

**Powell County Board of Education Regular Meeting
June 18, 2024 6:00 PM
Powell County Middle School Media Center**

Attendance Taken at : 6:01 PM

Present Board Members:

Brenda Crabtree

Kim Hall

Lisa Mays

Diann Meadows

Absent Board Members:

Kathy Merriman

I. Call to Order

II. Pledge of Allegiance

III. Adopt/Approve Agenda

Order #24-175 - Motion Passed: Motion to approve agenda passed with a motion by Lisa Mays and a second by Diann Meadows.

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

IV. Staff/Student Recognitions

Mr. Cole Wills recognized student success at the state FFA conference.

Kentucky State Convention 6/4/2024 to 6/6/2024

Madison Hensley - Placed 2nd at Bluegrass Regional Day and Competed on 6/4/2024 at State Convention

Daylan Lowry - Placed 1st in Region for Outdoor Recreation Proficiency

Karlie Patrick - Placed 1st in Region for Ag Sales Entrepreneurship Proficiency

Devin Young - Placed 1st in Region for Ag Mech Design and Fabrication Proficiency, Bluegrass Region Star in Placement Finalist, Won State for Ag Mech Design and Fabrication, Competing at National FFA Convention in October.

State Degree Recipients 2024 (received on 6/6/2024)

Hannah Profitt

Karlie Patrick

Jalan Payne

Devin Young

American Degree Recipients 2024 (Will be awarded in October)

Collin Barnes

Abby Napier

Seth Johnson

V. Communication Report

Mrs. Wasson provided the following communication report.

- Mrs. Wasson welcomed Mark Collier to the meeting who will be serving on the board following the next election as he is uncontested.
- Since the last Board meeting, it has been a busy time of year. Mrs. Wasson attended several graduation ceremonies and end of year events with our students including 8th grade, senior, Powell County Academy, Stanton 5th grade, and Clay City Kindergarten along with the high school senior honor's night. We have wrapped up one year and are working hard on getting ready for the upcoming school year.
- We have had 2 District Facility Plan meetings since our last Board meeting. The first one was a good discussion about the needs of the district. At our last one, Sherman Carter Barnhart architect Allison Commings compiled all the needs that had been listed by the committee and that they had seen when assessing the buildings and she shared the document. The committee reviewed what was included and approved it to be sent to review by KDE. Once KDE reviews the plan, they will send it back to the committee and the committee will make revisions before sending it to the Board for approval.
- In July we will review our Board goals and make updates, changes, or continue the work on the goals you have set. The current goals are:
 - o Construction of Stanton Elementary School
 - o Improve Facilities
 - o Increase Academic Achievement on Benchmark Assessments by 10%
 - o Recruitment and Retention of Quality Employees
 - o Salary Improvements
- Mrs. Wasson attended the Superintendent Summit on June 10-11. There was a lot of discussion on issues that came out of the legislature, and we set some priorities for the next legislative session. The main focus, however, was discussion on Amendment 2 that will be voted on in November regarding taking public funding to fund private schools. The proponents for the bill will announce that it is a bill about school choice, but there is already school choice all throughout the Commonwealth. This bill is strictly about allowing for the use of public money to help provide funding for private schools through vouchers. Public schools are already underfunded, and although the legislature funded schools to a higher level this year, they did not get us to a point where we can pay teachers at a level that they will want to stay in our districts, and they didn't factor in higher costs of insurance and all the other expenses a district has. If this bill passes, local taxes will be allowed to follow students to private charter schools, and local taxes will have to increase to fund schools to keep them running. We will continue to share information on this amendment and will work to publicly push for people to understand what the amendment is and how it will hurt districts like ours. Mrs. Wasson stated she equates this to public tax dollars being used to fund private roads. We don't have vouchers that allow us to use tax dollars on our driveways, and our tax dollars are used on roads that we may never travel. However, if the state started to take public tax dollars to fund our own personal driveways, we

soon wouldn't have enough funding to maintain the infrastructure throughout the state. We must maximize public dollars going to public schools.

