

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
June 21, 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, June 21, 2021 at 5:00 p.m.

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

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. 87

APPROVAL OF AGENDA

The agenda was presented. The motion was made by Mrs. Howard and seconded by Dr. Akojie 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 City of Paducah named Lysni Barnhill as the newest Duchess of Paducah. Mayor George Bray presented the award to her and thanked her for the tireless efforts for out students.

ITEMS OF INTEREST/SUPERINTENDENT'S REPORT

Will Black introduced Dr. Gregory Vincent and Dr. Sarah LaCour-Yarbrough who updated the Board on the Equity Audit Process. (virtual)

HEARINGS OF INDIVIDUALS AND GROUPS

Mattie Morris expressed appreciation of the 2% salary increase but requested that the Board consider an increase of 3 to 3.5% to align with the county district. Bard Brian addressed the Board about his opinions on Critical Race Theory. Chiffon Winston thanked the Board for the salary increases for next year as well as the classified summer positions. She also expressed her concerns about the lack of crossing guards at McNabb.

ORDER NO. 88

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 May 17, 2021.

I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

1.	Fret, Sara	Non-renewal: Instructional Assistant I, Paducah Head Start Preschool.	06/30/21
2.	Holt, Rodney	Resignation accepted: Instructional Assistant I, Morgan Elementary School.	06/30/21
3.	James, Christopher	Resignation accepted: Basketball Coach – Boys, Paducah Middle School.	06/30/21
4.	Maas, Thomas	Other: Deceased, Bus Driver, Transportation Department.	05/17/21
5.	McCary, Grant	Resignation accepted: Custodian, Clark Elementary School.	06/07/21
6.	Peters, Eliza	Resignation accepted: Program Specialist II, Paducah Head Start Preschool.	06/30/21
7.	Pettigrew, Shunda	Non-renewal: Clerk, Paducah Tilghman High School.	06/30/21
8.	Shelby, Abigail	Resignation accepted: District Desktop Technician, Districtwide.	06/30/21
9.	Smith, Rose	Resignation accepted to effect retirement: School Nutrition Assistant I, Paducah Head Start Preschool.	06/30/21
10.	Spears, Halee	Resignation accepted: Instructional Assistant I, Paducah Head Start Preschool.	06/30/21
11.	Starks, Terral	Non-renewal: Assistant Football Coach, Paducah Middle School.	06/30/21
12.	Strayhorn, Andre	Resignation accepted: Assistant Boys Basketball Coach 4, Paducah Tilghman High School.	04/14/21

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

1.	Allen, Tasha	Additional Assignment: Jump Start Transitional Teacher Assistant, Paducah Middle School, \$20.00 per hour.	06/01/21
2.	Althoff, Jonathan	Other: Increase pay from Substitute Bus Driver pay \$8.10 per hour to Full-Time Bus Driver pay, \$13.94 per hour.	06/01/21
3.	Althoff, Jonathan	Position Change: From Substitute Driver to Full Time Bus Driver, \$13.94 per hour.	08/10/21
4.	Barnett, Nathan	Additional Assignment: Assistant Girls Soccer Coach, Paducah Tilghman High School, \$3,200.00 per year.	07/01/21
5.	Beeny, Debbie	Additional Assignment: Jumpstart to Kindergarten Instructional Assistant I, Clark Elementary School, \$12.81 per hour 5.5 hours per day.	06/01/21
6.	Davidson, Chadwick	Other: Increase pay from Substitute Bus Driver pay \$8.10 per hour to Full-Time Bus Driver pay, \$13.94 per hour.	06/01/21
7.	DiNovo, Joy	Additional Assignment: Summer Enrichment Teacher Assistant, Paducah Head Start Preschool, \$20.00 per hour.	06/01/21
8.	Fineout, Darryl	Position Change: From Food Nutrition Manager, Paducah Middle School, to Lead School Nutrition Assistant, Paducah Middle School, \$15.90 per hour, 7.5 hours per day 110 days per year.	08/09/21
9.	Harrell, Melinda	Additional Assignment: Summer Enrichment Family Advocate, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
10.	Hess, Abby	Additional Assignment: Summer School Instructional Assistant I, \$20.00 per hour.	06/01/21
11.	Howard, Jestean	Additional Assignment: Summer Enrichment Teacher Assistant, Paducah Head Start Preschool, \$20.00 per hour.	06/01/21
12.	Hunt, Crystal	Additional Assignment: Summer Enrichment Family Advocate, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
13.	James, Donna	Additional Assignment: Summer School Secretary, McNabb Elementary School, \$20.00 per hour.	06/01/21
14.	Long, Maria	Additional Assignment: Summer School Instructional Assistant I, McNabb Elementary, \$20.00 per hour.	06/01/21
15.	Nguyen, Marie	Additional Assignment: Jump Start Transitional Secretary, Paducah Middle School, \$25.00 per hour.	06/24/21
16.	Patterson, Keristen	Additional Assignment: Summer Enrichment Teacher Assistant, Paducah Head Start Preschool, \$20.00 per hour.	06/01/21
17.	Patterson, LaDora	Additional Assignment: Summer Enrichment Teacher Assistant, Paducah Head Start Preschool, \$20.00 per hour.	06/01/21
18.	Rawlins, Winter	Additional Assignment: Summer Enrichment Teacher Assistant, Paducah Head Start Preschool, \$20.00 per hour.	06/01/21
19.	Ridgeway, Anthony	Additional Assignment: Summer School Instructional Assistant I, McNabb Elementary School, \$20.00 per hour.	06/01/21
20.	Spears, Halee	Additional Assignment: Summer Enrichment Teacher Assistant, Paducah Head Start Preschool, \$20.00 per hour.	06/01/21
21.	Thompson, Ashley	Other: School Nutrition Manager, Clark Elementary School, increase hours per day from 7 hours per day to 7.5 hours per day.	07/01/21
22.	Willett, Kim	Additional Assignment: Summer School Secretary, McNabb Elementary School, \$20.00 per hour.	06/01/21
23.	Winston, Chiffon	Additional Assignment: Summer School Instructional Assistant I, McNabb Elementary School, \$20.00 per hour.	06/01/21

C. Employment

1.	Hart, Joe Michael	Employment: Assistant Boys Basketball Coach, Paducah Tilghman High School.	07/01/21
2.	Overly, Justin	Employment: Custodian, Paducah Middle School, \$12.43 per hour.	06/14/21
3.	Rouse, Azia	Employment: FRYSC Coordinator I, Paducah Tilghman High School, 0-years of experience.	06/21/21

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

1.	Brewer, Clayton	Non-renewal: Teacher, Paducah Middle School.	06/30/21
2.	Hayden, Terrin	Non-renewal, Guidance Counselor, Paducah Middle School.	06/30/21
3.	Henderson, Raiona	Resignation accepted: Teacher, Paducah Middle School.	06/30/21
4.	Maines, Makenzie	Non-renewal: Teacher, McNabb Elementary School.	06/30/21
5.	McDermott, Shawn	Resignation accepted: Head Track Coach-Boys and Girls, Paducah Middle School.	05/25/21

