

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
November 16, 2020

A regular meeting of the Board of Education of the Paducah Independent School District was held in the Seminar Room of the Innovation Hub, 500 S. 25th Street, Paducah, Kentucky, on Monday, November 16, 2020 at 6:48 p.m. Was scheduled for 6 pm but the previous special meeting ran late.

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

ROLL CALL

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

Others Present:

Donald Shively, Superintendent (virtual)

Lisa Chappell, Secretary

William Black, Instruction/Assistant Superintendent

Amie Tooley, Special Programs

Dale Weaver, IT

Troy Brock, DPP

Nicholas Holland, Attorney

Wayne Walden, Community Relations

Guests: Jipaum Askew and Neal Clark

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

ORDER NO. 182

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 amended. The roll was called and all members present voted "yes".

ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Mr. Black presented a report on the ongoing District Equity Initiatives. A guest speaker, Jipaum Askew, updated the Board that Dr. Shively has been assisting with her practicum since Fall 2019 which focused on the Innovation Hub and establishing a culture of equity.

Mr. Black also discussed how the district and community are partnering to support student learning during the COVID-19 pandemic. Neal Clark, director of the Oscar Cross Boys and Girls Club, joined the meeting to spotlight the efforts at the center including the tutoring, and interventions to assist our students in social and emotional development along with their academic success.

PTHS Efforts to Support Virtual Learners

- Tutoring with PT Staff: 145 virtual students as of 11/10
- Assignment Completion Team: Meadows, Fennel, Gregory
- ALL PTHS students will take virtual practice ACT 11/17
- Credit Recovery for unrecoverable student grades
- Senior intervention for students who haven't reached college benchmarks
- Home Motivational Visits: Wyatt, Johnson, Cooper

PMS Efforts to Support Virtual Learners

- Computers distributed to virtual students
- Phone calls to parents of virtual students failing one or more classes
- Social worker and other staff made home visits to discuss grades, take supplies, and computers
- Participated in community virtual tutoring
- Surveyed the needs of all parents at PM
- Virtual tutoring at Paducah Middle since the district went virtual on November 6

Choices Efforts to Support Virtual Learners

- Each student is assigned a teacher who monitors them on a daily basis. There is no more than 7 assigned/teacher
- Teachers reach out to students or parents if student is not logging in and/or not completing a minimum number of assignments on APEX
- Students have been told they can make an appointment to come in to work with a teacher individually
- Kinvo message sent out on Friday informing parents if student has made zero progress on APEX for the week

McNabb Efforts to Support Virtual Learners

- TechTalk with Mr. Monte: 3 nights of training parents to use devices with Mr. Monte and teachers (K-1st, 2nd -3rd, and 4th – 5th)
- McNabb Tech Helpline -270-444-5650 ext. 5303
- Designated a staff member to trouble shoot problems with the device.
- Parents/guardians can drop off the device for repairs at McNabb
- Scheduled individual students and parents to come into school for additional computer training by tech help and/or virtual teacher.
- Kindergarten and 1st grad virtual students were scheduled to come in for assessments.
- Partnership with Boys and Girls Club

- Start date 11/16, Mon. and Wed. 9 -11:30
- Virtual students our connected with McNabb virtual teachers and additional educational support

Morgan Efforts to Support Virtual Learners

- Immediately pushed out 136 Winbooks to virtual students with no device in grades 2-5
- Tech support- parents can drop off malfunctioning devices or Morgan admin makes house calls to fix computers
- Weekly home visits to encourage student engagement and wellness checks
- Rewards and acknowledgment for at home students- pizzas, treats, and other rewards
- Teaching faculty in daily communication with at home learners and parents
- Blended at home learning that included synchronous live teaching, recorded lessons, videos, morning and afternoon meetings for students to socialize and connect with social emotional learning
- On site appointments for testing, school pictures, OT/PT/Speech/IEP services
- On site appointments for struggling learners to receive tutoring and focused gap instruction
- Provided operation Warm-Jacket for all in-person and virtual first graders
- Well-being services including doctor visits for students, transportation for parents, clothing, groceries,
- Physical work packet home delivery
- Student lighthouse team composed of both in-person and at home learners
- Academic Team fully virtual

