

**Kettering Board of Education
Regular Session**

November 17, 2020

6:00 P.M.

Recital Hall, Fairmont High School

Our Mission

The mission of the 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.

A G E N D A

What	Who	How
I. Roll Call	Mr. Ambrose	
II. Adoption of Agenda	Board Members	Discussion
III. Pledge of Allegiance	Mr. Ambrose	
IV. Minutes of the September 29, 2020, October 1 st , 5 th , 6 th , 9 th , 20 th , 2020 November 3, 2020	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
B. First Reading of Revisions of Kettering Board of Education Policies and Bylaws by NEOLA of Ohio	Mr. Lackey	Discussion
VIII. Decisions of the Board		
A. Recommendation to Authorize the Commencement of Bidding, Including the Advertising and Review of Bids for the Kettering Fairmont High School Career Tech Classroom Renovation Project 2020	Mr. Lackey	Approval
IX. Human Capital Agenda+	Mr. Inskeep	Approval
X. Business Services Agenda+	Mr. Inskeep	Approval
XI. Office of the Treasurer Agenda+	Mr. Schall	Approval
XII. Teaching & Learning Agenda+	Mr. Inskeep	Approval
XIII. Hearing of the Public**	Citizens	Presentation
XIV. Adjournment	Board Members	Motion

+Enclosures

*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.

FOR HANDICAP ACCESS, CONTACT THE BUSINESS OFFICE, 499-1418, 9:00 A.M. - 4:00 P.M.



AGENDA

Kettering Board of Education
Regular Session
Recital Hall, Fairmont High School
November 17, 2020
6:00 p.m.

IX. Human Capital Agenda

- A. Recommendation to accept the following Resignations from Employment to Retirement:
 - 1. Judith M. Guenther-Adams, Classroom Aide (Achievement), Oakview Elementary School, effective end of work day November 30, 2020 (19 years in Kettering);
 - 2. Amie L. Schroeder, 2nd Grade Teacher, Oakview Elementary School, effective end of work day July 31, 2021 (19 years in Kettering).
- B. Recommendation to accept the following Resignations from Employment:
 - 1. Cynthia Gella Ann Eilertson-Barrie, KECEC Childcare Aide, Kettering Early Childhood Education Center, effective end of day October 25, 2020;
 - 2. Richard A. Armstrong, Substitute Teacher, Kettering City Schools, effective end of work day October 19, 2020;
 - 3. Candace L. Clark, Substitute Teacher, Kettering City Schools, effective end of work day October 20, 2020.
- C. Recommendation to accept the following Resignations from Positions:
 - 1. Jordan Trent, School Aide, Indian Riffle Elementary School, effective end of day November 29, 2020;
 - 2. Elizabeth Bernadette Fisher, KECEC Child Care Aide, Kettering Early Childhood Education Center, effective end of day October 25, 2020.
- D. Recommendation to approve the following for Employment for the 2020-21 School Year:
 - 1. Erika M. Holcomb, Classroom Aide (ESOL), 7 hrs/day, Step 1, Kettering Middle School, effective November 4, 2020;
 - 2. Kathleen Grace Jentoft, Social Studies Teacher, Kettering Middle School, effective December 1, 2020;
 - 3. Gabrielle A. Elder, School Aide, 2-1/2 hrs/day, Greenmont Elementary School, effective November 9, 2020;
 - 4. Jacqueline Kayata, School Aide, 2 hrs/day, Greenmont Elementary School, effective November 9, 2020;
 - 5. Jacqueline Kayata, Classroom Aide (Intervention), Title I Funds, 3.75 hrs/day, Step 1, Greenmont Elementary School, effective November 9, 2020;
 - 6. Carolyn Spurlock, Child Care Aide, as needed, no benefits, \$16.42/hr., Indian Riffle Elementary School, effective November 9, 2020;
 - 7. Jordan Elizabeth Trent, Special Education Preschool Classroom Aide, 7 hrs/day, Step 2, Indian Riffle Elementary School, effective November 30, 2020;
 - 8. James Layton Barton, Classroom Aide (Pathfinders) (019 funds), 7 hrs/day, Step 1, J.F. Kennedy Elementary School, effective November 9, 2020;

