

**RECORD OF BOARD PROCEEDINGS
(MINUTES)
Regular Board Meeting
February 27, 2006**

The Fayette County Board of Education met at 701 East Main Street, Lexington, KY at 6:00 p.m. on the 27th day of February, 2006, with the following members present: **(1) Kathy Lousignont, (2) Larry Conner, (3) Steve Hyndman (4) John Price and (5) Becky Sagan.**

Staff Members Present

Stu Silberman, Virginia Gregg, Mary Browning, George Rogers, Doug Gibson, Fabio Zuluaga, Jack Hayes, Lisa Stone, Lisa Deffendall, Michael Ernst, Bob McLaughlin, Kathy Dykes

A. Call to Order

Mrs. Lousignont called the meeting to order at 6:06 p.m.

B. Roll Call

Mrs. Lousignont, Mr. Conner, Dr. Hyndman, Mr. Price and Mrs. Sagan.

C. Extended Welcome to Guests

Mrs. Lousignont welcomed the guests and attendees to the meeting.

D. Moment of Silence

A moment of silence was observed.

E. National Anthem, Pledge of Allegiance, Mission Statement and Special Performance

Dr. Hyndman led the pledge and read the Board Mission Statement.

F. Approval of Agenda

*A motion was made by Mr. Price and seconded by Mr. Conner to amend the motion to approve the agenda to include **J.3 Actions for Post Approval and Claims**. The motion carried with a vote of 5 to 0.*

G. Introductions, Student Performances and Recognitions

1. Introductions

Mrs. Lousignont introduced the school representatives for the February 27th meeting.

- a. Teacher Representative: Tammy Conley, Martin Luther King Academy
- b. Student Representative: Richard McCulloch, Martin Luther King Academy

2. Student Performance - The Southern Elementary Performance Troupe

Mrs. Lousignont introduced the Southern Elementary Performance Troupe from Southern Elementary. This is the fifth year for the Performance Troupe at Southern Elementary.

3. Recognitions

a. Paul Laurence Dunbar High School Cheerleaders – National Champions

Mrs. Lousignont introduced the Paul Laurence Dunbar High School Cheerleaders who won the National High School Cheerleading Championship in Orlando. The squad has won top honors for three years in a row. Also, a television crew from Lifetime filmed the win on tape as part of their reality show called "Cheerleader Nation."

b. Keep It Real Video Contest, State Winners

The Keep-It-Real video contest is part of a campaign to reduce underage drinking sponsored by the Fayette County Agency for Substance Abuse Policy Board and the Mayor's Alliance on Substance Abuse. Mrs. Lousignont introduced the following winners:

Alexander Thompson, Best Director, *Interview at the Morgue*, Henry Clay High School

Daniel Hall, Daniel Quick and Tyler Hatton, Best Comedy, *Claymation Car Accident*, Paul Laurence Dunbar High School

Jose Manuel Duarte, Jesus Perez and Veronica Amador, Best Foreign Language, *Alcohol Kills*, Lafayette High School

c. Papa Chakravarthy – National Teen Jeopardy Champion

Mrs. Lousignont introduced Papa Chakravarthy, a sophomore at Paul Laurence Dunbar High School, as the National Teen Jeopardy Show champion. Papa won \$75,000 on the show and his Final Jeopardy answer identified St. Petersburg as the final resting place of Nicholas II and his wife.

d. Heidi Anderson, Paul Laurence Dunbar High School – 2006 Vernier Technology Award from the National Science Teachers Association

Mrs. Lousignont introduced Heidi Anderson, a biology teacher at Paul Laurence Dunbar High School, one of seven teachers nationwide to win the Vernier Technology Award. This award recognizes and rewards the innovative use of data collection technology using a computer, graphing calculator, or other handheld items in the science classroom.

e. National Board Certified Teachers

Mrs. Lousignont recognized the following teachers who completed their National Board Certification: Brenda Nally - Clays Mill Elementary, Brian Durham - Leestown Middle, Celia Dyer - Athens Elementary, Cynthia Van Dyke – Clays Mill Elementary, Deborah Niehaus – Beaumont Middle, Kari Kirchner – Veterans Park Elementary, Sandra Dunn – Beaumont Middle, Teresa Lambert – Lafayette High School

f. Kathy Lousignont – KSBA Warren H. Proudfoot Award for Outstanding School Board Member

