



**Kettering Board of Education**  
**Regular Session**  
**Recital Hall, Fairmont High School**  
**March 22, 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 February 15, March 1, and March 8, 2022  | Board Members | Discussion   |
| V. Recognition and Reports  | Board Members |              |
| A. Academic Scholars  | Mr. Alexander | Presentation |
| B. Portrait of a Graduate   | Ms. Jensen    | 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   |
| 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+  | 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 to Retirement:

1. Lyle Scott Inskip, Superintendent, Kettering City Schools, effective end of work day August 1, 2022 (8 years in Kettering). (Enclosure)
2. Brenda Anne Woolf, Study Hall Monitor, Kettering Fairmont High School, effective end of work day July 31, 2022 (24 years in Kettering City Schools).

B. Recommendation to accept the following Resignations from Employment:

1. Jennifer V. Mingus, Child Care Aide, Indian Riffle Elementary School, effective end of work day February 24, 2022.
2. Sarah A. Case, Classroom Aide (Traditional), Southdale Elementary School, effective end of work day March 11, 2022.
3. Shelley Lynne Goins, Child Care Aide, Kettering Early Childhood Education Center, effective end of work day May 27, 2022.
4. Colleen Marie Badenhop, 80% Music Teacher, J.E. Prass Elementary School, effective end of the 2021-22 School Year.
5. Taylyn Leigh Fischer, Math Teacher, Kettering Fairmont High School, effective end of the 2021-22 School Year.
6. Brian A. Zawodny, Supervisor of Special Education, Kettering Fairmont High School, effective end of the 2021-22 School Year.
7. Laura Michelle Meek, Elementary Principal, John F. Kennedy Elementary School, effective end of the 2021-22 School Year.

C. Recommendation to accept the following Resignation from Position only:

1. Matthew W. Adams, Math Teacher, Kettering Fairmont High School, effective end of the 2021-22 School Year.

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

1. Taylor Myers, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, February 15, 2022, February 16, 2022, and 3/4 day February 17, 2022.
2. Jessica Josefina Ceron-Washington, Special Education Paraprofessional, Indian Riffle Elementary School, due to exhausted sick leave, January 31, 2022, February 1, 2022, February 2, 2022, February 7, 2022, February 8, 2022, February 9, 2022, February 10, 2022, February 11, 2022, and February 14, 2022 (9 days).
3. Kyrie Lynn Ross, Special Education Paraprofessional, Kettering Middle School, due to exhausted sick leave, October 25, 2022 (1/4 day).
4. Rachel Anne Marion, 2nd Grade Teacher, John F. Kennedy Elementary School, due to exhausted sick leave, February 11, 2022.
5. Brittany Amanda Combs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave, November 12, 2021, and March 11, 2022 ( 2 days).
6. Cristina Michele Melzer, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, January 31, 2022 and February 7, 2022 (2 days).
7. Robert Matthew Blevins, Classroom Aide (Guided Study), Kettering Middle School, due to exhausted sick leave, March 1, 2022 and March 8, 2022 (2 days).
8. Sondra Elizabeth Nowicki, School Aide, Greenmont Elementary School, due to exhausted sick leave, February 28, 2022 (3/4 day).

