

**RECORD OF BOARD PROCEEDINGS
(MINUTES)**

**Board Agenda Planning Meeting
September 8, 2014**

The Fayette County Board of Education met at 701 East Main Street, Lexington, KY 5:30 p.m. on the 8th day of September 2014, with the following members present: **(1) John Price, (2) Melissa Bacon, (3) Amanda Ferguson, (4) Doug Barnett, and (5) Daryl Love**

Administration Present

Tom Shelton, Superintendent
Mary Wright, Chief Operating Officer
Lu Young, Chief Academic Officer
Shelley Chatfield, Chief Administrative Officer/Staff Attorney
Vince Mattox, Chief Officer of School, Community, & Gov. Support

The purpose of the agenda planning meeting is to review the draft agenda with the Board before the Regular Board Meeting on September 22, 2014. The draft agenda is filed with the official minutes.

A. Call to Order

John Price, Chair, convened the meeting at 5:31 p.m.

G. Introductions, Student Performance and Recognitions

1. Introductions

John Price, Chair, introduced the teacher and student representatives for the September 8, 2014 meeting.

- a. **Student Representative:** Sydney Lewis, Locust Trace AgriScience Farm
- b. **Teacher Representative:** Evin Shockey, Crawford Middle School

H. Reports, Communications and Resolutions

1. Equity Council Report

Tom Shelton passed out the draft of the scorecard that the equity council came up with. The equity council will present to the board during the October meeting. The issues and concerns are that are numbers have been stagnant over the past few years and we need to decide what we are going to do differently as a district to move forward and address these concerns. One of the concerns was that we did not fill the Minority Recruitment position and the Equity Council was concerned that we did not have a position that directly addresses this issue. Should the district continue with a "team approach" to this issue, or should we hire an Associate Director for Minority Recruitment.

John Price asked if the team has been active at all.

Tom Shelton answered that they've been active on a limited basis. They have become more active now, but they were not as active in the spring as the district would have liked, but they have become more active in the past few weeks.

Melissa Bacon stated that if the team is not being as effective then we should bring back the Minority Recruitment position.

Doug Barnett stated that he understood that the position was to remain.

Tom Shelton answered that the position was not filled when that position was last vacated.

Melissa Bacon suggested that we bring that position (Associate Director of Minority Recruitment) back to work together with our current position that works with recruiting minority businesses.

John Price agreed. It seems that we will not make progress in this area without someone specifically dedicated to closing that gap. He stated that we have to put the dollars there in order to make this happen. We also have to look at who is the most appropriate person or department for them to report to.

Doug Barnett recommended that we have quarterly reports on this progress and even perhaps monthly reports.

Daryl Love stated that if this is important to the district, then we need to put the resources behind it. We need more accountability in this area. Just because someone receives a list of applicants, that doesn't mean that, a minority will be hired. We have to have a recruiting strategy and that has to expand to awareness and accountability.

Melissa Bacon stated that she's not sure what else we can do regarding culturally responsive teaching and learning.

Tom Shelton stated that we are training our new teachers the culturally responsive teaching and learning model, but we need to look at how to train all staff.

Melissa Bacon asked if the board could see a list of the schools that have not received the culturally responsive teaching and learning training and for a response from the directors or principals on why the school has not conducted this training.

Tom Shelton stated that we could do this.

John Price stated that he would like to see the change in academic performance for the past 5 years and include a graph for each school for the principal and director. He stated that what the board discusses sometimes has no effect at the school level. The directors need to be the bosses over our principals, they are not their friends. Our directors need to be challenging and leading the principals in the right direction in this area and hold our principals accountable.

Tom Shelton stated that we have specific goals regarding minority hiring and achievement gap issues in our district plans starting this year. This will be part of the reporting from CDIP.

John Price wants to know what we are doing differently to get to this goal.

Daryl Love stated that he is open to suggestions so we can get to the right place and move forward.

Melissa Bacon stated that there is supposed to be a module of culturally responsive teaching

Lu Young answered that there is a school based policy around multi-culturalism that specifically requires each school to have a multicultural education plan but it doesn't specifically reference culturally responsive teaching and learning

Melissa Bacon requested to get the leadership at the school stand before us to explain what their process is and will be and let the board know how they plan to bridge those gaps.

Tom Shelton stated that we can do that and then went back to John Price's question to answer that the district is pulling and disaggregating the data by school and can make the determination from there as to which school we could target.

