

PROCEEDINGS  
OF THE BOARD OF EDUCATION  
Paducah, Kentucky  
REGULAR MEETING  
February 15, 2021

A regular meeting of the Board of Education of the Paducah Independent School District as held at the Innovation Hub Seminar Room, 500 South 25th Street, Paducah, Kentucky on Monday, February 15, 2021 at 5:00 p.m. 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, Mary Hunter Hancock (virtual), Janice Howard, James Hudson

Absent: Carl LeBuhn

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

William Black, Instruction/Assistant Superintendent (virtual)

Dale Weaver, IT

Wayne Walden, Community Relations

Troy Brock, DPP (virtual)

Nicholas Holland, Attorney (virtual)

Dr. Akojie called the meeting to order. After the roll call, it was established that a quorum of Board members was present.

ORDER NO. 22

APPROVAL OF AGENDA

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

Dr. Shively led the Pledge of Allegiance.

ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Will Black discussed how the district is supporting student learning during the COVID-19 pandemic.

Meeting students' needs: Since January, our Food Service has delivered meals to virtual learners on Mondays, Wednesday, and Thursdays. On Sunday, Feb. 14 Tornado Takeout Served 2000 meals for children of all ages on winter break. STAY transitional student deliveries – anything students need.

Tilghman Efforts to Support Students:

- In-Person Credit Recovery Intervention
- In-Person Missing Assignment Intervention
- All-Day Credit Recovery for students who failed last semester
- ACT Interventions– all grades
- Virtual Student Tutoring– Each Wednesday
- Social worker home visits as needed

Paducah Middle Efforts to Support Students:

- Administrator/Counselor assigned to each team
- Virtual Wednesdays– Extra tutoring based on student need
- Missing assignments addressed each day in LEAD; communicated home weekly
- Elective opportunities for missing work
- Tech training for parents and tutors
- Shay Tyler– New Paducah Middle social worker; home visit support
- Internet Hot Spot delivery when needed

Choices Efforts to Support Students:

- Personal teacher contact throughout the week
- In-person learning based on need
- 4 days per week in-person for students based on need— especially those about to graduate
- Individualized instruction as needed

Clark, McNabb, and Morgan Efforts to Support Students:

- After-hours live virtual tutoring
- After-hours in-person tutoring
- Device and hot spot deliveries for students in need
- FRYSC home visits
- In-person tutoring for virtual students as space allows
- Home delivery of hands-on materials

Partnership with Oscar Cross Boys and Girls Club:

- Virtual learner in-person support
- Oscar Cross staff provides safe, supportive space
- Focus on core subject tutoring
- Weekly trips to Innovation Hub Makerspace

## HEARINGS OF INDIVIDUALS AND GROUPS

Chiffon Winston and Jay Venable spoke (virtually) to the board about their concerns about getting students back to school full time.

## ORDER NO. 23

### APPROVAL CONSENT AGENDA ITEMS

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

DISPOSITION OF MINUTES - Copies of the minutes of the public hearing and regular meeting held January 11, 2021 and the special meeting held February 2, 2021. The minutes 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 January 11, 2021.

#### *I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT*

##### A. Terminations

1.	Bugg, Donna	Resignation accepted to effect retirement: Instructional Assistant I, McNabb Elementary School.	06/30/21
2.	Huckelberry, Jonathan	Resignation accepted: Custodian, Paducah Middle School.	02/16/21
3.	McKinney, TiErica	Resignation accepted: School Nutrition Supervisor, Paducah Middle School.	02/12/21
4.	Pace, Trevor	Resignation accepted: Assistant Coach Softball, Paducah Tilghman High School.	01/27/21
5.	Traughber, Margena	Resignation accepted to effect retirement: Instructional Assistant I, Paducah Head Start Preschool.	06/30/21

