

The Newport Board of Education held a work session on April 8, 2020, at 6:30 PM. The meeting was held via video conference.

CALL TO ORDER

Chairman Malone called the meeting to order and asked for a roll call. The following were present: Ramona Malone, Dr. Julie Smith-Morrow, Melissa Sheffel, Theresa Miller, and Sylvia Covington. Also, in attendance: Kelly Middleton

Ms. Malone asked those in attendance to stand and recite the Pledge of Allegiance and for a Moment of Reflection.

SECTION 7 REQUESTS

Mr. Middleton opened the discussion on principal's section 7 requests. As a reminder, these are additional positions above and beyond school staffing policy and KRS. These positions are paid from the general fund and require board approval.

The primary school's requests mirror last years except for the addition of a permanent building sub. Mr. Atkins' rationale for this additional position is based on the low number of substitute teachers that are available to fill teacher absences. In his building, he did not have a substitute teacher 56% of the time to cover a teacher absence. A building sub will help the impact this has on student learning.

The intermediate school's requests mirror last years except for the addition of 2 building subs and an alternative placement teacher. The rationale for permanent subs is the same as the primary school; there are not enough substitute teachers to cover teacher absences. In his building, 75% of teacher absences were not filled with a substitute.

After evaluation of current services and resources, NIS would like to add another level of specialized service based on student need in his building. This new service can be compared to New Pathways at the high school. Students will be removed from the general population and receive specialized online learning until they are ready to mainstream back to the regular classroom.

The high school's requests are the same as last year except for the addition of a 0.5 dean. There are other options to be considered regarding personnel and open positions at this time and Mr. Middleton is asking the board to hold up on approval for now. If there is a need in the future, the high school can come back to the board to request the addition of a 0.5 dean.

Ms. Sheffel asked about the Spanish position. Mr. Middleton explained that this position was approved last year on Section 7, but a qualified teacher was not found to fill the position. We currently utilize an online program in lieu of a classroom teacher. Ms. Covington asked about the Moving in the Morning position. Mr. Middleton explained this program is run 30 minutes each morning for students that need to arrive early. Someone on staff is paid to run this program each morning.

The board will be asked to approved section 7 requests at the regular meeting later this month.

PROPOSED CERTIFIED SALARY SCHEDULE

The board received a copy of the proposed certified salary schedule. Mr. Middleton stated that Rank III, years 0-8, had been increased to be competitive with surrounding districts. All other cells received a 1% increase and the total years of experience were extended from 27 to 30 years. These changes were all discussed with NTA and are part of the current negotiations.

The classified salary schedule will be presented to the board at the regular meeting. The only changes will be a 1% increase across all cells and the years of experience will be extended from 20 to 25.

Dr. Smith-Morrow asked that Mr. Turner prepare an analysis for the board on the impact to the budget.

TUITION REIMBURSEMENT AGREEMENT

The board received a “draft” of the tuition reimbursement agreement that Mr. Middleton is proposing for teachers who want to receive their Rank I or Rank II certification, or their National Board Certification. This reimbursement program is being created as an incentive to retain teachers in the district. There are not many districts who offer this type of program.

There were many questions regarding the terms of the agreement and the clarity of the language. Should we consider more years of teaching in the district before reimbursing, should we utilize a “pay as you go” system as other districts do, tie GPA to the policy? Mr. Middleton asked that the board send their ideas to Brandon Voelker so he can rewrite the agreement. We can revisit this at the May work session and perhaps get board approval at the May meeting.

NTA CONTRACT NEGOTIATIONS

The current bargaining agreement expires June 30, 2020. Negotiations have been on-going, and the board received a copy of NTA requests along with the response from Mr. Middleton, who goes over all the requests with cabinet members prior to responding.

The board did not see any issues with the information presented. Ms. Malone did ask for a full copy of the contract with the changes prior to asking for approval.

GRADUATION

Plans for graduation are very fluid. Many options are being discussed but nothing can be decided until we receive direction from the Governor on the current state of emergency. There are questions regarding senior rewards; how will grading impact KEES money; do we need to waive graduation requirements?

Mr. Middleton reassured the board that the district and high school are working on all facets of the above concerns.

NTI PARENT SURVEY

The district received the results of the NTI survey completed by parents. The responses were very positive with very little negative feedback. Parents seemed appreciative of the support from teachers and administrators. Communication has been exceptional and that has been the key during this time.

Mr. Middleton reported that food distribution is on-going. Meals are distributed on Monday and Thursday. Enough food is given out each day to cover the appropriate time span between pick-ups. More and more students are showing up for meals now.

Ms. Malone asked members to review the sample expense reimbursement policies and be prepared to discuss options. She also suggested the policy audit be reviewed at a work session with a KSBA representative present to help navigate the report.

ADJOURNMENT

The meeting adjourned at 7:45 PM

