

**RECORD OF BOARD PROCEEDINGS
(MINUTES)
Regular Board Meeting
September 24, 2007**

The Fayette County Board of Education met at 701 East Main Street, Lexington, KY at 6:00 p.m. on the 24th day of September 2007, with the following members present: (1) Larry Conner, (2) Becky Sagan, (3) John Price, (4) Melissa Bacon, and (5) Amanda Ferguson

Staff Members Present for Regular Meeting

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

A. Call to Order

Larry Conner, Chair called the Regular Board Meeting to order at 6:01p.m.

B. Roll Call

Larry Conner, Becky Sagan, John Price, Melissa Bacon, and Amanda Ferguson

C. Extended Welcome to Guests

Larry Conner, Chair, welcomed the guests and attendees to the meeting.

D. Moment of Silence

E. Pledge of Allegiance, Mission Statement

John Price led the pledge and read the Board Mission Statement.

F. Approval of Agenda

A motion was made by Becky Sagan and seconded by John Price, to approve the agenda with the addition of an addendum, J.2 Actions for Post Approval and Claims. The motion carried with a vote of 5 to 0.

G. Introductions, Student Performance and Recognitions

1. Introductions

Larry Conner introduced the teacher and student representatives for the September 24th meeting.

- a. Student Representative: Adrianna Lacey, Lafayette High School
- b. Teacher Representative: Carrie Clifford, Deep Springs Elementary School

2. Student Performance

a. John and Phillip Duff, Tates Creek High School –

John and Phillip Duff are identical twins attending Tates Creek High School, where they are both seniors and section leaders in the marching band and symphonic band. Phillip attended the Governor's School for the Arts this summer and John was a Governor's Scholar.

3. Recognitions

a. Amy Hunt, Saskia Boggs: Henry Clay High School Published Authors

Amy Hunt and Saskia Boggs, both students at Henry Clay High School, will be among the authors represented in “Red: The Next Generation of American Writers – Teenage Girls on What Fires Up Their Lives Today”.

b. 2007 Governor’s Scholars

The Governor’s Scholars Program is a challenging, five-week, residential summer program for outstanding Kentucky students completing their junior year. This year, 74 students from Fayette County were selected to participate in this highly competitive program. The following students were recognized:

Bryan Station High School: Zachary Davis, Aimee Griggs, Morgan Hopkins, Quanta Taylor, Jazmine Wilson

Henry Clay High School: Saskia Boggs, Amy Bugg, Brian Burdine, Rebekah Dailey, Tatijana Fisher, Kaitlin Graff, Emily Mooney, Chelsea Mullins, Hannah Pauly, Elizabeth Riley, Edward Stein, Amanda Su, Drew Sugarman, Ariel Summers, Allan Vestal, Erin Webb, Katherine Yewell

Lafayette High School: Katie Aldrich, Daniel Bacon-Brown, Michael Brown, Rebecca Deery, Dana Ferguson, Lindsey Fleischer, Catherine Herren, Deborah Hickman, Daniel Jackson, Alisha Kukl-Childers, Adrianna Lacey, Michael Lee, Laura Menard, Daniel Moonan, Sarah Tandy

Paul Laurence Dunbar High School: Katie Brandewie, Amit Chakraborty, Jennifer Douglas, Jordan Fitch, Janelle Geddes, Jennifer Griffith, Kathleen Harrington, Nan Hu, Emily Lawler, Grace Li, Cynthia Lu, Margaret Pan, David Parell, Erin Stokes, Natalia Truszczynski, Aubrey Vaughan, Victor Yang

Tates Creek High School: Ann Barbera, Jessica Carter, John Duff, Shady El-Maraghi, Alexander Frost, Teresa Hardin, Laura Hench, Carla Hurt, Anastasia Kruse, Amanda Laborio, Tynea McDaniel, Matthew Neal, Jessica Parks, Erik Patchell, Alyssa Proctor, Viktoria Safarian, Katharine Sagan, Matthew Sleiman, Kevin Vereen, Jordan Woolum

c. 2007 Governor’s School for the Arts Delegates

The Governor’s School for the Arts is an intensive three week workshop where student artisans hone their skills in their particular craft. 38 Fayette County students participated in the program. The following students were recognized:

Henry Clay High School:

April Dodd – Creative Writing
Michelle Rodriguez – Musical Theatre

Vincent Purcell – Visual Art, New Media
Taylor Steele – Architecture

Lafayette High School:

Lidia Aguilar – Creative Writing
Erin Brown – Vocal Music
Thomas Coover – Instrumental Music, Viola
Kelly Hieronymus – Drama

Katherine Berger – Musical Theatre
Chungyen Chang – Creative Writing
Abi Grise – Creative Writing
Michael Hustedde – Inst. Music, Violin

Emily Lee – Dance, Modern
 Helen McDuffie – Dance, Modern
 Christopher Stahl – Drama
 Alyssa Sutphen – Vocal Music
 James Waterbury-Tierman – Drama

Rachel McCord – Dance, Ballet
 Ashleigh Ricci – Drama
 Donnie Stuck – Musical Theatre
 Patrick Toll – Vocal Music
 Adam Wolfbrandt – Inst. Music, Viola

Paul Laurence Dunbar High School:

Eric Coriell – Inst. Music, French Horn
 Kendall Goffinet – Inst. Music, Saxophone
 Kyle Johnson – Inst. Music, Piano
 Michael Shen – Inst. Music, Paian
 Marjorie Stump – Vocal Music
 Connie Wu – Inst. Music, Piano

Alexander Culler – Architecture
 Gauri Iyengar – Creative Writing
 Andrew Luy – Architecture
 Vinay Shroff – Inst. Music, Percussion
 Barry Willmott – Inst. Music, Guitar

Tates Creek High School:

Phil Duff – Instrumental Music, Saxophone
 Michael Royer – Architecture
 Brian Thomas - Drama

Jaria Gordon – Creative Writing
 Greg Smith – Creative Writing

H. Reports, Communications, Resolutions

A. Superintendent’s Reports

a. Titan University Environmental Farm Academy: Tates Creek Middle School

Becky Simpson, Greg Quenon, and Cindy Zeller gave an overview of the Titan University Environmental Farm Academy at Tates Creek Middle School. A power point presentation was presented. The program is a pilot program created to introduce students to the regional farm environment.

Titan University Environmental Academy Objective: Students will learn about the cultural environment in a farm setting and shall understand their symbiotic relationship with that environment. In doing so, they will also understand their personal responsibility and stewardship in caring for their environment.

b. NCLB Report

Jack Hayes and Carolyn Martin presented a power point presentation highlighting the district NCLB Report. (Hard copy of power point presentation attached with permanent minutes).

Jack Hayes – This is the first of three academic reports that will be given to the Board. Students are assessed annually in Reading and Math. The data is used to monitor progress toward the federal No Child Left Behind goals. Based on a school/district’s student population, a selected number of “targets” must be met to make “Adequate Yearly

Progress” (AYP). 100% of the targets must be met to be considered a “successful school/district”.

Stu Silberman – This is according to the Federal Guidelines. If a school makes 18 of the 19 targets, we consider the school as being successful and moving forward.

Jack Hayes – The State looks at growth and a school may miss a target on the Federal Guidelines, but can have a lot of growth and still be a successful school under the State Guidelines.

District Overview:

34 of 50 schools made AYP (up from 28).

30 of 33 elementary schools made AYP.

3 middle schools made AYP (up from 2).

1 high school made AYP (up from 0).

Of the 16 schools that did not make AYP, all of them made significant improvement in Reading or Math, and most had significant progress in both.

FCPS hit 22 of 25 Targets (up from 15)

Larry Conner – How do you define significant growth?

Jack Hayes – By the percentage of students moving into proficient and distinguished levels. It is significant by the numbers. Looking statewide, it looks like our district has been able to grow a little more than other districts, meaning that we have put some things in place that have worked. We have 25 targets since we are a large district with a diverse population.

Amanda Ferguson – Was this the same 25 targets as last year?

Jack Hayes – Yes, this is the maximum number of targets.

