

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

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

**June 14, 2021  
5:00 PM**

**MINUTES OF RECORD**

The Bullitt County Board of Education met at the Frank R. Hatfield Administrative Center, 1040 Highway 44 East, Shepherdsville, Kentucky, 40165, at 5:00 PM on June 14, 2021, with the following members present:

**Attendance Taken at 4:55 PM:**

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

**CALL TO ORDER**

The June 14, 2021, regular meeting of the Bullitt County Board of Education was called to order at 5:00 p.m. by Board Vice-Chairperson Darrell Coleman.

**ADOPT THE AGENDA**

2021-091- Motion made by Nita Neal, seconded by Lisa Hodges, to adopt the agenda as presented. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

**PRESENTATIONS**

- Board member Linda Belcher led the audience in The Pledge of Allegiance and reviewed the Board Team Commitments.
- Communications Director John Roberts reminded anyone wishing to address the Board to please register.

Congratulations to:

- Bullitt Central High School Cadet Major **Kelsey McKnight** on her appointment to the United States Naval Academy.
- **Sagar Patel** of the Bullitt Advanced Math and Science (BAMS) Program and **Faith Carney** of Bullitt Central High School on their acceptance to The Craft Academy for Excellence in Science and Mathematics at Morehead State University.
- Bullitt East High School senior **Emma Whitehouse** on her selection to KDE's 2021-2022 Commissioner's Student Advisory Council.

I'm In! Scholarship Recipients

Dr. Lee Barger presented certificates to the following recipients:

BCHS - **Victoria Warner**  
BEHS - **Rachel Donahue**  
NBHS - **Taylor Stafford**  
ROC - **Macy French**

Perfect Attendance Awards

Director of Pupil Personnel Ruth Esterle congratulated two students who achieved perfect attendance their entire school career:

- **Aeron Adams** of Bullitt East High School
- **Taylor Stephan** of North Bullitt High School

### THRIVE Academy Teachers

Educators who successfully completed the Thrive Academy are: Jeff Walker, Kassi Gilbert, Nathan Jones, Dylan Hooper, Lauren Laumas, Dallas Adkins, Ellie Rodriguez, Kristi Velasquez, Lexie Bewley, Danielle West, Michelle Daugherty, Nate Holcomb, Kevin Rouse, Sydney Wessel, Keanu Young, Barry Hullett, Jimi Keating, Shayd Elmore, Anita Whitworth, Brianna Clark, Craig DePaul, Tara Hite, Kaley Crume, Miranda Rippy, Sydney Underwood, Emily Treadway, Tiffany Adams, Shelby Adkins, Amber Brashear, Kaleigh Boston, Erica Lunsford, Mackenzie Davenport, Penny Durham, Amanda Payne, Sara Cornett, Rebecca Hager, Emily Johnson and Nikki Lowe.

- Mrs. Cate Noble Ward of Studio Kremer Architects gave a Construction Update on the New East End Elementary School (OMES).

## **COMMUNICATIONS**

### Audience Comments

(None)

### Superintendent's Report

#### **1. Congratulations to the following 2020-2021 Certified Retirees:**

<b>Name</b>	<b>School</b>	<b>Position</b>	<b>Years</b>
Dawn Thomas	PGES	Elementary Teacher	27
Susan Bibelhauser	CO	SCHOOL SOCIAL WORKER	27
Stephanie Carver	MWMS	MIDDLE SCHOOL CLASSROOM INSTR	34
Carla Young	MWES	ELEMENTARY CLASSROOM INSTRUCT	33
Richard Dawson	ROC	GUIDANCE COUNSELOR	28
Shawn Pickett	MWMS	SCHOOL PRINCIPAL	28
Kim-Cuong Wise	OMES	PRIMARY CLASSROOM INSTRUCTOR	30
Betty O'Bryan	RES	PRIMARY CLASSROOM INSTRUCTOR	23
Deborah Williams	CO	SPECIAL ED COMPLIANCE COORD.	29
David Pate	DW	HOMEBOUND TEACHER	29
Martin Tallent	BCHS	HIGH SCHOOL CLASSROOM INSTR	18
Sharon Roberson	BES	ELEMENTARY CLASSROOM INSTRUCT	16
Stacy Ecton	HMS	MEDIA LIBRARIAN	37
Kim Swett	DW	SPEECH THERAPIST	27
Crystal Barr	BEHS	GUIDANCE COUNSELOR	26
Kari Stewart	BEHS	SCHOOL VICE PRINCIPAL	27
Becky Sexton	CO	Asst. Superintendent f/Support Services	31

