



**Kettering Board of Education**  
**Regular Session**  
**Recital Hall, Fairmont High School**  
**November 16, 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.**

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### 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 October 19, 2021 Regular Session and November 2, 2021 Work Session	Board Members	Discussion
V. Recognition and Reports	Board Members	
A. Portrait of a Graduate Global Citizens: Fairmont's United Student Body and Spirit Chain	Mr. Von Handorf	Discussion
B. Portrait of a Graduate Lifelong Learners: Kettering City Schools Building Nominees	Ms. Jensen	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
B. First Reading of Revisions of Kettering Board of Education Policies and Bylaws by NEOLA of Ohio+	Mr. Lackey	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
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 to Retirement:
1. Ruthann M. Kain, Intervention Specialist, Kettering Fairmont High School, effective end of the 2021-22 School Year. (23 years in Kettering)
- B. Recommendation to accept the following Resignations from Employment:
1. Joanne Marilyn Butler, Child Care Aide, J.E. Prass Elementary School, effective end of work day December 3, 2021.
- C. Recommendation to approve Adjustments of the following Unpaid Leaves of Absence:
1. Elizabeth Bernadette Fisher, Classroom Aide (Pathfinders), Kettering Early Childhood Education Center, due to infant care, effective after 1/4 of a work day September 2, 2021 through end of work day October 7, 2021;
  2. Sara Marie Boesenberg, School Counselor, Oakview Elementary School, due to infant care, effective August 31, 2021 through end of work day October 27, 2021;
  3. Kylee Paige Rogers, 1st Grade Teacher, J.E. Prass Elementary School, due to infant care, effective August 11, 2021 through end of work day September 28, 2021.;
  4. Mary Shannon Hughes, Kindergarten Teacher, J.F. Kennedy Elementary School, effective November 8, 2021 through the end of the 2021-22 school year.;
- D. Recommendation to approve the following Unpaid Leaves of Absences:
1. Danielle Elaine Phillips, School Counselor, Kettering Fairmont High School, due to infant care, effective 1/2 of a work day September 8, 2021 through end of work day November 9, 2021;
  2. Taylor Myers, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, effective October 19, 2021 through end of work day October 19, 2021;
  3. Ginalise DiLullo, Family Consumer Science, Kettering Fairmont High School, due to infant care, effective November 9, 2021 through end of work day March 18, 2022.;
  4. Joanna Kay Kesner, Intervention Specialist, Greenmont Elementary School, due to exhausted sick leave, effective October 11, 2021 through end of work day December 9, 2021.;
- E. Recommendation to approve the following 2021-22 School Year Employees:
1. Michelle Diann Sutton, Classroom Aide (Traditional), maximum of 15 hrs/week, Step 1, Southdale Elementary School, effective October 20, 2021;
  2. Susan D. Stephens, Child Care Aide, as needed, no benefits, Step 1, Orchard Park Elementary School, effective October 25, 2021;
  3. Jessica L. Stickel, Forward Foundation Executive Director at \$40/hr not to exceed 20 hrs/week;
  4. Sarah Alexander Case, Classroom Aide (Traditional), maximum of 15 hrs/week, Step 1, Southdale Elementary School, effective November 15, 2021.
- F. Recommendation to approve the following Adjustments of 2021-22 School Year Supplemental Assignments:
1. Bridget Shampton, from 100% Assistant Basketball Coach, Girls, Kettering Fairmont H.S. to 50% Assistant Basketball Coach, Girls, Kettering Fairmont H.S.;
- G. Recommendation to approve the following 2021-22 School Year Supplemental Contracts:
1. Matt Adams, Detention Monitor, Kettering Fairmont H.S.;
  2. +\*\*Aaron Bock, Assistant Basketball Coach, Girls, Kettering Fairmont H.S.;
  3. +\*\*Brittany Burke, 15% Competition Cheerleading Advisor, Kettering Fairmont H.S.;
  4. +\*\*Ken Cableck, 60% Assistant Wrestling Coach, Kettering Fairmont H.S.;

