

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
April 19, 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, April 19, 2021 at 5:00 p.m. NOTE: due to the COVID-19/Coronavirus pandemic, this meeting was open to the public with limited seating. It was live-streamed and available online.

ROLL CALL

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

Absent:

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

William Black, Instruction/Assistant Superintendent

Dale Weaver, IT

Wayne Walden, Community Relations

Troy Brock, DPP

Angela Copeland, Finance

Nicholas Holland, Attorney

Media

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

ORDER NO. 50

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 presented an update on the Learning Acceleration Response to COVID.

Troy Brock discussed the 2021-2022 Alternative Calendar that is proposed in the Consent Agenda.

HEARINGS OF INDIVIDUALS AND GROUPS

There were none.

ORDER NO. 51

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 March 15, 2021.

I.CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

Gonzalez, Ben	Resignation accepted: School Nutrition Assistant I, Paducah Middle School.	04/01/21
Matchem-Powers, Mercedes	Resignation accepted to effect retirement: Instructional Assistant I, Morgan Elementary School.	09/01/21
Langley, Carolyn	Resignation accepted: School Nutrition Assistant I, McNabb Elementary School.	03/31/21

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

Crank, Penny	Additional Assignment: Substitute School Nutrition Assistant I, Districtwide, \$10.84 per hour.	03/17/21
Maas, Kathy	Additional Assignment: Substitute School Nutrition Assistant I, Districtwide, \$10.84 per hour.	03/22/21
Spears, Halee	Additional Assignment: Assistant Softball Coach, Paducah Tilghman High School, \$2,000 per year.	03/25/21
McKinney, Kim	Additional Assignment: Substitute School Nutrition Assistant I, Districtwide, \$10.84 per hour.	03/18/21
Thomas, Mary	Additional Assignment: Head Start Bus Monitor, Paducah Head Start Preschool, \$10.18 per hour.	04/12/21
Thompson, Ashley	Other: School Nutrition Manager, Clark Elementary School, change hours from 7.5 to 7 per day.	02/22/21

C. Employment

Althoff, Jonathan	Employment: Substitute Bus Driver, Transportation, \$8.10 per hour.	04/01/21
Baker, Ashley	Employment: Tornado League Coordinator, Paducah Tilghman High School, \$2,500.00 per year.	04/01/21
Brown, Zaria	Employment: English RTI Instructional Assistant I, Paducah Tilghman High School, \$12.66 per hour.	03/22/21
Gray, Asia	Employment: School Nutrition Assistant I, Clark Elementary School, \$10.84 per hour.	04/12/21
Thomas, Mary	Employment: Head Start Classroom Classified Substitute, Paducah Head Start Preschool, \$8.10 per hour.	04/01/21
Thompson, Sean	Employment: Head Football Coach, Paducah Tilghman High School, \$10,000.00 per year with 15 extended days.	07/01/21

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

Maniam, Kumutha	Resignation accepted: Tutor/Coach for Arts and Humanities and Language Arts, Paducah Middle School for 2019-2020 school year.	03/19/21
Morris, Kathleen	Resignation accepted: Resignation for Tutor/Coach for Written Composition, Paducah Middle School, for 2019-2020 school year.	03/19/21

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

Ballard, Rebecca	Other: Move from Teacher, Paducah Tilghman High School, Title I to Teacher, Paducah Tilghman High School, General Fund.	03/01/21
Loy, Karlye	Additional Assignment: Makerspace programming, Innovation Hub, \$25.00 per hour.	05/01/21
Myers, Donald	Additional Assignment: Assistant Track and Field Coach, Paducah Tilghman High School, \$2,000.00 per year.	03/25/21
Romang, John	Additional assignment: Makerspace programming, Innovation Hub, \$25.00 per hour.	05/01/21
Seig, Benjamin	Position Change: From Teacher, Paducah Tilghman High School to Physical Education Teacher, Paducah Middle School.	08/10/21
Thompson, Jennifer	Position Change: From Primary Teacher, Clark Elementary School, to Library Media Specialist, Clark Elementary School, Rank I, 10 extended days.	07/01/21
Turnley, Arveta	Additional Assignment: ESS Tutor, McNabb Elementary School, \$25.00 per hour.	03/23/21
Wiggins, Lydia	Position Change: From Substitute Teacher, Districtwide to English Teacher, Paducah Tilghman High School, Rank III, 0 years of experience.	08/10/21

C. EMPLOYMENT

Elrod, Madisen	Employment: Substitute Teacher, Districtwide, Rank III, \$74.36 per day.	04/01/21
Traynham, Clyde	Employment: Substitute Teacher, Districtwide, Rank I.	04/01/21
Winfield, Zachary	Employment, Substitute Teacher, Districtwide, Rank IV, \$67.50 per day.	04/01/21
Wyatt, Seth	Employment: Math Teacher, Paducah Middle School, Rank III – 0 years of experience	08/10/21

DISPOSITION OF MINUTES - Copies of the minutes of the public hearing and regular meeting held March 15, 2021. 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: 108715-108948
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 March 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 March 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 April 2021 as presented by Will Black, Assistant Superintendent.

