

Lawrence County Board of Education

Regular Meeting

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

March 20, 2017; 6:00 p.m.
Lawrence County High School
Louisa, Kentucky

Attendance Taken at 5:57 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: Dr. Robbie Fletcher, Superintendent; Ms. Brandi VanHoose, Finance Officer; Chief Academic Officer: Ms. Cassandra Webb, EdD; Director of Pupil Personnel & District Personnel: Vernon Hall; Director of Special Education & Preschool: Rhonda Colvin; Director of Federal Programs/DAC: Mary Hall; Lawrence County High School Principal: Christy Moore; Blaine Elementary Principal: Shawn Jennings; Louisa West Elementary Principal: Debbie Delong; Louisa East Elementary Principal: Anna Prince; Fallsburg Elementary Principal: Sara Bowen; Louisa Middle School Principal: Joe Cecil; Board Attorney: Jonathan Shaw; Director of Adult and Community Education: James Ellis; Mr. Tommy Burns, Chief Information Officer/District Technology Coordinator; Ms. Betty Mullins, Board Secretary

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 then led *The Pledge to the United States Flag*.

2. APPROVE AGENDA

Approval to amend the agenda as indicated, and to include **5.D.2.g. Seeding of the practice soccer field adjacent to LCHS soccer field**, **5.D.3.c.2. Louisa Middle School for Annual Eastern KY Fire School**, and the withdrawal from the agenda of **5.D.3.e. Request for assistance: Middle Grades Softball program for uniforms** passed with a motion by Ms. Garnett Skaggs and a second by Mr. James See by a vote of 5 to 0.

3. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS

Dr. Fletcher led a moment of silence in observance of the passing of Phyllis Jean Perkins and Myrtle Maloney, retired employees of Lawrence County Schools. Phyllis Jean Perkins was a cook for twenty-two years; and Myrtle Maloney, fondly known as "Myrt", was a bookkeeper for seventeen years.

3.A. Teacher Recognition for MAP Assessment including High Growth, Overall Index, and Novice Reduction

Dr. Fletcher presented certificates to teachers across the district for student achievements and growth on MAP from Fall 2016 to Winter 2017 based on calculations that reflect predictions for K-PREP state testing. The grade level categories are K-1st, 2-5th, 6-8th, and high school.

Highest K-1 growth across the district, based on MAP scores: Reading-Jennifer Burns of Louisa West Elementary (13.88) and Math-Sarah Arrington of Blaine Elementary (18.66).

Highest 2nd-5th Academic Index across the district: Reading-Jenna Compton of Louisa East Elementary (81.8) and Math-Chelsea Short of Louisa East (69.1); Highest 2nd-5th Overall Growth in Academic Index across the district: Reading-Megan Dotson of Fallsburg Elementary (22.2 gain) and Math-April Ratliff of Blaine Elementary (22.2 gain) (not present). Highest 2nd-5th Novice Reduction across the district: Angel Ward of Fallsburg Elementary (33% reduction) and Math-Cody Spears of Blaine Elementary (28% reduction).

Highest 6th-8th Overall Academic Index across the district: Reading-Alicia Robinette of Blaine Elementary (85.41) and Math-Sharon Fields of Blaine (64.28) (not present). Highest 6th-8th Growth in Academic Index: Reading-Alicia Robinette of Blaine (47.91) and Math-Ashley Workman of Fallsburg (26.2). Highest 6th-8th Novice Reduction: Reading-Alicia Robinette of Blaine (29% reduction) and Math-Sharon Fields of Blaine (24% reduction) (not present).

Highest High School MAP Growth: English/Language Arts-Angela Chaffin and Math-Pam Puryear (not present). EOC Novice Reduction for High School (none present): Social Studies-Jackie Holt; English II-Hollie Smith; Biology-Brandon Meddings; Algebra II-Misty Burton.

Dr. Fletcher pointed out that not only was the highest achievement recognized but also the highest growth including reduction of novice – “...teachers who took their students the farthest”.

