

PROCEEDINGS  
OF THE BOARD OF EDUCATION  
Paducah, Kentucky  
REGULAR MEETING  
December 19, 2016

A regular meeting of the Board of Education of the Paducah Independent School District was held at the Clark Elementary School, 3401 Buckner Lane, Paducah, Kentucky, on Monday, December 19, 2016 at 6:00 p.m.

ROLL CALL

Members Present: Felix Akojie, Carl LeBuhn, and Danette Humphrey

Absent: Rose Lowery, Janice Howard

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

Julie Huff, Treasurer

William Black, Instruction/Assistant Superintendent

Dale Weaver, IT

Troy Brock, DPP

Amie Tooley, Special Programs

Kristy Lewis, Head Start

Wayne Walden, Community Relations

Nicholas Holland, Attorney

Other staff and administrators

Parents and students

Media

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

ORDER NO. 147

APPROVAL OF AGENDA

The agenda was presented. The motion was made by Dr. Akojie and seconded by Mrs. Humphrey that the Board concur with the recommendation of the superintendent and approve the agenda as presented. The roll was called and all members present voted "yes".

Donald Shively welcomed the crowd and noted the upcoming traveling board meetings. Stacey Overlin, principal of Paducah Middle School, gave a presentation on the new initiatives and opportunities for students. PMS is offering advanced, high school-level classes to eighth-graders who were ready for them, including Spanish I, French I and geometry. They recently added classes in computer coding and programming and a Lego robotics club with a continued focus on the arts, with about half of its students involved in some sort of music class.

Musical performance by the Clark Elementary School Choir, Dale Julian director.

SPECIAL RECOGNITIONS

Paducah Tilghman High School Early Graduate Marissa Elizabeth Russian was presented her diploma by Art Davis, principal.

ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Director of Pupil Personnel Troy Brock presented the attendance report.

Highest percent attendance – Clark with 96.19%

|                |        |
|----------------|--------|
| McNabb         | 95.94% |
| Morgan         | 95.92% |
| Paducah Middle | 95.59% |
| PTHS           | 93.49% |

Choices 81.70% up .92% versus last month and 1.32% versus last year  
 Districtwide 94.97%  
 Cumulative 95.89% - down .28% versus last month

Enrollment is 2980 versus 2949 last year (up 31)

Greatest increase at grades 4 (19), 6 (55), and 11 (39)

Greatest decrease at grades 5 (28), 7 (30) and 12 (60)

ADA for the month is 2691.65 versus 2621.98 last year – increase of 69.67

Cumulative ADA is 2731.49 – up 83.43 versus last year.

Julie Huff presented the financial report following the recent audit. Contingency = 14%.

| General Fund Revenue   |               | General Fund Expenditures |               | Summary                     |            |
|------------------------|---------------|---------------------------|---------------|-----------------------------|------------|
| Beginning Balance      | \$ 4,260,077  | District Expenses         | \$ 22,194,459 | Total General Fund Revenue  | 26,350,764 |
| Receipts               | 22,090,687    | On-behalf (from State)    | 5,048,684     | Total General Fund Expenses | 22,194,459 |
| On-behalf (from State) | 5,048,684     | Total Expenses            | \$ 27,243,143 | Difference (Carry forward)  | 4,156,305  |
| Total Revenue          | \$ 31,399,448 | Net of On-behalf          | \$ 22,194,459 |                             |            |
| Net of On-behalf       | \$ 26,350,764 |                           |               |                             |            |

| Carry forward balances |            | General Fund Revenue Sources |  |
|------------------------|------------|------------------------------|--|
| July 1, 2005           | \$ 673,358 |                              |  |
| July 1, 2006           | 1,753,753  |                              |  |
| July 1, 2007           | 2,296,830  |                              |  |
| July 1, 2008           | 2,598,734  |                              |  |
| July 1, 2009           | 2,686,419  |                              |  |
| July 1, 2010           | 2,810,584  |                              |  |
| July 1, 2011           | 1,970,046  |                              |  |
| July 1, 2012           | 900,253    |                              |  |
| July 1, 2013           | 1,545,701  |                              |  |
| July 1, 2014           | 2,682,738  |                              |  |
| July 1, 2015           | 4,260,077  |                              |  |
| July 1, 2016           | 4,156,305  |                              |  |

