



**KETTERING BOARD OF EDUCATION
REGULAR MEETING
MAY 17, 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 May 17, 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, Four. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mrs. Lori Parks.
Absent, One. Mr. Mark Martin.

In Attendance:

Mr. Scott Inskeep, Superintendent, 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. Jeff Johnson, Buildings & Grounds Supervisor and Mr. Cary Furniss, Treasurer. Mindy McCarty-Stewart and her family were also in attendance.

Motion 80-22 Adoption of Agenda

It was moved by Mrs. Parks, seconded by Mrs. Kane to approve the agenda of the May 17, 2022, regular meeting as presented.

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

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

Motion 81-22 Approve Minutes

It was moved by Mrs. Kane, seconded by Mr. Ambrose to approve the minutes of the May, 3, 2022, Regular Meeting, May 4, 2022, Special Meeting, May 5, Special Meeting and May 10, 2022, Special Meeting.

Roll Call: Ayes, Four. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mrs. Lori Parks.
Nays, None.
Ms. Parks abstained from the approval of the May 3rd meeting. She voted yes on the remaining minutes. The president declared the motion carried.



Recognition and Reports

Ms. Betina Irwin recognized the nursing staff for their work during the past 2 school years. Ms. Irwin expressed appreciation for the support received from the Board and the District during the pandemic during the past 2 years. Additionally, Ms. Irwin presented information on the usage of the building clinics and the volume of services provided.

Board Committee Reports

Mr. Ambrose remarked on the Baccalaureate program conducted on Sunday and thanked the parents who organized the program.

Hearing of the Public regarding Agenda Items

No hearing of the public.

Information for Decision Making

- Mr. Henderson announced upcoming meetings on June 7, 2022, at 6:00 p.m. at the Recital Hall, Kettering Fairmont High School, with personnel items. A Regular Meeting on June 21, 2022, at 6:00 p.m. in Recital Hall, Kettering Fairmont High School, with Personnel Items. A Regular Meeting on July 12, 2022, at 6:00 p.m. in Recital Hall, Kettering Fairmont High School, with Personnel Items.

Decisions of the Board

Motion 82-22 Employ Superintendent

It was moved by Mr. Ambrose, seconded by Mrs. Kane to employ Melinda McCarty-Stewart as Superintendent of the Kettering City School District, effective August 1, 2022 through July 31, 2026.

Roll Call: Ayes, Four. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mrs. Lori Parks.

Nays, None.

The president declared the motion carried.

Mr. Henderson made remarks welcoming Ms. McCarty-Stewart to the District and reviewed some of the details of the hiring process. Additionally, Mr. Henderson read a statement from Mr. Martin, who could not attend the meeting, expressing his support for the employment of Ms. McCarty-Stewart.



Motion 83-22 Approve Human Capital Agenda Items

It was moved by Mr. Ambrose, seconded by Mrs. Parks to approve the Human Capital Agenda Items as presented.