4. COMMUNICATION

4.A. Superintendent's Update

4.A.1. Credits CountsSM update

Dr. Fletcher discussed the Credits CountsSM progress report on implementation of All in for STEM at Lawrence County High School. The report was developed by Project Director Mia Brown of ACTC to share with AEP, who awarded the grant providing the opportunity for our high school students to take ACTC courses free of charge and the opportunity for middle school students to explore STEM curriculum and career options in STEM. Dual credit courses that are available for our students are outlined in the report, and Dr. Fletcher reviewed the list which includes Introduction to Biology, Introduction to Computers, Earth's Physical Environment, Basic Public Speaking, Introductory General and Biological Chemistry, Computer Hardware and Software, General Psychology, College Algebra, and others. He noted that our students have the option to take other dual credit courses also through Morehead State University and Murray State.

4.A.2. Operation Preparation set for March 28

During the state-wide Operation Preparation event, many community members donate their time to come in to speak with our students in small groups or one-on-one about careers and job opportunities here in Lawrence County. Dr. Fletcher thanked the community for participation and support of the career exploration event.

4.A.3. Core router/wireless network upgrade progress

Technology Coordinator Tommy Burns reported that the core router is installed and working through its temporary placement and will be 100% by next week. Installation of the wireless upgrades is a slower process. Dr. Fletcher thanked Mr. Burns for his work and noted that an increase in Internet speed is already noticeable.

4.A.4. Progress update: 1 to 1 computers at LCHS

Dr. Fletcher explained that the one-to-one initiative that the Board has long supported will begin at one school, the high school, where students from across the district will have the benefit of it. Mr. Burns described the current plan. It includes providing every student a one-to-one device that will be a Chromebook, either a Dell, HP, or Lenovo. The devices will have accident protection, and students will have the option to take their device home to complete assignments and to use in conjunction with Google Classroom assignments.

4.A.5. Charter bill legislation update (HB520)

Dr. Fletcher provided two just-received informational articles on charter bill legislation and how it will to be funded. "We're hoping it will not cause any issues here in Lawrence County, but only time will tell."

4.A.6. Calendar/ Flexible professional development update

Friday, March 24, is the last Flexible Professional Development Day for teachers and staff while school is in session. Schools have planned various trainings and activities such as K-PREP planning and data analysis for RtI implementation. The last Flexible Professional Development Day will be after school is out on May 15th and will include training on Google Suite for some of our lead teachers and also curriculum work which is conducted three times a year based on board policy.

4.A.7. Commissioner Pruitt's town hall meetings concerning state accountability

Town Halls across the state have been scheduled to gather feedback on Kentucky's new accountability system. The closest one for us is being held in Prestonsburg on April 27. Dr. Fletcher also noted that he will be having his last meeting on the State Accountability Steering Committee on March 31 and may have additional information to share after it.

4.A.8. Science assessment pilot and state testing window

Dr. Fletcher introduced Mary Hall, the new District Assessment Coordinator, to share information on her first state testing event, science field tests. The science assessment pilot is a totally new way of testing students at the state level. Elementary and middle grade testing is complete, and the high school will be testing tomorrow. Data from the field tests will be used to develop the new science assessment as part of the new accountability system. Dr. Fletcher pointed out that it has been several years since science has been a part of state testing. Our current state testing window begins April 26th and extends through May 2nd with four days following for make-up testing. MAP testing will occur after state testing.

4.B. Public Comment

5. STUDENT LEARNING AND SUPPORT SERVICES

5.A. Approval of **Minutes** of the February 21, 2017 Regular Meeting, March 15, 2017 Tax Levy Hearing and the March 15, 2017 Special Meeting (following the tax hearing) passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

5.B. 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 5 to 0.

Dr. Fletcher mentioned some of the larger bills including diesel fuel and food service purchases and also physical therapy and speech services.

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. Garnett Skaggs by a vote of 5 to 0.

