



**KETTERING BOARD OF EDUCATION
REGULAR MEETING
APRIL 5, 2022**

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 April 5, 2022, at 6:00 p.m.

The meeting was called to order by the Board President, Toby Henderson at 6:00 p.m.

Roll Call: Present, Five. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.
Absent, None.

In Attendance:

Mr. Dan Von Handorf, Assistant Superintendent for Teaching & Learning, Mr. Ken Miller, Assistant Superintendent for Human Capital, Mr. Ken Lackey, Director of Business Services, Ms. Kari Basson, Community Relations & Auxiliary Services Coordinator, Mr. Tyler Alexander, High School Principal, and Mr. Cary Furniss, Treasurer.

Motion 50-22 Adoption of Agenda

It was moved by Mrs. Kane, seconded by Mr. Martin to approve the agenda of the April 5, 2022, regular meeting as presented.

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

Mr. Henderson led the Board in the Pledge of Allegiance.

Motion 51-22 Approve Minutes

It was moved by Mrs. Parks, seconded by Mr. Ambrose to approve the minutes of the March 22, 2022, Regular Meeting.

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

Board Committee Reports

Mrs. Kane provided an update on the Roush Hall of Fame. Typically, applications were distributed in mid-March and the ceremony was held in May. Due to schedule changes due to COVID the committee is looking at continuing a fall ceremony since it was well received. Mrs. Kane reviewed the process for making nominations and the selection criteria. Finalization of the nomination deadline and ceremony will be communicated once the committee makes the final determination.



Hearing of the Public regarding Agenda Items

No hearing of the public.

Information for Decision Making

- Mr. Henderson announced upcoming meetings on April 26, 2022, at 6:00 p.m. at the Recital Hall, Kettering Fairmont High School, with personnel items. A Regular Meeting on May 3, 2022, at 6:00 p.m. in Recital Hall, Kettering Fairmont High School, with Personnel Items. A Regular Meeting on May 17, 2022, at 6:00 p.m. in Recital Hall, Kettering Fairmont High School, with Personnel Items.

Decisions of the Board

Motion 52-22 Approve Human Capital Agenda Items

It was moved by Mrs. Parks, seconded by Mrs. Kane, to approve the Human Capital Agenda Items with the exception of item X. P. as presented.

Discussion: Mr. Miller recommended the Human Capital agenda for approval.

IX. Human Capital Agenda

- A. Recommendation to accept the following Resignations from Employment to Retirement:
 1. Charles B. Greene, In-School Study Monitor, Kettering Fairmont High School, effective end of work day April 8, 2022 (25 years in Kettering).
- B. Recommendation to accept the following Resignations from Employment:
 1. Shawn Michael Smith, Fire Science Teacher, Kettering Fairmont High School, effective end of 2021-22 School Year.
 2. Leanne Nicole McNamara, Kindergarten Teacher, Indian Riffle Elementary School, effective end of 2021-22 School Year.
 3. Paula M. Gillard, 4th Grade Teacher, Greenmont Elementary School, effective end of 2021-22 School Year.
- C. Recommendation to accept the following Resignation from Position Only:
 1. Jeffery C. Johnson, Supervisor, Building and Grounds, effective July 31, 2022.
- D. Recommendation to approve Adjustments of the following Unpaid Leaves of Absence:
 1. Samantha Perrin Thompson, School Aide, Oakview Elementary School, due to exhausted sick leave, adjustment from December 2, 2021 (3/4 day) - December 3, 2021 (1 day) - (1 3/4 total days), to December 1, 2021 (1/4 day) - December 2, 2021 (1 day) - (1 1/4 total days).
- E. Recommendation to approve the following Unpaid Leaves of Absences:
 1. Cristina Michele Melzer, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, March 7, 2022 (1 day).
 2. Samantha K. Shoup, Special Education Paraprofessional, Greenmont Elementary School, due to exhausted sick leave, March 8, 2022 (1 day).
 3. Kyrie Lynn Ross, Special Education Paraprofessional, Kettering Middle School, due to exhausted sick leave, March 23, 2022 - March 25, 2022 (3 days).
- F. Recommendation to approve the following 2021-22 School Year Supplemental Contracts:



1. +**Alex Ray, Assistant Volleyball Coach, Boys, 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 non-certificated person is employed for this position for the 2021-22 school year at the designated rate per year.

