

**RECORD OF BOARD PROCEEDINGS
(MINUTES)
Regular Board Meeting
September 28, 2015**

The Fayette County Board of Education met at 701 East Main Street, Lexington, KY at 6:00 p.m. on the 28th day of September 2015, with the following members present: (1) John Price, (2) Melissa Bacon, (3) Amanda Ferguson, (4) Doug Barnett, and (5) Daryl Love

Staff and other Members Present for Regular Meeting

Marlene Helm, Acting Senior Director of Academics
Shelley Chatfield, Staff Attorney
Darryl Thompson, Acting Senior Director of Equity
Myron Thompson, Senior Director of Operations and Support

A. Call to Order

John Price, Chair, called the Regular Board Meeting to order at 6:00 p.m.

Roll Call John Price, Melissa Bacon, Daryl Love

B. Welcome to Guests

John Price, Chair, welcomed the guests and attendees to the meeting.

C. Moment of Silence

D. Pledge of Allegiance

Melissa Bacon led the Pledge of Allegiance.

E. Mission Statement

Melissa Bacon read the Board Mission Statement.

F. Approval of Agenda

John moved the resolution item 8.3 KTRS resolution to first on the reports section

A motion was made by John Price and seconded by Melissa Bacon, 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 3 to 0.

G. Introductions, Student Performance and Recognitions

1. Teacher Representative - Joe Payne currently in his first year as the Behavior Coach at James Lane Elementary. He previously served as a special education teacher and department chair at Beaumont Middle School for seven years. This year, he became one of 22 educators across Kentucky to be named a Kentucky Hope Street Group Teaching Fellow, and was named an Asbury Teaching Fellow in 2014. He participated for two years in the FCPS Aspiring Leaders Program. He has presented at state conferences on reaching struggling

learners and growth mindset. He received both in Bachelor's and Master's from the University of Kentucky, in special education and Educational Leadership.

2. Student Representative - Amelia Clark a senior at Bryan Station High School, is enrolled in the Spanish Immersion Program, and is a graduate of the 2015 Governor's Scholars Program. She began marching with the Bryan Station High School band in eighth grade playing French horn and mellophone and has served as the band's drum major in her junior and senior years. This year, Amelia serves as the Co-President of the Bryan Station Young Democrats and is a member of the National Honor Society, National Hispanic Honor Society, Beta Club, and Bluegrass Youth Sustainability Council. Amelia has earned the Bronze and Silver awards through the Girl Scouts of America, and anticipates being awarded her Gold Award this coming spring. She also serves as the assistant Sunday school teacher in the preschool class at St. Peter Catholic Church.

Student Performance

a. Southern Middle School 8th grade Clarinets

John welcomed the Southern Middle School eighth-grade clarinetists, under the direction of Andrew Jarvis and Kevin Morris. Their first piece "March from Partita in F" by Faber. Their second "Hedwig's Theme" by John Williams, arranged by Michael Story.

2. Recognitions

1. Gabriella Riverra, a third-grader at Mary Todd Elementary School, was a winner of the Kentucky Department of Education School bus safety contest won for her entry. The theme of the contest was "Bully-Free Zone". Entries were judged at the local district level and the first-place winner of each category was then judged at the Kentucky Association for Pupil Transportation and Student Transportation Association of Kentucky conferences. Gabriella and Kentucky's two other division winners now advance to compete in the nationwide poster contest. The ultimate winning entry will be used to promote National Bus Safety Week.
2. Malcolm Gooding, a seventh-grader at Morton Middle school was named class champion and overall champion in 4-H Geology at the 2015 Kentucky State Fair. Malcolm traveled throughout the state collecting numerous rocks, minerals and fossils. His project was submitted to the Fayette County Extension Office and received a blue ribbon at the local level. The county agent submitted Malcolm's project to the State Fair, which was judged by a panel of professional geologists.
3. The Governor's School for Entrepreneurs provides an immersive, high-energy summer experience in an environment where it's safe to fail. More than sixty students from across Kentucky were invited to participate this year. The Class of 2015 included these four students from FCPS: Drake Witt of Bryan Station High School, Sam Swayze of Lafayette High School, and Shea Hausman and Chase Vickery from Paul Laurence Dunbar High School.

Doug Barnett arrived 6:16 p.m.

