

PROCEEDINGS  
OF THE BOARD OF EDUCATION  
Paducah, Kentucky  
REGULAR MEETING  
June 15, 2020

A regular meeting of the Board of Education of the Paducah Independent School District was held at the Central Office, 800 Caldwell Street, Paducah, Kentucky, on Monday, June 15, 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: Carl LeBuhn, Mary Hunter Hancock; James Hudson Janice Howard

Absent: Felix Akojie

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

William Black, Instruction/Assistant Superintendent

Nicholas Holland, Attorney

Dale Weaver, IT

Drew Conyer, IT

Troy Brock, DPP

Kristy Lewis, Head Start

Angela Copeland, Finance

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

ORDER NO. 96

APPROVAL OF AGENDA

The agenda was presented with Item 6.9 Change Order to be added. The motion was made by Mrs. Howard and seconded by Mrs. Hancock 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

Update of the Non-Traditional Instruction (NTI) and planning for the 2020 school year presented by Will Black.

Kristy Lewis, Paducah Head Start presented the Preschool NTI updates and the status of the planning for the new facility. The new Head Start building will have 16 classrooms and allow for 320 preschool children.

HEARINGS OF INDIVIDUALS AND GROUPS

There were none.

ORDER NO. 97

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 was given to Board members with the agenda. Checks: 106756-106935 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 May 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 May 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 May18, 2020 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 May 18, 2020.

*I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT*

A. Terminations

Aiello, Jeannie	Non-renewal: Custodian, Morgan Elementary School.	06/30/20
Aiello, Jeannie	Terminated: Custodian, Morgan Elementary School.	06/09/20
Bowman, Sharon	Resignation accepted: Food Service Assistant I, Morgan Elementary School.	05/31/20
Brown, Nina	Dismissal: Remove Student Worker, temporary position for summer work with Homeless Coordinator during June 2019.	06/30/19
Dumas, Shawn	Resignation accepted to effect retirement: Custodial Supervisor, Paducah Middle School.	06/30/20
Herndon, Joshua	Resignation accepted: Assistant Football Coach 2, Paducah, Middle School.	06/30/20
Johnson, Chris	Non-renewal: Head Baseball Coach Boys, Paducah Tilghman High School.	06/30/20
Kelley, Kaitlyn	Non-renewal: Head Cheerleading Coach, Paducah Tilghman High School.	06/30/20
Nance, Luke	Resignation accepted: Assistant Boys Soccer Coach, Paducah Middle School.	06/30/20
Overstreet, Dan	Non-renewal: Custodian, McNabb Elementary School.	06/30/20
Ramsey, Mary	Resignation accepted to effect retirement: Instructional Assistant I, McNabb Elementary School.	07/31/20
Rider, Trever	Resignation accepted: Football Assistant Coach II, Paducah Middle School.	06/30/20
Rose, Joy K	Resignation accepted: Food Service Assistant I, McNabb Elementary School.	11/30/20
Shumpert, Iesha	Non-renewal: Assistant Girls Basketball Coach, Paducah Tilghman High School.	06/30/20

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

Ballowe, Brittany	Other: Secretary 1, Paducah Head Start Preschool, reduction of contract days from 225 days to 197 days.	07/01/20
Bass, Tasha	Transfer from other district location: Food Service Assistant I, McNabb Elementary School to Food Service Assistant I, Paducah Tilghman High School.	07/01/20
Guell, Jessica	Transfer from other district location: Instructional Assistant I, Morgan Elementary School, to Instructional Assistant I, Clark Elementary School.	08/10/20
Johnson, Chris	Other: Career Planner, Paducah Tilghman High School, reduction of days from 197 days to 187 days.	06/30/20
McGee, Dashuna	Transfer from other district location: Food Service Assistant I, McNabb Elementary School to Food Service Assistant I, Paducah Tilghman High School.	07/01/20
Robinson, Patsy	Other: Clerk, Paducah Head Start Preschool, reduction of contract days from 225 days to 197 days.	07/01/20
Stewart, Ginger	Position Change: Transfer from College and Career Specialist, Districtwide to Distinguished Educator, Districtwide.	07/01/20

C. Employment

Holt, Rodney	Employment: Instructional Assistant, Morgan Elementary School, 9 years of experience, \$13.35 per hour.	08/10/20
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*II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT*

