

**Fayette County Public Schools
Regular Meeting of the Board of Education**

July 23, 2007

BOARD OF EDUCATION

**Mr. Larry Conner, Chair
Ms. Becky Sagan, Vice-Chair
Ms. Melissa Bacon
Ms. Amanda Ferguson
Mr. John Price**

Superintendent of Schools/Board Secretary

Mr. Stu Silberman

Fayette County Public Schools

701 East Main Street, Lexington, Kentucky 40502 • (859) 381-4100 • www.fcps.net



A Tradition of Excellence

SCHEDULE OF THE FAYETTE COUNTY BOARD OF EDUCATION
REGULAR AND AGENDA PLANNING MEETING DATES
JULY 1, 2007 – JUNE 30, 2008

<u>TIME</u>	<u>DATE</u>	<u>MEETING</u>
5:30 p.m. 6:00 p.m.	July 9, 2007 July 23, 2007	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	August 13, 2007 August 27, 2007	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	September 10, 2007 September 24, 2007	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	October 8, 2007 October 22, 2007	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	November 5, 2007 November 19, 2007	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	December 3, 2007 December 17, 2007	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	January 14, 2008 January 28, 2008	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	February 11, 2008 February 25, 2008	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	March 10, 2008 March 24, 2008	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	April 14, 2008 April 28, 2008	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	May 8, 2008 (Thursday) May 19, 2008	Agenda Planning Meeting Regular Meeting
5:30 p.m. 6:00 p.m.	June 9, 2008 June 23, 2008	Agenda Planning Meeting Regular Meeting

All meetings will be held at the “*It’s About Kids*” Support Services,
701 East Main Street, Lexington, KY 40502.



**Fayette County Public Schools
701 East Main Street
Lexington, KY 40502**

**Regular Meeting – 6:00 PM
Norsworthy Auditorium
July 23, 2007**

AGENDA

6:00 PM REGULAR BOARD MEETING

A. Call to order at _____ p.m.

B. Roll Call:

Ms. Melissa Bacon _____
Mr. Larry Conner _____
Ms. Amanda Ferguson _____
Mr. John Price _____
Ms. Becky Sagan _____

C. Extend Welcome to Guests: Larry Conner

D. Moment of Silence

E. Pledge of Allegiance: Melissa Bacon
Reading of Mission Statement: Melissa Bacon

F. Approval of Agenda
A motion is in order to:

"Approve the agenda with any changes voiced including the lifting of items from the consent section for discussion."

Addendum:

a. _____
b. _____

Deletions:

a. _____
b. _____

G. INTRODUCTIONS, RECOGNITIONS AND PROCLAMATIONS:

1. Recognitions
 - a. Griffin Davis, 2007 Youth Leader of the Year
 - b. Jake Simanek, State Middle School Gear Up Winner
 - c. Veterans Park Elementary, National PTA Parent Involvement School of Excellence

H. REPORTS, COMMUNICATIONS AND RESOLUTIONS:

1. Progress Reports

A. Superintendent's Report

Sam Meaux

- a. International Baccalaureate Programme: Tates Creek High School

Julane Mullins

- b. Support Services Position Control Document

Mary Browning

- c. Monthly Construction Report

8
17

2. Remarks by Citizens (persons who have signed up to speak):

Fayette County Board of Education Policy 01.45 states,
“...Members of the public may address the Board during the period set aside by the Board without submitting an item for the agenda. No action shall be taken during this portion of the meeting on issues raised by employees or the public unless deemed an emergency by the Board...”

Please note: Speakers will not be allowed to make any disparaging or critical remarks about individuals or employees of the District. Critical comments or complaints are processed through the District’s complaint procedures, which afford the individuals to whom comments or complaints are directed, the opportunity for response and due process.

There are two opportunities for the public to address the Board:

- a. **At the beginning of the meeting, the public is invited to speak on items that are On the Agenda. Each speaker will be allowed a maximum of 5 minutes.**

- b. **At the end of the meeting, members of the public who have signed up prior to the meeting are invited to address the Board on items that are Not On the Agenda. The Chair will determine the amount of time for each speaker, depending upon the lateness of the hour and the number of speakers.**

I. APPROVAL OF ROUTINE MATTERS:

A motion is in order to:

- 1. "Approve the minutes of the June 11, 2007 Planning meeting of the Board of Education." 21
- 2. "Approve the minutes of the June 13, 2007 Special meeting of the Board of Education." 32
- 3. "Approve the minutes of the June 20, 2007 Special meeting of the Board of Education." 33
- 4. "Approve the minutes of the June 25, 2007 Regular meeting of the Board of Education." 34
- 5. "Approve the minutes of the July 11, 2007 Special meeting of the Board of Education." 43

J. APPROVAL OF CONSENT ITEMS:

a. A motion is in order to approve the items on the consent calendar:

- | | | | |
|-------------------------------|--|-------------|----|
| Mary Browning | 1. Award of Bids/Proposals and Bid Contract Extensions | | 44 |
| Rodney Jackson | 2. Actions for Post Approval and Claims | Placeholder | 72 |
| Melodee Parker | 3. Special and Other Leaves of Absence | | 73 |
| Scott Hawkins | 4. Requests from Principals for Extended Trips | | 75 |
| Jack Hayes | 5. Professional Leave by District Personnel | | 76 |
| Mary Browning | 6. Approval of Liability Insurance Participation Agreement | | 82 |
| Mary Browning | 7. Approval of Treasurer and Public Employee Bonds | | 83 |
| Carmen Coleman/
Mona Baker | 8. Approval of Early Start Contracts for 2007-2008 | | 84 |
| Michael Ernst | 9. School-wide Fundraising Projects | | 87 |

K. APPROVAL OF ACTION ITEMS:

- | | | | |
|---------------------|--|-------------|----|
| Approved by Consent | 1. Award of Bids/Proposals and Bid Contract Extensions | | 44 |
| Approved by Consent | 2. Actions for Post Approval and Claims | Placeholder | 72 |
| Approved by Consent | 3. Special and Other Leaves of Absence | | 73 |
| Approved by Consent | 4. Requests from Principals for Extended Trips | | 75 |
| Approved by Consent | 5. Professional Leave by District Personnel | | 76 |
| Approved by Consent | 6. Approval of Liability Insurance Participation Agreement | | 82 |
| Approved by Consent | 7. Approval of Treasurer and Public Employee Bonds | | 83 |
| Approved by Consent | 8. Approval of Early Start Contracts for 2007-2008 | | 84 |
| Approved by Consent | 9. School-wide Fundraising Projects | | 87 |

Mary Browning	10. Approval of a Proposed Change Order (No. Seven) to the Contract for the New Construction at Bryan Station High School BG 03-415	88
Mary Browning	11. Approval of a Proposed Change Order (No. One) to the Contract for the New Construction at Liberty Elementary School BG 06-045	90
Mary Browning	12. Approval of a Proposed Change Order (No. One) to the Contract for the New Construction at William Wells Brown Elementary School BG 06-035	92
Larry Conner	13. Evaluation of Superintendent and Contract Amendment	94

L. INFORMATIONAL ITEMS:

Melodee Parker	1. Personnel Changes	95
Brenda Allen	2. Board Policy Review - 1st Reading	122
Brenda Allen	3. Update #30 - Board Policy Revisions - 1st Reading	173

M. ORAL COMMUNICATIONS:

1. Public

NOTICE: During this time, members of the public may address the Board on any topic of District-related concern that is NOT on the official agenda for that meeting (Policy # 1.45)

2. Board Request Summary

A motion is in order to:

"Approve the following Board requests:"

- a. _____
- b. _____
- c. _____

3. Other Business

Larry Conner	a. Board Discussion of Board Work
	b. Staff

N. MOTION MAKING AGENDA PART OF THE OFFICIAL BOARD MINUTES:

A motion is in order to:

"Make the agenda dated July 23, 2007, on which action has been taken at this meeting, a part of the minutes as if copied in the minutes verbatim."

O. CLOSED SESSION:

Pursuant to KRS61.810 (1)(c) to discuss proposed or pending litigation.

Pursuant to KRS61.810 (1)(f) to discuss personnel.

1. Public session recessed at _____ p.m.
2. Closed session began at _____ p.m.
3. Public session reconvened at _____ p.m.

P. ADJOURNMENT:

Complete supplemental detail concerning this agenda is available for public review during normal business hours, 8:00 a.m. to 5:00 p.m. at the District Office.

Fayette County Public Schools
Department of Budget and Staffing
701 East Main Street
Lexington, Kentucky 40502
Tel: 859-381-4109

H.1b SUPPORT SERVICES POSITION CONTROL DOCUMENT

Julane Mullins, Budget & Staffing Supervisor

MEMORANDUM

TO: Board Members
FROM: Julane Mullins
DATE: July 23, 2007
RE: Position Control Document

The Support Services Position Control Document provides information to the Board of Education regarding staffing patterns at non-school sites. This report is updated monthly to reflect changes that have occurred as a result of Board actions.

Keeping with the original intent of this document and in anticipation of automating this process in the near future, a few changes have been made to assist with the transition. All school based staff or itinerant staff have been removed, only employees that physically have office space on Main Street, Springhill Drive or Liberty Road remain.

To make the last section of this document easier to understand we have purged off all prior year changes, only Board approved added or deleted positions for the 07-08 school year remain. The purged history will be on file in our office for your review at any time.

If you have specific questions regarding this report, please contact Julane Mullins at 381-4109.

Position Control Number Description- The position control number is an eight-digit number that provides for the identification of the work site, employee classification, and department.

The first digit of the number indicates the work site-
1=701 E. Main, 2=Springhill Dr., 3=Liberty Rd., 4=School Site, 5=District Wide Itinerant,
6=Other

The second digit of the number indicates the position classification-
1=Certified, 2=Certified Administrative, 3=Classified Administrative, 4=Classified Hourly,
5=Classified Salaried, 6=Temporary

The third through fifth digits indicate the department code as determined by MUNIS.

The sixth through eighth digits are an index number that allows for a unique identifier for each individual within a department.

