

PROCEEDINGS  
OF THE PADUCAH BOARD OF EDUCATION  
REGULAR MEETING  
May 21, 2018

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, May 21, 2018 at 6:00 p.m.

ROLL CALL

Members Present: Felix Akojie, Carl LeBuhn, Danette Humphrey, Janice Howard, James Hudson

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

William Black, Instruction/Assistant Superintendent

Dale Weaver, IT

Troy Brock, DPP

Julie Huff, Finance

Amie Tooley, Special Programs

Kristy Lewis, Head Start

Nicholas Holland, Attorney

Wayne Walden, Community Relations

Other staff and administrators

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. 58

APPROVAL OF AGENDA

The agenda was presented with updated Job Description for Item 6.8. 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 amended. The roll was called and all members present voted "yes".

ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Troy Brock, director of pupil personnel, presented the attendance report.

- Attendance:
  - Highest percent attendance is Clark Elementary with 97.29% (+.76%)
  - McNabb Elementary 96.64% (+.79%)
  - Paducah Middle 96.35% (+.50%)
  - Morgan Elementary 95.97% (+.80%)
  - Paducah Tilghman 94.72% (+.47%)
  - Choices 83.25% (-1.47%)
  - District 95.82% (+.76%)
  - Cumulative 95.32%
- Enrollment:
  - Continued positive trend for Morgan versus last year: +23 students
  - Continued decreased enrollment by 39 students versus last year but equalizing
  - Other schools relatively stable. Note increased 7<sup>th</sup> grade enrollment at Choices (+12) with a marked decrease in enrollment at Paducah Middle overall (-10)
- ADA:
  - 2727.50 for month (unadjusted) – equalizing to this time last year.
  - 2619.44 for month (adjusted) – Up 12.45 versus last year at this time
  - Cumulative 2615.25: down 70.46 versus last year cumulatively due to decreased (normalizing) overall enrollment in the district.

Kristy Lewis, director of Paducah Head Start Preschool, recognized the 169 students transitioning on to Kindergarten with pictures of all children transitioning. Mrs. Lewis shared with the board the success of students and showed the growth on the agency assessment. Mrs. Lewis spoke about the health and safety supplemental grant and the 5 year grant application. Mrs. Lewis shared about the new curriculum that the agency will be using and the correlation between parent education and classroom education.

Will Black presented a report on Student Learning Goals, Continuous Improvement and College/Career Readiness. The district will develop a system to withstand the changes as we focus on the Graduate Profile.



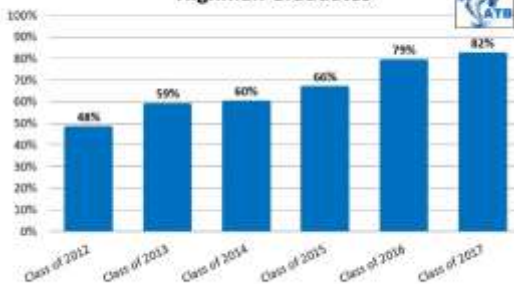
### Continuous Improvement in the Face of a Whirlwind

May 21, 2018

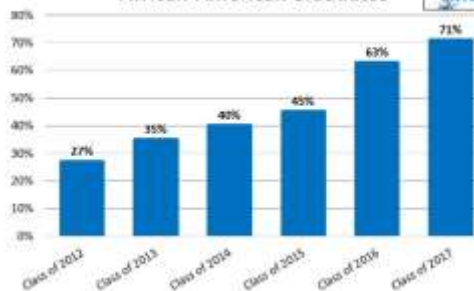
### Strategic Plan: Student Learning Goals

1. 100% of our graduates will be College- or Career-Ready by 2020.
2. Engage students in authentic project-based learning experiences that teach them non-cognitive, essential competencies for work and life.
3. Students will become independent learners who manage their own progress toward personal goals.

