



**Kettering Board of Education**  
**Regular Session**  
**Recital Hall, Fairmont High School**  
**October 19, 2021**  
**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.**

### **AGENDA**

<u>What</u>	<u>Who</u>	<u>How</u>
I. Roll Call	Mr. Ambrose	
II. Adoption of Agenda	Board Members	Discussion
III. Pledge of Allegiance	Mr. Ambrose	
IV. Minutes of September 21, 2021 Regular Session and October 5, 2021 Work Session	Board Members	Discussion
V. Recognition and Reports A.. Portrait of a Graduate Exemplar Students	Mr. Von Handorf	Discussion
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	Ms. Samson	Approval
XIII. Teaching & Learning Agenda	Mr. Inskeep	Approval
XIV. Hearing of the Public**	Citizens	Presentation
XV. Executive Session	Board Members	Discussion
XVI. 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 to Retirement:
1. Lisa A. Apt, 1st Grade Teacher, J.F. Kennedy Elementary School, effective end of 2021-22 School Year. (35 years in Kettering);
  2. Patricia M. Morrison, Kindergarten Teacher, J.F. Kennedy Elementary School, effective end of 2021-22 School Year. (14 years in Kettering).
- B. Recommendation to accept the following Resignations from Employment:
1. Lora Lynn Kuhnwald, Classroom Aide (Lunch), Kettering Middle School, effective end of work day October 1, 2021;
  2. Thomas E. Heglund, Substitute Teacher, Kettering City Schools, effective end of work day September 29, 2021.
- C. Recommendation to accept the following Resignations from Positions Only:
1. Hillary Rose Manger, School Aide, Child Care Aide, Orchard Park Elementary School, effective end of work day October 4, 2021;
  2. Carolyn Frances Spurlock, Classroom Aide (Lunch), Kettering Middle School, Child Care Aide, Indian Riffle Elementary School, effective end of work day October 1, 2021;
  3. Chasity Michelle Hamilton, School Aide, Greenmont Elementary School, effective end of work day October 22, 2021.
- D. Recommendation to approve the following Unpaid Leaves of Absences:
1. Recommendation to approve unpaid leave of absence due to exhausted sick leave for Sondra Elizabeth Nowicki, School Aide, Greenmont Elementary School, 3-3/4 days, September 21 through September 24, 2021;
  2. Recommendation to approve unpaid leave of absence due to infant care for Sara Marie Boesenberg, School Counselor, Oakview Elementary School, effective September 31, 2021 through end of work day October 27, 2021;
  3. Recommendation to approve unpaid leave of absence due to infant care for Megan Marie Byer, 7th Grade English Language Arts Teacher, Van Buren Middle School, effective September 17, 2021 through the end of work day October 6, 2021;
  4. Recommendation to approve unpaid leave of absence due to exhausted sick leave for Elizabeth Bernardette Fisher, Classroom Aide (Pathfinders), Kettering Early Childhood Education Center, effective after a 1/4 of a work day September 9, 2021 through end of work day October 7, 2021;
  5. Recommendation to approve unpaid leave of absence due to exhausted sick leave for Lindsey Jordan Johnson, School Aide and Special Education Paraprofessional, J.E. Prass Elementary School, effective September 23, 2021 through the end of work day November 19, 2021;
  6. Recommendation to approve unpaid leave of absence due to infant care for Ashley Marie Lopez, Health and Physical Education Teacher, Kettering Fairmont High School, effective October 7, 2021 through end of work day November 17, 2021;
  7. Recommendation to approve unpaid leave of absence due to infant care for Kylee Paige Rogers, 1st Grade Teacher, J.E. Prass Elementary School, effective August 28, 2021 through the end of work day September 28, 2021;
  8. Recommendation to approve unpaid leave of absence due to infant care for Kaihla Lynne Treen, Kindergarten Teacher, Orchard Park Elementary School, effective October 22, 2021 through the end of work day December 13, 2021;

