Covington Board of Education
MINUTES ~ Regular Meeting
August 26, 2021
5:00 PM
Holmes High School's Jack Moreland Auditorium
2500 Madison Avenue, Covington, Kentucky 41014
The meeting will be streamed via video teleconferencing:
www.covington.kyschools.us

I. Call to Order

Ms. Glenda Huff, Board chair called the meeting to order.

II. Roll Call

Attendance Taken at 5:00 PM:

Present Board Members:
Mr. Jerry Avery
Ms. Sarah Flerlage
Mr. Stephen Gastright
Mr. Tom Haggard
Ms. Glenda Huff

III. Pledge of Allegiance

The Board led the Pledge of Allegiance.

IV. Welcome and Board Chair Comments

Ms. Glenda Huff, Board chair welcomed everyone to the meeting and read the team commitments.

V. Public Input

No one opted to address the Board.

VI. Informational Items (Action Possible)

1. Personnel Actions

New Appointments

Certified:

Elizabeth Alter	Teacher – John G. Carlisle
Emily Balson	Teacher – Holmes High School
Michelle Benner	Special Education Teacher Collaborative Resource - HMS
Jakob Boggs	Teacher - Holmes High School
Susan Bushey	Teacher – Holmes Middle School
Ryan Cabral	Teacher – Holmes High School
Tiffany Chalk	Teacher – 6th District

Elizabeth Coleman	Guidance Counselor – One Year Contract – HHS
Brian Derico	Teacher – Holmes High School
Gwendolyn Frayser	Teacher – Holmes Middle School
Jacqueline Good	Teacher – Holmes Middle School
Catherine Gray	Speech Language Pathologist – DW
Aaron Gullett	Teacher – John G. Carlisle
Kevin Hamblin	Teacher - Holmes High School
Lavar Herron	Teacher – Holmes High School
Jamillah Jones	Teacher – Holmes Middle School
Olivia Jones	Teacher – John G. Carlisle
Anne Kukla	Teacher – Holmes High School
Makenna Lagaly	Teacher – Holmes Middle School
Carlee McCarthy	Teacher – John G. Carlisle
Jenna McGuire	Teacher – John G. Carlisle
Samuel Morren	Teacher – Holmes High School
Jamie Newberry	Teacher – 9th District
Jacob Perry	Teacher – Holmes Middle School
Allyson Pruiett	Teacher – Glenn O. Swing
Kimberley Reeder	Teacher – Holmes High School
Nicholas Riddick	Teacher – Holmes High School
Megan Ryan	Teacher – Holmes Middle School
Bethany Shropshire	Teacher – Glenn O. Swing
Elizabeth Shuman	Teacher – 6th District
Christina Smith	Teacher - 9th District
Julia Terrell	Teacher – 9th District
Suzanne Thompson	Resource Person DW
Jessica Vinson	Teacher – Holmes Middle School
Molly Vonderhaar	Teacher – Holmes High School
Andrea Wheeler	Teacher – Holmes High School

Substitutes DW

Terrah Scheper	Substitute – District Wide
Kenneth Turner	Substitute – District Wide
Nicholas Watts	Substitute – District Wide

Classified:

Karen Atkins	Nutrition Services Assistant I - HHS
Marilyn Beal	Bus Driver - Transportation
Cassandra Bunch	School Nurse – Latonia
Latasha Chames	Instructional Assistant – 6th District
Felicia Clay	Nutritional Services Assistant I - 9th
Sally Davis	Instructional Assistant – James E. Biggs
Kiah Dorsey	Instructional Assistant – James E. Biggs
Marcus Evans	Instructional Assistant – Latonia Elementary
John Farrell	Custodian – 6th District
Stephanie Harper	School Secretary – HMS
Deanna Hebbler	Bus Monitor - Transportation
Cynthia Lemarbe	Nutrition Services Assistant I – HHS

Rebekah Mahan	Bus Monitor – Transportation
Jasmine Maupin	Instructional Assistant – James E. Biggs
Belinda McGowan	Nutrition Services Assistant I – GOS
David McGowan	Nutrition Services Assistant I – HHS
Rachel Moran	Instructional Assistant – James E. Biggs
Christina Patterson	Instructional Assistant – Latonia
Sheela Phillips	Nutrition Services Assistant I – 6th
Adriana Silva	21st Century Community Learning Site Coordinator – 6th
Yvette Snoen	Nutrition Services Assistant I – Latonia
Abigail Stephens	FMD/MSD Instructional Assistant - HMS
Dornita Stewart	FMD/MSD Instructional Assistant – HMS
LeLe Stewart	Nutrition Services Assistant I – Latonia
Casey Stillwell	Instructional Assistant – Kindergarten – JGC
Kate Taylor	Instructional Assistant – Kindergarten – 6th
Katie Thornberry	Instructional Assistant – James E. Biggs
Nancy Walz	Instructional Assistant – 6th District
Marsha Wilson	Instructional Assistant – James E. Biggs
Niesje Witherspoon	Instructional Assistant – James E. Biggs

