

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
July 17, 2023

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, July 17, 2023 at 5:00 p.m.

ROLL CALL

Members Present: Mary Hunter Hancock, Janice Howard, Carl LeBuhn

Absent: Felix Akojie, James Hudson

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

Dale Weaver, IT

Troy Brock, DPP

Nicholas Holland, Attorney

Angela Copeland, Finance

Shonda Burrus, Equity

Other staff and community members

Media

After the roll call, it was established that a quorum of Board members was present. Dr. Shively led the Pledge of Allegiance.

ORDER NO. 97

APPROVAL OF AGENDA

The agenda was presented with the addition and corrections to the Consent Agenda: added Item 5.18 Head Start Grant Application, correction to Item 5.1 Personnel Actions and revision to Item 5.13 Emergency Certification. The motion was made by Mrs. Howard and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent and approve the agenda as amended. The roll was called and all members present voted "yes".

SUPERINTENDENT'S REPORTS

AP Testing Report presented by Will Black.

HEARINGS OF INDIVIDUALS AND GROUPS

There were none.

ORDER NO. 98

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 June 12, 2023.

Classified Personnel Action Since Last Report

Terminations

Amos, Debra	Resignation accepted: Instructional Assistant I, McNabb Elementary School.	07/11/23
Arthur, Seth	Resignation accepted: Assistant Boys Basketball Coach, Paducah Middle School.	07/10/23
Beasley, William	Resignation accepted: Custodial Supervisor, Paducah Middle School.	06/07/23
Beck, Dale Gordon	Resignation accepted to effect retirement: Custodial Night Supervisor, Paducah Tilghman High School.	07/31/23
Duncan, Gwendolyn	Resignation accepted: Volleyball Coach, Paducah Middle School.	06/29/23
Ford, Kelly	Resignation accepted: Assistant Volleyball Coach, Paducah Tilghman High School.	07/06/23
McClure, Isaac	Resignation accepted: Assistant Basketball Coach, Paducah Tilghman High School.	06/12/23
Merriweather, Noelle	Resignation accepted: Instructional Assistant I, Morgan Elementary School.	06/08/23

Status Change/Reassignments/ Extra Duty Assignments/Transfers

Beck, Dale Gordon	Position Change: From Custodial Supervisor, Head Start to Custodial Night Supervisor, Paducah Tilghman High School, \$18.39 per hour, July 1, 2023.	07/01/23
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Caylor, Madison	Additional Assignment: Volleyball Head Coach, Paducah Middle School, \$2,000.00 per year.	07/01/23
Davis, Brittany	Additional Assignment: School Nutrition Substitute, Districtwide, \$10.00 per hour.	06/12/23
Duncan, Gwendolyn	Additional Assignment: Head Volleyball Coach, Paducah Tilghman High School, \$5,100.00 per year.	07/01/23
Fondaw, Erica	Position Change: From Staff Support Secretary FRYSC, part-time, to Staff Support Secretary, Guidance Office, Paducah Tilghman High School, \$14.30 per hour.	08/01/23
Freeman, Jayden	Other: Assistant Track Coach, Paducah Tilghman High School, increase track supplement an additional \$1,100.00 per year.	03/01/23
Hampton, Steffanie	Other: Instructional Assistant I, Paducah Middle School, Military Leave, Fort Lee, Virginia from July 9, 2023 to October 27, 2023. (July 26, 2023, August 1, 2023 to October 27, 2023 for 2023-2024 school year)	07/09/23
Jones, Janet	Transfer: Instructional Assistant I, Clark Elementary School to Instructional Assistant I, Morgan Elementary School.	08/01/23
Julian, Corey	Position Change: From Bus Driver, Transportation Department to Substitute Bus Driver, Transportation Department, \$10.00 per hour.	07/01/23
McDonald, Dannie	Position Change: From Maintenance Technician, Annex to Lead Maintenance Technician, Annex, \$22.12 per hour.	07/1/23
McDonald, Scotty	Position Change: From Maintenance Technician, Annex to Assistant Maintenance Supervisor, Annex, \$51,000.00 per year.	07/01/23
Seay, Lisa	Position Change: From Instructional Assistant I, Paducah Head Start Preschool to Instructional Assistant I, Morgan Elementary School.	08/01/23
Shackelford, Cornell	Position Change: From Bus Driver, Transportation Department to Interim Transportation Manager, Transportation Department, \$25.00 per hour, 8 hours per day.	07/05/23
Smith, James	Other: Substitute Bus Driver, Transportation Department, \$10.00 per hour.	07/01/23
Stone, Cory	Additional Assignment: Boys Basketball Assistant Coach #3, Paducah Tilghman High School, \$3,750.00 per year.	07/01/23
Taylor, Emily	Transfer: Instructional Assistant I, Paducah Middle School to Instructional Assistant I, Morgan Elementary School.	08/01/23
Tyler, Demondzo	Additional Assignment: Makerspace Instructor (classified), Innovation Hub, \$20.00 per hour.	07/01/23
Winslow, Elisha	Position Change: From Receptionist, Central Office to Secretary of Educational Programs, Central Office, \$25.93 (correction) per hour.	07/01/23