- The ATC is going to start a welding program and is seeking funds to help set up welding booths. Mrs. Wasson was asked by Mr. Brock to help contribute to the cost of the welding booths, but we did not set aside funding for this. She explained that we have many challenges with the ATC in scheduling and access to the programs. She also explained that welding jobs are not as available in our area as they are in the Berea and Madison County area which is where they looked to in determining need for the program. However, if our salaries come in less than projected, we may be able to contribute to the welding booths. She will continue to review the budget and see what we can do.
- Our construction project for the new school is going well. These are notes from today's meeting:
 - o The footers have been started on the cafeteria and gymnasium side of the building. The plans consider this area "Section C" which goes all the way over to the edge of the office area of the building. This is the first section that will be built while we wait to determine if there is stability in the ground where the majority of the gravel was placed.
 - o The electric company has a plan now to install a temporary pole and a location for the electricity on site to be able to continue to work.
 - o The full load of gravel has been on site since June 1 and water is draining appropriately from the wick drains that were installed. Kenny Davis will get with Solid Ground inspectors to determine how long we will wait and when we might have the ability to move forward with that section.
 - o On July 1, the plan is to start the work on the under slab of the gymnasium.
 - o On July 8 the plumbing work can be started in the kitchen and cafeteria work so the under slab can begin there. They hope to pour the kitchen and cafeteria slab in the middle of August.
 - o We have run into a problem with the flow test on the water pressure. Two flow tests were completed prior to the start of construction, and both passed. On May 28 another test was done, and it failed in respect to having enough water pressure to work for the building and sprinkler system. The test didn't just fail for us, but it failed also for the company building the new preschool across the road. Donny Crayne with CMTA engineering has been in communication with the mayor and city officials regarding finding a potential leak or valve problem that is making the flow test fail. The city is working on this, and they asked me to reach out to the mayor to see what progress has been made and an approximate time frame for when we will know. Even though the water won't be turned on for quite a while, we must be able to pass the test to be able to use the type of pipes that were bid. If the test doesn't pass, we will have to buy bigger line and potentially put in a water tower that will be able to push the water to the building. I feel confident the mayor is working to solve the problem quickly and will reach out to him tomorrow morning.
 - o They are going to start tying the sewer into the sewer at the middle school.
 - o We have a new plan from the state transportation cabinet on the widening of the road in front of the school. The plan includes a turn lane to the right coming from town into the property. We don't know when this work will take place, but we know we must move the lines coming into our property outside the lines of the new plan. The latest plan was presented to the Board members.
- The work on the fuel pump project has started. The pumps have been removed and they are set to begin digging the lines.

- We have begun the work of planning the new central office space when we are able to move into the current Stanton Elementary. We are planning now because we need to think through what office spaces will need to be built, what HVAC and lighting adjustments will need to be made, and what furniture. We have some funding that we may be able to put towards these projects in the coming months. A map was presented to Board members of the projected use of the facility.

VI. Public Comments

No public comments

VII. Consent Agenda

Order #24-176 - Motion Passed: Motion to approve all consent items as presented 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	Absent

- A. Approval of minutes for regular meeting minutes 05.21.24
- B. Approval of Payment of Claims
- C. Approval of Monthly Financial Report
- D. Approval of Orders of Treasurer
- E. Approval of 23-24 Final Amended School Calendar
- F. Approval of Fidelity Bond
- G. Approval of End of Year Closing Entries
- H. Approval of Pledge of Collateral
- I. Approval of 2024-2025 Pay Period Schedule
- J. Approval of Technology Surplus Items
- K. Monthly Trip Requests- June and July
- L. Approval of Overnight High School Girls Volleyball Trip
- M. Approval of Out of State High School Girls Soccer Trip

VIII. Approval of Code of Acceptable Behavior & Discipline and District Handbook Updates for FY25

Order #24-177 - Motion Passed: Approval of updated Code of Acceptable Behavior & Discipline and District Handbook passed with a motion by Kim Hall and a second by Diann Meadows .

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

Mrs. Robinson reviewed the changes in the approval of Code of Acceptable Behavior and District Handbook updates. Changes will be made in regard to attendance and behavior. Multiple changes made are based on KRS Changes.

IX. Approval of KSBA Board Policy Updates 01.11, 01.111, 01.21, 01.3, 01.83, 02.31, 02.311, 02.442, 03.11, 03.124, 03.13251, 03.21, 03.23251, 04.5, 05.4, 06.22, 06.31, 06.33, 06.34, 08.23, 09.126, 09.14, 09.22,

09.2211, 09.224, 09.2242, 09.226, 09.2261, 09.227, 09.42, 09.422, 09.423, 09.4232, 09.425, 09.43, 09.435, 09.438 and District Updates 08.1132 and 09.123

