



Kettering Board of Education
Regular Session
Recital Hall, Fairmont High School
April 26, 2022
6:00 p.m.

Our Mission

The mission of Kettering City Schools, in partnership with the family and community, is to guarantee a superior educational learning experience for all students by providing a positive and innovative learning environment, while responsibly utilizing resources.

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting.

AGENDA

<u>What</u>	<u>Who</u>	<u>How</u>
I. Roll Call	Mr. Henderson	
II. Adoption of Agenda	Board Members	Discussion
III. Pledge of Allegiance	Mr. Henderson	
IV. Minutes of April 5, 2022, Regular Meeting	Board Members	Discussion
V. Recognition and Reports Portrait of a Graduate Mr. Amon Williams	Board Members Ms. Jenson Ms. Beiter	Presentation Presentation
VI. Board Committee Reports	Board Members	Discussion
VII. Hearing of the Public regarding Agenda Items*	Citizens	Discussion
VIII. Information for Decision-making+ A. Items for Upcoming Meetings	Board/Staff	Discussion
IX. Decisions of the Board	Board Members	Approval
X. Human Capital Agenda	Mr. Inskeep	Approval
XI. Business Services Agenda	Mr. Inskeep	Approval
XII. Office of the Treasurer Agenda	Mr.. Furniss	Approval
XIII. Teaching & Learning Agenda	Mr. Inskeep	Approval
XIV. Hearing of the Public**	Citizens	Presentation
XV. Adjournment	Board Members	Motion

+Enclosures available by request, please contact Kari Basson, Coordinator of Community Relations, kari.basson@ketteringschools.org

*This first hearing of the Public is provided only for Items included on the agenda for this meeting. Unless a visitor has been placed on the regular agenda, speaking time is limited to five (5)minutes per speaker or twenty (20) minutes collectively per group.

**This second hearing of the Public is provided for items and topics not included on the agenda for this meeting. Unless a visitor has been placed on the regular agenda, speaking time is limited to five (5)minutes per speaker or twenty (20) minutes collectively per group.

X. Human Capital Agenda

A. Recommendation to accept the following Resignations from Employment:

1. Marie A. Hankey, Classroom Aide (Lunch), Kettering Middle School, effective end of work day April 13, 2022.
2. Jessica Layne Mueller, 57.1% Life Science Teacher, Kettering Fairmont High School, effective end of the 2021-22 school year.
3. Joanna Kay Kesner, Intervention Specialist, Greenmont Elementary School, effective end of the 2021-22 school year.

B. Recommendation to accept the following Resignations from Positions Only:

1. Randy L. Swain, Intervention Specialist, Kettering Fairmont High School, effective end of the 2021-22 school year.

C. Recommendation to approve the following 2021-22 School Year Employee:

1. Alison Nicole Fox, Child Care Aide, Step 1, as needed, no benefits, Kettering Early Childhood Education Center, effective April 18, 2022.

D. Recommendation to approve Adjustments of the following Unpaid Leaves of Absence:

1. Brittany Amanda Combs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave from January 11, 2022 (1 Day) to January 11, 2022 (1/2 day).
2. Nicole R. Shellabarger, Intervention Specialist, Greenmont Elementary School, due to exhausted sick leave, from February 8, 2022 (1/2 day) to no pay deduction February 8, 2022.
3. Taylor Myers, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave from February 15, 2022, February 16, 2022, and February 17 (3/4 day), 2022 to February 15, 2022 (3/4 day), February 16, 2022, and February 17, 2022.