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9. Recommendation to approve unpaid leave of absence due to infant care for Mary Shannon Hughes, Kindergarten Teacher, J.F. Kennedy Elementary School, effective November 3, 2021 through the end of the 2021-2022 school year.
- E. Recommendation to approve the following 2021-22 School Year Employees:
  1. Stephanie E. Saini, Classroom Aide (Intervention), 7 hrs/day, Step 1 (Title Funds), Southdale Elementary School, effective September 21, 2021;
  2. Paige May Bao Ly Vang, Classroom Aide (ESOL), 7 hrs/day, Step 1 (Title Funds), Kettering Middle School, effective October 4, 2021;
  3. Jennifer Ann Shook, School Nurse, Kettering City Schools, effective October 13, 2021;
  4. Chastity Michelle Hamilton, School Aide, 2-1/2 hrs/day, Step 1, Greenmont Elementary School, effective October 4, 2021;
  5. Leslie Ann Houser, School Aide, 2 hrs/day, Step 1, Southdale Elementary School, effective October 4, 2021;
  6. Robert Matthew Blevins, Classroom Aide (Lunch), 2-1/4 hrs/day, Step 1, Kettering Middle School, effective October 12, 2021.
- F. Recommendation to approve 2 Transition Days, 2021-22 School Year, Jennifer Ann Shook, School Nurse, Kettering City Schools, to be worked on October 11 and 12, 2021 and paid at a daily rate of \$260.57.
- G. Recommendation to approve 1 day without pay for the work day October 6, 2021, David S. Link, CTC Teacher, Kettering Fairmont High School.
- H. Recommendation to approve Adjustment of effective 31st work date for the following 2021-22 School Year Long-term Substitute Teachers:
  1. Joshua Weston Cabay, Kettering Fairmont High School, for Danielle Elaine Phillips, from effective September 9, 2021 to effective September 10, 2021;
  2. Alex C. Dudley, Oakview Elementary School, for Sara Marie Boesenberg, from effective September 15, 2021 to effective September 16, 2021;
  3. Melissa F. Parsons, J. E. Prass Elementary School, for Jamie Michelle Minnish, from effective September 16, 2021 to effective September 17, 2021.
- I. Recommendation to approve the following 2021-2022 Substitute Teachers, effective September 21, 2021:
  1. Bob L. Burns
  2. Corrinne Ashley Hellmund
  3. Patricia O'Connor
  4. Chaoqun Nmi Ma
  5. David J. Mahle
  6. Carly Perkins
  7. Michael E. Rado
  8. Kyrie Lynn Ross
  9. Shelby L. Stevens
- J. Recommendation to approve the following 2021-2022 Substitute Paraprofessionals:
  1. Brandon Lee Arehart, effective October 7, 2021
  2. Robert Matthew Blevins, effective October 12, 2021
  3. Bonnie L. Guess, effective September 21, 2021
  4. Laura Elizabeth Koesters, effective September 21, 2021
  5. Chaoqun Nmi Ma, effective September 21, 2021
  6. Jennifer Victoria Mingus, effective September 21, 2021
  7. Shelby L. Stevens, effective September 21, 2021

