



**KETTERING BOARD OF EDUCATION
REGULAR SESSION
AUGUST 15, 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 August 15, 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 112-23 Adoption of Agenda

It was moved by Mr. Lautar, seconded by Mrs. Kane to approve the agenda of the August 15, 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.

Motion 113-23 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.

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 6:03 p.m.

Regular Meeting August 15, 2023

The Board of Education returned to Regular Session at 6:17 p.m.

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

Motion 114-23 Approve Minutes

It was moved by Ms. Richards, seconded by Mr. Lautar to approve the minutes of the August 1, 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

None.

Hearing of the Public Regarding Agenda Items

None.

Information for Decision Making

- A. Mr. Henderson announced an upcoming work session on September 5, 2023, at 6:00 p.m. at the Administrative Office, 500 Lincoln Park Blvd, and another work session on October 3, 2023 at the same time and location. Mr. Henderson also announced a regular board meeting on September 19, 2023 at 6:00 p.m. at Kettering Fairmont High School, Recital Hall.

Decisions of the Board

Motion 115-23 Approve Tentative Agreement Between the Kettering Board of Education and the Ohio Association of Public School Employees (OAPSE), Effective August 1, 2023 through July 31, 2026

It was moved by Mr. Martin, seconded by Mrs. Kane to approve the Tentative Agreement as presented.

WHEREAS, representatives of the Board of Education and the Ohio Association of Public School Employees have been engaged in negotiations for a successor contract to the collective bargaining agreement that expired on July 31, 2023; and

WHEREAS, the attached document contains the terms developed through the bargaining process and approved by the Ohio Association of Public School Employees on August 14, 2023; and

WHEREAS, the document provides the terms of a successor contract that shall continue in full force and effect through July 31, 2026.

NOW, THEREFORE, BE IT RESOLVED: That the Board of Education hereby approves an Agreement with the Ohio Association of Public School Employees based on the terms described in the attached document.

AND BE IT FURTHER RESOLVED: That the Board of Education authorizes the Superintendent and Treasurer, prior to printing and with the agreement of the Ohio Association of Public School Employees, to make minor editorial corrections and changes as needed, provided such corrections and changes do not result in any modification of the intent and substance of the agreement.

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 116-23 Approve Human Capital Agenda Items

It was moved by Mr. Lautar, 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 approve the following Adjustment to the August 1, 2023, Board Agenda (IX,A,16,h) of the following Elementary STEAM Leaders for the 2023-24 school year:
 - a) Erin Catherine Perkins from Elementary STEAM Leader to MTSS Coordinator, Greenmont Elementary School
2. Recommendation to approve the following Unpaid Leaves of Absence:
 - a) Anna Leah Bumiller, Music Teacher, Kettering Fairmont High School, due to infant care, August 14 - December 22, 2023 (90 days)
 - b) Abigail Pearl Hoggatt, School Counselor, Orchard Park Elementary School, due to infant care, August 9, 2023 - May 28, 2024 (187 days)
 - c) Kylee Paige Rogers, 1st Grade Teacher, J. E. Prass Elementary School, due to infant care, August 28 (3/4 day) - November 6, 2023 (58 1/4 days)
 - d) Rachel A. Van Atta, Kindergarten Teacher, Indian Riffle Elementary School, due to infant care, August 14, 2023 - May 24, 2024 (183 days)
 - e) Caitlin Marie Wolodkiewicz, 2nd Grade Teacher, Orchard Park Elementary School, due to infant care, August 14, 2023 - May 24, 2024 (183 days)
 - f) Jessica Elaine Stockelman, 1st Grade Teacher, Southdale Elementary School, due to infant care, August 14 - September 29, 2023 (34 days)
 - g) Kathleen Jentoft, 6th Grade Social Studies Teacher, Kettering Middle School, due to infant care, August 14 - December 22, 2023 (90 days)
3. Recommendation to approve the following 2023-2024 School Year Extra Service Days:
 - a) Melissa Dungan, Speech Language Pathologist, Indian Riffle Elementary School, a total of 1 day to be worked prior to August 14, 2023
4. Recommendation to approve Holly H. Broach, for an additional 1/4 hour to complete a student evaluation; rate based on the 2022-23 salary schedule.
5. Recommendation to approve Marcy L. Woodrow for an additional five hours of extended school year services; rate based on the 2023-24 salary schedule.
6. Recommendation to approve an additional 1 1/2 hours to Jessica L. Stickel, for the purpose of responsibilities as the Director of the Forward Foundation, at the rate of \$40/hr, effective August 1- August 6, 2023.
7. Recommendation to approve compensation to Christine Fitzpatrick, 50% Integrated Teacher, Kettering Early Childhood Education Center, for an additional 50% at her daily rate of pay, for opening week activities, effective August 10 - August 18, 2023.
8. Recommendation to approve Jacy L. Armstrong as the Oakview Elementary School STEAM Leader for the 2023-24 school year.
9. Recommendation to approve the following Resignations of 2023-24 School Year Supplemental Assignment:
 - a) Austin Mefford, 7th Grade Assistant Football Coach, Middle Schools
10. Recommendation to approve the following 2023-24 School Year Supplemental Contracts:
 - a) **Randy Kihn, 80% Assistant Athletic Director, Kettering Fairmont High School
 - b) Cathy Heath, Math Department Chairperson, Kettering Middle School
 - c) **Doug Donese, 7th Grade Head Football Coach, Middle Schools
 - d) **Lowell Patrick, 50% 7th Grade Assistant Football Coach, Middle Schools

