

**BULLITT COUNTY PUBLIC SCHOOLS  
1040 HIGHWAY 44 EAST  
SHEPHERDSVILLE, KY 40165**

**REGULAR MEETING OF THE BULLITT COUNTY BOARD OF EDUCATION**

**January 25, 2021  
5:00 PM**

**MINUTES OF RECORD**

The Bullitt County Board of Education met virtually via telecommunication at 5:00 PM on January 25, 2021 with the following members present:

Attendance Taken at 4:56 PM

- |                       |                                  |                         |
|-----------------------|----------------------------------|-------------------------|
| (1) Ms. Linda Belcher | (2) Mrs. Nita Neal               | (3) Mrs. Debby Atherton |
| (4) Mrs. Lisa Hodges  | (5) Mr. Darrell Coleman (Absent) |                         |

**CALL TO ORDER**

The January 25, 2021 regular meeting of the Bullitt County Board of Education was called to order at 5:00 p.m. by Board Chairperson Debby Atherton.

On March 6, 2020, the Governor issued Executive Order 2020-215, declaring a state of emergency throughout Kentucky pursuant to his power under the Kentucky Constitution and KRS Chapter 39A regarding the threats to public health presented by the Novel Coronavirus (COVID-19) pandemic.

In an Opinion issued on March 18, 2020, issued as OAG 20-05, the Kentucky Attorney General opined that at this time during the present state of emergency it is not “feasible” under KRS 61.840 to precisely identify and provide a primary physical location for a video teleconference under the Open Meetings Act at which the public may attend and view a meeting held via video teleconference, and that various other technological means by which the public may view a meeting should be provided instead until the conclusion of the state of emergency.

As a result, the Board adopted a Resolution on March 23, 2020, (see Board Order Number 2020-060) providing for all future Board meetings to proceed by video teleconference until such time as social distancing restrictions for public meetings are lifted.

**ADOPT THE AGENDA**

2021-013- Motion made by Lisa Hodges, seconded by Nita Neal, to adopt the agenda with the following change:

1. Omit New Business Item f. 2021-2022 Staffing Plans

Board members Debby Atherton, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

**PRESENTATIONS**

- Board member Linda Belcher led The Pledge of Allegiance and reviewed the Board Team Commitments.
- Congratulations to:
  - Sarah Akridge of Bullitt East High School for earning Certification from the National Board for Professional Teaching Standards
  - Amy Leasgang of Mt. Washington Middle School for earning Certification from the National Board for Professional Teaching Standards
- College/Career Readiness Director Dr. Lee Barger introduced representatives Ms. Shelby Harding and Dr. Joey Budd from Campbellsville University to speak about the new Criminal Justice Program soon to be offered to BCPS students soon.

- Mrs. Cate Noble Ward of Studio Kremer Architects gave an update on the construction of the New East End Elementary School (OMES).

## **COMMUNICATIONS**

### Superintendent's Report

- Superintendent Jesse Bacon reported it was a good first week of school with the hybrid schedule. It is not the best way but it is better than not having in-person classes at all. He thanked the teachers and support areas like Human Resources for filling vacancies, cafeteria and maintenance workers for having things ready for students' return and central office and district staff that have filled in where needed. He visited several schools and there was a sense of renewed energy at each one.
- Dr. Bacon spoke briefly about scheduling COVID-19 vaccinations for district staff that have expressed an interest. The dates of February 3rd, 4th, and 5th are set with Wednesday, February 3<sup>rd</sup> a day of teachers being vaccinated since it's a virtual day and less interruption to instruction. Thursday and Friday will be scheduled with support staff. There will be five vaccinators and the process should be rather quick.
- In honor of School Board Recognition Month, Dr. Bacon thanked the members for their time, effort, and energy to support the students and staff of the district. Thank you for your dedication to insure success for every student.
- The Kentucky School Board Association (KSBA) awarded Debby Atherton with Level II certification in the Academy of Studies.

### BCBOE/BCEA Contract Negotiations - Board Member Representative

The current Bullitt County Board of Education - Bullitt County Education Association contract expires June 30, 2021. Requested was a board member to serve on the negotiating team. Board member Lisa Hodges volunteered.