Change of Assignment/Revisions

Certified:

David Bezold	From Credit Recovery at Holmes High School to Business Teacher at HHS
Olivia Brown	From Kindergarten Teacher at 9th District to Library/Media Teacher at 9th
Shawna Davis	From First Grade Teacher at Latonia to Instructional Coach at Latonia
Allie Flaugher	From a Special ED Collaborative at Glenn O. Swing to a SE MSD Teacher at LAT
Joseph Frakes	From a District Substitute to a Teacher at Glenn O. Swing
Elvis Humes	From Instructor III at Holmes High School to a Teacher at Holmes High School
Jason Moore	From Business Teacher at Holmes High School to Virtual Teacher at HHS
Benjamin Nevels	From Exceptional Child Instructor at Holmes High School to a Virtual Teacher at Holmes Middle School
Ellen Peach	From Assistant Principal at Glenn O. Swing to Principal at Glenn O. Swing
Michael Reichert	From Director of Exceptional Children to Director of Pupil Personnel/Attendance
Karissa Storey	From a Teacher at Glenn O. Swing to Assistant Principal at Glenn O. Swing
Suzanne Thompson	Had a 1 year contract was Non-Renewed and Rehired as a Resource Person DW

Ariel Weitzman	From Instructional Assistant at 6th to a Teacher at 6th District
Donna Woods	From Exceptional Child Instructor at HMS to Classroom Teacher at Holmes Middle School

Classified:

Johnston Arnold	From Nutrition Service Cook to an instructional Assistant at Glenn O. Swing
Patricia Arnold	Cafeteria Manager – Hours were 6.5 a day – New hours are 8 per day
Thomas Clifford	From Instructional Assistant at James E. Biggs to Custodian at Holmes High
Marcus Evans	A CLC Fitness Coach at Latonia (keeping position) Adding Substitute DW
Ronnell Gibson	From Instructional Assistant at John G. Carlisle to Instructional Assistant at HHS
Robert Henry	From Instructional Assistant at Glenn O. Swing to DW Substitute
Thessa Jones	From Instructional Assistant at Holmes High School to Instructional Assistant at Holmes Middle School
Kimberly Kopple	From Nutrition Service Assistant at Holmes High School to Nutrition Cook at HHS
Elizabeth Kozerski	From Kindergarten IA at 9th District to Intervention Instructional Assistant at 9th
Dora Siel	From Instructional Assistant at James E. Biggs to Administrative Assistant at DEC

RANK CHANGE

Katherine Dusing	Rank 1
Eli Florer	Rank 2
Robin Hoskins	Rank 1
Alexandria McGaughey	Rank 1
Olivia Sand	Rank 2

Supplemental Contracts Offered

Athletics:

Dave Brausch	Assistant Varsity Football Coach
Ben Brown	Assistant Varsity Football Coach
Ryan Cabral	Varsity Boys Assistant Soccer Coach
Brad Carr	Varsity Boys Basketball Head Coach
Eli Florer	Assistant Varsity Football Coach
Morgan Gilvin	Girls Varsity Assistant Soccer Coach
Kyle Graven	Football Assistant Coach Middle School
Jon Hopkins	Assistant Varsity Head Football Coach
Jim Huhn	Football Timekeeper
Jason Moore	Assistant Varsity Football Coach
Ben Nevels	Head Varsity Football Coach

James Perrin	Football middle School Coordinator
Juliana Rizzo	Girls Head Soccer Coach
Ryne Smith	Varsity Boys Basketball Assistant Coach
Mark Sullivan	Football Varsity Assistant Coach
John Wimzie	Varsity Boys Basketball Head Assistant Coach

