

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
August 16, 2021

A regular meeting of the Board of Education of the Paducah Independent School District was held at the Innovation Hub Seminar Room, 500 South 25th Street, Paducah, Kentucky on Monday, August 16, 2021 at 5:00 p.m.

ROLL CALL

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

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

Student Board Reps, Dasia Garland and Sinya Shaw Laster

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. 114

APPROVAL OF AGENDA

The agenda was presented with the addition of Item 5.16 Attendance Waiver Request in the Consent Agenda/ The motion was made by Dr. Akojie and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent to approve the agenda as amended. The roll was called and all members present voted "yes".

Dr. Shively led the Pledge of Allegiance.

SUPERINTENDENT'S REPORT

School Resource Officers – Troy Brock

Equity Officer Update – Shonda Burrus

Paducah Head Start – Kristy Lewis

HEARINGS OF INDIVIDUALS AND GROUPS

A group of citizens offered the comments and concerns regarding Critical Race Theory fears as well as the mask mandates (for/against) for students this school year. Anne Bidwell, Samantha Colyar, Cynthia Abraham, Russell Hobbs, Bard Brian, Cory O'Brien, Shane Haley, Tracey Lennox, Shae Faulkner, Gil Arterburn. Several were parents of district students others stated their children attend McCracken County or are homeschooled.

ORDER NO. 115

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 July 19, 2021.

I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

Champion, Amy	Resignation accepted: Attendance Supervisor, Central Office.	07/29/21
Durham, Shelby	Resignation accepted: Lead School Nutrition Assistant I, Paducah Tilghman High School.	07/28/21
Morris, Cindy	Resignation accepted: School Nutrition Assistant I, Clark Elementary School.	07/21/21
Townsley, Jeanette	Other: Deceased, Attendance Supervisor, Districtwide. (correction of date)	07/13/21
Ware, Bobby	Resignation accepted to effect retirement: Bus Driver, Transportation Department.	08/31/21
Wilkey, Leia	Resignation accepted: Bus Driver, Transportation Department.	07/23/21

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

Adams-Rawlins, Winter	Position Change: From Instructional Assistant I to Family Advocate, \$14.59 per hour.	08/09/21
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Barnes, Autumn	Position Change: From Substitute School Nutrition Assistant I, to full-time School Nutrition Assistant I, Clark Elementary School.	08/09/21
Cooper, Miranda	Position Change: From Staff Support Secretary Guidance Office to Staff Support Secretary, A.D. Office, \$12.91 per hour, 8 hours per day.	08/09/21
Franklin, Addie	Additional Assignment: Student computer distribution, Innovation Hub, \$10.00 per hour.	08/10/21
Harrell, Melinda	Position Change: From Family Advocate, Paducah Head Start Preschool to Social Worker-Head Start Parent Educator, \$42,605 with 13 years of experience.	07/23/21
Johnson, Hannah	Additional Assignment: Instructional Assistant I, Kids Club Clark Elementary School, \$12.91 per hour.	08/18/21
Maas, Kathy	Additional Assignment: Bus Driver Trainer, Transportation Department, \$15.50 per hour.	07/01/21
Neihoff, Minerva	Position Change: Registrar, Paducah Tilghman High School to Attendance Supervisor, Central Office, \$21.63 per hour.	08/12/21
Owens, Sheila	Additional Assignment: Secretary, Paducah Middle School.	07/19/21
Ravens, Leslie	Additional Assignment: Bus Driver Trainer, Transportation Department, \$15.50 per hour.	07/01/21
Tyler, LaQuenta	Additional Assignment: Secretary, Paducah Middle School, \$26.27 per hour.	07/19/21
Winkler, Lori	Other: School Nutrition Assistant, Paducah Tilghman High School, increase hours from 6 hours per day to 7 hours per day.	08/09/21

