

Lawrence County Board of Education Special Meeting

*Every Child College and Career Ready;
A Community Involved and Informed*

June 27, 2018 5:00 p.m.
Lawrence County High School
Louisa, Kentucky

Attendance Taken at 5:07 p.m.:

Present Board Members:

Ms. Garnett Skaggs, Vice-chair
Mr. James See
Ms. Maddlene Roberts

Absent Board Members:

Mr. D. Heath Preston, Chairman
Ms. Barbara Robinson

Present: Superintendent Dr. Robbie Fletcher; Finance Officer Ms. Brandi VanHoose; Director of Pupil Personnel & District Personnel: Vernon Hall; Chief Information Officer & District Technology Coordinator Tommy Burns; Board Secretary Betty Mullins

MINUTES

1. CALL TO ORDER

Vice-chair Garnett Skaggs called the meeting to order with a reminder that the mission of the Board and Lawrence County Schools is *Every Child College and Career Ready; A Community Involved and Informed*. He led *The Pledge to the United States Flag*.

2. STUDENT LEARNING AND SUPPORT SERVICES

2.A. Approval of Claims and Orders of the Treasurer passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 3 to 0. (*Dr. Fletcher pointed out several items including mileage, office supplies, grass mowing, tire purchases, and scholarships from Fund 2.*)

CONSENT AGENDA

2.B. Approval of Consent Agenda items, as indicated, passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 3 to 0.

2.B.1. Per diem and expenses for members present

2.B.2. Contracts and services:

2.B.2.a. Renewal of annual Renaissance Place subscriptions (Accelerated Reader, Star Early Literacy, Star Reading, and Star Math) and hosting services fees: Total:
\$36,396.76 (*Maximum amount*)

- 2.B.2.b. Renewal of Northwest Evaluation Association (NWEA) for Measures of Academic (MAP): \$29,425.00 (*Maximum amount*)
- 2.B.2.c. Lenovo Chromebooks payment: \$60,270.61
- 2.B.2.d. Letter of Agreement between Lawrence County Board of Education and Tri-State Rehab Services, Ironton, Ohio; athletic training services and physical therapy for high school 2018/19 sports season: \$3,750.00 (same as last year)
- 2.B.2.e. Renewal: PSST AESOP BDIA Annual Subscription: \$3,733.80
- 2.B.2.f. Renewal: PSST Custom Check Template Annual Service: \$395.00
- 2.B.2.g. 2018-2019 Memorandum of Agreement with Ashland Community and Technical College (ACTC) for dual credit program
- 2.B.2.h. Memorandum of Agreement with Morehead State University for dual credit program for the 2018-19 academic year
- 2.B.2.i. Memorandum of Understanding (MOU) between Lawrence County Schools and Retired & Senior Volunteer Program (RSVP) sponsored by Morehead State University (Drug Prevention/Education Curriculum Initiative 2nd Year for Grades 3-8)
- 2.B.2.j. Health/Alcohol, Tobacco, and Other Drugs (ATOD) ETR HealthSmart Curriculum; K, 1, 2: \$873.53 and high school: \$639.99
- 2.B.2.k. Naviance (College and Career Readiness Platform for middle and high school); July 2, 2018 to July 1, 2021: \$27,635.20
- 2.B.2.l. STRIV>ENMEDIA for VJS Junior Site Licenses for four elementary schools; one year: \$4,203.75
- 2.B.2.m. KDE Memorandum of Agreement (MOA) with Lawrence County Schools for Family Resource/Youth Service Centers (FRYSC) SFY19: \$233,600
- 2.B.3. 18-19 Fundraiser Requests:
 - 2.B.3.a. Louisa Middle School
 - 2.B.3.b. Lawrence County High School
- 2.B.4. Request: Lawrence County FFA and Fair Board requests use of bleachers from the soccer field for the Lawrence County Fair in July; bleachers will be returned by August 1, 2018; Rick and Melissa Blackburn

2.C. Approval of district and student insurances for 2018-2019 (Property, Liability, and Fleet with Liberty Mutual; Workers Comp with KEMI; and student insurance with K and K Insurance) passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 3 to 0.

2.D. Discuss Vision Statement for Lawrence County Schools (*no action*)

Dr. Fletcher provided an overview of a three-year plan centered on building relationships to establish personalized or customized learning for students coupled with development of a vision statement to guide the goals of the plan.

2.E. Approval to table Approval of Next Steps in the Nickel Tax Process passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 3 to 0.

2.F. Approval of 2018-2019 Preschool Tuition of \$200 per month (same as last year) passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 3 to 0.