| General Fund Expenses |  | Food Service      |              |
|-----------------------|--|-------------------|--------------|
|                       |  | Beginning Balance | \$ 286,389   |
|                       |  | On-behalf         | 135,522      |
|                       |  | Receipts          | 2,301,842    |
|                       |  | Total Revenue     | \$ 2,723,753 |
|                       |  | Expenses          | \$ 2,376,669 |
|                       |  | On-behalf         | 135,522      |
|                       |  | Total Expenses    | \$ 2,512,191 |
|                       |  | Carry forward     | \$ 211,562   |

Kristy Lewis announced that Paducah Head Start has earned a 5-Star rating from the state for its quality of services and commitment to continuous improvement. The rating came from Kentucky All STARS, the state's expanded quality rating and improvement system for early child care and education programs. All state-funded preschools entered the All STARS system this summer at a STARS level 3. Paducah Head Start moved up to STARS level 5 by earning the highest score possible when evaluated for Kentucky's Early Childhood Standards and research-based indicators of quality.

Assistant Superintendent Will Black introduced the elementary principals who presented their School Improvement Summary to the Board.



### Clark Elementary School School Improvement Summary

December 19, 2016

#### 2016-2017 Next Steps

1. Continue doing what works with fidelity
2. Improve school-wide writing
3. Hire the best teachers to replace those who retire

#### 2015-2016 Accountability Reflection

- Distinguished!!
- Non-Negotiables
  - Accelerated Math
  - Accelerated Reader best practices
  - 30 min of independent reading
  - Student data folders
  - Writing about what you read

#### 2016-2017 Needs Assessment

- Writing
  - All subject areas
  - All grades
- Science
  - New Standards
  - New Test
  - New Approach
- New faculty
  - Team Building
  - Professional Development



### Morgan Elementary School Improvement Summary

December 19, 2016

#### 2016-2017 Next Steps

- Weekly monitoring of reading
- School-wide writing focus with weekly monitoring of writing at grades 2<sup>nd</sup> through 5<sup>th</sup>
- Check & Connect with identified students daily (Behavior and RTI)
- PLC's – continue the process of reviewing data and tweaking the areas of need

#### 2015-2016 Accountability Reflection

- Overall Accountability Score: 61.3 (+3pts)
- Reading Achievement Score: 54.9 (+5.4 pts)
- Math Achievement Score: 62.8 (+6.4 pts)
- SS Achievement Score: 58.1 (-13.9 pts)
- ODW Score: 38.8 (-9.5 pts)
- Language Mechanics: 50 (+12.1)
- Gap Score: 39.5 (+5.7 pts)
- Growth Score: 55.4 (+1.1 pts)
- Met AMO Goal

#### 2016-2017 Needs Assessment

- Areas of need:
- Reduce novice in reading
  - Identify "bubble students" to move to the next level
  - Increase Social Studies achievement
  - Writing Program - K-5
  - Identify students needing extra supports
  - Recruit and retain



### McNabb Elementary School Improvement Summary

December 19, 2016

#### 2016-2017 Next Steps

Know each staff member and child by name and need.