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

X. Human Capital Agenda

- A. Recommendation to accept the following Resignations from Employment to Retirement:
 - 1. Bambi Clark, Intervention Specialist, Kettering Fairmont High School, effective end of the 2021-22 school year (20 years in Kettering).
- B. Recommendation to accept the following Resignations from Employment:
 - 1. Matthew S. Hughes, CTC Business Teacher, Kettering Fairmont High School, effective end of the 2021-22 school year.
 - 2. Marisa Louise Pitcher, Speech and Language Pathologist, Kettering City Schools, effective end of the 2021-22 school year.
 - 3. Amy Lauren Tritschler, Intervention Specialist, Indian Riffle Elementary School, effective end of the 2021-22 school year.
 - 4. Paige May Bao Ly Vang, Classroom Aide (ESOL, Title III), Kettering Middle School, effective end of work day May 19, 2022.
- C. Recommendation to accept the following from Resignations from Positions Only:
 - 1. Erin Catherine Conen, Special Education Coordinator, Kettering City Schools, effective end of the 2021-22 school year.
 - 2. Melissa Ann Lewis, Special Education Paraprofessional, Kettering Fairmont High School, effective end of the 2021-22 school year.
 - 3. Lindsey Jordan Johnson, Special Education Paraprofessional and School Aide, J.E. Prass Elementary School, effective end of the 2021-22 school year.
 - 4. Glenda Sharron Gerdes, Special Education Paraprofessional, Oakview Elementary School, effective end of the 2021-22 school year.
 - 5. Michelle A. Sampson, Special Education Preschool Paraprofessional, Indian Riffle Elementary School, effective end of the 2021-22 school year.
 - 6. Angela Mary Burke, School Aide, Orchard Park Elementary School, effective end of work day May 19, 2022.
- D. Recommendation to approve employment of the following 2021-22 Support Administrator:
 - 1. Rodney J. Roberts, Supervisor of Buildings & Grounds, Pay Grade 12, Step 8, 260 days, effective June 6, 2022 through July 31, 2024.
- E. Recommendation to approve the following Unpaid Leaves of Absences:
 - 1. Anna Leah Bumiller, Music Teacher, Kettering Fairmont High School, due to infant care, April 11, 2022 - May 20, 2022 (30 days).
 - 2. Rachel Marion, 50% 1st Grade Teacher, John F. Kennedy Elementary School, due to personal reasons, April 22, 2022 (1 day).
 - 3. Jamie Nicole Copeland, Classroom Aide (Traditional) and School Aide, Oakview Elementary School, due to exhausted sick leave, April 12, 2022 (1/4 day).
 - 4. Christina Renee Martinez, Special Education Paraprofessional, Kettering Fairmont High School, due to personal reasons, May 6, 2022 (1/2 day).
 - 5. Lauren Elizabeth Henry, 6th Grade Intervention Specialist, Kettering Middle School, due to infant care, May 12, 2022 - May 19, 2022 (6 days).
- F. Recommendation to recognize the following Unapproved Unpaid Leaves of Absence:



1. Rebecca Suzanne Templeton, English Teacher, Kettering Fairmont High School, due to personal reasons, May 2, 2022 (1/2 day).
 2. David Allen Steele, Special Education Paraprofessional, Kettering Fairmont High School, March 10, 2022 (3/4 day).
 3. Christine H. Montavon, Kindergarten Teacher, John F. Kennedy Elementary School, due to personal reasons, May 2, 2022 - May 6, 2022 (5 days).
- G. Recommendation to approve the adjustment of payment to Amy Nicole Webb, Kettering Fairmont High School, CTC Family & Consumer Science Teacher for teaching Online College and Career Readiness Class, 2nd semester - 2021-22 School Year, 15 students - from \$2000 to \$3000.
- H. Recommendation to approve Kim Broomhall, CTC Teacher, Kettering Fairmont High School, to work up to 28 hours prior to August 1, 2022 at the KEA approved summer school teacher rate.
- I. Recommendation to approve Jared Parker, Digital Art Design Teacher, Kettering Fairmont High School, to work up to 14 hours prior to August 1, 2022 at the KEA approved rate for work outside of contract time for Digital Art Design.
- J. Recommendation to approve the following teachers to work up to 18 hours each prior to August 1, 2022 for Success Seminar at the KEA approved rate for work outside of contract time. (Enclosure)
- K. Recommendation to pay the following Cooperating Teachers according to the compensation received by Kettering City Schools from the universities. (Enclosure)
- L. Recommendation to approve the following Preschool Evaluation Team Members, effective May 23, 2022 through August 12, 2022, to be paid at the 2021-22 and 2022-23 approved salary schedule (grant funded). (Enclosure)
- M. Recommendation to approve the following employees to provide extended school year services, summer home instruction services , or extended time for the summer of 2022, effective May 23, 2022 through August 12, 2022, hourly rates based on the approved 2021-22 and 2022-23 salary schedules. (Enclosure)
- N. Recommendation to approve the following 2021-22 Supplemental Contracts as Mentors for Experienced Teachers. (Enclosure)
- O. Recommendation to approve the following 2021-22 Supplemental Contracts as Mentors for Resident Educator Teachers. (Enclosure)
- P. Recommendation to approve the following adjustments to the May 3, 2022 Board Agenda, (IX,I) Flexible Supplemental Contracts. (Enclosure)
- Q. Recommendation to approve the following 2021-22 Flexible Supplemental Contracts for Kettering Fairmont High School. (Enclosure)
- R. Recommendation to approve the following 2021-22 School Year Supplemental Contracts:
1. +**James Kauppila, Detention Monitor, Kettering Fairmont High School.
 2. +**Nathan Hisel, Friday Night School Supervisor, Kettering Fairmont High School.
 3. Susan Frey, Friday Night School Supervisor, 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.

