



**KETTERING BOARD OF EDUCATION
REGULAR SESSION
JULY 11, 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 July 11, 2023 at 6:00 p.m.

The meeting was called to order by the Board President, Toby Henderson at 6:01 p.m.

Roll Call: Present, Five. Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. William Lautar, Mr. Mark Martin, Ms. Chrissie Richards.
Absent, None.

In Attendance:

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

Motion 97-23 Adoption of Agenda

It was moved by Mrs. Kane, seconded by Mr. Lautar to approve the agenda of the July 11, 2023 Regular Meeting as presented.

Roll Call: Ayes, Five. Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. William Lautar, 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 98-23 Approve Minutes

It was moved by Ms. Richards, seconded by Mrs. Kane to approve the minutes of the June 20, 2023 Regular Meeting.

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

Recognition and Reports

Mrs. McCarty-Stewart gave update of Legionella cultural tests at district facilities, and plumbing upgrades that have been implemented.

Hearing of the Public Regarding Agenda Items

None.

Information for Decision Making

- A. Mr. Henderson announced upcoming meetings on August 1, 2023, at 6:00 p.m. at Kettering Fairmont High School, Recital Hall, followed by August 15, 2023, at 6:00 p.m. in the same location. Mr. Henderson also announced a tentative joint session with Kettering City Council on August 29, 2023 and a Board Work Session for September 5, 2023.

Decisions of the Board

None.

Motion 99-23 Approve Human Capital Agenda Items

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

Mr. Von Handorf presented the Pathways for Accelerated College and Career Experience (PACCE) Grant.

Discussion: Mrs. 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:
 - a) Marissa Elaine Nickerson, School Nurse, Kettering City Schools, effective end of the 2022-23 school year
 - b) Shannon N. Oberding, School Nurse, Kettering City Schools, effective end of the 2022-23 school year
 - c) Holly Diane Zimmerman, 1st Grade Teacher, Southdale Elementary School, effective end of the 2022-23 school year
2. Recommendation to approve payment to Sarah N. Wissman for the purpose of developing training for the PBIS SWIS program, up to 10 hours at \$20/hr per the KEA agreement.
3. Recommendation to approve payment to Stacey A. Gemin and Joseph B. Duncan for the purpose of PBIS/SWIS training, up to 15 hours at \$20/hr per the KEA agreement.
4. Recommendation to approve a Memorandum of Understanding between the Kettering Education Association (KEA) and the Kettering City School District Board of Education, to provide Career-Technical Licensure Coursework Tuition Reimbursement. (Enclosure)
5. Recommendation to approve payment to Melissa F. Parsons, Intervention Specialist, to provide 2 1/4 hours of extended school year services, for a middle school student, effective June 26, 2023 through August 9, 2023, pay based on the approved summer school rates for the 2022-23 and 2023-24 salary schedules.
6. Recommendation to approve school principals to meet with their PBIS team once prior to the start of the school year and to pay KEA employees \$20/hr and hourly employees at the 2022-23 and 2023-24 salary schedules for PBIS/SWIS training and collaboration.
7. Recommendation to approve revisions to the Local Professional Development Committee (LPDC) Guidelines and Procedures document. (Enclosure)

8. Recommendation to approve payment to the following Cooperating Teachers according to the compensation received by Kettering City Schools from Miami University:
 - a) Krista Pfennig-Berning
 - b) Adam M. Depew
 - c) Matthew R. Koehler
9. Recommendation to approve the following Substitute Teacher resignations for the 2022-23 School Year:
 - a) Gina M. Thomes
 - b) Amy L. Jordan
 - c) Matthew Alexander Hatton
 - d) Roxanne Kay Chivington
 - e) Kimberlee Marie Campbell
 - f) Jazmin M. Cooley

