

**RECORD OF BOARD PROCEEDINGS
(MINUTES)
Regular Board Meeting
April 27, 2015**

The Fayette County Board of Education met at 701 East Main Street, Lexington, KY at 6:00 p.m. on the 27 day of April 2015 with the following members present: (1) Melissa Bacon, (2) Amanda Ferguson, (3) Daryl Love and (4) Doug Barnett

Staff Members Present for Regular Meeting

Marlene Helm, Acting Superintendent

Shelley Chatfield, Staff Attorney

Vince Mattox, Senior Director of Equity, School Support and Community Engagement

A. Call to Order

 Melissa Bacon, Vice-Chair, called the Regular Board Meeting to order at 6:03 p.m.

Roll Call

Melissa Bacon, Amanda Ferguson, Doug Barnett, Daryl Love

B. Welcome to Guests

 Melissa Bacon, Vice-Chair, welcomed the guests and attendees to the meeting.

C. Moment of Silence

D. Pledge of Allegiance

 Daryl Love led the Pledge of Allegiance.

E. Mission Statement

 Doug Barnett read the Board Mission Statement.

F. Approval of Agenda

A motion was made by Doug Barnett and seconded by Amanda Ferguson, to approve the agenda with any changes voiced including the lifting of items from the consent section for discussion. The motion carried with a vote of 4 to 0.

G. Introductions, Student Performance and Recognitions

1. Introductions

- a. Teacher Representative: Natasha Al Suud, Meadowthorpe Elementary
- b. Student Representative: Esther Putman, Lafayette High School

2. Student Performance

a. Honors Choir, Leestown Middle School

 The Leestown Middle School Advanced Choir is under the direction of Lynn white. This group has grown to more than 100 members. They have collaborated with the Lexington Ballet School in their performance of "The Wizard of Oz", sung at city council swearing-in ceremony and other community events.

3. Recognitions

- a. **Alina Broughman, Wellington Elementary: Winner, 2015 Nenjajo “Year of the Sheep” Contest**
This contest drew 683 entries from across the nation. Nenjajo are postcards sent as New Year’s greetings. Alina took first place in the Computer Graphics category in the elementary schools division.
- b. **Austin Li, Winburn Middle School: First Place, State Mathcounts Competition**
MATHCOUNTS is a coaching and competition program designed to develop and strengthen math, science, leadership and teamwork skills. Eighth-grader Austin Li took first place among individuals and will receive a full-tuition, four-year college scholarship to the University of Kentucky or the University of Louisville.
- c. **Jaron Brooks, Henry Clay High School: High Jump National Title, New Balance Nationals Indoor Meet**
Jaron Brooks, a junior, won a national title in the high jump at the New Balance Nationals Indoor Meet in New York City when he cleared six-feet-eleven and a half inches. He also became the first Kentucky high school athlete to high jump more than seven-feet.
- d. **Angel Vasquez, Lafayette High School: Winner, KHSAA State Wrestling Competition**
Angel Vasquez won the Kentucky High School Athletic Association’s state wrestling crown in the 138 pound division. He also picked up the tournament’s best and brightest award, presented by the Kentucky Army National Guard at Alltech Arena.
- e. **Sibley Miller, Lafayette High School: Runner-Up, 2015 State Career Development Conference**
Distributive Education Clubs of America members from Lafayette High School competed in the 2015 State Career Development Conference, where Junior, Sibley Miller, was runner-up in the marketing management contest.
- f. **Amir Abou-Jaoude & Rebekah George, Henry Clay High School: Winners, Secretary of State Essay Contest**
These students topped their respective grade divisions in the Secretary of State’s annual essay contest. Both students attend Henry Clay High School.
- g. **Hannah Broomhall, Shamik Chandrachood, Elyse Halwes, Neal Rekhraj, Brenden Talbert & Adam Telechbush, Beaumont Middle School: Winner 2015 Destination Imagination**
A Beaumont Middle School team called “The potions from there” placed first in Improve Challenge at the Destination Imagination (DI) state tournament. Destination Imagination is a problem solving program that enhances self-confidence and critical thinking.
- i. **Beaumont Middle Boys’ Basketball “A” Team and Edythe J. Hayes Middle Boys’ Basketball “B” Team: 2015 City Champions**
The boy’s “A” team at Beaumont brought home the middle school basketball championship trophy and the Edythe J. Hayes boys won the “B” team title.

