

PROCEEDINGS  
OF THE BOARD OF EDUCATION  
Paducah, Kentucky  
REGULAR MEETING  
September 19, 2016

A regular meeting of the Board of Education of the Paducah Independent School District was held at the Paducah Head Start Preschool, 1350 South 6th Street, Paducah, Kentucky, on Monday, September 19, 2016 at 6:00 p.m. This was the first of the annual traveling meetings.

ROLL CALL

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

Absent: Rose Lowery

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

Julie Huff, Treasurer

William Black, Instruction/Assistant Superintendent

Troy Brock, DPP

Amie Tooley, Special Programs

Kristy Lewis, Head Start

Wayne Walden, Community Relations

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. Mr. Shively led the Pledge of Allegiance.

ORDER NO. 116

APPROVAL OF AGENDA

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

WELCOME FROM DONALD SHIVELY

Donald Shively welcomed the crowd and explained the upcoming traveling board meetings. Paducah Head Start was chosen first to celebrate the successful relocation and consolidation of the classes this year.

Musical performance by the preschool students led by their teachers.

SPECIAL RECOGNITIONS

Paducah Middle School

Stacey Overlin, PM Principal recognized Assistant Principal Allene Houston Jones who was recently selected to participate in the inaugural cohort of the AASA Aspiring Women Leaders Program

Paducah Tilghman High School

Jonathan Smith, assistant principal of PTHS, recognized the following students:

AP Scholars:

Nina Brown, John Holtgrewe, Talia Housman, Claire Kelly, Anna Grace McGee, and Madelyn Ybarzarbal

AP Scholars with Honor:

Nicholas Beeny, Will Denton, Caroline Meiners

AP Scholars with Distinction:

Michael Ellen Walden, Jose Roberto dos Remedios

ITEMS OF INTEREST/SUPERINTENDENT’S REPORT

Paducah Head Start Director Kristy Lewis informed the board that enrollment is up by 20 students this year and that they expect to meet 280 student by Winter. Mrs. Lewis also informed the board the Dr. Gibson completed 77 eye exams on children in the program who had signed consent. Mrs. Lewis stated that of those 77, 6 students needed immediate assistance.

Director of Pupil Personnel Troy Brock presented the attendance report.

Highest percent attendance went to Clark Elementary with 97.90%

Paducah Middle School	97.47%
Morgan & McNabb	97.38%
Paducah Tilghman	96.43%
Choices	78.36%
Districtwide	96.99% down .08 versus last year

- Enrollment up 120 students districtwide
- Enrollment at McNabb down 5 as of report but has since recovered and increased 5 above last year
- Growth funding expected to be 105+
- One student in Gatton Academy
- ADA is 2763 versus 2657 last year

Finance Director Julie Huff presented the Minority Employee Report for 2016. The district’s percentage of minority employees has remained steady at 24.59 percent, down just slightly from 24.87 percent last year. The district had five minority employees retire last year and two left for other reasons. The district hired five minority teachers offsetting the loss.

**TOTALS FOR ALL CERTIFIED EMPLOYEES**

LOCATION	WHITE	MINORITY	PERCENT
ANNEX	1	0	0.00%
CHOICES	2.5	2	44.44%
CLARK ELEMENTARY	41	1	2.38%
HEAD START	10	2	16.67%
MCNABB ELEMENTARY	30	8	21.05%
MORGAN ELEMENTARY	30	2	6.25%
PADUCAHMIDDLE	33.8	9	21.03%
PADUCAHTILGHMAN	52.69	5	8.67%
CENTRAL OFFICE	8.5	0	0.00%
TRANSPORTATION	0	0	0.00%
MAINTENANCE	0	0	0.00%
<b>TOTALS</b>	<b>209.49</b>	<b>29</b>	<b>12.16%</b>

**TOTALS FOR ALL CLASSIFIED EMPLOYEES**

LOCATION	WHITE	MINORITY	PERCENT
ANNEX	2	0	0.00%
CHOICES	1	2	66.67%
CLARK ELEMENTARY	14	4	22.22%
HEAD START	21	8.8	29.53%
MCNABB ELEMENTARY	12	14.2	54.20%
MORGAN ELEMENTARY	11.5	8	41.03%
PADUCAHMIDDLE	6	12	66.67%
PADUCAHTILGHMAN	20.5	15	42.25%
CENTRAL OFFICE	17	6	26.09%
TRANSPORTATION	23	12	34.29%
MAINTENANCE	6	1	11.11%
<b>TOTALS</b>	<b>134</b>	<b>83</b>	<b>38.25%</b>

