

RECORD OF BOARD PROCEEDINGS (MINUTES)

Jackson, Ky., March 26, 2019

The Breathitt County Board of Education met in the LBJ Elementary School at 5:00 PM, with the following members present:

Attendance Taken at 5:00 PM:

Present Board Members:

Ms. Ruschelle Hamilton
Mr. John Hollan
Mr. Albert Little
Mrs. Anna Morris
Mrs. Rebecca Watkins

State Manager Mike Murphy was present.

I. Call to Order.

Discussion:

The regular meeting of the Breathitt County Board of Education was called to order by Chairperson Ruschelle Hamilton at 5:00p.m.

I.A. Roll Call

I.B. Pledge of Allegiance/Vision and Mission

I.C. Review of Commissioner's Approvals

I.D. Adopt Agenda

Order #169 - Motion Passed: Based on the recommendation of State Manager Mike Murphy, approval of adoption of the agenda passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

II. Presentations/Reports

II.A. Student Recognitions

II.A.1. Marie Roberts Caney-STLP, FPS, District and Regional (3rd overall team for Region) Governor's Cup.

II.A.1.a. Kory Combs

II.A.1.b. Sawyer Hall

II.A.1.c. Steven Brown

II.A.1.d. Jayden Apple Thompson

II.A.1.e. Kaylee Campbell

II.A.1.f. Lexie McIntosh

II.A.1.g. Kaegan Martin

II.A.1.h. Aiden Combs-5th Place Mathematics

3rd Place Social Studies, Quick Recall

II.A.1.i. Alyssa Banks-1st Place FPS, 1st Place Quick Recall

II.A.1.j. Brystal Allen- 1st Place Quick Recall

II.A.1.k. Jacob Fugate-3rd Place Arts and Humanities

Quick Recall

II.A.1.l. Kylan Combs-1st overall in Math in the Region, FPS, Quick Recall

II.A.1.m. Mahala Bowling-3rd overall in Science, FPS, Quick Recall

II.A.1.n. William Wagers-4th overall in Language Arts, FPS, Quick Recall 1st in District in Language Arts.

II.A.1.o. Natalie Turner-1st Place Quick Recall District Governor's Cup

II.A.2. LBJ-Regional Governor's Cup

II.A.2.a. Sophia Jiang-1st Written Composition and 5th in Math, 4th grade Regional Speech Champion.

II.A.2.b. Hunter Barrett-2nd Place Social Studies

II.A.2.c. Brielle Halsey 5th Reserve Speech Champion

II.A.2.d. Taylor Smith 6th Grade Speech Champion

II.A.3. BHS-KUNA

II.A.3.a. Andrey Smith

II.A.3.b. AJ Miller

II.A.3.c. Caleb Bates

II.A.3.d. Erin Smith

II.A.3.e. Austin Brashear

II.A.3.f. Abby Chaney

II.A.3.g. Jada Rice

II.A.3.h. Madi Turner

II.A.3.i. Betty Katelyn Barnett

II.A.3.j. Kaylan Brewer

II.A.3.k. Taylor Smith

II.A.3.l. Kaitlyn Buttrey

II.A.3.m. Bre Landrum

II.A.3.n. Chloe Richart

II.A.4. BHS - All State Honors Basketball

II.A.4.a. Jalen Taulbee- Breathitt County High School

II.B. Staff Recognitions

II.B.1. Jeremy J. Hall-PLC Protocol

II.B.2. Melissa Smith-PLC Protocol

II.B.3. Doug Halsey- PLC Protocol

II.C. Reports

II.C.1. Superintendent's Report

II.C.1.a. District's Non-Negotiables and High Expectations for Academics Handout

II.C.1.b. Plus_Delta_Next_Steps

II.C.1.c. 30-60-90 PDSA

II.C.1.d. Superintendent/Action Plan Report

Superintendent Phillip Watts discussed the District's Non-Negotiables and High Expectations for Academics As a district, we will ensure ALL students receive a guaranteed and viable curriculum by providing:

- Consistent opportunities for students to work on GRADE-APPROPRIATE ASSIGNMENTS

- DEEP ENGAGEMENT of students in what they're learning

- STRONG INSTRUCTION where students do most of the thinking in a lesson

- Teachers who hold HIGH EXPECTATIONS for students and believe they can meet grade-level standards In order to support these guarantees, we have established the following minimum non-negotiables.

- PLC process that adheres to the adopted protocol

- As part of the PLC process, summative assessment items that are aligned to the appropriate level of rigor of the standard being assessed for mastery must be identified.

