

**Covington Board of Education**  
**MINUTES ~ Regular Meeting**

July 25, 2019

5:00 PM

25 E. 7th Street

Covington, Kentucky 41011

**I. Call to Order**

Mr. Tom Wherry, Board Chair, requested roll call.

**II. Roll Call**

**Attendance Taken at 5:00 PM:**

Present Board Members:

Mr. Jerry Avery

Ms. Sarah Flerlage

Ms. Glenda Huff

Mr. Tom Wherry

Absent Board Members:

Ms. April Brockhoff

**Motion Passed 072519\_01:** The Covington Board of Education excuses the absence of April Brockhoff from the meeting passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

**III. Amend the Agenda**

**Motion Passed 072519\_02:** The Covington Board of Education approves to amend the agenda to move item #21, District Facility Plan and item #6, Personnel Actions before item #1, Continuous Improvement Work passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |



**IV. Pledge of Allegiance**

River City News Contributor, Patricia Scheyer, led the Pledge of Allegiance.

**V. Welcome and Board Chair Comments**

Mr. Tom Wherry, Board Chair, welcomed everyone to the meeting and read the Board's team commitments.

**VI. Public Input**

No one opted to address the Board.

**VII. District Recognition and Presentations**

No District Recognition or Presentations.

**VIII. Amended Agenda Items (Action Possible)**

**1. District Facility Plan Hearing Report**

**Motion Passed 072519\_03:** The Covington Board of Education approves the District Facilities Plan Hearing Report passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

**2. Personnel Actions**

The personnel actions listed have taken place since the board meeting of June 20, 2019.

**Personnel Actions  
JULY 25, 2019**

**New Appointments**

Certified:

|                        |   |
|------------------------|---|
| Jennifer Adelman       | Teacher – Holmes Middle School                      |
| Christina Boggs        | Teacher – Latonia Elementary                        |
| Regina Brownfield      | Teacher – Ninth District                            |
| Debbie Cox             | Teacher – Ninth District                            |
| Bridget Danemayer      | Teacher – Latonia Elementary                        |
| Cynthia Davidson       | School Psychologist – District Wide                 |
| Sandra Davila-Ashcraft | Teacher – James E. Biggs Early Childhood            |
| Katherine Dusing       | Guidance Counselor – Transformation Learning Center |
| Williams Edwards       | Teacher – Holmes Middle School                      |
| Jenna Fugate           | Teacher – Glenn O. Swing                            |
| Courtney Furnish       | Teacher – Glenn O. Swing                            |
| Katelyn Gaskins        | Teacher – Glenn O. Swing                            |
| Samuel Hacker          | Teacher – Holmes Middle School                      |



Kelle Heck  
Steven Helton  
Sara Jackie  
Olivia Kremer  
Rachel Flaspoebler  
Shelby Montgomery  
Caroline Murray  
Christine Nelson  
Reannon Peterson  
Lauren Ritter  
Nicholas Sargent  
Tara Sorrell  
Sheryl Sorterup  
Chase Spradlin  
Melissa Stopsky  
Ashley Warren  
Lesley Webb  
Becky Wiggins  
Hiu Ting Yeung

Educational Diagnostician – District Wide  
Teacher – Holmes High School  
Teacher – John G. Carlisle  
Teacher – Ninth District  
Teacher – James E. Biggs Early Childhood  
School Psychologist – District Wide  
Teacher – John G. Carlisle  
Teacher – Holmes Middle School  
Teacher – Glenn O. Swing  
Teacher – Holmes Middle School  
Teacher – Holmes High School  
Teacher – Holmes Middle School  
Teacher – Holmes Middle School  
School Psychologist Intern– District Wide  
Teacher – Ninth District  
Teacher – Ninth District  
Teacher – Sixth District  
Teacher – Ninth District  
Teacher – Ninth District

**Classified:**

Anne Marie Arvin  
William Dixon  
Salletta Flanigan  
Rachel McBride  
Zach McIntosh  
Chloe Nienaber