C. Employment

Champion, Amy	Employment: Attendance Supervisor, Central Office, \$21.63 per hour – 0 years of experience.	08/09/21
Ellard, Ben	Employment: Social Worker-Parent Educator, Paducah Head Start Preschool, \$37,671 per year.	08/02/21
Miller, Jennifer	Employment: Instructional Assistant I, Morgan Elementary School, \$13.02 per hour.	08/09/21
Rowe, Allison	Employment: Instructional Assistant I, McNabb Elementary School, \$13.02 per hour.	08/09/21
Warner, Summer	Employment: Instructional Assistant I, Morgan Elementary School, \$13.02 per hour.	08/09/21
Watkins, Jessica	Employment: School Nutrition Assistant I, McNabb Elementary School, \$11.05 per hour.	08/09/21

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

Buchanan, Larry	Resignation accepted: Substitute Teacher, Districtwide.	08/03/21
Curran, Kara	Resignation accepted: Teacher, Paducah Middle School.	07/15/21
Ditterline, Phillip	Resignation accepted: Teacher, Paducah Middle School.	07/28/21
Elliott, Kaley	Resignation accepted: Substitute Teacher, Districtwide.	06/26/21
Miller, Tracy	Resignation accepted: Teacher-Math (Algebra I), Paducah Tilghman High School.	07/21/21
Smith, Jonathan	Resignation accepted: Assistant Principal, Paducah Tilghman High School.	08/05/21

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

Adkins, Ashley	Position Change: From Teacher, Paducah Tilghman High School to Interim Assistant Principal, Paducah Tilghman High School.	08/01/21
Bertram, Sherry	Position Change: From Teacher, Paducah Middle School, to District Instructional Coach, Districtwide, Rank I.	08/09/21
Crouch, Cerita	Additional Assignment: Jump Camp Leader, Morgan Elementary School, \$900 per year, one time pay. (correction of pay)	07/06/21
Davis, Michael	Additional Assignment: Summer School Teacher, Paducah Middle School.	06/01/21
Elliott, Kaley	Additional Assignment: Summer School Teacher, Paducah Middle School, \$40.00 per hour.	06/01/21
Everly, McKayla	Position Change: From Teacher, Paducah Middle School, to District Instructional Coach (Digital Learning Coach),	08/09/21

	Districtwide, Rank II.	
Ford, Kenneth	Additional Assignment: Teacher, Kids club, Clark Elementary School, \$25.00 per hour.	08/18/21
Hargrove, Hannah	Additional Assignment: Jump Camp Leader, Morgan Elementary School, \$900 per year, one time pay. (correction of pay)	07/06/21
Hopwood, Tammy	Position Change: From Primary Teacher, McNabb Elementary School to 8 th Grade ELA, Paducah Middle School.	08/09/21
Livingston, Seth	Additional Assignment: Summer School Teacher, Paducah Middle School, \$40.00 per hour.	06/01/21
Morris, Robert Wade	Additional Assignment: NHS Sponsor, Paducah Tilghman High School, \$600.00 per year.	08/09/21
Rushing, Harold	Position Change: From Teacher, McNabb Elementary School to Technology/Digital Teacher, Paducah Middle School.	08/09/21
Snyder, Tami	Additional Assignment: Jump Camp Leader, Morgan Elementary School, \$900 per year, one time pay. (correction of pay)	07/06/21
Weathers, Marisa	Additional Assignment: Volleyball Assistant Coach, Paducah Middle School, \$750 per year.	07/01/21
Wyatt, Randy	Additional Assignment: Summer School Teacher, Paducah Middle School, \$40.00 per hour.	06/01/21