| Reading   | Math   | Writing   |
|---|--|---|
| <ul style="list-style-type: none"> <li>• SFA Refinement</li> <li>• RTI – Tier 2</li> <li>• Alignment with 21<sup>st</sup> Century, 9<sup>th</sup> Street Church of Christ, and Boys and Girls Club</li> <li>• On-going PD, Support, and Feedback</li> <li>• Inform and engage parents and community resources</li> <li>• Celebrate ATB</li> </ul> | <ul style="list-style-type: none"> <li>• Calendar Time</li> <li>• RTI – Tier 2</li> <li>• Math Fluency</li> <li>• Alignment with 21<sup>st</sup> Century, 9<sup>th</sup> Street Church of Christ, and Boys and Girls Club</li> <li>• On-going PD, Support, and Feedback</li> <li>• Inform and engage parents and community resources</li> <li>• Celebrate ATB</li> </ul> | <ul style="list-style-type: none"> <li>• Alignment of extended responses with SFA</li> <li>• Weekly writing practices with math</li> <li>• Weekly short answer practice for 3<sup>rd</sup> grade</li> <li>• On-going PD, Support, and Feedback</li> <li>• Inform and engage parents and community resources</li> <li>• Celebrate ATB</li> </ul> |

#### 2015-2016 Accountability Reflection

- Reading Achievement improved slightly.
- Math and Social Studies went down slightly.
- On-demand writing and Language Mechanics – significant decrease in scores.

#### 2016-2017 Needs Assessment

- Reduce novices in reading and math and increase proficient and distinguish.
- Understand and use data.
- Improve classroom management and behavior response to intervention (Rti).
- Improve time management – meaningful meetings and trainings, grab and go strategies.

HEARINGS OF INDIVIDUALS AND GROUPS

There were none.

ORDER NO. 148

APPROVAL CONSENT AGENDA ITEMS

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

APPROVAL OF BILLS AND REGULAR DISBURSEMENTS - A listing of the disbursements for December 2016 was given to Board members with the agenda. Checks: 97669-97901 Voids: 97600, 97343, 97313, 97594  
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 November 30, 2016 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 November 30, 2016 were presented. It was recommended that the Working Budget Adjustments be received.

DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held November 21, 2016 were included with the agenda for Board review. It was recommended that the minutes be approved.

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 November 21, 2016.

I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. TERMINATIONS

- Barner, Vanacia Resignation accepted. 01/01/17
- Deboe, Wilford Resignation accepted to effect retirement. 07/01/17
- Dillard, Howard Resignation accepted. 12/22/16
- Kersey, Betty Resignation accepted to effect retirement. 07/01/17

B. STATUS CHANGE/REASSIGNMENTS/ EXTRA DUTY ASSIGNMENTS/TRANSFERS

- Bass, Darrell Classified Food Service Assistant Substitute to Full-time Food Service Assistant 1, Morgan Elementary School, \$10.24 per hour. 11/21/16
- Johnson, Kelly Position Change: from Substitute Instructional Assistant I, McNabb Elementary School to Full-time Instructional Assistant I, McNabb Elementary School, \$12.54 per hour. 11/30/16
- Mayes, Ruth Position Change: from Classified Food Service Assistant Substitute to Full-time Food Service Assistant 1, Paducah Middle School, \$10.24 per hour. 11/21/16
- Langley, Carolyn Position Change: from Classified Food Service Assistant Substitute to Full-time Food Service Assistant 1, McNabb Elementary School, \$10.24 per hour. 11/21/16
- Livesay, Michele Position Change: from Classified Food Service Assistant Substitute to Full-time Food Service Assistant 1, Paducah Tilghman High School, \$10.24 per hour. 11/21/16
- Lynn, Vincent Position Change: from Substitute Custodian, District, to Full-time Custodian, Paducah Tilghman High School, \$12.31 per hour. 11/21/16
- Sains, Addonis Transfer: from McNabb Elementary School, Food Service Assistant 1 to Paducah Tilghman High School, Food Service Assistant 1. 11/21/16
- Warfield, Brandon Additional Assignment: Assistant Coach Boys Basketball Elementary Program, \$750.00 per year. 11/01/16