### Other Items from the Board

- Board member Linda Belcher mentioned she had been visiting schools in her district and wanted to give a Shout Out to Overdale and Maryville Elementary Schools for having developed a system to provide assistance on virtual days to those parents and students who need it.
- Ms. Belcher also mentioned Hebron Middle School and its Homework Hotline that is monitored all day to provide assistance. She would like for those systems to be shared with other schools in the district.

## **CONSENT ITEMS**

2021-014- Motion made by Linda Belcher, seconded by Nita Neal, to approve Consent Items as presented, noting that all items have been studied with individual recommendations and rationale being provided prior to the meeting in the full Board packet on January 19, 2021, which is available online. Board members Debby Atherton, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

### Financial Reports

1. Balance Sheets for All Funds
2. Monthly Summary Report for Period 6
3. AP Check Reconciliation Register
4. Detailed Paid Invoice Report

### Minutes

- December 14, 2020 - Regular Meeting, Monthly Meeting
- December 17, 2020 - Special Meeting, Board Member Selection
- January 4, 2021 - Special Meeting, Work Session

### Construction Items

#### **1. Revised BG-1, New 800 Student Elementary (OMES), BG 20-142**

This revised BG-1 is for the New 800 Student Elementary School (OMES) BG 20-142 with a total estimated cost for the project of \$23,985,708.95. After the bond sale, KDE requested revision of the project BG-1 document with the final bond amounts to make the closeout BG-1 a smooth process. With the previous BG-1 in the amount of \$24,195,482.00, the District will be saving \$209,773.05.

### Human Resources

#### **1. Leaves of Absence Requests**

**Lovence Ainembabazi** - Teacher - Bullitt Central High School - Ms. Ainembabazi requested an indefinite leave without pay beginning January 1st, 2021. She does not qualify for FMLA.

**Lora Anderson** - Teacher - Hebron Middle School - Ms. Anderson asked to amend her request for leave without pay from January 7th to January 15th, 2021, using 8 weeks of FMLA instead of 6 weeks.

**Thomas Cox** - Bus Driver - Transportation - Mr. Cox requested leave without pay for the dates of November 6th - November 24th, 2020. He is using 5 weeks of FMLA.

**Madison Davidson** - Teacher - Overdale Elementary - Ms. Davidson requested leave without pay for the dates of February 16th - March 29th, 2021. She is using 12 weeks of FMLA.

**Amanda Fitz** - Teacher - Overdale Elementary - Ms. Fitz requested leave without pay for the dates of February 16th - March 16th, 2021. She is using 9 weeks of FMLA.

**Kaylae Price** - Teacher - Cedar Grove Elementary - Ms. Price requested her leave without pay be extended from October 27th, 2020 - January 11th, 2021 until February 24th, 2021. She does not qualify for FMLA.

**Ashley Roberts** - Teacher - Bullitt East High School - Ms. Roberts requested leave without pay for the dates of February 11th - February 12th, 2021. She is using 6 weeks of FMLA.

**Denica Sanders** - Food Service Manager - Ms. Sanders requested leave without pay for the dates of October 22nd - January 13th, 2021. She is using 12 weeks of FMLA.

#### **2. Entry of the Employment Records in the Minutes of Record**

Employment records for both the certified and classified personnel for the period of **December 2020 through January 2021** were submitted for the Board's information and inclusion in the minutes of this meeting.

### Contracts

#### **1. Renewal of Service Agreement with Harshaw Trane for Intelligent Services**

The Department of Facilities requested permission to renew the service agreement with Harshaw Trane for intelligent services with the inclusion of the buildings added during the Guaranteed Energy Savings Contract (GESG). The cost for the services is \$11,479.00 and has been included in the budget in 0352 - Other Technical Services.

#### **2. bby Publications Contract for Maryville Elementary**

Presented was a contract with bby Publications to provide standards driven professional development in Math to Maryville Elementary School. The professional development cost for bby Publications is \$10,000 for one year, which will be funded through Maryville Elementary's Title I funds.

### 3. International Center for Leadership in Education (ICLE) Services Agreement

Presented was an agreement with the International Center for Leadership in Education (ICLE) to provide a group of administrators and teacher leaders (through volunteer selection) with training and coaching on "Efficacy in Digital Leadership" for a total of 40 hours of workshops, coaching, etc. provided over the course of a year's time by well-known digital pioneer, Eric Sheninger. Eric is a digital pioneer and an award-winning principal who is known for his focus on using research and evidence-based practices to empower learners, improve communications with stakeholders, enhance public relations, create a positive brand presence, discover opportunity, transform learning spaces, and help educators grow professionally in the digital age. The cost of the services will be \$40,000 to be funded out of Title IV funds only allowable for digital professional learning. All sessions will be virtual for all participants.

