



Kettering Board of Education
Regular Session
Recital Hall, Fairmont High School
June 7, 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 May 17, 2022, Regular Meeting	Board Members	Discussion
V. Board Committee Reports	Board Members	Discussion
VI. Hearing of the Public regarding Agenda Items*	Citizens	Discussion
VII. Information for Decision-making+		
A. Items for Upcoming Meetings	Board/Staff	Discussion
VIII. Decisions of the Board	Board Members	Approval
A. Establish June 14, 2022, at 6:00 p.m., Fairmont High School Recital Hall as the date and time of the 2nd regular meeting for June. The June 21st meeting is canceled as a result of this change.		
IX. Human Capital Agenda+	Mr. Inskeep	Approval
X. Business Services Agenda	Mr. Inskeep	Approval
XI. Office of the Treasurer Agenda+	Mr. Furniss	Approval
XII. Teaching & Learning Agenda+	Mr. Inskeep	Approval
XIII. Hearing of the Public**	Citizens	Presentation
XIV. 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.

IX. Human Capital Agenda:

- A. Recommendation to adjust the following Resignations from Employment:
 - 1. Amy Lauren Tritschler, Preschool Intervention Specialist, Indian Riffle Elementary School, effective end of work day July 30, 2022.
- B. Recommendation to accept the following Resignation from Employment to Disability Allowance:
 - 1. Carol Lynn Harris, 6th Grade English Language Arts Teacher, Van Buren Middle School, effective end of the 2021-22 school year.
- C. Recommendation to accept the following Resignations from Employment:
 - 1. Madeline Ann Gronotte, Psychology Intern, Kettering City Schools (ODE/grant funds), effective end of work day May 20, 2022.
 - 2. Pamela Sue Wenning, School Aide, Beavertown Elementary School, effective end of work day May 19, 2022.
 - 3. Morgan Lynn Hawkey, Child Care Aide, Kettering Early Childhood Education Center, effective end of work day May 27, 2022.
- D. Recommendation to accept the following from Resignations from Positions Only:
 - 1. Sondra Elizabeth Nowicki, School Aide, Greenmont Elementary School, effective end of work day May 19, 2022.
 - 2. Jamie Nicole Copeland, School Aide, Oakview Elementary School, effective end of work day May 19, 2022.
 - 3. Collette Christine Hauge, Intervention Specialist, Kettering Fairmont High School, effective end of the 2021-22 school year.
- E. Recommendation to approve the following Unpaid Leaves of Absences:
 - 1. Kholoud Jamal Azzam, Food Service Worker I, Kettering Middle School, due to exhausted sick leave, May 2, 2022 (1 day).
 - 2. Christina Renee Martinez, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, May 16, 2022 (1 day).
 - 3. Robert Matthew Blevins, Classroom Aide (Guided Study), Kettering Middle School, due to exhausted sick leave, April 25, 2022 (1 day).
 - 4. Cristina Michele Melzer, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, April 25, 2022 (3/4 day).
 - 5. Katherine Ann Elliott, Classroom Aide (Lunch), Kettering Middle School, due to exhausted sick leave, April 28, 2022 (1 day).
 - 6. Kyrie Lynn Ross, Special Education Paraprofessional, Kettering Middle School, due to exhausted sick leave, May 19, 2022 (1 day).
 - 7. Christopher C. McVicar, Computer Technology Teacher, Van Buren Middle School, due to personal reasons, May 18, 2022 (1 day).
 - 8. Maria del Rocio Ruiz Munoz, Special Education Preschool Paraprofessional, Indian Riffle Elementary School, due to exhausted sick leave, May 19, 2022 (1/2 day).
- F. 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

