

Lawrence County Board of Education Regular Meeting

*Every Child College and Career Ready;
A Community Involved and Informed*

April 15, 2019; 6:00 p.m.
Blaine Elementary School
Blaine, Kentucky

Attendance Taken at 5:59 p.m.:

Present Board Members:

Mr. D. Heath Preston, Chairman
Ms. Garnett Skaggs, Vice-chair
Ms. Barbara Robinson
Ms. Maddlene Roberts

Absent Board Members:

Mr. James See

Present: Superintendent Dr. Robbie Fletcher; Finance Officer Brandi VanHoose; Director of Special Education/Preschool Rhonda Colvin; Director of Pupil Personnel & District Personnel Vernon Hall; Lawrence County High School Principal Christy Moore; Blaine Elementary Principal Shawn Jennings; Louisa West Elementary Principal Debbie Delong; Fallsburg Elementary Principal Sara Bowen; Louisa East Elementary Assistant Principal Ed Dixon; Louisa Middle School Principal Joe Cecil; Board Attorney Jonathan Shaw; Chief Information Officer/District Technology Coordinator Thomas Burns; Board Secretary Betty Mullins

MINUTES

1. CALL TO ORDER

Chairman Preston called the meeting to order with a reminder that the mission of the Board and Lawrence County Schools is *Every Child College and Career Ready; A Community Involved and Informed*. He led *The Pledge to the United States Flag*.

2. APPROVE AGENDA

Approval to amend the agenda to include additional items, **5.D.2.i. Memorandum of Understanding (MOA) with Pathways, Inc.**; **5.D.3.a.5. Fundraisers: Fallsburg Elementary School**; **5.D.4.b. SBDM Council Minutes: FES**; and **2.A. Excuse the absence of Board Member Jim See due to business obligations** passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Jim See absent.

2.A. Approval to excuse the absence of Board Member Jim See due to business obligations passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with Jim See absent. (added to agenda)

3. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS

Dr. Fletcher led a moment of silence in memory and respect on the passing of former employees for their service to the students of Lawrence County Schools: Deborah Proffitt, retired teacher's aide;

Janice Hall, retired school nurse with sixteen years of service, and retired superintendent, Robert Prichard, who in his long years of service taught history and physical education, coached multiple sports, and served as guidance counselor and principal before being selected as superintendent.

3.A. Blaine Elementary Recognitions

3.A.1. KSBA Banner Project Art Award

Blaine students, Serenity Miller, Isabella Keaton, and Kaycee Thompson, under the direction of Visual & Performing Arts teacher, Erin Giesler, created Lawrence County Schools' Kentucky School Board Association Annual Conference banner. School boards across the state bring banners designed around a common theme for display at the conference held annually at the Galt House in Louisville. The theme for this year was Kentucky School Boards: Educate, Equip, Empower. The banner depicts students climbing a steep mountain showing accomplishments and milestones along the way ending with a graduate at the pinnacle. The metaphor developed in the path up the mountain is powerful and exemplifies the goals of both students and teachers alike.

3.A.2. Conservation Contest Winners

Dr. Fletcher presented certificates to the 2018 Jim Claypool Conservation winners from Blaine. Art winners are Bailey Boggs, Hayley Maxie, Reagan Stepp, and Conner Stepp. Writing grade winners are Laiken Moore, Rayaunna Steele, and Stacie Greer; and the County Writing Winner is Blaine's Nicholas Starr. Blaine Elementary also received an award for having 100% student participation in the Conservation Contest.

3.A.3. Science Fair Winners

ACTC-FIVCO Science and Engineering Fair middle school winners: Ethan Keaton, William Ramey, Rayaunna Steele, Miranda Vanmeter, Kaycee Thompson, Lexi Young, Roger Lyons, Daniel Hunt, Kolby Osborne, and Landen Ramey. The 4th-5th grade winners: Luke Ferguson, Jordan Hay, Dylan Barker, and Hayden Boggs.