### 4. Naviance by Hobsons Agreement

The agreement with Naviance by Hobsons provides district professional learning services and adding course planner to the existing platform. This agreement provides needed consulting hours over the next 11 months as the district continues to grow in implementation and knowledge of Naviance. Naviance is the platform utilized for students in Grades 6-12 to assist with ILP requirement tasks along with other tools to provide students the opportunities to better understand their own talents and strengths as they navigate choosing pathways into high school and preparing for their postsecondary path. Title IV funds will be used to pay the agreement of \$12,141.76 under the well-rounded category which is to provide students with opportunities related to college, career, and life readiness.

### 5. Adverse Childhood Experiences (ACE) Shield MOA w/BCHS

Bullitt Central High School would like to contract with Adverse Childhood Experiences (ACE) Shield that is an organization that supports students who have experienced violence or abuse, witnessed violence in their home or within the community, and/or having a family member attempt or die by suicide. These experiences can have an impact on students not only with academic ability but also their social, emotional, and mental health. The cost is \$2,500 which will be paid by Bullitt Central. ACE Shield works with both faith-based and non-faith-based organizations within Bullitt County to generate mentors for the students of Bullitt Central High School and its feeder schools. ACE Shield will make scheduled visits at the various schools. If approved, the contract will begin in January 2021.

### Permission to Accept Donations / Gifts / Grants

School/Program Receiving Contribution	Donor	Description of Gift	Purpose	Value
Brooks Elementary School	Pediatrics of Bullitt Co.	Donation Check	Check for Playground Ninja Warrior	\$1,000.00
Brooks Elementary School	Pretty Nails	Donation Check	Check for Playground Ninja Warrior	\$700.00
Brooks Elementary School	All In One Lawn Management	Donation Check	Check for Playground Ninja Warrior	\$500.00
Overdale Elementary Dana Brown	Elizabeth Hart	Donation Product	Books for in the classroom or to give to students	\$4,500.00
Bernheim Middle School Katie Stephens	Bernheim PTSA	Donation Product	Amazon, Starbucks, Chickfila gift cards Refrigerator	\$400.00 \$570.00
Crossroads Elementary School Jaymee Clemens	Donors Choose	Donation Product	Little Bit Electronic Kits for STEM Lab	\$385.34

Crossroads Elementary School Jaymee Clemens	Donors Choose	Donation Product	Hot Wheels Speed Tracks for STEM Lab	\$367.75
Crossroads Elementary School	Donors Choose	Donation Product	Makeblock Neuron Artist Kits for STEM Lab	\$275.61
Roby Elementary School	TAG	Grant	Stage One Family Theater	\$500.00
Brooks Elementary School	Walmart Shepherdsville	Donation Check	Check for Playground Ninja Warrior	\$1,000.00
Brooks Elementary School	Kroger Rewards Program	Donation Check	To be used for General Supplies	\$366.54

#### Shortened School Day Request - Student #2021-09

Parents have requested a modified attendance schedule for their student with disabilities: Student #2021-09. This student is identified by number in order to maintain confidentiality. There is documentation of medical necessity for the modified schedule, and the modified schedule has been recommended for approval by the Admissions and Release Committee (ARC). Full documentation is on file in the office of the Director of Special Education.

#### KETS Offer of Assistance

Submitted was the first offer of the 2021 Fiscal Year KETS Offer of Assistance. The first offer is for \$86,840. The total of all three offers is expected to be around \$21.00 per student. In the end, the offers for FY21 should total \$269,850. By accepting the entire offer now, it will eliminate the need for additional approvals as they come in throughout the year. Requested is Board approval of this first offer of \$86,840 now, with the understanding that the expected total of the three offers for FY 21 is \$269,850. The Technology Department will continue to use these funds to provide student and teacher devices, data center hardware, networking hardware, and other instructional related technologies.

