



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 21, 2023, Regular Meeting and March 7, 2023 Work Session	Board Members	Discussion
V. Recognition and Reports	Board Members	
A. Ohio Auditor's Award of Distinction presented to Kettering City School District for the 2022 fiscal year.	Keith Faber, Auditor of State & Joe Braden, West Regional Liaison	Presentation
B. Portrait of a Graduate - Thoughtful Communicator	Mr. Von Handorf	Presentation
C. Academic Scholars	Mr. Alexander	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. Johnson	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. Hearing of the Public**	Citizens	Presentation
XIV. Executive Session	Board Members	Discussion
A. Preparing for OAPSE Negotiations	Julie Martin	Discussion
B. Consideration of the appointment of a public employee or official	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. Certificated Employees

1. Recommendation to accept the following Resignations from Employment:
 - a) Cary L. Furniss, Treasurer, Kettering City Schools, effective end of work day May 31, 2023 (Enclosure)
 - b) Melissa Ann Sparks, Fiscal Analyst, Kettering City Schools, effective end of work day March 23, 2023
 - c) Susan Elizabeth Conver, 8th Grade Math Teacher, Kettering Middle School, effective end of the 2022-23 school year
 - d) Mary Shannon Hughes, 50% 2nd Grade Teacher, J.E. Prass Elementary School, effective end of the 2022-23 school year
 - e) Jacob David Hostetler, Intervention Specialist, Kettering Fairmont High School, effective end of work day March 17, 2023
2. Recommendation to approve a Resolution to eliminate one full-time teaching position and suspending contract. (Enclosure)
3. Recommendation to approve the following Unpaid Leaves of Absences:
 - a) Erin Catherine Perkins, Intervention Specialist, Greenmont Elementary School, due to infant care, February 14-March 31, 2023 (28 1/2 days)
 - b) Megan Maureen Totton, Title I Teacher, John F. Kennedy Elementary School, due to exhausted sick leave, February 17-March 17, 2023 (20 1/2 days)
 - c) Nancy Beth Bruno, Speech Language Pathologist, Beavertown Elementary School, due to exhausted sick leave, February 14-16, 2023 (3 1/2 days)
 - d) Rebecca Renee Reeb, 6th Grade English Language Arts Teacher, Van Buren Middle School, due to infant care, December 19, 2022-May 25, 2023 (97 1/2 days)
 - e) Jacob David Hostetler, Intervention Specialist, Kettering Fairmont High School, due to exhausted sick leave, February 24, 2023 (1/2 day)
 - f) Kimberly A. Keller, Kindergarten Teacher, John F. Kennedy Elementary School, due to exhausted sick leave, March 7-May 26, 2023 (53 1/4 days)
 - g) Lindsey Ann Silvers, 2nd Grade Teacher, Beavertown Elementary School, due to exhausted sick leave, February 16, 2023 (1/2 day)
 - h) Lauren Elizabeth Henry, Intervention Specialist, Kettering Middle School, due to exhausted sick leave, February 22, 2023 (1/2 day)
 - i) Kelly Marie Norman, 5th Grade Teacher, John F. Kennedy Elementary School, due to exhausted sick leave, February 23, 2023 (3/4 day)
4. Recommendation to approve the following Resignations of 2022-23 School Year Supplemental Assignments:
 - a) Michael Hoendorf, (Volunteer) Assistant Baseball Coach, Kettering Fairmont High School
5. Recommendation to approve the following 2022-23 School Year Supplemental Contracts:
 - a) **Anna Gunderson, (Volunteer) Assistant Softball Coach, Kettering Fairmont High School
 - b) **Maxwell Gallenstein, 50% Assistant Boys Volleyball Coach, Kettering Fairmont High School

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- c) **Angi Furr, (Volunteer) Assistant Softball Coach, Middle Schools
- d) **Doug Donese, 10% Head Baseball Coach, Kettering Middle School
- e) Josh Jackson, 90% Head Baseball Coach, Kettering Middle School
- f) Stuart Wheeler, Head Boys Track Coach, Kettering Middle School
- g) **Brandi Johnson, Assistant Boys Track Coach, Kettering Middle School
- h) **Chad Adams, Assistant Boys Track Coach, Van Buren Middle School
- i) Austin Mefford, Assistant Girls Track Coach, Kettering Middle School
- j) **Shannon Wright, 50% Assistant Track Coach, Van Buren Middle School
- k) **Erin Crumley, 50% Assistant Track Coach, Van Buren Middle School
- l) **Matt Blevins, 51% Head Baseball Coach, Van Buren Middle School
- m) Brian Blevins, 49% Head Baseball Coach, 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 2022-23 school year at the designated rate per year.