#### **2. Congratulations to the following 2020-2021 Classified Retirees:**

<b>Name</b>	<b>Position</b>	<b>Location</b>
Troy Cischke	Computer Maintenance Technician	Central Office
Susan Atchley	Instructional Health Assistant	Bullitt Central High
Cathy Nutgrass	Cook/Baker and Lunchroom Monitor	Bullitt Lick Middle
Ruth Greenwell	Instructional Health Assistant	Eastside Middle
Lesa Duncan	Infinite Campus Coordinator	Central Office
Vera Johnson	Kindergarten Instructional Assistant	Cedar Grove Elementary

Diane Beck	Cook/Baker	Freedom Elementary
Mary Scully	Exceptional Child Bus Monitor	Transportation
Peggy Simpson	Exceptional Child Bus Monitor	Transportation
Lynn Walls	Instructional Health Assistant	Bullitt Central High
Deborah Tellman	Cook/Baker	Bullitt East High
Nancy Putt	Cook/Baker	Crossroads Elementary
Kevin Reece	Maintenance Worker II	Maintenance
Michele Anderson	Bus Driver	Transportation
Janis Finch	Bus Monitor	Brooks Elementary
Leslie Abston	Bus Driver	Transportation
Joseph Riley	Custodian Sweeper	Mt. Washington Middle
Billy Quartermouse	Custodian Sweeper	Cedar Grove Elementary
Tonya Hockenbury	Kindergarten Instructional Assistant	Shepherdsville Elementary
Gail Cottongim	Custodian Sweeper	Maryville Elementary
Ernest Goff	Maintenance Worker II	Maintenance
Ralph Fields	Custodian	Crossroads Elementary
Sherry Hunter	Instructional Health Assistant	Maryville Elementary
Stacy Moore	Instructional Tutor	Hebron Middle
Teresa Kirby	Instructional Health Assistant	Bullitt Lick Middle
Debra Spadie	Food Service Manager	Cedar Grove Elementary
Judy Mann	Cook/Baker	Pleasant Grove Elementary
David Pierani	Bus Driver	Transportation
Janet Grant	Instructional Health Assistant	Nichols Elementary
Tammy Perdew	Family Resource Center Coordinator	Cedar Grove/Lebanon Junction Elementary Schools
Michael Welsh	Bus Driver	Transportation
Susan Jeffries	Central Office Secretary	Central Office
Linda McGehee	Clerical Assistant	Eastside Middle
James Jackson	Central Office Secretary	Central Office
Odis Shockley	Custodian Sweeper	Eastside Middle
Bradford Connell	Bus Driver	Transportation
Yvonda Rash	Instructional Health Assistant	Crossroads Elementary
Charlayne Baker	Clerical Assistant	Mt. Washington Middle
Constance McDaniel	Food Service Manager	Bernheim Middle
Janie Payne	Administrative Secretary for Human Resources	Central Office
John Roberts	Public Information Officer	Central Office
Denica Sanders	Food Service Manager	Bullitt Lick Middle
Lisa Bennett	Exceptional Child Bus Monitor	Transportation
Eddie Clan	Vehicle Maintenance Manager	Transportation
Michael Mabry	Bus Driver	Transportation
Laura Meffert	Bus Driver	Transportation
Kathy Harris	Custodian Sweeper	Bernheim Middle
Tammy Arnel	Central Office Secretary	Central Office

#### Other Items from the Board

Board member Linda Belcher mentioned three things:

1. There are grants available through the Bullitt County Foundation for Excellence in Public Education. Applications have been shared with all district staff.
2. Ms. Pack with the TAPP program has been visiting other TAPP programs and would like to share information at a meeting to be set in July.

3. Last year, there was some discussion related to classroom materials list and it being a little excessive. Now might be a good time to review those if the Board still wants to see those.

### **CONSENT ITEMS**

2021-092- Motion made by Nita Neal, seconded by Linda Belcher, 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 June 7, 2021, which is available online. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

#### Financial Reports

1. Balance Sheets for All Funds
2. Monthly Summary Report for Period 11
3. AP Check Reconciliation Register
4. Paid Invoice Report

#### Bids

##### 1. Permission to Solicit Bids for Motor Oil & Lubricants

Transportation Director Tony Roth requested permission to advertise and solicit bids for Lubricants and other fluids. The bid will be for the 2021-2022 fiscal school year with the option of an additional two-year renewable mutual agreement.

##### 2. Permission to Solicit Bids for Underclassmen & High School Pictures

Finance Director Lisa Lewis requested permission to solicit bids for Underclassmen and High School Pictures (i.e. senior pictures, etc.) for the district. Both bids will expire this fiscal year.

##### 3. Permission to Solicit Bids for Yearbooks

Ms. Lewis requested the Board's permission to solicit bids for Yearbooks for the district.

#### Travel

\* All travel by commercial carrier is due to schedule/cost.

