

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
December 20, 2021

A regular meeting of the Board of Education of the Paducah Independent School District was held at the Central Office, Innovation Hub Seminar Room, 500 South 25th Street, Paducah, Kentucky on Monday, December 20, 2021 at 5:00 p.m.

ROLL CALL

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

Absent:

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

William Black, Instruction/Assistant Superintendent

Dale Weaver, IT

Troy Brock, DPP

Amie Tooley, Special Programs

Angela Copeland, Finance

Chad Jezik, Facilities

Eric Straub in for Nicholas Holland, Attorney

Student Board Rep, Dasia Garland and Synia 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. 184

APPROVAL OF AGENDA

The agenda was presented. 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 presented. The roll was called and all members present voted "yes".

Dr. Shively led the Pledge of Allegiance.

SUPERINTENDENT'S REPORTS

Attendance Report – Troy Brock

Student Achievement – Will Black

Equity Audit Update – Shonda Burrus

True Blue Campaign – Deatrik Kinney

HEARINGS OF INDIVIDUALS AND GROUPS

The following expressed their concerns regarding Dr. Shively to the Board:

JW Cleary, Amina Watkins

ORDER NO. 185

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 November 15, 2021.

I. *CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT*

A. Terminations

Fillmore, Misty	Resignation accepted: Custodian, Clark Elementary School.	12/17/21
Livingston, Shannon	Resignation accepted: Healthy at Home Officer, Central Office Districtwide.	12/03/21
Pezzullo, Frank	Resignation accepted to effect retirement: Bus Driver, Transportation Department.	12/31/21
Powell, Mona	Resignation accepted to effect retirement: School Nutrition Assistant, Paducah Tilghman High School.	11/30/21
Prewitt, Maggie	Resignation accepted: Head Volleyball Coach, Paducah Tilghman High School.	11/26/21

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

Amos, Debra	Additional Assignment: ESS Instructional Assistant I, McNabb Elementary School, \$15.00 per hour.	11/08/21
Barnett, Nathan	Other: Assistant Coach-Girls Soccer, \$1,000.00 one-time payment, Board approved on October 18, 2021.	10/01/21
Boling, Lacy	Additional Assignment: Assistant Coach – Girls Basketball, Paducah Tilghman High School, \$200.00 per year.	11/30/21
Boschert, Eleanor	Additional Assignment: Bus Monitor Substitute, Paducah Head Start Preschool, \$10.00 per hour.	09/02/21

Duckwyler, Adam	Additional Assignment: Bus Monitor (part-time), Transportation Department, \$10.88 per hour.	11/18/21
Ellison, Anthony	Other: Increase 6 th Grade Boys Basketball Coach stipend from \$1,500.00 to \$2,500.00 per year.	10/01/21
Fennell, Erik	Position Change: From Career Planner, Paducah Tilghman High School to Program Specialist II, Paducah Head Start Preschool, \$44,188.00 per year (pro-rated for the 2021-2022 school year).	01/03/22
Glass, Amy	Additional Assignment: Clerical Substitute, Districtwide, \$10.00 per hour.	11/1/21
Gray, Daveda	Other: Girls Assistant Basketball Coach, increase \$200.00 per year.	10/01/21
Johnson, Malley	Other: Instructional Assistant I, Clark Elementary School, change to .22 FTE Title III and .78 FTE General Fund.	12/1/21
Kauffman, Lori	Position Change: From Instructional Assistant, Clark Elementary School to Secretary, Clark Elementary School, \$14.14 per hour.	12/01/21
McHaney, Roshenna	Other: Girls Assistant Basketball Coach, increase \$200.00 per year.	10/01/21
Morris, Jaqueceana	Position Change: From Substitute Bus Monitor, Transportation Department to Bus Monitor (part-time), Transportation Department, \$10.88 per hour.	12/01/21
Skeen, Blaine	Other: Head Coach-Boys Soccer, \$1,000.00 one-time payment, Board approved on October 18, 2021.	10/01/21
Solomon, Riley	Other: Assistant Coach – Boys Soccer, \$1,000.00 one-time payment, Board approved on October 18, 2021.	10/01/21
Valdez, Whitney	Other: Assistant Coach-Girls Soccer, \$1,000.00 one-time payment, Board approved on October 18, 2021.	10/01/21
Warfield, Julie	Other: Girls Assistant Basketball Coach, increase \$200.00 per year.	10/01/21
Wood, Linda	Additional Assignment: Bus Monitor (part-time), Transportation Department, \$10.88 per hour.	11/22/21