E. Recommendation to approve the following Unpaid Leaves of Absences:

1. Brent C. Goheen, 7th Grade Math Teacher, Van Buren Middle School, due to personal reasons, March 11, 2022 (1/2 day).
2. Michael T. Berning, Music Teacher, Kettering Fairmont High School, due to personal reasons, February 18, 2022 (1 day).
3. Jodi Ruth Peyton, Intervention Specialist, Kettering Fairmont High School, due to exhausted sick leave, March 25, 2022 - April 20, 2022 (19 days).
4. Jami Le Kovacs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave, April 14, 2022 (1/4 day).
5. Sondra Elizabeth Nowicki, School Aide, Greenmont Elementary School, due to exhausted sick leave, April 4, 2022 (1 1/2 hours), and April 5, 2022 (1 day).
6. Kendra Marie Janowiecki, Career Explorations Teacher, Kettering Middle School, due to infant care, March 21, 2022 - April 22, 2022 (25 days).
7. Robert Matthew Blevins, Classroom Aide (Guided Study), Kettering Middle School due to exhausted sick leave, April 4, 2022 (1 day), and April 5, 2022 (1 day).
8. Jessica Josefina Ceron-Washington, Special Education Paraprofessional, due to exhausted sick leave, April 4, 2022 (1 day).
9. Jamie Nicole Copeland, Classroom Aide (Traditional), and School Aide, due to exhausted sick leave, April 1, 2022 (1/4 day), April 4, 2022 (1/4 day), and April 5, 2022 (1 day).

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10. Cristina Michele Melzer, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, October 21, 2021 (1/4 day), October 22, 2022 (1 day), October 25, 2021 (1 day) February 23, 2022 (1/2 day), April 1, 2022 (1 day).
 11. Christina Renee Martinez, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave January 19, 2022 (1/4 day), January 21, 2022 (1/2 day), January 24, 2022 (1 day), January 25, 2022 (1 day), March 8, 2022 (1 day), March 10, 2022 (1/4 day), March 31, 2022 (1/2 day), April, 12, 2022 (1/2 day) April 13, 2022 (1 day).
- F. Recommendation to recognize the following Unapproved Unpaid Leaves of Absence:
1. Meredith J. Monturo, English Teacher, Van Buren Middle School, due to personal reasons, March 28, 2022 - April 1, 2022 (5 days).
 2. Kristin A. Allen, English Teacher, Kettering Fairmont High School, due to personal reasons, March 30, 2022 - April 1, 2022 (3 days).
 3. Paige May Bao Ly Vang, Classroom Aide (ESOL), due to personal reasons, April 12, 2022 (1/2 day), April 13, 2022 (1 day), and April 14, 2022 (1 day).
 4. Sondra Elizabeth Nowicki, School Aide, Greenmont Elementary School, due to personal business, April 27, 2022 - May 6, 2022 (8 days).
- G. Recommendation to approve payment for the purpose of addressing the completion of federally required IEP's (Individual Education Plans) at the rate of \$41.46/hr.:
1. Kathy Lynne Stringer - additional 2 hours
- H. Recommendation to approve the 2021-22 After-School Enrichment Program Site Coordinator and Club Advisors, Winter Session, Orchard Park Elementary School. (Enclosure)
- I. Recommendation to approve the staff to work outside of contract hours to develop course work/curriculum. Hours will be completed by June 15, 2022 and paid at the approved KEA hourly rate for extra work. (Enclosure)
- J. Recommendation to approve the 2022 Summer School courses and staff to be paid at the approved KEA Summer School rate. (Enclosure)
- K. Recommendation to approve the adjustment of the January 4, 2022 Board Agenda, (IX,P) to the Salary Schedules for Support Staff, Aides, and Specialty Employees, effective August 1, 2021 through July 31, 2024. (Enclosure)
- L. Recommendation to approve the following 2021-22 School Year Flexible Supplemental Contracts:
1. Kate Evans, 50% Jr Optimist Club (Tier 1), Kettering Middle School.
 2. Brittany Geiger, 50% Jr Optimist Club (Tier 1), Kettering Middle School.
 3. Tarsha Morgan, Write Time Club (Tier 1), Kettering Middle School.
 4. Darron Baker, Bus Duty Support (Tier 1), Kettering Middle School.
 5. Diana Loree, Bus Duty Support (Tier 1), Kettering Middle School.
 6. John McNamara, Bus Duty Support (Tier 1), Kettering Middle School.
 7. Tiffany Zimmerman, Yearbook Club (Tier 2), Kettering Middle School.
 8. Katy Jentoft, Yearbook Club (Tier 2), Kettering Middle School.
 9. Bryce Newton, Jazz Band Club (Tier 2), Kettering Middle School.
 10. Lindsay Gustafson, Art Club (Tier 3), Kettering Middle School.
 11. Chris McVicar, Skateboarding Club (Tier 1), Van Buren Middle School.
 12. Karen Locke, Video Game Club (Tier 1), Van Buren Middle School.
 13. Stacey Gemin, GSA Club 50% (Tier 1), Van Buren Middle School.
 14. Elizabeth Hageman, GSA Club 50% (Tier 1), Van Buren Middle School.
 15. Deena Werbrich, DC Trip Coordinator (Tier 1), Van Buren Middle School.

