

Covington Board of Education
MINUTES ~ Regular Meeting

August 26, 2021

5:00 PM

Holmes High School's Jack Moreland Auditorium
2500 Madison Avenue, Covington, Kentucky 41014

The meeting will be streamed via video conferencing:
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. Pledge of Allegiance

The Board led the Pledge of Allegiance.

IV. Welcome and Board Chair Comments

Ms. Glenda Huff, Board chair welcomed everyone to the meeting and read the team commitments.

V. Public Input

No one opted to address the Board.

VI. Informational Items (Action Possible)

1. Personnel Actions

New Appointments

Certified:

Elizabeth Alter
Emily Balson
Michelle Benner

Jakob Boggs
Susan Bushey
Ryan Cabral
Tiffany Chalk

Teacher – John G. Carlisle
Teacher – Holmes High School
Special Education Teacher Collaborative Resource -
HMS
Teacher - Holmes High School
Teacher – Holmes Middle School
Teacher – Holmes High School
Teacher – 6th District



Elizabeth Coleman
 Brian Derico
 Gwendolyn Frayser
 Jacqueline Good
 Catherine Gray
 Aaron Gullett
 Kevin Hamblin
 Lavar Herron
 Jamillah Jones
 Olivia Jones
 Anne Kukla
 Makenna Lagaly
 Carlee McCarthy
 Jenna McGuire
 Samuel Morren
 Jamie Newberry
 Jacob Perry
 Allyson Pruiett
 Kimberley Reeder
 Nicholas Riddick
 Megan Ryan
 Bethany Shropshire
 Elizabeth Shuman
 Christina Smith
 Julia Terrell
 Suzanne Thompson
 Jessica Vinson
 Molly Vonderhaar
 Andrea Wheeler

Substitutes DW

Terrah Scheper
 Kenneth Turner
 Nicholas Watts

Classified:

Karen Atkins
 Marilyn Beal
 Cassandra Bunch
 Latasha Chames
 Felicia Clay
 Sally Davis
 Kiah Dorsey
 Marcus Evans
 John Farrell
 Stephanie Harper
 Deanna Hebbler
 Cynthia Lemarbe

Guidance Counselor – One Year Contract – HHS
 Teacher – Holmes High School
 Teacher – Holmes Middle School
 Teacher – Holmes Middle School
 Speech Language Pathologist – DW
 Teacher – John G. Carlisle
 Teacher - Holmes High School
 Teacher – Holmes High School
 Teacher – Holmes Middle School
 Teacher – John G. Carlisle
 Teacher – Holmes High School
 Teacher – Holmes Middle School
 Teacher – John G. Carlisle
 Teacher – John G. Carlisle
 Teacher – Holmes High School
 Teacher – 9th District
 Teacher – Holmes Middle School
 Teacher – Glenn O. Swing
 Teacher – Holmes High School
 Teacher – Holmes High School
 Teacher – Holmes Middle School
 Teacher – Glenn O. Swing
 Teacher – 6th District
 Teacher - 9th District
 Teacher – 9th District
 Resource Person DW
 Teacher – Holmes Middle School
 Teacher – Holmes High School
 Teacher – Holmes High School

Substitute – District Wide
 Substitute – District Wide
 Substitute – District Wide

Nutrition Services Assistant I - HHS
 Bus Driver - Transportation
 School Nurse – Latonia
 Instructional Assistant – 6th District
 Nutritional Services Assistant I - 9th
 Instructional Assistant – James E. Biggs
 Instructional Assistant – James E. Biggs
 Instructional Assistant – Latonia Elementary
 Custodian – 6th District
 School Secretary – HMS
 Bus Monitor - Transportation
 Nutrition Services Assistant I – HHS



Rebekah Mahan
Jasmine Maupin
Belinda McGowan
David McGowan
Rachel Moran
Christina Patterson
Sheela Phillips
Adriana Silva

Yvette Snoen
Abigail Stephens
Dornita Stewart
LeLe Stewart
Casey Stillwell
Kate Taylor
Katie Thornberry
Nancy Walz
Marsha Wilson
Niesje Witherspoon

