

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
November 18, 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, November 18, 2019 at 6:00 p.m.

ROLL CALL

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

Absent:

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. 104

APPROVAL OF AGENDA

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

RECOGNITION:

Troy Brock, DPP, recognized our schools for Kentucky PBIS Schools for 2018-2019.

Choices Principal Brad Stieg presented early graduate Heaven Morgan with her high school diploma.

ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Will Black presented information regarding steps in place to monitor, support and intervene to improve the academic goals of every student in the district.

Troy Brock presented the Attendance Report.

Attendance:

- Highest percent attendance – Clark Elementary with 96.60%
- McNabb Elementary 96.55%
- Paducah Middle 95.73%
- Morgan Elementary 95.32%
- Paducah Tilghman 94.13%
- Choices 82.89%
- Districtwide 95.40%
- Cumulative 96.17%

Enrollment

- 2978 K-12 which is up 97 vs LY

- Up 21 at Clark Elementary
- Up 31 at Paducah Middle
- Up 54 at Paducah Tilghman
- 6-yr Enrollment trends for non-resident students
 - Overall trend of students coming to Paducah has been increasing with an all-time best this year of 344
 - Overall trend of students residing in Paducah but attending McCracken County has seen a decline
 - We are retaining our own and attracting those around us

ADA

- Total for month is 2699.48 which is up 63.48 vs LY
- 2712 cumulative ADA which is up 73 from LY
- Growth Factor Report showed an increase of 72.431 which translates into approx \$289,724 in additional funding this school year.
- First time non-resident / non-contract students (tuition) of 2.56

HEARINGS OF INDIVIDUALS AND GROUPS

Mattie Morris expressed an interest in the district's plan to recruit minority teaching staff. Varetta Hurt added to this inquiring if the Paducah Board had ever considered financially assisting prospective teachers with the necessary courses and certification in collaboration with a local university.

ORDER NO. 105

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: 105045-105168 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, 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 October 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 October 21, 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 October 21, 2019.

I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

1.	Guell, Armanda	Resignation accepted: ELL Instructional Assistant I, Clark Elementary School.	11/06/19
2.	Langley, Carolyn	Resignation accepted: Food Service Assistant I, McNabb Elementary School.	11/22/19
3.	McSparin, Wesley	Resignation accepted: Head Boys Soccer Coach, Paducah Tilghman High School and Paducah Middle School.	10/17/19
4.	Sanderson, Teresia	Resignation accepted to effect retirement: Instructional Assistant I, Clark Elementary School.	12/31/19

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

1.	Austin, Anthony	Additional Assignment: Fatherhood coach, Paducah Head Start Preschool, \$1,000.00 per year.	10/15/19
2.	Greer, Laken	Other: Change from classified Speech Language Pathologist, Paducah Middle School/Paducah Tilghman High School to certified Speech Language Pathologist, Paducah Middle School/Paducah Tilghman High School, Rank I.	01/01/20
3.	Jones, Janet	Additional Assignment: Kids Club Substitute Instructional Assistant I, Clark Elementary School, \$12.67 per hour for 1.75 hours per day.	11/01/19
4.	Neihoff, Minerva	Other: Change from 240 contract days per year to 260 contract days per year, with salary change from \$28,351.10 per year to \$29,000.82 per year.	11/01/19

C. Employment

1.	Ballowe, Brittany	Employment: Head Start School Secretary, Paducah Head Start Preschool, \$13.66 per hour.	10/17/19
2.	Kirkham, Susan	Employment: Substitute Instructional Assistant I, Districtwide, \$8.10 per hour.	11/01/19
3.	McKinney, Pamela	Employment, Bus Driver, Transportation Department, Annex, \$13.94 per hour.	11/04/19
4.	Smith, Guy	Employment: Custodial Substitute, Districtwide, \$11.50 per hour as needed, 23+years of experience.	11/01/19
5.	Trowbridge, Meghan	Employment: Substitute Instructional Assistant I, Districtwide, \$8.10 per hour.	11/01/19
6.	Ware, Bob	Employment: Bus Driver, Transportation Department, Annex, \$13.94 per hour.	11/01/19