A. Terminations

Anderson, Taylor	Resignation accepted: Head Start IECE Teacher, Paducah Head Start Preschool.	06/01/20
Clayton, Kaitlin	Other: Remove Additional Assignment, Instructional Assistant I, Kindergarten Jumpstart, McNabb Elementary, July 2019.	07/31/19
Curran, Kara	Resignation accepted: Tutor/Coach Social Studies,	07/01/19

	Paducah Middle School.	
Dill, Kimberly	Non-renewal: Teacher, Paducah Tilghman High School.	06/30/20
Dreher, Steve	Non-renewal: Teacher, Paducah Tilghman High School.	06/30/20
Dreher, Steve	Non-renewal: Head Basketball Coach Girls, Paducah Tilghman High School and Girls Little League Basketball Coach.	06/30/20
Garner, Anthony	Non-renewal: Teacher, Paducah Tilghman High School.	06/30/20
Garner, Anthony	Non-renewal: Assistant Bowling Coach, Paducah Tilghman High School.	06/30/20
Gray, Stephani	Non-renewal: Assistant Girls Basketball Coach, Paducah Tilghman High School.	06/30/20
Gregory, James	Non-renewal: Assistant Girls Basketball Coach, Paducah Tilghman High School.	06/30/20
Harris, Lynnette	Resignation accepted: Tutor/Coach Science, Paducah Middle School.	07/01/19
Loe, Christopher	Resignation accepted: Yearbook Advisor, Paducah Middle School.	07/01/19
Mann, Kelsi	Non-renewal: Teacher, Paducah Middle School.	06/30/20
Morris, Kathleen	Resignation accepted: Tutor/Coach Language Arts, Paducah Middle School.	07/01/19
Nickal, Sandy	Non-renewal: Assistant Girls Basketball Coach, Paducah Tilghman High School.	06/30/20
Rushing, Todd	Non-renewal: Academic Team Coach, Science Bowl, Governor's Cup Coordinator, Tutor/Coach, Paducah Middle School.	06/30/20
Sauer, Teresa	Resignation accepted: Arts and Humanities Coach, Paducah Middle School.	07/01/19
Scott, Julie	Resignation accepted: Substitute Teacher, Districtwide.	06/30/20
Sievers, Ashley	Non-renewal: Guidance Counselor, Paducah Tilghman High School.	06/30/20
Spencer, Kippling	Non-Renewal: Teacher, Paducah Tilghman High School.	06/30/20
Springer, Emily	Resignation accepted: Future Problem Solving Judge, Paducah Middle School.	07/01/19
Waldrop, Rachel	Non-renewal: Teacher, Morgan Elementary School.	06/30/20
Wright, Courtney	Non-renewal: Teacher, Paducah Middle School.	06/30/20
Wright, Courtney	Non-renewal: Assistant Cheerleading Coach, Paducah Tilghman High School	06/30/20

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

Brown, Evan	Other: Teacher, Paducah Tilghman High School, assigned Teacher, Choices Educational Center (.7) and Paducah Tilghman High School (.3).	07/01/20
Franklin, Timothy	Transfer: From Teacher, Paducah Middle School to Innovation Hub Makerspace Director, Innovation Hub, \$71,582.78 per year, \$10,000 supplement, 240 days with 10 extended days.	07/01/20
Gentry, Jeff	Additional Assignment: Governor's Cup Coordinator, Paducah Middle School, \$400.00 per year.	07/01/19
Gentry, Jeff	Additional Assignment: Showcase Science, Paducah Middle School, \$500.00 per year.	07/01/19
Gentry, Jeff	Additional Assignment: Tutor/Coach Science, Paducah Middle School, \$250.00 per year.	07/01/19
Gentry, Jeff	Additional Assignment: Tutor/Coach Social Studies, Paducah Middle School, \$250.00 per year.	07/01/19
Higgins, Sara	Other: Teacher, McNabb Elementary School, General Fund to Teacher, McNabb Elementary School, Title I.	06/09/20
Knight, Thomas	Transfer from other district location: Special Education Teacher, McNabb Elementary School to Special Education Teacher, Paducah Tilghman High School.	07/01/20
Livingston, Seth	Other: Teacher, Paducah Tilghman High School, assigned Teacher, Choices Educational Center (.7) and Paducah Tilghman High School (.3).	07/01/20
Loy, Karlye	Additional Assignment: Future Problem Solving Coach, Paducah Middle School, \$1,000.00 per year.	07/01/19
O'Bryan, Lakshmi	Additional Assignment: Tutor/Coach Arts and Humanities, Paducah Middle School, \$250.00 per year.	07/01/19
O'Bryan, Lakshmi	Additional Assignment: Tutor/Coach Language Arts, Paducah Middle School, \$250.00 per year.	07/01/19
Parker, Emily	Other: Teacher, Paducah Tilghman High School, reduction from 5 classes to 4 classes, Paducah Tilghman High School.	07/01/20

