

Lawrence County Board of Education Regular Meeting

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

July 21, 2014 6:00 p.m.
Lawrence County High School
Louisa, Kentucky

Attendance Taken at 6:00 p.m.:

Present Board Members:

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

Present: Dr. Robbie Fletcher, Superintendent; Mr. Mike Schmitt, Board Attorney; Ms. Rhonda Colvin, Director of Special Education and Preschool; Ms. Edris Humphrey, Director of Federal Programs/Finance; Mr. Vernon Hall, Director of Pupil Personnel/Personnel; Blaine Elementary Principal: Mr. Shawn Jennings; Fallsburg Elementary Principal: Ms. Angela Holmes; Lawrence County High School Principal: Ms. Christy Moore; Louisa East Elementary Principal: Ms. Mary Hall; Louisa Middle School Principal: Mr. Tommy Castle; Louisa West Elementary Principal: Ms. Debbie Delong; Mr. Tommy Burns, Chief Information Officer and Temporary Secretary; **Absent:** Ms. Betty Mullins, Board Secretary

OFFICIAL MINUTES

July 21, 2014 Regular Meeting

*Approved August 18, 2014
2014-2015 Board Order # 17.A*

6. CALL TO ORDER

Chairman See called the meeting to order with a reminder that *Every Child College and Career Ready; A Community Involved and Informed* is the mission of the Board and Lawrence County Schools.

6.A. Approval of Tommy Burns as Temporary Secretary passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

7. PLEDGE TO THE UNITED STATES FLAG

Chairman See led *The Pledge to the United States Flag*.

8. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS *(none)*

9. COMMUNICATION

9.A. Superintendent's Update

9.A.1. Process Revisions/Implementations

9.A.1.a. COCA Meeting & Distribution to Board

Board members are receiving emailed notes from the weekly Central Office Communication and Accountability (COCA) Meetings. COCA is a way for Central Office administrators to hold each other accountable for what is being done that week and to build a good relationship of helping each other out.

9.A.1.b. Principal/Administrator Joint Meetings

A process has been developed for joint meetings with principals, Central Office administrators, and district managers to provide opportunity to communicate information, to allow everyone to be on the same page, and to discuss and set due dates.

9.A.1.c. Learning Walk Cycle

From initial meetings with principals, Dr. Fletcher shared that he is impressed with the principal leadership team. “Our principals have done a phenomenal job of having good and sincere input on how to do our Learning Walks, our walkthroughs, if you will. We’re aligning the walkthroughs with the TPGES (Teacher Professional Growth and Evaluation) system to help improve teacher pedagogy...”

9.A.1.d. Focus on Response to Intervention (Enrichment & Remediation)

The district has a renewed and intentional focus on Response to Intervention (RtI) not only targeting students who need remediation but also targeting those students who also “need a push” to work to their full potential. Dr. Fletcher stated, “Our schools are onboard with RtI systems. It’s been a team effort, and I am very proud of principals and their work on this.”

9.A.1.e. Focus on Academic Teams

As a strong supporter of academic teams and a former academic team competitor himself, Dr. Fletcher plans to take an active role in academic team matches and competitions, such as serving as a moderator. He challenges all Central Office staff and school administrators to actively support and participate in academic league competitions. Ed Dixon, Assistant Principal of Louisa East Elementary, will be coordinating the elementary league and offering support for academic team processes throughout the district.

9.A.1.f. Developing School Dashboard to Collect, Organize, & Display School Level Data Clearly & Concisely

The Board will be refining the “data dashboard” process to more clearly serve as a good predictor of the Academic Index at the end of the year. The goal is to put together MAP data and data from Common Assessments so that it is very clear how to respond to interventions and very clear on where we are at different times throughout the year.

9.A.2. Community Connections

9.A.2.a. Verification of Property Lines

Board Attorney Mike Schmitt reported that the appraisal is in process but not completed. The appraisal must occur before action can be taken on the Fallsburg Community Church property that the district owns.

9.A.2.b. Vision for Extended Campus in the Courthouse Annex

Judge Executive Osborn has graciously offered UPike free rent to provide classes in the downtown courthouse annex. Moving forward on this centers around a grant, and Dr. Fletcher will be following up with Vice-President Justice, who is the Dean of Students at UPike.

9.A.2.c. Internet Project Update

Dr. Fletcher is seeking information regarding an Owsley County project that provided Internet to homes in an effort to provide similar service to parents in Lawrence County.

9.A.2.d. Sponsorship Sought from Local Business Partners for District-wide Breakfast for Staff: August 1 at 8:30 a.m.

Dr. Fletcher announced that he is seeking donations for an Opening Day Breakfast for staff and that he has confirmed donations for half of what is needed. He stated that this “coming together will be a great opportunity to talk and offer well wishes to start off the new year”. He invited board members and shared that Food Service staff will not be serving; Central Office staff and principals will be serving the breakfast.

9.A.3. Twitter: Communication Avenue for School Announcements and Information: *Dr. Fletcher@ALL_in_LC*

Dr. Fletcher’s Twitter account phrase, “All in LC” is a preview of the message he will be giving on Opening Day.

9.B. Public Comment

10. STUDENT LEARNING AND SUPPORT SERVICES

10.A. Approval of **Minutes** of the July 8, 2014 Special Board Planning Meeting passed with a motion by Mr. D. Heath Preston and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

10.B. Monthly Finance Report

Finance Director Edris Humphrey reported that the beginning balance for June was \$2,109,225. The ending balance is \$1,845,946. Total revenues for the month were \$2,437,683, and total expenditures were \$2,822,415, the large amount due to the large payroll in June.

10.C. Approval of **Claims and Orders of the Treasurer** passed with a motion by Mr. D. Heath Preston and a second by Ms. Barbara Robinson by a vote of 5 to 0.

10.D. Approval of all **Consent Agenda** items, as presented, except for tabling of **5.D.3.b.1. Golf Team request for assistance** and tabling of **5.D.4.d. Energy Costs by Type for 2013 and 2014**, passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

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

10.D.2. Contracts:

10.D.2.a. Aaron's Business Solutions with Fallsburg Elementary: \$6,800

10.D.2.b. Memorandum of Agreement: Lawrence County Schools with Teach For America, Inc.

