

PROCEEDINGS  
OF THE BOARD OF EDUCATION  
Paducah, Kentucky  
REGULAR MEETING  
December 21, 2020

A regular meeting of the Board of Education of the Paducah Independent School District was held in the Seminar Room of the Innovation Hub, 500 S. 25<sup>th</sup> Street, Paducah, Kentucky, on Monday, December 21, 2020 at 5:00 p.m.

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

ROLL CALL

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

Absent: Janice Howard

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

William Black, Instruction/Assistant Superintendent

Dale Weaver, IT

Troy Brock, DPP

Nicholas Holland, Attorney

Wayne Walden, Community Relations

Chad Jezik, Facilities

Kristy Lewis, Head Start

Eric Steva, JRA Architects

Heather Anderson, Transitional Student Services (virtual)

Lynsi Barnhill, School Nutrition (virtual)

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

ORDER NO. 208

APPROVAL OF AGENDA

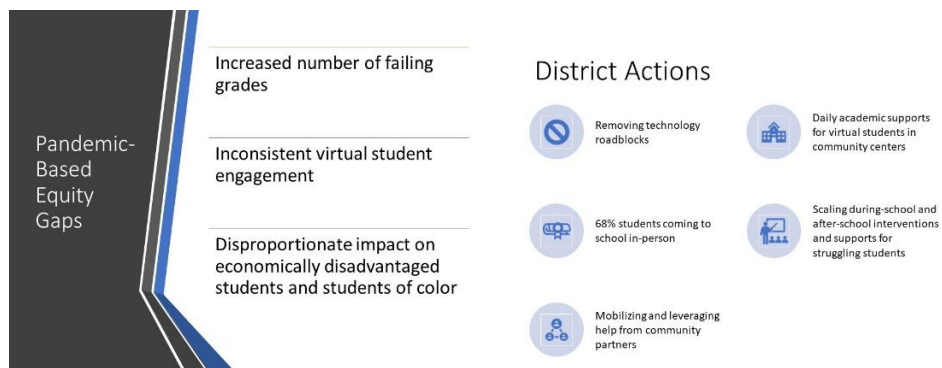
The agenda was presented. The motion was made by Dr. Akojie and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent and approve the agenda as presented. The roll was called and all members present voted "yes".

ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Transitional Students Services Director Heather Anderson and Director of School Nutrition Lynsi Barnhill showcased the new STAY van that will be used by the Transitional Student Services program. The STAY van is a collaboration between Paducah Public Schools' departments of School Nutrition and Transitional Student Services. The STAY program – School Transition Assistance for Youth, and its purpose is to meet the food and security needs of at-risk students. The van enables Anderson to have a mobile office and supply room that provides access to needed technology and supplies for at-risk students, with the elimination of transportation barriers. Anderson anticipates that increased mobility will give her the ability to reach more students. She is currently aware of 100 such students, and expects more this winter. The van was purchased and stocked using donations from our community.

Kristy Lewis, director, and Eric Steva, JRA Architects presented the initial design plans for the new Paducah Head Start building to be located on Otis Dinning Drive adjacent to Paducah Tilghman High School.

Mr. Black presented a report on the District Racial Equity Initiative.



First Steps:

- Acknowledgment of the problem
- Collaborative, research-based approach
- Commitment to find solutions

University of Kentucky Civil Rights Initiative – a collaborative project with the NAACP, with a goal to bring theory into practice around the issues of equity in a community-based approach. Working with Dr. Gregory Vincent at UK and Dr. Roger Cleveland, Kentucky State University.

Next steps: finalize partnerships, form an Equity Advisory Committee, begin a district equity audit.

HEARINGS OF INDIVIDUALS AND GROUPS

JW Cleary, Paducah McCracken NAACP and Andiamo White joined virtually and expressed concerns regarding Dr. Shively and the Board.

ORDER NO. 209

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 November 16, 2020.

*I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT*

A. Terminations

Ball, Trina	Resignation accepted: Bus Driver, Transportation Department.	12/02/20
Darnall, Brittany	Resignation accepted: School Nutrition Assistant I, Paducah Head Start Preschool.	12/18/20
Fleming, Steve	Resignation accepted: Bus Driver, Transportation Department.	11/17/20
Gregory, Angela	Resignation accepted: Secretary, Paducah Tilghman High School.	11/23/20
Mayes, Ruth	Resignation accepted: School Nutrition Assistant I, Paducah Middle School.	12/11/20
McGee, Dashuna	Resignation accepted: School Nutrition Assistant I, Paducah Tilghman High School.	11/06/20
Merrett, Ella	Resignation accepted to effect retirement: Instructional Assistant I, Paducah Head Start Preschool.	12/31/20
Rowton, Ethan	Resignation accepted: Assistant Tennis Coach, Paducah Tilghman High School.	11/19/20
Smith, Rose	Other: Deceased, Bus Monitor, Paducah Head Start Preschool.	11/09/20

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

Fountain, Fredrick	Position Change: From Substitute Instructional Assistant, Districtwide, I to Instructional Assistant I, Paducah Middle School, \$12.66 per hour.	11/16/20
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C. Employment