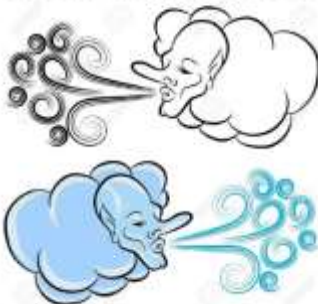
College- or Career-Ready Tilghman Graduates



College- or Career-Ready African-American Graduates

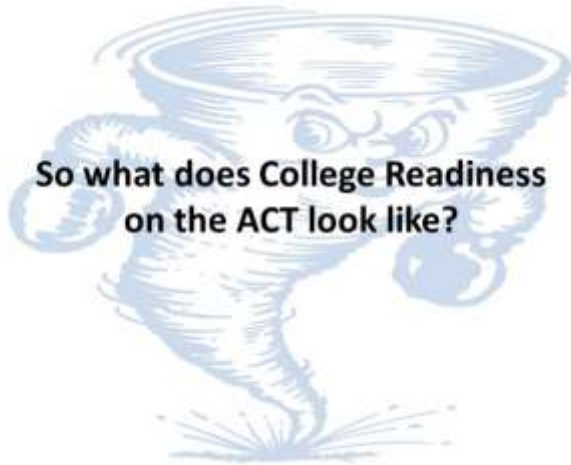


### How do we develop a system that can withstand the political winds?



### Focus on what is timeless.

- Develop a District Graduate Profile.
  - ACT and/or SAT Standards
  - Non-Cognitive, Essential Skills for work and life
  - Becoming an independent learner
- Backwards map curriculum and assessments from graduate profile– Begin with the end in mind.
- Benchmark our progress towards these goals at each grade level.
- Continuously improve by identifying and removing roadblocks through best practice.



## So what does College Readiness on the ACT look like?

Let's use Math ACT as an Example...

- **DOK 1**– Basic Math

5. If  $f(x) = (3x + 7)^2$ , then  $f(1) = ?$

- A. 10
- B. 16
- C. 58
- D. 79
- E. 100

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## Math ACT

- **DOK 2**– Basic Math in a Setting (word problem)

6. Jorge's current hourly wage for working at Denti Smiles is \$12.00. Jorge was told that at the beginning of next month, his new hourly wage will be an increase of 6% of his current hourly wage. What will be Jorge's new hourly wage?

- F. \$12.06
- G. \$12.60
- H. \$12.72
- J. \$18.00
- K. \$19.20

## Math ACT

- **DOK 3**– Very Challenging Problems that Require Strategic Thinking

47. Only tenth-, eleventh-, and twelfth-grade students attend Washington High School. The ratio of tenth graders to the school's total student population is 86:255, and the ratio of eleventh graders to the school's total student population is 18:51. If 1 student is chosen at random from the entire school, which grade is that student most likely to be in?

- A. Tenth
- B. Eleventh
- C. Twelfth
- D. All grades are equally likely.
- E. Cannot be determined from the given information.

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## Goals for Next Year– Core Subjects

- Identify what role each core middle school subject plays in achieving ACT College and Career Readiness.
- Revise Pacing Guides / Common Assessments to align with ACT Standards and DOK levels in core subject areas
- Embed relevant ACT (or ACT-aligned) passages / questions into learning checks, unit tests, and quizzes.
- Identify roadblocks that prevent students from achieving these goals.

## Goals for Next Year– Project-Based Learning

- The board has added two extra PD days to the 2018-19 calendar
- We will use these days to support teachers in building project-based learning units in Science and Social Studies.
- Opportunities to partner with Sprocket and the future Innovation Hub

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## HEARINGS OF INDIVIDUALS AND GROUPS

There were none.

ORDER NO. 59

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: 101018-101204 Voids: 99942, 99395  
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 April 30, 2018 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 April 30, 2018 were presented. It was recommended that the Working Budget Adjustments be received.

DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held April 16, 2018 and special meetings held April 20 and May 14, 2018. 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 April 16, 2018.