4. The Governor's Scholars Program is a challenging, five-week residential summer program for outstanding Kentucky Students completing their junior year in high school. Established in 1983, this popular program provides academic and personal growth in a challenging, non-traditional experience that balances a strong liberal arts program with a full co-curricular and residential life experience. To participate, students must complete an application and compete with peers from

across the state. This past summer, 82 students from Fayette County Public Schools were selected. The governor's scholars from Paul Laurence Dunbar High School will be recognized next month because of their MSTC event this evening. James McMillin introduced the following students from Bryan Station High School: Elyse Blakeman, Amelia Clark, Rosalyn Huff and Mary Pool. Jaynae Boateng introduced Tyrus Sundry from the Carter G. Woodson Academy. Greg Quenon introduced the following students from Henry Clay High School: Kayla Beebout, Amelia Caldwell, Emily Chavez, Rena Childers, Maya Creamer, Jacob Ferguson, Anna Hensley, Isabel Jenkins, Rebika Khanal, Weiran Liu, Samantha McGehee, Anne Russell, Emily Salamanca, Eliza Schaeffer, Taylor Stewart, Noah Welch, and Julia Wilson. Bryne Jacobs from Lafayette High School introduced: Steven Armbruster, Karen Bethel, Katelyn Cox, Scott DiMeo, Alexandra Eilas, Ashley Hall, Sarah Hall, Sophia Heredia, Ross Jenkins, Akshay Kalose, Abigail Troske, and Kelsey Waltermire. Sam Meaux introduced the following students from Tate Creek High School: Nolan Adams, Mohammad Ahmad, Shanze Arshad, Justine Biragane, Daniel Brenzel, Carolina Cardoso, Hannah Carpenter, Kayla Carter, McKaylee Copher, Rhett Croley, Madeline Doolin, Miles Dunn, Joshua Grossi, Hannah Hillard, Amelia Hurt, Samantha Ingram, Jharna Katwal, Chimene Ntakarutimana, John Pike IV, Landon Porter, Kathleen Sandford, Francesco Serio, Muna Shakhashiro, Amani Shalash, Brianna Stanley, Corrine Thomas, Abigail Watkins, and Cameron Wyse.

5. The Governor's School for the Arts is an intensive, three-week workshop where student artisans sharpen their skills in their particular craft. This past summer, 31 students from Fayette County Public Schools were invited to participate. Henry Clay High School's Greg Quenon introduced Mikaela Gatewood, in architecture and design; Rachel Gilbert and Dasia Woods in creative writing. Bryne Jacobs introduced from Lafayette High School – Kurtis Brown, drama; Seanna Bryant, visual art; Blakeley Burger and Carson Corvo, instrumental music; Zoe Felice, visual art; Abby Garr, Dance; Catarine Hancock, vocal music; Carson Hardee, dance; Anna Hoots, drama; Madison Jones, instrumental music; Claire McDermott, dance; Ntinyari Miriti, instrumental music; Shelby Nance, drama; Hannah Neff, musical theater; Margaret Prewitt, vocal music; Miranda Rojas, instrumental music; Jared Sayers, musical theater; Katie Simon, dance; Callaway Stivers, new media; Bailey Tillery, vocal music; Raihana Utomo, new media; Cameroon Walton, creative writing; Bailey Yates, instrumental music; and Quin Yessin, architecture and design. Betsy Rains introduced Elizabeth Robbins and Travis Sanders, instrumental music. Sam Meaux from Tate Creek recognized William Clements and Madison Webb, drama.
6. 2016 National Merit Semifinalist 30 seniors in Fayette County Public Schools are semifinalists in the annual National Merit Scholarship program and will compete for about \$32 million in college scholarships. About 90% of the semifinalists nationwide are expected to advance, and more than half of the finalists will win a scholarship next spring. Once again, the students from Paul Laurence Dunbar will be recognized next month. James McMillan introduced Bryan Station's National Merit Semifinalist, Elyse Blakeman. Greg Quenon recognizes Kayla Beebout, Maya Creamer, Jacob Ferguson, Samuel Flomenhoft, Thomas Kenny, Eliza Jane Schaeffer, Jamie Smith Cole Terrell, and Samuel Vandiver from Henry Clay High School. Bryne Jacobs introduces Steven Armbruster and Anna McGary from Lafayette.

H. Reports, Communications, Resolutions

John recognized Dr. Helm for standing in for Superintendent Caulk as he recovers from surgery.

