



The Newport Board of Education held a regular meeting on Wednesday, June 15, 2022, at 5:00 PM. The meeting was held at 30 W. 8th Street, Newport.

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, Aaron Sutherland, Melissa Sheffel, and Sylvia Covington.

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

NEWPORT EDUCATION TASK FORCE

Members of the Newport Education Task Force were present to review their recent report with the board of education. The education task force is a Newport citizen's group that came together to support the school district toward performance. Their report analyzed relevant data from the Kentucky Department of Education including school report cards, the Impact KY Working Conditions Survey, and records from numerous school districts obtained through open records requests.

These data were analyzed to discern strengths and weaknesses in NISD's operations and outcomes. The report reveals:

- NISD continues to rank among the lowest performing school districts in Kentucky.
- Working conditions in Newport schools operate at a substantially low level.
- NISD continues to be well funded through local taxation and State and Federal allocations.
- NISD teacher salaries and salary scale fall short of most other local school districts.
- NISD central office staffing and salaries rank at the top among local districts, large and small.

Given these conditions in NISD, the Education Task Force recommends the following actions:

Academic Achievement – Elevate Student Performance:

- Recruit/develop school leaders with the proven ability to lead NISD through significant and positive change.
- Provide robust, advanced academic program options for students.
- Dramatically increase expectations and supervision for all employees, especially for leadership.
- Hold all employees accountable, especially leadership, with precise measures of academic achievement.

Working Conditions – Dramatically improve the work environment:

- Increase teacher salaries to rank among the highest in the region.
- Dramatically improve the quality of school climate, management of student behavior, and teacher-leader relationships.
- Locate, recruit, and hire talented, resourceful educators to meet the needs of NISD students.

Finances – Reduce administrative spending:

- Reduce central office staff and salaries reflecting the size of the school district.

- Invest the savings in teachers' salaries, training, and support at a high level.

The task force believes that incremental or "continuous" improvement cannot produce the sweeping change needed to raise the culture and performance of the Newport schools. NISD must make substantial, statistically significant changes to begin to meet the needs of the citizens and families of Newport. NISD must do this, now.

The citizens of Newport must continue to demand improvement in their schools. NISD leaders must hold themselves accountable for significantly better results. If these results do not materialize by the year 2025, the task force recommends consideration of merging with the Campbell County School System.

The Education Task Force hopes this new document will serve as a resource for leaders in the City, the school district and the citizens of Newport.

The board thanked the task force for their report. Ms. Malone recommended the board review the report page by page with district administration, building administrators, PLC leads, instructional coaches, and advisory councils at an upcoming work session. Together, a plan needs to be formed to address the issues outlined in the report.

MINUTES OF MAY 25, 2022 REGULAR BOARD MEETING

On MOTION BY SMITH-MORROW AND SECONDED BY SUTHERLAND the minutes were approved as presented.

1322 – MOTION CARRIED 5-0

TREASURER'S REPORT

On MOTION BY COVINGTON AND SECONDED BY SMITH-MORROW the bills were approved for payment and the financial statement was accepted and will be filed for audit.

1323 – MOTION CARRIED 5-0

Ms. Hoover's report also included:

- Credit card expenditures
- Administrator expense report
- Tuition Reimbursement
- Financial Report
- FY23 Insurance Renewal
- Red Tree Investments

Dr. Smith-Morrow asked about the Red Tree Investments proposal. This company services entities with investing reserve funds pursuant to KRS statutes of public funds to help entities earn the highest return. Ms. Hoover said she could schedule a presentation by Mr. Violand. Dr. Smith-Morrow said she would welcome an opportunity to hear a presentation.

Ms. Hoover also reviewed the details of the employee bonus/retention agreement. This is a 2-year commitment by all current employees and new hires paid from ESSER funds. Upon signing the agreement, each employee participating in the program will receive a \$5,000 check in September.

The new certified salary schedule on the agenda for approval reflects 71% of projected expenses minus the 2% contingency. The KY Department of Education recommends salaries not be above 80-85% of projected expenses. This updated salary schedule does improve the district's standing with surrounding districts.

Ms. Hoover pointed out that besides the stadium, the district is facing no large facility costs in the foreseeable future.

The tuition reimbursement program will be discussed at a work session. The board would like to discuss how the district will proceed with future contracts.

Mr. Sutherland said he has concerns with the bonus/retention agreement but will discuss his thoughts further when new business items are considered.