5.C.1. Bank Reconciliation Report

Ms. VanHoose stated that the beginning balance for February was **\$3,881,892**. Total revenue for the month of February was **\$1,801,216**. Expenditures for the month totaled **\$1,612,749**. The Fund 1 cash balance for February was **\$3,401,361**, and the ending balance of all funds for February was **\$4,043,570**.

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

Balance Sheets reflect the balance for each fund as of February 28th.

5.C.3. Finance Update/Set Special Meeting

A special meeting was set for April 20th at 6:00 p.m. which will include a Tentative Budget working session and recognition of all Academic Teams across the district.

CONSENT AGENDA

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

5.D.1. Per diem and expenses for members present

5.D.2. Contracts & Services:

5.D.2.a. Memorandum of Understanding between Pathways, Inc. and Lawrence County Schools; July 1, 2017 through June 30, 2018

5.D.2.b. Work Skills Initiative Grant opportunity and partnership with Lee County Schools & KEDC

5.D.2.c. Fallsburg Elementary with Great Wolf Lodge, Williamsburg, VA, for lodging for 8th grade trip; Kimberly Hatfield; April 17-20, 2017: \$5,118.93 (revised contract)

5.D.2.d. Louisa Middle with All Season Suites, Pigeon Forge, TN; for 8th Grade Trip; April 19-21, 2017; Walter Pigmon: \$7,208

5.D.2.e. Louisa Middle with common carrier, Spring Valley Charter, for Pigeon Forge, TN; 8th Grade Trip; April 19-21, 2017; Walter Pigmon: \$7,450

5.D.2.f. APEX Contract: \$16,964 (with indemnity stipulation change)

5.D.2.g. Seeding of the practice soccer field adjacent to LCHS soccer field with Green Mountain Hydroseeding, Inc. for \$2,100 (added to agenda)

5.D.3. Requests:

5.D.3.a. Fundraisers:

5.D.3.a.1. Louisa East Elementary School

5.D.3.a.2. Lawrence County High School

5.D.3.b. School Trips:

5.D.3.b.1. Out of state: AEP/Credits Count trip to Cincinnati Zoo, Ohio, for middle grade students from Louisa Middle, Fallsburg, and Blaine; April 14 or 21, 2017; Carmella Rose and Mia Brown

5.D.3.c. Use of Facilities:

5.D.3.c.1. LCHS gym for Odyssey/Ricky Skaggs Concert; fundraiser for Karen's Place Maternity Center; Tim Robinson; May 27, 2017; insurance provided

5.D.3.c.2. Louisa Middle School for Annual Eastern KY Fire School; May 5, 6, 7, 2017; Eddie Preston, Louisa Fire Chief; proof of insurance provided (added to agenda)

5.D.3.d. Request for assistance: LCHS for costs of AP exams; Mary Adams; estimate: \$3,000

5.D.3.e. ~~Request for assistance: Middle Grades Softball program for uniforms; Dennis Bowen, LCHS Assistant Coach; \$2,354.88 (request withdrawn from the agenda)~~

5.D.4. For Review/FYI: (no action required)

5.D.4.a. School Activity Fund Reports: February

5.D.4.b. SBDM/Advisory Council Minutes (LWES, FES, LMS)

5.D.4.c. Monthly Energy Report (not available)

5.E. Approval to set the 2016-17 graduation date as May 12, at 7:00 p.m., passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

May 12 will be the date of the graduation ceremony even if school days are missed after May 12. If this occurs, students will receive their diplomas on the last instructional day for students having already participated in the graduation ceremony on May 12.

5.F. Approval of Non-Traditional Instructional Program Application for Returning Schools 2017-2018 passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 5 to 0.

