



**KETTERING BOARD OF EDUCATION
REGULAR SESSION
SEPTEMBER 19, 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 September 19, 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, Three. Mr. Toby Henderson, Mrs. Jennifer Kane, Ms. Chrissie Richards.
Absent, Two. Mr. Mark Martin, Mr. William Lautar.

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 122-23 Adoption of Agenda

It was moved by Mrs. Kane, seconded by Ms. Richards to approve the agenda of the September 19, 2023 Regular Meeting as presented.

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

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

Motion 123-23 Approve Minutes

It was moved by Ms. Richards, seconded by Mrs. Kane to approve the minutes of the August 15, 2023 Regular Meeting and the September 5, 2023 Work Session.

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

Recognition and Reports

Mr. Von Handorf presented the 2022-23 Ohio Department of Education “Report Card” for Kettering City Schools.

Regular Meeting September 19, 2023

Hearing of the Public Regarding Agenda Items

None.

Information for Decision Making

- A. Mr. Henderson announced an upcoming work session on October 3, 2023, at 6:00 p.m. at the Administrative Office, 500 Lincoln Park Blvd. and a regular board meeting on October 17, 2023 at 6:00 p.m. at Kettering Fairmont High School, Recital Hall. Mr. Henderson also announced a joint meeting with Kettering City Council on November 1, 2023 at 6:00 p.m. at the Kettering Fire Department – Community Room, 4745 Hempstead Station Dr.

Decisions of the Board

None.

Motion 124-23 Approve Human Capital Agenda Items

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

Discussion: Mrs. 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) Stuart Newman Wheeler, Art Teacher, John F. Kennedy Elementary School, effective end of the 2023-24 school year (23 years in Kettering)
 - b) Katherine A. MacKintosh, Title 1 Reading Teacher (Home Based Services), Southdale Elementary School, effective end of the 2023-24 school year (11 years in Kettering)
 - c) Shelley A. Montelius, Family Consumer Science Teacher, Kettering Fairmont High School, effective end of the 2023-24 school year (24 years in Kettering)
2. Recommendation to approve Classification Increases for the following Certificated Staff, effective First Semester, 2023-24 school year. (Enclosure)
3. Recommendation to approve payment to Kelly M. Kilfoyle, up to 2 hrs/wk, for the purpose of facilitating a reading intervention online program at the rate of \$20/hr, per the KEA agreement.
4. Recommendation to approve Jennifer M. Thompson for an additional 1/2 hour of extended school year services; rate based on the 2022-23 salary schedule.
5. Recommendation to approve Emily Clare Stiffler for an additional 1/2 hour of extended school year services; rate based on the 2023-24 salary schedule.
6. Recommendation to approve payment to the following Substitute Teachers for attending New Teacher Orientation at the rate of \$20/hr, per the KEA agreement. (Enclosure)
7. Recommendation to approve Adjustments of the following Unpaid Leaves of Absence:
 - a) Kylee Page Rogers, 1st Grade Teacher, J. E. Prass Elementary School, due to infant care, from August 28 (3/4 day) - November 6, 2023 (58 1/4 days) to August 28, 2023 - May 24, 2024 (172 3/4 days)
 - b) Kathleen Jentoft, 6th Grade Social Studies Teacher, Kettering Middle School, due to infant care, from August 14 - December 22, 2023 (90 days) to August 14 - December 22, 2023 (89 1/2 days)
8. Recommendation to approve the following Unpaid Leaves of Absence:
 - a) Kelsey Ryane Curtis, 1st Grade Teacher, Indian Riffle Elementary School, due to infant care, August 21 - September 1, 2023 (10 days)
 - b) Kathryn L. Fitz, ESL Teacher, Kettering Middle School, due to intermittent infant care, August 14 - October 13, 2023 (21 1/2 days)
9. Recommendation to approve the 2023-24 Kettering Fairmont High School Athletics Game Personnel Pay Rates. (Enclosure)

