

PROCEEDINGS  
OF THE BOARD OF EDUCATION  
Paducah, Kentucky  
REGULAR MEETING  
August 17, 2020

A regular meeting of the Board of Education of the Paducah Independent School District was held at the seminar room of the Innovation Hub, Paducah, Kentucky, on Monday, August 17, 2020 at 5:00 p.m.

NOTE: due to the COVID-19/Coronavirus situation, this meeting was closed to the public and live-streamed online.

ROLL CALL

Members Present: Felix Akojie, Carl LeBuhn, Mary Hunter Hancock; James Hudson Janice Howard

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

William Black, Instruction/Assistant Superintendent

Nicholas Holland, Attorney

Dale Weaver, IT

Wayne Walden, Community Relations

Troy Brock, DPP

Kristy Lewis, Head Start

Chad Jezik, Facilities

Angela Copeland, Finance

Lynsi Barnhill, Food Service

Mark Rawlings, Baird, virtual call

Media

After the roll call, it was established that a quorum of Board members was present. Dr. Shively led the Pledge of Allegiance.

ORDER NO. 130

APPROVAL OF AGENDA

The agenda was presented with Item 6.1a School Opening Plan to be added. The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent and approve the agenda as amended. The roll was called and all members present voted "yes".

ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Dr. Shively presented his recommendations for the district plans to open schools as scheduled. Dr. Shively recommended that the district proceed with a hybrid start to the school year beginning Monday, August 24. All PPS students will begin the school year with virtual instruction August 24-26. From Thursday, August 27 – Thursday, September 3, we will begin in-person learning with half of our in-person students coming to school on alternating days. (This represents 25% of our total student population.) Beginning Friday, September 4, all of our in-person students will be at school. (This represents 50% of our total student population.)

Paducah Head Start Director, Kristy Lewis shared about the excitement of planning to support the needs of our community and how preschool is looking to innovate and partner with families to support school readiness. Paducah Head Start Preschool currently has 169 enrolled for services. We are 68 children short of our funded enrollment. We are looking to partner with families to provide the comprehensive services provided by Head Start.

HEARINGS OF INDIVIDUALS AND GROUPS

There were none.

ORDER NO. 131

APPROVAL CONSENT AGENDA ITEMS

The Consent Agenda was presented with a recommendation for each item:

ACCEPTANCE OF NOTIFICATION OF PERSONNEL ACTIONS - It was recommended that the Board receive the notification of personnel actions for certified and support personnel. These actions occurred since July 20, 2020.

I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

|                   |   |          |
|-------------------|---|----------|
| Garnett, Shaquita | Resignation accepted: Instructional Assistant I, Paducah Middle School. | 08/21/20 |
|-------------------|---|----------|

|                       |   |          |
|-----------------------|---|----------|
| Guell, Armando        | Resignation accepted: Head Girls Basketball Coach, Paducah Tilghman High School.  | 07/24/20 |
| Guell, Armando        | Resignation accepted: Assistant Girls Soccer Coach, Paducah Middle School.        | 08/03/20 |
| Guell, Jessica        | Resignation accepted: Girls Soccer Coach, Paducah Middle School.                  | 08/03/20 |
| Guell, Jessica        | Resignation accepted: Instructional Assistant I, Clark Elementary School.         | 08/03/20 |
| Guell, Jessica        | Resignation accepted: Girls Assistant Soccer Coach, Paducah Tilghman High School. | 08/04/20 |
| Hendrickson, Jennifer | Resignation accepted: School Nutrition Assistant I, Paducah Middle School.        | 07/29/20 |
| Martin, Donald        | Resignation accepted: Custodian, Paducah Tilghman High School.                    | 08/04/20 |
| Shaw, Buster          | Resignation accepted: Instructional Assistant I, McNabb Elementary School.        | 08/04/20 |

