



**KETTERING BOARD OF EDUCATION  
REGULAR MEETING  
FEBRUARY 21, 2023**

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 21, 2023, 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, Ms. Chrissie Richards.  
Absent, None.

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 25-23 Adoption of Agenda**

It was moved by Mrs. Kane, seconded by Mr Ambrose to approve the agenda of the February 21, 2023, regular meeting as presented.

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

Mr. Henderson led the meeting with the Pledge of Allegiance.

**Motion 26-23 Approve Minutes**

It was moved by Mrs. Kane, seconded by Mr. Martin to approve the minutes of the January 24, 2023, Regular Meeting, and the February 7, 2023, work session.

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

**Board Committee Reports**

None.



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

None.

### **Items for Upcoming Meetings**

Mr. Henderson announced upcoming meetings on March 7, 2023, at 5:30 p.m. at the Board Office, Records Commission Meeting, March 7, 2023, at the Board Office, Work Session and March 21, 2023, at 6:00 p.m. in the Kettering Fairmont High School, Recital Hall, Regular Meeting and April 4, 2023, at 6:00 p.m. in the Kettering Fairmont High School, Recital Hall, Regular Meeting.

### **Decisions of the Board**

#### **Motion 27-23 Approve Human Capital Agenda Items**

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

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

#### IX. Human Capital Agenda

##### A. Certificated Employees

1. Recommendation to accept the following Resignations from Employment to Retirement:
  - a) Susan Lynn Morrissey, Intervention Specialist, Kettering Fairmont High School, effective end of the 2022-23 school year (21 years in Kettering)
2. Recommendation to approve Mid-Year (Educational) Class Increases for eligible Certificated Staff, effective Second Semester 2022-23 School Year. (Enclosure)
3. Recommendation to approve the following Unpaid Leaves of Absences:
  - a) Jacob David Hostetler, Intervention Specialist, Kettering Fairmont High School, due to exhausted sick leave, January 19, 2023 (1 day) and January 27, 2023 (1/2 day)
  - b) Lindsay Ann Silvers, 2nd Grade Teacher, Beavertown Elementary School, due to infant care, January 26-February 15, 2023 (15 days)
  - c) Anna Leah Bumiller, Assistant Orchestra Director, Kettering Fairmont High School, due to infant care, January 9-May 26, 2023 (99 days)
  - d) Kaitlyn Elizabeth Caskey, 50% First Grade Teacher, John F. Kennedy Elementary School, December 6, 2022 (1/4 day) - May 26, 2023 (51.5 days)
4. Recommendation to approve the following 2022-23 School Year Supplemental Contracts:
  - a) +\*\*Michael Alvarado, 35% Assistant Baseball Coach, Kettering Fairmont High School
  - b) +\*\*Jonathan Hauge, 45% Assistant Baseball Coach, Kettering Fairmont High School
  - c) +\*\*Ryan Steberl, 45% Assistant Baseball Coach, Kettering Fairmont High School
  - d) +\*\*Robert Decker, 45% Assistant Baseball Coach, Kettering Fairmont High School
  - e) +\*\*Matthew Mahaffey, 65% Assistant Baseball Coach, Kettering Fairmont High School