j. **Several Winners: 2015 Governor's Cup**

The Governor's Cup was founded in 1986 as a way to promote, recognize and reward outstanding academic achievement. This competition is considered Kentucky's premier academic event. Meadowthorpe captured its tenth consecutive regional championship, which is the top level for the elementary division. Rosa Parks was overall runner-up in Region 20 of Governor's Cup. Winburn Middle placed first in the Quick recall portion of the state competition. Also, Winburn's future problem-solving team placed in the top five, which qualifies them for the international competition in June. Bates Creek High School was runner-up in Future Problem Solving in the state competition.

k. **"Take Two" a cappella group, Bates Creek High School: Best overall Group Performance, Voices in Harmony Festival**

The a cappella group from Bates Creek High School picked up three awards at the University of Kentucky's annual voices in harmony festival. Ninth-grader Ethan Mooney was named Best Male Soloist

l. **Leanna Prater, IAKSS: 2015 Outstanding Leader, Kentucky Society for Technology in Education**

Leanna Prater, a district technology resource teacher, has been named outstanding Leader for 2015 by the Kentucky Society for Technology in Education. Leanna has been with FCPS for more than eleven years. She guides teachers in integration technology tools into classroom instruction, and helps support districtwide initiatives.

4. Acknowledgements

Amanda Ferguson gave the following acknowledgements:

- April - 20-24th Public School Volunteer's week
- May - Better Speech and Hearing Month
- May 4th – 8th - National Physical Education/Sports Week
- May 4th – 8th - Teacher Appreciation Week
- May 6th - National School Nurses Day
- May 10th – 16th - National Law Enforcement Week

H. Reports, Communications, Resolutions

1. Progress Reports

a. Superintendent's Report

1. SCAPA Scoring Process

Dr. Michael Dailey provided a brief overview of the scoring process:

- Spring 2013 District committee was formed to review audition and selection process
- Implemented new process in Fall 2014
- 704 KAR 3:205 certain criteria for student vocal music and performance
- Needs to express potential to perform at an exceptionally high level. This is articulated in board policy
- Parent questionnaire, minimum of 1 recommendation-the district recommends three
- The potential of a student is looked at during the audition.

Doug Barnett asked if the regulation states or gives a definition on how to recognize potential. **Dr. Dailey** stated that it does not. He also stated that each school has five criteria on how to recognize gifted/talented students. The judges are experts in their field during the audition process and they do not see the students during the blind audition.

Melissa Bacon asked if we have judges that have no affiliation with SCAPA.

Dr. Dailey answered that yes, we have outside judges involved as well as SCAPA employees in the judging process.

Doug Barnett asked if our schools have a process in recruiting children across the gifted/talented programs for Fayette County.

Dr. Dailey stated that every school has gifted/talented resource teachers. He also stated that for the past two years we've had gifted/talented students identified in every elementary school in Fayette County and all principals get a list of these students.

Daryl Love asked if we have numbers that shows that the changes made in 2013 are getting results

Dr. Dailey gave the example that out of 25 students completed the application for SCAPA vocal music, 10 completed the full application process and only 5 were selected. 20 % of students chosen in a specific program were of a diverse population. He stated that the numbers are getting better, but the district still has more work to do.

Daryl Love asked if we have a way to see how students are being served that are identified as gifted/talented that did not get into SCAPA.

Dr. Dailey stated that the district has to meet state guidelines proving that these students are being served at their home schools. He also stated that the district intentionality is on path, but not where it needs to be right now.

2. **United Way of the Bluegrass Update**

Jay Jones and **Judy Glabes** gave an update on how United Way is helping the students at William Wells Brown. The students who work on the student paper, the "WWB Times" shared a copy of their first publication. The students each gave reasons as to what they've learned while working on the paper.

