

# Lawrence County Board of Education

## Special Meeting

### In Lieu of the Regular January Meeting

(which was canceled due to snow)

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

Thursday, January 18, 2018; 6:00 p.m.  
Lawrence County High School  
Louisa, Kentucky

Attendance Taken at 5:59 p.m.:

Present Board Members:

Mr. D. Heath Preston, Chairman  
Ms. Garnett Skaggs, Vice-chair  
Ms. Barbara Robinson  
Mr. James See  
Ms. Maddlene Roberts

Present: Superintendent: Dr. Robbie Fletcher; Teresa Judd, RSVP Project Director; Justin Slone, RSVP Associate Director; Finance Officer: Ms. Brandi VanHoose; Director of Pupil Personnel & District Personnel: Vernon Hall; Lawrence County High School Principal: Christy Moore; Blaine Elementary Principal: Shawn Jennings; Louisa West Elementary Principal: Debbie Delong; Fallsburg Elementary Principal: Sara Bowen; Louisa East Elementary Principal: Anna Prince; Louisa Middle School Principal: Joe Cecil; Director of Adult and Community Education: James Ellis; Sherita Akers, Teacher; Pam Howell, Finance Clerk & Notary; Chief Information Officer/District Technology Coordinator: Tommy Burns; Board Secretary: Betty Mullins

## MINUTES

### 1. CALL TO ORDER

Chairman Preston 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. ORGANIZATIONAL ITEMS

**2.A.** Approval of Heath Preston as Chairperson of the Lawrence County Board of Education passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

**2.B.** Approval of Garnett Skaggs as Vice-chair of the Lawrence County Board of Education passed with a motion by Mr. D. Heath Preston and a second by Ms. Barbara Robinson by a vote of 5 to 0.

**2.C.** Approval to set the **Time** of our Regular 2018 meetings as 6:00 p.m.; to set the **Dates** as the third Monday of each month except for the January and February meetings which will be held on the Tuesday following the third Monday due to federal holidays; and to set the **Location** as Lawrence County High School except the September meeting will be held at Fallsburg Elementary and the April meeting will be held at Blaine Elementary passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

**2.D.** Approval to acknowledge annual receipt of 1) *Your Duty Under the Law*; 2) *Managing Public Records*, and 3) *Request to Receive Special Meeting Notification by Email (Procedure 01.44 AP .21 and Procedure 01.44 Special Called Meetings)* passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 5 to 0.

### **3. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS**

#### **3.A. MSU Community Partner: Retired and Senior Volunteer Program (RSVP)**

Teresa Judd, RSVP Project Director, and Justin Slone, RSVP Associate Director, were presented certificates of appreciation on behalf of the Board by Superintendent Fletcher for their partnership with Lawrence County Schools in fighting drug abuse through education. Through an RSVP grant a research-based health and drug prevention curriculum has been purchased and is being implemented in Lawrence County Schools. As part of the grant partnership, retired and senior volunteers from the community will help implement the curriculum. Teresa Judd stated that this partnership is the first of its kind. The goal of the initiative is to provide students with the knowledge and skills needed to live an addiction-free life.

#### **3.B. All-District Band and All-State Choir (to be rescheduled)**

#### **3.C. School Board Recognition Month**

Board members were recognized for their dedication and service to the students, schools and people of Lawrence County. Dr. Fletcher read a Proclamation from County Judge Executive John Osborne designating January as School Board Recognition Month and honoring local board members for their service. Board members were presented a copy of the Proclamation and certificates on behalf of the Kentucky School Board Association and Lawrence County Schools. Dr. Fletcher spoke of their service to students and asked each board member to share information about their years of service.

### **4. COMMUNICATION**

#### **4.A. Superintendent's Update**

##### **4.A.1. District Calendar Update (as of January 12, 2018)**

Because of snow, the Board could not meet two days ago as scheduled, and more school was missed after the January 12<sup>th</sup> calendar update. The latest adjustment to the school calendar sets the last day for students as May 15<sup>th</sup>.

##### **4.A.2. District Facilities Plan Progress; Next Steps (Goal: February 8 for Orientation #2)**

The final school facilities evaluations were re-scheduled by Ross-Tarrant which makes the February 8<sup>th</sup> target date for the next committee meeting tentative. After the facilities study is completed, it is submitted to KDE before it comes back to the committee.