<u>School</u>	<u>Group</u>	<u>Date</u>	<u>Event</u>	<u>Location</u>	<u>\$</u>	<u>Travel by:</u>	<u>TRIP#</u>
BCHS	Boys Basketball	6/7-9/21 *Supt. Approved 6/3	BB Camp @ Georgetown College	Georgetown, KY	\$160	Parents	11792
	Football	8/30/21 9/6/21 10/18/21 10/21/21	Central Hardin NBHS Spencer Co. Meade Co.	Cecilia, KY Shepherdsville Taylorsville Brandenburg	-0-	Jefferson	11809 11810 11810 11816
BEHS	Concert Band	6/5/21 (*Supt. JB approved)	2021 Graduation	Broadbent Arena, Louisville, KY	-0-	Miller	11790
	FBLA/ Leadership Class	11/16-23/21	FBLA / Leadership Conference	Orlando, FL	\$900	Southwest Airlines	11815
	Golf Team	7/11-13/21 10/6-9/21	Area golf courses State Tournament	Westfield, IN Bowling Green, KY	\$225 -0-	BOE Vans BOE Van	11767 11788
	Girls Basketball	Team Camp @ Campbellsville University	6/14-16/21	Campbellsville, KY	\$180	BOE Vans	11765

NBHS	Bowling Team	7/22/21	Kings Island	Mason, OH	\$50	Miller	11754
	Seniors	4/20-24/22	Senior Trip	New York City, NY	\$925	Queen City	11759

### Minutes

- May 24, 2021 - Monthly Meeting
- June 1, 2021 - Special Meeting, TAPP Program
- June 5, 2021 - Graduation Ceremonies

### Construction Items

#### C.O.#3, OMES Construction Project - Storm Shelter Lights

Presented was Change Order #3, in the amount of \$10,049.85, to Redlee Construction & Development Inc. The Department of Housing, Buildings and Construction (HBC) performed a second review of the New Elementary storm shelter. As a result of that review, the district must add a narrow light at each interior door that connects to the host building to allow visual connection to the building hallway during a storm event. HBC is requiring this to issue a final building permit. This request changes the contract for Redlee Construction from \$12,628,741.85 to \$12,638,791.19.

### Human Resources

#### 1. Leave of Absence Requests

**Amanda Badgett** - Cook/Baker - Freedom Elementary - Ms. Badgett requested leave without pay for the dates of May 27th - 28th, 2021. She has used all her available accrued leave time.

**Dennis Cook** - Sweeper - Shepherdsville Elementary - Mr. Cook requested leave without pay for the dates of May 7th - June 4th, 2021. He does not qualify for FMLA and has used all his available accrued leave time.

**Cheyenne Crowe** - Teacher - Shepherdsville Elementary - Ms. Crowe requested leave without pay for the dates of May 24th - June 4th, 2021. She is using 7 weeks of FMLA.

**Kyla Devore** - Instructional Assistant - Maryville Elementary - Ms. Devore requested leave without pay for the dates of March 31st - May 4th, 2021. She has used all her available accrued leave time.

**Amanda Fitz** - Teacher - Overdale Elementary - Ms. Fitz requested leave without pay for the date of May 24th, 2021. She has used all her available accrued leave time.

**Julie Foster** - BAC - Instructional Assistant - Ms. Foster requested leave without pay for the dates of May 28th, June 1st - June 4th, 2021. She has used all her available accrued leave time.

**Sheryl Howard** - Attendance Clerk - Hebron Middle School - Ms. Howard requested leave without pay for the date of June 1st, 2021. She has used all her available accrued leave time.

**Cheryl Molnar** - Custodian - Bullitt East High School - Mr. Molnar requested leave without pay for the dates of April 23rd, May 12th - May 14th, 2021. She has used all her available accrued leave time.

**Ashley Roberts** - Teacher - Bullitt East High School - Ms. Roberts requested leave without pay for the dates of May 6th - 7th, 2021. She has used all her available accrued leave time.

**Crystal Thompson** - Instructional Assistant - Ms. Thompson requested leave without pay for the dates of March 26th, April 12th - April 15th and April 19th, 2021. She has used all her accrued leave time.

**Lillian White** - Cook/Baker - North Bullitt High School - Ms. White requested leave without pay for the dates of May 19th and 20th, 2021. She has used all her available accrued leave time.

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

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

#### 3. Full-Time Emergency Certification - CA-4F

This application for Full-Time Emergency Certification - CA-4F is for teachers of specific areas of shortage in order to fill unanticipated vacant teacher positions, which may occur prior to the opening of the 2021-2022 school year.

4. Request for One-Year Approval for School Media Librarian – Application Form CA-29, Amy Waite  
Presented was an application for "Request for One-Year Approval for School Media Librarian" - Form CA-29 for Amy Waite, Library Media Specialist, at Shepherdsville Elementary School.

#### Contracts

1. Pledge of Collateral (fka Bond Depository)/Banking Services - Stock Yards Bank

In Fiscal Year 2021-22, The "Bond of Depository" changed to "Pledge of Collateral." Documentation provided addresses important process changes in addition to the name change. Presented for approval was the renewal of banking services with Stock Yards Bank and the Pledge of Collateral.