Kettering Board of Education

November 16, 2021

5. +\*Brandon Davidson, Assistant Basketball Coach, Girls, Kettering Fairmont H.S.;
6. +\*\*Matt Denlinger, 60% Assistant Wrestling Coach, Kettering Fairmont H.S.;
7. +\*Jeremy Finn, Head Basketball Coach, Girls, Kettering Fairmont H.S.;
8. +\*David Fisher, 50% Assistant Basketball Coach, Girls, Kettering Fairmont H.S.;
9. +\*\*Jeremy Fleck, Head Bowling Coach, Boys, Kettering Fairmont H.S.;
10. +\*\*Ellen Kemp, Assistant Bowling Coach, Kettering Fairmont H.S.;
11. Brian Kennelly, 60% Assistant Wrestling Coach, Kettering Fairmont H.S.;
12. +\*\*Carrie Kihn, 20% Cheerleader Advisor, Winter, Kettering Fairmont H.S.;
13. +\*\* Carrie Kihn, 85% Competition Cheerleader Advisor, Kettering Fairmont H.S.;
14. +\*\*Danny Lecomte, Assistant Basketball Coach, Boys, Kettering Fairmont H.S.;
15. +\*\*Jim Lehman, 60% Assistant Wrestling Coach, Kettering Fairmont H.S.;
16. +\*\*Matthew Mahaffey, Assistant Bowling Coach, Kettering Fairmont H.S.;
17. +\*Kenny Molz, Head Basketball Coach, Boys, Kettering Fairmont H.S.;
18. +\*\*James Rainey, Head Bowling Coach, Girls, Kettering Fairmont H.S.;
19. +\*\*David Ray, Assistant Basketball Coach, Boys, Kettering Fairmont H.S.;
20. +\*\*Justin Sage, 60% Assistant Wrestling Coach, Kettering Fairmont H.S.;
21. +\*\*Steve Schoenbaechler, Head Diving Coach, Kettering Fairmont H.S.;
22. +\*Mara Shaneyfelt, 80% Cheerleader Advisor, Kettering Fairmont H.S.;
23. +\*\*Kenny Sullivan, Assistant Basketball Coach, Boys, Kettering Fairmont H.S.;
24. +\*\*Tim Sullivan, Assistant Basketball Coach, Boys, Kettering Fairmont H.S.;
25. +\*\*William Trap, Technical Stage Director, Kettering Fairmont H.S.;
26. +\*\*Eric Trent, Assistant Basketball Coach, Boys, Kettering Fairmont H.S.;
27. +\*\*Josh Arden, Head Basketball Coach, Boys, 8th, Kettering Middle School;
28. +\*\*Erin Crumley, Detention Monitor, Kettering Middle School;
29. +\*\*Lindsey Ferrell, Middle School Competition Cheer, Kettering Middle School;
30. +\*\*Michael Maas, Head Wrestling Coach, 7th, Kettering Middle School;
31. Austin Mefford, Head Basketball Coach, Boys, 8th, Kettering Middle School;
32. +\*\*Don Tharpe, Head Wrestling Coach, 8th, Kettering Middle School;
33. +\*\*Mikala Tingley, 40% Cheerleader Advisor, Kettering Middle School;
34. +\*\*Matt Blevins, Head Basketball Coach, Boys, 8th, Van Buren Middle School;
35. +\*\*Jaeden Crowe, Head Wrestling Coach, 7th, Van Buren Middle School;
36. +\*\*Steve Hutchinson, Head Basketball Coach, Girls, 7th, Van Buren Middle School;
37. +\*\*Donte Scott, Head Basketball Coach, Boys, 7th, Van Buren Middle School;
38. +\*\*Brian Welch, Head Basketball Coach, Girls, 8th, 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 2021-22 school year at the designated rate per year.