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9. Anthony Philip Bower, Social Studies Teacher, Kettering Fairmont High School, due to personal reasons, February 23, 2022 (1 day).
  10. Samantha K. Shoup, Special Education Paraprofessional, Greenmont Elementary School, due to exhausted sick leave, March 7, 2022 (1/4 day).
  11. Rachel A. Van Atta, 2nd Grade Teacher, Indian Riffle Elementary School, due to infant care, March 7, 2022 - May 19, 2022 (49 days).
  12. Nicole R. Shellabarger, Intervention Specialist, Greenmont Elementary School, due to exhausted sick leave, February 2, 2022, February 8, 2022 (1/2 day), and February 10 - May 20, 2022.
  13. Caitlin Marie Wolodkiewicz, 2nd Grade Teacher, Orchard Park Elementary School, due to infant care, February 28 - May 13, 2022 (50 days).
- E. Recommendation to recognize the following Unapproved Unpaid Leaves of Absence:
1. Marianne B. Hansen, Speech Language Pathologist, J.E. Prass Elementary School, due to personal reasons, January 25, 2022 - January 31, 2022 (5 days).
  2. Sondra Elizabeth Nowicki, School Aide, Greenmont Elementary School, due to personal reasons, April 27, 2022 - May 6, 2022 (8 days).
  3. MaryAlice M. Gruenberg, Intervention Specialist, Oakview Elementary School, due to personal reasons, March 11, 2022.
  4. Brenda Anne Woolf, Study Hall Monitor, Kettering Fairmont High School, February 14, 2022.
- F. Recommendation to approve Employment of the following Support Administrators:
1. Nita Louise Teeters, Data Analyst, Pay Grade 7, Step 1, 188 days, effective April 11, 2022 through July 31, 2024.
- 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. Karen R. Burns - not to exceed 7 hours
- H. Recommendation to approve the following name Adjustment of 2021-22 School Year Supplemental Assignments:
1. +\*\*Mike Alvarado, 35% Baseball Coach, Kettering Fairmont High School, from Matt Avarado.
- I. Recommendation to Approve the following Resignations of 2021-22 School Year Supplemental Assignments:
1. Rachael, Schell, 25% Assistant Softball Coach, Kettering Fairmont High School.
- J. Recommendation to approve the following 2021-22 School Year Supplemental Contracts:
1. +\*\*Brandon Riegel, Technical Stage Director, Kettering Fairmont High School,
  2. +\*\* Jeff Schwartz, Volunteer Assistant Boys Track Coach, Kettering Fairmont High School,
  3. Zach Yike, Head Softball Coach, Kettering Middle School,
  4. Tarsha Morgan, Girls Head Track Coach, Kettering Middle School,
  5. +\*\*Shea Morgan, Girls Assistant Track Coach, Kettering Middle School,
  6. +\*\*Brandi Johnson, Boys Assistant Track Coach, Kettering Middle School,
  7. +\*\*Doug Donese, Volunteer Assistant Baseball Coach, Kettering Middle School,
  8. Stefanie Boldman, 60% Softball Coach, Van Buren Middle School,
  9. +\*\*Angela Furr, 40% Softball Coach, Van Buren Middle School,
  10. Megan Moravec, Head Girls Track Coach, Van Buren Middle School,
  11. +\*\*Caitlin O'Hara, Assistant Girls Track Coach, Van Buren Middle School,
  12. Jeff Blakley, Boys Head Track Coach, Van Buren Middle School,
  13. +\*\*Julie Clark, Assistant Boys Track Coach, Van Buren Middle School,
  14. +\*\*Matt Blevins, Head Baseball Coach, Van Buren Middle 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.

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

1. Suzanne C. Stewart
2. Michael K. Sherwood
3. Stephanie Lynn Noel
4. Elizabeth K. Stevko-Reeder
5. Hannah Elizabeth Greil
6. Jeremy L. Campbell
7. Renee Michon Wise
8. Miriam Anne Wilkins
9. Clarenda Sue Norrod
10. Julie Annete Roseberry
11. Scott Allen Frederick
12. Jacob H. Mahaffy
13. Mary Elizabeth Lange
14. Katherine A. Swift
15. Katherine Marie Snyder
16. Josie Alexandra Graff

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

1. Holly Christina Metz
2. Christy C. Henderson
3. Stephanie Lynn Noel
4. Elizabeth K. Stevko-Reeder
5. Racha Wafic Audeh
6. Jamie Nicole Copeland