- f) +\*\*Rob Mason, 65% Assistant Baseball Coach, Kettering Fairmont High School
- g) +\*\*Michael Hoendorf, (Volunteer) Assistant Baseball Coach, Kettering Fairmont High School
- h) +\*\*Trevor Nenninger, 70% Assistant Softball Coach, Kettering Fairmont High School
- i) Karrie Mires, 65% Assistant Softball Coach, Kettering Fairmont High School
- j) +\*\*Mario A. Machado, 65% Assistant Softball Coach, Kettering Fairmont High School
- k) Kenneth Molz, Strength Coach (Spring), Kettering Fairmont High School
- l) +\*\*Diane Bendel, Head Boy's Tennis Coach, Kettering Fairmont High School
- m) +\*\*Jennifer Roll, Assistant Boys Tennis Coach, Kettering Fairmont High School
- n) +\*Marcus Lajeunesse, 75% Assistant Boys Track Coach, Kettering Fairmont High School
- o) +\*\*Abigail Tharpe, 25% Assistant Boys Track Coach, Kettering Fairmont High School
- p) +\*\*Steven Hernandez, Assistant Boys Track Coach, Kettering Fairmont High School
- q) +\*Patrick McDermott, 75% Assistant Girls Track Coach, Kettering Fairmont High School
- r) +\*\*Robin Groves, 75% Assistant Girls Track Coach, Kettering Fairmont High School
- s) +\*\*Sam Wagner, 50% Assistant Girls Track Coach, Kettering Fairmont High School
- t) Courtney Quinlan, (Volunteer) Assistant Girls Track Coach, Kettering Fairmont High School
- u) +\*Bill Buirley Jr, Head Boys Volleyball Coach, Kettering Fairmont High School
- v) +\*Dan Peterson, Assistant Boys Volleyball Coach, Kettering Fairmont High School
- w) +\*\*Daniel Marcum, 50% Assistant Boys Volleyball Coach, Kettering Fairmont High School
- x) +\*\*Adrenna Hernandez, Head Girls Lacrosse Coach, Kettering Fairmont High School
- y) Bailey Wahrhaftig, Assistant Girls Lacrosse Coach, Kettering Fairmont High School
- z) +\*\*Adam Redding, Head Boys Lacrosse Coach, Kettering Fairmont High School
- aa) +\*\*Jeff Coleman, 80% Assistant Boys Lacrosse Coach, Kettering Fairmont High School
- bb) +\*\*Chandler Redwood, 65% Assistant Boys Lacrosse Coach, Kettering Fairmont High School
- cc) +\*\*Noah Coleman, 55% Assistant Boys Lacrosse Coach, Kettering Fairmont High School
- dd) John Takach, (Volunteer) Assistant Boys Lacrosse Coach, Kettering Fairmont High School



- ee) Christopher Thornewill, (Volunteer) Assistant Boys Lacrosse Coach, Kettering Fairmont High School
- ff) Dave Miller, Summer Strength Coach, Kettering Fairmont High 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.

5. Recommendation to approve the following 2022-23 Substitute Teachers:
  - a) Savannah Renee White
  - b) Demitria Boscarino
  - c) Casey Grimm
  - d) Jay Evan Jervis
  - e) Darrylene Dawn Koesters
  - f) Roxanne Kay Chivington
6. Recommendation to approve the following 2022-23 Substitute Nurse:
  - a) Emily Elizabeth Murphy-Browning
7. Recommendation to approve the following 2022-23 Home Instructor:
  - a) Joshua S. Jackson - Master's Degree
8. Recommendation to approve the following 2022-23 Long-Term Substitute Teachers:
  - a) Kalie Rachele Helfinstine for Mary Martinez Kiger, John F. Kennedy Elementary School, effective February 26, 2023
  - b) Bonnie K. Foster for Tara Lynn Henriksen, Beavertown Elementary School, effective February 3, 2023
  - c) Jay Evan Jervis for Mary Russell Townsend, Kettering Fairmont High School, effective January 31, 2023
  - d) Kristina L. Johnson for Megan Maureen Totton, John F. Kennedy Elementary School, effective February 6, 2023
  - e) Roxanne Kay Chivington for Abigail Pearl Hoggatt (Tuesday, Thursday, Friday), Orchard Park Elementary School, effective February 15, 2023
9. Recommendation to place the following Substitute Teachers on the current teacher salary schedule, having substituted 30 working days in the same assignment, in accordance with the Ohio Department of Education, and continuing until assignment ends:
  - a) Regina Ann Brackney for Kaitlin Elizabeth Caskey, John F. Kennedy Elementary School, effective January 17, 2023
  - b) Kimberlee Marie Campbell for MaryAnn Pixler Fortman, Kettering Fairmont High School, effective January 23, 2023
  - c) Lynn Berrie for Caitlin Marie Wolodkiewicz, Orchard Park Elementary School, effective January 27, 2023