3.A.4. Spelling Bee Winners

Certificates of Recognition were presented to Spelling Bee Winners: Landon McKinney, 4th Grade Winner; Jacob Howard, 5th Grade Winner; Colten Hicks, 7th Grade Winner; and Megan Van Meter, 8th Grade Winner.

3.A.5. Blaine Teachers Earning Micro-credentials

As a part of the district's focus on personalized learning, teachers have the option of earning a micro-credential in place of one of their flexible professional development days. A micro-credential is similar to a mini-certification involving action research in areas chosen for personal growth. Dr. Fletcher stated that micro-credentialing is a nationwide trend and that has been in Eastern Kentucky for the past three years. "It's about *how can I become a better teacher*". Blaine teachers earning a micro-credential this school year are: Ariel Murray: Setting Accommodation for Students with Disabilities; Jayne Allen: Assessment Literacy; Rebecca Hollyfield: Facilitating Productive STEM Discourse: Questioning in Whole Class Discussion; Sheila Gollihue: Empowering Parents through Technology; Lea Anna Preece: Goal Setting to Impact Student Success; Cody Spears: Communicating with Families Using Data; and Alicia Robinette: The Link Between Probing Questions and Student Learning.

Additionally, a photo collection of the recent 8th Grade Trip to Pigeon Forge was shown followed by several students sharing their favorite sites and experiences with the board.

4. COMMUNICATION

4.A. Superintendent's Update

4.A.1. Career technical dual credit opportunities with ACTC

Dr. Fletcher announced that he and Chief Academic Officer Dr. Webb will be meeting with ACTC officials the next day for discussion on how our high school students can take courses such as industrial maintenance, welding, and HVAC on the ACTC campus during their regular school day.

4.A.2. Completion of the NISL program

Dr. Fletcher graduated the previous Friday with the first cohort of superintendents in Kentucky to participate in the National Institute of School Leadership (NISL) for Superintendents. As part of the intense yearlong workshops, each superintendent completed their own action research.

4.A.3. Publication of the Career and College Ready Catalog

Under the direction of Principal Christy Moore, a comprehensive catalog of the courses and career pathways available at Lawrence County High School has been designed and published for students and parents. All eighth graders in the district recently received a copy to help in their selection of freshman courses, and it is also located on the district website.

4.A.4. Collaboration with Morehead State University - Visioning

By invitation, Superintendent Fletcher and Louisa Middle School Principal Joey Cecil will be joining the MSU Executive Leadership Committee on Friday to discuss visioning and the direction and future of post-secondary education in this region.

4.A.5. Presentation of colors by LCJROTC at the Cincinnati Reds game

Dr. Fletcher praised the precision and success of our JROTC color guard students who presented the flags for the National Anthem at a recent Cincinnati Reds game.

4.A.6. Completion of spring break trips (tennis, baseball, softball, JROTC)

Dr. Fletcher summarized all the sports' competitions that took place during spring break.

4.A.7. Attendance at the Kentucky Board of Education meeting

The April meeting of the Kentucky Board of Education was held in Ashland, Kentucky. Dr. Fletcher stated that he had the opportunity to talk with both the Commissioner of Education and state board members on issues of concern to our district and the region.

4.B. Public Comment

5. STUDENT LEARNING AND SUPPORT SERVICES

5.A. Approval of **Minutes** of the March 18, 2019 Regular Meeting passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with Jim See absent.

5.B. Approval of **Claims and Orders of the Treasurer** passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with Jim See absent.

Dr. Fletcher stated that the Claims and Orders did not contain any unusual items and that the large items were from Transportation and Food Service.

5.C. Approval of the **Monthly Financial Report** by Finance Officer Brandi VanHoose passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Jim See absent.

5.C.1. Bank Reconciliation Report

Finance Officer Brandi VanHoose reported that the beginning balance for March was **\$4,317,150**. Total revenue for the month of March was **\$2,362,212**. Expenditures for the month totaled **\$1,762,665**. The Fund 1 cash balance for the month of March was **\$4,200,964**. The ending balance of all funds for March was **\$4,915,706**.

