

RECORD OF BOARD PROCEEDINGS (MINUTES)

Jackson, Ky., November 14, 2017

The Breathitt County Board of Education met in the Breathitt High School Library at 5:00 PM, with the following members present:

Attendance Taken at 4:58 PM:

Present Board Members:

Ms. Ruschelle Hamilton
Mr. John Hollan
Mr. George Johnson
Mr. Albert Little
Mrs. Rebecca Watkins

Also present: State Manager Mike Murphy

I. Call to Order.

The regular meeting of the Breathitt County Board of Education was called to order by Chairperson Ruschelle Hamilton at 5 PM in the BHS Library.

I.A. Roll Call

I.B. Pledge of Allegiance

I.C. Recite Vision and Mission

I.D. Review of Commissioner's Approvals

I.E. Adopt Agenda

Order #85 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts and after changing Item III-A-5 to say District Wellness Plan instead of policy, approval of adoption of the agenda passed with a motion by Mr. George Johnson and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

II. Presentations/Reports

II.A. LBJ - KDE Best Practice Award - PLC Process for Support Staff

Superintendent Phillip Watts and Board Chair Ruschelle Hamilton presented certificates to the Support Staff PLC members from LBJ. LBJ won a Best Practice Award from KDE for implementing a PLC Process for the Support Staff of the School. Only 6 (six) awards of this nature were given across the state.

II.A.1. Jennifer Banks

II.A.2. Linda Bush

II.A.3. Beth Ann Davidson

II.A.4. Crystal Moore

II.A.5. Genevieve Swango

II.A.6. Sandy Spicer

II.A.7. Elizabeth Minix

II.A.8. Diana White

II.A.9. Leslie Cable

II.A.10. Will Noble

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II.B. Student Recognitions

II.B.1. LBJ Student Delegation (Student Advisory Group)

Principal Will Noble explained his Student Delegation to the audience. It is a group of students grades 3-6 that are either selected by their teachers or their peers to serve on the committee. They meet regularly to discuss concerns the students may have or discuss ways to improve the school.

II.B.1.a. Anthony Bailey - Ambassador
II.B.1.b. Hunter Barrett - Ambassador
II.B.1.c. Kathryn Crank - Ambassador
II.B.1.d. Brielle Halsey - Ambassador
II.B.1.e. Carson Miller - Ambassador
II.B.1.f. Shawnibeth Smith - Ambassador
II.B.1.g. Wyatt Spencer - Ambassador
II.B.1.h. Alyssa Sword - Ambassador
II.B.1.i. Lily Barnett - Delegate
II.B.1.j. Deacon Campbell - Delegate
II.B.1.k. Connor Fultz - Delegate
II.B.1.l. Jace Griffith - Delegate
II.B.1.m. Megan McIntosh - Delegate
II.B.1.n. Hannah Miller - Delegate
II.B.1.o. Mackenzee Moore - Delegate
II.B.1.p. Hallie Patton - Delegate
II.B.1.q. Adam Spencer - Delegate
II.B.1.r. Isabelle Spencer - Delegate
II.B.1.s. Justin Williams - Delegate

II.B.2. BHS CFES (College for Every Student) School of Distinction Award Winner

BHS Principal Carolyn McDaniel was presented a certificate for the school honoring their recent achievement at the annual Gear Up Conference. BHS was named a "College for Every Student" School of Distinction.

II.B.2.a. Samantha Caudill
II.B.2.b. Emilea Pitts

II.C. Reports

II.C.1. Superintendent's Report

Our school year continues to move along a very positive trajectory as we have now completed 4 months of school. I want to thank all of our faculty and staff, our students, and their families for making every day in our schools about student success. As our mission statement clearly states, we will always put students first in everything we do.

Big thank you to: the board, community, and staff for supporting our students. Got to attend the LBJ Veterans Day program, thanks goes out to the Veterans. Want to wish everyone a blessed Thanksgiving. Make sure to take time and be thankful. Thanksgiving Break - no school on November 22, 23, and 24...

State Management Audit Team was here 3 days, conducted interviews, requested documentation to review, schedules and etc... Want to thank everyone for their hard work last week. Hope to receive feedback before the February KDE board meeting.

Conducted a surprise safety checkpoint at BHS on Halloween, appreciate Jackson Police Department and Kentucky State Police for assisting.

Central office and schools are starting to work on the District/School Improvement Plans via e Prove. Comprehensive Improvement Planning for Schools and Districts has started; Phase 1 - Diagnostic, Phase 2 - Needs Assessment,

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Phase 3 - developing goals and objectives, and Phase 4 - Progress Monitoring. Meetings and communication are taking place.

District set the Response to Intervention (RTI) protocol and it is being implemented in every school. ROI (Rate of Improvement) and non-negotiables and processes are being improved.