C. EMPLOYMENT

Buchanan, Anne	Employment: Social Studies Teacher-7 th Grade, Rank III – 0 years of experience.	08/09/21
Cooper, Jesse	Employment: Spanish Teacher, Paducah Tilghman High School, Rank III – 0 years of experience.	08/09/21
Elliott, Kaley	Employment: Substitute Teacher, Districtwide, Rank III - \$67.50 per day.	06/01/21
Fralick, Victoria	Employment: Kindergarten Teacher, Clark Elementary School, Rank III – 0 years of experience.	08/09/21
Garland, LeAnne	Employment: Early Childhood Mental Health Consultant, Paducah Head Start Preschool, \$62,000 per year. (correction of effective date)	08/02/21
Harrington, Kayla	Employment: Teacher, McNabb Elementary School, Rank III – 0 years of experience.	08/09/21
Merriweather, Noelle	Employment: Teacher-8 th Grade Science, Paducah Middle School, Rank III – 0 years of experience.	08/09/21
Miller, Tracy	Employment: Teacher-Math (Algebra I), Paducah Tilghman High School, Rank III – 0 years of experience.	08/09/21
Morris, Emily	Employment: 5 th Grade Teacher, McNabb Elementary School, Rank III – 0 years of experience.	08/09/21
Salings, Abigail	Employment: Social Studies Teacher – 8 th Grade, Paducah Middle School.	08/09/21
Smith, Edward	Employment: Teacher-ISD/ISA, Paducah Middle School, Rank III – 0 years of experience.	08/09/21
Vandendool, Janis	Employment: Drama Teacher, Paducah Tilghman High School, part-timer 20 hours per week, Rank III – 0 years of experience.	08/09/21

DISPOSITION OF MINUTES - Copies of the minutes of the regular meeting held July 19, 2021 and the special meeting held July 27, 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: 109814-110052 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 July 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 July 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 August 2021 as presented by Will Black, Assistant Superintendent.

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:

July 22 – meetings with community leaders (1/2 day)

July 28 – meetings with community leaders; and AASA Leading for Equity: “Learning 2025: National Commission on Student-Centered, Equity-Focused, Future-Driven Education” (1/2 day)

August 4 – meeting with community leaders; and “Culturally Relevant Pedagogy to Advance Educational Equity” training – presented by EdWeek (1/2 day)

August 11 – meeting with community leaders (1/2 day)

August 30 – Diversity, Equity, and Inclusion – Pastor Edward Palmer (full day)

APPROVAL OF REVISED CERTIFIED EVALUATION PLAN - It was recommended that the Paducah Board of Education approve the revised Certified Evaluation Plan for 2021-2022 school year.

APPROVAL OF PROFESSIONAL DEVELOPMENT PLANS - It was recommended that the Paducah Board of Education approve the District and School Professional Development Plans for the 2021-2022 school year.

APPROVAL OF DATA SECURITY AND BREACH NOTIFICATION BEST PRACTICE GUIDE - It was recommended that the Paducah Board of Education approve and acknowledge the district’s compliance with the KDE Data Security and Breach Notification Best Practice Guide as presented by Dale Weaver, Director of Technology.

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: Janiah Nakia Browne, Paducah Independent Schools diploma and Tiffany Michelle Woods, Paducah Independent Schools diploma.

APPROVAL OF STUDENT FEES - It was recommended that the Paducah Board of Education approve the following for Paducah Middle School Pep Club - \$25 participation fee.

APPROVAL OF ADJUNCT CERTIFICATION - It was recommended that the Paducah Board of Education approve the application for Adjunct Certification. Adjunct teachers are part-time teachers who help our district diversify its course offerings. Janis Vandendool teaches drama at Paducah Tilghman High School. This teacher has significant work and teaching experience in this area that qualify them for an Adjunct Certification.

APPROVAL OF ATTENDANCE WAIVER APPLICATION - It was recommended that the Paducah Board of Education approve the application for waiver to provide our district the option to have a virtual attendance option should we require it this year. As of now, students who are quarantined or who are Covid positive are being served through Home/Hospital services.