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

1. Katherine Marie Snyder

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

1. Jenni Daniele Alvarado

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

1. Carol Jean von Gruenigen
2. Valerie Jean Beirise
3. Michelle Ann Thompson

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

1. Ashley Kronk Vorderbrueggen (Bachelor's Degree)

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2. Julia R. Burns (Bachelor's Degree)
  3. Chi Shackelford (Master's Degree)
  4. Michelle A. Sampson (Master's Degree)
  5. Megan Lora Brown (Master's Degree)
- Q. Recommendation to approve the following 2021-22 Long-term Substitute Teachers:
1. Lynn Berrie for Carrie Henry, J.E. Prass Elementary School, effective February 25, 2022.
  2. Adam Elliot Guadalupe for Anna Leah Bumiller, Kettering Fairmont High School, effective February 9, 2022.
  3. Lorri C. Smith for Nicole R. Shellabarger, Greenmont Elementary School, effective February 22, 2022.
  4. Johnna Leenett Dorsey for Taylor Marie Herbert, John F. Kennedy Elementary School, effective March 21, 2022.
  5. Clarenda Sue Norrod for Carlee Lauren Bollin, Kettering Fairmont High School, effective February 24, 2022.
- R. 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. Bonnie K. Foster for Amy Elizabeth Plassenthal, Indian Riffle Elementary School, effective February 17, 2022.
  2. Debra M. Thibodeaux for Alison Marie Conrads, J.E. Prass Elementary School, effective February 17, 2022.
  3. Leroy F. Bechtel for Terry L. Eifert, Kettering Fairmont High School, effective February 23, 2022.
  4. Rebecca Marie Kinney for Rachel A. Van Atta, Indian Riffle Elementary School, effective February 23, 2022.
  5. Amanda Lynne Stone for Nicole Anne Hornback, Kettering Middle School, effective February 25, 2022.
  6. Liam Thomas McAllaster for David Stuart Link, Kettering Fairmont High School, effective March 2, 2022.
  7. Morgan L. Bailey for Caitlin Marie Wolodkiewicz, Orchard Park Elementary School, effective March 2, 2022.
- S. 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. Jazmin M. Cooley for Mary Shannon Hughes, John F. Kennedy Elementary School, effective February 17, 2022.
  2. Elena Marie Krumholtz for Heather L. McClintick, Southdale Elementary School, effective March 7, 2022.
- T. Recommendation to approve the following resignations from Substitute Teachers, Paraprofessionals, Home Instruction, Clerical, MMLC/Reading Aides, and Food and Nutrition for the 2021-22 School Year. (Enclosure)
- U. Recommendation to approve payment to Amy 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 - \$2000.
- V. Recommendation to approve the following 2021-22 Multi Tier System Support Building Leaders at \$500:

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1. Megan Totton
2. Michelle Hermann

W. Recommendation to approve the updates to the Fringe Benefit Programs for Administrative Support Staff and Compensation Plans for Certificated Administrators and Support Administrators effective August 1, 2021 through July 31, 2024. (Enclosures)

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

X. Recommendation to approve the following 2022-23 School Year Employees:

1. Matthew W. Adams, Math Teacher, Kettering Alternative Program, Kettering Fairmont High School, effective August 14, 2022.

Y. Recommendation to approve Employment of the following Administrators:

1. Deborah R. Beiter, Elementary Principal, Greenmont Elementary School, Pay Grade 18, Step 5, 220 days, excludes STRS pickup, effective August 1, 2022 through July 31, 2023.

Z. Recommendation to approve adjustment to the Administrative Contract for Support Administrator, Karen M. Basson, Coordinator of Community Relations & Auxiliary Services, 260 days, to Pay Grade 12, Step 8, effective August 1, 2022.

AA. Recommendation to approve Administrative Contracts for Certified Administrators, effective August 1, 2022. (Enclosure)

BB. Recommendation to approve Administrative Contracts for Support Administrators, effective August 1, 2022. (Enclosure)

CC. Recommendation to approve School Psychologists Contracts, effective August 1, 2022. (Enclosure)

DD. Recommendation to approve an Administrative Contract for Certified Administrator, effective August 1, 2022. (Enclosure)

XI. Business Services Agenda

A. Classified Staff

1. Recommendation to approve employment of Tamara A. Stanaford, Secretary to the Principal at Indian Riffle Elementary School, Pay Grade III, Step 1, 7.5 hours/day, effective March 1, 2022.
2. Recommendation to approve Athletic Game Personnel to work at Sports events for the 2021-22 school year in the following positions and rate: (Enclosure)
3. Recommendation to approve resignation from employment for Nathan Stevens, Special Education Paraprofessional, Orchard Park Elementary School, effective end of work day February 25, 2022.
4. Recommendation to approve the retirement of Debra A. Elwood, Special Education Paraprofessional, J. E. Prass Elementary School, effective end of the 2021-22 School Year. (24 years in Kettering)
5. Recommendation to approve the promotion of Jerry L. Hisel from Warehouseman to Courier, Buildings & Grounds, Step 5, 8 hours/day effective February 22, 2022.
6. Recommendation to remove Paul Stimmel, from the Substitute Driver List, effective March 25, 2022, end of day.
7. Recommendation to approve the Termination of Chad Kingsolver, Bus Aide position only, effective March 7, 2022, end of day.