5.C.2. MUNIS Balance Sheet and Monthly Financial Report

Balance Sheets reflect the balance for each fund as of March 31.

5.C.3. Finance Update

A special meeting will need to be scheduled soon for a work session on the Tentative Budget.

5.D. Approval of all **Consent Agenda** items, including the additional items as indicated and including the addition of \$4,750 in response to the Blaine basketball uniform request, passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Jim See absent.

5.D.1. Per diem and expenses for board members present

5.D.2. Contracts & Services:

5.D.2.a. 2019-2020 KEDC Cooperative Membership Agreement: \$1,612.20

5.D.2.b. Louisa Middle School with Herff Jones for 2019 yearbook: \$2,280.75

5.D.2.c. Fairway Outdoor Advertising of Kentucky Preschool Billboard: \$2,076.00

5.D.2.d. Fairway Outdoor Advertising of Kentucky CECC Billboard: \$2,076.00

5.D.2.e. Invoice for Angela Hilterbrand Writing Workshops; Bridges Project, KVEC: \$3,000

5.D.2.f. MSU/RSVP drug prevention partner purchase of HealthSmart Tobacco, Alcohol & Other Drug Prevention Workbooks: no cost to us with a value of \$705.60

5.D.2.g. LC BOE credit application with R. A. Ross & Associates

5.D.2.h. Lodging for Fallsburg 8th Grade Trip: Wilderness of the Smokies Hotel and Waterpark Resort; Sevierville, Tennessee; estimate: \$6,144.20

5.D.2.i. Memorandum of Understanding (MOA) between Pathways, Inc. and Lawrence County Schools; July 1, 2019 through June 30, 2020 (added to agenda)

5.D.3. Requests:

5.D.3.a. Fundraisers:

5.D.3.a.1. Lawrence County High School

5.D.3.a.2. Louisa Middle School

5.D.3.a.3. Blaine Elementary School

5.D.3.a.4. Louisa East Elementary School

5.D.3.a.5. Fallsburg Elementary School (added to agenda)

5.D.3.b. Use of Facilities:

5.D.3.b.1. Louisa Middle School for Annual Eastern KY Fire School; May 3, 4, 5, 2019; Eddie Preston, Louisa Fire Chief; proof of insurance provided

5.D.3.c. Trip Requests:

5.D.3.c.1. Overnight Trip: LCHS Basketball Summer Shootout; Berea High School, Berea, Kentucky; June 20-22, 2019; Melinda Feltner

5.D.3.c.2. Out-of-state Trip: LCHS CBI/Co-Op students to Taste of Asia;

Huntington, West Virginia; April 19, 2019; Michelle Combs and Jennifer Dheel

5.D.3.c.3. Out-of-state Trip: LCHS After-Prom at Marshall Recreation Center; Huntington, West Virginia; May 4, 2019; FRYSC, Anne Preece

5.D.3.c.4. Overseas Trip 2019-2020: LCHS students to Ireland; tentatively planned for March 18-March 28, 2020; Scott Osborn

5.D.3.c.5. Out-of-state Trip: LCHS Transition Readiness Reward to Great American Ballpark, Cincinnati, Ohio; May 6, 2019; Matt Maynard

5.D.3.d. Request for Assistance with purchase of Blaine Elementary basketball uniforms (Amount approved: \$4,750)

5.D.4. For Review/FYI: (no action required)

5.D.4.a. School Activity Fund Reports: March

5.D.4.b. SBDM Council Minutes (BES, LWES, LMS, LEES, FES-added to agenda)

5.E. CONSTRUCTION

5.E.1. Approval of LCHS BG-1 #19-284 for high school camera system: Total Project Cost: \$69,713.70 passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Jim See absent.

5.E.2. Approval of LCHS BG-1 # 19-298 for high school bleachers: Total Project Cost: \$167,519.10 passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Jim See absent.