10.D.2.c. 2014-15 Contracts for Special Services

10.D.2.c.1. Physical Therapy: Paula Mitchell

10.D.2.c.2. Orientation and Mobility: Carey Moore

10.D.2.c.3. Orientation and Mobility: Karen Hinkle

10.D.2.c.4. East Kentucky Psychological Resources

10.D.2.d. Northeast Head Start with Lawrence County Schools

10.D.2.d.1. Local Agreement for Cooperation on Full Utilization

10.D.2.d.2. Use of Facilities Agreement

10.D.2.d.3. Food Service Agreement

10.D.2.d.4. Transportation Agreement

10.D.3. Requests:

10.D.3.a. Fundraisers:

10.D.3.a.1. Lawrence County High School: *Pom Pom Club: yard sale, t-shirts, candles, color-run, cheer clinic, candy bars, cookie dough*

10.D.3.a.2. Louisa Middle School:

10.D.3.a.3. Fallsburg Elementary School: *FBBBC Boys Basketball: Old KY candy bars, haunted house; 8th Grade: yard sale, hotdog wagon, baked goods, 5K Run, dances, McTeacher Night, snacks, drinks, pictures, picture frames, t-shirts, books, flowers, Rada, That's My Pan, Entertainment books, popcorn, popsicles, FES and Lawrence County sports gear, ornaments*

10.D.3.a.4. Blaine Elementary School: *none*

10.D.3.a.5. Louisa East Elementary School: *5th Grade-Wendy's and/or McDonald's Drive Thru; Yearbook Fund: sale of yearbooks; School Activity: popcorn and cookie dough; FRC: snacks, cotton candy, popcorn, snacks, Box Tops for Education, Fall Carnival, Friends of the Children donations; Santa Store, Valentine's Store; Safety Patrol: school dance tickets for admission, food, games, sucker sales; Academic Team: poinsettia sales, Spring Dance, concession sales at meets, candy bars; Art Fund: World's Finest Chocolate Bars; Hoops/Jump Rope for Heart and Math-a-Thon;*

10.D.3.a.6. Louisa West Elementary School: *Yearbook: yearbook sales; Library Book Fair: Scholastic Book Fair items, books, bookmarks, pencils, etc; Picture: student pictures, fall and spring; Queen Fundraising catalog sales for K, 1, 2nd Grades; Smencils for loop treats and field trips*

10.D.3.b. Other Requests:

10.D.3.b.1. Golf Team request for assistance (*tabled*)

10.D.3.b.2. Ignite 92.3 Radio/Expression Production Group Proposal/Partnership
(no fee for the minimal services offered)

10.D.3.b.3. Use of Facilities: Area beside high school soccer field (as used last year) by Lawrence County Youth Soccer League; August 1, 2014 through July 30, 2015; Myram Brady (insurance provided through September 1, 2014)

10.D.4. For Review:

10.D.4.a. School 2013-14 Annual Financial Reports (BES, FES, LCHS, LEES, LMS, LWES)

10.D.4.b. School Activity Fund Reports (eMeeting)

10.D.4.c. SBDM/Advisory Council Minutes (LWES, FES, BES)

10.D.4.d. Energy Costs by Type 2013 and 2014 Terry Salyer, Energy Manager
(tabled)

10.E. Approval of **First Reading** of update to *Policy 03.1231 Personal Leave-Certified Personnel; Policy 03.2231 Personal Leave-Classified Personnel; Policy 03.1232 Sick Leave-Certified Personnel; Policy 03.2232 Sick Leave-Classified Personnel; Policy 03.1236 Emergency Leave-Certified Personnel; Policy 03.2236 Emergency Leave-Classified Personnel; Policy 03.129 Bereavement Leave-Certified Personnel; Policy 03.229 Bereavement Leave-Classified Personnel* to allow electronic signatures in lieu of sick cards passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

10.F. Board review (with no action required) of ~~updated procedures to implement use of electronic signatures in lieu of sick cards and~~ of update to *Procedure 08.232 AP.21 Waiver Application for Instructional Resource Assistance*

(No updates to procedures were required to implement the use of the electronic process for sick leave affidavits. No changes were recommended to Procedure 08.232. The form will be included in student informational packets at the beginning of the school year for families to request assistance, based on their Household Income Form, for payment of fees and resources.)

10.G. Approval of Section 504 and ARC Chairpersons for the 2014-15 School Year: Principals, Assistant Principals, Guidance Counselors, Director of Special Education, Freshman Academy Instructional Coordinator/Reading Intervention Specialist passed with a motion by Ms. Maddlene Roberts and a second by Mr. D. Heath Preston by a vote of 5 to 0.

10.H. Approve 2014-2015 Nonresident Pupil Contracts *(no action)*

10.I. Approval of Superintendent/designee to delay/cancel school passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

10.J. New Business/Other Action

10.J.1. Approval of contract with Pomeroy IT Services for installation of cables and fiber at Central Office, Louisa West and Louisa East (\$9,090.00) passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 5 to 0.

10.J.2. Approval of Louisa East Elementary copier contract passed with a motion by Mr. D. Heath Preston and a second by Ms. Barbara Robinson by a vote of 5 to 0.
(60 month equipment lease: Canon ADV 6255 at \$189.00 a month; July 2014 through July 2019)

10.J.3. Approval of contract with George Wheeler, DBA, of Crew Construction for installation of gate on the turning lane at Louisa West (up to the amount of \$2,000) passed with a motion by Ms. Garnett Skaggs and a second by Mr. D. Heath Preston by a vote of 5 to 0.

10.J.4. Approval for backhoe work by Smith Septic for an amount up to \$600, if needed, passed with a motion by Mr. D. Heath Preston and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

(Assistance from the County Judge is being sought prior to confirming this service at Fallsburg Elementary to correct a drainage issue.)

11. PERSONNEL

11.A. Approval of *2014-2015 Lawrence County Schools Parent & Student Handbook* passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 5 to 0. *(The cost is about \$1.00 each. Each Lawrence County student will receive a copy of the handbook, as will each teacher and bus driver; and the handbook will be on the district web page.)*

11.B. Approval of *2014-2015 Lawrence County Schools Employee Handbook* passed with a motion by Mr. D. Heath Preston and a second by Ms. Barbara Robinson by a vote of 5 to 0. *(The handbook is developed in cooperation with KSBA and will be emailed to staff and placed on-line.)*

11.C. Approval of *2014-2015 Lawrence County Schools Substitute Teacher Handbook* passed with a motion by Mr. D. Heath Preston and a second by Ms. Garnett Skaggs by a vote of 5 to 0. *(Developed in cooperation with KSBA.)*

11.D. Approval of an update to *Lawrence County Certified Evaluation Plan* passed with a motion by Mr. D. Heath Preston and a second by Ms. Maddlene Roberts by a vote of 5 to 0. *(The update of the LC CEP contains three additional forms and incorporates suggestions from the State's review of the original plan submitted.)*

11.E. Approval of creation and changes regarding positions for 2014-2015, as indicated, passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

The following positions are created:

- (1) Account Clerk II – Classified Pay Scale B (258 days; 8 hrs/day)
- (1) 21st Century Grant: Program Assistant I at Louisa Middle School – \$18.90/hr (8hrs/day – 49 days); position to expire 09/30/2014
- (1) 21st Century Grant: Program Assistant I at Louisa East Elementary School – \$13.91/hr (8hrs/day – 15 days); position to expire 09/30/2014
- (1) Itinerant Physical Education Teacher at Blaine Elementary School and Fallsburg Elementary School