B. Status Change/Reassignments/ Extra Duty Assignments/Transfers

|                    |   |          |
|--------------------|---|----------|
| Bass, Darrell      | Other: School Nutrition Assistant I, Morgan Elementary School, increase hours from 5.5 per day to 6 hours per day, \$11.04 per hour.  | 08/10/20 |
| Durham, Shelby     | Other: Lead School Nutrition Assistant I, Paducah Tilghman High School, increase hours from 6 hours per day to 7.50 hours per day, \$15.17 per hour.  | 08/10/20 |
| Heffelfinger, Cody | Transfer: from School Nutrition Assistant I, Paducah Middle School, to School Nutrition Assistant I, McNabb Elementary School.  | 08/10/20 |
| Langley, Carolyn   | Position Change: Substitute School Nutrition Assistant I to School Nutrition Assistant I, McNabb Elementary School, \$10.84 per hour.   | 08/10/20 |
| Shumpert, Iesha    | Additional Assignment: Girls Assistant Basketball Coach, Paducah Tilghman High School, \$1,500.00 per year.   | 08/12/20 |
| Thompson, Ashley   | Position Change: From School Nutrition Assistant I, Clark Elementary School, to Lead School Nutrition Assistant I, Clark Elementary School, \$15.17 per hour.                                 | 08/10/20 |
| Wallace, Brad      | Additional Assignment: Assistant Baseball Coach, Paducah Middle School, \$700 per year.   | 08/01/20 |
| Withrow, Kim       | Position Change: From School Home Community Liaison, Paducah Head Start Preschool to Family Support Coordinator, Paducah Head Start Preschool; with 9 years of experience, \$44,717 per year. | 08/10/20 |

C. Employment

|                       |   |          |
|-----------------------|---|----------|
| Campbell, Brenda      | Employment: School Nutrition Assistant I, McNabb Elementary School, \$10.84 per hour.                     | 08/10/20 |
| Fineout, Darryl       | Employment: School Nutrition Supervisor, Clark Elementary School, \$15.17 per hour.                       | 08/10/20 |
| Gaines, Jacquelyn     | Employment: Instructional Assistant I, McNabb Elementary School, \$12.66 per hour, Paducah Middle School. | 08/10/20 |
| Garrett, Ron          | Employment: Custodian, Paducah Tilghman High School, \$12.43 per hour.                                    | 08/03/20 |
| Gonzalez, Benjamin    | Employment: School Nutrition Assistant I, Paducah Middle School, \$10.84 per hour.                        | 08/10/20 |
| Huckelberry, Jonathan | Employment: Custodian, Paducah Middle School, \$12.43 per hour.   | 08/17/20 |
| James, Christopher    | Employment: 6 <sup>th</sup> Grade Boys Basketball Coach, Paducah Middle School.                           | 08/01/20 |
| Jarvis, Erin          | Employment: Instructional Assistant I, Morgan Elementary School, \$12.66 per hour.                        | 08/10/20 |
| Meadows, Timothy      | Employment: Math Interventionist, Paducah Tilghman High School, \$32,420.00 per year.                     | 08/10/20 |
| Neckel, Terry         | Employment: Custodian, Clark Elementary School, \$12.43 per hour.   | 07/22/20 |
| Shelby, Abigail       | Employment: District Desktop Technician, Central Office, \$36,438 per year.                               | 07/20/20 |
| Wood, Michaela        | Employment: Instructional Assistant I, Choices Educational Center, \$12.66 per hour.                      | 08/10/20 |

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

|                |   |          |
|----------------|---|----------|
| Keesee, Robyn  | Resignation accepted: Substitute Teacher, Districtwide.                       | 07/20/20 |
| Price, Heather | Resignation accepted to effect retirement: Teacher, Morgan Elementary School. | 08/31/20 |
| Smith, Karen   | Resignation accepted to effect retirement: Teacher, McNabb Elementary School. | 12/31/20 |

B. Extra-duty Assignments/Changes in Status/Transfers

|                     |   |          |
|---------------------|---|----------|
| Buchanan, Mackenzie | Additional Assignment: Summer Camp Teacher/KCT FRC, McNabb Elementary School, \$25.00 per hour. | 07/13/20 |
| Conyer, Hannah      | Additional Assignment: Extra Duty – Teacher, Paducah  | 07/17/20 |