Superintendent Silberman recognized Kathy Lousignont for receiving the Warren H. Proudfoot Award for Outstanding School Board Member, which she received at the annual Kentucky School Boards Association Conference. This award is presented annually to a current or former Kentucky public school board member who has exhibited distinguished leadership and service to his or her community while serving on a local public school board. The award is judged by the Kentucky Congress of Parents and Teachers.

g. Commerce Lexington: School Board Recognition

Superintendent Silberman recognized Guy Hugelot, President and CEO of Adecco of Central Kentucky and the chair-elect of Commerce Lexington Inc. January was Board Member recognition month and Commerce Lexington was unable to attend, but wanted to show their appreciation. Mr. Hugelot expressed appreciation, on behalf of Commerce Lexington, to the Board for the work that they do for the students of Fayette County Schools. He stated that it's all about the kids and that the Board members have passion for moving the district and community forward.

H. Reports, Communications and Proclamations

1. Progress Reports

A. Superintendent's Report

a. **Venkat Ramakrishnan, Paul Laurence Dunbar High School: Presentation on Implementation of CNT in Calcium Sulfate and Observing Mechanical and Degradation Properties**

Superintendent Silberman introduced Venkat Ramakrishnan, a student at Paul Laurence Dunbar High School, who gave a powerpoint presentation on the research project that he is conducting.

b. **EBCE Student Presentation**

Five students spoke on their experiences in the EBCE program.

c. **Learn and Serve Grant**

Richard Greissman gave a presentation on the Learn and Service Grant that would develop a mentoring program between the Fayette County Public Schools and students at the University of Kentucky. The grant, if funded, would provide college students as mentors to students in five of our One Community, One Voice schools with 1000 hours per week of mentoring being provided to these schools. Also, the grant would include a pathway to recruit minority students at the University of Kentucky into the College of Education and into the field of teaching, especially in Fayette County Public Schools. Fayette County Public Schools would be providing a bus to shuttle UK students to our schools to mentor. The first year of the grant, UK would pay the cost of the bus with no cost to the district. The second year FCPS would pay half the cost to run the bus. The third year FCPS would pay the total cost of \$30,450. The grant proposal is being presented to the Board for approval under the action section of the agenda.

Mr. Conner stated that the program sounded exciting and inquired as to how students would be selected if there are more students interested in the program than slots available. Mr. Greissman stated that he did not feel that this would be a problem the first year, but may be in the subsequent years when recruiting can be done earlier in the year. The students would have to provide an essay as to why they want to make this commitment and during the first year it would be on a first come, first serve basis. Mr. Greissman stated that he wants students with the strongest commitment and also he wants the highest possible degree of diversity. Mrs. Sagan asked if this was for freshman only and Mr. Greissman stated yes so that the students could participate in the program for four years. Dr. Hyndman stated his satisfaction with the program proposal and inquired as to why only federal work study students qualify for the program. Mr. Greissman stated that this is one of the ways that UK could meet the dollar match. Superintendent Silberman stated that with a 1000 hours of mentoring and recruiting potential teachers the district stands to gain a lot with this proposed grant.

d. **Support Services Position Control Document Monthly Report – Written Report**

e. **One Community One Voice – Written report**

f. **Monthly Construction Report – Written report**

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2. **Remarks by Citizens** – No citizens signed up to speak

3. Resolutions

- a. Regarding the death of Bonnie Kelley – A resolution was read by Dr. Hyndman
A motion was made by Dr. Hyndman and seconded by Mrs. Sagan to adopt the resolution regarding the death of Bonnie Kelley. The motion carried with a vote of 5 to 0.
- b. Regarding the death of Lucille Talitha Weathers – A resolution was read by Mr. Conner
A motion was made by Mr. Conner and seconded by Mr. Price to adopt the resolution regarding the death of Lucille Talitha Weathers. The motion carried with a vote of 5 to 0.
- c. Regarding the death of Louie Mack – A resolution was read by Mrs. Lousignont
A motion was made by Mrs. Lousignont and seconded by Mr. Conner to adopt the resolution regarding the death of Louie Mack. The motion carried with a vote of 5 to 0.

