

**RECORD OF BOARD PROCEEDINGS  
MINUTES FROM THE MEETING  
Ludlow, Kentucky, January 15, 2026**

The Ludlow Independent Board of Education met at the Central Office  
525 Elm Street  
Ludlow, KY 41016 at 6:30 PM, on January 15, 2026, 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**

**1.1. Call to Order**

Rationale:

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

Discussion:

Others Present: Dr. Jason Steffen, Superintendent; Tonya Brummer, Director of Student Services and Board Secretary; Vikki Wofford, Director of Finance; Christy Ensell, High School Principal; Andrea Krumpelman, Elementary Principal; Rob Keller, High School Teacher and Coach; Joe Hayes, REH&A; Scott Smith, City of Ludlow

**1.2. Pledge of Allegiance by Mrs. Shelly Mays**

Rationale:

Mrs. Mays will lead the Pledge of Allegiance.

**2. Approval of Agenda**

Rationale:

It is recommended that the Board approve the Agenda.

**Order #68 - Motion Passed:** The approval of the agenda as presented 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

**3. Recognition and Information Agenda**

Rationale:

These items are presented for recognition and information.

**3.1. National School Board Recognition Month**

Rationale:

January is National School Board Recognition Month. The Ludlow Independent School District is proud to join with other school districts in the nation in recognizing the contributions of all school board members, especially the dedicated members of the Ludlow Independent Board of Education.

Proclamation

Honoring the members of the  
Ludlow Independent Board of Education  
during School Board Recognition Month  
January 2026

WHEREAS our community values a quality education as a vital step along the pathway to success for our children; and

WHEREAS Wesley Dorger, Melanie Hazlewood, Shelly Mays, Cindy Powell & Kamryn Reed contribute greatly to this community through their service on the Ludlow Independent Board of Education; and

WHEREAS these decision-makers are responsible for maintaining strong, effective budgetary oversight, high standards for employment and a safe, well-managed set of school facilities; and

WHEREAS these board members are serving our community with integrity, honor and a commitment to our children's futures; and

WHEREAS January 2026 marks Kentucky's observation of their contributions through School Board Recognition Month;

THEREFORE, I, Dr. Jason M. Steffen, Superintendent, do hereby proclaim the month of January 2026 throughout this community as School Board Recognition Month and urge all citizens to honor Wesley Dorger, Melanie Hazlewood, Shelly Mays, Cindy Powell & Kamryn Reed for their service.

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January 15, 2026

Thank you to our board members!

**3.2. Monthly Reports**

Rationale:

These items are presented for information.

**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. January Spotlight Items**

Rationale:

This month's Panther of the Month is Rob Keller Since beginning at Ludlow, he has coached softball, football, basketball, and now our first varsity archery team. This year, Mr. Keller began not only a high school archery team, but also a middle school archery team that have already begun competing against other schools. This first year, we have around 50 students participating in archer from grades 7-12. Each sport that Mr. Keller has coached has be extremely organized and compete at a high level.

Tonya Brummer will review upcoming events and the Together We Prowl Newsletter

**3.5. KSBA Annual Conference**

Rationale:

Save the date for KSBA's next Annual Conference, to be held Feb. 20-22, 2026 at the Galt House in Louisville.

KSBA's Annual Conference attracts more than 1,000 participants each year - school board members, superintendents, administrators, presenters and exhibitors - for a weekend of learning and networking. The event represents the state's largest gathering of elected officials, providing school board members ample opportunity to earn state-mandated training.

Conference location:

The Galt House Hotel  
140 North Fourth St.  
Louisville, KY 40202

**3.6. Superintendent Report**

**3.7. Renovation Update**

**3.8. Updates from City of Ludlow**

**4. Consent Agenda**

Rationale:

It is recommended that the Board approve the Consent Agenda.

**Order #69 - Motion Passed:** Approval of the Consent Agenda 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

**4.1. Approval of Minutes**

Rationale:

It is recommended that the Board approve the Minutes from the December 2025 meeting.

**4.2. Monthly Bills**

Rationale:

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

**4.3. Comprehensive District Improvement Plan**

**4.4. Comprehensive School Improvement Plans**

**4.5. Board Legal Services Contract**

**4.6. Amended 2025-2026 School Calendar**

**5. Discussion and Action Agenda**

**5.1. Board of Education Meeting Dates - 2026**

Rationale:

It is recommended that the Board approve the 2026 Board of Education Meeting Dates.

Discussion:

February Meeting will be moved to February 18, 2026, due to the KSBA Conference in Louisville, KY.

**Order #70 - Motion Passed:** Approval of the Board of Education Meeting Dates for 2026 passed with a motion by Mrs. Kamryn Reed 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

**5.2. FRYSC Assurance Certification 2026-2028**

Rationale:

It is recommended that the Board approve the FRYSC School District Assurance Certification 2026-2028.

**Order #71 - Motion Passed:** Approval of the FRYSC Assurance Certification for 2026-2028 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

**5.3. 2026-2027 Draft Budget**

Rationale:

2026-2027 Draft Budget

January begins the budgeting cycle for the next fiscal year (2026-2027). The budgeting process for a school district is a planning tool to assist in the monitoring of fiscal resources in our district. This process will be refined on multiple occasions over the next nine months due to a variety of factors;

Commonwealth of Kentucky Budget allocations for Districts and Programs (SEEK Program, State Grants, etc.), and Average Daily Attendance/Enrollment for remainder of the school year.