|                    |   |          |
|--------------------|---|----------|
|                    | Head Start Preschool, \$25.00 per hour<br>(8 days-total 60 hours)   |          |
| Fain, Haley        | Additional Assignment: Extra Duty – Teacher, Paducah Head Start Preschool,<br>\$25.00 per hour. (6 days-total 45 hours) | 07/17/20 |
| Loy, Karlye        | Transfer: From Teacher, Paducah Middle School, to Teacher Paducah Tilghman<br>High School.                              | 08/10/20 |
| Newbern, Candice   | Additional Assignment: Summer Camp – 5 <sup>th</sup> Grade<br>Teacher, McNabb Elementary School, \$25.00 per hour.      | 07/20/20 |
| Newsome, John      | Additional Assignment: Head Girls Soccer Coach,<br>Paducah Tilghman High School, \$7,500 per year.                      | 08/06/20 |
| Nickal, Sandy      | Additional Assignment: Assistant Girls Soccer Coach, Paducah Tilghman High<br>School, \$3,200 per year.                 | 08/11/20 |
| Throgmorton, April | Additional Assignment: Extra Duty – Teacher, Paducah Head Start Preschool,<br>\$25.00 per hour, (8 days total 60 hours) | 07/17/20 |

C. EMPLOYMENT

|                     |   |          |
|---------------------|---|----------|
| Anthony, Pamela     | Employment: Instructional Assistant I, Morgan Elementary School, \$12.66 per hour.    | 08/10/20 |
| Ditterline, Phillip | Employment: Science Teacher, Paducah Middle School, Rank III – 0 years of experience. | 08/10/20 |
| Ford, Ashley        | Employment: Teacher, Rank III – 0 years of experience, Morgan Elementary School.      | 08/10/20 |

APPROVAL OF BILLS AND REGULAR DISBURSEMENTS - A listing of the disbursements was given to Board members with the agenda. Checks: 107152-107301 It was recommended that the bills and regular disbursements be approved.

ACCEPTANCE OF TREASURER'S MONTHLY REPORT - The Treasurer's Monthly Report for the period ending July 31, 2020 was presented. It was recommended that the Treasurer's Monthly Report be received.

ACCEPTANCE OF WORKING BUDGET ADJUSTMENTS - The Working Budget Adjustments for the period ending July 31, 2020 were presented. It was recommended that the Working Budget Adjustments be received.

DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held July 20, 2020 were included with the agenda for Board review. It was recommended that the minutes be approved.

ACCEPTANCE OF CDIP PROGRESS MONITORING REPORT - It was recommended that the Paducah Board of Education receive the CDIP Progress Monitoring Report for August 2020 as presented by Will Black, Assistant Superintendent.

APPROVAL OF DATA SECURITY AND BREACH NOTIFICATION BEST PRACTICE GUIDE – It was recommended that the Paducah Board of Education approve and acknowledge the district's compliance with the KDE Data Security and Breach Notification Best Practice Guide as presented by Dale Weaver, Director of Technology.

APPROVAL OF EASTER SEALS AGREEMENT – It was recommended that the Paducah Board of Education approve the interagency agreement between Paducah Public Schools and Easter Seals West Kentucky in regard to the provision of the Community Work Transition Program (CBWTP), Pre-Ets and Transition Programs for the 2020-2021 school year.

ACCEPTANCE OF DISTRICT BRANDING STYLE GUIDE – It was recommended that the Paducah Board of Education accept the District Branding Style Guide.

APPROVAL OF AMENDMENT TO BOARD PROCEDURES – It was recommended that the Paducah Board of Education approve the KSBA Interim Procedure Service Update (#24-I). A copy of the recommended procedure changes is included with the agenda under separate cover. These are necessary due to the new Title IX Regulations. Per Board Policy 1.5, only one emergency reading is required. On May 19, 2020, the United States Department of Education published an extensive new regulatory amendment focusing on Title IX Sexual Harassment. The regulation sets forth specific definitions and requirements covering the Title IX grievance process. The regulation is effective August 14. In addition to the grievance process, the regulation requires new training, notices, and record keeping, among other requirements.

The motion was made by Mrs. Hancock and seconded by Mrs. Howard that the Board concur with the recommendations for the items included in the CONSENT AGENDA. The roll was called and all members present voted "Yes."

RECESS for a SPECIAL MEETING OF THE PADUCAH INDEPENDENT SCHOOL DISTRICT FINANCE CORPORATION

For approval of a Resolution authorizing the issuance of Paducah Independent School District Finance Corporation School Building Refunding Revenue Bonds, Series of 2020, advertising for sale of bonds and approving all other documents in connection with the sale and issuance of bonds.