Order #24-178 - Motion Passed: Approval of first reading of KSBA Board Updates 01.11, 01.111, 01.21, 01.3, 01.83, 02.31, 02.311, 02.442, 03.11, 03.124, 03.13251, 03.21, 03.23251, 04.5, 05.4, 06.22, 06.31, 06.33, 06.34, 08.23, 09.126, 09.14, 09.22, 09.2211, 09.224, 09.2242, 09.226, 09.2261, 09.227, 09.42, 09.422, 09.423, 09.4232, 09.425, 09.43, 09.435, 09.438 and District Updates 08.1132 and 09.123 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	Absent

The majority of the policy changes are based on legislative changes. KSBA reviews all policies and presents suggestions and requirements. The Board discussed the policy revision of 09.4232 regarding the district giving medicinal cannabis on school property. After much discussion, the Board decided not to allow medicinal cannabis to be used on school property. Although they see some benefits, asking our staff to distribute such a drug may be too much to ask at this time. They will continue to review the need for potentially giving medicinal cannabis at school and if the need changes they will bring back a discussion on possibly changing the policy.

The policies were accepted for a first reading as they were presented to the Board.

X. Review of KSBA Procedures 01.3 AP.21, 03.19 AP.23, 04.2 AP.1, 06.0 AP.1, 06.22 AP.1, 06.34 AP.1, 09.14 AP.2, 09.2211 AP.21, 09.2261 AP.2, 09.227 AP.1, 09.43 AP.1, 06.34 AP.2

Reviewed- no action needed. The Board did not request any changes in any forms.

XI. Instruction

A. Approval of District Professional Development Plan

Order #24-179 - Motion Passed: Approval of District Professional Development Plan for FY25 including the 24-25 flexible calendar 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	Absent

Mrs. Roach reviewed the process of the development of the district professional development plan including surveys, individual feedback, and needs of the teachers and individual schools.

B. Approval of Emergency Certifications

Order #24-180 - Motion Passed: Approval of emergency certifications for Katie Adams Cutlip, Katlyn Jordan, Brittani Thompson, Elizabeth Perez, Grace Liles passed with a motion by Kim Hall and a second by Diann Meadows.

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

The District is seeking approval on the following emergency certifications. Four of these employees have been teaching with us and their positions have been posted since April and we don't have enough qualified applicants since that time to fill their positions. They are all working on passing their Praxis exams or getting admitted unconditionally into a MAT Program. These candidates are:

Katie Adams Cutlip

Katlyn Jordan

Brittani Thompson

Elizabeth Perez

The fourth candidate is an applicant for Spanish Teacher at the high school. We had the position posted for several weeks when this candidate applied. We believed she was going to enter a MAT program and may still do that, but we would like to get her started for emergency certification in that area.

Grace Liles

XII. Approval of Updated Insurance Policies and Premiums

Order #24-181 - Motion Passed: Approval of updated insurance plan with EMC at a cost of \$255,605 for property and casualty with the additional buy down of deductible at a cost of \$20,500 plus taxes and KEMI workers compensation for \$84,029 passed with a motion by Diann Meadows and a second by Kim Hall.

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

Board Members would like to include the buy down premium for wind/hail from \$75,000 to \$25,000 for the cost of \$20,500 which does not include taxes.

Other non-insured coverages were discussed and coverage was declined on sign coverage, pollutions, and garagekeepers.

XIII. Facilities

A. Approval of Stanton Elementary Pay App #4 and Solid Ground Inspection Invoice

Order #24-182 - Motion Passed: Approval of Stanton Elementary Pay App #4 and Solid Ground Inspection Invoice 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	Absent

The Pay App for the new Stanton Elementary project is compiled by Coddell Construction ensuring that all items requesting pay have been completed or the material is purchased. The Solid Ground invoice is paid directly to Solid Ground as part of our contract with the company.

XIV. Approval of Educational Diagnostician Job Description and Position

Order #24-183 - Motion Passed: Approval of Educational Diagnostician job description and position which would include 10 extended days 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	Absent

Superintendent Wasson explained that Mr. Frank Spencer has been doing work testing students to assist the school psychologist and has assisted in writing reports. His position was called a Special Education Resource Teacher. He has resigned his position and the District would like to transition this position to a new position of Educational Diagnostician. A requirement for this position would be a school counseling degree and either the Intellectual Assessment endorsement or the willingness to obtain the endorsement. Due to the difficulty in finding school psychologists, this endorsement would allow a person in this role to complete the same testing that a school psychologist can complete. If the candidate we hire does not currently have the endorsement, he or she could do the same work that Mr. Spencer has done to assist our current school psychologist until the endorsement is obtained.