The student editors of the paper that spoke were:

Michelle Davis

Dasean Green

Ryan King

Corlese Allen

3. **Student Achievement Report-Winburn Middle**

Vicki Ritchie, **Whitney Allison** and **T.C. Johnson** gave an update on Winburn Middle School. A hard copy of the PowerPoint presentation will be included in the official minutes.

Doug Barnett asked how the board could help the school reach their goals as far as equity is concerned

Whitney Allison stated that the school needs a lot of man power in order to reach their goals.

4. **Equity Council Report**

"Top Ten" Priority Recommendations: Vince Mattox

Three updates from last meeting: The updates

1) District support for mental health

7) Equity Scorecard-information and data has gone to Equity Council subcommittee.

Communications have also been sent to people in the district level

8) Reset Panel-next meeting will be April 29th

- 10) Gap Reduction report-The report the board received from Winburn at tonight's meeting

Amanda Ferguson asked regarding number 9 and substitute positions.

Dr. Helm stated that the district is looking into hiring a small pool of permanent substitutes to be assigned where they are needed. This would allow the district to be able to hire highly qualified minority employees before they become committed to another district. Dr. Helm believes that this would give Darryl Thompson (Minority Staff Recruiter) a tool in order to recruit highly qualified minority staff. This will be presented to the board as a budget item. The goal is that these substitutes would have a home school so that they can support the school. They would be considered an employee at that school.

Dr. Helm stated that we continue to hear from principals and teachers regarding mental health. Dr. Ron Chi and Faith Thompson have pulled together a team to see how we can provide and support our schools with this issue. Dr. Helm stated that this group is mostly internal, but they are partnering with outside resources for further support. The district is looking at ways that we could best utilize our staff in order to help with mental health issues.

5. Construction Progress Report

Bill Wallace presented a PowerPoint presentation regarding the construction and renovation projects in progress in the district. A hard copy of the presentation is included with the permanent minutes.

6. APA Special Examination Update

Kyna Koch gave an update regarding the auditor's examination report:

- Munis Efforts: Look at organizational structure-request to make Kyna's position permanent effective July 1, 2015; more people have been involved in the budget process
- Training for conflict resolution skills in June
- Approve contract to review salary schedules for administrative positions, both certified and classified
- Changes in the way budget transfers are being performed. Roll-up codes are making it easier to make schools easier to transfer funds in between different codes within the same budget
- Implementation of policies around trust funds. Meeting with Bluegrass Community Trust foundation; the funds won't be available to disperse until January 1, 2016, so currently working on legal issues.
- Monthly Financial Reports: Changed this report for the board last month.
- Board oversight of budget and spending: still working on Munis Module for July 1, 2016; reviewing descriptions of purchase orders.
- Encumbering funds at the end of the year; After April 30th, will extend list for open purchase orders.
- Relevance and coverage of student athlete insurance: Respectfully declined to change this item. For liability purposes, the district is best to determine that policy. The district pays for this. The district asks that parents pay a \$25 participation fee.

Dr. Helm stated that the district will get clarification on the \$25 fee and if we'll continue to charge this to parents going forward. The board will be updated during their budget work session on Monday, May 4th at 3:00.

- Fraud hotline will be available effective July 1, 2015

2. Remarks by Citizens:

- a. **Janet Tucker:** NAACP Open Records Request regarding hiring and retention of minorities. Last five years the equity among offices in central office is not where they would like. NAACP Open Records Request: They have not received what they asked for. People are getting paid and not getting the level of education that matches the job that they have. Did not receive the demographic of the technology department. She sights that it's institutional racism.
- b. **Shambra Mulder:** Carter G. Woodson Academy, Section 7 money. Replicate what is being done at CGWA. Does not see any praise reports regarding this program on the district website. Wants to see a case study of this program done at the district level.
- c. **Lachin Hatemi:** Misappropriation of Section 7 money; Wants the board to set policies for the use of these funds. These funds should be given to the school before the school asks for them. Believes that the school board is not doing their job.
- d. **Michael Winkler:** Left meeting before speaking
- e. **Reverend Anthony Everett:** Church located in District 2-NAACP Open Records Request: Kyna Koch is listed as not having a Hay Additive when she does. Upset that Vince Mattox is not listed as a Chief not as a Senior Director and that his Hay Additive is not as large as that as the other former chiefs
- f. **Alvin Seals:** NAACP concerned with Equity and Staff Employment; concerned of lack of transparency in our hiring. Requesting a meeting with Daryl Love to discuss how Open Records Requests are distributed. Upset that percentage of minority staff is low in central office. Concerned regarding lack of minority representation on Cabinet. This is not representative of the diversity of the community.
- g. **Lucy Grillo:** Substitute pay increase. She praised Dr. Helm for moving to raise the pay for sub paraeducators. Wants substitutes to receive a yearly evaluation and wants picture ID's for all subs.