Rushing, Harold	Transfer from other district location: Teacher, Paducah Middle School to Teacher, McNabb Elementary School.	07/01/20
Smith, Karen	Additional Assignment: Future Problem Solving Judge, Paducah Middle School, \$300.00 per year.	07/01/19
Snardon, Corbin	Transfer from other district location: Assistant Principal, Paducah Middle School to Assistant Principal, Innovation Hub.	07/01/20
Snardon, Corbin	Other: Assistant Principal, Innovation Hub, reduction of supplement pay for extended days.	06/30/20
Springer, Emily	Additional Assignment: Yearbook Advisor, Paducah Middle School, \$500.00 per year.	07/01/19
Wyman, Matthew	Other Teacher, McNabb Elementary School, Title I to Teacher, McNabb Elementary School, General Fund.	06/09/20

C. EMPLOYMENT

Barrow, Holly	Employment: English Teacher, Paducah Tilghman High School, Rank III – 0 years of experience.	08/10/20
Conn, Jamie	Employment: Gifted & Talented Teacher, Districtwide, 100 day position, Rank III – 0 years of experience.	08/10/20
Humphrey, Danette	Employment: Gifted & Talented Teacher/Instructional Coach, Paducah Middle School, Rank III – 0 years of experience.	08/10/20
Newsome, Casaundra	Employment: Guidance Counselor, Paducah Tilghman High School, Rank I – 19 years of experience.	07/01/20

III. EMPLOYMENT CONTRACTS

A. The following classified employees were not offered contracts for 2020-2021.

Aiello, Jeannie  
Overstreet, Dan

B. The following classified employees will be offered limited contracts for 2020-2021

First One-Year Contract

Basham, Stephanie	McKinney, Pamela
Cox, Jennifer	Ridgeway, Anthony
Crank, Penny	Stamps, Thomas
Daniels, Thailandria	Taylor, Emily
Durham, Shelby	Turner, Sherry
James, Donna	Travis, Tim
Kauffman, Lori	Ware, Bobby
Martin, Donald	

Second One-Year Contract

Ballowe, Brittany	Guell, Jessica	Patterson, Keristen	Vinson, Robert
Clark, Glenn	Haus, Rebecca	Shaw, Buster	
Cooper, Miranda	Hill, Chelsea	Spears, Halee	
Copeland, Angela	Heffelfinger, Cody	Stewart, Ginger	
Darnall, Brittany	Humphrey, Allison	Tackett, Robert	
DiNovo, Joy	Leonard, Candice	Thompson, Ashley	
Fennell, Eric	Lewis, Leslie	Tyler, Cheryl	
Gardner, Peggy	Moore, Keshia	Veal, Walter	

Third One-Year Contract

Allen, Tasha	Hutson, Tara	Seay, Lesa
Bass, Darrell	Jones, Janet	Smith, Erica
Bass, Tasha	Long, Wendell	Thomas, Tiffany
Davis, Jerica	Nguyen, Marie	Vaughn, Laura
Garrett, Shaquita	Nieves, Ilene	Morris, Cindy
Hendrickson, Jennifer	Orr, Lana	
Hobbs, Theresa	Ravens, Leslie	

Fourth One-Year Contract

Balogach, John	Ferguson, Michael	Lynn, Vincent
Beeny, Debra	Johnson, Kelly	Mayes, Ruth
Benberry, LaToya	Johnson, Larry	McKinney, Kimberly
Bogard, Jason	Langley, Carolyn	Purvis, Bonnie
Carruthers, Carla	Livesay, Michelle	Shelton, Amber
Durbin, Rachel	Lyle, Keitha	Warren, Tonya

