

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

August 25, 2022

5:30 PM

Covington Board of Education

25 E. 7th Street Covington, Kentucky 41011

The meeting will be streamed via video teleconferencing at:

[www.covington.kyschools.us](http://www.covington.kyschools.us)

**I. Call to Order**

**II. Roll Call**

**Attendance Taken at 5:33 PM:**

Present Board Members:

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

Absent Board Members:

Ms. Glenda Huff

**Motion Passed 082522\_01:** The Covington Board of Education approves to excuse Ms. Glenda Huff, Board member from the meeting passed with a motion by Mr. Stephen Gastright and a second by Mr. Tom Haggard.

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

**III. Pledge of Allegiance**

The Board led the Pledge of Allegiance.

**IV. Welcome and Board Chair Comments**

Ms. Sarah Flerlage, Board chair welcomed everyone to the meeting and read the Board commitments out loud.

**V. Public Input**

No one opted to address the Board.

**VI. Informational Items (Action Possible)**

**1. Full Service Community Schools**

Covington Partners requests the approval of the Board of Education to submit a grant application to the Department of Education for Full Service Community Schools. The purpose of the grant is to provide support for the planning, implementation, and operation of full-service community schools that improve the coordination,



integration, accessibility, and effectiveness of services for children and families. The grant is for \$2.5 million over five years.

## **2. Personnel Actions**

### Personnel Exhibit

August 25, 2022

### **Supplemental Contracts Offered for the 2022-2023 School Year:**

#### Academics

Denise Brown	Webmaster
Becky Egan	Webmaster
Lauren Hardy	I – Team Webmaster
Amber Lykins	Webmaster
Mike Mencsik	Webmaster
Megan Otten	I – Team Webmaster
Amy Paulson	Team Lead – 2 <sup>nd</sup>
Ellen Reinhart	Academic Chair 16 UP
Tara Richardson	Academic Chair 16 UP
Lindsay Schulte	Academic Chair 1 - 5
Mike Shipley	Academic Chair 1 – 5
Debra Vance	Webmaster
Debra Vance	Social Media Specialist
Jamarcus White	Webmaster
Jennifer Williamson	Academic 16 UP

#### Athletics

Ken Bachman	Assistant Wrestling Coach
Emily Brunson	8 <sup>th</sup> Grade Cheer Sponsor
Emily Brunson	6 <sup>th</sup> Grade Cheer Sponsor
Ben Calabrese	Band Camp
Ben Calabrese	Marching Band
Robin Chilelli Jackson	Colorguard Rehearsal
Robin Chilelli Jackson	Colorguard Camp
Robin Chilelli Jackson	Colorguard Design
Shelby Davenport	7 <sup>th</sup> Grade Cheer Sponsor
Shelby Davenport	8 <sup>th</sup> Grade Cheer Sponsor
Allen Dillion	Assistant Wrestling Coach
Robert Elrod	Assistant Band Director
Robert Elrod	Assistant Marching Band Director
Olivia Fields	Assistant Head Girls Basketball Coach
Eli Florer	Head Varsity Baseball Coach
Morgan Gilvin	Girls Soccer Assistant Coach
James Huhn	Football Timekeeper
Conrad Krieger	Band Director
Conrad Krieger	Marching Band Director
Sara Krieger	Marching Band
Sara Krieger	Band Camp
Amber Lykins	Assistant Fastpitch
Jason Moore	Varsity Assistant Football Coach
Tyler Perkins	Assistant Head Varsity Boys Basketball
Coach	
James Perrin	Assistant Boys Track Coach



Nelson Perrin	Freshman Head Football Coach
Johnathan Skillman	ROTC Assistant Riffle Coach
Johnathan Skillman	ROTC Riffle Coach
Johnathan Skillman	ROTC Drill Team Coach
Mark Sullivan	Varsity Assistant Football Coach
Erica Thelen	Assistant Swimming Coach
Debbie Winkler	Head Swimming Coach

#### TLC/SPED Supplement

Ken Bachman  
 Samantha Barger  
 Jaydah Beard  
 Paula Capano-Ellis  
 Carla Cobbins  
 Katherine Dusing  
 Jeanette Edmonson  
 Allyn Flaughier  
 Alicia Humphrey  
 Tyler Kiefer  
 Melea Klein  
 Louis Lindenschmidt  
 Eric Neff  
 Jessica Perrin  
 Barbara Pritchett  
 Aarika Richmond  
 Terry Sammons  
 Kathy Sparks  
 Molly Stuntebeck  
 Mary Todd  
 Ishmaelita Williams

