

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
March 21, 2022

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, March 21, 2022 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

Nicholas Holland, Attorney

Other staff and community members

Media

ORDER NO. 32

APPROVAL OF AGENDA

The agenda was presented. Item 5.12 was added to the Consent Agenda for the “UPS Power Equipment Contract”. The motion was made by Dr. Akojie and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent and approve the agenda as amended. The roll was called and all members present voted “yes”.

Dr. Shively led the Pledge of Allegiance.

SUPERINTENDENT’S REPORTS

Attendance Report – Troy Brock

Introduction of Student Equity Advisory Group – Erin Morehead and Taylor Sprouse

“Vision for Excellent Instruction” / TNTP Update – Will Black

HEARINGS OF INDIVIDUALS AND GROUPS

Anthony Walton and Amina Watkins presented their concerns to the board regarding Dr. Shively’s contract renewal.

ORDER NO. 33

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 February 15, 2022.

I. CLASSIFIED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

Byrd, Marlie	Resignation accepted to effect retirement: School Nutrition Supervisor, Paducah Head Start Preschool.	09/30/22
Coleman, Trevante	Resignation accepted: Custodian, Paducah Middle School.	03/25/22
Conner, Tammy	Termination: School Nutrition Assistant I, Paducah Tilghman High School.	01/05/22
Ferguson, Mike	Resignation accepted: Bus Driver, Transportation Department.	02/14/22
Glunt, Dylan	Resignation accepted: Instructional Assistant I, Morgan Elementary School.	03/14/22
Howard, Jestean	Resignation accepted to effect retirement: Instructional Assistant I, Paducah Head Start Preschool.	06/30/22
Loving, Jaushaqwai	Resignation accepted: Bus Monitor, Transportation Department.	02/14/22
Ravens, Leslie	Resignation accepted: Bus Driver, Transportation Department.	02/09/22
Walker, Jason	Resignation accepted: Desktop Technician, Central Office.	03/18/22

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

Duckwyler, Adam	Position change: From School Nutrition Assistant I, Paducah Middle School to Instructional Assistant I, Paducah Middle School, \$13.11 per hour.	02/21/22
Glunt, Dylan	Additional Assignment: Chess Coach, Morgan Elementary School, \$750.00 per year.	02/25/22

Levine, Wilma	Additional Assignment: GEER Mentoring Assistant, Girls Club After School, McNabb Elementary School, \$25.00 per hour.	02/07/22
Maas, Kathy	Additional Assignment: Bus Driver Trainer, (as required) Transportation Department, \$15.73 per hour.	02/01/22

C. Employment

Bohannon, Russ	Employment: Custodian, Paducah Head Start Preschool, \$12.87 per hour.	03/21/22
Steuer, Andres	Employment: Instructional Assistant I, Paducah Tilghman High School, \$13.11 per hour.	02/22/22
Topp, James	Employment: Assistant Girls Track Coach, Paducah Tilghman High School, \$2,000.00 per year.	02/01/22
Wood, Michele	Employment: Substitute Bus Monitor, Annex, \$10.00 per hour.	03/01/22

II. CERTIFICATED PERSONNEL ACTION SINCE LAST REPORT

A. Terminations

Farmery, Kitty	Resignation accepted: Substitute Teacher, Districtwide.	02/22/22
Sadler, Amanda	Resignation accepted: Teacher, Paducah Tilghman High School.	03/22/22
Williams, Karsyn	Resignation accepted: 7 th Grade Science Teacher, Paducah Middle School. (hired 2/21/22)	02/23/22

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

Aguilar, Bryan	Other: Additional pay, Assistant Track Coach, Paducah Tilghman High School, \$1,000.00 per year.	02/01/22
Buchanan, Mackenzie	Additional Assignment: Academic Team Coach, McNabb Elementary School, \$1,200.00 per year.	09/06/21
Higgins, Sara	Additional Assignment: Academic Team Coach, McNabb Elementary School, \$1,200.00 per year.	09/06/21
Sprouse, Taylor	Additional Assignment: Assistant Tennis Coach, Paducah Tilghman High School, \$1,000.00 per year.	03/01/22
Steuer, Andrew	Position Change: From Instructional Assistant I, Paducah Tilghman High School to Substitute Teacher, Districtwide, Rank IV - \$85.00 per day.	03/01/22