Clark Efforts to Support Virtual Learners

- Distributing devices to those in need
- Virtual only teachers in grades K-4
- Collaboration with Family Resource Center to conduct home visits to teach how to navigate online platforms, distribute materials, and check in on students and families.
- After hours, live, virtual meetings and lessons
- Scheduling in-person lessons for virtual students (focusing on students in RTI and students with IEPs)
- One on one live meetings with classroom teachers, special education teachers, and RTI teachers.
- Pickup times and delivery of hands on and supplemental learning materials
- Regular check-ins to maintain connections with students
- Conferencing with parents on ways to help students
- Special area teachers create 2-3 videos a week, including science lessons, dance instructional videos, music lessons, art projects, and picture book read alouds.
- Announcements and lessons shared across multiple social media outlets.

HEARINGS OF INDIVIDUALS AND GROUPS

Shelbie Sherwood, who was not able to connect virtually at the 5 pm meeting was able to voice her concerns regarding Dr. Shively. Natalie Krupansky, district teacher, voiced her concerns regarding the days required off during a quarantine. She stated that is the first staff member to have two quarantines and she is out of available paid days. She also asked that district administrators and board members reply to emails or calls from staff.

ORDER NO. 183

APPROVAL CONSENT AGENDA ITEMS

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

ACCEPTANCE OF NOTIFICATION OF PERSONNEL ACTIONS - It was recommended that the Board receive the notification of personnel actions for certified and support personnel. These actions occurred since October 19, 2020.

I.CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

Harris, Gary	Resignation accepted: Custodian, Clark Elementary School.	10/30/20
Monroe, Katrina	Resignation accepted: Instructional Assistant I, Clark Elementary School.	10/28/20
Myers, Donald	Resignation accepted to effect retirement: Naval Science Instructor, Paducah Tilghman High School	06/30/21
Nieves, Ilene	Resignation accepted: Instructional Assistant I, Paducah Head Start Preschool.	10/16/20
Taylor, Donald	Resignation accepted to effect retirement: Naval Science Instructor, Paducah Tilghman High School	06/30/21
Walton, Deborah	Resignation accepted to effect retirement: Staff Support Secretary, Paducah Tilghman High School.	12/31/20
Watkins, Jessica	Resignation accepted: Custodian, Paducah Head Start Preschool.	10/28/20

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

Holt, Rodney	Additional Assignment: Academic Team Coach, Morgan Elementary School, \$1,200 per year.	10/01/20
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Neckel, Terry	Position Change: From Custodian, Clark Elementary School to Custodial Supervisor, Clark Elementary School, \$13.92 per hour.	10/16/20
Travis, Emily	Additional Assignment: Head Start Classroom Classified Substitute, Paducah head Start preschool, \$8.10 per hour.	11/02/20
Tyler, Laquenta	Position Change: From Instructional Assistant I, Paducah Middle School to Social Worker, Paducah Middle School, \$37,671 per year (prorated for remainder of 2020-2021 school year) with 137 days remaining for the school year.	10/19/20

C. Employment

Fleming, Steve	Employment: Bus Driver, Transportation Department, \$13.94 per hour.	11/02/20
Harris, Gary	Employment: Custodian, Clark Elementary School, \$12.43 per hour.	10/26/20
Watkins, Jessica	Employment: Custodian, Paducah Head Start Preschool, \$12.43 per hour.	10/23/20
Wilson, Annaka	Employment: Instructional Assistant I, Morgan Elementary School, \$12.66 per hour.	10/28/20

