

PROCEEDINGS  
OF THE BOARD OF EDUCATION  
Paducah, Kentucky  
REGULAR MEETING  
June 24, 2019

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 24, 2019 at 6:00 p.m.

ROLL CALL

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

Absent: Lisa Chappell, secretary. Angela Copeland took the roll.

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

Angela Copeland, Finance

Amie Tooley, Special Programs

William Black, Instruction/Assistant Superintendent

Dale Weaver, IT

Troy Brock, DPP

Wayne Walden, Community Relations

Kristy Lewis, Head Start

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. Dr. Shively led the Pledge of Allegiance.

ORDER NO. 48

APPROVAL OF AGENDA

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

Troy Brock presented the Attendance Report.

Attendance

- Highest percent attendance goes to Clark Elementary with 96.05%
  - McNabb Elementary 95.64%
  - Morgan Elementary 95.52%
  - Paducah Middle 94.70%
  - Paducah Tilghman 92.98%
  - Choices Alternative 80.07% (up 5% vs LY)
  - Cumulative 95.18%
- Month's attendance 94.57% vs 94.95% LY

Enrollment

- Seeing a lot of out of district enrollments for the upcoming school year
- Enrollment has equalized versus last year (2838 vs 2834 LY)
- Biggest changes vs LY – McNabb (dn 34); Paducah Middle (up 43) and Paducah Tilghman (dn 23)

**ADA**

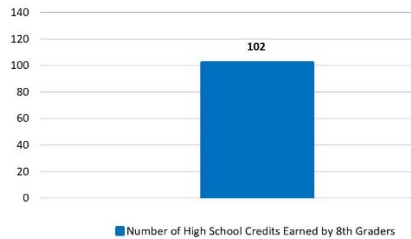
- Month = 2553.55 (dn 33.74 vs LY) – attributed mostly to poor attendance for the month
- Cumulative = 2590.68 (dn 19.13 vs LY)

Will Black presented information on students earning high school credit while at Paducah Middle School.

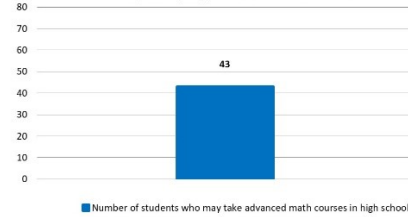
**Earning High School Credit in Middle School**

- 8<sup>th</sup> Graders
- Digital Literacy, Art I, Arts and Humanities, PE/Health, Spanish
- High School Credit for A and B Yearly Average
- Passing final exams at an acceptable level
- Creating Room for Electives, Career Pathways, and Academic Interventions
- Algebra I and Geometry

**Tilghman Credits Earned at Paducah Middle 2018-2019**



**Algebra I and Geometry Students With Qualifying Grades 2018-2019**



**HEARINGS OF INDIVIDUALS AND GROUPS**

Parent Charles Uhlik addressed the Board with his concerns of his child, the home hospital program and school bullying issues.

**ORDER NO. 49**

**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: 103540-112156

Voids: 103510, 103513, 103592, 103593, 103771-103792

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, 2019 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, 2019 were presented. It was recommended that the Working Budget Adjustments be received.

**DISPOSITION OF MINUTES** - Copies of the minutes of the public hearing and regular meeting held May 20, 2019 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 20, 2019.

***I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT***

**A. Terminations**

1.	Hall, Debbie	Resignation accepted: Custodian, Paducah Tilghman High School.	12/31/19
2.	Lyles, Lynda	Resignation accepted to effect retirement: Substitute Teacher, Districtwide.	07/31/19
3.	Tilley, Janice	Resignation accepted to effect retirement: School Secretary I, Clark Elementary School.	12/31/19
4.	Warfield, Brandon	Resignation accepted: Instructional Assistant I, Paducah Tilghman High School.	06/03/19

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

1.	Darnall, Brittany	Position Change: From Food Service Assistant I Substitute, Districtwide, to Food Service Assistant I, Paducah Head Start Preschool, 7 hour position, \$10.34 per hour.	08/07/19
2.	Fountain, Freddie	Additional Assignment: Summer Camp Student Worker, McNabb Elementary School, \$10.00 per hour.	06/03/19
3.	Long, Maria	Additional Assignment: Summer Camp Student Worker, McNabb Elementary School, \$13.86 per hour.	06/03/19
4.	McDonald, Dannie	Position Change: From Maintenance Worker, Annex to Maintenance Technician, Annex, \$17.90 per hour.	07/01/19
5.	Tyler, Cheryl	Position Change: From Food Service Assistant I Substitute, Districtwide to Food Service Assistant I, Paducah Tilghman High School, 6 hour position, \$10.34 per hour.	08/07/19
6.	Williams, Rodney	Position Change: From Maintenance Worker, Annex to Maintenance Technician, Annex, \$17.09 per hour.	07/01/19

**C. Employment**

1.	Beyer, Savannah	Employment: Instructional Assistant I, Morgan Elementary School, \$12.66 per hour.	08/07/19
2.	Brown, Nina	Employment: Summer Project Student Worker, Districtwide, \$10.00 per hour.	06/04/19
3.	Darnall, Brittany	Employment: Food Service Assistant I Substitute, Districtwide, \$7.25 per hour.	05/01/19
4.	Herndon, Joshua	Employment: Assistant Football Coach 2, Paducah Middle School, \$1,000.00 per year.	07/01/19
5.	Johnson, Syretta	Employment: Bus Monitor, Paducah Head Start Preschool, \$9.68 per hour.	08/07/19

