

LAWRENCE COUNTY BOARD OF EDUCATION REGULAR MEETING

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

July 16, 2018; 6:00 p.m.
Video Teleconference with Primary Location as
Lawrence County High School

Attendance Taken at 6:04 p.m.:

Present Board Members at LCHS:

Ms. Garnett Skaggs, Vice-chair
Ms. Barbara Robinson
Mr. James See
Ms. Maddlene Roberts

Present Board Member via Video Teleconference:

Mr. D. Heath Preston, Chairman

Present: Superintendent Dr. Robbie Fletcher; Finance Officer Brandi VanHoose; Director of Pupil Personnel & District Personnel Vernon Hall; Director of Special Education/Preschool Rhonda Colvin; Chief Academic Officer Cassandra Webb; Federal Programs/District Assessment Coordinator Mary 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 Principal Anna Prince; Louisa Middle School Principal Joe Cecil; Chief Information Officer/District Technology Coordinator Thomas Burns; Board Secretary Betty Mullins

MINUTES

1. CALL TO ORDER

Vice-chair Garnett Skaggs 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* and then led *The Pledge to the United States Flag*.

2. APPROVE MEETING FORMAT/AGENDA

2.A. Approval of a Video Teleconference Meeting Format for July 16 Regular Meeting passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

Superintendent Fletcher explained that a recent change in policy allows school board meetings to be conducted through video teleconference and that Chairman Preston requested to be a part of the meeting while he was on vacation. "Thank you, Mr. Preston, for doing this from sunny Florida." Mr. Preston could be seen and heard on a television monitor by the public and all in attendance.

2.B. Approval of Vice-chair Garnett Skaggs to chair the meeting passed with a motion by Mr. James See and a second by Mr. D. Heath Preston by a vote of 5 to 0.

2.C. Approval to amend the agenda to include an additional item, **5.P.1 Permission to bid for Occupational Therapist (OT) services**, passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 5 to 0.

3. STUDENT/STAFF PRESENTATIONS/RECOGNITIONS

Dr. Fletcher led a moment of silence in memory and honor of bus driver Ed Austin and the husband of Board Member Barbara Robinson.

4. COMMUNICATION

4.A. Superintendent's Update

4.A.1. Lawrence County Showcase Conference Professional Development

A conference-style professional development day will be held prior to the start of school. "We'll be showcasing several of teachers in the district with some of the great things they're doing in their classrooms, everything from Google Classroom, autism, Google Apps, Raz kids, writing grants, digital classrooms, formative assessment to an introduction to TARGET. There will be about ten sessions over four different timeframes."

4.A.2. Micro-credentialing Option for Teachers

As a part of the district's focus on personalized learning, teachers as well as principals have the option of micro-credentialing, which is similar to a mini-certification in areas for personal growth.

4.A.3. KASA/KASS Conference: July 25-27

Dr. Fletcher will be attending the KASA/KASS Conference on July 25-27. During the executive board meeting, there will be discussion of the job description of the new Executive Director to be hired within the next six months.

4.A.4. Principal Work Sessions: July 16-17

Today was the first day of Principal Work Sessions. Topics presented included the vision statement, continuous improvement, and PBIS.

4.A.5. Local Planning Committee Update

The final Plan is not yet available to the committee nor the Board although the architect has completed changes requested by KDE. Dr. Fletcher also mentioned that a special meeting will be announced for next week to re-visit placing the nickel tax on the upcoming November ballot. The public is invited to attend and offer their views.

4.A.6. Opening Day Breakfast: August 7

A full breakfast will once again be provided by Pathways for all employees of the school district on August 7 at Lawrence County High School to begin Opening Day. Dr. Fletcher thanked Pathways for their continued support of our staff and schools. "The event is a good time to reacquaint ourselves with people across the district that often we rarely see."

4.A.7. First Day of School for Students: August 8

"August 8th, the yellow limousines will roll that day." I'm very excited to begin the new year."

4.B. Public Comment

5. STUDENT LEARNING AND SUPPORT SERVICES

5.A. Approval of **Minutes** of the June 18, 2018 Regular Meeting and June 27, 2018 Special Meeting passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

5.B. Approval of **Claims and Orders of the Treasurer** passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 5 to 0.

Dr. Fletcher stated that there were some rather large warrants but the payments are typical of this time of year. Payments included debt service, yearly insurance, and a generator for the maintenance/technology building.

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. Barbara Robinson by a vote of 5 to 0.

