

PROCEEDINGS  
OF THE PADUCAH BOARD OF EDUCATION  
REGULAR MEETING  
October 15, 2018

A regular meeting of the Board of Education of the Paducah Independent School District was held at Paducah Tilghman High School, Paducah, Kentucky, on Monday, October 15, 2018 at 6:00 p.m.

Prior to the meeting at 5:15 pm, nearly 200 citizens from Paducah and McCracken County gathered to celebrate the beginning of construction on the Paducah Innovation Hub with a Groundbreaking behind PTHS. The Paducah Innovation Hub is a \$22.6 million-dollar project that is being funded through a combination of state grants, district funds, and bonds. The Innovation Hub will serve the region in growing innovative talent in emerging industries with a state-of-the-art technology center where students of all ages and community members can access and connect to industry skills. Construction is scheduled to begin next week and will continue for the next 18 months. The project is scheduled to be completed in 2020.

ROLL CALL

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

Absent:

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

Wayne Walden, Community Relations

Kristy Lewis, Head Start

Nicholas Holland, Attorney

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. 135

APPROVAL OF AGENDA

The agenda was presented with a field trip added to the consent agenda. 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".

SPECIAL RECOGNITIONS:

Don Mitchell, MCCCE presented African American Teacher Recruitment bonus checks to Shanetha Donaldson, math teacher at Paducah Middle School.

Dr. Shively introduced our Angela Copeland in the audience who will begin work October 22 to replace retiring Finance Director Julie Huff.

## ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Will Black presented a report on the School Accountability.



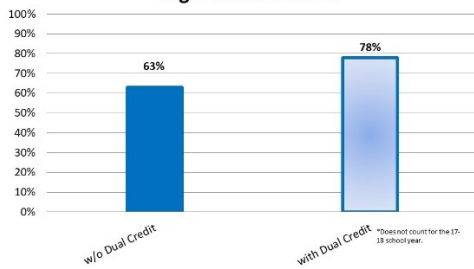
### 2017-2018 School Accountability Review

October 15, 2018

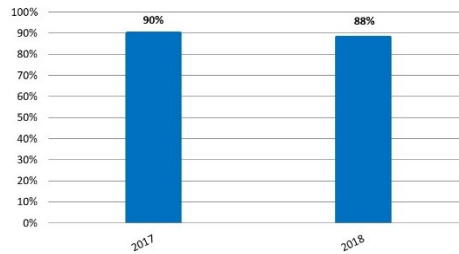
#### Accountability System Changes

- Significant changes at high school level
  - Eliminated End of Course Exams
  - Transition Readiness
- Changes at middle and elementary school levels
  - No Achievement Gap Indicator (next year)
  - Growth– New Calculation

#### Transition Ready Tilghman Graduates



#### Tilghman Graduation Rate 4- and 5- Year Average



#### Successes and Breakthroughs

- Paducah Middle: Improvements in Reading, Math, and Social Studies
- McNabb: Improvements in Reading, Social Studies, and Writing
- Clark: Improvements in Reading
- Morgan: Improvements in Reading and Writing

#### Areas of Focus

- Elementary: Reading and Math Extended Response
- Middle School: Reading and Math Extended Response
- High School: Transition Readiness– Academic and Career Readiness
- Elementary and Middle Schools– Continue to focus on Closing Achievement Gaps

#### Initiatives

- Backwards Mapping from ACT
- Math in Focus
- Achieve3000 / Reading Plus
- Success for All
- Advance Kentucky / Equal Opportunity Schools

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

Attendance:

- Highest Percent Attendance: Clark Elementary 98.00%

Morgan Elementary	96.73%
McNabb Elementary	96.45%
Paducah Middle	96.35%
Paducah Tilghman	95.23%
Choices	78.54%
District	96.31%
Cumulative	96.65%

Enrollment:

- Overall up 32 students (2897)
- Kindergarten classes up 32 students  
Downside is K is only ½ day funded resulting in smaller increase in ADA
- Expecting minimal growth for this year's Growth Factor
- Notable increase of 18 students at Morgan and 30 at Paducah Middle

ADA:

- 2652.28 for month (up 6.05 vs LY)
- 2643.25 cumulative

Next Month:

- Growth Factor Report
- Non-Resident Report

HEARINGS OF INDIVIDUALS AND GROUPS

There were none.

ORDER NO. 136

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: 101892-102105 Voids: none  
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 September 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 September 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 September 17 and the tax hearing and special meeting held September 20, 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 September 17, 2018.