#### Miscellaneous Supplements

Annette Burtschy  
 Orihet Huffman  
 Ken Kippenbrock  
 Evan Klein  
 Jared Laney

Transition Supplement  
 Family Advocacy Translation Interpreter  
 District Safety Coordinator  
 Family Advocacy Translation Interpreter  
 Tech. Support - HHS

#### **Supplemental Contracts Offered for the 2021-2022 School Year:**

##### Academics and Athletics:

Ellen Reinhart  
 Tara Richardson  
 Jennifer Williamson  
 Abbie Hewitt

Academic Chair 1 – 5  
 Academic Chair 1 – 5  
 Academic Chair 1 – 5  
 Soccer Coach

#### **New Hires:**

##### Certified:

Jennifer Adelman  
 Nathaniel Bel  
 Lauren Biggs  
 Diana Brown  
 Aimee Clark

Teacher – Holmes Middle School  
 Teacher – Holmes High School  
 Teacher – Glenn O. Swing  
 Intervention Specialist – DW  
 Teacher – John G. Carlisle



Angela Clemons  
Emily Dill  
Robert Elrod  
Megan Gaertner  
Carlos Gipson  
Jack Greve  
Lisa Gross Snider  
Joshua Heizer  
Madison Hollingsworth  
Jenelle Kunz  
Karen Luehrman  
Joshua Maldonado  
Brooke Mueller  
McKensey Ogletree  
Tiffany Otterman  
Stacey Owens  
Nelson Perrin  
Julie Rowland  
Allison Seissiger  
Lindsay Shank  
Emma Smith  
Jill Smith  
Mikayla Snyder  
Kristina Stewart  
Jeremy Young

Classified:

Brian Baird  
Samantha Barger  
Renai Brierly  
Vivien Jimenez  
Yolanda Smith  
Cynthia Wolf

Teacher – 9<sup>th</sup> District  
Teacher – Glenn O. Swing  
Teacher – Holmes Middle School  
Teacher – Holmes High School  
Teacher – Holmes High School  
Teacher – Holmes High School  
Teacher – Transformational Learning Center  
Teacher – John G. Carlisle  
Teacher – Holmes Middle School  
Teacher – Holmes High School  
Teacher – John G. Carlisle  
Teacher – Latonia  
Teacher – John G. Carlisle  
Teacher – John G. Carlisle  
Basketball Coach – Freshman – HHS  
Teacher – Holmes High School  
Teacher – John G. Carlisle  
Teacher – John G. Carlisle  
Teacher – Holmes High School  
Teacher – 6<sup>th</sup> District  
Teacher – Glenn O. Swing  
Teacher – John G. Carlisle  
Teacher – Holmes Middle School

Computer Maintenance Technician  
Instructional Assistant – Holmes Middle School  
Bus Monitor – Transportation  
District Wide Interpreter  
Bus Driver - Transportation  
Bus Monitor – Transportation

### **Classified**

Verna Blevins  
Desiree Carter  
Kimberly Chatman  
Sharon Himmler  
Michelle Hood  
Kaylee Johnson  
Shatelia Johnson  
Connie Kiser  
Melea Klein  
Destiny Owen  
Wendi Skillman  
Angela Williams  
Brittany Williams  
Eddie Winn

Nutrition Services Assistant – GOS  
Bus Driver – Transportation  
Bus Driver – Transportation  
Nutrition Service Assistant – 6<sup>th</sup>  
Instructional Assistant – JGC  
Instructional Assistant – HMS  
Nutrition Service Assistant - HHS  
Intervention Specialist – DW  
Instructional Assistant – HHS  
Instructional Assistant – LES  
Instructional Assistant – 9<sup>th</sup>  
Instructional Assistant – 9<sup>th</sup>  
Bus Monitor – Transportation  
School Security – HMS

