



Kettering Board of Education
Regular Session
Recital Hall, Fairmont High School
May 16, 2023
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

What	Who	How
I. Roll Call	Mr. Henderson	
II. Adoption of Agenda	Board Members	Discussion
III. Pledge of Allegiance	Mr. Henderson	
IV. Minutes of May 2, 2023, Regular Meeting+	Board Members	Discussion
V. Recognition and Reports	Board Members	
A. Global Citizen - Portrait of a Graduate	Mr. Von Handorf	Recognition
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	Ms. McCarty-Stewart	Approval
XI. Business Services Agenda	Ms. McCarty-Stewart	Approval
XII. Office of the Treasurer Agenda	Mr. Furniss	Approval
XIII. Teaching & Learning Agenda	Ms. McCarty-Stewart	Approval
XIV. Hearing of the Public**	Citizens	Presentation
XV. Executive Session		
A. To consider the sale of property at competitive bidding, or other deposition of unneeded, obsolete, or unfit-for-use property in accordance with section 505.10 of the Revised Code, if premature disclosure of information would give an unfair competitive or bargaining advantage to a person whose personal, private interest is adverse to the general public interest.	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. Certificated Employees

1. Recommendation to accept the following Resignations from Employment to Retirement:
 - a) Deborah Jean Condron, Intervention Specialist, Orchard Park Elementary School, effective end of the 2022-23 school year (42 years in Kettering)
 - b) David A. Nogle, 80% Assistant Athletic Director, Kettering Fairmont High School, effective end of the work day May 31, 2023 (13 Years in Kettering)
2. Recommendation to accept the following Resignations from Employment:
 - a) Jennifer Cyr, 3rd Grade Teacher, Greenmont Elementary School, effective end of the 2022-23 school year
3. Recommendation to approve the following 2022-23 School Year Employee:
 - a) Raymond Nicholas Nieport, Career Technical Information Technology Teacher, Kettering Fairmont High School, effective May 9, 2023
4. Recommendation to approve the following 2022-23 School Year Flexible Extended Service Days:
 - a) Raymond Nicholas Nieport, Career Technical Information Technology Teacher, Kettering Fairmont High School, 2 days total to be worked at the end of the 2022-23 school year
5. Recommendation to approve the 2022-23 After-School Enrichment Program Site Coordinator and Club Advisors, Spring Session, Orchard Park Elementary School. (Enclosure)
6. Recommendation to approve the following employees to provide extended school year services and complete summer scheduling for the summer of 2023, effective May 30, 2023 through August 16, 2023, rates based on the approved 2022-23 and 2023-24 salary schedules. (Enclosures)
7. Recommendation to approve the following employees to complete summer preschool evaluations, effective May 30, 2023 through June 30, 2023, rates based on the approved 2022-23 salary schedule. (Enclosure)
8. Recommendation to approve the following employees to attend the Wilson Language training on May 30 through June 1, 2023, rates based on the KEA Agreement for teachers and the approved 2022-23 salary schedule for paraprofessionals. (Enclosure)
9. Recommendation to approve payment to the following cooperating teachers according to the compensation received by Kettering City Schools from Wright State University. (Enclosure)
10. Recommendation to approve a Memo of Understanding between Kettering City Schools and Michele E. Massa for the preparation and facilitation of the Wilson Language training for new teachers. (Enclosure)
11. Recommendation to approve the following Unpaid Leave of Absence:
 - a) Kailha Lynne Treen, Kindergarten Teacher, Orchard Park Elementary School, due to exhausted sick leave, April 17 (1/2 day) and April 18, 2023 (1 1/2 days)
12. Recommendation to approve the following 2022-23 School Year Supplemental Contract:
 - a) Michaela Rhoades, Detention Monitor, Kettering Fairmont High School

+ Contract will be issued upon verification and receipt of CPR/AED, Concussion, Sudden Cardiac Arrest and Fundamentals of Coaching Certificates, appropriate reports from Ohio BCII and FBI background checks as well as a current Pupil Activity Permit.

* Has a teaching certificate but no base contract.

Kettering Board of Education
May 16, 2023

** 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 2022-23 school year at the designated rate per year.

13. Recommendation to approve the following 2022-23 Substitute Teacher:
 - a) Jeremy S. Auerbach, effective April 18, 2023
14. Recommendation to place the following Substitute Teachers on the current teacher salary schedule, having substituted 30 working days in the same assignment, in accordance with the Ohio Department of Education, and continuing until assignment ends:
 - a) Kimberlee Marie Campbell for Ginalise Dilullo, Kettering Fairmont High School, effective April 26, 2023
 - b) Savannah Renee White for Rebecca Katherine Yada, Kettering Middle School, effective May 2, 2023
 - c) Alexis Jolie Hagerman for Brittany Paige Leach, Kettering Middle School, effective May 5, 2023
 - a) Roxanne Kay Chivington for Abigail Pearl Hoggatt (Tuesday, Thursday, Friday), Orchard Park Elementary School, effective May 11, 2023
15. Recommendation to approve the following resignations from Substitute Teachers for the 2022-23 School Year:
 - a) Gary F. Wilkinson, effective end of 2022-23 School Year
 - b) Debra M. Thibodeaux, effective end of 2022-23 School Year
 - c) Alexis Jolie Hagerman, effective end of 2022-23 School Year
 - d) Taylor Ann Ritter, effective end of 2022-23 School Year
 - e) Jay Evan Jervis, effective end of 2022-23 School Year
 - f) Ruth Ann Bowser, effective end of 2022-23 School Year
 - g) Raymond Nicholas Nieport, effective May 9, 2023
 - h) Michelle E. Massa, effective May 9, 2023
 - i) Justin Matthew Kihn, effective end of 2022-23 School Year