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

1.	Anderson, Amanda	Additional Assignment: ESS Instructional Assistant I, Morgan Elementary School, \$13.72 per hour, 52 days per year, 1.5 hours per day.	01/11/21
2.	Anderson, Heather	Other: Program Assistant I, Central Office, Increase contract days from 187 days per year to 240 days per year.	02/01/21
3.	Anderson, Heather	Other: Program Assistant I, Central Office, Food Services Supplement, \$10,000.00 per year.	02/01/21
4.	Baxter, Annaka	Additional Assignment: ESS Instructional Assistant I, Morgan Elementary, \$12.66 per hour, 52 days per year, 1.5 hours per day.	01/11/21
5.	Cooper, Miranda	Position Change: From Instructional Assistant I, Paducah Tilghman High School to Staff Support Secretary, Paducah Tilghman High School, \$12.66 per hour.	01/05/21
6.	Fineout, Darryl	Transfer: School Nutrition Manager, Clark Elementary School, 7.50 hours per day, \$15.90 per hour to School Nutrition Manager, Paducah Middle School Cafe, 7.50 hours per day, \$15.90 per hour.	02/22/21
7.	Gonzalez, Ben	Transfer: School Nutrition Assistant I, Paducah Middle School, 6 hours per day, \$10.84 per hour to Paducah Tilghman School Cafe, 6 hours per day, \$10.84 per hour.	02/22/21
8.	Hall, Damon	Other: Substitute Bus Driver pay, Transportation Department, \$8.10 per hour to Full Time Bus Driver pay, Transportation Department, \$13.94 per hour.	02/01/21
9.	James, Donna	Additional Assignment: ESS – Secretary, McNabb Elementary School, 2 hours to 4 hours per day, \$12.67 per day.	01/18/21
10.	Skeen, Blaine	Additional Assignment: Boys Soccer Head Coach, Paducah Middle School, \$1,500.00 per year.	02/01/21
11.	Solomon, Riley	Additional Assignment: Boys Soccer Assistant Coach, Paducah Middle School, \$750.00 per year.	02/01/21
12.	Thomas, Tiffany	Position Change: From School Nutrition Assistant I, Paducah Tilghman High School to Credit Recovery Instructional Assistant I, Paducah Tilghman High School, \$12.66 per hour.	01/25/21

13.	Willett, Kimberly	Additional Assignment: ESS-Secretary, McNabb Elementary School, 2 hours to 4 hours per day, \$13.35 per hour.	01/18/21
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C. Employment

1.	Barnett, Nathan	Employment: Girls Soccer Head Coach, Paducah Middle School, \$1,500.00 per year.	02/1/21
2.	Liliker, Nicole	Employment: Instructional Assistant I, Clark Elementary School, \$12.66 per hour.	01/14/21
3.	Mayes, Ruth	Employment: School Nutrition Assistant I, Paducah Middle School, \$11.04 per hour, 6 hours per day, 3 years experience.	02/08/21

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

1.	Adams, Gina	Resignation accepted: Substitute Teacher, Districtwide.	12/31/20
2.	Miller, Haley	Resignation accepted: Assistant Wrestling Coach, Paducah Middle School.	01/07/21
3.	St. Marie, Krista	Resignation accepted: Substitute Teacher, Districtwide.	01/07/21