9. Elizabeth Bernadette Fisher, Classroom Aide (Pathfinders), 7 hrs/day, Step 1, (019 funds), Kettering Early Childhood Education Center, effective October 26, 2020;
 10. Matthew Blevins, Special Education Classroom Aide, 7 hrs/day, Step 1, Oakview Elementary School, effective November 16, 2020;
 11. David R. Fisher, School Aide, 2-1/2 hrs/day, Orchard Park Elementary School, effective November 9, 2020;
 12. Ramona Lee Donovan, School Nurse, Kettering City Schools, effective October 19, 2020.
- E. Recommendation to approve adjustment of 2020-21 School Year Teacher Salary, Lauren Michelle Unglesby, 50% 2nd Grade Teacher (Job Sharing Assignment), Oakview Elementary School, from Class VII, Step 8 to Class VII, Step 7, effective 2020-21 School Year.
- F. Recommendation to approve Adjustment of 2020-21 School Year Teaching Assignment, Janet Johnson, from 85.7% Math Teacher, Kettering Fairmont High School to 100% Math Teacher, Kettering Fairmont High School, effective November 16, 2020.
- G. Recommendation to approve Adjustment of 2020-21 School Year Paraprofessional Assignment:
1. Melissa Tarter, from School Aide, 3 hrs/day, Southdale Elementary School to School Aide 2 hrs/day, Southdale Elementary School, effective November 9, 2020;
 2. Melissa Tarter, from Classroom Aide (Child Care), 4-3/4 hrs/day, Step 3, Southdale Elementary School to Classroom Aide (Child Care), 5-3/4 hrs/day, Step 3, Southdale Elementary School, effective November 9, 2020.
- H. Recommendation to approve Adjustment of the following Unpaid Leaves of Absence:
1. Kristin Mitchell, Art Teacher, Indian Riffle Elementary School, due to exhausted sick leave, from effective October 6, 2020 (3/4 day) through November 9, 2020 to effective October 6, 2020 through November 9, 2020;
 2. Elsie Bundschuh, Special Education Classroom Aide, Orchard Park Elementary School, due to exhausted sick leave, from effective October 19, 2020 (3/4/ day) through December 18, 2020 to October 16, 2020 through December 18, 2020.
- I. Recommendation to approve a one-time payment of \$500 from the Innovation Grant/MCESC Cares Grant to be used in support of training certificated teachers to prepare high quality blended or remote learning lessons utilized within the blended or remote classroom. These lessons will allow for instructional flexibility as individual students, classrooms, buildings and/or the entire district experience COVID quarantines.
- J. Recommendation to approve payment to Amy Webb, Kettering Fairmont High School CTC Family & Consumer Science Teacher, for Kettering Fairmont High School online programs, 1st Semester – 2020-21 School Year, 20 students - \$3,000.
- K. Recommendation to approve the following 2020-21 School Year Unpaid Leaves of Absence:
1. Cambrie Borchers, 4th Grade Teacher, Orchard Park Elementary School, for Child Bonding, effective October 16, 2020 through December 4, 2020;
 2. Amanda Swanson, Physical Therapist, Kettering City Schools, for infant care, effective December 15, 2020 through December 18, 2020 (4 days total).
- L. Recommendation to recognize Unapproved Unpaid Leave of Absence, Aurelia Monnig, Special Education Classroom Aide, Kettering Middle School, for personal reasons, effective October 9, 2020 through October 19, 2020 (7 days total).
- M. 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 Ohio Revised Code, and continuing until the assignment ends:

1. Steve Holloman, effective October 16, 2020;
 2. Brian Kennelly, effective October 16, 2020;
 3. Sydney Reaman, effective October 19, 2020;
 4. Michael May, effective November 6, 2020;
 5. Kailee Miller, effective November 11, 2020.
- N. Recommendation to place Bonnie Foster, Substitute Special Education Paraprofessional, on Step 1 of the current special education paraprofessional salary schedule, effective November 11, 2020, having substituted 30 working days in one assignment and continuing until the assignment ends.
- O. Recommendation to approve as 2020-21 Insight/KATEP Facilitator for drug/alcohol & tobacco use, \$25.25/hour, Debbie Huber, In-School Study Monitor, Van Buren Middle School.
- P. Recommendation to approve the following Adjustments of 2020-21 School Year Supplemental Assignments:
1. Wendy Beavers, from 50% Asst. Swimming Coach, Kettering Fairmont H.S. to 100% Asst. Swimming Coach, Kettering Fairmont H.S.;
 2. Rodney Carver, from 100% Elem. Dept. Chairperson (Generalist), Beavertown Elementary School to 10% Elem. Dept. Chairperson (Generalist), Beavertown Elementary School;
 3. Amy Lokai, from 100% Elementary Department Chairperson (Technology) to 25% Elementary Department Chairperson (Technology), J.E. Prass Elementary School.
- Q. Recommendation to approve the following 2020-21 School Year Volunteer Coaches:
1. Daniel Havener, Boys Basketball, Kettering Fairmont High School;
 2. Grace Wiseman, Swimming, Kettering Fairmont High School.
- R. Recommendation to accept resignation from employment Nemo Trexler, Head Basketball Coach, Boys, 7, Van Buren Middle School.
- S. Recommendation to approve the following 2020-21 Supplemental Contracts:
- *** 1. Steve Gentile, Head Basketball Coach, Boys, 7, Kettering Middle School;
 - *** 2. Eric Trent, Head Basketball Coach, Boys, 8, Kettering Middle School;
 - *** 3. Josh Ardent, 15% Head Basketball Coach, Boys, 8, Van Buren Middle School;
 - *** 4. Matthew Blevins, Head Basketball Coach, Boys, 7, Van Buren Middle School;
 - *** 5. Ryan Davis, 85% Head Basketball Coach, Boys, 8, Van Buren Middle School.
 6. Sharon Cochran, 90% Elementary Department Chairperson (Generalist), Beavertown Elementary School;
 7. Christine Harvey, 75% Elementary Department Chairperson (Technology), J.E. Prass 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 2020-21 school year at the designated rate per year

- T. Recommendation to approve the following Substitute Teachers for the 2020-21 School Year, effective October 20, 2020:
 - 1. Kelsey Deal
 - 2. Jennifer Lukens
 - 3. Danal Neal
 - 4. Amy Scott
 - 5. Mara Shaneyfelt
- U. Recommendation to approve the following Home Instructors for the 2020-21 School Year, effective October 20, 2020:
 - 1. Morgan Price – Bachelor’s Degree
 - 2. Kim Frost – Master’s Degree
- V. Recommendation to approve John C. Brookshire, Substitute School Nurse, for the 2020-21 School Year, effective October 20, 2020.
- W. Recommendation to approve the following Substitute Paraprofessionals for the 2020-21 School Year, effective October 20, 2020:
 - 1. Brandie Lynn House
 - 2. Vanessa Knorr
 - 3. Jami Kovacs
 - 4. Lora Kuhnwald
 - 5. Dana Neal
 - 6. Jaila Lynn Stull

X. Business Services Agenda

A. Classified Staff

- 1. Recommendation to approve the resignation to retirement for Jill Lopez, Human Capital Manager, effective December 22, 2020, ¼ day. (28 years in Kettering)
- 2. Recommendation to approve the resignation to retirement for Lori S. Carmichael, effective December 31, 2020.
- 3. Recommendation to approve the promotion of Denise Cordonnier from Secretary to Student Services Supervisor to EMIS Coordinator, Pay Grade 9, Step 1, effective November 9, 2020.
- 4. Recommendation to approve the employment of Beth Reedy, Attendance Secretary at Fairmont High School, 10 month, 7 ½ hours/day, Pay Grade II, Step 1, effective November 2, 2020.
- 5. Recommendation hire Miranda F. Sowerbrower, Student Childcare, effective November 17, 2020.
- 6. Recommendation addition of Jaila Lynn Stull to the MMLC/Reading Aide & Clerical Substitute list at the approved rate, effective November 9, 2020.
- 7. Recommendation to remove Delores Eversole from the 2020/21 Clerical Substitute List.