*****2023-2024*****

16. Recommendation to approve the following 2023-24 School Year Employees:
 - a) Meghan Patricia Donoher, Physical Science Teacher, Kettering Fairmont High School, effective August 14, 2023
 - b) Jay Evan Jervis, French Teacher, Kettering Fairmont High School, effective August 14, 2023
 - c) Justin Matthew Kihn, Physical Science Teacher, Kettering Fairmont High School, effective August 14, 2023
 - d) Cami Jara Copeland, Intervention Specialist, Indian Riffle Elementary School, effective August 14, 2023
 - e) Raymond Nicholas Nieport, Career Technical Information Technology Teacher, Kettering Fairmont High School, effective August 14, 2023

17. Recommendation to approve Adjustment of 2023-24 Teaching Assignment:
 - a) Kenneth B. Molz Jr., from 57.1% to 85.7% Business Teacher, Kettering Fairmont High School, effective August 14, 2023
18. Recommendation to approve the following 2023-24 School Year Flexible Extended Service Days:
 - a) Raymond Nicholas Nieport, Career Technical Information Technology Teacher, Kettering Fairmont High School, 9 days total
 - b) Kenneth B. Molz Jr., from 57.1% to 85.7% Business Teacher, Kettering Fairmont High School, 4 days total
19. Recommendation to approve the following 2023-24 Extended Service Days:
 - a) Cami Jara Copeland, Intervention Specialist, Indian Riffle Elementary School, total of 2 days to be worked before the 2023-24 school year
 - b) David L. Miller Jr., Teacher/Coach, Kettering Fairmont High School, 24 days total
20. Recommendation to approve the following Unpaid Leave of Absence:
 - a) Abigail Pearl Hoggatt, School Counselor, Orchard Park Elementary school, due to infant care for the 2023-24 School year (187 days)
21. Recommendation to approve the following 2023-24 School Year Supplemental Contracts:
 - a) Julian Grasso, Head Golf Coach, Girls, Kettering Fairmont High School
 - b) Kent Drake, Virtual School Point of Contact, Kettering City Schools
22. Recommendation to approve the following 2023-24 Substitute Teachers:
 - a) Dana D. Pearson
 - b) Gary F. Wilkinson
 - c) Casey Grimm
 - d) Christina Michelle Day
 - e) Suzanne Marie Goedde
 - f) Katie M. Nelan
23. Recommendation to approve the following resignations from Substitute Teachers for the 2023-24 School Year:
 - a) Alexis Jolie Hagerman, effective May 1, 2023
 - b) Raymond Nicholas Nieport, effective May 9, 2023
 - c) Michelle E. Massa, effective May 9, 2023
 - d) Justin Matthew Kihn, effective May 10, 2023

B. Classified Employees

1. Recommendation to accept the following Resignations from Employment to Retirement:
 - a) Paul D. Hurst, Bus Driver, Transportation Department, effective end of the 2022-23 school year (9 years in Kettering)
 - b) Debra E. Puterbaugh, Bus Aide, Transportation Department, effective end of day July 31, 2023 (16 years in Kettering)
2. Recommendation to accept the following Resignations from Employment:
 - a) Jennifer Anne Weinberg, Special Education Preschool Paraprofessional, Oakview Elementary School, effective end of day May 11, 2023
3. Recommendation to accept the following from Resignations from Positions Only:
 - a) Liam Thomas McAllaster, Study Hall Monitor, Kettering Fairmont High School, effective end of the 2022-23 school year