**TOTALS FOR ALL EMPLOYEES**

LOCATION	WHITE	MINORITY	PERCENT
ANNEX	3	0	0.00%
CHOICES	3.5	4	53.33%
CLARK ELEMENTARY	55	5	8.33%
HEAD START	31	10.8	25.84%
MCNABB ELEMENTARY	42	22.2	34.58%
MORGAN ELEMENTARY	41.5	10	19.42%
PADUCAH MIDDLE	39.8	21	34.54%
PADUCAH TILGHMAN	73.19	20	21.46%
CENTRAL OFFICE	25.5	6	19.05%
TRANSPORTATION	23	12	34.29%
MAINTENANCE	6	1	14.29%
<b>TOTALS</b>	<b>343.49</b>	<b>112</b>	<b>24.59%</b>

Assistant Superintendent Will Black presented the Minority Recruitment Report. The district has the highest percentage of minority staff in the state but there is still work to be done. Considering that it is one of the most diverse in the state with almost 60 percent of the student body belonging to a racial minority, a substantial gap remains between the diversity of its students and staff. We are committed to working hard on closing that gap. Two years ago the district changed the way it handles minority teacher recruitment. In the past one person from the Central Office attended career fairs at colleges to network with potential minority applicants. Now the district sends a diverse team of principals and teachers, the people actually involved in the hiring of new teachers, to meet with potential minority candidates. Paducah Middle assistant principals Allene Houston Jones and Patrick Saddler and McNabb Elementary School principal Teresa Spann spoke of their experiences as part of this recruitment team.

**Recruitment Team**

- Diverse Recruitment Teams
  - Building Administrators
  - Teachers
- Targeting Key Colleges
- Career Fairs
- Networking with Potential Applicants

**Next Steps**

- Networking with university personnel
- Reach out to minority education majors as Sophomores and Juniors
- Invite minority education majors to do their practicum and student teaching in our district

HEARINGS OF INDIVIDUALS AND GROUPS

Alfred Anderson addressed the Board with his concerns regarding the hiring practices of the Paducah Independent Schools. Dr. LeBuhn replied: “If you have any information you want to pass on to our superintendent or our board attorney, you are welcome to do so, and we will review it and take your recommendation and request under advisement.”

ORDER NO. 117

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 for September 2016 was given to Board members with the agenda. Checks: 96964-97228 Voids-96899  
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 August 31, 2016 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 August 31, 2016 were presented. It was recommended that the Working Budget Adjustments be received.

DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held August 15, 2016 and special meeting held August 30, 2016 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 August 15, 2016.

I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. TERMINATIONS

Cain, Raina Termination, 21st Century Student Worker, McNabb Elementary School. 07/01/16  
Collier, Gary Termination, 21st Century Worker, McNabb Elementary School. 05/26/16  
Downs, Lauren Termination, 21st Century Worker, McNabb Elementary School. 05/26/16  
Freeman, Sycilia Resignation accepted. Food Service Substitute, Instructional Assistant Substitute, Clerical Substitute, District. 07/29/16  
French, Donna Resignation accepted to effect retirement. Bus Monitor, Transportation Department-Annex. 10/01/16  
Goodrich, Sheila Termination: 21st Century Worker, McNabb Elementary School. 05/26/16  
French, Horace Resignation accepted to effect retirement. Bus Driver Transportation Department-Annex. 10/01/16  
King, Shayla Termination: 21st Century Worker, McNabb Elementary School. 06/30/15  
McCallum, Anntoinette Termination: 21st Century Student Worker, McNabb Elementary School. 05/26/16  
Morgan, Lori Termination: 21st Century Worker, McNabb Elementary School. 02/29/16  
Mullins, Emily Resignation accepted. Instructional Assistant I, Head Start. 09/01/16  
Norment, Janicha Termination: 21st Century Worker, McNabb Elementary School. 05/26/16  
Orlowski, Connor Termination: 21st Century Student Worker, McNabb Elementary School 05/26/16  
Pratt, Bettye Resignation accepted. Classified Substitute, Paducah Head Start. 08/22/16  
Shannon, Molly Termination: 21st Century Student Worker, McNabb Elementary School. 12/14/15  
Tate, Janel Resignation accepted. Food Service Assistant, Clark Elementary School. 08/17/16  
Treece, Allen Resignation accepted. Football Assistant Coach 1, Paducah Tilghman High School. 09/04/16  
Tucker, Kaley Termination: 21st Century Student Worker, McNabb Elementary School. 05/26/16  
Winston, Chiffon Termination: 21st Century Worker, McNabb Elementary School. 03/03/16