- PDSA, including evidence that instruction is impacted by data

- A clear, aligned vision/mission statement appropriate for the school as a whole

- Monitoring process in place to support implementation and impact of professional learning
- Meaningful opportunities for teacher leadership and two-way communication
- Data-driven decision making
- Monthly data checks

Plus

1. Elementary schools had several students participate, and place, in district and regional academic team competitions.
2. Central Office Leadership team, along with principals, have set district non-negotiables for academics: strong instruction, deep engagement, grade appropriate assignments, and high expectations.
3. A partnership between the Berea College Gear Up Program and Breathitt County High School has allowed for new hires to support student learning: College and Career Navigators (3) and Academic Interventionists (2). Also, a new partnership with AmeriCorp has allowed Breathitt County High School to hire academic tutors.
4. Internal and external communication plan was approved by board, and district has set non-negotiables; district and schools are implementing the plan. The new mobile App currently has over 500 users.
5. Schedule changes were implemented in grades 7-12 to allow for a team approach and shared responsibility.
6. Due to fiscal responsibility of the district, maintenance and technology was able to purchase a fleet cargo van from the state master contract.
7. The district has implemented specific strategies to build leadership capacity at all levels.

Delta

1. School month six was the lowest attendance month for Breathitt County Schools - average was 90.56%. Breathitt County experienced record flooding, slick roads and high sickness rates during month six.
2. Data from benchmark assessments and feedback from teachers and elementary principals indicate a need to support and refine Phonics instruction.
3. Data from the winter universal screener (MAP) indicates that 46% of students need intervention in Reading and 45% of students need intervention in Math, thus indicating an issue with Core Instruction.
4. LBJ Elementary, MRC Elementary, and Area Technology Center facilities are listed as transitional due to building conditions.
5. Recruiting new, highly qualified employees, and employee turnover is an ongoing issue.
6. Sheriff's Collection rate is around 85% through December 2018. Hopeful for improved collections through June 2019.

Next Steps:

1. Improvement priorities from the Diagnostic Review are being analyzed, and turn around plans are being developed/implemented into the CDIP/CSIP.
2. In order to assist in providing more frequent, specific feedback regarding core instruction to teachers, the district is exploring the purchase of eWalk.
3. The Board of Education will collaborate with the architect to analyze the feasibility study of converting Sebastian Middle School (currently unoccupied, permanent facility) into an elementary school, utilizing the District Facilities Plan and assessing current/future bonding potential.
4. Finance office continues to progress monitor the district cash flow (expenditures and revenues), to ensure we maintain our goal of 10-15% contingency.

5. District is reviewing software to address effectiveness and efficiency with regard to subs and timesheets (Sub Finder/Time and Attendance).

The Breathitt County Board of Education reviews monthly reports to ensure that the district maintains a 10 to 15% contingency through intentional processes that determine expenditures are reasonable and necessary. The district is implementing multiple grants to support student learning, including: Striving Readers, Novice Reduction, Steele Reese at MRC, New Skills for Youth, with recent additions of the Fresh Fruit and Vegetable Program and GEAR UP. Americorps approached the district about providing Breathitt High School with up to 10 academic tutors. Tutors for this program are now being placed in the high school.

Central Office administrators continue to make progress on the 30-60-90 actions plans that target deficiencies from the previous audit findings. Work continues through instructional staff to implement and support new Math and ELA curriculum. Strategic Planning Process was completed and culminated in board approval in January. Other topics discussed included improvements to the Communication Plan and Facilities/Technology updates and projects.

The Communication Plan was approved by the Board of Education. Non-negotiables have been set at district and school level, and the plan is being implemented. Evidence of improved communication includes the mobile app, increased news articles in the newspaper, as well as shared items on the website/Facebook.

The District/School Improvement Plans are being updated via e Prove Comprehensive District Improvement Plan will focus on curriculum alignment, communication, and ABRI (Academic and Behavior Response to Intervention).

Curriculum alignment, PLC meetings, Response to Intervention (RTI), and Academic and Behavioral Response to Intervention (ABRI)/Positive Behavioral Interventions and Supports (PBIS) are being implemented in every school.

Training and Meetings: Superintendent Mid-Year Evaluation, KASA - Mentor Follow Ups, KDE meetings and local board meetings, SBDM visits, School Monitoring Visits, Leadership meetings with principals, principals observations, curriculum presentations, LPC meetings, CTE meetings and budget meetings.

II.C.2. Attendance Report

Susan Watts, DPP, stated month 7 has started. As of 03/26/2019 there was 93.81 attendance in the District. BHS was at 93.24. The District has missed 19 days as of today. Mrs. Watts stated the District needed to be creative on attendance. The teacher attendance at BHS was 95.84. MRC is at 91.33

II.C.3. Harshaw Trane Energy Report

III. Student Learning and Support Items Recommended for Approval

III.A. CONSENT ITEMS

Order #170 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts, approval of consent item passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes

Mrs. Rebecca Watkins Yes

III.A.1. Consider approval of the KSBA updated Tobacco policy 1st reading.

III.A.1.a. 03.1327-Personnel use of Tobacco

III.A.1.b. 03.2327-Classified Personnel use of tobacco.