Kettering Board of Education
May 16, 2023

- b) Katie M. Nelan, Reading Aide, Beavertown Elementary School, effective end of the 2022-23 school year
 - c) Ashleigh Faith Leeper, Special Education Paraprofessional, Indian Riffle Elementary School, effective end of day August 11, 2023
4. Recommendation to approve the following Adjustment of the 2022-23 School Year Classified Assignment:
 - a) Justin Thomas Van Cleve, from Assistant Custodian to temporary Head Custodian, Indian Riffle Elementary School, Step 5, effective May 5, 2023
5. Recommendation to approve Sarah Marie Waskin, Food Service Worker I, for the temporary position of Food Service Worker II, Kettering Fairmont High School, Step 3, effective April 3, 2023, until the end of the 2022-23 school year.
6. Recommendation to approve the following 2022-23 Flexible Extended Service Days:
 - a) Lisa Marie Pickett, Secretary to the Director of Business Services/Community Relations, total of 10 days to be worked before the 2023-24 school year
7. Recommendation to approve Adjustments to the May 2, 2023 Board Agenda (X,B,3,d) of the following Unpaid Leave of Absence:
 - a) Nathaniel Jacob Blakeley, Bus Driver, Transportation Department, due to exhausted sick leave, from April 10-11, 17 (1/2 day), 19, 2023 (3 1/2 days) to April 10-11, 17 (1/2 day), 19 (1/2 day), 2023 (3 days)
8. Recommendation to approve Adjustments to the May 2, 2023 Board Agenda (X,B,3,e) of the following Unpaid Leave of Absence:
 - a) Jennifer D. Tucker, Secretary of Teaching and Learning, Kettering City Schools, due to exhausted sick leave, April 17 (1/2 day), April 18 (1/4 day), 2023 (3/4 days) to paid leave
9. Recommendation to approve the following Unpaid Leaves of Absences:
 - a) Michelle Yvonne Wallace, Bus Aide, Transportation Department, due to exhausted sick leave, April 21 (1/2 day) and May 5, 2023 (1 1/2 days)
 - b) Ted J. Tomashot, Assistant Custodian, Kettering Fairmont High School, due to exhausted sick leave, April 26 (1/2 day)-27, 2023 (1 1/2 days)
 - c) Brittany Amanda Combs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave, April 21, 2023 (3/4 day)
 - d) Kyrie Lynn Ross, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, April 18, 2023 (1/2 day)
10. Recommendation to recognize the following Unapproved Unpaid Leaves of Absence:
 - a) John E. Johnson, Bus Driver, Transportation Department, due to personal reasons, April 25, 2023 (2 hrs and 50 min)
 - b) Christy C. Henderson, Bus Aide, Transportation Department, due to personal reasons, April 28-May 5, 2023 (5 days)
 - c) Katie M. Nelan, Reading Aide, Beavertown Elementary School, due to personal reasons, April 21, 2023 (1 day)
 - d) Miranda L. Shroyer, Bus Driver, Transportation Department, due to personal reasons, April 20-21, 2023 (2 days)
 - e) Lattorence Dejuan Tillman, Bus Aide, Transportation Department, due to personal reasons, May 16-18, 2023 (3 days)

Kettering Board of Education
May 16, 2023

11. Recommendation to approve payment to John Gentry, Performing Arts Facility Manager, at the rate of \$47.98 per hour, for work supporting outside groups using Kettering City School District facilities on an as-needed basis, costs to be billed to outside groups.
12. Recommendation to approve the following 2022-23 Classified Substitutes:
 - a) Theodore Aaron Hale, Buildings & Grounds
 - b) Denise Allen Ruth, Food & Nutrition Services, effective April 18, 2023
13. Recommendation to approve the following 2022-23 Student Worker:
 - a) Dominic Marc DeLeo, paid at the current Ohio Federal Minimum Wage Rate, effective May 29, 2023

*****2023-2024*****

14. Recommendation to approve the following 2023-24 Classified Substitutes:
 - a) Denise Ruth Allen, Food & Nutrition Services
 - b) Melissa Lynn Wehner, Clerical

XI. Business Services Agenda

- A. Recommendation to approve a resolution to accept donations to the Kettering City School District during the 2022-2023 school year. (Enclosure)
- B. Recommendation to approve revised Item XI,B, from the May 2, 2023 Board Agenda to approve an agreement between Kettering City Schools for reimbursement for Costs of School Resource Officers, effective August 1, 2023. (Enclosure)

XII. Office of the Treasurer Agenda

- A. Recommendation to accept the April Financial and Investment Report (Enclosure)
- B. Recommendation to accept the May Five-Year Forecast Update (Enclosure)
- C. Recommendation to appoint Dinsmore & Shohl (formerly Peck, Shaffer & Williams) District Bond Counsel. (Enclosure)

XIII. Teaching & Learning Agenda

- A. Recommendation to approve revised Item XIII,D, from the May 2, 2023 Board Agenda to approve an agreement between Kettering City Schools and South Community, Inc., to provide mental health services to support students for the 2023-24 school year. (Enclosure)
- B. Recommendation to approve an agreement between Kettering City Schools and Montgomery County Education Service Center to provide services as listed in the Service Agreement, effective July 1, 2023 - June 30, 2024. (Enclosure)
- C. Recommendation to enter into an agreement between Kettering City Schools and Warren County Educational Resource Center to provide Services to the District, effective for the 2023-24 school year. (Enclosure)
- D. Recommendation to approve the renewal of the Agreement between the City of Kettering and Kettering City Schools with South Community, Inc., to provide Youth Counseling Services for the 2023-24 school year. (Enclosure)