



**KETTERING BOARD OF EDUCATION
REGULAR SESSION
JANUARY 9, 2024**

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 January 9, 2024 at 6:00 p.m.

The meeting was called to order by the Board President, Toby Henderson at 6:09 p.m.

Roll Call: Present, Four. Mr. Toby Henderson, Mr. Mark Martin, Mrs. Jennifer Kane, Ms. Chrissie Richards.
Board Member Elect Absent, One. Mr. William Lautar

In Attendance:

Mrs. Mindy McCarty-Stewart, Superintendent, 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 10-24 Adoption of Agenda as Amended - Removing item IX. B. 1. a)

It was moved by Mrs. Kane, seconded by Mr. Martin to approve the agenda of the January 9, 2024 Regular Meeting as amended to remove item IX. B. 1. a)

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

Motion 11-24 Approve Minutes

It was moved by Ms. Richards, seconded by Mrs. Kane to approve the minutes of the December 12, 2023 Regular Meeting.

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

Board Committee Reports

None.

Hearing of the Public Regarding Agenda Items

None.

Information for Decision Making

- A. Mr. Henderson announced a Regular Meeting on January 23, 2024 at 6:00 p.m. at Kettering Fairmont High School, Recital Hall, a Work Session on February 6, 2024 at the Board of Education Administrative Offices.

Motion 12-24 Approve Human Capital Agenda Items as Amended

It was moved by Mr. Martin, seconded by Ms. Richards to approve Human Capital Agenda Items as amended.

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

IX. Human Capital Agenda

A. Certificated Employees

1. Recommendation to recognize, for the official record, the death of Amy S. Dunaway-Haney, Spanish Teacher, Kettering Fairmont High School, effective December 31, 2023.
2. Recommendation to approve the following Unpaid Leave of Absence:
 - a) Lauren Elisabeth Kraemer, Intervention Specialist, Indian Riffle Elementary School, due to infant care, November 30 (1/4 day) - December 22, 2023 (16 1/4 days)
3. Recommendation to recognize the following Unapproved Unpaid Leave of Absence:
 - a) Emily R. Tierney, Title I Teacher, Greenmont Elementary School, due to personal reasons, January 17, 2024, and February 14, 2024 (2 days)
4. Recommendation to approve payment to Steven Grasso, up to 75 hours for creating a Google Classroom course for students to earn their Rise Up credential, at the rate of \$20/hr, per the KEA agreement.
5. Recommendation to approve the following Resignations of 2023-24 School Year Supplemental Assignments:
 - a) Aaron Baker, Head Girls Track Coach, Kettering Fairmont High School
 - b) Stephen McDonald, Head Boys Track Coach, Kettering Fairmont High School
6. Recommendation to approve the following 2023-24 School Year Supplemental Contracts:
 - a) **Steven Hernandez, Head Girls Track Coach, Kettering Fairmont High School
 - b) **Sheldon James, Head Boys Track 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 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.

7. Recommendation to approve the following 2023-24 Substitute Teachers:
 - a) Katie M. Houk
 - b) Sydney Glynn
 - c) Anna Christine Rohal
 - d) Marilyn Abigail Moddeman
 - e) Lisa Christine Gerdes
8. Recommendation to approve the following 2023-24 Long-Term Substitute Teachers:
 - a) Victoria L. Stanton for Emily Hart, Kindergarten Teacher, Southdale Elementary School, effective February 27, 2024 - May 23, 2024

- b) Adam E. Guadalupe for Open Position, Van Buren Middle School and Kettering Fairmont High School, effective January 8, 2024
 - c) Liam McAllaster for Diane Melvin, 7th Grade Science Teacher, Kettering Middle School, effective December 14, 2023
9. Recommendation to approve the following 2023-24 Substitute Teacher Resignations:
 - a) John C. Stoeckle, effective May 22, 2023
 - b) Kimberlee M. Campbell, effective May 25, 2023
 10. Recommendation to approve the following Adjustment of 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 the assignment ends:
 - a) Karen Fulton for Open Position (IS Math), Kettering Fairmont High School, from effective date November 29, 2023, to effective date November 30, 2023 - May 23, 2024
 11. Recommendation to approve Adam Guadalupe, Long-Term Substitute Teacher, to continue on the current teacher salary schedule, transferring the teaching assignment from Anna Bumiller to Matthew Koehler, effective December 23, 2023, in accordance with the Ohio Department of Education, and continuing until the assignment ends.
 12. Recommendation to approve the Adjustment of the following Home Instructor:
 - a) Ruby Copley, Master's Degree, effective August 1, 2021