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- K. Recommendation to approve the following 2021-2022 Long-term Substitute Teachers and Substitute Paraprofessionals:
1. Joshua Weston Cabay, Kettering Fairmont High School, for Danille Elaine Phillips, effective July 28, 2021;
  2. Melissa F. Parsons, J.E. Prass Elementary School, for Jamie Michelle Minnish (first and second semester), effective August 5, 2021;
  3. Alex C. Dudley, Oakview Elementary School, for Sara Marie Boesenberg, effective August 4, 2021;
  4. Aimee Masters, J.E. Prass Elementary School, for Sara Elizabeth Hahn, effective August 9, 2021;
  5. Jolynn L. Colebaugh, Kettering Fairmont High School, for Amy Lynn Powell (first and second semester), effective August 9, 2021;
  6. Marcia Lynn Boisvert, Van Buren Middle School, for Megan Marie Byer, effective August 9, 2021;
  7. Alanna Marie Anastasi, J.E. Prass Elementary School, for Megan Elizabeth Nixon, effective August 9, 2021;
  8. Debra M. Thibodeaux, J.E. Prass Elementary School, for Kylee Paige Rogers, effective August 9, 2021;
  9. Jennifer Louise Perkins, for additional substitute position, Kettering Fairmont High School (first and second semester), effective August 9, 2021;
  10. Sarah Elizabeth Puckett, Orchard Park Elementary School and J.F. Kennedy Elementary School, for Stacy Kim Cline, effective August 9, 2021;
  11. Kimala Fentress, Indian Riffle Elementary School, for Lauren E. Ratliff (first and second semester), effective August 9, 2021;
  12. Regina Ann Brackney, J.F. Kennedy Elementary School, for Kimberly A. Keller, effective August 9, 2021;
  13. Jacob Clark Feldmeyer, Kettering Fairmont High School, (first and second semester), effective August 9, 2021;
  14. Steve C. Holloman, Kettering Fairmont High School, for Collette Christine Hauge, effective August 12, 2021;
  15. Craig Erin Nicholaisen, Kettering Fairmont High School, for Ashley Marie Lopez, effective August 20, 2021;
  16. Sara Beth Rado, Van Buren Middle School, for Carol Lynn Harris (first and second semester), effective August 23, 2021;
  17. Erin Mauro Baldetti, Southdale Elementary School, for Holly Diane Zimmerman, effective September 16, 2021;
  18. Kimberly Sue Miller, Orchard Park Elementary School for Kailah Lynne Treen (first and second semester), effective September 10, 2021;
  19. Suzette Lana Cortina, Greenmont Elementary School, for Joanna Kay Kesner, effective September 28, 2021;
  20. Debra M. Thibodeaux, J.E. Prass Elementary School, for remaining time of Megan Elizabeth Nixon leave, effective October 4, 2021;
  21. Marcia Lynn Boisvert, Southdale Elementary School, for remaining time of Holly Diane Zimmerman leave, effective October 11, 2021;
  22. Kimberlee Marie Campbell, Kettering Fairmont High School, for Ginalise DiLullo, effective October 4, 2021.
- L. 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 no later than the end of the First Semester of the 2021-22 School Year:

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1. Alanna Marie Anastasi, J.E. Prass Elementary School, for Megan Elizabeth Nixon, effective September 22, 2021;
  2. Jolynn L. Colebaugh, Kettering Fairmont High School, for Amy Lynn Powell, effective September 22, 2021;
  3. Jacob Clark Feldmeyer, Kettering Fairmont High School, for additional substitute position, effective September 21, 2021;
  4. Steve C. Holloman, Kettering Fairmont High School, for Collette Christine Hauge, effective September 24, 2021;
  5. Jennifer Louise Perkins, Kettering Fairmont High School, for additional substitute position, effective September 21, 2021;
  6. Marcia Lynn Boisvert, Van Buren Middle School, for Megan Marie Byer, effective September 21, 2021;
  7. Kimala Fentress, Indian Riffle Elementary School, for Lauren E. Ratliff, effective September 24, 2021;
  8. Regina Ann Brackney, J.F. Kennedy Elementary School, for Kimberly A. Keller, effective September 22, 2021;
  9. Aimee Masters, Orchard Park Elementary School, for Sara Elizabeth Hahn, effective September 21, 2021;
  10. Craig Erin Nicholaisen, Kettering Fairmont High School, for Ashley Marie Lopez, effective October 5, 2021;
  11. Sara Beth Rado, Van Buren Middle School, for Carol Lynn Harris, effective October 6, 2021;
  12. Debra M. Thibodeaux, J.E. Prass Elementary School, for Kylee Paige Rogers, effective September 21, 2021.
- M. Recommendation to approve adjustment of Long-term Substitute Teaching Assignment beyond original 31 days, Debra M. Thibodeaux, Substitute Teacher, J.E. Prass Elementary School, from Kylee Paige Rogers to Megan Elizabeth Nixon, effective end of work day October 4, 2021.
- N. Recommendation to approve, Kristi L. Schnipke, Long-term Sub Paraprofessional, J.F. Kennedy Elementary School, for Brittany Amanda Combs, effective August 18, 2021.
- O. Recommendation to approve 2021-22 Home Instructor, Emily Clare Stiffler, Master's Degree, effective September 21, 2021.
- P. Recommendation to approve the following 2021-22 Substitute Nurses, effective September 21, 2021:
1. Kathleen Ann Thomas
  2. Mollie Ann Whitt
- Q. Recommendation to accept the following Resignations from Substitute Teachers, Paraprofessionals, and Nurses. (Enclosure)
- R. Recommendation to approve the 2021-22 School Year Stipend for Daniel A. Palmer, Principal, Southdale Elementary School for additional responsibilities supervising and overseeing the Before and After School Child Care Program. (Enclosure)
- XI. Business Services Agenda
- A. Classified Staff
1. Recommendation to accept the resignation of Letitia A. Trummer, MMLC, Kettering Middle School, effective October 5, 2021, end of day.
  2. Recommendation to approve the addition of the following employees to the Substitute Clerical List at the approved substitute rate:  
Makenna L. Bauldry, effective September 24, 2021  
Chaoqun Nmi Ma, effective effective September 21, 2021

