**SPENCER COUNTY BOARD OF EDUCATION**

**SCHEDULED WORK SESSION**

**Spencer County Board of Education Meeting Room**

**110 Reasor Avenue, Taylorsville, KY 40071**

**5:00 pm Monday, May 8, 2023**

**BOARD MEMBERS PRESENT:**

Ms. Sandy Clevenger, Board Chair

Dr. Lynn Shelburne, Vice Chair

Ms. Pamela Slone

Mr. Timothy Truitt

Mr. Aaron Erhardt

**OTHERS PRESENT:** Acting Superintendent, Chuck Abell; Amanda Butler, Steven Rucker, Diana Thomas, Greg Murphy, Todd Russell, Mandy Howie, Grant Chenoweth, Vicky Thomas, Melanie Mantle, Joy Jeppson, Scott Herndon, Michele Barlow, and others.

**ORDER # 202**

**CALL TO ORDER**

Ms. Sandy Clevenger called the meeting to order at 5:00 pm.

**STATEMENT OF BOARD MISSION**

**WELCOME OF VISITORS TO MEETING**

Ms. Sandy Clevenger read the Board Mission Statement and welcomed visitors.

**CITIZENS AND DELEGATIONS**

* Vicky Thomas: Support of 3% Salary Increase
* Melanie Mantle: Support of 3% Salary Increase
* Joy Jeppson: Support of 3% Salary Increase

**DISCUSSION ONLY**

Spencer County Sherriff, Scott Herndon asked for the Board’s support in bringing back the DARE Program.

**ACTION WITH DISCUSSION**

**ORDER # 203**

**SCES PARENT & COMMUNITY VOLUNTEER COORDINATOR/CAFETERIA MONITOR 2023-2024**

A motion was made by Mr. Aaron Erhardt and seconded by Dr. Lynn Shelburne to approve the SCES Parent & Community Volunteer Coordinator/Cafeteria Monitor for the 23/24 school year as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 204**

**SALARY RECOMMENDATIONS**

The Board decided to issue two motions for Salary recommendations as follows:

**CERTIFIED & CLASSIFIED SALARY RECOMMENDATIONS:**

A motion was made by Mr. Aaron Erhardt and seconded by Ms. Pamela Slone to approve the 3% certified/classified salary increases as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ADMINISTRATOR SALARY INCREASES**

|  |  |  |
| --- | --- | --- |
|  | **Current Pay Structure** | **Proposed Pay Structure** |
| **District Positions** | **Days** | **Supervisory %** | **Days** | **Supervisory %** |
| Chief Academic Officer | 250 | 17.0% | 250 | 25.0% |
| Chief of Student Supports | 250 | 17.0% | 250 | 25.0% |
| Director of Diverse Learning | 250 | 12.0% | 250 | 20.0% |
| Director of State/Federal Programs | 215 | 0.0% | 215 | 5.0% |
|  |  |  |  |  |
| **Principals** |  |  |  |  |
| Elementary | 250 | 10.0% | 250 | 15.0% |
| Elementary | 250 | 10.0% | 250 | 15.0% |
| Middle | 250 | 11.0% | 250 | 20.0% |
| High | 250 | 12.0% | 250 | 25.0% |
| Alternative | 250 | 9.0% | 250 | 9.0% |
| Early Learning Center | 210 | 0.0% | 230 | 10.0% |
|  |  |  |  |  |
| **Assistant Principals** |  |  |  |  |
| Elementary | 210 | 3.5% | 220 | 10.0% |
| Elementary | 210 | 3.5% | 220 | 10.0% |
| Middle | 215 | 3.5% | 220 | 10.0% |
| High | 215 | 4.0% | 220 | 10.0% |
| High | 220 | 5.0% | 220 | 10.0% |

A motion was made by Mr. Aaron Erhardt and seconded by Mr. Timothy Truitt to approve the administrator salary increases as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Abstained

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 205**

**SALARY/POSITION MODIFICATIONS**

Last year the Board approved multiple pay changes for classified positions. Some positions were not addressed at that time and the need to do so in the interest of fairness has become apparent since then.

The Transportation Coordinator and Food Service Program Manager positions are supervising staff paid either on the same or even higher pay grade. In addition, the 2 Maintenance Helper employees do the same work as the Maintenance Worker employees, but are paid at a lesser pay grade. The cost to address these issues is detailed on the following page.

**Transportation Coordinator (Cost = $0)**

The recommended change is that this position would become the Director of Transportation and paid at the same pay grade as the Maintenance Supervisor. This pay increase of about $13,000 would be offset by eliminating overtime that has been incurred in recent years to cover bus routes.

**Food Service Program Manager (Cost = $3,000)**

The recommended change is that this position would from Grade 15 to Grade 26, which is higher than the pay grade for a Cafeteria Manager (Grade 23). This pay increase is about $3,000 and would be paid from the Food Service Fund.