#### **4.A.3. SIG Distance Monitoring Visit (Information Submitted by February 15)**

Dr. Fletcher gave background for the upcoming monitoring of Lawrence County High School's School Improvement Grant (SIG). Since implementation of the grant, the high school has progressed from being a Persistently Low-Achieving (PLA) high school to being designated as Proficient two out of the last three years. Information for the review will be submitted by February 15<sup>th</sup>.

#### **4.A.4. State Consolidated Monitoring Visit (February 20-23)**

Seven districts across the state are having a monitoring visit this year with Lawrence being one of them. Dr. Fletcher explained that this is a process that all districts go through. The expectation is that results will be positive in most areas accompanied by possible suggestions and areas of improvement in others. The state team is expected February 20-23<sup>rd</sup>.

#### **4.A.5. Administrative Phone Conference to Discuss Upgrades in Water Treatment Facilities (January 30)**

To address issues with the water treatment facilities at Blaine and Fallsburg, the Board invested \$30,000 this past summer in improvements in addition to providing a maintenance technician with training and monitoring tools that produce real-time data.

#### **4.A.6. Research into Student and Professional Personalized Learning**

Information from conferences attended by Dr. Fletcher recently about Professional Personalized Learning will be explored to see how it fits with the goals of our district. Implementing individualized teacher professional development can lead to individualized learning for students. Dr. Fletcher stated that the Board has laid the foundation for this to happen, which includes one-to-one technology for students at LCHS, dual credit opportunities, and CTE expansion.

#### **4.A.7. KSBA Annual Conference 2018 (March 2-4)**

Board members were asked to confirm attendance to the annual state school board conference as soon as possible so arrangements can be made for lodging and training sessions.

#### **4.A.8. Information on the Governor's Budget Proposal**

Dr. Fletcher provided a handout to the board showing details of the Governor's proposed budget of educational programs not being funded and ones not mentioned in the proposal. Another item provided was a table with expenditures comparisons of the 173 districts in Kentucky in the areas of instruction and administration. The table showed Lawrence County among the lowest in administrative costs. Dr. Fletcher also recounted previous cuts to education budgets and stated that the latest cuts would be devastating.

#### **4.B. Public Forum for the Annual Wellness Report: *Nutrition and Physical Activity Report* and *Alliance for a Healthier Generation District Results Summary Report***

Dr. Fletcher and the Board discussed the findings of the annual nutrition and physical activity reports. KDE recommends that districts and schools use the Healthy Schools

Program assessment since it is evidence-based. Dr. Fletcher asked if there was comment from the audience and noted that the reports can still be found on the district webpage and will continue to be open to public comment. No public comments were offered at the meeting. *Note: Through a grant partnership opportunity, an up-to-date, comprehensive health education curriculum is available this semester for kindergarten to fifth grade in addition to new, research-based drug education/prevention curricular support materials for grades 6-8 with high school materials available later in the semester.*

#### **4.C. Public Comment**

### **5. STUDENT LEARNING AND SUPPORT SERVICES**

**5.A.** Approval of the **Minutes** of the December 18, 2017 Regular Meeting passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

**5.B.** Approval of **Claims and Orders of the Treasurer** passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

Dr. Fletcher noted that the warrants were smaller than normal. A couple of large expenditures included speech therapy services and food service items.

**5.C.** Approval of the **Monthly Financial Report** by Finance Officer Brandi VanHoose passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

#### **5.C.1. Bank Reconciliation Report**

Ms. VanHoose reported that the beginning balance for December was \$3,771,773. Total revenue for the month of December was \$1,941,563. Expenditures for the month totaled \$1,924,430. The Fund 1 (General Fund) cash balance for December was \$3,025,678, and the ending balance of all funds for December was \$3,826,891.

#### **5.C.2. MUNIS Balance Sheet and Monthly Financial Report**

Balance Sheets reflect the balance for each fund as of December 31<sup>st</sup>.

#### **5.C.3. Finance Update and Set Date for 18-19 Draft Budget Working Session**

A special meeting is scheduled for January 29, 2018, at 6:00 p.m., at Lawrence County High School. The agenda will include a Draft Budget Working Session.