2. Morehead State University MOA - Dual Credit for NBHS & BCHS

This Memorandum of Agreement with Morehead State University is for the 2021-2022 school year for dual credit programs for students at North Bullitt High School and Bullitt Central High School.

3. Language in Motion

This agreement with Language in Motion continues services for the 2021-2022 school year. This agency provides qualified substitutes for the Educational Interpreters employed by the district. Educational Interpreters provide access to curriculum for students who are deaf or hard-of-hearing. This agency also provides interpreters for events held outside of the school day such as meetings, extracurricular activities and graduation.

4. Bullitt County Health Department MOA - Food Service Certification

Local Legislation Regulation No. 2015-01 requires persons working within food service establishments (for the purpose of food services) in Bullitt County to have certification as a "Food Handler" or "Food Manager" by the Bullitt County Health Department. Presented was an edited Memorandum of Agreement (MOA) with the Bullitt County Health Department that assures local legislation compliance while providing a streamlined plan of certification that best fits the needs of our School Nutrition Services Department. The MOA was drafted by Joe Mills of Buckman, Farris and Mills Law Office, and reviewed by Eric Farris, Board Counsel. Because of new personnel in major roles (Superintendent and School Nutrition Director), an updated MOA was established for SY 21-22.

5. Child Care Food Program Meal Service Agreement with OVEC

This agreement with the Ohio Valley Educational Cooperative (OVEC) authorizes the sale of bulk meals by BCPS to OVEC for Head Start, Early Head Start and TAPP program participants. The agreement is a prototype document required by KDE's School and Community Nutrition as part of OVEC's participation in the Child and Adult Care Food Program (CACFP).

6. Community Eligibility Provision (CEP)

The Department of School Nutrition Services requested updated signatures on the CEP Intent to Participate document in order to ensure continued participation in the Community Eligibility Provision. The schools that are currently part of the provision include:

<b>Elementary Schools</b>		
Brooks Elementary	Lebanon Junction Elementary	Roby Elementary
Cedar Grove Elementary	Maryville Elementary	Shepherdsville Elementary
Crossroads Elementary	Nichols Elementary	
Freedom Elementary	Overdale Elementary	
<b>Middle Schools</b>		
Bernheim Middle	Bullitt Lick Middle	Zoneton Middle
<b>High Schools: None</b>		

#### **7. IDEMIA Contract - Fingerprint/Background Check Service**

This contract with IDEMIA Identity and Security, LLC provides fingerprinting services for SBDM parent members for the 2021-2022 school year.

#### **8. Harshaw Trane Water Treatment Services Renewal**

The Department of Facilities requested Board approval to renew the service agreement with Harshaw Trane for water treatment services relating to the 11 previously untreated building loops. The cost for continuing water treatment services for the 2021-2022 fiscal year is \$15,230.00. Mt. Washington Elementary, Bullitt Lick Middle and Maryville Elementary schools were added in the agreement because they were not included in the district's original PACT agreement. The funds are allocated in the Maintenance Department's 0352-Other Technical Services account listed as Water Treatment (Cooling Towers, Geothermal, Boilers & Kitchen). These services take place on a quarterly basis and run concurrently with those under the PACT agreement. As a result in these services, the district is realizing the benefits of water treatment. In particular, the preventive maintenance and HVAC technicians have seen a marked reduction in work orders as well.

#### **9. Class Technologies, Inc. - BVLA Zoom**

These order forms are technology platforms for the Bullitt Virtual Learning Academy for the 2021-2022 school year. Class Technologies provides an enhanced virtual classroom environment called Zoom Class that is an overlay for Zoom. This virtual classroom allows teachers to monitor student participation more closely along with embedding formative assessment tools, attendance options, etc. that all work with our existing technology systems. These order forms are for 30 Zoom licenses and a class subscription licenses for a total of \$10, 525.21 to be funded through ESSER.

#### **10. KHEAA / KYCC MOA**

The Memorandum of Agreement between the Kentucky Higher Education Assistance Authority (KHEAA), Kentucky Campus Compact (KYCC), and BCPS for the 2021-2022 school year assures each agency will work together to improve access to higher education for students and parents.

#### **11. 2021-2022 OVEC Head Start Full Utilization Agreement**

Presented for approval was the 2021-2022 OVEC Head Start Full Utilization Agreement. The commitments outlined in the document assures full utilization of Head Start funds by meeting all required objectives. The purpose of the agreement is to partner with the Ohio Valley Educational Cooperative (OVEC) to coordinate services to eligible children through state preschool and federal Head Start funds. The agreement is based on the planned growth criteria set by the Kentucky Board of Education in conjunction with Head Start and local school districts.