*I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT*

A. Terminations

1.	Boschert, Christopher	Resignation accepted: Substitute Bus Drive, District, Annex.	05/2/18
2.	Chapman, Rachel	Resignation accepted: Instructional Assistant I, Paducah Head Start Preschool.	05/29/18
3.	Doran, Timothy	Resignation accepted to effect retirement: Maintenance Technician IV, Maintenance Department.	04/30/18
4.	Gray, Elizabeth	Termination, Food Service Manager, McNabb Elementary School.	05/14/18
5.	Hunter, Robert	Resignation accepted to effect retirement: Bus Driver, Transportation.	12/31/18
6.	Stamps, Thomas	Resignation accepted, Maintenance Worker II, Annex.	05/18/18

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

1.	Gould, Sarah	Additional Assignment: Head Start Classroom Classified Substitute, Paducah Head Start Preschool, \$8.10 per hour.	04/01/18
2.	Hawkins, Domestra	Additional Assignment: ESS Tutor, McNabb Elementary School, \$13.86 per hour.	09/12/17
3.	Johnson, Kelly	Additional Assignment: ESS Tutor, McNabb Elementary School, \$12.66 per hour.	04/16/18
4.	Newberry, Joy	Additional Assignment: Tornado Star Jumpstart Assistant, Paducah Middle School Tornado Star Summer Program, \$13.05 per hour, 4 hours per day.	06/12/18
5.	Meadows, Timothy	Other: Additional 30 days added to schedule for 21 <sup>st</sup> Century Summer program beginning 6/4/18 to 6/28/18 to close out the program for the 2017-2018 school year.	06/04/18
6.	Scott, Marquise	Other: Additional 3.75 hours per day, Monday through Thursday, Instructional Assistant I, Paducah Head Start Preschool.	03/19/18
7.	Suitor, Melissa	Additional Assignment: Assistant Track Coach Morgan Elementary School Running Club Sponsor, Morgan Elementary School, \$500.00 per year.	05/01/18
8.	Wyatt, Lauren (Hamilton)	Position Change: From Account Clerk I, Paducah Tilghman High School to Secretary II – Special Programs, Central Office.	07/02/18

C. Employment

1.	Hobbs, Theresa	Employment: Staff Support Secretary, Morgan Elementary School, \$12.66 per hour.	08/06/18
2.	Ravens, Leslie	Employment: Bus Driver Substitute, District \$8.10 per hour.	05/01/18

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

1.	Carneal, Michael	Resignation accepted: Teacher, Paducah Middle School.	04/17/18
2.	Cissell, David	Resignation accepted: Teacher, Paducah Tilghman High School.	06/30/18
3.	Crane, Natalie	Resignation accepted: Teacher, Morgan Elementary School.	06/30/18
4.	Cross, Robert	Resignation accepted: 7 <sup>th</sup> Grade Girls Basketball Head Coach, Paducah Middle School for 2018-2019 school year.	05/29/18
5.	Dempsey, Lyndsie	Resignation accepted: Teacher, Clark Elementary School.	06/30/18
6.	Gray, Stephani	Resignation accepted, 6 <sup>th</sup> Grade Girls Basketball Coach Assistant, Paducah Middle School.	05/17/18
7.	Hobbs, Jessica	Resignation accepted, Teacher, Paducah Head Start Preschool.	05/29/18
8.	Joseph, Alix	Resignation accepted: Substitute Teacher, District.	05/25/18
9.	Peck, Debbie	Resignation accepted: Substitute Bus Driver, District.	06/30/18
10.	Pierce, Heather	Resignation accepted: Substitute Teacher, District.	05/02/18