### **CONSENT AGENDA**

**5.D.** Approval of the **Consent Agenda** items, as indicated, passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

**5.D.1.** Per diem and expenses for board members present and expenses related to the upcoming KSBA Annual Conference

**5.D.2.** Contracts & Services:

**5.D.2.a.** 2018-2019 Nonresident Pupil Contract with Ashland Independent School District

**5.D.3.** Fundraiser Requests:

**5.D.3.a.** Louisa Middle School

**5.D.4. LEES Safety Patrol request for assistance with Washington, D.C. trip (\$50 per student; 40 students for an estimate of \$2,000)**

**5.D.5. For Review/FYI: (no action required)**

**5.D.5.a. School Activity Fund Reports: December**

**5.D.5.b. SBDM/Advisory Council Minutes (LMS, LWES, FES)**

**5.E.** Approval to accept donations from a partnership with the Retired Senior Volunteer Program (RSVP) at Morehead State University including providing grades 3-8 *HealthSmart* curricular materials in the amount of \$4,535.87 in addition to funding professional development by the lead author of *HealthSmart* valued at approximately \$7,000 passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 5 to 0.

**5.F.** Approval to accept the *School Facilities Construction Commission (SFCC) Offer of Assistance* in the amount of \$35,121 passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

**5.G. New Business (none)**

## **6. PERSONNEL**

**6.A.** Approval of creation regarding positions for 2017-18, as indicated, passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

Extra Duty Service Pay, as follows, is created effective January 19, 2018:

- (1) Golf Head Coach Boys Middle Grades (\$1200 Extra Duty Service Pay)
- (1) Golf Head Coach Girls Middle Grades (\$1200 Extra Duty Service Pay)
- (1) Golf Assistant Coach Middle Grades (\$600 Extra Duty Service Pay)

**6.B.** Approval of updates to the *2017-2018 Salary Schedule* passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

*(Updated pages 14, 16, 17, and 18 from previous board action are inserted below.  
Highlighting indicates the updates.)*

**LAWRENCE COUNTY BOARD OF EDUCATION  
DISTRICT GRANTS  
CLASSIFIED/CERTIFIED SALARY SCHEDULE  
2017 – 2018**

**Job Class**

<b><u>Code:</u></b>	<b><u>Title</u></b>	<b><u>Salary Calculation</u></b>
<b><u>Adult Education:</u></b>		
7320	Academic Assistant (1)	\$14.74/hr (37.5 hrs/wk – 258 days)
7312	Instructor I (1)	\$15.68/hr (8 hrs/day – 258 days)
7784	Clerk (1)	Pay scale (8 hrs/day – 230 days)
7476/7465	Adult Education/Community Education Director (1)	\$20.90/hr (8hrs/day – 258 days)

**Job Class**

<b><u>Code:</u></b>	<b><u>Title</u></b>	<b><u>Salary Calculation</u></b>
7294	District-wide Speech Language Pathologist	Certified Pay scale (185 days) (Classified Speech Language Pathologist holding appropriate licensure & degree; Master's Degree equivalent to Rank II and Bachelor's Degree equivalent to Rank III on the Certified Pay Scale)
7293	District-wide Speech Language Pathologist Assistant	Certified Pay scale (185 days) (Classified Speech Language Pathologist Assistant holding appropriate licensure & degree; Master's Degree equivalent to Rank II and Bachelor's Degree equivalent to Rank III on the Certified Pay Scale)

**ESS:** Teachers paid \$30.00/hr. for program work.  
Classified paid \$15.00/hr for program work.

**RTT:** Teachers paid \$30.00/hr. for program work published to CHTS.

**RTI:** Coordinators paid \$30.00/hr. for program work. Total budget \$15,000.

**Credit Recovery:** Part-Time Credit Recovery Teacher                      \$70/day – 45 days

**Prescreening KG & 4 year Old:**

Daily rate for Certified  
Daily rate for Classified



\* NOTE: The 2017-2018 extra duty pay scale will take effect as of July 01, 2017. Those employees paid from the 2007-2008 extra duty pay scale or employees working in an equivalent position will be grandfathered in to a comparable rate for as long as they are employed. Anyone hired after 2007-2008 to fill an extra duty vacancy will be paid in accordance to the applicable pay scale.