- C. The following certified employees were not offered contracts for 2020-2021
- |                 |                  |                  |
|-----------------|------------------|------------------|
| Dill, Kimberly  | Mann, Kelsi      | Waldrop, Rachel  |
| Dreher, Stephen | Sievers, Ashley  | Wright, Courtney |
| Garner, Anthony | Spencer, Kipling |                  |

- D. The following certified employees will be offered contracts for 2020-2021

First One-Year Contract

Aguilar, Bryan	Day, Diana	Henderson, Erin	Skidmore, Sarah
Allen, Christopher	Devoe, Sandra	Hofer, Shelby	Saurebrunn, Rachel
Ballard, Rebecca	Frazier, Shanice	Howard, Dylan	
Barrow, Holly	Greer, Laken	McGahan, Terra	
Beyer, Savannah	Hall, Damon	Meinhardt, Christina	
Box, Amy	Haskins Crowe, Amy	Newsome, Casaundra	
Conn, Jamie	Hayden, Terrin	Parker, Marisa	

Second One-year Contract

Bennett, Kelsey	Gwinn, James	Parker, Emily
Bowles, Emilee	Livingston, Seth	Riney, Hannah
Buchanan, Mackenzie	McDearmon, Zachary	Shoulta, Miranda
Burrus, Shonda	Miller, Haley	Watson, Stephanie
Estrada, Jordan	Nickal, Jason	Williams, Juanita
Griggs, Kayla	Nickal, Sandra	Yarbrough, Shawn

Third One-Year Contract

Anderson, Taylor	Gentry, Jeffrey	Prewitt, Maggie
Baysinger, Kimberly	Hagan, Carla	Proctor, Robert
Brewer, Clayton	Harned Andrew	Stewart, Erin
Davis, Erin	Higgins, Sarah	Taylor, Ellen
Fain, Haley	Meyer, Katelinn	Throgmorton, Ellen
Fenske, Mark	Munoz, Monica	Workman, Angela

Fourth One-Year Contract

Adams, Dan	Jones, Darian	Tucker, Jennifer
Bakehouse, Amy	Knight, Thomas	White, Terri
Castillo, Rachel	McGee, Amy	
Debernardi, Natalie	Mohs, Julie	
Donaldson, Shanetha	Romang, John	
Dunnaway, Kendrick	Stevens, Kaitlyn	
Fulcher, Maggie	Thomas, Jessica	

- The following certified employees will be offered tenure contracts for 2020-2021

Clayton, Kaitlin	Livingston, Terri	Wilson, Natalie
Conyer, Hannah	Meadows, Heath	
Hardin, Amy	Powell, Triska	
Harvey, Juna	Snyder, Andrew	
Hedges, Jonathan	Steele, Robert	
Henderson, Raiona	Stewart, Debbie	
Loy, Karlye	Veal, Samantha	

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: Bob Ware April 27 to May 15, 2020, Natalie DeBernardi April 28 to May 15, 2020, Diana Sample May 11 to July 31, 2020.

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

APPROVAL OF ADJUNCT CERTIFICATIONS - It was recommended that the Paducah Board of Education approve two applications for Adjunct Certification. Adjunct teachers are part-time teachers who help our district diversify its course offerings. Doug VanFleet will teach instrumental music classes at Paducah Tilghman and Paducah Middle School. Emily Parker will teach drama classes at Paducah Tilghman. Both of these teachers have significant work and teaching experience in these areas that qualify them for an Adjunct Certification. Adjunct Certifications require board approval.

APPROVAL OF EMERGENCY SUBSTITUTE CERTIFICATION – It was recommended that the Paducah Board of Education approve the CA-4F Form for Emergency Certification of Substitutes to enable the District to employ those who have a 2.5 cumulative GPA or 3.0 on last 60 hours to teach for us on a day to day basis as needed.

NOTIFICATION OF NON CONTRACT DAYS - It was noted that the superintendent used the following non contract days since the last board of education meeting: ½ days on May 22 and May 27, 2020.

ACCEPTANCE OF APPEALS PANEL – It was recommended that the Paducah Board of Education approve the Evaluation Appeals Panel Members for 2020.