II. *CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT*

A. *Terminations*

1.	Crockett, Beverly	Resignation accepted to effect retirement: Teacher, McNabb Elementary School.	05/31/20
2.	Goodin, Lesley	Resignation accepted to effect retirement: Teacher, McNabb Elementary School.	05/31/20
3.	Harned, Phillip	Resignation accepted to effect retirement: Teacher, McNabb Elementary School.	05/31/20
4.	Hobbs, Allison	Resignation accepted to effect retirement: Guidance Counselor, Paducah Middle School.	06/30/20
5.	Husher, Penny	Resignation accepted to effect retirement: Teacher, McNabb Elementary School.	05/31/20
6.	Martin, Vickie	Resignation accepted to effect retirement: Teacher, McNabb Elementary School.	05/31/20
7.	McCord, Taylor	Resignation accepted: Substitute Teacher, Districtwide.	11/06/19

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

1.	DeBernardi, Natalie	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19
2.	Dempsey, Lyndsie	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19
3.	Ford, Kenny	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19
4.	Fulcher, Maggie	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19
5.	Gordon, Michelle	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19
6.	Gray, Stephani	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19
7.	Gregory, James	Additional Assignment: Assistant Basketball Coach 2, Paducah Tilghman High School, \$1,500.00 per year.	11/01/19
8.	Jones, Darian	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19
9.	Lambert, Kate	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19
10.	Mohs, Julie	Additional Assignment: ESS Teacher Substitute, Clark Elementary School, \$25.00 per hour.	10/22/19
11.	Molina, Virginia	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19
12.	Nickal, Jason	Position Change: From Vice Principal, Paducah Tilghman High School, to Teacher, Paducah Tilghman High School pending certification.	07/01/19
13.	Reuter, Kenneth	Other: One time pay, Assistant Principal, Paducah Middle School, filled in for Rick Roberts, 61 days at \$41.67 per day, total \$2,541.87.	08/01/19
14.	Thompson, Jennifer	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19
15.	Throgmorton, Ellen	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	10/22/19

C. EMPLOYMENT

1.	Gullo, Maria	Employment: Substitute Teacher, Districtwide, Rank IV - \$67.50 per day.	11/01/19
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2.	Martin, Brittany	Employment: Substitute Teacher, Districtwide, Rank IV - \$67.50 per day.	11/01/19
3.	Packer, Sara	Employment: Substitute Teacher, Districtwide, Rank IV - \$67.50 per day.	10/01/19
4.	Rasche, Harolyn	Employment: Math RTI Teacher, Paducah Tilghman High School, 2 ½ days per week.	10/29/19
5.	Trowbridge, Meghan	Employment: Substitute Teacher, Districtwide, Rank IV - \$67.50 per day.	11/01/19

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: Tara Hutson, October 1 to December 9, 2019; Robert Cross, November 5, 2019 to February 13, 2020; Erin Morehead, November 18 to December 20, 2019

ACCEPTANCE OF CDIP PROGRESS MONITORING REPORT - It was recommended that the Paducah Board of Education receive the CDIP Progress Monitoring Report for November 2019 as presented by Will Black, Assistant Superintendent.

ACCEPTANCE OF MINORITY RECRUITMENT REPORT - It was recommended that the Paducah Board of Education acknowledge receipt of the annual report of the recruitment of minority employees on October 25, 2019.

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: Heaven Alexis Shianne Morgan.

APPROVAL OF NON CONTRACT DAYS - It was noted that the superintendent used the following non contract days since the last board of education meeting: November 4 (half day), 2019.

APPROVAL OF NON RESIDENT CONTRACTS – It was recommended that the Paducah Board of Education authorize the administration to enter into a Contract for Nonresident Pupils for 2020-2021 with the Ballard County, Barren County, Caldwell County Carlisle County, Calloway County, Fulton County, Fulton Independent, Graves County, Livingston County, Lyon County, Marshall County, Mayfield Independent, Murray Independent, and McCracken County school districts to receive and release students upon review.

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

ORDER NO. 106

APPROVAL OF CALENDAR COMMITTEE 2020-2021

Dr. Shively recommended that the Paducah Board of Education approve the following people to represent the required stakeholders for the development of the 2020-2021 School Calendar.