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

- a) Cheryl Ann Pleimann
- b) Grace M. Williams
- c) Jessica Eryn Roberts
- d) Marianne Spahr

7. Recommendation to approve the following 2022-23 Home Instructors:

- a) Lauren Elisabeth Dickey - Bachelor's Degree
- b) Alice Boone Reed - Bachelor's Degree
- c) Jill E. Strickland - Master's Degree
- d) Teresa Jean Weiss - Master's Degree

8. Recommendation to approve the following Adjustment of a 2022-23 Long-Term Substitute Teacher:

- a) Kalie Rachelle Helfinstine for Mary Martinez Kiger, John F. Kennedy Elementary School, from effective February 26, 2023 to February 21, 2023

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

- a) Cheryl Ann Pleimann for Abigail Pearl Hoggatt (Monday, Wednesday), Orchard Park Elementary School, effective February 15, 2023
- b) Mary Jo Fitzpatrick for Amanda M'Lynn Wagner, Orchard Park Elementary School, effective February 27, 2023
- c) John C. Stoeckle for Open Position, Kettering Fairmont High School, effective January 10, 2023

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- d) Leroy F. Beethel for Caleb Daniel Berlon, Greenmont Elementary School, effective February 27, 2023
 - e) Kimberlee Marie Campbell for Ginalise Dilullo, Kettering Fairmont High School, effective March 6, 2023
 - f) Alexis Jolie Hagerman for Brittany Paige Leach, Kettering Middle School, effective March 17, 2023
 - g) Savannah Renee White for Rebecca Katherine Yada, Kettering Middle School, effective March 14, 2023
10. Recommendation to approve Sherley A. Kurtz, Substitute Administrator, Greenmont Elementary School, paid at a daily rate of \$588, excludes STRS pickup, effective February 28, 2023.
11. Recommendation to appoint Richard Allen Taylor, Interim Treasurer, effective June 1, 2023 through July 31, 2023, at a daily rate of \$225 per diem. (Enclosure)
12. Recommendation to adjust the following Substitute Teacher 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) February 21, 2023 Agenda Item (IX,A,9,d), Jessica Leigh Lawrence for Erin Catherine Perkins, Greenmont Elementary School, from effective February 14, 2023 to February 16, 2023
13. 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) John C. Stoeckle for Open Position, Kettering Fairmont High School, effective February 23, 2023
 - b) Jay Evan Jervis for Mary Russell Townsend, Kettering Fairmont High School, effective March 16, 2023
14. 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:
- a) Marcia Lynn Boisvert for Susan Hathaway Torok, Oakview Elementary School, effective March 3, 2023
 - b) Lynn Berrie for Caitlin Marie Wolodkiewicz, Orchard Park Elementary School, effective March 13, 2023
15. Recommendation to approve the following resignations from Substitute Teachers for the 2022-23 School Year:
- a) Michael L. Morgan - effective February 15, 2023
 - b) Mary Catherine Donovan - effective February 15, 2023
 - c) Megan Anne Kavanaugh - effective March 2, 2023
 - d) Jon A. Miller - effective March 2, 2023
 - e) Jean Roush Wolfe - effective March 7, 2023
 - f) David Paul Lindamood - effective March 7, 2023
 - g) Deborah A. Pickett - effective March 6, 2023
 - h) Mary Elizabeth Buddendeck - effective March 5, 2023
 - i) Kathleen Rita Duggan - effective March 3, 2023
 - j) Olivia Antoinette Hervey - effective March 2, 2023
 - k) Randy L. Swain - effective February 28, 2023

- l) Kristine Elizabeth Fotia - effective February 28, 2023
- m) Laura Jeanine Luckza - effective February 28, 2023
- n) Brittany Paige Leach - effective February 28, 2023
- o) Heather Atkins Cone - effective February 28, 2023
- p) Chaoqun Ma - effective March 15, 2023
- q) Katherine A. Swift - effective March 3, 2023

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

16. Recommendation to approve the following 2023-24 School Year Employee:

- a) Lauren Ashlynn Mason, Speech Language Pathologist, Kettering City Schools, effective August 14, 2023.