I. Approval of Routine Matters

1. *Approval of Agenda Planning Meeting Minutes of January 9, 2006*
2. *Approval of Special Board Meeting Minutes of January 18, 2006*
3. *Approval of Regular Board Meeting Minutes of January 23, 2006*
4. *Approval of Special Board Meeting Minutes of January 25, 2006*
6. *Approval of Special Board Meeting Minutes of February 1, 2006*
7. *Approval of Special Board Meeting Minutes of February 8, 2006*
8. *Approval of Special Board Meeting Minutes of February 15, 2006*

A motion was made by Mr. Price and seconded by Mrs. Sagan, to approve the minutes. The motion carried with a vote of 5 to 0.

J. Approval of Consent Items

- a. *A motion was made by Dr. Hyndman seconded by Mrs. Sagan, to receive the information items and approve the action items in the consent section of the agenda. The motion carried with a vote of 5 to 0.*
1. Award of Bids/Proposals and Bid Contract Extensions
 2. Monthly Financial Report for the Month of November 2005
 3. Actions for Post Approval and Claims
 4. Special and Other Leave of Absences
 5. Requests from Principals for Extended Trips
 6. Professional Leave by District Personnel
 7. Declaration of Surplus and Intent to Sell
 8. Request for a Shortened School Day
 9. Amended Superintendent Objectives for 2005/2006 School Year
 10. Approval of a BG-4 Final Approval and Payment Application to the Construction Contract on the Cassidy Elementary School Roof Replacement Project BG 04-409 BID 14-05
 11. Approval of Design Development Documents (including BG-2 and BG-3) for the Construction of an Addition to Edythe J. Hayes Middle School for the Central Kentucky Japanese School BG 06-117
 12. Approval of Construction Documents (including BG-3) for the Construction of an Addition to Edythe J. Hayes Middle School for the Central Kentucky Japanese School BG 06-117

K. Approval of Action Items**13. Approval of a Reduction in Retainage on the Construction Contract for the Henry Clay Stadium Replacement Project BG 04-189 BID 57-04**

A motion was made by Mr. Conner and seconded by Mr. Price, to approve a reduction in retainage to \$137,195 on the contract with Judy Construction for the Henry Clay High School Stadium Replacement, subject to the approval of the Kentucky Department of Education per the provisions of 702 KAR 4:160. The motion carried 5 to 0.

14. Approval of a Proposed Change Order (No. One) to the Construction Contract for the Henry Clay High School Connector Addition Project BG 06-014 BID 84-05

A motion was made by Dr. Hyndman and seconded by Mr. Price, to approve the proposed additive change Order No. One to the contract with Preston Construction for the Henry Clay High School Connector Addition project in the amount of \$7,375.36, and a corresponding transfer of \$627 for design consultant fees, subject to the approval of the Kentucky Department of Education, Division of Facilities Management, per the provisions of 702 KAR 4:160. The motion carried 5 to 0.

15. Approval of a Proposed Change Order (No. Two) to the Construction contract for the New Athens-Chilesburg Elementary School BG 04-349

Mary Browning introduced Donnie Crane from CMTA, the engineering firm on the Athens-Chilesburg project. Mr. Crane asked if there were any questions. Superintendent Silberman stated that a written guarantee had been requested for the geothermal wells that did not have the original amount of grout in them as originally specified. There was concern that with the geothermal wells not having enough grout and that the work needed to be warranted in case there was a problem at a later date and Fayette County Public Schools would not be held liable for any corrections. He also stated that a letter had been received regarding the wells, but that they did not feel that the letter was a warranty on the system. Mr. Crane stated that he had observed the wells and the compaction was complete and there was no way that any more backfill could be completed. He stated that he felt confident that there would be the same thermal conductivity as what was originally specified and that the system would work as well as it would have if it had been backfilled from the bottom to the top completely. He also stated that he could not guarantee that there is not something else in the system that would cause something else to happen such as a strainer getting clogged or a pump failing. Superintendent Silberman inquired as to whether there would be any type of degradation to the system without the additional grout and if not, why was the grout being added and Fayette County Public Schools paying for it. Mr. Crane stated that there is no degradation whatsoever in this instance. Superintendent Silberman asked for clarification that with soil versus grout in the wells, the same level of efficiency would not be obtained with soil and Mr. Crane stated that this was correct. Superintendent Silberman stated that we are trying to protect the District, since the grout is not going to be in the wells and a guarantee is needed that we will not lose the efficiency. Mr. Crane stated that approximately three percent of the total wells will not be grouted and stated that he would provide a letter that states that the lack of grout will not degrade the performance of the system in any way.