#### **12. Cyber Insurance Renewal**

While there is presently no law that requires an organization to carry Cyber Liability Insurance, there is a national trend in business contracts for proof of this coverage. In addition, the SEC is encouraging disclosure of this coverage as a way of demonstrating sound information risk management. Laws such as HIPAA-HITECH, GDPR, Gramm-Leach-Bliley and state-specific data breach laws are continually driving demand as requirements for notification in the wake of a data breach become more expensive. This type of coverage was added to the policy for fiscal year 2019-20 upon recommendation of our agent Assured Partners. The total renewal premium for Cyber Liability Insurance and Cyber Deception is \$19,178.40 a year through Underwriters at Lloyd's of London. The policy coverage documentation was reviewed by Buckman, Farris & Mills.

### 13. OVEC Membership Renewal for FY 22

This Consortium Renewal Agreement with Ohio Valley Educational Cooperative (OVEC) provides a wide variety of services, including cooperative bidding and purchasing, professional development opportunities, and Administrative/Leadership Meetings. The annual cost is \$25,749.

#### Permission to Apply & Accept Grant Funding/Donations

School/Program Receiving Contribution	Donor	Description of Gift	Purpose	Value
Mount Washington Elementary School	PTA	Donation	Check for technology	\$4,400.00
Nicholas Elementary School	PTA	Donation	Window coverings	\$1,105.00
North Bullitt High School Band	Music Boosters	Donation	Baritone with case	\$1,990.00
North Bullitt High School Band	Music Boosters	Donation	Yamaha Trumpet	\$600.00
Bullitt County Area Tech. Center - Darrell Vincent	Toyota Motor Manufacturing	Donation	2018 Hybrid Camry to be used in the Automotive Program	\$23,000.00
Bullitt Central High School Athletics - Jason Wells	Elite Media	Donation	Check for Athletics - All sports	\$2,500.00
Bullitt Central High School YSC - Christy Hardin	Dare to Care & No Kid Hungry	Donation	A refrigerator and upright freezer for the food pantry	\$2,200.00
Riverview - BAMS Program Danny Clemens	Laverne Maccabee	Donation	Check for BAMS Supplies	\$1,000.00
District SPED - Stacy Bewley	Kentucky Council for Exceptional Children	Grant	Check for sensory items to be used in designated spaces at NBHS	\$650.00

#### Annual List of Grant Funding Opportunities/Applications

Grant Writer Jackie Roth requested permission to apply for and accept any future grant funding from the foundations and agencies included on the annual list of on-going and frequent funding agencies. The annual list of grant foundations and agencies has been reviewed and revised by Assistant Superintendent for Support Services Becky Sexton and District Grant Writer Jackie Roth.

Agency	Description
Bullitt Alternative Center-Dept. of Juvenile Justice-Chapter I (N & D)-Educational Collaborative State Agency Children	Provides treatment services for pre-delinquent and delinquent middle & high school students
Community Education	Assistance with salary to conduct a Community Education Program
OVEC-ECS	Discretionary money/services for students with disabilities
21st Century Community Learning Centers	Apply for continued funding for existing learning center and funding for new centers
WHAS Crusade for Children	Provides funds for services and equipment for students with disabilities
Champion Grant	Provides drug, alcohol, tobacco, and violence prevention activities
Community Technology Centers	To apply for alone, or partner with a university, other school system, or state agency to bring expanded technology to our communities
Metro United Way	Provides funding for special programs, including the TAPP program and other FRC/YSC Programs



Kentucky Department of Education Read to Achieve	Competitive grant to elementary schools to support teachers in implementing reading models that address primary students who are reading at low levels
Substance Abuse and Mental Health Services Administration Drug-Free Communities Program	Competitive federal grant to assist schools and communities in drug education and prevention strategies
Summer Food Service Program	Provides lunch for youth during summer
Child Abuse Prevention	After school programs for children that are on free or reduced lunches or have been mistreated
Kentucky Arts Council	Bringing professional artists into Kentucky Schools and providing transportation for students to various arts productions
Artists in Residence	Provides for an artist to work with children and assist the schools in Arts & Humanities curriculum
Laura Bush Grant	Provides books for the library
Readiness and Emergency Management Response Grant	To strengthen emergency response and crisis management plans, incl. training
National Gardening Association	Youth Garden Grants, Room to Grow Grants, Kids Growing Dutch Bulbs
UPS Foundation	Grants for Education
Best Buy Community Foundation	Teach Awards; grants for after school programs and technology
Coordinated School Health Grants	Enhance Public School Health Programs
Enhancing Education Through Technology	Professional development, upgrading school technology, student technology leadership program
Mental Health/At Risk Student Grant	Funding for programming (friend factor) for targeted at-risk students
Fund for the Arts	Various arts related programs and transportation to performances
Reading Recovery Teacher Leader Funds	Pay a Reading Recovery Teacher Leader in the district
Kentucky Book Fair, Inc.	Library collection grants
Lowe's Charitable and Educational Foundation	Outdoor classrooms
Kentucky Historical Society's Heritage Education Project	Promote Kentucky History
National Endowment for the Humanities We the People Bookshelf	Books and supplementary materials for public school libraries
Target Stores community giving grants	For educators who need money to further their program goals
MAC grants through the McDonald's foundation	Support teacher initiatives in the classroom
Supplemental Education Services	Funds to assist with after school tutoring
Kentucky Department of Education Mathematics Achievement Fund Grant	Intervention programs in mathematics for primary program
Alliance Skills	Funds to pay for workplace supplemental education of local business employees
Kentucky Center for Math Coaching Project	Training for coaches in working with teachers of mathematics
Adolescent Literacy Coaching Project	Training for curriculum specialists and money for stipends and materials
Scaling up Math Program	Training and materials for implementation of pre-kindergarten math interventions
Kentucky Department of Education Math & Science Partnership Programs	Improve math and science teaching through professional development

