

Lawrence County Board of Education

Regular Meeting

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

December 17, 2018; 6:00 p.m.
Lawrence County High School
Louisa, Kentucky

Attendance Taken at 6:00 p.m.:

Present Board Members:

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

Present: Superintendent Dr. Robbie Fletcher; Kevin Garrett, Louisa Food City Manager; House of Representative-Elect Kathy Hinkle; Paulette Simpson, retiring District Clerical Assistant III/Medicaid Billing Clerk; Lawrence County National Board Certified Teachers: LCHS Craig Brown, LCHS Kara Brown, LEES Summer Brown, LEES Jenna Compton; Finance Officer Brandi VanHoose; 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 Principal Anna Prince; Louisa Middle School Principal Joe Cecil; Lawrence County High School Freshman Coordinator Myram Brady; Pam Howell, Finance Clerk & Notary; 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*.

Chairman Preston gave a congratulatory welcome to Board Members Garnett Skaggs and Maddlene Roberts on their swearing in for new four-year terms. Ms. Skaggs and Ms. Roberts were sworn in prior to the start of the meeting by Notary Pam Howell.

2. APPROVE AGENDA

Approval to amend the agenda to include additional items, **4.A.8. Preschool (Parent) Partnership Agreement with Trinity**, **4.A.9. Progress on LCHS bleacher repair**, and **5.F.1. Review three quotes for LCHS security camera system and approve purchase**, passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

3. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS

3.A. Presentation of School Bucks to Lawrence County Schools: Cheryl Gowan, Food City Human Relations Coordinator and Kevin Garrett, Manager

Mr. Kevin Garrett, Louisa Food City Manager, presented checks to our schools as part of the on-going School Bucks Program. The amount of funds generated is based on parents annually

registering to give credit for their purchases to a particular school in the district. Mr. Garrett stressed that parents must register each year for the credit to continue to be applied. The checks presented benefit the Family Resource/Youth Service Centers and the students and families they serve: Lawrence County High School, \$2,263; Louisa Middle School, \$397; Louisa East Elementary (who's FRC combines with Louisa West), \$648; Fallsburg Elementary, \$518; and Blaine Elementary, \$358. Food City Human Relations Coordinator Cheryl Gowan was unable to attend. On behalf of the Board, our schools and students, Dr. Fletcher expressed gratitude for Food City as a valuable community partner in serving the needs of our students and presented Mr. Garrett a certificate of appreciation.

3.B. LC Teachers with National Board Certification

Dr. Fletcher introduced and praised our National Board Certification teachers saying we and our students are blessed to have teachers who have the motivation and skill to experience the rigorous certification process of 3 to 4 years. "A lot of action research is applied in their classrooms where they not only improved their craft but also their profession. I am really impressed with the work of these men and women trying to make Lawrence County Schools a better place for students." Although teachers receive an annual stipend for achieving the national certification, he stated that most important are the improvements in the instructional techniques in their classrooms. Recently, three new teachers received their certification bringing the total to seven. Newly certified are Summer Brown, Kara Brown, and Jenna Compton; Craig Brown, certified last year; and Andrea Riffe, Cindy Queen, and Melissa Blackburn in previous years.

The NBC teachers gave a brief synopsis of the action research they conducted as part of the certification process. Research led to an action plan which was then applied in classroom practice. Teachers reflected upon student results of implementation, adjusted instruction as necessary, and planned for future refinements. Newly certified Summer Brown noted that NBC teachers are among only 3% of teachers in the nation. Dr. Fletcher presented certificates to those present and gave congratulations on behalf of the board to all. Melissa Blackburn and Cindy Queen were not in attendance. "Thank you for all you do each day in our schools and for what you do to better your craft and to help our students here in Lawrence County."