6.	McGregor, Shelley	Resignation accepted: Teacher, Paducah Tilghman High School.	06/30/21
7.	Morgan, Brittany	Non-renewal: Teacher, Paducah Head Start Preschool.	06/30/21
8.	Nickal, Jason	Resignation accepted: Assistant Principal, Paducah Tilghman High School.	06/30/21
9.	Nickal, Sandy	Resignation accepted: Teacher, Paducah Tilghman High School.	06/30/21
10.	Parker, Emily	Resignation accepted: Teacher, Paducah Tilghman High School.	06/30/21
11.	Peas, Janie	Other: Deceased, Substitute Teacher, Districtwide.	04/17/21
12.	Snardon, Corbin	Resignation accepted: Assistant Principal, Innovation Hub.	06/30/21

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

1.	Bakehouse, Amy	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
2.	Baysinger, Adair	Additional Assignment: Jumpstart to Kindergarten Teacher – PE, Clark Elementary School, \$25.00, 5.5 hours per day.	07/12/21
3.	Bennett, Kelsey	Additional Assignment: Jumpstart Transitional Camp Teacher, Paducah Middle School, \$40.00 per hour.	05/21/21
4.	Brown, Tiffany	Additional Assignment: Summer Enrichment Disabilities Coordinator, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
5.	Brown, Zaria	Position Change: from Instructional Assistant I, Paducah Tilghman High School to High School English Teacher, Paducah Tilghman High School, Rank III – 0 years of experience.	08/09/21
6.	Brown-McCoy, Kem	Additional Assignment: Summer School Teacher, McNabb Elementary School, \$40.00 per hour.	06/01/21
7.	Buchanan, Mackenzie	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
8.	Clayton, Kaitlyn	Additional Assignment: Summer Enrichment Teacher, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
9.	Conyer, Hannah	Additional Assignment: Summer Enrichment Teacher, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
10.	Davidson, Tracy	Additional Assignment: Chess Team Sponsor, Paducah Middle School, \$1,000 per year.	05/19/21
11.	DeBernardi, Natalie	Additional Assignment: Jumpstart to Kindergarten Teacher, Clark Elementary School, \$40.00 per hour.	07/12/21
12.	DeShon, Kimberly	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
13.	Fain, Haley	Additional Assignment: Summer Enrichment Teacher, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
14.	Frazier, Shanice	Additional Assignment: Jumpstart to Kindergarten Teacher, Clark Elementary School, \$25.00 per hour, 5.5 hours per day.	07/12/21
15.	Fulcher, Maggie	Additional Assignment: Jumpstart to Kindergarten Teacher, Clark Elementary School, \$25.00 per hour, 5.5 hours per day.	07/12/21
16.	Goehman, Emily	Additional Assignment: Jumpstart Transitional Camp Teacher, Paducah Middle School, \$40.00 per hour.	05/21/21
17.	Gordon, Michelle	Additional Assignment: Jumpstart to Kindergarten Teacher, Clark Elementary School, \$25.00 per hour, 5.5 hours per day.	07/12/21
18.	Greenwell, Miranda	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
19.	Haskins-Crowe, Amy	Other: Special Education Teacher, Paducah Middle School, assigned Special Education Teacher, Paducah Tilghman High School.	06/30/21
20.	Hall, Damon	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
21.	Harvey, Juna	Additional Assignment: Science Department Chair, Paducah Tilghman High School, \$900.00 per year.	08/17/21
22.	Henderson, Erin	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
23.	Hess, Abby	Additional Assignment: Substitute Teacher, Districtwide, Rank IV, \$67.50 per day.	06/01/21
24.	Higgins, Sara	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
25.	Hopwood, Tammy	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
26.	Jenkins, Katie	Additional Assignment: Makerspace Programming Staff, Innovation Hub, \$40.00 per hour.	05/21/21
27.	Lawrence, Angel	Additional Assignment: Summer Enrichment Family Advocate, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
28.	Leech, Alexandra	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
29.	McGahan, Terra	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
30.	Meadows, Timothy	Additional Assignment: Student Interventionist, Paducah	08/10/20

		Tilghman High School, \$750.00 per year.	
31.	Moore, Keshia	Position Change: From Staff Support Secretary, Paducah Tilghman High School to High School Science Teacher, Paducah Tilghman High School, Rank III – 0 years of experience.	08/09/21
32.	Morris, Mattie	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
33.	Newbern, Candace	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
34.	Reams, Rachael	Additional Assignment: Summer Enrichment SLP, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
35.	Rich, Stephen	Additional Assignment: Summer Enrichment Program, Paducah Tilghman High School, \$40.00 per hour.	05/24/21
36.	Rowton, Shawn	Other, Teacher, Paducah Tilghman High School, increase hours from 3.5 hours per day to 6.5 hours per day, as Teacher, Paducah Tilghman High School.	08/17/21
37.	Sheffer, Julie	Additional Assignment: Jumpstart to Kindergarten Teacher – Science, Clark Elementary School, \$25.00 per hour, 5.5 hours per day.	07/12/21
38.	Shelton, Amber	Additional Assignment: Summer Enrichment Teacher, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
39.	Throgmorton, April	Additional Assignment: Summer Enrichment Teacher, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
40.	Throgmorton, Ellen	Additional Assignment: Jumpstart to Kindergarten Teacher, Clark Elementary School, \$25.00 per hour, 5.5 hours per day.	07/12/21
41.	Vaugh, Laura	Position Change: From full-time classified employee (Instructional Assistant I), Paducah Tilghman High School to full-time certified employee (Teacher), Paducah Tilghman High School, Rank III.	08/17/21
42.	White, Terri	Additional Assignment: Summer School Teacher, McNabb Elementary, \$40.00 per hour.	06/01/21
43.	Williams, Juanita	Additional Assignment: Summer Enrichment Teacher, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
44.	Willis, Gary	Additional Assignment: Summer Enrichment Program, Paducah Tilghman High School, \$40.00 per hour.	05/24/21
45.	Willis, Gary	Additional Assignment: APEX Monitor, Choices, \$40.00 per hour.	05/21/21
46.	Withrow, Kim	Additional Assignment: Summer Enrichment Family Advocate, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
47.	Workman, Angela	Additional Assignment: Summer Enrichment Teacher, Paducah Head Start Preschool, \$40.00 per hour.	06/01/21
48.	Wynn, Matthew	Additional Assignment: Summer School Teacher, \$40.00 per hour.	06/01/21