**Fayette County Public Schools
It's About Kids Support Services- Position Control Document**

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2007-08	Calendar	Creation Date
Office of the Superintendent						
12075001	SCHOOL DISTRICT SUPERINTENDENT	1	General Fund	193,162.92	250	6/28/2004
14075002	ADMIN ASST TO SUPERINTENDENT	1	General Fund	51,740.64	261	6/28/2004
14075003	ADMIN ASST TO THE BOARD OF ED	1	General Fund	46,750.32	261	6/28/2004
13897001	GENERAL COUNSEL - BD OF EDUC	1	General Fund	112,319.70	250	6/28/2004
13897002	CIVIL RIGHTS COMPLIANCE OFF	1	General Fund	81,000.00	250	6/28/2004
14897003	LEGAL ADMINISTRATIVE ASST	1	General Fund	51,865.92	261	6/28/2004
Office of the School Directors						
Elementary Schools						
12858002	SCHOOL DIRECTOR	1	General Fund	89,924.84	250	6/28/2004
12858001	SCHOOL DIRECTOR	1	General Fund	104,321.55	250	6/28/2004
12858003	SCHOOL DIRECTOR	1	General Fund	96,605.32	250	6/28/2004
14858004	ADMINISTRATIVE ASSISTANT III	1	General Fund	37,834.56	261	6/28/2004
14837001	DIST WIDE RESOURCE INSTRUCTOR	1	Title III	92,451.40	250	6/28/2004
12837002	MIDDLE SCHOOL ESL INSTRUCTOR	1	Title III/Title I	58,567.64	220	8/23/2004
12837004	ADMINISTRATIVE ASSISTANT III	1	General Fund	32,301.36	261	6/28/2004
11837003	DIST WIDE RESOURCE INSTRUCTOR	1	Title III		222	8/22/2005
11848004	EXCEP CHILD RESOURCE INSTR	1	IDEA	69,616.49	212	6/28/2004
11848003	DIST WIDE RESOURCE INSTRUCTOR	1	IDEA	64,182.72	212	6/28/2004
54848002	STAFF SUPP ADMIN ASST I (12MO)	1	Early Start	26,911.71	261	6/28/2004
12848001	EARLY START COORDINATOR	1	Early Start	71,584.23	250	6/28/2004
11848005	DIST WIDE RESOURCE INSTRUCTOR	0.7	Early Start	31,724.15	192	6/28/2004
11875003	RET TITLE I TEACHER	0.5	Title I		222	6/28/2004
12875001	INSTRUCTIONAL COORDINATOR	1	Title I	88,892.92	250	6/28/2004
14875002	IAKSS OFFICE ASSISTANT I	1	Title I	28,738.71	261	6/28/2004
44875005	TITLE I VAN DRIVER	0.6	Title I		182	5/23/2005
11875006	RET TITLE I TEACHER	0.5	Title I		192	6/28/2004
41875007	TITLE I INSTRUCTOR	1	Title I	43,401.45	192	5/23/2005
41875008	TITLE I INSTRUCTOR	1	Title I	72,900.29	222	6/28/2004
11875009	RET TITLE I TEACHER	0.4	Title I		192	6/28/2004
11875004	TITLE I TEACHER	1	Title I	71,495.87	222	7/1/2007
14875010	STAFF SUPP ADMIN ASST I (12MO)	1	Title I	30,145.50	261	6/28/2004
Middle Schools						
12864001	SCHOOL DIRECTOR	1	General Fund	93,493.25	250	6/28/2004
14864002	ADMINISTRATIVE ASSISTANT III	1	General Fund	37,270.80	261	6/28/2004
High Schools						
12862001	SCHOOL DIRECTOR	1	General Fund	96,855.32	250	6/28/2004
14862002	ADMINISTRATIVE ASSISTANT III	1	General Fund	44,370.00	261	6/28/2004
12844001	INSTRUCTIONAL COORDINATOR	1	General Fund	92,941.40	250	6/28/2004
11844002	DIST WIDE RESOURCE INSTRUCTOR	1	General Fund	64,542.26	197	6/28/2004
15844003	SCHOOL TO WORK RESOURCE SPEC	1	Gear Up	56,615.93	222	6/28/2004
15844004	GEAR-UP SITE COORDINATOR	1	Gear Up	31,500.00	222	1/1/2007
14844005	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	32,322.24	261	6/28/2004
14844006	OFFICE ASST II FED FUNDED	0.5	Perkins	8,970.36	182	6/28/2004
Office of Community/SBDM/Government Support						
12608001	DIR - COMMUNITY/SBDM/GOVT SUPT	1	General Fund	84,238.38	250	8/23/2004
14608002	ADMINISTRATIVE ASSISTANT III	1	General Fund	42,824.88	261	6/28/2004
15608004	DIRECTOR OF ATHLETICS	1	General Fund		250	7/1/2007
14065002	FAMILY/COMMUNITY LIAISON	1	General Fund	49,582.00	222	7/31/2006
13065001	MEDIA PRODUCER/TECH COORD	1	General Fund	69,315.38	250	6/28/2004
15065002	MEDIA PRODUCER	1	General Fund	67,517.38	250	6/28/2004
14065003	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	32,322.24	261	6/28/2004
14504001	PRINTING SUPERVISOR	1	General Fund	52,053.84	261	6/28/2004
14504002	PRINTING ASSISTANT	1	General Fund	39,567.60	261	6/28/2004
14504003	PRINTING ASSISTANT	1	General Fund	30,338.64	261	6/28/2004
14504004	PRINTING ASSISTANT	1	General Fund	33,783.84	261	6/28/2004
12886001	DIRECTOR - COMMUNITY RELATIONS	1	General Fund	80,703.09	250	6/28/2004
15886002	COMMUNITY RELATIONS SPECIALIST	1	General Fund	59,010.70	250	6/28/2004
15886003	COMMUNITY RELATIONS SPECIALIST	1	General Fund		250	11/21/2005

Fayette County Public Schools
It's About Kids Support Services- Position Control Document

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2007-08	Calendar	Creation Date
14886004	IAKSS RECEPTIONIST	1	General Fund	32,468.40	261	6/28/2004
14886005	IAKSS RECEPTIONIST	1	General Fund	30,610.08	261	6/28/2004
14886006	ADMINISTRATIVE ASSISTANT III	1	General Fund		261	7/1/2007
Office of Student Achievement Support						
12848001	DIR - STUDENT ACHIEVEMENT	1	General Fund	91,117.07	250	6/28/2004
14848002	ADMINISTRATIVE ASSISTANT II	1	General Fund	41,572.08	261	6/28/2004
14053003	2020 VISION PROGRAM MANAGER	1	General Fund	57,449.32	250	7/31/2006
12829004	CATS ASSESSMENT COORDINATOR	1	General Fund	90,021.40	250	6/28/2004
14829005	ADMINISTRATIVE ASSISTANT II	1	General Fund	27,149.22	261	6/28/2004
13848005	ADMINISTRATIVE ANALYST	1	General Fund	73,561.50	250	6/28/2004
13848006	ADMINISTRATIVE ANALYST	1	General Fund	80,915.78	250	6/28/2004
13848007	GRANT WRITER	1	General Fund	64,061.50	250	6/28/2004
12848008	GIFTED & TALENTED ASSOC DIREC	1	General Fund	88,321.42	250	6/28/2004
14848009	ADMINISTRATIVE ASSISTANT II	1	General Fund	31,369.59	261	6/28/2004
11848010	GIFTED & TALENTED INSTRUCTOR	0.7	General Fund	23,634.48	222	6/28/2004
12029011	DIRECTOR OF PUPIL PERSONNEL	1	General Fund	85,244.32	250	6/28/2004
13029012	ATTENDANCE ANALYST	1	General Fund	63,725.70	250	6/28/2004
11029013	ATTENDANCE WORKER	1	General Fund	65,936.54	212	6/28/2004
11029014	ATTENDANCE WORKER	1	General Fund	69,616.49	212	6/28/2004
13029015	ATTENDANCE ANALYST	1	General Fund	87,896.42	250	6/28/2004
14029016	IAKSS OFFICE ASSISTANT III	1	General Fund	34,452.00	261	6/28/2004
14029017	OUT-OF-AREA ATTENDANCE SPEC	1	General Fund	32,283.09	261	6/28/2004
14029018	ATTENDANCE SPEC - HIGH SCHOOL	1	General Fund	19,777.10	190	6/28/2004
11029031	MIGRANT ADVOCATE	1	Migrant Worker	72,566.85	212	6/28/2004
11029032	MIGRANT ADVOCATE	1	Migrant Worker	74,378.34	212	6/28/2004
14029033	MIGRANT ADVOCATE	1	Migrant Worker	76,870.32	212	6/28/2004
	MIGRANT RECRUITER	1	Migrant Worker		225	7/1/2006
12848045	OTHER CENTRAL OFFICE POSITIONS	1	ESS	80,899.74	250	6/28/2004
11000039	DIST WIDE RESOURCE INSTRUCTOR	1	Title I	66,047.97	222	6/28/2004
11118040	INSTRUCTIONAL COORDINATOR	1	Title I	68,260.85	222	6/28/2004
11118041	DIST WIDE RESOURCE INSTRUCTOR	1	Title I	59,545.86	222	6/28/2004
11052035	DIST WIDE RESOURCE INSTRUCTOR	1	General Fund	66,047.97	222	6/28/2004
11052036	DISTRICT WIDE RESOURCE TEACHER	1	Title I	56,646.43	222	6/28/2004
11052037	DIST WIDE RESOURCE INSTRUCTOR	1	Title i	57,595.35	222	6/28/2004
11052038	DIST WIDE RESOURCE INSTRUCTOR	1	General Fund	56,605.25	222	7/1/2007
11052042	DIST WIDE RESOURCE INSTRUCTOR	1	General Fund	66,068.15	222	6/28/2004
14052044	STAFF SUPP ADMIN ASST I (10.5)	1	General Fund	30,460.50	225	6/28/2004
11830050	DIST WIDE RESOURCE INSTRUCTOR	1	Title I/Reading Recovery	68,387.87	212	6/28/2004
11838043	MIDDLE SCHOOL CLASSROOM INSTR	1	General Fund	66,047.97	222	6/28/2004
12848019	ASSOC DIRECTOR STDT SUPPORT	1	General Fund	93,121.92	250	6/28/2004
11848020	ADMINISTRATIVE ASSISTANT II	1	General Fund	32,283.09	261	6/28/2004
	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	79,586.90	250	6/28/2004
	INSTRUCTIONAL COORDINATOR	1	General Fund	82,485.17	250	6/28/2004
14848023	STAFF SUPP ADMIN ASST I (12 MO)	1	General Fund	29,560.86	261	6/28/2004
11848024	DIST WIDE RESOURCE INSTRUCTOR	1	SAFE Schools	69,616.49	212	6/28/2004
11848025	SCHOOL PSYCHOLOGIST	1	SAFE Schools	69,616.49	212	6/28/2004
11848026	SCHOOL PSYCHOLOGIST	1	SAFE Schools	69,616.49	212	6/28/2004
11848027	DIST WIDE RESOURCE INSTRUCTOR	1	SAFE Schools	55,763.94	212	6/28/2004
15848028	INTERVENTION SPECIALIST	1	SAFE Schools	62,984.41	212	6/28/2004
11848029	SCHOOL PSYCHOLOGIST	1	SAFE Schools	58,802.23	212	6/28/2004
14848030	STAFF SUPP ADMIN ASST I (10.5)	1	SAFE Schools	31,590.00	225	6/28/2004
Special Education						
12751001	DIRECTOR OF EXCEPTIONAL CHILD	1	General Fund	94,567.37	250	6/28/2004
14751001	ADMINISTRATIVE ASSISTANT III	1	General Fund	44,370.00	261	6/28/2004
12123018	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	81,199.07	250	6/28/2004
12751003	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	74,658.32	250	6/28/2004
12751004	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	76,287.65	250	6/28/2004
12123019	SCHOOL PSYCHOLOGIST	1	General Fund	82,485.17	250	6/28/2004
11123020	EXCEP CHILD RESOURCE INSTR	1	General Fund	79,467.88	212	6/28/2004
11751006	EXCEP CHILD RESOURCE INSTR	1	General Fund	68,616.58	212	6/28/2004

Fayette County Public Schools
It's About Kids Support Services- Position Control Document

