

## Floyd County Board of Education Regular Meeting

December 20, 2021 6:30 PM

Central Office Gymnasium

### Attendance Taken at : 6:30 PM

#### Present Board Members:

Ms. Linda Gearheart

Mr. William Newsome

Dr. Chandra Varia

Mr. Steve Slone

Mr. Keith Smallwood

Anna Shepherd, Board Secretary and Board Attorney was in attendance.

#### 1. Chair's Welcome/Call to Order

##### A. Roll Call/Welcome

B. Review Focus Areas- Safety and Health of Students and Staff; Remain Fiscally Solvent; Attendance 94%; Social Emotional Well-Being of All Students & Staff; Postsecondary Readiness; Proficiency in All Academic Areas; ACT 19.5

##### C. Reminder for a Request to Speak

##### D. Pledge of Allegiance

E. Moment of Individual Silent Reflection: "Why are we here?"

##### F. The Adoption of Agenda

**Order #19965 - Motion Passed:** Motion to adopt the agenda passed with a motion by Mr. William Newsome and a second by Mr. Keith Smallwood.

#### 5 Yeas - 0 Nays

Ms. Linda Gearheart Yes

Mr. William Newsome Yes

Dr. Chandra Varia Yes

Mr. Steve Slone Yes

Mr. Keith Smallwood Yes

2. Spotlight on Student/Staff/Community Achievements, Report on Student Work By Betsy Layne Elementary School Principal and SBDM Council

#### 3. Community Comments to the Board of Education

##### A. Students

##### B. Parents, PTA/PTO

##### C. SBDM Councils

##### D. Classified Employees

##### E. Certified Employees/FCEA

Greta Gilbert addressed the board.

F. Principals' Association

G. Members of the Board of Education

H. Public Comment

4. Action or Special Reports - Student Learning

A. Receive Attendance & Plans/Enrollment and Health Aide Service Report

**Order #19966 - Motion Passed:** Receive Attendance & Plans/Enrollment and Health Aide Service Report passed with a motion by Mr. Keith Smallwood and a second by Mr. William Newsome.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart Yes

Mr. William Newsome Yes

Dr. Chandra Varia Yes

Mr. Steve Slone Yes

Mr. Keith Smallwood Yes

5. Action or Special Reports - Student Support

A. Receive Report of Superintendent

**Order #19967 - Motion Passed:** Receive Report of Superintendent passed with a motion by Mr. Keith Smallwood and a second by Dr. Chandra Varia.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart Yes

Mr. William Newsome Yes

Dr. Chandra Varia Yes

Mr. Steve Slone Yes

Mr. Keith Smallwood Yes

**Standard 4 - Human Resource Leadership:**

**The superintendent ensures the district is a professional learning community with processes and systems in place that result in recruitment, induction, support, evaluation, development and retention of high-performing, diverse staff. The superintendent uses distributed leadership to support learning and teaching, plans professional development, and engages in district leadership succession planning.**

**C. HR Functions-**Ensures processes for hiring, inducting and mentoring new teachers, new school executives, and other staff that result in the recruitment and retention of highly qualified and diverse personnel; develops appropriate succession plans for key district roles; and places staff in strategically effective positions; develops and implements a hiring policy that intentionally includes effective dispositions of all personnel as the core selection element (human elements).

1. Two examples are the EXCITE Team lead by Instructional Chief, Davida Marson. This team serve as mentors, meet, plan and share best practice and innovative strategies monthly. The EXCITE or Experts,

eXceptional, Change Agents, Innovative Leaders, Trustworthy Colleagues, and Explorers Team then shares the strategies within their own schools with teachers.

2. Another example is the New Teacher Cohort lead by Instructional Chief, Rachel Crider. Meeting topics and professional development planned are best practices and strategies in curriculum, instruction and assessment to help our new teaching team learn and grow for their students. Additionally, the cohort provides networking and support as a group.

**F. Evaluation-Ensures that all staff is evaluated in a fair and equitable manner and that the results of evaluations are used to improve performance; holds high standards for performance and takes necessary personnel actions to ensure effective school operations.**

1. [KRS. 156.557](#) requires all school district administrators having the responsibility of evaluating certified personnel to be trained, tested, and approved in the proper techniques for effectively evaluating certified school employees.