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| District Representative (1) | Troy Brock, DPP |
| Community Members (2) | Mary Hammond, Paducah Visitors Bureau
Sandra Wilson, Paducah Chamber of Commerce |
| Board Members (1) | Felix Akojie |
| School Principal (1) | Allene Houston Jones, Paducah Middle School Principal |
| Teachers (1 Elem and 1 Middle or High) | Tom Knight, Elementary School Teacher
Clayton Brewer, Middle School Teacher |
| Classified Staff (2) | Dale Beck, Head Custodian, Paducah Head Start
Tammy Jones, Instructional Assistant, Paducah Middle School |
| Parents (2) | Tara Sawvel, Allison Rains |

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

ORDER NO. 107

APPROVAL OF BOARD MEETING DATES 2020 - Dr. Shively recommended that the Paducah Board of Education approve its regular meeting dates for 2020. Meetings held at 6 p.m. at 800 Caldwell Street unless announced otherwise:

- January 13, 2020
- February 17, 2020
- March 16, 2020
- April 20, 2020
- May 18, 2020
- June 15, 2020
- July 20, 2020
- August 17, 2020
- September 21, 2020
- October 19, 2020
- November 16, 2020
- December 21, 2020

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

ORDER NO. 108

APPROVAL OF KETS OFFER OF ASSISTANCE - Dr. Shively recommended that the Paducah Board of Education approve the KETS 1st Offer of Assistance for FY2020 in the amount of \$23,405.00 as presented by Dale Weaver, Director of Technology. The district must match this amount to receive this offer. We receive these offers each year during the Fall/Winter timeframe. KETS funding is for purchasing various technology systems and services.

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. 109

APPROVAL OF CHANGE ORDERS - Dr. Shively recommended that the Paducah Board of Education approve the following Change Orders for the Paducah Innovation Hub (BG 17-179) as outlined by Rob Deal, JRA Architects. Together, they do not add any cost to the project.

Change Order #006 - The change order reflects a deduction in the cost to the project in the amount of \$9,473.00 due to the approved substitution in the insulation details at Mechanical Room 115. (This fee will be relocated to a separate purchase order in Change Order #007.)

Change Order #007 - The change order reflects an increase in the cost to the project in the amount of \$9,473.00 due to the approved substitution in the insulation details at Mechanical Room 115. (This fee is relocated from a separate purchase order in Change Order #006.)

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. 110

APPROVAL OF CHANGE ORDER - Dr. Shively recommended that the Paducah Board of Education approve the following Change Order for the Paducah Innovation Hub (BG 17-179) as outlined by Rob Deal, JRA Architects.

Change Order #008 - The contract sum will be increased by this change order in the amount of \$101,135.93 incorporating the revisions requested by the District, adding the decorative wood wall to feature prominent donors, providing material and installation of utility sink in Pottery 133; includes all electrical work required to install the new high voltage line and equipment as well as concrete equipment pads.

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

ORDER NO. 111

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 Bacon Farmer Workman: \$3,279.50

Payment to JRA Architects: \$48,309.33

Application #12 for the BG 17-179 Innovation Hub Project - Total Amount of \$1,337,612.95

Payment to Contractor Ray Black & Son: \$910,811.81

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

Federal Materials (Ray Black & Son, Inc.)	\$14,626.00
Lee Building Products	\$32,397.20
Quikrete Companies	\$3,120.00
North Coast Roofing	\$23,334.40
IDI Distributors	\$15,400.00
Atlas Metal Companies	\$37,924.00
MRI Steel	\$25,362.21
Foundation Building Materials	\$7,801.65
Ferguson Fire	\$13,731.41
RL Craig Company	\$112,806.00
Thermal Equipment	\$132,000.00
Ferguson	<u>\$8,298.27</u>
Total	\$426,801.14

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. 112

ACTION TO GO INTO EXECUTIVE SESSION

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

ORDER NO. 113

ACTION TO RETURN TO OPEN SESSION

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

ORDER NO. 114

ACTION TO ADJOURN

The motion was made by Mrs. Hancock and seconded by Dr. Hudson that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 7:44 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.