**II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT**

**A. Terminations**

1.	Baysinger, Kimberly	Resignation accepted: Assistant Volleyball Coach and Assistant Archery Coach, Paducah Tilghman High School.	05/19/19
2.	Free, Sarah	Resignation accepted: Teacher, Morgan Elementary School.	06/17/19
3.	Clark, Rebecca	Resignation accepted: Gifted & Talented Teacher, Districtwide.	05/24/19
4.	Ellegood, Tracy	Resignation accepted: Teacher, Paducah Head Start Preschool.	06/30/19
5.	Morgan, Rachel	Resignation accepted: Teacher, Paducah Middle School.	06/30/19
6.	Russell-Dalton, Belinda	Resignation accepted: Substitute Teacher, Districtwide.	06/10/19
7.	Spencer, Kani	Resignation accepted to effect retirement: Teacher, McNabb Elementary School.	05/30/19
8.	Thomas, Roderick	Resignation accepted: Teacher, Paducah Tilghman High School.	06/03/19

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

1.	Bailey, Kaitlin	Additional Assignment: Summer Camp Substitute Teacher, McNabb Elementary School.	06/03/19
2.	Beeny, Debbie	Additional Assignment: Additional Assignment: Jumpstart to Kindergarten Instructional Assistant I, Clark Elementary School, \$12.82 per hour, 6 hours per day.	07/08/19
3.	Brewer, Clayton	Additional Assignment: Jumpstart Teacher, Paducah Middle School, \$25.00 per hour, May 30, 2019 thru June 7, 2019, 5 hours per day.	05/30/19

4.	Brown-McCoy, Kem	Additional Assignment: Summer Camp Teacher, McNabb Elementary School, \$25.00 per hour.	06/03/19
5.	Byrd, Josh	Additional Assignment: Head Baseball Coach, Paducah Middle School, \$1,350.00 per year.	08/07/18
6.	DeBernardi, Natalie	Additional Assignment: Jumpstart to Kindergarten Teacher, Clark Elementary School, \$25.00 per hour, 6 hours per day.	07/08/19
7.	Fulcher, Maggie	Additional Assignment: Jumpstart to Kindergarten Teacher, Clark Elementary School, \$25.00 per hour, 6 hours per day.	07/08/19
8.	Hammonds, Hannah	Additional Assignment: STLP Sponsor, Clark Elementary School, \$750.00 per year.	08/17/18
9.	Hedges, Jonathan	Additional Assignment: Head Coach Football, Paducah Middle School, \$3,000.00 per year.	07/01/19
9.	Hedges, Jonathan	Other: Head Coach Middle School Football change in pay from \$3,000 per year to head Coach Middle School Football \$5,000 per year.	07/01/19
10.	Livingston, Seth	Additional Assignment: Head Wrestling Coach, Paducah Tilghman High School, \$4,000.00 per year.	07/01/19
11.	McCord, Carrie	Additional Assignment: Teacher, McKinney Vento summer Program, Helping Hands Office, 3 days per week for 8 weeks, \$25.00 per hour.	06/04/19
12.	McGee, Amy	Additional Assignment: Summer Camp Teacher, McNabb Elementary School, \$25.00 per hour.	06/03/19
13.	Morgan, Rachel	Additional Assignment: Jumpstart Teacher, Paducah Middle School, \$25.00 per hour, May 30, 2019 thru June 7, 2019, 5 hours per day.	05/30/19
14.	Newbern, Candice	Additional Assignment: Summer Camp Teacher, McNabb Elementary School, \$25.00 per hour.	06/03/19
15.	Nguyen, Marie	Additional Assignment: Jump Start Secretary/Assistant, Paducah Middle School, \$15.00 per hour, May 30 – June 7, 2019, 5 hours per day.	05/30/19
16.	Puckett-Meadows, Mackenzie	Position Change: From Instructional Assistant I, McNabb Elementary School to Teacher, McNabb Elementary School, Rank III-0 years of experience.	08/07/19
17.	Wright, Courtney	Position Change: From Substitute Teacher, Districtwide to Language Arts Teacher, Paducah Middle School, Rank III – 0 years of experience.	08/07/19

**C. EMPLOYMENT**

1.	Clark, Morgan	Employment: Teacher, McNabb Elementary School, Rank III-0 years of experience.	08/07/19
2.	Hedges, Jonathan	Employment: Teacher, Paducah Middle School, Rank III-0 years of experience.	08/07/19
3.	Livingston, Seth	Employment: Special Education Teacher-LBD, Paducah Tilghman High School, Rank III-0 years of experience.	08/07/19
4.	Nickal, Jason	Employment: Assistant Principal/Athletic Director, Paducah Tilghman High School; Rank II-0 years of experience, 53 extended days and \$10,000.00 supplement.	07/01/19
5.	Williams, Juanita	Employment: IECE Teacher, Paducah Head Start Preschool, Rank III – 0 years of experience.	08/07/19

**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: Amber Sanderson May 8, 2019 (intermittent days); Timothy Broyles May 31 to June 14, 2019; Abigail Nguyen April 26 to May 24, 2019.

**ACCEPTANCE OF HEAD START REPORTS** - It was recommended that the Paducah Board of Education accept the Education Report, Family Services Report, Shared Governance Report and Non Federal Shares Report and approve the 2019-2020 Grant and COLA 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 June 2019 as presented by Will Black, Assistant Superintendent.