**2. Floyd County Schools has a Certified Employee Evaluation Plan (CEP) with EVALUATION PROCEDURES. The purpose of the certified employee evaluation plan is to help teachers, other professionals, principals, assistant principals, and district level administrators strengthen and improve their level of performance and effectiveness. We strive to create a safe, supportive environment that is conducive to optimal student learning. This goal will be achieved through the process of systematic efforts based on the shared responsibility of the evaluator and the evaluatee in a setting of mutual understanding, respect, and trust.**

1. Professional growth plans were reviewed together in Sept. and formative evaluation meetings occurring by Dec. 15<sup>th</sup> annually.

**1. Standard 4 - Human Resource Leadership:** The superintendent ensures the district is a professional learning community with processes and systems in place that result in recruitment, induction, support, evaluation, development and retention of high-performing, diverse staff. The superintendent uses distributed leadership to support learning and teaching, plans professional development, and engages in district leadership succession planning.

2. HR Functions-Ensures processes for hiring, inducting and mentoring new teachers, new school executives, and other staff that result in the recruitment and retention of highly qualified and diverse personnel; develops appropriate succession plans for key district roles; and places staff in strategically effective positions; develops and implements a hiring policy that intentionally includes effective dispositions of all personnel as the core selection element (human elements)

3. Evaluation-Ensures that all staff is evaluated in a fair and equitable manner and that the results of evaluations are used to improve performance; holds high standards for performance and takes necessary personnel actions to ensure effective school operations

B. Receive Utility Report for Allen Elementary School and revision to Betsy Layne Elementary's

**Order #19968 - Motion Passed:** Received Utility Report for Allen Elementary School and revision to Betsy Layne Elementary's passed with a motion by Mr. Keith Smallwood and a second by Dr. Chandra Varia.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart	Yes
Mr. William Newsome	Yes
Dr. Chandra Varia	Yes
Mr. Steve Slone	Yes
Mr. Keith Smallwood	Yes

C. Consider/Approve BG-2, BG-3, Construction Documents and to Advertise for Bid for the Bus Garage Re-Roof project, pending KDE approval

**Order #19969 - Motion Passed:** Approval of BG-2, BG-3, Construction Documents and to Advertise for Bid for the Bus Garage Re-Roof project, pending KDE approval passed with a motion by Mr. Keith Smallwood and a second by Dr. Chandra Varia.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart	Yes
Mr. William Newsome	Yes
Dr. Chandra Varia	Yes
Mr. Steve Slone	Yes
Mr. Keith Smallwood	Yes

D. Consider/Approve Revised BG-1 (BG Number 14-246) for the New Floyd County High School (Floyd Central High School) and to withdraw Board Order #19869 from July 26, 2021 board meeting (BG-5 Floyd Central High School)

**Order #19970 - Motion Passed:** Approval of Revised BG-1 (BG Number 14-246) for the New Floyd County High School (Floyd Central High School) and to withdraw Board Order #19869 from July 26, 2021 board meeting (BG-5 Floyd Central High School) passed with a motion by Mr. Keith Smallwood and a second by Dr. Chandra Varia.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart	Yes
Mr. William Newsome	Yes
Dr. Chandra Varia	Yes
Mr. Steve Slone	Yes

Mr. Keith Smallwood Yes

E. Receive and review School Needs Assessments

**Order #19971 - Motion Passed:** Received and review School Needs Assessments passed with a motion by Mr. Keith Smallwood and a second by Dr. Chandra Varia.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart Yes  
Mr. William Newsome Yes  
Dr. Chandra Varia Yes  
Mr. Steve Slone Yes  
Mr. Keith Smallwood Yes

F. Receive FY 2021 Financial Audit Report, FY 2021 Annual Financial Report, and Final FY 2021 Balance Sheet

**Order #19972 - Motion Passed:** Received FY 2021 Financial Audit Report, FY 2021 Annual Financial Report, and Final FY 2021 Balance Sheet passed with a motion by Mr. Keith Smallwood and a second by Dr. Chandra Varia.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart Yes  
Mr. William Newsome Yes  
Dr. Chandra Varia Yes  
Mr. Steve Slone Yes  
Mr. Keith Smallwood Yes

G. Consider/Approve an Architectural Firm or Firms for the Esser III Funded projects at Adams Middle School/Allen Elementary (Roof and HVAC) and Betsy Layne Elementary (Roof Projects)