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

1.	Cross, Robert	Additional Assignment: ESS Teacher Substitute, McNabb Elementary School, \$25.00 per hour.	04/16/18
2.	DiNovo, Justin	Additional Assignment: Football Assistant Coach Tornado League, Paducah Tilghman High School, \$2,000.00 per year.	07/01/18
3.	Goodin, Lesley	Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour.	04/16/18
4.	Harbison, Michelle	Additional Assignment: Teacher, Born Learning, Morgan Elementary School, \$75.00 for one class.	05/23/18
5.	Harris, Lynnette	Additional Assignment: Tornado Star Jumpstart Teacher, Paducah Middle School Tornado Star Summer Program, \$20.00 per hour, 4 hours per day.	06/11/18
6.	Hopwood, Tammy	Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour.	04/16/18
7.	Kern, Michelle	Additional Assignment: Assistant Track Coach Clark Elementary School Running Club Sponsor, Clark Elementary School, \$500.00 per year.	05/01/18
8.	Morgan, Rachel	Additional Assignment: Tornado Star Jumpstart Teacher, Paducah Middle School Tornado Star Summer Program, \$20.00 per hour, 4 hours per day.	06/11/18
9.	Morris, Mattie	Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour.	04/16/18
10.	Newbern, Candice	Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour.	04/16/18
11.	Smith, Karen	Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour.	04/16/18
12.	Spencer, Kani	Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour.	04/16/18
	White, Terrie	Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour.	04/16/18
13.	Wyman, Matthew	Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour.	04/16/18
14.	Wynne, Justin	Additional Assignment: Assistant Track Distance Running Coach, Paducah Tilghman High School, \$2,000.00 per year.	05/01/18

C. EMPLOYMENT

1.	Hurt, Delores V.	Employment: Substitute Teacher, District, Rank I, \$90.38 per day.	04/01/18
2.	Newsome, John	Employment: ESL Teacher, Paducah Tilghman High School, Rank II, 5 years of experience.	08/06/18

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: Kayla Griggs April 25 to May 24, 2018; Hannah Conyer April 24 to May 29, 2018; Norma Green March 21 to May 29, 2018.

ACCEPTANCE OF CDIP PROGRESS MONITORING REPORT - It was recommended that the Paducah Board of Education receive the CDIP Progress Monitoring Report for May 2018 as presented by Will Black, Assistant Superintendent.

ACCEPTANCE AND APPROVAL OF HEAD START REPORTS - It was recommended that the Paducah Board of Education accept the Directors Report, Education Report, Family Services Report, Shared Governance and Non Federal Shares and approve the Supplemental Grant, 5 year Grant and COLA as presented by Kristy Lewis, director.

APPROVAL OF GRADUATES - It was recommended that the Paducah Board of Education approve the Paducah Tilghman High School graduates as recommended by Principal Art Davis: Jada Nakeia Bailey, Selina Monique Forrest, Sir Von Jerome Redd, TiRel Dushon Beavers. They will be allowed to participate in the May commencement ceremony.

ACCEPTANCE OF AUDITOR'S CONTRACT - It was recommended that the Paducah Board of Education appoint Williams, Williams, and Lentz as the district's independent accounting firm for FY 2018-2019 at an auditing cost not to exceed \$24,000.00. Additional costs associated with bookkeeping review or report configuration, if necessary, will be billed separately at a rate presented in the proposal.

APPROVAL OF TREASURER'S BOND

Dr. Shively recommended that the Paducah Board of Education authorize the administration to renew the treasurer's bond in the sum of \$300,000 for Julie D. Huff, Treasurer, for 2018-2019.

APPROVAL OF SBDM ALLOCATIONS

Dr. Shively recommended that the Paducah Board of Education approve the May 1, 2018 SBDM Staffing Allocations and SBDM Section 6 Allocations for the 2018-2019 school year for Paducah Tilghman, Choices, Paducah Middle, Clark Elementary, McNabb Elementary and Morgan Elementary. The staffing allocations are based upon the Paducah Board of Education's approved staffing formula.