C. EMPLOYMENT

1.	Davis, Kattie	Employment: High School Math Teacher, Paducah Tilghman High School, Rank III – 0 years of experience.	08/09/21
2.	Humphrey, Isaac	Employment: Substitute Teacher, Districtwide, Rank III - \$74.36 per day.	06/01/21
3.	Ross, Geco	Employment: Principal, Paducah Middle School, Rank I – 9 years of experience with Paducah Independent Schools.	07/01/21
4.	Wood, John David	Employment: Naval Science Instructor, Paducah Tilghman High School, \$50,418 per year, 187-day employee.	08/09/21

III. EMPLOYMENT CONTRACTS

A. The following classified employees were not offered contracts for 2021-2022.

Fret, Sara
Pettigrew, Shundra

B. The following classified employees will be offered limited contracts for 2021-2022

First One-Year Contract

Althoff, Jonathan	Gray, Asia
Baxter, Annaka	Liliker, Nicole
Christina Cadonau	Mayes, Ruth
Fountain, Fredrick	Russell, James
Flemons, LaRoyce	
Glunt, Dylan	

Second One-Year Contract

Basham, Stephanie	Fillmore, Misty	McKinney, Pamela	Wood, Michaela
Bell, Dennis	Fineout, Darryl	Meadows, Heath	Wilkey, Leia

Bolton, Victor
Boynton, Tiffany
Campbell, Brenda
Cox, Jennifer
Crank, Penny
Durham, Shelby

Gaines, Jacqueline
James, Donna
Jarvis, Erin
Johnson, Hannah
Johnson, Malley
Kauffman, Lori

Neckel, Terry
Ridgeway, Anthony
Taylor, Emily
Turner, Sherry
Travis, Tim
Ware, Bobby

Third One-Year Contract

Ballowe, Brittany
Boschert, Eleanor
Burns, Cedric
Clark, Glenn
Cooper, Miranda
Copeland, Angela
Stewart, Ginger
DiNovo, Joy
Fennell, Eric

Gardner, Peggy
Haus, Rebecca
Hill, Chelsea
Haus, Rebecca
Heffelfinger, Cody
Humphrey, Allison
Leonard, Candice
Lewis, Leslie

Patterson, Keristen
Stewart, Ginger
Tackett, Robert
Thompson, Ashley
Tyler, Cheryl
Veal, Walter
Vinson, Robert
Welch, Charles

Ravens, Leslie
Jones, Janet

Fourth One-Year Contract

Allen, Tasha
Hobbs, Theresa
Long, Wendell
Morris, Cindy
Nguyen, Marie
Orr, Lana

Seay, Lesa
Smith, Erica
Thomas, Tiffany

C. The following certified employees were not offered contracts for 2021-2022

Brewer, Clayton Hayden, Terrin Morgan, Brittany

D. The following certified employees will be offered contracts for 2021-2022

First One-Year Contract

Tara Hutson
Kesia Moore

Shawn Rowton
Laura Vaughn

Second One-Year Contract

Aguilar, Bryan
Betts, Alexandria
Beyer, Savannah
Box, Amy
Deshon, Kimberly
Conn, Jamie

Devoe, Sandra
Ditterline, Phillip
Frazier, Shanice
Greer, Laken
Henderson, Erin
Hofer, Shelby
Howard, Dylan

Leech, Alexandra
McGahan, Terra
Meinhardt, Christina
Sauerbrunn, Rachael
Shelton, Amber
Weathers, Maris

Third One-year Contract

Bennett, Kelsey
Buchanan, Mackenzie
Burrus, Shonda
Estrada, Jordan
Griggs, Kayla
Gwinn, James

Hargrove, Hannah
Livingston, Seth
McDearmon, Zachary
Miller, Haley
Shoulta, Miranda
Sigler, Emilee

Williams, Juanita
Yarbrough, Shawn

Fourth One-Year Contract

Baysinger, Kimberly
Davis, Erin
Fain, Haley
Fenske, Mark
Gentry, Jeffrey
Hagan, Carla
Harned Andrew

Higgins, Sarah
Meyer, Katelinn
Prewitt, Maggie
Proctor, Robert
Spillane, Monica
Throgmorton, Ellen
Taylor, Ellen

Workman, Angela

The following certified employees will be offered tenure contracts for 2021-2022

Adams, Dan
Bakehouse, Amy
Barrow, Holly
Castillo, Rachel
Day, Diana
Debernardi, Natalie
Donaldson, Shanetha
Dunnaway, Kendrick
Fulcher, Maggie
Hall, Damon

Haskins-Crowe, Amy
Humphrey, Danette
Jones, Darian
Loxley, Morgan
Knight, Thomas
McGee, Amy
Mohs, Julie
Romang, John
Stevens, Kaitlyn
Thomas, Jessica

Tucker, Jennifer
White, Terri

DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held May 17, 2021 and the special meeting held June 10, 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: 109130-109355
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 May 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 May 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 June 2021 as presented by Will Black, Assistant Superintendent.

APPROVAL OF HEAD START REPORTS - It was recommended that the Paducah Board of Education accept the following from Kristy Lewis, Head Start Director: Director's Report, Education Report, Family Services Report, Shared Governance Report and Non-Federal Shares Report and approve the new position, Licensed Mental Health Professional for 2021-2022.

APPROVAL OF LEAVE REQUESTS - It was recommended that the Paducah Board of Education grant a leave of absence to the following as requested: Jim Frizzell June 9 to July 2, 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 requests unpaid leave for educational and professional purposes for the following dates:

May 20 – conversations with community leaders (1/2 day)

May 27 – conversations with community leaders (1/2 day)

June 3 – “Leading for Equity Innovative Action and Equity-Driven Processes for Student Success” training – AASA, The School Superintendents Association; and conversations with community leaders (1/2 day)

July 13 – National School Board Association Equity Symposium Series – “Dismantling Institutional Racism in Education (1/2 day)

July 14 – National School Board Association Equity Symposium Series – “Dismantling Institutional Racism in Education (1/2 day)

AMMENDMENT OF ADMINISTRATIVE PROCEDURES - It was recommended that the Paducah Board of Education approve the administrative procedures included in the KSBA Administrative Procedure Update (#25). A copy of the recommended changes is included with the agenda under separate cover.

APPROVAL OF DISTRICT TRAUMA INFORMED CARE PLAN - It was recommended that the Paducah Board of Education review and approve the Paducah Independent Schools Trauma Informed plan as presented by Troy Brock, DPP. This plan is in accordance with KRS 158.4416 (5) which states that by July 1, 2021, each local board of education shall develop a plan for implementing a trauma-informed approach in its schools.

APPROVAL OF PADUCAH TILGHMAN 2021 GRADUATES - It was recommended that the Paducah Board of Education approve the Paducah Tilghman High School Class of 2021 graduates as recommended by Principal Allison Stieg. Commencement was held May 21, 2021.