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- G. Recommendation to approve the adjustment of Amy Lauren Tritschler, Preschool Intervention Specialist, to work 80 hours for Preschool Evaluations and replacing Melissa D. Chrisman, Preschool Intervention Specialist, from the May 17, 2022 Board Agenda Enclosure (X,L) effective May 23, 2022 through June 30, 2022, to be paid at the 2021-22 approved salary schedule (grant funded).
- H. Recommendation to approve the adjustment of work hours for Monica R. Tharp, School Nurse, to work 17 hours for Preschool Evaluations and Julia C. Kruzel, School Nurse, to work 15 hours from the May 17, 2022 Board Agenda Enclosure (X,L) effective May 23, 2022 through June 30, 2022, to be paid at the 2021-22 approved salary schedule (grant funded).
- I. Recommendation to approve Allison Rose Astles and Hayley Elizabeth Carroll to work up to 7 hours each prior to August 1, 2022, for Course Work/Curriculum Development and paid at the KEA approved rate for work outside of contract time.
- J. Recommendation to approve payment for the following teachers for District-Wide Staff Development Presentations per the KEA Agreement:
 - 1. Sarah N. Wissman
 - 2. Jill E. Strickland
 - 3. Corey I. Miller
 - 4. Amy Lauren Tritschler
- K. Recommendation to approve payment for Jennifer A. Zale for three unique District-Wide Staff Development Presentations per the KEA Agreement.
- L. Recommendation to approve Lori L. Kaiser to work up to 32 hours prior to August 1, 2022, for middle school scheduling and paid at the KEA approved rate for work outside of contract time.
- M. Recommendation to approve the following employees to provide extended school year services for the Summer of 2022. Hourly rates based on the approved 2021-22 and 2022-23 salary schedules:
 - 1. Dann A. Grossman - 3 additional hours for a total of 15 hours.
 - 2. Melanie Singleton - total of 4 hours.
 - 3. Christine M. Wright - 2 additional hours for a total of 14 hours.
 - 4. Laurie E. Kosater - 20 additional hours for a total of 40 hours.
- N. Recommendation to approve the following Adjustments of the 2021-22 School Year Paraprofessional Assignments:
 - 1. Melissa Gail Tarter, Child Care Aide, 5 3/4 hrs/day to 4 3/4 hrs/day, School Aide, 2 hrs/day to 3 hrs/day, Southdale Elementary School.
- O. Recommendation to approve the following Adjustments of 2021-22 School Year Supplemental Assignments:
 - 1. Stevin Crane, Music Enrichment Advisor from (Tier 3) \$300 to \$2,000.

+ 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.

- P. Recommendation to approve the adjustment of nonrenewals for the following 2021-22 School Year Long-Term Substitute Teacher Assignments:
 - 1. Sara Beth Rado, for Carol Lynn Harris, Van Buren Middle School, from May 19, 2022 to effective May 20, 2022.
 - 2. Carol R. Manda, for Tynetta Wilson Schaffer, Van Buren Middle School, from May 19, 2022 to effective May 20, 2022.
 - 3. Marcia Lynn Boisvert, for Rebecca Renee Reeb, Van Buren Middle School, from May 19, 2022 to effective May 20, 2022.
- Q. Recommendation to approve the following 2021-22 Substitute Teachers:
 - 1. Timothy Caleb Hoffman, effective May 3, 2022.
- R. Recommendation to approve the following 2021-22 Buildings and Grounds Substitutes:
 - 1. Scott Allen Frederick
 - 2. Scott A. Reynolds
- S. Recommendation to approve the following 2021-22 Student Workers:
 - 1. Gabriel Michael Roush, effective May 31, 2022.
- T. Recommendation to approve the following 2021-22 resignations from Substitute Teachers, Paraprofessionals, Nurses, Clerical, and Buildings and Grounds: (Enclosure)