XV. Informational Items

A. Personnel Report

Mr. Lyons provided updated personnel report for the month of June.

B. Revised May Personnel Report

Mr. Lyons reviewed a revised May Personnel Report.

XVI. Other Business

The Facilities Director and Superintendent are still not pleased with the roof project at Stanton Elementary so the last pay application has still not be paid. There will be a meeting Wednesday, June 18th to discuss the project and next steps.

PCMS Gym Wall was discussed. The entire wall will need replaced. The project would begin on Spring Break 2025 and would take approximately 5 to 6 months. The roof and floor may also need replacement. The back wall has no support. The plan is currently in progress.

XVII. Approval To Go Into Closed Session Pursuant to KRS 61.810(1)(K) and KRS 156.577 (6)(C) for a Meeting Which State Law Specifically Requires To Be Conducted in Private, Specifically Preliminary Discussions Relating to the Superintendent Evaluation

Order #24-184 - Motion Passed: Motion to go into closed session 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	Absent

XVIII. Approval to Return to Open Session

Order #24-185 - Motion Passed: Motion to return to open session passed with a motion by Kim Hall and a second by Lisa Mays.

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

XIX. Discuss and Adopt the Final Summative Evaluation of the Superintendent

Order #24-186 - Motion Passed: Adoption of Final Summative Evaluation of the Superintendent passed with a motion by Kim Hall and a second by Diann Meadows.

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

The Board praised the work that the Superintendent has completed regarding salary improvements and the construction project. They would like the main focus of the coming year to be on increasing academic achievement across the district and continued work on recruitment and retention of quality employees. The chairperson presented the superintendent a summative evaluation of a 3- Accomplished rating. The final summative evaluation is attached to the minutes.

XX. Adjourn

Order #24-187 - 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	Absent

Board Chairperson

Board Secretary

PERSONNEL ACTION
MAY 2024

FULL TIME HIRES:

UPDATED 6/06/2024

TRANSFER:

Jennifer Osborne	Administrative Secretary II to Account Clerk III	District
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2024-2025 SCHOOL YEAR HIRES:

Ashley Randall	Chief Information Officer (Gina Kinser / Interim - A. Randall)	District
Aubrey Crawford	District Curriculum Specialist	District
Stephanie Crabtree	Counselor (Kristi Marcum)	PCHS
Keisha Collins	Science Teacher (David Lester)	PCHS
Daniel Chaney	Band / Arts & Humanities Teacher (Timothy Prewitt)	PCHS
Jonathan Conley	Social Studies Teacher (???)	PCMS
Amy Barlow	Math Teacher (???)	PCMS
Alexis Hardin	Elementary Teacher (Katelyn Jordan)	CCE
Angela Hummel	Elementary Teacher (Jade Petty)	CCE
Nathan Skidmore	Health & PE Teacher (Stephanie Crabtree)	PCHS
Stephen Willis	CTE - Building & Construction Teacher (Ryan Neal)	PCHS
Courtney Noe	Speech Therapist (Beth Huffman)	District

2024-2025 SCHOOL YEAR - RESCINDING OF NON-RENEWALS:

Jessica Bryson Tackett	Special Education Teacher - LBD	PCHS
Tina Knipp	Special Education Teacher - FMD	BES

2024-2025 SCHOOL YEAR TRANSFERS:

Melissa Meade	TAG Teacher / TLP Teacher to TLP / JAG Teacher	District
Alicia Wasson	Special Ed Teacher - EBD	SES
Victoria Jasser	Special Ed Teacher - EBD to Special Ed Teacher - LBD	SES
Tim Bennett	Special Ed Teacher - LBD	PCMS
Shelly Weaver	Special Education Teacher - LBD	PCMS
JoAnna Bailey	Special Education Paraeducator	PCMS
Kayla Rivera	Special Education Paraeducator - MSD	BES
John Baldrige	Special Education Paraeducator - MSD	PCHS
Maylan Griffett	Special Education Paraeducator	CCE
Ashley Ledford	Special Education Paraeducator - MSD	CCE
Justin Shepherd	Credit Recovery Teacher	PCHS
C. Rick Skidmore	Powell County Academy Teacher	District
Donna Walters	Special Education Teacher - LBD	CCE

2024-2025 SCHOOL YEAR DEMOTIONS:

Justin Shepherd	Dean of Students (Academy) to Teacher (TBD)	District
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PART TIME:

Chelsea Townsend	Assistant Volleyball Coach (Jessica Bryson-Tackett)	PCHS
Josh Crowe	Head Boys Basketball Coach (Allen Martin)	PCHS
Christopher Hayden	Volunteer	District
Ginger Moore	Substitute Teacher - Rank IV	District
Chase Fallen	Assistant Baseball Coach (Ryan Centers)	PCMS
K. Nikki Rogers	Substitute Teacher - Rank V (2024-2025 School Year)	District

MEDICAL / MATERNITY LEAVE

Hannah Parsons	Extended Maternity Leave until 5/07/2024	BES
M. Katie Caudill	Extended Maternity Leave until 5/07/2024	BES
Shane Trent	Medical Leave effective 4/30/2024 until 5/13/2024	Trans
Holly Mullins	Medical Leave effective 5/13/2024 until 5/27/2024 (Cook)	PCHS

NON-RENEWAL 2024-2025 SY / LIMITED CONTRACT

Natasha Petty	Custodian	BES
Elizabeth Richardson	Social Studies Teacher	PCMS
K. Nikki Rogers	Special Education Paraeducator - MSD	BES
Amanda Kash-Rice	School Nurse	District

NON-RENEWAL 2024-2025 SY / RETIREES

Amy Fields	Elementary Interventionist Teacher - Part-Time	CCE
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RETIREMENTS / RESIGNATIONS / TERMINATIONS:

C. Renee Billings	Disability Retirement effective 3/01/2024 (Elementary Teacher)	SES
Amanda Patton	Resignation effective 4/11/2024 (Substitute Cook)	Food
Greenleigh Herald Story	UPDATED-Resignation effective 4/12/2024 (Paraeducator)	SES
Madison Spicer	Resignation effective 4/14/2024 (Substitute Cook)	Food
Yasmin Lozano	Resignation effective 4/26/2024 (Migrant Advocate/ELL Asst.)	District
Kevin Duff	Resignation effective 4/29/2024 (Custodian)	PCHS
Rebecca Malstead	Resignation effective 5/01/2024 (ESS Teacher)	PCMS
Sally Ann McKinney	Resignation effective 5/15/2024 (Head Cheerleading Coach)	PCMS
Aubrey Crawford	Resignation effective 6/30/2024 (Elementary Teacher)	BES
Karron Carter	Retirement effective 6/30/2024 (Math Interventionist Specialist)	SES
Bridget Marcum	Retirement effective 6/30/2024 (Elementary Teacher)	SES
Taylor Rogers-Townsend	Resignation effective 6/30/2024 (Elementary Teacher)	CCE
Hannah Parsons	Resignation effective 6/30/2024 (Elementary Teacher)	BES
Michelle Ashcraft	Resignation effective 6/30/2024 (Elementary Teacher)	CCE
Lauren Mullins	Resignation effective 6/30/2024 (Paraeducator)	CCE

PERSONNEL ACTION
JUNE 2024

FULL TIME HIRES:

Devan Baker	Custodian (Kevin Duff)	PCHS
Jaycea Fredrick	Administrative Secretary II for HR Mangmt. (Julie Clark)	District

TRANSFER:

Paula Begley	Substitute Nurse	District
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2024-2025 SCHOOL YEAR HIRES:

Mary Bennett	Gifted & Talented Teacher (Melissa Meade)	District
Candice James	Special Education Teacher - MSD (New Position)	CCE
Logan Robinson	Algebra I Teacher (Kaci Halsey)	PCHS
Rhoda Dotson	Instructional Monitor II - ISD (Michael Rogers)	PCHS
Destinee Ott	Elementary Teacher (Michelle Ashcraft)	CCE
Christina Holmes	Cook (Misty Bell)	Food
Steve Colwell	Science Teacher (Elizabeth Oney)	PCMS
Rick Skidmore	Dean of Students (Justin Shepherd)	Academy
Summer Lane	Kindergarten Paraeducator (Elizabeth Foster)	CCE
Julie Clark	Transportation Supervisor (New Position)	District
Grace Liles	Spanish Teacher (Tim Jones)	PCHS
Kristy Poynter	ELA Teacher (Brittany Thompson)	PCMS
Taylor Blevins	Elementary Teacher (Hannah Parsons)	BES
Jacquelynn Arvin	Elementary Teacher (Renee Billings)	SES
Johnna Thomas	Elementary Teacher (Mary Bennett)	CCE
Kaylee Elam	Elementary Teacher (New Position)	BES
Tiffany Spencer	Elementary Teacher (Alison Wasson)	SES
Frank Spencer	Special Education Teacher - LBD (O. Denicse Imam)	PCHS
Autumn Mullis	Elementary Teacher (Taylor Blevins)	CCE
Susan Jones	Special Education Teacher - LBD (New Position)	PCMS