C. EMPLOYMENT

Darnall, Cailee	Employment: Substitute Teacher, Districtwide, Rank IV - \$85.00.	02/01/22
Holland, Sarah	Employment: Substitute Teacher, Districtwide, Rank IV - \$85.00.	02/01/22
Smith, Howard	Employment: Substitute Teacher, Districtwide, Rank IV - \$85.00.	02/01/22
Williams, Karsyn	Employment: 7 th Grade Science Teacher, Paducah Middle School, Rank IV, 0 years of experience.	02/21/22

DISPOSITION OF MINUTES - Copies of the minutes of the approve the minutes of the regular meeting held February 15, 2022. 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: 111428-113616. 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 February 28, 2022 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 February 28, 2022 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 March 2022 as presented by Will Black.

HEAD START REPORTS – it was recommended that the Paducah Board of Education accept/approve the following as presented by Kristy Lewis, Director: Director's Report, Education Report, Family Services Report, Shared Governance Report, and Non-Federal Shares Report.

APPROVAL OF STUDENT TRIP - It was recommended that the Paducah Board of Education approve the following student trip: Paducah Middle School 8th Grade Choir competition at Six Flags, St. Louis, MO on April 23, 2022.

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 days: March 9 -11, 2022.

UNPAID LEAVE - per board policy 03.123 – Leaves and Absences: the superintendent requests unpaid leave for educational and professional purposes for the following dates:

January 16-18 – AASA National Conference – “Leading for Student-Centered, Equity-Focused Education” (2.5 days)

February 22 – “Creating a Culturally Responsive School Culture” training for WKEC district teams by Dr. Roger Cleveland (1/2 day)

March 1 – District meeting with Dr. Charles Cole, “Energy Converters” and Kentucky Center for Leadership with Dr. Jaqueline Pope-Terrance and Dr. Michael Trivizadakis (1/2 day)

APPROVAL OF APPLICATION FOR EMERGENCY CERTIFICATION - It was recommended that the Paducah Board of Education approve the application for Full-Time Emergency Certification for Nancy Broyles, a full-time, Science teacher at Paducah Tilghman. To teach Anatomy and Physiology she must have an Emergency Certificate. She is a certified Chemistry teacher.

APPROVAL OF UPS POWER EQUIPMENT CONTRACT – It was recommended that the Paducah Board of Education approve the UPS Power Equipment Contract with CDW-G, Inc for \$16,265.00 as outlined by Dale Weaver.

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. 34

APPROVAL OF CONTRACT RENEWAL

Dr. Shively recommended that the Paducah Board of Education approve the contract for Network Cabling Services to Shelton Electrical Products as presented by Dale Weaver, Director of Technology. 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. 35

ACCEPTANCE OF GRANT

Dr. Shively recommended that the Paducah Board of Education accept the American Rescue Plan – Homeless Children and Youth Grant (ARP-HCY2) grant amount of \$70,120 as presented by Heather Anderson. This funding will be used to aid in the identification, enrollment and success of students experiencing homelessness. After assessing student needs in the McKinney-Vento program, attendance was identified as a high need to be addressed. A Student Success Advocate (Community Liaison-diploma/classified/part-time) will be hired for one to two years to conduct home visits, conference with students at school and engage students/families in the use of Infinite Campus and other district offerings and build positive relationships with students/families to support school success. The SSA will enhance the work of the McKinney-Vento Liaison. These proposals are in alignment with requirements of this competitive grant.