**APPROVAL OF DECLARATION OF SURPLUS** - It was recommended that the Paducah Board of Education declare the following as surplus property to make available for direct sale or at auction:

Bus 40, 2004 International VIN: 4RAANX4A973753 Reason: Extended service life and future repair costs will exceed vehicle value

Bus 42, 2005 International Handicap VIN: 1UAAN86A294002 Reason: Extended service life & future repair costs will exceed vehicle value

APPROVAL OF ADJUNCT CERTIFICATIONS - It was recommended that the Paducah Board of Education approve three 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. Kim Dill will teach dance classes at Paducah Tilghman. Emily Parker will teach drama classes at Paducah Tilghman. All 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 APPEALS PANEL - It was recommended that the Paducah Board of Education approve the Evaluation Appeals Panel Members for 2019.

From Mattie Morris, president of the Paducah Education Association (PEA):

Two members elected by the certified employees of the district: Kristi Miller and Arveta Turnley

Two alternate members elected by the certified employees of the district: Nancy Mornar and Penny Husher

From the district personnel office for the Board appointees:

One member recommended to the board for appointment: Amie Tooley

One alternate recommended to the board for appointment: Will Black

ACCEPTANCE OF STUDENT FIELD TRIPS - It was recommended that the Paducah Board of Education approve the following student field trips:

6-9th grade students in choir/drama at PMS and PTHS to attend musicals at Fox Theatre, group rate pricing with presentations by Fox staff and cast members. First come, first serve basis. Supervising staff: Samantha Veal, Dale Julian, Tim Franklin.

Hello Dolly – Friday, October 4, 2019

Dear Evan Hansen – Friday, November 1, 2019

Stomp – Friday, Nov 15, 2019

Wicked – Friday, December 6, 2019

Charlie and the Chocolate Factory – Friday, Feb 28

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.

APPROVAL OF AMENDMENT OF ADMINISTRATIVE PROCEDURES - It was recommended that the Paducah Board of Education approve the administrative procedures included in the KSBA Administrative Procedure Update (#23).

APPROVAL OF NON CONTRACT DAYS - It was noted that the superintendent used the following non contract days since the last board of education meeting: June 12-14, & 17, 2019.

APPROVAL OF NON RESIDENT CONTRACTS - It was recommended that the Paducah Board of Education approve the non-resident contract with Caldwell County for the 2019-2020 school year as submitted by Troy Brock, DPP.

APPROVAL OF COLLEGE AND CAREER READINESS SPECIALIST REVISED JOB DESCRIPTION - It was recommended that the Paducah Board of Education approve the revised job description for the position of College and Career Readiness Specialist.

APPROVAL OF PTHS GRADUATES - It was recommended that the Paducah Board of Education approve the Paducah Tilghman High School Class of 2019 graduates as recommended by Principal Art Davis. Commencement exercises were held at McRight Field on May 23, 2019.

Sierra Nicole Abbage  
Isabella Katleen Anderson  
Yasmin Arellano  
Makel Raquan Askew  
Akilah Yvonne Askew  
Jalen Tremel Askew  
Nataly Ariana Azamar  
Hannah Kathleen Lyn Baker  
Elizabeth York Barnes  
Heather Nicole Barrows  
Tyler Eugene Beasley  
Nautica Kayliaun Beasley  
Brady Wallis Betts  
William Simon Bickerstaff  
Chloe Anne Bilak  
Jada Gabrielle Birchfield

Brenden Tre Boyd  
Jackson Cain Brannon  
John Paul Bratton  
Takeylen M Broady  
Tyler Bret Bundy  
Lance Gregory Butler  
Jonce Katiana Kaprice Caldwell  
Gabriel Seth Carnes  
Tay Shawn Malik Carruthers  
Jmyiah Danielle Carter  
Stephanie Nicole Chamberlain  
BreeAsia Nashae Chamberlain  
Xavier Pace Chappell  
Bailey Lynn Clark  
Kiya Danese Coleman  
Taliyah Yahjia Zavion Conner

Michael Javon Conner  
Daviontae Malik Cork  
Colbe Xavier Crim  
Mitchell Alan Crouch  
Amante' Marques Cunningham  
Matthew Sullivan Curran  
Joe Marshall Currin  
Keyshun Cole Curry  
Megan Lee Davis  
Cedric Michael Davis  
Grace Ann Denton  
Ke'Ara Audris Douglas  
Joshua Demas Dunbar  
Destiny Ma'Lyriq Dunbar  
Shelby Leilani Durham  
Abigale Grace Eggleston  
Madeline Alyssa Elmore  
Destiny Shyann Felder  
Caleb Robert Fell  
Austin Shayne Ferrell  
Anijah Shyron Flemons  
Ruth Tabitha Flemons  
Janae Unique Flemons  
Destiny Brashae Freeman  
Zeta Alexis Fulcher  
Eric Thomas George  
Jontavias Thomas Gipson  
Joseph Gene Gore  
Bailey Noel Gottman  
Austin Connor Griffith  
Brandon Lanard Grubbs  
Caroline Helen Gruber  
Jordan Elisabeth Guill  
Brandarius Dibiase Hamilton  
Raquerrien J'Rome Hamilton  
Curtlyn Hope Hammond  
McKenzie Jade Hardison  
Tony Spillman Harper  
Jaylon Rasheed Hart  
Nicholas Issac Hatton  
Sophia Renee Henney  
J'Marcus Tyrese Hill  
LeighAnn Anre' Hill  
Derrick Orion Hobbs  
Sarah Elizabeth Hobbs  
Noah Cameron Hollar  
Carrie Rose Houser  
David Linton Hoy  
Marce Decarte Huckaby  
Anthony Ty Hunt  
Zuriel Zayjavion Hunter  
Erica Simone Hutcherson  
Natalie Elizabeth Hutchins  
Yuko Iriguchi  
Jaylen Alexander Jernigan  
Michaela Alexis Johnson  
Sharacara Shanay Johnson  
Delarion Tanay Johnson  
Addison Lea Johnson  
Trevor Jamar Jones  
Emilee Anne Jones  
Jackson Thomas Kelly  
Chase Landon Kennedy  
Marriah LaShaun Kimbrough  
Malachi Joamal Kirby  
MaKendyn Synclair Lambert  
Joshua Lehman Lang  
Kobe Shayne Lawrence-Mayes  
Abigail Grace Leidecker  
Makenzie Renay Litchfield Lofton  
Deja Jonae' Littleton  
Devon Hunter Lopez  
Raymond O'Dell Martin  
Norman Terrell Mason