Ivan Aburto
Alex Jackson Armstrong
Hope Caroline Arterburn
Tragen Gavin Arthur
Ar'daja Rena Askew*
Jacob Matthew Averitt
Grace Cassidy Bakehouse*
Kymaiah Ajani Barner
Tyler Vincent Barnes
Allison June Barrows*
James Maverick Billington
Mason Pruitt Blondell
Nautica LaShane Bonds
Jadean Marie Breidenbach
Armoni F. Broady
Eli Connor Brown*
Lillian Kate Brown
Madeline Brooke Burrus
Raven Olivia Butler*
Aliyah Cannamore
A'lesiyia Dimmon Anice Carruthers
Jaron Rashaad Casey
Elijah Christian Castillo
Aiden Everett Caywood*
Bishop Gaeland Christ
De'Ahvion Ray'Sean Antonio Collins
David Jae Conner
Ingrid Amairani Cristobal
John Rafael Dabu
Donavan Lanell Davenport

LaNika Kellis Davenport
Makylia LaShea Dawson
JaNae Jihan Denson
Jozay'von A'Hmona Jamel Diaz
Nikayla Deshae Donaldson
Zyla Brae Dortch*
Alisha Cheyenne Dunn
Jordon Alan Elifritz
Alexzander Gage English
KneAhjha JohLivi'a Angelea Farmer
Jo Anna Farver
Landon DeShawn Fitzgerald
Arima Sanna Francis
Taylor Faith Fulton
Quarris Delshon Galbreath
Daniel Eduardo Garcia*
Alexis Diane Gentry
Emma Grace Gilbert*
Brendan Robert Goggins
Jackson Tyrone Goodwin
Andrea Nyla Grady
Tariq Tremaine Griffin
Thomas Dean Harsha
Isabella Gail Haus
Andriah Victoria Hawthorne*
Angel Christianne Henderson
Ethen Hunter Hinson
Hugo Sterling Hodge*
Kyla Cheyenne Hopkins
Jlea Irene Humphries

Billie McCall Hutcheson
Jack Everett Hutcheson
Chycoby Deonte Isbell
Ameeria De'Nae Johnson-Bowles
Adajiah Rishae Jones
Jaden De'Sean Jones
Kirsten Briana Curd Jones
Phillip Anthony Jones
Tasjair Chantell Jones*
John Mark Jordan
Bradly Taylor Keith
Gage Timothy Kennedy
John Kevin Kiebler III
Samuel Hibbett Kirchhoff***
Olyvia Kaye Klopfenstein
Kindle Satori Knight*
Zion James LaGrone
Natalie Marie Lansden*
Benjamin Carl LeBuhn*
Ashanti Lacoolee Lee
Zion Jael Lee McCampbell
Steve Lopez Chavez
Makasha Caprice Lovell Donaldson
Kalil Mack
Maya Keeslee Marks
Alayjah Mona Marshall
Camdon Rashaad Marshall
Dakota Jonte Marshall
Sydney Simone Martin
Morgan Bishop Mayo

TraShaun Alan Mays
 Chandler Joe McDonald
 Tylee Brielle McElroy
 Brandon Tyrese McFarland
 Rashaun Mykell McHaney
 Konner Charles McWithey
 Jasmine Symone Meadows*
 Robyn Annissa Midyett
 Martaja Diane Montgomery
 Matthew Alan Mooney
 Ashley Elizabeth Moore
 Justin Dezronte Moore Jr.
 Dylan Paige Nevels
 Mary Caroline Emmons Noneman*
 Kailyn May Overly
 Grainger Eugene Page*
 Cheyenne Ashley Erica Pangman
 Haylee Jo Grace Patterson
 Leyton Elijah Patterson
 Trinity A'Nasjah Patterson
 Aibanacci Artivia Deshanr Petty
 Alyssa Victoria Pierson
 Bradley Bryan Pont
 Jenna Elizabeth Price***
 Dwight Ralph Ragland Jr.
 Miguel Pascual Ramirez
 Astarja Jarrianna Ramsey

Kyla Janae Reed*
 Avery Russell Register
 Ethan Scott Rix
 Elsie Emily Robles
 Victoria Lynne Rodriguez
 Mason Thomas Romanak**
 Fernanda Hernandez Romero
 Nikolay Henry Roof
 Jarmorie Davion Sabbs
 A'donzae Marrion Sains
 Camron Tyler Samples
 Devarrion Jacarrie Scott
 Hanna Katherine Scott*
 Beverly Elizabeth Shadoan*
 Anniyah Samone Shelley*
 Abigail Lynn Simmons
 Seth Allen Slayton
 Corvieron Lee Smith
 Ashlyn Leigh Snell
 Micah Maurice Spann
 Savanna Hope Stanford*
 Tarryn Faith Story
 Geovanni McKali Stout
 Madeline Else Streng*
 Trevor Micheal Strickland
 Tyonia Talley
 Jake Marshall Taylor*

Georgia Sybil Morgana Terpstra
 Brian Demond Thomas
 Quantarous Arian Thomas
 Ameri Vonshe' Thompson
 Nicholas Tate Tooley*
 Savannah Marie Townsley
 Santasia Ashari Trice
 Raymond Lamar Tucker Jr.
 Jerome Jsean Tyler
 Victorion Jamal Tyler Williams
 Leah Martine Tyrrell*
 Clare Margaret Uhlik
 Robert Hayes Varvel
 Amysha Nicole Wade
 Reilly Nicole Walton
 Esaias Thomas Warfield
 Natalie Rene Warren
 Anna Kate West*
 Antonio Rashaad Wheatley
 Christopher LaPaul White
 Grace Elizabeth Wilke
 Jacques Ahmann Williams
 Zachary Stephen Ybarzabal*
 ***Valedictorian
 **Salutatorian
 *Honor Graduates

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

Lexie Lianna Kenley, Paducah Tilghman High School diploma
 Brayan Alejandro Cristobal, Paducah Independent Schools diploma
 Gannon Scott Dempsey, Paducah Independent Schools diploma
 Kourtnei Paige Stokes, Paducah Independent Schools diploma

APPROVAL OF TREASURER'S BOND - It was recommended that the Paducah Board of Education authorize the administration to renew the treasurer's bond in the sum of \$300,000 for Angela Copeland, Treasurer for 2021-2022 at a cost of \$1,283.00.

APPROVAL OF APPEALS PANEL - It was recommended that the Paducah Board of Education approve the Evaluation Appeals Panel for 2021.
 Two elected certified staff members: Amy Bakehouse and Kim Davidson
 Two elected alternate members: Kem McCoy and Tom Knight
 One member recommended to the board for appointment: Amie Tooley
 One alternate member recommended to the board for appointment: Will Black

APPROVAL OF ORIENTATION AND MOBILITY SERVICES CONTRACT - It was recommended that the Paducah Board of Education enter into contract with Katrina Berry, a certified orientation and mobility specialist to provide orientation and mobility services.