School Secretary – Ninth District  
Custodian – Ninth District  
CLC Activity Leader – District Wide  
Bus Driver – Transportation Department  
Instructional Assistant – Holmes High School  
Instructional Assistant – James E. Biggs Early  
Childhood  
Nutrition Services Assistant I – Holmes High School  
Instructional Assistant – James E. Biggs Early  
Childhood

Theresa Rehmet  
Christene Valvano

**Substitutes**

**Classified:**

Cynthia Miller

Nutrition Services – District Wide

**Change of Assignments for School Year 2019-2020**

**Certified:**

Scott Alter

From Principal at Glenn O. Swing to Assistant  
Superintendent of Learning Support at Central Office  
From Instructional Coach, District Wide to Teacher at  
Sixth District

Amanda Johnson

Sherry Lindberg

From Assistant Principal at Glenn O. Swing to Principal  
at Glenn O. Swing

Nicole Nazzarine

From Teacher at Glenn O. Swing to Elementary  
Guidance Counselor at John G. Carlisle

Shelly Stephens

From Teacher at Holmes Middle School to  
Teacher at Holmes High School



Classified:

|                    |   |
|--------------------|---|
| Elizabeth Kozerski | From Instructional Assistant at John G. Carlisle to Instructional Assistant at Ninth District |
| Brittany May       | From CLC Activity Leader at Glenn O. Swing to Instructional Assistant at Glenn O. Swing       |
| DeMontez Taylor    | From CLC Activity Leader at Glenn O. Swing to Instructional Assistant at Glenn O. Swing       |

**Supplemental Contracts Offered**

Instructional and Elementary Sports

|                  |  |
|------------------|--|
| Becky Egan       | Webmaster – Central Office                       |
| Orihet Huffman   | Family Translator/Advocate – District Wide       |
| Ken Kippenbrock  | Safety and Security – District Wide              |
| Janice Krumwiede | CEF Liaison                                      |
| Sherry Lindberg  | Elementary Lead                                  |
| Luz Olvera       | Family Translator/Advocate – District Wide       |
| Christian Reyes  | Family Translator/Advocate – District Wide       |
| Joshua Rider     | HHS Tech Coordinator                             |
| Sherrie Roberts  | Fram Coordinator                                 |
| Paula Roll       | Elementary Lead                                  |
| Teri Schout      | Me and My School Summer Program Coordinator      |
| Stanley Steidel  | Custodial Supervisor                             |
| Stacie Strotman  | Transitional Supplement – Continuous Improvement |
| Suzanne Thompson | Transitional Supplement                          |
| Debra Vance      | Webmaster – Central Office                       |
| Jamarcus White   | Webmaster – Central Office                       |
| Marlena White    | Elementary Lead                                  |

Holmes Athletics

|                   |  |
|-------------------|--|
| William Brausch   | Football – Assistant Varsity Coach         |
| Pam Brewer        | Volleyball – Varsity Head Coach            |
| David Hartman     | Football – Announcer                       |
| Leanna Homandberg | Volleyball – Assistant Varsity Coach       |
| Nadine Long       | Concessions Manager                        |
| Ben Nevels        | Football – Varsity Head Coach              |
| Tina Stevens      | Assistant Student Activities Coordinator   |
| Tian Stevens      | Cheerleading – Varsity Sponsor (2 Seasons) |
| Tina Stevens      | Cheerleading – Freshman Sponsor - Football |

**Resignations**

Certified:

|                      |                                |
|----------------------|--------------------------------|
| Maddianina Chiarelli | Teacher – Sixth District       |
| Ted Eldridge         | Teacher – Holmes Middle School |
| Scott Gray           | Teacher – Holmes High School   |
| Kevin Hall           | Teacher – Holmes High School   |



|                   |   |
|-------------------|---|
| Angie Hahn        | Teacher – Ninth District                                |
| Tara Harnishfeger | Teacher – Ninth District                                |
| Jon Heinrichs     | Teacher – Holmes High School                            |
| Lisa Maglinger    | Teacher – Ninth District                                |
| Laura McMullen    | Teacher – Holmes Middle School                          |
| Christa Plummer   | Teacher – Holmes High School                            |
| Cassandra Roberts | Teacher – Sixth District                                |
| Shawna Schiralli  | Teacher – John G. Carlisle                              |
| Jacquelyn Scruggs | School Social Worker – Transformational Learning Center |
| Scott Shepard     | Teacher – Holmes Middle School                          |

