

**Covington Board of Education
Regular Working Meeting**

MINUTES

August 14, 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 5:31 PM:

Present Board Members:

Ms. Hannah Edelen

Mr. Kareem Simpson

Ms. Michelle Williams

Mr. Tom Haggard

Absent Board Members:

Mr. Stephen Gastright

Ms. Hannah Edelen, Board member made a motion to excuse Mr. Stephen Gastright, Board vice-chair from the meeting. Mr. Kareem Simpson, Board member made the second motion. Mr. Tom Haggard, Board chair asked if all were in favor, all said aye and 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. Public Input

No one opted to address the Board.

VI. Informational Items (Action Possible)

1. Performance Monitoring ~ Student Support Services

Ms. Ashley McClure, Director of Community and Family Engagement presented a report on student support services.



2. Contracts for Special Education Related Services

Ms. Misti Carr, Director of Special Education presented the Contracts for Special Education Related Services. This item will be brought back under the consent agenda at the next meeting on August 28, 2025.

3. ARC Chairperson Recommendations

Ms. Misti Carr, Director of Special Education presented the ARC Chairperson Recommendations. This item will be brought back under the consent agenda at the next meeting on August 28, 2025.

4. 2025-2026 Upbeat Contract

Mr. Ken Kippenbrock, Executive Director of Human Resources and Operations presented the 2025-2026 Upbeat Contract. This item will be brought back under the consent agenda at the next meeting on August 28, 2025.

5. Holmes High School Career and Technical Education Department (CTE) work with Southern Regional Education Board (SREB)

Motion Passed 081425_01: The Covington Board of Education approves the Holmes High School Career and Technical Education Department (CTE) work with Southern Regional Education Board (SREB) passed with a motion by Ms. Hannah Edelen and a second by Mr. Kareem Simpson.

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

6. 2025 Strategic Plan Update and Community Report Card

Mr. Scott Alter, Assistant Superintendent of Learning Support presented the 2025 Strategic Plan Update and Community Report Card.

7. Data Security and Breach Notification Best Practice

Mr. Jamarcus White, Director of Technology discussed the Data Security and Breach Notification Best Practice.

8. Personnel Actions

Supplemental Contracts Offered for the 2025-2026 School Year:

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

| | | | |
|----------|--------|-----|--|
| Adams | | | |
| Hastings | Donna | HHS | Doctorate Degree Trans. Supplement -Strategic Plan |
| Alter | Scott | CO | |
| Anstead | Jim | HHS | Asst. Coach Varsity Girls BB |
| Arnold | Gibran | HHS | Varsity Asst. Football Coach |



| | | | |
|----------|-----------|-----|------------------------------------|
| Blevins | Taylor | HMS | 8th Gr. Cheerleading FB Coach - .5 |
| Blevins | Taylor | HMS | 7th Gr. Cheerleading Coach BB |
| Bove | Andrew | DW | Family Translator-advocate |
| Brown | Alexi | HHS | Freshman Girls BB Coach |
| Brunson | Emily | HMS | 8th Gr. Cheerleading Coach BB |
| | | | 8th Gr. Cheerleading Coach FB - .5 |
| Brunson | Emily | HMS | |
| Calderon | Maria | DW | Family Translator-advocate |
| Campbell | David | HMS | Assistant Coach Football |
| Carr | Misti | DW | National Board Certified |
| Chilleli | Robin | HHS | Color Guard Camp |
| Chilleli | Robin | HHS | 3 Weeks Band Camp |
| Chilleli | Robin | HHS | Winter Guard Rehearsal |
| Chilleli | Robin | HHS | Colorguard Fall Rehearsal |
| Chilleli | Robin | HHS | Color Guard Design |
| Coleman | Elizabeth | HHS | Doctorate Degree |
| Colyer | Vivien | HHS | Family Translator-advocate |
| Cooper | Jerry | HHS | Varsity Asst. Football Coach |
| Egan | Becky | DW | Webmaster - DW |
| Elsbernd | Alvin | HHS | Varsity FB Asst. Head Coach |
| Elsbernd | Sam | HHS | Varsity Boys Head BB Coach |
| Espinoza | Thalia | HHS | Social Media Specialist |
| Fields | Olivia | HHS | Cross Country Boys Head Coach |
| Fields | Olivia | HHS | Cross Country Girls' Head Coach |
| Finney | Jaren | CO | Doctorate Degree |
| Frank | Kim | LES | Social Media Specialist |
| Fuentes | Catherine | DW | Family Translator-advocate |
| Graven | Kyle | HMS | School Coordinator Football |
| Griffith | Dawn | HHS | JV Cheerleading Coach BB |
| Griffith | Dawn | HHS | JV Cheerleading Coach Football |
| Gulley | Davana | DW | Tech Integration - DW |
| Hill | Zuri | HHS | Varsity Girls Head BB Coach |
| Hopkins | Jonathan | HHS | Football - Varsity Head Coach |
| Huhn | Jim | HHS | Varsity Boys BB Statistician |
| Huhn | Jim | HHS | Varsity Girls BB Timekeeper |