- e) **Justin Williams, 50% 7th Grade Assistant Football Coach, Middle Schools
- f) **Tyler Downing, 50% 7th Grade Assistant Football Coach, Middle Schools
- g) **Theo Hale, 50% 7th Grade Assistant Football Coach, Middle Schools
- h) *David C Baker II, 8th Grade Head Football Coach, Middle Schools
- i) **Braden Miller, 50% 8th Grade Assistant Football Coach, Middle Schools
- j) **Cam Vocke, 50% 8th Grade Assistant Football Coach, Middle Schools
- k) **David Stamer, 50% 8th Grade Assistant Football Coach, Middle Schools
- l) **Ryan Sheridan, 50% 8th Grade Assistant Football Coach, Middle Schools
- m) **Aiden Bunts, 50% 8th Grade Assistant Football Coach, Middle Schools
- n) **Michael Freeman, Safety Patrol Advisor, J.E. Prass Elementary School
- o) Deborah Everett, Elementary Technology Leader, Indian Riffle Elementary School
- p) Angie Homan, 50% Elementary Technology Leader, John F. Kennedy Elementary School
- q) Alison Potts, 50 % Elementary Technology Leader, John F. Kennedy Elementary School
- r) Elizabeth Goheen, Elementary Technology Leader, Oakview Elementary School
- s) Michelle Beck, Elementary Technology Leader, J.E. Prass Elementary School
- t) **Carrie Kihn, Elementary Technology Leader, Southdale Elementary School
- u) Cassandra Norman, Elementary Technology Leader, Kettering Early Childhood Education Center
- v) Jeff McManus, Elementary Technology Leader, Kettering Fairmont High School
- w) Amiah Leonard, 50% Cheerleader Advisor, Kettering Middle School
- x) Amiah Leonard, 50% Cheerleader Advisor, 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 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.

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

- a) Lynn Berrie for Caitlin Wolodkiewicz, Orchard Park Elementary School
- b) Margaret R. Roalef for Kylee Rogers, J. E. Prass Elementary School
- c) Allysa Grooms for Rachel Van Atta, Indian Riffle Elementary School
- d) Mary Jo Fitzpatrick for Open Position, Kettering Fairmont High School
- e) Sydney Hanlon for Open Music Position, Kettering Middle School
- f) Emily Presdorf for Kelly Sullivan, Kettering Fairmont High School
- g) Adam Guadalupe for Anna Bumiller, Kettering Fairmont High School
- h) Bonnie Foster for Kelsey Curtis, Indian Riffle Elementary School
- i) Cameron Trenum for Kathleen Jentoft, Kettering Middle School

12. Recommendation to approve the following Substitute Teachers:

- a) Anthony Bernhard Schmidt
- b) Christopher E. Beust
- c) Meghan Christine Halfpap