2.G. Approval of **Second Reading** of Annual KSBA Policy Updates, as follows: *01.0 Definitions; 01.11 General Powers and Duties of the Board; 01.111 District Planning; 01.2 Board Member Qualifications; 01.42 Regular Meetings; 01.43 Closed Sessions; 01.83 In-Service Training; 01.91 Authorization of Charter Schools; 01.911 Charter School Application Process; 01.9111 Charter School Contract; 01.912 Charter School Monitoring, Assessment, and Annual Reports; 01.913 Charter School*

Renewal, Non-Renewal, Revocation, and Closure; 01.914 Conversion to Charter Schools; 02.421 Election of School Council Members (SBDM); 02.442 Comprehensive School Improvement Plan; 03.11 Hiring (Certified Personnel); 03.121 Salaries (Certified Personnel); 03.1235 Educational/Professional Leave (Certified Personnel); 03.18 Evaluation (Certified Personnel); 03.21 Hiring (Classified Personnel); 03.221 Salaries (Classified Personnel); 03.27 Discipline, Suspension and Dismissal of Classified Employees (Classified Personnel); 03.4 Substitute Teachers; 03.6 Volunteers; 04.1 Budget Planning and Adoption; 04.32 Procurement; 04.91 Financial Statements and Reports; 05.5 Security; 06.33 Regular Bus Stops; 06.34 Conduct on Bus; 08.1341 Essential Workplace Programs; 08.1345 Federal Programs; 08.13451 Title I "Parent and Family Engagement Policy; 08.3 School Calendar; 09.11 School Attendance Areas; 09.12 Admissions and Attendance; 09.1231 Dismissal from School; 09.211 Health Care Examination; 09.22 Student Health and Safety; 09.224 Emergency Medical Treatment; 09.227 Child Abuse; 09.313 Eligibility (Athletics) passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 3 to 0 by a vote of 3 to 0.

3. PERSONNEL

3.A. Approval of updates to *Lawrence County Schools 2018-2019 Salary Schedule* passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 3 to 0.

(update to page 11 inserted)

**LAWRENCE COUNTY BOARD OF EDUCATION
CLASSIFIED SKILLED PAY SCALE
2018 – 2019**

<u>Years Experience</u>	<u>Hourly Rate</u>
0	11.12
1	13.64
2	14.91
3	15.87
4	16.82
5	17.77
6	19.52
7	20.16
8	20.46
9	20.80
10	21.13
11	21.44
12	21.76
13	22.07
14	22.38
15	22.69
16	22.96
17	23.21
18	23.48
19	23.73
20-40*	23.96

NOTE: A skilled classified employee shall possess Formal Certification such as ASE Certified, or college related degree or HVAC etc. Years of experience may be granted by the Superintendent for new employees with classified skilled certification. Years of classified experience in Lawrence Co. School System is carried over from one scale to another. These can be electricians, plumbers, carpenters, mechanics, etc.

**2018 – 2019 CLASSIFIED
SKILLED SALARY SCHEDULE**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
7424	Lead HVAC Tech. (1)	\$24.57 (8hrs/day– 40hrs/wk–258 days)
7432	Maintenance Manager (1)	\$5,000/yr. set rate
7443	Maintenance Tech.III (2)	Pay scale (8hrs/day–40hrs/wk–258 days)
7525/7527	Computer Maint. Tech./ Computer Training Specialist	Pay scale (8hrs/day – 258 days)

3.B. Approval of KEDC Contract regarding Assignment of Personnel for 2018-2019 in the amount of \$18,000 passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 3 to 0.

3.C. Approval to acknowledge **Superintendent's Personnel Action/Update** passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 3 to 0.

Hiring

Kimberly Spence - Teacher at Lawrence County High School

Change of Position

Sarah McClanahan - From Teacher at Louisa East Elementary School to District Resource Teacher and Gifted and Talented Education Teacher/Coordinator (*effective July 1, 2018*)

Abandonment of Employment

Joyce Thompson - Full-Time Bus Monitor

Resignations

Tina Hall - Teacher at Lawrence County High School

Victoria Wechsler - Teacher at Louisa East Elementary School

Kimberly Hatfield - LBD Teacher at Fallsburg Elementary School

3.D. Superintendent Professional Growth and Evaluation System (SPGES)

3.D.1. Annual Evaluation: Dr. Robbie Fletcher, Superintendent

3.D.1.a. Capstone Presentation

Dr. Fletcher's Capstone Presentation included a review of the indicators of all seven evaluation standards and the artifacts supporting each standard within a PowerPoint presentation.

