jazmin M. Cooley for Kimberly A. Keller, John F. Kennedy Elementary School, Class III, Step 3, effective November 9, 2022
 - c) Cheri Marie Baldree for Molly Jane Dowd, Southdale Elementary School, Class XI, Step 1, effective November 9, 2022
 - d) Justin Matthew Kihn for Open Position, Southdale Elementary School, Class VI, Step 1 effective November 9, 2022
 - e) Adam Elliott Guadalupe for Anna Leah Bumiller, Kettering Fairmont High School. Class III, Step 1, effective November 9, 2022
 - f) Owen William Carpenter for Najwa Anne Jones, Kettering Fairmont High School, Class III, Step 1, effective November 14, 2022
13. Recommendation to approve the following 2022-23 Substitute Nurse:
- a) Julia C. Kruzel
14. Recommendation to approve the following 2022-23 Home Instructors:
- a) Bailey D. Wahrhaftig - Bachelor's Degree
 - b) Stephanie A. Clower - Bachelor's Degree
 - c) Dena S. Fauber - Master's Degree, effective September 20, 2022
 - d) Paula Jean Spicer - Master's Degree
 - e) Allicen Leah Baker - Master's Degree
15. Recommendation to approve the following resignations from Substitute Teachers for the 2022-23 School Year:
- a) Katie M. Nelan
 - b) Joshua Weston Cabay
 - c) Daniel L. Busse
 - d) George E. Vergamini

B. Classified Employees

1. Recommendation to accept the following Resignation from Employment:



- a) Chasity Michelle Hamilton, Special Education Paraprofessional, Kettering Fairmont High School, effective end of day October 28, 2022
2. Recommendation to accept the following from Resignations from Position Only:
 - a) Khadija Mouhtaine, Classroom Aide (Traditional), J.E. Prass Elementary School, effective end of day October 28, 2022
 - b) Gloria Faye Jones, Food Service Worker II, Kettering Middle School, effective end of day October 28, 2022
3. Recommendation to approve the following 2022-23 School Year Employees:
 - a) Geoffrey A. Embry, School Aide, Orchard Park Elementary School, 2 1/2 hrs/day, Step 1 effective October 24, 2022
 - b) Kaitie M. Nelan, Reading Aide, Beavertown Elementary School, 6 hrs/day, Step 1, effective October 21, 2022
 - c) Khadija Mouhtaine, Classroom Aide (Intervention), J.E. Prass Elementary School, 5 hrs/day, Step 1, effective October 31, 2022
 - d) Gloria Faye Jones, Food Service Manager I, Southdale Elementary School, 6 1/2 hrs/day, Step 6, effective October 31, 2022
4. Recommendation to approve the following adjustment to 2022-23 School Year Paraprofessional Assignment:
 - a) Khadija Mouhtaine, School Aide, J.E. Prass Elementary School, from 2 1/2 hrs/day to 2 hrs/day effective October 31, 2022
5. Recommendation to approve the following Unpaid Leaves of Absence:
 - a) Elizabeth Stevko Reeder, Special Education Paraprofessional, Indian Riffle Elementary School, due to exhausted sick leave, October 13-14, 2022 (2 days) and October 26, 2022 (1/2 day) (2 1/2 days)
 - b) Zoe Beth Purdin, Special Education Paraprofessional, Indian Riffle Elementary School, due to exhausted sick leave, October 13, 2022 (1 day)
 - c) Paul D. Hurst, Bus Driver, Transportation Department, due to exhausted sick leave, October 24-November 18, 2022 (21 days)
 - d) Brittany Amanda Combs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave, November 2, 2022 (1/2 day) and November 3-4, 2022 (2 1/2 days)
 - e) Janie S. Davis, Bus Aide, Transportation Department, due to exhausted sick leave, October 25, 2022 (1/2 day) through January 16, 2023 (49 1/2 days)
 - f) Rebecca Deanne Nichols, Special Education Paraprofessional, Greenmont Elementary School, due to exhausted sick leave, October 24, 2022 (3/4 day) through January 9, 2023 (45 3/4 days)
6. Recommendation to recognize the following Unapproved Unpaid Leaves of Absence:
 - a) Daniel A. DeAtley, Bus Driver, Transportation Department, due to personal reasons, October 11, 2022 (40 min)
 - b) Rhonda Sue Howard, Bus Driver, Transportation Department, due to personal reasons, October 25, 2022 (21 min)
7. Recommendation to approve the daily average hours for the following Transportation Employees:



- a) Lora Lyn Absher, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 1/4 hrs/day, effective October 24, 2022
 - b) Bruce M. Coberly, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 hrs/day, effective October 24, 2022
 - c) Mary A. Janson, Bus Aide, Transportation Department, from 4 1/4 hrs/day to 4 3/4 hrs/day, effective October 24, 2022
 - d) Michelle R. Kemp, Bus Driver, Transportation Department, from 5 1/2 hrs/day to 5 3/4 hrs/day, effective October 24, 2022
 - e) Brenda Lee Thoma, Bus Aide, Transportation Department, from 4 1/4 hrs/day to 6 1/4 hrs/day, effective October 24, 2022
 - f) Julie Claire Wise, Bus Aide, Transportation Department, from 5 hrs/day to 5 1/4 hrs/day, effective October 24, 2022
8. Recommendation to approve the following 2022-23 Clerical Substitute:
- a) Tani S. White Fox
9. Recommendation to approve the following 2022-23 Substitute Paraprofessionals:
- a) Alicia Lea Baird
 - b) Kathleen Elizabeth Randolph
 - c) Sara Jacqueline Noel
 - d) Beth Rachelle Conde
10. Recommendation to approve the following 2022-23 Substitute Food & Nutrition Service Workers:
- a) Alicia Lea Baird
 - b) Stephen A. Meredith, effective September 20, 2022
 - c) Janet L. Stueve
 - d) Patricia Marie Williams
 - e) Gwendolyn Beth Vo
11. Recommendation to approve the following resignations from Substitute Paraprofessional, Substitute Food & Nutrition Services, and Substitute Buildings and Grounds for the 2022-23 School Year:
- a) Tracy M. Potter (Sub Paraprofessional)
 - b) Carol A. Wise (Sub Food & Nutrition Services)
 - c) Laurel L. Hemmelgarn (Sub Clerical)
 - d) Gwendolyn Beth Vo (Sub Food & Nutrition Services)

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



Motion 148-22 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: Ms. McCarty-Stewart recommended the Business Services agenda for approval.

X. Business Services Agenda

- A. Recommendation to approve a Lease Termination Agreement between the City of Kettering and the Kettering School District, dated April 11, 2022, for certain real property located in Building No. 46 located on Lot 2, Kettering Business Park Section Three, effective November 16, 2022. (Enclosure)
- B. Recommendation to approve a resolution to comply with State Board of Education Standards (Ebd-917-02) for Nonpublic Reimbursement for the 2022-23 school year for the following Schools, beginning August 1, 2022: (Enclosure)
 1. Archbishop Alter High School
 2. Ascension School
 3. Carroll High School
 4. Chaminade-Julienne High School
 5. CinDay Academy
 6. Dayton Christian School
 7. Dayton Islamic School
 8. Dayton Regional STEM School
 9. Immaculate Conception School
 10. Incarnation School
 11. The Miami Valley School
 12. Spring Valley Academy
 13. Saint Albert the Great School

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

Motion 149-22 Approve Office of the Treasurer Agenda Items

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

Discussion: Mr. Furniss recommended the item for approval.

XII. Office of the Treasurer Agenda

- A. Recommendation to approve October 2022 Financial Statement. (Enclosure)
- B. Recommendation to approve the November 2022, Five-Year Forecast.
- C. Recommendation to approve a Resolution Approving the Award of a Community Reinvestment Area Abatement between the City of Moraine, Ohio and Fuyao Glass America, Inc. and Further approving a Tax Abatement Compensation Agreement between the Board of Education and Fuyao Glass America, Inc. (Enclosure).
- D. Recommendation to accept the following donations:



1. Mary Conlon to the Fairmont High School Spirit Chain in the amount of \$2,500.00
 2. Optimist Club of Doorwood to Adopt a Family Program in the amount of \$1,000.00 and to the Adult Transition Program for \$1,176.00.
 3. Anonymous donation to the Southdale Food and Nutrition Services department in the amount of \$190.00 for student meals.
- E. Recommendation to approve Amended Permanent Appropriations and Amended Certificate of Estimated Resources for Fiscal Year 2023. (Enclosures)

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

Hearing of the Public Non-Agenda Items

No hearing of the public.

Motion 150-22 Adjournment

It was moved by Mr. Ambrose, seconded by Mrs. Kane to adjourn the meeting at 6:36 p.m.

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

Attest: Treasurer, Board of Education

Attest: President, Board of Education