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2007-08	Calendar	Creation Date
11751007	EXCEP CHILD RESOURCE INSTR	1	General Fund	68,954.42	212	6/28/2004
11751008	EXCEP CHILD RESOURCE INSTR	1	General Fund	55,929.46	212	6/28/2004
11123021	EXCEP CHILD RESOURCE INSTR	1	General Fund	59,732.99	212	6/28/2004
11751009	EXCEP CHILD RESOURCE INSTR	1	General Fund	49,324.58	212	6/28/2004
11751010	EXCEP CHILD RESOURCE INSTR	1	General Fund	63,072.84	212	6/28/2004
11751011	DIST WIDE RESOURCE INSTRUCTOR	1	General Fund	55,929.46	212	6/28/2004
11751014	EXCEP CHILD RESOURCE INSTR	1	General Fund	53,126.97	212	6/28/2004
14751016	IAKSS OFFICE ASSISTANT II	1	General Fund	28,994.49	261	6/28/2004
14751017	IAKSS OFFICE ASST I	1	General Fund	24,189.48	261	6/28/2004
14751018	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	33,635.07	261	6/28/2004
14077002	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	31,552.29	261	6/28/2004
14751019	SYSTEMS ANALYST	1	General Fund	49,944.96	261	6/28/2004
54123002	SPECIAL ED PARENT LIAISON	1	IDEA	19,259.52	192	6/28/2004
54123003	SPECIAL ED PARENT LIAISON	1	IDEA	14,160.00	192	6/28/2004
Office of the Chief Operating Officer/Resource Management						
13800021	CHIEF OPERATING OFFICER	1	General Fund	106,271.37	250	7/1/2005
14894002	ADMIN ASST CHIEF OPERATING OFF	1	General Fund	35,454.24	261	7/1/2005
Budget and Staffing						
13894001	BUDGET & STAFFING SUPERVISOR	1	General Fund	74,931.93	250	6/28/2004
14894002	BUDGET ANALYST	1	General Fund	41,551.20	261	6/28/2004
14894003	BUDGET ANALYST	1	General Fund		261	9/26/2005
	ADMINISTRATIVE ASSISTANT II	1	General Fund	34,138.80	261	11/25/2006
Financial Services						
13080001	DIRECTOR - FINANCIAL SERVICES	1	General Fund	79,742.55	250	6/28/2004
14080002	BUDGET ANALYST	1	General Fund	41,551.20	261	6/28/2004
14080003	FINANCIAL SVCS BOOKKEEPER	1	General Fund	44,370.00	261	6/28/2004
13080004	ASSOC DIR - ACCOUNTING	1	General Fund	67,619.55	250	6/28/2004
14080005	FINANCIAL SVCS BOOKKEEPER	1	General Fund	35,475.12	261	6/28/2004
13080006	GRANT ACCOUNTANT	1	General Fund	50,657.75	250	6/28/2004
14080007	GRANT ANALYST	1	General Fund	43,680.96	261	6/28/2004
14080008	ACCOUNT SPECIALIST	1	General Fund	31,549.68	261	6/28/2004
14080009	ACCTS PAYABLE SPECIALIST	1	General Fund	42,616.08	261	6/28/2004
14080010	ACCTS PAYABLE SPECIALIST	1	General Fund	38,022.48	261	6/28/2004
14886011	INSURANCE SPECIALIST	1	General Fund	32,447.52	261	6/28/2004
14080012	INSURANCE SPECIALIST	1	General Fund	31,027.68	261	6/28/2004
14080014	ACCOUNT SPECIALIST	1	General Fund	31,988.16	261	6/28/2004
14080015	MAIL SPECIALIST	1	General Fund	30,798.00	261	6/28/2004
13074001	ASSOC DIR - TAX COLLECTION	1	General Fund	71,344.93	250	6/28/2004
14074002	TAX PROCESSING SUPERVISOR	1	General Fund	43,827.12	261	6/28/2004
14074003	TAX AUDITING SPECIALIST	1	General Fund	32,447.52	261	6/28/2004
14074004	TAX PROCESSING SPECIALIST	1	General Fund	34,138.80	261	6/28/2004
14074005	TAX PROCESSING SPECIALIST	1	General Fund	31,549.68	261	6/28/2004
14074006	TAX AUDITING SPECIALIST	1	General Fund	38,836.80	261	6/28/2004
14074007	TAX AUDITING SPECIALIST	1	General Fund	29,962.80	261	6/28/2004
14074008	TAX PROCESSING SPECIALIST	1	General Fund	33,115.68	261	6/28/2004
14080016	ACCOUNTING MANAGER	1	General Fund	71,054.64	261	6/28/2004
14080017	PAYROLL SPECIALIST	1	General Fund	34,619.04	261	6/28/2004
14080018	LEAD PAYROLL SPECIALIST	1	General Fund	47,961.36	261	6/28/2004
14080019	PAYROLL SPECIALIST	1	General Fund	42,010.56	261	6/28/2004
Human Resources						
13099001	DIRECTOR - HUMAN RESOURCES	1	General Fund	93,640.30	250	6/28/2004
14099002	ADMINISTRATIVE ASSISTANT III	1	General Fund	44,370.00	261	6/28/2004
14099003	HR APPLICATION SPECIALIST	1	General Fund	34,138.80	261	6/28/2004
14099004	ADMINISTRATIVE ASSISTANT II	1	General Fund	33,115.68	261	6/28/2004
14099005	SUB ASSIGNMENT SPECIALIST	1	General Fund	24,431.68	182	6/28/2004
14099006	SUB ASSIGNMENT SPECIALIST	1	General Fund	20,515.04	182	6/28/2004
14099017	SUB ASSIGNMENT SPECIALIST	1	General Fund	22,868.65	182	9/26/2005
14099007	KTIP COORDINATOR	1	General Fund	36,396.00	225	6/28/2004
13099008	ASSOC DIR - HUMAN RESOURCES	1	General Fund	88,350.78	250	6/28/2004
14099009	ADMINISTRATIVE ASSISTANT II	1	General Fund	34,619.04	261	6/28/2004

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14099010	IAKSS OFFICE ASSISTANT II	1	General Fund	31,048.56	261	6/28/2004
13099011	ASSOC DIR - HUMAN RESOURCES	1	General Fund	81,066.07	250	6/28/2004
14099012	ADMINISTRATIVE ASSISTANT II	1	General Fund	35,850.96	261	6/28/2004
14099013	ADMINISTRATIVE ASSISTANT II	1	General Fund	35,850.96	261	6/28/2004
14099014	ADMINISTRATIVE ASSISTANT II	1	General Fund	32,447.52	261	6/28/2004
13099015	ASSOC DIR - HUMAN RESOURCES	1	General Fund	78,680.00	250	6/28/2004
12830046	PROFESSIONAL DEVT COORDINATOR	1	General Fund/PD Grant	87,319.92	250	6/28/2004
14053047	PROF DEV ACCOUNT SPECIALIST	1	PD Grant	42,616.08	261	6/28/2004
	STAFF RECRUITER	1	General Fund	54,113.63	250	7/1/2007
14099016	ADMINISTRATIVE ASSISTANT II	1	General Fund	42,616.08	261	6/28/2004
11858005	ADMINISTRATIVE INTERN	1	General Fund		250	6/28/2004
12858006	ADMINISTRATIVE INTERN	1	General Fund		250	6/28/2004
	Technology					
13100032	DIRECTOR - TECHNOLOGY	1	General Fund	85,288.00	250	6/28/2004
14100033	ADMINISTRATIVE ASSISTANT III	1	General Fund	34,431.12	261	6/28/2004
14100034	COMPUTER PROGRAMMER	1	General Fund	59,654.16	261	6/28/2004
14100035	COMPUTER PROGRAMMER	1	General Fund	71,054.64	261	6/28/2004
11100036	TECHNOLOGY RESOURCE TEACHER	1	General Fund	69,616.49	212	6/28/2004
14100037	DATA COMMUNICATIONS SPECIALIST	1	General Fund	65,563.20	261	6/28/2004
14100038	MICROCOMPUTER SPECIALIST	1	General Fund	55,227.60	261	6/28/2004
12059001	CENTRAL MEDIA LIBRARIAN	1	General Fund	72,566.85	250	6/28/2004
12059002	RETIRED MEDIA LIBRARIAN	0.5	General Fund	25,129.94	250	6/28/2004
14059003	MEDIA TECHNICIAN	1	General Fund	33,123.51	261	6/28/2004
14059004	MEDIA TECHNICIAN	1	General Fund	27,313.65	261	6/28/2004
14059005	MEDIA TECHNICIAN	1	General Fund	26,911.71	261	6/28/2004
14059006	MEDIA TECHNICIAN	1	General Fund	27,313.65	261	6/28/2004
14059008	MEDIA TECHNICIAN	1	General Fund	31,077.27	261	6/28/2004
14059009	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	32,630.22	261	6/28/2004
13100039	SUPV - SYSTEMS INTEGRATION	1	General Fund	82,068.34	250	6/28/2004
14100040	LAN TECHNICIAN	1	General Fund	57,691.44	261	6/28/2004
14100042	SYSTEMS ANALYST	1	General Fund	50,947.20	261	6/28/2004
13100051	MANAGER - FINANCIAL SYSTEMS	1	General Fund	89,274.92	250	6/28/2004
14100052	MICROCOMPUTER SPECIALIST	1	General Fund	50,947.20	261	6/28/2004
14100053	COMPUTER TRAINING SPECIALIST	1	General Fund	50,947.20	261	6/28/2004
14100054	COMPUTER PROGRAMMER	1	General Fund	69,948.00	261	6/28/2004
14100055	LAN TECHNICIAN	1	General Fund	59,654.16	261	6/28/2004
14100056	SYSTEMS ANALYST	1	General Fund	47,084.40	261	6/28/2004
12100057	DISTRICT TECH COORDINATOR	1	General Fund	89,147.92	250	6/28/2004
14100058	MICROCOMPUTER SPECIALIST	1	General Fund	51,740.64	261	6/28/2004
11100002	TECHNOLOGY RESOURCE TEACHER	1	General Fund	66,332.70	202	6/28/2004
11100012	TECHNOLOGY RESOURCE TEACHER	1	General Fund	66,332.70	202	6/28/2004
11100014	TECHNOLOGY RESOURCE TEACHER	1	General Fund	82,094.92	250	6/28/2004
11100017	TECHNOLOGY RESOURCE TEACHER	1	General Fund	64,408.83	202	6/28/2004
11100059	TECHNOLOGY RESOURCE TEACHER	1	General Fund	59,409.61	202	6/28/2004
44100055	LAN TECHNICIAN	1	General Fund	58,464.00	261	6/28/2004
	Office of Facilities Operations Support					
	ASST DIR PHYS SVCS	1	General Fund		250	7/1/2005
23134002	MAINTENANCE PROJECT COORD	1	General Fund	65,075.62	250	6/28/2004
24086003	CONSTRUCTION BUDGET ANALYST	1	General Fund	38,962.08	261	6/28/2004
23086004	CONSTRUCTION INSPECTOR	1	General Fund	75,080.38	250	6/28/2004
	ADMINISTRATIVE ASSISTANT I	1	General Fund	27,602.47	261	7/1/2007
23091005	ASSOC DIR - TRANSPORTATION	1	General Fund	97,420.40	250	6/28/2004
24091006	TRANSPORTATION RECORDS CLERK	1	General Fund	35,475.12	261	6/28/2004
24091007	ADMINISTRATIVE ASSISTANT II	1	General Fund	34,619.04	261	6/28/2004
24091008	IAKSS OFFICE ASSISTANT III	1	General Fund	42,664.15	261	6/28/2004
24091009	BUS DRIVER TRAINER	1	General Fund	31,027.68	261	6/28/2004
24091010	TRANSPORTATION DATA ASSISTANT	1	General Fund	31,215.60	261	6/28/2004
24091011	TRANSPORTATION DATA ASSISTANT	1	General Fund	32,322.24	261	6/28/2004
24092012	TRANSPORTATION DATA ASSISTANT	1	General Fund	20,821.44	261	6/28/2004
24091013	TRANSPORTATION DISPATCHER	1	General Fund	28,692.00	225	6/28/2004

