



NKCES Monthly Board of Directors Meeting

April 19, 2023

8:30 AM

NKCES, Synergy Room  
5516 East Alexandria Pike  
Cold Spring, KY 41076

***Member Districts***

Beechwood Independent • Bellevue Independent • Boone County • Bracken County • Campbell County • Carroll County  
Covington Independent • Dayton Independent • Erlanger-Elsmere Independent • Fleming County • Fort Thomas Independent • Grant County  
Greenup County • Kenton County • Lewis County • Ludlow Independent • Newport Independent • Northern Kentucky University • Owen County  
Pendleton County • Southgate Independent • Walton-Verona Independent • Williamstown Independent

**Attendance Taken at 9:30 AM:**

Present Board Members:

Mr. Jeff Aulick

Dr. Matt Baker

Mr. Mike Borchers

Mr. Jay Brewer

Mr. Joe Buerkley

Mr. Greg Duty

Dr. Ginni Fair

Mr. Alvin Garrison

Mr. Casey Jaynes

Ms. Misty Middleton

Mr. Chad Molley

Mr. Matt Morgan

Mr. Brian Robinson

Mr. John Slone

Mr. Matthew Turner

Mr. Tony Watts

Dr. Henry Webb

Mr. Jamie Weddington

Dr. Shelli Wilson

Absent Board Members:

Dr. Brian Creasman

Dr. Mike Stacy

Mr. Reggie Taylor

Mrs. Traysea Moresea

**I. Call to Order**

**II. Roll Call**

**III. Acknowledgment of Guests**

**IV. Request Approval to Adopt the Agenda\***

**Motion Passed:** The Executive Committee recommends the Board accept the agenda as written. passed with a motion by Mr. Greg Duty and a second by Mr. Matthew Turner.

**V. Consent Agenda\***

**Motion Passed:** Approve and accept the items on the Consent Agenda passed with a motion by Dr. Matt Baker and a second by Dr. Henry Webb.

**V.A. Approval of Prior Minutes**

**V.B. Approval of Treasurer's Report**

**V.C. Personnel Report**

**VI. PL Update and March Movie**

**VII. Instructional Spotlight: SERTAC Opportunities, Ms. Kim Snowball**

**VIII. Communication Items and Discussion**

**VIII.A. NKCES New Staff Introduction**

Rationale:

We are thrilled to welcome our latest additions to our NKCES Team:

Amy Gilkison - Assistant Director of Learning & Empowerment

Becky Guthier - Purchase and Program Assistant

**VIII.B. Advocacy Update**

**VIII.C. NKU Update**

## **IX. New Business**

### **IX.A. RSP One Time Incentive Pay Memo\***

Rationale:

This one-time incentive pay (stipend) was voted on last year and the board was in favor of the request for 3 years of pay. However, in the discussion it was requested that the action item be brought back to the board each year in case we needed to make changes such as increasing the one – time incentive pay (stipend).

Please see memo for recommended changes to classified staffing due to the 8% increase.

**Motion Passed:** The Executive Committee requests the board to accept the motion to implement an RSP One Time Incentive Pay for RSP Certified Staff, RSP Administrative Assistant, and Custodians for the upcoming 2023-24 year to ensure the RSP salary schedule is in alignment with NKY district salary schedules. passed with a motion by Mr. Alvin Garrison and a second by Mr. Casey Jaynes.

### **IX.B. RSP Request to Add Additional Staffing Positions\***

Rationale:

Please see the attached memo. Ms. Stephanie Turner requests to add 3 additional staff to meet the needs of additional students in the 2023-24 year.

**Motion Passed:** The Executive Committee recommends the board accept the motion to add three additional staff positions to accommodate incoming students for the 2023-24 school year. passed with a motion by Mr. Alvin Garrison and a second by Mr. Greg Duty.

### **IX.C. Job Description: Procurement Manager\***

Rationale:

As requested by the board, this position is being brought forward to begin the work of procurement for the NKCES region.

**Motion Passed:** Please accept the motion to add the Procurement Manager Job Description. passed with a motion by Mr. Chad Molley and a second by Dr. Matt Baker.

### **IX.D. 2023-2024 Salary Schedule\***

Rationale:

Notes:

All cells received a 2% increase except for the RSP Para-educators.

RSP Paraeducators do not reflect a 2% increase on the 2023-24 salary schedule as they received an 8% increase in January 2023 that was effective immediately.

As requested, a \$4,000 "one-time incentive pay" has been added to the salary schedule for RSP Certified employees. This makes the salary schedule for RSP more competitive compared to regional salaries.

**Motion to Amend Passed:** To amend the motion from: "Please accept the Motion to Approve the NKCES Salary Schedule for 2023-2024" to: "Please accept the Motion to Approve the NKCES Salary Schedule for 2023-2024 as presented and remove the 1 Time Incentive Pay RSP Certified \$4000" until further analysis can be provided at May 10, 2023. passed with a motion by Mr. Joe Buerkley and a second by Mr. Jeff Aulick.

#### **IX.E. Policy 03.175 & 3.273 Modification Request**

##### **UNUSED SICK DAYS**

Provided an individual has been employed by NKCES for at least four (4) consecutive years prior to retirement, NKCES shall compensate eligible certified employees only upon initial retirement for 30% of unused sick leave days accumulated as an employee of NKCES at the rate of their current daily salary. For personnel who begin employment in a position covered by TRS on or after July 1, 2008, unused sick leave days to be recognized in calculating reimbursement under [KRS 161.155](#) shall not exceed 300 days. For personnel who become members of the Teachers' Retirement System on or after January 1, 2022, payment for unused sick leave days shall not be incorporated into the annual compensation used to calculate the retirement allowance in the foundational benefit but may be deposited into the member's supplemental benefit component.<sup>1</sup>

Rationale:

Please accept the motion to modify the retirement policy 03.175 to remove "of NKCES."

#### **X. Acknowledgment of Written Reports from NKCES: Executive Director, Amy Razor**

##### **X.A. Executive Director NKCES**

##### **XI. Report Outs from State Agencies**

###### **XI.A. KDE: Dr. Kelly Foster**

###### **XI.B. KASS: Dr. Jim Flynn (absent)**

###### **XI.C. KASA: Dr. Kathy Fields (absent)**

###### **XI.D. Director of Communications, Josh Schoulta**

##### **XII. Report Outs from Community/Business**

###### **XII.A. NaviGo College and Career Prep/Learning Grove: Dr. Kathy Burkhardt (absent)**

###### **XII.B. NKYEC: Dr. Randy Poe**

##### **XIII. Motion for Adjournment\***

**Motion Passed:** Please accept the motion to adjourn the meeting passed with a motion by Mr. Alvin Garrison and a second by Mr. Mike Borchers.