KTRS Funding Resolution read by Jessica Hiler, President FCEA Teachers are united in efforts to seek full funding. All teachers and administrators pay into KTRS do not pay into Social Security, sole benefit. 20 billion gap in funding. Teachers have never failed to make payments (12.8% of their pay). Commonwealth needs to keep their promise. Fund will run out in 21 years. Thanked board for sending message to the legislature for supporting teachers.

A motion was made by Doug Barnett and seconded by Melissa Bacon to ratify the KTRS Resolution making it part of the official minutes of the Fayette County Board of Education, and that a copy thereof be presented to the Fayette County Education Association. The motion carried with a vote of 4 to 0.

1. Progress Reports

a. Superintendent's Reports

1. Marlene represented Superintendent Caulk introduced school reports (did not have a report in August so district is getting two schools this month)

1. Paul Laurence Dunbar High School, Betsy Raines

She brought some of the school leaders to show the collaborative efforts going on at Dunbar. Came to show data – What are we doing, how student progress is monitored and what impacts student growth.

Staff demographics – total 133 teachers, with a young staff, 7 K-Tip teachers, 14 teachers are new to Dunbar, 53% have Masters, 30 non-tenured, 103 tenured, with a goal to increase minority staff – up 2% over last year.

Student demographics - 78 partial day (participate in other programs), 53% white, 18% Hispanic, 16% African American, 7% Asian, and 6% non-defined. The 9th grade class is the largest they have ever had enrolled in the history of the school. 47% free and reduced identified at this time, may increase as the school year proceeds to around 50-51%, 10% ELL students with a 65-to one ratio. A number of refugee students - 226 total, with 171 Hispanic in origin. MSTC (Math, Science, and Technology Center) students are 9% of school.

The MSTC program is a STEM program with 205 students who are 45% Asian, 2% 2 or more races, 48% white, 3% African American. The program has 33 teachers including director. Teachers only teach sections of MSTC program and teach other sections during the day. 0 hour class has the biggest MSTC class in terms of students enrolled.

There are 168 students in Special Education with 13 teachers and 7 para educators. She then presented a slide showing the academic flow: Teachers are coached by Cluster Leaders, who are directed by Strategies Coaches and the Department Chairs, who flow to the Administrative Dean and Principal. The school has created their own support system and they have been creative with their staffing allocations. Cannot share this years' scores as yet – they have been embargoed, however using previous years data there are 127 students who are gap students. Novice scores have increased from 2013 to 2014, which is not what the school wants. The school has implemented pull out situations in math and will do so in reading. They want novice scores to decrease, want using individualized instruction.

Novice Reduction Initiatives

Tonya Merritt - reported that the number of students has fluctuated, but has not decreased. They are improving their Tier I instruction, system wide there are smaller algebra classes for example and school level data shows growth. It is more challenging to move out of novice standing in high school. They are expanding their Tier II and III resources. They are holding weekly MTSS meetings to review individual student progress.

Elizabeth Pelphrey – The school is using standards based grading – with 45% staff participating this year, and plan to increase to 50% next year.

Andrea Tinsley – 2 additional certified teacher positions have been added to Math and English instruction. They are working one on one with students, and using formative and summative assessments. The school placed a 20 student cap on Algebra 1 classes and their pass/fail rate indicates student improvement.

Erin Adcock – PLD night school began August 31 targeting drop-outs and students that had not had success as students. Some are tier 3 students. Many are tier 3 because they are 5-9 credits behind or had behavior referrals. The target is for students to make 30% progress on Plato. The main barrier to success in this program is transportation. Parents and students must provide their own. They are developing interventions for Tier II students – there are a total of 65 students, staff members meet with these students at least weekly to develop behavior interventions. The main barrier is not having a FRYSC for free and reduced lunch students. There is a need to increase and develop community resources.

Kara Patterson – Reported there is ESS assistance in several areas, of the students participating 37% male, 27% Asian, 12% African American - lack of transportation and after school responsibilities such as jobs are the major barriers to participation and success.

Tony Blackman – LSTEM project partnering with Bryan Station and the United Way, there are 59 students in the program which is targeted to Hispanic population through a grant. The program requires students to maintain 3.5 GPA, take Math, Science and college bound courses, as well as maintain a 90% attendance rate. This program sees that students gain the same opportunities as others. It enables them to get the equipment they need, go on field trips and get advising and tutoring as needed.

Nancy Hill – Gear-Up Kentucky which focuses on first-generation college students and provides students with college and career based field trips as well as mentoring opportunities.