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16. Jeff Blakley, DC Trip Coordinator (Tier 1), Van Buren Middle School.
17. Carie Jorgenson, Rubik's Cube Club (Tier 1), Van Buren Middle School.
18. Laura Luzcka, Homework Help Club (Tier 2), Van Buren Middle School.
19. Casey Matteson, Weightlifting/PE Club (Tier 2), Van Buren Middle School.
20. Casey Matteson, Supervision Leader 50% (Tier 2), Van Buren Middle School.
21. Carie Jorgenson, Supervision Leader 50% (Tier 2), Van Buren Middle School.
22. Beth Callinan, PBIS Advisor (Tier 3), Beavertown Elementary School.
23. Joellen Nichols, PBIS Advisor (Tier 3), Beavertown Elementary School.
24. Megan Kelly, PBIS Advisor (Tier 3), Beavertown Elementary School.
25. Lindsay Silvers, PBIS Advisor (Tier 3), Beavertown Elementary School.
26. Jill Kretzer, PBIS Advisor (Tier 3), Beavertown Elementary School.
27. Tara Henriksen, PBIS Advisor (Tier 3), Beavertown Elementary School.
28. Stevin Crane, PBIS Advisor (Tier 3), Beavertown Elementary School.
29. Mary Wessling, PBIS Advisor (Tier 3), Beavertown Elementary School.
30. Stevin Crane, Music Enrichment Advisor (Tier 3), Beavertown Elementary School.
31. Paula Bennett, Juggling Club Advisor (Tier 1), Indian Riffle Elementary School
32. Melissa Dungan, Student Council Advisor (Tier 2), Indian Riffle Elementary School.
33. Michelle Beck, PBIS Advisor (Tier 2), J.E. Prass Elementary School.
34. Janice Edwards, PBIS Advisor (Tier 2), J.E. Prass Elementary School.
35. Crisinda Tackett, PBIS Advisor (Tier 2), J.E. Prass Elementary School.
36. Paula Rhoades, PBIS Advisor (Tier 2), J.E. Prass Elementary School.
37. Amy Wilson, PBIS Advisor (Tier 2), J.E. Prass Elementary School.
38. Kara Hicks, PBIS Advisor (Tier 2), J.E. Prass Elementary School.
39. +**Meg Roalef, Attendance Analysis (Tier 3), J.E. Prass Elementary School.
40. +**Krista Fearheller, Holiday Club (Tier 3), J.E. Prass Elementary School.
41. Crisinda Tackett, Holiday Club (Tier 3), J.E. Prass Elementary School.
42. Colleen Badenhop, Veteran's Day Coordinator (Tier 3), J.E. Prass Elementary School.
43. Jamie Minnish, PBIS Advisor Level 2 (Tier 3), J.E. Prass Elementary School.
44. Chris Lynch, PBIS Advisor Level 2 (Tier 3), J.E. Prass Elementary School.
45. Colleen Badenhop, PBIS Advisor Level 2 (Tier 3), J.E. Prass Elementary School.
46. Megan Nixon, PBIS Advisor Level 2 (Tier 3), J.E. Prass Elementary School.
47. Alison Florea, PBIS Advisor Level 2 (Tier 3), J.E. Prass Elementary School.
48. Julie Maggs, PBIS Advisor Level 2 (Tier 3), J.E. Prass Elementary School.
49. Sherry Hawley, Guided Reading Room, (Tier 2), Oakview Elementary School.
50. Susan Torok, Jr. Optimist Advisor, (Tier 2), Oakview Elementary School.
51. Angela Beal, Jr. Optimist Advisor, (Tier 2), Oakview Elementary School.
52. Amanda Layer, Musical/Chorus Advisor, (Tier 2), Oakview Elementary School.
53. Tami True, Student Council Advisor, (Tier 3), Orchard Park Elementary School.
54. Brandee McGill, Student Council Advisor, (Tier 3), Orchard Park Elementary School.
55. Lori Adiapen, Jr. Optimist Advisor, (Tier 3), Orchard Park Elementary School.
56. Julie Helmers, Jr. Optimist Advisor, (Tier 3), Orchard Park Elementary School.
57. Olivia Pannek, Southdale Scoop Advisor, (Tier 3), Southdale Elementary School.
58. Adam Depew, Orff Music Advisor, (Tier 3), Southdale Elementary School.