13. Recommendation to approve the following resignations from Substitute Teachers:

- a) Renee Michon Wise
- b) Kristine E. Fotia

B. Classified Employees

1. Recommendation to accept the following Resignations from Employment:
 - a) Jane Ann Feltner, Food Service Worker II, Kettering Middle School, effective end of the 2022-23 school year
 - b) Angela Maria Perez-Walli, Classroom Aide (Lunch), Kettering Middle School, effective end of the 2022-23 school year
 - c) Elizabeth K. Stevko Reeder, Special Education Preschool Paraprofessional, Oakview Elementary School, effective end of the 2022-23 school year
 - d) Tiffany Nicole Perry, Special Education Paraprofessional, John F. Kennedy Elementary School, effective end of the 2022-23 school year
 - e) Sharee Shonta Williams, Food Service Worker I, MCESC-North, effective end of day August 9, 2023
2. Recommendation to accept the following from Resignations from Positions Only:
 - a) Jenni Daniele Alvarado, Classroom Aide (Lunch), 2 1/4 hrs/day, Kettering Middle School, effective end of the 2022-23 school year
3. Recommendation to approve additional extended school year services for the following employees for opening day preparation and summer band camp meals; hourly rate based on the Board approved 2022-23 and 2023-24 salary schedules:
 - a) S. Donna Green - 1/4 hour (2022-23)
 - b) Nicole Renee Krejny - 10 hours (2023-24)
 - c) Kelsey Hope Chaney - 10 hours (2023-24)
 - d) Kelly Catherine Conlon - 30 hours (band camp) (2022-23 & 2023-24)
 - e) Catherine M. Mills - 30 hours (band camp) (2022-23 & 2023-24)
4. Recommendation to approve the following 2023-24 School Year Employees:
 - a) Luis A. Garfias, Dispatcher, Transportation Department, 7 1/2 hrs/day, Pay Grade II, Step 1, effective August 14, 2023
 - b) Ryan Joseph Combs, School Aide, John F. Kennedy Elementary School, 2 1/2 hrs/day, Step 1, effective August 14, 2023
 - c) Miklaye Nicole Smith, Childcare Aide, Kettering Early Childhood Education Center, as needed, no benefits, \$14.39/hr., effective August 7, 2023
 - d) Thomas Lee Roam, Classroom Aide (General), Van Buren Middle School, 2 1/2 hrs/day, Step 1, effective August 14, 2023
 - e) Rachel Elaine Nissen, Special Education Preschool Paraprofessional, Indian Riffle Elementary School, 7 hrs/day, Step 1, effective August 14, 2023
 - f) Nicole Marie Bishop, Special Education Paraprofessional, Indian Riffle Elementary School, 7 hrs/day, Step 1, effective August 14, 2023
 - g) Annalise Faith Gonzalez, Special Education Paraprofessional, Orchard Park Elementary School, 7 hrs/day, Step 1, effective August 14, 2023
 - h) Jenna Lynn Pawlak, Classroom Aide (Intervention, Title I), Beavertown Elementary School, 7 hrs/day, Step 1, effective August 14, 2023
 - i) Rachel Leigh Brown, Classroom Aide (Lunch), Kettering Middle School, 2 1/4 hrs/day, Step 1, effective August 14, 2023
5. Recommendation to approve the following transfer of position for the 2023-24 School Year:
 - a) Alison Nicole Fox, from Special Education Paraprofessional, 3 1/2 hrs/day to Classroom Aide (Pathfinders), Kettering Early Childhood Education Center, 7 hrs/day, Step 3, effective August 14, 2023
6. Recommendation to approve the following Adjustment to the 2023-24 Classified Assignment:
 - a) Leslie Ann Houser, School Aide, from 2 hrs/day to 2 1/4 hrs/day, Southdale Elementary School, effective August 14, 2023
7. Recommendation to approve the following 2023-24 Classified Substitutes:
 - a) Jane Ann Feltner, Food & Nutrition Services

- b) Susan Kay Ward, Food & Nutrition Services
- 8. Recommendation to approve the following Long-Term Substitute Paraprofessional:
 - a) Jennifer Lynn Henry for Alison Marie Beach, J. E. Prass Elementary School
- 9. Recommendation to approve the Resignation of the following Classified Substitutes:
 - a) James Sterling Pearson, Buildings & Grounds
 - b) Mary R. Ryon, Buildings & Grounds
 - c) Rachel Elaine Nissen, Paraprofessional
- 10. Recommendation to approve the following Unpaid Leaves of Absence:
 - a) Allison Marie Beach, Special Education Paraprofessional, J. E. Prass Elementary School, due to professional study, August 14 - November 7, 2023 (60 days)
- 11. Recommendation to approve the following Transportation Department daily hours for the 2023-24 school year. (Enclosure)
- 12. Recommendation to approve payment for the purpose of state-mandated Inservice Training for the following Transportation Department employees; rate based on the 2023-24 salary schedule. (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 117-23 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 approve an agreement between the City of Kettering Police Department and the Kettering City School District to provide security at the home football games for the 2023-24 school year. (Enclosure)
- B. Recommendation to approve an agreement between the City of Kettering Police Department and the Kettering City School District to provide security at the Kettering Fairmont High School Homecoming Dance, September 23, 2023. (Enclosure)
- C. Recommendation to approve bus stops for the 2023-24 school year. (Enclosure)
- D. Recommendation to approve an agreement between the City of Kettering Fire Department and the Kettering City School District to provide Firefighter/Paramedic Services at home football games for the 2023-24 school year. (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 118-23 Approve Office of the Treasurer Agenda Items

It was moved by Ms. Richards, seconded by Mr. Lautar 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.

- A. Recommendation to accept the July 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 Temporary Appropriations for Fiscal Year 2024 (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

Lynn Quillan spoke to the Board regarding concerns with the Kettering City Schools website.

Sue Blanford spoke to the Board regarding prior comments at Board Meetings and ongoing constructive criticism.

Motion 119-23 Enter Executive Session

It was moved by Mr. Henderson, seconded by Mr. Lautar to enter Executive Session 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 6:41 p.m.

The Board of Education returned to Regular Session at 8:14 p.m.

Motion 120-23 Adjournment

It was moved by Mr. Henderson, seconded by Mrs. Kane to adjourn the meeting at 8:15 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