Educational and Doctorate

Donna Adams	Doctorate Degree
Brittany Bartelson	Transition Coordinator
Shannon Bosley	Doctorate Degree
Ben Brown	Doctorate Degree
Annette Burtschy	ESSER Fund Transitional
Lauren Cobb	Elementary Team Lead
Elizabeth Coleman	Doctorate Degree
Brian Derico	Doctorate Degree
Chelsea Fischer	Transition Coordinator
Allison Goldman	Family Translator/Advocate
Vivian Gonzales Bodden	Doctorate Degree
Catherine Gray	Supervising an SLP Assistant
Orihet Huffman	Family Translator/Advocate
Beth Johnson	Elementary Team Lead
Janice Krumwiede	Covington Education Foundation Liaison
Mike Mencsik	Social Media/Webmaster
Luz Oilvera	Family Translator/Advocate
Susan Pastor-Richard	Doctorate Degree
Amy Paulson	Elementary Team Lead
Christian Reyes	Family Translator/Advocate
Josh Rider	HHS Tech Coordinator
Sherrie Roberts	Free and Reduced Lunch Data
Jamarcus White	Webmaster
Rocio Whitelock	Family Translator/Advocate
Janice Wilkerson	Doctorate Degree

SPED/TLC/CAH

Ken Bachman	CAH
Paula Capano-Ellis	TLC
Donna Chuhran	GOS
Elizabeth Collins	6th
Brittany Dunaway	9th
Linda Duvall	6th
Aretha Jackson	TLC
Marcia Johnson	LES
Megan Lange	GOS
Victoria Lickert	GOS
Ron-nel McClendon	TLC
Carmen Orso	9th
Rita Rednour	LES

Tammy Rhodes	JGC
Mary Ella Rorer	9th
Jeanette Rothe	TLC
Erin Smith	JGC

Resignations

Certified:

Jennifer Adelman	Teacher – Holmes Middle School
Heather Axton	Teacher – Holmes High School
Pam Brewer	Teacher – Holmes High School
Marina J. Burchett	Teacher – Holmes High School
Donna Chuhran	Teacher – Glenn O. Swing
Tammy Clines	Teacher – Holmes Middle School
Shayne Hays	Teacher – Holmes High School
Allyson Hurt	Teacher – Holmes Middle School
Cidni Morrison	Teacher – Holmes Middle School
Patricia Nance	Teacher – Holmes Middle School
Shelbi Ruf	Teacher – Holmes Middle School
Bethany J. Shropshire	Teacher – Glenn O. Swing
Kirsten Straley	Teacher – James E. Biggs
Jenifer Steinhauer	Teacher – Glenn O. Swing
Barbara VanZile	Teacher – Glenn O. Swing
Cooper Wade	Teacher – Holmes Middle School
Nicole Weyman	Teacher – 9th District Elementary

Classified:

Johnston Arnold	Nutrition Department – Glenn O. Swing
Thomas Clifford	Instructional Assistant – James E. Biggs
John Farrell	Custodian – 6th District Elementary
Deanna Hebbler	Bus Monitor – Transportation
Robert Henry	Instructional Assistant – Glenn O. Swing
Iyanna Hill	Instructional Assistant – James E. Biggs
Katrina Hammond	Instructional Assistant – Latonia Elementary
Kerry Todd Humphrey	Instructional Assistant – 6th District Elementary
Gloria Jones	Cook – Latonia Elementary
Larissa Jones	Instructional Assistant – 9th District Elementary
Rebecca Koch	Administrative Assistant – District Enrollment Center
Leah Rider	Maintenance Office Custodian – Maintenance
Greg Swiger	Instructional Assistant – Holmes High School
Katie Thornberry	Instructional Assistant – James E. Biggs
Crystal White	Nutritional Services – Nutritional Services

Retirements

Certified:

Ray Finke	District Compliance Officer/Court Liaison DW
Lucy Fruchtenicht	Guidance Counselor – 9th District – Amended from a resignation
Lou Emma	Teacher – John G. Carlisle

Substitute Teachers that did not return renewal letter:

Natalie Fair Allbright
Leslie Clifford
David Dirheimer

Leave of Absence

Certified:

Employee # 6378	FMLA has been approved beginning November, 2021 and ending December, 2021
Employee # 6503	FMLA has been approved beginning August 16, 2021 and ending January 3, 2022

Classified:

Employee # 5333	FMLA has been approved beginning August 16, 2021 and ending August 23, 2021

2. Data Security and Breach Notification Best Practice

Mr. Jamarcus White, Director of Technology presented the Data Security and Breach Notification Best Practices.