The state of the Commonwealth's fiscal health is critical. With the uncertainty of our tentative 2026-2027 SEEK forecast, we have maintained our expenses based on actual, trending, and anticipated payroll step increases. To maintain a strong contingency and healthy carry-forward, we must address our expenses in the budget.

This Draft Budget has been approached with conservative views on revenue and expenses based on historical actuals (2025). There are two big variables in this budget on the revenue side, the beginning balance and SEEK funding. As the year progresses these numbers will become more concrete and allow the district to see next year's budget more clearly. With that said, here are a few details from the attached budget:

Property tax revenue has been budgeted on the premise that the Board of Education will levy a rate that will generate the maximum allowable 4% increase.

At this time, salaries will increase based solely on experience levels and step increases.

All programs will be evaluated to ensure that they are meeting the needs of our students.

Retirements will be evaluated and may be absorbed with current staff when possible.

Evaluating staffing levels to reflect the student membership in each school.

**Order #72 - Motion Passed:** Approval of the 2026-2027 Draft Budget 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. School Facilities and Construction Commission Biennium Offer of Assistance**

Rationale:

The district has received an offer of assistance for renovation and future construction in the district for items listed on the District Master Facility Plan in the amount of \$0. A copy of the offer is attached for your review. In order to accept this offer, the district must verify cash balances in the Building Fund and Capital Outlay Fund, as of June 30, 2025. These amounts must be transferred into an escrow account in these funds for future renovation and construction projects.

The purpose of these funds is used to pay bond and interest payments on previous renovation projects. The district will be able to continue to make these payments based upon an analysis of the payment schedules after making the transfers noted above.

**Order #73 - Motion Passed:** The recommendation to approve the acceptance of the Biennial Offer of Assistance from the School Facilities and Construction Commission and authorizes the transfers of cash balances to escrow accounts in these funds as required 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

**5.5. Owner/Architect Agreement Fieldhouse**

Rationale:

It is recommended that the board approve the Owner/Architect Agreement for the Fieldhouse.

**Order #74 - Motion Passed:** Approval for the Owner/Architect Agreement for the Fieldhouse to go to Robert Ehmet Hayes & Associates, PLLC (REH&A) 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

**5.6. Change Order #1-13 (Schrudde & Zimmerman) - Ludlow Independent Additions & Renovations Project**

Rationale:

It is recommended that the Board approve the Schrudde & Zimmerman Change Order #1-13 CC 147-Modify Wall pads around windows & breaker box in A108 per RFI 123. CC150-Demo Ductwork various areas. CC151-Replace damaged subfloor in Phase 6A. CC152- Demolish walls in Phase 6A. CC153- Added Fire Extinguishers at ES Gym per PDS. CC156- Frame bottom of stair H-XS11.1 and install rated access panel. CC157- Demo chair rail in Valectictory Hall, Auditorium Lobby H-XS8.3, 9.3, 8.2, 9.2, 6.2, & 6.3.

**Order #75 - Motion Passed:** Approval of CO #1-13 issued to Shrudde & Zimmerman in the amount of \$20,477.39 for the various Contractor Claims #147, 150, 151, 152, 153, 156, and 157 passed with a motion by Mrs. Kamryn Reed 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

**5.7. Change Order #8-4 (America's Floor Source) - Ludlow Independent Additions & Renovations Project**

Rationale:

It is recommended that the Board approve the America's Floor Source Change Order #8-4 Per CC 138- Owner requested to add risers to all stairs.

**Order #76 - Motion Passed:** Approval of CO #8-4 issued to America's Floor Source in the amount of \$13,698.28 per CC 138-owner requested to add risers to all stairs 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

**5.8. Change Order #9-3 (David M Bastin Painting, Inc.) - Ludlow Independent Additions & Renovations Project**

Rationale:

It is recommended that the Board approve the David M Bastin Painting, Inc. Change Order #9-3 Per CC 144 Paint Elementary Gym Bleachers.

**Order #77 - Motion Passed:** Approval of CO #9-3 issued to Bastin Painting in the amount of \$3,419.96 per CC 144-Paint Elementary Gym Bleachers 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

**5.9. Change Order #15-8 (ESI, Inc.) - Ludlow Independent Additions & Renovations Project**

Rationale:

It is recommended that the Board approve the ESI, Inc. Change Order #15-8 Per PR 13- Power Condensate pump in storage room. CC 122-Premium Time Phase 11A 8/11/25-8/17/25.

**Order #78 - Motion Passed:** Approval of CO #15-8 issued to ESI in the amount of \$3,825.44 for PR 13-for all costs associated with power condensate pump in storage room. CC 122- Premium Time Phase 11A 8/11/25-8/17/25 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

**5.10. Change Order #17-6 (Blau Mechanical) - Ludlow Independent Additions & Renovations Project**

Rationale:

It is recommended that the Board approve the Blau Mechanical Change Order #17-6 for PR 12-Exhaust duct through chimney. PR 13-Provide condensate pump in storage room.

**Order #79 - Motion Passed:** Approval of CO #17-6 issued to Blau Mechanical in the amount of \$2,309.07 PR 12-Exhaust duct through chimney. PR 13-Provide condensate pump in storage room 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

**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. Adjourn**

Rationale:

It is recommended that the Board adjourn the meeting.

**Order #80 - Motion Passed:** Approval to adjourn the Board meeting at 8:26 PM passed with a motion by Mrs. Kamryn Reed 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

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PRESIDENT

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SECRETARY