ORDER NO. 132

APPROVAL OF SCHOOL OPENING PLAN

Dr. Shively recommended that the Paducah Board of Education approve the following Hybrid Start Plan to open school on August 24, 2020. All students will do virtual learning August 24, 25, and 26th. From August 27 through September 3, 2020 there will be a hybrid

schedule with half of the students who chose in-person learning attending on alternate days. Friday, September 4 will be the first day at school for all students to attend who chose in-person learning. The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

Following the vote, Chairman Dr. Carl LeBuhn shared his thoughts on the plan. "I think it's important for us to pay attention to the community rates, and we've done that. It looks like our community is at a reasonably safe rate to go back to school at this time. We recognize that situation may change. It may change next week, next month, it may not change, it may get better. We don't know, but I think we're going to stay very dialed into what is going on with the status of the pandemic in our community. I think we have to recognize that different communities in our state and even in our country are going to have to experience and react to this pandemic in different ways at different times."

He also said, "No plan that we put in place at this time is going to be risk-free. So I think we have to recognize that there are going to be students in our midst who contract COVID, there's going to be teachers that contract COVID, we just have to have a plan in place that mitigates that risk and prevents escalation of the problem."

Board member Mary Hunter Hancock made the following statement: "We would never have dreamed we would be in the situation we are today, but that doesn't negate the difficult decisions that must be made to move forward. We are fortunate to have health experts and educators on this panel. I don't fall into either of those categories, but I am a parent with three children in this district, and I have spent countless hours over the last few weeks having conversations with parents and teachers. I have heard the concerns on all sides, from families who have chosen to keep their children home to learn virtually, from parents who are desperate to get their children back in school so they can work, from teachers who are stressed because at this point they really just want to have a plan. The conversations I have not had are with the children in our district who have no voice. Our local Family Court Judge is worried about the children that typically enter her courtroom who have not been seen in over five months. A member of a ministry outreach team which served Paducah Public School students and their families says, "Our kids are weary. They need the affection that the teachers who love them give them daily. Our parents are weary." The realization that it is truly one public health crisis vs. another is overwhelming. While the virus itself is a threat to the health of our students, faculty and staff, we cannot ignore that hundreds of children within our district also face the threat of a lack of access to mental health services, food and nutrition, abuse reporting, and all students suffer from the lack of effective in-person learning and of socialization. The start of the school year is never easy; nerves run high. Throw a pandemic into it, and it's almost unbelievable. I, however, have not doubt that all of us will rise to the occasion and begin the year with confidence and a positive attitude. The plan laid out by the district in July which gives parents the choice of in-person learning, or virtual learning is at this time the best choice for our district. This everchanging COVID world in which we now live lends itself to an opportunity, an opportunity for our administrators, teachers, students and parents to lead with kindness and compassion over the coming months. As your School Board, we hope to be models who lead in this way. Please know we are here; we want to listen, and we want to make the most informed choices for each and every child in the Paducah Public School System."

#### ORDER NO. 133

##### APPROVAL OF CONTRACT WITH BAIRD

Dr. Shively recommended that the Paducah Board of Education approve an Engagement Contract with Baird to serve as Financial Advisor for the proposed refinancing of the Paducah Independent School District Finance Corporation School Building Revenue Bonds, Series 2009 and Series 2011. The motion was made by Dr. Hudson and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

#### ORDER NO. 134

##### APPROVAL OF RESOLUTION

Dr. Shively recommended that the Paducah Board of Education approve a Resolution authorizing a contract, rent and lease with the Paducah Independent School District Finance Corporation, and approve all other documents in connection with the proposed Paducah Independent School District Finance Corporation School Building Refunding Revenue Bonds, Series of 2020. The motion was made by Mrs. Howard and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

#### ORDER NO. 135

##### APPROVAL OF AMENDMENT OF BOARD POLICIES, KSBA POLICY UPDATE #43-I EMERGENCY READING

Dr. Shively recommended that the Paducah Board of Education receive and approve the KSBA Interim Policy Service Update (#43-I) as recommended. A copy of the recommended policy changes is included with the agenda under separate cover. Per Board Policy 1.5, only one emergency reading is required. These are necessary due to the new Title IX Regulations. Per Board Policy 1.5, only one emergency reading is required. On May 19, 2020, the United States Department of Education published an extensive new regulatory amendment focusing on Title IX Sexual Harassment. The regulation sets forth specific definitions and requirements covering the Title IX grievance process. The regulation is effective August 14. In addition to the grievance process, the regulation requires new training, notices, and record keeping, among other requirements. The motion was made by Mrs. Hancock and seconded by Dr. Hudson that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