III.A.1.c. 05.31-Rental Application and Contract

III.A.1.d. 06.221-Bus Driver's Use of Tobacco and other Substances

III.A.1.e. 10.5-Visitors to the school

III.A.2. Consider approval of KSBA policy 03.2321 updated use of school property 1st reading.

III.A.3. Consider approval for the following building request.

III.A.3.a. Bobcat Base Run 5k Run/Walk at Sebastian Middle School on April 13, 2019.

III.A.3.b. 1969 Class Reunion for October 19, 2019 in Breathitt Cafeteria.

III.A.3.c. Consider approval of Breathitt Bandits Baseball using Marie Roberts Caney baseball field for practice.

III.A.4. Consider approval of 2019 Capital Funds request form.

III.B. DISCUSSION ITEMS

III.B.1. Consider approval of February 26, 2019 Regular Meeting Minutes.

Order #171 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts, approval of February 26, 2019 minutes passed with a motion by Mr. Albert Little and a second by Mrs. Anna Morris.

Ms. Ruschelle Hamilton Yes

Mr. John Hollan Yes

Mr. Albert Little Yes

Mrs. Anna Morris Yes

Mrs. Rebecca Watkins Yes

III.B.2. Consider approval of the March 2019 bills for payment.

Order #172 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts, approval of the March 2019 bills for payment, passed with a motion by Mrs. Anna Morris and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton Yes

Mr. John Hollan Yes

Mr. Albert Little Yes

Mrs. Anna Morris Yes

Mrs. Rebecca Watkins Yes

III.B.3. Consider approval of the February 2019 Treasurer's Report.

Order #173 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts approval of February Treasurer's Report, passed with a motion by Mr. Albert Little and a second by Mrs. Rebecca Watkins.

Ms. Ruschelle Hamilton Yes

Mr. John Hollan Yes

Mr. Albert Little Yes

Mrs. Anna Morris Yes

Mrs. Rebecca Watkins Yes

III.B.4. Consider approval of the 7th and 8th grade turnaround plan for Breathitt High School.

Order #174 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts approval of the 7th and 8th grade turnaround plan for Breathitt High School passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton Yes

Mr. John Hollan Yes

Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.5. Consider approval of creating a 220 day BHS Instructional/ Curriculum Coach Position, contingent upon receiving school improvement funds with those funds contributing 100% of the salary and fringe for 2019-2020 and 50% of the salary and fringe for 2020-2021 and district funds paying 100% in 2021-2022 and thereafter.

Order #175 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts approval of creating a 220 day BHS Instructional/ Curriculum Coach position, contingent upon receiving school improvement funds with those funds contributing 100% of the salary and fringe for 2019-2020 and 50% of the salary and fringe for 2020-2021 and district funds paying 100% in 2021-2022 and thereafter, passed with a motion by Mrs. Anna Morris and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.6. Consider approval of eWalk performance and monitoring tool for providing timely and quality feedback regarding effective instruction through Title II.

Order #176 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts, eWalk performance and monitoring tool for providing timely and quality feedback regarding effective instruction through Title II passed with a motion by Mr. Albert Little and a second by Mrs. Rebecca Watkins.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.7. Consider approval for using grant funds to purchase mobile devices for teachers to be utilized in support of the instructional process.

Order #177 - Motion Passed: Based upon recommendation of Superintendent Phillip Watts approval for using grant funds to purchase mobile devices for teachers to be utilized in support of the instructional process passed with a motion by Mrs. Anna Morris and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.8. Consider approval for the purchase of the Foundations Phonics materials for Kindergarten through 2nd grade through Title I to supplement the existing curriculum.

Order #178 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts approval for the purchase of the Foundations Phonics materials for Kindergarten through 2nd grade through Title I to supplement the existing curriculum passed with a motion by Mrs. Anna Morris and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes

Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.9. Consider approval for extending Special Education Liaison for 2019-2020 school year.

Order #179 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts approval for extending Special Education Liaison for 2019-2020 school year passed with a motion by Mr. Albert Little and a second by Mrs. Rebecca Watkins.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.10. Consider approval of paying for Gifted Teacher Certification through Title II.

Order #180 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts approval of paying for Gifted Teacher Certification for one teacher through Title II passed with a motion by Mrs. Rebecca Watkins and a second by Mrs. Anna Morris.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.11. Consider approval of the amended calendar for 2018-2019 school year last day for students will be May 31st and closing day for teachers will be June 3rd.

Order #181 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts approval of the amended calendar for 2018-2019 school year last day for students will be May 31st and closing day for teachers will be June 3rd passed with a motion by Mrs. Rebecca Watkins and a second by Mrs. Anna Morris.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.12. Consider approval of the 2019-2020 school calendar option B (second and final reading).