American Dental Association Samuel Harris Fund	Children's dental health grants
Take Action: Healthy People, Places, & Practices in Communities Project	Promote physical activity, nutrition, preventive screenings and/or making healthy choices
Community Collaboration for Children and KIPDA Caregiver Program	Rural Regional Fatherhood Initiative mini-grant and grants to Family Resource Center to plan activities for grandparents raising grandchildren
Mattel Children's Foundation Domestic Grant making Program	The Mattel Children's Foundation will award grants under the Mattel Domestic Grant making Program, which benefits youth-serving organizations
Office of Safe and Drug-Free Schools	Elementary and Secondary School Counseling Program
General Mills	"My Hometown Helper" grants
VSA Arts of Kentucky	Provides mini-grants for implementation of arts and cultural programs in schools
University of Louisville	Universal design for Learning grants to address students who 'fall between the cracks'
Governor's Office of Energy Policy and Kentucky NEED Project	Mini grants for the Change a Light, Change the World Campaign for Earth Day and school energy conservation tips
The Home Depot	Outdoor classrooms
Dept. for Homeland Security	Funds to upgrade school bus radios to FCC standards
American Honda Foundation	Youth education with a specific focus on the STEM (science, technology, engineering, and mathematics) subjects in addition to the environment
Target	Early childhood reading; field trips; and arts
Walmart	Scholarships and teacher honors, grants for community engagement
Kentucky Educational Collaborative for State Agency Children	Assist local education agencies to provide and assure high-quality educational support services through a collaborative delivery system involving the Kentucky Departments of Education; Juvenile Justice, Community Based Services, Mental Health, Developmental Disabilities and Addiction Services, and private and public child and youth care programs
Seven Counties (KYASAP)	Mini-grants high school students attendance at drug and alcohol prevention conferences
Smaller Learning Communities/OVEC (high schools)	Funding to create schools within a school for fine arts, information technology academy, etc.
McKinney-Vento Homeless Education grant	Funds to compensate a part-time homeless student liaison at the central office
Kentucky Youth Empowerment System (YES)	To promote the prevention of alcohol, tobacco, and other drug abuse in Kentucky
Dollar General Store	Literacy grants
Amgen Corporation	Teacher quality and professional development in math and science
Bullitt County Education Foundation for Excellence in Public Education	A non-profit organization whose purpose is to provide enhanced learning opportunities through donations for the education of the students in all the public schools in Bullitt County

### Alteration of District Property Requests – BEHS Storage Building

The Facilities Department requested approval to allow the Mt. Washington Football & Cheer Association (MWFC) to install a 14'x24' storage building. The building will have red metal siding, a 36" door, a 9'x7' garage door, and one window. For the past three years, the MWFC has been using BEHS facilities. By allowing the MWFC organization to install a storage building, BEHS will gain additional storage space. The total cost for the storage building will be paid by the Bullitt East High School athletic organization at no additional cost to the district.

### KCSS Safe School Assessment Survey

The Kentucky Center of School Safety provides Safe School Assessments free of charge for all districts in Kentucky. Bullitt County Public Schools has chosen two schools to participate, Pleasant Grove Elementary and Nichols Elementary. The assessment consists of a school visit by a team of professionals as well as participation in perceptual surveys for students, parents, and teachers. The perceptual survey is administered before the school visit and will be scheduled in early 2022.

### Kentucky Incentives to Prevention (KIP) Survey

Permission was requested to administer the Kentucky Incentives for Prevention (KIP) Survey to BCPS students. The KIP Survey is part of the Kentucky Governor's Youth Substance abuse Prevention Initiative. Responses to the survey provide information to school districts about students' use of tobacco, alcohol, and drugs. This valuable information improves programs for Kentucky's youth. The survey is administered every two years free of charge and Bullitt County has participated for many years. (Year 2020 was waived due to the pandemic; therefore, now will occur every two years.) The survey will be administered to all 6th, 8th, 10th, and 12th graders.

