

**Covington Board of Education**  
**MINUTES ~ Regular Meeting**

July 22, 2021  
5:00 PM

Holmes High School Hartman Room (Science Building/Field House)  
2500 Madison Ave, Covington, Kentucky 41014

The meeting will be streamed via video teleconferencing:  
[www.covington.kyschools.us](http://www.covington.kyschools.us)

**I. Call to Order**

Ms. Glenda Huff, Board chair called the meeting to order.

**II. Roll Call**

**Attendance Taken at 5:00 PM:**

Present Board Members:

Mr. Jerry Avery  
Ms. Sarah Flerlage  
Mr. Stephen Gastright  
Mr. Tom Haggard  
Ms. Glenda Huff

**III. Amend the Agenda**

Ms. Glenda Huff, Board chair requested to amend the agenda; remove item #5, Fence Repairs, move #23, Contract with PCA (pending KDE approval) for BG 21-322 Latonia Stairwell Security Upgrade, #24, BG1 21-252 Meinken Field Landslide Repair and #25, Contract with PCA (pending KDE approval) for BG1 21-252 Meinken Field Landslide Repair from individual approval to informational with action, and move #26, CBE Resolution and Assessment from individual approval to executive session.

**Motion Passed 072221\_01:** The Covington Board of Education approves to amend the agenda by removing item #5, Fence Repairs, move #23, Contract with PCA (pending KDE approval) for BG 21-322 Latonia Stairwell Security Upgrade, #24, BG1 21-252 Meinken Field Landslide Repair and #25, Contract with PCA (pending KDE approval) for BG1 21-252 Meinken Field Landslide Repair from individual approval to informational with action, and move #26, CBE Resolution and Assessment from individual approval to executive session passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |



#### **IV. Pledge of Allegiance**

The Board led the pledge of allegiance.

#### **V. Welcome and Board Chair Comments**

Ms. Glenda Huff, Board chair welcomed everyone to the meeting.

#### **VI. Public Input**

No one opted to address the Board.

#### **VII. Informational Items (Action Possible)**

##### **1. Contract with PCA (pending KDE approval) for BG1 21-322 Latonia Stairwell Security Upgrade**

**Motion Passed 072221\_02:** The Covington Board of Education approves the Contract with PCA (pending KDE approval) for BG1 21-322 Latonia Stairwell Security Upgrade passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

##### **2. BG1 21-252 Meinken Field Landslide Repair**

##### **3. Contract with PCA (pending KDE approval) for BG1 21-252 Meinken Field Landslide Repair**

**Motion Passed 072221\_03:** The Covington Board of Education approves to table BG1 21-252 Meinken Field Landslide Repair and Contract with PCA (pending KDE approval) for BG1 21-252 Meinken Field Landslide Repair until August 12, 2021 Regular Board Meeting passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

##### **4. Light Up COV Program**

Ms. Tina Phillips, At Risk Specialist and Ms. Ashley Gallaher, Holmes High School Assistant Principal joined the meeting virtually via Google meet to discuss the Light Up COV Program. Ms. Phillips and Ms. Gallaher are asking for the support of the Board for \$16,000.00 to help get the program started. The item will be moved to approval on August 12, 2021.



## 5. Personnel Actions

Personnel Actions listed were reported to the Board on:  
JULY 22, 2021

### New Appointments

#### Certified:

Amber Bravard  
Hannah Christen  
Tammy Clines  
Jesse Draud  
Karrie Irons-Bird  
Stephanie Mazzella  
Alexandria McGaughey  
Elizabeth Nanini  
Rebecca Nooe  
Jonathan Skillman  
Christina Smith  
Ryne Smith  
Justin Tavner  
Lee Turner

Teacher – Latonia Elementary  
Special Education Teacher – 9<sup>th</sup> District  
Librarian – Holmes Middle School  
Teacher – Holmes Middle School  
Instructional Coach – 9<sup>th</sup> District  
Teacher – Holmes Middle School  
Teacher – John G. Carlisle Elementary  
Teacher – Latonia Elementary – One year contract  
Teacher – 9<sup>th</sup> District  
Teacher – Holmes High School  
Teacher – 9<sup>th</sup> District  
Teacher – Holmes Middle School  
Teacher -- 9<sup>th</sup> District  
Principal – Holmes Middle School