**Order #19973 - Motion Passed:** Table Approval of an Architectural Firm or Firms for the Esser III Funded projects at Adams Middle School/Allen Elementary (Roof and HVAC) and Betsy Layne Elementary (Roof Projects) passed with a motion by Mr. Keith Smallwood and a second by Dr. Chandra Varia.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart Yes  
Mr. William Newsome Yes  
Dr. Chandra Varia Yes  
Mr. Steve Slone Yes  
Mr. Keith Smallwood Yes

6. Action by Consent

**Order #19974 - Motion Passed:** Motion to approve all consent items as presented with the exception of item 6-D which is tabled passed with a motion by Mr. Keith Smallwood and a second by Mr. William Newsome.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart Yes

Mr. William Newsome	Yes
Dr. Chandra Varia	Yes
Mr. Steve Slone	Yes
Mr. Keith Smallwood	Yes

A. \*Consider Approval of Minutes

B. \*Consider Payment of Bills and Claims

C. Superintendent's Report on Personnel

1. Actions Taken

2. Consider Requests for Leaves of Absences

D. Consider/Approve Prestonsburg High School to enter into a non-exclusive agreement with NFHS Network (KHSAA Road to 100 Pixellot Offer)

E. Consider/Approve selection of Vendor for Outdoor Seating for Schools

F. Consider/Approve Prestonsburg High School Wrestling to attend a wrestling tournament in Grundy, VA on December 21-22, 2021

G. Consider/Approve South Floyd Elementary and Mountain Comprehensive Care Center MOA to Offer the It's My Space Program beginning January 2022

H. Consider/Approve retroactively to allow AAU Jaguar Basketball girls to use the gymnasium at South Floyd Elementary and DACE for practice and games December, 13 2021-December 13, 2022

I. Consider/Approve the use of South Floyd Elementary School Track by Alice Lloyd College for track practice from early January through May 2022

J. Consider/Approve creating a Substitute Kitchen Manager position to fill in at district's schools

K. Consider/Approve the contract between the Floyd County School District and the Kentucky School Boards Association for policy audit service

L. Consider/Approve for Floyd County Schools to modify the original letter of agreement, dated February 26, 2018 with Kentucky Science and Technology Corporation to include South Floyd Elementary and Adams Middle School

M. Consider/Approve time and date for January 2022 Board Meeting to be January 24, 2022 at 6:30 PM, location will be determined

N. Consider/Approve revision for El/Middle School Price Admission to athletic events

O. Consider/Approve creating a School Social Worker position (3 years) and the accompanying job description/salary

P. Consider/Approve District Calendar Committee to review, develop, and recommend school calendar options for 2022-2023

Q. \*Consider/Approve Memorandum of Agreement between Life Guard Ambulance Services and Floyd County Board of Education

R. \*Consider/Approve creating a Secretary II position for the central office

7. Executive Session to Discuss (Litigation, Property, Personnel, and Expulsions), KRS 61.810

**Order #19975 - Motion Passed:** Motion to go into executive session to discuss (general nature of the business), (litigation is the reason for the closed session) per KRS 61.810 (specific provision \_\_\_\_ ) passed with a motion by Mr. Keith Smallwood and a second by Mr. William Newsome.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart	Yes
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Mr. William Newsome	Yes
Dr. Chandra Varia	Yes
Mr. Steve Slone	Yes
Mr. Keith Smallwood	Yes

**Order #19976 - Motion Passed:** Motion to come out of executive session to discuss (general nature of the business), (the reason for the closed session) per KRS 61.810 (specific provision \_\_\_\_ ) passed with a motion by Mr. Keith Smallwood and a second by Mr. Steve Slone.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart	Yes
Mr. William Newsome	Yes
Dr. Chandra Varia	Yes
Mr. Steve Slone	Yes
Mr. Keith Smallwood	Yes

**8. Adjournment**

**Order #19977 - Motion Passed:** Motion to adjourn passed with a motion by Mr. Keith Smallwood and a second by Mr. Steve Slone.

**5 Yeas - 0 Nays**

Ms. Linda Gearheart	Yes
Mr. William Newsome	Yes
Dr. Chandra Varia	Yes
Mr. Steve Slone	Yes
Mr. Keith Smallwood	Yes

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CHAIR

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SECRETARY