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. 36

APPROVAL OF NEW POSITION

Dr. Shively recommended that the Paducah Board of Education approve the new position of Student Success Advocate as presented by Heather Anderson. This is to enhance the work of the McKinney-Vento Liaison and the DPP. The Student Success Advocate will be hired for 1-2 years at 10 hours/week. The base pay is \$14.59/hr to be paid from the American Rescue Plan – Homeless Children and Youth 2 grant. \$44,000 is budgeted for this position. 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. 37

APPROVAL OF DRAWINGS

Dr. Shively recommended that the Paducah Board of Education approve the drawings for the PTHS Synthetic Turf Conversion and Track Renovations as presented by Hellas Construction, Inc. Drawings will be submitted to KDE for approval. 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. 38

APPROVAL OF PADUCAH HEAD START BIDS (BG 20-236)

Dr. Shively recommended that the Paducah Board of Education approve the following: rejection of Bid Package 030 General Trades and the Combination Bid Package 030 General Trades / Bid Package 050 Structural Steel; advertise for rebid of Bid Package 030 General Trades and Bid Package 050 Structural Steel; and delay award of all remaining bid packages until a future board meeting. 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; all members present voted “Yes.”

ORDER NO. 39

APPROVAL OF BG-5 DOCUMENT, PADUCAH HEAD START LAND ACQUISITION (BG 20-235)

Dr. Shively recommended that the Paducah Board of Education approve the BG-5 Closeout Document for the Paducah Head Start Land Acquisition project. 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. 40

APPROVAL OF PAYMENTS TO CONTRACTORS (BG 20-236)

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:
\$6,575.00
\$1,200.00
Pay Application #2:
\$58,449.71 to Central Paving
\$45,406.36 to Alliance Corp.

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. 41

APPROVAL OF CHANGE ORDER PADUCAH HEAD START (BG 20-236)

Dr. Shively recommended that the Paducah Board of Education approve the change order for the Paducah Head Start (BG 20-236). This change order reflects an increase of \$8,538.75 for costs associated with adding catch basin and modifying underground storm retainage structure. 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. 42

APPROVAL OF SUPPLEMENTAL PAY POSITIONS

Dr. Shively recommended that the Paducah Board of Education approve the new supplemental pay positions for the following:

Paducah Middle School
Girls Assistant Soccer Coach \$1,000.00
Boys Assistant Soccer Coach \$1,000.00
Paducah Tilghman High School
Girls Assistant Soccer Coach \$2,500.00
Boys Assistant Soccer Coach \$2,500.00

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. 43

APPROVAL OF BUS DRIVER PAY SCHEDULE

Dr. Shively recommended that the Paducah Board of Education approve the bus driver and bus monitor adjusted pay scale, retroactive to March 1, 2022.

HOURLY EMPLOYEES					**Outside Experience Limit - 9 Years								
CODE	GRADE	CLASSIFICATION	Cntrct Days	Hours Per Day	(0-1)	2-3	4-5	6-7	8-9)	10-14	15-19	20-24	25 up
7933	BDTR	Bus Driver Trainer	260	8	15.75	16.80	17.45	17.60	17.70	17.80	18.10	20.00	22.00
7941	BDRV	Bus Driver *Wait time \$12 Hr	185	Varies	15.75	16.80	17.45	17.60	17.70	17.80	18.10	20.00	22.00
7940	BDES	Mid-day Bus Driver *Wait \$12 Hr.	140	Varies	15.75	16.80	17.45	17.60	17.70	17.80	18.10	20.00	22.00
7942	PMON	Bus Monitor/Part Time	Varies	Varies	11.50	11.65	11.85	11.95	12.10	12.25	12.40	12.55	12.75
7942/43	BMON	Bus Monitor/ Full-Time	185/140	Varies	11.50	11.65	11.85	11.95	12.10	12.25	12.40	12.55	12.75

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. 44

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, Will Black, and Nicholas Holland were present for the executive session.

ORDER NO. 45

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. 46

ACTION TO ADJOURN

The motion was made by Dr. Akojie and seconded by Dr. Hudson that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 8:10 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.