*****2023-2024*****

10. Recommendation to approve the following 2023-24 School Year Employee:
 - a) Austin Wade Litteral, English Language Arts Teacher, Kettering Fairmont High School, effective August 14, 2023
 - b) Randi Cathleen Mohler, Career Technology Guidance Counselor, Kettering Farimont High School, effective August 14, 2023
11. Recommendation to approve the Transfer of Position for the 2023-24 School Year:
 - a) Nicole C. Will, from School Counselor to Workforce Development Navigator (ODE/Grant Funded), Kettering Fairmont High School, Pay Grade 16, Step 5, 205 days, effective August 1, 2023
12. Recommendation to approve the following 2023-24 Extended Service Days:
 - a) Randi Cathleen Mohler, Career Technology Guidance Counselor, Kettering Farimont High School, total of 12 days, 7 to be worked before the 2023-24 school year and 5 to be worked at the end of the 2023-24 school year
13. Recommendation to approve the following 2023-24 School Year Transition Days:
 - a) Nicole C. Will, from School Counselor to Workforce Development Navigator (ODE/Grant Funded), Kettering Fairmont High School, 10 full days to be worked no later than July 26, 2023 and paid at the 2022-23 daily rate
14. Recommendation to approve the following 2023-24 School Year Supplemental Contracts:
 - a) Jeff Blakley, Principal Designate (Central/East), Kettering Fairmont High School
 - b) Amanda Hawker, Department Chair, Technology, John F. Kennedy Elementary 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 2022-23 school year at the designated rate per year.

15. Recommendation to approve the following 2023-24 Substitute Teachers:
 - a) Ashleigh Faith Leeper
 - b) Marla L. Duke
 - c) Mariann Strozier

- d) Theodore Aaron Hale
 - e) Madeleine Rae Plunkett
 - f) Alicia Joyce Davis
 - g) Katie M. Nelan
 - h) Megan Corrine Justice
 - i) Brandi Nicole Gilbert
 - j) Nicholas Mark Bennett
 - k) Amanda Bogan Newhart
16. Recommendation to approve the following Substitute Teacher resignations for the 2023-24 School Year:
- a) Gina M. Thomes
 - b) Amy L. Jordan
 - c) Matthew Alexander Hatton
 - d) Roxanne Kay Chivington
 - e) Kimberlee Marie Campbell
 - f) Jazmin M. Cooley

B. Classified Employees

1. Recommendation to approve the following Resignations from Employment to Retirement:
 - a) Steven M. Rector, Bus Driver, Transportation Department, effective July 31, 2023 (25 years in Kettering)
2. Recommendation to approve the following 2022-23 School Year Employee:
 - a) Scott A. Reynolds, Assistant Custodian, Van Buren Middle School, 8 hrs/day, Step 1, effective June 26, 2023
3. Recommendation to approve the Transportation Department to work Summer Activity Trips and/or extra hours, with Supervisor approval, that is completed outside of their contracted time at the approved 2022-23 and 2023-24 salary schedules.
4. Recommendation to approve additional extended school year services for the following employees for the summer lunch program and YMCA summer camp meal program; hourly rates based on the Board approved 2022-23 and 2023-24 salary schedules:
 - a) Heather Davis, Manager I - 17 1/2 hours
 - b) Catherine Mills, Food Service Worker II - 18 3/4 hours
 - c) Amber Bowling, Food Service Worker I - 4 hours
5. Recommendation to approve the adjustment to the May 2, 2023 Board Agenda item (X,B,11) for the following employees:
 - a) Andrea Hale, Food & Nutrition Finance Clerk, Kettering City Schools, Step 9
 - b) Elizabeth Fisher, Special Education Paraprofessional, John F. Kennedy Elementary School, Step 4
6. Recommendation to approve the following 2022-23 Classified Substitutes:
 - a) Leslie Ann Lozan, Bus Driver, Transportation Department
 - b) Toni Nickole Orick, Bus Driver, Transportation Department
7. Recommendation to approve the following 2022-23 Student Workers:
 - a) Megan Marie Sherick, Transportation Department, no benefits, \$14/hr, effective June 20, 2023
 - b) Kathryn Grace Voigt, Transportation Department, no benefits, \$14/hr, effective June 20, 2023
 - c) Chase William Brown, Transportation Department, no benefits, \$14/hr, effective June 20, 2023
 - d) Sophia Grant Raucci, Transportation Department, no benefits, \$14/hr, effective June 20, 2023