*****2022-2023*****

- U. Recommendation to approve employment of the following 2022-23 School Year Employees:
 - 1. Steven William Sage, Career Technical Fire Safety Training Teacher, Kettering Fairmont High School, effective August 15, 2022.
 - 2. Makenna Noelle Lemmon, Speech and Language Pathologist, Orchard Park Elementary School, effective August 15, 2022.
 - 3. Michaela Renee Rhoades, Intervention Specialist, Kettering Fairmont High School, effective August 11, 2022.
 - 4. Noah Patrick Buell, Intervention Specialist, Kettering Fairmont High School, effective August 11, 2022.
 - 5. Melissa Frances Parsons, Intervention Specialist, Kettering Middle School, effective August 11, 2022.
 - 6. Jacob David Hostetler, Intervention Specialist, Kettering Fairmont High School, effective August 11, 2022.
 - 7. Alexandria Grace Miller, Kindergarten Teacher, John F. Kennedy Elementary School, effective August 15, 2022.
 - 8. Sarah Elizabeth Cornell, Preschool Intervention Specialist, Indian Riffle Elementary School, effective August 11, 2022.
 - 9. Kallie Alyssa Schimmoeller, Math Teacher, Kettering Middle School, effective August 15, 2022.
 - 10. Theodore Aaron Hale, Classroom Aide (General), Van Buren Middle School, 2 1/2 hrs/day, Step 1, effective August 15, 2022.
 - 11. Liam Thomas McAllaster, Study Hall Monitor, Kettering Fairmont High School, 7 hrs/day, Step 1, effective August 15, 2022.
 - 12. Sondra Elizabeth Nowicki, Child Care Aide, Kettering Early Childhood Education Center, as needed, Step 2, effective August 11, 2022.

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13. Elizabeth K. Stevko Reeder, Special Education Preschool Paraprofessional, Indian Riffle Elementary School, 3 1/2 hrs/day, Step 1, effective August 15, 2022.
 14. Elizabeth K. Stevko Reeder, Special Education Paraprofessional, J. E. Prass Elementary School, 3 1/2 hrs/day, Step 1, effective August 15, 2022.
 15. Jamie Nicole Copeland, Special Education Paraprofessional, Oakview Elementary School, 7 hrs/day, Step 1, effective August 15, 2022.
 16. Anna Burke, Psychology Intern, Kettering City Schools (ODE/grant funds), effective August 15, 2022.
- V. Recommendation to approve employment of the following 2022-23 Administrator:
1. Collette Christine Hauge, Special Education Coordinator, Kettering City Schools, Pay Grade 12, Step 5, 205 days, effective July 28, 2022 through July 31, 2024.
- W. Recommendation to approve employment of the following 2022-23 Support Administrator:
1. Thomas J. Henderson, Career Tech Planning District Work-Based Learning Coordinator, Kettering Fairmont High School (career development funds), Pay Grade 6, Step 1, 188 days, effective August 1, 2022 through July 31, 2023.
- X. Recommendation to approve the following Transition Days:
1. Collette Christine Hauge, Special Education Coordinator, 10 full days to be worked no later than July 27, 2022 and paid at the 2021-2022 daily rate.
- Y. Recommendation to approve the following 2022-23 Flexible Extended Service Days:
1. Steven William Sage, Career Technical Fire Safety Training Teacher, Kettering Fairmont High School, 14 days total.
 2. Jacob Clark Feldmeyer, Career Technical Business Academy Teacher, Kettering Fairmont High School, 9 days total.
- Z. Recommendation to approve the following 2022-23 Extended Service Days:
1. Michaela Renee Rhoades, Intervention Specialist, Kettering Fairmont High School, total of 2 days before the school year and 0 days after the school year, total of 2 days.
 2. Noah Patrick Buell, Intervention Specialist, Kettering Fairmont High School, total of 2 days before the school year and 0 days after the school year, total of 2 days.
 3. Melissa Frances Parsons, Intervention Specialist, Kettering Middle School, total of 2 days before the school year and 0 days after the school year, total of 2 days.
 4. Jacob David Hostetler, Intervention Specialist, Kettering Fairmont High School, total of 2 days before the school year and 0 days after the school year, total of 2 days.
 5. Emilee Annis Bateman, Elementary Math Leader, Kettering City Schools, total of 5 days before the school year and 4 days after the school year, total of 9 days.
 6. Sarah Elizabeth Cornell, Preschool Intervention Specialist, Indian Riffle Elementary School, total of 2 days before the school year and 0 days after the school year, total of 2 days.
- AA. Recommendation to approve Adjustment of 2022-23 Teaching Assignments:
1. Molly M. Carmosino, Grants Coordinator, Kettering City Schools, from 100% to 75%, effective August 15, 2022.
 2. Jacob Clark Feldmeyer, Career Technical Business Academy Teacher, Kettering Fairmont High School, from 57.1% to 100%, effective August 15, 2022.
- BB. Recommendation to approve the following Adjustments of the 2022-23 School Year Paraprofessional Assignments:
1. Melissa Gail Tarter, School Aide, 2 hrs/day to 3.25 hrs/day, Southdale Elementary School.