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- Jennifer Victoria Mingus, effective September 21, 2021
3. Recommendation to approve the addition of Bonnie Foster to the Substitute MMLC/Reading Aide List at the approved substitute rate, effective September 21, 2021
  4. Recommendation to approve unpaid leave for Alyssa Harrah, MMLC, Beavertown Elementary School, October 13, 2021 - October 15, 2021. (3 days)
  5. Recommendation to remove the following employees from from the Substitute List:  
Craig E. Nicholaisen, MMLC/Reading Aide, September 21, 2021.
  6. Recommendation to approve the placement of Kathleen Randolph, Substitute Clerical , Indian Riffle Elementary on Pay Grade III, Step 1, of the approved salary, having worked 30 days in the same position, effective September 21, 2021. (31st day)
  7. Recommendation to accept resignation from employment for Tracy Gorman Landgren, Special Education Preschool Paraprofessional, Indian Riffle Elementary School, effective end of day, October 4, 2021.
  8. Recommendation to approve the resignation from position for Corrinne Ashley Hellmund, Special Education Paraprofessional, Kettering Fairmont High School, effective end of day, September 30, 2021.
  9. Recommendation to approve employment of Carolyn Frances Spurlock, Special Education Job Coach, 7 hrs/day, Step 3, Kettering Fairmont High School, effective October 4, 2021.
  10. Recommendation to approve employment of Hillary Rose. Manger, Special Education Paraprofessional, 7 hrs/day, Step 2, Kettering Middle School, effective October 5, 2021.
  11. Recommendation to approve employment of Chasity Michelle Hamilton, Special Education Paraprofessional (1:1), 7 hrs/day, Step 1, Kettering Fairmont High School, effective October 25, 2021.
  12. Recommendation to approve unpaid leave for Elizabeth Anne Hughes, Special Education Preschool Paraprofessional, Beavertown Elementary School, effective September 13, 2021. (1 day)
  13. Recommendation to approve the adjustment of unpaid leave of absence for child care for Elsie M. Bundschuh, Special Education Paraprofessional, Orchard Park Elementary School, from August 30, 2021 to September 4, 2021 through the end of the 2021-22 school year.
  14. Recommendation to approve unpaid leave for Taylor Myers, Special Education Paraprofessional, Kettering Fairmont High School, effective September 9, 2021 and September 10, 2021. (2 days)
  15. Recommendation to approve unpaid leave for Corrinne Ashley Hellmund, Special Education Paraprofessional, Kettering Fairmont High School, effective September 1-6, 2021, September 16, 2021, September 22, 2021, September 27-28, 2021. (8 days)
  16. Recommendation to approve unpaid leave for Kyrie Lynn Ross, Special Education Paraprofessional, Kettering Middle School, effective September 17, 2021. (3/4 day)
  17. Recommendation to approve unpaid leave for Brittany Amanda Combs, Special Education Paraprofessional, John F. Kennedy Elementary, effective September 20, 2021 (3/4 day) and September 21-October 15, 2021. (19 days)
  18. Recommendation to approve unpaid leave for Tracy Gorman Landgren, Special Education Preschool Paraprofessional, Indian Riffle Elementary School, effective September 22, 2021, (1/2 day) and September 23-24, 2021. (2 days)
  19. Recommendation to adjust Kay Warner Lovell, Special Education Paraprofessional, Kettering Middle School, from 3.5 hrs/day to 7 hrs/day, effective September 27, 2021.