II. Certificated Personnel Action Since Last Report

A. Terminations

Carvell, Sharon	Resignation accepted to effect retirement: Library Media Specialist, Clark Elementary School.	06/30/21
Dunnaway, Kendrick	Resignation accepted: Academic Team Coach, Morgan Elementary School.	09/30/20
Dunnaway, Mallory	Resignation accepted: Academic Team Coach, Morgan Elementary School.	09/30/20
Hanor, Kim Lyles	Resignation accepted: Substitute Teacher, Districtwide.	09/14/20
Newsome, John	Resignation accepted: Head Girls Soccer Coach, Paducah Tilghman High School.	10/30/20
Nickal, Sandy	Resignation accepted: Assistant Girls Soccer Coach, Paducah Tilghman High School.	10/14/20

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

Hammonds, Hannah	Additional Assignment: Chess Coach, Clark Elementary School, \$750.00 per year.	08/10/20
Knight, Thomas	Additional Assignment: Chess Coach, Paducah Tilghman High School, \$1,250.00 per year.	08/10/20
Loy, Karlye	Additional Assignment: Bowling Head Coach, Paducah Tilghman High School, \$2,250.00 per year.	11/02/20
Snyder, Tami	Additional Assignment: Academic Team Coach, Morgan Elementary School, \$1,200 per year.	10/01/20

C. EMPLOYMENT - NONE

DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held October 19, 2020 were included with the agenda for Board review. It was recommended that the minutes be approved.

APPROVAL OF BILLS AND REGULAR DISBURSEMENTS - A listing of the disbursements was given to Board members with the agenda. Checks: 107774-107879 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 October 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 October 31, 2020 were presented. It was recommended that the Working Budget Adjustments be received.

APPROVAL OF BOARD MEETING DATES FOR 2021

The schedule of regular board meeting dates for 2021 was approved with a start time of 5 pm in the Seminar Room of the Paducah Innovation Hub, 500 S. 25th Street in Paducah.

- January 11, 2021
- February 15, 2021
- March 15, 2021
- April 19, 2021
- May 17, 2021
- June 21, 2021
- July 19, 2021
- August 16, 2021

September 20, 2021
October 18, 2021
November 15, 2021
December 20, 2021

APPROVAL OF LEAVE OF ABSENCE REQUESTS – It was recommended that the Paducah Board of Education grant a leave of absence to the following as requested: Kari Balkey Oct. 26, 2020 to Feb. 5, 2021; Jennifer Cosby Oct. 12, 2020 to Jan. 4, 2021; Sandy Nickal Oct. 20, 2020 to Jan. 29, 2021; Sherry Turner Oct. 19 to Oct 26, 2020; Deborah Walton intermittent days beginning Oct. 13, 2020; Amanda Holm Oct. 13 to Oct. 23, 2020; Madison Cole Sept. 30 to Dec. 9, 2020.

APPROVAL OF MOU - It was recommended that the Paducah Board of Education approve the Memorandum of Understanding for the Community Scholarship Program.

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

APPROVAL OF EARLY GRADUATE - It was recommended that the Paducah Board of Education approve the Paducah Tilghman High School graduate as recommended by Principal Allison Stieg: Maria Belen Romero

APPROVAL OF CALENDAR COMMITTEE – It was recommended that the Paducah Board of Education approve the following people to represent the required stakeholders to develop the 2021-2022 School Calendar.

District Representative (1)	Troy Brock, DPP
Community Members (2)	Sandra Wilson & Mary Hammond/Fowler Black
Board Members (1)	Felix Akojie
School Principal (1)	Allison Stieg, PTHS
Teachers (1 Elem)	Melony Smith, Morgan Elementary
Teacher (1 Middle or High)	McKayla Everly, Paducah Middle
Classified Staff (2)	Dale Beck & Tammy Jones
Parents (2)	Anne Bidwell & Timothy Meadows

The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board concur with the recommendations for the items included in the CONSENT AGENDA. The roll was called and all members present voted “Yes.”