Bus Monitor – Transportation
Instructional Assistant – James E. Biggs
Nutrition Services Assistant I – GOS
Nutrition Services Assistant I – HHS
Instructional Assistant – James E. Biggs
Instructional Assistant – Latonia
Nutrition Services Assistant I – 6th
21st Century Community Learning Site Coordinator –
6th
Nutrition Services Assistant I – Latonia
FMD/MSD Instructional Assistant - HMS
FMD/MSD Instructional Assistant – HMS
Nutrition Services Assistant I – Latonia
Instructional Assistant – Kindergarten – JGC
Instructional Assistant – Kindergarten – 6th
Instructional Assistant – James E. Biggs
Instructional Assistant – 6th District
Instructional Assistant – James E. Biggs
Instructional Assistant – James E. Biggs

Change of Assignment/Revisions

Certified:

David Bezold	From Credit Recovery at Holmes High School to Business Teacher at HHS
Olivia Brown	From Kindergarten Teacher at 9 th District to Library/Media Teacher at 9 th
Shawna Davis	From First Grade Teacher at Latonia to Instructional Coach at Latonia
Allie Flaughner	From a Special ED Collaborative at Glenn O. Swing to a SE MSD Teacher at LAT
Joseph Frakes	From a District Substitute to a Teacher at Glenn O. Swing
Elvis Humes	From Instructor III at Holmes High School to a Teacher at Holmes High School
Jason Moore	From Business Teacher at Holmes High School to Virtual Teacher at HHS
Benjamin Nevels	From Exceptional Child Instructor at Holmes High School to a Virtual Teacher at Holmes Middle School
Ellen Peach	From Assistant Principal at Glenn O. Swing to Principal at Glenn O. Swing
Michael Reichert	From Director of Exceptional Children to Director of Pupil Personnel/Attendance
Karissa Storey	From a Teacher at Glenn O. Swing to Assistant Principal at Glenn O. Swing
Suzanne Thompson	Had a 1 year contract was Non-Renewed and Rehired as a Resource Person DW



Ariel Weitzman	From Instructional Assistant at 6 th to a Teacher at 6 th District
Donna Woods	From Exceptional Child Instructor at HMS to Classroom Teacher at Holmes Middle School
<u>Classified:</u>	
Johnston Arnold	From Nutrition Service Cook to an instructional Assistant at Glenn O. Swing
Patricia Arnold	Cafeteria Manager – Hours were 6.5 a day – New hours are 8 per day
Thomas Clifford	From Instructional Assistant at James E. Biggs to Custodian at Holmes High
Marcus Evans	A CLC Fitness Coach at Latonia (keeping position) Adding Substitute DW
Ronnell Gibson	From Instructional Assistant at John G. Carlisle to Instructional Assistant at HHS
Robert Henry	From Instructional Assistant at Glenn O. Swing to DW Substitute
Thessa Jones	From Instructional Assistant at Holmes High School to Instructional Assistant at Holmes Middle School
Kimberly Kopple	From Nutrition Service Assistant at Holmes High School to Nutrition Cook at HHS
Elizabeth Kozerski	From Kindergarten IA at 9 th District to Intervention Instructional Assistant at 9 th
Dora Siel	From Instructional Assistant at James E. Biggs to Administrative Assistant at DEC

RANK CHANGE

Katherine Dusing	Rank 1
Eli Florer	Rank 2
Robin Hoskins	Rank 1
Alexandria McGaughey	Rank 1
Olivia Sand	Rank 2

Supplemental Contracts Offered

Athletics:

Dave Brausch	Assistant Varsity Football Coach
Ben Brown	Assistant Varsity Football Coach
Ryan Cabral	Varsity Boys Assistant Soccer Coach
Brad Carr	Varsity Boys Basketball Head Coach
Eli Florer	Assistant Varsity Football Coach
Morgan Gilvin	Girls Varsity Assistant Soccer Coach
Kyle Graven	Football Assistant Coach Middle School
Jon Hopkins	Assistant Varsity Head Football Coach
Jim Huhn	Football Timekeeper
Jason Moore	Assistant Varsity Football Coach
Ben Nevels	Head Varsity Football Coach



James Perrin
Juliana Rizzo
Ryne Smith
Mark Sullivan
John Wimzie

Football middle School Coordinator
Girls Head Soccer Coach
Varsity Boys Basketball Assistant Coach
Football Varsity Assistant Coach
Varsity Boys Basketball Head Assistant Coach