APPROVAL OF NON-RESIDENT CONTRACTS - It was recommended that THE Paducah Board of Education approve the non-resident contracts for the 2022-2023 school year with the following districts: Ballard, Barren, Caldwell, Calloway, Carlisle, Fulton County, Fulton Independent, Graves, Lyon, Livingston, McCracken, Marshall, Murray.

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. 89

APPROVAL OF SALARY SCHEDULES

Dr. Shively recommended that the Paducah Board of Education approve the Supplemental, Classified & Certified Salary Schedules for 2021-2022. There may be additional adjustments for Transportation and Substitute salaries in July. Management needs to review the salaries for these positions. 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."

Certified Salary Schedule- 2022

Step	Rank III (Bachelor)	Rank II (Master)	Rank I (Master + 30)
0	40,587	44,719	49,018
1	41,023	45,193	49,584
2	41,466	45,664	50,168
3	41,988	46,182	50,707
4	44,557	48,918	53,132
5	45,043	49,374	53,667
6	45,532	49,845	54,220

7	46,004	50,350	54,706
8	46,496	50,853	55,206
9	47,000	51,324	55,704
10	50,105	55,289	60,018
11	50,592	55,825	60,319
12	51,098	56,358	60,621
13	51,551	56,891	61,138
14	52,011	57,395	61,623
15	52,784	58,548	63,763
16	53,266	59,099	64,363
17	53,753	59,668	64,965
18	53,753	59,668	64,965
19	53,753	59,668	64,965
20	54,604	60,503	65,801
21	54,604	60,503	65,801
22	54,604	60,503	65,801
23	54,604	60,503	65,801
24	54,604	60,503	65,801
25	55,118	61,077	66,425
Rank 4	33,068		
Rank 5	30,856		

21/22 SY Supplements Amount

Administrative Positions

Superintendent	Salary Table
Asst Superintendent	2,000.00 - 10,000
Dir District Operations	12,000.00 - 18,500.00
Dir Instruction	12,000.00 - 18,500.00
Dir Pupil Personnel	12,000.00 - 18,500.00
Dir Spec Educ	12,000.00 - 18,500.00
Chief Equity Dir	12,000.00 - 18,500.00
District Instructional Specialist	12,000.00 - 18,500.00
Principal, Clark	14,000.00
Asst Principal, Clark	8,000.00
Principal, McNabb	14,000.00
Asst Principal, McNabb	8,000.00
Principal, Morgan	14,000.00
Asst Principal, Morgan	8,000.00
Principal, Pad Middle	19,000.00
Asst Principal, PMS	10,500.00
Asst Principal, PMS	10,500.00
Principal, Tilghman	23,500.00
Asst Principal, PT	10,500.00
Asst Principal Athletic Director PT	10,500.00
Dean, Tilghman	10,500.00
Principal, Alternative	10,500.00
Sec, Bd of Educ	3,000.00 - 10,000.00
Treas, Bd of Educ	2,500.00 - 10,000.00
District Technology Coordinator	3,000 - 10,000
Director Head Start	10,000.00
Federal Programs	2,500.00 - 8,000.00
Food Service Supplement	10,000.00

High School Supplements

Academic Team Coach	4,000.00
Academic Team Coach	2,500.00
Archery Head Coach	3,000.00
Archery Assistant Coach	500.00
Baseball Coach	7,500.00
Baseball Asst Coach	3,000.00
Baseball Asst Coach	2,000.00
Basketball Boys' Head Coach	10,000.00+15 Days
Basketball Boys' Assist Coaches	15,000.00
Little League Basketball - Boys	2,000.00
Basketball Girls' Head Coach	10,000.00+15 Days
Basketball Girls' Asst Coaches	15,000.00
Little League Basketball - Girls	2,000.00
Bowling Head Coach	3,000.00
Bowling Assistant Coach	500.00
Cheerleading Coach	5,000.00
Cheerleading Asst Coach	2,000.00
Chess Club	1,250.00

Choral Accompanist	\$30 per hour
Choral Music Director	7,500.00 - 10,000.00
Cross Country Coach Boys	4,000.00
Cross Country Coach Girls	2,000.00
Cross County Asst Coach	1,500.00
Debate Coach	3,000.00
Debate Asst Coach	600.00
Drama Club Adv	2,000.00
Drama Club Ast	800.00
Digital Learning Coach (TRT)	750.00
Football Head Coach	10,000.00+15 Days
Football Assistants	41,000.00
Future Educators of America	600.00
Golf Coach Boys'	4,000.00
Golf Coach Girls'	4,000.00
Instrumental Music Director	10,000.00
Instrumental (Orchestra Director)	4,000.00
Instrumental Music Aides/Camp	7,000.00
Business Dept Head	1,000.00
Lang/Liter Dept Head	1,000.00
Math Dept Head	1,000.00
National Honor Society	600.00
Newspaper Adv	800.00
Science Dept Head	1,000.00
Soc Studies Dept Head	1,000.00
Spec Ed Dept Head	1,000.00
Voc Ed Dept Head	1,000.00
Soccer Boys' Coach	8,000.00
Soccer Asst Coach (Boys')	4,000.00
Soccer Girls' Coach	8,000.00
Soccer Asst Coach (Girls')	4,000.00
Softball Coach	7,500.00
Softball Asst Coach 1	2,000.00
Softball Asst. Coach 2	1,750.00
STLP	750.00
Student Council Adv	600.00
Student Tech Resource Tchr	750.00
Swim Coach	3,000.00
Tennis Coach Boys'/Girls	7,500.00
Tennis Assistant Coaches	10,000.00
Track Boy's Coach	7,500.00
Track Boy's Asst Coach	3,000.00
Track Girls' Coach	7,500.00
Track Girls Asst Coach	3,000.00
Volleyball Coach	5,000.00
Volleyball Asst. Coach	2,000.00
Wrestling Coordinator	7,500.00
Wrestling CFWKY	9,000.00
Wrestling Coach	7,500.00 +15 Days
Wrestling Asst Coach 1	5,000.00
Wrestling Asst. Coach 2	3,500.00
Yearbook Adv	800.00

Middle School Supplements

Academic Team Coach(Grade 7)	1,500.00
Academic Team Coach(Grade 8)	1,500.00
Baseball Boys' Coach	2,000.00
Baseball Boys' Coach (6th Grade)	750.00
Basketball Boys' Coach (7th Grade)	3,000.00
Basketball Boys' Coach (8th Grade)	3,000.00
Basketball Girls' Coach (7th Grade)	3,000.00
Basketball Girls' Coach (8th Grade)	3,000.00
BETA Club	600.00
Cheerleading Coach (7th Grade)	1,500.00
Cheerleading Coach (8th Grade)	1,500.00
Chess Club	1,000.00
Choral Music Director	4,000.00
Digital Learning Coach (TRT)	750.00
Head Football Coach	5,000.00
Football Assistants	4,000.00
Future Problem Solving Coach	1,000.00
Future Problem Solving Judge	300.00
Governor's Cup Coordinator	400.00
Instrumental Music Director	4,000.00