- H. Recommendation to approve adjustment of assignment for the following 2021-22 School Year Long-term Substitute Teachers:
  - 1. Reference Board Agenda on October 19, 2021, Letter K, Items 1-22, all of these assignments will be effective until assignment ends.
- I. Recommendation to approve the adjustment of 31st day Long-term Substitute Teaching Assignment, Jacob Clark Feldmeyer, Kettering Fairmont High School, from 100% to 57.1%, effective September 21, 2021.
- J. Recommendation to approve the following 2021-22 Substitute Teachers, effective October 19, 2021:
  - 1. Kenneth D. Reichert
  - 2. Haley M. Mossing
  - 3. Liam Thomas McAllaster
  - 4. Hilary Robyn Toerner
  - 5. Jazmin M. Cooley
  - 6. Cheri Marie Baldree
  - 7. Michael Franklin Eakin
  - 8. Michelle A Sampson, effective August 9, 2021
- K. Recommendation to approve the following 2021-22 Clerical Substitutes:
  - 1. Megan Dawn Delgrosso, effective October 19, 2021
  - 2. Haley M. Mossing, effective October 19, 2021
- L. Recommendation to approve the following 2021-22 Substitute Paraprofessionals:
  - 1. Angela Mary Burke, effective October 25, 2021
  - 2. Melissa D. McCarthy, effective October 25, 2021
  - 3. Sondra Elizabeth Nowicki, effective October 19, 2021
  - 4. Amy M. Sterling, effective October 19, 2021
  - 5. Kathryn C. Franz, effective November 1, 2021
  - 6. Ashley N. Huckeby, effective October 19, 2021
- M. Recommendation to approve the following 2021-22 Substitute Nurse:
  - 1. Kaitlynn M. Rowse, effective October 19, 2021
- N. Recommendation to approve the following 2021-22 Long-term Substitute Teachers and Substitute Paraprofessionals:
  - 1. Amiee Masters, Indian Riffle Elementary School, for Amy Elizabeth Plassenthal (first and second semester), effective November 5, 2021, until assignment ends;
  - 2. Amanda Lynne Stone, Kettering Middle School, for Brittany Lauren Geiger (first and second semester), effective October 28, 2021, until assignment ends;
  - 3. Marti Louise Folck, J.E. Prass Elementary School, for Janice S. Edwards, effective November 2, 2021, until assignment ends;
  - 4. Jazmin M. Cooley, J.F. Kennedy Elementary School, for Mary Shannon Hughes, (first and second semester), effective October 28, 2021, until assignment ends.
- O. 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. Kimberly Sue Miller, Orchard Park Elementary School, for Kaihla Lynne Treen, effective October 28, 2021.

Kettering Board of Education

November 16, 2021

- P. 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. Melissa F. Parsons, J.E. Prass Elementary School, for Jamie Michelle Minnish, effective November 1, 2021;
  2. Regina Ann Brackney, J.F. Kennedy Elementary School, for Kimberly A. Keller, effective November 4, 2021;
  3. Jennifer Louise Perkins, Kettering Fairmont High School, for additional sub teacher position, effective November 4, 2021;
  4. Jolynn L. Colebaugh, Kettering Fairmont High School, for Amy Lynn Powell, effective November 5, 2021;
  5. Steve C. Holloman, Kettering Fairmont High School, for Collette Christine Hauge, effective November 8, 2021;
  6. Jacob Clark Feldmeyer, Kettering Fairmont High School, for additional substitute position, effective November 8, 2021.
- Q. Recommendation to approve the following resignations from Substitute Teachers and Paraprofessionals for the 2021-22 School Year:
1. Emily Victoria Bauer (sub paraprofessional)
  2. Pam L. McIntosh (sub teacher)
  3. Karen S. Eger (sub paraprofessional)
  4. Nicolle Lavonne Homan (sub paraprofessional)
  5. Sara M. Jankowski (sub paraprofessional)
  6. Dana Dureane Pearson (sub paraprofessional)
  7. Amanda Catherine Roddy (sub paraprofessional)
  8. Kristin Miller Runck (sub paraprofessional)
  9. Vicki Witt (sub paraprofessional)
  10. Rosalba Venturi Nickelman (sub teacher)
  11. Wyatt Gasper (sub teacher)
  12. Paula Rae Paprocki (sub teacher)
  13. Patrick J. Vincent (sub teacher)
  14. Jeanne C. Doncaster (sub teacher)
  15. Barbara Ann Carpenter (sub paraprofessional)
  16. Paula Jean Hinderlinter (Home Instruction- Bachelor's Degree)
  17. Rebecca Jean Marinella (sub nurse)
  18. Aimee Masters (Home Instruction- Bachelor's Degree)
  19. Victoria Rudelle Agrelo (sub teacher)
  20. Amanda Victoria Saul (sub teacher)
  21. Ruthann M. Kain (Home Instruction - Master's Degree)
  22. Heather Atkins Cone (Home Instruction Master's Degree)
  23. Bambi Clark (Home Instruction- Master's Degree)
  24. Rosemarie M. Backhaus (Home Instruction- Master's Degree)
  25. Jeanne E. Bowers (sub teacher)
  26. Linda L. Bergman (sub teacher)
  27. Jodee Lynn Branham (Home Instruction- Master's Degree)
  28. Dena S. Fauber (Home Instruction- Master's Degree)