Ashleigh Grace Mast  
Matthew James Mayes  
Shawn'Trell Ny'Shae Milan  
Weston Jay Miller  
Julianna Grace Moore  
Jessie Marie Moore  
Nicholas Allen Myers  
Mareika Nikole Newlin  
Miranda Gail Newtown  
Nadia Renee Pacheco  
Tai Liyah Nicole Patterson  
A'marian Dearlow Patterson  
Victoria Renee Penrod  
Tristyn Lee James Perkins  
Imani Asaiah Phillips  
Ruben Ponton  
Sanaa Janel Prather  
Joseph Llewellyn Price  
Latavia N Priddy  
Chesleigh Amya Pugh  
Grace Frances Raber  
Anna Kristine Reed  
Jayson Michael Rehmer  
Eric Michael Riffe  
William Austin Riley  
Jaiden Lynne Riley  
Sydney Ellen Robertson  
Maya Ellaina Robinson  
Steven Elton Robson  
Nayeli Rodriguez Rios  
Katelyn Jean Rogers  
Addison Bell Rogers  
Brooklyn Janae Ross  
Elly Jocelyn Saavedra  
Tristen Kay Sanders  
Geneva Caitlan Schnabel  
Eileen Elizabeth Sember  
Dajanelle DanTasia Shaw  
Angelea Nicole Shute  
Precious Onestie Skinner  
Bianca Dai Sloan  
Sakura Asami Smith  
Xavier Langston Snell  
Dasia Obadiah Elaine Spann  
Lechina E Starks  
Bethani Grayce Stokes  
Avery DaiJon Strayhorn  
Rodriguez Miguel Thomas  
William Christopher Thompson  
Zachary Brown Tooley  
Alexa Michelle Tucker  
Dallyn Cole Turner  
Mary-Kate Via  
Tenzin Olivious Vincenti  
Hannah Lea Waller  
Justin Lee Walls  
Hung Vi Wang  
London Dante Warren  
Tamara Kacee Warren  
Valesha Monette Watson  
Chandler Sterling White  
Kristioje Miya White  
Tyus DeShawn White  
Faith Gabrielle Williams  
Logen Corey Williams  
Elayah Ty'Jai Wilson  
JaseLin Dawn Wood  
Katie Cheyenne Woodruff  
Dakota Tyrese Woodson  
Elijah James Workman  
Austin William Yarbrough  
Breanna June York  
Kiara Rana Young

APPROVAL OF MEMORANDUM OF AGREEMENT - It was recommended that the Paducah Board of Education accept the Memorandum of Agreement with Mountain Comprehensive Care Center for School Based Services beginning August 1, 2019.

APPROVAL OF MEMORANDUM OF AGREEMENT - It was recommended that the Paducah Board of Education accept Memorandum of Agreement with Four Rivers Behavioral Health for School Based Services beginning August 1, 2019.

APPROVAL OF TRANSPORTATION DATA ASSISTANT/BUS DRIVER TRAINER REVISED JOB POSITION - It was recommended that the Paducah Board of Education approve the revised job description of Transportation Data Assistant / Bus Driver Trainer as presented by Steve Spraggs, Transportation Director.

APPROVAL OF TRANSPORTATION/MAINTENANCE DATA ASSISTANT REVISED JOB DESCRIPTION - It was recommended that the Paducah Board of Education approve the revised job description of Transportation/Maintenance Data Assistant as presented by Steve Spraggs, Transportation Director.

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. 50

APPROVAL OF AMENDMENT OF BOARD POLICIES - KSBA POLICY UPDATE #42 FIRST READING

Dr. Shively recommended that the Paducah Board of Education accept for first reading the KSBA Policy Service Update (#42) as recommended. A copy of the recommended policy changes is included with the agenda under separate cover.

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. 51

APPROVAL OF DISTRICT TECHNOLOGY PLAN FINAL DRAFT, SECOND READING

Dr. Shively recommended that the Paducah Board of Education accept the final draft of the 2019-2020 District Technology Plan for second reading and approval as presented by Dale Weaver, Director of Information Technologies.

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. 52

APPROVAL OF CLASSIFIED AND CERTIFIED SALARY SCHEDULES

Dr. Shively recommended that the Paducah Board of Education approve the Classified & Certified Salary Schedules for 2019-2020. SEE BELOW.