### Staffing Allocation Worksheet for Elementary School Grades

Name of School: McNabb Elementary

#### Section 1: Required Certified Positions

	# of students	ratio	Total Certified Allocated	Total Classified Allocated	Total Staff Allocated
Principal	1.0	95,243.00	27.5	1,586,760.00	
Media Librarian	1.0	68,606.00	6.0	103,982.00	
<b>Total</b>	<b>2.0</b>	<b>163,849.00</b>	<b>33.5</b>	<b>1,690,742.00</b>	

#### Section 5: Total Allocated Staff

	# of students	ratio	Total Certified Allocated	Total Classified Allocated	Total Staff Allocated
Principal	1.0	96,295.00	38.0	2,110,932.00	
Media Librarian	1.0	61,626.00	7.0	121,526.00	
<b>Total</b>	<b>2.0</b>		<b>45.0</b>		

#### Section 2: Certified Teachers

	# of students	ratio	certified teachers allocated	number of students/24	number of students/28	number of students/29
Primary (P1-P5)	0	24	9.0	51,085.00		
Fourth Grade	0	28	2.0	113,654.00		
Fifth Grade	0	29	2.0	96,061.00		
<b>Total Certified Allocated</b>			<b>13.0</b>	<b>722,800.00</b>		

#### Section 3: Additional Certified Staff (not required)

Assistant Principal	1.0	73,288.00
Guidance Counselor	1.0	68,606.00
Discretionary Certified (Art, PE, Music)	3.0	154,275.00
Additional Classroom Teachers	7.5	419,502.00
<b>Total Additional Certified</b>	<b>12.5</b>	<b>700,111.00</b>

#### Section 3: Additional Certified Staff (not required)

Assistant Principal	1.0	73,288.00
Guidance Counselor	1.0	68,606.00
Discretionary Certified (Art, PE, Music)	2.0	115,691.00
Additional Classroom Teachers	4.0	185,012.00
<b>Total Additional Certified</b>	<b>8.0</b>	<b>442,597.00</b>

#### Section 4: Classified Assistants

	# of students	ratio	certified teachers allocated	number of FTE Kindergarten students/24
Kindergarten	0	24	2.0	33,158.00
Other (not required)	0	0	4	70,824.00
<b>Total Classified Allocated</b>			<b>6.0</b>	<b>103,982.00</b>

#### Section 4: Classified Assistants

	# of students	ratio	certified teachers allocated	number of FTE Kindergarten students/
Kindergarten	0	24	3.0	49,737.00
Other (not required)	0	0	4	71,789.00
<b>Total Classified Allocated</b>			<b>7.0</b>	<b>121,526.00</b>

#### Grant Teachers

Grant - FRYSC	7	287,736.00
Grant Inst Asst	6	106,455.00
Secretarial Staff	2	47,799.00
Custodial Staff	3	85,162.00

#### Section 6

Substitutes	24,000.00
Utilities	158,100.00
Nursing	20,000.00
Co - Circular	3,400.00
<b>Total</b>	<b>205,500.00</b>

#### Grant - Teachers

Grant - FRYSC	5	281,736.00
Grant Inst Asst	1	47,826.00
Secretarial Staff	2	35,868.00
Custodial Staff	3	51,710.00
<b>Total</b>	<b>11</b>	<b>417,140.00</b>

### Staffing Allocation Worksheet for Middle School Grades

Name of School: Paducah Middle

Section 1: Required Certified Positions		Section 5: Total Allocated Staff	
Principal	1.0	94,629.00	37.3
Media Librarian	1.0	40,524.00	2.5
<b>Total</b>	<b>2.0</b>	<b>145,153.00</b>	<b>39.8</b>

Section 1: Required Certified Positions		Section 5: Total Allocated Staff	
Principal	1.0	90,000.00	28.0
Media Librarian	1.0	67,961.00	5.0
<b>Total</b>	<b>2.0</b>	<b>157,961.00</b>	<b>33.0</b>

Section 2: Certified Teachers		certified teachers allocated	
Sixth Grade	0	29	8.0
Seventh Grade	0	25	8.0
Eighth Grade	0	25	6.0
<b>Total Certified Allocated</b>			<b>22.0</b>

