



The Newport Board of Education held a special meeting on August 12, 2020 at 6:30 PM. The meeting was held via video teleconference.

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: Tony Watts, Superintendent, and central office administrators.

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

ST. ELIZABETH BUSINESS HEALTH SERVICES – EMPLOYEE ASSISTANCE PROGRAM

Mr. Watts proposed enhancing our employee benefits program with the addition of an Employee Assistance Program thru St. E. They offer counseling services, crisis services, and referral services for employees by Master level prepared therapists, independently licensed with at least 3 years of post-graduate clinical experience. The cost to the district is \$28 per employee per year.

The board will consider this agenda item at the regular meeting on the 26th of August.

AGREEMENT FOR CONSULTATION SERVICES WITH JEROME BOWLES

Mr. Bowles' agreement for consultation services was discussed at length. Except for one minor change, the agreement mimics last years. Mr. Bowles will provide mentoring and recruitment of mentors for students, assist with the creation and facilitation of a diversity advisory group, attend board meetings upon request, assist the coordinator with the college and career readiness program, consult with principals and district leadership as needed, assist with diversity recruiting by attending job fairs, organization diversity advertising contacts and organizing a diversity recruitment fair. The agreement contains several other services he has agreed to provide the district.

Dr. Smith-Morrow asked how any of the consultants and/or contractors hired will deliver the services to staff and/or students under current conditions.

If approved, Ms. Malone asked that the board receive updates on the various expectations in the agreement for services with Mr. Bowles.

This agreement be taken into consideration at the regular monthly meeting later this month.

STIPEND FOR SUPERVISION OF MENTAL HEALTH THERAPISTS

For the two mental health therapists to provide mental health therapy to students and staff they must practice under the supervision of a licensed clinical social worker. 200 hours of supervision is required over a two-year period before they are eligible to apply for a license through the KY Board of Social Work. Newport has a licensed clinical social worker on staff who has agreed to supervise these individuals. The fee is \$65 per hour which equates to \$6,500 per year per therapist (\$13,000 total).

Responsibilities of supervisor:

- Accurate diagnosis of a client problem leading to proficiency in applying professionally recognized clinical language.
- The development and modification of the treatment plan.
- The development of treatment skills suitable to each phase of the therapeutic process.
- Ethical problems in the practice of clinical social work; and
- The development and use of the professional self in the therapeutic process.

The board will review this information and consider this item at the regular meeting later this month.

WAIVE THE MEDICAL AND PRINCIPAL EXCUSE LIMIT IN BOARD POLICY 09.123 FOR THE 20/21 SY

Jennifer Stewart, DPP, is asking the board to consider waiving the medical and principal excuse limit for this school year. Attendance and truancy laws and regulations will be active for the 20/21 SY and there is potential concern that our families will need increased options for school excusal in the event of illness. This waiver will allow principals and school-based health staff the ability to provide excused absences without a limit should a child be ill and not have parent notes remaining if, in their judgement, it is warranted.

EMERGENCY READING OF THE FOLLOWING POLICIES AND PROCEDURES (PER BOARD POLICY 01.5)

- 03.113 - Equal Employment Opportunity
- 03.1621 - Title IX Sexual Harassment (Certified)
- 03.212 - Equal Employment Opportunity
- 03.2621 - Title IX Sexual Harassment (Classified)
- 09.13 - Equal Educational Opportunities (Students)
- 09.428111 - Title IX Sexual Harassment (Students)
- 03.1621 AP.2 - Title IX Sexual Harassment Grievance Procedures – Certified
- 03.2621 AP.2 - Title IX Sexual Harassment Grievance Procedures - Classified
- 09.428111 AP.1 - Notice to Individuals Regarding Title IX Sexual Harassment/Discrimination
- 09.428111 AP.11 - Title IX Sexual Harassment Grievance Procedures – Students
- 09.428111 AP.21 - Title IX Sexual Harassment Reporting Form

On May 19, 2020, The US Department of Education published an extensive new regulatory amendment focusing on Title IX Sexual Harassment. These new Title IX regulations go into effect on August 14. In addition to the grievance process, the regulation requires new training, notices, and record keeping requirements. Board Policy 01.5 allows the board of education to accept these changes in one reading.

FRONTLINE MANAGEMENT SYSTEMS

Ms. Davis and Ms. Veatch introduced the board to three new management systems by Frontline:

- Employee Evaluation Management
- Professional Learning Management
- Learning & Collaboration Resources

These systems will streamline evaluations, track growth over time in one location, and ensure staff become effective teachers. The collaboration resources offer over 800 options to help teachers' growth.

The workflow will be easier (currently paperwork gets lost or left sitting on a desk). The system will help align growth plans with the appropriate PD almost seamlessly and teachers can evaluate PD.

Mr. Watts can vouch for the effectiveness of these systems from his experience working in Fayette County. Proposals will be on the regular meeting agenda this month.

NEW EMPLOYEE ORIENTATION

New employee orientation is scheduled for Thursday, August 13 from 8:00 – 12:00 in the auxiliary gym at Newport High School.

NEW BUSINESS

On MOTION BY SMITH-MORROW AND SECONDED BY SHEFFEL the board approved the following items:

- Waive the medical and principal excuse limit for the 20/21 school year:
- 1st and final reading of the following policies and procedures:
 - 03.113 - Equal Employment Opportunity
 - 03.1621 - Title IX Sexual Harassment (Certified)
 - 03.212 - Equal Employment Opportunity
 - 03.2621 - Title IX Sexual Harassment (Classified)
 - 09.13 - Equal Educational Opportunities (Students)
 - 09.428111 - Title IX Sexual Harassment (Students)
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1126 - MOTION CARRIED 5-0

On MOTION BY MILLER AND SECONDED BY COVINGTON the meeting adjourned at 7:19 PM

1127 – MOTION CARRIED 5-0

Chairman

Secretary