

**RECORD OF BOARD PROCEEDINGS
MINUTES FROM THE MEETING
Ludlow, Kentucky, June 30, 2025**

The Ludlow Independent Board of Education met at the Central Office
525 Elm Street

Ludlow, KY 41016 at 6:30 PM, on June 30, 2025, with the following members present:

Attendance Taken at 6:30 PM:

Present Board Members:

Mr. Wesley Dorger

Mrs. Melanie Hazlewood

Mrs. Shelly Mays

Ms. Cindy Powell

Mrs. Kamryn Reed

1. Call to Order

Discussion:

Others Present: Dr. Jason Steffen, Superintendent; Tonya Brummer, Director of Student Services and Board Secretary; Jeff Mayberry, Codell Construction; Bill Cobb, Codell; Ehmet Hayes, REH&A; Travis Caudill, Ludlow High School Principal; Christy Ensell, Ludlow High School Assistant Principal

1.1. Call to Order by Mrs. Melanie Hazlewood

Rationale:

Board President, Mrs. Hazlewood, will call the meeting to order.

1.2. Pledge of Allegiance by Ms. Cindy Powell

Rationale:

Ms. Cindy Powell will lead the Pledge of Allegiance.

2. Approval of Agenda

Rationale:

It is recommended that the board approve the Agenda.

Order #136 - Motion Passed: Approval of agenda as presented passed with a motion by Mr. Wesley Dorger and a second by Mrs. Shelly Mays.

Mr. Wesley Dorger Yes

Mrs. Melanie Hazlewood Yes

Mrs. Shelly Mays Yes

Ms. Cindy Powell Yes

Mrs. Kamryn Reed Yes

3. Recognition and Information Agenda

Rationale:

These items are presented for recognition and information.

3.1. Monthly Reports

Rationale:

These items are presented for information.

3.2. Spotlight Items

Rationale:

Panther of the Month Award:

Travis Caudill

3.3. Personnel

Rationale:

In accordance with the provisions of KRS 160.390, personnel items are reported to the Board of Education by the superintendent of schools for information purposes only.

3.4. Class of 2025 Summary & Awards

3.5. Construction Update

Rationale:

This item is presented for information purposes.

3.6. Monthly Superintendent Report

3.7. Monthly Attendance Report

4. Consent Agenda

Rationale:

It is recommended that the Board approve the Consent Agenda.

Order #137 - Motion Passed: The motion to approve the Consent Agenda passed with a motion by Mrs. Shelly Mays and a second by Mrs. Kamryn Reed.

Mr. Wesley Dorger Yes

Mrs. Melanie Hazlewood Yes

Mrs. Shelly Mays Yes

Ms. Cindy Powell Yes

Mrs. Kamryn Reed Yes

4.1. Approval of Minutes

Rationale:

It is recommended that the Board approve the minutes of the May 2025 Board Meeting.

4.2. Monthly Bills

Rationale:

It is recommended that the Board approve the payment of the monthly bills.

4.3. Substitute Teacher Blanket Approval

Rationale:

It is recommended the Board approve the Substitute Teachers for 2025-2026.

Vickie Baker
Yolanda Mitchell
Pam Bernard
Bridgett Niehues
Suan Cathers
Marlene Schuh
Wilson Hays
Rebecca Scott
Cory Highfield
Jenna Slusher
Lisa Millay
George Spears
Pam Miller
Kelly Ziegler

4.4. Fundraising Requests

Rationale:

It is recommended that the Board approve the Fundraising Requests.

4.5. 2025-2026 Semi-Monthly Pay Dates

Rationale:

It is recommended that the Board approve the 2025-2026 Semi-Monthly pay dates.

4.6. Surplus Technology Items

Rationale:

Surplus technology items that are no longer used by the district.

4.7. Ludlow Certified Evaluation Plan-revision

4.8. Ludlow Job Descriptions

Rationale:

Ludlow ISD Job Descriptions

5. Discussion and Action Agenda

5.1. Change Order #1-8 (Schrudde & Zimmerman) - Ludlow Independent Additions/Renovations Project

Rationale:

It is recommended that the Board approve the Schrudde & Zimmerman Change Order #1-8 in accordance to Backcharge from Schrudde & Zimmerman to J Feldkamp for the following ticket work #23 Fill plumbing trenches in the kitchen. #33 Temp Emergency egress barricades at alley. #34 Fill holes in concrete in Rm E216 and ES Caf. #40R Fill back dock with gravel. This CO included 3 working days which had to be converted to calendar days to allow for New Years Day holiday, so this change order is for 4 days.