3.C. Representative-Elect Kathy Hinkle and LCBOE Recognizes Retirees

Dr. Fletcher announced a new recognition with the Board's permission and at the request of House of Representative-Elect Kathy Hinkle. The district will begin recognizing retiring employees with fifteen years or more of service. First to be recognized is Mrs. Paulette Simpson who will be retiring effective January 1, 2019, after nineteen and one-half years of service most currently working at the district office as a Clerical Assistant III and Medicaid Billing Clerk and valuable assistant to Rhonda Colvin, Director of Special Education/Preschool. Dr. Fletcher stated, "One of the things I'll miss most is coming in and seeing Paulette's smile." He shared her willingness to pick up extra duties around the office "just because they needed to be done" helping him in many ways. Dr. Fletcher shared that Paulette's husband suggested she apply for work in the school system since she was spending so much time in schools as a volunteer. Dr. Fletcher read the citation provided by Ms. Hinkle on behalf of the Kentucky House of Representatives and Rocky Adkins, House Minority Leader. The citation recognizes Mrs. Simpson for her tireless work and commitment to the students, parents, and community of Lawrence County. Paulette also shared a few details of her involvement in our schools before becoming an employee including popping many bags of popcorn and serving on Parent Teacher Organizations and school-based decision making councils. "I have had a wonderful life. I'm just starting another chapter." Dr. Fletcher concluded with expressions of appreciation to Paulette and with a thank you to Representative-Elect Hinkle for bringing this opportunity to our staff.

4. COMMUNICATION

4.A. Superintendent's Update

4.A.1. KY Supreme Court ruling on SB 151

The Kentucky Supreme Court recently ruled that the process by which the pension bill (Senate Bill 1) was ratified was unconstitutional. This starts the process over. Today at a 4 p.m. press release, Governor Bevin called a special General Assembly Session to begin at 8 p.m. tonight for a 4-day focus on the pension system. The session includes out-going legislators and participation by the newly elected members.

4.A.2. Alternative school voluntary review

Mr. Dan Orman from the Kentucky School Board Association will be conducting a review of the alternative school programs in our district in January. He has extensive experience in developing alternative programs and restructuring programs. Dr. Fletcher stated that during this transition period, the KSBA review is a good opportunity to learn about our alternative programs.

4.A.3. KASS Conference follow-up

As a member of the Board of Directors of the Kentucky Association of School Superintendents, Dr. Fletcher participated in the recent annual conference. He shared that the number one recommendation of the Panel on School Safety to counter problems is relationships with students. Other topics included pensions and discussions with legislators. He expressed appreciation to the Board for this opportunity to learn more to help our district and students.

4.A.4. Potential CTE partnership with ACTC

Most districts across the state do not have their own area technical education center with only 17 across the state. LCHS has Career Technical Education (CTE) programs, but they are limited in scope because of staffing and the small numbers of students interested in certain technical areas. Dr. Fletcher is working with Dr. Larry Ferguson at the Ashland Career Technical Center (ACTC) to expand the CTE offerings. These include welding, HVAC, and machine tooling. The partnership would necessitate busing students to ACTC for half-day trainings. As a byproduct of this partnership, the career training will help with the transition readiness component of state accountability.

4.A.5. Impact of weather thus far

Two Non-Traditional Instruction days, which are regular instructional days with students not in their buildings, have been implemented so far and one other day of school was canceled because of the conditions of roads. The canceled day will be tacked on to the end of the school calendar.

4.A.6. Potential visit from Lt. Governor Hampton

Due to inclement weather, the visit from Lt. Governor Hampton to Louisa Middle and Blaine Elementary to acknowledge the success of their STEM/Learning Blades programs has been canceled and will be rescheduled in January.

4.A.7. Fourth installment of Credits Count

Kentucky Power Foundation recently awarded the fourth installment (\$187,177) of five of the Credit Counts grant. This grant has increased the number of free dual credit offerings at LCHS through ACTC. With these ACTC 20 or more offerings and through other partnerships we have with Morehead State and Murray State, students having the potential of earning up to 60 college hours.