Section 2: Certified Teachers		certified teachers allocated	
Primary (P1-P5)	0	24	8.0
Fourth Grade	0	28	3.0
Fifth Grade	0	29	2.0
<b>Total Certified Allocated</b>			<b>13.0</b>

Section 3: Additional Certified Staff (not required)		certified teachers allocated	
Assistant Principal			2.0
Guidance Counselor			2.0
Discretionary Certified (Art, PE, Music)			4.3
Additional Classroom Teachers			5.0
<b>Total Additional Certified</b>			<b>13.3</b>

Section 3: Additional Certified Staff (not required)		certified teachers allocated	
Assistant Principal			1.0
Guidance Counselor			1.0
Discretionary Certified (Art, PE, Music)			3.0
Additional Classroom Teachers			8.0
<b>Total Additional Certified</b>			<b>13.0</b>

Section 4: Classified Assistants		certified teachers allocated	
Other (not required)	0	0	2.5
<b>Total Certified Allocated</b>			<b>2.5</b>

Section 4: Classified Assistants		certified teachers allocated	
Kindergarten	0	24	3.0
Other (not required)	0	0	3
<b>Total Certified Allocated</b>			<b>5.0</b>

Section 6		(590.71*100)	
Section 7			73,821.00
Substitutes			40,000.00
Utilities			265,050.00
Foreign Language (Johnson)			32,561.00
Nursing			20,000.00
Athletic Travel			5,000.00
Co - Circular			77,600.00
			380,211.00

Section 6		(336.13*100)	
Section 7			336.13
Substitutes			30,000.00
Utilities			128,000.00
Nursing			20,000.00
Co - Circular			3,400.00
			181,400.00



### Staffing Allocation Worksheet for High Schools with Grades 7-12

Name of School: Choices

Section 1: Required Certified Positions		Section 5: Total Allocated Staff	
	# of students		ratio
Principal	1.0	85,895.00	4.0
Media Librarian			1.5
<b>Total</b>	<b>1.0</b>		<b>5.5</b>

Section 1: Required Certified Positions		Section 5: Total Allocated Staff	
	# of students		ratio
Principal	1.0	40,524.00	56.0
Media Librarian (Grant)	1.0		6.0
<b>Total</b>	<b>2.0</b>		<b>62.0</b>

Section 2: Certified Teachers		ratio		verified teachers allocated	
	# of students	ratio		ratio	number of students/25
Seventh Grade	0	25	0.0	7.0	370,853.00
Eighth Grade	0	25	0.0	7.0	367,323.00
Ninth Grade	0	25	0.0	6.0	335,681.00
Tenth Grade	0	25	0.0	4.0	226,685.00
Eleventh Grade	0	25	0.0		
Twelfth Grade	0	25	0.0		
<b>Total Certified Allocated</b>			<b>2.0</b>	<b>24.0</b>	<b>1,300,542.00</b>

Section 2: Certified Teachers		ratio		verified teachers allocated	
	# of students	ratio		ratio	number of students/25
English	0	25	7.0	7.0	370,853.00
Math	0	25	7.0	7.0	367,323.00
Science	0	25	6.0	6.0	335,681.00
Social Studies	0	25	4.0	4.0	226,685.00
<b>Total Certified Allocated</b>			<b>24.0</b>		<b>1,300,542.00</b>

Section 3: Additional Certified Staff (not required)		ratio		verified teachers allocated	
	# of students	ratio		ratio	number of students/25
Assistant Principal			0.0	3.0	264,892.00
Guidance Counselor			1.0	2.0	128,634.00
Discretionary Certified (Art, PE, Music)			0.0	7.0	334,401.00
Additional Classroom Teachers			0.0	19.0	681,552.00
<b>Total Additional Certified</b>			<b>1.0</b>	<b>31.0</b>	<b>1,409,479.00</b>

