

**RECORD OF BOARD PROCEEDINGS  
(MINUTES)**

Russell County Auditorium/Natatorium, June 30, 2021  
The Russell County Board of Education Meeting was held at Russell County  
Auditorium/Natatorium June 30, 2021

With the following members:

**Attendance Taken at 12:03 PM:**

Present Board Members:

Mr. Gerald Murray  
Ms. Joy Wilson  
Mrs. Brenda Higginbotham  
Mr. Richard Kazsuk  
Mrs. Sheila Wicker

A sign in sheet was available for the public.

**1. Pledge of Allegiance/Prayer**

**2. Call to Order**

Rationale:

The Chair calls the Regular Board Meeting to order at 12:01 P.M.

**3. Roll Call**

Rationale:

This action is taken by calling each board member's name, with the board member answering present.

**4. Public Comment**

**5. Recognize- RCHS Tennis Player, Lucas McFall: KHSAA State Participant**

**6. Adoption of Agenda**

Rationale:

Meeting agenda is provided for your review.

**Order #8926 - Motion Passed:** If there are no corrections or amendments, I recommend the agenda be approved as presented-passed with a motion by Mrs. Brenda Higginbotham and a second by Ms. Joy Wilson.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

**7. Consent Agenda**

Rationale:

- A. Meeting Minutes
- B. Payment of Bills

**Order #8927 - Motion Passed:** If there are no changes or amendments I recommend approval of consent agenda items- passed with a motion by Mr. Richard Kazsuk and a second by Mrs. Brenda Higginbotham.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

**8. Change Orders-Lake Cumberland Regional College & Workforce Center**

Rationale:

Attached are three change orders for Lake Cumberland Regional College & Workforce Center:

1) Add 4 ft high chain link fence (475 LF) instead of the curb along Erik Lane. The board previously approved a change order to add a curb along Erik Lane. We have had several discussion and a 4ft black vinyl coated fence along Erik Lane would add security and a separation from the road. This change order can be approved at \$0 change in dollars-substitute the fence for the curb.

2) Add additional circuits for Electrical Technology Lab \$14,848.95 (Proposal Request #30)

3) Construction Management fee on Proposal Request #30 \$296.98

**Order #8928 - Motion Passed:** I recommend the noted change orders for Lake Cumberland Regional College & Workforce Center be approved as presented and authorize Superintendent Ford to complete the necessary paperwork- passed with a motion by Ms. Joy Wilson and a second by Mr. Gerald Murray.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

**9. Pledge of Collateral Agreement for Public School Funds**

Rationale:

KRS 160.570 and 702 KAR 3:090 require each local board of education-designated depository of funds to execute a bond for the faithful performance of its duties. The bond shall be approved by the local school board of education and the Commissioner of Education. First National Bank has pledged \$ 16,410,000.00 on the Pledge of Collateral Agreement for Public School Funds. A copy of the collateral listing is attached for your review.

**Order #8929 - Motion Passed:** I recommend approval of the Pledge of Collateral Agreement for Public School Funds in the amount of \$16,410,000.00 for our accounts at First National Bank- passed with a motion by Mrs. Brenda Higginbotham and a second by Ms. Joy Wilson.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

**10. Revise FY 2022 Classified & Certified Salary Schedules**

Rationale:

The Russell County Board of Education previously approved FY 22 certified, classified and extra service salary schedules at the April 2021 meeting. Attached are revised certified, classified and extra service salary schedules reflecting at minimum a 2% raise for all employees with specific positions, that were significantly below our co-op's average range, a higher raise.

**Order #8930 - Motion Passed:** I recommend the revised FY 22 certified, classified and extra service salary schedules be approved as presented- passed with a motion by Ms. Joy Wilson and a second by Mr. Gerald Murray.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

**11. Field Trip Reimbursement Rate**

Rationale:

Attached is a revised field trip reimbursement rate form. This formula reflects a flat rate of \$15 per hour (plus fringes) for the school bus driver and a current \$1.88\* per mile rate, per Kentucky Department of Education's mileage rate for field trip reimbursement calculation.

\*this rate would be subject to change in future years per KDE's mileage rate calculation

**Order #8931 - Motion Passed:** I recommend the field trip reimbursement rate be approved as presented with the mileage rate subject to Kentucky Department of Education's yearly mileage rate calculation- passed with a motion by Mrs. Brenda Higginbotham and a second by Mr. Richard Kazsuk.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

**12. Nonresident Student Admission**

Rationale:

We have received a completed non-resident agreement and contract from a family in Casey County. We have no available slots for students living in Casey County wishing to attend Russell County Schools under our current non-resident agreement, however we can accept the student with a tuition fee. The family has completed the paperwork for enrollment with tuition and it has received approval from school & district officials. The next step is board approval. The tuition amount is \$4,595.00 per year, payable 1/2 each semester. Per board policy, tuition students shall be accepted only upon the recommendation of the Director of Pupil Personnel, approval of the Superintendent (designee) and Russell County Board of Education.

