

**Covington Board of Education
Regular Working Meeting**

MINUTES

July 10, 2025

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

I. Call to Order

Mr. Tom Haggard, Board chair called the meeting to order.

II. Roll Call

Attendance Taken at 5:33 PM:

Present Board Members:

Ms. Hannah Edelen

Mr. Stephen Gastright

Ms. Michelle Williams

Mr. Tom Haggard

Absent Board Members:

Mr. Kareem Simpson

Mr. Stephen Gastright, Board vice-chair made a motion to excuse Mr. Kareem Simpson, Board member from the meeting. Mr. Tom Haggard, Board chair made the second motion, all were in favor, no one opposed.

III. Pledge of Allegiance

The Board led the Pledge of Allegiance.

IV. Welcome and Board Chair Comments

Mr. Tom Haggard, Board chair welcomed everyone to the meeting.

V. District Recognition

Mr. Tom Haggard, Board chair requested a motion to amend the agenda to add diploma recipient to the agenda. All Board members present were in consensus.

a. Covington Independent Public School Diploma Recipient ~ Mr. Martin Bunguke, conferred on December 2024

VI. Public Input

No one opted to address the Board.



VII. Informational Items (Action Possible)

1. 2025-2026 Transportation Agreement

The 2025-2026 Transportation Agreement will be moved to the consent agenda at the next regular meeting on July 24, 2025.

2. Personnel Actions

Supplemental Contracts Offered for the 2024-2025 School Year:

Academic/Band/Translators/Doctorate/SPED/Athletic/Other

| | |
|---------------|--------------------------------|
| Jim Anstead | SPED/TLC/MSD/EBD/FMD |
| Ken Bachman | SPED/TLC/MSD/EBD/FMD |
| Tyler Kincaid | LEAD Teacher - PE |
| Eric Neff | SPED/TLC/MSD/EBD/FMD |
| Eric Neff | Transitional – Human Resources |
| Aisah Payne | Transitional - Human Resources |
| Dawn Vancini | Transitional - Human Resources |

New Hires:

Certified:

| | |
|--------------------|---------------------------|
| Ryan Ball | Teacher - JGC |
| Alisha Burnett | Teacher – 6th |
| Hannah Caywood | Teacher - HMS |
| Adam Gillespie | Assistant Principal - HHS |
| Annie Heck | Teacher – 9 th |
| Regina Holmes | Teacher - LES |
| Daria Johnson | Assistant Principal - HHS |
| Hayley Martin | Teacher - JGC |
| Katherine McDonald | Teacher – 9 th |
| Erin Menniger | Teacher – 6 th |
| Kevin Noll | Principal - LES |
| Jennifer Novick | Teacher – LES |
| Amber Onkst | Counselor – 9th |
| Alison Shepherd | Teacher – 9th |
| Kira Turner | Teacher - LES |
| Olivia Zahn | Teacher - GOS |

Classified:

| | |
|----------------|-------------------------------|
| Nissa Cooper | Instructional Assistant - JGC |
| Samanatha Cruz | Instructional Assistant - LES |
| Caitlyn Hemmer | Occupational Therapist - DW |

Retirement:

| | |
|--------------|-------------------------------|
| Thessa Jones | Instructional Assistant – HHS |
|--------------|-------------------------------|



Resignations:**Classified:**

Matthew Holiday
Samantha Sloan

Instructional Assistant - HHS
Instructional Assistant - HMS

Certified:

Eli Florer
Sarah Graman
Isabel Guerra
Amanda O'Harra
Molly Shearer
Rachel Sprague
Kimberly Weber

Teacher - HHS
Director of Special Education – DW
Teacher - GOS
Teacher - HMS
Teacher - GOS
Teacher – GOS
Special Education Facilitator/Coach

Revisions:

Eden Alexander

Was a DW Substitute and now will be a School Psychologist – INTERN at 9th District

Misti Carr

Was the SPED Facilitator/Coach -DW – Now will be the Director of Special Education – DW

Kevin (Gary) Cunningham

Was a teacher at HHS will now be a teacher at TLC

Chelsea Fischer

Was an Instructional Coach at HMS will now be an Assistant Principal at HMS

Jackie Hicks

Was a teacher at HMS and will now be a teacher at GOS

Tyler Kiefer

Was a teacher at HMS and now will be a Behavior Coach at HMS

Ashley McClure

Is now our Director of Community and Family Engagement - DW

Tara Milcetic

School Nurse at JEB and now will be the School Nurse at 6th

Andrew Price

Was an Assistant Principal at TLC now will be an Assistant Principal at HMS

Ryne Smith

Was an HMS teacher and now will be the Assistant Principal at HMS

Tara Sorrell

Was a DW Substitute now will be a teacher at 6th District

Angela Turnick

Was Assistant Principal at HHS now will be the Interim Principal at HHS

Non-Renewed Contracts, now coming back

Tara Chestnut

CLC Coordinator - LES

Bradley Combs

Instructor III - GOS

Michael Lewis

CLC Coordinator - HMS

Adriana Silva

CLC Coordinator – 6th

Holly Simkonis

CLC Coordinator - HHS

Jennifer Simmons

CLC Coordinator – 9th



Substitute Teachers – Resigned for the 25-26 SY:

Yvette Allen
Emily Ball
Crabtree
Kylie Cummings
Steven Durkee
Jaydis Gales
Jillian Hamilton
Landon Hoffman
Nathaniel Jeffery
Emma Jerdon
Jeffery Johnson
Paul Kohls
Michaela LaCalameto
Angela Lang
Kya McDaniels
Nicholas McLaughlin
Charla Perry
Shakeylea Robinson
Collin Seith
Timothy Sexton
Katie Threet
Sabeon Turner
Alexis Vandusen
Alantra Wells
Isabelle Wilson
Cathy Wolff

Rank Change:

| | |
|--------------|--------|
| Skylar Brown | Rank 3 |
| Janet Duncan | Rank 1 |
| Nick Watts | Rank 3 |
| Hayley Zeis | Rank 2 |

APPROVED FMLA AND LOA APPLICATIONS:

Employee # 6822

District Posted Vacancies:**Certified:**

NOTE: Some of the postings are filled – waiting on hiring appointment to finish hiring process – once hiring is complete the posting will be closed.

| | |
|--------------------|---|
| District Wide | 8 |
| Sixth District | 4 |
| John G. Carlisle | 0 |
| Latonia Elementary | 2 |
| Glenn O. Swing | 6 |
| James E. Biggs | 0 |



| | |
|----------------------------------|-----------------------------|
| Holmes High School | 9 |
| Holmes Middle School | 6 |
| Ninth District | 3 |
| Transformational Learning Center | 1 |
| Substitutes | An ongoing post due to need |

Classified:

| | |
|----------------------------------|--|
| Transformational Learning Center | 1 |
| Covington Partners | 0 |
| Latonia Elementary | 1 |
| John G. Carlisle | 1 |
| Holmes High School | 5 |
| Central Office | 0 |
| District Wide | 5 |
| Glenn O. Swing | 2 |
| Ninth District | 3 |
| Chapman Daycare | 1 |
| District Wide Maintenance | 0 |
| Holmes Middle School | 3 |
| Sixth District | 5 |
| James E. Biggs | 1 |
| Transportation | An ongoing post due to need 4 Monitors - 4 Bus Drivers |

3. Common Carrier Request ~ Holmes High School Football Team

The Common Carrier Request for the Holmes High School Football Team will be moved to the consent agenda at the next regular meeting on July 24, 2025.

4. Policy Committee Recommendations ~ 01.111, District Planning, 02.14 Evaluation, and 08.5, Program Evaluation ~ First Reading

The Policy Committee Recommendations related to 01.111, District Planning, 02.14 Evaluation, and 08.5, Program Evaluation will be moved to the next regular meeting on July 24, 2025 requesting approval as the final reading.

5. Performance Monitoring ~ Attendance

Board chair, Mr. Tom Haggard requested to table this discussion until the next regular meeting on July 24, 2025.



VIII. Individual Approval Agenda Items

6. Covington Recreation Committee Appointees

Motion Passed 071025_01: The Covington Board of Education approves the Covington Recreation Committee Appointees passed with a motion by Ms. Hannah Edelen and a second by Mr. Stephen Gastright.

| | |
|-----------------------|--------|
| Ms. Hannah Edelen | Yes |
| Mr. Stephen Gastright | Yes |
| Mr. Kareem Simpson | Absent |
| Ms. Michelle Williams | Yes |
| Mr. Tom Haggard | Yes |

IX. Addendum Agenda (Action Possible)

No addendum agenda items to present.

X. Superintendent Report

No report from the Superintendent, Mr. Alvin Garrison.

XI. Report of the Attorney

No report from the Attorney, Ms. Aaren Meehan.

XII. Board Member Discussion

XIII. Board Member Comments

Mr. Tom Haggard, Board chair opened the floor for board member discussion and comments.

XIV. Upcoming Events

Mr. Tom Haggard, Board chair announced the upcoming events.

XV. Executive Session

At 5:46 p.m., Board Attorney, Ms. Aaren Meehan requested to enter into executive session, pursuant to KRS 61.810, 1(f) Discussions or hearings which might lead to the appointment, discipline, or dismissal of an individual employee, member, or student without restricting that employee's, member's, or student's right to a public hearing if requested. This exception shall not be interpreted to permit discussion of general personnel matters in secret; and KRS 61.810, 1(k) Meetings which federal or state law specifically require to be conducted in privacy; no action will be taken during executive session.

Mr. Stephen Gastright, Board vice-chair made the first motion to enter into executive session, Ms. Michelle Williams, Board member made the second motion. Mr. Tom Haggard, Board chair asked if all were in favor, all said aye and no one opposed.

At 5:59 p.m., the Board ended executive session. Mr. Stephen Gastright, Board vice-chair made the first motion to end executive session, Ms. Michelle Williams, Board member made the second motion. Mr. Tom Haggard, Board chair asked if all were in favor, all said aye and no one opposed. No action was taken.



XVI. Adjournment

The Board made a consensus to adjourn at 5:59 p.m.

_____ Tom Haggard, Board Chair

_____ Alvin Garrison, Superintendent