#### Substitutes DW

Norma Acey  
Kenneth Turner

Substitute – District Wide  
Substitute – District Wide

#### Classified:

Sherida Bruce  
Malia Gladen  
Allison Goldman  
Deanna Hebbler  
Ashley Nye  
Casey Stillwell  
Katie Thornberry  
Rocio Del Carmen Whitelock

Bus Driver – Transportation  
Instructional Assistant – 9<sup>th</sup> District  
Interpreter/Translator – Spanish – DW  
Bus Monitor – Transportation  
Instructional Assistant - Latonia  
Instructional Assistant – John G. Carlisle  
Instructional Assistant – James E. Biggs  
Interpreter/Translator – Spanish – DW

### Change of Assignment

#### Certified:

Sarah Chambliss  
  
Jodi Childers  
  
Kenneth Kippenbrock  
  
Sherry Lindberg  
  
Mike Mencsik

From Teacher at John G. Carlisle to English Learner  
Teacher at JGC  
From Instructional Assistant at 6<sup>th</sup> to Teacher at 9<sup>th</sup>  
District  
From Director of Pupil Personnel to Executive Director  
of Human Resources  
From Principal of Glenn O. Swing to Elementary  
Director DW  
From Instructional Coach at Latonia to  
Assistant Principal at Latonia



|             |   |
|-------------|---|
| Megan Otten | From Teacher at John G. Carlisle to Curriculum and Instructional Coach at JGC |
| Ellen Peach | From Assistant Principal at Glenn O. Swing to Principal at Glenn O. Swing     |

Classified:

|                  |   |
|------------------|---|
| Aisha Payne      | From School Secretary at HMS to Administrative Assistant to Director at C/O                               |
| James Perrin     | From Instructional Assistant at HMS to School Security at Holmes Middle School                            |
| Sydnee Penn      | From School Security at HMS to Instructional Assistant at Holmes Middle School                            |
| Dessie Stevenson | From Nutrition Service Assistant at 6 <sup>th</sup> to Nutrition Service Manager at 6 <sup>th</sup> Dist. |
| Crystal White    | From a Nutrition Service Assistant at HHS to School Secretary II at HHS                                   |

**Supplemental Contracts Offered**

Instructional and Sports

|                         |  |
|-------------------------|--|
| Kenneth Kippenbrock     | District Safety Coordinator                |
| Brittany Olvera-Vancini | Volleyball Coach Middle School             |
| Tina Stevens            | Varsity Cheerleading Head Coach Basketball |
| Tina Stevens            | Assistant Activities Coordinator           |
| Tina Stevens            | Varsity Cheerleading Head Coach Football   |
| Tina Stevens            | Freshman Cheerleading Sponsor Football     |
| Tina Stevens            | Freshman Cheerleading Sponsor Basketball   |

Summer Program – Youth Coordinators

|                    |                      |
|--------------------|----------------------|
| Claire Linepense   | Elementary - Latonia |
| Elizabeth Mitchell | Elementary - GOS     |
| Julie Muehlenkamp  | Elementary- 9th      |
| Angela Turnick     | Holmes High School   |
| Michael Wesson     | Elementary - JGC     |
| Julie Wharton      | Elementary - HMS     |

TLC and CAH Supplementals

|                  |                      |
|------------------|----------------------|
| James Anstead    | TLC                  |
| Carla Cobbins    | TLC                  |
| Gerry Cunningham | TLC – Transportation |
| Kathy Cunningham | TLC – Transportation |
| Lori Duffy       | TLC                  |
| Kathrine Dusing  | TLC                  |
| Michael Ellis    | TLC                  |
| Heidi Ferguson   | TLC                  |
| Samuel Garvey    | TLC                  |
| Lisa Hilf        | TLC                  |
| Kerry Moeykens   | TLC                  |