Stu Silberman – All information on the KCCT scores at this point is embargoed. From a district perspective, in terms of the number of students moving into proficiency, in Reading 11.65% students moved up and 11.67% in Math. In closing the gaps, our white students increased by 9.9% in Reading and our students on free/reduced lunch increased by 19%. Everyone went up, but we accelerated the groups that needed to move up to close the gaps. The goal, as we close the gaps, is for everyone to go up. There were lots of records broken in the district as we move forward.

Melissa Bacon – Would you speak briefly about targets? How do you decide on where to focus and where to place the target?

Jack Hayes – We do not select the targets, they are assigned to us by the Federal Government.

Carolyn Martin – The Federal Government defines the targets in each school and it depends on how diverse the school is. The targets have to be of sufficient size in order for them to measure and there has to be 10 students per tested grade level, sixty per school or 15% of the school population.

Jack Hayes – The elementary schools know how to address the targets because they have a watch list for every student.

Amanda Ferguson – The maximum for the district is 25 targets?

Jack Hayes – Yes, we have the maximum because of our size.

Stu Silberman – About four districts in the state have the maximum targets.

Amanda Ferguson – It’s not necessarily bad that we have that number of targets, correct?

Stu Silberman – Correct. What it means is that for our district to be considered making AYP by the Federal Government, we have to make 25 targets where another district might have to make 10.

Amanda Ferguson – Just wanted to make sure that people understand that the number of targets is not negative for us.

Larry Conner – Complemented everyone for an outstanding job bringing this district up to a high performing district and focusing on high achievement for every student in the district.

- c. **Support Services Position Control Document** – No discussion
- d. **Monthly Construction Report – Written Report** – No discussion

2. **Remarks by Citizens** – Betty Rhodes, President of FCEA, spoke regarding the Staffing Policy.

I. Approval of Routine Matters

1. *Approval of Agenda Planning Meeting Minutes of August 13, 2007*
2. *Approval of Special Meeting of the Board of Education Tax Hearing of August 27, 2007*
3. *Approval of Regular Board Meeting Minutes of August 27, 2007*
4. *Approval of Special Meeting of the Board of Education Minutes of September 5, 2007*

A motion was made by John Price and seconded by Melissa Bacon, 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 Becky Sagan and seconded by Amanda Ferguson, 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. **Actions for Post Approval and Claims**
3. **Special and Other Leave of Absences**
4. **Requests from Principals for Extended Trips**
5. **Professional Leave by District Personnel**
6. **School-wide Fund-raising Projects**
7. **Requests for a Shortened School Day**

K. Approval of Action Items

8. Monthly Financial Report

Rodney Jackson –

- The monthly report includes the Agenda Item, which includes a cumulative summary of revenue and expenses, the summarized revenue report of all revenue received in Fund 1 and a detailed expense report broken out by function.
- Primary bank is Fifth Third Bank – All of our investments and holdings are liquid. We invested \$9.7 million to protect against the interest rates falling. This will save money in the long run.
- The General Fund balance includes a beginning balance that is un-audited and could change depending on audit adjustments, accruals, escrows, etc.
- August revenue and expenses are in line with previous years – no major variances to report.
- The primary revenue source through August is still SEEK revenue.

Stu Silberman – Thanked Rodney for the investment program. We are limited as to how we can invest and Rodney and his staff have managed this well to maximize our dollars and these dollars go back into our classrooms.

A motion was made by John Price and seconded by Melissa Bacon, to accept the Monthly Treasurer's Report of Revenue/Expense reports sent to the Board. The motion carried with a vote of 5 to 0.

9. 2007-2008 Working Budget

Stu Silberman – During the September Planning meeting the 2007-2008 working budget was presented in detail.