Asst Instrumental Music	1,000.00	
Math Counts Coordinator	400.00	
Art Club Sponsor	350.00	
Speech Club Sponsor	350.00	
Science Club Sponsor	350.00	
Soccer Coach (Boys')	2,000.00	
Soccer Coach (Boys' - 6th Grade)	750.00	
Soccer Coach (Girls')	2,000.00	
Soccer Coach (Girls' - 6th Grade)	750.00	
Softball Girls' Coach	2,000.00	
Softball Girls' Coach (6th Grade)	750.00	
Spanish Club Sponsor (6th Grade)	350.00	
STLP (TITLE IID)	750.00	
Robotics Club Sponsor	600.00	
STC Coordinator	750.00	
Track Boys' Coach	3,000.00	
Track Girls' Coach	3,000.00	
Track Asst Coach	1,500.00	
Tutor/Coach (written composition)	250.00	
Tutor/Coach (social studies)	250.00	
Tutor/Coach (language arts)	250.00	
Tutor/Coach (science)	250.00	
Tutor/Coach (math)	250.00	
Tutor/Coach (arts/humanities)	250.00	
Volleyball Coach	2,000.00	
Volleyball Asst. Coach	750.00	
Wrestling Head Coach	3,000.00	Was never \$2000
Wrestling Assistant Coach	1,000.00	Was never \$750
Yearbook Advisor	500.00	
Young Historians Sponsor	700.00	

Elementary School Supplements

Academic Team Coach - Clark	1,500.00	
Academic Team Coach-Clark	1,500.00	
STLP - Clark	750.00	
STRT- Clark	750.00	
STC- Clark	750.00	
Music Supplement	1,000.00	
Academic Team Coach - McNabb	1,500.00	
Academic Team Coach-McNabb	1,500.00	
STLP - McNabb	750.00	
STRT- McNabb	750.00	
STC- McNabb	750.00	
Music Supplement	1,000.00	
Academic Team Coach - Morgan	1,500.00	
Academic Team Coach - Morgan	1,500.00	
STLP - Morgan	750.00	
STRT- Morgan	750.00	
STC- Morgan	750.00	
Music Supplement	1,000.00	
STC - Choices	375.00	
STLP - Choices	375.00	
Chess Club	750.00	
Head Start Fatherhood	1,000.00	
Head Start Photography/PR	600.00	

A	B	C	D	E	F	G	H	I	J	K	L	M	N
1													
2	CLASSIFIED SALARY SCHEDULE 21/2022												
3													
4													
5	HOURLY EMPLOYEES												
6				**Outside Experience Limit - 9 Years									
CODE	GRADE	CLASSIFICATION	Days	Hours	0-1	2-3	4-5	6-7	8-9	10-14	15-19	20-24	25 up
7164	ACC2	Accounting Clerk 2	260	7.5	21.63	21.76	21.95	22.16	22.32	22.52	22.71	22.90	23.31
7165	ACC1	Accounting Clerk 1	260	7.5	15.37	15.53	15.70	15.91	16.10	16.26	16.45	16.61	16.92
7191	PRC2	Payroll Clerk 2	260	7.5	21.63	21.76	21.95	22.16	22.32	22.52	22.71	22.90	23.31
7192	PRC1	Payroll Clerk 1	260	7.5	15.37	15.53	15.70	15.91	16.10	16.26	16.45	16.61	16.92
8235	FAA1	School Nutrition Asst. 1	183	Varies	11.05	11.26	11.47	11.69	11.90	12.15	12.37	12.60	12.85
8233	FAA2	School Nutrition Asst. 2	183	Varies	13.19	13.40	13.55	13.73	13.95	14.12	14.32	14.51	14.81
8232	LFAA	Lead School Nutrition Asst. 1	184	7	15.47	15.65	15.81	16.01	16.22	16.41	16.62	16.75	17.08
8212	FSBE	School Nutrition Supervisor ELM	184	7	15.47	15.65	15.81	16.01	16.22	16.41	16.62	16.75	17.08
8212	FSSP	School Nutrition Supervisor PMS	184	7.5	17.32	17.52	17.40	17.87	18.08	18.25	18.44	18.64	18.94
8212	FSST	School Nutrition Supervisor PTHS	184	8	17.32	17.52	17.40	17.87	18.08	18.25	18.44	18.64	18.94
8205	FSAC	School Nutrition Admin. Assistant	240	7.5	21.63	21.76	21.95	22.16	22.32	22.52	22.71	22.90	23.31
7318	INA2	Instr Asst 2	187	7	12.91	13.07	13.26	13.44	13.61	13.80	14.00	14.14	14.46
7320	INA1	Instr Asst 1	187	7	13.02	13.13	13.38	13.53	13.71	13.93	14.09	14.29	14.59
7318	HIA2	Instr Asst 2 (Head Start)	187	7.5	13.28	13.39	13.65	13.80	14.06	14.21	14.37	14.38	14.89
7320	HIA1	Instr Asst 1 (Head Start)	187	7.5	13.17	13.33	13.53	13.71	13.89	14.08	14.29	14.42	14.76
7442	MATE	Maintenance Tech - Electrical	260	8	19.39	19.62	19.81	20.02	20.27	20.44	20.61	20.84	21.10
7443	MATC	Maintenance Tech	260	8	17.21	17.44	17.62	17.84	18.09	18.26	18.42	18.65	18.92
7447	MAVK	Maintenance Worker	260	8	15.11	15.31	15.56	15.90	16.10	16.32	16.60	16.78	17.01
7605	CUPD	Custodian Supv 3 PTHS Day	260	8	17.08	17.24	17.42	17.60	17.82	17.98	18.19	18.36	18.73
7605	CUPH	Custodian Supv 3 Head Start	260	8	17.42	17.69	17.77	17.95	18.18	18.34	18.55	18.73	19.11
7605	CUEC	Custodian Supv 3 Elem/Central	260	8	14.20	14.40	14.55	14.74	14.96	15.14	15.32	15.52	15.81
7605	CUPM	Custodian Supv 3 PMS	260	8	15.07	15.23	15.41	15.57	15.78	16.01	16.19	16.32	16.66
7606	CUPN	Custodian Supv 2 PTHS Night	260	8	14.87	15.08	15.22	15.41	15.61	15.79	16.02	16.17	15.51
7609	CU01	Custodian 1	260	8	12.68	12.89	13.04	13.22	13.44	13.61	13.81	14.00	14.30
7732	SRCL	Shipping/Receiving Clerk	260	7.5	18.35	18.61	18.81	19.02	19.28	19.47	19.66	19.90	20.22
7761	SESU	Secretary Superintendent	260	7.5	23.95	24.10	24.27	24.47	24.65	24.83	25.03	25.21	25.65
7762	SEPR	Secretary Personnel Admin	260	7.5	21.63	21.76	21.95	22.16	22.32	22.52	22.71	22.90	23.31
7771	SEP1	Secretary Educational Prog	260	7.5	21.63	21.76	21.95	22.16	22.32	22.52	22.71	22.90	23.31
7772	SEFR	Secretary 1 (Grants)	Varies	Varies	12.91	13.07	13.26	13.44	13.61	13.97	14.14	14.31	14.64
7806	TMDA	Transportation/Maint. Data Asst.	260	8	14.77	14.92	15.11	15.28	15.47	15.82	15.99	16.18	16.47
7806	TDAC	Transportation Data Assistant	260	8	13.54	13.70	13.88	14.06	14.24	14.59	14.77	14.96	15.24