2024-2025 SCHOOL YEAR TRANSFERS:

Dana McDaniel	Physical Education / Music Teacher	SES
Christopher Helvey	Teacher Position	Academy

PART TIME:

Landon Campbell	Volunteer	District
J. Lee Jett	Assistant Basketball Coach (Tanner Hall)	PCHS
Jerrica Crabtree	Assistant Volleyball Coach (Chelsea Townsend)	PCMS
Jeremy Jones	Assistant Boys Basketball Coach (Lee Jett)	PCMS
Dakota Trent	Assistant Football Coach (William Vance)	PCHS
Kayla Ledford	Head Cheerleading Coach (Sally McKinney)	PCMS
Damen Bach	Assistant Football Coach (C. Rick Skidmore)	PCHS

MEDICAL / MATERNITY LEAVE

RESIGNATION / TRANSFER OF POSITION:

Rick Skidmore	Resignation effective 6/30/2024 (Teacher)	Academy
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Steve Colwell	Resignation effective 6/30/2024 (Science Teacher)	PCHS
Taylor Blevins	Resignation effective 6/30/2024 (Elementary Teacher)	CCE
Frank Spencer	Resignation effective 6/30/2024 (District Resource Teacher II)	District
Mary Bennett	Resignation effective 6/30/2024 (Elementary Teacher)	CCE

RETIREMENTS / RESIGNATIONS / TERMINATIONS:

Rick Skidmore	Resignation effective 5/16/2024 (Assistant Football Coach)	PCHS
Lee Jett	Resignation effective 5/21/2024 (Assistant Boys BBall Coach)	PCMS
Mark Ventura	Resignation effective 5/22/2024 (Assistant Cross Country Coach)	PCHS
Katie Moore	Resignation effective 6/03/2024 (Assistant Band Director)	PCHS
Charlie Spencer	Resignation effective 6/03/2024 (Assistant Football Coach)	PCMS
Kayla Rivera	Resignation effective 6/04/2024 (Special Ed Paraeducator-FMD)	PCHS
Kayla Jones	Resignation effective 6/06/2024 (Assistant Cheer Coach)	PCMS
Kaycee Whitt	Resignation effective 6/30/2024 (ELA Teacher)	PCMS
O. Denise Imam	Resignation effective 6/30/2024 (Special Ed. Teacher-FMD)	PCHS
Tim Bennett	Resignation effective 6/30/2024 (Special Ed. Teacher-LBD)	PCHS
Elizabeth Muncy	Resignation effective 6/30/2024 (Elementary Teacher)	CCE
Derrick Robinson	Resignation effective 6/30/2024 (Elementary Teacher)	BES
Allen Martin	Resignation effective 6/30/2024 (Health / PE Teacher)	PCHS
Allen Martin	Resignation effective 6/30/2024 (Assistant Athletic Director)	PCHS

Final

Superintendent Summative Evaluation

Superintendent Standards

Rating

STANDARD 1: STRATEGIC LEADERSHIP	4
STANDARD 2: INSTRUCTIONAL LEADERSHIP	3
STANDARD 3: CULTURAL LEADERSHIP	3
STANDARD 4: HUMAN RESOURCE LEADERSHIP	2
STANDARD 5: MANAGERIAL LEADERSHIP	4
STANDARD 6: COLLABORATIVE LEADERSHIP	3
STANDARD 7: INFLUENTIAL LEADERSHIP	4

District Goals

Rating

Construction of Stanton Elementary	4
Improve Facilities	4
Improve Academics	2
Recruit and Retain Quality Employees	2
Improve Salary Scales	4

Overall Summative Rating	3
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(4) **Exemplary:** Exceeds the standard

(3) **Accomplished:** Meets the standard

(2) **Developing:** Making progress toward meeting the standard

(1) **Improvement Required:** Progress toward meeting the goal is unacceptable; goal is required to be addressed with Performance Expectations agreed upon by the Board and Superintendent. Comments to support this performance level are required.

Comments & Evidence to support the Superintendent's overall performance:

Areas to consider for continued growth:

Brenda L. Gathier

Board Chair Signature

Sarah A. Masson

Superintendent Signature

6/18/24

Date