Mary Browning:

- Required by KDE to submit a balanced budget by the end of September.
- The budget being presented is the operating budget only.
- Budget being presented is preliminary – audit will not be complete until October. There could be some minor modifications.
- Strong financial position within the General Fund operating budget and do not expect any recommendations for budget cuts or staff reductions.
- Beginning cash balance is up approximately \$1.1 million over the net beginning balance last year.
- Continuing to look at revenue trends and indicators in the economy when we project revenue.
- Budget being presented reflects 5.8% contingency balance of \$16,586,426, includes a 5% salary increase and a 1.5% step up for classified employees and a \$3,000 increase and a 1.5% step for certified as well as funding for the two additional instructional days. The beginning salary for a teacher is \$35,130.
- Beginning balance also has encumbrances from last year, allocated Section 6 carry forward funds from the 2006-2007 school year, money that was approved for phase II of 2020 Vision and money approved for RFP's for this year and some for next year.
- Proposing funding for initiatives utilizing one time money including technology upgrades, implementation of additional 2020 Vision recommendations and some equipment replacement.
- Funds have been set aside for potential liability – large number of employees retiring due to changes with the retirement system, inflation in energy costs and diesel fuel.
- Adjustment to the tentative budget reviewed in May: Recurring increases in revenues have been identified - approximately \$3.8 million due to projected increases in revenue collections from property taxes, new growth assessments, utilities taxes, and a new telecommunications tax. Recommend using these recurring revenues to fund the reinstatement of funding for high school academic teams, additional clerical assistance for elementary and middle schools, increasing the custodial pool by three positions and implementing some replacement cycles for furniture, instruments and instrument repair. Recognizing that the State has a biennium budgeting cycle and for precautionary measures, we are recommending that the remaining projected recurring revenues be utilized for one time initiatives.
- Total budget for Fund I (general fund) is \$285,972,855.
- Budget for fund 2 (special revenues or grants), food service and restricted funds which includes capital outlay and building fund, are also being presented for approval.
- Total budget for the district is \$355,870,558

Stu Silberman – The raises for this year cost the district \$17 million. The Budget Department has been prudent in the budgeting over the biennium allowing us not to be facing budget cuts or staff cuts. They

have put into place good financial practices to ensure that we don't get into financial situations that the district faced for several years having major reductions of staffing.

Melissa Bacon – Will we have mandated raises for the next year?

Stu Silberman – We won't know until the legislature meets again.

Larry Conner – The raises will have a cumulative effect on next year's budget – employees are receiving more dollars and we will have to budget more dollars in our personnel budget.

Mary Browning – This is one of the reasons why we are being very prudent, because we don't know what the next biennium will bring and what unfunded mandates there might be.

Stu Silberman – The \$17 million increase in our budget is a recurring increase.

Amanda Ferguson – The two revenue sources that decreased - the real property and delinquent taxes, could you explain why they went down?

Julane Mullins – The PSC real property tax stands for the public service companies. They are regulated through the public service commission and include utility companies. The trend for the last three years has been that these revenues are decreasing.

Amanda Ferguson – Is this property that they own?

Julane Mullins – This is assets that they own. They are keeping their equipment longer so their assets are depreciating.

Amanda Ferguson – What about the delinquent property taxes?

Julane Mullins – KDE recommends that we not budget that period. Historically we have never received less than \$1 million over the last seven years.

Amanda Ferguson – So it is not that we are not doing a good job of collecting these taxes?

Julane Mullins – Correct, we do this on purpose.

A motion was made by Becky Sagan and seconded by Melissa Bacon, to approve the Fayette County Public Schools Final Working Budget for the 2007-2008 school year. The motion carried with a vote of 5 to 0.

10. Development of Staffing Administration Software System

Staffing Policy:

Stu Silberman – Suggested that the Software System agenda item, along with the Staffing Policy under Informational Items as a first reading, be discussed together. This was reviewed in detail at the Agenda Planning meeting. Without this policy, school councils can implement everything in the recommendation. We are trying to put it in policy in order to make it an easier process.

Amy McVey – Regarding a previous question on adding to a salary, if the council decided to change the job description and pay more, this is at the council's discretion. Councils have the option of currently implementing this.

Stu Silberman – If the salary is allocated at an average of 95% and the school hires a teacher at the top of the scale, does the district cover that cost?

Amy McVey – Yes.

Stu Silberman – So this is no change from what we are doing currently.

Larry Conner – For new job descriptions I am assuming that they will automatically come with a job description.