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24091014	TRANSPORTATION DISPATCHER	1	General Fund	27,432.00	225	6/28/2004
24091015	TRANSPORTATION MANAGER	1	General Fund	38,815.92	261	6/28/2004
24091016	VEHICLE MAINTENANCE SUPERVISOR	1	General Fund	45,455.76	261	6/28/2004
24091017	AUTO BODY WORKER II	1	General Fund	34,598.16	261	6/28/2004
24091018	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	30,610.08	261	6/28/2004
24091019	VEHICLE MECHANIC I	1	General Fund	33,115.68	261	6/28/2004
24091020	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	28,292.40	261	6/28/2004
24091021	VEHICLE MECHANIC I	1	General Fund	32,447.52	261	6/28/2004
24091022	VEHICLE MECHANIC II	1	General Fund	38,815.92	261	6/28/2004
24091023	VEHICLE MECHANIC II	1	General Fund	42,574.32	261	6/28/2004
24091024	VEHICLE UPHOLSTERY/GLASS WORKER	1	General Fund	41,029.20	261	6/28/2004
24091025	BUS DRIVER TRAINER	1	General Fund	31,027.68	261	6/28/2004
24091026	BUS DRIVER TRAINER	1	General Fund	31,027.68	261	6/28/2004
24091027	LEAD BUS DRIVER TRAINER	1	General Fund	39,546.72	261	6/28/2004
34091028	TRANSPORTATION ACCOUNTS PAYABLE CLERK	1	General Fund	36,623.52	261	6/28/2004
34091030	TRANSPORTATION DISPATCHER	1	General Fund	27,432.00	225	6/28/2004
34091031	TRANSPORTATION DISPATCHER	1	General Fund	26,154.00	225	6/28/2004
33091032	SUPERVISOR TRANSPORTATION	1	General Fund	69,825.38	250	6/28/2004
34091033	TRANSPORTATION MANAGER	1	General Fund	46,833.84	261	6/28/2004
34091034	VEHICLE MAINTENANCE SUPERVISOR	1	General Fund	49,255.92	261	6/28/2004
34091035	SAFETY TRAINING COORDINATOR	1	General Fund	42,616.08	261	6/28/2004
34091036	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	29,566.08	261	6/28/2004
34091037	VEHICLE MAINTENANCE ATTENDANT	1	General Fund	28,146.24	261	6/28/2004
34091038	VEHICLE MECHANIC II	1	General Fund	34,598.16	261	6/28/2004
34091039	VEHICLE MECHANIC I	1	General Fund	35,141.04	261	6/28/2004
34091040	VEHICLE MECHANIC I	1	General Fund	31,027.68	261	6/28/2004
34091041	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	26,496.72	261	6/28/2004
34091042	VEHICLE MECHANIC II	1	General Fund		261	6/28/2004
34091043	VEHICLE MECHANIC II	1	General Fund	43,889.76	261	6/28/2004
34091044	VEHICLE MECHANIC II	1	General Fund	36,874.08	261	6/28/2004
34091045	VEHICLE MECHANIC II	1	General Fund	36,874.08	261	6/28/2004
34091046	VEHICLE OPERATION CNTRL ANALYST	1	General Fund	35,036.64	261	6/28/2004
34091047	ROUTING SPECIALIST	1	General Fund	63,425.13	250	7/1/2007
34091048	BUS DRIVER TRAINER	1	General Fund	38,836.80	261	6/28/2004
34091049	BUS DRIVER TRAINER	1	General Fund	35,141.04	261	6/28/2004
34091050	BUS DRIVER TRAINER	1	General Fund	42,010.56	261	6/28/2004
64901051	BUS MONITOR		General Fund		182	6/28/2004
64901052	BUS DRIVER		General Fund		182	6/28/2004
23085053	ASSOC DIR - WAREHOUSE	1	General Fund	82,593.34	250	6/28/2004
24085054	ADMINISTRATIVE ASSISTANT II	1	General Fund	40,507.20	261	6/28/2004
14080055	PURCHASING TECHNICIAN	1	General Fund	39,901.68	261	6/28/2004
24085056	WAREHOUSE SUPERVISOR	1	General Fund	47,961.36	261	6/28/2004
24085057	LEAD WAREHOUSE WORKER	1	General Fund	38,836.80	261	6/28/2004
24085057	WAREHOUSE SUPERVISOR	1	General Fund	47,961.36	261	6/28/2004
24085058	IAKSS OFFICE ASSISTANT II	1	General Fund	39,379.68	261	6/28/2004
24085058	WAREHOUSE WORKER II	1	General Fund	32,802.48	261	6/28/2004
24085059	LEAD WAREHOUSE WORKER	1	General Fund	33,115.68	261	6/28/2004
24085059	WAREHOUSE WORKER II	1	General Fund	29,419.92	261	6/28/2004
24085060	WAREHOUSE WORKER II	1	General Fund	30,338.64	261	6/28/2004
24085061	WAREHOUSE WORKER II	1	General Fund	27,603.36	261	6/28/2004
24085062	WAREHOUSE WORKER II	1	General Fund	41,029.20	261	6/28/2004
24085063	WAREHOUSE WORKER II	1	General Fund	30,338.64	261	6/28/2004
24085064	WAREHOUSE WORKER II	1	General Fund	39,567.60	261	6/28/2004
24085065	WAREHOUSE WORKER II	1	General Fund	41,029.20	261	6/28/2004
24085066	WAREHOUSE WORKER II	1	General Fund	41,029.20	261	6/28/2004
23134067	ASSOC DIR - MAINTENANCE	1	General Fund		250	6/28/2004
24134068	ADMINISTRATIVE ASSISTANT II	1	General Fund	35,141.04	261	6/28/2004
24134069	WORK CONTROL COORDINATOR	1	General Fund	35,850.96	261	6/28/2004
24134070	DRAFTING SPECIALIST	1	General Fund	36,874.08	261	6/28/2004
24134071	MAINT WAREHOUSE WORKER	1	General Fund	35,141.04	261	6/28/2004

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24134073	MAINTENANCE SUPERVISOR	1	General Fund	53,202.24	261	6/28/2004
24134074	LEAD MAINTENANCE TECHNICIAN	1	General Fund	43,263.36	261	6/28/2004
24134075	MAINTENANCE TECHNICIAN IV	1	General Fund	39,337.92	261	6/28/2004
24134076	MAINTENANCE TECHNICIAN IV	1	General Fund	37,980.72	261	6/28/2004
24134077	MAINTENANCE TECHNICIAN IV	1	General Fund	40,486.32	261	6/28/2004
24134078	MAINTENANCE TECHNICIAN IV	1	General Fund	41,968.80	261	6/28/2004
24134079	MAINTENANCE TECHNICIAN IV	1	General Fund	37,980.72	261	6/28/2004
24134080	MAINTENANCE TECHNICIAN IV	1	General Fund	45,455.76	261	6/28/2004
24134081	MAINTENANCE TECHNICIAN IV	1	General Fund	37,458.72	261	6/28/2004
24134082	MAINTENANCE TECHNICIAN IV	1	General Fund	35,830.08	261	6/28/2004
24134083	MAINTENANCE TECHNICIAN IV	1	General Fund	46,123.92	261	6/28/2004
24134084	LEAD MAINTENANCE TECHNICIAN	1	General Fund	46,833.84	261	6/28/2004
24134085	MAINTENANCE TECHNICIAN II	1	General Fund	33,595.92	261	6/28/2004
24134086	MAINTENANCE TECHNICIAN II	1	General Fund	35,997.12	261	6/28/2004
24134087	MAINTENANCE TECHNICIAN II	1	General Fund	33,595.92	261	6/28/2004
24134088	MAINTENANCE TECHNICIAN II	1	General Fund	42,616.08	261	6/28/2004
24134089	MAINTENANCE TECHNICIAN II	1	General Fund	35,850.96	261	6/28/2004
24134090	MAINTENANCE TECHNICIAN II	1	General Fund	35,141.04	261	6/28/2004
24134091	MAINTENANCE TECHNICIAN II	1	General Fund	34,431.12	261	6/28/2004
24134092	MAINTENANCE TECHNICIAN II	1	General Fund	30,589.20	261	6/28/2004
24134093	MAINTENANCE TECHNICIAN II	1	General Fund	35,997.12	261	6/28/2004
24134094	MAINTENANCE TECHNICIAN III	1	General Fund	39,003.84	261	6/28/2004
24134095	LEAD MAINTENANCE TECHNICIAN	1	General Fund	43,263.36	261	6/28/2004
24134096	MAINTENANCE TECHNICIAN II	1	General Fund	37,270.80	261	6/28/2004
24134097	MAINTENANCE TECHNICIAN II	1	General Fund	38,836.80	261	6/28/2004
24134098	MAINTENANCE TECHNICIAN II	1	General Fund	36,894.96	261	6/28/2004
24134099	MAINTENANCE TECHNICIAN II	1	General Fund	38,836.80	261	6/28/2004
24134100	MAINTENANCE TECHNICIAN II	1	General Fund	35,141.04	261	6/28/2004
24134101	MAINTENANCE TECHNICIAN II	1	General Fund	42,616.08	261	6/28/2004
24134102	MAINTENANCE TECHNICIAN III	1	General Fund	39,546.72	261	6/28/2004
	MAINTENANCE TECHNICIAN III	1	Food Service	38,419.20	261	6/29/2004
	MAINTENANCE TECHNICIAN III	1	Food Service	35,997.12	261	6/30/2004
24134103	MAINTENANCE TECHNICIAN III	1	General Fund	35,475.12	261	6/28/2004
24134104	MAINTENANCE SUPERVISOR	1	General Fund	52,158.24	261	6/28/2004
24134105	LEAD MAINTENANCE TECHNICIAN	1	General Fund	49,924.08	261	6/28/2004
24134106	HVAC TECHNICIAN	1	General Fund	34,598.16	261	6/28/2004
24134107	HVAC TECHNICIAN	1	General Fund	36,874.08	261	6/28/2004
24134108	HVAC TECHNICIAN	1	General Fund	36,874.08	261	6/28/2004
24134109	HVAC TECHNICIAN	1	General Fund	34,598.16	261	6/28/2004
24134110	ENERGY SYSTEM OPERATOR/DISPATCHER	1	General Fund	47,272.32	261	6/28/2004
24134111	HVAC TECHNICIAN	1	General Fund	37,980.72	261	6/28/2004
24134112	HVAC TECHNICIAN	1	General Fund	36,874.08	261	6/28/2004
24134113	HVAC TECHNICIAN	1	General Fund	34,117.92	261	6/28/2004
24134114	LEAD MAINTENANCE TECHNICIAN	1	General Fund	48,253.68	261	6/28/2004
24134115	MAINTENANCE TECHNICIAN III	1	General Fund	44,370.00	261	6/28/2004
24134116	MAINTENANCE TECHNICIAN III	1	General Fund	33,240.96	261	6/28/2004
24101117	MAINTENANCE TECHNICIAN III	1	Food Service	36,623.52	261	6/28/2004
24134118	MAINTENANCE TECHNICIAN III	1	General Fund	35,997.12	261	6/28/2004
24134119	MAINTENANCE TECHNICIAN III	1	General Fund	44,370.00	261	6/28/2004
24134120	MAINTENANCE TECHNICIAN III	1	General Fund	41,572.08	261	6/28/2004
24134122	MAINTENANCE TECHNICIAN III	1	General Fund	33,742.08	261	6/28/2004
24134123	MAINTENANCE TECHNICIAN III	1	General Fund	34,431.12	261	6/28/2004
24134124	LEAD MAINTENANCE TECHNICIAN	1	General Fund	49,924.08	261	6/28/2004
24134125	MAINTENANCE TECHNICIAN III	1	General Fund	35,475.12	261	6/28/2004
24134126	LEAD MAINTENANCE TECHNICIAN	1	General Fund	41,968.80	261	6/28/2004
24134127	MAINTENANCE TECHNICIAN III	1	General Fund	38,419.20	261	6/28/2004
24134129	MAINTENANCE TECHNICIAN III	1	General Fund	34,974.00	261	6/28/2004
24134130	MAINTENANCE TECHNICIAN III	1	General Fund	36,623.52	261	6/28/2004
24134131	MAINTENANCE TECHNICIAN III	1	General Fund	35,475.12	261	6/28/2004
23087132	ASSOC DIR - PLANT OPERATIONS	1	General Fund	86,640.34	250	6/28/2004
24087133	ADMINISTRATIVE ASSISTANT II	1	General Fund	34,619.04	261	6/28/2004