LAWRENCE COUNTY SCHOOLS EXTRA DUTY SERVICE 2017-2018			
POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
DISTRICT ADMINISTRATORS (5 TOTAL):			\$5,000*
CHIEF ACADEMIC OFFICER (1)	50	235	
DIRECTOR OF FEDERAL PROGRAMS/DISTRICT ASSESSMENT COORDINATOR/INNOVATIONS COORDINATOR (1)	50	235	
DIRECTOR OF PUPIL PERSONNEL/DISTRICT PERSONNEL (1)	50	235	
DIRECTOR OF PUPIL INTERVENTION (1)	50	235	
DIRECTOR OF SPECIAL EDUCATION (1)	50	235	
PRINCIPAL LWE, BES, FES (1 PER SCHOOL)	50	235	\$7,000*
PRINCIPAL LEE (1)	50	235	\$8,000*
PRINCIPAL LMS (1)	50	235	\$8,500*
PRINCIPAL LCHS (1)	50	235	\$10,000*
ASST PRINCIPAL LEE (1)	15	200	\$3,500*
ASST PRINCIPAL LMS (1)	15	200	\$4,000*
ASST PRINCIPAL LCHS (2 1)	15	200	\$7,000*
MIDDLE GRADES ALTERNATIVE SCHOOL TEACHER (1)	15	200	\$4,000*
DISTRICT SCHOOL HEALTH COORDINATOR (1)	0	0	\$5,000*
DISTRICT SCHOOL HEALTH NURSE / DISTRICT SPECIAL NEEDS NURSE - BES ANNUAL INCENTIVE PAY	0	0	\$2,500
EXTRA CURRICULAR PAY DUTIES			
ADVANCED PLACEMENT COORDINATOR (1)	0	185	\$500
DUAL CREDIT TEACHER (PER CLASS)	0	185	\$500
ACADEMIC COACH HIGH SCHOOL (1)	0	185	\$4,000
ACADEMIC ASST COACH HIGH SCHOOL (1)	0	185	\$2,000
ACADEMIC COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$2,000
ACADEMIC ASST COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$1,000
ACADEMIC COACH MIDDLE (1 PER SCHOOL)	0	185	\$2,000
ACADEMIC ASST COACH MIDDLE (1 PER SCHOOL)	0	185	\$1,000
BAND DIRECTOR (1)	5	190	\$4,000
BAND ASST DIRECTOR (1)	0	185	\$1,000
CHORAL DIRECTOR (1)	0	185	\$1,500
BUILDING ASSESSMENT COORDINATORS			
LEVEL 9-12 (1 PER SCHOOL) LCHS	0	185	\$2,500
LEVEL 6-8 (1 PER SCHOOL) LMS	0	185	\$2,000
LEVEL K-8 (1 PER SCHOOL) FES & BES	0	185	\$2,000
LEVEL 2-5 (1 PER SCHOOL) LEE	0	185	\$2,000
LEVEL K-1 (1 PER SCHOOL) LWE	0	185	\$1,500
CLASS SPONSORS			
SENIORS (1)	0	185	\$600
JUNIORS (1)	0	185	\$600
SOPHOMORES (1)	0	185	\$600
FRESHMEN (1)	0	185	\$600
HIGH SCHOOL DEPARTMENT HEADS			
ENGLISH (1)	0	185	\$500



POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
MATH (1)	0	185	\$500
SOCIAL STUDIES (1)	0	185	\$500
VOCATIONAL (1)	0	185	\$500
HIGH SCHOOL DEPARTMENT HEADS (Cont.)			
SCIENCE (1)	0	185	\$500
ARTS & HUMANITIES (1)	0	185	\$500
SPECIAL NEEDS (1)	0	185	\$500
PRACTICAL LIVING (1)	0	185	\$500
DOCTORATE	0	185	\$2,000
PUBLIC INFORMATION OFFICER	0	185	\$2,000
NATIONAL TEACHER CERTIFICATION	0	185	\$2,000
SAFETY PATROL (1)	0	185	\$500
SPEECH PATHOLOGY (5 4)	0	185	\$1,000
TECH BUILDING COORDINATOR (1 PER SCHOOL)	0	185	\$500
WRITING LEADERS			
ELEMENTARY (1 PER SCHOOL)	0	185	\$1,000
MIDDLE (1 PER SCHOOL)	0	185	\$1,000
HIGH SCHOOL (1)	0	185	\$1,000
YEARBOOK SPONSOR P-8 (1 PER SCHOOL)	0	185	\$2,000
YEARBOOK SPONSOR HIGH SCHOOL (1)	0	185	\$2,000
YEARBOOK ASST SPONSOR HIGH SCHOOL (1)	0	185	\$1,000
EXTRA PAY DUTIES SPORTS*			
ATHLETIC DIRECTOR HIGH SCHOOL (1)	7	192	\$2,500
ATHLETIC DIRECTOR MIDDLE GRADES (1)	0	185	\$1,500
BASEBALL HEAD COACH (1)	5	190	\$2,000
BASEBALL ASST COACH (2)	0	185	\$800
BASEBALL HEAD COACH MIDDLE GRADES (1)	0	185	\$1,200
BASEBALL ASST COACH MIDDLE GRADES (1)	0	185	\$600
BASEBALL JR VARSITY COACH LCHS	0	185	\$500
BASKETBALL BOYS HEAD COACH (1)	5	190	\$6,000
BASKETBALL BOYS FEEDER PROGRAM (1)	NA	NA	\$2,000
BASKETBALL BOYS ASST COACH (2)	0	185	\$2,000
BASKETBALL BOYS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,200
BASKETBALL BOYS ASST MIDDLE (1) BES,FES, (2)LMS	0	185	\$600
BASKETBALL GIRLS HEAD COACH (1)	5	190	\$6,000
BASKETBALL GIRLS FEEDER PROGRAM (1)	NA	NA	\$2,000
BASKETBALL GIRLS ASST COACH (2)	0	185	\$2,000
BASKETBALL GIRLS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,200
BASKETBALL GIRLS ASST MIDDLE GRADES - BES (1), FES (1), LMS	0	185	\$600
BASS HEAD COACH (1)	0	185	\$1,200
BASS ASST COACH (1)	0	185	\$600
FOOTBALL HEAD COACH (1)	15	200	\$6,000
FOOTBALL ASST COACH (7)	0	185	\$2,000
FOOTBALL HEAD COACH MIDDLE (1) LMS	0	185	\$1,200
FOOTBALL MIDDLE GRADES ASST (1) LMS	0	185	\$600
GOLF HEAD COACH BOYS (1) LCHS	0	185	\$1,200
GOLF HEAD COACH GIRLS (1) LCHS	0	185	\$1,200
GOLF ASSISTANT COACH (1) LCHS	0	185	\$600
ROTC 4-9YRS (1)	0	185	\$1,200
ROTC 10+YRS (1)	0	185	\$2,400



POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
ROTC DRILL TEAM (1)	0	185	\$1,000
ROTC RANGER TEAM (1)	0	185	\$1,000
SOCCER GIRLS HEAD COACH (1)	0	185	\$1,200
SOCCER GIRLS ASST COACH (1)	0	185	\$600
SOCCER GIRLS JV ASST COACH (1)	0	185	\$600
SOCCER BOYS HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,000
SOCCER BOYS ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOCCER GIRLS HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,000
SOCCER GIRLS ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOFTBALL HEAD COACH (1)	5	190	\$2,000
SOFTBALL ASST COACH (2)	0	185	\$800
SOFTBALL HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,200
SOFTBALL ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOFTBALL JR VARSITY COACH LCHS	0	185	\$500
TENNIS HEAD COACH BOYS (1)	0	185	\$1,200
TENNIS ASST COACH BOYS (1)	0	185	\$600
TENNIS HEAD COACH GIRLS (1)	0	185	\$1,200
TENNIS ASST COACH GIRLS (1)	0	185	\$600
TENNIS HEAD COACH BOYS MIDDLE (1)	0	185	\$1,200
TENNIS HEAD COACH GIRLS MIDDLE (1)	0	185	\$1,200
TRACK CROSS COUNTRY (1)	0	185	\$1,000
TRACK CROSS COUNTRY ASST (1)	0	185	\$500
TRACK BOYS (1)	0	185	\$1,200
TRACK ASST COACH BOYS (1)	0	185	\$600
TRACK GIRLS (1)	0	185	\$1,200
TRACK ASST COACH GIRLS (1)	0	185	\$600
TRACK HEAD COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$1,000
VOLLEYBALL HEAD COACH (1)	0	185	\$1,200
VOLLEYBALL ASST COACH (1)	0	185	\$600
VOLLEYBALL HEAD COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$1,000
VOLLEYBALL ASST COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$600
WRESTLING COACH (1)	0	185	\$1,200
WRESTLING ASST COACH (1)	0	185	\$800
CHEERLEADER COMPETITION MIDDLE SCHOOL	0	185	\$500
CHEERLEADING MIDDLE SCHOOL (PER SPORT)	0	185	\$500
CHEERLEADING HIGH SCHOOL (PER SPORT)	0	185	\$1,000
CHEERLEADING ASST HIGH SCHOOL	0	185	\$500
EXTENDED DAYS ONLY NO EXTRA SERVICE PAY			
BIOMEDICAL (1)	10	195	\$0
DISTRIBUTIVE EDUCATION (1)	30	215	\$0
DISTRICT RESOURCE TEACHER (4 )	max 15	max 200	\$0
DISTRICT TECHNOLOGY COORDINATOR (1)	50	235	\$0
ENGINEERING (1)	17	202	\$0
FRESHMAN ACADEMY INST. COORD.	10	195	\$0
GUIDANCE COUNSELOR HIGH SCHOOL (2)	15	200	\$2,500
GUIDANCE COUNSELOR (7 5)	15	200	\$0
HEALTH CAREERS (1)	5	190	\$0
LIBRARIAN (6)	15	200	\$0
ROTC (2)	50	235	\$0
VOCATIONAL AGRICULTURE (1)	50	235	\$0

**6.C. Superintendent Professional Growth and Evaluation System (SPGES)**  
Dr. Robbie L. Fletcher, EdD

**6.C.1. Professional Growth Plan**

Dr. Fletcher provided and discussed an updated Professional Growth Plan which now includes the SPGES standard of Strategic Leadership replacing former goals in Influential Leadership to impact critical educational issues in the region and state while promoting Lawrence County School System's processes, schools, and opportunities for our students. Accomplishments in the Influential standard include Dr. Fletcher's regional leadership as current chairman of Kentucky Valley Educational Cooperative (KVEC), as the regional representative on the Board of Directors for Kentucky Association of School Superintendents (KASA), and other county, regional and state committees.

While continuing with these leadership activities, Dr. Fletcher adds Professional Personalized Learning as the focus in Strategic Leadership with a goal of exploring how it relates to student learning and achievement.

**6.D. Approval of a Superintendent Contract** with Robbie L. Fletcher, EdD passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 5 to 0.

Dr. Fletcher stated that he and his family have felt welcomed by the people in Lawrence County and he has grown as an individual over the past few years as superintendent here and is looking forward to another four productive years. He thanked the Board for their confidence in him and for the opportunity to continue to serve the students of Lawrence County. Chairman Preston stated that there are no changes in the contract or a salary increase; however, if teachers get a raise then Dr. Fletcher does also.

*(Original contract is inserted below.)*

**LAWRENCE COUNTY BOARD OF EDUCATION  
LOUISA, KENTUCKY**

**CONTRACT EMPLOYING SUPERINTENDENT**

This Agreement, made and entered into, effective July 1, 2018, by and between THE BOARD OF EDUCATION OF LAWRENCE COUNTY, KENTUCKY (hereinafter referred to as the "BOARD"), and DR. ROBBIE FLETCHER (herein referred to as the "SUPERINTENDENT"), and authorized by action at the lawful meeting of the Board held on the 16<sup>th</sup> day of January, 2018.

