

Powell County Board of Education Regular Meeting
July 18, 2023 6:00 PM
Powell County Middle School Media Center

Attendance Taken at : 5:50 PM

Present Board Members:

Brenda Crabtree

Kim Hall

Lisa Mays

Diann Meadows

Kathy Merriman

I. Call to Order

II. Pledge of Allegiance

III. Adopt/Approve Agenda

Order #24-1 - Motion Passed: Motion to approve agenda passed with a motion by Kim Hall and a second by Lisa Mays.

Brenda Crabtree	Yes
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Kim Hall	Yes
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Lisa Mays	Yes
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Diann Meadows	Yes
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Kathy Merriman	Yes
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Strike MOU from MSU Consent item F

IV. Staff/Student Recognitions

The Middle School boys soccer team went undefeated during the season and were the conference champs.

Emma Rice competed in the KET Young Writers contest and won first place in the Middle Grades Short Story category with her story, "If the House Could Tell Our Story."

V. Communication Report

Board decided on August 2nd for special meeting to tour the schools; start at BES and rotate to finish at CCE with a start time of 6 p.m. There may be some business items and they would be added to the end of the walkthroughs.

VI. Public Comments

No comments

VII. Consent Agenda

Order #24-2 - Motion Passed: Motion to approve all consent items as presented passed with a motion by Brenda Crabtree and a second by Diann Meadows .

Brenda Crabtree	Yes
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Kim Hall	Yes
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Lisa Mays	Yes
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Diann Meadows	Yes
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Kathy Merriman	Yes
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- A.** Approval of minutes for regular meeting minutes 06.20.23
- B.** Approval of Payment of Claims
- C.** Approval of Monthly Financial Report
- D.** Approval of Orders of Treasurer
- E.** KSBA Membership Dues for FY2024
- F.** Retroactive Approval of Cyber Insurance Coverage
- G.** Salary Scale Corrections

VIII. Master Plan

Option A

- Cost wise, Option A is the most cost effective
- Slight impediment on the Weather Tower (estimated cost of relocation is around \$10k)
- Softball field would be relocated slightly to allow the addition of lanes to the track
- A sports field could be utilized within the circle drive in back of projected school
- Estimated cost of earth work is \$296,000

Option B

- Relocated the bus lanes by 90 degrees to make room for softball field
- More expensive in relation to earth work (\$392k)
- Maximum impact on the Weather Tower
- Relocating the bus lanes does not impact the position of the schools
- Permit cost to relocate the streams would be at least \$115k

Option C

- Added expenses of lift station and retaining wall
- Has it's own road extension and parking area
- Does not impede on weather tower
- Earth work estimated at \$362,0000.00

Option D

- Softball field is built over geothermal field for MS
- Earth work estimate is \$480,000

Option E

- Places softball field within the bus loop
- Earth work estimate is \$420,000

Top choice is C with a second choice of option B.

The question was asked by Board member Diann Meadows where this plan fits in financially. Superintendent Wasson explained that the school is priority but this plan allows us to look into the future and plan for the fields in the building of the new school in regards to where utilities need to be located and possibly begin the earth work in some of the work of the school.

IX. Review Current Board Goals and Establish Goals for 2023-2024 School Year

Order #24-3 - Motion Passed: Motion to update the Board goals to: passed with a motion by Lisa Mays and a second by Kim Hall.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

The Board recommended to retain the first four goals and remove Salary Improvements as that goal was accomplished. The Board goals for the 2023-2024 school year will be:

1. Construction of Stanton Elementary
2. Improve Facilities
3. Increase Academic Achievement on Benchmark Assessments by 10%
4. Recruitment and Retention of Quality Employees

X. Superintendent Professional Growth Plan

Superintendent Wasson presented her growth plan and asked for input from the Board. The Board was in agreement with the growth plan standards and goals.

XI. Second Reading of Policy 09.435

Order #24-4 - Motion Passed: Approval of 2nd Reading of Policy 09.435 passed with a motion by Diann Meadows and a second by Brenda Crabtree.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

Superintendent Wasson explained the language of the revision requested by Board Attorney Grant Chenoweth dealt with the appeals committee. The appeals committee would be utilized if a parent/guardian appealed the decision of the Superintendent to utilize an alternative placement. If the Board determines expulsion is necessary, their decision is still final.

XII. Approval of 2023-2024 Code of Conduct and District Handbook

Order #24-5 - Motion Passed: Motion to approve the 2023-2024 Code of Conduct and District Handbook passed with a motion by Kim Hall and a second by Lisa Mays.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

XIII. Annual Annuity Financial Report

Order #24-6 - Motion Passed: Motion to keep and maintain the current annuities passed with a motion by Brenda Crabtree and a second by Diann Meadows.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

XIV. Cooperative Membership Opportunity

Order #24-7 - Motion Passed: Motion to approve to join and purchase from Sourcewell and Omnia Cooperatives passed with a motion by Lisa Mays and a second by Kim Hall.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

CFO Alicia Frazier expressed interest in allowing participation in both Sourcewell and Omnia Partners cooperative purchasing. If utilized, both will save us money and allow for faster implementation of projects because the bidding process is already complete.

XV. Policy Changes to 03.122, 03.222, 03.1232, 03.2232

Order #24-8 - Motion Passed: Approval of Board Policies 03.122, 03.222, 03.1232, 03.2232 in one reading per Board policy 01.5 passed with a motion by Brenda Crabtree and a second by Diann Meadows .