Brittany Olvera-Vancini  
Sydnee Penn  
Tyler Perkins  
Aarika Richmond  
Kathy Sparks  
Nicholas Staples  
Serena Urz

TLC  
HMS  
CAH  
TLC  
TLC  
TLC  
TLC

### **Resignations**

#### Certified:

Debbie Cox  
Becky Detzel  
Shawn Farrell  
Natalie Fisk  
Lucy Fruchtenicht  
Aaron Howell  
Dulce Martinez  
Laura Tay  
Laura Thomas  
Denny Sketch  
Emily Urlage  
Nicole Weyman  
Hannah Worley

Teacher- 9<sup>th</sup> District  
Teacher – 9<sup>th</sup> District  
Teacher – 6<sup>th</sup> District  
Teacher – 9<sup>th</sup> District  
School Counselor – 9<sup>th</sup> District  
Teacher – 9<sup>th</sup> District  
Teacher – Holmes High School  
Teacher – Latonia  
Teacher – Glenn O. Swing  
Teacher – Holmes Middle School  
Teacher – John G. Carlisle  
Teacher – 9<sup>th</sup> District  
Teacher – 9<sup>th</sup> District

#### Classified:

Corey Settles Sena  
Felicia Wilson

Instructional Assistant – James E. Biggs  
Registered Nurse – Latonia Elementary

#### Substitute Teachers that did not return renewal letter:

Jalen Avery  
Robyn Baker  
Michaela Brooks  
Loranna Cox  
Angela Endicott  
Kathleen Fox  
Shafonz Govan  
Harmon Guilliams  
John Hazerer  
Isaiah Jones  
Amy Krieg  
Jason Miller  
Austin Neff  
Kristopher Rikers  
Jessica Rone  
Sarah Shadburne  
Erin Spinney  
Jorelind Stieritz



Debra Vicars  
Shelly Webb  
Andrew Weinell

### **Leave of Absence**

#### Certified:

Employee # 5624

FMLA has been approved beginning August 19, 2021 and ending December 13, 2021

Lauren McLaughlin

FMLA has been approved beginning August 16, 2021 and ending November 4, 2021

### **6. Amend Policies 03.122 and 03.222 ~ Holidays and Noncontracted Days**

Mr. Ken Kippenbrock, Executive Director of Human Resources and Operations recommended to amend policies 03.122 and 03.222 to include Juneteenth National Independence Day to the 235/240 Certified and Classified day employees calendar. The item will be brought back to the Board for approval at the August 12, 2021 Board meeting.

### **7. Children's Home of Northern Kentucky Lease for TLC**

Mr. Ken Kippenbrock, Executive Director of Human Resources and Operations recommends the 3 year option for the Children's Home of Northern Kentucky Lease for TLC. The item will be brought back to the August 12, 2021 Regular Board meeting for approval.

### **8. Fence Repairs**

Per the request of Ken Kippenbrock, Executive Director of Human Resources and Operations the Fence Repairs was removed from the agenda. The Board approved the request at the beginning of the meeting.

### **9. Trauma Informed Schools Plan**

Dr. Janice Wilkerson, Assistant Superintendent discussed the Trauma Informed Schools Plans with the Board. The item will be brought back to the Board requesting approval at the August 12, 2021 Regular meeting under consent agenda.

### **10. 2020-2021 Data**

Mr. Scott Alter, Assistant Superintendent of Learning Support presented the 2020-2021 Data. The data included Edgenuity data, Dibels Reading Scores, and STAR Early Literacy Assessments. The information collected will be used for future accountability. Mr. Alter suggested that the data will help with the current initiative aligning the curriculum to help improves scores.

### **11. Fundraiser & Crowdfunding Approvals for Holmes High School**

Fundraiser & Crowdfunding approvals for Holmes High School was reviewed and discussed and will be moved to consent agenda at the August 12, 2021 Regular Board meeting.

### **12. SBDM Covington Board of Education Questions**

Mr. Steven Gastright, Board member recommended blending his ideas and suggestions with the current questions and bring it back to the Board for further discussion and possible approval at the August 12, 2021 Regular Board meeting.