5.E.3. Update on bidding paving of the parking lot/bus loading area at Blaine Elementary

Dr. Fletcher explained that the paving project is still in the budget, and the paving should hopefully occur this summer. He discussed how during the previous bidding process that the company that was awarded the bid backed out after requesting an additional \$10,000. Dr. Fletcher will meet with Mr. Colvin to start the bidding process again.

5.E.4. Approval to acknowledge receipt of the *Honeywell Cost Avoidance review for Lawrence County Board of Education, Contract No. 40104599 (Year 6)* passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Jim See absent.

5.F. Approval to award the lone bid for grass mowing services for the 2019 season, as recommended by Superintendent Fletcher, to Lawn Express, Inc. of Catlettsburg, Kentucky passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Jim See absent. (Bid price per cutting cycle or as needed per seasonal variation: \$1,799.75)

Dr. Fletcher provided the board a copy of his recommendation and the scored rubric for the lone bid received from Lawn Express. He stated that the bid was evaluated by the rubric and meets the

requirements of the rubric. "The bid was scored based on these specifications: time required to complete the cycle of mowing, number of mowers (54" or greater), number of comparable contracts, safety equipment, uniforms, background checks. Cost was also utilized and served as more than 50% of the total points possible. The results: Lawn Express, Inc. 75/75 pts. Based on these criteria, I recommend Lawn Express to receive the grass bid for 2019 services."

5.G. Approval to appoint Phillip Hunt of Hall and Clark Insurance Agency as Agent of Record for insurances passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Jim See absent.

5.H. Approval of *Non-Traditional Instructional Program Renewal Application for 2019-2020* passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Jim See absent.

5.I. Approval of permission for Lawrence County CECC/Rhonda Colvin, Preschool Director, to apply for *The 2019-2020 Community Early Childhood Council Grant* passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with Jim See absent.

5.J. Approval of Lawrence County Board of Education as the Fiscal Agent for the *2019-2020 Community Early Childhood Council (CECC) Grant* passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Jim See absent.

5.K. Approval of permission to bid Special Education Department Services for the 2019-2020 School Year, Orientation and Mobility, Psychological Services and Speech Services passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Jim See absent.

5.L. Approval of permission to bid banking services passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Jim See absent.

5.M. Approval to select and approve contract with Darrell F. Blair, CPA, Wells & Company, PSC, for auditor services for Fiscal Year 2018-19 passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with Jim See absent. (\$23,500- same as last year)

5.N. Approval of *Equipment Lease and Security Agreement with Kentucky Interlocal School Transportation Association (KISTA)* for two school buses passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 4 to 0 with Jim See absent.

This is the final equipment lease and security agreement for the two buses previously authorized by the board's adoption of the KISTA Participation Resolution at the September 17, 2018 Regular Meeting.

5.O. New Business (*none*)

6. PERSONNEL

6.A. Approve creation and changes regarding positions (*no action taken*)

6.B. Approval of update to the *2018-19 Lawrence County Schools Salary Schedule* from previous board action passed with a motion by Ms. Garnett Skaggs and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Jim See absent.

(updated page 9 inserted; highlighting indicates the update)

**LAWRENCE COUNTY BOARD OF EDUCATION
TRANSPORTATION DEPARTMENT
PAY SCALE & SALARY SCHEDULE
2018 - 2019**

<u>Years Experience</u>	<u>A</u>	<u>B</u>	<u>C</u>
0	8.60	10.33	12.91
1	9.11	10.93	13.67
2	9.37	11.24	14.05
3	9.64	11.57	14.47
4	9.93	11.92	14.90
5	10.22	12.27	15.34
6	10.31	12.38	15.47
7	10.39	12.47	15.60
8	10.47	12.57	15.71
9	10.55	12.66	15.83
10	10.63	12.76	15.96
11	10.68	12.82	16.03
12	10.71	12.86	16.08
13	10.76	12.91	16.14
14	10.80	12.96	16.20
15	10.84	13.01	16.27
16	10.88	13.05	16.32
17	10.93	13.12	16.40
18	10.95	13.15	16.44
19	11.00	13.20	16.50
20-40*	11.04	13.26	16.57