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

1.	Adkins, Ashley	Other: Teacher, AP Psychology, AP U S History, Paducah Tilghman High School, AP Passage: 12 AP Psychology, AP Passage: 12 AP U S History, \$2,400.00 one-time payment.	01/22/21
2.	Beyer, Savannah	Additional Assignment: ESS Tutor, Morgan Elementary School, \$25.00 per hour, 52 days per year, 1.5 hours per day.	01/11/21
3.	Cosby, Jennifer	Additional Assignment: ESS Tutor, Morgan Elementary School, \$25.00 per hour, 26 days per year, 1.5 hours per day.	01/12/21
4.	Davidson, Kimberly	Additional Assignment: ESS Tutor, Morgan Elementary School, \$25.00 per hour, 52 days per year, 1.5 hours per day.	01/11/21
5.	English, Andrea	Other: Teacher, AP Spanish, Paducah Tilghman High School, AP Passage: 1 AP Spanish, \$100.00 one-time payment.	01/22/21
6.	Estrada, Jordan	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	01/25/21
7.	Ford, Ashley	Additional Assignment: ESS Tutor, Morgan Elementary School, \$25.00 per hour, 26 days per year, 1.5 hours per day.	01/11/21
8.	Gray, Stephani	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	01/25/21
9.	Greenwell, Miranda	Additional Assignment: ESS-Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/19/21
10.	Hall, Damon	Additional Assignment: ESS-Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/25/21
11.	Henderson, Erin	Additional Assignment: ESS Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/19/21
12.	Higgins, Sara	Additional Assignment: ESS-Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/25/21
13.	Hinz, Matt	Other: Teacher, AP Music Theory, Paducah Tilghman High School, AP Passage: 4 AP Music Theory, \$400.00 one-time payment.	01/22/21
14.	Hopwood, Tammy	Additional Assignment: ESS Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/19/21
15.	Johnson, Jennifer	Other: Teacher, AP French, Paducah Tilghman High School, AP Passage: 1 AP French, \$100.00 one-time payment.	01/22/21
16.	Kelley, Ross	Other: Teacher, AP Government, Paducah Tilghman High School, AP Passage: 2 AP Government, \$200.00 one-time payment.	01/22/21
17.	Knox, Rona	Additional Assignment: ESS Tutor, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/26/21
17.	Lambert, Kate	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	01/25/21
18.	Leech, Alexandra	Additional Assignment: ESS-Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/19/21
19.	McCoy, Kem	Additional Assignment: ESS Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/19/21
20.	McGahan, Terra	Additional Assignment: ESS Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/19/21
21.	Mohs, Julie	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	01/25/21
22.	Molina, Virginia	Additional Assignment: ESS Teacher, Clark Elementary	01/25/21

		School, \$25.00 per hour.	
23.	Morris, Mattie	Additional Assignment: ESS-Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/19/21
24.	Nantz, Jarrett	Other: Teacher, AP Intro to History and AP World History, Paducah Tilghman High School, AP Passage: 2 AP Intro to History, AP Passage: 6 AP World History, \$800.00 one-time payment.	01/22/21
25.	Newbern, Candice	Additional Assignment: ESS Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/25/21
26.	Owen, Kenneth	Other: Substitute Teacher, Districtwide, rescinding resignation letter to effect retirement, dated January 1, 2021.	01/13/21
27.	Puckett-Buchanan, Mackenzie	Additional Assignment: ESS-Teacher, McNabb Elementary School, 2 hours to 4 hours per day, \$25.00 per hour.	01/19/21
28.	Rich, Stephen	Other: Teacher, AP Human Geography, Paducah Tilghman High School, AP Passage: 19 Human Geography, \$1,900.00 one-time payment.	01/22/21
29.	Romang, John	Other: Teacher, AP Testing-2D Art, Paducah Tilghman High School, AP Passage: 1 AP Testing-2D Art, \$100.00 one-time payment.	01/22/21
30.	Shively, Donald	Other: 20 unpaid leave days in FY 2021 and 20 unpaid leave days FY 2022 per Board of Education meeting on December 11, 2020. (Board Policy 03.123)	01/01/21
31.	Sigler, Emilee	Additional Assignment: ESS Teacher, Clark Elementary School, \$25.00 per hour.	01/25/21
32.	Smith, Melony	Additional Assignment: ESS Tutor, Morgan Elementary School, \$25.00 per hour, 52 days per year, 1.5 hours per day.	01/11/21
33.	Wilkins, Lynda	Additional Assignment: ESS Tutor, Morgan Elementary School, \$25.00 per hour, 52 days per year, 1.5 hours per day.	01/11/21

C. EMPLOYMENT

1.	NONE		
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APPROVAL OF BILLS AND REGULAR DISBURSEMENTS - A listing of the disbursements was given to Board members with the agenda. Checks: 108246-108534  
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 January 31, 2021 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 January 31, 2021 were presented. It was recommended that the Working Budget Adjustments be received.

ACCEPTANCE OF CDIP PROGRESS MONITORING REPORT - It was recommended that the Paducah Board of Education receive the CDIP Progress Monitoring Report for February 2021 as presented by Will Black, Assistant Superintendent.