**Maintenance Helper (Cost = $5,000)**

The recommended change is that this position would be eliminated and become a Maintenance Worker. This pay increase of about $5,500 for each of the 2 positions is offset by about $6,000 savings from the Director of Facilities position changing to Maintenance Supervisor earlier in this school year. The net increase of about $5,000 would be paid from the General Fund

A Motion was made by Mr. Aaron Erhardt and seconded by Ms. Pamela Slone to approve the salary/positon modifications for transportation coordinator, food service program manager, and maintenance helper positions as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 206**

**FINANCE OFFICER SALARY POSITION MODIFICATION**

The Finance Officer is another classified position not revised last year. Comparing the pay for this position to other OVEC districts shows about the same hourly rate as Gallatin Co. and much less than Carroll, Franklin, and Anchorage Independent (a K-8 school). Larger OVEC districts are paid $10-$14 more per hour. The recommended change is to add $6 per hour to the salary scale just approved. This would not revise the Finance Officer pay scale permanently. This is for the current Finance Officer as long as he works in the district.

The other recommended change is to allow payout of unused vacation, personal, and sick days at the time of retirement. The job demands often make it impossible to take these leave days so they remain unused. The recommended change would cost the district $12,500 if it remains in effect for a full year.

A motion was made by Dr. Lynn Shelburne and seconded by Mr. Aaron Erhardt to approve the temporary Finance Officer Salary/position modifications as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 207**

**21ST CENTURY CONSULTING (TITLE CHANGE)**

Since the 21st Century Grant Director position was never filled, we have decided to change the name and job duties of the position to a 21st Century Consultant as we feel this position is much more needed by all of the grants in the district.

A motion was made by Mr. Timothy Truitt and seconded by Mr. Aaron Erhardt to approve the title change and job responsibilities of the 21st Century Grant Director to 21st Century Consultant as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 208**

**APPROVAL OF KSBA LEARN & EARN AND KSBA WEBINAR TRAININGS**

A motion was made by Mr. Timothy Truitt and seconded by Ms. Pamela Slone to approve the additional training hours for Board Members that have already obtained their required training hours as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 209**

**GRANT APPROVALS**

A motion was made by Mr. Aaron Erhardt and seconded by Mr. Timothy Truitt to approve the Bureau of Justice Assistance STOP School Violence Program grant as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 210**

**BANK DEPOSITORY**

A motion was made by Mr. Timothy Truitt and seconded by Dr. Lynn Shelburne to approve The People’s Bank as the primary bank depository as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 211**

**SCHOOL & DISTRICT ACTIVITY FUND BUDGETS 23-24**

A motion was made by Mr. Aaron Erhardt and seconded by Mr. Timothy Truitt to approve the school and district activity fund budgets for 2023-2024 as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 212**

**COLLEGE CAREER COACH**

Several years ago the College and Career Coach was made a classified position. The employee currently in that position has announced his retirement at the end of this year.

Recommending this position be changed back to a certified position to address student needs that can best be met by a certified teacher. In addition, because we have begun focusing on college and career issues much more at the middle school level, we are recommending this position become an itinerant position at the district level and serve all middle and high school students in the district. As an itinerant position, the position would be removed from the high school’s previously-approved Section 7 allocation starting next year. The additional cost to the general fund is approximately $11,000.

A motion was made by Ms. Pamela Slone and seconded by Mr. Timothy Truitt to make the College Career Coach position a District based position as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 213**

**PROFESSIONAL ARCHITECTURAL/ENGINEERING SERVICES ADVERTISEMENT**

A motion was made by Dr. Lynn Shelburne and seconded by Ms. Pamela Slone to approve the Professional Architectural Engineering Services Advertisement as presented.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 214**

**REVIEW SUPERINTENDENT SEARCH SURVEY & SELECT/PRIORITIZE SEARCH CRITERIA**

Dr. Kathy Fields reviewed the survey results with Board. Characteristics for next superintendent were reviewed and discussed. The Board agreed to interview four (4) candidates.

**ORDER#215**

**EXECUTIVE SESSION:**

A motion was made by Dr. Lynn Shelburne and seconded by Mr. Aaron Erhardt to enter into executive session under KRS 61.810 Section 1, (c), and (f) for a discussion of status, strategy and potential resolution of pending litigation; and for discussion which might lead to dismissal of an employee.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**ORDER # 216**

**RETURN TO OPEN SESSION**

A motion was made by Ms. Pamela Slone and seconded by Dr. Lynn Shelburne to return to open session.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes

**POTENTIAL ACTION CONCERNING PERSONNEL FOLLOWING CLOSED SESSION DISCUSSION**

**\*\*NO ACTION\*\***

**POTENTIAL ACTION CONCERNING LITIGATION FOLLOWING CLOSED SESSION DISCUSSION**

**\*\*NO ACTION\*\***

**ORDER # 217**

**ADJOURN BOARD MEETING**

A motion was made by Mr. Aaron Erhardt and seconded by Ms. Pamela Slone to adjourn meeting at 6:50 pm.

Ms. Sandy Clevenger Yes

Dr. Lynn Shelburne Yes

Ms. Pamela Slone Yes

Mr. Timothy Truitt Yes

Mr. Aaron Erhardt Yes