

Board of Education Regular Meeting
April 17, 2017 6:00 PM
Professional Development Center
631 North Green Street
Henderson, KY 42420

Attendance Taken at 6:00 PM:

Present Board Members:

Mrs. Lisa Baird
Dr. Sally Sugg
Mr. Michael Waller
Mrs. Tracey Williams

I. Welcome & Call Meeting to Order

I.A. Moment of Silence & Pledge of Allegiance

Discussion:

After a moment of silence, Mr. Tom Alves led the Pledge of Allegiance.

II. Approval of Agenda

Order #163 - Motion Passed: A motion to approve the agenda as listed passed with a motion by Mrs. Tracey Williams and a second by Mr. Michael Waller.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

III. Students & Staff Recognition

Discussion:

Mrs. Marganna Stanley introduced to the Board the staff and students from Jefferson Elementary School. Jefferson just recently obtained a Lighthouse status with the Leader in Me Program.

III.A. Judge's Scholar for April

Rationale:

Judge's Scholar for April
Jazlynn Oleary, 5th Grade, South Heights Elementary

III.B. HCHS Sports Team Manager, Sevion Whitlock

III.C. NMS Concert Band - Distinguished Rating

Discussion:

North Middle School students were not able to attend and will be brought back before the Board at the May meeting.

IV. Public Participation & Recognition of Guests

Discussion:

The Board recognized soon to be HCHS Student Ambassadors in attendance: Conner Coomes, Abbie Perry and Khrista Parker.

V. Approve Minutes from Prior Meetings

Order #164 - Motion Passed: A motion to approve the Minutes from April 11, 2017 Special Meeting Work Session passed with a motion by Dr. Sally Sugg and a second by Mrs. Lisa Baird.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

VI. Financial

VI.A. Treasurer's Report

Discussion:

Ms. Cindy Cloutier presented the Treasurer's Report for the month ending March 31, 2017. Mrs. Marganna Stanley requested that the Board approve the Treasurer's Report as presented.

Order #165 - Motion Passed: A motion to approve the Treasurer's Report for the month ending March 31, 2017 passed with a motion by Mrs. Tracey Williams and a second by Mrs. Lisa Baird.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

VI.B. Paid Warrant Report

Discussion:

Ms. Cindy Cloutier presented the Paid Warrant Report for payments made between March 21, 2017 and April 17, 2017. Mrs. Marganna Stanley requested that the Board approve the Paid Warrant Report as presented.

Order #166 - Motion Passed: A motion to approve the Paid Warrant Report for payments made between March 21, 2017 and April 17, 2017 passed with a motion by Mr. Michael Waller and a second by Mrs. Tracey Williams.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

VII. Committee Reports

VIII. Reports

VIII.A. Spottsville Construction

Discussion:

Mr. John Hagan Codell updated the Board on the Spottsville Elementary School Construction Project.

VIII.A.1. Re-bid Elevator, Kitchen Equipment and Windows

Discussion:

Mr. John Hagan Codell requested approval to advertise and re-bid the Elevator, Food Service Equipment and Aluminum Window packages. The plan would be to re-bid May 9th, which would give enough time to present at the May meeting. Mr. Codell also requested approval to send out a Request for Proposals for the testing and balancing of the HVAC system. The recommendation would be brought to the May 9th meeting as well.

Order #167 - Motion Passed: A motion to approve Codell Construction to advertise and re-bid the Elevator, Food Service Equipment and Aluminum Windows Packages passed with a motion by Mrs. Tracey Williams and a second by Mr. Michael Waller.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

Order #168 - Motion Passed: A motion to approve for Codell Construction to send out a Request for Proposals for the testing and balancing of the HVAC system passed with a motion by Dr. Sally Sugg and a second by Mrs. Lisa Baird.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

VIII.B. HCHS Athletics

Discussion:

Mr. Jeff Coursey presented the HCHS Athletic Report.

VIII.C. Health Coordination

Discussion:

Mrs. Nancy Gibson presented a report on health and wellness for Henderson County Schools. Dr. Sally Sugg expressed her hopes of something being in the upcoming budget to help support mental health for staff and students. Mrs. Marganna Stanley stated that the administration plans to bring that to the May board meeting since that is the time we will be looking at staffing and budgets.

IX. Old Business

IX.A. Second Reading of Policy 09.423 - Use of Alcohol, Drugs and Other Prohibited Substances

Discussion:

Mrs. Marganna Stanley presented Policy 09.423 - Use of Alcohol, Drugs and Other Prohibited Substances for a second reading. Dr. Sally Sugg wanted it to be clear to the public as to why only a certain segment of the student body will be in the random testing pool. Mrs. Elizabeth Bird stated that one of the key factors taken into consideration is that this is not a punitive policy. However, when you do all students, then you are in a territory where the consequences affiliated with failing a drug screen could be tied to grades and that is something that the Courts have said that absolutely cannot happen. Mrs. Marganna Stanley mentioned that the administration is still looking at the possibility of adding a compliance officer position if that need is there.

