

**RECORD OF BOARD PROCEEDINGS
(MINUTES)
Board Agenda Planning Meeting
March 9, 2009**

The Fayette County Board of Education met at 701 East Main Street, Lexington, KY at 5:30 p.m. on the 9th day of March 2009, with the following members present: **(1) Becky Sagan, (2) John Price, (3) Melissa Bacon, (4) Amanda Ferguson, and (5) Kirk Tinsley**

Staff Members Present

Mary Browning Wright, Mike Burke, Fabio Zuluaga, Jack Hayes, Melodee Parker, Kathy Dykes, Julie Hawkins, Brenda Allen, Michael Ernst, Mike McKenzie, Vince Mattox, Lisa Deffendall, Rodney Jackson

A. Call to Order

Becky Sagan, Chair convened the meeting at 5:31 p.m.

B. Roll Call

Becky Sagan, John Price, Melissa Bacon, Amanda Ferguson, Kirk Tinsley

G. Introductions, Student Performance and Recognitions

1. Introductions

Becky Sagan introduced the teacher and student representatives for the March 9th meeting.

- a. Student Representative: Monica Bryan, Eastside Technical Center and Paul Laurence Dunbar High School
- b. Teacher Representative: Lynne Birmingham, Cardinal Valley Elementary – not in attendance

H. Reports, Communications and Resolutions

1. Progress Reports

A. Superintendent's Report

a. Update on Graduation Dates

Mike McKenzie:

- Draft graduation schedule will be created - graduation tentatively scheduled for Thursday, June 4th and Friday, June 5th. Rupp Arena is available for these dates, but not available the prior weekends.

Stu Silberman:

- State Board will allow the Commissioner to accept waivers to the guidelines of having graduation after the last instructional day, but with Rupp Arena not being available, it would not help us to take a waiver.
- Last day of classes, as of now, is scheduled for June 4th.

b. District Improvement Plan Report – Written Report

Jack Hayes:

- Activity E3 – Vince Mattox and Barbara Conner have been conducting the Culturally Responsive Teaching and Learning in the district.
- Data shows that where schools are doing the training the achievement gaps appear to be narrowing.
- The training is a required part of the new teacher orientation.

06516

Melissa Bacon:

- The training is a key piece to the culture in the schools – very important for every school to participate.

Stu Silberman:

- Directors are encouraging schools to participate.

d. Support Services Position Control Document – No discussion

e. Monthly Construction Report

Mary Wright:

At future Regular Board meetings there will be a power point presentation regarding all of the ongoing construction projects. The presentation will be a status report and also pictures.

J. Approval of Consent Items

1. Award of Bids/Proposals and Bid Contract Extensions – Placeholder

Mary Wright:

- One bid extension – Asbestos Abatement. Company is the ones used on the large renovation projects. Recommend extending for one year which should get us through most of the abatement on the upcoming projects.

2. Actions for Post Approval and Claims – Placeholder

3. Special and Other Leaves of Absence – No discussion

4. Requests from Principals for Extended Trips – No discussion

5. Professional Leave by District Personnel – No discussion

6. Approval of In-service Credit for Board Members – No discussion

7. Revised Job Description

Stu Silberman:

- Current job description is for an Elementary Guidance Specialist. Change will make the job description for elementary, middle school and high school. Easier for schools in the hiring process.

8. Declaration of Surplus and Intent to Sell

Mary Wright:

- School buses have at least 200,000 miles and are approximately 16 years old which is about two years beyond our established life cycle.
- Maintenance vehicles – These vehicles are past their life cycle.
- Vehicles will be placed on Ebay which has been the most effective highest dollar return.

Becky Sagan:

- Would like to see how much is generated from the sell of these vehicles.

Kirk Tinsley:

- Does the notice of the sale go out locally?

Mary Wright:

- Will check with John Kiser.

9. Approval of Development/Installation of Rain Garden Equipment for Mary Todd Elementary School

Stu Silberman:

- PTA received a grant to develop the rain garden. Good investment for the community. Could help on the storm water rebate situation.

Mary Wright:

- The city might give credit for the rain garden. This is one of the green initiatives in our partnership with the city and UK.

10. District Summer School Tuition

Stu Silberman:

- Proposing that the tuition rate stay the same. Summer school dates are June 15 - June 23 and July 8 – July 21. If the need arises, students may overlap into the second session. PE will be offered.

K. Approval of Action Items

11. Approval of Bid, Interim, Interim and Proposed Contracts and a Revision to the BG-1 Project Application for the Renovation of Bryan Station Middle School BG 08-306

Mary Wright:

- Same request as with the other four projects. Allows us to go out for bid - BG 1 and BG 3 have already been approved.

12. Approval of Design Consultants for Renovation of Tates Creek Middle School, Clays Mill Elementary School and Yates Elementary School and Construction of the New Elementary School at Keithshire Road and the New Equine/Agri-science Facility

Mary Wright:

- Interviews were held with 8 firms. Recommending the following architects.
Tates Creek Middle – RossTarrant Architects
Clays Mill Elementary – Clotfelter-Samokar Architects
Yates Elementary – Sherman Carter Barnhart Architects
Keithshire Elementary – GBBN Architects
Equine/Agriscience Facility – Tate/Hill/Jacobs Architects
- Met with each of the firms to inform them of expectations and requirements.