Terrell, Tyler	Employment: Assistant Football Coach, Paducah Tilghman High School, \$1,000.00 per year.	09/01/20
Townsley, Jade	Employment: Clerical Substitute, Districtwide, \$8.10 per hour.	12/01/20

II. *CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT*

A. *Terminations*

Adams, Keith	Resignation accepted to effect retirement: Teacher, Paducah Tilghman High School.	06/30/21
Armstrong, Karen	Resignation accepted to effect retirement: Teacher, Clark Elementary School.	06/30/21
Hack, Kelly	Resignation accepted to effect retirement: Teacher, Paducah Tilghman High School.	08/31/21
Harris, Lynette	Resignation accepted: Speech Team Coach, Paducah Middle School.	11/17/20
Wynne, Christine	Resignation accepted to effect retirement: Teacher, Paducah Tilghman High School.	06/30/21

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

Bertram, Sherry	Additional Assignment: ESS Tutor - Math, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/19/20
Bussell, Darrica	Additional Assignment: ESS Tutor, McNabb Elementary School, \$10.00 per hour.	11/30/20
Crowe, Amy	Additional Assignment: ESS Tutor – for all subjects, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/18/20
Davidson, Tracy	Additional Assignment: Chess Coach, Paducah Middle School, \$1,000.00 per year.	11/18/20
Day, Diana	Additional Assignment: ESS Tutor - Math, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/18/20
Donaldson, Shanetha	Additional Assignment: ESS Tutor - Math, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	12/01/20
Everly, McKayla	Additional Assignment: ESS Tutor – Technology/All, Paducah Middle School, \$25.00 per hour, maximum 2 hours.	11/19/20
Farrell, Kathleen	Additional Assignment: ESS Tutor – Reading/Language Arts, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/19/20
Gentry, Jeffrey	Additional Assignment: ESS Tutor – Social Studies, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/24/20
Goehman, Emily	Additional Assignment: ESS Tutor – Math, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/23/20
Harris, Lynette	Additional Assignment: ESS Tutor - Science/Reading, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/18/20
Hayden, Terrin	Additional Assignment: ESS Tutor – for all subjects, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/18/20
Howard, Dylan	Additional Assignment: ESS Tutor – Social Studies, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/24/20
Humphrey, Danette	Additional Assignment: ESS Tutor - all subjects, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/19/20
Johnson, Jennifer	Additional Assignment: ESS Tutor - Spanish/French, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/18/20
Meadows, Heath	Additional Assignment: ESS Tutor - Social Studies/Reading, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/18/20
McGahan, Terra	Additional Assignment: Chess Coach, McNabb Elementary School, \$750.00 per year.	08/10/20

Powell Thompson, Triska	Additional Assignment: ESS Tutor - Social Studies/Reading, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/19/20
Ringstaff, Jessica	Additional Assignment: ESS Tutor - for all subjects, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/18/20
Sauer, Teresa	Additional Assignment: ESS Tutor for Art, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/18/20
Steele, Robert	Additional Assignment: Chess Coach, Morgan Elementary School, \$750.00 per year.	08/10/20
Weathers, Marisa	Additional Assignment: ESS Tutor – Language Arts/Reading, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	11/20/20
Yarbrough, Shawn	Additional Assignment: ESS Tutor – All Subjects, Paducah Middle School, \$25.00 per hour, maximum 2 hours per day.	12/03/20

C. EMPLOYMENT

Maines, Makenzie	Employment: Teacher, McNabb Elementary School, Rank III, 0 years of experience.	01/04/21
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DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held November 16, 2020 and the special meetings held November 16, November 23, December 1 and December 11, 2020 were included with the agenda for Board review. It was recommended that the minutes be approved.

APPROVAL OF BILLS AND REGULAR DISBURSEMENTS - A listing of the disbursements was given to Board members with the agenda. Checks: 107880-108061 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, 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 November 30, 2020 were presented. It was recommended that the Working Budget Adjustments be received.

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

ACCEPTANCE OF FINANCIAL AUDIT REPORTS - It was recommended that the Paducah Board of Education receive the audit reports prepared by Williams, Williams, and Lentz for FY ending June 30, 2020. Under separate cover.

APPROVAL OF NON-CONTRACT DAYS - It was recommended that the Paducah Board of Education approve the following non contract days for the superintendent: half days on December 7 and December 10, 2020.

APPROVAL OF HEAD START REPORTS – It was recommended that the Paducah Board of Education accept and approve the following items as presented by Kristy Lewis, Director: Directors Report, Manager Report, Financial Reports, Non Federal Share, Shared Governance, Supplemental Grant Application, and Non Federal Share Waiver for Supplemental Application.

