

Board of Education Regular Meeting
June 15, 2020 6:00 PM
Conducted via Video Teleconference
with alternate physical location being
631 North Green Street
Henderson, KY 42420

Attendance Taken at 6:00 PM:

Present Board Members:

Mr. Kirk Haynes
Mr. Wesley Smith
Mr. Michael Waller
Mrs. Tracey Williams

Absent Board Members:

Mrs. Lisa Baird

I. Welcome & Call Meeting to Order

Discussion:

Mr. Michael Waller called the meeting to order.

I.A. Moment of Silence & Pledge of Allegiance

Discussion:

Mr. Michael Waller led the Pledge of Allegiance followed by a moment of silence.

II. Approval of Agenda

Order #474 - Motion Passed: A motion to approve the agenda as listed passed with a motion by Mrs. Tracey Williams and a second by Mr. Kirk Haynes.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Absent
Mr. Kirk Haynes	Yes
Mr. Wesley Smith	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

III. Approve Minutes from Prior Meetings

Order #475 - Motion Passed: A motion to approve the Minutes from June 11, 2020 Special Meeting passed with a motion by Mrs. Tracey Williams and a second by Mr. Wesley Smith.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Absent
Mr. Kirk Haynes	Yes
Mr. Wesley Smith	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

IV. Reports

Discussion:

Due to technical difficulties, the Board recessed for five minutes. When the Board convened, Mr. Michael Waller clarified that tonight there are six reports that contain a significant amount of information relating to what we are trying to do. The reports have been put together with input from the staff, administration, parents and various committees. Mr. Waller stated that tonight is an informational meeting in regards to these reports. There will be no debate and will not be able to solve the problem tonight. Mr. Waller said that, if there are questions or concerns by a Board member, please write them down on the notepad provided and give them to Mrs. Marganna Stanley. Mr. Waller stated that this meeting is not the venue to solve or come to a conclusion and that there is no action required under the reports. Mr. Waller said that there are methods of input in place from anyone in the community: telephone message, email, Facebook page information and a drop-box at the Central Office for anyone to offer input, suggestions, comments or thoughts. Mr. Waller stated that the Board needed to set a date for next Thursday or Friday to try to come to a consensus of a conclusion on what we could or could not do on each of these subjects. The Board decided to meet again next Thursday, June 25, 2020, at 5:30 p.m.

IV.A. Reopening Parent Survey

Discussion:

Mrs. Marganna Stanley presented the responses from the three questions asked in the Reopening Parent Survey. Mrs. Stanley said that they do plan to send other surveys on how to reopen and include staff members and parents in July or August with an interest on how the perceptions have changed from June 1st to July or August. Mrs. Stanley reminded the Board to write any questions or concerns down and submit them to her. The reports tonight are information only and are the key ideas of what the committees have been working on. Mrs. Stanley suggested the following items for the work session next Thursday to consider are the conversations about athletics, childcare, and calendar (when

we go to school, not how we go to school). Clay Horton from the Green River District Health Department will plan to Skype in for that meeting if it will be helpful in the discussions. The communications email is up and running and Mrs. Stanley gave each Board member a copy of every email received to date along with any email she received. Emails received from now to the work session will be printed out and shared with the Board at that time.

IV.B. Logistics Task Force Update

Discussion:

Mrs. Kasey Wolfe shared an update with the Board on the Logistics Task Force Committee discussions.

IV.C. Academic Task Force Update

Discussion:

Mr. Chad Thompson updated the Board on the Academic Task Force Committee discussions.

IV.D. Personnel Task Force Update

Discussion:

Mrs. Jinger Carter shared the items that have been discussed with the Personnel Task Force Committee.

IV.E. Communications Task Force Update

Discussion:

Mrs. Megan Mortis updated the Board on the Communications Task Force Committee discussions.

IV.F. Childcare

Discussion:

Mrs. Kim White presented to the Board information regarding the re-opening of Childcare.