4.A.8. Preschool (Parent) Partnership Agreement with Trinity (added to agenda)

Dr. Fletcher gave a brief overview of the district's preschool partnership with Trinity Christian Academy and provided a copy of an optional parent agreement for Friday participation at Trinity. Our district has a four-day preschool program including the four-day preschool program at Trinity, and the district only provides food and transportation for the four days of Monday through Thursday. Through the agreement, Trinity is offering parents voluntary participation on Fridays with the understanding that their child may be exposed to Christian teaching on Fridays, which are non-school days for preschool.

4.A.9. Progress concerning LCHS bleacher repair (added to agenda)

Discussion centered on options to address the declining state of the bleachers. Periodic repairs and removal of damaged seats have addressed safety concerns, but replacement seats are no longer manufactured. In addition, pulling out the bleachers for use is now damaging the gym floor. Conversations with KDE on using un-spent construction funds from previous LCHS projects are promising. These funds can only be used for projects at the high school.

4.B. Public Comment

5. STUDENT LEARNING AND SUPPORT SERVICES

5.A. Approval of Minutes of the November 15, 2018 Special Meeting in Lieu of November Regular Meeting passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 5 to 0.

5.B. Approval of Claims and Orders of the Treasurer including an additional warrant passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

Dr. Fletcher pointed out several large expenses on the claims and orders including purchases from the preschool partnership grant, from food service, and for fuel.

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

5.C.1. Bank Reconciliation Report

Finance Officer Brandi VanHoose reported that the beginning balance for November was \$3,347,495. Total revenue for the month of November was \$3,310,673. Expenditures for the month totaled \$2,304,689. The Fund 1 cash balance for the month of November was \$3,528,012. The ending balance of all funds for November was \$4,381,787.

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

Balance Sheets reflect the balance for each fund as of November 30.

5.C.3. Finance Update

Chairman Preston confirmed that Ms. VanHoose will be providing requested financial numbers to the board by the next meeting.

CONSENT AGENDA

5.D. Approval of Consent Agenda items, as presented, passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 5 to 0.

5.D.1. Per diem and expenses for members present and per diem for members who attended KRS mandated training at the KSBA Winter Symposium on November 30 and December 1, 2018

5.D.2. Contracts & Services:

5.D.2.a. Common Carrier/Charter Bus Agreement: Clark Family Tours, Inc. with Lawrence County High School for trip to Cheerleading Nationals in Orlando, Florida (Disney); February 7 to 11, 2018; Larisa Skaggs, Coach; copy of liability insurance provided and rationale: \$8,000

Dr. Fletcher explained that the reasons for requesting the Board to authorize the use a common carrier/charter bus must be stated in board minutes per legislation and our Policy 09.36. The following is the rationale provided: "Due to the spacing on a school bus for the amount of girls, coaches, and luggage along with the time frame of the trip, it was determined a charter bus is needed to provide transportation."

5.D.2.b. Agreement with Garry Boothe for Magic Messages program with Character Counts; April 11, 2019, at Louisa West Elementary; Jessica Tackett, Family Resource Center: \$300

5.D.2.c. Ramada Hotel and Conference Center Event Contract with Fallsburg Family Resource Center for Dining Out Event on December 17, 2018; Sara Bowen

5.D.2.d. DC Elevator Annual Price Adjustment for Louisa West Elementary: an increase of \$2.80 resulting in a total of \$96.15

5.D.3. Requests:

5.D.3.a. Fundraisers:

5.D.3.a.1. Fallsburg Elementary

5.D.3.a.2. Lawrence County High School

5.D.3.b. Trip Requests:

5.D.3.b.1. Out-of-State/Overnight: LMS Cheerleaders to Cheerleading Nationals in Orlando, Florida (Disney All Star Resort); February 7 to 11, 2019; Jennifer Pannell, Coach

5.D.3.b.2. Out-of-State/Overnight: LCHS Softball Team to Ripken Experience Spring Break Tournament; Myrtle Beach, South Carolina; March 30 to April 6, 2019; Kenny Horn