5.C.1. Bank Reconciliation Report

Finance Officer Brandi VanHoose reported that the beginning balance for June was **\$3,518,250**. Total revenue for the month of June was **\$1,993,327**. Expenditures for the month totaled **\$2,549,938**. The Fund 1 cash balance for the month of June was **\$2,371,718**. The ending balance of all funds for June was **\$3,380,843**.

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

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

5.C.3. Finance Update

Dr. Fletcher commented that the month of June included the final payrolls for ten-month employees.

CONSENT AGENDA

5.D. Approval of **Consent Agenda** items, as indicated and with the exception of 5.D.2.1 2018-2019 Transportation Agreement with Northeast Head Start, passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 5 to 0.

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

5.D.2. Contracts & Services:

5.D.2.a. 2018-19 SchoolMessenger Presence Renewal; annual rate: \$8,664.60

5.D.2.b. Superior Office Service with Blaine Elementary for copier maintenance; July 2, 2018 to July 31, 2019; IR6255 #NMU02293 and IR6265 #NML02161; annual charge: \$3,000

5.D.2.c. Louisa West Elementary School with School Photo/Sheffield Photography Group; SY18-19 photography services

5.D.2.d. TinyEye Therapy Services Service Agreement with Lawrence County Schools

5.D.2.e. 2018-19 Early Childhood Development Grant Memorandum of Agreement (CECC) with Lawrence County Board of Education; July 1, 2018 to June 30, 2019: \$6,800

5.D.2.f. KSBA Custom Policy/Procedure Service for July 1, 2018 through June 30, 2019: \$4,000

5.D.2.g. KSBA eMeeting Maintenance for July 1, 2018 through June 30, 2019: \$1,000

5.D.2.h. KSBA Membership Dues for July 1, 2018 through June 30, 2019: \$4,793.45

5.D.2.i. Renewal for 18-19 Infinite Campus services: \$15,233.40

5.D.2.j. FY 2018-19 Renewal of Superintendent's Kentucky Association of School Superintendents (KASS) membership dues: Total: \$1,500

5.D.2.k. FY 2018-19 Renewal of Superintendent's Kentucky Association of School Administrators (KASA) Membership: Total: \$1,004.50

5.D.2.l. 2018-2019 Transportation Agreement with Northeast Head Start (not approved; subsequently approved at the July 24 Special Meeting)

5.D.3. Requests:

5.D.3.a. Fundraisers:

5.D.3.a.1. Louisa Middle School

5.D.3.a.2. Blaine Elementary School

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

5.D.3.b.1. Louisa Middle School cafeteria for anniversary celebration; July 20-21, 2018; Kenneth Wright; insurance provided

5.D.3.b.2. Use of Facilities: LC Tennis Courts for LC Tennis lessons/group tennis instruction; weekly July, August, September; Courtney Fyffe; pending insurance (insurance subsequently received)

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

5.D.4.a. School Activity Fund Reports: June (all schools) May (FES)

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

5.E. Discussion and approval of *Lawrence County Schools Vision Statement*, as stated below, passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

Lawrence County Schools Vision Statement:

"All In" for building relationships to personalize learning that inspires, challenges, and equips students to dream, to persist, and to succeed.

Dr. Fletcher stated that the vision statement resulted from the district's focus on personalized learning over the past six months and from work led by Dr. Webb. He expounded on each phrase in the statement but noted that *building relationships* is the foundation of the vision statement.

5.F. Approval of the *District Funding Assurances Fiscal Year 2019* passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 5 to 0.

5.G. Approval of *KDE Indirect Costs Rates for Fiscal Year 2018-2019* passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 5 to 0.

5.H. Approval of District Accounting Manager to serve as primary submitter and District Finance Officer and the Director of Federal Programs to serve as secondary submitters for Federal Cash Requests passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

5.I. Approval to accept the Steele-Reese Foundation grant award of \$10,000 to be used to complete upgrades to the Blaine Elementary library passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 5 to 0.

5.J. Approval to table consideration of *Petitions for Early Enrollment* passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

5.K. Approval for Superintendent/designee to delay/cancel school passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 5 to 0.

5.L. Approval of requests by Louisa East Elementary School and Louisa Middle School for 2018-2019 student fees passed with a motion by Ms. Barbara Robinson and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

5.L.1. Louisa East Elementary (approved by SBDMC)

5.L.2. Louisa Middle (approved by SBDMC)

5.M. Approval to declare Food Service items as surplus passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 5 to 0.