Employment

Anderson, Heather	Employment: Transitional Services (Homeless Coordinator), Central Office \$49,338 per year with \$10,000 stipend.	07/01/23
Cooper, Brandon	Employment: Assistant Baseball Coach, Paducah Middle School, \$750 per year.	07/01/23
Frye, Djuan	Employment: Head Cheer Coach, Paducah Tilghman High School, \$5,000.00 per year.	07/01/23
Kee, Carol	Employment: Instructional Assistant I-Special Needs, Morgan Elementary School, \$14.30 per hour	08/01/23
Smith, James	Employment: Bus Driver, Transportation Department, \$16.06 per hour.	08/01/23
Snyder, Landon	Employment: Summer Worker (moving), Morgan Elementary School, \$10.00 per hour.	06/01/23

Certificated Personnel Action Since Last Report

Terminations

Cullen, Emily	Resignation accepted: Teacher, McNabb Elementary School.	07/10/23
Ford, Ashley	Resignation accepted: Teacher, Morgan Elementary School.	07/06/23
Gourieux, Alexandra	Resignation accepted: Teacher, McNabb Elementary School.	06/29/23
Miller, Haley	Resignation accepted: Special Education Teacher, Paducah Middle School.	06/28/23
Watson, Stephanie	Resignation accepted: ELA/Reading Teacher, Paducah Middle School	06/28/23

Extra-duty Assignments/Changes in Status/Transfers

Baysinger, Kimberly	Additional Assignment: Summer School Teacher, Clark Elementary School, \$30.00 per hour.	07/10/23
Collins, Mitzi	Additional Assignment: Summer School Teacher, Clark Elementary School, \$30.00 per hour.	07/10/23
Dunnaway, Kendrick	Position Change: From Teacher, Morgan Elementary School to Assistant Principal, Clark Elementary School, Rank II, 53 extended days, \$8,500.00 supplement per year.	07/01/23
Ford, Kenneth	Additional Assignment: Summer School Teacher, Clark Elementary School, \$30.00 per hour.	07/01/23

Gordon, Michelle	Additional Assignment: Summer School Teacher, Clark Elementary School, \$30.00 per hour.	07/10/23
Hargrove, Hannah	Additional Assignment (correction): Summer School Teacher, Morgan Elementary School, \$735.00 per year.	05/25/23
Holm, Amanda	Additional Assignment: Summer School Teacher, Clark Elementary School, \$30.00 per hour.	07/10/23
Mohs, Julie	Additional Assignment: Summer School Teacher, Clark Elementary School, \$30.00 per hour.	07/10/23
Molina, Virginia	Additional Assignment: Summer School Teacher, Clark Elementary School, \$20.00 per hour.	07/10/23
Sanders, Angela	Additional Assignment (correction): Summer School Teacher, Morgan Elementary School, \$1,275.00 per year.	05/25/23
Sanderson, Amber	Transfer: Special Education Teacher-MSD, Clark Elementary School to Special Education Teacher-MSD, Paducah Tilghman High School.	08/01/23
Spillane, Monica	Transfer: Special Education Teacher-LBD, Morgan Elementary School to Special Education Teacher-LBD, Clark Elementary School.	08/01/23
Watson, Stephanie	Position Change: From Substitute Teacher, Districtwide, to ELA/Reading Teacher, Paducah Middle School, Rank III, 0 years of experience.	08/01/23
Workman, Kelly	Position change: From Assistant Principal, Clark Elementary School to Principal, Clark Elementary School, Rank I with supplement \$14,500.	07/01/23
Wyman, Matt	Additional Assignment: Summer School Teacher, Clark Elementary School, \$30.00 per hour.	07/10/23