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+ 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 2021-22 school year at the designated rate per year.

M. Recommendation to approve the following resignations for the following 2022-23 School Year Supplemental Contracts:

1. Jonathan M. Fulton, Assistant Golf Coach, Girls, Kettering Fairmont High School.

N. Recommendation to approve the following 2021-22 Substitute Teachers:

1. Kristi Nicole Weber
2. Justin Matthew Kihn
3. Kelli Marie Mileusnich
4. Gina M. Thomes

O. Recommendation to approve the following 2021-22 Substitute Paraprofessionals:

1. Amy Michelle Brothers
2. Alison Nicole Fox
3. Taylor Ann Ritter
4. Gina M. Thomes

P. Recommendation to approve the following 2021-22 Clerical Substitutes:

1. Julie D. Korosei
2. Chad Wayne Kingsolver

Q. Recommendation to approve the following 2021-22 MMLC/Reading Aides:

1. Michelle A. Sampson
2. Gina M. Thomes

R. Recommendation to approve the following 2021-22 Food and Nutrition Substitutes:

1. Lynne M. Gordon

S. Recommendation to approve the following 2021-22 Home Instructors:

1. Jazmin M. Cooley (Bachelor's Degree)
2. Kristi Nicole Weber (Bachelor's Degree)
3. Lana Suzette Cortina (Bachelor's Degree)

T. Recommendation to approve Substitute Nurse Rate, \$25.00 per hour, effective April 6, 2022.

U. Recommendation to approve the following 2021-22 Long Term Substitute Paraprofessional:

1. Taylor Ann Ritter for Aurelia L. Gray, Kettering Middle School, effective April 21, 2022.

V. Recommendation to approve the following 2021-22 Long-term Substitute Teachers:

1. Julia R. Burns for Joanna Kay Kesner, Greenmont Elementary School, effective March 28, 2022.
2. Amanda Lynne Stone for Lauren Elizabeth Henry, Kettering Middle School, effective March 30, 2022.
3. Marcia Lynn Boisvert for Rebecca Renee Reeb, Van Buren Middle School, effective April 7, 2022.

