



**Kettering Board of Education**  
**Regular Session**  
**Recital Hall, Fairmont High School**  
**May 3, 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 Special Meeting April 25, 2022, Regular Meeting April 26, 2022, and Records Commission Meeting April 26, 2022	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. Recommendation to approve changes to the Chester A. Roush Hall of Fame Criterion+	Ms. Kane	Approval
B. Second Reading of Revision of Kettering Board of Education Policies and Bylaws by NEOLA of Ohio+	Mr. Lackey	Approval
IX. Human Capital Agenda+	Mr. Inskeep	Approval
X. Business Services Agenda+	Mr. Inskeep	Approval
XI. Office of the Treasurer Agenda+	Mr. Furniss	Approval
XII. Hearing of the Public**	Citizens	Presentation
XIII. 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 accept the following Resignation from Position Only:
  - 1. Amy L. Jordan, Classroom Aide (General), Van Buren Middle School, effective end of work day May 19, 2022.
- B. Recommendation to approve the following Unpaid Leaves of Absences:
  - 1. Lauren Michelle Unglesby, Third Grade Teacher, Oakview Elementary School, due to exhausted sick leave, May 9, 2022 - May 20, 2022 (10 days).
  - 2. Christina Renee Martinez, Special Education Paraprofessional, due to exhausted sick leave, April 22, 2022 (1 day).
- C. Recommendation to approve the following Extended Days:
  - 1. John Aaron Gentry, Performing Arts Facilities Manager, Kettering Fairmont High School, 10 full days to be worked no later than July 31, 2022 and paid at the 2021-22 daily rate.
- D. Recommendation to approve the adjustment(s) of the Compensation Plans for Certificated Administrators and Support Administrators, effective August 1, 2021 through July 31, 2024. (Enclosure)
- E. Recommendation to approve Kim Broomhall, Teacher, Kettering Fairmont High School, to work up to 28 hours for preparing and monitoring the Summer School APEX Program, paid at the 2021-22 KEA summer school rate.
- F. Recommendation to approve Karen Locke, Teacher, Van Buren Middle School, for the 2021-22 Making Middle Grades Work Site Visit Coordinator paid from the High Schools That Work Grant. (Enclosure)
- G. Recommendation to approve the following 2021-22 School Year Supplemental Assignments:
  - 1. Susan Frey, Friday Night School Monitor, Kettering Fairmont High School.
  - 2. Suan Frey, Friday Night School Supervisor, Kettering Fairmont High School.
  - 3. Victor Colon Negron, Friday Night School Supervisor, Kettering Fairmont High School.
  - 4. Bob Franz, Friday Night School Supervisor, Kettering Fairmont High School.
  - 5. Michelle Mercs, Friday Night School Supervisor, Kettering Fairmont High School.
  - 6. Rebecca Templeton, Friday Night School Supervisor, Kettering Fairmont High School.
  - 7. Scott Beirise, Friday Night School Supervisor, Kettering Fairmont High School.
  - 8. Beth Hann, Friday Night School Supervisor, Kettering Fairmont High School.
  - 9. Ryan Lamb, Friday Night School Supervisor, Kettering Fairmont High School.
  - 10. Mike LoVullo, Friday Night School Supervisor, Kettering Fairmont High School.
  - 11. Kelly Mora, Friday Night School Supervisor, Kettering Fairmont High School.
  - 12. Scott Byer, Friday Night School Supervisor, Kettering Fairmont High School.
  - 13. Craig Byer, Friday Night School Supervisor, Kettering Fairmont High School.
  - 14. Josh Oliver, Friday Night School Supervisor, Kettering Fairmont High School.
  - 15. Kent Drake, Friday Night School Supervisor, Kettering Fairmont High School.
  - 16. Terri Weiss, Friday Night School Supervisor, Kettering Fairmont High School.
  - 17. Matt Adams, Friday Night School Supervisor, Kettering Fairmont High School.
  - 18. Tina Kurtz, Friday Night School Supervisor, Kettering Fairmont High School.
  - 19. Casey Mattesson, Friday Night School Supervisor, Kettering Fairmont High School.
  - 20. Bj Isbrandt, Friday Night School Supervisor, Kettering Fairmont High School.
  - 21. Brian Kennelly, Friday Night School Supervisor, Kettering Fairmont High School.
- H. Recommendation to approve the change from Saturday School to Friday Night School for the 2021-22 School Year.