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24087134	DATA ENTRY ASSISTANT	1	General Fund	26,235.72	261	6/28/2004
24087135	CUSTODIAL SERVICES TRAINER	1	General Fund	45,706.32	261	6/28/2004
24087136	CUSTODIAL SERVICES TRAINER	1	General Fund	47,272.32	261	6/28/2004
24087137	CUSTODIAL EQUIPMENT MECHANIC	1	General Fund	36,372.96	261	6/28/2004
24087138	CUSTODIAN	1	General Fund	26,329.68	261	6/28/2004
24087140	LEAD CUSTODIAL SERVICE WORKER	1	General Fund	35,036.64	261	6/28/2004
24087141	GROUND SUPERVISOR	1	General Fund	51,156.00	261	6/28/2004
24087142	LEAD GROUNDS EQUIPMENT MECHANIC	1	General Fund	35,475.12	261	6/28/2004
24087143	GROUND EQUIPMENT MECHANIC	1	General Fund	32,802.48	261	6/28/2004
24087144	LEAD GROUNDS WORKER	1	General Fund	39,003.84	261	6/28/2004
24087145	LEAD GROUNDS WORKER	1	General Fund	41,008.32	261	6/28/2004
24087146	LEAD GROUNDS WORKER	1	General Fund	44,370.00	261	6/28/2004
24087148	GROUND WORKER I	1	General Fund	28,897.92	261	9/26/2005
24087149	GROUND WORKER I	1	General Fund	31,257.36	261	6/28/2004
24087150	GROUND WORKER II	1	General Fund	32,322.24	261	6/28/2004
24087151	GROUND WORKER II	1	General Fund	29,879.28	261	6/28/2004
24087152	GROUND WORKER II	1	General Fund	32,802.48	261	6/28/2004
24087153	GROUND WORKER II	1	General Fund	35,036.64	261	6/28/2004
24087154	GROUND WORKER II	1	General Fund	32,322.24	261	6/28/2004
24087155	GROUND WORKER II	1	General Fund	39,567.60	261	6/28/2004
24087156	LEAD GROUNDS WORKER	1	General Fund	33,240.96	261	6/28/2004
24087157	GROUND WORKER II	1	General Fund	31,821.12	261	6/28/2004
24087158	GROUND WORKER I	1	General Fund	29,921.04	261	6/28/2004
24087159	GROUND WORKER I	1	General Fund	27,645.12	261	6/28/2004
24087160	GROUND WORKER II	1	General Fund	30,338.64	261	6/28/2004
24087161	UTILITY SERVICES SUPERVISOR	1	General Fund	51,156.00	261	6/28/2004
24087162	LEAD UTILITY WORKER	1	General Fund	44,370.00	261	6/28/2004
24087163	LEAD UTILITY WORKER	1	General Fund	44,370.00	261	6/28/2004
24087164	LEAD UTILITY WORKER	1	General Fund	41,572.08	261	6/28/2004
24087165	LEAD UTILITY WORKER	1	General Fund	44,370.00	261	6/28/2004
24087166	UTILITY WORKER II	1	General Fund	42,616.08	261	6/28/2004
24087167	UTILITY WORKER I	1	General Fund	41,029.20	261	6/28/2004
24087168	UTILITY WORKER I	1	General Fund	32,322.24	261	6/28/2004
23850169	ASSOC DIR - RISK MANAGEMENT	1	General Fund	92,380.33	250	6/28/2004
23850170	SUPV - SAFETY, HEALTH, ENVIRON	1	General Fund	81,303.34	250	6/28/2004
24850171	ADMINISTRATIVE ASSISTANT II	1	General Fund	35,141.04	261	6/28/2004
23101172	ASSOC DIR - FOOD SERVICE	1	Food Service	80,771.65	250	6/28/2004
24101173	ADMINISTRATIVE ASSISTANT II	0.6	Food Service	29,871.45	249	6/28/2004
24101174	STAFF SUPP ADMIN ASST I (12MO)	0.5	Food Service	13,581.30	249	6/28/2004
24101175	FOOD SERVICE BUDGET ANALYST	1	Food Service	46,311.84	261	6/28/2004
24101176	FOOD SERVICE PROGRAM ASSISTANT	1	Food Service	28,129.50	225	6/28/2004
25101177	FOOD SERVICE COORDINATOR	1	Food Service	59,146.87	212	6/28/2004
	SITE BASED FOOD SERVICE SUPERVISOR	1	Food Service	61,585.27	212	7/1/2006
	SITE BASED FOOD SERVICE SUPERVISOR	1	Food Service	41,135.04	212	7/1/2006
	SITE BASED FOOD SERVICE SUPERVISOR	1	Food Service	41,135.04	212	7/1/2006
25101178	SITE BASED FOOD SERVICE SUPERVISOR	1	Food Service	37,458.72	212	7/1/2006
24101179	FOOD SVC SYSTEMS ANALYST	1	Food Service	51,865.92	261	6/28/2004
24101180	PURCHASING TECHNICIAN	1	Food Service	46,750.32	261	6/28/2004
14075200	CUSTODIAL SUPERVISOR	1	General Fund	33,742.08	261	6/28/2004
14075201	LEAD CUSTODIAL SERVICE WORKER	1	General Fund	37,291.68	261	6/28/2004
14075202	CUSTODIAN	1	General Fund	26,329.68	261	6/28/2004
15087203	CUSTODIAN	0.5	General Fund	26,768.16	249	6/28/2004
14075204	CUSTODIAN	1	General Fund	30,422.16	261	6/28/2004
14075205	CUSTODIAN	1	General Fund	25,181.28	261	6/28/2004
	Law Enforcement					
13089001	DIRECTOR - LAW ENFORCEMENT	1	General Fund	82,034.64	250	6/28/2004
14089002	ADMINISTRATIVE ASSISTANT III	1	General Fund	33,742.08	261	6/28/2004
14089003	ADMINISTRATIVE ASSISTANT II	1	General Fund	29,295.00	225	6/28/2004
14089005	DISPATCHER	1	General Fund	37,291.68	261	6/28/2004
14089006	DISPATCHER	1	General Fund	33,282.72	261	6/28/2004
14089007	WEEKEND DISPATCHER	0.4	General Fund	13,374.72	261	6/28/2004

**Fayette County Public Schools
It's About Kids Support Services- Position Control Document**

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2007-08	Calendar	Creation Date
14089008	WEEKEND DISPATCHER	0.4	General Fund	12,363.84	261	6/28/2004
14089009	WEEKEND DISPATCHER	0.6	General Fund	26,164.49	261	6/28/2004
	Deleted Positions					Delete Date
	TRANSPORTATION DATA ASSISTANT	1			261	7/1/2007
	HIGH SCHOOL LANGUAGE ARTS SPECIALIST	1			220	7/1/2007
	Added Positions (also included in main document above)					
11838001	DISTRICT WIDE RESOURCE TEACHER	0.5	General Fund	1 year con't	222	7/31/2006
	FAMILY AND COMMUNITY DISTRICT LIAISON	1	General Fund	1 year con't	222	7/31/2006
	2020 PHASE I PROGRAM SUPPORT MANAGER	1	General Fund	1 year con't	222	7/31/2006
	STAFF RECRUITER	1	General Fund	1 year con't	250	7/1/2007
	K-12 INSTRUCTIONAL SUPPORT SPECIALIST	1	General Fund		250	7/1/2007
	TITLE I RESOURCE SPECIALIST	1	Title I	1 year con't	220	7/1/2007
	DIRECTOR OF ATHLETICS	1	General Fund		250	7/1/2007
	ADMINISTRATIVE ASSISTANT III	1	General Fund		261	7/1/2007
	ADMINISTRATIVE ASSISTANT I	1	General Fund	Temp	261	7/1/2007
	ROUTING SPECIALIST	1	General Fund		250	7/1/2007

H.1c MONTHLY CONSTRUCTION REPORT

DATE: July 3, 2007

TO: Board of Education

FROM: Stu Silberman, Superintendent

PREPARED BY: Mary Browning, Chief Operating Officer

SUBJECT: July Construction Report, BG-1 Projects

BACKGROUND INFORMATION:

A monthly construction report is provided for the Board of Education. As you know, the guiding principles for prioritizing construction and maintenance projects are established by Board Policy 05.11 and are determined by considering (1) health, safety, and code compliance; (2) structural integrity of the facility; (3) support of the educational function; and (4) enhancement of the structure. Highlighted changes for the month of July include:

Cardinal Valley Heat Pump
(Project approval)
Meadowthorpe RTU
(Project approval)

If you have specific questions, please contact Mary Browning at 381-4165.

BG -1 PROJECTS COMPLETED

Facility Name	Project Description	Approved Funding	Actual Costs*	KDE BG-4 approval
Henry Clay High School	Stadium replacement	\$ 3,625,751	\$ 3,625,751	8/3/06
Henry Clay High	Connector	\$ 1,587,695	\$ 1,545,485	11/13/06
P. L. Dunbar Booster	Band Tower	\$ 30,713	\$ 27,921	5/1/07
Tates Creek High	Boiler replacement	\$ 391,735	\$ 374,643	5/30/07

* Any residual funds in closed projects will be brought before the Board for approval to contribute toward funding a new project.