8. Recommendation to acknowledge the Unapproved, unpaid leave for Letitia Trummer, MMLC, effective October 19 - 30, 2020. (10 days)
9. Recommendation to accept the resignation for David Neal, Assistant Transportation Supervisor effective October 30, 2020. (end of day)
10. Recommendation to accept the resignation of Jon M. Young, Assistant Custodian, effective November 5, 2020.
11. Recommendation to approve the addition of the following employees to the Substitute Custodian list at the approved rate:
 - Thomas A. Grubb, effective November 2, 2020
 - Robert J. Brown, effective November 2, 2020
 - Mark Thomas Tulloch, effective November 11, 2020
 - Avery C. Hartshorn, effective November 11, 2020
12. Recommendation to approve the resignation of David Neal, Assistant Transportation Supervisor, effective October 30, 2020.
13. Recommendation to approve the resignation to retirement for Deborah S. Spencer, Bus Driver, effective June 3, 2021 end of day. (39 years in Kettering)
14. Recommendation to acknowledge Unapproved, Unpaid Leave Susan Powers, Bus Aide, effective October 26, 2020 - November 6, 2020.
15. Recommendation to approve the hire of the following employees to the Transportation Department:
 - Steven Hutchison, Bus Driver, effective November 2, 2020
 - David Owens, Bus Driver, effective November 9, 2020
 - Carol A. Wise, Bus Aide, effective November 9, 2020
16. Recommendation to accept the resignation of Sawsan Turkey, Food & Nutrition Services Worker I, Fairmont High School, effective October 16, 2020 end of day.
17. Recommendation to approve a change in hours for the Food & Nutrition Services Worker I, J.E. Prass Elementary School, currently held by Dorothy Spreyrer, from 3.5 hours/day to 4.0 hours/day, effective November 9, 2020.
18. Recommendation to approve the promotion of Nicole R. Krejny, Food & Nutrition Services Worker I, Step 3, 3 hours/day to Food & Nutrition Worker II, 6 hours/day, Fairmont High School, effective October 27, 2020.
19. Recommendation to approve the promotion of Mikala R. Tingley, Food & Nutrition Services Worker II, Step 6, 6 hours/day, Kettering Middle School to Food & Nutrition Manager I, Step 6, 6.5 hour/day, Southdale Elementary, effective October 27, 2020.
20. Recommendation to approve unpaid leave for Karen Wright, Food & Nutrition Services Worker II, Kettering Middle School effective October 23, 2020, half day (p.m.) - January 12, 2021, due to exhausted sick leave.
21. Recommendation to approve the lateral transfer of Donald Cook from Food & Nutrition Services Worker, I, Step 2, 2.5 hours/day, Southdale Elementary School, to Food &

Nutrition Services Worker I, Step 2, 3.5 hours/day, Van Buren Middle School, effective November 9, 2020.

22. Recommendation to approve the lateral transfer of Suzanne L. Szakal from Food & Nutrition Services Worker I, Step 2, 3.0 hours/day, Fairmont High School, effective November 9, 2020.
23. Recommendation to approve the promotion of Holly Ellingson, Food & Nutrition Services Worker I, Step 3, 4 hours/day to Food & Nutrition Worker II, 6 hours/day, Kettering Middle School, effective November 9, 2020.
24. Recommendation to approve the employment of Patty Ann Martz-MacPherson as a Food & Nutrition Services Worker I, Step 1, 3 hours/day, Fairmont High School, effective November 10, 2020.
25. Recommendation to approve the addition of the following employees to the Food & Nutrition Services Substitute list at the approved rates, effective October 28, 2020:
Kathleen Sellers
Rachel Little

B. Business Items

1. Recommendation to approve a resolution to comply with State Board of Education Standards (Ebd-917-02) for Nonpublic Transportation Reimbursement for the 2020/21 school year for the following Schools beginning November 9, 2020: (Enclosure)
Archbishop Alter High School
Ascension School
Dayton Regional STEM School
St. Albert the Great School

XI. Office of the Treasurer Agenda

- A. Authorization of Section 125 Plan Document (Enclosure)
- B. Discussion: Five Year Forecast

XII. Teaching & Learning Agenda

- A. Recommendation to approve an agreement between Kettering City Schools and Maria del Rucio Ruiz Munoz for Spanish interpreter/translator services. (Enclosure)
- B. Recommendation to approve an agreement between Kettering City Schools and Montgomery County Educational Service Center for Special Education Supervision Services. (Enclosure)
- C. Recommendation to approve an agreement between Kettering City Schools and Montgomery County Educational Service Center for Occupational Therapy. (Enclosure)
- D. Recommendation to approve agreement between Kettering City Schools and Meta Solutions. (Enclosure)
- E. Recommendation to approve agreement between Kettering City Schools and EBS (Educational Based Services) for Physical/Occupational/Speech Therapists. (Enclosure)