B. Classified Employees

1. Recommendation to accept the following Resignation to Retirement:
 - a) ~~Scott E. Hammaker, Buildings & Grounds, effective end of day February 6, 2024 (24 years in Kettering)~~ **Removed during adoption of the agenda.**
 - b) Sondra S. Whaley, Athletic Secretary II, Kettering Fairmont High School, effective end of day April 30, 2024 (10 years in Kettering)
2. Recommendation to accept the following Resignation from Employment:
 - a) Michelle L. Allen, Food Service Worker I, Kettering Fairmont High School, effective end of day December 15, 2023
3. Recommendation to accept the following Resignation from Position Only:
 - a) Miklaye Nicole Smith, Child Care Aide, Kettering Early Childhood Education Center, effective end of day December 11, 2023
4. Recommendation to approve the following 2023-24 School Year Employees:
 - a) Rosemary Newland-Cardwell, Special Education Paraprofessional, Kettering Fairmont High School, 7 hrs/day, Step 1, effective December 19, 2023
 - b) Olivia Somerset Pietras, Child Care Aide, Kettering Early Childhood Education Center, as needed, no benefits, \$14.39/hr, effective January 8, 2024
5. Recommendation to approve the following Adjustments of the 2023-24 School Year Classified Assignments:
 - a) Pamela Johnson, Food Service Worker I, Kettering Fairmont High School, from 3 hrs/day to 3 1/2 hrs/day, effective December 18, 2023
 - b) Michael J. Taggart, School Aide, Oakview Elementary School, to Special Education Paraprofessional, Oakview Elementary School, 7 hrs/day, Step 1, effective January 8, 2024
6. Recommendation to approve the following 2023-24 Classified Substitutes:
 - a) Caitlin E. Arden, Paraprofessional
 - b) Miklaye Nicole Smith, Paraprofessional
 - c) Emma Margaret Gramke, Paraprofessional
 - d) Mary Ellen Dennler, Paraprofessional
 - e) Lisa Christine Gerdes, Paraprofessional
 - f) Barbara V. Alters, Food & Nutrition Services
 - g) Marla L. Duke, Paraprofessional
7. Recommendation to approve the following 2023-24 Long-Term Substitute Paraprofessionals:

- a) Marla L. Duke, for Open Position, Beavertown, and Southdale Elementary Schools, effective January 10, 2024
 - b) Heidi R. Knodel, for Open Position, Beavertown Elementary School, effective January 10, 2024
8. Recommendation to approve the following 2023-24 Classified Substitute Resignations:
 - a) Robin Ann Sidhu, Paraprofessional, effective September 6, 2023
 - b) Hayley Elizabeth Biteman, Buildings & Grounds, effective January 3, 2024
 9. Recommendation to approve the following 2023-24 Student Worker:
 - a) Justin Tyler Wyatt, Videographer for Recording of Board Meetings, no benefits, \$25 per meeting, effective November 28, 2023
 10. Recommendation to recognize the increase in the Ohio minimum wage from \$10.10 per hour to \$10.45 per hour and increase wages paid to student workers effective January 1, 2024.
 11. Recommendation to approve Adjustments of the following Unpaid Leave of Absence:
 - a) Nicole Marie Bishop, Special Education Paraprofessional, Indian Riffle Elementary School, due to exhausted sick leave, from November 27, 29, December 4-5, 2023 (16 hrs & 45 min) to November 27, 29, December 4-5, 2023 (16 hrs & 25 min)
 - b) Brittany Amanda Combs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave, from October 23, 2023 (4 1/2 hrs) - November 16, 2023 (4 1/2 hrs)
 12. Recommendation to approve the following Unpaid Leaves of Absence:
 - a) Rachel Elaine Nissen, Special Education Paraprofessional, Indian Riffle Elementary School, due to exhausted sick leave, December 8, 2023 (7 hrs)
 - b) Brittany Amanda Combs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave, November 30, 2023 (1 1/2 hrs)
 - c) Stacey Joann Berry, Bus Driver, Transportation Department, due to exhausted sick leave, December 6-8, 2023 (12 1/2 hrs)
 - d) Emily D. Wheeler, Study Hall Monitor, Kettering Fairmont High School, due to exhausted sick leave, December 4, 2023 (5 1/4 hrs)
 - e) Jennifer Marie Wilson, Classroom Aide, Intervention, John F. Kennedy Elementary School, due to exhausted sick leave, December 5, 2023 (3 1/2 hrs)
 - f) Megan Dawn Milkis, Special Education Paraprofessional, Oakview Elementary School, due to exhausted sick leave, December 12 (3 1/2 hrs) -13, 2023 (10 1/2 hrs)
 - g) Jennifer D. Tucker, Educational Resource Center Secretary, Teaching & Learning Department, due to exhausted sick leave, December 13-22, 2023 (30 hrs)
 - h) Christina Renee Chambers, Bus Driver, Transportation Department, due to exhausted sick leave, December 22, 2023 (2 1/2 hours)
 - i) Nicole Marie Bishop, Special Education Paraprofessional, Indian Riffle Elementary School, due to exhausted sick leave, December 12, 2023 (7 hrs)
 13. Recommendation to recognize the following Unapproved Unpaid Leaves of Absence:
 - a) Ramon Enrique Escobar, Bus Driver, Transportation Department, due to personal reasons, December 13, 2023 (5 1/2 hrs)
 - b) Kandi Lasley, Bus Aide, Transportation Department, due to personal reasons, December 22, 2023 (3 hrs)
 - c) Daniel A. DeAtley, Bus Driver, Transportation Department, due to personal reasons, December 19, 2023 (2 hrs & 35 min)

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

Motion 13-24 Approve Business Services Agenda Items

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

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

- A. Recommendation to award bid and Authorize entering into an Agreement with Midwest Environmental for Abatement at D.L. Barnes, 2024, Base Bid \$245,000 and Alternate G-1 \$17,000.

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

Motion 14-24 Approve Office of the Treasurer Agenda Items

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

Discussion: Mr. Taylor gave a financial update and recommended the Office of the Treasurer agenda for approval.

XII. Office of the Treasurer Agenda

- A. Recommendation to accept the December Financial and Investment Report. (Enclosure)
- B. Recommendation to approve the Amended Certificate of Estimated Resources for Fiscal Year 2024. (Enclosure)
- C. Recommendation to approve the Amended Permanent Appropriations for Fiscal Year 2024. (Enclosure)
- D. Recommendation to accept the following donations:
 - 1. Marilyn Terpe to 3rd Grade classrooms in the amount of \$500.00
 - 2. Moraine City Eagles to the Kettering Alternative Program (KAP) in the amount of \$1,000.00
 - 3. Dorwood Optimist to Greenmont Elementary STEAM Project in the amount of \$3,000.00

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

Motion 15-24 Approve Teaching and Learning Agenda Items

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

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

- A. Recommendation to approve an increase in tuition for peer mentors in our preschool. This will help the Kettering School District cover the increase in operation costs to the Preschool Program. It puts the district more in line with preschool program costs across the state, however it does bump us up as one of the higher peer mentor tuition costs in the county. We provide a quality preschool program for our students.

Preschool Tuition Increase

Current FY24 annual tuition = \$2,000 (\$200 per month)

Recommendation for FY25 annual tuition = \$2,200 (\$220 per month - \$20 increase per month)

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

Hearing of the Public Non-Agenda Items

None

Motion 16-24 Adjournment

It was moved by Mrs. Kane, seconded by Mr. Martin to adjourn the meeting at 6:21 p.m.

Roll Call: Ayes, Four. Mr. Toby Henderson, Mr. Mark Martin, Mrs. Jennifer Kane, Ms. Chrissie Richards.
Nays, None.

The president declared the motion carried.

Attest: Interim Treasurer, Board of Education

Attest: President, Board of Education