Order #138 - Motion Passed: The motion to approve CO #1-8 issued to Schrudde & Zimmerman in the amount of \$7,579.70 in accordance to a back charge from Schrudde & Zimmerman for the above referenced work. passed with a motion by Ms. Cindy Powell and a second by Mr. Wesley Dorger.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

5.2. Change Order #6-4 (OK Interiors Corporation) - Ludlow Independent Additions/Renovations Project

Rationale:

It is recommended that the Board approve the OK Interiors Corporation Change Order #6-4 in accordance to CC 87-Phase 5 rated gypsum lids cubby areas. CC 89-Owner request to extend framing & drywall to above the heating convactor.

Order #139 - Motion Passed: The motion to approve CO #6-4 issued to OK Interiors Corporation in the amount of \$36,262.92 in accordance to CC87-Phase 5 rated gypsum lids cubby area. CC89-Owner request to extend framing & drywall to above the heating convactor. passed with a motion by Mrs. Shelly Mays and a second by Ms. Cindy Powell.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

5.3. Change Order #15-4 (ESI, Inc.) - Ludlow Independent Additions/Renovations Project

Rationale:

It is recommended that the Board approve the ESI, Inc. Change Order #15-4 in accordance to Provide fiber optic cable in auditorium per RFI 133.

Order #140 - Motion Passed: The motion to approve CO #15-4 issued to ESI, Inc. in the amount of \$5,508.02 in accordance to RFI 133 to provide fiber optic cable in the auditorium. passed with a motion by Ms. Cindy Powell and a second by Mr. Wesley Dorger.

Mr. Wesley Dorger Yes

Mrs. Melanie Hazlewood Yes

Mrs. Shelly Mays Yes

Ms. Cindy Powell Yes

Mrs. Kamryn Reed Yes

5.4. Change Order #16-3 (J Feldkamp Design Build) - Ludlow Independent Additions/Renovations Project

Rationale:

It is recommended that the Board approve the J Feldkamp Design Build Change Order #16-3 in accordance to PR #2 for additional demo and put back in restroom H3-RR1 per RFI 183.

Order #141 - Motion Passed: The motion to approve CO #16-3 issued to J Feldkamp Design Build in in the amount of \$17,854.90 in accordance to PR #2 for additional demo and put back in restroom H3-RR1 per RFI 183. passed with a motion by Ms. Cindy Powell and a second by Mrs. Shelly Mays.

Mr. Wesley Dorger Yes

Mrs. Melanie Hazlewood Yes

Mrs. Shelly Mays Yes

Ms. Cindy Powell Yes

Mrs. Kamryn Reed Yes

5.5. Change Order #16-4 (J Feldkamp Design Build) - Ludlow Independent Additions/Renovations Project

Rationale:

It is recommended that the Board approve the J Feldkamp Design Build Change Order #16-4 in accordance to Backcharge from Schrudde & Zimmerman to J Feldkamp for the following ticket work #23 Fill plumbing trenches in the kitchen. #33 Temp Emergency egress barricades at alley. #34 Fill holes in concrete in Rm E216 and ES Caf. #40R Fill back dock with gravel. This CO included 3 working days which had to be converted to calendar days to allow for New Years Day holiday, so this change order is for 4 days.

Order #142 - Motion Passed: The motion to approve CO #16-4 issued to J Feldkamp Design Build for a deduct in the amount of (\$7,579.70) in accordance to a back charge from Schrudde & Zimmerman for the above referenced work. passed with a motion by Ms. Cindy Powell and a second by Mrs. Shelly Mays.

Mr. Wesley Dorger Yes
 Mrs. Melanie Hazlewood Yes
 Mrs. Shelly Mays Yes
 Ms. Cindy Powell Yes
 Mrs. Kamryn Reed Yes

5.6. Liability, Workers' Compensation, and Cyber Insurance Rates

Rationale:

Assured Partners/Crawford Insurance has provided comprehensive coverage for our school district and employees for the last twelve years. The district submitted a Request for Services twelve years ago and selected Assured Partners/Crawford Insurance. The relationship established between the school district and company continues to be very positive.