10. Recommendation to approve the 2023-24 Middle School Athletics Game Personnel Pay Rates. (Enclosure)
11. Recommendation to approve the following Adjustments of 2023-24 School Year Supplemental Assignments:
 - a) Darren McGarvey, from 100% Fall Play Director, Kettering Fairmont High School to 50% Fall Play Director, Kettering Fairmont High School
 - b) Craig Byer, 100% Intramural Director, Kettering Middle School to 50% Intramural Director, Kettering Middle School
12. Recommendation to approve the following 2023-24 School Year Supplemental Resignation:
 - a) Angie Kessel, Department Chair Technology, Greenmont Elementary School
13. Recommendation to approve the following 2023-24 School Year Supplemental Contracts:
 - a) **Bryon Dobbs, Choral Accompanist, Kettering Middle School
 - b) **Shannon Wright, Assistant Field Hockey Coach, Kettering Middle School
 - c) **Lindsay Ferrell, 10% Cheerleader Advisor, Kettering Middle School
 - d) Tarsha Morgan, 50% Intramural Director, Kettering Middle School
 - e) Brody McDonald, Muse Machine Coordinator, Kettering Middle School
 - f) **Bryon Dobbs, Choral Accompanist, Van Buren Middle School
 - g) Jennifer Lammlein, 1/3 Student Council Advisor, Van Buren Middle School
 - h) Joe Duncan, 1/3 Student Council Advisor, Van Buren Middle School
 - i) Stacey Gemin, 1/3 Student Council Advisor, Van Buren Middle School
 - j) **Lindsay Ferrell, 10% Cheerleader Advisor, Van Buren Middle School
 - k) *Michelle Roca, Detention Monitor, Van Buren Middle School
 - l) Sarah Adams, Detention Monitor, Van Buren Middle School
 - m) Karen Inbody, Detention Monitor, Van Buren Middle School
 - n) **Teresa Tracy, Detention Monitor, Van Buren Middle School
 - o) Taylor Soulati, Detention Monitor, Van Buren Middle School
 - p) Betina Irwin, Nurse Coordinator, Kettering City Schools
 - q) **Danny Marcum, Assistant Volleyball Coach (Volunteer), Kettering Fairmont High School
 - r) **Bryon Dobbs, Choral Accompanist, Kettering Fairmont High School
 - s) **Jenni Alvarado, Friday Night School Teacher/Monitor, Kettering Fairmont High School
 - t) Michaela Rhoades, Friday Night School Teacher/Monitor, Kettering Fairmont High School
 - u) Noah Buell, Friday Night School Teacher/Monitor, Kettering Fairmont High School
 - v) **Jenni Alvarado, Detention Monitor, Kettering Fairmont High School
 - w) Michaela Rhoades, Detention Monitor, Kettering Fairmont High School
 - x) Noah Buell, Detention Monitor, Kettering Fairmont High School
 - y) **William Trapp, Technical Stage Director, Kettering Fairmont High School
 - z) Ryan Lamb, Winter Play Director, Kettering Fairmont High School
 - aa) Austin Litteral, 50% Fall Play Director, Kettering Fairmont High School
 - bb) Austin Litteral, Children's Play Director, Kettering Fairmont High School
 - cc) Scott Leo, Radio Station Manager, Kettering Fairmont High School
 - dd) Norman Dupler, Radio Supervisor I, Kettering Fairmont High School
 - ee) *Adam Guadalupe, Assistant Orchestra Director, Kettering Fairmont High School
 - ff) Amanda Zickefoose, Department Chair Technology, Indian Riffle Elementary School
 - gg) **Rika Cassidy, Safety Patrol Advisor, Greenmont Elementary School
 - hh) Hilarie Hosier, Department Chair Technology, Greenmont Elementary School
 - ii) **Brandee Woods, Safety Patrol Advisor, Orchard Park Elementary School
 - jj) Tammy Baxter, 50% Safety Patrol Advisor, Indian Riffle 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 2023-24 school year at the designated rate per year.