Section 3: Additional Certified Staff (not required)		ratio		verified teachers allocated	
	# of students	ratio		ratio	number of students/25
Assistant Principal			3.0	3.0	264,892.00
Guidance Counselor			2.0	2.0	128,634.00
Discretionary Certified (Art, PE, Music)			7.0	7.0	334,401.00
Additional Classroom Teachers			19.0	19.0	681,552.00
<b>Total Additional Certified</b>			<b>31.0</b>		<b>1,409,479.00</b>

Section 4: Classified Assistants		ratio		verified teachers allocated	
	# of students	ratio		ratio	number of students/25
Other (not required)	0	0	0.0	6.0	126,296.00
<b>Total Classified Allocated</b>			<b>0.0</b>	<b>6.0</b>	<b>126,296.00</b>

Section 4: Classified Assistants		ratio		verified teachers allocated	
	# of students	ratio		ratio	number of students/25
Other (not required)	0	0	0	6.0	126,296.00
Total Grant Teachers			2	2	92,089.00
Total Grant Inst Asst			2	2	34,547.00
Total FRYSC - Director			1	1	44,717.00
Total FRYSC - Secretarial			5	5	16,495.00
Total Secretarial			1	1	129,791.00
Total Social Worker			1	1	43,406.00
Total College Prep			1	1	25,849.00
Total Security			1	1	43,725.00
Total Custodial			7.5	7.5	218,935.00

Total Grant - Inst Asst	0.5	-8,984.00
Total Secretarial	1	17,253.00
<b>Total</b>		<b>26,237.00</b>

Section 6	(34*100)	7,400.00
Section 7		7,000.00

Section 6	(752.71*100)	94,071.00
Section 7		48,860.00
Substitutes		550,000.00
Utilities		20,000.00
Printing		25,000.00
Athletic Travel		80,000.00
Textbooks		351,800.00
Co + Curricular		1,076,260.00

APPROVAL OF INDIRECT COST RATES

Dr. Shively recommended that the Paducah Board of Education accept the Indirect Cost Rates as follows: Non-Restricted = 19.71% and Restricted = 2.80% as presented by Julie Huff, Director of Finance.

APPROVAL OF PAY DATES FOR SCHOOL YEAR

Dr. Shively recommended that the Paducah Board of Education approve the pay schedule for 2018-2019.

PAY DATES	START	CUT-OFF DATE	DOCUMENTS DUE IN PAYROLL
July 25, 2018	June 1, 2018	June 30,2018	July 09, 2018
August 24, 2018	July 1, 2018	July 31, 2018	August 7, 2018
Sept. 25, 2018	August 1, 2018	August 31, 2018	Sept. 7, 2018
Oct. 25, 2018	Sept. 1, 2018	Sept. 30, 2018	Oct. 09, 2018
Nov. 20, 2018	Oct. 1, 2018	Oct. 31, 2018	Nov. 05, 2018
Dec. 19, 2018	Nov. 1, 2018	Nov. 30, 2018	Dec. 4, 2018
Jan. 25, 2019	Dec. 1, 2018	Dec. 31, 2018	Jan. 08, 2019
Feb. 25, 2019	Jan. 1, 2019	Jan. 31, 2019	Feb. 7, 2019
March 25, 2019	Feb. 1, 2019	Feb. 28, 2019	March 6, 2019
April 25, 2019	March 1, 2019	March 31, 2019	April 9, 2019
May 24, 2019	April 1, 2019	April 30, 2019	May 7, 2019
June 24, 2019 <sup>(1st)</sup>	May 1, 2019	May 31, 2019	June 5, 2019
June 25, 2019 <sup>(2nd)</sup>			

APPROVAL OF DISTRICT TECHNOLOGY PLAN FINAL DRAFT, FIRST READING

Dr. Shively recommended that the Paducah Board of Education accept the final draft of the 2018-2019 District Technology Plan for first reading as presented by Dale Weaver, Director of Information Technologies.

APPROVAL OF PADUCAH MIDDLE SCHOOL PARENT LIGHTHOUSE TEAM

Dr. Shively recommended that the Paducah Board of Education approve the formation of a Parent Lighthouse Team at Paducah Middle School as part of their ongoing leadership program.