5.D.3.b.3. Out-of-State/Overnight: Blaine Annual 8th Grade Trip to Pigeon Forge, Gatlinburg, and Sevierville, Tennessee; during Spring Break April 1 to April 6, 2019; Sharon Fields, Cody Spears, Lisa Withers

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

5.D.3.c.1. Use of Louisa East Elementary gym for RiseAbove Adult Basketball League; Jan 12 to March 16, 2019; Derek Hinkle and Matt Brown; pending liability insurance

5.D.3.d. Request for Assistance: Annual Safety Patrol Trip assistance of \$50 per student and chaperones (*estimated cost: \$2,200*)

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

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

5.D.4.b. SBDM/Advisory Council Minutes (LEES, BES, LWES, LMS, LCHS, FES)

5.E. District and School Improvement Plans

5.E.1. Approval of the *2018-2019 Comprehensive District Improvement Plan (CDIP)* passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

Dr. Fletcher thanked the CDIP committee and Dr. Webb for her leadership in the development of the plan and pointed out several items of note and changes: recruiting and retaining teachers through researching pay scales and their effect on the teacher pool, incorporating micro-credentialing as part of professional learning for new teachers (TARGET) with a focus on action research on formative assessment, maintaining and expanding dual credit offerings for students, repeating an in-district Professional Learning Conference for teachers, expanding one-to-one technology to middle grade students, building toward personalized learning for all students, and ensuring transition readiness.

5.E.2. Approval of the *2018-2019 Comprehensive School Improvement Plans* for Targeted Support and Improvement (TSI) schools, for Blaine Elementary, Louisa East Elementary, and Louisa West Elementary, passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 5 to 0.

Dr. Fletcher assured the board that Dr. Webb has worked closely with all schools on the development of their improvement plans. The plans of TSI schools, Blaine, Louisa East, and Louisa West must include the use of research-based methods to address students' needs and are subject to the approval of the board.

5.E.3. Approval to acknowledge the review and acceptance of *2018-2019 School Improvement Plans* for Fallsburg Elementary, Louisa Middle, and Lawrence County High School passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

5.F. New Business

5.F.1. Approval of review of three quotes for Lawrence County High School security camera system and approval to purchase the New Tech proposal at a total cost of \$66,394 passed with a motion by Ms. Barbara Robinson and a second by Ms. Garnett Skaggs by a vote of 5 to 0. (added to agenda)

Dr. Fletcher explained that the funds to be used for this purchase, pending KDE final approval, are from left-over Lawrence County High School construction projects and can only be spent on high school projects. It is a lengthy process to gain KDE approval for the purchase. CIO Tommy Burns stated that the three vendors performed walk-throughs on which to base their proposals. The New Tech system will provide complete coverage inside and outside.

6. PERSONNEL

6.A. Approval of abolishment, creation and/or changes regarding positions, with creation and changes as presented to be re-visited within six months, passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

The following position is abolished effective January 1, 2019:

- (1) District Administrator: Director of Pupil Intervention (50 extended days and \$5000 or grandfather rate regarding extra duty service pay)

The following positions are changed effective January 1, 2019:

- From (1) Assistant Principal at Lawrence County High School (15 extended days and \$7000 extra duty service pay) to (1) Assistant Principal/Alternative Education Coordinator (25 extended days and \$7000 extra duty service pay)
- From (1) Freshman Academy Instructional Coordinator (10 extended days) to (1) Assistant Principal/Freshman Academy Coordinator (15 extended days and \$4000 extra duty service pay)

The following extra duty service pay is created effective January 1, 2019:

- (1) Virtual Learning Coordinator (\$2000 extra duty service pay)

6.B. Approval of updates to *Lawrence County Schools 2018-2019 Salary Schedule* from previous board action passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

(updated pages 7 and 17 inserted below; highlighting indicates the updates)

