

THE BOARD OF EDUCATION OF COVINGTON, KENTUCKY
MINUTES – REGULAR MEETING
March 28, 2012
7:00 P.M.

The Board of Education of Covington, Kentucky met in regular session on Wednesday, March 28, 2012 at the Administration Building, 25 E. 7th Street, Covington, Kentucky.

Mr. Mike Fitzgerald, Board Chair, called the meeting to order at 7:00 p.m.

Call To Order

Roll call showed the following members present: Mr. Jerry Avery, Mr. Mike Fitzgerald, Mrs. Glenda Huff, Ms. Krista Powers and Mrs. Denise Varney.

Roll Call

Mr. Avery led the Invocation. Sixth District Elementary BLOCK (Born Leaders of Covington, Kentucky) Students, led the Pledge of Allegiance.

Mr. Fitzgerald welcomed everyone to the meeting and commented that the Board of Education serves the public and community. Mr. Fitzgerald asked Mary Ann Stewart, School Board Attorney, to review the meeting rules and procedures for public input.

Welcome

Mr. Fitzgerald called for Public Input. Ms. Benny Doggett, 1501 Scott Street, Covington, Kentucky 41011, spoke and submitted the following open letter: *Hello. My name is Bennie Doggett, I live at 1501 Scott Street, Covington. I have been a homeowner and a business owner here in Covington. But tonight, I speak to you as a social worker because that is where my heart is.*

Public Input

I really want to applaud and thank Superintendent Jackson and this Board of Education for all the work you are doing with the children and families in Covington. I've never heard you one say that our students can't learn because they are poor, but I hear you saying Destination: Graduation and I see you paying for programs in ways that recognize the difference in students needs. We all know that poor children can learn. But at the same time, I hope that we all recognize that poverty has consequences.

I do wish we lived in a community where our students' biggest worry was perhaps missing the bus. We live in Covington, Kentucky and that is not the case. I am realistic and will talk about real life situations that none of us are strangers to.

Poverty has consequences. So I am going to keep it real as I always do. We live in a community where crime, unemployment, domestic violence, drugs, low educational attainment, homelessness, sex abuse, mental abuse, physical abuse and anger issues abound.

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These are facts. These things happen in our community every day. And it really saddens me that this Covington community has left it up to the schools to take care of just about all the basic needs of our children.

It would be nice if teachers could just teach. But we send kids to school who have been up all night because mom and Dad have been fighting or partying; kids who worry if they will have a place to stay because they've seen the eviction notice and know they have to move once again; kids who have been abused in so many different ways; kids who are raising themselves; kids who are dirty; kids who are malnourished because they don't have healthy food at home; kids who have gotten up by themselves because mom has worked two jobs, or kids who have to get their younger brothers and sisters up and ready for school because the adult in the house didn't come home.

I say all that because we must remember – what students experience before they enter school influence their performance. For schools to be successful, society must address social and economic justice issues. So what is being done in Covington? When was the last time you visited a school, talked to a student or listened to a teacher?

Everyday, I work with parents and students who are looking for help. But I have fewer and fewer places to send them in the community to get relief. I really do think it is a shame because now I asked them, did you check with your school?

I know the programs and services that this district provides. The cost money, but the district doesn't charge our families. To Mrs. Jackson and the board, I just want to say thanks for providing:

Free day care on campus so our teen mothers can continue their education

Free preschool so students can have a better start

Free all-day kindergarten so parents won't have to worry about child care in the middle of the day

Free homeless services, so students won't have to worry about where they will lie their heads

Free breakfast and lunch and food sent home on weekends so kids won't go hungry

Free after school programs, so students will have safe places to learn and play until parents get home

Free health clinic for parents who don't have health insurance

Free psychologists so children who are angry or have been abused have someone to talk through their issues

Free adult high school so those who couldn't make it in a regular classroom setting have a place to go to finish their education

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Free alternative schools – so even if a child is acting out in school and is suspended or expelled, he or she still has an opportunity to go to school and not fall behind

Free sports programs so any kid can participate

Free clothes so children will have something to wear to school

And, thanks for caring for our students and providing them a quality education. The school district has figured out what most of us have not – if children know you don't care about them, they will not work for you. I know Mrs. Jackson and some of these board members care because I see them out in the community, in our schools, knocking on the doors of families, talking to students and giving them chance after chance. Thanks to you we have many students who are succeeding in spite of their circumstances.

I am proud that this school district has not abandoned our students and families. I know parents want what is best for their children. We all do. But calling our kids stupid and dumb and attacking this superintendent and board of education is not the answer. We need to work together. Poverty has consequences and our school district should not have to tackle these issues alone. The school district is doing more than its share. Again, I ask, what is the Covington community doing?

Just imagine if we lived in a community that took care of these issues and teachers could just teach. Wouldn't that be nice? We need to work together to make it happen.

Thank you for your time.

