

**Covington Board of Education  
Regular Working Meeting**

**MINUTES**

September 11, 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](http://www.covington.kyschools.us)

**I. Call to Order**

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

**II. Roll Call**

**Attendance Taken at 5:32 PM:**

Present Board Members:

Ms. Hannah Edelen

Mr. Stephen Gastright

Ms. Michelle Williams

Mr. Tom Haggard

Updated Attendance:

Mr. Kareem Simpson was updated to present at: 5:45 PM

**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**

Mr. Abdul Haseeb who is a tenth grade student at Holmes High School addressed the Board.

**VI. District Recognition and Presentations**

**a. Ms. Sadye Dean ~ Former Lincoln Grant Teacher**

As we celebrate 200 years of public education, we are proud to honor a remarkable educator who left a lasting legacy in our community. Ms. Sadye Dean, a former teacher at the historic Lincoln Grant School, dedicated her career to serving students in the early 1950s. Born right here in Covington in 1925, Ms. Dean was a student at William Grant High School before earning her teaching degree from Kentucky State University. Ms. Dean celebrated her 100th birthday on September 12, 2025. Her century-long journey has been filled with wisdom, service, and dedication to education, students, and the community she served.

**b. Glenn O. Swing Elementary Certified Employee of the Month ~ Ms. Rebecca Caldwell**

Ms. Hannah Edelen, Board member recognized Ms. Rebecca Caldwell as the Certified Employee of the Month.

**c. Glenn O. Swing Elementary Classified Employee of the Month ~ Ms. Stephanie Logston**

Ms. Michelle Williams, Board member recognized Ms. Stephanie Logston as the Classified Employee of the Month.

**d. Glenn O. Swing Elementary Volunteer of the Month ~ Mr. Brian Hutchinson**

Mr. Stephen Gastright, Board vice-chair recognized Mr. Brian Hutchinson as the Volunteer of the Month.

**e. Glenn O. Swing Elementary Academic Team**

Ms. Ellen Peach, Principal recognized the Glenn O. Swing Elementary Academic Team.

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

**1. Performance Monitoring ~ Human Resources**

Mr. Ken Kippenbrock, Executive Director of Human Resources and Operations and Andrew Saturno and Sharon Marino, with Upbeat presented the performance monitoring data related to the Human Resources Department.

**2. KSBA 2025 Procedure Update Review**

The Board reviewed the KSBA 2025 Procedure updates.

**3. Personnel Actions**

**Supplemental Contracts Offered for the 2025-2026 School Year:**  
**Academic/Band/Translators/Doctorate/SPED/Athletic/Other**

Blackwood	Rachel	HHS	Assistant Coach Wrestling
Bleha	Tammy	Biggs	Social Media - Biggs
Curtis	Dan	HHS	Football Announcer
Davis	Alexia	HHS	Assistant Coach Girls Soccer
Dillon	Allen	HHS	Head Coach - Girls Wrestling
Dunn	Michelle	LES	Team Lead - SPED
Frank	Kim	LES	Team Lead - Classified Team
Fuller	Kristina	LES	Team Lead 1st Grade - LES
Gregston	Erika	LES	Team Lead
Gregston	Erika	LES	New Teacher - Mentor
Herald	Kayla	LES	Team Lead 3rd Grand - LES
Hoefker	Lindsay	LES	Team Lead 4th Grade - LES
Long	Nadine	HHS	Concession Manager
Long	Nadine	HHS	Social Media Specialist
Neff	Eric	Adult HS	Transitional Supplement HR
Noonan	Lauren	LES	Team Lead 5th Grade - LES

Noonan	Lauren	LES	New Teacher - Mentor
Novick	Jennifer	LES	Team Lead 2nd Grade - LES
Payne	Aisha	CO	Transitional Supplement HR
Smallwood	Hailey	Biggs	Social Media Specialist - Biggs
Vancini	Dawn	CO	Transitional Supplement HR
Varney	Shelly	CO	Transitional Supplement HR
Watts	Renata	HMS	Social Media Specialist

### **New Hires:**

#### **Certified:**

Brittany Berry	Substitute Teacher - DW
Thomas Breadon	Substitute Teacher – DW
Derrick Carr	Teacher - HHS
Peyton Combs	Substitute Teacher – DW
Kevin Cusick	Substitute Teacher - DW
Marta Fioretti	Teacher – HMS
Lauren Grant	Teacher – JEB
Kelly Hogle	Substitute Teacher - DW
Zachary Jennings	Teacher - HMS
Jack Lambert	Teacher – LES
Carolynn Parker	Teacher – HMS
Brittany Proffitt	Substitute Teacher – DW
Eli Reese	Substitute Teacher - DW
Thomas Revo	Teacher- HHS
Julie Rowland	Substitute Teacher - DW
David Sekowski	Teacher – HHS
Tyler Smothers	Teacher – GOS
Brooke Spritzky	Substitute Teacher – DW