EQUIPMENT	NUMBER OF ITEMS
VULCAN OVEN	1
VULCAN MIXER	2
CVAP WARMER	1
HOBART MEAT SLICER	2
GENIES COMPACTOR	1
DEEP FRYERS	3
BURGUNDY CAFETERIA TABLES (RECTANGLE)	17
GRAY CAFETERIA TABLES (RECTANGLE)	12
BURGUNDY CAFETERIA TABLES (ROUND)	4
2 PLATE BURNER STOVE	1
REFRIGERATOR (TWO DOOR)	1

5.N. Discussion and approval to utilize letters provided by Preschool Director Rhonda Colvin communicating the new 2018-19 Preschool Enrollment Options passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 5 to 0. *(The change in preschool enrollment options is due to federal and state funding cuts made to Preschool.)*

5.O. Approval of permission for Lawrence County Schools and Trinity Christian Academy to jointly apply for the *2018-19 Kentucky Department of Education Preschool Partnership Grant* passed with a motion by Mr. James See and a second by Ms. Barbara Robinson by a vote of 5 to 0.

5.P. New Business

5.P.1. Approval of permission to bid for Occupational Therapist (OT) services passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0. (added to agenda)

6. PERSONNEL

6.A. Approval of changes regarding positions, as indicated, passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 5 to 0.

The following position is changed effective July 17, 2018:

- From (1) District School Health Nurse/District School Health Coordinator (Pay Scale G; 185 days; 8 hrs/day) to (1) District School Health Nurse/District School Health Coordinator (Pay Scale G; 185 days; 8 hrs/day; 15 extended days)

The following Extra Duty Service Pay is changed effective July 17, 2018:

- From (2) Football Coordinators (\$3000 Extra Duty Service Pay) to (1) Football Coordinator (\$3000 Extra Duty Service Pay)
- From (2) Football Assistant Coaches (\$2000 Extra Duty Service Pay) to (4) Football Assistant Coaches (\$2000 Extra Duty Service Pay)
- From (2) Football JV Coaches (\$600 Extra Duty Service Pay) to (0) Football JV Coaches (\$600 Extra Duty Service Pay)

6.B. Approval of updates to *Lawrence County Schools 2018-2019 Salary Schedule* passed with a motion by Ms. Barbara Robinson and a second by Mr. James See by a vote of 5 to 0.

(updated pages 13, 15, 16, 17 inserted; highlighting indicates the updates)

**LAWRENCE COUNTY BOARD OF EDUCATION
DISTRICT GRANTS
CLASSIFIED/CERTIFIED SALARY SCHEDULE
2018 – 2019**

Job Class

Code:

7294

Title

District-wide
Speech Language Pathologist

Salary Calculation

Certified Pay scale (185 days)
(Classified Speech Language Pathologist
holding appropriate licensure & degree; Master's
Degree equivalent to Rank II and Bachelor's Degree
equivalent to Rank III on the Certified Pay Scale)

7293

District-wide
Speech Language Pathologist Assistant

Certified Pay scale (185 days)
(Classified Speech Language Pathologist Assistant
holding appropriate licensure & degree; Master's
Degree equivalent to Rank II and Bachelor's Degree
equivalent to Rank III on the Certified Pay Scale)

Community Education Part-time Community Education Coordinator (salary based on available funds from Community Education Grant)

ESS: Teachers paid \$30.00/hr. for program work.
Classified paid \$15.00/hr for program work.

RTT: Teachers paid \$30.00/hr. for program work published to CIITS.

RTI: Coordinators paid \$30.00/hr. for program work. Total budget \$15,000.

Prescreening KG & 4 year Old:

Daily rate for Certified

Daily rate for Classified

* NOTE: The 2018-2019 extra duty pay scale will take effect as of July 01, 2018. Those employees paid from the 2007-2008 extra duty pay scale or employees working in an equivalent position will be grandfathered in to a comparable rate for as long as they are employed. Anyone hired after 2007-2008 to fill an extra duty vacancy will be paid in accordance to the applicable pay scale.