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

Certified Salary Schedule- 2020			
	Rank III	Rank II	Rank I
Step	(Bachelor)	(Master)	(Master + 30)
0	39,791	43,842	48,057
1	40,219	44,307	48,612
2	40,653	44,769	49,184
3	41,165	45,276	49,713
4	43,683	47,959	52,090
5	44,160	48,406	52,615
6	44,639	48,868	53,157
7	45,102	49,363	53,633
8	45,584	49,856	54,124
9	46,078	50,318	54,612
10	49,123	54,205	58,841
11	49,600	54,730	59,136
12	50,096	55,253	59,432
13	50,540	55,775	59,939
14	50,991	56,270	60,415
15	51,749	57,400	62,513
16	52,222	57,940	63,101
17	52,699	58,498	63,691
18	52,699	58,498	63,691
19	52,699	58,498	63,691
20	53,533	59,317	64,511
21	53,533	59,317	64,511
22	53,533	59,317	64,511
23	53,533	59,317	64,511
24	53,533	59,317	64,511
25	54,037	59,879	65,123
Rank 4	32,420		
Rank 5	30,250		

CLASSIFIED SALARY SCHEDULE 2020													
HOURLY EMPLOYEES			**Outside Experience Limit - 9 Years										
CODE	GRADE	CLASSIFICATION	Cntrct	Hours	0-1	2-3	4-5	6-7	8-9	10-14	15-19	20-24	25 up
			Days	Per Day	A	B	C	D	E	F	G	H	I
7120	PROP	Offset Press Operator	260	4	17.99	18.25	18.44	18.65	18.90	19.08	19.28	19.51	19.82
7164	ACC2	Accounting Clerk 2	260	7.5	21.21	21.34	21.52	21.73	21.88	22.07	22.27	22.45	22.85
7165	ACC1	Accounting Clerk 1	260	7.5	15.06	15.23	15.39	15.60	15.78	15.93	16.12	16.29	16.59
7191	PRC2	Payroll Clerk 2	260	7.5	21.21	21.34	21.52	21.73	21.88	22.07	22.27	22.45	22.85
7192	PRC1	Payroll Clerk 1	260	7.5	15.06	15.23	15.39	15.60	15.78	15.93	16.12	16.29	16.59
7234	FSA1	Food Srv Assistant I	183	Varies	10.34	10.54	10.74	10.96	11.17	11.41	11.63	11.85	12.09
7233	FSWR	Food Srv Worker	183	Varies	12.43	12.64	12.78	12.96	13.18	13.35	13.54	13.72	14.02
7212	FSSE	Food Srv Supv Elem	184	7	14.67	14.84	15.00	15.20	15.40	15.59	15.79	15.92	16.25
7212	FSSP	Food Srv Supv PMS	184	7.5	14.67	14.84	15.00	15.20	15.40	15.59	15.79	15.92	16.25
7212	FSST	Food Srv Supv PTHS	184	8	16.48	16.68	16.85	17.02	17.23	17.39	17.58	17.77	18.06
7205	FSAC	Food Srv Account Clerk	240	7.5	21.21	21.34	21.52	21.73	21.88	22.07	22.27	22.45	22.85
7318	INA2	Instr Asst 2	187	7	12.76	12.87	13.11	13.27	13.51	13.66	13.81	14.01	14.31
7320	INA1	Instr Asst 1	187	7	12.66	12.81	13.00	13.18	13.35	13.53	13.72	13.86	14.18
7318	HIA2	Instr Asst 2 (Head Start)	187	7.5	12.76	12.87	13.11	13.27	13.51	13.66	13.81	14.01	14.31
7320	HIA1	Instr Asst 1 (Head Start)	187	7.5	12.66	12.81	13.00	13.18	13.35	13.53	13.72	13.86	14.18
7338	INT1	Interpreter 1	187	7	21.76	21.92	22.08	22.25	22.41	22.57	22.71	22.87	23.05
7336	INT2	Interpreter 2	187	7	25.39	25.52	25.70	25.85	26.01	26.16	26.33	26.48	26.63
7339	INT3	Interpreter 3	187	7	30.33	30.51	30.65	30.80	30.98	31.31	31.27	31.45	31.60
7442	MATE	Maintenance Tech - Electrical	260	8	19.01	19.24	19.42	19.63	19.87	20.04	20.21	20.43	20.69
7443	MATC	Maintenance Tech	260	8	16.87	17.09	17.28	17.49	17.72	17.90	18.05	18.29	18.55
7447	MAWK	Maintenance Worker	260	8	14.81	15.01	15.26	15.59	15.78	16.00	16.28	16.45	16.68
7605	CUPD	Custodian Supv 3 PTHS Day	260	8	16.74	16.90	17.09	17.26	17.47	17.63	17.83	18.00	18.37
7605	CUEC	Custodian Supv 3 Elem/Central	260	8	13.92	14.11	14.27	14.45	14.67	14.84	15.02	15.22	15.50
7605	CUPM	Custodian Supv 3 PMS	260	8	14.77	14.93	15.10	15.27	15.47	15.70	15.87	16.00	16.34
7606	CUPN	Custodian Supv 2 PTHS Night	260	8	14.58	14.79	14.92	15.10	15.31	15.48	15.71	15.85	16.19
7609	CU01	Custodian 1	260	8	12.43	12.64	12.76	12.96	13.18	13.35	13.54	13.72	14.02
7732	SRCL	Shipping/Receiving Clerk	260	7.5	17.99	18.25	18.44	18.65	18.90	19.08	19.28	19.51	19.82
7761	SESU	Secretary Superintendent	260	7.5	23.46	23.63	23.79	23.99	24.16	24.35	24.54	24.72	25.14
7762	SEPR	Secretary Personnel Admin	260	7.5	21.21	21.34	21.52	21.73	21.88	22.07	22.27	22.45	22.85
7771	SEP1	Secretary Educational Prog	260	7.5	21.21	21.34	21.52	21.73	21.88	22.07	22.27	22.45	22.85
7772	SEFR	Secretary 1 (Grants)	Varies	Varies	12.66	12.81	13.00	13.18	13.35	13.70	13.86	14.03	14.36
7906	TMDA	Transportation/Maint. Data Asst.	260	8	14.48	14.63	14.81	14.98	15.16	15.51	15.68	15.86	16.14
7906	TDAC	Transportation Data Assistant	260	8	13.28	13.43	13.61	13.78	13.96	14.31	14.48	14.66	14.94
7885	REGR	Registrar	240	8	13.72	13.87	14.06	14.24	14.41	14.76	14.92	15.09	15.42
7471	CD06	College & Career Specialist	187	7.5	41.52	42.09	42.68	43.27	43.88	44.50	45.13	45.77	46.43