The Board and Superintendent, for the consideration hereinafter specified, agree as follows:

- I. TERM OF EMPLOYMENT: Superintendent is hereby employed for a term commencing on the 1<sup>st</sup> day of July, 2018 and ending on June 30, 2022 as Superintendent of the Lawrence County Schools.
- II. DUTIES: The duties and responsibilities of the Superintendent shall be all of those duties incident to the Office of Superintendent imposed by the laws and regulations of the Commonwealth of Kentucky and in keeping with the policies of the Board, and such other duties and responsibilities as may be assigned to the Superintendent from time to time by the Board.
- III. OUTSIDE ACTIVITIES: Superintendent shall devote his time, attention and energy to the business of the Lawrence County Schools.

The Superintendent and Board recognize the advisability and on occasion the necessity of the Superintendent to attend seminars, courses or programs conducted or sponsored at the local, state or national levels. The Board shall permit a reasonable amount of time for the Superintendent to attend such meetings and agree to pay the necessary fees, travel and subsistence expenses as it may approve or as may be provided for in local Board policy. The attendance herein provided for shall be limited to seminars, courses or other programs that will benefit the Lawrence County School System and the Board shall have ultimate discretion in determining the Superintendent's attendance and the amount of money to be provided to the Superintendent to defray reasonable and necessary travel and subsistence expenses.

Should the Superintendent attend any function, meeting, seminar or program where his attendance is paid for by a third party or for which he is compensated as a lecturer or consultant, the time spent away from the school system while attending such function shall not be considered as part of his 240 required working days and the Board shall not be required to pay the Superintendent's expenses incurred as result of such attendance.

- IV. COMPENSATION:. The salary of the Superintendent shall be ONE HUNDRED EIGHT THOUSAND EIGHT HUNDRED EIGHTY-SEVEN DOLLARS AND 42 CENTS (\$108,887.42). The salary is based on the 2014-2015 contract salary and the terms of that contract. The salary shall be paid in bi-monthly installments on the same dates that administrators who work 12 months are paid. In the event all other certified employees of the Board, as a group, are granted an annual increase or increases in salary during the term of this agreement, the Superintendent shall also receive an increase in his annual salary equal in percentage to that given by the Board to all of its other certified employees. This increase in salary shall include, but not limited to, annual step increases afforded to all certified employees.
- V. EVALUATION: The Board shall, on an annually basis, conduct an evaluation of the Superintendent and devote a portion of at least one meeting annually to an evaluation of the Superintendent's performance and to a discussion of the working relationship between the Superintendent and the Board.
- VI. WORKING DAYS AND BENEFITS:
- a. Working Days. It is understood and agreed that each school year during the term of this Agreement shall begin on July 1<sup>st</sup> and extend through June 30<sup>th</sup> and shall consist of 240 working days.
  - b. Non-Contract Days. The Superintendent's vacation shall be taken during non-contract days and such days not taken during the school year shall not accumulate and will not be carried forward beyond the last day of the school year.
  - c. Leaves. The Superintendent shall accrue all leave days as authorized by Board policy for certified employees.
  - d. Health Insurance. The Board shall pay the premiums for family plan health insurance, dental insurance premiums and premiums for vision care insurance for the Superintendent, his spouse and minor children.
  - e. Expenses. The Board shall pay or reimburse the Superintendent for reasonable expenses approved by the Board and incurred in the continuing performance by the Superintendent of his duties under this Agreement.
  - f. Professional and Civic Dues. The Board recognizes the mutual benefits derived by reason of the Superintendent's membership in certain professional and civic organizations. The Board agrees to pay dues for the Superintendent for membership in the American Association of School Administrators, the Kentucky Association of School Superintendents, the Kentucky Association of School Administrators, and one civic club of the Superintendent's choice.



- g. Motor Vehicle. The Board shall provide a motor vehicle – the make and model of its choosing – for the exclusive business use of the Superintendent. This vehicle shall remain at the Board Office each evening after business hours except when the Superintendent is required to be out of the county overnight on the business of the school district.
- h. Automobile expenses. The Superintendent shall be reimbursed for mileage as specified in Board policy when using his personal vehicle on the business of the school district.
- i. Retirement benefits. The Superintendent shall have the same retirement benefits as provided to certified employees under the Kentucky Teachers Retirement System and as contained in Board policy.
- j. Computer Equipment and Cellular Telephone. The Board shall reimburse the Superintendent the reasonable cost of computer equipment, cellular telephone or smart phone, internet services and other necessary communication services which will permit the Superintendent to perform the duties of his office while at home or traveling.
- k. Term Life Insurance. The Board shall pay the premiums for a term life insurance policy for the Superintendent in the amount of \$500,000.00, the policy to be owned by the Superintendent who shall have the right to designate such beneficiary or beneficiaries as he may choose.

