

Covington Board of Education
Regular Business Meeting
MINUTES

November 20, 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 5:30 PM:

Present Board Members:

Ms. Hannah Edelen

Mr. Stephen Gastright

Mr. Kareem Simpson

Ms. Michelle Williams

Mr. Tom Haggard

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. District Recognitions

a. Latonia Elementary Certified Employee of the Month ~ Ms. Melinda Victor

Mr. Stephen Gastright, Board member, recognized Ms. Melinda Victor as the certified teacher of the month.

b. Latonia Elementary Classified Employee of the Month ~ Ms. Betty Edmondson

Mr. Tom Haggard, Board chair, recognized Ms. Betty Edmondson as the classified employee of the month.

c. Latonia Elementary Volunteer of the Month ~ Bob and Betty Dodson

Ms. Hannah Edelen, Board member, recognized Mr. and Mrs. Dodson as the volunteers of the month.



VII. Informational Items (Action Possible)

1. Trauma-Informed Approach in Our Schools

Dr. Jaren Finney presented the Trauma Informed Approach in Our Schools plan to the board.

2. Personnel Actions

Personnel Exhibit November 20, 2025

Supplemental Contracts Offered for the 2025-2026 School Year:

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

Ackerson Julie HHS Mentor - HHS
Arnold Johnston GOS CLC Activity Leader/CLC Assistant - GOS
Bonhaus Penny JGC Team Lead - 1st Grade
Brown Denise 6th Social Media .5
Cabral Ryan HHS Mentoring – HHS
Campbell Kiersten JGC Team Lead - SPED
Carr Derrick HHS Mentor - HHS
Covert Sara JGC Gifted & Talented Team Lead - JGC
Davis Shawna LES Gifted & Talented Team Lead – LES
Dupont Maria HHS Mentor - HHS
Fields Olivia HHS Mentoring - HHS
Findley Derrick HHS Freshman Football Assistant
Frazier Emmy 6th Team Lead - 2nd Grade
Garcia Medina Bertha HHS Mentor - HHS
Gibson Jacob 9th Teacher Mentor - 9th District
Gillman Heather 9th Gifted & Talented Team Lead - 9th District
Gillman Heather 9th Mentor - 9th District
Golsby Alysia GOS MSD - GOS
Griffith Dawn HHS Mentor – HHS
Gulliams Emily 6th CLC Activity Leader/CLC Assistant - 6th District
Hardy Lauren HHS Mentor – HHS
Hardy Lauren HHS Transition Coordinator - HHS - Revised
Hatfield Deborah 6th Team Lead - 1st Grade
Hiltensbittel Alex LES Cheer Coach - LES
Hitchcock Rachel JGC Team Lead - 5th Grade
Hoffman Michelle 9th Mentor Teacher - 9th District
Hood Michelle JGC CLC Activity Leader/CLC Assistant – JGC
Humes Elvis HHS Mentor - HHS
Keller Jordan JGC Team Lead - 2nd Grade
Kincaid Tyler LES Boys' Elementary BB Coach - LES
Johnson Amanda 6th Gifted & Talented Team Lead - 6th District
Lange Erin GOS MSD - GOS
Mehm Alexa 6th Content (3-5)
Mehm Alexa 6th Team Lead - 4th Grade
Mitchell Aaliyah LES Girls' Elementary BB Coach – LES
Mitchell Erica JGC CLC Activity Leader/CLC Assistant – JGC
Nagelhout Brittany 9th Teacher Mentor - 9th District
Niesche Lisa 9th Teacher Mentor - 9th District



Norquist Kate HHS Mentor – HHS
Otten Megan JGC/DW Curriculum Webmaster - JGC/DW
Perkins Tyler 9th Mentor Coordinator - 9th District
Perry Jacob HMS Academic Coach - LEGO League – HMS
Recker Stacy HHS Mentor Teacher - HHS
Richmond Kayla 9th CLC Activity Leader/CLC Assistant - 9th District
Roundtree Donny HHS Teacher Mentor -HHS
Scott Sharon JGC CLC Activity Leader/CLC Assistant – JGC
Shields Jordan JGC Team Lead - 4th Grade
Shields Taylor JGC Team Lead - 3rd Grade
Silva Adriana 6th Annual Sponsor - Parent Cafe- 6th District
Smith Emma HHS Mentor - HHS
Sorrell Tara 6th Team Lead - 6th Grade
Starr Jeremy 6TH CLC Activity Leader/CLC Assistant - 6th District
Staples Nicholas TLC Student Council Sponsor
Storey Karissa GOS Gifted & Talented Team Lead - GOG
Taylor Casey JGC Team Lead - Kindergarten
Taylor Moneisha 6th CLC Activity Leader/CLC Assistant 0 6th District
Turner Travece HHS Mentor – HHS
Watts Madelyne 6th Math Content (3-5)
Webb Lesley 6th Team Lead - Kindergarten
Winebrenner Derek 6th ELA Content (3-5)
Winebrenner Derek 6th Team Lead - 3rd Grade
Zeis Hayley 9th Teacher Mentor - 9th District

New Hires:

Certified Substitutes:

Alexa Miller Substitute DW
Amber Spicer Substitute DW
Caitlin Griffin Substitute DW
Destini Golsby Substitute DW
Jaynice Stovall Substitute DW
Kyndle Jackson Substitute DW
Mark Taylor Substitute DW
Quentin Goodin Substitute DW

Classified:

Amanda Cupp School Security HHS
Brianna Landry Instructional Assistant JEB
JaQuan Short IA-MSD SDE
Lon Hudson III Activity Leader GOS
Michelle Viggiano Occupational Therapist DW
Nikki Lewis Bus Monitor Transportation

Retiring:

Becky Egan Administrative Assistant to the Superintendent - CO

Resignations:

Classified & Certified



Amistat Knox Instructional Assistant HMS
Asia Underwood Elementary Teacher 6th
Becky Egan Superintendent's Administrative Assistant CO
Brittany Burns Instructional Assistant JEB
Curtis Hill Instructional Assistant HMS
Danielle Dunaway Transportation Administrative Assistant Transportation
Gibran Arnold School Security HHS
Keith Mitchell Custodial Supervisor GOS
Sabrina Paff Substitute Teacher DW

Revisions:

Dustin Cunningham HVAC Tech - DW Now Lead HVAC District Wide
Elizabeth Schaffer Custodial Supervisor- JEB Now part-time Custodian – DW
Janice Krumwiede Administrative Assistant to a Director-FS Now Interim Administrative Assistant to the Superintendent
Kameron Crim Substitute - Reinstated DW
Michael Logston Custodian at JGC Custodial Supervisor – 6th
Wayne White Custodial Supervisor – 6th Custodial Supervisor – Central Office

APPROVED FMLA AND LOA APPLICATIONS:

Employee #: 6572

District Posted Vacancies:

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

Certified:

District Wide 3
Sixth District 3
John G. Carlisle 1
Latonia Elementary 0
Glenn O. Swing 0
James E. Biggs 0
Holmes High School 2
Holmes Middle School 6
Ninth District 1
Transformational Learning Center 0
Substitutes An ongoing post due to need

Classified:

Transformational Learning Center 0
Covington Partners 0
Latonia Elementary 2
John G. Carlisle 1
Holmes High School 3
Central Office 1
District Wide 3
Glenn O. Swing 1



Ninth District 2
Chapman Daycare 1
District Wide Maintenance 1
Holmes Middle School 2
Sixth District 2
James E. Biggs 1
Transportation 1 Also has an ongoing post due to need- 4 Monitors - 4 Bus Drivers

3. School Council Meeting Minutes ~ October

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

4. 2025-2026 Attendance Report ~ Month 2

The Month 2 attendance report was presented to the Board.

5. Superintendent Search Update

Ms. Sylvia Flowers with the Alma Advisory Group provided an update on the Superintendent Search.

VII.5.1. Executive Session

Pursuant to KRS 61.810(1)(f) an executive session was requested by Tom Haggard, Board chair.

Motion 112025_01 Passed: The Covington Board of Education approves the request for an executive session passed with a motion by Mr. Stephen Gastright and a second by Mr. Kareem Simpson.

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

Motion 112025_02 Passed: The Covington Board of Education approves to close executive session at 6:52pm. passed with a motion by Ms. Michelle Williams and a second by Ms. Hannah Edelen.

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



VIII. Report of the Treasurer

6. Monthly Financials ~ October

7. Warrant Expenditure Report

Motion 112025_3 Passed: The Covington Board of Education passed with a motion by Ms. Hannah Edelen and a second by Mr. Stephen Gastright the Report of the Treasurer.

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

IX. Consent Agenda

Motion 112025_4 Passed: 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

8. Approval of Minutes ~ October 23, 2025 Regular Business Meeting

9. Supporting Postsecondary Achievement and Resources for Kentucky students with Disabilities Grant

10. 21st Century Community Learning Centers Grant

11. Covington Education Foundation Small Grant Application

X. Individual Approval Agenda Items

12. Updated Collaboration on Industrial Revenue Bond (IRB) Projects ~ Memorandum of Understanding

Motion 112025_5 Passed: The Covington Board of Education approves the Updated Collaboration on Industrial Revenue Bond 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



13. Resolution to form the Superintendent Search Screening Committee

Motion 112025_6 Passed: The Covington Board of Education approves the Resolution to form the Superintendent Search Screening Committee 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

14. Approval of Superintendent Job Profile

Motion 112025_7 Passed: The Covington Board of Education approves the Superintendent Job Profile 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

XI. Addendum Agenda (Action Possible)

No addendum agenda items to present.

XII. Report of the Attorney

No report of the Attorney

XIII. Board Member Discussion/Comments

XIV. Upcoming Events

Discussion:

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



XV. Executive Session

Ms. Aaren Meehan requested a motion to enter an executive session pursuant to KRS 61.810 (1) (b) concerning the future acquisition or sale of real property by a public entity and KRS 61.810 (1) (f) discussion regarding discipline of a student.

Motion 112025_8 Passed: The Covington Board of Education approves the request to enter an executive session 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

XVI. Adjournment

The Board made a consensus to adjourn at 7:42pm.

_____ Tom Haggard, Board Chair

_____ Alvin Garrison, Superintendent