Betsy Rains – There is a proactive layer with the behavior coach utilizing the support of the school psychologist, counselors, social worker, mentors, mental health support, after all efforts are exhausted the teacher will write a referral to administrators for consequences or interventions.

Steve Duerson – Reported on truancy and attendance: they want all staff and faculty to know that all students need to come to school on a regular basis, which is a predictor of graduation. They have current data on students that shows so far this year they have 22 students that have 12 or more unexcused absences, and 134 with 3 or more unexcused absences. The problem solving team tries to engage one on one with those students trying to get them to understand the attendance policy and the importance of education. They are working every day to touch those students to make sure they feel connected to someone in the building.

Erin Adcock – 5 years ago the school team figured out that if students were not suspended good things would happen. There are 3 components of their suspension program. First, they reteach expectations, the overall trend is that there are fewer students in SAFE every year. There are also fewer Hispanic and African Americans in SAFE, TAP trends are also declining. They are housing students on site and off site in SAP programs. Several mentoring programs and other services have been deployed – over half the student population is in some gap group. They are working with a Latino community group to engage mentors. Mentor leaders are present tonight to answer questions. We have representatives from the Society of Hispanic Professional Engineers and the Community Involvement education program.

Betsy Raines - The number of mental health needs are growing in the school. Needs are increasing for a variety of reasons. Currently they are looking for a guidance counselor to work exclusively with mental health issues. The ultimate goal is to focus on the student profile, what they are doing for students should support what each individual student needs to be successful. Reviewing, monitoring and measuring and how they are impacting student growth.

Marlene Helm – responded that it was a very comprehensive and there are a lot of exciting possibilities

Melissa Bacon – commend the staff at Dunbar on their efforts. She remarked that the ELL numbers were surprising and she appreciates the services put in place as mental health resources. She hoped that the Board could assist in putting more in place to help as well.

Daryl Love – echoed Melissa’s thoughts. Remarked that the Board cannot shape policy unless they understand what is happening in the building. When talking about changing demographics and the problems and barriers we have, and how do we address those issues. We are trying to establish what those goals and blocks are. I go back to James Lane Allen – we have kids that are Hispanic and Latino coming into our district for the supports and we have to ask what does that look like in elementary, middle and high? What does support look like? If people don’t have an understanding of the gravity in preparing all kids, and how hard the work is to prepare them, we will not be able to get the support to them. We have talked about diversity and inclusion, and have the individuals in the buildings that know them and that care. We are not only trying to create a learning environment, but a holistic environment. I heard a lot of great strategies. You mentioned the need for a FRYSC – did you have that at one time and it went away?

Betsy Raines – responded that they have never had a FRYSC and about five years ago started asking, but were told there was no funding.

Daryl Love – commented on the transportation around the night school – the transportation issue. He commented on how to connect with kids and his discussions with the director technology about how to use technology in a very strategic way to help kids learn. We have a public transportation system that also runs, we need to think about what some of the major needs are so can we bring our community resources together to help.

Doug Barnett – wanted to talk about the transportation issue – the outgoing commissioner (Holliday) has asked that LFUCG and the system collaborate around closing the achievement gap. He is also excited about the LSTEM program – had heard from a lot of people out in the community about that. It goes back to the feeder schools - this is where FRYSC can support. If a child has them in elementary and those resources are not there at the middle and high school level following the kid as they go up through the system, we need to look at that. Need to better coordinate resources and figure out who is providing what, and how we can feed into that. How we can provide resources for all. There needs to be somebody in the building to coordinate community resources – especially when coordinating to support the needs in the school.

John Price - this kind of presentation helps us share with the public not only what students' need, but also how difficult it is to meet those needs. It also shows how successful we can be in being proactive in meeting the needs of our students. Especially the no suspension program. I applaud your efforts and thank you for being here.

Dr. Helm – responded that each school will share what they are doing to meet the needs of their students. There is no silver bullet. At one point FCYSCs were funded by the state asked if they were still funded that way.

Julie Hawkins – answered that they are still funded by the state through a grant process. They should be able to apply for the program they simply have to have 20% free and reduced in their student population. The state is not providing new centers right now at the state level.

2. Academy for Leadership at Millcreek

Dr. Helm introduced Dr. Greg Ross from The Leadership Academy at Millcreek who was joined by Jimmy Meadows, school director and Ebony Hutchinson, the PGES Coach.

Jimmy Meadows – Introduced the team.