APPROVAL/ ACCEPTANCE OF HEAD START REPORTS - It was recommended that the Paducah Board of Education approve the following from Kristy Lewis, Head Start Director: new position of Parent Educator for 2021-2022, Self-Assessment Plan, and Training and Technical Assistance Plan for 2021-2022; Grant Application for 2021-2022 and accept: Director's Report, Education Report, Family Services Report, Shared Governance Report, and Non-Federal Shares Report.

APPROVAL OF LEAVE REQUESTS - It was recommended that the Paducah Board of Education grant a leave of absence to the following as requested: Mackenzie Buchanan, February 1, 2021 to April 12, 2021; Lynette Harris, March 17, 2021 to April 12, 2021; Monica Spillane, February 1, 2021 to May 7, 2021.

APPROVAL OF EARLY GRADUATES - It was recommended that the Paducah Board of Education approve the following graduates as recommended by Principal Allison Stieg:

Giovanni Anthony Capuano, Paducah Independent Schools diploma
Darrian Damois Scarbrough, Paducah Independent Schools diploma

APPROVAL OF NON-CONTRACT DAYS - It was recommended that the Paducah Board of Education approve the following non-contract days for the superintendent: half days on March 10, April 8, and April 9, 2021; full days on April 5 and April 6, 2021.

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

April 1 – conversations with community leaders and Dr. Thomas-Tucker Woods, Kentucky Department of Education's Chief Equity Officer (1/2 day)
April 15 – "School Board Members' Perspectives on Race & Racism" training – National School Board Association; "Leading for Equity: Equity-Based Strategic Planning – AASA, The School Superintendents Association; and conversation with a community leader (1/2 day)
April 21 – "Cultural Humanity and Intro to Anti-Race Training" with Pastor Edward Palmer

Previously approved days:

January 25 – "Implicant Bias" training with Pastor Edward Palmer (1/2 day)
January 26 – "Cultural Collisions" training with Pastor Edward Palmer (1/2 day)
February 10 – "Dismantling Institutional Racism in Education" training – National School Board Association (1/2 day)
February 25 – mentoring with Pastor Edward Palmer (1/2 day)
February 26 – "Let's Talk About Race" training with Pastor Edward Palmer (1/2 day)
March 18 – conversations with community leaders (1/2 day)
March 19 – conversations with community leaders (1/2 day)
March 23 – "Diversity and Inclusion" training with Pastor Edward Palmer (1/2 day)
March 24 – mentoring with Pastor Edward Palmer (1/2 day)

APPROVAL OF BUS PURCHASE - It was recommended that the Paducah Board of Education approve the annual bus purchase of 1 – 72 passenger bus, \$106,626.00 and 1 – 84 passenger bus, \$132,768.00.

APPROVAL OF MOU WITH CITY OF PADUCAH / PARKS AND RECREATION DEPARTMENT - It was recommended that the Paducah Board of Education approve the Memorandum of Understanding with the City of Paducah Parks and Recreation Department establishing an understanding as to the use of certain agency facilities by each party.

APPROVAL OF ESSER II ASSURANCES - It was recommended that the Paducah Board of Education approve the Elementary and Secondary School Emergency Relief Fund (ESSER II) funding assurances.

APPROVAL OF NTI PLAN FOR 2021-2022 - It was recommended that the Paducah Board of Education approve the Nontraditional Instruction Plan for 2021-2022.

APPROVAL OF ETHIC CERTIFICATE - It was recommended that the Paducah Board of Education adopt the work ethics certificate that is awarded to students who meet state mandated criteria upon graduation.

APPROVAL OF SUMMER ACCELERATED PAY SCALE - It was recommended that Extended School Service hourly pay rates for certified school personnel be changed to \$40 an hour and rates be changed for all classified school employees to their hourly wage plus \$5 an hour. This is a temporary pay scale increase for the district Summer Acceleration Programs due to the global pandemic.

APPROVAL OF FRYSC CONTRACT - It was recommended that the Paducah Board of Education enter a new contract with the Family Resource and Youth and Services Center (FRYSC) program, agreeing to utilize funds to administer services established in the agreement.