### **Substitute Teacher**

Georgia Barwick

Substitute Teacher



Nicholas Brown  
Emmey Frazier  
Brian Stevens

Substitute Teacher  
Substitute Teacher  
Substitute Teacher

### **Revisions/Change of Assignment:**

#### **Certified and Classified:**

Karen Atkins	Was a nutrition service assistant at HHS and now will be a cook at HHS
Ian Broley	Was a district wide substitute and now will be a teacher at HMS
Paula Capano-Ellis	Was a teacher at TLC and now will be the Assistant Principal at TLC
Karen Chitwood	Was a district wide substitute and now will be a teacher at GOS
Bilal Clemons	Was a district wide substitute and now will be a teacher at HMS
Carla Cobbins	Was a school secretary at HHS and now will be a school secretary at TLC
Brittany Dunaway	Was an instructional assistant at 9 <sup>th</sup> and now will be an instructional assistant At GOS
Alicia Humphrey	Was an instructional assistant at TLC and now will be a teacher at TLC
Rachel Jenkins	Was a teacher at GOS and now will be a Curriculum and Instructional Coach at 9 <sup>th</sup>
Michaela LaCalameto	Was a district wide substitute and now will be a teacher at 9 <sup>th</sup>
Jennifer Maines	Was a teacher at GOS and now will be a Curriculum and Instructional Coach at 6 <sup>th</sup>
Alexandria McGaughey	Was a teacher at JGC and now will be a Behavior Coach at 9 <sup>th</sup>
Dylicia McGee	Was a substitute teacher district wide and now will be a teacher at 9 <sup>th</sup>
Mary Moses	Was a nutritional service assistant at HHS and now will be a cook at LES
Elizabeth Nanini	Was a teacher at LES and now will be a teacher at 9 <sup>th</sup>
Kimberly Neff	Was an Elementary Consultant at 6 <sup>th</sup> and now will be an Assistant Principal at 6 <sup>th</sup>
Tracy Pope	Was a teacher at HHS and now will be a SPED teacher at HHS
Andrew Price	Was a teacher at HMS and now will be a Behavior Coach at HMS
Terrah Scheper	Was a district wide substitute and now will be a teacher at HMS
Veronica Siler	Was a nutritional cook at HHS and now will be the Nutritional Manager at GOS
Sharon Scott	Was an after school activity leader at JGC and now will be an instructional assistant At JGC
Melinda Victor	Was a district wide substitute and now will be a teacher at LES



Niesje Withespoon

Was an instructional assistant at TLC and now will be a teacher at TLC

### **Resignations**

#### **Certified:**

MacKenzie Adams	Substitute – DW
Thomas Breadon	Substitute - DW
Caitlyn Burton	Teacher – James E. Biggs
Amber Cunigan	Teacher – 6 <sup>th</sup> District
Sara Butts	Teacher – DW – Gifted and Talented
Karra Jackson	Teacher – Holmes High School
Olivia Jones	Teacher – John G. Carlisle
Molly McCreary	Teacher – Holmes High School
Adam Rader	Teacher – Holmes High School
Kevin Tucker	Teacher – Holmes High School
MaKenna Lagaly	Teacher – Holmes Middle School
Stephanie Romes	Speech Therapist – John G. Carlisle
Stephanie Talbot	Substitute - DW
Mary Todd	Teacher – Holmes Middle School

#### **Classified:**

Bobbie Acoff	Instructional Assistant – 6 <sup>th</sup>
Eternity Hodge	Instructional Assistant – 9 <sup>th</sup>
Edna Myers	Bus Monitor – Transportation
Regina Pugh	Coordinator I – Title I
Ravyn Ramsey	Instructional Assistant – 9 <sup>th</sup>
Samuel Whigham	Custodian – HHS

#### **Rank Change:**

Candace Bone	Rank 1
Joshua Bradford	Rank 2
Paula Capano-Ellis	Rank 1
Don-Shay Jackson	Rank 3
Hailey Smallwood	Rank 1

#### **Approved FMLA**

Employee # 6246 Beginning 08/22/2022 and returning 09/26/2022

### **3. Emergency Certified Substitutes for School Year 2022-2023**

**Motion Passed 082522\_02:** The Covington Board of Education approves to move Emergency Certified Substitutes for School Year 2022-2023 from informational to approval passed with a motion by Mr. Stephen Gastright and a second by Mr. Jerry Avery.

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



**Motion Passed 082522\_03:** The Covington Board of Education approves the Emergency Certified Substitutes for School Year 2022-2023 passed with a motion by Mr. Stephen Gastright and a second by Mr. Jerry Avery.