Dr. Ross – began by saying that at Millcreek they empower each other leading by example to lead by example in life. The school's vision is: A community where children develop the scholarship for academic achievement and character to change the world and their mission: to learn to lead and empower. He shared a video of children beginning their day with a positive and focused message. There are 480 students, it is an overflow school, where they have early start and ABE students, 45 ELL students, 160 minority students, and 70% free and reduced. It is a young school, where only 14 teachers have 11+ years of experience, 54 teachers with 5-10 years, and 17 with four or less years. The demographics of the staff are: 17 African American staff members (a 70% increase in one year). The 3 year trend data shows decreases in novice students in all areas. He shared behavior metrics – there were 59 referrals three years ago, last year there were 32. There were 26 students with multiple referrals, the goal for this year to have 10 or less. He remarked that initially when there are higher expectations, you may have a jump in behavior issues, but once expectations are made clear the numbers tend to drop. The goal is to reduce the gap by 25%.

The strategies to meet goal are use of a data wall, the PLC framework, assessment, literacy, peer modeling – we name and claim each one. The school tracks throughout the year from baseline to growth. Holding teachers accountable as well if there is no level of growth. Peer modeling – strong emphasis on workshop modeling in the building. Looking at exemplars in the building, and within the area in other districts. PLC day will be spent discussing what they saw visiting those teachers and go back to the school to share how it is being utilized.

Share an Initiative is the PLC Weekly format. Week one curriculum is based on learning - talking specifically about the data as to how it is discussed in the classroom, assessment data analysis, CRTL and using research based practices. McNabb Elementary is Dr. Ross's former school with amazing teachers, classified staff and administration, however what they are doing at Millcreek is much more focused and frankly, better. They use evidence data – MAP goals from last year where 75% students met or exceeded growth goals. Behavior referrals are at an all-time low, parent involvement is growing, attendance rates are growing. They are monitoring how students are doing in RTI and using it in the classroom with growth in math and reading displayed on the data wall. There is shared decision making – leadership team meets to see how they can impact leaders in the building. The leadership team also consists of 3 students who are selected by their peers. The leadership team is critical in assisting with PD and also instructional practices.

This year they were able to retain 15 of 20 classroom teachers and were able to recruit 5 seasoned teachers with excellent evaluations. They raised the number of minority classroom instructors by 100%.

They are re-teaching standards that were not mastered, using software programs and are reanalyzing the data, in an effort to go from data collection to data driven instruction and using tiered data to drive instruction. We have successes and we know that we have to change perception of our school. We have met with city representatives to try to meet with some of the neighborhood associations to change impressions that are out there.

Jimmy Meadows – reported that it is very inspiring to go to Millcreek – especially on a Friday which is typically not a “good” day for instruction, but you can see the rituals and routines every day. We have some of our sister schools that have come and observed what is going on because there are very good things going on at Millcreek.

Daryl Love – thanked the team for sharing and congratulated them on their success. He had met with Greg as he was moving into his office and he promised the place would not be the same. Manny talked about strong leadership about how principals set the tone in the building. The school has great teachers who are nationally certified, they just don’t know it yet, but you show them enthusiasm, you gather information, you take your teachers to see things, but you also share within the district. I love the data wall. Raising the bar for our kids. It’s going to take that type of intentionality as we move forward, I know you guys are destined to do great things. When you have a staff and they look at a kid and they say I want to help that child succeed you are going to do great things.

Doug Barnett – was impressed with what he saw. Asked if the students who were involved with decision making were 4th or 5th graders?

Dr. Ross - They are 5th graders who are elected by their peers.

Doug Barnett – remarked that he thought it was a great idea. Asked about attendance - are there any trends that you can see? What is causing the attendance issue – is it a language barrier?

Dr. Ross - There is huge turnover during holiday time. We have students that will spend an unlimited amount of time in their home country. They will miss a week or two visiting their home country. We are not sure how to address that. Another thing we have is a very high McKinney-Vento population. We had a family that we had to track down, we finally found them in Florida. Trying to find a home creates a struggle many of our families.

Doug Barnett – commended Dr. Ross for increasing the diversity of his staff. Are you looking at the recruiting process?

Dr. Ross – responded that he has created a lot of relationships, there may be people he knows who are transferring here for work and he will contact them to see if their spouses want to come and work at Millcreek. Some people have heard about the good things going on at Millcreek and have come to him looking to work.

John Price – complemented him on the school’s high expectations for your students. I think our students reach the expectations we have of them. I want to complement you on your data driven instruction. I also think it is great you are reaching out to the homeowners associations. I appreciate all you are doing on behalf of all of our students.

