

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
May 17, 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, May 17, 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

Amie Tooley, Special Programs

Angela Copeland, Finance

Nicholas Holland, Attorney

Other staff and community members

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. 67

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.

RECOGNITION: The Board recognized the special efforts of PTHS student Raven Butler. Raven created a recycling program for ink and printer cartridges, donating the funds to the district's Transitional/Homeless program. These funds have totaled well over \$3,000.00 during her high school years. Director Heather Anderson presented Raven with a gift bag and certificate.

ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Will Black presented the district's Learning Acceleration Plan.

Dr. Shively presented an update on the Supplemental School Year Program (SSYP).

HEARINGS OF INDIVIDUALS AND GROUPS

Chiffon Winston, representing PESPA classified staff requested response from the letter she had sent to the Board regarding concerns such as classified staff pay, hours subbing for certified teachers. Varetta Hurt, representing the Paducah McCracken NAACP, read the letter the organization is submitting to the SBDM Council at Paducah Middle School concerning the hire of a new principal and the selection of the district chief equity officer.

ORDER NO. 68

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 April 19, 2021.

I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

Arnold, Lawrence	Resignation accepted: Football Assistant 2, Paducah Middle School.	06/30/21
Bedeau, Lakilla	Resignation accepted: Coordinator Tornado Alley, Paducah Tilghman High School.	05/14/21
Burgess, Ambrosia	Resignation accepted: Custodian, Paducah Middle School.	04/21/21
Ford, Amanda	Resignation accepted: Substitute Instructional Assistant I, Districtwide.	04/24/21
Matchem, Powers, Mercedes	Resignation accepted: Instructional Assistant I, Morgan Elementary School. (change of effective date)	07/31/21
Myers, Donald	Resignation accepted: Assistant Track Coach, Paducah Tilghman High School.	06/30/21

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

Purvis, Bonnie	Additional Assignment: Substitute School Nutrition Assistant I, Districtwide, \$10.84 per hour.	03/23/21
Riley, Willie	Other: Substitute Bus Driver pay, Transportation Department, \$8.10 per hour, to Full Time Bus Driver pay, Transportation, \$13.94 per hour.	05/03/21
Valdez, Whitney	Additional Assignment: Head Coach-Girls Soccer, Paducah Tilghman High School, \$7,500 per year.	07/01/21

C. Employment

NONE		
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II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

Balkey, Kari	Resignation accepted: STLP Coordinator Paducah Tilghman High School.	08/10/20
Ballard, Rebecca	Resignation accepted: Teacher, Paducah Tilghman High School.	06/30/21
Bohle, Clayton	Resignation accepted: Teacher, Paducah Tilghman High School.	06/30/21
Hall, Christina	Resignation accepted: Substitute Teacher, Districtwide.	04/20/21
Harris, Lauren	Resignation accepted: Substitute Teacher, Districtwide.	04/14/21
Taffer, Edward	Resignation accepted: Substitute Teacher, Districtwide.	04/16/21

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

Aguilar, Bryan	Additional Assignment: Assistant Throws Coach Track & Field, Paducah Tilghman High School, \$1,000.00 per year.	04/21/21
Betts, Alexandria	Additional Assignment: Academic Team 7 th grade Coach, Paducah Middle School, \$750 per year.	08/24/20
Ditterline, Phillip	Additional Assignment: Speech Club Sponsor, Paducah Middle School, \$150 per year.	08/24/20
Gentry, Jeffrey	Additional Assignment: Academic Team 8 th Grade and Head Coach, \$1,500 per year, Governor's Cup Coordinator, \$400 per year, Science Tutor/Coach, \$250 per year, Social Studies Tutor/Coach, \$250 per year, Showcase Science, \$500 per year, all Paducah Middle School.	08/24/20
Hardin, Amy	Additional Assignment: STLP Coordinator, Paducah Tilghman High School, \$750.00 per year.	08/10/20
Humphrey, Danette	Additional Assignment: Academic Team Coach-6 th Grade, \$750 per year, Arts/Humanities Tutor/Coach, \$250 per year, Language Arts Tutor Coach, \$250 per year, Written Composition Tutor/Coach, \$250 per year, all Paducah Middle School.	08/24/20
Julian, Corey	Other: Substitute Bus Driver pay, Transportation Department, \$8.10 per hour, to Full Time Bus Driver pay, Transportation, \$13.94 per hour.	05/03/21
May, Joshua	Additional Assignment: BETA Club, Paducah Middle School, \$600 per year.	08/24/20
Meadows, Heath	Additional Assignment: Makerspace Programming, Innovation Hub, \$25.00 per hour.	10/01/20

Nickal, Jason	Position Change: From Teacher, Paducah Tilghman High School to Assistant Principal, Paducah Tilghman High School, with Assistant Principal stipend	07/01/20
Ringstaff, Jessica	Additional Assignment: Yearbook Advisor, Paducah Middle, \$500 per year.	08/24/20
Seig, Benjamin	Additional Assignment: Head Football Coach, Paducah Middle School, \$5,000 per year.	07/01/21
Thompson, Sean	Additional Assignment: CWTP Employment Specialist, Districtwide, Rank I, 7 years of experience.	08/10/21
Thompson Powell, Triska	Additional Assignment: Kentucky History Day Sponsor, \$700 per year, Paducah Middle School.	08/24/20