V. Old Business

Discussion:

Mr. Kirk Haynes asked for any reports on summer activities. He said that he had asked for an athletics summer activities update at the June 11th board meeting. Mr. Haynes wanted to know of the decision making activity if someone became infected, what steps would be in place. Mrs. Marganna Stanley stated that some of the questions would be answered tonight. Mrs. Stanley mentioned the flow chart that Mrs. Jinger Carter presented in the Personnel Task Force update that helps answers the steps to follow if someone had been infected. Mrs. Stanley said that the specific questions asked were

geared more toward athletics and that we did not have athletics on this board agenda and felt that this would be covered in the work session the following week. To clarify, Mr. Haynes said that when the Board meets next week, there will be a specific item about summer activities that will be addressed. Mr. Michael Waller said that athletics will be on the agenda for the next work session. Mrs. Stanley said that some of the questions that Mr. Haynes had asked were included in the Task Force presentations tonight. The questions in regards to contact tracing and if there is a hot spot, would some schools stay open and would some schools close, that was not a question we were prepared to answer tonight. Mrs. Stanley said that most of the questions were touched on tonight, except for the ones specific to athletics. Mr. Wes Smith asked if there would be an action to be taken for the timeline of the starting back of sports as well instead of waiting for the July meeting after the dead period ends. Mr. Haynes wanted to make it clear that his no vote for starting was only because there was not a plan presented for what would happen in the decision making process if we had a student or a coach who had symptoms or who voluntarily told us that they tested positive. Mrs. Stanley said that is the reason it will be good to have Clay Horton here next week to help respond and answer those questions.

V.A. New Jefferson Elementary School Update

Discussion:

Mr. John Hagan Codell updated the Board on the new Jefferson Elementary School Project.

V.B. Semi-Monthly Check Discussion

Discussion:

Ms. Cindy Cloutier presented information regarding the implementation of semi-monthly pay. Ms. Cloutier asked that, if it is decided to do this, that they would be given ample time to do it and not try to start it July 1 of this year. With all of the Hanover implementation we have going on, Ms. Cloutier said that we do not have the staff to do semi-monthly paychecks. Mr. Kirk Haynes said that, in the minutes of June 10, 2019, in the discussion paragraph he was disappointed at the time, but did not state so that the survey went out to the staff after their work here. He said that teachers are not required to log in and check their email when their contract is already finished. Mr. Haynes said that was a year ago when they were on their summer vacation. He said that semi-monthly is their preference. Mr. Haynes said that the administration has had a year to think about this and to come up with a way to budget it. Mr. Haynes said that he sent an email to the administration and the Board Chair on May the 12th asking for this item to be on the May agenda and it was not placed there. Mr. Haynes said that our staff overwhelmingly wants to have a change in their pay schedule. Ms. Cloutier said that we are already two employees short in Finance. She said that she absorbed the Assistant Finance Director position and 85% of an Accounts Receivable person that we did not fill. Mr. Wes Smith clarified that she absorbed the assistant finance director job and also asked what her staff consisted of right now. Ms. Cloutier said that she has an administrative assistant, an accounts payable, an accounts payable for federal programs that handles all of the federal grants and one payroll person. Mr. Smith stated that he does not see adding a person just

to add this change, but what he could see is maybe filling in the assistant finance director to coach or build a bench for her team. Mr. Waller said that since this is not an action item on the agenda, he asked Mrs. Stanley and Ms. Cloutier to come back to the July regular meeting with a recommendation that will require action from this Board. Mr. Haynes asked that it be on the agenda at the work session next week. Mr. Waller said that there is a lot to discuss next week and that it will be placed on the July regular meeting.

VI. New Business

VI.A. Parent Engagement Survey

Discussion:

Mrs. Marganna Stanley updated the Board on the Parent Engagement Survey conducted through Studer Education.

VI.B. 2020-2021 Calendar Change

Discussion:

Mrs. Kasey Wolfe presented information to the Board relating to a possible change to the 2020-2021 calendar change. Mr. Kirk Haynes asked who the “we” she was talking about when she spoke about changes to the school calendar. Mrs. Wolfe said that it was discussed with the Leadership Team, the Logistics Task Force Committee, other Directors of Pupil Personnel in this area, in addition to the Calendar Committee. As a member of the Calendar Committee, Mr. Michael Waller said that Mrs. Wolfe did request input from the Committee on the calendar. Mr. Haynes asked what the deadline to submit to KDE any changes to the calendar making August 26th as the first instructional day. Mrs. Stanley said that the State has given us a waiver to submit until July 31st, but would need to confirm that to be sure. Mr. Haynes said that, either at the work session next week or the July regular meeting, he would like to see the Calendar Committee minutes and emails so that he can see who was consulted.