*** Project is complete waiting for proper documentation and KDE approval of the BG-4 and Final Payment Application

BG-1 PROJECTS UNDER DESIGN/CONSTRUCTION

Facility Name	Project Description	Approved Funding and Source		Est. Completion Date
Bryan Station High	Demolition and New Construction Athletic Fieldhouse	\$ 43,900,000 \$ 350,000	Bond, Restricted, and SFCC GOLD	School Dec-06, Demo and Stadium Dec-07
Athens-Chilesburg Elementary	New Construction	\$ 12,882,000	Bond and Restricted	***
E. J Hayes Middle	Japanese School New Addition	\$ 2,700,000	Other - CKJS	March-07
Bluegrass/Aspendale	New Construction - Elementary	\$ 11,979,611 \$ 3,046,969	Bond & SFCC LFUCG	July-08
Masterson Station	New Construction - Elementary	\$ 17,592,712	Bond Residuals and General Fund	July-08
Liberty Road	New Construction - Elementary	\$ 14,596,160	Bond and Residuals	July-08
Jessie Clark Middle	Gym Air Conditioning	\$ 503,117	General Fund	Jul-07
Tates Creek High	Gym Air Conditioning	\$ 735,775	General Fund and residuals	***
Breckinridge Elementary	Chiller replacement	\$ 139,762	General Fund	***
P. L. Dunbar Booster	Fitness Facility	\$ 92,985	Booster	***
Lafayette High	Emergency Electrical Service	\$ 570,044	Restricted	Aug-07
Cardinal Valley	Heat Pump replacement	\$ 675,600	Restricted	May-08
Meadowthorpe	Roof Top Unit replacement	\$ 464,530	Restricted	May-08

*** Project is complete waiting for proper documentation and KDE approval of the BG-4 and Final Payment Application

BG-1 PROJECTS PROPOSED FOR CONSTRUCTION AFTER 2006 BIENNIUM

Facility Name	Project Description	Estimate Cost and Proposed Funding Source		DFP Est. Cost per KDE
Cassidy Elementary	Renovation	\$ 9,623,972	Bond	\$ 5,720,547
Arlington Elementary	Renovation/Addition	\$ 9,804,893	Bond	\$ 5,243,928
Leestown Middle	Renovation	\$ 13,134,168	Bond	\$ 7,831,972
Russell Cave Elementary	Renovation	\$ 8,182,586	Bond	\$ 4,111,625
Bryan Station Middle	Renovation	\$ 14,156,368	Bond	\$ 8,358,926
Mary Todd Elementary	Renovation	\$ 9,833,861	Bond	\$ 5,647,575
Clays Mill Elementary	Renovation	\$ 10,499,432	Bond	\$ 7,057,734
Tates Creek Middle	Renovation	\$ 14,143,032	Bond	\$ 8,246,105
Millcreek Elementary	Renovation	\$ 9,920,973	Bond	\$ 5,439,870
Transportation - Support	New Construction	\$ 5,877,360	Restricted	\$ 1,284,640
Lafayette High	Stadium Replacement	\$ 5,877,360	General	Discretionary
James Lane Allen Elementary	Tuckpointing & Exterior Moisture Proof	\$ 50,000	General	Discretionary: Deferred Maintenance
Tates Creek Middle	Tuckpointing & Exterior Moisture Proof	\$ 215,230	General	Discretionary: Deferred Maintenance
Tates Creek Elementary	Tuckpointing & Exterior Moisture Proof	\$ 149,000	General	Discretionary: Deferred Maintenance
Cardinal Valley Elementary	Heat Pumps & Make Up Air	\$ 353,390	General	Discretionary: Building Component Replacement
Meadowthorpe Elementary	RTU and Heating Boiler	\$ 1,500,000	Restricted	Discretionary: Building Component Replacement
IAKSS Annex	System Upgrades	\$ 900,000	General	Discretionary: Component Replacement
Tates Creek Campus	T-8 Lighting	\$ 415,000	Restricted	Discretionary: Component replacement
Clays Mill, Garden Springs, James Lane Allen, Stonewall	T-8 Lighting	\$ 460,000	Restricted	Discretionary: Component Replacement

**RECORD OF BOARD PROCEEDINGS
(MINUTES)
Board Agenda Planning Meeting
June 11, 2007**

The Fayette County Board of Education met at 701 East Main Street, Lexington, KY at 5:30 p.m. on the 11th day of June 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

Mary Browning, Vince Mattox, Mike Burke, Fabio Zuluaga, Jack Hayes, Melodee Parker, Carmen Coleman, Kathy Dykes, Rodney Jackson

A. Call to Order

Larry Conner convened the meeting at 5:30 p.m.

H. Reports, Communications and Resolutions

1. Progress Reports

A. Superintendent's Report

b. District Improvement Plan Report – Written Report/2020 Phase II

Melissa Bacon– Many of the components require quite a bit of PD, concerned that it might not be the first priority with all of the other implementations. The arts and literacy components require all teachers to have PD - don't know if this is possible or if there is some other way that this can be implemented. Some require or recommend they get the funds through an RFP and some of the schools did not apply.

Jack Hayes – Most of it we are trying to do at the same time. PD is all controlled at the school level – we try to lead them to have specific PD. Through SB 168, the Superintendent controls the PD for those schools who did not make their target. The schools need a better understanding of their curriculum and from the district perspective we held some PD sessions this summer in order to get a more basic level of understanding of the curriculum. Curriculum positions are funded through the 2020 Vision - supplemental positions for the arts and social studies. Content academies are still being conducted and also content specific PD is being held. PD has not been put aside completely.

Melissa Bacon – Will they go back and look at the art and literacy component?

Jack Hayes– Yes and this will help them go back to the arts PD and see it a little differently because what they are doing with the standards this summer will uncover a lot that they recognize they need to work on.

Melissa Bacon – Were they encouraged to do the Artist in Residence Program?

Kim Lyon– The Visiting Artist Program was not offered until after January. Schools getting the information a little late had some impact on not all of the schools applying for the funds. We were asked to do this program as an RFP so that schools would have to show how the artist was going to fit into the core content. About 23 schools had artists to come to their school and had great results. Inquiries are coming in regarding the program for next year.

Stu Silberman– We have been pushing the TIP grants pretty hard for the last couple of years. These are grants used to bring artists in residence to the school and pays for

approximately 75% of the cost. PD activities have been held regarding the process for applying for these grants.

Melissa Bacon – Where do we stand on the Arts Content Leaders?

Jack Hayes – We have six. Three for music (vocal music, band, orchestra) and three for arts (elementary, middle school, high school). They are already leading PD. The social studies content specialist has already started presenting.

Stu Silberman – These are not full time positions, they are supplemental duty positions.

Amanda Ferguson – We don't have a full time Arts Specialist?

Jack Hayes – Correct.

Amanda Ferguson – Pointed out that under the Progress Statement it says fully implemented.

Jack Hayes – The recommendation from the 2020 Vision Task Force was to have full time positions. The first step moving toward this is to have supplemental positions. Eventually by 2020 we would like to have a lot of the positions full time.

Stu Silberman – Having all full time positions is probably not going to happen and we probably need to make an adjustment in the language. If we had all full time positions, it would cost approximately \$50 million. The way we are doing it right now, it is a total of approximately \$2 million. Unless we get some outside money we are probably going to recommend keeping the positions as supplemental duty positions.

Jack Hayes – We will look at the language.

Amanda Ferguson – Activity IL1. Asked for clarification on the long term/short term measures.

Jack Hayes – This was more of a communication activity for us to find the highly effective teachers and highlight them. We can also see this coming back through the news media, contacts through the web site or the switchboard. Some of this has been done with the 90/90/90 teachers, but we want to do this with the KCCT data also.

Stu Silberman – The 90/90/90 teachers presented to a large group at Picadome.

Larry Conner – On the short term measure of success, how will this be measured? Will the Communications Department be documenting the number of calls received?

Jack Hayes – We will have to find a way to document the calls

Stu Silberman – It is a data piece – the objective data of teachers who are actually closing the gaps in their classroom. Overall activity is which schools are closing the gaps and who are the teachers – this can be accomplished through data.

Amanda Ferguson – Activity L1 and IL12 – These talk about data surveys, have they been created and are we using them with the principals?

Jack Hayes – Right now it is not a formal survey that we are sending out. As we conduct student achievement conferences and look at evaluations from the Leadership Institute, this is the data that we are trying to capture here. Mike Kennedy does a survey on the Face to Face Model each year and we add that data.

Amanda Ferguson – This is feedback from the teachers regarding their principal?

Stu Silberman – Yes, this is done during the year of the evaluation of the principal or if we feel the need we use the electronic staff survey and this is shared with the principal.

Becky Sagan – Regarding Foundation information in the plan, do we have people in foundations right now? Is it continuing?

Jack Hayes – It is continuing. We have been working with our SAFE schools office and want to look at how we are offering that program. We have talked about how we need to get more schools in the program and instead of waiting for schools to sign up, we want to target some schools with needs.

Becky Sagan - The funding is still there?

Jack Hayes – Yes. Probably will cost less because it will be on a needs basis.

Amanda Ferguson – Regarding the World Class activities on page 8-9. The short term measure of success is the same for all activities. This doesn't seem to fit to be the same measure for all.

Stu Silberman – When we first started with 2020 Vision we knew we couldn't mandate that a school pick up, for example, literacy. The whole process was to provide them with programs and activities that were so strong that they wanted to do them. This is why we wanted to try to measure how many schools pick it up. Once they pick it up, what are the results.

Larry Conner – Do the Site Based Councils currently have this curriculum embedded in their curriculum?

Jack Hayes – It is embedded in the Kentucky Standards to a point. All of our schools are teaching financial literacy right now through practical living.

Kim Lyon – Many of the financial literacy curriculum actually encourage you not to just teach financial literacy itself, but to incorporate it into the other subject areas.

Larry Conner – Which model are we monitoring here to see if the SBDM has adopted the financial curriculum as laid out in 2020 Vision?

Jack Hayes – The activity from 2020 is to find a curriculum to recommend. We are still gathering several that look like they fit our standards, that we want to recommend. What we are monitoring right now is how tightly are we teaching the standards that we already have in our Kentucky standards. Schools are using Junior Achievement.

Amanda Ferguson – Activity WC16 regarding the opportunity to participate in a school performance, are we measuring this?

Jack Hayes – Informally, by asking the school what are the opportunities for the students. Right now all students are getting this opportunity on some level. We want all of our students to be encouraged to participate.

Stu Silberman – If there are some kids that don't want to participate, it is OK, but we want to make sure the class had the opportunity. We are trying to get as many kids involved as possible. There are ways to get the students involved through the whole class process.

John Price – Activity WC16. The short term measure reads as if we are going to measure this activity. Are we actually collecting information that will help us measure our short term measure of success or do we need to change what the short term measure of success is? It sounds like we are going to quantify that in a particular year, a number of students participated and over time this percentage will increase.

Stu Silberman – I think that we need to collect a baseline data.

Jack Hayes – We are not formally doing this, but we can collect the data.

John Price – It seems like we need to collect the data or change the short term measure of success because how do we know that we are making progress if we are not measuring it.