CLASSIFIED SALARY SCHEDULE 2020													
HOURLY EMPLOYEES			**Outside Experience Limit - 9 Years										
CODE	GRADE	CLASSIFICATION	Cntrct	Hours	0-1	2-3	4-5	6-7	8-9	10-14	15-19	20-24	25 up
			Days	Per Day	A	B	C	D	E	F	G	H	I
7773	SEHS	Secretary High School	260	8	13.66	13.79	14.00	14.15	14.36	14.68	14.84	15.01	15.34
7774	SEMS	Secretary Middle School	260	8	13.66	13.79	14.00	14.15	14.36	14.68	14.84	15.01	15.34
7775	SEEL	Secretary Elementary	260	8	13.66	13.79	14.00	14.15	14.36	14.68	14.84	15.01	15.34
7776	SESS	Secretary Staff Support	187	Varies	12.66	12.81	13.00	13.18	13.35	13.70	13.86	14.03	14.36
7784	CLGE	Clerk	187	7	12.66	12.81	13.00	13.18	13.35	13.70	13.86	14.03	14.36
7786	PRCL	Project Clerk	180	7	15.30	15.60	15.92	16.24	16.56	16.89	17.23	17.57	17.92
7791	RECP	Receptionist	260	7.5	14.53	14.69	14.90	15.06	15.27	15.65	15.83	16.02	16.35
7861	SEDP	Attendance Supervisor	260	7.5	21.21	21.35	21.52	21.73	21.88	22.07	22.27	22.45	22.85
7771	SESP	Secretary Special Education	260	7.5	21.21	21.35	21.52	21.73	21.88	22.07	22.27	22.45	22.85
7332	PRSI	Program Specialist I	220	8	21.01	21.44	21.85	22.30	22.74	23.20	23.67	24.14	24.62
7914	MCHL	Mechanic, Lead	260	8	19.98	20.20	20.41	20.60	20.84	21.00	21.16	21.41	21.69
7915	MCHA	Mechanic II	260	8	18.38	18.61	18.79	19.00	19.23	19.41	19.56	19.81	20.06
7916	MCHB	Mechanic I	260	8	15.98	16.17	16.33	16.48	16.71	16.85	16.99	17.21	17.51
7941	BDRV	Bus Driver	185	Varies	13.94	14.15	14.29	14.47	14.69	14.86	15.05	15.23	15.53
7940	BDES	Mid-day Bus Driver	140	Varies	13.94	14.15	14.29	14.47	14.69	14.86	15.05	15.23	15.53
7942	BMON	Bus Monitor/Break	185	4	10.18	10.36	10.54	10.73	10.91	11.10	11.28	11.49	11.70
7873	EMTA	Employment Training Asst	187	7	16.87	17.09	17.27	17.49	17.72	17.90	18.05	18.29	18.55
7317	KC1M	Kids Kare Manager	178	2.5	10.76	10.76	10.76	10.76	10.76	10.76	10.76	10.76	10.76
7317a	KC1W	Kids Kare Workers	178	2	8.50	8.50	8.50	8.50	8.50	8.50	8.50	8.50	8.50
7342	CL2	Community Liason 2 (Assoc. Degree)	197	7.5	15.99	16.60	17.12	17.25	17.48	19.14	19.61	20.27	20.89
7342	CL3	Community Liason 3 (BS. Degree)	197	7.5	17.79	18.40	18.92	19.04	19.27	20.94	21.40	22.06	22.67
7342	HD01	Community Liason (Diploma)	197	7.5	14.02	14.62	15.15	15.28	15.41	17.37	17.83	18.50	19.10
7767	7767	Com. Liason/ Admin. Asst.	225	8	18.75	19.05	19.35	19.65	20.01	20.34	20.66	21.02	21.37
7776	SEMR	Staff Support Secretary (T. Alley)	187	Varies	12.66	12.81	13.00	13.18	13.35	13.70	13.86	14.03	14.36
7772	SEFR	Staff Support Secretary 1 (FRYSC)	187	Varies	12.66	12.81	13.00	13.18	13.35	13.70	13.86	14.03	14.36
7776	SESM	Staff Support (Paducah Middle)	187	7.5	12.66	12.81	13.00	13.18	13.35	13.70	13.86	14.03	14.36