| | | | |
|----------------|----------|-----|-------------------------------------|
| Huhn | Jim | HHS | Football Timekeeper |
| Huhn | Jim | HHS | JV Boys BB Statistician |
| Humes | Elvis | HHS | Team Lead ELL |
| Humes | Elvis | HHS | Team Lead ELL 2 |
| Humes | Elvis | HHS | HHS - Team Lead Access Testing |
| Kippenbrock | Ken | CO | District Safety Coordinator |
| Kreiger | Conrad | HHS | Band Director |
| Kreiger | Conrad | HHS | Marching Band Director |
| Krumwiede | Janice | DW | Covington ED Foundation Liaison |
| Lickert | Victoria | HMS | 6th Gr. Cheerleading Coach BB |
| Longhauser | Emely | DW | Family Translator-advocate |
| Medica | Serafina | HHS | Assistant Band Director |
| Medica | Serafina | HHS | Assistant Marching Band Director |
| Miller | Megan | HHS | Soccer - Girls Varsity Assistant |
| Moore | Jason | HHS | Varsity FB Asst. Head Coach |
| Neff | Austin | HHS | Varsity Boys BB Asst. Head Coach |
| Niesche | Lisa | 9th | Academic Chair (11-15 members) |
| Olvera-Vancini | Brittany | HHS | Social Media Specialist |
| Olvera-Vancini | Brittany | HHS | Freshman Volleyball Asst. Coach |
| Olvera-Vancini | Brittany | HHS | Varsity Volleyball Head Coach |
| Olvera-Vancini | Brittany | HHS | JV Volleyball Assistant Coach |
| Onkst | Amber | 9th | Doctorate Degree |
| Pastor-Richard | Susan | DW | Doctorate Degree |
| Penick | Dan | HHS | Assistant Boys BB Coach |
| Perrin | James | HHS | Varsity Football Asst. Coach |
| Perry | Jacob | HMS | HMS Assistant Football Coach |
| | | | Transition Supplement Food Service |
| Roberts | Sherrie | CO | |
| Roberts | Sherrie | CO | FRAM Coordinator |
| Robinson | Jack | HHS | Boys Varsity Head Coach |
| | | | Cross Country Girls Assistant Coach |
| Sandy | Jonathan | HHS | |



| | | | |
|-----------|-----------|-----|------------------------------------|
| Sandy | Jonathan | HHS | Cross Country Boys Assistant Coach |
| Simpson | Ken | HHS | Varsity Asst. Coach Boys BB |
| Sloan | Samantha | HHS | Freshman Cheerleading Coach FB |
| Smith | Emma | HHS | Varsity Girls Head Soccer Coach |
| Stevens | Tina | HHS | Varsity Cheerleading Coach FB |
| Stevens | Tina | HHS | Varsity Cheerleading Coach BB |
| Stovall | Jaynice | HHS | Varsity Girls BB Assistant Coach |
| Sullivan | Mark | HHS | Varsity Football Asst. Coach |
| Turnick | Angela | HHS | Summer School Director |
| Vance | Debra | DW | Social media |
| Vance | Debra | DW | Webmaster - DW |
| Vancini | Sergio | HHS | Boys Weightlifting Coordinator |
| Watkins | Risa | HHS | Varsity Girls BB Asst. Head Coach |
| Watts | Nick | HMS | HMS Volleyball Head Coach |
| Watts | Nick | HHS | Freshman Boys BB Coach |
| Wendt | Katherine | HHS | 3 Weeks Band Camp |
| Wendt | Katherine | HHS | Band Camp Marching Season |
| Whitelock | Rocio | DW | Family Translator-advocate |
| Winn | Eddie | HMS | HMS Football Assistant Coach |
| Wood | Shawn | CO | Social Media Specialist |
| Wood | Shawn | CO | Annual Sponsor Yearbook |