5.G. Approval of 2017-2018 Lawrence County Schools Calendar passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0. (as recommended by the School Calendar Committee on Monday, March 20th, and pending approval by the Kentucky Department of Education)

5.H. Approval of permission to seek bids for grass mowing passed with a motion by Mr. James See and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

5.I. New Business

6. PERSONNEL

6.A. Approval of updates to the Lawrence County Schools 2016-17 Salary Schedule passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 5 to 0. (updated to reflect previous board actions; pages containing the updates are inserted below)

**LAWRENCE COUNTY BOARD OF EDUCATION
BUILDING AND GROUNDS SALARY SCHEDULE
2016 – 2017**

<u>Job Class</u> <u>Code</u>	<u>Title</u>	<u>Salary Calculation Hourly Rate</u>
7448	Maintenance I (2)	Pay scale (3.5hrs/day – 258 days max)
7447	Maintenance II (1)	Pay scale D (40hrs/wk – 258 days)
7525	Computer Maint. Tech. (1)	Pay scale F (40hrs/wk – 258 days)
7605	Custodial Supervisor/	Pay scale B (8hrs/day – 258 days)
7448	Maintenance I (1)	
7609	Custodian [FES (3), LCHS (4) LEE (3), LMS (3), LWE (2), BES (1)	Pay scale (40hrs/wk – 258 days)
7609	Custodian (BES) (1)	Pay scale (maximum 15 hrs per week)
7609	Custodian (District) (1)	Pay scale (6hrs/day – 258 days)
7609	Custodian (District/CO) (1)	Pay scale (3.5hrs/day – 258 days max)
8609	Substitute Custodians	\$7.77/hr
7609	Summer Workers/Part Time Workers, Maintenance Substitutes	\$7.87/hr
7830	School Security Guard (School Ground Monitor)	Pay scale (8hrs/day – 185 days)

NOTE:

Pay scale is classified salary schedule based on years of experience. Any work done by an employee for a group using the Board of Education's grounds, buildings, etc. will be paid according to the salary schedule. Work in excess of 40 hrs/week will be paid at time and half.

**LAWRENCE COUNTY BOARD OF EDUCATION
TRANSPORTATION DEPARTMENT
PAY SCALE
(BUS DRIVER 183 days)
2016 – 2017**

<u>Years Experience</u>	<u>Daily Rate</u>	<u>D</u>
0	68.53	15.23
1	72.54	16.12
2	74.52	16.56
3	76.77	17.06
4	79.11	17.58
5	81.45	18.10
6	82.08	18.24
7	82.80	18.40
8	83.38	18.53
9	84.01	18.67
10	84.64	18.81
11	85.05	18.90
12	85.36	18.97
13	85.63	19.03
14	85.99	19.11
15	86.35	19.19
16	86.62	19.25
17	86.98	19.33
18	87.25	19.39
19	87.61	19.47
20-40*	87.97	19.55

**Job Class
Code**

Title

Salary Calculation Hourly Rate

7941	Bus Driver (36-35)	Pay scale D (4.5 hrs/day – 183 days)
7941	Full Time Substitute Bus Driver (1)	Pay scale D (4.5 hrs/day – 183 days)

Bus Driver Substitutes:

A substitute driver receives a days pay based on the transportation salary schedule.

To get each subs pay you find his/her years experience on scale and its corresponding daily pay rate.

NOTE: Prior to July 1, 2008, substitute drivers received a year of experience for each year employed as a substitute driver.

Employees hired after July 1, 2008, as a substitute bus driver will not be credited with a year of experience for substitute driving, they will remain at 0 years experience as long as they are sub driving.

NOTE:

All bus drivers (class code 7941) are paid from this schedule. Other transportation department employees, hourly wages are taken from this scale.