VI BOARD POLICY: The Superintendent's duties and obligations are governed by Board Policy unless otherwise specifically modified herein. All employment benefits provided to the Superintendent are as specifically enumerated in this Agreement and shall supersede any general policy applicable to other employees of the Board.

## VII RELOCATION ALLOWANCE

In the event the Superintendent determines to relocate his family to Lawrence County, Kentucky, the Board shall reimburse the Superintendent the actual amount of reasonable and necessary expenses required to relocate himself and his family based upon receipts furnished to the Board up to a maximum of Two Thousand Five Hundred Dollars (\$2,500.00).

VIII TERMINATION OF EMPLOYMENT AGREEMENT: This Agreement may be terminated as specified in the Board's Policy and shall also be subject to termination as follows:

- a. By expiration of the term of this Agreement;

- b. Mutual agreement of the parties in writing; or
- c. Disability which prevents the Superintendent from performing the essential duties of his office;
- d. Discharge for cause.

IX      NOTICE:

Any notice or communication permitted or required under the terms of this Agreement shall be in writing and shall become effective on the day of mailing thereof by registered or certified mail, postage prepaid and addressed:

If to the Board, addressed to:

Chairperson  
Board of Education  
Lawrence County Schools  
50 Bulldog Lane  
Louisia, Ky 41230

or current address of the Board of Education.

If to Superintendent, addressed to:

Dr. Robbie Fletcher  
615 Saltwell Road  
Inez, KY 41224

- X      SAVINGS CLAUSE. If, during the term of this Agreement, it is found that a specific clause hereof is illegal or otherwise unenforceable, the remainder of the Agreement not affected thereby shall remain in full force and effect.
- XI     MISCELLANEOUS. This Agreement, which shall be executed in duplicate originals, contains all of the terms agreed upon by the parties with respect to the subject matter hereof and supersedes all prior agreements, arrangements, understandings and communications between the parties concerning the subject matter hereof, whether oral or written and shall be construed in accordance with the laws of the Commonwealth of Kentucky.

IN WITNESS WHEREOF, the Board and Superintendent have caused this Agreement to

be executed in their respective names and in the case of the Board, by its chairman, this 18th day of January, 2018.

  
DR. ROBBIE FLETCHER,  
SUPERINTENDENT

COMMONWEALTH OF KENTUCKY


COUNTY OF LAWRENCE, SCT.

The foregoing Instrument was duly acknowledged before me by Dr. Robbie Fletcher, Superintendent, this 18th day of January, 2018.

My Commission expires: October 24, 2019.

  
Notary Public

LAWRENCE COUNTY BOARD OF  
EDUCATION


  
Board Chairman

COMMONWEALTH OF KENTUCKY

COUNTY OF LAWRENCE, SCT.

The foregoing Instrument was duly acknowledged before me by D. Heath Preston Chairman, Lawrence County Board of Education, this 18th day of January, 2018.

My Commission expires: October 24, 2019.

  
Notary Public

6.E. Approval to acknowledge receipt of **Superintendent's Personnel Action/Update** passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

Hiring

Phillip K. Carter - Instructional Assistant at Middle Grades Alternative Education Program (1-Year)  
Kristyn Dotson - Full-Time Bus Monitor

Substitute Teacher

Melissa Dotson

Substitute Instructional Assistant

James Pauley-Barker

Void Contract



Melissa Dotson - Teacher at Louisa East Elementary School

Resignations

Sharon Pack - Teacher at Lawrence County High School (*effective February 1, 2018*)  
Misty Meade - Cook/Baker (7hrs/day) at Lawrence County High Schools  
Linda Wagner - Bus Driver

7. ADJOURNMENT

Approval to adjourn passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

  
Chairman – D. Heath Preston  
  
Secretary to the Board – Betty Mullins

  
Garnett Skaggs  
Vice-chain