LAWRENCE COUNTY SCHOOLS EXTRA DUTY SERVICE 2018-2019			
POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
DISTRICT ADMINISTRATORS (5 TOTAL):			\$5,000*
CHIEF ACADEMIC OFFICER (1)	50	235	
DIRECTOR OF FEDERAL PROGRAMS/DISTRICT ASSESSMENT COORDINATOR/INNOVATIONS COORDINATOR (1)	50	235	
DIRECTOR OF PUPIL PERSONNEL/DISTRICT PERSONNEL (1)	50	235	
DIRECTOR OF PUPIL INTERVENTION (1)	50	235	
DIRECTOR OF SPECIAL EDUCATION (1)	50	235	
PRINCIPAL LWE, BES, FES (1 PER SCHOOL)	50	235	\$7,000*
PRINCIPAL LEE (1)	50	235	\$8,000*
PRINCIPAL LMS (1)	50	235	\$8,500*
PRINCIPAL LCHS (1)	50	235	\$10,000*
ASST PRINCIPAL LEE (1)	15	200	\$3,500*
ASST PRINCIPAL LMS (1)	15	200	\$4,000*
ASST PRINCIPAL LCHS (1)	15	200	\$7,000*
MIDDLE GRADES ALTERNATIVE SCHOOL TEACHER (1)	15	200	\$4,000*
DISTRICT SCHOOL HEALTH COORDINATOR (1)	0	0	\$5,000*
DISTRICT SCHOOL HEALTH NURSE / DISTRICT SPECIAL NEEDS NURSE - BES ANNUAL INCENTIVE PAY	0	0	\$2,500
INSTRUCTIONAL SUPPLEMENTAL PAY			
DUAL CREDIT TEACHER (PER CLASS)*	0	185	\$500 \$2,000
HIGH SCHOOL DEPARTMENT HEADS			
ENGLISH (1)	0	185	\$500
MATH (1)	0	185	\$500
SOCIAL STUDIES (1)	0	185	\$500
VOCATIONAL (1)	0	185	\$500
SCIENCE (1)	0	185	\$500
ARTS & HUMANITIES (1)	0	185	\$500
SPECIAL NEEDS (1)	0	185	\$500
PRACTICAL LIVING (1)	0	185	\$500
DOCTORATE	0	185	\$2,000
NATIONAL TEACHER CERTIFICATION	0	185	\$2,000
WRITING LEADERS			
ELEMENTARY (1 PER SCHOOL)	0	185	\$1,000
MIDDLE (1 PER SCHOOL)	0	185	\$1,000
HIGH SCHOOL (1)	0	185	\$1,000
EXTRA CURRICULAR PAY DUTIES			
ADVANCED PLACEMENT COORDINATOR (1)	0	185	\$500
ACADEMIC COACH HIGH SCHOOL (1)	0	185	\$4,000
ACADEMIC ASST COACH HIGH SCHOOL (1)	0	185	\$2,000
ACADEMIC COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$2,000
ACADEMIC ASST COACH ELEMENTARY (1 PER SCHOOL)	0	185	\$1,000
ACADEMIC COACH MIDDLE (1 PER SCHOOL)	0	185	\$2,000
ACADEMIC ASST COACH MIDDLE (1 PER SCHOOL)	0	185	\$1,000
BAND DIRECTOR (1)	5	190	\$4,000
BAND ASST DIRECTOR (1)	0	185	\$1,000
CHORAL DIRECTOR (1)	0	185	\$1,500
BUILDING ASSESSMENT COORDINATORS			
LEVEL 9-12 (1 PER SCHOOL) LCHS	0	185	\$2,500
LEVEL 6-8 (1 PER SCHOOL) LMS	0	185	\$2,000
LEVEL K-8 (1 PER SCHOOL) FES & BES	0	185	\$2,000

*District to provide 100% funding for college hours/courses required to provide Dual Credit Instruction for teachers approved/selected to teach in identified shortage areas for dual credit classes offered at LCHS.

*District must approve on an annual basis the number of classes/sections to be funded via Instructional Supplemental Pay based on the number of classes/sections required to implement school/student schedules.