The following positions are changed:

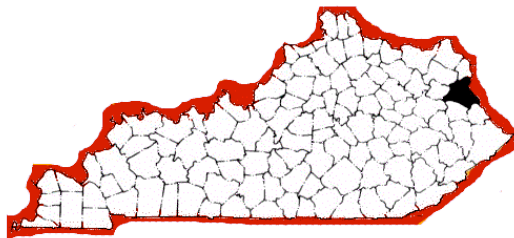
- From (2) Guidance Counselors (15 extended days) and (0.5) Part-time Career Counselor at Lawrence County High School to (2) Guidance Counselor/Career Counselors at Lawrence County High School (15 extended days and \$2500 extra duty service pay)

NOTE: The duties of the Project Lead the Way: (0.5) Part-time Career Counselor created by the Lawrence County Board of Education on May 19, 2014 will be added to the duties of the (2) Guidance Counselor positions to fulfill Project Lead the Way Grant requirements; these additional dirties will be compensated in the form of extra duty service pay: \$2500 per position.

11.F. Approval of update to *Lawrence County Schools 2014-2015 Salary Schedule* passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

(Updated information is indicated by highlighting in the document below.)

Lawrence County Schools



**Superintendent
Robbie L. Fletcher, EdD**

PAY SCALES/SALARY SCHEDULES

2014 – 2015

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Minimum wage effective July 1, 2009 \$7.25

**LAWRENCE COUNTY BOARD OF EDUCATION
CLASSIFIED PAY SCALE
2014 – 2015**

<u>Years</u>	<u>Hourly</u>							
<u>Experience</u>	<u>Rate</u>	A	B	C	D	E	F	G
0	8.09	8.49	8.92	9.31	10.12	11.33	12.95	13.62
1	8.41	8.83	9.25	9.66	10.56	11.77	13.47	14.19
2	8.68	9.11	9.54	9.99	10.85	12.16	13.89	14.61
3	8.94	9.37	9.84	10.27	11.17	12.50	14.30	15.04
4	9.21	9.68	10.15	10.59	11.52	12.90	14.75	15.51
5	9.33	9.80	10.27	10.74	11.66	13.08	14.95	15.73
6	9.45	9.96	10.42	10.89	11.84	13.27	15.14	15.92
7	9.60	10.08	10.55	11.06	12.02	13.44	15.37	16.17
8	9.73	10.22	10.71	11.19	12.17	13.61	15.56	16.37
9	9.86	10.33	10.86	11.33	12.31	13.80	15.76	16.57
10	9.99	10.48	11.00	11.48	12.48	13.99	16.00	16.83
11	10.06	10.54	11.08	11.56	12.57	14.13	16.10	16.92
12	10.11	10.59	11.12	11.62	12.63	14.16	16.18	17.02
13	10.15	10.67	11.17	11.66	12.69	14.22	16.24	17.08
14	10.20	10.71	11.21	11.73	12.75	14.27	16.32	17.17
15	10.24	10.75	11.28	11.78	12.81	14.34	16.39	17.24
16	10.29	10.80	11.33	11.84	12.87	14.42	16.47	17.33
17	10.38	10.90	11.41	11.94	12.98	14.53	16.61	17.48
18	10.42	10.96	11.45	12.00	13.05	14.58	16.69	17.56
19	10.47	11.02	11.52	12.06	13.12	14.67	16.77	17.64
20-40*	10.51	11.06	11.57	12.11	13.16	14.73	16.84	17.71

*Employees that were making more than the 20-40 year rate prior to the initial adoption of this scale will maintain their pay rate. Any raises to schedule will be applied to these employees' existing rates.

**LAWRENCE COUNTY BOARD OF EDUCATION
BUILDING AND GROUNDS SALARY SCHEDULE
2014 – 2015**

<u>Job Class</u> <u>Code</u>	<u>Title</u>	<u>Salary Calculation Hourly Rate</u>
7448	Maintenance I (1)	Pay scale (hourly as needed)
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 A (8 hrs/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)
7609	Substitute Custodians	\$7.77/hr
7609	Summer Workers/Part Time Workers, Maintenance Substitutes	\$7.87/hr

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
DISTRICT CLASSIFIED SUPPORT STAFF
SALARY SCHEDULE
2014 – 2015**

<u>Job Class</u>		
<u>Code</u>	<u>Title</u>	<u>Salary Calculation in Hourly Rates</u>
7781	Clerical Asst. III (1)	Pay scale C (8hrs/day – 258 days)
7192	Payroll Clerk I (1)	Pay scale F (8hrs/day – 238 max 258 days)
7723	Purchasing Asst. (1)	Pay scale F (8hrs/day – 160 max 238 days)
7161	Accounting Manager (1)	Pay scale G (8hrs/day –258 days)
7784	Clerk - Medicaid Billing/Sp. Ed (1)	\$5,000/yr set rate
7766	Secretary to the Board (1)	\$4,000/yr set rate
7784	Clerk/Attendance Specialist/ (1)	Pay scale A (8hrs/day – 185 max 235 days)
	Data Entry Assistant	
7782	Part-time/Substitute Clerk	Pay scale (hourly as needed)

NOTE:

Pay scale is classified salary schedule based on years of experience.

**LAWRENCE COUNTY BOARD OF EDUCATION
CLASSIFIED SCHOOL SUPPORT STAFF
SALARY SCHEDULE
2014 – 2015**

<u>Job Class</u>		
<u>Code:</u>	<u>Title</u>	<u>Salary Calculation Hourly Rate</u>
7263	District Special Needs Nurse (12)	Pay scale E (8 hrs/day – 185 days)
7263	District School Health Nurse (6)	Pay scale E (8 hrs/day – 185 days)
7263	Sub District Special Needs Nurse	\$10.00/hr – 183 days
7320	Sub Instructional Assist. I	\$7.25/hr - \$50.75/7hrs day
7320	Instructional Assist. I	Pay scale (7hrs/day – 183 days/yr.)
	[BES (6), FES (6), LMS (3), LWE (13), LEE (4), LCHS (3), LCEL (3), ALT SCHOOL(1), DISTRICT (1)]	
7320	Instructional Assist. I LCHS (1)	Pay scale (3.5 hrs/day – 177 days)
7320	Instructional Assist. I LWES (1)	Pay scale (8 hrs/day Grandfather – 183 days)
7320	Instructional Assist. I LCHS (1)	Pay scale (8 hrs/day – 183 days)
7777	School Secretary II	Pay scale B (8hrs/day – 258 days)
	FES (1), LWE (1), LEE (1)	
7777	School Secretary II BES (1)	Pay scale B (8hrs/day – 238 days)
7778	School Secretary II LCHS (1)	Pay scale B (8hrs/day – 258 days)
7779	School Secretary II LMS (1)	Pay scale B (8hrs/day – 258 days)

NOTE:

Pay scale is classified salary schedule based on years of experience.