2. Novice Reduction Report

Dr. Helm presented the Novice Reduction report. It (the 30.60.90 Day Plan) was submitted to KDE and will continue to roll forward. There were two schools that have given a presentation after being given their instruction on August 3 or 4 and we are seeing how they are moving forward, naming and claiming and

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tracking with intentionality. The Board will be hearing each month more information as other schools begin to develop and share their information. Each month one of our directors has provided a template so that all school presentations will be similar in content, each school will be different because they serve different populations. I feel we will report soon that we have decreased the novice numbers.

3. Equity Report

Darryl Thompson reported that his report culminated in the slide presentations given by the schools. The Equity Council recommendations are imbedded in each of the reports. He gave an update on the equity policy, the committee worked on the policy 2 or 3 weeks ago and is working again this week to get a policy that will be ready to send to the Kentucky School Boards Association. There is a need to focus on the quality of the document to get it ready hopefully in October. The Superintendent also charged the Council to cross walk the equity council recommendations with the 3 rocks around novice reduction. The equity council recommendations kind of fit like sand around the 3 big rocks identified in the novice reduction plan.

Darryl Love – asked if there would at least be a quarterly document that would come out to let the Board know where the District stands on those recommendations.

Darryl Thompson - Yes, I have a report that will be send electronically to the board and will be posted so that the public can see it.

John Price - the Equity Council will have an opportunity to review the document before it comes to the Board.

Darryl Thompson – we got out of sync between the Board and the Executive Committee, we are now in line.

Dr. Helm – Reviewed the Three Big Rocks: Standards culture and instruction, continuous improvement and assessment, and learning culture and environment. This group is co-chaired by two people who also serve on the Executive Team. Data should drive our work, our resources whether human or financial so that we can drive our district forward.

We have those posted in Conference room A so that we can track and have a visual of our work and as a reminder of what our work is. It is helpful when KDE comes to speak to us because they can also see our focus.

John Price – reminded that it is important to recognize that the 30.60.90 day plan is based on instructional days and not calendar days. October 13 is the end of our 30 day period.

Darryl Thompson – added that the crosswalk is also color coded with the 3 big rocks as far as where we are in meeting those goals.

4. APA update

Kyna Koch was out due to illness, there would be no APA update this month. It will be sent or given and the October 12 meeting.

5. Construction Report

Myron Thompson reported that Jessie Clark Middle School was 92.4% complete; Squires Elementary is 55% complete and should be complete by August 2016; the new elementary at Passage Mound is 15% complete, with masonry walls, air barriers, roof insulation, bar joists and gravel for parking lots and bus loop; New Elementary at Georgetown 28% working on sub-grading, footings, concrete floors, decking, CMU installation; New High School is 8% complete and will be complete by Fall 2017 – foundations, steel joists, CMU walls, slabs and under slabs, geothermal drilling taking place.

Reported on 2015 refunding bond sales – 2015 series A bonds saved the District \$1.9 million and 2015B bonds brought savings of \$285,000.

Doug Barnett – asked about the door at Arlington.

Myron – Replied that we were supposed to have delivered it last Friday, he will look into it and report back to the board.

Doug Barnett- asked about the names for the new schools.

Myron – responded that the schools have put together committees and the names should be submitted in the next month.

John Price – thanked the community for their support in funding new facilities.

Remarks by Citizens

No one signed up to speak

J. APPROVAL OF ROUTINE MATTERS

A motion was made by Doug Barnett and seconded by Daryl Love to approve the minutes of the August 10, 2015 plan meeting and the August 24 regular meeting. The motion carried with a vote of 4 to 0.

K. APPROVAL OF CONSENT ITEMS

There being no items lifted for discussion, a motion was made by Melissa Bacon and seconded by Daryl Love to approve the items on the Consent Agenda. The motion carried with a vote of 4 to 0.

L. APPROVAL OF ACTION ITEMS

1. Approval of Contracts

A motion was made by Melissa Bacon and seconded by Doug Barnett to approve the contract with Clinical Behavior Analysis, Jason Simmons to provide ABA therapy and consultation to students in accordance with the individual education program (IEP). The motion carried with a vote of 4 to 0.

A motion was made by Melissa Bacon and seconded by Doug Barnett to approve the Imagine Learning Purchase contract. The motion carried with a vote of 4 to 0.