Tom Miller, 230 E. 16th Street, Covington, Kentucky, asked why can't the public comment on regular agenda items when they are being discussing in the meetings?

Tony Procaccino, Latonia Elementary Principal, thanked the board and the Superintendent for giving the schools the resources to provide for the needs of the students. He said the Superintendent is very involved and all the students know her, greet her and knows she truly cares.

Terry Meyer, 18 E. 26th Street, Covington, Kentucky, asked if the website was going to be accessible for someone with impaired sight? Mrs. Huff stated she was going to look into the feasibility of this request.

Bill Bradford, Sixth District Elementary Principal, announced that as of 4:30 p.m. this afternoon, he is officially a resident of Covington, Kentucky. He also, stated that adults need to work together and support each other so students can achieve.

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Mary Wheatley, Covington Education Association President, announced that the CEA gives three (3) scholarships; 1 to a Holmes graduate, 1 to a child of a member of CEA and 1 to a member going to school. She asked that students and staff be encouraged to apply for the scholarships.

Rene Murray, Holmes High School Instructional Coach, stated that she is proud of the fact that over \$500,000 in grants were awarded to Holmes High School. The money pays for professional development for teachers and supplies and materials for students. We are seeing academic results, our PLAN scores have jumped this year and the ACT scores are expected to improve. She thanked the board for their support because things seem to be moving in the right direction.

Glenda Huff, Board Member, reminded that in 2008, when Ms. Jackson became superintendent, the school district was in serious financial trouble. She and the board members have made a number of tough choices to move us from near-bankruptcy to above the minimum 2% required by the state. In 2008, the school district had a contingency of \$12,000, more than a million dollars below what it was supposed to be. Here's how we did it:

- We closed two schools (Two Rivers Middle School and Thomas Edison), saving in operating and human resource costs.
- We cut 13 central office positions.
- We went from 5 Executive Directors to 2.
- We consolidated positions and eliminated positions resulting in a total reduction of 75 positions over the past 4 years.
- A major goal of this superintendent and current board is to increase teachers' salaries. – the long range goal of the board is to be able to pay teachers at a competitive rate to our surrounding schools. It would not have been possible without the fiscal management of the past 4 years.
- Student Achievement – We are not happy with where we are with student achievement. While we have seen steady progress at the elementary schools, the same cannot be said for our middle and high schools.

Here's what we're doing to address this:

We have restructured Holmes High School to focus on college and career readiness. Students will have the opportunity to graduate from Holmes High School with a high school diploma and 15 hours of transferable college credit.

We adopted the Pre-AP Springboard curriculum for middle school and high school – the same curriculum that Kenton County, Ft. Thomas and Ludlow use.

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We have increased our services to Gifted and Talented Students at the elementary level. We have increased our intervention programs at all levels to accelerate student learning for those students that are struggling. We need partners in the community that are willing to do their part: Mentor a student, Tutor a student after school, Volunteer to help supervise students on the playground, Be part of the solution for our children and our schools

Scott Alter, Glenn O. Swing Elementary Principal, pointed out that working with the student and families in the district isn't easy, but it is addictive. Budgets are tight, but when the students and staff need anything the administration makes sure we have it. Glenn O. Swing Elementary has had zero teacher and staff turn-over in 3 years. People stay because they are supported by myself and Lynda and district administration.

Sean Bohannon, Holmes Middle School Principal, shared that he was born, raised and education in Covington. The Superintendent is an instructional guru. He suggested that if a community member sees a problem in the district, bring it to our attention and suggest a productive solution.

Terry Poindexter, Literacy Coach Biggs Preschool, stated that she appreciates the district-wide support that is available when needed. She shared that she was working with a childcare center in Covington to attain a star rating from the state. The star rating was achieved because district personnel worked cooperatively.

Sandy Arnold, 514 Pershing, Covington, Kentucky, wanted to recognize the community members who were present at the meeting. She encouraged them to continue to educate themselves and work together to improve education for the children of Covington. She inquired about scholarship applications.

Danielle Miller, 729 Edgecliff, Covington, Kentucky, asked when will the 9th graders be meeting with counselors and how course selections were being made, as the students are preparing to go to college?

Holmes Middle School Eighth-grade students Steffan Green, Ian Brolley, Sean Sullivan, Emma Daniels and Katlin Ashcraft were recognized for meeting with business leaders visiting the middle school. The businesses visiting were potential B.E.S.T. Partners (

Recognition / Presentations

Sixth District Elementary BLOCK (Born Leaders of Covington, Kentucky) Students presented a Bullying Project; 4th-graders Kylin Arellano, Robert Johnson, Montasia Jones, Wyatt Messer, and Elijah Weaver and 5th-graders William Bowles, Anteze Brown, Tristan

Franklin, Kelaysha Richardson, and Keshawnda Richardson. Meagan L Lauer, LISC AmeriCorps Community Developer and Dee Dee Brown, Sixth Family Resource Center Coordinator, were the co-facilitators.