- G. Recommendation to approve the following 2021-22 Substitute Teachers:
 1. Jennifer Lynn Henry
 2. Jannice P. Larkin
- H. Recommendation to approve the following 2021-22 Substitute Paraprofessionals:
 1. Jennifer Lynn Henry
 2. Jordan Sierra Damrell
- I. Recommendation to approve the following 2021-22 Clerical Substitutes:
 1. Marilyn Sue Ali
 2. Jordan Sierra Damrell
 3. Amy Michelle Brothers
- J. Recommendation to approve the following 2021-22 Substitute MMLC/Reading Aides:
 1. Jordan Sierra Damrell
- K. Recommendation to approve the following 2021-22 Substitute Food and Nutrition:
 1. Jordan Sierra Damrell
 2. Tabitha Lee Cox
- L. Recommendation to approve the following 2021-22 Long-term Substitute Teachers:
 1. Kimberlee Marie Campbell for Shelley A. Montelius, Kettering Fairmont High School, effective March 21, 2022.
- M. Recommendation to approve the following for retirement from Substitute Teachers for the 2021-22 School Year.
 1. Margaret A. Wager, effective November 1, 2017.
 2. Jeannette Irene Godsey, effective April 4, 2022.
- N. Recommendation to approve 2021-22 School Year Supplemental Contracts, Mentors for Experienced Teachers, and for Resident Educators. (Enclosure)
- O. Recommendation to approve Jeffrey Kuns and Laura Heitz to attend Non-Violent Crisis Intervention Instructor Training on June 9, 2022 to be paid at the extra rate per KEA contract.
- P.

*****2022-23*****

- Q. Recommendation to approve the employment of the following 2022-23 School Year Employees:



1. Kylie E. Powell, Speech Language Pathologist, Kettering City Schools, effective August 15, 2022.
 2. Jeffery C. Johnson, Director of Business Services, Kettering City Schools, Pay Grade 22, Step 5, effective August 1, 2022.
- R. Recommendation to approve the following adjustment to 2022-23 School Year Employees:
1. Matthew W. Adams, Math Teacher, Kettering Alternative Program, Kettering Fairmont High School, to be changed from August 14, 2022 to effective August 15, 2022.
- S. Recommendation to approve the following 2022-23 School Year Supplemental Assignments:
1. +**Paul Carbonaro, Varsity Soccer Coach, Girls, Kettering Fairmont High School

Roll Call: Ayes, Four. Mr. Toby Henderson, Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.
Nays, None.
Abstain, One. Mr. Jim Ambrose.
The president declared the motion carried.

Motion 53-22 Approve Fringe Benefit Package

It was moved by Mrs. Parks, seconded by Mrs. Kane to approve the Human Capital item X. P., a revision to the Fringe Benefit Program for Administrative Staff effective August 1, 2021 to July 31, 2024. (Enclosure) as presented.

Discussion: Mr. Miller recommended Item X. P. for approval.

Roll Call: Ayes, Three. Mrs. Jennifer Kane, Mr. Mark Martin, Mrs. Lori Parks.
Nays, None.
Abstain, Two. Mr. Jim Ambrose, Mr. Toby Henderson.
The president declared the motion carried.

Motion 54-22 Approve Business Services Agenda Items

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

Discussion: Mr. Miller recommended the Business Services agenda for approval.

X. Business Services Agenda

A. Classified Staff

1. Recommendation to approve Tamara Ball to work as a substitute Child Care Aide at her regular Clerical Rate, effective March 21, 23 and 25, 2022.
2. Recommendation to approve Jennifer Diane Tucker, ERC Secretary, Pay Grade III, Step 1, 213 days/year, 7 ½ hours/day, effective April 25, 2022.
3. Recommendation to approve a revision to the Fringe Benefit Program for Administrative Support Staff effective August 1, 2021, to July 31, 2024 (Enclosure).
4. Recommendation to approve a revision to the Fringe Benefit Program for Administrative Secretarial Support Staff, effective August 1, 2021 to July 31, 2024. (Enclosure)
5. Recommendation to approve a revision to the Fringe Benefit Program for Computer Technology Support Staff, Effective August 1, 2021 to July 31, 2024. (Enclosure)