Two elected certified staff members: Stephani Gray and Kim Davidson  
Two elected alternate members: Lynda Wilkins and Lynette Harris  
One member recommended to the board for appointment: Amie Tooley  
One alternate recommended to the board for appointment: Will Black

APPROVAL OF ADMINISTRATIVE PROCEDURES AMENDMENT – It was recommended that the Paducah Board of Education approve the administrative procedures included in the KSBA Administrative Procedure Update (#24).

ACCEPTANCE OF DISTRICT TECHNOLOGY PLAN FINAL DRAFT, FIRST READING – It was recommended that the Paducah Board of Education accept the final draft of the 2020-2021 District Technology Plan for first reading and approval as presented by Dale Weaver, Director of Information Technologies.

APPROVAL OF TREASURER'S BOND – It was recommended that the Paducah Board of Education authorize the administration to renew the treasurer's bond in the sum of \$400,000 for Angela Copeland, Treasurer, for 2020-2021.

APPROVAL OF PTHS 2020 – It was recommended that the Paducah Board of Education approve the Paducah Tilghman High School Class of 2020 graduates as recommended by Principal Allison Stieg. Due to the COVID-19 Pandemic and the recommended social distancing guidelines, the traditional Commencement was not held at McRight Field. PTHS provided a virtual graduation video on May 15, 2020 as well as a drive by procession in front of the school for students to pick up their diplomas from the school staff and administration.

Tatiyannah Alfaro-Jackson  
Ajiyah Anderson  
Eleese Anderson  
Lane Anderson  
Alexis Arellano  
Quinn Atnip  
Raionna Beard  
Zareia Beard  
Keiler Belt  
Maxx Besaw  
Horazeon Boyd  
David Branch  
Emmanuel Bridges  
Abigail Brindley  
Nathanyl Burgess  
Tyler Burgess  
Aidan Caldwell  
Ryan Chua  
Bradley Clark  
Rachel Clark  
Jahiem Concentine  
Censier Conner  
Isaiah Cope (Early Grad)  
Kathleen Criner  
Evelyn Cristobal  
Ronnie Crumbaugh  
Lavanti Davenport  
Andrew Davidson  
Logan Deasel  
Le'Vion Decker  
Gabriel Dennee  
Darrion Early  
Eric Ellington  
Amber Ellison  
Adrain English  
Anna Enlow  
Shioneka Farr  
DaRoyce Flemons  
Shakayla Foard (Early Grad)

Damien Ford  
Anivia Foster  
Jayden Freeman  
Jackson Frisroe  
Robert Fulton  
Paulo Garcia  
Timmaya Garnett  
Jonathan George  
Joseph Gillituk  
Hosea Gossett  
Jaedan Graham  
Jaden Graves  
Alanna Greer  
Liberty Guyette  
Connor Guzman  
Asal Haghghatjoo  
Trevor Harmon  
Camille Harris  
Kea'udrea Hayes  
Antonio Hennrikus  
MaKaila Henry  
Jalyn Hill  
Laken Hill  
Johntavia Hines (Early Grad)  
Ja'Kiah Holland  
Catherine Holm  
Jamari House  
Alyssa Hughes  
Bryonna Hunt  
Kymarra Jackson  
Alexis Jernigan  
Brendan Johnson  
Bryce Johnson  
Mackenzie Johnson  
Allison Jones  
Amiyah Jones  
Darrion Jones  
Quandarius Jones  
Sheako Jones

Terrin Jones  
Terry Jones, Jr.  
Meah Jordan  
Afiniti Kaleikilo  
Sereniti Kaleikilo  
Andrew Katz  
Erin Kelly  
Kyrese Kelly  
Zachary Kiefer  
Emily Krall  
Samuel Lambert  
Brennan Larimer  
Drayton Larimore-Rowe  
Michael-Anthony Laster  
Taylor Leavell  
Dalia Lemus  
Cesar Leon  
Dustin Lewis  
Axel Loaiza  
Giannina Loaiza  
Kaitlynn Long (Early Grad)  
Elizabeth Loshier  
Derreca Love  
Keairis Macklin  
Tremieka Mai  
Connor Martin  
Emma Massey  
Shonda Mathis  
Aalyiah McKendree  
Ha'Dassah McKinney  
Hannah Merriam  
Kandas Merriam  
Elijah Merry  
Julie Mohs  
Anthony Moore  
Mark Moore  
Paola Mota  
Jackson Mundy  
Jervon Orr