Doug Barnett asked if we could get data on specific programs and see which ones are working and which ones are not working

Tom Shelton answered that we could do that.

John Price stated that maybe it's time to mandate Culturally Responsive Teaching and Learning.

Tom Shelton stated that the district leadership meeting is scheduled for the upcoming Wednesday and that the district can begin to address that issue. He stated that a list of schools would be pulled with current level, so we can see what their needs are.

Doug Barnett wants to know what suggestions the Equity Council would make.

John Price shared that he believes they feel strongly about no out of school suspensions and that culturally responsive teaching and learning training should be mandated.

Melissa Bacon stated that she is hesitant to mandate that but if we need to mandate this training, then we will.

Daryl Love stated that he'd like to hear from the principals regarding the roadblocks in to teaching this program. Is there another program that we should consider?

Melissa Bacon stated that if we go to the "no out of school" suspensions model, then she thinks this is something that all principals should start considering. She stated that Dunbar starting working on this a year before it was implemented.

Tom Shelton replied that we could have Dunbar come and speak before the board again to talk about their process.

Doug Barnett asked if we have solicited feedback from the teachers in the classroom to see if they could recommend a specific type of training or if they have any ideas as to how we could help

Tom Shelton stated that we could make this happen.

J. Approval of Consent Items

1. **Awards of Bids/Proposals**
2. **Actions of Post Approvals and Claims - Placeholder**
3. **Special and Other Leaves of Absence**
4. **Requests from Principals for Extended Trips**
5. **Professional Leave by District Personnel**
6. **Request for Shortened School Day**
Kathy Dykes/Valerie Uebelhor
7. **Stock Epinephrine on Premises**

Myron Thompson stated that several children in the district use EpiPens if they go into anaphylaxis due to an allergic reaction. We provide training to our staff on how to use them but currently a student needs to have a prescription in order to use one. The state is encouraging the district to stock EpiPens in each school in an enclosed box that will be stored in the office and the cafeteria.

8. Declaration of Surplus and Intent to Sell

Mary Wright stated that we have items that can no longer be repaired or have exceeded their life cycle and these items will be sold on eBay. Three items: two zero turn mowers and a Ford 350 with a snow plow. A new Snow Plow will be purchased.

9. Approval of a BG-5 Project Closeout Form Related to the Contract for the Renovation at Cardinal Valley Elementary School BG 10-261

Mary Wright stated that this is a new form that KDE is requiring.

10. Approval of a Proposed Change Order (No. Twenty) to the Contract for the Renovation at Breckinridge Elementary School BG 10-262

Resolve unforeseen conflict: revise the drainage swale below two headwalls

11. Approval of a Reduction in Retainage on the Construction Contract for the Renovation at Stonewall Elementary School BG 11-249

Approve the reduction of the contract retainage to a lump sum of \$311,696.93

12. Approval of a Reduction in Retainage on the Construction Contract for the Renovation at Meadowthorpe Elementary School BG 11-250

Approve the reduction of the retainage to 5% of the contract with Isaac Tatum Construction for the renovation of Meadowthorpe Elementary School.

13. Approval of a Proposed Change Order (No. Ten) to the Contract for the Renovation at Jessie Clark Middle School BG 13-023

Improve original Plans and specs: Revise paint color in existing Area B Resource Rooms and new offices, in new additions.

Correct deficient plans and specs: Provide metal stud and gypsum board chase in Room 207

Resolve unforeseen conflict: Revise Corridor F2 duct routing

14. Approval of Bid, Interim and Proposed Contracts, and a Revision to the BG-1 Project Application for the Renovation of Squires Elementary School BG 14-121

Mary Wright stated that the district is waiting for bids for this project and we should have some competitive bids by the regular board meeting.

15. Approval of a Proposed Change Order (No. One) to the Contract for the Replacement of the Henry Clay High School Gym Bleachers BG 15-007

To comply with building code: To revise handrails for telescoping bleachers per directive of LFUCG building inspection

Melissa Bacon asked if the district could look at the existing handrails in some of the older schools, especially Lafayette High School.

Mary stated that she would look into that.

K. Approval of Action Items

1. Resolution authorizing the use of General Fund Revenues for Debt Service on Bonds Issued by the District Finance Corporation

KDE looks at all districts' bonding a little differently. Our bonding practices for the Squires project will be no different than it has been in the past. Once the bids come in, they will prepare the documents for the October meeting and will plan on selling the bonds at the end of October. This is not changing what has historically been done but this is being done for KDE's benefit.