B. Classified Employees

1. Recommendation to accept the following Resignations from Employment to Retirement:

- a) Terry Arthur Randolph, Head Custodian, Indian Riffle Elementary School, effective end of day June 30, 2023 (24 years in Kettering)

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

- a) Zoe Beth Purdin, Special Education Paraprofessional, Indian Riffle Elementary School, due to exhausted sick leave, January 10-20, 2023 (8 days)
- b) Brittany Amanda Combs, Special Education Paraprofessional, John F. Kennedy Elementary School, due to exhausted sick leave, February 17, 2023 (1 day)
- c) Kyrie Lynn Ross, Special Education Paraprofessional, Kettering Fairmont High School, due to exhausted sick leave, February 13, 2023 (3/4 day)
- d) Angela Maria Perez-Walli, Classroom Aide (Lunch), Kettering Middle School, due to exhausted sick leave, February 9-April 21, 2023 (44 1/4 days)
- e) Sarah Blanche Pack, Food Service Worker I, Beavertown Elementary School, due to exhausted sick leave, February 10, 2023 (1/2 day)
- f) Michelle Yvonne Wallace, Bus Aide, Transportation Department, due to exhausted sick leave, February 10, 2023 (1/4 day)
- g) Christina Renee Chambers, Bus Driver, Transportation Department, due to exhausted sick leave, February 16, 2023 (3/4 day)
- h) Ted J. Tomashot, Assistant Custodian, Buildings & Grounds Department, due to exhausted sick leave, February 21-24, and March 3, (1/2 day)-March 17, 2023 (14 1/2 days)
- i) Jennifer D. Tucker, Secretary of Teaching and Learning, Kettering City Schools, due to exhausted sick leave, March 2-24, 2023 (16 1/2 days)
- j) Nathaniel Jacob Blakeley, Bus Driver, Transportation Department, due to exhausted sick leave, February 21, 2023 (1/4 day) and March 9-17, 2023 (6 3/4 days)

3. Recommendation to recognize the following Unapproved Unpaid Leaves of Absence:

- a) Stacey Joann Berry, Bus Driver, Transportation Department, due to personal reasons, February 8, 2023 (2 hrs and 15 min)
- b) Joshua D. Edem, School Aide, Beavertown Elementary School, due to personal reasons, February 17-24, 2023 (5 days)