Stu Silberman – Not sure if we can get the data from last year for baseline data, but would prefer to have the baseline.

Jack Hayes – We can get the numbers.

John Price – With the long term measure of success, it seems like we need to also start collecting data at the middle and high school levels - how many of our students are participating now and over time what has been the change.

Jack Hayes – So far we have limited this to being part of our conversations with students, asking them if they are getting opportunities to participate.

John Price – Activity IL5. Is there any data that gives us a measure of where we are?

Jack Hayes – Sometimes with the measure part we have to get to a level of implementation before we can start trying to gather the data. Don't know that it is always half way through a year that you starting looking at the data, there has to be a level of implementation first and sometimes you don't get to that level until later.

Amanda Ferguson – Activity IL5 states create a potential list of areas of low student achievement. What areas aren't potentially low?

Stu Silberman – We need to take out the word potentially. We have the data to show where our low and high areas are.

Jack Hayes – Through SB 168 is where the bulk of the process has been going, it is where the schools took their most critical areas and created their PD plans around the critical areas.

John Price – Regarding the Visiting Artist Program, it says twenty-seven schools participated. Will any of the money carry over for the other schools to participate in the program in the coming year?

Kim Lyon – Funding for the 2020 initiative was for one year. The Visiting Artist Program is in next year's allocation proposal.

Mellisa Bacon – Expand on the minor reorganization of the Office of Student Support.

Jack Hayes – We have moved some of the responsibilities from Michelle Beverly, Associate Director of Support Services. We have taken guidance counselors and social workers from Michelle and assigned them to another person. We have tried to lighten her load so that she can focus more on alternative programs, SAFE schools bullying prevention and the Family Resource/Youth Centers.

John Price – On Activity P3, complimented on the way the data was presented.

Jack Hayes – This month's report has the June update and proposed revisions. We need to get more 2020 Vision Phase II activities in the plan. Jack pointed out the proposed revisions in the plan. (Hard copy included with permanent minutes.) E4 and E5 are for the pilot at Ashland where twenty African American will be placed in a kindergarten classroom with a highly qualified Gifted and Talented teacher, an assistant and a half-time Speech Pathologist. This class will be treated just like any Gifted and Talented classroom. At the end of the second grade, the regular time to qualify for Gifted and Talented program, we will be looking to see how many of these students will qualify after being in this classroom.

Larry Conner – Is this one activity or two activities?

Jack Hayes – This is one activity. We need to find ways to identify more students. We want to increase this activity to give us a research base. As we start seeing things that are working with this group we can look at using these practices in other areas of the district.

Stu Silberman – Test used to be voluntary and is now mandatory and we are seeing some increases in diversity and overall numbers in the district. We need to continue to look at this in a holistic perspective of trying to make sure that we have representation that reflects our district population.

Amanda Ferguson – Feels that the district-wide testing of third graders goes along with this activity and should be included with the activity.

Larry Conner – Should be part of the short and long term measure of success. Reading it as it is now indicates that implementation relates to the pilot program and not to the whole district.

Jack Hayes – We will work on the language. Testing all students is currently in the District Improvement Plan.

Becky Sagan – Expressed concern that it is an all male classroom and we do not have any other all male classrooms. Seems like it would not be easy to replicate this classroom unless we went to gender specific classrooms.

Stu Silberman – We weren't looking at the classroom as much for replication as we were for looking at our neediest population. The end result, all the way through high school, shows that our neediest population is African American males. We want to be able to go in and say if we intervene early enough, whether it be single gender or mixed gender, that we can make a difference.

Vince Mattox - Part of what we are going to be doing is based on brain based research. This particular group was identified because all across the content areas this is the neediest group, not only in Fayette County Public Schools, but statewide.

Amanda Ferguson – How will the individual students be identified?

Vince Mattox – We will use the Creative Curriculum Assessment.

Jack Hayes – We are looking at Early Start students and they will have taken the test already.

Amanda Ferguson – Will the teacher be provided by the district through Gifted and Talented or through Ashland?

Stu Silberman – They will be provided by the district and it is a pilot program. The teacher will stay with the students through the fourth grade.

John Price – What measure from the test are we going to use to determine which students are placed into this classroom? Will it be a range or the higher scoring students?

Vince Mattox – It will be a range and not just the top group.

Jack Hayes – We want to watch this group and see if they perform and then take the information to other schools.

Amanda Ferguson – Will we need to get parental approval for this class?

Jack Hayes – Yes.

Stu Silberman – We predict more students than we can serve.

Jack Hayes - We will be having a similar type classroom at SCAPA, a classroom that mirrors the population of the district. The idea came from the SCAPA council – they recognized that the school needs more diversity.

Stu Silberman – This is a different approach to the performing arts, trying to develop raw talent, kids not having to take years of lessons before going to SCAPA. We want this class to mirror the overall demographics of the district.

John Price – Will the teacher follow the students?

Stu Silberman – Yes and they will be integrated into the whole school.

Jack Hayes – Both of these activities are proposed revisions to current activities, tying in to 2020 Vision activities. We are trying to get more arts programming into the Early Start classes and we have added a proposal to allow the students some exposure to the string program. We are also adding an activity that would allow networking of a couple of classrooms internationally.

Larry Conner –Is the dollar amount listed for technology?

Jack Hayes – Yes, for hardware that we might need. We do not have any chess or strategic critical thinking activities ongoing yet. We are putting some funds in to see if we can get this area opened up. We would like to see every elementary school have a chess team.

Stu Silberman – Also, there is the cup stacking activity which is a strong brain development activity and also develops good motor skills.

Jack Hayes – Currently we have four schools piloting this activity.

Larry Conner – On both WC33 and WC34, is the money listed for supplementary duty pay for teachers?

Jack Hayes – No, it is for transportation or materials.

Larry Conner – Will this require a sponsor for the various teams?

Stu Silberman – One of the things that we are finding, especially with chess, is that there are lots of volunteers. The cup stacking activity is usually done in the PE class.

Larry Conner – There is no cost for supplemental services in these activities?

Jack Hayes – Correct. This has been our intent from the start.

Becky Sagan – In activity WC 34, will there be scholarships for students to attend KUNA, KYA and Future Problem Solving?

Jack Hayes – Yes. There will be a fee waiver process developed for those who can not pay.

Stu Silberman – In all of these activities where it is showing a cost, we took last year’s budget and deleted some completed activities and replaced them with these.

Jack Hayes – Activity HR1 allows for the hiring of a staff recruiter to help with identifying and recruiting critical shortage areas to improve diversity in the district.

Stu Silberman – We need to be competitive in the area of recruiting critical shortage teachers.

Jack Hayes – We tried, when adding an activity, to take away an activity that no longer needed monitoring. Activity IL14 - One of the things that we have learned is that a lot of the work has to be done at the school level by the teachers and instead of writing assessments and giving them to the teacher, we want to assist the teachers in developing their own.

Stu Silberman – If teachers get together and unpack the standards themselves and put it into language the students understand, it creates ownership.

Jack Hayes – These changes would represent the 2008 District Improvement Plan.

e. Graduation/Promotion Report – Written Report

<u>SCHOOL</u>	<u>NUMBER OF SENIORS</u>	<u>NUMBER OF GRADUATES</u>
Bryan Station	281	259
Henry Clay	447	423
Lafayette	469	443
P.L. Dunbar	437	429
Tates Creek	347	317
TOTAL	1,981	1,871
Martin Luther King Academy		98

J. Approval of Consent Items

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

Stu Silberman – Two bid extensions - the Athletic Trainer through UK - happy with services and no additional costs. Also, requesting to extend the Boiler, Fleet and Property Insurance.

2. Monthly Financial Report for the Month of May 2007 – placeholder

3. **Actions for Post Approval and Claims** – placeholder – No discussion
4. **Special and Other Leaves of Absence** – No discussion
5. **Requests from Principals for Extended Trips** – No discussion
6. **Professional Leave by District Personnel** – No discussion
7. **2008-2009 Instructional Calendar** – No discussion
8. **Approval of Cooperative Membership Agreement with Kentucky Educational Development Corporation**

Stu Silberman – This contract is with no cost to the district.

John Price – What benefits did we see last year? Glad to see no cost to the district.

Stu Silberman – Reports that KDE send out are disseminated through the co-op. If we are not part of the co-op we don't receive the information. The Standards Board makes a presentation at each meeting and legal updates are shared.

Mary Browning – We can participate on their bid contracts. We also get some updates from KHSAA.

Amanda Ferguson – Why is it free?

Stu Silberman – By us becoming a part of their co-op, they benefit big time.

Mary Browning – They have more purchasing power by including us.

Larry Conner – How much do we use them for purchasing?

Mary Browning – We always forward the information to the Purchasing Department so it is available for anyone who wants to use them. Sometimes we get a better bid – it's just like a state contract. It gives us another place to look to make sure we are getting the best price.

Larry Conner – How often do we use it?

Stu Silberman – We have used it a couple of times this year, it's not extensive.

John Price – When one of the schools is ready to purchase can they look at the State Bid list and the KEDC?

Mary Browning – They would have that option.

Larry Conner – We use this option a couple of times a year?

Mary Browning – We keep the information current. Anytime we get updates, the information is sent to the Purchasing Department. We consult these lists all the time, but sometimes we can get a better price by buying off of our bids.

Stu Silberman – No cost to the district and there is some networking with other districts and superintendents. Until we got into the co-op, we were not in the loop of receiving the information from KDE. As a free service, feel that it is beneficial to us.

9. **Revisions of Middle and High School Athletic Guidelines** – placeholder

Amanda Ferguson – On the Middle School Guidelines, page 4, is the change saying that a student shall not be permitted to attend practice sessions?

Vince Mattox – Correct.

Stu Silberman – Should say that student is not permitted to attend or participate.

Amanda Ferguson – The guide talks about practice sessions can only be held during the season and skills clinics can be held in the summer. How do you differentiate between these?

Vince Mattox – Practice is during the season. Clinics are basically working on conditioning and skills – the whole team is not available. Clinics are open to any team member. Basically it is an open gym.

Stu Silberman – Need to have some language clarifying the difference between practice and clinics.

John Price – Does this mean that any student can participate in the clinics even if they are not on a team?

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Vince Mattox – Correct

John Price – Do we have insurance to cover the students?

Vince Mattox – Yes

10. Declaration of Surplus and Intent to Sell

Larry Conner – With the school buses, we used ebay, can we use the same process with this equipment?

Mary Browning – Delivery charges would probably be too high. We advertise in the newspaper.

John Price – Can we use channel 13?

Mary Browning – Yes. Also, a lot of employees will be interested in this equipment.

11. Discretionary Grants Awarded, Kentucky Department of Education Enhancing Education Through Technology (3) Grant

No discussion.

12. Approval of Development/Installation of the Paul Laurence Dunbar Memorial Garden

No discussion.

K. Approval of Action Items

13. Annual Review of the Statement on Rights and Responsibilities and Student Code of Conduct

Becky – Pointed out that a whole section had been added regarding bullying in order to show that we will not tolerate bullying.

14. Approval to Execute Contract with IKON Duplicating

Stu Silberman – This is our contract for the print shop and is a five year contract. This contract is actually a savings over the expiring contract.