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I. Recommendation to approve the following 2021-22 School Year Flexible Supplemental Contracts:

1. Angela Homan, Technology Club (Tier 2), John F. Kennedy Elementary School.
2. Betsy Brown, Technology Club (Tier 2), John F. Kennedy Elementary School.
3. Jennifer Stone, Green Team (Tier 2), John F. Kennedy Elementary School.
4. Vanessa Hays, 100 Mile Club (Tier 2), John F. Kennedy Elementary School.
5. Stuart Wheeler, Art Club (Tier 2), John F. Kennedy Elementary School.
6. Tracey Nissen, Jr. Optimist Club (Tier 1), John F. Kennedy Elementary School.
7. Christine Lawrence, Jr. Optimist Club (Tier 1), John F. Kennedy Elementary 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.

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

1. Jon A. Miller
2. Margaret Rose Roalef
3. Dean Edward Duros

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

1. Brittany Paige Leach - Master's Degree
2. Heather Atkins Cone - Master's Degree

L. Recommendation to approve the following resignations for Substitute Teachers and Paraprofessionals for the 2021-22 School Year:

1. Victoria L. Aughenbaugh (Sub Paraprofessional)
2. Jolynn L. Colebaugh (Sub Teacher)
3. Angela Renee Relick (Home Instruction - Master's Degree)
4. Rachel Rene Little (Sub Clerical and Sub Food and Nutrition)
5. Bridgette Lynn Evans (Sub Clerical and Sub Food and Nutrition)
6. Stephenie Denney (Sub Teacher)
7. Alison Fay Levin (Sub Teacher)

M. Recommendation to approve the adjustment of the 61st work day for Morgan L. Bailey, J.E. Prass Elementary School, Long-term Substitute Teacher for Caitlin Marie Wolodkiewicz, from effective April 20, 2022 to April 21, 2022.

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

N. Recommendation to accept the following Resignation from Employment to Retirement:

1. Michele E. Massa, Title 1 Lead Teacher, John F. Kennedy Elementary School, effective end of work day September 30, 2022 (27 years in Kettering).

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- O. Recommendation to approve employment of the following 2022-23 Administrator:
  - 1. Charles Eugene Gooding, Elementary School Principal, John F. Kennedy Elementary School, Pay Grade 19, Step 8, 220 days, effective July 18, 2022 through July 31, 2024.
- P. Recommendation to approve employment of the following 2022-23 Support Administrator:
  - 1. Cynthia L. Smith, Supervisor of Early Childhood Education, Kettering Early Childhood Education Center, Pay Grade 10, Step 8, 260 days, effective August 1, 2022 through July 31, 2024.
- Q. Recommendation to approve the following Transition Days:
  - 1. Cynthia L. Smith, Supervisor of Early Childhood Education, Kettering Early Childhood Education Center, 5 full days to be worked no later than July 31, 2022 and paid at the 2022-23 daily rate.
  - 2. Gene Gooding, Elementary School Principal, John F. Kennedy Elementary School, 5 full days to be worked no later than July 15, 2022 and paid at the 2022-23 daily rate.
- R. Recommendation to approve the following Extended Days:
  - 1. John Aaron Gentry, Performing Arts Facilities Manager, Kettering Fairmont High School, 10 full days to be worked no later than July 31, 2023 and paid at the 2022-23 daily rate.
- S. Recommendation to approve the following return to full-time status following Job Sharing Assignment, effective 2022-23 school year:
  - 1. Emily Kappel, 4th Grade Teacher, Beavertown Elementary School.
- T. Recommendation to grant Continuing Contracts (Tenure) to Eligible Staff for the 2022-23 School Year. (Enclosure)
- U. Recommendation for renewal of One-Year Contracts for Licensed Staff and approval of salary placement (Class & Step) for Licensed Staff on Continuing Contracts (Tenure) for the 2022-23 School Year. (Enclosure)
- V. Recommendation to issue Extended Service Day Contracts for the 2022-23 School Year to the following employees. (Enclosure)
- W. Recommendation to issue Flexible Extended Service Day Contracts for the 2022-23 School Year to the following employees. (Enclosure)
- X. Recommendation to approve the continued employment of the following Classroom Aides for the 2022-23 School Year. (Enclosure)
- Y. Recommendation to nonrenew the following Classroom Aides for the 2022-23 School Year. (Enclosure)
- Z. Recommendation to nonrenew the following Before and After School Child Care Aides for the 2022-23 School Year. (Enclosure)
- AA. Recommendation to approve the following Unpaid Leaves of Absences for the 2022-23 School Year:
  - 1. Elsie M. Bundschuh, Special Education Paraprofessional, Orchard Park Elementary School, due to infant care, 2022-23 school year.
  - 2. Audrey Renee Williamson, Special Education Paraprofessional, Orchard Park Elementary School, due to infant care, 2022-23 School Year.
  - 3. Caitlin Marie Wołodkiewicz, Third Grade Teacher, Orchard Park Elementary School, due to infant care, 2022-23 School Year.
  - 4. Rachel A. Van Atta, Second Grade Teacher, Indian Riffle Elementary School, due to infant care, 2022-23 School Year.
- BB. Recommendation to approve the following 2022-23 Supplemental Contracts. (Enclosure)
- CC. Recommendation to approve the continued employment of the following Substitute Teachers for the 2022-23 School Year. (Enclosure)