New Hires:

Certified:

| | |
|-------------------|-----------------------------|
| Jaclyn Albrinck | Teacher – GOS |
| Grant Barnhill | Teacher – LES |
| Veronica Camacho | Teacher - HMS |
| Misty Elder | Teacher – HHS |
| Chris Fookes | Teacher - HHS |
| Raya Fitch | Teacher - HMS |
| Andersen Hamilton | Teacher – HHS |
| Emma Lambert | Teacher - JGC |
| Serafina Medica | Teacher – HMS |
| Matthew Mercer | Teacher – HHS |
| Carmen Mitchell | Teacher – 6 th |
| Caitlin Moreland | SPED Coach/Facilitator – DW |
| Abigail Morrison | Substitute - DW |
| Jason Morrow | Teacher HHS |
| Sabrina Paff | Substitute – DW |
| Natallie Robinson | Teacher - HHS |
| Abby Rock | Teacher – 9 th |



Carlie Schmidt
Brandi Schmidt
Eve Sexton
Thomas Sizer
Dwana Staples
Austin Stevens
Kyle Thornton
Travece Turner
Loryn Zenni

Classified:

Alvin Elsbernd
Megan Dadosky
Curtis Hill
Amber Minner
Tina Mitchell
Isabella Moran
Christina Papp

Jack Robinson
Sergio Vancini

Retirement:

Deborah Winkler

Resignations:

Classified:

Andrew Bove
Matalyn Colson
Jennifer Duran

Certified:

Denise Bezold
Kate Duell
Tracy Hunt
Gabrielle Mitchell
Tracy Pope
Jennifer Rickard
Madison Risner
Janice Rulli
Molly Vonderhaar

Revisions:

Kionte Earley
Shawn Farrell
Substitute

Teacher – 6th
Teacher – 9th
Teacher – HHS
Teacher – HMS
Teacher - HHS
Teacher – 6th
Teacher – HHS
Curriculum Coach - HHS
Teacher - LES

Coach – HHS
Instructional Assistant – JGC
Instructional Assistant – HMS
Instructional Assistant – 6th
Nutrition Services – JEB
Instructional Assistant – JEB
Instructional Assistant - JEB

Coach – HHS
Coach - HHS

Instructional Assistant - HMS

Spanish Interpreter – DW
Instructional Assistant – JEB
Instructional Assistant – JGC

Teacher – GOS
Intervention Specialist – DW
Substitute - DW
Teacher – HMS
Teacher – HHS
Substitute - DW
Teacher – GOS
Substitute – DW
Teacher - HHS

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



| | |
|----------------------|--|
| Stephen Fite | Was a teacher at HMS now will be a teacher at TLC |
| Shellia Glover | Bus Monitor but now will be an Instructional Assistant at TLC |
| Natalie Grein | Was a school secretary at HMS now will be a teacher at HMS |
| Chandra Huff | Location change SPED teacher at HMS now will be at GOS as a SPED teacher |
| Christina LaCalameto | Teacher at LES now will be a DW substitute teacher |
| Paul Mackieewicz | Was an Instructional Coach at HHS now will be the AP at HHS |
| Austin Neff | Location Change was at HMS now will be at JGC – Sped Teacher |
| Jacob Perry | Was not returning and now decided to return as a teacher at HMS |

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 – 6 th |
| Holly Simkonis | CLC Coordinator - HHS |
| Jennifer Simmons | CLC Coordinator – 9 th |

Rank Change:

| | |
|-----------------|--------|
| Robin Donlin | Rank 2 |
| Jackie Hicks | Rank 1 |
| Peyton Mullins | Rank 2 |
| Kinnon Patsch | Rank 3 |
| Jessica Shroyer | Rank 3 |