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20. Recommendation to approve the correction to the September 21, 2021 Board Agenda, Item (XI, A, 5), Dominic V. Pollard, Special Education Paraprofessional, Orchard Park Elementary School, from September 7, 2021 to September 9, 2021.
21. Recommendation to approve one transition day for Dominic V. Pollard, Special Education Paraprofessional, Orchard Park Elementary School, effective September 1, 2021.
22. Recommendation to approve the adjustment of the following Special Education Paraprofessionals 2021-22 School Year Assignments, Kettering Fairmont High School, from 7 hrs/day to 7.5 hrs/day, effective August 16, 2021:
  1. Bonnie R. Curry
  2. Miriam Torres Speck
23. Recommendation to approve employment of Mark Thomas Tulloch as Night Custodian at Oakview Elementary School, Transportation and Maintenance Buildings. Step 1 of the Assistant Custodian's Pay Schedule, effective October 4, 2021.
24. Recommendation to acknowledge return to work from unpaid leave of absence for Ted Tomashot, Custodian, Fairmont High School, effective September 13, 2021.
25. Recommendation to approve the termination of Luke Parworth, Substitute Custodian, effective September 17, 2021.
26. Recommendation to approve unpaid leave for Stephen Heider, School Courier/Custodial Supply Purchaser, effective October 6, 2021 (¼ day) through October 31, 2021. (17 ¼ days)
27. Recommendation to accept the disability allowance from Stephen Heider, School Courier/Custodial Supply Purchaser, Kettering City Schools, effective October 31, 2021, end of day.
28. Recommendation to accept the resignation to retirement for Daniel Davis, Bus Driver, effective October 25, 2021, end of day. (11 years in Kettering)
29. Recommendation to approve the employment of Rhonda Blagg, Bus Driver, Step 1 of the approved salary schedule, 4.5 hours/day, effective October 11, 2021.
30. Recommendation to approve the employment of Debra Brower, Bus Aide, Step 1 of the approved salary schedule, 4 hours/day, effective September 20, 2021.
31. Recommendation to approve the employment of Beth Ann Borchers, Bus Aide, Step 1 of the approved salary schedule, 4 hours/day, effective September 29, 2021.
32. Recommendation to approve the employment of Chad Kingsolver, Bus Aide, Step 1 of the approved salary schedule, 4.25 hours/day, effective September 23, 2021.
33. Recommendation to approve the employment of Dawn Sharp, Bus Aide, Step 1 of the approved salary schedule, 4 hours/day, effective September 27, 2021.
34. Recommendation to approve the employment of Amanda Tickler, Bus Aide, Step 1 of the approved salary schedule, 4.25 hours/day, effective September 16, 2021.
35. Recommendation to approve unpaid leave for Amanda Tickler, effective October 6, 2021. (2 hours 15 minutes)
36. Recommendation to accept the resignation of Amanda Tickler, Bus Aide, effective October 6, 2021, end of day.
37. Recommendation to accept the resignation of Thomas Hutchison, Bus Driver, effective October 8, 2021, end of day.
38. Recommendation to approve the employment of Kelly Butler, Bus Aide, Step 1 of the approved salary schedule, 4.25 hours/day, effective September 27, 2021.