#### **UNFINISHED BUSINESS**

(None)

#### **NEW BUSINESS**

##### Audit Report - FY 2020

Presented was the audit report for Fiscal Year 2020 from Heartland CPAs and Advisors, PLLC. Mr. Brian Woosley attended the Board meeting and discussed the report and any findings. No action was required by the Board.

##### Resolution - District COVID Leave Days

Presented was a formal Resolution requesting the authorization of ten (10) district-paid COVID-19 leave days. Due to the expiration of the Families First Coronavirus Response Act (FFCRA), and the continuing impact of the Coronavirus pandemic, this Resolution is necessary for the continued operation of virtual and in-person instruction. Employees unable to telework during ordered quarantines, who have not utilized the COVID leave, would be able to utilize these days.

#### **RESOLUTION of the Bullitt County Board of Education CONCERNING DISTRICT COVID LEAVE January 25, 2021**

**Whereas** the Bullitt County Schools are providing educational services to students during the COVID-19 pandemic, and in performing these services, the certified and classified staff are working on-site and remotely, and,

**Whereas** KRS 161.152 allows the boards of education to grant up to three (3) days of paid emergency leave to full-time employees, for reasons designated by the board;

**Whereas** the Bullitt County Board of Education provides three (3) days of emergency leave to full-time employees pursuant to Board Policy 03.1236, which may be taken for non-COVID-19 related reasons, and,

**Whereas** on August 6, 2020 the Kentucky Board of Education adopted 702 KAR 1:190E allowing flexibility for local school boards to allow emergency leave beyond what is normally allowed under KRS 161.152, but which is temporary and only applicable during the 2020-2021 school year,

**IT IS THEREFORE RESOLVED THAT** the Bullitt County Board of Education does hereby find and state the following:

1. The Board and employees of the Bullitt County Schools have a duty and obligation to provide educational services to the students of Bullitt County.

2. Due to the Board's commitment to provide educational services to the students of Bullitt County, it is necessary that Bullitt County School employees continue to work to provide such services.

3. After giving the consideration to the educational needs of the students and the legal and Kentucky Constitutional requirements of providing for the educational needs of the students of Bullitt County, but also giving due consideration to individual employee situations, this Board determines that additional leave may be necessary.

4. Due to the expiration of the Families First Coronavirus Response Act (FFCRA) on December 31, 2020, Bullitt County Public schools will continue to authorize ten (10) days of COVID-19 leave for the remainder of the 2020-2021 school year.

5. If an employee has already exhausted the COVID-19 leave prior to December 31, 2020, and telework is not an option, the employee's own leave accruals must be used.

6. District COVID-19 leave would be granted pursuant to this Resolution for up to ten (10) total days.

7. This resolution shall be retroactive to January 1, 2021.

2021-015- Motion made by Nita Neal, seconded by Lisa Hodges, to approve the Resolution regarding District COVID Leave Days as presented. Board members Debby Atherton, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

#### Land Donation - Bus Access - Twin Eagles Parkway

Construction Manager Bret Highley requested the Board accept the land donation and proceed with executing the deed from Twin Eagles to Bullitt County Board of Education for the bus traffic access for the new 800 student elementary (OMES). This donated parcel is to be an extension of Twin Eagles Parkway eventually accessing another section of the subdivision. It is being donated to allow bus traffic to access directly onto Twin Eagles Parkway. The road must be built to county road specifications.

The following documents were presented for the Board's review and approval of the deed:

1. Deed indicating the transfer from Twin Eagles to Bullitt County Public Schools
2. A Consolidation Plat noting the area of transfer
3. The Title Opinion Letter prepared by the office of Buckman Farris & Mills
4. The latest civil site plan with the land transfer area highlighted
5. KDE Approval for Final Approval - Property Acquisition

2021-016- Motion made by Linda Belcher, seconded by Nita Neal, to accept the land donation and proceed with executing the deed as presented. Board members Debby Atherton, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

Easement to the City of Mt. Washington - Storm/Sanitary Sewer Lines (New OMES)

Mr. Highley requested the Board grant an easement to the City of Mt. Washington for the storm lines and sanitary sewer lines for the property preparing for the new construction of Old Mill Elementary School. This easement will give permission to Mt. Washington to enter the property for the purpose of constructing, operating, maintaining, repairing and reconstruction of sanitary sewers, drains, and related equipment as necessary.