- d) Jessica Leigh Lawrence for Erin Catherine Perkins, Greenmont Elementary School, effective February 14, 2023
- 10. Recommendation to place the following Substitute Teacher 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:
  - a) Amy L. Jordan for Rebecca Renee Reeb, Van Buren Middle School, effective February 8, 2023
- B. Classified Employees
  - 1. Recommendation to accept the following Resignations from Employment to Retirement:
    - a) Kathryn B. Shafer, Special Education Paraprofessional, Indian Riffle Elementary School, effective end of the 2022-23 school year (19 years in Kettering)
    - b) Julie M. Escobar, Special Education Paraprofessional, Kettering Fairmont High School, effective end of the 2022-23 school year (16 years in Kettering)
  - 2. Recommendation to accept the following Resignations from Employment:
    - a) Brad A. Probasco, Special Education Paraprofessional, Kettering Fairmont High School, effective end of day January 19, 2023
    - b) Zoe Beth Purdin, Special Education Paraprofessional, Indian Riffle Elementary School, effective end of day January 20, 2023
    - c) Kimberly Anne Shade, Special Education Paraprofessional, Kettering Middle School, effective end of day February 17, 2023
    - d) Janie S. Davis, Bus Aide, Transportation Department, effective end of day February 17, 2023
  - 3. Recommendation to accept the following from Resignations from Positions Only:
    - a) Darrylene Dawn Koesters, Classroom Aide (Alternative), Kettering Fairmont High School, effective end of day February 3, 2023
    - b) Elizabeth Bernardette Fisher, Classroom Aide (Pathfinders), Kettering Early Childhood Education Center, effective end of day February 23, 2023
  - 4. Recommendation to approve the following 2022-23 School Year Employee:
    - a) Santino Thomas Strifolino, Assistant Custodian, Van Buren Middle School, 8 hrs/day, Step 1, effective January 30, 2023
    - b) Brian D. Janson, Bus Aide, Transportation Department, 4 3/4 hrs/day, Step 1, effective February 6, 2023
    - c) Danielle Jane Miller, Classroom Aide (Intervention, Title I), Southdale Elementary School, 7 hrs/day, Step 1, effective February 7, 2023
    - d) Michael James Taggart, Classroom Aide (Traditional), Oakview Elementary School, max 15 hrs/wk, no benefits, Step 1, effective February 13, 2023
    - e) Roxanne M. Stamey, Special Education Paraprofessional, Kettering Fairmont High School, 7 hrs/day, Step 1, effective February 21, 2023
    - f) Elizabeth Bernardette Fisher, Special Education Preschool Paraprofessional, John F. Kennedy Elementary School, 7 hrs/day, Step 3, effective February 24, 2023
  - 5. Recommendation to approve the following Adjustments of the 2022-23 School Year Paraprofessional Assignments:



- a) Erin L. O'Brien, School Aide, John F. Kennedy Elementary School, from 2 hrs/day to 2 1/2 hrs/day, effective January 31, 2023
- b) Tiffany L. Lisby-Herzog, Classroom Aide (Achievement), Southdale Elementary School, from 4 hrs/day to 3 hrs/day, effective February 1, 2023
6. Recommendation to approve the following Unpaid Leaves of Absences:
  - a) Brittany Amanda Combs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave, February 7, 2023 (1/2 day) and February 13, 2023 (1 day)
  - b) Robert Matthew Blevins, Study Hall Monitor, Kettering Middle School, due to exhausted sick leave, November 2-3, 2022, November 7, 2022 and November 9-10, 2022, December 5-6, 2022, December 9, 2022 and December 12-January 2, 2023 (21 1/2 days)
7. Recommendation to recognize the following Unapproved Unpaid Leaves of Absence:
  - a) Lattorence Dejuan Tillman, Bus Aide, Transportation Department, due to personal reasons, February 6, 2023 (2 hrs 20 min)
  - b) Janie S. Davis, Bus Aide, Transportation Department, due to personal reasons, February 6, 2023 (1 hr 50 min)
8. Recommendation to approve the adjustment to the January 24, 2023 Board Agenda, (XI,B,7,h) Emily Ortiz Whitley, Classroom Aide (Traditional), from 3 hrs/day to max 15 hrs/wk, no benefits, effective January 19, 2023
9. Recommendation to approve the daily average hours for the following Transportation Employees:
  - a) Quenton Wade Gayhart, Bus Aide, Transportation Department, from 4 1/4 hrs/day to 4 1/2 hrs/day, effective February 6, 2023
  - b) Kellie Lynne Ledford, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 hrs/day, effective February 6, 2023
  - c) Vanessa L. Lillard, Bus Driver, Transportation Department, from 5 hrs/day to 5 1/2 hrs/day, effective February 6, 2023
  - d) Michelle A. Murray, Bus Driver, Transportation Department, from 7 hrs/day to 7 1/2 hrs/day, effective February 6, 2023
  - e) David M. Owens, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 1/4 hrs/day, effective February 6, 2023
  - f) Brenda Lee Thoma, Bus Aide, Transportation Department, from 6 1/4 hrs/day to 6 3/4 hrs/day, effective February 6, 2023
  - g) Sean Michael Wilson, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 1/4 hrs/day, effective February 6, 2023
  - h) Dina S. Dean, Bus Driver, Transportation Department, from 7 hrs/day to 7 1/2 hrs/day, effective February 6, 2023
  - i) Brian L. Walters, Bus Aide, Transportation Department, from 5 1/2 hrs/day to 5 3/4 hrs/day, effective February 6, 2023
  - j) Bruce M. Coberly, Bus Driver, Transportation Department, from 5 hrs/day to 4 1/2 hrs/day, effective February 6, 2023
10. Recommendation to approve the following 2022-23 Substitute Paraprofessionals:
  - a) Patricia M. Williams
  - b) Amy Kathleen Houck