Employment

Baker, Peyton	Employment: Teacher. Morgan Elementary School, Rank III – 0 years of experience.	08/01/23
Crabtree, Michael	Employment: Art Teacher, Paducah Middle School, Rank III – 0 years of experience.	08/01/23
Davis, Jefferson	Employment: Physics, Engineering Teacher, Paducah Tilghman High School, Rank III, 0 years of experience.	08/01/23
Gallagher, Megan	Employment: English Teacher, Paducah Tilghman High School, Rank III – 0 years of experience.	08/01/23
Hefner, Mary	Employment: Speech Language Pathologist, Paducah Middle School/Paducah Tilghman High School, Rank I, 0 years of experience.	08/01/23
Lewis, Coby	Employment: Teacher, Paducah Middle School, Rank III – 0 years of experience.	08/01/23
Snyder, Laura	Employment: English Teacher, Paducah Tilghman High School, Rank III – 0 years of experience.	08/01/23
Vojas, Donna	Employment: Teacher, McNabb Elementary School, Rank III – 0 years of experience.	08/01/23
Walker, Sondra	Employment: Teacher, Clark Elementary School, Rank II – 0 years of experience.	08/01/23
Webb, Lindsey	Employment: Teacher, Clark Elementary School, Rank II, 0 years of experience.	08/01/23
Williams, Amy	Employment: Teacher, Paducah Middle School, Rank I, 0 years of experience.	

DISPOSITION OF MINUTES - Copies of the minutes of the approve the minutes of the regular meeting held June 12, 2023. 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: 203008-203263. 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 June 30, 2023 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 June 30, 2023 were presented. It was recommended that the Working Budget Adjustments be received.

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: June 27.

APPROVAL OF LEAVE REQUESTS - It was recommended that the Paducah Board of Education grant a leave of absence to the following as requested: Shelby Hofer Aug. 1 to Nov. 3, 2023; Kaitlin Clayton Aug. 1 to Nov. 3, 2023; Eddie Warner July 19 to Oct. 11, 2023; Dannie McDonald June 20 to Sept. 12, 2023.

ACCEPTANCE OF CDIP PROGRESS MONITORING REPORT - It was recommended that the Paducah Board of Education receive the CDIP Progress Monitoring Report for July 2023 as presented by Will Black, Assistant Superintendent.

APPROVAL OF STUDENT FEES - It was recommended that the Paducah Board of Education approve the student fees for the 2023-2024 school year. Technology Usage Fee, all district students - \$25 per student

Paducah Middle School 2023-2024 Student Fees

PM Student Fee \$20 per student, will help pay for student agendas, school assemblies, PBIS awards, student weekly & monthly rewards

FPS Future Problem Solvers \$15

Lego Robotics - \$15

Library .05 daily for late books after 5-day grace period, Lost Books will be cost of replacement

Beta Club \$10 for Local Dues (returning students) \$15 for Nationals Due (new members)

Band/Strings PM Music Shirts \$10, Band Book \$12 (6th & 7th grade), Solo & /Ensemble Fee \$10 per event, Band Supplies:

Flute/Oboe/Clarinet/Sax Swab \$5, Polishing Cloth \$4, Brass Oil & Grease-\$3, Clarinet & Sax Reed \$3, Oboe/Bassoon Reed \$12-\$15, Strings

Rosin \$5-10, All District Audition Fee \$5

Art Club \$15 per member which helps pay for Art project supplies

Innovative Arts \$10 per student, monthly workshop

Speech Team \$35 per member, \$40 Regional competition, \$40 State competition, \$6 per entry for other schools attending our Speech Tournament