Job Class

Code

7783/7942

Title

Clerical Asst. I /
Full Time Bus Monitor

Salary Calculation Hourly Rate

Classified Pay scale C (8 3.5 hrs/day) plus
Transportation Pay scale (4.5 hrs/day) -- 176 days
and Classified Pay Scale C (8 hrs/day) -- 49 days

7931

Bus Driver Train Coord. (1)

Pay Scale C (8hrs/day – 258 days)

7902

Transportation Manager (1)

\$5,000/yr. set rate

7933

Bus Driver Trainer (2)

\$5,000/yr. set rate

7915

Vehicle Mechanic II (2)

Pay scale B (8hrs/day – 258 days)

7914

Lead Vehicle Mechanic (1)

Pay scale C (8hrs/day – 258 days)

6.C. Superintendent Professional Growth and Evaluation System (SPGES) Update
Dr. Robbie L. Fletcher, EdD

6.C.1. Strategic Leadership- NISL completion (Recruitment, Induction, Professional Learning)

Dr. Fletcher announced that he has completed the National Institute of School Leadership (NISL) for Kentucky Superintendents Program. Forty-two superintendents began the rigorous two-year leadership academy with thirty finishing. He thanked the board for allowing him to participate in the nationally acclaimed opportunity which allowed him to network and experience effective educational practices of other districts in Kentucky.

Dr. Fletcher's action research project was three-fold: 1) Recruitment and retention of high quality staff in which he highlighted the \$2,000 stipend paid to Lawrence County teachers who teach dual credit courses (the only district with this incentive), our online application process, and calling colleges and universities to increase applicants; 2) Induction of new teachers and teachers new to the district, highlighting our TARGET Program, Training and Resources for Growing Excellent Teachers, manned by District Resource Teachers and re-vamped to fill the void of losing the Kentucky Internship Program; and 3) Professional Learning that counters the "cookie-cutter" design by adding individualized professional learning through action research micro-credentials and the Lawrence County Learning Conference which offers a range of high interest and content-specific mini-workshops.

6.D. Approval to acknowledge receipt of *Superintendent's Personnel Action/Update* passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 4 to 0 with Jim See absent.

Hiring

Teresa Dunn	- Clerical Assistant I/Full-Time Bus Monitor
Linda Wagner	- Full-Time Bus Monitor
Wayne Sparks	- Part-Time Custodian (15hrs/week) at Blaine Elementary School
Linda Young	- Cook/Baker 4.5hrs at Lawrence County High School
Deanna Howard	- Cook/Baker 4.5hrs at Lawrence County High School
Melissa Cook	- Cook/Baker 4.5hrs at Louisa Middle School
Randi Clemente	- Cook/Baker 7hrs at Fallsburg Elementary School
Tabitha McDowell	- Cook/Baker 7hrs at Blaine Elementary School

Substitute Teacher

Rebecca Ferguson

Substitute Cook/Bakers

Samantha Bond
Donna Berry
Lola Kendall
Melody Adams

Substitute Bus Driver

Dewey Webb

Substitute Bus Monitor

Wendall Adkins

Change of Position

Glenna Castle

- from Cook/Baker 4.5hrs at Louisa Middle School to Cook/Baker 4.5hrs at Louisa West Elementary School

Resignation

Monty Markwell

Preschool Teacher at Blaine Elementary School (*effective May, 31, 2019*)

7. ADJOURNMENT

Prior to accepting a motion to adjourn, Chairman Preston thanked Blaine Elementary staff and parents for their hospitality and for all they do for kids.

Approval to adjourn passed with a motion by Ms. Maddlene Roberts and a second by Ms. Garnett Skaggs by a vote of 4 to 0 with Jim See absent.

Chairman – D. Heath Preston

Secretary to the Board – Betty Mullins