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4. Carol R. Manda for Tynetta Wilson Schaffer, Van Buren Middle School, effective April 15, 2022.
- W. 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. Lorri C. Smith for Nicole R. Shellabarger, Greenmont Elementary School, effective April 13, 2022.
 2. Adam Elliot Guadalupe for Anna Leah Bumiller, Kettering Fairmont High School, effective April 12, 2022.
 3. Clarenda Sue Norrod for Carlee Lauren Bollin, Kettering Fairmont High School, effective April 14, 2022.
 4. Lynn Berrie for Carrie E. Henry, J.E. Prass Elementary School, effective April 19, 2022.
- X. Recommendation to place the following Substitute Teachers 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 assignment ends:
 1. Bonnie K. Foster for Amy Elizabeth Plassenthal, Indian Riffle Elementary School, effective April 12, 2022.
 2. Rebecca Marie Kinney for Rachel A. Van Atta, Indian Riffle Elementary School, effective April 14, 2022.
 3. Leroy F. Bechtel for Terry L. Eifert, Kettering Fairmont High School, effective April 13, 2022.
 4. Morgan L. Bailey for Caitlin Marie Wolodkiewicz, Orchard Park Elementary School, effective April 19, 2022.
- Y. Recommendation to approve the following for retirement from Substitute Teachers for the 2021-22 School Year.
 1. Laura Jane Budich (Sub Teacher)
- Z. Recommendation to approve the following resignations from Substitute Teachers, Paraprofessionals, Home Instruction, Food and Nutrition, and Clerical Employees for the 2021-22 School Year:
 1. Kimberlee Marie Campbell (Sub Paraprofessional)
 2. Judith A. Fish (Sub Clerical)
 3. Erin Mauro Baldetti (Sub Teacher)
 4. Jonathan Lee-Wayne Gillman (Sub Teacher)
 5. MaryAlice M. Gruenberg (Home Instruction - Bachelor's Degree)
 6. Kristina Milisits (Sub Food and Nutrition)
 7. Jolene Kay Bouton (Home Instruction - Master's Degree)
 8. Megan Elizabeth Nixon (Home Instruction - Bachelor's Degree)
 9. Mary Jo McCarty (Home Instruction - Bachelor's Degree)
 10. Aimee Marie Masters (Sub Clerical)
 11. Sarah Rae Poston (Sub Food and Nutrition)
 12. Ann Elizabeth-Pelc McManus (Sub Teacher)
 13. Gina M. Thomes (Sub Clerical)
 14. Christine Chehade Antoun (Sub Teacher)

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- AA. Recommendation to approve employment of the following 2022-23 School Year Employees:
 - 1. Holly Marie Hampo, Life Science Teacher, Kettering Fairmont High School, effective August 15, 2022.
 - 2. Karrie Ann Mires, Intervention Specialist, Kettering Fairmont High School, effective August 11, 2022.
 - 3. Allison Rose Astles, Math Teacher, Kettering Fairmont High School, effective August 15, 2022.
 - 4. Steve C. Holloman, In-School Study Monitor, Step 1, 7 1/2 hrs/day, Kettering Fairmont High School, effective August 15, 2022.
- BB. Recommendation to approve employment of the following Administrator:
 - 1. Randy L. Swain, High School Special Education Coordinator, Kettering Fairmont High School, Pay Grade 17, Step 1, effective July 18, 2022.
- CC. Recommendation to approve the following Transition Days:
 - 1. Randy L. Swain, High School Special Education Coordinator, 10 full days to be worked no later than July 15, 2022 and paid at the 2022-23 daily rate.
- DD. Recommendation to approve the following Job Sharing Assignments for the 2022-23 School Year:
 - 1. Emily A. Bruzzese and Kelly M. Kilfoyle, English Teachers, Kettering Fairmont High School;
 - 2. Sharon Lynn Cochran and Jessica K. Hanchak, 5th Grade Teachers, Beavertown Elementary School;
 - 3. Kaitlyn Elizabeth Caskey and Rachel Anne Marion, 1st Grade Teachers, John F. Kennedy Elementary School;
 - 4. Elizabeth Anne Newsome and Joey L. Nels, 3rd Grade Teachers, Oakview Elementary School;
 - 5. Lauren Michelle Unglesby and Nicole Anne Hornback 5th Grade ELA Teachers, Oakview Elementary School;
 - 6. Julia C. Kruzel and Rhonda Sue Wootton, Nurses, Orchard Park Elementary School;
 - 7. Kylee Paige Rogers and Mary Shannon Hughes, 2nd Grade Teachers, J. E. Prass Elementary School;
 - 8. Leigh Ann Crompton and Holly Marie Weaver, 3rd Grade Teachers, Southdale Elementary School.