Jada Overstreet  
Bailee Patel  
Katherine Peck  
Nathan Peterson  
Tae'Sean Prather  
De'Lacia Reed  
Isaiah Reed  
Rasheed Reed  
Sarah Reed  
Makala Register  
Claudia Reyes-Montoya  
Damon Robinson  
Madison Robinson  
Luis Rodriguez-Nieves  
Brennan Rouse  
John Marcus Rowe  
Allee Rudolph

Garrett Russell  
Cameron Sabbs  
Michael Sanders  
Amiyah Scott  
Katelyn Shumaker  
Austin Sledd  
Zyrion Smith  
Aijala Stanton  
Kara Story  
Amber Stuart  
Mark Taylor, II  
ZeaAudre Tharpe  
Tyrese Thomas  
Travis Trimble  
Tyler Truitt  
Alythia Twig  
Chendan Wade

Delieah Wade  
Emelia Walden  
David Watkins  
Molly Watkins  
Jerticia Watson  
Andrew Wenger  
Antoine Wheatley  
Samuel Whelan  
Jailynn White  
Jerica White  
Kailynn White  
Kemeya White  
Tyshawn White  
Casha Wiggins (Early Grad)  
Lexi Williams  
Lillian Wisner  
Terajae Woolen

The motion was made by Dr. Akojie and seconded by Mrs. Hancock 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. 98

ACCEPTANCE OF AMENDMENT OF BOARD POLICIES, FIRST READING

Dr. Shively recommended that the Paducah Board of Education accept for first reading the KSBA Policy Service Update (#43) as recommended. 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. 99

APPROVAL OF SALARY SCHEDULES

Dr. Shively recommended that the Paducah Board of Education approve the 2020-2021 Salary Schedules (classified, certified, supplemental). 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. 100

APPROVAL OF NEW POSITION / MATH INTERVENTION INSTRUCTIONAL ASSISTANT

Dr. Shively recommended that the Paducah Board of Education approve the new position of Math Intervention Instructional Assistant at Paducah Tilghman High School. This is a certified position in that it requires a bachelor's degree. 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. 101

APPROVAL OF INSURANCE

Dr. Shively recommended that the Paducah Board of Education approve the following insurance packages: Liberty Mutual Insurance for \$373,996 to cover property, fleet, liability and other insurances and KEMI for \$101,880 for worker's comp insurance. The motion was made by Mrs. Howard 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. 102

APPROVAL OF PURCHASE OF PROPERTY

Dr. Shively recommended that the Paducah Board of Education approve the purchase of the following properties, subject to the final approval of the Kentucky Department of Education and the terms and conditions of the purchase contract for property for the construction of the new Head Start facility: 2201 Polk Street \$44,000.00

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. 103

APPROVAL OF DISTRICT FUNDING ASSURANCES

Dr. Shively recommended that the Paducah Board of Education approve the District Assurances, authorizing that all the schools in our district (including private schools receiving funding from our district) will be in compliance with all of the assurances listed in the Assurances Document provided by the Kentucky Department of Education for the 2020-2021 school year. 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. 104

APPROVAL OF PAYMENT TO CONTRACTOR

Dr. Shively recommended that the Paducah Board of Education approve the payment OF \$43,994.68 to JRA Architects for professional services (BG 20-167 Security Vestibules Project). 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. 105

APPROVAL OF PAYMENT TO CONTRACTOR

Dr. Shively recommended that the Paducah Board of Education approve the payment of \$12,500.00 to Bacon, Farmer, Workman Engineers for professional services on the Paducah Head Start Building project (BG20-235). The motion was made by Mrs. Howard 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. 106

APPROVAL OF BG 17-179 INNOVATION HUB PAYMENT TO CONTRACTORS Dr. Shively recommended that the Paducah Board of Education approve the payments to contractors as outlined below:

Application #19 for the BG 17-179 Innovation Hub Project - Total Amount of \$959,803.83

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

Southeastern Reinforcing	\$525.00
Louisville Plate Glass	\$6,400.53
Negwer Materials	\$39,290.94
Sherwin Williams	\$45,255.88
RL Craig	\$10,400.00
Cape Electric	\$63,407.08
Federal Materials (Wilkins)	\$16,799.00
Payment total to Contractor Ray Black & Son:	\$777,725.40