2. Amend Board Policy to Clarify the Probationary Period for Employees in the County Employees' Retirement System

A motion was made by Daryl Love and seconded by Melissa Bacon to approve the amendment to Board Policy 03.273 to clarify the probationary period for employees in the County Employees. Retirement System as a minimum of six (6) months and a maximum of twelve (12) months. The motion carried with a vote of 4 to 0.

3. Monthly financial report

Rodney Jackson reviewed the financial report. Revenue is up 2% over last year, expenses are right now 2% less than last year. The revenue summary has changed to include the Tentative Budget last year, this year and both working budgets. There was a \$12 million increase in revenue over last year and a \$3.1 million increase in beginning balance over last year. Expense summary also includes more information.

There was a \$900,000 increase in expenses. He continued the review of Fund 2, Capital outlay 310 and Building fund 320 and other special funds as well as the balance sheet. Stated that these presentations will also be kept (with prior versions) on the web site.

Daryl Love – agreed that it was the best way to go. As our budget and finance staff brings us changes we will understand and be aware of the proposed changes and if we need to amend the budgets to accommodate those changes so that we and the public remain in the loop.

John Price - We have a stated goal to get our fund balance to \$50 million by 2015. We need to monitor better.

Daryl – asked about the increase of \$3.1 on a particular slide and what was driving that?

Rodney Jackson - The tax increase is primarily what is driving that now, but SEEK dollars will be the other revenue source that causes it to go up.

A motion was made by Melissa Bacon and seconded by Daryl Love to approve the report as presented. The motion carried with a vote of 4 to 0.

4. Working Budget

Julane Mullins presented the working budget which is required by KDE by the end of September of each year.

- Budget is preliminary pending the completion of the annual audit due on or before November 15
- Beginning fund balance is projected to be \$35 million
- Looking at revenue trends and working closely with PVA and revenue office to look at trends.
- Beginning teacher salary \$42,010.
- Increased enrollment this year for another consecutive year.
- 5% contingency of \$25,965,252
- 2% salary increase and 1.5% step up for classified and certified
- \$2,943,808 encumbered purchase orders carrying forward from 2014-15
- \$1.5 million approved school allocated Section 6 carry forward from 2014-15
- Recommendations for funding of non-recurring expenses: Debt service shortage for bond payment \$300,000; network infrastructure costs of \$250,000; STEAM science lab \$33,000; installation and setup for portables \$80,000; Superintendent initiatives \$600,000; ground breaking and LPC \$15,000; physical support project money \$400,000 to do projects we have in process; \$350,000 set aside for Data Dashboard (data warehouse); \$700,000 startup funds for new elementary schools.
- After all revenue adjustments are made the District can expect more than \$1.5 million over projections in Tentative budget.
- Expecting a decrease in SEEK allocations so allocations have been kept level this year.
- Mandated 2% salary increase can be covered with increased revenue.
- Recommendations for funding of recurring expenses – 2nd month Section 6 adjustments \$200,000; Zonar (GPS) for busses \$69,000; KU electronic billing \$3600 per month; interpreter needs district wide for special needs students \$30,000; supplemental duties for Arts and Humanities, PLC and World Languages \$15,000; moving PGS coaches from Title II to general fund, \$400,000; funds for IB program \$40,000; STEAM portables rental \$86,400.
- Establish the following positions – non Yellow bus activities (transportation on behalf of other groups - i.e. Rotary, JA, etc.) \$5,000; additional driver and 5 bus monitors \$142,860 to cover additional ridership in transportation; a placeholder for data warehouse research analysts for updating and working on dashboard \$150,000.

She reminded the Board that the auditors have not finalized audit and beginning balance is unaudited. Total budget \$539,183,667

Doug Barnett – asked about the anticipated increase in the nursing contract of \$80,000.

Julane – responded that those funds had been requested in May and have already been included.

Doug Barnett – reported that he received data the other day about nursing services at BSHS. He said he brought it up as a means of quantifying the value of nurses. In over 2000 nursing visits last year with 600 health conditions, of those 2000 1600 returned back to class. We saw from (the reports from) Dunbar and from Millcreek that kids can't learn if they are not there – especially students in high poverty schools. The Board should look into providing full time nursing services in some of our higher poverty schools. New research study came out that reported graduation rates increases 6% with a full time nurse in the school. Also the \$300,000 for capital projects, the District needs to look at schools with Early Start classrooms where the playground is not convenient to the classroom, like Mary Todd. Because of location of playground we are not able to have early start there. We need to incorporate that in that funding. Look at locations that don't have playground access we need to fund that. The third thing – we went from 21 to 24 year pay scale for bus drivers and other, FICA will increase. With some of those folks, we may need to start looking at adjusting the pay grades for those folks on the bottom

Dr. Helm - Mary Todd does have an early start pre-school class, however they have no Head Start. The issue is with Head Start accessibility regulations for playgrounds. As for the \$450,000 for program expansion – we approved those in May, those included some of our special programs and our 2 new elementary schools.