#### ORDER NO. 136

##### APPROVAL OF CHANGE ORDER #3 (BG20-167)

Dr. Shively recommended that the Paducah Board of Education approve change order #3 for the Paducah Secure Vestibule Projects (BG20-167) as outlined by Eric Steva, JRA architects. The contract sum will be increased by this change order in the amount of \$8,765.75. There is no schedule impact. This change order is for several items discovered during demolition. (ASI 008 –

Modifications to McNabb ES to extend plumbing supply lines to new location and install a hot water circulating pump - \$7,081.70 ASI 009 – Modifications to McNabb ES for additional marker & tack board to hide glue spots from previous boards - \$1,684.05). The motion was made by Dr. Hudson and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 137

APPROVAL OF PAYMENT TO CONTRACTORS (BG20-167)

Dr. Shively recommended that the Paducah Board of Education approve the following payments for the Secure Vestibule Projects (BG 20-167):

\$48,877.20 to M.P. Lawson Construction, construction services

\$3,014.63 to JRA Architects, professional services.

The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 138

APPROVAL OF PAYMENT DIRECT PURCHASE ORDER (BG20-167)

Dr. Shively recommended that the Paducah Board of Education approve the payment of \$3,293.03 for DPO 202006-01 Commercial Door & Hardware, materials for the Secure Vestibule Projects (BG20-167). The motion was made by Mrs. Hancock and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 139

APPROVAL OF PAYMENT TO CONTRACTORS

Dr. Shively recommended that the Paducah Board of Education approve the payments to contractors as outlined below:

Application #21 for the BG17-179 Innovation Hub Project -

Payment to Contractor Ray Black & Son: \$679,705.74

Suppliers paid direct from their purchase orders/invoices as recommended by Ray Black & Son:

|                             |              |
|-----------------------------|--------------|
| Negwer Materials            | \$7,399.47   |
| Sherwin Williams            | \$791.22     |
| Vulcan Fire                 | \$500.00     |
| Federal Materials (Wilkins) | \$25,371.00  |
| Total Due                   | \$713,767.43 |

Additional Payments:

Payment to JRA Architects: \$15,055.53

Payment to Moxie Mod: \$15,204.00

Payment to Southern A&I Equipment: \$4,141.90

Payment to Performance Commissioning Agency: \$4,500.00

The motion was made by Mrs. Hancock and seconded by Dr. Akojie that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 140

APPROVAL OF CHANGE ORDER #17

Dr. Shively recommended that the Paducah Board of Education approve the Change Order #17 for the Paducah Innovation Hub as outlined by JRA, Architects. The contract sum will be increased by this change order in the amount of \$6,800.39. (PCO 066, 067, 068, 069). The motion was made by Mrs. Howard and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 141

APPROVAL OF AGREEMENT

Dr. Shively recommended that the Paducah Board of Education approve the renewal of the Collaboration Agreement with Equal Opportunity Schools for the 2020-2021 school year. Our district is working with EOS to increase the number of minority and low-income students enrolled in Advanced Placement course. The motion was made by Mrs. Hancock and seconded by Dr. Hudson that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 142

ACTION TO GO INTO EXECUTIVE SESSION

Dr. LeBuhn announced the need to go into executive session for the discussion of property and potential litigation. The motion was made by Dr. Hudson and seconded by Mrs. Hancock that the Board go into executive session. The roll was called and all members present voted “Yes.” Donald Shively, Carl LeBuhn, Mary Hunter Hancock, Janice Howard, James Hudson, Felix Akojie, Will Black, Nicholas Holland, and Lisa Chappell were present for the executive session.

ORDER NO. 143

ACTION TO RETURN TO OPEN SESSION

The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board return to open session. The roll was called and all members present voted “Yes.”

ORDER NO. 144

ACTION TO ADJOURN

The motion was made by Mrs. Howard and seconded by Dr. Akojie that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 6:37 p.m.

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
Secretary

The requirements of KRS 61.810, 61.815, 61.820 and 61.823 were complied with relative to the foregoing meeting.