- S. Recommendation to approve the following 2021-22 Substitute Teachers:
 - 1. Brandon Lee Arehart
 - 2. Brian L. Roth
 - 3. James Patrick Doyle
 - 4. Elizabeth A. Specht
- T. Recommendation to approve the following 2021-22 Home Instructors:
 - 1. Paula Jean Spicer (Bachelor's Degree)
- U. Recommendation to approve the following 2021-22 Food and Nutrition Substitutes:
 - 1. Kacey Lorine Winhoven
 - 2. Phyllis Ann Mantia
 - 3. Ashley Nicole Datz
- V. Recommendation to approve the following 2021-22 Buildings and Grounds Substitutes:
 - 1. Kayla Irene Marsha Hisel
 - 2. Jennifer Nicole Cahall
- W. Recommendation to approve the following 2021-22 Student Workers:
 - 1. Gabriel Michael Roush
- X. Recommendation to approve the following 2021-22 Long-Term Substitute Teachers:
 - 1. Owen William Carpenter for Najwa Anne Jones, Kettering Fairmont High School, effective February 22, 2022.
- Y. Recommendation to place the following Substitute Teachers on the current teacher salary schedule, Class III, Step 1, having substituted 30 working days in the same assignment, in accordance with the Ohio Department of Education, and continuing until assignment ends:
 - 1. Kimberlee Marie Campbell for Shelley A. Montelius, Kettering Fairmont High School, effective May 4, 2022.
 - 2. Owen William Carpenter for Najwa Anne Jones, Kettering Fairmont High School, effective April 12, 2022.
 - 3. Julia R. Burns for Joanna Kay Kesner, Greenmont Elementary School, effective May 10, 2022.
 - 4. Amanda Lynne Stone for Lauren Elizabeth Henry, Kettering Middle School, effective May 12, 2022.
- Z. Recommendation to nonrenew the following 2021-22 School Year Long Term Substitute Teacher and Substitute Paraprofessional Assignments:
 - 1. Owen William Carpenter, for Najwa Anne Jones, Kettering Fairmont High School, effective May 19, 2022.
 - 2. Leroy F. Bechtel, for Terry L. Eifert, Kettering Fairmont High School, effective May 20, 2022.
 - 3. Clarendia Sue Norrod, for Carlee Lauren Bollin, Kettering Fairmont High School, effective May 20, 2022.
 - 4. Liam Thomas McAllaster, for David S. Link, Kettering Fairmont High School, effective May 20, 2022.