I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. TERMINATIONS

Adams, Barbara Resignation accepted to effect retirement: Instructional Assistant I, Paducah Head Start Preschool. 05/31/19  
Elliott, Janice Resignation to effect retirement: Account Clerk, Central Office. 04/30/19  
Hart, Joe Resignation accepted: 8th Grade Boys Basketball Coach, Paducah Middle School. 08/06/18  
Huff, Julie Resignation accepted to effect retirement: Director of Finance, Central Office. 11/30/18  
Rankin, Ashley Resignation accepted: Substitute Instructional Assistant I, District. 09/18/18  
Sullivan, Debra Resignation accepted to effect retirement: Instructional

Assistant I, Paducah Head Start Preschool. 10/31/18

**B. STATUS CHANGE/REASSIGNMENTS/ EXTRA DUTY ASSIGNMENTS/TRANSFERS**

Boschert, Eleanor Position Change: Substitute Bus Driver, Transportation Dept, to Bus Driver (full-time), \$13.65 per hour, 2 yrs of experience. 10/01/18  
Hinson, Martha Transfer: Food Service Assistant II, from Head Start Preschool to Paducah Tilghman High School, \$13.72 per hour, 6 hours per day. 10/01/18  
Meadows, Timothy Additional Assignment: 8th Grade Boys Basketball Coach, Paducah Middle School, \$3,000.00 per year. 09/20/18  
Tokarz, Sandy Additional Assignment: Food Service Assistant I, Paducah Head Start Preschool, \$10.34 per hour, 6 hours per day. 10/01/18  
Vick, George Bus Driver, Transportation Dept for Paducah Head Start Preschool, reduce contract hours from 36 hours to 30 hours per week. 09/17/18

**C. EMPLOYMENT**

Boschert, Eleanor Employment: Substitute Bus Driver, Transportation Department, \$8.58 per hour, 2 years of experience. 10/01/18  
Brame, Danielle Employment: Food Service Assistant I, Paducah Tilghman High School, \$10.34 per hour. 10/01/18  
Coneal, Antionette Employment: Bus Driver, Transportation Department, \$14.19 per hour, 9 years of experience. 09/24/18  
Jones, David Employment: Head Coach Boys Track, Paducah Middle School, \$1,500.00 per year. 10/01/18  
Nguyen, Marie Employment: Staff Support Secretary, Tornado Star, Paducah Middle School, \$12.67 per hour. 09/24/18  
Strayhorn, Andre Employment: Assistant Boys Basketball Coach, Paducah Tilghman High School, \$2,500.00 per year. 10/01/18  
Tharpe, Heather Employment: Food Service Assistant I, Paducah Tilghman High School, \$10.34 per hour. 09/24/18  
Wood, Linda Employment: Food Service Assistant I, Paducah Middle School, \$10.34 per hour. 09/24/18

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

**A. TERMINATIONS**

Gates, Rachel Resignation accepted: Substitute Teacher, District. 09/14/18  
Lane, Amy Resignation accepted to effect retirement: Special Education Teacher, Morgan Elementary School. 06/30/19  
Lesniewski, Susan Resignation accepted: Substitute Teacher, District. 09/25/18  
Lindsey, Tyson Resignation accepted: Substitute Teacher, District. 09/08/18  
Rankin, Ashley Resignation accepted: Substitute Teacher, District. 09/18/18

**B. EXTRA-DUTY ASSIGNMENTS/CHANGES IN STATUS/TRANSFERS**

Cross, Robert Additional Assignment: ESS Teacher-Substitute, McNabb Elementary School, \$25.00 per hour. 10/15/18  
Higgins, Sara Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour. 10/15/18  
Hopwood, Tammy Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour. 10/15/18  
Newbern, Candice Additional Assignment: ESS Teacher, McNabb Elementary School, \$25.00 per hour. 10/15/18  
Williams, Arthur Additional Assignment: Substitute Teacher, District, Rank IV - \$67.50 per day. 10/01/18

**C. EMPLOYMENT**

Haynes, Nicholas Employment: Substitute Teacher, District, Rank IV-\$67.50 per day. 09/01/18  
Lynn, Taylor Employment: Head Start IECE Teacher, Paducah Head Start Preschool, Rank III-0 years of experience. 09/17/18  
Wilson, Julia Employment: Substitute Teacher, District, Rank IV-\$67.50 per day. 09/01/18

**III. EMPLOYMENT CONTRACTS (CORRECTION)**

D. The following certified employee will be offered a limited contract for 2018-2019 Second One Year Contract  
Wilson, Natalie

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: Tasha Seig, Sept. 17 to Nov. 26, 2018; Kim Withrow, Sept. 26 to October 10, 2018; Mary Smith, Aug. 6 to Nov. 7, 2018; Sarah Wurth, Aug. 22 to Oct. 22, 2018; Kim Carr, Oct. 23, 2018 to June 30, 2019; Kathie Farrell, Sept. 27, 2018 to June 30, 2019.