XI. Business Services Agenda

A. Classified Staff

- 1. Recommendation to approve the promotion of Beth Ann Reedy from Attendance Secretary, Fairmont High School to Secretary to the Supervisor of Food & Nutrition, Pay Grade IV, Step 3, 213 days, 7 ½ hours/day, effective May 2, 2022.
- 2. Recommendation to update the effective start date for Jennifer Diane Tucker, ERC Secretary, from April 25, 2022 to April 27, 2022.
- 3. Recommendation for Approved Unpaid leave for Alyssa Harrah, MMLC, Beavertown Elementary School, effective March 7th - 11th, 2022. (5 days)
- 4. Recommendation to accept the retirement of Robin Ann Sidhu, Special Education Paraprofessional, Kettering Early Childhood Education Center and Beavertown Elementary School, effective end of day May 20, 2022.
- 5. Recommendation to Approve Unpaid leave for Lamia M. Short, Custodian, Fairmont High School, effective March 31, 2022. (1 day)
- 6. Recommendation to approve the employment of Jackie Lynn Bloom, Driver, Step 1, 4 ½ hours/day, effective April 11, 2022.

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7. Recommendation to approve the employment of Shari Westmoreland, Bus Aide, Step 1, 4.5 hours/day, effective April 18, 2022.
8. Recommendation to Approve Unpaid leave for the following Transportation employees:
 - a) Stacey Berry, Driver, April 7, and 8, 2022 (2 days)
 - b) Christina Chambers, Bus Driver, effective April 18 -19, 2022 (2 days)
 - c) Benita Y. Hooten, Bus Driver, effective March 7, 2022 (¼ day)
 - d) Ronald Smith, effective March 29th, 30th, and 31st, 2022 (3 days)
 - e) Kimberly Shoemaker, Bus Driver, effective:
 - (1) March 29, 2022 (2 hours)
 - (2) April 1, 2022
 - (3) April 5 - 8, 2022 (4 days)
 - (4) April 12 (½ day)
 - (5) April 13-15, 2022 (3)
 - (6) April 18-29, 2022 (10 days)
9. Recommendation to acknowledge Unapproved, Unpaid leave for the following Transportation employees:
 - a) Christina Chambers, Bus Driver, effective March 30, 2022 (2 ¼ hours)
 - b) Tammy L. Hess, Bus Driver, effective April 7, 2022 (4 hours)
 - c) Sean Wilson, Bus Driver, effective March 30, 2022 (2 ¼ hours)
10. Recommendation to approve One day Suspension without pay, Christina Chambers , Bus Driver, effective April 20, 2022.
11. Recommendation to approve the increase in daily average hours for the following Transportation Employees:
 - a) Stephen John Sweeterman, Bus Aide, from 4 to 4.25 hrs/day, effective April 11, 2022
12. Recommendation to Approve Unpaid Leave for S. Donna Green, Food & Nutrition, MCESC, March 14 - 18,, 2022. (5 days)
13. Recommendation to Approve Unpaid Leave for Tabitha Cox, Food & Nutrition Worker, effective:
 - a) February 10, 2022
 - b) February 23, 2022 (½ day)
 - c) February 24, 2022
 - d) March 23, 2022
 - e) March 24, 2022
 - f) March 25, 2022
 - g) March 28, 2022

B. Business Items

1. Recommendation to enter into an agreement with the YMCA of Greater Dayton for the purpose of School Age Child Care Services, effective May 1, 2022 - April 30, 2025. (Enclosure)

XII. Office of the Treasurer Agenda

- A. March 2022 Financial Statement and Investment Report (Enclosure)
- B. Report of Public Record Requests (Enclosure)
- C. Fiscal Year 2022 Permanent Appropriations Amendment (Enclosure)
- D. Fiscal Year 2022 Amended Certificate of Estimated Resources (Enclosure)
- E. Accept a donation from Good Shepherd Lutheran Church to Fairmont High School for \$1,000.00.

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XIII. Teaching & Learning Agenda

- A. Recommendation to enter into an agreement with Warren County Educational Resource Center to provide Services to the District, effective July 1, 2022 - June 30, 2023. (Enclosure)
- B. Recommendation to approve the enclosed list of Secondary Curriculum and textbook adoption. (Enclosure)
- C. Recommendation to enter into an agreement with Wright State University College of Health, Education, and Human Services. (Enclosure)