STANDARD 1: STRATEGIC LEADERSHIP

1. Cooperation in the NISL Strategic Leadership
2. Personalized Learning for Teachers
3. Personalized Learning for Students - Development of a New Vision Statement
4. Communication Group with Board Members
5. Vision work for 2018-2019
6. Budget work and CDIP

STANDARD 2: INSTRUCTIONAL LEADERSHIP

1. One-to-One Technology Initiative
2. RtI Implementation
3. Instructional Walkthroughs
4. District Quarterly Dashboard
5. NTI Approval
6. Individualized Learning Plan - Naviance

STANDARD 3: CULTURAL LEADERSHIP

1. DMAP - COCA
2. Staff rally at the Capitol

3. Twitter account / Visibility at school functions
4. After-school program at Blaine
5. Flagpole installed at Fallsburg
6. Survey for professional development

STANDARD 4: HUMAN RESOURCE LEADERSHIP

1. SRO placed at LCHS
2. TARGET - Professional Development
3. Evaluations of all staff; CEP
4. Professional Growth Plan for District
5. Blaine Media Center Upgrades
6. Lease of buses/vans
7. Financial work with dual credit offerings; stipend increase

STANDARD 5: MANAGERIAL LEADERSHIP

1. One-to-One Technology Initiative
2. Partnership with K-9 Resources
3. Facilities Planning Work
4. SRO at LCHS; Work on SRO for 2018-2019
5. Electronic Purchase Order Process

STANDARD 6: COLLABORATIVE LEADERSHIP

1. Credit CountsSM work with ACTC and AEP; Dual credit with MSU, Murray
2. Collaboration with BOE, Community Leaders, Educators on Drug Awareness Curriculum
3. NISL Academy for Superintendents
4. Work with local law enforcement concerning SRO
5. Committee work on professional development
6. Facilities planning committee

STANDARD 7: INFLUENTIAL LEADERSHIP

1. Attendance of SOAR Summit
2. Board of Directors KASS and KEDC
3. Chairman of Board at KVEC - Horizon Leadership Award Recipient
4. Meeting with Mark Zuckerberg, Facebook staff
5. Multiple visits to Frankfort

3.D.1.b. Review of Professional Growth Plan

Discussion of goals and the successful outcomes of Dr. Fletcher's 2017-18 Professional Growth Plan was included within the PowerPoint presentation of Dr. Fletcher's Capstone.

3.D.2. Approval to enter **Executive Session** for preliminary discussions relating to evaluation of the superintendent pursuant to **KRS 61.810(1)(k)** and **KRS 156.557(6)(c)** passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 3 to 0.

3.D.3. Approval of return to **Open Session** passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 3 to 0.

3.D.4. Discussion and approval of adoption of Dr. Robbie Fletcher's Superintendent Summative Evaluation for 2017-18 passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 3 to 0.

Vice-chair Garnett Skaggs read aloud the ratings and comments written on the SPGES Superintendent Summative Evaluation form. Each of the seven standards received an Exemplary Rating.

STANDARD 1: STRATEGIC LEADERSHIP

- **Exemplary:** *We feel you have gone above and beyond the standards of establishing relationships with individuals. You model, create and communicate to all parties involved.*

STANDARD 2: INSTRUCTIONAL LEADERSHIP

- **Exemplary:** *You continue to implement leadership across the board to identify, establish and motivate all parties involved.*

STANDARD 3: CULTURAL LEADERSHIP

- **Exemplary:** *Your leadership has created opportunities through programs to enhance and develop team building throughout the district. Your leadership has had a positive impact on every school in the district.*

STANDARD 4: HUMAN RESOURCE LEADERSHIP

- **Exemplary:** *Dr. Fletcher ensures processes and resources are in place to implement professional development.*

STANDARD 5: MANAGERIAL LEADERSHIP

- **Exemplary:** *You have developed new meanings of building relationships associated with safety, facilities and technology.*

STANDARD 6: COLLABORATIVE LEADERSHIP

- **Exemplary:** *Your love for Lawrence County students shows by the way you have developed the leadership across many areas to support 21st century priorities.*

STANDARD 7: INFLUENTIAL LEADERSHIP

- **Exemplary:** *Your representation of Lawrence County in all areas and aspects is very positive. We feel you are truly ALL IN!!*

Overall written comments: *Your leadership has led Lawrence County to new heights with great accomplishment! We feel we are very blessed with the Best! Thank you!!*

Dr. Fletcher thanked the Board for their kind remarks and stated that we've come a long way and that people across the state now look at our personnel for leadership, but we have exciting challenges ahead with the district's focus on personalized learning for students.

4. ADJOURNMENT

Approval to adjourn passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 3 to 0.

Vice-Chair – Garnett Skaggs

Secretary to the Board – Betty Mullins