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

## **VII. Report of the Treasurer**

### **4. Monthly Financials ~ July 5. Warrant Expenditure Report**

**Motion Passed 082522\_04:** The Covington Board of Education approves the Monthly Financials for July and the Warrant Expenditure Report passed with a motion by Mr. Stephen Gastright and a second by Mr. Jerry Avery.

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

## **VIII. Consent Agenda**

**Motion Passed 082522\_05:** The Covington Board of Education approves the Consent Agenda passed with a motion by Mr. Stephen Gastright and a second by Mr. Jerry Avery.

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

- 6. Approval of Minutes ~ August 11, 2022 Regular Meeting**
- 7. Orientation and Mobility Services Contract**
- 8. Contract for English Learner Platform**
- 9. Revised Job Description and Title of Elementary Director Position to a Director of District-Wide Curriculum and Instruction Position**
- 10. Employee Assistance Program**
- 11. SBDM Councils' Carryover Funds FY2022**
- 12. Donations FY22 from School Activity Funds**
- 13. School Activity Fund Balances - July 2021 through June 2022**
- 14. School Activity Information on Receipts (Revenues) for FY22**

## **IX. Individual Approval Agenda Items**

### **15. Equity Plan**

Dr. Roger Cleveland of Millennium Learning Concepts presented the Equity Plan. The Board made a consensus to set up a Retreat on a Saturday to work on aligning the Equity Plan and the Strategic Plan.



## 16. BG 23-062 Holmes Campus Project

**Motion Failed 082522\_06:** BG 23-062 Holmes Campus Project failed with a motion by Mr. Jerry Avery and a second by Mr. Stephen Gatright.

Mr. Jerry Avery	Yes
Mr. Stephen Gatright	No
Mr. Tom Haggard	No
Ms. Glenda Huff	Absent
Ms. Sarah Flerlage	Yes

## 17. BG 23-066 Holmes Ventilation Upgrades

**Motion Passed 082522\_07:** The Covington Board of Education approves the BG 23-066 Holmes Ventilation Upgrades passed with a motion by Mr. Stephen Gatright and a second by Mr. Jerry Avery.

Mr. Jerry Avery	Yes
Mr. Stephen Gatright	Yes
Mr. Tom Haggard	Yes
Ms. Glenda Huff	Absent
Ms. Sarah Flerlage	Yes

## 18. BG 23-065 Central Bus Garage Complex and GOS Elementary

**Motion Passed 082522\_08:** The Covington Board of Education approves the BG 23-065 Central Bus Garage Complex and GOS Elementary passed with a motion by Mr. Stephen Gatright and a second by Mr. Jerry Avery.

Mr. Jerry Avery	Yes
Mr. Stephen Gatright	Yes
Mr. Tom Haggard	Yes
Ms. Glenda Huff	Absent
Ms. Sarah Flerlage	Yes

## 19. Submit BG 23 -062, 065, 066 to KDE

**Motion Passed 082522\_09:** The Covington Board of Education approves to amend Submit BG 23 -062, 065, 066 to KDE by removing BG 23-062 passed with a motion by Mr. Stephen Gatright and a second by Mr. Tom Haggard.

Mr. Jerry Avery	No
Mr. Stephen Gatright	Yes
Mr. Tom Haggard	Yes
Ms. Glenda Huff	Absent
Ms. Sarah Flerlage	Yes

**Motion Passed 082522\_10:** The Covington Board of Education approves to Submit BG 23 065 and 066 to KDE passed with a motion by Mr. Stephen Gatright and a second by Mr. Tom Haggard.

Mr. Jerry Avery	No
Mr. Stephen Gatright	Yes
Mr. Tom Haggard	Yes
Ms. Glenda Huff	Absent
Ms. Sarah Flerlage	Yes



**20. Architectural Services**

The Board made a consensus to table Architectural Services until the next meeting on September 8, 2022

**X. Addendum Agenda (Action Possible)**

No addendum agenda items to present.

**XI. Report of the Attorney**

No report from the Attorney, Ms. Mary Ann Stewart.

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

Ms. Sarah Flerlage, Board chair opened the floor for new business and further discussions or announcements.

**XIII. Upcoming Events**

Ms. Sarah Flerlage, Board chair announced the upcoming events.

**XIV. Executive Session**

No executive session requested.

**XV. Adjournment**

The Board made a consensus to adjourn at 6.31 p.m.

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Sarah Flerlage, Board Chair

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Alvin Garrison, Superintendent