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CC. Recommendation to approve Sabbatical Leave per KEA/Board Negotiated Agreement, Najwa Anne Jones, Music Teacher, Kettering Fairmont High School, effective 2022-23 school year.

DD. Recommendation to approve the following 2022-23 School Year Supplemental Contracts:

1. Steve Grasso, Lead Teacher, Alternative School, Kettering Fairmont High School.
2. Ryan Lamb, Fall Play Director, Kettering Fairmont High School.
3. Emily Bruzzese, National Honor Society Advisor, Kettering Fairmont High School.
4. Darren McGarvey, Winter Play Director, Kettering Fairmont High School.
5. Judy Costa, Yearbook Advisor, Kettering Fairmont High School.
6. Meghan Fay, Principal Designate (Central/East), Kettering Fairmont High School.
7. Candace McCoy, Principal Designate (South/West), Kettering Fairmont High School.
8. Kelly Samborsky, Department Chair, Generalist, Beavertown Elementary School.

EE. Recommendation to approve the following 2022-23 School Year Resignations from Supplemental Contracts:

1. Zach Yike, 67% Head Basketball Coach, 7th Grade Girls, Kettering Middle School.
2. Zach Yike, Head Softball Coach, Kettering Middle School
3. Josh Jackson, 67% Head Basketball Coach, 8th Grade Girls, Kettering Middle School.
4. Garrett Ross, Assistant Field Hockey Coach, Kettering Middle School.
5. Bridget Shampton, Assistant Basketball Coach, Girls, Kettering Fairmont High School.

FF. Recommendation to approve the following 2022-23 Substitute Teachers:

1. Brooke Morgan Westbeld
2. Nicole Anne Hornback (Job Share Only)

GG. Recommendation to approve the following 2022-23 Substitute Paraprofessionals:

1. Theodore Aaron Hale
2. Ashley Nicole Datz

HH. Recommendation to approve the following 2022-23 Food and Nutrition Substitutes:

1. Ruth Helen Whitt

II. Recommendation to approve the following 2022-23 Long-Term Substitute Teachers:

1. Owen William Carpenter, for Najwa Anne Jones, Kettering Fairmont High School, effective August 15, 2022.
2. Jazmin M. Cooley, for Kimberly A. Keller, John F. Kennedy Elementary School, effective August 15, 2022.
3. Katelyn Nicole Shahady, for Caitlin Marie Wolodkiewicz, Orchard Park Elementary School, effective August 15, 2022.

X. Business Services Agenda

A. Classified Staff

1. Recommendation to accept the Resignation to Retirement for Jill A. Schenck, Secretary Preschool & Grants, effective June 30, 2022. (27 years in Kettering)
2. Recommendation to increase the daily hours for Susan Sowerbrower from 5 hours to 7.5 hours per day beginning in the 2022-23 school year.
3. Recommendation to accept the Resignation of Alyssa Marie Harrah, MMLC Coordinator, Beavertown Elementary School, effective May 23, 2022.