Ms. Jackson presented items of information; Personnel (Order No. 032812-01) and Membership Attendance Report 2011-2012 Sixth Month (Order No. 032812-02).

Informational Items

Ms. Bemerer gave the Treasurer's Report.

1. Ms. Powers moved that the Covington Board of Education approve the Monthly Financial Report – February 2012. Mrs. Huff seconded the motion. With a roll call vote, Ms. Powers, Mrs. Huff, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.

Monthly Financial Report February 2012

2. Mrs. Huff moved that the Covington Board of Education approve the Warrant Expenditure Report. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.

Warrant Expenditure Report February 2012

3. Mrs. Huff moved that the Covington Board of Education approve the Auditing Services Contract for Fiscal Year 2012. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.

Auditing Services Contract for Fiscal Year 2012

4. Mrs. Varney moved that the Covington Board of Education approve the Bank Depository. Mrs. Huff seconded the motion. With a roll call vote, Mrs. Varney, Mrs. Huff, Mr. Avery, Ms. Powers and Mr. Fitzgerald voted yea. The motion passed.

Bank Depository

5. Mrs. Huff moved that the Covington Board of Education approve the Property/Liability and Worker's Compensation Contract. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.

Property/Liability and Worker's Compensation Contract

6. Mrs. Huff moved that the Covington Board of Education approve the Student and Athletic Insurance Contract. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.

Student and Athletic Insurance Contract

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Ms. Jackson then presented the Consent Agenda.

Consent Agenda

The Board agreed by consensus, to remove Consent Agenda item numbered 11. Minutes of Special Meeting March 8, 2012 (Order No. 030812.11).

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| <p>7. Mrs. Huff moved that the Covington Board of Education approve the Minutes of the Special Meeting of February 23, 2012. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.</p> | <p>Minutes 2/23/12</p> |
| <p>8. Mrs. Huff moved that the Covington Board of Education approve the Minutes of the Regular Meeting of February 23, 2012. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.</p> | <p>Minutes 2/23/12</p> |
| <p>9. Mrs. Huff moved that the Covington Board of Education approve the Minutes of the Regular Meeting of March 8, 2012. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.</p> | <p>Minutes 3/8/12</p> |
| <p>10. Mrs. Huff moved that the Covington Board of Education approve the Emergency Substitute Teacher(s). Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.</p> | <p>Emergency Substitute Teacher(s)</p> |
| <p>11. Mrs. Huff moved that the Covington Board of Education approve the UC Evaluation Services Center Contract. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.</p> | <p>UC Evaluation Services Center Contract</p> |
| <p>12. Mrs. Huff moved that the Covington Board of Education approve the NKCAC Head Start Collaboration Contract. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.</p> | <p>NKCAC Head Start Collaboration Contract</p> |

13. Mrs. Huff moved that the Covington Board of Education approve the Carnegie Contract Visual Arts and Music Teacher(s). Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.

**Carnegie Contracted
Visual Arts and Music
Teacher(s)**

14. Mrs. Huff moved that the Covington Board of Education approve the Disposition of Property-Winter Surplus. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.

**Disposition of
Property-Winter
Surplus**

Ms. Powers inquired about Consent Agenda Item numbered 11. Minutes of Special Meeting March 8, 2012 (Order No. 030812.11), asking that the minutes be amended under motion 2. to reflect her vote. The Board agreed by consensus.

15. Mrs. Huff moved that the Covington Board of Education approve the Minutes of the Special Meeting of March 8, 2012. Ms. Powers seconded the motion. With a roll call vote, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.

**Minutes
3/8/12**

Ms. Jackson presented the agenda items for individual vote.

16. Mrs. Huff moved that the Covington Board of Education approve the Leave of Absence - #4784. Ms. Powers seconded the motion. With a roll call vote, Ms. Powers, Mrs. Huff, Ms. Powers, Mr. Avery, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.

**Leave of Absence
#4784**

17. Ms. Powers moved that the Covington Board of Education approve the “Race to the Top” – Continuous Instructional Improvement Technology System Proposal. Mr. Avery seconded the motion. With a roll call vote, Ms. Powers, Mr. Avery, Mrs. Huff, Mrs. Varney and Mr. Fitzgerald voted yea. The motion passed.

**“Race to the Top”,
Continuous Instructional
Improvement
Technology System
Proposal**

18. Mrs. Varney moved that the Covington Board of Education approve the 2012-2013 CIPS Salary Schedule. Ms. Powers seconded the motion. With a roll call vote, Mrs. Varney, Ms. Powers, Mr. Avery, Mrs. Huff and Mr. Fitzgerald voted yea. The motion passed.

**2012-2013 CIPS Salary
Schedule**

Ms. Mary Ann Stewart, School Board Attorney, gave the Attorney’s Report.

Attorney’s Report

Board Chair

Superintendent of Schools

Adjournment