**LAWRENCE COUNTY BOARD OF EDUCATION
DISTRICT FOOD SERVICE
SALARY SCHEDULE
2014 – 2015**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
7165	Accounting Clerk II	Pay Scale B (8 hrs/day – 258 days)
7464	Director I (1)	\$19.87 (40hrs/wk – 258 days)
7212	Food Service Mgr. [BES (1), FES (1), LMS (1), LWE (1), LEE (1), LCHS(1)]	Pay scale B (8hrs/day – 188 days)
7241	Cook/Baker [BES (2), FES (3), LMS (2), LWE (3), LEE (4), LCHS(4)]	Pay scale (7 hrs/day – 185 days)
7241	Cook/Baker [BES (1), LEE (1), LMS (2), LCHS (1)]	Pay scale (4.5 hrs/day – 185 days)

Substitute Cook Pay:
\$7.25/hour

NOTE:

Any food service employee working on projects for outside organizations such as preparation of
a
dinner, etc. shall receive the greater of: \$16.00/hr or pay based on salary schedule which would
include time and half for any work in excess of 40 hours a week (all labor laws will be applied).

**LAWRENCE COUNTY BOARD OF EDUCATION
TRANSPORTATION DEPARTMENT
PAY SCALE
(BUS DRIVER 183 days)
2014 – 2015**

<u>Years Experience</u>	<u>Daily Rate</u>	<u>D</u>
0	67.22	14.94
1	71.45	15.81
2	73.10	16.24
3	75.30	16.73
4	77.56	17.24
5	79.85	17.75
6	80.51	17.89
7	81.16	18.04
8	81.77	18.17
9	82.42	18.31
10	83.03	18.45
11	83.41	18.53
12	83.69	18.60
13	83.97	18.66
14	84.35	18.74
15	84.67	18.82
16	84.95	18.88
17	85.32	18.96
18	85.56	19.01
19	85.89	19.09
20-40*	86.26	19.17

Job Class
Code

Title

Salary Calculation Hourly Rate

7941

Bus Driver (36)

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
PAY SCALE
2014 – 2015**

<u>Years</u> Experience	A	B	C
0	8.40	10.08	12.60
1	8.89	10.67	13.34
2	9.14	10.97	13.71
3	9.41	11.29	14.12
4	9.69	11.63	14.54
5	9.98	11.98	14.97
6	10.06	12.08	15.09
7	10.14	12.17	15.22
8	10.22	12.27	15.33
9	10.30	12.36	15.45
10	10.38	12.46	15.57
11	10.43	12.51	15.64
12	10.46	12.55	15.69
13	10.50	12.60	15.75
14	10.54	12.65	15.81
15	10.58	12.70	15.88
16	10.62	12.74	15.93
17	10.67	12.80	16.00
18	10.69	12.83	16.04
19	10.74	12.88	16.10
20-40*	10.78	12.94	16.17

**TRANSPORTATION DEPARTMENT
SALARY SCHEDULE
2014 – 2015**

<u>Job Class</u>		
<u>Code</u>	<u>Title</u>	<u>Salary Calculation Hourly Rate</u>
7783	*Clerical Asst. I (1)	Pay scale C (8hrs/day – 258 days)
7941	Bus Driver (36)	Pay scale regular day run
7931	Bus Driver Train Coord. (1)	Pay Scale C (8hrs/day – 258 days)
7902	Transportation Manager (1)	\$5,000/yr. set rate
7933	Bus Driver Trainer (1)	\$5,000/yr. set rate
7915	Mechanic II (2)	Pay scale B (8hrs/day – 258 days)
7914	Lead Vehicle Mechanic (1)	Pay scale C (8hrs/day – 258 days)

NOTE:

Pay scale is the classified salary schedule for Transportation Department (Bus Drivers) based on years experience. (NOTE: divided day rate by 8hrs) Driver Trainers are paid according to their hourly rate.

*This person is paid from the regular classified pay scale.

**EXTRA BUS RUN
SALARY SCHEDULE
2014 – 2015**

<u>Extra Run</u>	<u>Run Rate</u>
Regular Extra Run Rate	Pay scale D/hr Driving Rate + \$7.50/hr Waiting
Extra Run <60 miles Rate+\$7.50/hrWaiting Rate	\$30.00+Pay scale D/hr Driving
Extra Run Cancellation Rate	\$30.00
Athletic Run (evening)	Pay scale D/hr

**LAWRENCE COUNTY BOARD OF EDUCATION
TRANSPORTATION DEPARTMENT
SALARY SCHEDULE
FULL TIME BUS MONITORS
2014 – 2015**

<u>Years Experience</u>	<u>Hourly Rate</u>
0	7.44
1	7.66
2	7.84
3	8.00
4	8.22
5	8.30
6	8.40
7	8.52
8	8.63
9	8.73
10	8.83
11	8.88
12	8.92
13	8.96
14	9.00
15	9.04
16	9.08
17	9.12
18	9.17
19	9.21
20-40*	9.25

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)

**LAWRENCE COUNTY BOARD OF EDUCATION
CLASSIFIED SKILLED PAY SCALE
2014 – 2015**

<u>Years Experience</u>	<u>Hourly Rate</u>
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0	10.85
1	13.31
2	14.55
3	15.49
4	16.42
5	17.34
6	19.04
7	19.67
8	19.97
9	20.30
10	20.61
11	20.92
12	21.23
13	21.53
14	21.84
15	22.14
16	22.41
17	22.64
18	22.91
19	23.15
20-40*	23.38

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.

**2014 – 2015 CLASSIFIED
SKILLED SALARY SCHEDULE**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
7424	HVAC Tech. (1)	\$23.98 (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)
7262	School Nurse/Inst. Aide District (1)	Pay scale (8hrs/day – 185 days)
7262	School Nurse/Inst. Aide Substitute	\$15.00 per hour
7525/7527	Computer Maint. Tech./ Computer Training Specialist	Pay scale (8hrs/day – 258 days)

**LAWRENCE COUNTY BOARD OF EDUCATION
DISTRICT GRANTS
CLASSIFIED SALARY SCHEDULE
2014 – 2015**

Job Class

Code

Title

Salary Calculation

Family Resource Center:

7784	LWES/LEES Clerk (1)	\$11.94/hr (7.5 hrs/day – 180 days)
7342	BES School Home (1)	\$15.99/hr (8 hrs/day – 240 days)
	Community Liaison	
7342	LWES/LEES School Home (1)	\$19.95/hr (8 hrs/day – 240 days)
	Community Liaison	
7342	FES School Home (1)	\$19.95/hr (8 hrs/day – 240 days)
	Community Liaison	

Youth Service Center:

7784	LMS/LCHS Clerk (1)	\$11.94/hr (7.5 hrs/day – 198 days)
7342	LMS/LCHS School (1)	\$19.95/hr (8 hrs/day – 240 days)
	Home Community	
	Liaison	