C. Employment

Carroll, Andrew	Employment: Bus Monitor, part-time, Transportation Department, \$10.88 per hour.	12/01/21
Diaz, Courtney	Employment: Instructional Assistant I, Clark Elementary School, \$13.11 per hour.	12/06/21
Lawrence, McKayla	Employment: School Nutrition Assistant I, Clark Elementary School, \$11.22 per hour.	12/01/21
Martin, LaStasia	Employment: Clerical Substitute, Districtwide, \$10.00 per hour.	11/01/21
Rider, Trever	Employment: Assistant Wrestling Coach, Paducah Tilghman High School, \$4,000.00 per year.	11/01/21
Sklapsky, Jaedin	Employment: Assistant: Wrestling Coach, Paducah Tilghman High School, \$2,000.00 per year.	11/01/21
Swadley, Beth	Employment: Coordinator 1 - Healthy at School Officer, (one year position), Central Office Districtwide, \$39,869 per year with remaining 2021 supplement.	12/2/21

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

Moran, Shanea	Resignation accepted to effect retirement: Library Media Specialist, McNabb Elementary School.	06/30/22
Price, Hillary	Resignation accepted: Teacher, Clark Elementary School.	12/7/21

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

Adams, John	Additional Assignment: Assistant Wrestling Coach, Paducah Tilghman High School, \$1,000 per year.	11/29/21
Boling, Lacy	Additional Assignment: Substitute Teacher, Districtwide, Rank IV- \$85.00 per day.	12/01/21
Franklin, Timothy	Other: Teacher, move extra duty pay from General Fund to Title IV.	12/01/21
Franklin, Timothy	Additional Assignment: Site Technology Coordinator (STC), Innovation Hub, \$750.00 per year.	12/01/21
Rushing, Todd	Other: Teacher coverage during planning period at 1/7 of daily rate (\$352.5134) \$52.88 per hour.	11/01/21

C. Employment

Asbury, JoAnna	Employment: Substitute Teacher, Central Office Districtwide, Rank IV, \$85.00 per day.	12/1/21
Beach, Shannon	Employment: Substitute Teacher, Central Office Districtwide, Rank IV, \$85.00 per day.	12/1/21
Paschal, Emma	Employment: Substitute Teacher, Central Office, Districtwide, Rank IV, \$85.00 per day.	12/01/21
Rowland, Justin	Employment: Substitute Teacher, Central Office Districtwide, Rank IV, \$85.00 per day.	12/01/21
Spissinger, Mike	Employment: Teacher-Media Arts, Paducah Tilghman High School, Rank III – 0 years of experience.	11/29/21
Stiver, Sydney	Employment: Substitute Teacher, Central Office, Districtwide, Rank IV, \$85.00 per day.	12/01/21
Stokes, Kim	Position Change: From Substitute Teacher to Instructional Assistant I, Clark Elementary School, \$13.11 per hour.	11/22/21
Thompson, Lucinta	Employment: Substitute Teacher, Central Office Districtwide, Rank IV, \$85.00 per day.	12/01/21

APPROVAL OF LEAVE REQUESTS - It was recommended that the Paducah Board of Education grant a leave of absence to the following as requested: Anissa Johnson, Dec. 13, 2021 to March 24, 2022; Beth Wyant, Jan. 3 - 31, 2022; Elana Goodwin, Nov. 22, 2021 Intermittent days; Patsy Robinson, Oct. 26 to Nov. 3, 2021.

DISPOSITION OF MINUTES - Copies of the minutes of the approve the minutes of the regular meeting held November 15, 2021 and special meeting held Dec. 9, 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: 110701-1109954 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 November 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 November 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 December 2021 as presented by Will Black, Assistant Superintendent.