5. Kimberlee Marie Campbell, for Shelley A. Montelius, Kettering Fairmont High School, effective May 19, 2022.
 6. Adam Elliot Guadalupe, for Anna Leah Bumiller, Kettering Fairmont High School, effective May 19, 2022.
 7. Jennifer Louise Perkins, for additional teacher position, Kettering Fairmont High School, effective May 19, 2022.
 8. Kathryn C. Franz, for additional aide position, Kettering Fairmont High School, effective May 19, 2022.
 9. Sara Beth Rado, for Carol Lynn Harris, Van Buren Middle School, effective May 19, 2022.
 10. Carol R. Manda, for Tynetta Wilson Schaffer, Van Buren Middle School, effective May 19, 2022.
 11. Marcia Lynn Boisvert, for Rebecca Renee Reeb, Van Buren Middle School, effective May 19, 2022.
 12. Taylor Marie Ritter, for Aurelia L. Gray, Kettering Middle School, effective May 19, 2022.
 13. Amanda Lynne Stone, for Lauren Elizabeth Henry, Kettering Middle School, effective May 18, 2022.
 14. Lorri C. Smith, for Nicole R. Shellabarger, Greenmont Elementary School, effective May 19, 2022.
 15. Julia R. Burns, for Joanna Kay Kesner, Greenmont Elementary School, effective May 20, 2022.
 16. Rebbecca Marie Kinney, for Rachel A. Van Atta, Indian Riffle Elementary School, effective May 20, 2022.
 17. Kimala Nekisha Fentress, for Lauren E. Ratliff, Indian Riffle Elementary School, effective May 20, 2022.
 18. Bonnie K. Foster, for Amy Elizabeth Plassenthal, Indian Riffle Elementary School, effective May 19, 2022.
 19. Regina Ann Brackney, for Kimberly A. Keller, John F. Kennedy Elementary School, effective May 20, 2022.
 20. Jazmin M. Cooley, for Mary Shannon Hughes, John F. Kennedy Elementary School, effective May 20, 2022.
 21. Morgan L. Bailey, for Caitlin Marie Wolodkiewicz, Orchard Park Elementary School, effective May 16, 2022.
 22. Melissa Frances Parsons, for Jamie Michelle Minnish, J.E. Prass Elementary School, effective May 20, 2022.
 23. Lynn Berrie, for Carrie E. Henry, J.E. Prass Elementary School, effective May 20, 2022.
 24. Alaa Abdelrahman Mohamed Elwalidi, Classroom Aide (Traditional), Southdale Elementary School, effective May 19, 2022.
 25. Elena Marie Krumholtz, for Heather L. McClintick, Southdale Elementary School, effective may 20, 2022.
- AA. Recommendation to approve the following resignations from Home Instruction for the 2021-22 School Year:
1. MaryAlice M. Gruenberg (Home Instruction - Master's Degree)
- BB. Recommendation to approve the resignation of the following Student Workers, effective May 20, 2022:



1. Lillian Rose Foster (Student Child Care)
2. Morgan Danielle Phillips (Student Child Care)
3. Alexis Marie Dillon (Student Child Care)

*****2022-2023*****

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

1. Erin Catherine Conen, Intervention Specialist, Greenmont Elementary School, effective August 11, 2022.
2. Hayley Elizabeth Carroll, Math Teacher, Kettering Fairmont High School, effective August 15, 2022.
3. Riley L. Bivens, Music Teacher, J. E. Prass Elementary School, effective August 15, 2022.
4. Bailey D. Wahrhaftig, Intervention Specialist, Kettering Fairmont High School, effective August 11, 2022.
5. Melissa Ann Lewis, Special Education Paraprofessional, Orchard Park Elementary School, 7 hrs/day, Step 6, effective August 15, 2022.
6. Lindsey Jordan Johnson, Special Education Paraprofessional, J. E. Prass Elementary School, 7 hrs/day, Step 3, effective August 15, 2022.
7. Glenda Sharron Gerdes, Special Education Paraprofessional, Kettering Fairmont High School, 7 hrs/day, Step 6, effective August 15, 2022.
8. Michelle A. Sampson, Special Education Preschool Paraprofessional, Kettering Early Childhood Education Center, 3.5 hrs/day, Step 3, effective August 15, 2022.
9. Liam Thomas McAllaster, Study Hall Monitor, Kettering Fairmont High School, 7 hrs/day, Step 1, effective August 15, 2022.

DD. Recommendation to approve the following Transition Days:

1. Melinda McCarty-Stewart, Superintendent of Kettering City Schools, up to 10 full days to be worked between May 17, 2022 - July 31, 2022.