**Order #8932 - Motion Passed:** I recommend that the Russell County Board of Education grant enrollment to this student with a tuition fee assessed in the

amount of \$4,595 per year- passed with a motion by Ms. Joy Wilson and a second by Mr. Gerald Murray.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

### **13. Permission for Early Entrance (Kindergarten)**

Rationale:

We have one student who has met all the criteria for early enrollment in Kindergarten. Pending Russell County Board of Education approval, the student will be enrolled at Russell Springs Elementary.

**Order #8933 - Motion Passed:** I recommended that one (1) student be granted permission for Early Enrollment in Kindergarten in Russell County School District for the 2021-22 school year- passed with a motion by Mr. Richard Kazsuk and a second by Mrs. Brenda Higginbotham.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

### **14. 2021 KSBA Policy Updates (#44)- Final Reading**

Rationale:

The KSBA (Kentucky School Board Association) as a service provides board members and school districts new and revised legal requirements for board policies. Copies of the required and recommended changes were provided at the 1st reading at the June 21, 2021 meeting of the Russell County Board of Education.

**Order #8934 - Motion Passed:** I recommend approval of the policy updates for the Russell County Board of Education- passed with a motion by Mrs. Brenda Higginbotham and a second by Mr. Richard Kazsuk.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

### **15. Executive Session (Superintendent Evaluation KRS 61.810 (1) (k)/Preliminary Discussions)**

Rationale:

KRS 61.810 (1) (k) permits Boards of Education to go into Executive Session for preliminary discussion of Superintendent Ford's annual evaluation.

**Order #8935 - Motion Passed:** I recommend we go into executive session pursuant to KRS 61.810, subsection (1) (k) for preliminary discussion of Superintendent Ford's Evaluation- passed with a motion by Mr. Richard Kazsuk and a second by Ms. Joy Wilson.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes

Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

**16. Resume Meeting**

Rationale:

NO ACTION TAKEN

**Order #8936 - Motion Passed:** Resume the regular board meeting at 1:12 p.m. passed with a motion by Mrs. Brenda Higginbotham and a second by Mr. Richard Kazsuk.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

**17. Superintendent Ford's Summative Evaluation**

Rationale:

Per KRS 156.557 each superintendent shall be evaluated according to local board policy and procedure developed by the local board of education and approved by the Kentucky Department of Education. The summative evaluation of the superintendent shall be in writing, discussed and adopted in an open meeting of the board and reflected in the minutes, and made available to the public upon request. Any preliminary discussions relating to the evaluation of the superintendent by the board or between the board and the superintendent prior to the summative evaluation shall be conducted in closed session.

**Order #8937 - Motion Passed:** Superintendent Ford's Summative Evaluation: See accompanying summative evaluation form (attached)

Strategic Leadership- Exemplary  
Instructional Leadership- Exemplary  
Cultural Leadership- Exemplary  
Human Resource Leadership- Exemplary  
Managerial Leadership- Exemplary  
Collaborative Leadership- Exemplary  
Influential Leadership- Exemplary

Exemplary in all seven (7) areas- passed with a motion by Mr. Richard Kazsuk and a second by Mr. Gerald Murray.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

**18. Personnel Reports**

Rationale:

Aaron Bunch	RCHS-Hired Biology/Chemistry Teaching Position
Katrina Hadley	RSES-Hired Primary Position P-5
Danika Hadley	JES- Hired Primary Position P-5
Tammy Maynard	JES- Hired Primary Instructional Assistant
Julie Burton	RSES- Hired Primary Position P-5
Lacey Cooper	SES- Hired Preschool Teacher
Lauren Palmer	Hired- Classified Substitute Position
David Williams	Hired- Classified Substitute Position
Sarah Funk	Resignation- RCMS Attendance Specialist -Effective June 30, 2021
William Carson	Resignation- RCHS Head Boys' Basketball Coach- Effective July 1, 2021

**19. Adjournment**

**Order #8938 - Motion Passed:** Adjournment of the meeting passed with a motion by Mrs. Brenda Higginbotham and a second by Mr. Richard Kazsuk.