APPROVAL OF LEAVE REQUESTS - It was recommended that the Paducah Board of Education grant a leave of absence as requested: Charles Welch, December 20, 2020 to January 8, 2021; Kathleen Hope Morris, September 22, 2020 to January 1, 2021; Sandy Nickal February 2, 2021 (half day) through June 30, 2021.

APPROVAL OF NON-CONTRACT DAYS - It was recommended that the Paducah Board of Education approve the following non-contract days for the superintendent: half day on February 8, 2021.

APPROVAL OF UNPAID LEAVE - It was recommended that the Paducah Board of Education approve, per board policy 03.123 – Leaves and Absences, unpaid leave for the superintendent for educational and professional purposes on the following dates:

Half Day, Thursday, February 25, 2021 – mentoring with Pastor Edward Palmer

Half Day, Friday, February 26, 2021 – “Let’s Talk about Race” training with Pastor Edward Palmer

ACCEPTANCE OF HEAD START REPORTS- It was recommended that the Paducah Board of Education accept the following: the Director’s Report, Education Report, Family Services Report, Shared Governance Report, Non Federal Shares Report and approve the ERSEA Plan and Intake Handbook for 2021-2022 (under separate cover) as presented by Kristy Lewis, director.

APPROVAL OF POLICE DEPARTMENT SITE - It was recommended that the Paducah Board of Education approve the establishment of a Paducah Independent Schools Police Department to be located at Paducah Tilghman High School.

APPROVAL OF STUDENT FUNDRAISERS - It was recommended that the Paducah Board of Education approve the following two student fundraisers for Clark Elementary School: Spirit Shoppe online catalog sales, Penny Wars.

APPROVAL OF AGREEMENT WITH PEPSI - It was recommended that the Paducah Board of Education accept the beverage/snack/vending agreement with Pepsi Mid America Co. for a period of ten years.

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. 24

ACCEPTANCE OF CONTRACTS

Dr. Shively recommended that the Paducah Board of Education approve the contracts with University of Kentucky College of Education/ Dr. Gregory Vincent from the UK Education Civil Rights Initiative (\$15,000.00) and Dr. Roger Cleveland and Dr. Roz Akins from Millennium Learning Concepts (\$2,400.00). They will serve as consultants in the district Racial Equity Initiative. 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. 25

APPROVAL OF NEW SUPPLEMENTAL POSITION

Dr. Shively recommended that the Paducah Board of Education approve the request to create a new supplemental position of Transitional Student Food Services as requested by Lynsi Barnhill, Food Services Director. This additional position will include a stipend of \$10,000 to be paid from Food Services Fund 51. 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. 26

APPROVAL OF NEW SUPPLEMENTAL POSITION

Dr. Shively recommended that the Paducah Board of Education approve the new supplemental position of Assistant Volleyball Coach at Paducah Middle School with an annual stipend of \$750.00. 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. 27

ACCEPTANCE OF STUDENT ACCIDENT INSURANCE RENEWAL

Dr. Shively recommended that the Paducah Board of Education accept the bid from Roberts Insurance for the 2021-2022 school year in the amount of \$72,892.40 presented by Angela Copeland, Director of Finance. 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. 28

APPROVAL OF PAYMENT TO CONTRACTORS / INNOVATION HUB (BG17-179)

Dr. Shively recommended that the Paducah Board of Education approve the payments to contractors for the Innovation Hub (BG 17-179) as outlined below:

Pay App #27 to Contractor Ray Black & Son:	\$105,264.44
Bacon Farmer Workman Engineering	\$520.00 and \$694.25

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. 29

APPROVAL OF CHANGE ORDERS #26, #27, AND #28 INNOVATION HUB (BG17-179)

Dr. Shively recommended that the Paducah Board of Education approve the following three change orders for the Innovation Hub Project as outlined by Matt Deluca, JRA Architects:

- a. Change Order #26 - This is a time-only, no-cost change due to necessary site revisions to avoid flooding.
- b. Change Order #27 - This is a time-only, no-cost change to add 55 additional days of construction due to inclement weather.
- c. Change Order #28 - This change order addresses a found condition on site where, on Friday 2/5/21, BFW Engineers determined there was unsuitable soil present at the future bus drop off and entry drive to the parking lot. The change

order is for the Contractor to remove the unsuitable soil and fill with dense graded aggregate in order for work to continue as designed.