8. Recommendation to approve the following Classified Substitute resignations for the 2022-23 School Year:
 - a) Scott A. Reynolds, Buildings and Grounds, effective June 23, 2023
 - b) Gabriel Issac Williams, Buildings and Grounds, effective July 3, 2023
 - c) Theodore Aaron Hale, Buildings and Grounds, effective June 23, 2023
 - d) Elizabeth Floann Palser, Paraprofessional, effective June 30, 2023
 - e) Emily D. Wheeler, Sub Paraprofessional, Clerical, effective August 13, 2023
 - f) Wanda F. Glardon, Sub Food and Nutrition, effective July 6, 2023

*****2023-2024*****

9. Recommendation to approve the Transfer of Positions for the 2023-24 School Year:
 - a) Henry Aaron Mullen, from Dispatcher to Assistant Transportation Supervisor, Transportation Department, Pay Grade 7, Step 7, 260 days, effective August 1, 2023
 - b) Melanie Renee Gollahon, from Human Capital Specialist to Human Capital Manager, Kettering City Schools, Pay Grade 10, Step 5, 260 days, effective August 1, 2023
 - c) Sharon Kay Ingram, from Food Service Truck Driver to Food Service Worker I, Kettering Fairmont High School, 3 1/2 hrs/day, Step 6, effective August 16, 2023
10. Recommendation to approve the following 2023-24 School Year Employees:
 - a) Amy L. Jordan, Reading Aide, Beavertown Elementary School, 6 hrs/day, Step 1, effective August 14, 2023
 - b) Brenda Sue McGarry, Food Service Worker I, Van Buren Middle School, 3 1/2 hrs/day, Step 1, effective August 16, 2023
 - c) Emily D. Wheeler, Study Hall Monitor, Kettering Fairmont High School, Step 1, 7 hrs/day, effective August 14, 2023
11. Recommendation to approve the Adjustment of the following 2023-24 School Year Support Administrator:
 - a) Denise A. Lay, Coordinator of Payroll & Financial Systems, to Pay Grade 10, Step 8, 260 days, effective August 1, 2023
12. Recommendation to approve the following 2023-24 Classified Substitutes:
 - a) Leslie Ann Lozan, Bus Driver, Transportation Department and Paraprofessional
 - b) Toni Nickole Orick, Bus Driver, Transportation Department
 - c) Lindsay Rachel Plumley, Paraprofessional and Clerical
 - d) Ashleigh Faith Leeper, Paraprofessional and Clerical
 - e) Amanda Jane Whitt, Paraprofessional and Clerical
 - f) Gabriela Virginia Jimenez-Worcester, Paraprofessional
13. Recommendation to approve the following 2023-24 Student Workers:
 - a) Megan Marie Sherick, Transportation Department, no benefits, \$14/hr, effective June 20, 2023
 - b) Kathryn Grace Voigt, Transportation Department, no benefits, \$14/hr, effective June 20, 2023
 - c) Chase William Brown, Transportation Department, no benefits, \$14/hr, effective June 20, 2023
 - d) Sophia Grant Raucci, Transportation Department, no benefits, \$14/hr, effective June 20, 2023
 - e) Courtney Lynn Booher, Childcare Aide, Kettering Early Childhood Education Center, no benefits, \$12.55/hr, effective August 17, 2023
14. Recommendation to approve the following Classified Substitute resignations for the 2023-24 School Year:
 - a) Scott A. Reynolds, Buildings and Grounds
 - b) Gabriel Issac Williams, Buildings and Grounds

- c) Elizabeth Floann Palser, Paraprofessional
 - d) Emily D. Wheeler, Sub Paraprofessional and Clerical
 - e) Wanda F. Glardon, Sub Food and Nutrition
15. Recommendation to approve a Resolution to eliminate a part-time Food & Nutrition Services Truck Driver position. (Enclosure)
 16. Recommendation to approve the following adjustment to the 2023-24 School Year Work Schedule for Paraprofessionals. (Enclosure)
 17. Recommendation to approve the following 2023-24 Extended Service Days:
 - a) Michelle Ann Thompson, School Nurse, Kettering Fairmont High School, total of 6 days, 4 to be worked before the 2023-24 school year and 2 to be worked after the 2023-24 school year
 18. Recommendation to approve the following transfer of position for the 2023-2024 School Year:
 - a) Christopher T. Sherman, from Computer Technician to Technology Specialist, Pay Grade 8, Step 1, 260 days, effective August 1, 2023.
 19. Recommendation to approve the following Resignation from Employment for the 2023-2024 School Year:
 - a) Courtney Lynn Hampton, Substitute Assignment Specialist, Kettering City Schools, effective end of day July 14, 2023.