C. EMPLOYMENT

Castleman, Alyssa	Employment: Teacher – Teacher, Clark Elementary School, Rank III – 0 years of experience.	08/10/21
Lovelace, Steven	Employment: Teacher – Jobs for America’s Graduates (JAG), Paducah Tilghman High School, Rank II – 0 years of experience.	08/10/21
Stokes, Kimberlyn	Employment: Substitute Teacher, Districtwide, Rank I, \$90.38 per day.	05/01/21

DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held April 19, 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: 108949-109129
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 April 30, 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 April 30, 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 May 2021 as presented by Will Black, Assistant Superintendent.

APPROVAL OF HEAD START GRANT- It was recommended that the Paducah Board of Education approve the following from Kristy Lewis, Head Start Director: grant application for GEER II funding for the FRYSC program. Grant application is under separate cover.

APPROVAL OF LEAVE REQUESTS - It was recommended that the Paducah Board of Education grant a leave of absence to the following as requested: Rachel Cappock, February 1, 2021 to April 2, 2021; Mitzi Collins, intermittent days beginning April 26, 2021; Joy DiNovo, April 12, 2021 to April 30, 2021

APPROVAL OF DISTRICT TECHNOLOGY PLAN FINAL DRAFT - It was recommended that the Paducah Board of Education accept the final draft of the 2021-2022 District Technology Plan for first reading and approval as presented by Dale Weaver, Director of Information Technologies.

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

- April 29 – “Leading for Equity: All Students Career and College Ready” training – AASA, The School Superintendents Association; “Leading for Equity: Data-Driven Equity Audits and District Protocols for Success” training; AASA, The School Superintendents Association; and, conversations with community leaders (1/2 day)
- May 6 – “Leading for Equity: Leading for Equity: Cultivating an Anti-Racist School District” training – AASA, The School Superintendents Association; and, conversations with community leaders (1/2 day)
- May 13 – “Anti-Racism” training with Pastor Edward Palmer (1/2 day)
- June 7 – Visit of Frankfort Independent Public Schools – review and discussion of their district equity Initiatives (Recommended by Dr. Tucker-Woods, KDE Chief Equity Officer)
- June 24 – Training with Pastor Edward Palmer (1/2 day)
- June 25 – Training (TBD) with Pastor Edward Palmer (1/2 day)

Previous approved days:

- January 25 – “Implicit 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)
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

APPROVAL OF STUDENT TRIP - It was recommended that the Paducah Board of Education approve the student trip: PTHS Band to Orlando, Florida, March 30 – April 2, 2022 for the Universal Studios Parade performance.

APPROVAL OF ADJUNCT CERTIFICATIONS - It was recommended that the Paducah Board of Education approve two applications for Adjunct Certification. Adjunct teachers are part-time teachers who help our district diversify its course offerings. Doug VanFleet will teach instrumental music classes at Paducah Tilghman and Paducah Middle School. Emily Parker will teach drama classes at Paducah Tilghman. Both teachers have significant work and teaching experience in these areas that qualify them for an Adjunct Certification.

APPROVAL OF EMERGENCY SUB FORM - It was recommended that the Paducah Board of Education approve the CA-4F Form for Emergency Certification of Substitutes to enable the District to employ those who have a 2.5 cumulative GPA or 3.0 on last 60 hours to teach for us on a day-to-day basis as needed.

APPROVAL OF NON-RESIDENT CONTRACTS - It was recommended that the Paducah Board of Education approve the non-resident pupil contracts with Hickman County Schools.

APPROVAL OF AUDITORS CONTRACT - It was recommended that the Paducah Board of Education appoint Kemper, CPA Group LLP as the district’s independent accounting firm for FY 2020-2021 at an auditing cost not to exceed \$30,000. Additional costs associated with bookkeeping review or report configuration, if necessary, will be billed separately at a rate presented in the proposal.

APPROVAL OF INDIRECT COST RATES - It was recommended that the Paducah Board of Education accept the Indirect Cost Rates as follows: Non-Restricted = 18.49% and Restricted = 3.04% as presented by Angela Copeland, Director of Finance.

APPROVAL OF PAY SCHEDULE - It was recommended that the Paducah Board of Education approve the pay schedule for 2021-2022.

APPROVAL OF SUMMER ACCELERATION PAY - It was recommended that Extended School Service hourly rates be changed to \$40 an hour for certified school personnel and \$20 an hour for all classified school employees. This is a temporary pay scale for the Summer Acceleration Programs due to the global pandemic.

APPROVAL OF ONE TIME APPROPRIATION - It was recommended that the Paducah Board of Education approve a one-time appropriation for May 2021 for \$238,150.00.

APPROVAL OF FY22 SBDM STAFFING ALLOCATIONS - It was recommended that the Paducah Board of Education approve the Fiscal Year 2022 School Based Decision Making (SBDM) May 1 allocations.