POSITION	EXTENDED DAYS	CONTRACT DAYS	EXTRA DUTY SERVICE PAY
LEVEL 2-5 (1 PER SCHOOL) LEE	0	185	\$2,000
LEVEL K-1 (1 PER SCHOOL) LWE	0	185	\$1,500
CLASS SPONSORS			
SENIORS (1)	0	185	\$600
JUNIORS (1)	0	185	\$600
SOPHOMORES (1)	0	185	\$600
FRESHMEN (1)	0	185	\$600
PUBLIC INFORMATION OFFICER	0	185	\$2,000
SAFETY PATROL (1)	0	185	\$500
SPEECH PATHOLOGY (4)	0	185	\$1,000
TECH BUILDING COORDINATOR (1 PER SCHOOL)	0	185	\$500
YEARBOOK SPONSOR P-8 (1 PER SCHOOL)	0	185	\$2,000
YEARBOOK SPONSOR HIGH SCHOOL (1)	0	185	\$2,000
YEARBOOK ASST SPONSOR HIGH SCHOOL (1)	0	185	\$1,000
EXTRA PAY DUTIES SPORTS*			
ARCHERY BOYS HEAD COACH (1)	0	185	\$1,200
ARCHERY GIRLS HEAD COACH (1)	0	185	\$1,200
ATHLETIC DIRECTOR HIGH SCHOOL (1)	7	192	\$2,500
ATHLETIC DIRECTOR MIDDLE GRADES (1)	0	185	\$1,500
BASEBALL HEAD COACH (1)	5	190	\$2,000 \$4,000
BASEBALL ASST COACH (2)	0	185	\$800 \$2,000
BASEBALL HEAD COACH MIDDLE GRADES (1)	0	185	\$1,200
BASEBALL ASST COACH MIDDLE GRADES (1)	0	185	\$600
BASEBALL JR VARSITY COACH LCHS	0	185	\$500 \$600
BASKETBALL BOYS HEAD COACH (1)	5	190	\$6,000
BASKETBALL BOYS FEEDER PROGRAM (1)	NA	NA	\$2,000
BASKETBALL BOYS ASST COACH (2)	0	185	\$2,000
BASKETBALL BOYS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,200
BASKETBALL BOYS ASST MIDDLE (1) BES,FES, (2)LMS	0	185	\$600
BASKETBALL GIRLS HEAD COACH (1)	5	190	\$6,000
BASKETBALL GIRLS FEEDER PROGRAM (1)	NA	NA	\$2,000
BASKETBALL GIRLS ASST COACH (2)	0	185	\$2,000
BASKETBALL GIRLS HEAD COACH MIDDLE (1) BES,FES,LMS	0	185	\$1,200
BASKETBALL GIRLS ASST MIDDLE GRADES - BES (1), FES (1), LMS	0	185	\$600
BASS HEAD COACH (1)	0	185	\$1,200
BASS ASST COACH (1)	0	185	\$600
DANCE TEAM HEAD COACH (1)	0	185	\$1,200
FOOTBALL HEAD COACH (1)	15	200	\$6,000
FOOTBALL COORDINATOR (1)	0	185	\$3,000
FOOTBALL ASSISTANT COACHES (7 4)	0	185	\$2,000
FOOTBALL POSITION COACHES (2)	0	185	\$1,000
FOOTBALL HEAD COACH MIDDLE (1) LMS	0	185	\$1,200
FOOTBALL MIDDLE GRADES ASST (1) LMS	0	185	\$600
GOLF HEAD COACH BOYS (1) LCHS	0	185	\$1,200
GOLF HEAD COACH GIRLS (1) LCHS	0	185	\$1,200
GOLF ASSISTANT COACH (1) LCHS	0	185	\$600
GOLF HEAD COACH BOYS MIDDLE GRADES	0	185	\$1,200
GOLF HEAD COACH GIRLS MIDDLE GRADES	0	185	\$1,200
GOLF ASSISTANT COACH MIDDLE GRADES	0	185	\$600
ROTC 4-9YRS (1)	0	185	\$1,200

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	\$2,000 \$4,000
SOFTBALL ASST COACH (2)	0	185	\$800 \$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	\$500 \$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
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 2018-2019 handbooks, as listed, passed with a motion by Ms. Maddlene Roberts and a second by Ms. Barbara Robinson by a vote of 5 to 0.

6.C.1. *Lawrence County Schools Employee Handbook*

6.C.2. *Lawrence County Schools Substitute Teacher Handbook*

6.C.3. *Lawrence County Schools Coaches Handbook*

6.D. Approval of 2018-2019 revisions to *Lawrence County Parent & Student Handbook Including Code of Acceptable Behavior & Discipline* passed with a motion by Ms. Maddlene Roberts and a second by Mr. James See by a vote of 5 to 0.

6.E. Superintendent Professional Growth and Evaluation System (SPGES)

6.E.1. Approval of the *Superintendent Professional Growth and Evaluation System (SPGES)* as the superintendent evaluation system and procedures for Lawrence County Schools passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 5 to 0.