6. Recommendation to approve Unpaid Leave for Tamara Stanaford, Secretary to the Principal, Indian Riffle Elementary School, effective March 1 (1/4 day) and March 2, 2022. (1 1/4 days)
 7. Recommendation to approve the correction to the March 22, 2022 Board Agenda, item (XI, A, 4) effective date of retirement for Debra A. Elwood, Special Education Paraprofessional, J. E. Prass Elementary School from the end of 2021-22 School Year to end of day July 31, 2022.
 8. Recommendation to remove Gabriel Issac Williams from the Substitute Custodian list, effective March 18, 2022, end of day.
 9. Recommendation to approve resignation to retirement for James A. Bayer, Plumber in the Buildings & Grounds Department, effective March 31, 2022, end of day. (30 Years in Kettering)
 10. Recommendation to accept the resignation to Retirement for Ronald L. Smith, Bus Driver, effective March 31, 2022, end of day. (7 years in Kettering)
 11. Recommendation to approve employment of Stephen J. Sweeterman, Bus Aide, 4 hours/day, step 1 of the negotiated contract, effective March 28, 2022.
 12. Recommendation to approve the termination of Lynne Michelle Gordon, Bus Aide position only, effective March 31, 2022, end of day.
 13. Recommendation to update the following items from the March 22, 2022 Agenda:
 - a) Item (XI,A,6) Paul Stimmel, Substitute Bus Driver, resignation effective from March 25, 2022 to February 25, 2022
 - b) Item (XI,A,10) Chad Kingsolver, Bus Aide, Total Approved Unpaid days, from 6.5 to 8.5 days
 - c) Item (XI,A,10) Wanda Dean, Bus Driver, from March 28, 29, May1, 2022 to April 28, 29 & May 2, 2022
 14. Recommendation to the addition of the following employees to the Transportation Substitute List:
 - a) Ned Eric Castor, Substitute Driver, effective March 21, 2022
 - b) Jennifer A. Van Winkle, Substitute Driver, effective March 28, 2022
 15. Recommendation to Approve Unpaid Leave for Kimberly Jean Shoemaker, Bus Driver, (total 1.5 days) effective:
 - a) March 21, 2022 (½ day)
 - b) March 24, 2022, 2022 (½ day)
 - c) March 25, 2022 (½ day)
 16. Recommendation to accept the resignation of Tabitha Lee Cox, Food & Nutrition Worker I, Fairmont High School, position only, effective March 28, 2022.
 17. Recommendation to approve the employment of Emma Rentas Lamberth, Food & Nutrition Worker I, Van Buren Middle School, 3.5 hours/day, effective March 28, 2022.
 18. Recommendation to correct Item XI,A,14 on the March 22, 2022 agenda, Brenda M. Grooms, Food & Nutrition Service Worker I, effective date to be changed from February 15, 2022 to February 16, 2022.
- B. Business Items
1. Recommendation to approve entering into an agreement with City of Kettering for Reimbursement for Costs of a School Resource Office, effective August 1, 2021 - July 31, 2023. (Enclosure)



2. Recommendation to approve the breakfast and lunch prices for the 2022/23 school year.
(Enclosure)

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

Hearing of the Public Non-Agenda Items

Andy Wilson, 422 Zimmer Drive, Fairborn, Ohio, spoke on the expansion of the voucher program and its potential impact on the Kettering budget. Mr. Wilson requested Kettering join a lawsuit with the Ohio Coalition for Equity and Adequacy of School Funding. Additionally, Mr. Wilson asked the Board to consider supporting the organization's lawsuit initiative for \$2.00 per pupil.

Motion 55-22 Executive Session

It was moved by Mr. Henderson, seconded by Mr. Martin for the board to enter into executive session for the purpose of considering the employment or compensation of a public employee, official, licensee or regulated individual.

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

Cary Furniss, Treasurer along with Deb Campbell and Frank Forsthoefel from K-12 Consulting joined the Board.

Time In: 6:14 p.m.
Time Out: 9:29 p.m.

Motion 56-22 Adjournment

It was moved by Mr. Ambrose, seconded by Mr. Martin to adjourn the meeting at 9:30 p.m.

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

Attest: Treasurer, Board of Education

Attest: President, Board of Education