14. Recommendation to approve the following 2023-24 Long-Term Substitute Teachers:

- a) Cheri Marie Baldree for Megan Elizabeth Nixon, 3rd Grade Teacher, J. E. Prass Elementary School, effective October 2 - December 22, 2023
- b) Kaite M. Ives for Naomi Ruth Kidney-Budd, Family & Consumer Science Teacher, Kettering Fairmont High School, effective September 6 - November 13, 2023
- c) Karen Ann Fulton for Open Intervention Specialist Position, Kettering Fairmont High School, effective August 28 - December 22, 2023

15. Recommendation to approve the following Substitute Teachers:

- a) Ryan Casey Duncan
- b) Lary Ellis Reid Jr
- c) Jazmin M. Cooley
- d) Christen Steinke
- e) Brynna Marie Stein
- f) Elizabeth Eleni Fote
- g) Joshua Donald Boehmer
- h) Debby S. Ballard
- i) Jenni D. Alvarado
- j) Katherine Marie Snyder
- k) Kaye D. McPherson
- l) Beth R. Conde
- m) Sarah Elizabeth Rodgers
- n) Crystal Ann Sease
- o) Victoria Ann Koprowicz
- p) Jessica E. Roberts
- q) Julie Lynn McQuality
- r) Annette M. Schwab
- s) Elisabeth Silva Battle
- t) Bruce D. Goodman

16. Recommendation to approve the following Substitute Teacher Resignation:

- a) Haley Frances Barlow, effective September 6, 2023

17. Recommendation to approve the following 2023-24 Substitute Nurses:

- a) Jude Cohen
- b) Nancy Coates

18. Recommendation to approve the following 2023-24 Substitute Nurse Resignation:

- a) Mallory Zedella

B. Classified Employees

1. Recommendation to accept the following Resignations from Employment to Retirement:

- a) Kathleen Ellen Cron, Secondary School Secretary II, Kettering Middle School, effective end of day October 31, 2023 (22 years in Kettering)

- b) Patricia L. Bowen, Special Education Paraprofessional, J. E. Prass Elementary School, effective end of the 2023-24 school year (20 years in Kettering)
2. Recommendation to accept the following Resignations from Employment:
 - a) Alice Maria Byrd, Bus Driver, Transportation Department, effective end of day August 15, 2023
 - b) Billie Jo Bodag, Food Service Worker I, Kettering Fairmont High School, effective end of day August 24, 2023
 - c) Lattorence Dejuan Tillman, Bus Aide, Transportation Department, effective after morning shift September 8, 2023
3. Recommendation to accept the following from Resignation from Position Only:
 - a) Nicole Lynne Lilly, Bus Aide, Transportation Department, effective end of day August 25, 2023
4. Recommendation to approve the following 2023-24 School Year Employees:
 - a) Tammy L. Cain, Classroom Aide (Lunch), Kettering Middle School, 2 1/4 hrs/day, Step 1, effective August 14, 2023
 - b) Austin Michael Gray, Assistant Custodian, John F. Kennedy Elementary School, 8 hrs/day, Step 1, effective August 17, 2023
 - c) Betsy Lozan, Special Education Paraprofessional, Kettering Middle School, 7 hrs/day, Step 1, effective September 20, 2023
 - d) Nicole Lynne Lilly, Bus Driver, Transportation Department, 5 1/4 hrs/day, Step 4, effective August 28, 2023
 - e) Toni Nickole Orick, Bus Driver, Transportation Department, 5 1/4 hrs/day, Step 1, effective August 28, 2023
 - f) Tammy L. Johnson, Bus Driver, Transportation Department, 5 1/4 hrs/day, Step 1, effective August 28, 2023
 - g) Leslie A. Lozan, Bus Driver, Transportation Department, 5 1/4 hrs/day, Step 1, effective September 1, 2023
 - h) Stephanie R. Towne, Substitute Assignment Specialist, Kettering City Schools, 7 1/2 hrs/day, Pay Grade V, Step 1, effective September 20, 2023
 - i) Julia M. DiPiero, Special Education Paraprofessional, John F. Kennedy Elementary School, 7 hrs/day, Step 1, effective September 18, 2023
 - j) Michele Lee Allen, Food Service Worker I, Kettering Fairmont High School, 3 1/2 hrs/day, Step 1, effective September 11, 2023
 - k) Stephen A. Meredith, Food Service Worker I, Kettering Fairmont High School, 3 hrs/day, Step 1, effective September 11, 2023
 - l) Jennifer Lynn Moore, Food Service Worker I, Kettering Middle School, 3 1/2 hrs/day, Step 1, effective September 12, 2023
 - m) Joshua D. Edem, Classroom Aide (Traditional), Beavertown Elementary School, max 15 hrs/week, no benefits, Step 1, effective September 14, 2023
 - n) Craig L. Hollister, Classroom Aide (Traditional), Southdale Elementary School, max 15 hrs/week, no benefits, Step 1, effective September 18, 2023
5. Recommendation to approve the Adjustment to the following 2023-24 Work Schedule for Classified Employees. (Enclosure)
6. Recommendation to approve payment to the following employees for the purpose of completing Medication Administration training on August 10, 2023, and August 14, 2023; rate based on the approved 2023-24 salary schedule. (Enclosure)
7. Recommendation to approve payment to Tammy S. Baxter for the purpose of PBIS training on August 8, 2023; rate based on the approved 2023-24 salary schedule.
8. Recommendation to approve the following Adjustments of the 2023-24 School Year Classified Assignments:

- a) S. Donna Green, from Food Service Worker I, MCECSC-West, 3 hrs/day to Food Service Worker II, Kettering Middle School, 6 hrs/day, Step 4, effective August 16, 2023
 - b) Theodore Aaron Hale, from Classroom Aide (Lunch), 2 1/2 hrs/day to Classroom Aide (Lunch) 4 3/4 hrs/day, Kettering Middle School, effective August 17, 2023
 - c) Thomas Lee Roam, from Classroom Aide (General), 2 1/2 hrs/day to Classroom Aide (General), Van Buren Middle School, maximum 12 1/2 hrs/week, no benefits, Step 1, effective August 14, 2023
 - d) Lorene L. Keltner, Study Hall Monitor, from 7 hrs/day to 7 1/2 hrs/day, Step 3, Kettering Fairmont High School, effective August 17, 2023
 - e) Tosha Danielle Williams, Food Service Worker I, Fairmont High School, 3 hrs/day to Food Service Worker I, Kettering Middle School, 3 1/2 hrs/day, effective August 16, 2023
9. Recommendation to approve the adjustments of the following Special Education Paraprofessionals 2023-24 School Year Assignments, Kettering Fairmont High School, from 7 hrs/day to 7 1/2 hrs/day, effective August 21, 2023:
- a) Andrea Renee Ramey
 - b) Jeffrey R. Gross
 - c) Juanita L. Hedrick
 - d) Adam D. Wilson
 - e) Miriam Torres Speck
 - f) Julie Ann Clark
 - g) Bonnie R. Curry
 - h) Roxanne Marie Stamey
10. Recommendation to approve additional extended school year services for the purpose of training, meetings, JTM plant tour, and opening kitchens for the following employees; hourly rate based on the approved 2023-24 salary schedule. (Enclosure)
11. Recommendation to approve the following 2023-24 Classified Substitutes:
- a) Hayley E. Biteman, Buildings & Grounds
 - b) Carol Nieto Leatherman, Paraprofessional
 - c) Tammy L. Cain, Paraprofessional
 - d) Lindsay R. Plumley, Clerical
 - e) Michele Lee Allen, Food & Nutrition Services
 - f) Danielle L. Dillon, Food & Nutrition Services
 - g) Debra M. Thibodeaux, Paraprofessional
 - h) Jennifer Lynn Moore, Food & Nutrition Services
 - i) Stephen A. Meredith, Food & Nutrition Services
 - j) Fanny Claude Camille Plaisance, Paraprofessional
 - k) Brandi N. Gilbert, Paraprofessional
 - l) Kacey Lorine Winhoven, Paraprofessional
 - m) Betsy Lozan, Paraprofessional
 - n) Rachel Leigh Brown, Paraprofessional
 - o) Penny S. Dinneen, Paraprofessional
 - p) Richard W. Reedy, Food & Nutrition Services
12. Recommendation to approve the following 2023-24 Resignations of Classified Substitutes:
- a) Julia M. Dipiero - Paraprofessional, Clerical, effective September 7, 2023
 - b) Stephen A. Meredith - Food & Nutrition Services, effective September 8, 2023
 - c) Jennifer Lynn Moore - Food & Nutrition Services, effective September 8, 2023
 - d) Michele Lee Allen - Food & Nutrition Services, effective September 8, 2023
 - e) Austin Michael Gray, Buildings & Grounds, effective August 16, 2023
 - f) Toni Nickole Orick, Transportation Department, effective August 27, 2023
 - g) Tammy L. Johnson, Transportation Department, effective August 27, 2023
 - h) Leslie A. Lozan, Transportation Department, effective August 31, 2023