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

The holiday and sick leave policy were discussed. In the previous implementation of the holiday policy an additional holiday was given if an employee worked even 1 extended day. That meant that employees working 190 days would actually only work 4 additional days and have one day of holiday. Because holidays fall a various times in the calendar, the suggested cut offs were requested to change to employees working 215-236 days would receive 5 holidays and those working 237-240 (full work year) would continue to receive 7.

The sick leave policies were also reviewed for change. 10 sick days is currently the amount provided to all employees. For 185 day employees this is one sick day for approximately 18.5 days of work. It was recommended that additional sick leave be granted for employees working an extended calendar. Those with 205-224 days would receive one additional sick leave day for approximately one additional month of work and those working 225-240 days would receive 2 additional sick leave days.

Board Chair Kathy Merriman asked if there is accountability in the use of sick leave, and Superintendent Wasson shared that employees develop calendars that show leave days and the new Red Rover system also tracks sick leave to ensure it makes it into MUNIS.

It was requested that the Board declare this an emergency policy reading per Board Policy 01.5 due to the fact that the new fiscal year has already started and the District would like to implement this policy for the 2023-2024 year.

XVI. Procedural Changes 03.121 AP.1 and 03.221 AP.1

HR Director David Lyons presented two procedural changes affecting the development of a work calendar. For both certified and classified work schedules the current policy reads that the Superintendent will make and distribute the work calendars to all employees. Mr. Lyons changed the language to read that the calendars would be developed with immediate supervisors or the Superintendent's Designee and the Superintendent would not be responsible for the development and monitoring of all work calendars in the district. The administrators and supervisors would assume the responsibility of ensuring all employees were held accountable to their approved work schedule.

The Board agreed with the changes and provided no additional input on the procedural forms.

XVII. Medical Air Services Association Insurance Benefit

Order #24-9 - Motion Passed: Motion to approve MASA as an additional insurance our employees could select passed with a motion by Diann Meadows and a second by Brenda Crabtree.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

HR Director David Lyons presented an optional insurance benefit for employees. The insurance would cost an employee \$10.00 a month and provide for \$15,000 coverage for emergency air lift helicopter or \$250 ambulance ground transport coverage to assist with the deductible. Due to the distance from Lexington and possibly even other hospitals that may be utilized, this may be something that our employees would be interested in.

Mr. Lyons also indicated that he and Superintendent Wasson would be meeting with American Fidelity to discuss other benefits the district may be able to provide employees as a recruitment and retention tool.

XVIII. Instruction

A. Approval of Emergency Teacher Certifications

Order #24-10 - Motion Passed: Approval of emergency certifications as listed passed with a motion by Kim Hall and a second by Lisa Mays.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

Emergency teacher certifications were requested for the following:

Vickie Howell in MS Math/Science
Rebecca Malstead MS English
Mike Estep in HS Biology
Susan Watson in HS English.
Russ Swim HS Credit Recovery
Madonna Estes MS Social Studies, Science, or Math

B. Approval of ELL/Migrant Job Description

Order #24-11 - Motion Passed: Approval of the ELL/Migrant job description passed with a motion by Kim Hall and a second by Brenda Crabtree.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

Last year our Migrant program was cut out and our ELL student population decreased. In the past, we had a position for each program, ELL and Migrant. Each population of students needs to be served, but dedicating a full time person to each did not make sense. Ms. Ashcraft contacted the KDE migrant department and asked if they would fund a half person's salary to provide services and they agreed. The attached job description is for a position that covers services to both populations.

C. Approval of ELL/Migrant Instructional Assistant Position

Order #24-12 - Motion Passed: Approval of ESS/Migrant Position passed with a motion by Kim Hall and a second by Lisa Mays.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

The District requested the creation of the ELL/Migrant Instructional Assistant Position to provide services to both the ELL and Migrant populations of students. The Kentucky Department of Education will pay half of the person's salary through the Migrant program.

D. Grant Opportunity for STEM Education

Order #24-13 - Motion Passed: Approve Clay City Elementary to apply for a grant with Central Creativity Foundation passed with a motion by Diann Meadows and a second by Lisa Mays.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

A new grant opportunity was shared with Clay City Elementary administration yesterday and they would like to apply. The grant would provide STEM opportunities for students.

XIX. Student Athletic Opportunity

Order #24-14 - Motion Passed: Motion to approve a Powell County swimmer to be coached by a Montgomery County coach and represent Powell County on the swim team passed with a motion by Diann Meadows and a second by Lisa Mays.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes

Diann Meadows	Yes
Kathy Merriman	Yes

We have a student who is a proficient swimmer and would like to compete for Powell County. Because we don't have a swim team we would like to partner with Montgomery County and allow our student to represent Powell County while being coached by Coach Lane in Montgomery County. The student will be a PCHS student athlete and will wear Powell County attire just as if she was being coached by a Powell County coach. The Montgomery County coach will be listed as a varsity coach on our KHSAA coaches roster. Athletic Director Doug Brewer shared that he had been in communication with KHSAA and the Montgomery County Athletic Director and the coach and the coach is excited to have the student on her team.

XX. Facilities

A. Stanton Elementary Pay Application #4

Order #24-15 - Motion Passed: Approval of Pay Application #4 for the Stanton Elementary Roofing Project passed with a motion by Kim Hall and a second by Brenda Crabtree.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

XXI. Informational Items

A. Personnel Report

XXII. Other Business

No other Business

XXIII. Adjourn

Order #24-16 - Motion Passed: Motion to adjourn passed with a motion by Kim Hall and a second by Lisa Mays.

Brenda Crabtree	Yes
Kim Hall	Yes
Lisa Mays	Yes
Diann Meadows	Yes
Kathy Merriman	Yes

Board Chairperson

Board Secretary