- c) Rachel Elaine Nissen
- d) Darrylene Dawn Koesters
- 11. Recommendation to approve the following 2022-23 Substitute Clerical:
  - a) Beth Rachelle Conde
  - b) Kevin P. Hamilton, effective November 16, 2022
  - c) Amy Lynn Hathaway
- 12. Recommendation to approve the following 2022-23 Substitute Buildings & Grounds:
  - a) Gabriel Isaac Williams
- 13. Recommendation to approve the following Substitute Transportation Department:
  - a) Tammy L. Johnson
- 14. Recommendation to approve the following Long-Term Substitute Clerical:
  - a) Kristi Lynn Schnipke for Mary E. Riley-Quinlan, John F. Kennedy Elementary School, effective January 24, 2023
- 15. Recommendation to approve the following resignations from Clerical, Paraprofessional, Food & Nutrition Services, and Buildings and Grounds Substitutes for the 2022-23 School Year:
  - a) Tyler Russell Whaley, Substitute Buildings and Grounds, effective January 19, 2023
  - b) Santino Thomas Striffolino, Substitute Buildings and Grounds, effective January 27, 2023
  - c) MaryBeth B. Cheadle, Substitute Food & Nutrition, Clerical, Paraprofessional, effective January 26, 2023
  - d) Linda Kay Simonton, Substitute Clerical, effective January 26, 2023
  - e) Laurel L. Hemmelgarn, Substitute Clerical, effective January 26, 2023
  - f) Wiley Lloyd Smith Jr., Substitute Clerical, effective February 3, 2023
  - g) Jude A. Cohen, Substitute Clerical, effective January 31, 2023
  - h) Johnna Leenett Dorsey, Substitute Clerical, effective February 2, 2023
  - i) April Nicole Leiva-De Hoyos, Substitute Clerical, effective February 2, 2023
  - j) Kathleen Elizabeth Randolph, Substitute Paraprofessional, effective January 26, 2023
  - k) Amy Kathleen Houck, Substitute Paraprofessional, effective January 28, 2023
  - l) Samantha K. Shoup, Substitute Paraprofessional and Substitute Clerical, effective January 26, 2023

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



### **Motion 28-23 Approve Business Services Agenda Items**

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

- A. Recommendation to approve a resolution authorizing continued membership in the Ohio High School Athletic Association for the 2023-24 school year. (Enclosure)
- B. Recommendation to Authorize the Commencement of Bidding, Including the Advertising and the Review of Bids, for the following projects:
  - 1. Safety and Security Equipment in all twelve school buildings
  - 2. Chiller Replacement at Kettering Fairmont High School
  - 3. Environmental Abatement at D.L Barnes Building

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

### **Motion 29-23 Approve Treasurer Agenda Items**

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

- A. January Financial and Investment Report (Enclosure)
- B. Recommendation to accept the following donations:
  - 1. Anonymous donation to the Southdale Food and Nutrition Services department in the amount of \$190.00 for student meals.
  - 2. Kettering Forward Foundation to the Fairmont High School Building Fund in the amount of \$3,444.30.
- C. Recommendation to approve Amended Permanent Appropriations and Amended Certificate of Estimated Resources for Fiscal Year 2023 (Enclosures)

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

### **Hearing of the Public Non-Agenda Items**

John Schultz addressed the Board regarding concerns about changes in curriculum.