Rates for the upcoming school year, July 1, 2025 - June 30, 2026, are included for your review.

The package rates include our property and general liability packages. The market has had major increases in rates the last couple of years due to the catastrophic events accross the state. Our general liability increase with Bluegrass Risk Management came in at a 10% increase (still managed by Assured Partners). The general liability rate will increase \$9,000. mainly due to the mandated per square footage rate determined by KDE. Our workers' compensation shows a increase in the rate of \$34. The cyber policy renewal is for July 31, 2025 - June 30, 2026. This is a decrease in our overall rate of \$551 due to an 11 month policy to get on the same fiscal year schedule.

It is recommended that the Board approve the renewal with Bluegrass Risk Management.

Order #143 - Motion Passed: The motion to approve the renewal with Bluegrass Risk Management passed with a motion by Mrs. Kamryn Reed and a second by Ms. Cindy Powell.

Mr. Wesley Dorger Yes
 Mrs. Melanie Hazlewood Yes
 Mrs. Shelly Mays Yes
 Ms. Cindy Powell Yes
 Mrs. Kamryn Reed Yes

5.7. Bond of Depository

Rationale:

It is recommended that the Board approve the Bond of Depository.

Order #144 - Motion Passed: The motion to approve the Bond of Depository passed with a motion by Ms. Cindy Powell and a second by Mrs. Kamryn Reed.

Mr. Wesley Dorger Yes
 Mrs. Melanie Hazlewood Yes
 Mrs. Shelly Mays Yes
 Ms. Cindy Powell Yes
 Mrs. Kamryn Reed Yes

5.8. Fidelity (Performance) Bond

Rationale:

Each year, the Board of Education is required to approve a Performance Bond for the Treasurer of the District. This insurance bond is approved in order to cover the district in the event of inappropriate fiscal activities of the treasurer. The Performance Bond is attached for your review. The language of the bond was drafted by the Kentucky Department of Education. It is recommended that the board approve the Fidelity Bond as presented.

Order #145 - Motion Passed: The motion to approve the Fidelity Bond as presented passed with a motion by Mr. Wesley Dorger and a second by Mrs. Shelly Mays.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

5.9. 2025-2026 Indirect Costs

Rationale:

It is recommended that the Board approve the Indirect Cost Rate of 13.4% for the fiscal year 2025-2026.

Order #146 - Motion Passed: The motion to approve the Indirect Cost Rate of 13.4% for the fiscal year 2025-2026 passed with a motion by Ms. Cindy Powell and a second by Mrs. Kamryn Reed.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

5.10. Partners For Change MOU 2025-2026

Rationale:

It is recommended that the Board approve the 2025-2026 MOU with Partners for Change.

Order #147 - Motion Passed: The motion to approve the 2025-2026 Partners for Change MOU passed with a motion by Mrs. Shelly Mays and a second by Mrs. Kamryn Reed.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

5.11. Preschool Partnership MOU 2025-2026

Rationale:

It is recommended that the Board approve the 2025-2026 Ludlow Learning Center Contract.

Order #148 - Motion Passed: The motion to approve the 2025-2026 Preschool Partnership MOU passed with a motion by Ms. Cindy Powell and a second by Mrs. Kamryn Reed.

Mr. Wesley Dorger Yes

Mrs. Melanie Hazlewood Yes

Mrs. Shelly Mays Yes

Ms. Cindy Powell Yes

Mrs. Kamryn Reed Yes

5.12. Forward Focus Contract 2025-2026

Rationale:

It is recommended that the Board approve the 2025-2026 Forward Focus Contract.

Order #149 - Motion Passed: The motion to approve the 2025-2026 Forward Focus Contract passed with a motion by Mr. Wesley Dorger and a second by Mrs. Shelly Mays.

Mr. Wesley Dorger Yes

Mrs. Melanie Hazlewood Yes

Mrs. Shelly Mays Yes

Ms. Cindy Powell Yes

Mrs. Kamryn Reed Yes

5.13. OneGoal MOU 2025-2026

Rationale:

It is recommended that the Board approve the 2025-2026 OneGoal MOU.