Educational and Doctorate

Donna Adams
Brittany Bartelson
Shannon Bosley
Ben Brown
Annette Burtschy
Lauren Cobb
Elizabeth Coleman
Brian Derico
Chelsea Fischer
Allison Goldman
Vivian Gonzales Bodden
Catherine Gray
Orihet Huffman
Beth Johnson
Janice Krumwiede
Mike Mencsik
Luz Oilvera
Susan Pastor-Richard
Amy Paulson
Christian Reyes
Josh Rider
Sherrie Roberts
Jamarcus White
Rocio Whitelock
Janice Wilkerson

Doctorate Degree
Transition Coordinator
Doctorate Degree
Doctorate Degree
ESSER Fund Transitional
Elementary Team Lead
Doctorate Degree
Doctorate Degree
Transition Coordinator
Family Translator/Advocate
Doctorate Degree
Supervising an SLP Assistant
Family Translator/Advocate
Elementary Team Lead
Covington Education Foundation Liaison
Social Media/Webmaster
Family Translator/Advocate
Doctorate Degree
Elementary Team Lead
Family Translator/Advocate
HHS Tech Coordinator
Free and Reduced Lunch Data
Webmaster
Family Translator/Advocate
Doctorate Degree

SPED/TLC/CAH

Ken Bachman
Paula Capano-Ellis
Donna Chuhran
Elizabeth Collins
Brittany Dunaway
Linda Duvall
Aretha Jackson
Marcia Johnson
Megan Lange
Victoria Lickert
Ron-nel McClendon
Carmen Orso
Rita Rednour

CAH
TLC
GOS
6th
9th
6th
TLC
LES
GOS
GOS
TLC
9th
LES



Tammy Rhodes
Mary Ella Rorer
Jeanette Rothe
Erin Smith

JGC
9th
TLC
JGC

Resignations

Certified:

Jennifer Adelman
Heather Axton
Pam Brewer
Marina J. Burchett
Donna Chuhran
Tammy Clines
Shayne Hays
Allyson Hurt
Cidni Morrison
Patricia Nance
Shelbi Ruf
Bethany J. Shropshire
Kirsten Straley
Jenifer Steinhauer
Barbara VanZile
Cooper Wade
Nicole Weyman

Teacher – Holmes Middle School
Teacher – Holmes High School
Teacher – Holmes High School
Teacher – Holmes High School
Teacher – Glenn O. Swing
Teacher – Holmes Middle School
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Teacher – Holmes Middle School
Teacher – Holmes Middle School
Teacher – Glenn O. Swing
Teacher – James E. Biggs
Teacher – Glenn O. Swing
Teacher – Glenn O. Swing
Teacher – Holmes Middle School
Teacher – 9th District Elementary

Classified:

Johnston Arnold
Thomas Clifford
John Farrell
Deanna Hebbler
Robert Henry

Nutrition Department – Glenn O. Swing
Instructional Assistant – James E. Biggs
Custodian – 6th District Elementary
Bus Monitor – Transportation
Instructional Assistant – Glenn O. Swing

Iyanna Hill
Katrina Hammond
Kerry Todd Humphrey
Gloria Jones
Larissa Jones
Rebecca Koch
Leah Rider
Greg Swiger
Katie Thornberry
Crystal White

Instructional Assistant – James E. Biggs
Instructional Assistant – Latonia Elementary
Instructional Assistant – 6th District Elementary
Cook – Latonia Elementary
Instructional Assistant – 9th District Elementary
Administrative Assistant – District Enrollment Center
Maintenance Office Custodian – Maintenance
Instructional Assistant – Holmes High School
Instructional Assistant – James E. Biggs
Nutritional Services – Nutritional Services



Retirements

Certified:

Ray Finke
Lucy Fruchtenicht

District Compliance Officer/Court Liaison DW
Guidance Counselor – 9th District – Amended from a
resignation
Teacher – John G. Carlisle

Lou Emma

Substitute Teachers that did not return renewal letter:

Natalie Fair Allbright
Leslie Clifford
David Dirheimer

Leave of Absence

Certified:

Employee # 6378

FMLA has been approved beginning November, 2021 and
ending December, 2021

Employee # 6503

FMLA has been approved beginning August 16, 2021 and
ending January 3, 2022

Classified:

Employee # 5333

FMLA has been approved beginning August 16, 2021 and
ending August 23, 2021

2. Data Security and Breach Notification Best Practice

Mr. Jamarcus White, Director of Technology presented the Data Security and Breach Notification Best Practices.