Order #169 - Motion Passed: A motion to approve the second reading of Policy 09.423 - Use of Alcohol, Drugs and Other Prohibited Substances passed with a motion by Dr. Sally Sugg and a second by Mr. Michael Waller.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

X. New Business

X.A. Drug Screening/Medical Services RFP

Discussion:

Mr. Steve Steiner presented the recommendation of the administration for the Drug Screening/Medical Services Request for Proposals. The recommendation is as follows:

Involvement, Inc.: 12 Panel Urine Dip Screen for students, K2 Urine Dip Screen for students and 12 Panel Urine Dip Screen for staff.

Methodist Hospital: DOT Physical, Pre-Employment Physical and TB Skin Test.

Deaconness Comp Center: Essentials Function Test, Post Offer Basic Test, Post Offer Test With Medical History Review and Post Offer Comprehensive Test.

Order #170 - Motion Passed: A motion to approve the recommendation by the administration for the Drug Screening/Medical Services RFP as follows:

Involvement, Inc.: 12 Panel Urine Dip Screen for students, K2 Urine Dip Screen for students and 12 Panel Urine Dip Screen for staff;

Methodist Hospital: DOT Physical, Pre-Employment Physical and TB Skin Test; and

Deaconness Comp Center: Essentials Function Test, Post Offer Basic Test, Post Offer Test With Medical History Review and Post Offer Comprehensive Test passed with a motion by Dr. Sally Sugg and a second by Mrs. Lisa Baird.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

X.B. May Board Meeting Dates

Discussion:

Due to the Commissioner of Education's Town Meeting scheduled for May 1st, Mrs. Marganna Stanley requested that the Work Session scheduled on the same day be

cancelled. Mrs. Stanley also requested that the Board hold a special meeting on May 15, 2017 at 5:00 p.m. to go through the capstone presentation.

Order #171 - Motion Passed: A motion to cancel the May 1, 2017 Special Meeting Work Session passed with a motion by Mr. Michael Waller and a second by Dr. Sally Sugg.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

Order #172 - Motion Passed: A motion to schedule a special meeting for the superintendent's capstone presentation on May 15, 2017 at 5:00 p.m. passed with a motion by Mrs. Tracey Williams and a second by Mrs. Lisa Baird.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

X.C. Approve Two Technology Positions

Rationale:

Network Administrator position to the Technology Support Center Department
Half time Digital Learning Coach at South Middle School and North Middle School to support teachers through the foundational years of full 1:1 implementation

Discussion:

Mr. Brian Bailey requested approval of two technology positions: LAN/WAN Technician - Network Administrator and Digital Learning Coach. Dr. Sally Sugg reiterated from the previous work session that any of the positions that are instructional not end up being something that takes away time from teachers in the classroom.

Order #173 - Motion Passed: A motion to approve the two technology positions as presented passed with a motion by Mr. Michael Waller and a second by Mrs. Tracey Williams.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

X.D. Consent Agenda

Order #174 - Motion Passed: A motion to approve the Consent Agenda as presented passed with a motion by Mrs. Lisa Baird and a second by Mr. Michael Waller.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

X.D.1. Approve Shortened School Day for Three (3) Special Education Students

X.D.2. Approve Use of School Busses

X.D.3. Approve Student Overnight Trip Requests

Rationale:

Henderson County FFA to attend the following trips:

June 5-8, 2017 - State FFA Convention in Lexington, KY;

July 10-14, 2017 - Kentucky FFA Leadership Training Center in Hardinsburg, KY;

and

August 17-19, 2017 - Kentucky State Fair in Louisville, KY.

X.D.4. Approve Change in Location/Destination of June 8-15, 2017 International Club Trip

X.D.5. Approve Lock Box Designee

X.D.6. Approve Bid Recommendations

Rationale:

Bid Recommendations:

Addendum for RFP E-Rate 470 2017

Bid Renewal Recommendations:

Courier Service Bid #5-15-5-5

Fire & Safety Equipment Inspection Bid #9-14-5-5

X.D.7. Approve Grant Applications

Rationale:

District "Brain Bus" (\$2,325) - Henderson Lions Club grant to provide a broadband router, antennae, and content filtering controls to enable WiFi capability on the bus;

Thelma B. Johnson Early Learning Center and all elementary schools (\$23,025) - To secure funding for the Pre-K through 5th grade "Second Step" curriculum materials;

South Middle School (\$3,500) - Henderson Lions Club grant for funding a stipend for a teacher to stay after school and work with students in activities of interest to them such as Lego League, Art, Chess, etc..;

South Middle School (\$3,00) - International Paper grant for the purchase of library books for South Middle Schools' Media Center;