Choir \$30 per member (includes uniform rental & choir shirt for student to keep)

Musical Participation Fee \$20

ACDA All State Audition \$8

First District Honor Choir \$20

KMEA All State Audition \$7

KMEA Solo & Ensemble Fee \$8

ACDA All State Registration \$50

KMEA All State Registration \$50

Voice Lesson Fee \$15 per 20-minute lesson, \$30 per 40 minute lesson

Academic Team \$35 per student/member (will cover dues for KAAC, WKAA & 6th grade Showcase), \$30 Shirt (short & long sleeve)

Clark Elementary 2023-2024 Student Fees

Optional Fees all grades

Market House Theatre \$25.00

Grade: K

Nicky Folder \$2.00

Scholastic Publication \$9.00

Transportation Fee \$9.00

Grade: 1

Nicky Folder \$2.00

Scholastic Publication \$9.00

Transportation Fee \$9.00

Grade: 2

Nicky Folder \$2.00

Scholastic Publication \$9.00

Transportation Fee \$9.00

Student Agenda \$10.00

Grade: 3

Nicky Folder \$2.00

Scholastic Publication \$9.00

Transportation Fee \$9.00

Student Agenda \$10.00

Grade: 4

Nicky Folder \$6.00

Book Madness Fee \$5.00

Transportation Fee \$9.00

Student Agenda \$10.00

Grade: 5

Nicky Folder (10-part) \$6.00

Transportation Fee \$9.00

Student Agenda \$10.0

Paducah Tilghman High School 2023-2024 Student Fees

Portable PC Charger or Keyboard replacement/damage \$45.00

Portable PC Replace and Keyboard Fee to replace surface pro PC Plus keyboard \$295.00

Portable PC Replace keyboard \$250.00

Portable PC Screen replacement \$120.00

Technology Fee \$25.00

Annual Student Fee \$45.00

Lost Book Fee \$10 - \$200.00

Lost Library Book \$25.00

Art Fee - \$25.00

Damaged Library Book \$10.00

Athletic Pass \$25.00

Band Fee \$100.00

Senior Trip \$40.00

Misc. club dues (Beta, FBLA, FCCLA, Speech, NHS, Pep Club, Academic Team, Interact, Student Council) - Anywhere from \$5.00 to \$20.00

Choir Fee \$75.00 for dress or tuxedo

APPOINTMENT OF BOARD SECRETARY - It was recommended that the Paducah Board of Education appoint Lisa Chappell as board secretary for the Paducah Independent School District for fiscal year 2023-2024.

APPOINTMENT OF TREASURER - It was recommended that the Paducah Board of Education appoint Angela Copeland as board treasurer for the Paducah Independent School District for fiscal year 2023-2024.

APPOINTMENT OF ATTORNEY OF RECORD - It was recommended that the Paducah Board of Education appoint Nicholas Holland, of Whitlow, Roberts, Houston and Straub, as the attorney of record for the Paducah Independent School District for fiscal year 2023-2024. Retainer: \$1,400.00 monthly, Hourly rate: \$185/hr, associate rate \$160/hr.

APPROVAL OF EMERGENCY CERTIFICATION - It was recommended that the Paducah Board of Education approve the application for Emergency Certification for the following teachers. Emergency certification will allow these teachers to teach during this school year while they complete the remaining requirements for full certification.

Allison Rowe Elementary Teacher
Heather Purvis Elementary Teacher
Amber Gant Elementary Teacher
Keitha Lyle High School Teacher
Steven Lovelace High School Teacher

APPROVAL OF GRADUATE - It was recommended that the Paducah Board of Education approve the High School graduate as recommended by Principal Brad Stieg, Choices Alternative School: Austin L. Wyatt, Paducah Independent Schools diploma

APPROVAL OF MEMORANDUM OF AGREEMENT – It was recommended that the Paducah Board of Education approve the Memorandum of Agreement with the Kentucky Campus Compact and NKU Research Foundation for three years.