CONTRACT EMPLOYEES			**Outside Experience Limit - 9 Years										
CODE	GRADE	CLASSIFICATION	Min	Cntrct	0-1	2-3	4-5	6-7	8-9)	10-14	15-19	20-24	25 up
			Dgr	Days	A	B	C	D	E	F	G	H	I
7314	ROTC	Naval Science Instructor	0-4	187	50,418	51,931	53,489	55,094	56,747	58,941	59,529	60,125	60,726
7312	RTCI	Assoc. Instructor Naval Science	0-4	187	40,185	40,587	40,993	41,404	41,818	42,236	42,658	43,085	43,516
7475	FY01	Coordinator II	MA/EX	240	43,406	45,535	48,808	51,433	52,741	57,280	57,591	57,747	58,059
7476	FY02	Coordinator I	BA/EX	240	38,521	40,785	42,096	43,406	44,717	46,846	47,826	49,141	49,958
7110	CRSP	Community Relations Specialist	EXP.	240	43,596	44,197	44,807	45,431	46,070	46,720	47,382	48,059	48,748
7301	CL44	Bus. Workforce Relations Specialist	EXP.	240	38,894	39,672	40,466	41,274	42,100	42,941	43,801	44,676	45,569
7184	DIII	Director Finance	MA	240	87,972	89,528	91,147	92,830	94,589	96,366	97,147	97,926	98,706
7161	ACMD	Accounting Manager	BS	240	40,083	41,874	43,661	45,236	45,952	47,529	48,675	49,247	50,104
7223	FRMG	Food Service Supervisor (BA)	EXP.	225	51,029	52,017	51,333	54,196	55,279	56,385	57,513	58,664	59,837
7291	OCTP	Physical/ Occupational Therapis	MA	187	54,035	55,116	56,218	57,343	58,489	59,659	60,853	62,070	63,311
7432	MAMG	Maintenance Supervisor	EXP.	240	60,374	61,527	62,681	63,837	64,993	66,141	66,923	67,701	68,484
7504	TECH	Manager Technology	BA	240	60,374	61,527	62,681	63,837	64,993	66,141	66,923	67,701	68,484
7902	TRAN	Manager Transportation	EXP.	240	60,374	61,527	62,681	63,837	64,993	66,141	66,923	67,701	68,484
7882	SWO1	Social Worker	MA	195	37,671	40,293	41,603	42,915	44,224	45,535	46,846	48,156	49,141
7882	SWO2	Social Worker Student Adv.	BA	195	36,527	37,509	38,491	39,473	40,499	41,770	43,406	44,224	45,046
7882	SWO3	Social Worker 3		198	38,059	38,819	39,596	40,388	41,197	42,021	42,832	43,689	44,562
7533	TCSS	Technology Support Specialist	EXP.	240	33,663	34,337	35,023	35,724	36,438	37,166	37,910	38,668	39,441
7523	NSAD	Network & System Administrator		240	45,586	46,517	47,465	48,435	49,404	50,392	51,400	52,429	53,477
7505	FSTS	Food Service Technology Support	EXP.	240	43,487	44,356	45,243	46,148	47,071	48,012	48,973	49,952	50,951
7824	DSCO	Security Officer - District	EXP.	240	39,370	40,157	40,959	41,779	42,612	43,464	44,335	45,221	48,433
7825	SM00	Security Monitor	EXP.	195	29,209	30,008	30,793	31,579	32,758	33,416	34,725	35,381	36,036
7463	HSDR	Director III	M/EX	225	62,986	64,271	65,583	66,921	68,288	69,680	71,103	72,554	74,034
7334	PRAI	Program Assistant I	BS	187	34,313	35,000	35,701	36,412	37,141	37,885	38,643	39,415	40,204
7335	PRA2	Program Assistant II	BS	187	23,204	23,669	24,142	24,623	25,117	25,619	26,132	26,654	27,188
7351	PAT3	Preschool Assoc. Teacher III	65+Hrs	187	28,215	28,736	29,270	29,812	30,368	30,933	31,509	32,098	32,696
7350	PAT2	Preschool Assoc. Teacher II	CDA	187	17,763	18,024	18,677	19,421	20,237	21,085	21,943	22,986	24,294
7294	SLP	Speech Language Pathologist		187	44,306	45,192	46,096	47,018	47,957	48,916	49,894	50,891	51,909
7531	7531	Software Technician Head Start		225	31,447	32,075	32,716	33,370	34,039	34,719	35,412	36,121	36,844
7871	CAPL	Career Planner		197	24,844	25,332	25,849	26,366	26,893	27,432	27,980	28,846	29,111
7474	CIII	Coordinator III		225	45,113	46,033	47,150	48,203	49,187	50,174	50,898	51,620	52,278
7472	CORV	Coordinator V		225	61,913	63,176	64,440	65,728	67,044	68,383	69,753	71,146	72,570
7435	MACS	Maintenance/Asst Supervisor		240	42,410	43,251	44,103	44,950	45,797	46,948	47,219	47,790	48,367

**ORDER NO. 53**

**APPROVAL OF DISTRICT CODE OF ACCEPTABLE BEHAVIOR**

Dr. Shively recommended that the Paducah Board of Education approve the proposed revisions to the 2019-2020 District Code of Acceptable Behavior as presented by Troy Brock, DPP. Revisions provided under separate cover.

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

**ORDER NO. 54**

**APPROVAL OF LOCAL PLANNING COMMITTEE**

Dr. Shively recommended that the Paducah Board of Education approve the 2019-2020 Local Planning Committee as presented by Chad Jezik. This committee is required by the Kentucky Department of Education to review and update the District Facility Plan every four years.

<u>Parents</u>		PTHS	Jason Nichal
Head Start	Keyonna Gholson		
McNabb	Belinda Spivey Nunn		
Paducah Middle	Andiamo White		
PTHS	Heather Pierce		
<u>Teachers</u>		<u>Community/Business Leaders</u>	
ATC	Brandon Wilber	Jay Brien	
Clark	Michelle Gordon	David Black	
PTHS	Chelsea Saladino	Missy Brown	
Morgan	Kendrick Dunnaway	<u>Local Zoning Official</u>	
<u>Building Administrators</u>		Shane Shelby	
ATC	Allan Paul	<u>Board Member</u>	
Clark	Steve Ybarzabal	Dr. Felix Akojie	
Head Start	Jason Hammonds	<u>District Representative</u>	
Morgan	Mark Fenske	Chad Jezik	
McNabb	Josh Payne	<u>Superintendent</u>	
Paducah Middle	Kris Durfee	Donald Shively	
		<u>Central Office Staff</u>	
		Troy Brock	

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

ORDER NO. 55

APPROVAL OF DISTRICT 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 2019-2020 school year.