The motion was made by Mrs. Humphrey 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. 60

APPROVAL OF CODE OF ACCEPTABLE BEHAVIOR

Dr. Shively recommended that the Paducah Board of Education approve the proposed revisions to the 2018-2019 Code of Acceptable Behavior as presented by Troy Brock, DPP. 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. 61

APPROVAL OF AGREEMENT – EQUAL OPPORTUNITY SCHOOLS

Dr. Shively recommended that the Paducah Board of Education approve the Collaboration Agreement with Equal Opportunity Schools. The motion was made by Mrs. Howard and seconded by Mrs. Humphrey that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 62

APPROVAL OF CONSTRUCTION DOCUMENTS - INNOVATION HUB

Dr. Shively recommended that the Paducah Board of Education approve the Construction Documents for the Paducah Innovation Hub as presented by Rob Deal, JRA Architects. 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. 63

APPROVAL OF TENTATIVE BUDGET

Dr. Shively recommended that the Paducah Board of Education approve the Tentative Budget for 2018-2019 and authorize the administration to forward such budget document to the Kentucky Department of Education. 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. 64

ACCEPTANCE OF WIOA GRANT

Dr. Shively recommended that the Paducah Board of Education approve the competitive WIOA (Workforce Innovation Opportunity Act) grant awarded to the Paducah Public Schools by the West Kentucky Workforce Board. The Paducah Schools was awarded \$45,000 (for 3 years) in order to develop a Career Intervention Program. 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. 65

APPROVAL OF NEW POSITION – CIP COORDINATOR

Dr. Shively recommended that the Paducah Board of Education approve the new position, Career Intervention Project Coordinator, at a salary of \$32,000 per year funded through grant proceeds of the WIOA grant as outlined in the attached job description. 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. 66

APPROVAL OF SUPPLEMENTAL POSITION

Dr. Shively recommended that the Paducah Board of Education approve the new supplemental position as requested by Kris Durfee, PTHS athletic director: McNabb Elementary Running Club Sponsor, \$500.00. The supplement will be paid by PTHS Track Booster funds. The motion was made by Mrs. Humphrey 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. 67

APPROVAL OF NEW POSITION – DIRECTOR OF DISTRICTWIDE OPERATIONS

Dr. Shively recommended that the Paducah Board of Education approve the new position of Director of Districtwide Operations as outlined in the job description. The motion was made by Dr. Hudson and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 68

ACTION TO GO INTO EXECUTIVE SESSION

Dr. LeBuhn announced that the Board needed to go into executive session for the discussion of personnel, property and potential 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." Felix Akojie, Carl LeBuhn, Danette Humphrey, Janice Howard, and Nicholas Holland were present for the first part of the executive session to discuss the superintendent evaluation then Donald Shively, Lisa Chappell joined the rest of the session.

ORDER NO. 69

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. 70

ACCEPTANCE OF SUPERINTENDENT EVALUATION

It was recommended that the Paducah Board of Education approve the summary evaluation for Donald Shively for 2018.

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

At 7:35 p.m., Board Chair Dr. Carl LeBuhn stated:

The Paducah Independent Board of Education continues to rate Mr. Shively's performance exemplary. He rapidly takes on budget challenges and is extremely effective at redistributing responsibilities in ways that improve the quality and breadth of our services at reduced cost. Under his leadership the District is continually using data to drive instruction and remains keenly focused on knowing every student by name and need. He embraces the belief that all students can achieve at a high level and is leading the district in the development of students prepared to excel in college and career.

The motion was made by Dr. Akojie and seconded by Mrs. Humphrey that the Board approve the Superintendent summary evaluation for 2018. The roll was called and all members present voted "Yes."

OPEN DISCUSSION:

The Board received new concept drawings of the Innovation Hub and discussed parking and landscape design ideas with Jonathan Perkins of Bacon, Farmer, Workman Engineering.

ORDER NO. 71

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 8:01 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.