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

Motion 100-23 Approve Business Services Agenda Items

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

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

X. Business Services Agenda

- A. Recommendation to approve revised Item X,A from the June 6, 2023 Board Agenda approving an agreement between Kettering City Schools for reimbursement for Costs of School Resource Officers, effective August 1, 2023. (Enclosure)
- B. Recommendation to approve an Agreement between Kettering City Schools and Mitosis, LLC. for the amount of \$10,125.00 for evaluation of our current Social Media platforms and providing consultation in developing a framework and training for safe practices in using Social Media platforms, effective August 10, 2023. (Enclosure)
- C. Recommendation to approve an Agreement between Kettering City Schools and BCS, LLC. for \$4,950.00 for Website Services for the transition of District Website, SchoolPointe to FinalSite, effective June 14, 2023. (Enclosure)
- D. Recommendation to approve an Agreement to comply with the State Board of Education Standard (Ebd-917-02) for Nonpublic Reimbursement for the 2023-24 school year for students in the following Schools, beginning August 1, 2023:
 1. Alter High School
 2. Ascension School
 3. Carroll High School
 4. Dayton Christian School
 5. Incarnation School
 6. Montessori School of Dayton
 7. Spring Valley Academy
 8. Saint Albert School

9. STEM School

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

Motion 101-23 Approve Office of the Treasurer Agenda Items

It was moved by Mr. Martin, seconded by Mr. Lautar to approve the Office of the Treasurer Agenda as recommended.

Discussion: Mr. Taylor presented a Financial Report and recommended the Office of the Treasurer agenda for approval.

XII. Office of the Treasurer Agenda

- A. Recommendation to approve actual cash advances from the general fund (0010000) for fiscal year 2023 (Enclosure).

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

Motion 102-23 Approve Teaching and Learning Agenda Items

It was moved by Ms. Richards, seconded by Mr. Lautar to approve the Teaching and Learning Agenda as recommended.

Discussion: Mrs. McCarty-Stewart recommended the Teaching and Learning agenda for approval.

XIII. Teaching & Learning Agenda

- A. Recommendation to approve New Secondary Course Requests, as follows:
 - 1. AP World History: Modern (Enclosure)
 - 2. English / Theatre Appreciation (Enclosure)
 - 3. PeerSpective (Enclosure)
- B. Recommendation to approve a Memorandum of Understanding between Kettering City Schools and the Educational Service Center of Central Ohio to guide districts' participation in offering a Mathematical Modeling and Reasoning Algebra 2 Equivalent Course. (Enclosure)
- C. Recommendation to enter into an agreement between Kettering City School District and I Am Boundless, Inc. to provide special education services, in an alternate placement, for a student identified with significant behavioral needs. (Enclosure)

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

Hearing of the Public Non-Agenda Items

Sue Blanford spoke about voucher options available to Ohio students codified in Ohio House Bill 33.

Motion 103-23 Enter Executive Session

It was moved by Mr. Henderson, seconded by Mrs. Kane to enter Executive Session for the purpose of reviewing negotiations with public employees concerning their compensation and other terms and conditions of their employment, and for the purpose of considering the investigation or complaints against a public employee.

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

The Board of Education entered Executive Session at 6:43 p.m.

The Board of Education returned to Regular Session at 8:20 p.m.

Motion 104-23 Adjournment

It was moved by Mrs. Kane, seconded by Mr. Lautar to adjourn the meeting at 8:21 p.m.

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

Attest: Interim Treasurer, Board of Education

Attest: President, Board of Education