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

Blane, Harley Additional Assignment, Band Camp Staff, Paducah Tilghman High School, \$1,000 per year.07/29/16  
Couey, Joy Change in location: Food Service Assistant I from Paducah Middle School to Food Service Assistant I, McNabb Elementary School. 08/16/16  
Downs, Donna Transfer: from Choices Educational Center Food Service, to Head Start Food Service. 09/01/16  
Gregory, Angela Position change: from Instructional Assistant I, Paducah Tilghman High School to Staff Support Secretary, \$12.54 per hour, 0 years of experience, Paducah Tilghman High School. 08/05/16  
Hunt, Tammy Additional assignment: 21st Century Classified Tutor, McNabb Elementary School, \$10.00 per hour.09/06/16  
Long, Maria Additional assignment: 21st Century Classified Tutor, McNabb Elementary School, \$10.00 per hour 09/06/16  
Moore, James Position change: from Maintenance Technician III to Assistant Maint Manager, \$46,751.00 per year, Annex. 07/01/16  
Price, Heather Change from General Fund to Title I, Teacher, Morgan Elementary School. 08/05/16  
Sharp, Cindy Additional assignment, Archery Head Coach, Paducah Tilghman High School, \$2,250 per year 08/01/16  
Smith, Rose Transfer from Choices Educational Center Food Service to Head Start Food Service. 09/01/16  
Withrow, Kim Additional assignment, Born Learning Coordinator, Morgan Elementary School, \$700 per year. 09/20/16  
Woods, Jessica Change from 6 hours to 5.5 hours per day, Food Service Assistant I, Paducah Middle School. 09/06/16

C. EMPLOYMENT

Anderson, Heather Transitional Services (Homeless) Coordinator, \$28,093.00 per year, Central Office. 08/22/16  
Barnhill, Lynsi Food Service Director, \$42,085.60-180 days per year, District. 09/12/16  
Donald, Tremayne Football Assistant Coach 4, Paducah Tilghman High School, \$3000 per year. 08/01/16  
Curtis, Mark Head Swim Coach, Paducah Tilghman High School, \$2,500 per year 09/01/16  
Fox, Lance 21st Century Tutor Classified, McNabb Elementary School, \$10.00 per hour. 09/12/16  
Harrrell, Melinda 21st Century Classified Tutor, McNabb Elementary School, \$10.00 per hour. 09/06/16  
Jones, David Football Assistant Coach, Paducah Tilghman High School, \$3000 per year. 08/01/16  
Krosp, Richard Bus Driver, Transportation Department-Annex, \$12.31 per hour. 08/16/16  
Langley, Carolyn Food Service Substitute, District, \$7.25 per hour. 09/09/16  
Miniard, Kristina Food Service Substitute, District, \$7.25 per hour. 09/09/16  
Phillips, Sherida Bus Driver, Transportation Department-Annex, \$12.31 per hour. 08/15/16  
Porter, Jack Custodial Substitute, District, \$8.10 per hour. 09/01/16  
Prewitt, Maggie Substitute Instructional Assistant I, District, \$8.10 per hour. 08/01/16  
Prewitt, Maggie Substitute Teacher, District, Rank III-\$74.36 per day 09/12/16  
Shaw, Donta Football Assistant Coach, Paducah Tilghman High School, \$3,000 per year. 08/01/16  
Spann, Kevin Tornado League Director, Paducah Tilghman High School, \$1,500 per year. 08/01/16

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. TERMINATIONS

Artis, Ashley Termination: 21st Century Worker, McNabb Elementary School. 12/17/15  
 Harris, Lynnette Termination: 21st Century Worker, McNabb Elementary School. 03/08/16  
 Meadows, Heath Resignation accepted. 7th Grade Basketball Coach-Boys, Paducah Middle School. 08/23/16  
 Littlejohn, Linda Resignation accepted to effect retirement. Teacher, Clark Elementary School. 01/01/17  
 Proctor, Robert Resignation accepted. Substitute Teacher, District. 09/06/16  
 Rushing, Harold Todd Resignation accepted. Academic Teach Coach, Math Tutor, Science bowl Coach, Governor's Cup Coord. 08/17/16  
 Sharp, Cindy Termination: 21st Century Worker, McNabb Elementary School. 05/26/16