### Performance Bond Renewals

Per KRS 160.560 and 702 KAR 3:080, it is the duty of each local board of education to bond its board treasurer and any other school employee who is responsible for the board of education funds. The official bond shall be executed for the faithful performance of the duties of the office which is guaranteed by a surety company authorized to do business in the state. The amount of the bond is determined by the Board in accordance with the requirement for the penal sum of the bonds as summarized in the KAR listed above. The Bullitt County Board of Education bonds Becky Sexton, Assistant Superintendent of Support Services, Karen Weaver, Account Clerk, Stephanie Bonnett, Assistant Finance Officer, and Lisa Lewis, Director of Finance and Treasurer, each in the amount of \$1,100,000.

### Shortened School Day Request - Student #2021-14

Parents have requested a modified attendance schedule for their student with disabilities: Student 2021-14. 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.

## **UNFINISHED BUSINESS**

(None)

## **NEW BUSINESS**

### 2021-2025 BCEA/BCBOE Contract

On May 19, 2021, after several days of open, good-faith negotiating, the parties reached a tentative agreement for the BCEA/BCBOE Contract for 2021. Board Attorney Eric Farris has also been given a copy for review. The contract has been ratified by BCEA and now presented for the Board's approval for the period of 2021-2025.

2021-093- Motion made by Lisa Hodges, seconded by Linda Belcher, to approve the 2021-2025 BCEA/BCBOE Contract as presented. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

1st Reading - Board Policy Update #44

Submitted were the 2021 KSBA Annual Policy Updates that have been reviewed by Central Office Leadership Staff. The requested additions and/or modifications have been revised to suit the needs of the district.

2021-094- Motion made by Lisa Hodges, seconded by Linda Belcher, to approve the 1st Reading of Board Policy Update #44 as presented. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

Review Administrative Procedures Update #25

Presented were the 2021 KSBA Annual Procedure Updates that have been reviewed by Central Office Leadership Staff. The requested additions and/or modifications have been revised to suit the needs of the district. These Procedures were presented for review and comments only; no action was required by the Board.

2021-2022 Code of Student Behavior and Discipline

Presented was the 2021-2022 Code of Student Behavior and Discipline handbook that contains information regarding the behavior expected from each student; the importance of appropriate behavior to maintain a safe learning environment; and the consequences for failing to meet the appropriate standards of behavior. Everyone will be able to access the complete Code of Student Behavior and Discipline both online and via hard copy by request. This contains important information including student, parent and educator rights and responsibilities, school and bus rules, the importance of school attendance, school safety, and required notices needed for the beginning of the school year. A copy was sent to Buckman, Farris & Mills for review.

2021-095- Motion made by Nita Neal, seconded by Linda Belcher, to approve the 2021-22 Code of Student Behavior and Discipline Handbook as presented. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

Trauma-Informed Plan for Bullitt County Public Schools

Per SB1 in 2019 and SB8, the updated version in 2020, the School Safety and Resiliency Act requires each school district to develop a trauma-informed plan. As defined in statute, a trauma-informed approach means incorporating principles of trauma awareness and practices, as recommended by the federal Substance Abuse and Mental Health Services Administration, in a school in order to foster a safe, stable and understanding learning environment for all students and staff and ensuring that all students are known well by at least one (1) adult in the school setting.

The plan includes:

- a. Enhancing trauma awareness throughout the school community;
- b. Conducting an assessment of school climate, including but not limited to inclusiveness and respect for diversity;
- c. Developing trauma-informed discipline policies;
- d. Collaborating with the Department of Kentucky State Police, the local sheriff, and the local chief of police to create procedures for notification of trauma-exposed students;
- e. Providing services and programs designed to reduce the negative impact of trauma, supporting critical learning, and fostering a positive and safe school environment for every student.

This plan for Bullitt County Public Schools has been reviewed and consulted with in development by many regional agencies such as The Bounce Coalition, Kentucky Department of Education and the AWARE grant directors.

- 2021-096- Motion made by Linda Belcher, seconded by Nita Neal, to approve the Trauma-Informed Plan for BCPS as presented. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

#### 2021-2022 District Professional Development Plan

The 2021-2022 District Professional Development Plan provides a plan and snapshot of professional learning opportunities offered by and through the district in collaboration with state and local educational agencies. All professional learning opportunities align with district needs assessments specific to the District Improvement Plan and federal funds, as appropriate. This plan is also subject to change based on new offerings and/or needs that occur through the continuous improvement process.