#### **Classified:**

Mia Bell	Instructional Assistant – JGC
Brittany Burns	Instructional Assistant – JEB
Christina Meacham	Bus Monitor - Transportation
Moriah Byrne	Instructional Assistant – JGC
Demetrius Dillard	Instructional Assistant – HHS
Quintin Dozier	School Security - HHS
Derrick Findley	Instructional Assistant – HHS
Teila Hopkins	Bus Monitor – Transportation
Erin Jones	Instructional Assistant – 9th
Jamarcus Keaton	Bus Monitor – Transportation
Breanna Kidwell	Nutrition Services – 9th
Amistat Knox	Instructional Assistant - HMS
Shanda Larison	Bus Monitor - Transportation
Gisela Llaque-Warren	Family Advocate/Interpreter
Kayla Martin	Instructional Assistant – LES
Christina Meacham	Bus Monitor - Transportation
Aaliyah Mitchell	Nutritional Assistant – LES
Mikayla Moore	Instructional Assistant – 6th

Rebecca Nace-Jennings  
Judy Pascarella  
Elena Rivera  
Nikole Wells  
Ozsmain Williams  
Morgan Williams

Instructional Assistant - HMS  
Administrative Assistant - CAHS  
School Nurse – JEB  
Nutrition Service – 9<sup>th</sup>  
Bus Monitor - Transportation  
Bus Monitor - Transportation

**Retirement:**

Daniel Fagin

Lead HVAC Technician - DW

**Resignations:**

**Classified:**

Jhayne Anderson  
David Cupp  
Kyndle Jackson  
Latraina Williams

Bus Monitor - Transportation  
Bus Driver – Transportation  
Instructional Assistant – 9<sup>th</sup>  
Bus Driver - Transportation

**Certified:**

Kameron Crim  
Sarah Staggs  
Asia Underwood

Substitute Teacher – DW  
Teacher - JEB  
Teacher – 6<sup>th</sup>

**Revisions:**

Tara Adams

Was the school nurse at 6<sup>th</sup> now will be a school nurse substitute - DW

David Campbell

Was an IA at HMS now will be a Substitute Teacher - DW

Ashton Daugherty  
Shawn Farrell

Was an IA at JEB now will be a DW Substitute  
Was a DW Substitute now will be a part-time Intervention Teacher at 6<sup>th</sup>

Austin Hill  
Jenelle Kunz  
Eryk McDaniel  
Paul Walton  
Kayla Wilson

Was a teacher at HMS now will be a DW Substitute  
Was a DW Substitute now will be a teacher at HHS  
Was a teacher at HMS now will be a DW Substitute  
Was a DW substitute now will be a teacher at CAHS  
Was a substitute DW now will be our computer maintenance Tech - DW

**Rank Change:**

Keegan Cundiff  
Jessica Elfers  
Dawn Griffith  
Lauren Hardy  
Jacob Perry

Rank 1  
Rank 2  
Rank 2  
Rank 1  
Rank 2

**APPROVED FMLA AND LOA APPLICATIONS:**

None for this Agenda

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

**4. School Council Meeting Minutes ~ August**

The School Council meeting minutes from August were presented to the Board.

**VIII. Report of the Treasurer****5. FY26 Working Budget**

Ms. Annette Burtschy, Director of Finance presented the FY26 Working Budget.

## **6. Tax Rate for FY26**

**Motion Passed 091125\_01:** The Covington Board of Education approves the Tax Rate for FY26 at 4% and rates of 95.1 for Real Estate, 96.8 for Personal Property and 85.9 for Motor Vehicle passed with a motion by Mr. Kareem Simpson and a second by Mr. Stephen Gastright.

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

## **IX. Consent Agenda**

### **7. Shortened School Week Request**

### **8. Approval of Minutes ~ August 28, 2025 Regular Business Meeting**

**Motion Passed 091125\_02:** The Covington Board of Education approves the Consent Agenda 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	Yes
Ms. Michelle Williams	Yes
Mr. Tom Haggard	Yes

## **X. Individual Approval Item**

### **9. Superintendent Search Firm Contract with Alma Advisory Group**

**Motion Passed 091125\_03:** The Covington Board of Education approves the Superintendent Search Firm Contract with Alma Advisory Group edits passed with a motion by Mr. Kareem Simpson and a second by Mr. Stephen Gastright.

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

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

No addendum agenda items to present.

## **XII. Superintendent Report**

Mr. Alvin Garrison, Superintendent presented the Superintendent report.

## **XIII. Report of the Attorney**

No report from the Board Attorney, Ms. Aaren Meehan.

**XIV. Board Member Discussion and/or Comments**

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

**XV. Upcoming Events**

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

**XVI. Executive Session**

No executive session requested.

**XVII. Adjournment**

The Board made a consensus to adjourn at 6:46 p.m.

\_\_\_\_\_Tom Haggard, Board Chair

\_\_\_\_\_Alvin Garrison, Superintendent