C. EMPLOYMENT

- Adams, Joseph Instructional Assistant I, McNabb Elementary School, \$12.54 per hour. January 2017 through May 2017. 1/4/17
- Armstrong, Aleshia Head Start Instructional Assistant I, Head Start Preschool, \$12.54 per hour. 12/05/16
- Benberry, LaToya FRYSC Coordinator I, McNabb Elementary School, \$38,140 per year, 0 years of experience. 01/03/17
- Brown, Regina Clerical Substitute, District, \$11.50 per hour as needed, 20+ years of experience. 12/01/16
- Foxley, Racheal Substitute Instructional Assistant I, District, \$8.10 per hour as needed. 11/29/16
- Jackson, Tracie Clerical Substitute, District, \$11.50 per hour as needed. 20+ years of experience. 12/01/16
- McKinney, Kimberly Bus Monitor, Annex, \$9.59 per hour as needed. 12/06/16
- Parker, Carolyn Substitute Instructional Assistant I, District, \$8.10 per hour as needed. 12/01/16
- Pratt, Bettye Head Start Classroom Classified Substitute, Head Start, \$8.10 per hour as needed. 12/01/16
- Tucker, Meagan Instructional Assistant I, Clark Elementary School, \$12.54 per hour. 12/12/16

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. TERMINATIONS

- Bundy, Jeanne Resignation accepted to effect retirement. 11/01/16
- Glass, Karen Resignation accepted to effect retirement. 01/01/17
- Sharp, Cindy Resignation accepted to effect retirement. 07/01/17

B. EXTRA-DUTY ASSIGNMENTS/CHANGES IN STATUS/TRANSFERS

- Brown, Evan Additional Assignment: Assistant Coach Boys Basketball Elementary Program, \$750.00 per year. 11/01/16

Prewitt, Maggie Position change: from Instructional Assistant I, Clark Elementary School to Teacher, Clark Elementary School, Rank III-\$39, 397, 0 years of experience. 01/04/17  
White, Terrie Position Change: From Instructional Assistant I, McNabb Elementary School to Teacher, McNabb Elementary School, Rank II-\$43,408 per year with 13 years of experience.11/17/16

C. EMPLOYMENT

Browning, Richard Substitute Teacher, District, Rank 4, \$67.50 per day as needed. 12/01/16  
Lawrence, Natalie Substitute Teacher, District, Rank 4, \$67.50 per day as needed. 12/12/16  
Lovera, Jose Luis Substitute Teacher, District, Rank 4, \$67.50 per day as needed. 12/01/16  
Watkins, Kelly Health Occupations Teacher, Paducah Tilghman High School, Rank III, 0 years of experience, \$84.28 per day. 11/28/16

APPROVAL OF LEAVE OF ABSENCE - It was recommended that the Paducah Board of Education grant a leave of absence to the following staff members as requested: Trina Ball, Nov. 4 to Dec. 5, 2016; Kelly Davis, Dec. 12-21, 2016; Sarah Rosie Meredith, Nov. 23 to Dec. 20, 2016; Amanda Shumpert, Nov. 22 to Dec. 13, 2016; Kimberly Yates, Jan. 3, 2017 to ?.

ACCEPTANCE OF HEAD START REPORTS - It was recommended that the Paducah Board of Education accept and approve the director's report, education report, family services report, shared governance report and the non federal shares report as presented by Kristy Lewis, director.

ACCEPTANCE OF CDIP PROGRESS MONITORING REPORT - It was recommended that the Paducah Board of Education receive the CDIP Progress Monitoring Report for December 2016 as presented by Will Black, Assistant Superintendent.

APPROVAL OF EARLY GRADUATE - It was recommended that the Paducah Board of Education approve the Paducah Tilghman High School graduate as recommended by principal Art Davis: Marissa Elizabeth Russian

ACCEPTANCE OF 2016-2017 NUTRITION AND PHYSICAL ACTIVITY REPORT - It was recommended that the Paducah Board of Education accept the Nutrition and Physical Activity Report for as presented by Lynsi Barnhill, director of Food Service.

APPROVAL OF FINANCIAL AUDIT REPORTS - It was recommended that the Paducah Board of Education receive the financial audit reports prepared by Williams, Williams and Lentz for FY ending June 30, 2016.

APPROVAL OF SUPPLEMENTAL PAY SCHEDULE - It was recommended that the Paducah Board of Education approve the updated pay schedule for Paducah Tilghman High School baseball and softball coaches: Head Coach \$7500.00; Assistant Coach \$3000.00, and Freshman Coach \$1750.00.