I. Approval of Routine Matters

1. *Approval of the March 2, 2015 Special Meeting*
2. *Approval of the March 9, 2015 Special Meeting*
3. *Approval of the March 9, 2015 Planning Meeting*
4. *Approval of the March 11, 2015 Special Meeting*
5. *Approval of the March 23, 2015 Regular Meeting*
6. *Approval of the March 27, 2015 Special Meeting*

A motion was made by Doug Barnett and seconded by Daryl Love, to approve the minutes. The motion carried with a vote of 4 to 0.

J. Approval of Consent Items

A motion was made by Amanda Ferguson and seconded by Doug Barnett, to approve the items on the consent calendar including any items added by addendum. The motion carried with a vote of 4 to 0.

1. **Awards of Bids/Proposals**
2. **Approval of Actions for Post Approvals**
3. **Special and Other Leaves of Absence**
4. **Professional Leave by District Personnel**
5. **Requests from Principals for Extended Trips**

6. Request for a Shortened School Day
7. Instructional Materials/Textbook Plans
8. Approval of a Proposed Change Order (No. Twelve) to the Contract for the Renovation at Mary Todd Elementary School BG 10-260
9. Approval of a Proposed Change Order (No. Twenty-four) to the Contract for the Renovation at Stonewall Elementary School BG 13-023
10. Approval of a Proposed Order (No. Ten) to the Contract for the Renovation at Glendover Elementary School BG 12-180
11. Approval of a Proposed Change Order (No. Sixteen) to the contract for the Renovation at Jessie Clark Middle School BG 13-023
12. Approval of Third-Party Special Inspection Agreement for the Construction of the New Elementary School at Passage Mound Way BG 14-120
13. Approval of a Commissioning Agent Agreement for Construction of the New Elementary School at Passage Mound Way BG 14-120
14. Approval of Commissioning Agent Agreement for Construction of the New Elementary School at Intersection of Georgetown and Spurr Roads (2441 Huntly Place) BG 14-128
15. Approval of the Design Consultant and the BG-1 Project Application for Installment of a Portable Classroom Unit at STEAM Academy (123 East Sixth Street)
16. Approval of the Design Consultant for the Construction of the STEAM Academy on the University of Kentucky Campus
17. Approval of the Design Consultant and the BG-1 Project Application for the Construction of the STEAM Academy on the University of Kentucky Campus

K. Approval of Action Items

1. Approval of Contract with Management Advisory Group

A motion was made by Daryl Love and seconded by Doug Barnett to approve the contract with Management Advisory Group International (MAG). The motion carried with a vote of 4 to 0.

2. Establishment of New Job Description-Administrative Services Senior Director

Daryl Love asked regarding Hay Grades and how they are assigned to the job.

Dr. Helm stated that it's based on the number of people you supervise. There is no individual currently in mind for the position.

Daryl Love asked regarding the education needed for this position

Dr. Helm stated that we could add CPA preferred.

Daryl Love asked if we should make the CPA experience required.

Kyna Koch stated that if the district wants to go in this position then that's fine, but she stated that she is not a CPA. She stated that most people who apply most likely have an accounting degree.

Daryl Love stated that he would like to see the CPA experience required.

Amanda Ferguson expressed concern that we're creating another high level position.

Dr. Helm stated that this position was created in response to the auditor's report and that this position has been in place since February and it has proved to be beneficial.