The motion was made by Mrs. Howard and seconded by Dr. Hudson 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. 116

APPROVAL OF COUNCIL FOR BETTER EDUCATION, INC. LITIGATION

Dr. Shively recommended that the Paducah Board of Education authorize Paducah Independent Schools to take all necessary steps to support the Council for Better Education, Inc. (“CBE”), in its legal challenge to the unconstitutionality of the tax credits in House Bill 563, including the payment of \$1,356.15 for appropriate dues or assessments related to this school district’s membership in CBE or its support of the referenced legal challenge. 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. 117

APPROVAL OF SCHOLARSHIP FUNDS

Dr. Shively recommended that the Paducah Board of Education authorize the district to transfer the scholarship funds from the current accounts from Paducah Bank and Edward Jones to the Community Foundation of West Kentucky. 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. 118

APPROVAL OF SALARY SCHEDULES

Dr. Shively recommended that the Paducah Board of Education approve the revised Classified & Certified Salary Schedules to reflect a 3.5% increase for 2021-2022 school year as compared to the 2020-2021 salary schedules. This is retroactive to July 1, 2021. The additional 1.5% being added to the 2% approved in July is not reflective to Head Start salaries approved in July 2021. Head Start staff received the complete 3.5% increase in their salaries at the July Board meeting due to the Federal mandated raise. 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. 119

ADOPTION OF RESOLUTION: DISTRICT EMPLOYEE QUARANTINE LEAVE (702 KAR 1:191E)

Dr. Shively recommended that the Paducah Board of Education adopt the resolution from the KSBA regarding the District Employee Quarantine Leave as outlined in 702 KAR 1:191E. 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. 120

APPROVAL OF NEW POSITION & JOB DESCRIPTION: COORDINATOR I / HEALTHY AT SCHOOL OFFICER

Dr. Shively recommended that the Paducah Board of Education approve the new position and job description of Coordinator I/Healthy at School Officer. 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. 121

APPROVAL OF CONSTRUCTION MANAGER

Dr. Shively recommended that the Paducah Board of Education accept the bid and proposal for Construction Manager with Alliance Corp. for both Preconstruction Phase services and Construction Phase services for the new Paducah Head Start/Preschool facility (BG 20-236). The request for proposals was advertised on August 4 with proposals received by 3 pm August 13, 2021. 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. 122

APPROVAL OF AGREEMENT WITH CONSTRUCTION MANAGER

Dr. Shively recommended that the Paducah Board of Education approve the Construction Management Services agreement with Alliance Corp. for the Paducah Head Start project (BG20-236). 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. 124

APPROVAL OF REVISED OWNER/ARCHITECT AGREEMENT

Dr. Shively recommended that the Paducah Board of Education approve the revised Owner/Architect Agreement for the Head Start facility project (BG20-236), presented by JRA, Inc. 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. 125

APPROVAL OF WAIVER REQUESTS (BG20-236)

Dr. Shively recommended that the Paducah Board of Education approve the waiver request (square footage size requirements and exterior door access) of 701 KAR 4:160 written to the Kentucky Department of Education's Division of District Support regarding the new Paducah Head Start/Preschool building (BG 20-236). 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. 126

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:

Application #32 for the BG17-179 Innovation Hub Project:	
Payment to Contractor Ray Black & Son:	\$46,346.26
Suppliers paid direct from their purchase orders/invoices as recommended by Ray Black & Son:	
Checks should be written to Ray Black & Son as follows:	
Cape Electric	\$22,676.23
Hannan Supply	\$4,888.51
Jake Shelby Enterprises	\$15,225.98
Application #33 for the BG17-179 Innovation Hub Project:	
Payment to Contractor Ray Black & Son:	\$246,301.44
Suppliers paid direct from their purchase orders/invoices as recommended by Ray Black & Son:	
Checks should be written to Ray Black & Son as follows:	
Keystone Hardscape	\$1668.80

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. 128

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 Mrs. Howard and seconded by Mrs. Hancock 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, Nicholas Holland, and Lisa Chappell were present for the executive session.

ORDER NO. 129

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. 130

ACTION TO ADJOURN

The motion was made by Dr. Akojie and seconded by Mrs. Hancock that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 8:29 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.