The motion was made by Mrs. Howard and seconded by Dr. Akojie 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."

ORDER NO. 149

APPROVAL OF

BOARD OF EDUCATION MEMBER TRAINING AND TRAVEL EXPENSES

Mr. Shively recommended that the Paducah Board of Education approve the Board of Education Member Out of District Training and Travel Expenses for Required Training in 2017.

The motion was made by Mrs. Humphrey 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. 150

APPROVAL OF

SCHOOL CALENDAR FOR 2017-2018

Mr. Shively recommended that the Paducah Board of Education approve the School Calendar for 2017-2018 as presented by Troy Brock.

2017

|                |  |
|----------------|--|
| August 7-8     | Flexible Professional Development Day (No Students)          |
| August 9       | Opening Day (No Students)                                    |
| August 10      | First Day for Students                                       |
| September 1    | District Mandated Professional Development Day (No Students) |
| September 4    | Labor Day Holiday (No School)                                |
| October 9-13   | Fall Break (No School)                                       |
| November 22-24 | Thanksgiving Break (No School)                               |
| December 21-30 | Christmas Holiday/Break (No School)                          |

2018

|            |  |
|------------|--|
| January 1  | New Year's Holiday (No School)                                     |
| January 2  | Flexible Professional Development Day (No Students)                |
| January 15 | Martin Luther King, Jr. Holiday ((No School – All offices Closed)) |
| March 9    | Flexible Professional Development Day (No Students)                |
| April 2-6  | Spring Break (No School)   |
| May 18     | Last Day for Students  |
| May 21     | Closing Day (No Students)  |
| May 23-31  | Inclement Weather Make Up Days                                     |
| May 28     | Memorial Day (All Offices Closed)                                  |
| June 1-11  | Inclement Weather Make Up Days                                     |

Totals: 176 Instructional Days, 187 Teacher Contract Days

The motion was made by Mrs. Humphrey 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. 151

ACCEPTANCE OF

COMPREHENSIVE DISTRICT IMPROVEMENT PLAN REVISIONS

Mr. Shively recommended that the Paducah Board of Education accept the revisions for the Comprehensive District Improvement Plan as presented by William Black, Assistant Superintendent of Instructional Programs for 2016-2017. Our district has refined some of the strategies for accomplishing our CDIP goals. A final copy of the Comprehensive District Improvement Plan including approved revisions will be submitted to the board in January.

The motion was made by Mrs. Humphrey 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. 152

ACCEPTANCE OF

NEW SUPPLEMENT (HEALTH SCIENCE LIAISON)

Mr. Shively recommended that the Paducah Board of Education approve the new supplement for the position of Health Science Liaison. The Health Science Liaison is a position that will help align the Health Occupations program with the workforce needs of the local healthcare industry as well as the requirements of the Medicaid Nurse Aid (MNA) certification. The position will pay \$5,000 yearly.

The motion was made by Mrs. Humphrey 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. 153

ACTION TO GO INTO EXECUTIVE SESSION

Dr. LeBuhn announced that the Board needed to go into executive session for the purpose of discussion of personnel, litigation. The motion was made by Mrs. Humphrey and seconded by Dr. Akojie that the Board go into executive session. The roll was called and all members present voted "Yes."

ORDER NO. 154

ACTION TO RETURN TO OPEN SESSION

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

Felix Akojie, Danette Humphrey, Carl LeBuhn, Donald Shively, Lisa Chappell, Will Black were present for the executive session.

ORDER NO. 155

ACTION TO ADJOURN

The motion was made by Dr. Akojie and seconded by Mrs. Humphrey that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 7:49 p.m.

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
Secretary

NOTE: Recently elected board members James Hudson and Carl LeBuhn were officially sworn in by Nicholas Holland. Janice Howard will be sworn in this week at Holland's office. There will be a ceremonial swearing in at the January board meeting.

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