- 2021-097- Motion made by Linda Belcher, seconded by Nita Neal, to approve the 2021-2022 District Professional Development Plan as presented. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

#### 2021-2022 One-Time Fringe Benefit

Requested for the Board's approval is a one-time fringe benefit in the sum of \$1,750 for all full-time employees and \$875 for all part-time employees of record as of July 1, 2021. This one-time fringe benefit will be funded through ESSER II. The Board Attorney has reviewed the legality of this one-time benefit. Based on the legal opinion, this payment is within KDE guidelines and federal grant regulations. This one-time fringe benefit is scheduled as part of the compensation for the next school year (2021-22). This fringe benefit will be compensation for services to be rendered implementing the Board's plan for return to normal operations and for the benefit of the common (public) schools. This benefit will be issued July 9, 2021.

- 2021-098- Motion made by Linda Belcher, seconded by Lisa Hodges, to approve the one-time fringe benefit as described above. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

### **EXECUTIVE SESSION**

- 2021-099- Motion made by Linda Belcher, seconded by Lisa Hodges, to recess regular session and enter Executive Session as authorized by KRS 156.557(6)(c) for preliminary discussions related to the evaluation of the Superintendent by the Board or between the Board and Superintendent prior to the summative evaluation. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

### **RECONVENE REGULAR SESSION**

- 2021-100- Motion made by Lisa Hodges, seconded by Nita Neal, to exit executive session and resume regular session. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

## **NEW BUSINESS - Continued**

### Superintendent Evaluation

Throughout the year, Superintendent Jesse Bacon has supplied the Board with examples of evidence where he demonstrated greater competency through leadership in activities, which fall under the various identified standards from the professional growth plan. The Board reviewed that evidence for the entire annual cycle. Following a discussion in executive session with the Superintendent, the Board provided the following summary of the Superintendent's evaluation for the 2020-2021 school year:

Standard 1: Strategic Leadership	Exemplary
Standard 2: Instructional Leadership	Exemplary
Standard 3: Cultural Leadership	Exemplary
Standard 4: Human Resource Leadership	Accomplished
Standard 5: Managerial Leadership	Exemplary
Standard 6: Collaborative Leadership	Exemplary
Standard 7: Influential Leadership	Exemplary

Following a review of the evidence supplied by the superintendent and otherwise available throughout the year, and considering the ratings given in each standard, the board collectively gives the superintendent an overall rating of **EXEMPLARY**.

- 2021-101- Motion made by Linda Belcher, seconded by Nita Neal, to approve Dr. Jesse Bacon's evaluation for the 2020-2021 school year. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

### District Leadership Structure

Superintendent Jesse Bacon discussed the district office leadership structure with some proposed adjustments to better fit his leadership style and make the district leadership team more collaborative, efficient, and effective. Due to a few retirements, this is the right time to implement a few of these changes. None of the proposed changes will increase spending.

- 2021-102- Motion made by Nita Neal, seconded by Linda Belcher, to 1. Eliminate the position of Assistant Superintendent for Support Services effective August 1, 2021 2. Create a Chief Operations Officer Position and approve the presented job description. 3. Retitle the Assistant Superintendent for Student Learning position as Assistant Superintendent and approve the presented job description to reflect revised areas of responsibility. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

### Revised Job Description - Title IX Coordinator/Supervisor of Social Services

Revisions to the Title IX Coordinator/Supervisor of Social Services job description include added language and responsibilities in order to be in compliance with the revised Title IX regulations.

- 2021-103- Motion made by Lisa Hodges, seconded by Nita Neal, to approve the revised Title IX Coordinator/Supervisor of Social Services job description as presented. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

### Revised Job Description - Communications Director

Presented was a revised job description for the Communications Director that includes updated responsibilities to reflect the current needs of the district.

2021-104- Motion made by Linda Belcher, seconded by Lisa Hodges, to approve the revised job description for the Communications Director position as presented. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

#### Revised 2021-22 Annual Pay Scales

At the May 2021 Board of Education meeting, the annual pay scales were approved. Several items were added and corrections were made to the pay scales. Presented were the Revised Annual Pay Scales for FY 2022 which reflect these revisions:

- Added One-Time Fringe Benefit
- Included amount in the Communications supplement
- Added three transportation initiatives to the scale. The items were included in the driver manual but never included on the pay scale.
- Added the word "retroactive" to the retired long-term substitute teacher note
- Removed FRYSC Supervisor Supplement from Social Worker/Title IX Coordinator
- Added FRYSC Supervisor Supplement to Grant Writer/FRYSC Supervisor

2021-105- Motion made by Nita Neal, seconded by Lisa Hodges, to approve the Revised Pay Scales for FY 2022. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

#### **ADJOURNMENT**

2021-106- Motion made by Lisa Hodges, seconded by Nita Neal, to adjourn at 7:37 p.m. Board members Darrell Coleman, Linda Belcher, Nita Neal and Lisa Hodges voted YES.

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CHAIRPERSON

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SECRETARY