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

APPROVAL OF GRADUATE: It was recommended that the Paducah Board of Education approve the Paducah Tilghman High School graduate as recommended by Principal Art Davis: Daviontae Malik Cork.

APPROVAL OF NON RESIDENT PUPIL CONTRACTS FOR 2019-2020 - It was recommended that the Paducah Board of Education authorize the administration to enter into a Contract for Nonresident Pupils for 2019-2020 with the Ballard County, Barren County, Carlisle County, Calloway County, Fulton County, Fulton Independent, Graves County, Livingston County, Lyon County, Marshall County, Mayfield Independent, Murray Independent, and McCracken County districts to receive and release students upon review.

APPROVAL OF RECIPROCAL NON RESIDENT PRESCHOOL AGREEMENT WITH MCCRACKEN COUNTY - It was recommended that the Paducah Board of Education approve the Addendum to the 2018-2019 Non-Resident Contract with McCracken County Public Schools to include Preschool students. Under the terms of the contract, a

total of 12 students residing in the Paducah Independent School District may enroll at McCracken County Preschool. These enrollments will be limited to children of district employees (CDE) and children with siblings concurrently enrolled in McCracken County Schools who also reside in the same non-resident household.

#### APPROVAL OF STUDENT TRIPS –

It was recommended that the Paducah Board of Education approve the following student field trips as requested: Paducah Tilghman High School Band, Disney Performance in Orlando, Florida; March 27-31, 2019. 66 students, 7 chaperones. ADDED: Clark Elementary School, 5<sup>th</sup> grade class to St. Louis, Missouri on November, 8, 2018 to see Disney's 'Aladdin' and visit the Science Center.

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. 137

##### APPROVAL OF EMERGENCY CERTIFICATION APPLICATION

Dr. Shively recommended that the Paducah Board of Education approve the application for emergency certification (CA-4F) for Josh Byrd as presented by Will Black, Assistant Superintendent of Instructional Programs. 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. 138

##### ACTION TO GO INTO EXECUTIVE SESSION

Dr. LeBuhn announced the need to go into executive session for the discussion of personnel, litigation and student discipline. The motion was made by Dr. Hudson and seconded by Mrs. Howard that the Board go into executive session. The roll was called and all members present voted “Yes.” Donald Shively, Felix Akojie, Danette Humphrey, Janice Howard, James Hudson, Will Black, Lisa Chappell and Nicholas Holland were present for the executive session and hearing. The student’s mother and grandmother were present as well as Allison Stieg, Rene Long, Troy Brock representing the school. Student was not present.

#### ORDER NO. 139

##### ACTION TO RETURN TO OPEN SESSION

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

#### FINDINGS

#### ORDER NO. 140

##### ACTION—EXPULSION FINDINGS

##### STUDENT 18-PTHS-01

The facts of finding concerning Student 18-PTHS-01 were read and moved by Dr. LeBuhn and seconded by Dr. Akojie: “The Board of Education finds that 18-PTHS-01, a student at Paducah Tilghman High School was recommended for expulsion and provided an expulsion hearing. Based on the principal’s recommendation that he be expelled with services, the Board expels Student 18-PTHS-01 with no privileges or extracurricular activities for the remainder of the 2018-2019 school year for code violations (Threatening Staff and Assaulting Staff). Noted: Student can begin next school year at Choices and transition back to the regular classroom environment. The roll was called and all members present voted “Yes.”

#### ORDER NO. 141

##### APPROVAL OF FINDINGS/PERSONNEL GRIEVANCE

Reviewed a grievance submitted by an employee against Dr. Shively that he did not comply with Board Policy 03.16. Nicholas Holland recommended a finding of no violation. The motion was made by Dr. Akojie and seconded by Dr. Hudson that the Board adopt this finding. The roll was called and all members present voted “Yes.”

#### ORDER NO. 142

##### ACTION TO ADJOURN

The motion was made by Dr. Hudson and seconded by Mrs. Howard that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 7:48 p.m.

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Chairman

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Secretary

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