VII. Report of the Treasurer

3. SBDM Councils' Carryover Funds FY2021

Unused ending balances may be carried over upon petition by the Site Based Council to the local Board of Education per KRS160.345. The limit of what can be carryover is 5% of the original site based allocation. The amount requested to carryover is \$23,366. This item will be brought back to the Board requesting approval at the September 9, 2021 Regular meeting.

4. School Activity Fund Balances - July 2020 through June 2021

The Kentucky Department of Education recognizes that it is a best-practice for Board members to be knowledgeable of each schools' activity fund balances. School activity fund balances for a 6 month period will be brought to the Board in January/February (July through December) & July/August (July 2020 through June 2021) of each year. This item will be brought back to the Board requesting approval at the September 9, 2021 Regular meeting.



5. School Activity Information on Receipts (Revenues) for FY21

This is a new item for the Board that was requested during the May 2018 Board meeting. The Board wanted to see the school activity receipts (revenue) broken down by category in regards to student generated money versus non-student generated money. This will be brought to the Board each July/August showing detail information on receipts from the prior year. This item will be brought back to the Board requesting approval at the September 9, 2021 Regular meeting.

6. Monthly Financials ~ July

7. Warrant Expenditure Report

Motion Passed 082621_01: The Covington Board of Education approves the Monthly Financials and the Warrant Expenditure Report for July 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

8. Donations FY21 from School Activity Funds - Revised

Motion Passed 082621_02: The Covington Board of Education approves the Donations FY21 from School Activity Funds - Revised 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

9. Revised BG20-217

10. Revised BG19-202

Motion Passed 082621_03: The Covington Board of Education approves the Revised BG20-217 and BG19-202 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



11. Adoption of Tax Rates for 2021-2022 School Year

Motion Passed 082621_04: The Covington Board of Education approves the Adoption of a 4% Tax Rate increase for 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	No
Ms. Glenda Huff	Yes

VIII. Consent Agenda

Motion Passed 082621_05: The Covington Board of Education approves the Consent Agenda 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

12. Approval of Minutes ~ August 12, 2021 Regular Meeting

13. Orientation and Mobility Contract 2021-2022

14. Physical Therapy Contract 2021-2022 School Year

15. Leave of Absence Request- Employee # 6378

16. Leave of Absence Request- Employee # 5333

17. Leave of Absence Request- Employee # 6503

IX. Individual Approval Agenda Items

18. ARP ESSER Assurances

Motion Passed 082621_06: The Covington Board of Education approves the ARP ESSER Assurances 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



X. Addendum Agenda (Action Possible)

19. American Rescue Plan ESSER III Spending Plan

Motion Passed 082621_07: The Covington Board of Education approves to move to the American Rescue Plan ESSER III Spending Plan 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 082621_08: The Covington Board of Education approves the American Rescue Plan ESSER III Spending Plan 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

20. Performance Contract for Meinken Field Emergency Project

Motion Passed 082621_09: The Covington Board of Education approves to move Performance Contract for Meinken Field Emergency Project 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 082621_10: The Covington Board of Education approves Performance Contract for Meinken Field Emergency Project 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



21. BG1 2021-252 Meinken Field Landslide Repair

Motion Passed 082621_11: The Covington Board of Education approves to move the BG1 2021-252 Meinken Field Landslide Repair 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 082621_12: The Covington Board of Education approves the BG1 2021-252 Meinken Field Landslide Repair 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. Report of the Attorney

Ms. Mary Ann Stewart, Board attorney asked if anyone had questions about the current mandates from the Governor of Kentucky regarding masks. Ms. Stewart also updated the Board on the Arlington PILOT agreement, the agreement has been filed at the Clerk's office and we should begin to see payments as soon as November.

XII. Further Discussion and/or announcements by the Board of Education

1. Recruitment Discussion

The Board discussed including on job postings that it is a preference, but not required to live in Covington to help build rapport within the community. After discussion, it was agreed by consensus to not move forward with this suggestion and to not to change our current processes. Ken Kippenbrock, Director of Human Resources will research to see what kinds of incentives the City may offer to homeowners and provide those to our new hires after onboarding.

XIII. Upcoming Events

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

XIV. Executive Session

No executive session requested.



XV. Adjournment

The Board made a consensus to adjourn at 6:03 p.m.

_____ Glenda Huff, Board Chair

_____ Alvin Garrison, Superintendent