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4. Recommendation to approve the promotion of Megan Colleen Lammers from Secondary School Secretary II, to Secretary to Middle School Principal, Van Buren Middle School, Pay Grade IV, Step 6, effective 2022-23 School Year.
5. Recommendation to approve changing Henry Aaron Mullen, Transportation Dispatcher, Pay Grade II, Step 4, 7 ½ hours per day, from a 10 month work schedule to a 12 month work schedule, effective June 13, 2022.
6. Recommendation to accept the Resignation to Retirement for David L.Duell, General Maintenance, effective July 31, 2022, end of day. (37 Years in Kettering)
7. Recommendation to approve the termination of Stephen John Sweeterman, Bus Aide, effective May 19, 2022, end of day.
8. Recommendation to Approve Unpaid leave for the following Transportation employees:
 - a) Rhonda Jaye Blagg, Bus Driver, effective April 28, (½ day) & 29, 2022 (1 ½ days)
 - b) Julie Wise, Bus Aide, effective April 26, 2022 (½ day), May 16, 2022 (1 day)
 - c) Shari Wright-Parham, Bus Aide, effective April 21, 2022
9. Recommendation to acknowledge Unapproved, Unpaid leave for the following Transportation employees:
 - a) Stephen John Sweeterman, Bus Aide, effective May 10, 11, 12, 2022 (3 days)
10. Recommendation to approve the following Bus Drivers as needed for summer routes and trips, to be paid at their regular hourly rate:
 - a) Richard Basson Jr.
 - b) Melissa Beatty
 - c) Jackie Bloom
 - d) Maureen Callahan
 - e) Brian Dalton
 - f) Kevin Duffy
 - g) Jon Durrenberg
 - h) Shelley Fischer
 - i) Tammy Hess
 - j) Brandie House
 - k) Rhonda Howard
 - l) Carol Huff
 - m) John Johnson
 - n) Angie Klein
 - o) Michael T. Konicki
 - p) Ronald Kuhn
 - q) Kellie Ledford
 - r) Rhonda Ludwick
 - s) Michelle Mason
 - t) Johnny Maynard
 - u) Michelle Murphy
 - v) Michelle Murray
 - w) Virgil Oatts
 - x) James Pearson
 - y) Miranda Shroyer
 - z) Nicole Shupe

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- aa) Gregg Wald
- bb) Brittany Walton
- cc) Cherri Washington
- dd) Kacey Winhoven
- ee) Roger Wheeler
- ff) Melvin D. Wicker
- gg) Sean Wilson
- hh) Robert Young

XI. Office of the Treasurer Agenda

- A. Recommendation to approve a Joint Memorandum of Understanding between the Kettering City School District Board of Education and the Kettering Educational Association and the Ohio Association of Public School Employees, AFSCME/AFL-CIO Locals #182, 183, 193, 553, 573 and 649. (Enclosure)
- B. Recommendation to approve a contract with Enrollment Management Services (EMS) to develop and service an Opt-Out Program for employees with access to alternate healthcare coverage. (Enclosure)
- C. Recommendation to approve a contract with the Montgomery County Educational Service Center (MCEC) for the Marketing Formula, funded with City/County Agreement Funds. (Enclosure)
- D. Financial Stability Discussion. (Enclosure)

XII. Teaching & Learning Agenda

- A. Recommendation to approve entering into an agreement with Warren County Educational Resource Center to provide services to the Kettering City Schools District, effective July 1, 2022 through June 30, 2023. (Enclosure)
- B. Recommendation to approve entering into an agreement with Montgomery County Educational Resource Center to provide Services to the Kettering City Schools District, effective July 1, 2022 through June 30, 2022. (Enclosure)



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AGENDA ADDENDUM

IX. Human Capital

- JJ. Recommendation to accept the Resignation from Employment and Waiver and Release of David S. Link, Career Technical Career Exploration Teacher, Kettering Fairmont High School, effective March 1, 2023.**