13. Approval of the Direct Purchase of Equipment Related to Adaptive Reuse of 780 Miles Point Way as the New Bus Transportation Facility

Mary Wright:

- BG-1 for the renovation and rehabilitation of the facility has been approved by the Board.
- Lifts and other equipment will need to be installed – equipment previously indicated as needed.
- A direct purchase will expedite delivery of equipment and allow for moving forward with the Lafayette Stadium.

14. Approval of a Proposed Change Order (No. One) to the Contract for the Demolition at Arlington Elementary School BG 08-207

Mary Wright:

- Change order is for the demolition portion. Adjustment needs to be made to expand the gym which will require more demolition.
- Demolition equipment is already on site and a verbal agreement from the Board to move forward would be more expedient since the equipment is on site.
- KDE had previously approved the plans twice. They have notified us that the gym has to be made larger than what they had previously agreed to.

Stu Silberman:

- We previously had asked to leave the gym as it was, per the school's request. The school wanted to keep the wood floor which is not put in elementary schools any more.
- KDE said the gym has to meet a minimal square footage.

Amanda Ferguson:

- Is the requirement of 5,000 square footage on new construction?

Stu Silberman:

- It has to be at least 80% of the 5,000 square foot requirement for this school.

Mary Wright:

- The state adopted new regulations after we were into the design phase.

Amanda Ferguson:

- Will other schools that don't meet this minimum have to be changed?

Mary Wright:

- No. Only under renovations.

Amanda Ferguson:

- How much would a wood floor cost? Doesn't William Wells Brown Elementary have a wood floor?

Stu Silberman:

- Not sure of the cost. William Wells Brown was a partnership with the city.

Mary Wright:

- The city paid for the gym floor at William Wells Brown.

Stu Silberman:

- Asking for a verbal commitment from the Board to proceed with the demolition.

Board members gave a verbal commitment to proceed with the demolition.

15. Certified Staff Evaluation Plan Approval

Mike Kennedy:

- Committee met 2 times this year passing six recommendations.
- Preliminary review by KDE with an OK.
- Changes not substantial.
- Approval is needed from the Board to move forward and implement the evaluation plan on July 1, 2009.
- Certified evaluation process is regulated by statues with not very much flexibility.
- Two processes within the evaluation – a formative assessment and a summative assessment. Non-tenured staff have a formative and a summative assessment each year. Tenured staff have

a three year cycle on the formative assessment and a summative assessment at the end of the three year cycle. The plan has a provision that any teacher may receive a summative, out of cycle, at any time that the evaluator feels that it is needed.

- Three different phases of Professional Growth Plans giving principals a lot of flexibility.

Becky Sagan:

- Board members do not deal with personnel, but we hear “What do we do about a certain teacher.” We need assurance that the plan is implemented so that if teachers in their first few years shouldn’t be in the classroom, they are given help or asked to move on.

Mike Kennedy:

- Teachers are given feedback so that they can be the best that they can. The three different levels of Professional Growth: 1st level – teacher maps out their goals based on the school improvement plan; 2nd level - a mentor is assigned; 3rd level – a mentor is assigned and additional administrators involved. There is also a corrective action plan process.

Kirk Tinsley:

- Do subs go through the same evaluation process?

Melodee Parker:

- When subs are asked not to return to a school, HR provides the sub with tutorial help in the needed area before they can return. If the behavior reoccurs, they are excluded from the district.

Stu Silberman:

- Subs are on a day to day contract. If a sub is not performing, they are not called back.

Mike Kennedy:

- Think that we are the only district that does remedial work with substitutes. Comparing our evaluation plan to the rest of the districts in the state, feel that we have one of the best if not the best.

John Price:

- Assume principals and associate principals conduct the evaluations. Is there a deadline when they have to be completed? Have heard from teachers who say their evaluation was not done timely and at the end of the school year told that they are not being renewed meaning they had no opportunity to improve.

Mike Kennedy:

- There are specific deadlines. A record of all summative evaluations is kept and when principals miss a teacher, they are notified.

John Price:

- Who evaluates the quality of the evaluations?

Mike Kennedy:

- Principals are evaluated by their directors according to a certain set of standards that are mandated by the state regulations. One of the ways that we know that there is a problem with an evaluation is that teachers can appeal. Last year we only had one appeal. If the evaluations were not being done correctly we would have a lot more appeals. We are one of the only school districts that have a mediation process for corrective action plans. There are a lot of checks and balances. The evaluation process starts with the Professional Growth Plan completed by each certified staff member. Teachers know what they are supposed to do to improve. Principals tie the Professional Growth Plans in with the School Improvement Plan.

Amanda Ferguson:

- Can we get the performance indicators?

06520

Mike Kennedy:

- They are all on-line.

Amanda Ferguson:

- Has our Board attorney reviewed the evaluation plan?

Mike Kennedy:

- Yes.

16. Monthly Financial Report - Placeholder

L. Informational items

1. Personnel Changes

M. Oral Communications

3. Other Business -

a. Board

Discussion of Board Work

b. Staff

Requests from Board – None

Closed Session

A motion was made by John Price and seconded by Melissa Bacon, to go into closed session at 6:11 p.m. to discuss acquisition or sale of real property pursuant to KRS 61.810(1)(b) and to discuss proposed or pending litigation pursuant to KRS 61.810(1)(c). The motion carried with a vote of 5 to 0.

Open Session

A motion was made by John Price and seconded by Melissa Bacon, to reconvene in open session. The motion carried with a vote of 5 to 0.

Adjournment

A motion was made by John Price and seconded by Kirk Tinsley to adjourn the meeting at 7:15 p.m. The motion carried with a vote of 5 to 0.

CHAIR

SECRETARY