Additional payments:

Payment to Bacon Farmer Workman: \$3,208.50

Payment to JRA Architects: \$13,310.56

Payment to Southern A&I Equipment, LLC: Auto Tech Lab paint booth & mixing room \$49,702.80

Payment to ORI Furniture Company: 50% Deposit for first floor furniture \$135,583.88

Payment to ORI Furniture Company: 50% deposit for second floor furniture \$147,402.27

The motion was made by Mrs. Hancock 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. 107

APPROVAL OF CHANGE ORDER #15

Dr. Shively recommended that the Paducah Board of Education approve Change Order #15 for the Paducah Innovation Hub (BG 17-179) as outlined by Rob Deal, JRA Architects. The contract sum will be increased by this change order in the amount of \$4,109.09 (PCO 054, 057, 059). The motion was made by Mrs. Howard 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. 108

ACTION TO GO INTO EXECUTIVE SESSION

Dr. LeBuhn announced the need to go into executive session for the discussion of personnel and potential litigation. The motion was made by Dr. Hudson and seconded by Mrs. Howard 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, Will Black, Nicholas Holland, and Lisa Chappell were present for the executive session.

ORDER NO. 109

ACTION TO RETURN TO OPEN SESSION

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

ORDER NO. 110

ACCEPTANCE OF SUPERINTENDENT EVALUATION

It was recommended that the Paducah Board of Education approve the summary evaluation for Dr. Donald Shively for 2020.

Summative Evaluation – 7 Standards

Strategic Leadership - Exemplary

Instructional Leadership - Exemplary

Cultural Leadership - Exemplary

Human Resource Leadership - Exemplary

Managerial Leadership - Exemplary

Collaborative Leadership - Exemplary

Influential Leadership - Exemplary



Dr. Carl Lebuhn, board chair, read the following:

The superintendent continues to know each and every student by name and need. He is to be commended for the relationships that he builds with students and the concern that he shows for their educational pursuits. He continues to keep board members, administration and teachers abreast of any changes as it relates to students being college and career ready. He is keenly aware of the best practices in education and seeks to employ creative and innovative ways to prepare students.

Dr. Shively is very dialed in to evidence-based approaches using data to drive student achievement; works closely leading and collaborating with district administration and school administrators to implement evidence-based educational programs; he is truly leading the district in creating more opportunities for kids.

It is clear Dr. Shively understands that great schools build great communities. His excitement when it comes Collaborative Leadership is contagious. Networking with other superintendents, connecting with local businesses to help implement curriculum in the classrooms, discussing district needs with the PPS Foundation board, ensuring sports programs become more aligned, collaborative efforts seem to be where Dr. Shively shines.

Board member Janice Howard also commented:

It did not take a written evaluation to prove that Dr. Shively is an exemplary leader. In early March, Governor Beshear recommended closure of all Kentucky schools to limit the spread of the coronavirus. With not much notice, Dr. Shively was presented with an unexpected, sudden and unprecedented challenge.

Continuing to educate and feed the students of our district were his most pressing concerns during this closure.

Through Dr. Shively's strong leadership, our school district acted quickly to equip students with e-learning capabilities and ensure students had food. He took steps to be transparent, to listen and keep staff connected. His priorities were the physical/ mental well-being of students and staff as well as communication and remote learning.

With the help of our board chair, Dr. LeBuhn, Dr. Shively was able to strike a balance by considering the stresses, concerns and fears created by the COVID-19 crisis which students, staff, colleagues, and parents faced.

As a board member, I am extremely thankful for and proud of Dr. Shively's leadership. His thoughtful and proactive handling of the coronavirus crisis demonstrates everything you would want in an exemplary leader.

I am grateful for everything he and the entire staff of our district have done during this extraordinary time on behalf of our students.

The motion was made by Mrs. Howard and seconded by Dr. Hudson that the Board approve the Superintendent Summary Evaluation for 2020. The roll was called and all members present voted "Yes."

ORDER NO. 112

ACTION TO ADJOURN

The motion was made by Dr. Hudson and seconded by Mrs. Hancock that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 6:57 p.m.

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Chairman

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Secretary

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