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- DD. Recommendation to approve the continued employment of the following Substitute Paraprofessionals for the 2022-23 School Year. (Enclosure)
- EE. Recommendation to approve the continued employment of the following Clerical Substitutes for the 2022-23 School Year. (Enclosure)
- FF. Recommendation to approve the continued employment of the following MMLC/Reading Aide Substitutes for the 2022-23 School Year. (Enclosure)
- GG. Recommendation to approve the continued employment of the following Home Instruction Substitutes for the 2022-23 School Year. (Enclosure)
- HH. Recommendation to approve the continued employment of the following Substitute Nurses for the 2022-23 School Year:
  - 1. Nicole Leigh Braun
  - 2. Tonya Lee Beavon
  - 3. Valerie J. Beirise
  - 4. Jude A. Cohen
  - 5. Melissa Anne Gantz
  - 6. Kaitlynn Michelle Rowse
  - 7. Karen Lynn Smith
  - 8. Michelle Ann Thompson
  - 9. Carol Jean von Gruenigen
  - 10. Rebecca Lynn Marcum
- II. Recommendation to approve the continued employment of the following Substitute Bus Drivers for the 2022-23 School Year:
  - 1. Ned Eric Castor
  - 2. Ted Eric Flaherty
  - 3. Jennifer Ann Van Winkle
- JJ. Recommendation to approve the continued employment of the following Building and Grounds Substitutes for the 2022-23 School Year:
  - 1. Brett T. Chelgren
  - 2. Brandon Michael Hall
  - 3. Kristopher N. Heaps
  - 4. Santino Thomas Striffolino
  - 5. Christopher Bailee Taylor
  - 6. Tyler Russell Whaley
  - 7. Tyler Joseph Overholser
  - 8. Theodore Aaron Hale
- KK. Recommendation to approve the continued employment of the following Food and Nutrition Substitutes for the 2022-23 School Year:
  - 1. Tabitha Lee Cox
  - 2. Jordan Sierra Damrell
  - 3. Lynne M. Gordon
  - 4. Cecelia Jane Thorp

X. Business Services Agenda

A. Classified Staff

1. Recommendation to approve the continued employment of the following groups of Classified Employees for the 2022-23 school year. (Enclosure)
2. Recommendation to approve the continuation of employment for the following Supervisors for Recording the Board Meetings, \$60 per meeting, one supervisor per meeting, for the 2021-22 school year:
  - a) Laura J. Hutchens
  - b) Scott M. Leo
3. Recommendation to approve the employment of John Aaron Gentry for Recording the Board Meetings, \$60 per meeting, one supervisor per meeting, for the 2021-22 school year.
4. Recommendation to Approve Unpaid leave for the following Transportation employees:
  - a) Rhonda Jaye Blagg, Bus Driver, April 22, 2022
  - b) Steven Kelly Catalano, Bus Driver, April 15, 2022
  - c) Kimberly Shoemaker, Bus Driver, May 2 - 19, 2022 (14 days)
5. Recommendation to approve the daily average hours for the following Transportation Employees: (Enclosure)

B. Business Items

1. Recommendation to approve a resolution to accept donations to the Kettering City School District during the 2021-22 school year. (Enclosure)

XII. Office of the Treasurer Agenda

- A. Recommendation to approve an updated Deferred Compensation Plan Document (Enclosure)