Mr. Sutherland asked if it was possible to get a second opinion on the condition of the stadium. Are repairs a possibility and how long would the repairs last? The replacement price tag is very expensive and all options should be reviewed before making any decisions. Joe Hayes was present and said he would be in contact with another civil engineer for a second opinion.

STUDENT SUPPORT AND LEARNING SERVICES

The superintendent's update included:

- Presentation by Cassandra Patterson, 21st Century Program Director
- Salary schedule
- Signing bonus
- Incentive policy for attendance and test scores – the policy is in the process of being written and will be presented to the board at the next meeting.
- Exit survey
- Emergency plans
- Lease agreement with Brighton Center for NSOI

Ms. Steidel-Jones presented the curriculum department report. Their report covered:

- Professional learning schedule for new NISD Educators/Employees
- Camp Wildcat

There were no questions.

DPP/Student Services update:

- Enrollment summary
- Attendance data
- Student services updates

Ms. Stewart is asking the board's approval on the Application for Waiver of 702 KAR 7:125 under KRS 156.160. The application provides the opportunity of a virtual academy to students and families needing a virtual setting outside of NSOI.

There were no questions.

Facilities/Transportation/Safe Schools/Healthy at Work update:

- Transportation
- Facilities
- Safe Schools
- Breakdown of NHS stadium repairs

In light of the recent school shooting in Texas, Ms. Malone asked if the district participates in active shooting classes. Mr. Grayson said he has been through this training and it entails very real reenactments and training is very intense and can be hard on some students. ALICE training is the most popular active shooting training in schools. It would be a board decision to mandate this type of training. Mr. Grayson said in his opinion some of the best protection we can offer is to mandate staff to keep doors locked at all times. A better radio communication system would be valuable but there is nothing better than human awareness.

There were no other questions.

OLD BUSINESS

None

NEW BUSINESS

Before moving to new business items, Mr. Sutherland said he questions whether central office employees should be a part of the bonus agreement. In light of the report by the task force, this is a way to control the perception that central office employees are overpaid. Mr. Watts said he supports all employees receiving the bonus and would not want any staff members left out because of the information in the report.

1. Personnel report
2. 1st reading of 2022 KSBA policy and procedure updates
3. Emergency reading of KSBA policies:
 - 09.12 Admissions and Attendance
 - 09.1222 Admission of Out-of-District Students
 - 09.124 Tuition
 - 09.125 Reciprocal Agreements with Other School Districts
 - 09.12 AP.22 Nonresident Student Enrollment
4. Special Education service contracts:
 - Amy Martin – Physical Therapist, Occupational Therapist, Speech Pathologist
 - Pamela Kaising – SLP at Newport Primary School
 - Karen White – Orientation & Mobility Training for Blind or Visually Impaired Students
 - Stephanie Anthrop – SLP
 - Martha Kaising – SLP at Newport Intermediate School
5. Proposed 22/23 Certified Salary Schedule
6. Contract for certified and classified signing bonus/retention agreement for the 22/23 SY
7. Lease for office space at Brighton Center on Park Avenue for the Newport School of Innovation
8. Change order for flooring
9. BG-1 HVAC for primary and welcome center
10. Fidelity bond of treasurer.
11. Property and liability insurance coverage thru Liberty Mutual.
12. Workers comp insurance coverage thru KEMI.
13. Cyber Insurance quote with CFC Insurance Company.
14. Pupil attendance waiver for FY23

On MOTION SUTHERLAND AND SECONDED BY COVINGTON consent agenda items 1-14 were approved as presented.

1324 – MOTION CARRIED 5-0

COMMENTS FROM THE AUDIENCE

None

BOARD COMMENTS AND CONCERNS

Ms. Covington bragged about our student's polite behavior toward the TANK bus drivers. She has witnessed this behavior herself and wanted to share this with the board.

EXECUTIVE SESSION

On MOTION BY SUTHERLAND AND SECONDED BY SHEFFEL the board went into executive session at 7:27 PM. KRS 61.810 (k) and KRS 156.577 – discussions relating to the evaluation of the superintendent.

1325 – MOTION CARRIED 5-0

On MOTION BY SUTHERLAND AND SECONDED BY SMITH-MORROW the board returned to open session. 7:46 PM

1326 – MOTION CARRIED 5-0

ADJOURNMENT

On MOTION BY SMITH-MORROW AND SECONDED BY COVINGTON the meeting adjourned. Time: 7:47 PM

1327 – MOTION CARRIED 5-0

Chairman

Secretary