A motion was made by Melissa Bacon and seconded by Daryl Love to approve the new job description of Administrative Services Senior Director. The job description was amended to state that CPA experience is preferred. The motion carried with a vote of 2 to 1 with Amanda Ferguson voting no and Doug Barnett abstaining.

3. District Summer School Tuition

Dr. Helm stated that the cost for summer school tuition is \$160 per ½ credit hour.

A motion was made by Amanda Ferguson and seconded by Daryl Love to approve the summer school 2015 tuition rate of \$160 per ½ credit per semester, with \$100 dollars for reduced lunch students and \$75 for free lunch students. The motion carried with a vote of 4 to 0.

4. Approval of Meal Price Increase for 2015-2016

A motion was made by Daryl Love and seconded by Amanda Ferguson to approve meal prices for 2015-2016 as presented. The motion carried with a vote of 4 to 0.

5. Monthly Financial Report – Rodney Jackson, Director of Finance and Kyna Koch presenting

- No unexplained variances or unauthorized expenditures
- Year to date period ending March 31, 2015 – General Fund Balance \$79,541.744
- Currently at approximately 69% revenue received
- Total year to date expenses approximately 60%
- The balance sheet reflects that total assets are \$86,250,012
- The balance sheet also reflects that total liabilities are \$3,152,090
- Financial position in relation to assets versus liabilities is good

A motion was made by Daryl Love and seconded by Doug Barnett to accept the Monthly Treasurer's Report of Revenue/Expense reports as presented to the Board. The motion carried with a vote of 4 to 0.

6. 2014-2015 Substitute Teacher/Para Salary Schedule

Kyna Koch shared that substitutes haven't received raise since 2012-2013 school year. Would like to give subs 2% salary increase that would begin on April 20th. This would be a total cost of \$38,000 for the current year. For the 2015-2016 school year it would be \$200,000 next year. This is based on the average number of subs.

A motion was made by Amanda Ferguson and seconded by Doug Barnett to approve the 2014-2015 amended substitute teacher/para salary schedule. The motion carried with a vote of 4 to 0.

L. Informational Items

1. Position Control Document – No discussion
2. Personnel Changes – No discussion

N. Oral Communications**1. Public Comments:**

a. **Clark Williams:** Shared letter from African American Collective Collaborative regarding Superintendent Search. Upset that urban setting experience was left out of the candidate profile for the Superintendent Search. Wants the board to amend the candidate profile. Wants to see an action item for May 11th meeting and group is requesting a meeting with the board.

b. **William Saunders:** President of NAACP; concern regarding retention of minority employees and is claiming that minority members have lost their jobs and have been retaliated against for the EEOC complaints that have been filed. Concern that minorities are not represented at Central Office and in Cabinet. Stated that FCPS is systematically discriminated against people of color. Stated that this conversation is not going away.

2. Board Requests: None**3. Other Business:**

Daryl Love gave a brief recap of the National School Board Association Conference that himself and Melissa Bacon attended.

O. Motion Making Agenda Part of the Official Board Minutes

A motion was made by Doug Barnett and seconded by Daryl Love to make the agenda dated April 27, 2015 which action has been taken at this meeting, a part of the minutes as if copied in the minutes verbatim. The motion carried with a vote of 4 to 0.

Closed Session

A motion was made by Amanda Ferguson and seconded by Doug Barnett, to go into closed session at 9:21 p.m. to discuss acquisition or sale of real property pursuant to KRS 61.810(1)(b), to discuss proposed or pending litigation pursuant to KRS 61.810 (1)(c) and to discuss personnel pursuant to KRS 61.810(1)(f). The motion carried with a vote of 4 to 0.

Open Session

A motion was made by Doug Barnett and seconded by Amanda Ferguson to reconvene in open session at 11:10 p.m. The motion carried with a vote of 4 to 0.

Adjournment

A motion was made by Amanda Ferguson and seconded by Doug Barnett to adjourn the meeting at 11:11 p.m. The motion carried with a vote of 4 to 0.

Melissa Bacon, Vice-Chair (Acting Chair)

Marlene Helm, Acting Superintendent and Secretary to the Board