Order #182 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of the 2019-2020 school calendar option B passed with a motion by Mr. Albert Little and a second by Mrs. Rebecca Watkins.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.13. Consider approval of Frontline Absence and Time Management Software for employees.

Order #183 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts, approval of Frontline Absence and Time Management software for

employees passed with a motion by Mr. Albert Little and a second by Mrs. Anna Morris.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.14. Consider approval of Field Trip Cost Adjustment rate of \$1.93 per mile.

Order #184 - Motion Passed: Based upon recommendation of Superintendent Phillip Watts approval of Field Trip Cost Adjustment rate at \$1.93 per mile passed with a motion by Mrs. Anna Morris and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.15. Consider approval of Life Insurance renewals with Madison National Life Insurance Companies for employees for 2019/2020 school year at same price as last year.

Order #185 - Motion Passed: Based upon recommendation of Superintendent Phillip Watts approval of Life Insurance renewals with Madison National Life Insurance Companies for employees for 2019/2020 school year at same price as last year passed with a motion by Mrs. Anna Morris and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.16. Consider approval of renewing student insurance with Roberts Insurance Company for the 2019-2020 school year at same price as last year.

Order #186 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of the student insurance for the 2019-2020 school year at same price as last year passed with a motion by Mr. Albert Little and a second by Mrs. Rebecca Watkins.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.17. Consider approval of mobile stage platform to be used at District School events from KPC contract not to exceed \$30,000.00.

Order #187 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts approval of mobile stage platform to be used at District School events from KPC contract not to exceed \$30,000.00 passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.18. Consider approval of the revised BG18-364 for Security Vestibules.

Order #188 - Motion Passed: Based upon recommendation of Superintendent Phillip Watts approval of the revised BG18-364 for Security Vestibules passed with a motion by Mr. Albert Little and a second by Mrs. Anna Morris.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.19. Consider the approval of Allen Construction partial payment in the amount of \$24,228.04 for security vestibules.

Order #189 - Motion Passed: Based upon recommendation of Superintendent approval of Allen Construction partial payment in the amount of \$24,228.04 for security vestibules passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.20. Consider approval of bid from Allen Construction for maintenance of ATC gutter replacement and gable trim in the amount of \$6,613.00.

Order #190 - Motion Passed: Based upon the recommendation of approval of bid from Allen Construction for maintenance of ATC gutter replacement and gable trim in the amount of \$6,613.00 passed with a motion by Mrs. Anna Morris and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.21. Consider approval bid from Allen Construction for Marie Roberts rubber roof repair and gutter replacement in the amount of \$19,835.00

Order #191 - Motion Passed: Based upon the recommendation of Superintendent Phillip Watts approval bid for Marie Roberts's rubber roof repair and gutter replacement in the amount of \$19,835.00 passed with a motion by Mr. Albert Little and a second by Mrs. Anna Morris.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

III.B.22. Consider approval of Marie Roberts Caney Elementary 2015 Waste Water Treatment Change Order and payment in the amount of \$13,753.50.

Order #192 - Motion Passed: Based upon the recommendation of Superintendent approval of Marie Roberts Caney elementary 2015 Waste Water Treatment Plan project in the amount of \$13,753.50 passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. Albert Little	Yes
Mrs. Anna Morris	Yes
Mrs. Rebecca Watkins	Yes

IV. Personnel Notifications

Resignations/Retirements/Terminations/Non-renewals/Suspension/Reductions

Ronnie Barnett, Resignation as Custodian, Effective March 19, 2019

Teresa Turner, One Day Suspension without Pay

Employment/Transfers

Tiffany Barker, Cook/Baker (4 hours/day) at MRC, Effective March 8, 2019

Kelli Gross, FRC Coordinator at HT, Effective March 26, 2019 Marvin Henson,

Substitute Custodian, Effective March 18, 2019 Billie Willett, Substitute

Cook/Baker, Effective March 18, 2019

FMLA/Leave Earnest R. Bryant, March 5, 2019-April 5, 2019 Tabitha Napier,

March 8, 2019-March 29, 2019 Carolyn Smith, March 5, 2019-May 3, 2019 Vicki

Tomlin, February 1, 2019-March 4, 2019

V. Informational Items

V.A. Communication/Sharing (All Present)

V.B. SBDM Reports

V.C. School Financial Reports

VI. State Management Report and Recommendation:

State Manager Mike Murphy stated that the action taken at tonight's meeting would be forwarded to the Commissioner and recommended for approval.

VII. Adjournment

Order #193 - Motion Passed: There being no further business of the Board, adjournment at 6:04 p.m. passed with a motion by Mr. John Hollan and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
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Mr. John Hollan	Yes
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Mr. Albert Little	Yes
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Mrs. Anna Morris	Yes
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Mrs. Rebecca Watkins	Yes
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Secretary

Board Chairperson