Substitute Teachers:  
Joshua Bertke

Classified:

|                |  |
|----------------|--|
| Erica Anderson | Speech Language Pathologist – James E. Biggs Early Childhood |
| John Farrell   | Custodian – John G. Carlisle                                 |
| Ashley Reed    | Bus Driver – Transportation Department                       |
| Teanna Salter  | CLC Program Assistant – Ninth District                       |

**Leave of Absence**

Certified:

|                  |   |
|------------------|---|
| Meredith Eyerman | FMLA has been approved beginning August 13, 2019 and ending November 5, 2019  |
| Sarah Graman     | FMLA has been approved beginning August 13, 2019 and ending September 3, 2019 |

**Revision to June 20, 2019 agenda**

**CHANGE OF ASSIGNMENT**

Classified:

|             |   |
|-------------|---|
| Aisha Payne | From School Secretary at Ninth District to School Secretary at Holmes Middle School |
|-------------|---|

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

**3. Continuous Improvement Work**

Ms. Stacie Strotman, Director of Family and Community Engagement, presented the Continuous Improvement Work that was implemented with six departments within the district. The goal of the program was to find one thing that the department can improve on. The process collects data, identifies the root cause of the problem then developing an effective change that will result in improvement.



#### 4. NKCAC Early Head Start Project Collaboration 2019-2020 Agreement

**Motion Passed 072519\_04:** The Covington Board of Education approves the NKCAC Early Head Start Project Collaboration 2019-2020 Agreement passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

#### 5. Safe & Civil Schools Contract for 2019-2020

**Motion Passed 072519\_05:** The Covington Board of Education approves the Safe & Civil Schools Contract for 2019-2020 passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

#### 6. KSBA 2019 Legal Policy Updates ~ First Reading

The Kentucky School Boards Association provides updates on the legal policy amendments that must be made to our policies annually. These amendments are based on changes with the Kentucky Revised Statutes (KRS), the Kentucky Administrative Regulations (KAR) and legal opinion. These policy amendments were reviewed by district departments. This is the first reading for these policy amendments, final reading will be on August 8, 2019 Regular Board meeting.

#### 7. Revised Policy ~ 09.211, Health Care Examinations - First Reading

Our current policy, 09.211, Health Care Examinations, allows the students two (2) weeks to submit their immunization certificate after they enroll. Because of this, we often do not catch non-compliant students within that two-week time frame. 902 KAR 2.060 allows the district to require these immunization certificates upon enrollment. By revising policy 09.211, Health Care Examinations, to require immunization certificates upon enrollment, we will improve our health record compliance across the district, thereby reducing the risk of vaccine-preventable illness to students and staff. By collecting them upon enrollment, we will know up-front that our students have been immunized according to state law. This would apply to all students enrolling with the exception of students who are identified as homeless and fall under the McKinney-Vento Act. Policy, 09.211, Health Care Examinations, is a recommended change by the Director of Health Services,



Jennifer Fowee, this policy was not included in the annual KSBA Recommended Policy Updates.

**X. Report of the Treasurer**

**8. Monthly Financials ~ June**

**Motion Passed 072519\_06:** The Covington Board of Education approves the Monthly Financials for June passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

**9. Warrant Expenditure Report**

**Motion Passed 072519\_07:** The Covington Board of Education approves the Warrant Expenditure Report passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

**10. SBDM Councils' Carryover Funds FY2019**

**Motion Passed 072519\_08:** The Covington Board of Education approves the SBDM Councils' Carryover Funds FY19 passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |



## XI. Consent Agenda

**Motion Passed 072519\_09:** The Covington Board of Education approves the Consent Agenda passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