## **VIII. Report of the Treasurer**

### **13. Monthly Financials ~ June FY2021**

### **14. Warrant Expenditure Report**

**Motion Passed 072221\_04:** The Covington Board of Education approves the Monthly Financials for June FY2021 and Warrant Expenditure Report passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

## **IX. Consent Agenda**

**Motion Passed 072221\_05:** The Covington Board of Education approves the Consent Agenda, items #15 and items #17-23 and pulling item #13, Carnegie Proposal for further discussion and action passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

### **15. Emergency Full-Time Teacher Blanket Approval for Employment**

### **16. 2021-2022 Carnegie Proposal**

**Motion Passed 072221\_06:** The Covington Board of Education approves the 2021-2022 Carnegie Proposal and approves Option 1 for the 2021-2022 School Year passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

### **17. 2021-2022 District Technology Plan**

### **18. Approval of Minutes ~ June 24, 2021 Regular Meeting**

### **19. Approval of Minutes ~ June 29, 2021 Special Meeting**

### **20. Approval of Minutes ~ July 6, 2021 Special Meeting**

### **21. Investment with Heritage Bank**

### **22. Leave of Absence Request- Employee #5970**

### **23. Leave of Absence Request- Employee #5624**



## **X. Individual Approval Agenda Items**

### **24. 2021-2022 School Transportation Contract**

**Motion Passed 072221\_07:** The Covington Board of Education approves the 2021-2022 School Transportation Contract passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

### **25. KSBA 2021 Legal Policy Updates ~ Final Reading**

**Motion Passed 072221\_08:** The Covington Board of Education approves the KSBA 2021 Legal Policies Final Reading passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

### **26. Certification for Director of Pupil Personnel**

**Motion Passed 072221\_09:** The Covington Board of Education approves the Certification for Director of Pupil Personnel passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

### **27. 2020-2021 Annual Superintendent Evaluation**

**Motion Passed 072221\_10:** The Covington Board of Education approves the 2020-2021 Annual Superintendent Evaluation passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |





## **XI. Addendum Agenda (Action Possible)**

### **28. SRO Contract Kenton County Sheriff's Office**

**Motion Passed 072221\_11:** The Covington Board of Education approves to move item #29, SRO Contract Kenton County Sheriff's Office from informational to approval passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

**Motion Passed 072221\_12:** The Covington Board of Education approves the SRO Contract Kenton County Sheriff's Office passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | No  |
| Ms. Glenda Huff       | Yes |

## **XII. Report of the Attorney**

No report from the Attorney.

## **XIII. Further Discussion, Red Folder Items and/or announcements by the Board of Education**

Ms. Glenda Huff, Board chair updated Mr. Alvin Garrison, Superintendent with the Board's request for future agenda items that they would like to further discuss. Mr. Alvin Garrison, Superintendent also shared with the Board the video presentation about Audio Enhancement and how it is used in the classrooms. This was presented at the 2021 Kentucky School Board Association's Annual Conference in May.

### **a. Audio Enhancement Video Presentation**

## **XIV. Upcoming Events**

Ms. Glenda Huff, Board chair reviewed the upcoming events.



## **XV. Executive Session**

**Motion Passed 072221\_13:** Pursuant to KRS 61.810 (1)(c), The Covington Board of Education entered into Executive Session at 6:52 p.m. to discuss proposed litigation passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

**Motion Passed 072221\_14:** The Covington Board of Education approves to end Executive Session 7:17 p.m., with no action taken passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

## **29. CBE Resolution and Assessment**

**Motion Passed 072221\_15:** The Covington Board of Education approves the CBE Resolution and Assessment passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

|                       |     |
|-----------------------|-----|
| Mr. Jerry Avery       | Yes |
| Ms. Sarah Flerlage    | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Tom Haggard       | Yes |
| Ms. Glenda Huff       | Yes |

## **XVI. Adjournment**

The Board made a consensus to adjourn at 7:18 p.m.

\_\_\_\_\_ Glenda Huff, Board Chair

\_\_\_\_\_ Alvin Garrison, Superintendent