The motion was made by Dr. Akojie and seconded by Dr. Hudson that the Board concur with the request of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 56

APPROVAL OF INSURANCE

Dr. Shively recommended that the Paducah Board of Education approve the following insurance packages: Liberty Mutual Insurance for \$326,895 to cover property, fleet, liability and other insurances and KEMI for \$67,901.29 for worker's comp insurance.

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

ORDER NO. 57

APPROVAL OF INNOVATION HUB WELDING LAB EQUIPMENT & BOOTH BIDS

Dr. Shively recommended that the Paducah Board of Education accept the welding lab equipment and welding booth proposals outlined below:

Welding Lab Equipment:

Airgas & Lincoln Electric, Paducah KY	
18 Welders	\$92,190.06
3 Gas Mixer	\$4,689.54
9 Fume Extractors	<u>\$77,088.15</u>
Total	\$173,967.75

Welding Booth Fabrication:

Industrial Sheet Metal, Calvert City, KY	
18 welding booths	\$76,482.00

The motion was made by Dr. Hudson and seconded by Dr. Akojie that the Board concur with the request of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 58

APPROVAL OF CHANGE ORDER

Dr. Shively recommended that the Paducah Board of Education approve the following change order, pending KDE final approval:

Paducah Innovation Hub / BG 17-179: Change Order #003 by Ray Black and Son, Inc. This Change Order will increase the contract sum by \$104,075.30. Specific costs and documentation attached:

PCO 013, PCO 014, PCO 015, PCO 016, PCO 017, PCO 018, PCO 019, PCO 020, PCO 021, PCO 024

The motion was made by Mrs. Hancock and seconded by Mrs. Howard that the Board concur with the request of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 59

APPROVAL OF CHANGE ORDER

Dr. Shively recommended that the Paducah Board of Education approve the following change order, pending KDE final approval:

Paducah Innovation Hub / BG 17-179: Change Order #004 by JRA, Inc. (Screen Wall Addition)

This Change Order will increase the contract sum by \$202,006.48.

The motion was made by Mrs. Howard and seconded by Dr. Hudson that the Board concur with the request of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 60

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:

Payment to JRA Architects: \$9,856.57  
Payment to Bacon, Farmer, Workman: \$6,642.50

Application #7 for the BG 17-179 Innovation Hub Project - Total Amount of \$1,220,809.94

Payment to Contractor Ray Black & Son: \$549,243.60

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

Federal Materials (Ray Black & Son, Inc.)	\$26,395.00
Southeastern Reinforcing	\$24,850.00
Lee Building Products	\$27,832.00
Quikrete Companies	\$720.00
Federal Materials (DK Masonry)	\$14,022.00
Superior Fabrication	\$496,480.00
Garland Company	\$34,039.91
Atlas Companies	\$5,784.95
Utility Pipe Sales Co.	\$26,498.14
Winnsupply	\$3,469.50
Carter Concrete	\$3,632.00
Winn Materials	\$7,842.84

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. 61

ACTION TO GO INTO EXECUTIVE SESSION

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

ORDER NO. 62

ACTION TO RETURN TO OPEN SESSION

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

ORDER NO. 63

ACCEPTANCE OF SUPERINTENDENT EVALUATION

It was recommended that the Paducah Board of Education approve the summary evaluation for Dr. Donald Shively for 2019.

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. LeBuhn made this statement:

Dr. Shively has worked effectively with students, faculty, area agencies, regional businesses, other superintendents, and the Board of Education to advance Paducah Public Schools and public education in our region. He understands great schools build great communities demonstrating a contagious excitement for collaborative leadership and the cultivation of community partnerships. Dr. Shively does an outstanding job of keeping district personnel focused on the use of data to improve student achievement. He promotes Paducah Public Schools' Vision to know every child by name and need and meets frequently with teachers and administrators implementing validated programs to improve test scores, close achievement gaps, and promote diversity in advanced placement classes. He is passionate about the recruitment, development, and retention of a highly effective diverse staff. His educational leadership is visible in all facets of the learning community. Dr. Shively is leading and coordinating the efforts of tireless committed district personnel in the development of

facilities, curriculum, and aligned extracurricular activities designed to produce well educated, hard-working, and creative problem solvers poised for college and career success. He recognizes the complicated social/financial barriers our students face understanding connections to local businesses will be critical in helping students discover exciting career pathways and in helping to retain talented workers in our community. He makes wise fiscal decisions and assesses carefully both short and long term budgetary needs. He is working closely with the Foundation board exploring exciting ways for them to continue to help advance our district's mission. Although accomplished, he remains a lifelong learner continuously preparing, assessing, and studying. We feel confident Dr. Shively and the district's hardworking compassionate staff can continue to propel Paducah Public Schools to even higher levels of academic excellence.

The motion was made by Dr. Akojie and seconded by Mrs. Howard that the Board approve the Superintendent Summary Evaluation for 2019. The roll was called and all members present voted "Yes."

ORDER NO. 64

ACTION TO ADJOURN

The motion was made by Dr. Akojie and seconded by Mrs. Howard that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 8:02 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.