- 2021-017- Motion made by Debby Atherton, seconded by Linda Belcher, to approve the easement to the City of Mt. Washington for the purpose of storm and sanitary sewer lines for the new OMES building. Board members Debby Atherton, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

2020-2021 Curriculum Guide Handbook

Presented is an updated Curriculum Guide Handbook for the 2021-2022 school year. The changes have been reviewed by High School Principals, CCR Coaches, CTE Assistant Principals and Counselors. This document continues to be electronic and is accessible for high school students via Access 24 Chromebooks. Hard copies are available per request. BCPS Policy 08.113 states that all curriculum guides will be board approved each year. This is a working document for student scheduling and informational purposes. Major changes are included in Career Pathway Offering, Transition Readiness, and the Graduation Policy.

- 2021-018- Motion made by Nita Neal, seconded by Lisa Hodges, to approve the 2021-2022 Curriculum Guide Handbook as presented. Board members Debby Atherton, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

Draft Budget FY 2022

Pursuant to KRS 160.470 (6)(a), the Board of Education is required to publicly examine anticipated revenues and expenditures for Fiscal Year 2022 by January 31, 2021. Submitted is the draft budget containing these items. No certification is required to be submitted to the Kentucky Department of Education, but the minutes of record must reflect presentation of the draft budget. The budget cycle begins with the Draft Budget. At this time, each department submits their budget projections for the upcoming fiscal year. These projections have been included with no revisions made to the original departmental requests. The CERS employer contribution rates were approved by the Kentucky Retirement Systems Board of Trustees. The combined rate (pension and insurance) increased from 24.06% to 26.95%, which is a substantial increase from the previous fiscal year. The draft budget includes General Fund, Capital Outlay (Fund 310), Building Fund (Fund 320), and School Food Service. The total draft budget as presented is \$163,423,017.90. This does include budgets for On Behalf expenses. All departmental budgets will have to be scrutinized for savings prior to the Tentative Budget submission, as the total draft budget is not balanced. The total draft budget is out of balance by \$12,266.686.04. In May, the Tentative Budget will be submitted that will have a more accurate reflection of all revenue and expenses for the upcoming school year. The Draft Budget was presented for review only. No action was required by the Board.

2020-2021 Wellness Recommendations

KRS 158.856 requires that School Nutrition Services (SNS) present recommendations to the Board annually, 60 days following the presentation of the Student Nutrition and Physical Activity Report. Presented were recommendations for the school year 2020-2021. These recommendations will begin stages of early implementation in the spring of 2021 and will continue into the fall semester of 2021 until the annual assessment is completed again. This item was presented for review and comment only. No action was required by the Board.

### Early Graduation Requests

Three students requested early graduation.

- Cameron Vance, NBHS
- Jaden Johnston, NBHS
- Kylie Wariner, BCHS

2021-19- Motion made by Debby Atherton, seconded by Lisa Hodges, to approve each early graduation request as presented. Board members Debby Atherton, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

### Comprehensive School Improvement Plans (CSIPs) for 2020-2021

Provided were the School Improvement Plans for each school in the district for the 2020-2021 school year. These plans were reviewed and approved by the Directors of Elementary and Secondary Education and the Assistant Superintendent for Student Learning. These plans were for the Board's review and comment only and no action was required by the Board.

### **EXECUTIVE SESSION**

2021-020- Motion made by Linda Belcher, seconded by Nita Neal, to recess regular session and enter executive session as authorized by 1) KRS 61.810(1)(c) to discuss pending litigation due to the sensitive nature of the matter and strategy to be discussed with counsel and 2) KRS 61.810(1)(b) to discuss the future sale of real property by a public agency, but only when publicity would be likely to affect the value of a specific piece of property to be sold by a public agency. Board members Debby Atherton, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

### **RECONVENE REGULAR SESSION**

2021-021- Motion made by Nita Neal, seconded by Linda Belcher, to exit executive session and resume regular session. Board members Debby Atherton, Linda Belcher, Nita Neal and Lisa Hodges voted YES. No action was taken in executive session.

### **ADJOURNMENT**

2021-022- Motion made by Lisa Hodges, seconded by Linda Belcher, to adjourn at 6:59 PM. Board members Debby Atherton, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

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CHAIRPERSON

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SECRETARY