## Kettering Board of Education

November 16, 2021

29. Mary Ellen Sage (Home Instruction - Master's Degree)
  30. Carol R. Manda (Home Instruction - Master's Degree)
  31. Tarsha C. Morgan (Home Instruction - Master's Degree)
  32. Anita Lynn Lanning (Home Instruction - Master's Degree)
  33. Robin J. Tucker (Home Instruction - Master's Degree)
  34. Marcia Lynn Moore (Home Instruction - Master's Degree)
- R. Recommendation to approve payment to Amy Webb, Family & Consumer Science Teacher, Kettering Fairmont High School online programs, First Semester - 2021-22 School Year, 13 students - \$2,000.
- S. Recommendation to approve the following Job Description, effective 2021-22 School Year. (Enclosure):
1. Treasurer/CFO
- T. Recommendation to approve the 2022-23 and 2023-24 School Year Calendars. (Enclosure)
- U. Recommendation to approve addendum to contract between Superintendent, L. Scott Inskeep and Kettering City School District Board of Education effective July 31, 2021. (Enclosure)
- V. Recommendation to approve the Orchard Park Elementary School Fall After-School Enrichment Program for the following:
1. Club Site Coordinator - Amy Matias (\$250 per session)
  2. Homework Club - Jordan Wyssling (\$180 per session)
  3. Running Club - Amy Matias (\$180 per session)
  4. Lego 1 Club - Erin Pierce (\$180 per session)
  5. Lego 2 Club - Amy Matias (\$180 per session)
  6. Puzzles & Games - Marisa Pitcher (\$180 per session)
  7. Strength & Yoga - Abby Hoggatt (\$180 per session)
  8. Drama Club - Jennifer Fair (\$180 per session)
- W. Recommendation to approve the following employees for Recording the Board Meetings at \$60 per meeting:
1. Laura Hutchens
  2. Scott Leo

## XI. Business Services Agenda

### A. Classified Staff

1. Recommendation to approve the assignment of Michell Presley to Payroll Specialist, Support Administrators Salary Schedule, Grade 7, Step 1, effective November 17, 2021.
2. Recommendation to approve the employment of Nicole L. Lehmann, Registration Secretary, Pay Grade III, Step 1, effective August 30, 2021.
3. Recommendation to accept the resignation of Rochelle A. Hodson, Special Education Paraprofessional, Orchard Park Elementary School, effective November 4, 2021, end of day.
4. Recommendation to approve the employment of Kyrie Ross, Special Education Paraprofessional, 7 hrs/day, Step 1, Kettering Middle School, effective August 9, 2021.
5. Recommendation to approve the adjustment of the October 19, 2021 Board Agenda, item (XI, A, 10) from Step 2 to Step 1 for Hillary Rose Manger, Special Education Paraprofessional, Kettering Middle School.
6. Recommendation to approve the adjustment of the October 19, 2021 Board Agenda, item (XI, A, 17) approved unpaid leave for Brittany Combs, Special Education Paraprofessional, J. F. Kennedy Elementary School, from 19 days to 18 days.