**LAWRENCE COUNTY BOARD OF EDUCATION
DISTRICT FOOD SERVICE
SALARY SCHEDULE
2018 – 2019**

<u>Job Class Code</u>	<u>Title</u>	<u>Salary Calculation</u>
7205	Food Service Account Clerk	Pay Scale B (8 hrs/day – 258 days)
7221	Director of Food Service (1)	\$20.36 (40 hrs/wk – 258 days)
7221	Director of Food Service Trainer (1)	\$5,000 yr/set rate
7212	Food Service Mgr. I [BES (1), FES (1), LMS (1), LWE (1), LEE (1), LCHS(1)]	Pay scale B (8hrs/day – 188 days)
7241	Cook/Baker [BES (2), FES (3), LMS (2), LWE (3), LEE (4 5), LCHS (4)]	Pay scale (7 hrs/day – 185 days)
7241	Cook/Baker [BES (1), LEE (1) , LMS (2), LCHS (+ 2)]	Pay scale (4.5 hrs/day – 185 days)

Substitute Cook Pay:
\$7.30/hour

NOTE:

Any food service employee working on projects for outside organizations such as preparation of a dinner, etc. shall receive the greater of: \$16.00/hr or pay based on salary schedule which would include time and half for any work in excess of 40 hours a week (all labor laws will be applied).

POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
ROTC 10+YRS (1)	0	185	\$2,400
ROTC DRILL TEAM (1)	0	185	\$1,000
ROTC RANGER TEAM (1)	0	185	\$1,000
SOCCER BOYS HEAD COACH (1)	0	185	\$1,200
SOCCER BOYS ASST COACH (1)	0	185	\$600
SOCCER GIRLS HEAD COACH (1)	0	185	\$1,200
SOCCER GIRLS ASST COACH (1)	0	185	\$600
SOCCER GIRLS JV ASST COACH (1)	0	185	\$600
SOCCER BOYS HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,000
SOCCER BOYS ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOCCER GIRLS HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,000
SOCCER GIRLS ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOFTBALL HEAD COACH (1)	5	190	\$4,000
SOFTBALL ASST COACH (2)	0	185	\$2,000
SOFTBALL HEAD COACH MIDDLE (1) BES, FES, LMS	0	185	\$1,200
SOFTBALL ASST COACH MIDDLE (1) BES, FES, LMS	0	185	\$600
SOFTBALL JR VARSITY COACH LCHS	0	185	\$600
TENNIS HEAD COACH BOYS (1)	0	185	\$1,200
TENNIS ASST COACH BOYS (1)	0	185	\$600
TENNIS HEAD COACH GIRLS (1)	0	185	\$1,200
TENNIS ASST COACH GIRLS (1)	0	185	\$600
TENNIS HEAD COACH BOYS MIDDLE (1)	0	185	\$1,200
TENNIS HEAD COACH GIRLS MIDDLE (1)	0	185	\$1,200
TRACK CROSS COUNTRY (1)	0	185	\$1,000
TRACK CROSS COUNTRY ASST (1)	0	185	\$500
TRACK BOYS (1)	0	185	\$1,200
TRACK ASST COACH BOYS (1)	0	185	\$600
TRACK GIRLS (1)	0	185	\$1,200
TRACK ASST COACH GIRLS (1)	0	185	\$600
TRACK HEAD COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$1,000
VOLLEYBALL HEAD COACH (1)	0	185	\$1,200
VOLLEYBALL ASST COACH (1)	0	185	\$600
VOLLEYBALL HEAD COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$1,000
VOLLEYBALL ASST COACH MIDDLE SCHOOL LEVEL (1)	0	185	\$600
WRESTLING COACH (1)	0	185	\$1,200
WRESTLING ASST COACH (1)	0	185	\$800
CHEERLEADER COMPETITION MIDDLE SCHOOL	0	185	\$500
CHEERLEADING MIDDLE SCHOOL (PER SPORT)	0	185	\$500
CHEERLEADING HIGH SCHOOL (PER SPORT)	0	185	\$1,000
CHEERLEADING ASST HIGH SCHOOL	0	185	\$500
EXTENDED DAYS ONLY NO EXTRA SERVICE PAY			
BIOMEDICAL (1)	10	195	\$0
DISTRIBUTIVE EDUCATION (1)	30	215	\$0
DISTRICT RESOURCE TEACHER / GIFTED & TALENTED EDUCATION COORDINATOR (1)**	max 15	max 200	\$2,000
DISTRICT RESOURCE TEACHER (3)	max 15	max 200	\$0
IDEA DISTRICT RESOURCE TEACHER	max 15	max 200	\$0
DISTRICT TECHNOLOGY COORDINATOR (1)	50	235	\$0
ENGINEERING (1)	17	202	\$0
FRESHMAN ACADEMY INST. COORD.	10	195	\$0
GUIDANCE COUNSELOR HIGH SCHOOL (2)	15	200	\$2,500
GUIDANCE COUNSELOR (5)	15	200	\$0
HEALTH CAREERS (1)	5	190	\$0
LIBRARIAN (6)	15	200	\$0
ROTC (2)	50	235	\$0
VOCATIONAL AGRICULTURE (1)	50	235	\$0