Mr. Gerald Murray	Yes
Ms. Joy Wilson	Yes
Mrs. Brenda Higginbotham	Yes
Mr. Richard Kazsuk	Yes
Mrs. Sheila Wicker	Yes

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Chairperson

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Superintendent

**Performance Levels:**

The following designations will be used to indicate the progress of a superintendent toward the seven standards and their indicators:

**Exemplary:** Exceeds the standard

**Accomplished:** Meets the standard

**Developing:** Makes growth toward meeting the standard

**Growth Required:** Area(s) required to be addressed in the Professional Growth Plan

Superintendent Summative Evaluation <i>Click here to enter year.</i>				
Standard	Exemplary <input checked="" type="checkbox"/>	Accomplished <input type="checkbox"/>	Developing <input type="checkbox"/>	Growth Required <input type="checkbox"/>
<p><b>1. Strategic Leadership</b></p> <p>The superintendent creates conditions that result in strategically reimagining the district's vision, mission and goals to ensure that every student who graduates from high school is globally competitive in postsecondary education and the workforce, and is prepared for life in the 21st century.</p> <p>The superintendent creates a community of inquiry that challenges the community to continually repurpose itself by building on the district's core values and beliefs about the preferred future and then developing a vision.</p>	Comments/Evidence <input checked="" type="checkbox"/>	Comments/Evidence <input type="checkbox"/>	Comments/Evidence <input type="checkbox"/>	Comments/Evidence <input type="checkbox"/>
<p><b>2. Instructional Leadership</b></p> <p>The superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learning where performance gaps are systematically eliminated over time and every student graduates from high school college- and career-ready.</p>	Comments/Evidence <input checked="" type="checkbox"/>	Comments/Evidence <input type="checkbox"/>	Comments/Evidence <input type="checkbox"/>	Comments/Evidence <input type="checkbox"/>

**Superintendent Summative Evaluation** [Click here to enter year.](#)

Standard	Exemplary	Accomplished	Developing	Growth Required
<p><b>3. <u>Cultural Leadership</u></b>                      The superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools.</p> <p>The superintendent understands the people in the district and community, how they came to their current state, and how to connect with their traditions in order to move them forward to support the district's efforts to achieve individual and collective goals. While supporting and valuing the history, traditions and norms of the district and community, the superintendent must be able to improve the district culture, if needed, to align the work of adults with the district's goals of improving student learning and infusing the work with passion, meaning and purpose.</p>	<p align="center">Comments/Evidence <input checked="" type="checkbox"/></p>	<p align="center">Comments/Evidence <input type="checkbox"/></p>	<p align="center">Comments/Evidence <input type="checkbox"/></p>	<p align="center">Comments/Evidence <input type="checkbox"/></p>
<p><b>4. <u>Human Resource Leadership</u></b>                      The superintendent ensures the district is a professional learning community with processes and systems in place that result in recruitment, induction, support, evaluation, development and retention of a highly effective, diverse staff.</p> <p>The superintendent uses distributed leadership to support teaching and learning, plans professional development and engages in district leadership succession planning.</p>	<p align="center">Comments/Evidence <input checked="" type="checkbox"/></p>	<p align="center">Comments/Evidence <input type="checkbox"/></p>	<p align="center">Comments/Evidence <input type="checkbox"/></p>	<p align="center">Comments/Evidence <input type="checkbox"/></p>
<p><b>5. <u>Managerial Leadership</u></b>                      The superintendent ensures that the district has processes and systems in place for budgeting, staffing, problem solving, communicating expectations and scheduling that organize the work of the district and give priority to student learning and safety. The superintendent must solicit resources (both operating and capital), monitor their use and assure the inclusion of all stakeholders in decisions about resources so as to meet the 21st century needs of the district.</p>	<p align="center">Comments/Evidence <input checked="" type="checkbox"/></p>	<p align="center">Comments/Evidence <input type="checkbox"/></p>	<p align="center">Comments/Evidence <input type="checkbox"/></p>	<p align="center">Comments/Evidence <input type="checkbox"/></p>



**Superintendent Summative Evaluation** *Click here to enter year.*

Standard	Exemplary <input checked="" type="checkbox"/>	Accomplished <input type="checkbox"/>	Developing <input type="checkbox"/>	Growth Required <input type="checkbox"/>
<p><b>6. Collaborative Leadership</b>                      The superintendent, in concert with the local board of education, designs structures and processes that result in broad community engagement with support for and ownership of the district vision.</p> <p>Acknowledging that strong schools build strong communities, the superintendent proactively creates, with school and district staff, opportunities for parents, community members, government leaders and business representatives to participate with their investments of resources, assistance and goodwill.</p>	<p>Comments/Evidence</p>	<p>Comments/Evidence</p>	<p>Comments/Evidence</p>	<p>Comments/Evidence</p>
<p><b>7. Influential Leadership</b>                      The superintendent promotes the success of teaching and learning by understanding, responding to and influencing the larger political, social, economic, legal, ethical and cultural context. From this knowledge, the superintendent works with the board of education to define mutual expectations, policies and goals to ensure the academic success for all students.</p>	<p>Comments/Evidence</p>	<p>Comments/Evidence</p>	<p>Comments/Evidence</p>	<p>Comments/Evidence</p>

**Overall Comments:**

*Click here to add comments.*

*Sheila Wicker*  
 Board Chair  
 Date: June 30 2021  
*Ronald J. Hyatt*  
 6-30-21

*Marianne O'Neil*  
 Superintendent  
 Date: 6/30/2021