A	B	C	D	E	F	G	H	I	J	K	L	M	N
7933	BDR	Bus Driver Trainer	260	8	14.22	14.43	14.58	14.76	14.98	15.15	15.35	15.54	15.84
7885	REGR	Registrar	260	8	14.00	14.15	14.35	14.52	14.70	15.06	15.22	15.40	15.73
7471	CD03	Distinguished Educator	187	7.5	42.35	42.94	43.53	44.13	44.76	45.39	46.03	46.89	47.38
				**Outside Experience Limit - 9 Years									
CODE	GRADE	CLASSIFICATION	Days	Hours	0-1	2-3	4-5	6-7	8-9	10-14	15-19	20-24	25 up
7773	SEHS	Secretary High School	260	8	13.93	14.07	14.28	14.43	14.64	14.97	15.14	15.31	15.64
7774	SEMS	Secretary Middle School	260	8	13.93	14.07	14.28	14.43	14.64	14.97	15.14	15.31	15.64
7776	SEEL	Secretary Elementary	260	8	13.93	14.07	14.28	14.43	14.64	14.97	15.14	15.31	15.64
7775	SEHD	Secretary (Head Start)	197	8	14.21	14.35	14.57	14.72	14.94	15.28	15.44	15.62	15.96
7776	SESS	Secretary Staff Support	187	Varies	12.91	13.07	13.26	13.44	13.61	13.97	14.14	14.31	14.64
7784	CLGE	Clerk	Varies	Varies	12.91	13.07	13.26	13.44	13.61	13.97	14.14	14.31	14.64
7784	CLHD	Clerk (Head Start)	197	7.5	13.17	13.33	13.53	13.71	13.89	14.26	14.42	14.60	14.94
7791	RECP	Receptionist	260	7.5	14.82	14.99	15.20	15.36	15.57	15.97	16.14	16.35	16.67
7861	SEDP	Attendance Supervisor	260	7.5	21.63	21.76	21.95	22.16	22.32	22.52	22.71	22.90	23.31
7771	SESP	Secretary Special Education	260	7.5	21.63	21.76	21.95	22.16	22.32	22.52	22.71	22.90	23.31
7332	PRSI	Program Specialist I	220	8	21.43	21.87	22.29	22.74	23.20	23.67	24.14	24.63	25.11
7914	MCHL	Mechanic, Lead	260	8	20.38	20.80	20.82	21.02	21.25	21.42	21.58	21.84	22.13
7916	MCHA	Mechanic II	260	8	18.75	18.99	19.16	19.38	19.62	19.80	19.96	20.20	20.46
7941	BDRV	Bus Driver	185	Varies	14.22	14.43	14.58	14.76	14.98	15.15	15.35	15.54	15.84
7940	BDES	Mid-day Bus Driver	140	Varies	14.22	14.43	14.58	14.76	14.98	15.15	15.35	15.54	15.84
7942	HMON	Head Start Bus Monitor- Part-Time	Varies	Varies	10.59	10.78	10.97	11.16	11.35	11.55	11.74	11.96	12.17
7942	PMON	Bus Monitor/Part Time	Varies	Varies	10.38	10.57	10.76	10.94	11.13	11.32	11.51	11.72	11.93
7942/43	BMON	Bus Monitor/Full-Time	185/140	Varies	10.38	10.57	10.76	10.94	11.13	11.32	11.51	11.72	11.93
7342	CL2	Community Liaison 2 (Assoc. Degree)	197	7.5	16.64	17.27	17.82	17.94	18.19	18.92	20.40	21.09	21.74
7342	CL3	Community Liaison 3 (BS Degree)	197	7.5	18.51	19.14	19.69	19.62	20.05	21.79	22.26	22.96	23.59
7342	HD01	Community Liaison (Diploma)	197	7.5	14.59	15.21	15.76	15.90	16.03	18.37	18.55	19.25	19.88
7767	7767	Com. Liaison Admin. Asst.	225	8	19.51	19.83	20.13	20.45	20.82	21.16	21.50	21.87	22.23
7776	SEMR	Staff Support Secretary (T. Alley)	187	Varies	12.91	13.07	13.26	13.44	13.61	13.97	14.14	14.31	14.64
7772	SEFR	Staff Support Secretary 1 (FRYSC)	187	Varies	12.91	13.07	13.26	13.44	13.61	13.97	14.14	14.31	14.64
7776	SESM	Staff Support (Paducah Middle)	187	7.5	12.91	13.07	13.26	13.44	13.61	13.97	14.14	14.31	14.64
				**Outside Experience Limit - 9 Years									
CONTRACT EMPLOYEES	Min	Days	0-1	2-3	4-5	6-7	8-9	10-14	15-19	20-24	25 up		
CODE	GRADE	CLASSIFICATION	Dgr	Days	A	B	C	D	E	F	G	H	I