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39. Recommendation to approve the employment of Shari Wright-Parham, Bus Aide, Step 1 of the approved salary schedule, 4 hours/day, effective October 12, 2021.
40. Recommendation to approve the employment of Brian Dalton, Bus Driver, Step 1 of the approved salary schedule, 4.5 hours/day, effective October 4, 2021.
41. Recommendation to approve the addition of the following employees to the Substitute Bus Driver List, at the approved Substitute rate:  
Bradley Phipps, effective September 27, 2021  
Daniel DeAtley, effective September 27, 2021  
Kevin Crisler, effective September 27, 2021
42. Recommendation to approve the daily average hours for the following Transportation Employees:  
(Enclosure)
43. Recommendation to approve unpaid leave for Evelyn Harmon, Bus Aide, Effective September 13, 2021 to September 20, 2021. (6 days)
44. Recommendation to approve unpaid leave for Debra Brower, Bus Aide, effective October 8, 14, and 15, 2021, 4 hours/day. (12 hours total)
45. Recommendation to acknowledge unapproved unpaid leave for Christina Chambers, Bus Driver, effective September 28, 2021. (2 ¼ hours)
46. Recommendation to acknowledge unapproved unpaid leave for Kandi Lasley, Bus Aide, effective September 27, 2021. ( 2 hours 35 minutes)
47. Recommendation to acknowledge unapproved unpaid leave for Sharlene Hofacker, Bus Aide, effective October 7 & 8, 2021. (11 hours)
48. Recommendation to acknowledge a correction to the September 21, 2021 Agenda Item (XI,A,22) concerning Gerald Schimer's employment as a Bus Aide changing the effective date from August 11, 2021 to August 23, 21.
49. Recommendation to approve unpaid leave for Chelsea Rogers, Food & Nutrition Services Worker I at Kettering Middle School, effective October 18 - October 20, 2021. (3 days)
50. Recommendation to approve the employment of Chelsea L. Byrd as a Food and Nutrition Services Worker I, Step 1 of the approved salary schedule, 3.0 hrs/day at Fairmont High School effective October 11, 2021.
51. Recommendation to approve the employment of Kholoud J. Azzam as a Food and Nutrition Services Worker I, Step 1 of the approved salary schedule, 3.5 hrs/day at Kettering Middle School effective October 12, 2021.
52. Recommendation to approve the employment of Sarah M. Detrick, Food & Nutrition Worker I, Fairmont High School, Step 1, 3 hours/day, effective September 28, 2021.
53. Recommendation to approve the Lateral Transfer of Megan A. Woodyard, Food & Nutrition Worker I, Step 1, 3.0 hrs/day, Fairmont High School to Food & Nutrition Worker I, Step 1, 3.5 hrs/day, Fairmont High School, effective September 30, 2021.
54. Recommendation to approve the addition of the following to the 2021-22 Food & Nutrition Substitute List at the approved rate of pay, effective as follows:  
Sarah M. Detrick, September 22, 2021 through September 27, 2021  
Chelsea Byrd, September 29, 2021 through October 8, 2021  
Codie Johnson, October 7, 2021  
Kholoud Azzam, October 6, 2021 through October 11, 2021  
L. Michelle Gordon, October 8, 2021  
Jennifer Colaizzi, October 11, 2021



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Emma Lamberth, October 12, 2021

55. Recommendation to approve the termination of Sara M. Detrick, Food & Nutrition Service Worker 1, effective October 7, 2021.
- B. Business Items
1. Recommendation to enter into a Shared Services Agreement between Miamisburg City School District Board of Education and the Kettering City School District Board of Education, to share the services of Itinerant Preschool Teachers, effective October 19, 2021 through the end of the 2021-22 school year. (Enclosure)
- XII. Office of the Treasurer Agenda
- A. September Financial Statement (Enclosure)
  - B. R21-009 Donation from the Dayton Foundation for the Stewart Fund (Band), in the amount of \$1,959.07 (Enclosure)
- XIII. Teaching & Learning Agenda
- A. Recommendation to approve the following Secondary New Art Courses:
    1. Ceramics (Enclosure)
    2. Printmaking (Enclosure)