**LAWRENCE COUNTY BOARD OF EDUCATION
TRANSPORTATION DEPARTMENT
SALARY SCHEDULE
FULL TIME BUS MONITORS
2016 – 2017**

<u>Years Experience</u>	<u>Hourly Rate</u>
0	7.58
1	7.81
2	7.99
3	8.16
4	8.38
5	8.46
6	8.56
7	8.69
8	8.80
9	8.90
10	9.00
11	9.05
12	9.09
13	9.13
14	9.18
15	9.22
16	9.26
17	9.30
18	9.35
19	9.39
20-40*	9.43

7942	Bus Monitors Sub Students	\$7.25 (hours vary)
7942	Bus Monitors Sub Adult	\$7.30 (hours vary)
7942	Bus Monitors (Full Time) (2)	Pay scale/hourly (4.5 hrs/day 181days)
7942	Bus Monitors (Full Time) (33-34)	Pay scale/hourly (4.5 hrs/day 172 days)

**LAWRENCE COUNTY BOARD OF EDUCATION
CLASSIFIED SKILLED PAY SCALE
2016 – 2017**

<u>Years Experience</u>	<u>Hourly Rate</u>
0	11.06
1	13.57
2	14.84
3	15.79
4	16.74
5	17.68
6	19.42
7	20.06
8	20.36
9	20.70
10	21.02
11	21.33
12	21.65
13	21.96
14	22.27
15	22.58
16	22.85
17	23.09
18	23.36
19	23.61
20-40*	23.84

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.

**2016 – 2017 CLASSIFIED
SKILLED SALARY SCHEDULE**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
7424	HVAC Tech. (1)	\$24.45 (8hrs/day – 40hrs/wk – 258 days)
7432	Maintenance Manager (1)	\$5,000/yr. set rate
7443	Maintenance Tech.III (3)	Pay scale (8hrs/day – 40hrs/wk – 258 days)
7262	District School Health Coord. (1)	Pay scale (8hrs/day – 40 hrs/wk – 238 days)
8263	Sub-District School Health Nurse	\$11.00 per hour
7525/7527	Computer Maint. Tech./ Computer Training Specialist	Pay scale (8hrs/day – 258 days)

LAWRENCE COUNTY BOARD OF EDUCATION

* NOTE: The 2016-2017 extra duty pay scale will take effect as of July 01, 2016. 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 2016-2017			
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 (1)	15	200	\$7,000*
MIDDLE GRADES ALTERNATIVE SCHOOL TEACHER (1)	15	200	\$4,000*
DISTRICT SCHOOL HEALTH COORDINATOR (1)	0	0	\$5,000*
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

6.B. Approval of change regarding position for 2016-17, as indicated, passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

The following position is changed effective March 21, 2017:

- From (1) District-wide Speech Language Pathologist (Certified; 185 days; Certified Pay Scale) to (1) District-wide Speech Language Pathologist (Certified or Classified; 185 days; Certified Pay Scale); Classified Speech Language Pathologist must maintain appropriate licensure and have obtained a Master's Degree in the area of Speech-Language Pathology from an accredited program; the Master's Degree to be considered equivalent to Rank II on the Certified Pay Scale.

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

6.C.1. Standard 5: Managerial Leadership

Dr. Fletcher discussed his recent opportunity to present the successes of PIPE improvement projects on behalf of fellow district administrators and managers at the state-wide convention of the Kentucky Association of School Administrators' (KASA) Institute. He thanked all who were involved for their work on the projects and praised the money and time-saving benefits of the projects in the overall operation of our school district. After initial training and support, countless hours of planning, data gathering and analysis, along with implementation and monitoring has paid off, and he plans for the district to continue applying the PIPE process to other areas. Dr. Fletcher explained that the opportunity to participate in Process Improvement and Performance Excellence (PIPE) was made possible through a grant obtained by Ms. Webb. The district staff has been requested by KASA to present again this summer, and the district has been invited to become part of the Kentucky Education North Star Community.

6.C.2. Standard 1: Strategic Leadership

Dr. Fletcher reviewed his communication efforts in supporting the building of a new school. He has written articles that have been also shared with the board and has been "putting it out to the public as much as possible". He noted that the district has been really open about it.

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

Hiring:

Substitute Teachers
Cameron Shelton
Marlena Osborne

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