A	B	C	D	E	F	G	H	I	J	K	L	M	N
7314	ROTC	Naval Science Instructor	0-4	187	51,426	52,970	54,556	56,198	57,882	60,120	60,720	61,328	61,941
7312	RTCI	Assoc. Instructor Naval Science	0-4	187	40,989	41,399	41,813	42,232	42,654	43,081	43,511	43,947	44,386
8312	MIST	Math Interventionist	BA	187	33,068	33,729	34,405	35,092	35,794	36,510	37,240	37,985	38,745
7476	FY02	Coordinator 1	BA/EX	240	39,291	41,601	42,038	44,274	45,611	47,783	48,783	50,124	50,957
8476	FY03	Coordinator 1 (Head Start)	BA/EX	197	39,296	41,605	42,942	44,279	45,616	47,788	48,787	50,128	50,961
7110	CRSP	Community Relations Specialist	EXP	240	44,468	45,081	45,703	46,340	46,991	47,654	48,330	49,020	49,723
7184	DIII	Director Finance	MA	240	89,731	91,319	92,970	94,687	96,461	98,293	99,980	99,885	100,680
7223	FSVG	Food Service Supervisor (BA)	EXP	240	67,247	68,562	69,883	71,195	72,522	73,875	75,063	76,234	77,414
7291	OCTP	Physical Occupational Therapy	MA	187	55,116	56,218	57,342	58,490	59,669	60,852	62,070	63,311	64,577
7432	MAMG	Maintenance Supervisor	EXP	240	61,581	62,759	63,935	65,114	66,292	67,464	68,261	69,055	69,854
7504	TECH	Manager Technology	BA	240	61,581	62,759	63,935	65,114	66,292	67,464	68,261	69,055	69,854
7902	TRAN	Manager Transportation	EXP	240	61,581	62,759	63,935	65,114	66,292	67,464	68,261	69,055	69,854
7882	SW01	Social Worker	MA	195	38,424	41,100	42,437	43,773	45,110	46,446	47,783	49,120	50,424
7882	SW02	Social Worker Student Adv.	BA	195	37,258	38,259	39,261	40,262	41,767	42,605	44,274	45,110	45,947
7533	TCSS	Technology Support Specialist	EXP	240	34,336	35,024	35,723	36,438	37,167	37,909	38,668	39,441	40,231
7523	NSAD	Network & System Administrator	EXP	240	46,497	47,447	48,414	49,404	50,392	51,400	52,428	53,478	54,547
7505	FSTS	Food Service Technology Support	EXP	240	44,357	45,243	46,146	47,071	48,012	48,973	49,962	50,951	51,972
7824	DSOC	Security Officer - District	EXP	240	40,157	40,960	41,778	42,615	43,464	44,333	45,220	46,125	49,402
7825	SM00	Security Monitor	EXP	195	29,793	30,608	31,409	32,211	33,413	34,084	35,420	36,088	36,757
7463	HSDR	Director III	M/EX	225	65,537	66,873	68,239	69,630	71,053	72,502	73,983	75,941	77,032
7333	PSII	Program Specialist (Head Start)	BS	187	44,188	45,063	46,013	46,950	47,882	48,849	49,825		

ORDER NO. 90

APPROVAL OF MAKERSPACE ADULT PROGRAMMING STAFF POSITION

Dr. Shively recommended that the Paducah Board of Education approve the new staff position for Makerspace Adult Programming. The Makerspace Adult Programming Staff position will support program implementation at the Innovation Hub Makerspace. There is adult demand for night-class programming, and the Makerspace is in need of teachers to help design and facilitate sessions. Adults who participate will cover the costs of the class including teacher hourly compensation. Hourly rate will be \$50 per hour.

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. 91

APPROVAL OF DISTRICT TECHNOLOGY PLAN FINAL DRAFT

Dr. Shively recommended that the Paducah Board of Education accept the final draft of the 2021-2022 District Technology Plan for second reading and approve as presented by Dale Weaver, Director of Information Technologies. 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. 92

APPROVAL OF DISTRICT FUNDING ASSURANCES

Dr. Shively recommended that the Paducah Board of Education approve the District Assurances, authorizing that all the schools in our district (including private schools receiving funding from our district) will be in compliance with all the assurances listed in the Assurances Document provided by the Kentucky Department of Education for the 2021-2022 school year. 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. 93

ACCEPTANCE OF AMENDMENT OF BOARD POLICIES - KSBA POLICY UPDATE #44 FIRST READING

Dr. Shively recommended that the Paducah Board of Education receive for first reading the KSBA Policy Service Update (#44) as recommended. 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. 94

APPROVAL OF PAYMENTS TO CONTRACTORS (BG 17-179)

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

Pay App #31 to Contractor Ray Black & Son: \$194,686.15

The motion was made by Mrs. Hancock 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. 95

APPROVAL OF CHANGE ORDER #7 (BG 20-166)

Dr. Shively recommended that the Paducah Board of Education approve Change Order #7 for the Art Building Renovation Project (multipurpose athletic facility). This change order will decrease the project \$2,792.57. Per PCO #21 to patch/repair and paint the walls in the Weight Room 108, on a time & materials basis, for \$1,657.43. Return the unused portion of the Abatement Allowance for a credit of (\$950.00). Return the unused portion of the Masonry Allowance for a credit of (\$3,000.00). Return the unused portion of the Metal Studs Allowance for a credit of (\$500.00). 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. 96

APPROVAL OF DPO CHANGE ORDERS (BG 20-166)

Dr. Shively recommended that the Paducah Board of Education approve the Direct Purchase Order Change Orders for the Art Building Renovation Project (multipurpose athletic facility). This change order will decrease the project \$4,329.55 (credit from unused portion of the DPOs).

DPO 20-166-01 CO-01 - Cape Electric Equipment for (\$2,443.01)

DPO 20-166-02 CO-01 - Cape Electric Materials (\$1,556.54)

DPO 20-166-07 CO-01 - Architectural Sales (\$330.00)

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. 97

APPROVAL OF KDE PURCHASE ORDER SUMMARY SHEET (BG 20-166)

Dr. Shively recommended that the Paducah Board of Education approve the KDE Purchase Order Summary Sheet for the Art Building Renovation Project (multipurpose athletic facility). This closes out the direct purchase orders. 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. 98

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 #7 to Ray Black & Sons: \$3,906.78

Including Direct Purchase Orders:

Cape Electric (Materials) \$1,884.13

Cape Electric (Lighting) \$1,955.03

Ferguson Enterprises \$8,188.98

Additional invoices:
Bacon Farmer Workman \$749.00
JRA Architects, Inc. \$1,207.37 and \$7,730.00
Thermal Balance, Inc. \$2,530.00

Pay App #8 to Ray Black & Sons: \$62,563.53 to reduce the retainage to 1% of the contract for final completion. 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. 99
APPROVAL OF PAYMENTS TO CONTRACTORS (BG 20-167)

Dr. Shively recommended that the Paducah Board of Education approve the following payments to contractors for the Secure Vestibules Projects: \$1,494.00 to JRA Architects for professional services (final invoice)
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. 100
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 Mrs. Howard 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 first part of the executive session. Will Black, Donald Shively and Lisa Chappell left the session so that the Board could discuss personnel (Superintendent Evaluation).

ORDER NO. 101
ACTION TO RETURN TO OPEN SESSION

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

ORDER NO. 102
ACCEPTANCE OF SUPERINTENDENT EVALUATION

It was recommended that the Paducah Board of Education approve the summary evaluation for Dr. Donald Shively for 2021.

Summative Evaluation – 7 Standards
Strategic Leadership - Exemplary
Instructional Leadership - Accomplished
Cultural Leadership – Growth Required
Human Resource Leadership - Developing
Managerial Leadership - Exemplary
Collaborative Leadership - Accomplished
Influential Leadership - Developing

Board Chair Dr. Carl LeBuhn: "We had thoughtful discussion among the board members and with Dr. Shively regarding the evaluation. We look forward to his continued efforts on the evaluation, and he will work with us to continue to grow and develop this district for the betterment of the children and for our community."

The motion was made by Dr. Akojie and seconded by Mrs. Howard that the Board approve the Superintendent Summary Evaluation for 2021. The roll was called and all members present voted "Yes."

ORDER NO. 103
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 8:32 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.