Dr. Fletcher explained that board policy does not require the use of KDE's former *Superintendent Professional Growth and Evaluation System (SPGES)*; however, "The Board and Superintendent shall develop procedures and forms for the evaluation of the Superintendent." Dr. Fletcher recommended that the Board continue using *SPGES* which contains a rubric with seven leadership standards.

6.E.2. 2018-2019 Orientation to Superintendent Evaluation

Vice-chair Skaggs:

"Dr. Fletcher, as orientation to your evaluation as Superintendent of Lawrence County Schools, you have been provided a copy of our current policy *2.14 Evaluation*, the accompanying procedure *2.14 AP.2 Evaluation of the Superintendent*, and the evaluation instrument and procedures formerly approved by the Kentucky Board of Education for the Superintendent Professional Growth and Effectiveness System (SPGES), which the Board will continue to use for evaluation of the Superintendent.

By June 30, 2019, you will receive ratings on the seven standards that are outlined in the SPGES system. The standards have indicators that will guide you in being an effective Superintendent and will include the following:

1. Strategic Leadership
2. Instructional Leadership
3. Cultural Leadership
4. Human Resource Leadership
5. Managerial Leadership
6. Collaborative Leadership
7. Influential Leadership

The Board will review and discuss your progress in open meetings, as documented in board meeting minutes, and your written Summative Evaluation will be discussed and adopted in an open meeting of the Board and reflected in the minutes.

Dr. Fletcher, do you have any questions or comments you wish to share with the Board regarding your evaluation process for the 2018-2019 school year?" Dr. Fletcher had no questions or comments.

6.E.3. Professional Growth Plan

Dr. Fletcher stated that his Individual Growth Plan, as discussed with the Board at the previous meeting, deals with goals pertaining to the local planning committee and facilities planning and a professional learning system which incorporates personalized learning for teachers and students.

6.F. 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 5 to 0.

Hiring

Shelby Preston - Teacher at Louisa East Elementary School
Jessica Tackett - Family Resource Coordinator/School Home Community Liaison at Louisa East Elementary School and Louisa West Elementary School

Change of Position

Maggie McClanahan - From Food Service Manager at Lawrence County High School to Cook/Baker (7 hrs/day) at Lawrence County High School
Sydney Maynard - From Cook/Baker (7 hrs/day) to Food Service Manager at Lawrence County High School

Resignations

Rick Grim - Teacher at Lawrence County High School
Cheri Arnett - Itinerant LBD Teacher
Curtis Marcum - Occupational Therapist
Kristi Parks - Instructional Assistant at Lawrence County Middle Grades Alternative Education Program
Tina Muncy - Full-Time Bus Monitor

Lawrence County Schools 2018-2019 Personnel List

DISTRICT OFFICE
Robbie L. Fletcher
Adkins, Kim
Brooks, Tiffany
Collins, Barbara
Colvin, Rhonda
Hall, Mary
Hall, Vernon
Hammond, Brettia
Hay, Cindy
Howell, Pamela

Simpson, Paulette
VACANCY
VanHoose, Brandi
Webb, Cassandra

DISTRICT-WIDE CERTIFIED
Bradley, Vicki
McClanahan, Sara
Mullins, Betty
Salyer, Janice
Short, Alan
VACANCY

DISTRICT IDEA - CERTIFIED

Brown, Allison
Gauze, Dwana
Halfhill, Stephanie
Keefer, Lacrissa
Queen, Cindy
Rose, Jennifer
Thornsberry, Leigh Ann
VACANCY
Webb, Maida

DISTRICT IDEA - CLASSIFIED
Smith, Donetta
VACANCY
VACANCY

DISTRICT HEALTH SERVICES

Borders, Tammy
Kehler, Luanna
McCarty, Stephanie
Meredith, Angie
Piper, Rhonda
Rickman, Nicole

DISTRICT TECHNOLOGY

Burns, Tommy
Delong, Danny
Muncy, Michael

FAMILY RESOURCE YOUTH SERVICE CENTERS

Caudill, Anita
Curry, Brenda
Hall, Barbara
Kelly, Luann
Preece, Anne
Tackett, Jessica

ALTERNATIVE EDUCATION PROGRAM

Caudill, John
Feltner, Melinda
Parsons, Sharon
Pigmon, Walter
Sammons, Diana
York, Travis