Kettering Board of Education  
November 16, 2021

7. Recommendation to approve unpaid leave for Christina M. Melzer, Special Education Paraprofessional, Kettering Fairmont High School, effective September 30, 2021 (3/4 day), October 06, 2021 (1/2 day) and October 12, 2021 (1/2 day) due to exhausted sick leave.
8. Recommendation to approve unpaid leave for Tracy G. Landgren, Special Education Preschool Paraprofessional, Indian Riffle Elementary School, effective September 22, 2021 (3/4 day), September 23-24, 2021 (2 days) and October 6, 2021 (1 day) due to exhausted sick leave.
9. Recommendation to approve unpaid leave for Elizabeth A. Hughes, Special Education Preschool Paraprofessional, Beavertown Elementary School, effective October 11-15, 2021, due to exhausted sick leave (5 days).
10. Recommendation to approve Unpaid Leave for Charles R. Brown, Assistant Custodian, Fairmont High School, effective October 12, 14, and 15, 2021, due to exhausted leave. (3 days)
11. Recommendation to accept the resignation to retirement for Edward Link, Head Custodian, Beavertown Elementary School, effective December 31, 2021, end of day.
12. Recommendation to approve Suspension without pay for Jerret Stone, Assistant Custodian, at Greenmont Elementary School and Van Buren Middle School, effective October 18, 19, 28, and 29, 2021. (4 days)
13. Recommendation to approve the employment of Lynn Michelle Gordon, Bus Aide, Step 1 of the Driver Aide pay schedule, effective October 28, 2021.
14. Recommendation to approve the employment of Kevin Crisler, Bus Driver, Step 1 of the Bus Driver pay schedule, effective November 1, 2021.
15. Recommendation to accept the Resignation to Retirement for Edward E. Meece, Bus Driver, effective October 21, 2021, end of day. (13 Years in Kettering)
16. Recommendation to accept the Resignation from Employment from Donald Lee Tobias, Bus Driver, effective October 15, 2021, end of day.
17. Recommendation to Bradley M. Phipps, from the Substitute Bus Driver list, effective November 8, 2021, end of day.
18. Recommendation to accept the Resignation from Employment from Cindy Joann Whitehouse, Bus Driver, effective October 22, 2021, end of day.
19. Recommendation to terminate Kelly Ree Butler, Bus Aide, effective November 5, 2021.
20. Recommendation to approve the daily average hours for the following Transportation Employee:  
(Enclosure)
21. Recommendation to approve the following Unpaid Leave of Absence:  
Paul D. Hurst, Bus Driver, effective October 22, 2021, 1 hour, 6 min and October 26, 2021 2 hours 30 minutes (Total 3 hours 36 minutes)  
Chad Wayne Kingsolver, Bus Aide, effective October 18, 2021, 1 hour 8 minutes, October 19, 28, 29 and November 1, 3, 4, 5, 2021 4.5 hours/day (Total 32 hours 38 minutes)  
Brian Rex Dalton, Bus Driver, effective February 10, 11 and 14, 2021 (3 days)
22. Recommendation to acknowledge a correction to the October 19, 2021 Agenda Item (XI,A,43) to remove 5 days of approved unpaid leave for Evelyn Harmon, Bus Aide, effective September 13 - 20, 2021, (6 days).
23. Recommendation to acknowledge a correction to the October 19, 2021 Agenda Item (XI,A,37) to correct the position title of Thomas Hutchison, from Bus Driver to Substitute Driver.
24. Recommendation to approve the addition of Tabitha Lee. Cox, to the Food & Nutrition Services Substitute List at the approved rate of pay, effective October 20, 2021.

Kettering Board of Education

November 16, 2021

25. Recommendation to approve the employment of S. Donna Green as a Food and Nutrition Services Worker I, Step 1 of the approved salary schedule, 3.0 hrs/day at Montgomery County Education Services Center West, effective October 19, 2021.
26. Recommendations to approve the employment of Codie Sue Johnson 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 25, 2021.
27. Recommendation to approve the termination of Chelsea Lynn Byrd, Food & Nutrition Service Worker I, effective end of day, November 8, 2021.

B. Business Items

1. Recommendation to enter into an agreement between the Kettering City School District and the Montgomery County Educational Service Center for Shared Services arrangement for Nursing Services for the 2021-22 School Year. (Enclosure)
2. Recommendation to enter into an agreement between the Kettering City School District and the Montgomery County Educational Service Center for Day Treatment Program services, effective July 1, 2021 - June 30, 2022. (Enclosure)

XII. Office of the Treasurer Agenda

- A. October 2021 Financial Statement (Enclosure)
- B. Recommendation to approve the Five Year Forecast (Enclosure)
- C. Recommendation to approve FY22 Amended Appropriations Resolution (Enclosure)
- D. Recommendation to Approve Resolution 21-010 to Authorize Advances Against 2022 Tax Collections (Enclosure)

XIII. Teaching & Learning Agenda

- A. Recommendation to enter into an agreement between a Parent and Kettering City Schools for reimbursement of special education services for their child for the 2021-22 school year. (Enclosure)
- B. Recommendation to approve the District Parent and Family Engagement Plan for the 2021-22 school year. (Enclosure)
- C. Recommendation to approve a Memorandum of Understanding between Pam Bauser and the Kettering City School District to provide coaching services for the 2021-22 school year. (Enclosure)