**11. Approval of Minutes ~ June 20, 2019 Special Meeting**

**12. Approval of Minutes ~ June 20, 2019 Regular Meeting**

**13. Fundraiser Request ~ Sixth District Kona Ice**

**14. Covington Partners 2019-2020 Services Contract**

**15. Emergency Certified Full-Time Teacher ~ Ms. Cecelia Callahan**

**16. Emergency Certified Full-Time Teacher ~ Mr. Robert Conda**

**17. Emergency Certified Full-Time Teacher ~ Ms. Morgan Gilvin**

**18. Emergency Certified Full-Time Teacher ~ Mr. William Schnell**

**19. Emergency Certified Full-Time Teacher ~ Ms. Stephanie Solano**

**20. Leave of Absence Request - Employee #3639**

## XII. Individual Approval Agenda Items

Item moved per the amended agenda request.

## XIII. Addendum Agenda (Action Possible)

**21. Emergency Certified Full Time Teacher ~ Ms. Beth Combs**

**Motion Passed 072519\_10:** The Covington Board of Education approves the Emergency Certified Full-Time Teacher, Ms. Beth Combs passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

**22. Emergency Certified Full Time Teacher ~ Ms. Shana Donskey**

**Motion Passed 072519\_11:** The Covington Board of Education approves the Emergency Certified Full-Time Teacher, Ms. Shana Donskey passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |





### **23. Emergency Certified Full Time Teacher ~ Mr. Matthew Pederson**

**Motion Passed 072519\_12:** The Covington Board of Education approves the Emergency Certified Full-Time Teacher, Mr. Matthew Pederson passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

### **24. Emergency Certified Full Time Teacher ~ Mr. William Schult**

**Motion Passed 072519\_13:** The Covington Board of Education approves the Emergency Certified Full-Time Teacher, Mr. William Schult passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

### **25. Emergency Certified Full-Time Teacher ~ Ms. Brittany Vancini**

**Motion Passed 072519\_14:** The Covington Board of Education approves the Emergency Certified Full-Time Teacher, Ms. Brittany Vancini passed with a motion by Ms. Glenda Huff and a second by Ms. Sarah Flerlage.

|                     |        |
|---------------------|--------|
| Mr. Jerry Avery     | Yes    |
| Ms. April Brockhoff | Absent |
| Ms. Sarah Flerlage  | Yes    |
| Ms. Glenda Huff     | Yes    |
| Mr. Tom Wherry      | Yes    |

### **XIV. Report of the Attorney**

No report from the Attorney, Bryce Rhoades.

### **XV. Upcoming Events**

July 29 ~ Stuff the Bus Challenge, Chick-fil-A Newport Pavilion, 11 a.m.- 7 p.m.

August 6 ~ John G. Carlisle Meet the Teacher, 5 p.m. - 7 p.m.

August 7 ~ Holmes High School Readifest, 4 p.m. - 6 p.m.

August 7 ~ Holmes Middle School Open House/Meet the Teacher, 5 - 7 p.m.



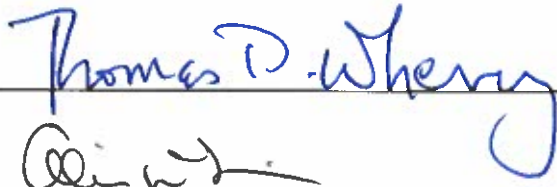
- August 8 ~ Glenn O. Swing Meet the Teacher, 4 p.m. - 6 p.m.
- August 8 ~ Sixth District Dolphin Fest, 4:30 p.m. - 6:30 p.m.
- August 8 ~ Latonia Meet the Teacher, 4:30 p.m. - 6:30 p.m.
- August 9 ~ Ninth District Readifest/Meet the Teacher, 4 p.m. - 6 p.m.
- August 13 ~ Opening Day for Staff, Schools Closed
- August 14 ~ PD Day #1, Schools Closed
- August 15 ~ First Day for Students, Grades K - 12
- August 26 ~ First Day for Pre-School Students

**XVI. Executive Session**

No executive session requested.

**XVII. Adjournment**

The Board made a consensus to adjourn at 6:38 p.m.



Tom Wherry, Board Chair



Alvin Garrison, Superintendent