Order #150 - Motion Passed: The motion to approve the 2025-2026 OneGoal MOU passed with a motion by Mrs. Kamryn Reed and a second by Mr. Wesley Dorger.

Mr. Wesley Dorger Yes

Mrs. Melanie Hazlewood Yes

Mrs. Shelly Mays Yes

Ms. Cindy Powell Yes

Mrs. Kamryn Reed Yes

5.14. School Resource Officer Contract

Rationale:

It is recommended that the Board approve the School Resource Officer Subsequent Year Contract.

Order #151 - Motion Passed: The motion to approve the School Resource Officer Subsequent Year Contract passed with a motion by Ms. Cindy Powell and a second by Mrs. Kamryn Reed.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

5.15. Board Policy Updates

Rationale:

It is recommended that the Board approve the 1st reading of the Board Policy updates.

Order #152 - Motion Passed: The motion to approve the first reading of the School Board Policy Updates passed with a motion by Ms. Cindy Powell and a second by Mrs. Kamryn Reed.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

5.16. Board Procedure Updates

Rationale:

It is recommended that the Board approve the 1st reading of the Board Procedure updates.

Order #153 - Motion Passed: The motion to approve the first reading of the Board Procedure Updates passed with a motion by Mrs. Shelly Mays and a second by Mr. Wesley Dorger.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

5.17. District Assurances

Rationale:

It is recommended the Board approve the District Assurances for FY 2026.

Order #154 - Motion Passed: The motion to approve the District Assurances for Fiscal Year 2026 passed with a motion by Mrs. Kamryn Reed and a second by Ms. Cindy Powell.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

5.18. 2025-2026 Tuition and Student Fees

Rationale:

Tuition for 2025-2026 will be \$300

High School Fees will be \$105

Middle School Fees will be \$85

Elementary Fees will be \$50

Order #155 - Motion Passed: The motion to approve the 2025-2026 Tuition and Student Fees passed with a motion by Mrs. Kamryn Reed and a second by Ms. Cindy Powell.

Mr. Wesley Dorger Yes

Mrs. Melanie Hazlewood Yes

Mrs. Shelly Mays Yes

Ms. Cindy Powell Yes

Mrs. Kamryn Reed Yes

6. Other Business

Rationale:

Is there any other business to be brought before the Board?

6.1. Board**6.2. Faculty & Staff****6.3. Public****7. Executive Session**

Rationale:

Pursuant to KRS 61.810(1)(c) and KRS 156.557(6)(c) it is recommended that the Board retire to Executive Session.

Order #156 - Motion Passed: The motion to move to executive session pursuant to KRS 61.810(1)(c) and KRS 156.557(6)(c) passed with a motion by Mr. Wesley Dorger and a second by Ms. Cindy Powell.

Mr. Wesley Dorger Yes

Mrs. Melanie Hazlewood Yes

Mrs. Shelly Mays Yes

Ms. Cindy Powell Yes

Mrs. Kamryn Reed Yes

8. Re-Open Meeting

Rationale:

It is recommended that the Board re-open the meeting.

Order #157 - Motion Passed: The motion to re-open the meeting passed with a motion by Mr. Wesley Dorger and a second by Ms. Cindy Powell.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

9. Approval of Superintendent's Evaluation

Rationale:

It is recommended that the Board approve the Superintendent's Evaluation.

Order #158 - Motion Passed: The motion to approve the Superintendent's Evaluation passed with a motion by Mr. Wesley Dorger and a second by Mrs. Kamryn Reed.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

10. Adjourn

Rationale:

It is recommended that the Board Adjourn the meeting.

Order #159 - Motion Passed: The motion that the Board adjourn the meeting at 9:22 PM passed with a motion by Mr. Wesley Dorger and a second by Mrs. Shelly Mays.

Mr. Wesley Dorger	Yes
Mrs. Melanie Hazlewood	Yes
Mrs. Shelly Mays	Yes
Ms. Cindy Powell	Yes
Mrs. Kamryn Reed	Yes

PRESIDENT

SECRETARY