APPROVED FMLA AND LOA APPLICATIONS:

Employee # 6572

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 | 4 |
| Sixth District | 4 |
| John G. Carlisle | 1 |
| Latonia Elementary | 1 |
| Glenn O. Swing | 1 |
| James E. Biggs | 1 |
| Holmes High School | 5 |
| Holmes Middle School | 4 |
| Ninth District | 2 |
| Transformational Learning Center | 0 |



An ongoing post due to need

Transformational Learning Center
Covington Partners
Latonia Elementary
John G. Carlisle
Holmes High School
Central Office
District Wide
Glenn O. Swing
Ninth District
Chapman Daycare
District Wide Maintenance
Holmes Middle School
Sixth District
James E. Biggs
Transportation

1
0
2
2
3
1
0
1
3
1
0
4
3
2
An ongoing post due to need 4 Monitors - 4 Bus Drivers

The School Council Meeting Minutes from July were presented to the Board.

Motion Passed 081425_02: The Covington Board of Education approves the Communications Support Agreement passed with a motion by Mr. Kareem Simpson and a second by Ms. Michelle Williams.

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

The Covington Board of Education reviewed the 09.2241 AP.1, Procedure for Dispensing Medication.

12. BG4 on BG23-065 Central Bus Garage Complex & Glenn O. Swing Elementary

Ms. Annette Burtschy, Director of Finance discussed the BG4 on BG23-065 Central Bus Garage Complex & Glenn O. Swing Elementary. This item will be brought back under the consent agenda at the next meeting on August 28, 2025.



13. SBDM Councils' Carryover Funds FY2025

Motion Passed 081425_03: The Covington Board of Education approves the SBDM Councils' Carryover Funds from FY2025 passed with a motion by Ms. Hannah Edelen and a second by Mr. Kareem Simpson.

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

VIII. Individual Approval Agenda Items

14. KSBA 2025 Annual Legal Policies ~ Adopt as Written ~ Final Reading

Motion Passed 081425_04: The Covington Board of Education approves the KSBA 2025 Annual Legal Policies, Adopt as Written, Final Reading passed with a motion by Ms. Hannah Edelen and a second by Mr. Kareem Simpson.

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

15. 2025-2026 School Resource Officer (SRO) Contract

Motion Passed 081425_05: The Covington Board of Education approves the 2025-2026 School Resource Officer (SRO) Contract passed with a motion by Ms. Hannah Edelen and a second by Mr. Kareem Simpson.

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

16. BG23-066 Holmes Ventilation Project - Change Order 6

Motion Passed 081425_06: The Covington Board of Education approves BG23-066 Holmes Ventilation Project Change Order 6 passed with a motion by Ms. Hannah Edelen and a second by Mr. Kareem Simpson.

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



IX. Addendum Agenda (Action Possible)

No addendum agenda items to present.

X. Report of the Attorney

No report from the Attorney, Ms. Aaren Meehan.

XI. Board Member Discussion and/or Comments

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

XII. Upcoming Events

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

XIII. Executive Session

At 6:56 p.m., Ms. Aaren Meehan, board attorney requested to enter into executive session, Pursuant to KRS 61.810 (b), Deliberations on the future acquisition or sale of real property by a public agency, but only when publicity would be likely to affect the value of a specific piece of property to be acquired for public use or sold by a public agency; (c) Discussions of proposed or pending litigation against or on behalf of the public agency; (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 (g) Discussions between a public agency and a representative of a business entity and discussions concerning a specific proposal, if open discussions would jeopardize the siting, retention, expansion, or upgrading of the business;

Ms. Hannah Edelen, Board member made a motion to enter into Executive Session. Mr. Kareem Simpson, 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 will be taken during executive session.

At 7:23 p.m. the Board made a consensus to end executive session with no action taken.

Ms. Hannah Edelen, Board member made a motion to end Executive Session. Mr. Kareem Simpson, Board member made the second motion. Mr. Tom Haggard, Board chair asked if all were in favor, all said aye and no one opposed.

XIV. Adjournment

The Board made a consensus to adjourn at 7:23 p.m.

Tom Haggard, Board Chair

Alvin Garrison, Superintendent