VII. Report of the Treasurer

3. SBDM Councils' Carryover Funds FY2021

Unused ending balances may be carried over upon petition by the Site Based Council to the local Board of Education per KRS160.345. The limit of what can be carryover is 5% of the original site based allocation. The amount requested to carryover is $23,366. This item will be brought back to the Board requesting approval at the September 9, 2021 Regular meeting.

4. School Activity Fund Balances - July 2020 through June 2021

The Kentucky Department of Education recognizes that it is a best-practice for Board members to be knowledgeable of each schools' activity fund balances. School activity fund balances for a 6 month period will be brought to the Board in January/February (July through December) & July/August (July 2020 through June 2021) of each year. This item will be brought back to the Board requesting approval at the September 9, 2021 Regular meeting.

5. School Activity Information on Receipts (Revenues) for FY21
This is a new item for the Board that was requested during the May 2018 Board meeting. The Board wanted to see the school activity receipts (revenue) broken down by category in regards to student generated money versus non-student generated money. This will be brought to the Board each July/August showing detail information on receipts from the prior year. This item will be brought back to the Board requesting approval at the September 9, 2021 Regular meeting.

6. Monthly Financials ~ July
7. Warrant Expenditure Report

Motion Passed 082621_01: The Covington Board of Education approves the Monthly Financials and the Warrant Expenditure Report for July passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

8. Donations FY21 from School Activity Funds - Revised

Motion Passed 082621_02: The Covington Board of Education approves the Donations FY21 from School Activity Funds - Revised passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

9. Revised BG20-217
10. Revised BG19-202

Motion Passed 082621_03: The Covington Board of Education approves the Revised BG20-217 and BG19-202 passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

11. Adoption of Tax Rates for 2021-2022 School Year

Motion Passed 082621_04: The Covington Board of Education approves the Adoption of a 4% Tax Rate increase for 2021-2022 School Year passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

VIII. Consent Agenda

Motion Passed 082621_05: The Covington Board of Education approves the Consent Agenda passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

12. Approval of Minutes ~ August 12, 2021 Regular Meeting
13. Orientation and Mobility Contract 2021-2022
14. Physical Therapy Contract 2021-2022 School Year
15. Leave of Absence Request- Employee # 6378
16. Leave of Absence Request- Employee # 5333
17. Leave of Absence Request- Employee # 6503

IX. Individual Approval Agenda Items

18. ARP ESSER Assurances

Motion Passed 082621_06: The Covington Board of Education approves the ARP ESSER Assurances passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

X. Addendum Agenda (Action Possible)

19. American Rescue Plan ESSER III Spending Plan

Motion Passed 082621_07: The Covington Board of Education approves to move to the American Rescue Plan ESSER III Spending Plan to approval passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

Motion Passed 082621_08: The Covington Board of Education approves the American Rescue Plan ESSER III Spending Plan passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

20. Performance Contract for Meinken Field Emergency Project

Motion Passed 082621_09: The Covington Board of Education approves to move Performance Contract for Meinken Field Emergency Project to approval passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

Motion Passed 082621_10: The Covington Board of Education approves Performance Contract for Meinken Field Emergency Project passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

21. BG1 2021-252 Meinken Field Landslide Repair

Motion Passed 082621_11: The Covington Board of Education approves to move the BG1 2021-252 Meinken Field Landslide Repair to approval passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

Motion Passed 082621_12: The Covington Board of Education approves the BG1 2021-252 Meinken Field Landslide Repair passed with a motion by Ms. Sarah Flerlage and a second by Mr. Stephen Gastright.

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

XI. Report of the Attorney

Ms. Mary Ann Stewart, Board attorney asked if anyone had questions about the current mandates from the Governor of Kentucky regarding masks. Ms. Stewart also updated the Board on the Arlington PILOT agreement, the agreement has been filed at the Clerk's office and we should begin to see payments as soon as November.

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

1. Recruitment Discussion

The Board discussed including on job postings that it is a preference, but not required to live in Covington to help build rapport within the community. After discussion, it was agreed by consensus to not move forward with this suggestion and to not to change our current processes. Ken Kippenbrock, Director of Human Resources will research to see what kinds of incentives the City may offer to homeowners and provide those to our new hires after onboarding.

XIII. Upcoming Events

Ms. Glenda Huff, Board chair announced the upcoming events.

XIV. Executive Session

No executive session requested.

XV. Adjournment

The Board made a consensus to adjourn at 6:03 p.m.

Glenda Huff, Board Chair

Alvin Garrison, Superintendent