Susan Blanford addressed the Board regarding general information and comments.

Lynn Quillen addressed the Board regarding parent concerns about the communication of gender pronouns to parents. Ms. Quillen asked the Board to address questions about transparency in curriculum.

Martin Nichols addressed the Board regarding the Accuracy In Media video and Mr. Earley. Mr. Nichols questioned if CRT is being taught and he requested a personal meeting with Mr. Earley.

Scott Taylor addressed the Board regarding Critical Race Theory and Gender Identity politics.





Thomas Reed addressed the Board regarding the Accuracy In Media video featuring Dayton, Ohio.

Joe Overholser addressed the Board regarding the Accuracy In Media video featuring Dayton, Ohio. In particular the stance taken on Critical Race Theory and Gender Identity was objectionable and called for the resignation of Mr. Earley. Mr. Overholser is also doubting if parental rights and normalization of gender identity are becoming issues in Kettering.

Jill Deibel addressed the Board regarding the Accuracy in Media video and urged the Board to take action and for the District to become more transparent. Ms. Deibel believes there is no context in which the comments from the video are acceptable.

Krista Tipton addressed the Board regarding the Accuracy in Media video. Ms. Tipton reviewed the duties of the Board from board policy and how those policies relate to addressing the issues she had with the video.

Hiren Patel addressed the Board urging the community to connect with one another and to depolarize Kettering.

Mr. Henderson, Board President addressed the audience regarding the concerns raised during the meeting. He stated before every Board of Education meeting, the Kettering City School District's mission, in partnership with the family and community, is to guarantee a superior educational experience for all students by providing an innovative learning environment, while responsibly utilizing resources.

The District is committed to accomplishing this mission and to building students who are Engaged Collaborators, Lifelong Learners, Critical thinkers, Thoughtful Communicators and Global Citizens by building strong partnerships, relationships and trust with all of our stakeholders.

It is discouraging that Accuracy In Media used out-of-context quotes and questionable reporting tactics to further their agenda. The AIM group is using a manufactured secret sting video in an attempt to weaken not only our Kettering City School community, but public education as a whole. Kettering City School teachers, staff and administrators value a trusting relationship with our families and students. This includes transparency in all of the issues AIM purportedly covered in their covert interview with a Kettering City Schools staff member.

The employee who was covertly recorded during the conversation in question continually demonstrates a respect for adhering to policies, procedures and the law. This video misrepresents not only this employee's demonstrated values and beliefs, but also the full extent of his comments during the conversation; Accuracy in Media chose to use only the pieces and parts of the individual's comments that served its purpose and furthered its agenda.

Kettering City Schools does not teach a course titled "Critical Race Theory." Likewise, CRT principles are not taught in KCS's general K-12 curriculum. The district follows the state's academic content standards and has a process for developing curriculum and adopting resources according to board policy. This process involves the district's Instructional Services Council, which includes administration, staff, board members, community members and parents/guardians.

With regard to the Kettering City School District's position on violating the law, we can unequivocally state that the district would never knowingly violate the law. Furthermore, if it was found that a staff member of



the Kettering Schools had knowingly broken the law, that individual would no longer be working for the district.

As always, your Board of Education, Superintendent and district administration welcome open dialogue and encourage parents and guardians to contact Ms. McCarty-Stewart or Mr. Von Handorf, the district's assistant superintendent of Teaching and Learning with any concerns about the content of what is being taught in our classrooms.

**Motion 30-23 Adjournment**

It was moved by Mr Ambrose, seconded by Mrs. Kane to adjourn the meeting at 7:16 p.m.

Roll Call:           Ayes, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Ms. Chrissie Richards.  
                          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