The motion was made by Dr. Akojie and seconded by Mrs. Howard 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. 52

ACCEPTANCE OF BOARD POLICY AMENDMENT, FIRST READING

Dr. Shively recommended that the Paducah Board of Education receive for first reading the amendment to Board Policy 01.1 to include information about the Student Board Member Representatives. 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. 53

APPROVAL OF AMENDMENT TO 2020-2021 SCHOOL CALENDAR

Dr. Shively recommended that the Paducah Board of Education approve the following amended days to the 2020-2021 district calendar:

August 24-26 from regular instruction to NTI (Non-Traditional Instruction) Day

November 6 - 30 from regular instruction to NTI (Non-Traditional Instruction) Day

December 1 - 28 from regular instruction to NTI (Non-Traditional Instruction) Day

January 6, 13, 20 and 27 from regular instruction to NTI (Non-Traditional Instruction) Day

February 3, 10-12 and 24-26 from regular instruction to NTI (Non-Traditional Instruction) Day

March 3, 10, 17 and 24 from regular instruction to NTI (Non-Traditional Instruction) Day

March 12 from Non-Instructional Day to regular instructional Day

May 19 last day for students (all in-person); May 20 from regular instruction to Closing Day

The motion was made by Dr. Hudson 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. 54

APPROVAL OF NEW POSITION – CHIEF EQUITY OFFICER

Dr. Shively recommended that the Paducah Board of Education approve the new position and job description of Chief Equity Officer. 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. 55

APPROVAL OF NEW POSITION – DISTRICT INSTRUCTIONAL COACH

Dr. Shively recommended that the Paducah Board of Education approve the new position and job description of District Instructional Coach. The motion was made by Dr. Hudson 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. 56

APPROVAL OF NEW POSITION – DISTRICT INSTRUCTIONAL SPECIALIST

Dr. Shively recommended that the Paducah Board of Education approve the new position and job description of District Instructional Specialist. 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. 57

APPROVAL OF NEW POSITION – CWTP EMPLOYMENT SPECIALIST

Dr. Shively recommended that the Paducah Board of Education approve the new position and job description of Community Work Transition Program (CWTP) Employment Specialist. 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. 58

APPROVAL OF AGREEMENT WITH PCG/UNIVERSITY INSTRUCTORS LLC

Dr. Shively recommended that the Paducah Board of Education approve the agreement for a pilot program with Public Consulting Group, Inc. (PCG)/University Instructors LLC to provide sourcing, recruitment, pre-screening for certification for instructional positions to help support student achievement. 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. 59

APPROVAL OF AGREEMENT WITH JOBS FOR AMERICA'S GRADUATES (JAG)

Dr. Shively recommended that the Paducah Board of Education approve the memorandum of understanding with Jobs for America's Graduates (JAG) at Paducah Tilghman High School. A JAG grant of \$40,000 will cover the salary of a certified instructor. 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. 60

APPROVAL OF CHANGE ORDER #5 ART BUILDING RENOVATION (BG 20-166)

Dr. Shively recommended that the Paducah Board of Education approve Change Order #5 for the Art Building Renovation Project (multipurpose athletic facility) as outlined by Eric Steva, JRA Architects. This change order will increase the project \$462.00. (It will add a rubber wall base to room 110 for \$820.05 and a credit for the deletion of the gas regulator and pressure gauge in the amount of \$358.05.) 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. 61

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

Dr. Shively recommended that the Paducah Board of Education approve the payments to contractors for the Art Building Renovation Project (multipurpose athletic facility):

Pay App #5 to Ray Black & Sons: \$82,657.56

Direct Purchase Orders \$52,545.41:

Cape Electric (Equipment) for \$1,511.56

Cape Electric (Materials) for \$4,794.09

Cape Electric (Lighting) for \$40,460.91

Ferguson Enterprises for \$3,018.85

Architectural Sales for \$2,760.00

JRA Architects \$7,174.91

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. 62

APPROVAL OF PAYMENT TO CONTRACTORS / HEAD START PROJECT (BG17-179)

Dr. Shively recommended that the Paducah Board of Education approve the payment to contractors for the Paducah Head Start project as outlined below:

Bacon Farmer Workman Engineering \$16,250.00 and \$3,790.00

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. 63

APPROVAL OF PAYMENTS TO CONTRACTORS / INNOVATION HUB (BG 17-179)

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 #29 to Ray Black & Son	\$84,073.82
JRA Architects	\$7,776.11
Bacon Farmer Workman Engineering	\$159.00

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. 64

ACTION TO GO INTO EXECUTIVE SESSION

Dr. LeBuhn announced the need to go into executive session for the discussion of property, personnel, and potential litigation. The motion was made by Dr. Hudson and seconded by Dr. Akojie that the Board go into executive session. The roll was called and all members present voted "Yes." Donald Shively, Carl LeBuhn, Mary Hunter Hancock, Janice Howard, James Hudson, Felix Akojie, Will Black, Nicholas Holland, and Lisa Chappell were present for the executive session.

ORDER NO. 65

ACTION TO RETURN TO OPEN SESSION

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

ORDER NO. 66

ACTION TO ADJOURN

The motion was made by Dr. Akojie and seconded by Dr. Hudson that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 7:25 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.