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

Adams, William Change from Title II to General Fund, Teacher, Paducah Tilghman High School. 08/18/16  
 Davidson, Tracy Change from Title I to General Fund, Teacher, Paducah Middle School. 08/18/16  
 Donaldson, Shanetha Additional assignment, Math Counts Sponsor, \$400 per year. 08/09/16  
 Farrell, Kathleen Change from General Fund to Title II, Teacher, Paducah Middle School. 08/18/16  
 Harmon, Kathleen Change from General Fund to Title II, Teacher, Paducah Middle School. 08/18/16  
 Morse, Robert Change from General Fund to Title II, Paducah Tilghman High School. 08/18/16  
 Rivera, Amanda Change from general fund to Title I, Teacher, McNabb Elementary School. 08/24/16  
 Throgmorton, April Additional assignment, Born Learning Instructor, Morgan Elementary School, \$700 per year. 09/20/16  
 Williams, Nicholas Additional assignment, Future Problem Solving Coach, Paducah Middle School, \$750 per year. 08/09/16  
 Wynn, Jared Additional Assignment, Future Problem Solving Judge, Paducah Middle School, \$500 year. 08/09/16

**C. EMPLOYMENT**

Brasher, Morgan Substitute Teacher, District, Rank III-\$74.36 per day. 09/06/16  
 Holler, Amanda Substitute Teacher, District, Rank III-\$74.36 per day. 09/06/16  
 Johnston, Kelsey Substitute Teacher, District, Rank III-\$74.36 per day. 09/06/16  
 LaBarge, Felicia Substitute Teacher, District, Rank II-\$84.66 per day. 09/06/16  
 Springer, Emily Substitute Teacher, District, Rank III-\$74.34 per day. 09/01/16

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: Timothy Doran, extended to November 1, 2016; Rosie Meredith, Aug. 12 to Oct. 12, 2016; Amanda Shumpert, August 9 to Sept. 30, 2016.

ACCEPTANCE OF HEAD START REPORTS - It was recommended that the Paducah Board of Education approve the hiring of bus monitor Mary Mack and accept resignation of Emily Mullins, the director's report, education report, family services report, and the non federal shares report 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 September 2016 as presented by Will Black, Assistant Superintendent.

APPROVAL OF STUDENT SCHOOL FEES - It was recommended that the Paducah Board of Education approve fees charged to students. A list of class and club fees was submitted by each school for approval for the 2016-2017 school year.

APPROVAL OF EARLY GRADUATES - It was recommended that the Paducah Board of Education approve the Choices/Paducah Tilghman High School graduates as recommended by principal Art Davis: Jovahn David Shehorn, Kathryn Mckinley Story, Tashaela E'Monya Wilkins, LaDonna Faye Jones.

APPROVAL OF SCHOOL WIDE FUNDRAISING ACTIVITY - It was recommended that the Paducah Board of Education approve the following school-wide fundraising activities: Morgan Elementary School, Paragon Brochure sales, Sept. 26-Oct. 11, 2016, to help pay for student field trips and activities.

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."

ORDER NO. 118

APPROVAL OF FLEET VEHICLE PURCHASE

Mr. Shively recommended that the Paducah Board of Education approve the purchase of one 72 passenger bus with A/C, storage compartment, radio, and camera system as recommended by Steve Spraggs, Transportation Director. Complete cost: \$98,858.00.

The motion was made by Dr. Akojie 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. 119

APPROVAL OF SALARY INCREASE FOR BUS DRIVERS, MONITORS AND MECHANICS

Mr. Shively recommended that the Paducah Board of Education approve the pay increase of \$1.00/ hour for bus drivers, monitors and mechanics to be effective on the October 2016 pay check.

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. 120

APPROVAL OF STAFFING FORMULA - CLARK ELEMENTARY

Mr. Shively recommended that the Paducah Board of Education approve the addition of two instructional assistants at Clark Elementary School due to the increased enrollment as requested by Principal Steve Ybarzabal.

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. 121

APPROVAL OF WORKING BUDGET

Mr. Shively recommended that the Paducah Board of Education approve the Working Budget for fiscal year 2016-2017 as presented by Julie Huff, finance director.

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. 122

APPROVAL OF BG 16-212, 2016 PTHS COURTYARD UPDATE – BG-3 FORM "STATEMENT OF PROBABLE COST" AND REVISED BG-1 FORM "PROJECT APPLICATION FORM"

Mr. Shively recommended that the Paducah Board of Education approve BG-3 "Statement of Probable Cost" and KDE required statement of probable cost revision to BG-1 "Project Application Form" for the 2016 Paducah Tilghman High School Courtyard Update, BG# 16-212 Project as presented by Jonathan Perkins of BFW Engineering. BG-3 and BG-1 forms are standard KDE forms for verification of funding sources and probable construction costs.

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. 123

ACTION TO GO INTO EXECUTIVE SESSION

Dr. LeBuhn announced that the Board needed to go into executive session for the purpose of discussion of personnel, property acquisition and 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."

ORDER NO. 124

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. 125

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 8:16 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.