Misc. Grants:

7318	Instructional Assist. II (1) (Vocational Rehab.)	\$12.94(7 hrs/day – 183 days)
7291	Physical/Occupation (1) Therapist	\$58,159 (185 days)

**LAWRENCE COUNTY BOARD OF EDUCATION
DISTRICT GRANTS
CLASSIFIED/CERTIFIED SALARY SCHEDULE
2014 – 2015**

Job Class

Code:

Title

Salary Calculation

Adult Education:

7320	Academic Assistant (1)	\$14.39/hr (37.5 hrs/wk – 258 days)
7320	Academic Assistant (1)	\$12.88/hr (8 hrs/day – 258 days)
7312	Instructor I (1)	\$15.30/hr (8 hrs/day – 258 days)

7476/7465	Adult Education/Community Education Director (1)	\$20.40/hr (8hrs/day – 258 days)
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21st Century Grant:

7334	Program Asst. I LEES(1)	\$13.91/hr (8hrs/day – 15 days)
7334	Program Asst. I LMS (1)	\$18.90/hr (8hrs/day – 49 days)

\$30.00/hr for Contractors \$15.00/hr for contract helpers, aides, etc.

Note: Higher rate for program leader. Same applies to certified employees.

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 CIITS.

Prescreening KG & 4 year Old:

Daily rate for Certified

Daily rate for Classified

LAWRENCE COUNTY BOARD OF EDUCATION

2014-2015

CERTIFIED PAY SCALE

(185days)

Experience	Rank I	Rank II	Rank III	Rank IV	Rank V
0	\$42,438	\$38,361	\$34,531	\$30,664	\$28,702
1	\$42,608	\$38,529	\$34,700	\$30,664	\$28,702
2	\$42,774	\$38,701	\$34,869	\$30,664	\$28,702
3	\$42,941	\$38,869	\$35,037	\$30,664	\$28,702
4	\$46,291	\$42,124	\$38,471	\$30,664	\$28,702
5	\$46,702	\$42,477	\$38,807	\$30,664	\$28,702
6	\$46,956	\$42,646	\$38,977	\$30,664	\$28,702
7	\$47,124	\$42,815	\$39,147	\$30,664	\$28,702
8	\$47,293	\$42,985	\$39,315	\$30,664	\$28,702
9	\$47,461	\$43,156	\$39,485	\$30,664	\$28,702
10	\$51,813	\$47,608	\$43,561	\$30,664	\$28,702
11	\$52,087	\$47,865	\$43,807	\$30,664	\$28,702
12	\$52,261	\$48,038	\$43,976	\$30,664	\$28,702
13	\$52,438	\$48,207	\$44,151	\$30,664	\$28,702
14	\$52,614	\$48,381	\$44,322	\$30,664	\$28,702
15	\$53,677	\$49,635	\$45,681	\$30,664	\$28,702
16	\$53,828	\$49,788	\$45,826	\$30,664	\$28,702
17	\$53,982	\$49,941	\$45,969	\$30,664	\$28,702
18	\$54,134	\$50,090	\$46,110	\$30,664	\$28,702
19	\$54,280	\$50,244	\$46,258	\$30,664	\$28,702
20	\$54,779	\$50,714	\$46,685	\$30,664	\$28,702
21	\$55,001	\$50,898	\$46,827	\$30,664	\$28,702
22	\$55,222	\$51,083	\$46,968	\$30,664	\$28,702
23	\$55,442	\$51,264	\$47,112	\$30,664	\$28,702
24	\$55,660	\$51,447	\$47,256	\$30,664	\$28,702
25	\$55,884	\$51,633	\$47,398	\$30,664	\$28,702
26	\$56,102	\$51,817	\$47,543	\$30,664	\$28,702

Itinerants – 2, BES – 17, FES – 22, LWE – 24, LEE – 29, LMS – 21, LCHS – 41, Alternative Program – 2, Homebound – 2

Substitute Teachers:

- Certified Substitute - \$70.00/day - Emergency Sub. - \$57.00/day
- Certified subs working 20 consecutive days in same position* on the 21st day their pay goes to Daily rate.
- Retired teachers working 20 consecutive days in same position* on the 21st consecutive day their pay goes to their Daily Wage Threshold (DWT). Must have letter from KTRS on file with DWT stated.
- Certified Homebound Teacher rate \$30.00 an hour after school.
- Certified Homebound **daily** sub based on daily rate
- PD Extra Pay: \$70.00/day-6hr. day (This is the pay rate teachers receive for professional development once they have attended scheduled PD days.

* “same position” means working for the same teacher in the same capacity

*** NOTE: The 2014-2015 extra duty pay scale will take effect as of July 01, 2015. 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 2014-2015

POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
DISTRICT ADMINISTRATORS (5 TOTAL):			\$5,00
CHIEF ACADEMIC OFFICER (1)	50	235	
DIRECTOR OF FINANCE (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	\$7,00
PRINCIPAL LEE (1)	50	235	\$8,00
PRINCIPAL LMS (1)	50	235	\$8,50
PRINCIPAL LCHS (1)	50	235	\$10,00
ASST PRINCIPAL LEE (1)	15	200	\$3,50
ASST PRINCIPAL LMS (1)	15	200	\$4,00
ASST PRINCIPAL LCHS (1)	15	200	\$7,00
EXTRA CURRICULAR PAY DUTIES			
ADVANCED PLACEMENT COORDINATOR (1)	0	185	\$5
ACADEMIC COACH HIGH SCHOOL (1)	0	185	\$4,0
ACADEMIC ASST COACH HIGH SCHOOL (1)	0	185	\$2,0
ACADEMIC COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$2,0
ACADEMIC ASST COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$1,0
ACADEMIC COACH MIDDLE (1 PER SCHOOL)	0	185	\$2,0
ACADEMIC ASST COACH MIDDLE (1 PER SCHOOL)	0	185	\$1,0
BAND DIRECTOR (1)	5	190	\$4,0
BAND ASST DIRECTOR (1)	0	185	\$1,0
CHORAL DIRECTOR (1)	0	185	\$1,5
BUILDING ASSESSMENT COORDINATORS			
LEVEL 9-12 (1 PER SCHOOL) LCHS	0	185	\$2,5
LEVEL 6-8 (1 PER SCHOOL) LMS	0	185	\$2,0
LEVEL K-8 (1 PER SCHOOL) FES & BES	0	185	\$2,0
LEVEL 2-5 (1 PER SCHOOL) LEE	0	185	\$2,0
LEVEL K-1 (1 PER SCHOOL) LWE	0	185	\$1,5
CLASS SPONSORS			
SENIORS (1)	0	185	\$6
JUNIORS (1)	0	185	\$6
SOPHOMORES (1)	0	185	\$6
FRESHMEN (1)	0	185	\$6
GIFTED & TALENTED FACILITATORS			
BES, FES, LWE (1 PER SCHOOL)	0	185	\$5
LMS (1)	0	185	\$6
LEES (1)	0	185	\$7
HIGH SCHOOL DEPARTMENT HEADS			
SOCIAL STUDIES (1)	0	185	\$5
VOCATIONAL (1)	0	185	\$5
POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
SCIENCE (1)	0	185	\$5
ARTS & HUMANITIES (1)	0	185	\$5
SPECIAL NEEDS (1)	0	185	\$5
PRACTICAL LIVING (1)	0	185	\$5
DOCTORATE	0	185	\$2,0
NATIONAL TEACHER CERTIFICATION	0	185	\$2,0
SAFETY PATROL (1)	0	185	\$5