Stu Silberman – Absolutely. Our practice has always been for any new position in the district that there is a job description with the position and brought to the Board for approval. In regard to a previous question regarding continuity, today without a policy change, a council can make changes.

Amy McVey – This policy will allow the councils to zero base their budget and build up instead of taking positions and converting them and going backwards. Councils will be able to look at the whole academic

program and their needs, based on student achievement, and build their program up from the ground instead of looking at individual positions.

John Price – We want each school council to focus on their student needs rather than the Board giving them X number of positions. This would allow the council to build from the foundation up based on student need.

Michael Ernst – Parents and councils will receive training and be given unconditional support.

Larry Conner – One council has already put this into place and creating a budget based on their student needs.

Amy McVey – This policy lets us start with the zero based budget and takes what was recommended by KSBA to have only the bare minimum in the policy. Administrative procedures will be the descriptive funding for the schools. Schools are not losing any funding through this policy. The policy allows us to give them dollar amounts instead of positions. This is a win/win situation because they will be able to focus on their student needs.

Stu Silberman – During the transition period, the schools will also see what they would have gotten with no change in the policy.

Becky Sagan – While serving on the Policy Committee for the last three years, KSBA has recommended that we not make policies as specific as this policy. The administrative procedures should contain the specifics.

Amy McVey – On the committee there was representation from principals from all levels and teachers.

John Price – Felt that a Board member not participate on this committee so that it came from the grassroots and Board members would have input when it was presented.

Stu Silberman – There were teachers from every level on the committee?

Amy McVey – There were teacher representatives from the elementary, middle school and high school level and administrators from all levels. Also, there were parent representatives.

Larry Conner – The Board members that have been serving the longest have been advocating for this procedure for a long time because we do not want to prescribe to schools what positions they need. The schools need to build their budget on their specific needs. There is no mandate for schools to change.

Administrative Software System:

Amy McVey – Ten years ago an Excel spreadsheet was developed that allowed schools to convert positions. Allocations were given based on the prior staffing policy. Positions were reallocated and converted through a balance sheet situation. The software being proposed is a web based application. Budget and Staffing will be able to see what the schools are doing and schools can see what is going on with their funding at any given time. This is the next step to zero basing the budget and this gives the schools the tool to implement this efficiently.

Stu Silberman – The current system is ten years old and we need to be moving forward. Eventually everything will be electronic, starting with the PAFs. A great advantage is that principals will be able to look at their staffing live on the web.

John Price – Another potential benefit is the ability to do “what if” scenarios quickly and see what the results are. In the past that has not been an easy task.

A motion was made by Amanda Ferguson and seconded by Melissa Bacon, to approve the contract with Software Information Systems for the Development of the Staffing Administration Software System. The motion carried with a vote of 5 to 0.

L. Informational Items

1. Personnel Changes – No discussion
2. School Staffing board Policy Review – 1st Reading – No discussion

- 3. Automated External Defibrillators (AEDS) Policy and Procedure Revision – No discussion

M. Oral Communications

- 1. **Public Comments** – Carl Nathe spoke regarding the sale of the Meadowbrook Golf Course.
- 2. **Board Requests** – None

- 3. **Other Business**

- a. **Board**
Discussion of Board Work
- b. **Staff**

N. Motion Making Agenda Part of the Official Board Minutes

A motion was made by John Price seconded by Becky Sagan, to make the agenda dated September 24, 2007, 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 Melissa Bacon and seconded by Becky Sagan, to go into closed session at 8:12 p.m. to discuss acquisition or sale of real property pursuant to KRS 61.810(1)(b), to discuss proposed or pending litigation pursuant to KRS 61.810(1)(c) and to discuss 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 Amanda Ferguson and seconded by John Price, to reconvene in open session. The motion carried with a vote of 5 to 0.

A motion was made by Becky Sagan and seconded by Melissa Bacon to approve the Superintendent objectives for the 2007-2008 school year. The motion carried with a vote of 5 to 0.

Adjournment

A motion was made by Becky Sagan and seconded by John Price to adjourn the meeting at 9:00 p.m. The motion carried with a vote of 5 to 0.

CHAIR

SECRETARY