Breathitt County Area Technology Center/BHS CTE/Schools: 1. Planning to work on new career pathway -Medical Assistants 2. Planning to grow our dual credit options

Central Office Leadership Team and Principals' meetings have been very productive. Reviewed and set the following the leadership characteristics: Honesty, Competent, Inspiring and Forward Looking. We discussed the importance of improving our processes, mission and vision, audit, day to day operations, and communication. All central office departments are working on the 2017-2018 30/60/90-day action plans. Certified Evaluation Plan and Professional Growth Plans for administrators has been started.

Training and Meetings: KASA - New Superintendent Training, Continuous Improvement Summit, School Monitoring Visits, Leadership/RTI meetings with principals, scheduled times for principals' observations and KVEC board meeting.

Marketing for the schools and meeting with legislators are taking place.

Pension Updates, attended pension meeting with Toby Herald, Lee, Owsley, and Estill.

MRC Bridge Closure, November 28, 2017

Encourage parents to come in and start talking about data with teachers and principals. Encourage everyone to come support our schools and student extra-curricular activities and fall sports.

2. Action Strategies Completion

The Kentucky School Boards Association (KSBA) continues to provide training to the local board of education. Winter conference dates are December 1 and 2. Training hours have been communicated to all members.

Tech team is working on repairs and tickets. Maintenance team is working hard on fixing problems and upgrading schools. Closing out the Energy Management Project - paperwork. Energy manager report and technology readiness report completed.

COLT and Principals are working on the Improvement Plans via eProve (needs assessment).

KASA continues to provide new superintendent training.

Recallable Nickel tax passed!

3. Action Strategies Deficiencies

Difficulty finding a Middle School Math teacher and ROTC instructor.

Breathitt Residential Day Treatment - verbally been told they are transitioning to a different type of facility.

Transportation - we are putting a hold of purchasing 2 school buses until the spring. Budget concerns and advised to do this via KDE.

Walkthrough data validates the need for additional training and support in many areas of instruction for the majority of teachers in the district. Professional Development Plan is addressing the areas of concern.

Facilities - New KDE approved District Facilities Plan shows \$66.3 million dollars of need. Current bonding potential is 1.2 million. Maintenance tools to increase efficiency. Road Map to our Facilities Plan.

Technology upgrades are needed to keep up with the demands of the students and teachers. E-rate funding for Wi-Fi and network upgrades.

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Marketing and Public relations needs a 30-60-90 plan. Positive Communication/Public Relations are important.

Athletics need a 30-60-90 plan and athletic handbook.

Budget cuts and declining enrollment. Growth Factor Report decline of 56 students.

4. Action Strategies - Additions

Comprehensive Improvement Planning for Schools and Districts has started. Collaboration between Principals, Central Office, and KDE were observed via during a meeting. Teamwork: (goals, gaps, novice reduction).

RTI - created a district RTI plan and following up with schools.

We are gathering data to evaluate the possibility of a 7-12 reconfiguration.

Follow-up documentation and interview State Management audit process.

A 30-60-90 Action Plans are being reviewed/updated via Google Sheets; Instruction, Governance and Operations - for the Central Office Leadership Team.

II.C.2. Attendance Report

DPP Susan Watts presented the attendance report which shows that currently attendance is running at 94.18%. While this is down just a bit from last year, attendance is picking up and the next report should show some improvements. BHS attendance is showing the greatest improvements over last year, which is significant for the district since they have the second highest population of the schools - their attendance can have a bigger impact overall. BHS attendance was the highest in the district two days during the last week, for the first time ever.

The growth factor just recently submitted is showing the district down 56 students. This will affect SEEK funding next year if numbers don't improve.

II.C.3. KSBA Training Report

Jean Crowley with KSBA reviewed training that the Board has recently attended, including the regional meetings offered by KSBA, which was held in Lee County. The KSBA Winter Conference is scheduled for December 1-2 in Louisville. At this point, all board members have completed their training requirements for the year except one. Additionally, Albert Little is serving as board member on the superintendent training team for Phillip in his internship training.

II.C.4. Data Report

Donna Fugate then presented the Board with data showing current progress in the schools. While we are currently using Dibels and MAP, as the year goes and more data is gathered, the more accurate the reporting will become. The board will be able to see how many students are moving in and out of RTI and meeting benchmarks. The data is still very preliminary so it's hard to guarantee its accuracy at this point.

II.C.5. LBJ Elementary School Gap Report

Principal Will Noble discussed the gaps that have been identified in this year's assessment. While the school made significant gains in their gaps, there is still much work to do. Several students moved from novice to apprentice but now the focus has to be getting those students to proficient from apprentice.

II.C.6. Highland-Turner Elementary School Gap Report

Principal Sabrina McElroy presented the Board and audience with her gap reports which shows significant improvements over last year. Since the data was first examined and gaps were identified, the school can already see

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improvements in the gaps. HT works to identify each child and determine the specific need in order to address the gaps. They, like LBJ, moved several students from novice to apprentice and now will focus on moving from apprentice to proficient. Since their schools were the highest after last year's assessment, they will continue with their current practices to maintain and improve in the targeted areas.