SPEECH PATHOLOGY (5)	0	185	\$1,0
TEACHER LEADERS-LCILT (12)			
English/Language Arts (BES, FES, LWE, LEE, LMS, LCHS)	0	185	\$1,0
Math (BES, FES, LWE, LEE, LMS, LCHS)	0	185	\$1,0
TECH BUILDING COORDINATOR (1 PER SCHOOL)	0	185	\$5
WRITING LEADERS			
ELEMENTARY (1 PER SCHOOL)	0	185	\$10
MIDDLE (1 PER SCHOOL)	0	185	\$10
HIGH SCHOOL (1)	0	185	\$10
YEARBOOK SPONSOR P-8 (1 PER SCHOOL)	0	185	\$2,0
YEARBOOK SPONSOR HIGH SCHOOL (1)	0	185	\$2,0
YEARBOOK ASST SPONSOR HIGH SCHOOL (1)	0	185	\$1,0
EXTRA PAY DUTIES SPORTS*			
ATHLETIC DIRECTOR HIGH SCHOOL (1)	7	192	\$2,5
ATHLETIC DIRECTOR MIDDLE GRADES (1)	0	185	\$1,5
BASEBALL HEAD COACH (1)	5	190	\$2,0
BASEBALL ASST COACH (2)	0	185	\$8
BASEBALL HEAD COACH MIDDLE GRADES (1)	0	185	\$1,2
BASEBALL ASST COACH MIDDLE GRADES (1)	0	185	\$6
BASKETBALL BOYS HEAD COACH (1)	5	190	\$6,0
BASKETBALL BOYS FEEDER PROGRAM (1)	NA	NA	\$2,0
BASKETBALL BOYS ASST COACH (2)	0	185	\$2,0
BASKETBALL BOYS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,2
BASKETBALL BOYS ASST MIDDLE (1) BES,FES,LMS	0	185	\$6
BASKETBALL GIRLS HEAD COACH (1)	5	190	\$6,0
BASKETBALL GIRLS FEEDER PROGRAM (1)	NA	NA	\$2,0
BASKETBALL GIRLS ASST COACH (2)	0	185	\$2,0
BASKETBALL GIRLS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,2
BASKETBALL GIRLS ASST MIDDLE GRADES (1) BES,FES,LMS	0	185	\$6
BASS HEAD COACH (1)	0	185	\$1,2
BASS ASST COACH (1)	0	185	\$6
FOOTBALL HEAD COACH (1)	15	200	\$6,0
FOOTBALL ASST COACH (5)	0	185	\$2,0
FOOTBALL HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,2
FOOTBALL MIDDLE GRADES ASST (1) BES,FES,LMS	0	185	\$6
GOLF HEAD COACH BOYS (1) LCHS	0	185	\$1,2
GOLF HEAD COACH GIRLS (1) LCHS	0	185	\$1,2
GOLF ASSISTANT COACH (1) LCHS	0	185	\$6
ROTC 4-9YRS (1)	0	185	\$1,2
ROTC 10+YRS (1)	0	185	\$2,4
ROTC DRILL TEAM (1)	0	185	\$1,0
POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DU SERVICE PA
ROTC RANGER TEAM (1)	0	185	\$1,0
SOCCER GIRLS HEAD COACH (1)	0	185	\$1,2
SOCCER GIRLS ASST COACH (1)	0	185	\$6
SOCCER GIRLS JV ASST COACH (1)	0	185	\$6
SOCCER GIRLS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,0
SOCCER GIRLS ASST COACH MIDDLE (1) BES,FES,LMS	0	185	\$6
SOFTBALL HEAD COACH (1)	5	190	\$2,0
SOFTBALL ASST COACH (2)	0	185	\$8
SOFTBALL HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,2
SOFTBALL ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$6
TENNIS HEAD COACH BOYS (1)	0	185	\$1,2

TENNIS ASST COACH BOYS (1)	0	185	\$6
TENNIS HEAD COACH GIRLS (1)	0	185	\$1,2
TENNIS ASST COACH GIRLS (1)	0	185	\$6
TENNIS HEAD COACH BOYS MIDDLE (1)	0	185	\$1,2
TENNIS HEAD COACH GIRLS MIDDLE (1)	0	185	\$1,2
TRACK CROSS COUNTRY (1)	0	185	\$1,0
TRACK CROSS COUNTRY ASST (1)	0	185	\$5
TRACK BOYS (1)	0	185	\$1,2
TRACK ASST COACH BOYS (1)	0	185	\$6
TRACK GIRLS (1)	0	185	\$1,2
TRACK ASST COACH GIRLS (1)	0	185	\$6
TRACK HEAD COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$1,0
VOLLEYBALL HEAD COACH (1)	0	185	\$1,2
VOLLEYBALL ASST COACH (1)	0	185	\$6
VOLLEYBALL HEAD COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$1,0
VOLLEYBALL ASST COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$6
WRESTLING COACH (1)	0	185	\$1,2
WRESTLING ASST COACH (1)	0	185	\$8
CHEERLEADER COMPETITION	0	185	\$5
CHEERLEADING HIGH SCHOOL (PER SPORT)	0	185	\$1,0
CHEERLEADING MIDDLE SCHOOL (PER SPORT)	0	185	\$5
DANCE TEAM HEAD COACH (1) LCHS	0	185	\$1,2
EXTENDED DAYS ONLY NO EXTRA SERVICE PAY			
CARPENTRY (1)	15	200	
DISTRIBUTIVE EDUCATION (1)	30	215	
DISTRICT RESOURCE TEACHER (3)	max 15	max 200	
DIST RESOURCE TEACHER & GIFTED/TALENTED COORD (1)	max 15	max 200	
DISTRICT TECHNOLOGY COORDINATOR (1)	50	235	
ENGINEERING (1)	17	202	
FRESHMAN ACADEMY INST. COORD./READING INTERVENTION	10	195	
GUIDANCE COUNSELOR (7)	15	200	
HEALTH CAREERS (1)	5	190	
HOME ECONOMICS (1)	5	190	
LIBRARIAN (6)	15	200	
ROTC (2)	50	235	
VOCATIONAL AGRICULTURE (1)	50	235	