EE. Recommendation to approve the following Extended Days:

1. Erin Catherine Conen, Intervention Specialist, Greenmont Elementary School, total of 2 days to be worked at the beginning of the 2022-23 school year.
2. Bailey D. Wahrhaftig, Intervention Specialist, Kettering Fairmont High School, total of 2 days to be worked at the beginning of the 2022-23 school year.
3. David Miller Jr., Teacher/Coach, Administration/Kettering Fairmont High School, 24 days total.

FF. Recommendation to approve the continued employment of the following Classroom Aides for the 2022-23 School Year. (Enclosure)

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



Motion 84-22 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. Inskeep recommended the Business Services agenda for approval.

XI. Business Services Agenda

A. Classified Staff

1. Recommendation to accept the Resignation to Retirement Marilyn P. Underwood, Secretary to the Principal, Van Buren Middle School, effective June 3, 2022. (21 Years in Kettering)
2. Recommendation to approve 10 flexible, additional work days for Lisa M Pickett, Secretary to the Director of Business Services/ Community Relations, at her regular hourly rate, to be worked between June 6 - August 1, 2022.
3. Recommendation to approve 5 flexible, additional work days for Erin Howard, Secretary to the Supervisor of Special Education, at her regular hourly rate, to be worked between June 6 - June 30, 2022.
4. Recommendation to approve the change in work schedule for Erin Howard, Secretary to the Supervisor of Special Education, from 10 months to 12 months, effective July 1, 2022.
5. Recommendation to acknowledge the Resignation from Employment of Dawn Sharp, Bus Aide, effective May 13, 2022, end of day.
6. Recommendation to accept the Resignation from Employment of Brenda Gail Marshall, Bus Aide, effective May 19, 2022, end of day.
7. Recommendation to Approve Unpaid leave for the following Transportation employees:
 - a) Stacey Berry, Bus Driver, April 1 ($\frac{3}{4}$ day), 4, 5, 6, 14 ($\frac{1}{2}$ day), April 15 to May 19, 2022 (28 $\frac{1}{4}$ days total)
 - b) Benita Hooten, Bus Driver, April 25 ($\frac{3}{4}$ day), April 26, 27, 28, 29, 2022 (4 $\frac{3}{4}$ days total)
 - c) Kimberly Jean Shoemaker, Bus Driver, January 5, 2022 ($\frac{3}{4}$ day)
8. Recommendation to acknowledge Unapproved, Unpaid leave for the following Transportation employees:
 - a) Christina Renee Chambers, Bus Driver, May 5, 2022, (2 $\frac{1}{4}$ hours)
9. Recommendation to Approve Unpaid leave for Sarah Pack, Food & Nutrition Worker, Beavertown Elementary School, effective April 25, 2022 - May 19, 2022 (19 days).

Roll Call: Ayes, Four. Mr. Jim Ambrose, Mr. Toby Henderson, Mrs. Jennifer Kane, Mrs. Lori Parks.

Nays, None.

The president declared the motion carried.



Motion 85-22 Treasurer Agenda Items

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

Discussion: Mr. Furniss recommended the Treasurer agenda for approval.

XII. Office of the Treasurer Agenda

- A. April 2022 Financial Statement and Investment Report (Enclosure)
- B. Recommendation to accept the May Five-Year Forecast (Enclosure)
- C. Recommendation to accept a donation from Dayton Korean United Methodist Church to the Food and Nutrition Services Department in the amount of \$2,870.00.

Discussion: Mr. Furniss reviewed the monthly financial performance and five-year forecast for the Board. The Board received a timeline for decision making during July and July for consideration of a possible operating levy from the Treasurer.

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

Hearing of the Public Non-Agenda Items

No hearing of the public.

Motion 86-22 Adjournment

It was moved by Mr. Ambrose, seconded by Mrs. Parks to adjourn the meeting at 6:44 p.m.

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

Attest: Treasurer, Board of Education

Attest: President, Board of Education