John Price – Reported that the District is looking at compensation again through our compensation study. We did have significant discussion of the budget and finance committee about doing some joint training with the Board at our Lunch and Learn. We have administrators, community members, equity council on this committee. We would like to have something in October so the Board can meet with the group. We have appreciated the lunch and learn meetings, our budget is more complex and our reporting is more complex as a result of the APA report. I have expressed personally to Julane that we have changing conditions and if we have to adjust the budget on a quarterly or monthly basis we need to be on top of that. It is important that we give board members more information as well as interact with our budget and finance committee and perhaps give them more input. Given as we are going to be going through a lot of changes this year as a result of data, this needs to be a living document. I like the notion that we are able to make those changes, we don't want to have to wait a year to put new programs in, if they will benefit students. We see from a different lens, we could have a more holistic and more systemic lens.

Dr. Helm – responded that she will ask Ms. Dailey to poll the board on dates.

John Price - we appreciate Julane and our budget and finance committee. I have worked on this since 2003 and every time I go to a budget and finance committee I learn something new. My recommendation is that we approve the budget tonight and we are aware that as new information comes available we are able to make the changes we need to.

Melissa Bacon – I know you had some questions and as we move forward during our lunch and learn the information will be shared. We have never met as a board with our budget and finance committee.

A motion was made by Melissa Bacon and seconded by John Price to approve the final working budget for the 2015-16 school year. The motion carried with a vote of 4 to 0.

5. Flex Focus Funds

A motion was made by Daryl Love and seconded by Melissa Bacon to approve the disbursement of funds in the approximate amount of \$158,036 from the Novice Reduction Fund for the employment of 2.7 interventionists at

07705

Bryan Station High School, and \$126,700 for the revision and creation of curriculum documents as recommended by staff. The motion carried with a vote of 4 to 0.

M. INFORMATION ITEMS

Whitney Stevenson reviewed the full utilization document required by the state that outlines the working relationship with Head Start.

N. ORAL COMMUNICATIONS

- 1. Public – there was no one signed up to speak.**
- 2. Board Request Summary**

Daryl Love took a moment of personal privilege to discuss the Athens-Chilesburg pro dads program. He was invited to come to speak to dads and their kids. He was inspired by the event around instilling the conversations that sometimes fathers aren't often able to have with kids (as opposed to moms). He encouraged dads to be a presence for their kids. Commended Peggy Henderson and Carla Jackson for organizing the event.

John Price – We need more fathers to be involved, we support all dads to instill and express to our students how important education is. The president of the 16th District PTA is a dad and we need more dads to be involved.

- 3. Other Business**
 - a. Board - None**

O. Motion Making Agenda Part of the Official Board Minutes

A motion was made by Melissa Bacon and seconded by Doug Barnett to make the agenda dated August 24, 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 Melissa Bacon and seconded by Daryl Love to go into closed session at 8:37 p.m. to discuss acquisition or sale of real property pursuant to KRS 61.180 (1) (b), pending litigation pursuant to KRS 61.180 (1) (c) and personnel pursuant to KRS 61.180 (1) (f). The motion carried with a vote of 4 to 0.

Open Session

A motion was made by Melissa Bacon and seconded by Doug Barnett to go into open session at 9:50 p.m. The motion carried with a vote of 4 to 0.

A motion was made by Melissa Bacon and seconded by John Price, to authorize legal counsel to initiate litigation to seek judicial review of an administration decision rendered under KRS Chapter 13 B. The motion carried with a vote of 4 to 0.

A motion was made by Darryl Love and seconded by Doug Barnett to authorize legal counsel and Superintendent to execute documents necessary to resolve and settle an administrative proceeding brought under the Individuals with Disabilities Education Act. The motion carried with a vote of 4 to 0.

Adjournment

A motion was made by Daryl Love and seconded by John Price to adjourn the meeting at 9:55 p.m. The motion carried with a vote of 4 to 0.

John Price, Chair

***Emmanuel Caulk, Superintendent
and Secretary to the Board***