- i) Betsy Lozan - Paraprofessional, effective September 19, 2023
- 13. Recommendation to approve the following Unpaid Leaves of Absence:
 - a) Andrea J. Kuperman, Central Unit Secretary, Kettering Fairmont High School, due to personal reasons, September 25, 2023 (1 day)
 - b) Tava Marie Reese, Special Education Paraprofessional, Oakview Elementary School, due to professional study, September 5 - December 5, 2023 (59 days)
 - c) Tammy L. Johnson, Bus Driver, Transportation Department, due to personal reasons, August 29, 2023 (1 day)
- 14. Recommendation to recognize the following Unapproved Unpaid Leave of Absence:
 - a) Michael Dean Isreal, Head Custodian, Buildings & Grounds, due to personal reasons, August 24 - 25, 2023 (2 days)
- 15. Recommendation to approve the daily average hours for the following Transportation Employees:
 - a) Carol J. Huff, Bus Driver, Transportation Department, from 7 1/2 hrs/day to 7 3/4 hrs/day, effective August 28, 2023
 - b) Ramon Enrique Escobar, Bus Driver, Transportation Department, from 7 hrs/day to 8 hrs/day, effective August 28, 2023
 - c) Tammy L. Hess, Bus Driver, Transportation Department, from 5 1/4 hrs/day to 7 1/2 hrs/day, effective September 11, 2023
 - d) Kathryn L. Kane, Bus Aide, Transportation Department, from 7 1/4 hrs/day to 7 1/2 hrs/day, effective September 18, 2023
- 16. Recommendation to approve the following Student Workers for the 2023-24 school year:
 - a) Erin Elizabeth Keefe, as needed, no benefits, \$12.55/hr., Kettering Early Childhood Education Center, effective August 28, 2023
 - b) Conner Jacob Elliott, paid at the current Ohio Federal Minimum Wage Rate, effective September 11, 2023

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

Motion 125-23 Approve Business Services Agenda Items

It was moved by Ms. Richards, seconded by Mrs. Kane 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 authorize the contract for Property, Fleet, and Liability Insurance with Liberty Mutual Insurance company with Marsh McLennan Agency as broker in the amount of \$330,797 with coverage effective July 1, 2023, to July 1, 2024.
- B. Recommendation to authorize entering into an agreement between Fahlgren Mortine and Kettering City School District for Communication Services in the amount of \$6,000, effective September 19, 2023. (Enclosure)
- C. Recommendation to approve an agreement between the City of Kettering Police Department and the Kettering City School District to provide security at home basketball games for the 2023-2024 season. (Enclosure)
- D. Recommendation to approve a resolution 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: (Enclosure)
 - 1. Dominion Academy

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

Motion 126-23 Approve Office of the Treasurer Agenda Items

It was moved by Mrs. Kane, 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 August 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 Permanent Appropriations for Fiscal Year 2024. (Enclosure)
- D. Recommendation to accept the following donations:
 - 1. Minuteman Press to the Kettering Fairmont High School Principal's Fund in the amount of \$660.00
 - 2. Dorwood Optimists Club to the Kettering Fairmont High School Principal's Fund in the amount of \$1,000.00
 - 3. Fairmont Athletic Boosters to the Fairmont Athletic Department in the amount of \$5,300.00 for the purchase of girls soccer equipment

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

Hearing of the Public Non-Agenda Items

Steve White addressed the Board concerning the public's perception regarding children's restroom usage, books available to students, and safety and exposure of content to younger students. Mr. White also commented on State Issue 1 on the 2023 General Election ballot.

Christopher and Rachel Dillon addressed the Board concerning transportation safety and their child's pickup/drop-off location.

Joe Overholser addressed the Board concerning the Board's response to items presented by the public at previous meetings. Mr. Overholser also commented on reading material available to younger students and endorsed community members running for School Board during the 2023 General Election.

Motion 127-23 Adjournment

It was moved by Mrs. Kane seconded by Ms. Richards to adjourn the meeting at 6:40 p.m.

Roll Call: Ayes, Three. Mr. Toby Henderson, 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