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. 30

APPROVAL OF CHANGE ORDERS #2 AND #3 ART BUILDING RENOVATION (BG 20-166)

Dr. Shively recommended that the Paducah Board of Education approve the following two change orders for the Art Building Renovation Project as outlined by Matt Deluca, JRA Architects:

a. Change Order #2 - This change order will increase the contract sum \$13,895.74. (It includes the following items: Unsuitable soils before the concrete slab for \$6,423.21. Refurbish the existing Display case for the existing Display Case for \$2,438.28. Add additional lights to match roof trusses for \$3,115.04.)

b. Change Order #3 - This change order will increase the contract by \$10,794.70 in order to add two small locker rooms at the West end of Wrestling Room 008. 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. 31

APPROVAL OF PAYMENT TO CONTRACTORS ART BUILDING RENOVATION (BG 20-166)

Dr. Shively recommended that the Paducah Board of Education approve the following payments to contractors for the Art Building Renovation Project:

Pay App #3 to Ray Black & Sons	\$162,765.91
Direct Purchase Orders:	
Cape Electric / Equipment	\$3,528.39
Cape Electric / Materials	\$12,982.70
Cape Electric / Lighting	\$2,113.72
Kock Air	\$28,661.00
Air Mechanical Sales	\$11,497.00
Ferguson Enterprises	\$2,664.84
Architectural Sales	\$3,144.64

\$4,300.73 to J RA Architects, Inc.

\$1,324.75 to Bacon Farmer Workman Engineering

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. 32

APPROVAL OF PROPERTY ACQUISITION, PADUCAH HEAD START (BG 20-236)

Dr. Shively recommended that the Paducah Board of Education approve the acquisition of the following real property by eminent domain for the location of the new Paducah Head Start Preschool (BG 20-236) pending final approval by the Kentucky Department of Education.

Property on Polk Street known as Lot 49 as shown by plat of O.H. Shelton's addition to the City of Paducah recorded in Plat Book "A", Page 184-5.

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. 33

APPROVAL OF BID FOR GEOTHERMAL TEST, PADUCAH HEAD START (BG 20-236)

Dr. Shively recommended that the Paducah Board of Education accept the bid of \$7,800.00 from Durbin Enterprises, Inc. for the geothermal testing at the Paducah Head Start project (BG 20-236). 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. 34

APPROVAL OF PAYMENT TO CONTRACTORS (BG 20-166)

Dr. Shively recommended that the Paducah Board of Education approve the following payments to contractors for the Secure Vestibules Projects:

\$769.88 to JRA Architects for professional services

\$22,694.58 Pay App #7 to contractor, M.P. Lawson

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. 35

DISCUSSION AND ACTION – REVISIONS TO SCHOOL CALENDAR

Dr. Shively outlined the COVID status and guidelines from the Governor's office on how to return students to in person learning. The staff and faculty will be getting their second vaccination on Wednesday, Feb. 24, 2021 so with concerns about side effects and the lack of enough substitutes, it would be recommended to make the following days NTI: Feb. 25 and 26, 2021.

Mrs. Hancock expressed her appreciation to our teachers and staff as well as eagerness to get students back in to school for academics as well as emotional health. Dr. Hudson asked that the board receive additional input from teachers and parents before a decision is made regarding the calendar changes to get students back in school four days a week.

The motion to set a return to school date was tabled.

ORDER NO. 36

ACTION RELATED TO SCHOOL CALENDAR

Mrs. Hunter made the motion to alter the school calendar making Thursday, February 25 and Friday, February 26, 2021 NTI days for all students. Mrs. Howard seconded the motion. The roll was called and all members present voted "Yes."

Teachers and students will be surveyed regarding the return to school 4 days per week beginning in early March. A special board meeting can be held to approve any future alteration to the school calendar.

There was no executive session.

ORDER NO. 37

ACTION TO ADJOURN

The motion was made by Mrs. Howard and seconded by Mrs. Hancock that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 6:26 p.m.

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Chairman

\_\_\_\_\_  
Secretary

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