11.G. Superintendent's Personnel Action/Update

Resignations

Natalie Blum

- FMD Teacher at Lawrence County High School

Anita Laney

- Teacher at Fallsburg Elementary School

George Williams

- Bus Driver

Lawrence County Schools
2014-2015
Personnel List

DISTRICT OFFICE
Adkins, Kim
Brooks, Tiffany
Collins, Barbara
Colvin, Rhonda
Hall, Vernon
Hay, Cindy
Humphrey, Edris
Jenks, Shawna
Sargent, Sandy
Simpson, Paulette
Webb, Cassandra

LOUISA EAST ELEMENTARY SCHOOL
Adams, Susan
Akers, Sherita
Bartram, Jeff
Blevins, Leslie
Blevins, Sarah
Boggs, Jonda
Borders, Rowena
Bradley, Mary
Brown, Summer
Compton, Susie
Cyrus, Lee Ann
Cyrus, Megan
Derifield, Angel
Dixon, Ed
Evans, Erin
Ferguson, Gloria
Goble, Courtney
Grayson, Georgie
Gue, Sarah
Hall, Mary
Hughes, Candy
James, Nora
Lambert, Paula
May, Janet
Maynard, Emma

McClanahan, Sara
Montgomery, Jeressa
Nelson, Jessica
Osborne II, Joseph
Pack, Mary Ann
Parsons, Erica
Perkins, Jennifer
Preece, Mary
Preston, Sandy
Riffe, Andrea
Salyer, Janice
Smiley, Cora
Taylor, Amy
Wagenaar, Jessica
West, Bobby
Williams, Monica

LOUISA WEST ELEMENTARY SCHOOL
Adams, Amanda
Bowen, Sara
Branham, Pam
Brooks, Kimberly
Brown, Lynn
Brumfield, Mitch
Burns, Jennifer
Compton, Janie
Compton, Laura
Conway, Carrie
Daniels, Janie
Davis, Melissa
DeLong, Debbie
Gauze, Heather
Hardin, Bain
Hogston, Andrea
Holt, Amelia
Kelly, Maria
Kelly, Tammy
Maynard, Katrina
Maynard, Matthew
McCoy, Rebecca
McKenzie, Loretta
Moore, Jerry
Opell, Miranda

Peck, Amy
Preece, Penny
Prince, Anna
Puig, Yolanda
Ross, Melissa
Sammons, Kristy
Scott, Rebekah
Short, Stephanie
Sutton, Connie
Tackett, Christy
VACANCY (Counselor)
VACANCY (FMD)
VACANCY (Instructional Asst.)
VACANCY (Instructional Asst.)
Walker, Kelly
Webb, Belinda
Webb, Kathy
Whitt, Dana
Wright, Lori

BLAINE ELEMENTARY SCHOOL
Adams, Ethel
Arnett, Cheri
Arrington, Sarah
Blevins, Autumn
Boggs, Tracy
Collins, Sherry
Combs, Anita
Conley, Alicia
Cordle, Stephanie
Fields, Sharon
Fyffe, Linda
Hogan, Susan
Hughes, Richard
Jennings, Shawn
Jewell, Lee
Miller, Patricia
Mollette, Lola
Preece, Leanna
Ream, Emily
Robinette, Alicia
Ross, Wanda
Spears, Cody

Sturgill, Karen
Thompson, Jenna
VACANCY (Instructional Asst.)
VACANCY (Music/A&H)
VACANCY (Preschool Teacher)
Wells, Carolyn
Wells, Glen
Withers, Lisa

FALLSBURG ELEMENTARY SCHOOL	
Adkins, Benjamin	
Adkins, Brianna	
Blankenship, Chris	
Blevins, Martha	
Bowen, Judith	
Brady, Myram	
Burchett, Delores	
Chapman, Paul	
Chapman, Tina	
Copley, Angela	
Davis, Georgie	
Hatfield, Kimberly	
Hayes, Angela	
Holmes, Angela	
Howell, Pam	
Johnson, Scott	
Kitchen, Robert	
Laney, Tyler	
Marcum, Tammy	
May, Sarah	
McDavid, Craig	
Newman, Chuck	
Orsak, Susan	
Pack, Ann	
Prince, Teresa	
Prince, Wrendi	
Ratliff, April	
Sammons, April	
Shepherd, Manis	
VACANCY (Instructional Asst.)	
VACANCY (Science 5-8)	

Ward, Angel
West, Stephanie
Workman, Charolette
Workman, Patricia

LOUISA MIDDLE SCHOOL	
Castle, Tom	
Cecil, Joey	
Thompson, Tamra	
Akers, Brian	
Castle, Tonya	
Dixon, Kelli	
Halfhill, Joe	
Hammond, Bill	
Hammond, Deana	
Martin, Emily	
Muncy, Bethany	
Nelson, Nikki	
Rose, Carmella	
Short, Kelly	
Tate, David	
Tate, Patricia	
Thompson, John	
Perry, Tommy	
Vanhoose, Kemra	
West, Donna Jean	
Williams, Chad	
Hay, Karen	
Owens, Virginia	
Perry, Sherry	
Turner, Donna	
Parsons, Teresa	
Price, Glen	
Price, Karen	
Vanhoose, Ray	
Cyrus, Andrea	
Hall, Billie	
Webb, Molly	

LAWRENCE COUNTY HIGH SCHOOL	
Adams, Mary	
Barnett, Misty	

Blevins, Ben
Branham, Melissa
Brown, Kara
Burton, Misty
Case, Lindsey
Caudill, Druann
Cecil, Kim
Combs, Michele
Dennison, Laura
Dheel, Jennifer
Dillow, Joy
Feltner, Travis
Finley, Luanne
Fitch, Kim
Grim, Rick
Harris, Joseph
Hinkle, Randy
Holt, Jackie
Huff, Connie
Johnson, Debbie
Keeton, Jessica
May, Jessica
Maynard, Joe (3.5 hrs)
McCoy, Elva
Meddings, Brandon
Moore, Christy
Osborn, Scott
Osborne, Chuck
Pack, Sharon
Price, Emma
Prince, David
Puryear, Pam
Richards, Bill
Roberts, Palma
Sayles, Shelly
Schutzberg, Susan
Shirkey, Kim
Short, Ramona
Siegel, Shad
Siembor, Gary
Smith, Hollie
VACANCY (Asst. Principal)
VACANCY (Biology)
VACANCY (Chemistry)

VACANCY (Custodian)
VACANCY (Custodian)
VACANCY (FMD)
VACANCY (Freshman Academy)
VACANCY (Health & PE)
VACANCY (Math)
VACANCY (Math)
VACANCY (Social Studies)
West, Brad
Whitt, Diane
York, David
York, Sherry