VI.C. 2020-2021 Salary Schedule

Discussion:

Mrs. Jinger Carter presented the 2020-2021 Salary Schedule for Board approval. Mrs. Marganna Stanley recommended for Board approval of the 2020-2021 Salary Schedule as presented. Mr. Kirk Haynes asked about the substitute teachers being hourly employees. Mrs. Carter said that classified are hourly, but certified are by the day. Mr. Haynes asked if they get paid for the online trainings. Mrs. Carter said that they do not as it is a condition that is required of them when they are going through the process of being hired. Mr. Haynes said that we are asking people to work without paying them. Mr. Haynes would like to see us pay substitute teachers for the training that is required of them. Mr. Michael Waller asked if that would require a change in the salary schedule that we have presented. Mrs. Stanley said that it would certainly require a change in the budget and would need Board action if that is what they want us to do. Mrs. Stanley said that everyone has always known that this is one of the things that they have to do every

year to be gainfully employed. Mr. Waller said that the recommendation of the Superintendent is to approve as presented and that Mr. Haynes is requesting to amend or change to pay additional. Mr. Haynes said that it's not changing the salary schedule and on page 10, it has the Daily Rate listed. Mr. Waller said that that would be an administration responsibility of the daily pay and how employees are going to be dealt with.

Order #476 - Motion Passed: A motion to approve the 2020-2021 Salary Schedule as presented passed with a motion by Mr. Wesley Smith and a second by Mr. Kirk Haynes.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Absent
Mr. Kirk Haynes	Yes
Mr. Wesley Smith	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

VI.D. Consent Agenda

Order #477 - Motion Passed: A motion to approve the Consent Agenda as presented passed with a motion by Mrs. Tracey Williams and a second by Mr. Wesley Smith.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Absent
Mr. Kirk Haynes	Yes
Mr. Wesley Smith	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

VI.D.1. Approve Grant Application

Rationale:

South Middle School YSC (\$500) - Lion's Club for Anti-Bullying programming for 2020-2021 SY.

VI.D.2. Approve South Middle School Textbook Surplus

VI.D.3. Approve STARS Childcare Bonus

VI.D.4. Approve 2020-2021 Classified Work Calendars

VI.D.5. Approve Certified Evaluation Plan

Rationale:

Certified Evaluation Plan for 2020-2021

VI.D.6. Approve Bond of Depository for Public School Funds

VI.D.7. Approve Fidelity (Performance) Bond of Treasurer Form

VI.D.8. Approve Donations

VI.D.9. Approve Bid Recommendations

Rationale:

Bid Recommendations:

Fleet Insurance Bid #6-20-5-5

Liability Insurance Bid #8-20-5-5

Property Insurance Bid #7-20-5-5

New or Retread Tires & Tubes #9-20-5-6

VI.D.10. Approve first reading of newly recommended KSBA Policy Update #43

VI.D.11. Review and accept newly recommended KSBA Procedure Update #24

VII. Financial

VII.A. Treasurer's Report

Order #478 - Motion Passed: A motion to approve the Treasurer's Report for the month ending May 31, 2020 passed with a motion by Mrs. Tracey Williams and a second by Mr. Kirk Haynes.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Absent
Mr. Kirk Haynes	Yes
Mr. Wesley Smith	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

VII.B. Paid Warrant Report

Order #479 - Motion Passed: A motion to approve the Paid Warrant Report for payments made between May 19, 2020 and June 15, 2020 passed with a motion by Mrs. Tracey Williams and a second by Mr. Wesley Smith.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Absent
Mr. Kirk Haynes	Yes
Mr. Wesley Smith	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

VIII. Personnel

VIII.A. Superintendent Evaluation

Discussion:

Mr. Michael Waller reported the rating of the Superintendent's Evaluation. Out of 28 individual evaluations for the 7 standards, 26 were exemplary (93%) and 2 were accomplished (7%). The overall assessment of the Superintendent's evaluation is Exemplary.

VIII.B. 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.

IX. Adjourn

Order #480 - Motion Passed: There being no further business to come before the Board, a motion to adjourn the meeting at 7:53 p.m. passed with a motion by Mrs. Tracey Williams and a second by Mr. Wesley Smith.

4 Yeas - 0 Nays.

Mrs. Lisa Baird	Absent
Mr. Kirk Haynes	Yes
Mr. Wesley Smith	Yes
Mr. Michael Waller	Yes
Mrs. Tracey Williams	Yes

Chairperson

Superintendent