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8. Recommendation to update the following Agenda Items from February 15, 2022, to include the hours worked per day for:  
Item (XI, A, 9) Janie Davis, Bus Aide, 4 hours/day  
Item (XI, A, 10) Kacey Winhoven, Bus Driver, 4.5 hours/day
9. Recommendation to update the following Agenda Item (XI,A,11) from December 7, 2021, to include the hours worked per day for Michael R Wilson, Bus Aide, 4 hours/day.
10. Recommendation to Approve Unpaid leave for the following Transportation employees:  
Kimberly Shoemaker, Bus Driver, 15.5 days total, effective:  
January 31, 2022  
February 1, 2022  
February 2, 2022  
February 9, 2022 (½ day)  
February 10, 2022  
February 25, 2022 through March 11, 2022  
Christina Chambers, Bus Driver, 2.5 days total, effective:  
January 4, 2022  
February 16, 2022 (½ day)  
February 23, 2022  
Chad Kingsolver, Bus Aide, 6.5 days total, effective:  
February 2, 2022  
February 9, 2022  
February 24, 2022 (½ day),  
February 25, 2022 through March 4, 2022  
Wanda Dean, Bus Driver, 3 days total, effective:  
March 28, 2022  
March 29, 2022  
May 1, 2022  
Paul Hurst, Bus Driver, through the end of the 2021-22 school year
11. Recommendation to approve the daily average hours for Daniel Eckle, Bus Driver, from 4.5 hours to 5 hours per day, effective March 7, 2022.
12. Recommendation to approve the resignation of Codie Sue Johnson, Food & Nutrition Worker, Fairmont High School, effective February 22, 2022, end of day.
13. Recommendation to approve the transfer of Tabitha Cox, Food & Nutrition Worker I, Step 1, from Van Buren Middle School, 3.5 hours/day to Fairmont High School, 3.0 hours/day, effective March 21, 2022.
14. Recommendation to approve the employment of Brenda M. Grooms, Food & Nutrition Service Worker I, Step 2, of the Food & Nutrition Workers Salary Schedule, 3 hours/per day, effective February 15, 2022.
15. Recommendation to approve the resignation of the following Student employees:  
Rebecca Moore effective August 13, 2021  
Miranda Sowerbrower effective June 15, 2021

B. Business Items

1. Recommendation to approve Lease Agreement between the City of Kettering and the Kettering City School District for 18,625 square feet of warehouse space located within the Kettering Business Park. (Enclosure)

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XII. Office of the Treasurer Agenda

- A. February Financial and Investment Report (Enclosure)
- B. Report of Public Record Requests (Enclosure)
- C. Resolution Accepting Amounts and Rates as Determined by the Budget Commission and Authorizing the Necessary Tax Levies and Certifying them to the County Auditor (Enclosure)
- D. Recommendation to establish the time and location of the March 29, 2022, Regular Board Meeting, at 6:00 p.m at the Board Office at 500 Lincoln Park Boulevard. The Board will not be in joint session with the Kettering City Council, rather meet in executive session for the purpose of discussing the employment of personnel.
- E. Recommendation to establish April 26, 2022, at 5:30 p.m. at the Fairmont High School Media Center for the Annual Records Commission Meeting.
- F. Move November 15, 2022, Regular Board Meeting to November 16, 2022, at 6:00 p.m. in the Fairmont High School Recital Hall.
- G. Recommendation to approve entering into a contract with META Solutions for the 2022-23 school year for Internet Service, Finance, Payroll, Human Capital, Student Information and Student Services software hosting and support. (Enclosure)
- H. Recommendation to approve partnering with the Montgomery County Educational Service Center and K-12 Business Consulting, Inc. to conduct the search for Superintendent. There will be no cost to the District.
- I. Recommendation to accept a donation from Family, Career and Community Leaders of America, Inc. (FCCLA - 1910 Association Dr., Reston, VA 20191) of \$1,000.00 to Fairmont High School.
- J. Recommendation to approve amendment to the fiscal year 2022 Permanent Appropriations. (Enclosure)

XIII. Teaching & Learning Agenda

- A. Recommendation to enter into an Agreement between Kettering City Schools and the Montgomery County Educational Service Center to provide an Attendance Officer services for the 2021-22 school year. (Enclosure)
- B. Recommendation to enter into agreement with Rebecca Riffle to provide tutoring services for a student in the International Baccalaureate programs at a rate of \$25.25 per hour, not to exceed fifty-nine (59) total hours of work in the second semester. (Enclosure)
- C. Resolution to participate in paper testing for all Third Grade testing in English Language Arts and Mathematics for the 2022-23 school year. (Enclosure)
- D. Resolution to contribute funds to the Kettering Parks Foundation for the purpose of creating a solar energy interpretive display at Pondview Park. (Enclosure)
- E. Resolution to enter into an agreement with PowerSchool, Unified Insights to provide a platform that will integrate data from our current Student Information System and provide information that will help instruction. (Enclosure)