II.C.7. Marie Roberts-Caney Elementary School Gap Report

Principal Jason Fugate presented his gap report which shows the school needs improvement in numerous areas. He is certain with the implementation of some new programs at MRC, and the permanent placement of some staff members that they will see gains this year. Their focus is novice reduction, guided instruction, and Aleks Math. Their biggest gap is with IEP students, which had a huge increase in students qualifying last year.

III. Student Learning and Support Items Recommended for Approval

III.A. CONSENT ITEMS

Order #86 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of the consent items listed below passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

III.A.1. Consider approval for board members to attend the KSBA Winter Symposium on December 1-2, 2017; and the Annual KSBA Conference on March 2-4, 2018.

III.A.2. Consider approval of LBJ PTO Cowboy Christmas Fund Raiser.

III.A.3. Consider approval of the SMS PTO Fund Raiser Request - Brochure Sales.

III.A.4. Consider approval of the LBJ FRC Fund Raiser Request for Various School Programs.

III.A.5. Consider approval of the 2017-2018 District Wellness Plan.

III.A.6. Consider approval of the Nutrition and Physical Activity Report Card.

III.B. DISCUSSION ITEMS

III.B.1. Consider approval of minutes of the October 24, 2017 regular meeting.

Order #87 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of the minutes of the passed with a motion by Mr. Albert Little and a second by Mrs. Rebecca Watkins.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

III.B.2. Consider approval of the October 2017 Treasurer's Report.

Order #88 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of the October 2017 Treasurer's Report passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes

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Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

III.B.3. Consider approval of November 2017 bills for payment.

Order #89 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of the bills for payment passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

III.B.4. Consider approval of allocating \$1000 to each elementary school for extra/co-curricular expenses.

Order #90 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of allocating \$1,000 for extra/co-curricular expenses passed with a motion by Mr. Albert Little and a second by Mr. George Johnson.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

III.B.5. Consider approval of submitting an e-rate applications for internal connections in all schools.

Order #91 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of submitting an e-rate application and developing an RFP for internal connections in the schools passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

III.B.6. Consider approval of the District Wide Copier Lease.

Order #92 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of the district wide copier lease with Toshiba passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

III.B.7. Consider approval of MOA with UK College of Social Work for Internship at LBJ.

Order #93 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of the MOA with the UK College of Social Work for an Internship during the spring semester passed with a motion by Mrs. Rebecca Watkins and a second by Mr. George Johnson.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes

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Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

III.B.8. Consider approval of credit application with Tractor Supply for maintenance and general supplies.

Order #94 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of the credit application for Tractor Supply passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

III.B.9. Consider approval of the Sources of Strength MOA with the GLS Youth Suicide Prevention Team, Kentucky Division of Behavioral Health.

Order #95 - Motion Passed: Based on the recommendation of Superintendent Phillip Watts, approval of the Sources of Strength MOA for Sebastian Middle School passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

IV. Personnel Notifications

Resignations/Retirements/Terminations/Non-renewals/Suspension/Reductions

Susan Combs, Disability Retirement, Effective October 1, 2017

Jennifer Hays, Resignation due to Retirement, Effective November 30, 2017

Ella McIntosh, Resignation due to Retirement, Effective December 31, 2017

Employment/Transfers

Breanna Cockerham, Bus Monitor, Effective October 10, 2017

Charles Craft, Bus Driver Effective October 26, 2017

Darren Iacono, Archery Coach at BHS, Effective November 8, 2017

Donna Little, Bass Fishing Team Coach at BHS, Effective November 8, 2017

Doug Noble, Assistant Boys Basketball Coach at BHS, Effective October 31, 2017

Tim Johnson, Assistant Girls Basketball Coach and Assistant Academic Coach at BHS, Effective October 31, 2017

MaKayla Neace, Bus Monitor, Effective November 1, 2017

Linda Oaks, Substitute Teacher, Effective October 24, 2017

Ryan Robinson, Substitute Teacher, Effective October 24, 2017

FMLA/Leave

Denese Deaton, November 13 through December 31, 2017

Margaret Henson, November 30, 2017 through January 2, 2018

V. Informational Items

V.A. Communication/Sharing (All Present)

V.B. School Financial Reports

V.C. SBDM Reports

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V.D. MSU Eagle Outreach Program

VI. State Management Report and Recommendation

State Manager Mike Murphy shared that he will recommend that all action taken at tonight's meeting be approved by Commissioner Pruitt.

VII. Adjournment

Order #96 - Motion Passed: There being no further business of the Board, adjournment at 6:20 PM passed with a motion by Mrs. Rebecca Watkins and a second by Mr. Albert Little.

Ms. Ruschelle Hamilton	Yes
Mr. John Hollan	Yes
Mr. George Johnson	Yes
Mr. Albert Little	Yes
Mrs. Rebecca Watkins	Yes

Secretary

Board Chairperson