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. 69

ACCEPTANCE OF BOARD POLICY AMENDMENT, SECOND READING

Dr. Shively recommended that the Paducah Board of Education receive for second reading and approve the amendment to Board Policy 01.1 to include information about the Student Board Member Representatives. 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. 70

APPROVAL OF REVISED 2021-2022 SCHOOL CALENDAR

Dr. Shively recommended that the Paducah Board of Education approve the 2021-2022 School Calendar as submitted by Troy Brock, DPP. This calendar is a revision from previous approval on Dec. 21, 2020. This calendar includes 187 contract days and 170 instructional days. Each school will be required to provide a minimum of 375 instructional minutes to meet the 1,062 hours required by statute.

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. 71

APPROVAL OF INSURANCE 2021-2022

Dr. Shively recommended that the Paducah Board of Education approve the following insurance packages: Liberty Mutual Insurance for \$451,507.00 to cover property, fleet, liability and other insurances and KEMI for \$94,368.00 for worker's comp insurance. 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. 72

APPROVAL OF SUPPLEMENTAL SCHOOL YEAR PROGRAM (SSYP)

Dr. Shively recommended that the Paducah Board of Education approve the Supplemental School Year Program (SSYP) for the students that requested the opportunity formally by May 1, 2021. This emergency legislation created by Senate Bill 128 allows any K-12 student enrolled during the 2020-2021 school year to use the 2021-2022 school year as a supplemental year to retake or supplement courses the student has already taken. 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. 73

APPROVAL OF ESSER II PLAN

Dr. Shively recommended that the Paducah Board of Education approve the ESSER II Plan as presented by Will Black, Assistant Superintendent. (under separate cover) (On December 27, 2020, a second Elementary and Secondary School Emergency Relief (ESSER II) Fund appropriation was authorized by the enactment of the Consolidated Appropriations Act, 2021. That act includes the Coronavirus Response and Relief Supplement Appropriations (CRRSA). The ESSER II Spending Plan contains Paducah Independent School District's plan for using these funds to support students and staff as they respond to the effects of the COVID-19 pandemic.) 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. 74

APPROVAL OF TENTATIVE BUDGET

Dr. Shively recommended that the Paducah Board of Education approve the Tentative Budget for 2021-2022 and authorize the administration to forward such budget document to the Kentucky Department of Education. 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. 75

APPROVAL OF CHANGE ORDER #6 (BG 20-166)

Dr. Shively recommended that the Paducah Board of Education approve Change Order #6 for the Art Building Renovation Project (multipurpose athletic facility). This change order will increase the project \$4,351.79. (This change order includes PR #11 to replace the remaining wainscoting in the Weight Room 108 with new FRP panels for \$3,516.98. Per PCO #19 for two new door frames at new locker room, minor door hardware adjustments and one new Toilet & Bath Accessory for \$834.81.) The motion was made by Dr. Akojie 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. 76

APPROVAL OF PAYMENTS TO CONTRACTORS (BG 20-166)

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

Pay App #6 to Ray Black & Sons: \$91,675.09

Including Direct Purchase Orders:

Cape Electric (Lighting) for \$299.39

Ferguson Enterprises (Plumbing) for \$2,540.33

Additional invoice: Bacon Farmer Workman \$651.75

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. 77

APPROVAL OF REVISED BG-1 (BG 17-179)

Dr. Shively recommended that the Paducah Board of Education approve the Revised BG-1 for the Paducah Innovation Hub to add \$40,000 to the Project Contingency to cover incurred and possible future incidental costs resulting from the Construction completion date on the General Contract for Construction.

(Note: we have nearly \$40,000 in funds unused from completed Direct Purchase Orders that will be coming back to the project at the submission of the BG-5 for project closeout, as well as \$6,000 left in the contingency currently. These funds will balance out by the end of the project, pending any unforeseen conditions.)

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. 78

APPROVAL OF CHANGE ORDER (BG 17-179)

Dr. Shively recommended that the Paducah Board of Education approve the Change Order #29 for the Paducah Innovation Hub Project. This change order will cover RBSI's project management hours resulting from the contract time extension due to inclement weather. The cost change will be \$19,144.87 and will add 20 days to the contract, with substantial completion pushed to June 11, 2021.

The motion was made by Dr. Akojie 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. 79

APPROVAL OF PAYMENT TO CONTRACTORS (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 #30 to Ray Black & Son \$166,613.72

Direct Pay to Vendors:

Keystone Hardscapes \$45,951.20

Jake Shelby Enterprises \$15,225.98

Additional invoice:

Performance Commissioning Agency \$5,000.00

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. 80

APPROVAL OF NEW POSITION / MAKERSPACE STUDENT TECHNICIAN

Dr. Shively recommended that the Paducah Board of Education approve the new position and job description of Makerspace Student Technician. The motion was made by Dr. Akojie 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. 81

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. Akojie and seconded by Dr. Hudson 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. 82

ACTION TO RETURN TO OPEN SESSION

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

ORDER NO. 83

ACTION TO ADJOURN

The motion was made by Dr. Akojie and seconded by Mrs. Howard that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 7:28 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.