Superintendent Silberman recommended that this item be approved contingent on receipt of a letter acceptable to the board, stating that there will be no loss of performance from the lack of grout.

A motion was made by Mr. Conner and seconded by Mr. Price, as recommended by the Superintendent to approve the proposed additive Change Order No. Two to the contract with D.W.

Wilburn, Inc., for the new construction at Athens-Chilesburg Elementary School, in the amount of \$5,657.00, with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$282.28 for design consultant fees from Object code 0840 to 0336, subject to the approval of the Kentucky Department of Education, Division of Facilities Management, per the provisions of 702 KAR 4:160. The motion carried 5 to 0.

16. Approval of Membership and Interlocal Cooperation Agreement with Kentucky Educational Development Corporation

Superintendent Silberman stated that FCPS has been invited to participate in the Kentucky Educational Development Corporation (KEDC) which is an education co-op. KEDC has offered to waive the membership fee for Fayette County Public Schools. He stated that this was being done through in-kind services. Superintendent Silberman stated that this membership would create some opportunities for savings on bids and networking opportunities for the district. At the monthly meetings representatives from KDE, KSBA and KASA are brought in to discuss current issues and FCPS has not been previously involved in these discussions. Superintendent Silberman recommended that the district join with the understanding that there would be no cost to the district for the membership and Dr. Hyndman stated that the minutes need to reflect the no cost membership. He also stated that it would need to come back to the Board for consideration if at some point there is a cost for the membership and Superintendent Silberman agreed.

A motion was made by Dr. Hyndman and seconded by Mrs. Sagan, to approve the Interlocal Cooperation Agreement and a trial membership in Kentucky Education Development Corporation (KEDC) for the period of March 1, 2006 through June 20, 2007. The motion carried 5 to 0.

17. Learn and Serve Grant Proposal

Superintendent Silberman stated that with this proposal, over the three year period, the overall cost to the district would be approximately \$45,000. He also stated that FCPS students would be receiving 1000 hours of mentoring services from UK students. Mr. Conner requested a copy of the evaluation instrument that will be used with this project. Dr. Hyndman requested that the review of the evaluation for the first year be listed on the Yearly Calendar and that the Board review the evaluations before the start of the 2007-2008 school year.

A motion was made by Mrs. Sagan and seconded by Mr. Conner, to agree in concept to the Learn and Serve grant being submitted by the University of Kentucky and to commit to contributing half the cost of a shuttle bus during the 2007-2008 school year and the full cost of the bus during the 2008-2009 school year. The motion carried 5 to 0.

L. Informational Items

- 1. Personnel Changes**
- 2. Supplementary Salary Procedure Revisions**

Superintendent Silberman stated that the evaluation component for the positions has been added to the procedures for supplementary salaries.

M. Oral Communications

- 1. Public** – No citizens signed up to speak
- 2. Board Request Summary** – No board requests
- 3. Other Business**

- a. Board**

Discussion of Board Work

Mrs. Lousignont stated that the following would be included in the Board Governance Guide.

1. Explanation of Evaluation Methods Used for the Superintendent

Dr. Hyndman gave a brief explanation of how the Superintendent is evaluated by the Board.