ADULT EDUCATION CENTER
Adkins, Becky
Ellis, James
Fannin, Helen
Webb, Amanda

ALTERNATIVE PROGRAM
Caudill, John
Feltner, Melinda
Parsons, Sharon
Sammons, Diana

ITINERANT CERTIFIED
Crittendon, Jessica
Stambaugh, Haven

DISTRICT-WIDE CERTIFIED
Bradley, Vicki
Chaffin, Dina
Gauze, Dwana
Halfhill, Stephanie
Kessinger, Leah
Mullins, Betty
Prichard, Lana
Queen, Cindy
Ratcliffe, Terry
Rose, Jennifer
Shields, Megan

Short, Alan
VACANCY (Home Bound)
Webb, Maida

DISTRICT-WISE CLASSIFIED
Tackett, Kristy
Smith, Donetta

DISTRICT HEALTH SERVICES
Call, Debra
Meredith, Kerry
Moore, Victoria
Music, Amanda
Piper, Rhonda
Steiner, Audrey
Tucker, April
VACANCY (Health Nurse)
Woods, Amanda

FAMILY RESOURCE / YOUTH SERVICE CENTER
Kelly, Luann
West, Deana
Hall, Barbra
Curry, Brenda
Caudill, Anita
Goble, Noel

TECHNOLOGY
Burns, Tommy
DeLong, Danny
Muncy, Michael

MAINTENANCE
Anderson, George
Colvin, Gary
Hughes, Robert
Osborne, Joe
Vanhoose, Doug

TRANSPORTATION
Adkins, Danielle

Austin, Lawrence
Blackburn, Richard
Borders, Ed
Bowen, Tracy
Bradshaw, Charles
Burchett, Charles
Burchett, Shana
Burke, Cynthia
Childers, Ralph
Cordle, Kelly
Davis, Lionel
Fitchpatrick, Tommy
Fugett, Ralph
Fuller, Sharon
Hall, Jeri
Hall, John
Holley, Carolyn
Holley, Robert
Hughes, Helen
Jobe, Kristie
Jobe, Paul
Jobe, Robert
Justice, David
Kitchen, James
Laney, Kathy
Martin, Elizabeth
May, Bradley
Maynard, Joe
McCoy, David
Osborne, Marsha
Perkins, Mary
Salyer, George
Salyer, Rita
Skaggs, Pam
Sparks, Eddie
Spiert, Lisa
Thompson, Jeremy
VACANCY (Bus Driver)
VACANCY (Bus Driver)
Wagner, Linda

FOOD SERVICE
Bond, Samantha
Brooks, Karen
Burchett, Rita

Caudill, Carolyn
Chafins, Angel (4.5 hrs)
Coffee, Sandra
Copley, Brenda
Dunn, Teresa
Edwards, Sandy
Fissler, Ruth
Hammond, Brettia
Jobe, Deborah
Kelley, Glenda
Kitchen, Shirley
McClanahan, Maggie
McGinnis, Brenda
Miller, Marilyn
Newsome, Pam
Osborne, Tena
Pigg, Pamela
Pigmon, Rennesa
Sanchez, Denise
Shannon, Rene
Thompson, Vanessa
VACANCY (Cook/Baker) (4.5 hrs)
VACANCY (Cook/Baker) (4.5 hrs)
Vanhoose, Lynn
Wilson, Reta
Workman, Sheila

SUBSTITUTE TEACHERS
Adams, Rachel
Arrington, Heather
Balaklaw, Marla
Borders, Rosemary
Bradley, Joann
Brown, Donald
Campbell, Sandy
Cantrell, Fannie
Cartmel, Alicia
Compston, Dianna
Copley, Wanda
Cox, Jamie
Dillow, Gilbert
Edwards, Patty
Farley, Michael
Flowers, Paul
Ison, Kay
Lemaster, Caylan
Lowe, Jane
McHugh, Theresia
Mills, Emily
Moore, Drema
Mullins, Reva
Perry, Nancy
Preece, Dianne
Preston, Nashayla
Salyer, Laura
Steiner, Clyde

Thompson, Linda
Waller, Phyllis
Ward, Robert
Wright, Angela

SUBSTITUTE INSTRUCTIONAL ASSISTANTS
Adkins, Carla
Campbell, Sheri
Dooley, Kelli
Hylton, Joseph
Laney, Tamera
Mollett, Julie
Parks, Kristi
Sparks, Jennifer

SUBSTITUTE COOK/BAKERS
Bevins, Pam
Boyer, Leslie
Chaffin, Pam
Dillon, Michelle
Edwards, Beth
Jobe, Sandy
Richards, Susan
Spillman, Teresa
Vance, Jessica

6.H. Orientation to Superintendent's Annual Evaluation

Chairman See:

“Dr. Fletcher, as orientation to your evaluation as Superintendent of Lawrence County Schools, you have been provided a copy of our current policy, *02.14 Evaluation*; a summary of the new Kentucky Board of Education (KDE) superintendent evaluation requirements and evaluation process timeline; and a copy of *KRS 156.557*, the legal basis for superintendent evaluation.

We, as a Board, will incorporate into our superintendent evaluation process, to be reviewed and discussed in open meetings and documented in board minutes, three specific components which are aligned with KDE’s goals for student achievement, operational efficiency, and financial well-being:

1. The progress toward delivery targets in the areas of:
 - Student Proficiency
 - College/Career Readiness
 - Graduation Rate
 - Closing the Achievement Gaps
2. The effectiveness and efficiency of district operations including whether you as superintendent have:
 - Established a balanced operating budget for school programs and activities
 - Leveraged district resources to attain the best use of and to improve
 - Student learning
 - Compliance with legal, ethical, and policy standards
 - Communicated aspects of the district's budget and resource allocation to the board
3. Improvement on the TELL Kentucky Survey questions relating to Facilities and Resources

An update to this orientation will be provided to you as KDE's implementation timeline moves forward and as the Board completes the process of notifying KDE of our choice in a superintendent evaluation system, which is currently slated to occur in October 2014.

Dr. Fletcher, do you have any questions or comments you wish to share with the Board regarding your evaluation process?"

Dr. Fletcher:

"I acknowledge receipt of copies of the proper KRS, policies, and all timelines related to superintendent evaluation. As the Board is aware, I attended a training last week for new superintendents, and one of the things that you'll be seeing at the end of this year will be a Capstone Project that I will be using as part of my evaluation process to show progress that we've made throughout this year. We have a committee that oversees my progress. As Board Chair, Mr. See will be serving on that committee, and also I have a superintendent who will serve as a mentor, Mr. Henry Webb from Floyd County. They will be involved in helping me through the seven standards and the forty-three indicators for all superintendents that is part of the SPGES system. Thank you, Mr. See, for this orientation."

12. ADJOURN

Approval to adjourn passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

Chairman – James M. See

**Temporary Secretary to the Board -
Tommy Burns**

Secretary to the Board – Betty Mullins