APPROVAL OF EARLY GRADUATE - It was recommended that the Paducah Board of Education approve the High School graduates as recommended by Principal Brad Stieg, Choices Alternative School and Principal Allison Stieg, PTHS:

Alexander James King, Paducah Independent Schools diploma

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:

November 15 – Diversity, Equity, and Inclusion training for WKEC leadership by Dr. Roger Cleveland (1/2 day)

November 18 – Leadership 360 Assessment with Dr. Capps and Dr. Pope-Terrance and meeting and communication with community members (1/2 day)

November 19 – NAACP Freedom Banquet with Eric Dyson and meetings and communication with community members (1/2 day)

November 29 – Diversity, Equity, and Inclusion training for district leadership by Dr. Roger Cleveland; meeting with community leaders, and Leadership 360 Assessment with Dr. Capps and Dr. Pope-Terrance (1 day)

December 2 and 3 – AESA Annual Conference: Navigating Change (2 days)

December 10 – Meetings and communication with community leaders and meetings and communication with community members (1/2 day)

December 14 – Meetings and communication with community members and Leadership 360 Assessment with Dr. Capps and Dr. Pope-Terrance (1/2 day)

December 16 – “Leading Diversity, Equity and Inclusion” training by Pastor Edward Palmer (1/2 day)

December 17 – “Messaging Diversity, Equity, and Inclusion” by Pastor Edward Palmer (1/2 day)

APPROVAL OF NON-CONTRACT DAYS - It was recommended that the Paducah Board of Education approve, per board policy 03.123 – Leaves and Absences: the superintendent requests: non-contract day for a full day on December 7, 2021.

APPROVAL OF HEAD START REPORTS - It was recommended that the Paducah Board of Education approve the new hire of Madison Frye and accept the Director's Report, Education Report, Family Services Report, Shared Governance and Non-Federal Shares as presented by Kristy Lewis, director.

DECLARATION OF SURPLUS - It was recommended that the that the Paducah Board of Education declare the following as surplus: 100 student chairs damaged beyond repair, HON model F676000029.

APPROVAL OF CONTINUATION GRANT PROPOSALS / FAMILY RESOURCE AND YOUTH SERVICES CENTERS - It was recommended that the Paducah Board of Education approve the submission of grant applications to continue funding for the district's family resource and youth services centers.

ACCEPTANCE OF FINANCIAL ADVISORY ENGAGEMENT AGREEMENT – It was recommended that the Paducah Board of Education approve the financial advisory engagement agreement with Baird.

APPROVAL OF DONATIONS TO TORNADO RELIEF - It was recommended that the that the Paducah Board of Education approve any donation of monies for tornado relief raised by schools, clubs or through extracurricular activity gate receipts to the western Kentucky school districts impacted by the tornado on Dec. 10, 2021.

APPROVAL OF BUS LOAN - It was recommended that the that the Paducah Board of Education approve the loan of three school buses to the Mayfield Independent School District due to the tornado damage to their fleet on Dec. 10, 2021. Steve Spraggs, Transportation Director, has recommended this loan.

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. 186

ACCEPTANCE OF COMPREHENSIVE DISTRICT IMPROVEMENT PLAN REVISIONS

Dr. Shively recommended that the Paducah Board of Education accept the draft to the 2021-2022 Comprehensive District Improvement Plan as presented by Will Black, Assistant Superintendent of Instructional Programs. 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. 187

APPROVAL OF STAFF SURVEY

Dr. Shively recommended that the Paducah Board of Education approve a staff survey to gather information on district leadership and communication. The survey will be conducted by Kerri Schelling, Executive Director of the Kentucky School Boards Association. The total investment for the survey will

be \$4,500.00 plus actual expenses. 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. 188

APPROVAL OF PAYMENTS TO CONTRACTOR (BG20-236)

Dr. Shively recommended that the Paducah Board of Education approve the payments to contractors for the Paducah Head Start Preschool project:

Bacon Farmer Workman for engineering services: \$1,055.00 and \$6,500.00

JRA Architects: \$189,926.24 and \$150,186.56.

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. 189

APPROVAL OF CONSTRUCTION DOCUMENTS, PADUCAH HEAD START PROJECT (BG 20-236)

Dr. Shively recommended that the Paducah Board of Education approve the Construction Documents: Plans (pending KDE approval of the Revised BG-1), KDE BG-2 Outline Specification form, and the KDE BG-3 Statement of Probable Costs, for the new Paducah Head Start Building, as presented by JRA Inc. and Alliance Corporation. 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. 190

APPROVAL OF 2022-2023 DISTRICT CALENDAR

Dr. Shively recommended that the Paducah Board of Education approve the 2022-2023 District Calendar as presented by Troy Brock, DPP. 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. 191

ACTION TO GO INTO EXECUTIVE SESSION

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

ORDER NO. 192

ACTION TO RETURN TO OPEN SESSION

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

ORDER NO. 193

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 8:50 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.