District "Brain Bus" (\$1,500) - International Paper grant for the purchase of library books for the Brain Bus for student use during the summer months;

Spottsville Elementary School (\$500) - Action For Healthy Kids grant to support programs that promote healthy habits including nutrition and physical activity;

South Heights Elementary School (\$1,000) - Action for Healthy Kids grant to support programs that promote healthy habits including nutrition and physical activity;

Cairo Elementary School (\$500) - Action Healthy Kids grant to support programs that promote healthy habits including nutrition and physical activity; and

Henderson County High School/CTE Unit (\$1,187,000) - KY Workforce Cabinet's "Work Ready Skills Initiative" grant to provide funding for upgrading/expanding CTE instruction for Advanced Manufacturing.

X.D.8. Approve Retiree Resolutions

Rationale:

Employee Retiring	Position & School/Worksite	Years of Service
Linda Stroud	Speech Therapist, South Heights Elementary	32 Years of Service
Kathleen Givens	FRYSC Coordinator, South Middle School	24 Years of Service
Karen Elder	Teacher, East Heights Elementary	16 Years of Service
		Local, 20 Years of Service to Education
Jamie Johnston	Teacher, East Heights/Niagara Elementary	27 Years of Service
Mary Estes	Bus Driver, Transportation Department	18 Years of Service
Teresa Lapradd	Lead Food Service Asst, South Middle School	18 Years of Service
Kevin Blanks	Custodian, North Middle School	27 Years of Service
Alice Bassett	Teacher, Spottsville Elementary School	27 Years of Service
Nellie "Nadine" Harris	Teacher, Jefferson Elementary School	32 Years of Service
Cassie Westerman	Cook/Baker, North Middle School	4 Years of service*

*FYI-Retiring (not eligible for awards (only 4 years of service))

X.D.9. Approve Two Educators to Attend the NEA Annual Meeting in Boston, MA

XI. Personnel Actions

Discussion:

Personnel actions taken by the Superintendent since the last regular board meeting were reviewed with the Board and are attached to these minutes.

XII. Superintendent Contract

Discussion:

Mrs. Lisa Baird made the following statement.

When Mrs. Stanley was hired, her salary was based on her experience with our district, although a "first time" superintendent. After her most recent review, an extension of her contract was brought up. Due to the election year and potential new board members, our attorney, Mrs. Bird, advised us that that decision and discussion would have to wait until the new board was sworn in. You may remember a "vote of confidence" was given at the end of the year to signify the previous board's thoughts and approval. Before today's meeting, myself and Mrs. Bird did extensive research as to contracts, salaries, size of districts, close proximity to Henderson and ranking of schools by an independent review source. That information was individually shared with all board members. Based on her performance, the performance of the district, and the data received regarding similar districts and the knowledge that Mrs. Stanley would very much like to complete the Strategic Plan goal that she set out to accomplish, our collective belief is that Mrs. Stanley's contract that ends June 30, 2018 be renewed for three (3) years with the following changes: A change in salary to \$145,000 a year; and a change in provided annuity contribution to \$10,000 a year. That contract will conclude June 30, 2021. Dr. Sally Sugg stated that Mrs. Stanley has given our organization organizational direction, faced budget challenges and put the dollar closest to the students. Mr. Mike Waller is support of the contract and stated that it's well worth it. Mrs. Tracey Williams said that she had two main goals and they have both happened. Her goals were to have a superintendent that was more in touch with the students daily and more in touch with staff and their concerns. Mrs. Williams stated that we are very fortunate to have Mrs. Stanley.

Order #175 - Motion Passed: A motion to renew Mrs. Marganna Stanley's Contract, which ends June 30, 2018, for three (3) years with a change in salary to \$145,000 a year, with a provided annuity contribution to \$10,000 a year and with the Contract to conclude June 30, 2021 passed with a motion by Dr. Sally Sugg and a second by Mrs. Tracey Williams.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

XIII. Executive Session pursuant to KRS 61.810(1)(f) for discussions or hearings which might lead to the discipline of a student

Order #176 - Motion Passed: A motion to move into executive session pursuant to KRS 61.810(1)(f) for discussions or hearings which might lead to the discipline of a student at 7:18 p.m. passed with a motion by Mrs. Tracey Williams and a second by Mr. Michael Waller.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

Order #177 - Motion Passed: A motion to move out of executive session at 7:29 p.m. passed with a motion by Mrs. Tracey Williams and a second by Mrs. Lisa Baird.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

XIV. Adjourn

Order #178 - Motion Passed: There being no further business to come before the Board, a motion to adjourn the meeting at 7:29 p.m. passed with a motion by Mr. Michael Waller and a second by Mrs. Tracey Williams.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Dr. Sally Sugg	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

Lisa Baird, Chairperson

Marganna Stanley, Superintendent