APPROVAL OF MEMORANDUM OF AGREEMENT – It was recommended that the Paducah Board of Education approve the Memorandum of Agreement for KDE and the Paducah ATC program/Innovation Hub as presented by Sarah Anthony. This will address the needs of students with disabilities through collaboration with employers. The Special Education / Career and Technical Education Outreach Coordinator will be funded through the ARP grant through September 2024.

DECLARATION OF SURPLUS - It was recommended that the Paducah Board of Education declare the following maintenance equipment as surplus:

Item 1: Weed eater Husqvarna 701P qty 2	Item 8. Craftsman weed eater qty 1
Item 2. ECHO SMR 2662 weed eater qty 5	Item 9. Red Max weed eater qty 1
Item 3. STIHL weed eater qty 1	Item 10. Pressure Washer Honda qty 1
Item 4: Husqvarna leaf blowers qty 3	Item 11: Craftsman push mowers qty 2
Item 5: Troybilt 190 CC push mower qty 1	Item 12: Honda 160 push mower qty 1
Item 6: Cub Cadet 50" zero turn qty 1	Item 13: John Deere mower qty 1
Item 7: Dixie Chopper zero turn qty 1	Item 14: Wayne Hedge Trimmers qty 2

The motion was made by Mrs. Hancock and seconded by Mrs. Howard 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. 99

APPROVAL OF AMENDMENT OF BOARD POLICIES - KSBA POLICY UPDATE #46 SECOND READING

Dr. Shively recommended that the Paducah Board of Education receive for first reading the KSBA Policy Service Update (#46) 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. 100

APPROVAL OF CODE OF ACCEPTABLE BEHAVIOR

Dr. Shively recommended that the Paducah Board of Education accept for first reading the 2023-2024 Student Code of Acceptable Behavior. 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. 101

APPROVAL OF PAYMENTS TO CONTRACTORS (BG 23-152)

Dr. Shively recommended that the Paducah Board of Education approve the payment to contractors for the Soccer Complex project (BG 23-152):

Bacon Farmer Workman: \$1,078.00

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. 102

APPROVAL OF PAYMENTS TO CONTRACTORS

Dr. Shively recommended that the Paducah Board of Education approve payments to contractors on the Head Start Preschool project (BG 20-236):

Summary of Payments No. 18: \$812,944.62

Bacon Farmer Workman: \$1,041.00 and \$1,840.50

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. 103

APPROVAL OF CHANGE ORDERS

Dr. Shively recommended that the Paducah Board of Education approve the following change orders for the Head Start project at an increase of \$44,321.43:

Change Order #41 to Evrard Company BP 050 - Structural Steel - costs associated with additional time to set structural steel in Area A \$4,977.18; costs associated with removal of structural steel Nelson studs designed into the project \$9,728.55; costs associated with additional structural steel not included in the original project \$6,570.72 for a total add of \$21,276.45.

Change Order #42 to Evrard Company BP 030 - General Trades - three additional months of rental charges for an onsite office trailer \$3,000.00; six additional months for equipment required per contract \$6,000.00; increase in the allowances for the project projected completion date, \$4,000.00 for dumpster service, temporary stone \$1,500.00, and temporary fence \$11,643.00 for a total add of \$26,143.00.

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. 104

APPROVAL OF CHANGE ORDER

Dr. Shively recommended that the Paducah Board of Education approve the following change order for the Guaranteed Energy Savings Contract (BG22-155) at an increase of \$82,360.00:

Change Order #1, Furnish all labor and materials to:

Convert new pot feeder to feeder/filter device (condenser water loop), replace existing chemical shot feeder for the heating water; loop with a new filter/feeder device to support ongoing support and maintenance of the hydronic loop.

Replace existing loop piping routed through the band and choir room that has severely deteriorated over time and become a high hazard for catastrophic leaks. Scope of replacement is as generally outlined in the attached annotated as-built drawing.

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. 105

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. Hancock 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 and Nicholas Holland were present for the executive session.

ORDER NO. 106

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. 107

ACTION TO ADJOURN

The motion was made by Mrs. Hancock and seconded by Mrs. Howard that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 6:11 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.