The motion was made by Dr. Hudson 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. 210

APPROVAL OF CONTINUATION OF THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) upon January 1, 2021

Dr. Shively recommended that the Paducah Board of Education approve ten (10) paid emergency days to replace the emergency paid sick leave outlined in the Families First Coronavirus Response Act (FFCRA) which is set to expire on December 31, 2020. The emergency days will be provided for the same qualifying reasons and paid in the same manner as currently outlined in the FFCRA. Any employees that have taken paid sick leave pursuant to FFCRA will only be eligible for this leave to the extent that they did not exhaust paid sick leave under the FFCRA. If the Families First Coronavirus Response Act is extended, then the District will continue to follow the Act as outlined. The motion was made by Dr. Akojie 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. 211

ACCEPTANCE OF AMENDMENT TO BOARD POLICY, FIRST READING (08.113 Graduation Requirements)

Dr. Shively recommended that the Paducah Board of Education accept for first reading, revised policy 08.113 Graduation Requirements, as presented by Troy Brock, DPP. Revisions to this policy include the creation of a Paducah Independent Schools diploma. This diploma is an alternative to a Paducah Tilghman High School diploma and requires students to earn the state minimum of 22 credits. Additional revisions are recommended by KSBA in response to SB158 passed by the General Assembly during the 2020 legislative session. The motion was made by Dr. Akojie 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. 212

APPROVAL OF CHANGE ORDER #24 (BG 17-179)

Dr. Shively recommended that the Paducah Board of Education approve change order #24 for the Innovation Hub Project as outlined by Matt Deluca, JRA Architects. The contract sum will be increased by this change order in the amount of \$410.36. This change order includes a cost add to the original contract amount as a result of PCO 086, which adds a translucent exterior window film to the windows as Vestibule 100A1. This will prevent sightlines to the structure and mechanical units above the vestibule ceiling from the exterior of the building. 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. 213

APPROVAL OF CHANGE ORDER #25 (BG 17-179)

Dr. Shively recommended that the Paducah Board of Education approve change order #25 for the Innovation Hub Project as outlined by Matt Deluca, JRA Architects. The contract sum will be increased by this change order in the amount of \$48,076.64. This change order reflects PCO 087 which encompasses. The motion was made by Dr. Akojie 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. 214

APPROVAL OF PAYMENTS TO CONTRACTOR (BG 20-167)

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

\$24,044.59 to M.P. Lawson Construction for construction services (payment #6)  
\$2,160.20 to JRA Architects for professional services  
Direct Purchase Orders:  
202006-01 Commercial Door has three (3) invoices for a total of \$1,423.60  
202006-02 US Specialties has one (1) invoice for a total of \$43,500.00  
202006-04 Wholesale Glass has six (6) invoices for a total of \$4,563.75

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. 215

APPROVAL OF CHANGE ORDER #1 (BG 20-166)

Dr. Shively recommended that the Paducah Board of Education approve change order #1 for the Art Building Project (20-166) as outlined by Eric Steva, JRA Architects. The contract sum will be increased by this change order in the amount of \$5,811.16. This change order reflects the following:

PR-01 Dry Vent at Training room for \$767.07. PR-02 to repair the exterior soffit and add EIFS finish system to it for \$1,484.18. PR-03 to include the metal stud framing & labor to infill the window for \$1,193.82. RFI-02 to replaced rusted door frame 104A and add frame 108D for \$839.72. RFI-03 to replace existing non-ADA Hardware for \$1,526.37.

The motion was made by Dr. Hudson 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. 216

APPROVAL OF PAYMENT TO CONTRACTORS (BG 20-166)

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

\$82,614.15 Payment #1 to Ray Black and Sons  
Additional payments:  
\$1,750.00 and \$10,087.50 to Summit Environmental  
\$720.50 to Bacon Farmer Workman Engineering  
Direct Purchase Orders:  
DPO PPS202006-05 Air Mechanical Sales 4 invoices for a total payment of \$4,803.00

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. 217

APPROVAL OF PURCHASE OF PROPERTY (BG 20-235)

Dr. Shively recommended that the Paducah Board of Education approve the purchase of the following real property for the location of the new Paducah Head Start Preschool (BG 20-235) pending final approval by the Kentucky Department of Education:  
2110 Washington Street \$49,350.00

The motion was made by Dr. Akojie 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. 218

ACCEPTANCE OF COMPREHENSIVE DISTRICT IMPROVEMENT PLAN REVISIONS

Dr. Shively recommended that the Paducah Board of Education accept the draft to the 2020-2021 Comprehensive District Improvement Plan as presented by Will Black, Assistant Superintendent of Instructional Programs.

The motion was made by Dr. Akojie 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."

There was no need for executive session.

OPEN DISCUSSION:

Dr. Shively discussed the plans for the COVID-19 vaccine distribution to the district staff. A plan has been outlined by a group consisting Chiffon Winston (classified), Mattie Morris (certified), Troy Brock (DPP), Kristy Lewis (Head Start) and Tonya Keeling (district health coordinator). An email survey was sent to all staff regarding the vaccine. Our roster for vaccinations will be sent by Dec. 30. The district is working with the Paducah Police Department on our safety resource officer at the high school.

ORDER NO. 219

ACTION TO ADJOURN

The motion was made by Dr. Hudson and seconded by Dr. Akojie that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 6:42 p.m.

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Chairman

\_\_\_\_\_  
Secretary

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