The following are key items used in the evaluation:

- Superintendent objectives are set through a team approach with the Superintendent with ongoing general criteria each year comprised of the following eight categories:
Leadership, Management, Policy and Governance, Communication, Board Relations, Community Relations, District Goals and Planning and Professional Standards
- Specific Superintendent criteria are set for the given year of the evaluation
- A formative evaluation is completed in January which is an informal feedback between the Superintendent and the Board Members on how things are going at this point in the year.
- In July, a summative evaluation, which is a formal written evaluation, is conducted using the Superintendent Evaluation instrument

Dr. Hyndman stated that this process was started last year and one cycle has being completed. After the summative evaluation in July, at a Board Retreat new objectives are set for the Superintendent for the upcoming year. Dr. Hyndman reiterated that this is an evaluation by the Board on the Superintendent for general and specific objectives. At the end of the year part of the Superintendent's salary is determined based on the evaluation. Dr. Hyndman stated that when the search for a new Superintendent was started, the salary for the position was reduced significantly and part of the salary is based on performance. He also stressed that this is not a bonus, but pay for performance.

2. Explanation of the Board Goal-Setting and Evaluation

Mrs. Lousignont stated that as a Board team that they would have goals that the Board would work toward each year. Some of the goals support the work of the District and some goals support the work of the Board members as leaders and what needs to be done on the behalf of students.

3. Board Self-Evaluation

- Annual Board Self-evaluation - The Board will do a self-evaluation to determine ideally where the Board team should be and where they are currently in order to be aware of areas of strengths and weaknesses that can be worked on as a team.

Mrs. Lousignont stated that there are several evaluation tools that can be considered. KSBA has an instrument that they have developed that is pretty comprehensive in terms of evaluating critical areas. She stated that this instrument would be shared with the Board members for their consideration. Mrs. Lousignont also stated that it is important for the Board to conduct an annual self-evaluation and that an evaluation instrument needs to be selected.

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Mrs. Sagan stated that she appreciated the student presentations and she felt that it is a wonderful showcase of the many ways that the FCPS students are shining. She pointed out

that every student in the math, science and technology program at Dunbar completes a project like the one that was presented tonight. She also stated that she was pleased with the EBCE opportunities that our community affords our students.

Mr. Conner recognized the appointment of Rev. C.B. Akins to the State Board of Education and stated that he felt this was an excellent appointment and that we are fortunate to have someone from Fayette County representing all the students in Kentucky. Mrs. Lousignont stated that the Board would be willing to answer any questions that Rev. Akins may have relevant to the operation of school boards.

b. Staff

N. Motion Making Agenda Part of the Official Board Minutes

A motion was made by Mr. Price and seconded by Dr. Hyndman, to make the agenda dated February 27, 2006, which action has been taken at this meeting, a part of the minutes as if copied in the minutes verbatim. The motion carried with a vote of 5 to 0.

Closed Session

A motion was made by Mr. Conner and seconded by Mrs. Sagan, to go into closed session at 8:04 p.m. to discuss acquisition or sale of real property pursuant to KRS 61.810(1)(b), and personnel pursuant to KRS 61.810(1)(f). The motion carried with a vote of 5 to 0.

Open Session

A motion was made by Mr. Price and seconded by Dr. Hyndman, to go back into open session at 8:39 p.m. The motion carried with a vote of 5 to 0.

A motion was made by Mr. Price and seconded by Mr. Conner to acknowledge receipt and acceptance of the letter from Virginia Gregg, dated February 24, 2006, Notice of Retirement as General Counsel of the Fayette County Board of Education; the General Counsel's July 22, 1996, Contract of Employment with the Board of Education will terminate effective June 30, 2006, which will be the last day of employment with the Fayette County Board of Education. The motion carried with a vote of 5 to 0.

A motion was made by Mrs. Lousignont and seconded by Dr. Hyndman to authorize the Superintendent to begin the search process for the position of General Counsel for the Fayette Board of Education. The motion carried with a vote of 5 to 0.

A motion was made by Mr. Conner and seconded by Dr. Hyndman to approve the sale of the property known as 2016 New Orleans Drive for the price of \$72,000 to Don Schilling. The motion carried with a vote of 5 to 0.

Adjournment

A motion was made by Dr. Hyndman and seconded by Mr. Conner to adjourn the meeting at 8:55 p.m. The motion carried with a vote of 5 to 0.

CHAIR

SECRETARY