RECESS for a SPECIAL MEETING OF THE PADUCAH INDEPENDENT SCHOOL DISTRICT FINANCE CORPORATION

Unanimous approval of a Resolution authorizing the use of excess Paducah Independent School District Finance Corporation School Building Refunding Revenue Bonds, Series of 2020 proceeds to defease certain of the Series of 2020 Refunding Bonds and authorizing the execution of an escrow agreement to accomplish said defeasance.

ORDER NO. 184

APPROVAL OF RESOLUTION

Dr. Shively recommended that the Paducah Board of Education approve a resolution authorizing the use of excess Paducah Independent School District Finance Corporation School Building Refunding Revenue Bonds, Series of 2020 proceeds to defease certain of the Series of 2020 Refunding Bonds and authorizing the execution of an escrow agreement to accomplish said defeasance. 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. 185

APPROVAL OF KETS OFFER OF ASSISTANCE

Dr. Shively recommended that the Paducah Board of Education approve the KETS 1st offer of assistance for FY2021 in the amount of \$20,163.00 as presented by Dale Weaver, Director of Technology. The district must match this amount to receive this offer. 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. 186

APPROVAL OF CHANGE ORDER #23 (BG 17-179)

Dr. Shively recommended that the Paducah Board of Education approve change order #23 for the Innovation Hub Project (BG 17-179) as outlined by Matt Deluca, JRA Architects. The contract sum will be increased by this change order in the amount of \$1,538.88. PCO 083 – add additional electrical outlets to Construction Tech 109 at Owner request, per instructions provided in ASI 064
PCO 084 – adds additional support for one of the wall-mounted toilet fixtures in 120A3 at Owner request

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. 187

APPROVAL OF PAYMENT TO CONTRACTORS (BG 17-179)

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

Application #24 for the BG 17-179 Innovation Hub Project:	
Payment to Contractor Ray Black & Son:	\$70,692.56
Suppliers paid direct from their purchase orders/invoices as recommended by Ray Black & Son:	
Carter Concrete	\$10,918.92
Jim Smith Contracting	\$8,404.22
Tecture Designs/Wausau Tile	\$28,776.80
Urban Accessories	\$10,322.00

The motion was made by Dr. Akojie 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. 188

APPROVAL OF PAYMENTS TO CONTRACTOR (BG 20-167)

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

\$60,487.72 to M.P. Lawson Construction for construction services (Payment #5)

\$6,889.49 to JRA Architects for professional services

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. 189

APPROVAL OF PAYMENT TO CONTRACTOR, HEAD START (BG 20-236)

Dr. Shively recommended that the Paducah Board of Education approve the payment of \$94,996.41 to JRA Architects for professional services on the new Paducah Head Start Preschool (BG 20-236). 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. 190

APPROVAL OF PURCHASE OF PROPERTY (BG 20-235)

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

326 South 23rd Street \$25,000

406 Otis Dinning Drive \$58,000

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. 191

APPROVAL OF PROPERTY ACQUISITION BY EMINENT DOMAIN (BG 20-235)

Dr. Shively recommended that the Paducah Board of Education initiate litigation to acquire the following property by eminent domain for the location of the new Paducah Head Start Preschool (BG 20-235) pending final approval by the Kentucky Department of Education: 2117 Clark Street, Paducah, KY 42001

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. 192

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. He noted that the Board will discuss the comments they have received with Dr. Shively. The motion was made by Mrs. Howard and seconded by Dr. Akojie that the Board go into executive session. The roll was called and all members present voted "Yes." Donald Shively (virtually), Carl LeBuhn, Mary Hunter Hancock, Janice Howard, James Hudson, and Felix Akojie. Dr. Shively exited the meeting around 9:15 pm when the group moved to a classroom. Will Black, Lisa Chappell and Dale Weaver waited upstairs until reconvening to regular session and adjournment.

ORDER NO. 193

ACTION TO RETURN TO OPEN SESSION

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

ORDER NO. 194

ACTION TO ADJOURN

The motion was made by Dr. Hudson and seconded by Dr. Akojie that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 10:22 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.