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- c) Wanda Marie Dean, Bus Driver, Transportation Department, due to personal reasons, March 6-10, 2023 (5 days)
 - d) Vanessa L. Lillard, Bus Driver, Transportation Department, due to personal reasons, February 8, 2023 (2 hrs and 55 min)
 - e) Quenton Wade Gayhart, Bus Aide, Transportation Department, due to personal reasons, March 10, 2023 (2 hrs and 10 min)
4. Recommendation to approve the following 2022-23 School Year Employees:
 - a) Alexis C. Wehner, Special Education Paraprofessional, Indian Riffle Elementary School, 7 hrs/day, Step 1, effective February 21, 2023
 - b) Jeffrey R. Gross, Special Education Paraprofessional, Kettering Fairmont High School, 7 hrs/day, Step 1, effective March 1, 2023
 - c) Martha E. Insko, Classroom Aide (Alternative), Kettering Fairmont High School, 7 hrs/day, Step 1, effective March 6, 2023
 5. Recommendation to approve the daily average hours for the following Transportation Employees:
 - a) Cherisha April Wilson, Bus Driver, Transportation Department, from 4 3/4 hrs/day to 5 1/4 hrs/day, effective February 20, 2023
 - b) Shelley M. Fischer, Bus Driver, Transportation Department, from 6 1/2 hrs/day to 8 hrs/day, effective February 27, 2023
 - c) Melvin Douglas Wicker, Bus Driver, Transportation Department, from 5 1/2 hrs/day to 6 hrs/day, effective February 27, 2023
 - d) Kea Elise Zertuche, Bus Driver, Transportation Department, from 4 1/2 hrs/day to 4 3/4 hrs/day, effective March 6, 2023
 - e) Shari Wright Parham, Bus Aide, Transportation Department, from 4 1/4 hrs/day to 4 hrs/day, effective March 13, 2023
 6. Recommendation to approve the following 2022-23 Substitute Paraprofessionals:
 - a) Paula M. Gillard - effective January 24, 2023
 - b) Malak Naag Zamara
 - c) Annette M. Schwab
 - d) Breana Renee Hedrick
 - e) Michelle L. Caldwell
 - f) Michael John Freeman
 - g) Savannah Renee White - effective January 24, 2023
 7. Recommendation to approve the following 2022-23 Substitute Clerical:
 - a) Malak Naag Zamara
 - b) Breana Renee Hedrick
 8. Recommendation to approve the following 2022-23 Substitute Food & Nutrition Services:
 - a) Lattorence Dejaun Tillman
 9. Recommendation to approve the following Substitute Clerical on the current clerical 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) Kristi Lynn Schnipke for Mary E. Riley-Quinlan, John F. Kennedy Elementary School, effective March 9, 2023
 10. Recommendation to approve the following resignations from Clerical, Paraprofessional, and Food & Nutrition Services Substitutes for the 2022-23 School Year:
 - a) Robin Ann Sidhu - effective February 8, 2023

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- b) Karen Marie Passmore - effective February 27, 2023
- c) Samantha K. Shoup - effective February 14, 2023
- d) Savannah Renee White - effective March 8, 2023
- e) Celia Deborah Ferdiny - effective March 14, 2023
- f) Alicia Lea Baird - effective March 2, 2023
- g) Susan D. Stephens - effective March 2, 2023
- h) Khadija Mouhtaine - effective March 1, 2023
- i) Megan Anne Kavanaugh - effective March 2, 2023
- j) Chaoqun Ma - effective March 15, 2023
- k) Angela Pearl Higham - effective March 5, 2023

XI. Business Services Agenda

- A. Recommendation to approve the breakfast and lunch prices for the 2023-24 school year with no changes. (Enclosure)
- B. Recommendation to approve a resolution to comply with State Board of Education Standards (Ebd-917-02) for Nonpublic Reimbursement for the 2022-23 school year for Applied Behavioral Services, effective August 1, 2022. (Enclosure)
- C. Recommendation to approve a Resolution of Intent to participate in the Ohio Facilities Construction Recommendation Commission Expedited Local Partnership Program, effective May, 2024. (Enclosure)
- D. Recommendation to enter into an Ethernet Service Level Agreement with Spectrum Enterprise for 60 months, effective July 1, 2023. (Enclosure)
- E. Recommendation to Authorize the Commencement of Bidding, Including the Advertising and the Review of Bids, for Partial Roof Replacements, for the following buildings:
 - 1. Southdale Elementary School
 - 2. Kettering Middle School, United Arts Building

XII. Office of the Treasurer Agenda

- A. Recommendation to accept the February Financial and Investment Report (Enclosure)
- B. Recommendation to approve entering into a contract with META Solutions for the 2023-24 school year for Internet Service, Finance, Payroll, Human Capital, Student Information and Student Services software hosting and support. (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 accept the following donations:
 - 1. Kenneth and Deborah Lackey to the Fairmont High School Guidance Department in the amount of \$2,000.00 for the Lackey Family Scholarship to be awarded to a graduating senior.
 - 2. Anonymous donation to the Southdale Food and Nutrition Services department in the amount of \$206.00 for student meals.
 - 3. The Dice Family Trust to the Kettering City Schools Special Education Department in the amount of \$100.00 to support the District's participation in the Special Olympics in honor of Jude Dice Mulvaney.
- E. Recommendation to approve Amended Permanent Appropriations and Amended Certificate of Estimated Resources for Fiscal Year 2023 (Enclosures).

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