MIDDLE GRADES ALTERNATIVE PROGRAM

Castle, Tom
VACANCY
VACANCY

ITINERANT CERTIFIED

Reed, Josh
Smith, Scott

ITINERANT CLASSIFIED

Laney, Tyler

BLAINE ELEMENTARY SCHOOL

Arrington, Sarah
Boggs, Tracy
Ferguson, Jennifer
Fields, Sharon
Fyffe, Linda
Giesler, Erin
Gollihue, Sheila
Hollyfield, Rebecca
Hughes, Richard
Jennings, Shawn
Jewell, Lee
Kirk, Stephanie
Little, Susan
Markwell, Monty
Miller, Patricia
Mollette, Lola
Murray, Ariel
Preece, Leanna
Ratliff, April
Robinette, Alicia
Sparks, Duell
Spears, Cody
Stepp, Brittany
Stumbo, Patty
Sturgill, Karen
Thornsbury, Natasha
Withers, Lisa

FALLSBURG ELEMENTARY SCHOOL

Adkins, Benjamin
Blevins, Martha
Bowen, Judith
Bowen, Sara
Brumfield, Mitchell
Burchett, Delores
Carter, Kyle
Chapman, Paul
Copley, Angela
Fyffe, Sabrina
Hayes, Angela

Laflesh, Rendy

Laney, Cindi
Marcum, Tammy
May, Sarah
McDavid, Craig
McDavid, Wrendi
Newman, Chuck
Orsak, Susan
Pack, Ann
Preece, Penny
Prince, Teresa
Riffe, Michelle
Sammons, April
VACANCY
VACANCY
Ward, Angel
West, Stephanie
Whitt, Dana
Wolhoy, Kala
Workman, Ashleigh
Workman, Charlotte
Workman, Patricia

LOUISA EAST ELEMENTARY SCHOOL

Adams, Susan
Akers, Sherita
Alcorn, Sidney
Bartram, Jeff
Blevins, Sarah
Borders, Rowena
Bradley, Mary
Brown, Summer
Burton, Misty
Chapman, Jonda
Compton, Jenna
Cyrus, Lee Ann
Cyrus, Megan
Derifield, Angel
Dixon, Ed
Dotson, Melissa
Ferguson, Gloria
Goble, Courtney
Huff, Nora

Lycans, Michelle
Montgomery, Jeressa
Nelson, Jessica
Osborne II, Joseph
Pack, Mary Ann
Parsons, Erica
Perkins, Charles
Perkins, Jennifer
Preece, Mary
Preston, Sandy
Preston, Shelby
Prince, Anna
Rose, Dawn
Rowland, Andrea
Ryffe, Andrea
Sammons, Ryan
Scott, Rebekah
Short, Chelsee
Stambaugh, Haven
Tackett, Cassie
Taylor, Amy
Turner, Donna
VACANCY
VACANCY
West, Bobby
Williams, Monica
York, April

LOUISA MIDDLE SCHOOL	
Akers, Brian	
Burkett, Tonya	
Cecil, Joey	
Chicko, Amie	
Crittendon, Jessica	
Cyrus, Andrea	
Dixon, Kelli	
Donahoe, Kristina	
Halfhill, Joe	
Hall, Billie	
Hammond, Bill	
Hammond, Deana	
Howard, Bethany	
Martin, Emily	
Meek, Molly	

Parson, Teresa
Perry, Sherry
Perry, Tommy
Preece, Blake
Rose, Carmella
Sammons, Kristy
Short, Bryan
Short, Kelly
Smedley, Sherry
Smith, Jennifer
Tate, Patricia
Thompson, John
Thompson, Tamra
VACANCY
Vanhoose, Ray
Workman, Michelle

LOUISA WEST ELEMENTARY SCHOOL	
Adams, Amanda	
Bangham, Heather	
Bond, Amber	
Branham, Pam	
Brown, Lynn	
Burke, Deborah	
Burns, Jennifer	
Campbell, Sheri	
Clark, Malessa	
Collins, William	
Compton, Janie	
Conley, Angela	
Daniels, Janie	
Davis, Melissa	
DeLong, Debbie	
Elliott, Amanda	
Groves, Yvonnda	
Hardin, Bain	
Hogston, Andrea	
Holt, Amelia	
Howard, Georgie	
Kelly, Tammy	
Kirk, Maria	
Lemaster, Angela	
Maynard, Carrie	

Maynard, Katrina
McCoy, Stephanie
Moore, Jerry
Mullins, Marilyn
O'Brian, Kristen
Pack, Drew
Puig, Yolanda
Ross, Melissa
Runyon, Sherry
Salyer, Crystal
Skaggs, Wade
Tackett, Christy
Walker, Kelly
Ward, Katina
Webb, Belinda
Webb, Kathy
Wright, Lori

