



**Livingston County, Kentucky Board of Education Regular Meeting**

July 15, 2019 7:00 PM

North Livingston Elementary School- Library,  
1372 US HWY 60 East,  
Burna, KY 42028

**Attendance Taken at 7:00 PM:**

Present Board Members:

Mr. Dennis Fleet  
Mr. David Kitchens  
Mrs. Christine Thompson  
Mrs. Terry Watson  
Mr. Joseph Wood

**1. Call to Order**

**2. Adopt the Agenda**

**Order #385 - Motion Passed:** A motion to adopt the agenda passed with a motion by Mr. David Kitchens and a second by Mr. Dennis Fleet.

**5 Yeas - 0 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	Yes
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	Yes

**3. Live RED Report**

Discussion:

Presented by Mrs. Amy Ramage.

**4. Public Comment**

Discussion:

Mrs. Watson expressed a desire to ensure that welding is in place for next year and to ensure proper funding for the CTE department.

**5. Consent Items**

**Order #386 - Motion Passed:** A motion to accept the consent items passed with a motion by Mr. Dennis Fleet and a second by Mr. David Kitchens.

**5 Yeas - 0 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	Yes
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	Yes

- 5.a. Minutes of Previous Meetings
- 5.b. Payment of General and Title Program Claims
- 5.c. Acknowledge Personnel Report
- 5.d. District Use of Property Agreements
- 5.e. Travel Requests
  - 5.e.I. Student Travel
  - 5.e.II. Employee Travel
- 5.f. Grant Writer's Report
- 5.g. 2019-2020 Employee & Substitute Handbooks
- 5.h. Student Code of Conduct 2019-2020
- 5.i. Pest Management Services
- 5.j. Home/Hospital Instruction Memorandum of Agreement
- 5.k. Agreement with Four Rivers Behavior Health for School-Based Mental Health Services
- 5.l. Approved Participation for "Non-Traditional Instruction" for the 2019-2020 School Year
- 5.m. Surplus
- 5.n. Fully Executed SRO MOA
- 5.o. Excuse the Absence of David Kitchens for the May 13, 2019 Board Meeting
- 5.p. Howard D. Happy Company Color Copier Contract No. 3649
- 5.q. 2019 Determination Letter (IDEA-B)
- 5.r. Insurance Quotes with Peel & Holland for Liberty Insurance and KEMI
- 5.s. Farmers Bank Release of Pledges
- 5.t. Federal Cash Request Statement of Assurance
- 5.u. Fully Executed Commonwealth of Kentucky Contract Striving Readers Comprehensive Literacy Grant
- 5.v. Tax Collector's Report
- 5.w. 21st CCLC and FRYSC Salary Schedules for FY20
- 5.x. Commonwealth Of Kentucky Contract FY20-Community Education Grant
- 5.y. Commonwealth of Kentucky Contract 2019-2020 21st Century Community Learning Centers
- 5.z. Memorandum of Understanding with Crittenden County Board of Education for Crystal Moore as Teacher of the Visually Impaired

#### 6. Treasurer's Report & Finance Update

**Order #387 - Motion Passed:** A motion to accept the Treasurer's Report and Finance Update passed with a motion by Mrs. Christine Thompson and a second by Mrs. Terry Watson.

**5 Yeas - 0 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	Yes
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	Yes

#### 7. Policy 01.41 Organizational Meeting

**Order #388 - Motion Passed:** A motion of non-confidence in Mr. Feet as chairperson and to remove as chairperson passed with a motion by Mr. Joseph Wood and a second by Mr. Dennis Fleet.

**4 Yeas - 1 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	No
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	Yes

**Order #389 - Motion Passed:** A motion for Christine Thompson as chairperson passed with a motion by Mr. Joseph Wood and a second by Mrs. Terry Watson.

**5 Yeas - 0 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	Yes
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	Yes

#### **8. 2019 KSBA Policy Update Second Reading**

Discussion: The recommended motion contains the policy update that includes the requirement for all schools to post, "In God We Trust," in a prominent location.

**Order #390 - Motion Passed:** A motion to accept the second reading and to adopt the 2019 KSBA Policy Updates, as presented by KSBA, passed with a motion by Mr. David Kitchens and a second by Mr. Dennis Fleet.

**4 Yeas - 1 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	Yes
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	No

#### **9. Livingston County Chamber of Commerce**

**Order #391 - Motion Passed:** A motion to allow the superintendent to serve as the President of the Livingston County Chamber of Commerce passed with a motion by Mrs. Terry Watson and a second by Mr. Joseph Wood.

**5 Yeas - 0 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	Yes
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	Yes

#### **10. Closed Session pursuant to KRS 61.810(1)(k)**

**Order #392 - Motion Passed:** A motion to go into closed session pursuant to KRS 61.810(1)(k), preliminary discussions relating to the evaluation of the Superintendent, passed with a motion by Mrs. Christine Thompson and a second by Mr. David Kitchens.

**5 Yeas - 0 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	Yes
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	Yes

**11. Return to Open Session**

**Order #393 - Motion Passed:** Motion to return to Open Session passed with a motion by Mr. David Kitchens and a second by Mr. Dennis Fleet.

**5 Yeas - 0 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	Yes
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	Yes

**12. Actions Related to Closed Session- Superintendent's Evaluation and Contract**

**Discussion:**

Standard 1: Strategic Leadership- 17% increase in transition ready from prior year. Actively addressing elementary school scores and student improvement.

Standard 2: Instructional Leadership- Superintendent seems to be committed to performance gaps but there appears to be strain between administrative methods and beliefs as compared to teachers and staff.

Standard 3: Cultural Leadership- Superintendent appears to struggle with understanding the culture and traditions of the district and being understood by the district. Some of the resistance he receives is not merited but there does appear to be a large contingency of individuals in the district who are not pleased with his performance. Superintendent needs to be able to enforce policies and values without negative reactions.

Standard 4: Human Resource Leadership- Superintendent addressed salary schedules that have been fixed for the upcoming school year. He struggles to delegate work fully to others in the district. He has shown a tendency to overstep some boundaries and input his influence where it is not required.

Standard 5: Managerial Leadership- Superintendent does a satisfactory job budgeting and problem solving. Day to day operations are ran smoothly. Improvements needed for communicating with staff.

Standard 6: Collaborative Leadership- Superintendent works effectively with the board. Active in the community and trying to engage and involve local businesses with the student body.

Standard 7: Influential Leadership- Superintendent has expressed his dependence on KSBA, KASA, and KASS on political aspects of the job. Political influence is difficult in a small rural community for unknown concerns and issues.

Board Chairperson Christine Thompson read the following statement: "The OEA report speaks for itself. Any matters included that relate to Superintendent Zimmerman's job description and/or performance are considered a personnel matter, which, as you know are addressed in Closed Session. Thank you."

**Order #394 - Motion Passed:** A motion to accept the Superintendent's Evaluation passed with a motion by Mr. Joseph Wood and a second by Mrs. Terry Watson.

**5 Yeas - 0 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	Yes
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	Yes

### **13. Adjournment**

**Order #395 - Motion Passed:** A motion to adjourn meeting passed with a motion by Mrs. Christine Thompson and a second by Mr. David Kitchens.

**5 Yeas - 0 Nays.**

Mr. Dennis Fleet	Yes
Mr. David Kitchens	Yes
Mrs. Christine Thompson	Yes
Mrs. Terry Watson	Yes
Mr. Joseph Wood	Yes

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Chairperson	Date
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Superintendent	Date
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