**District to provide 100% funding for college hours/courses required for Gifted and Talented Education Teacher/Coordinator; teacher to be approved/selected as District Resource Teacher/Gifted and Talented Education Teacher/Coordinator via district's certified teacher application process.

6.C. Approval of the Declaration of Emergency (Emergency Certification for Teacher) regarding the FMD Teacher Vacancy at Louisa East Elementary School passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 5 to 0.

6.D. Superintendent Professional Growth and Evaluation System (SPGES) Update

6.D.1. December Midyear Review using SPGES Rubric

Having requested feedback in November using the SPGES Rubric, Dr. Fletcher stated that he will examine feedback from the Board and update his Professional Growth Plan (PGP) accordingly. In the review with the Board of his current PGP, Dr. Fletcher provided information on the completion of the Managerial Standard Objective dealing with the District Facility Plan, which was approved in December by KDE. With completion of the objective, Dr. Fletcher will continue with the Strategic Leadership Objective of Personalized Learning with students and teachers. Updates to Dr. Fletcher's IGP will be discussed at the upcoming January regular meeting.

6.E. Approval to acknowledge receipt of Superintendent's Personnel Action/Update passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 5 to 0.

Hiring

Steffanie Forrest	- Teacher at Fallsburg Elementary School
Tera Collinsworth	- Instructional Assistant at Lawrence County High School
Kayla Wilks	- Instructional Assistant (Preschool Partnership Grant)
Gary Robertson	- Itinerant Custodian at Louisa West Elementary School and Fallsburg Elementary School

Substitute Teachers

Crystal Salyer
Megan Spillman
Melody Salyers

Substitute Bus Driver

Brittany Groce

Substitute Bus Monitor

Pamela Taylor

Substitute Cook/Bakers

Randi Clemente
Kayla Vanover
Linda Young
Tabitha McDowell

Change of Position

Donna Turner	- From LBD Teacher at Louisa East Elementary School to IDEA District Resource Teacher
Tyler Laney	- From Itinerant Custodian at Louisa West Elementary School and Fallsburg Elementary School to Custodian at Louisa West Elementary School
Brenda Preston	- From Cook/Baker (4.5hrs/day) at Louisa West Elementary School to Cook/Baker (7hrs/day) at Louisa East Elementary School

Resignations**Sharon Parsons****Melody Salyers****Michelle Riffe****William Collins****Brandi Ash****Ricky Caudill****Casey Childers****- District Administrator: Director of Pupil Intervention** *(effective 01/01/2019)***- Instructional Assistant at Lawrence County High School****- Instructional Assistant at Fallsburg Elementary School**
*(effective 01/02/2019)***- Custodian at Louisa West Elementary School****- Cook/Baker at Lawrence County High School****- Full-Time Bus Driver****- Full-Time Bus Monitor****7. ADJOURNMENT**

Approval to adjourn passed with a motion by Ms. Garnett Skaggs and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

Chairman – D. Heath Preston

Secretary to the Board – Betty Mullins