LAWRENCE COUNTY HIGH SCHOOL	
Adams, Mary	
Blackburn, Melissa	
Blevins, Autumn	
Blevins, Ben	
Blevins, Steven	
Boggs, Anthony	
Brady, Myram	
Brown, Craig	
Brown, Kara	
Case, Lindsey	
Caudill, Druann	
Cecil, Kim	
Chaffin, Angela	
Combs, Michele	
Conatser, Jessyca	
Dennison, Laura	
Dheel, Jennifer	
Dillow, Joy	
Feltner, Travis	
Hay, Karen	
Hinkle, Randy	
Holt, Jackie	
Huff, Connie	
Johnson, Debbie	
Johnson, Scott	

Little, Jordan
May, Jessica
Maynard, Matthew
McCoy, Elva
McGinnis, Elizabeth
Moore, Christy
Osborn, Scott
Osborne, Chuck
Peterson, Lynda
Price, Emma
Prince, David
Puryear, Pam
Rollins, Jason
Runyon, John
Salyers, George H.
Shelton, Gilbert
Shirkey, Kim
Short, Ramona
Siegel, Shad
Skaggs, Larissa
Smith, Hollie
Spence, Kimberly
Turner, John
VACANCY
VACANCY
VACANCY
VACANCY
VACANCY
Wellman, Aaron
West, Brad
West, Deana
Whitt, Diane
York, David
York, Sherrie

TRANSPORTATION

Adkins, Danielle
Belcher, Claudia
Blackburn, Rick
Boggs, Sandra
Borders, Ed
Branham, Kathy
Burchett, Charles
Burchett, Shana
Burchett, Wilma

Burke, Cynthia
Caudill, Ricky
Childers, Casey
Childers, Pam
Childers, Ralph
Collins, Melissa
Conn, Jennifer
Cordle, Kelly
Davis, Emily
Davis, Lionel
Dingess, Amanda
Doolley, Kelli
Dotson, Kristyn
Dunn, Teresa
Dye, Winnie
Edwards, Emory
Fitchpatrick, Tommy
Fugett, Ralph
Fuller, Sharon
Griffith, Michael
Hall, Jeri
Hewlett, Janice
Hogston, Shirley
Holbrook, Vickie
Holley, Robert
Hughes, Helen
Jobe, Sandra
Justice, David
Kitchen, James
Lemaster, Carolyn
Little, Debbie
Martin, Elizabeth
May, Bradley
May, Sherry
McCoy, David
Newsome, Pamela
Osborne, Marsha
Perkins, Mary
Perry, Melissa
Poe, Andrea
Ratliff, Tommy
Salyer, Geneva
Salyer, George
Salyer, Rita
Skaggs, LaWanda

Skaggs, Tracy
Smith, Carolyn
Sparks, Eddie
Spiert, Lisa
Thompson, Christy
Thompson, Jeremy
Thompson, John D.
Thompson, Joyce
Thornsberry, Ray
VACANCY
VACANCY
VACANCY
VACANCY
VACANCY
VACANCY
Webb, Dewey
Whalen, Roger
Whitt, Larry
Young, Melissa

MAINTENANCE

Colvin, Gary
Hughes, Robert
Osborne, Joe
Vanhooose, Doug
Wells, Glen

FOOD SERVICE

Adkins, Elaine
Bond, Samantha
Boyer, Leslie
Brooks, Karen
Burchett, Rita
Caudill, Carolyn
Chaffin, Pamela
Edwards, Sandy
Epling, Lora
Fitch, Grace
Jobe, Deborah
Lemaster, Rebecca
Maynard, Sydney
McClanahan, Maggie
McGinnis, Brenda
Miller, Marilyn
Pigg, Pamela

Pigmon, Rennesa
Porter, Tammy
Preston, Brenda
Spillman, Teresa
VACANCY
VACANCY

VACANCY
VACANCY
VACANCY
VACANCY
Vance, Jessica
Vanhooose, Lynn

Workman, Loretta
Workman, Sheila
SECURITY
Whelan, Lance

7. ADJOURNMENT

Approval to adjourn passed with a motion by Mr. James See and a second by Ms. Maddlene Roberts by a vote of 5 to 0.



Chairman – D. Heath Preston



Secretary to the Board – Betty Mullins