2. 2014-2015 Working Budget

Julane Mullins:

- Required by KDE to submit a balanced Working Budget to Board for approval each September
- Budget is preliminary pending completion of annual audit due on or before November 15
- Net beginning cash balance - \$24.7 million
- Working closely with PVA, sheriff's office and revenue cabinet - ensures using the latest data available
- Beginning teacher salary for 2014-2015 school year - \$41,186
- Increased enrollment of approximately 400 students over last school year – enrollment growth over 5400 students in past 10 years
- Budget reflects 4% contingency - \$17,500,000, 1% salary increase, 1.5% step-up for both certified and classified employees

- Beginning cash balance obligations: \$1,739,599 encumbered purchase orders carry forward from 2013-2014; \$1,000,000 approved school allocated Section 6 carry forward from 2013-2014 school year
- An increase in the cost of electricity was noted this past year and in anticipation of another cold winter it is requested that \$1.3 million remaining from the KSBIT assessment put aside in May be redirected to cover increased costs.
- We anticipate additional revenue above what was projected in tentative budget presented to Board in May of approximately \$3.7 million.
- 2014-2015 Working Budget reflects an unaudited beginning balance – subject to change
- Total Fund 1 (General Fund) budget - \$418,237,598
- Also seeking approval for Fund 2 (Special Revenues, i.e., grants), Food Service and Restricted Funds (Capital Outlay and Building fund) budgets
- Total district budget - \$502,010,897
- Budget and Staffing recommends that \$500,000 be budgeted to cover increases related to sick leave payout (30% is allowed as part of the retirement package) and remaining \$3.2 million be used to cover costs associated with increased enrollment and potential litigation.

John Price asked why our on-behalf payments were less this year than last year because the cost per person should increase every year.

Tom Shelton answered that we could follow up with the department to see where they got those numbers.

Tom Shelton encouraged the board members to take a closer look at the packet that was presented to them in case they had any questions.

Julane Mullins encouraged the board members to let her know if they had any questions and she would follow up with them.

3. Request to Change the Name of Locust Trace AgriScience Farm

Students from Locust Trace AgriScience Farm gave presentation regarding why the name of the school should be changed to Locust Trace AgriScience Center.

Melissa Bacon stated that she thought this was a great idea.

Daryl Love stated that he loves the leadership that all of the students showed and thinks that this is a very small request.

John Price thanked the students for their presentation.

L. Informational items

1. Special Education Task Force

Lu Young shared that in the spring we started looking at our resource allocations regarding Special Education. This task force is working in tandem with the special education advisory council. The Task Force will meet after the Special Education advisory council meetings. There will be around 30 people involved. This group will: take a look at best practices and what are the best opportunities that we can provide these students, analyzing student achievement data across the state and looking at our spending.

Daryl Love asked how long we foresee this work taking place.

Lu Young stated that we are looking at two to three years. Lu is proposing that recommendations be brought forward as the group progresses.

Daryl Love requested that we look at the most pressing issues first and we need to keep in mind what problem we're trying to solve.

Lu Young stated that finding the “quick wins” for the 2014-2015 school year would be best.

Daryl Love also asked “What will success look like?”

Doug Barnett asked how we measure success. We need to decide what the solution should be instead of just looking at data.

Lu Young stated that we have to have a well thought out plan and retool the work force so that we are providing the just-in-time support for our kids that enable them to be successful.

Doug Barnett stated that KPREP scores are not the only way to measure student achievement.

Lu Young stated that we need to be very clear on what our metrics are.

John Price asked for an update on a quarterly basis.

Lu stated that the first meeting is Thursday, September 11th, and it will be an informational meeting. She will share updates quarterly with the board.

3. Personnel Changes – No discussion

4. Other Business – No discussion

a. Board-No discussion

b. Staff – No discussion

Requests from Board – None

Closed Session

A motion was made by Melissa Bacon and seconded by Daryl Love to go into closed session at 6:42 p.m. to discuss proposed or pending litigation pursuant to KRS 61.810 (1)(c). The motion carried with a vote of 5 to 0.

Open Session

A motion was made by Amanda Ferguson and seconded by Daryl Love to reconvene in open session at pm. The motion carried with a vote of 4 to 0. Doug Barnett left at 7:00 pm.

Adjournment

A motion was made by Melissa Bacon and seconded by Amanda Ferguson to adjourn the meeting at 7:21 p.m. The motion carried with a vote of 4 to 0.

John Price, Chair

Tom Shelton, Superintendent/Secretary