15. Approval of Revised 2006-2008 District Improvement Plan (DIP) and Job Description

Discussed earlier.

16. International Baccalaureate Programme Academic Weights

No discussion.

17. Approval of School Council Budgets - placeholder

No discussion.

18. Proposal for Contracting with a MUNIS Consultant

Becky Sagan – Regarding the timeline with some of the money coming from the 2008 budget, need clarification.

Rodney Jackson– We were asked to find more efficient technology processes after the audit was conducted. Jefferson County is already going through this process with a MUNIS consultant. It takes about six to ten months and we have identified some carry over funds to implement this contract.

Becky Sagan – It is just July through December?

Rodney Jackson – Yes.

Julane Mullins – We have identified some one time funds in the budget that will be used.

Stu Silberman – What happens beyond December?

Rodney Jackson – KDE ended MUNIS training and the new process will give us detailed desk documents for training.

Stu Silberman – Will we get on-going service, software upgrades?

Rodney Jackson – Yes, they will help us identify what the most efficient means of using MUNIS.

Larry Conner – Is future consulting free?

Rodney Jackson – Related to what they provide us when they come in. There is a document detailing what they will be providing during the entire time.

Becky Sagan – Will it just be one person?

Rodney Jackson – No, it is a team of four or five individuals.

John Price – Do we know what the hourly rate is or are they agreeing to a specific amount of hours at a specific rate?

Rodney Jackson – It is a flat rate based on the module.

John Price – Will we have deliverables for the funds and know what they have done and what we received?

Rodney Jackson - Yes

Larry Conner – If we have problems with the module, we can consult them at no charge?

Rodney Jackson – Correct

Stu Silberman – The Finance Committee has reviewed this contract.

19. Approval of a BG-1 Project Application for the Cardinal Valley Elementary School Heat Pump Replacement Project

No discussion.

20. Approval of a BG-1 Project Application for the Meadowthorpe Elementary School Roof Top Unit Replacement Project

No discussion.

21. Approval of Change Order on William Wells Brown Elementary School – placeholder

Will be taken off the agenda for the regular meeting.

Mary Browning– Change order is for unforeseen conditions on the site.

Susan Hill – The change order is related to soft soils. It has been a difficult process as how to get a handle on the situation. A geophysical report was taken because a lot of the soft soils were related to old infrastructures that would not have shown up in a geotechnical report. It was organic matter where clay tile had been laid for steam tunnels or metal piping had been laid for running various utilities. The organic matter was under and over these areas. The geophysical report maps what is underneath, anything metal can be seen easily giving a good feel as to where we would run into these conditions. QORE Property Sciences is on site and is doing all the special inspections, responsible for identifying when the excavation and the trenching is done for the foundations. They will be testing to see if the soil is acceptable for the bearing capacities. In testing they have found that in these pockets the soil did not have the bearing capacity. At this point we have unit prices in our contract which were part of the competitive bid for both trenching and for the stone fill. Also, we have our special inspections firm that is quantifying this for us, so we have a very clear path to establish what the final cost will be. There are four sections of the building and two sections are done. With the third section, the perimeter footings are in place and they are doing interior columns at this point. The fourth section has not begun and we know that there is a lot of rock in this area. Have probably up to three weeks until all the footings are in place. By the end of the month we should know what the final amount will be.

Stu Silberman – Understand that there are some areas where there are some steam tunnels where we have to make some adjustment for the soil to be able to withstand the building because these areas have gotten soft.

Susan Hill – Both over and under where there is organic fill and does not meet the bearing capacity requirements.

Amanda Ferguson – Is it normal to do a geophysical survey?

Susan Hill – Not normally conducted. The random ways we are finding piping in so many directions is somewhat unusual. It was a way to try to give us a handle on whether to just trench individually or to take out a whole section.

Lars Finneseth – Most of our buildings are on virgin sites, farm land, where we would not expect to find building remains, as on this site. What we are finding is from what was there previously on the site and it is mostly manmade. This survey gave us more confidence as to what is under the building footprint and ruled out that it was not over the entire area. You don't know that you need the survey until you get there.

Susan Hill – It really wasn't the pipes and tunnels themselves that was the problem, it was the fill around them.

Larry Conner – Assuming that we are only removing what is related to the construction of the school.

Lars Finneseth – Correct, we are only working with what interferes with the footings.

Susan Hill – As they hit items, anything that they run into and it isn't going to have the building over it, such as the pipes and tunnels, are part of unclassified soil so there is no additional cost to the district. Only the removal of the soft soils for bearing are part of the additional cost.

Lars Finneseth – This is not unlike what we found at Athens-Chilesburg where we had found some soft soils. We also had the same instances at E.J. Hayes where we took out the bad soil and added good soil.

Stu Silberman – We've talked about the areas around the building, what about the parking lots?

Suan Hill – The loading requirements on those areas are different and there is not the same concern. We have had our structural engineer involved as well as the company who performed the geotechnical report.

Stu Silberman – So, our parking lots are not going to be sinking?

Susan Hill – No.

Lars Finneseth – We will be able to meet the design capacity based on the information that we have.

Larry Conner – Will the cost be shared with the Urban County Government?

Lars Finneseth – Yes. They are in for their percentage throughout the whole project.

L. Informational items

1. Personnel Changes

John Price – Inquired as to why some of the supplemental duty assignments were just now being reported – thought that the supplemental duty assignments process had been changed to avoid this. Some of the dates are old.

Stu Silberman – We will check into this.

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 Becky Sagan, to go into closed session at 7:13 pm 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 Becky Sagan and seconded by John Price, 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 Becky Sagan to adjourn the meeting at 8:45 p.m. The motion carried with a vote of 5 to 0.

CHAIR

SECRETARY

**RECORD OF BOARD PROCEEDINGS
Special Board Meeting
(MINUTES)
June 13, 2007**

The Fayette County Board of Education met at 701 East Main Street, Lexington, KY at 4:30 p.m. on the 13th day of June, 2007, with the following members present:
(1) Larry Conner; (2) Becky Sagan; (3) John Price; and (4) Melissa Bacon.

PURPOSE OF MEETING

Pursuant to KRS Chapter 61, notice was given that on June 4, 2007, the Chair of the Fayette County Board of Education called a special meeting of the Board of Education for Wednesday, June 13, 2007, at 4:30 p.m. in Conference Room A, concerning student disciplinary hearings.

STAFF MEMBERS PRESENT

Stu Silberman, Brenda Allen, Greg Figgs, Mark Sellers, John Barnes, and Officer Josh Baker.

Following the disciplinary hearings, the Board took the following action:

It was moved by John Price and seconded by Melissa Bacon to: (1) enter a finding, by clear and convincing evidence, the student posed a threat to the safety of students and staff when he assaulted a teacher causing injuries to the teacher's head/face; (2) expel a Martin Luther King Academy student from the Fayette County Public Schools for the 2007-08 school year; (3) enter a finding that there is no state funded agency program available; (4) allow the student to receive educational services during the term of expulsion by allowing him to utilize the Plato program at home, which will be coordinated through MLK Academy; and (5) should the student not make satisfactory academic progress with passing grades as determined by the Director of High Schools, the student will be expelled for the remainder of the 2007-08 school year without services. The motion carried with a vote of 4 to 0.

It was moved by John Price and seconded by Becky Sagan to: (1) expel a student from Bryan Station High School for a maximum of one calendar year; (2) allow the student to receive educational services during the term of expulsion by enrolling in Martin Luther King Academy; and (3) allow the student to enroll in a regular high school at the end of one (1) calendar year, as determined by the Superintendent. The motion carried with a vote of 4 to 0.

It was moved by John Price and seconded by Melissa Bacon to adjourn the meeting at 6:10 p.m. The motion carried with a vote of 4 to 0.

CHAIR

SECRETARY (CLOSED SESSION)

I.3

RECORD OF BOARD PROCEEDINGS
Special Board Meeting
(MINUTES)
June 20, 2007

06164

The Fayette County Board of Education met at 701 East Main Street, Lexington, KY at 4:30 p.m. on the 20th day of June, 2007, with the following members present:

(1) Larry Conner; (2) Becky Sagan; (3) John Price; and (4) Melissa Bacon.

PURPOSE OF MEETING

Pursuant to KRS Chapter 61, notice was given that on June 4, 2007, the Chair of the Fayette County Board of Education called a special meeting of the Board of Education for Wednesday, June 20, 2007, at 4:30 p.m. in Conference Room A, concerning student disciplinary hearings.

STAFF MEMBERS PRESENT

Stu Silberman, Brenda Allen, Greg Figgs, Paul Little and Officer Bobby Bruner.

Following the disciplinary hearings, the Board took the following action:

It was moved by John Price and seconded by Becky Sagan to: (1) expel a student from Henry Clay High School for a maximum of one calendar year; (2) allow the student to receive educational services during the term of expulsion by allowing her to utilize the Plato program at Martin Luther King Academy; and (3) once the student reaches current grade level through the Plato program, the student will be allowed to enroll at Bryan Station High School, which may occur as early as the beginning of the 2007-08 school year. The motion carried with a vote of 4 to 0.

It was moved by John Price and seconded by Melissa Bacon to adjourn the meeting at 5:45 p.m. The motion carried with a vote of 4 to 0.

CHAIR

SECRETARY (CLOSED SESSION)

**RECORD OF BOARD PROCEEDINGS
(MINUTES)
Closed Session and Regular Board Meeting
June 25, 2007**

The Fayette County Board of Education met at 701 East Main Street, Lexington, KY at 6:00 p.m. on the 25th day of June 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, Vince Mattox, Michael Ernst, Brenda Allen, Lisa Stone, Lisa Deffendall, Melodee Parker, Rodney Jackson

A. Call to Order

Larry Conner, Chair called the Regular Board Meeting to order at 6:00 p.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

Becky Sagan led the pledge and read the Board Mission Statement.

F. Approval of Agenda

*A motion was made by Becky Sagan and seconded by Melissa Bacon, to approve the agenda with the addition of an addendum, **J.3 Actions for Post Approval and Claims**. The motion carried with a vote of 5 to 0.*

G. Introductions, Student Performances, Recognitions and Proclamations:

1. Student Performance

a. Cast of "A Midsummer Night's Dream", Meadowthorpe Quest Accelerated Cluster Class

The students who performed are in the fourth and fifth grade and performed this play during the 2006-2007 school year.

3. Recognitions and Proclamations

a. Karlee Caswell: 2007 Award of Excellence Winner

Audree "Karlee" Caswell is a second grader from Stonewall Elementary. She recently received a National Award of Excellence in literature for her PTA Reflections piece, "My Nanny's House". She also received a state award of excellence in music.

- b. Ann Simone Cooper, Lafayette High School: Intel Foundation Award**
Ann Simone Cooper won a \$500 award in Behavioral and Social Sciences for her project on “The Effects of Capsaicin on Drosophila Melangaster”. It means the effect of the active ingredient in red pepper as an insect or fruit fly repellent.
- c. Brian Fei, Paul Laurence Dunbar High School: Catherine Brumleve Individual Achievement Award**
Brian Fei will be a sophomore at Paul Laurence Dunbar High School. He was presented with the Catherine Brumleve Individual Achievement Award by the Kentucky Mensa chapter at this year’s Kentucky Derby Festival in Louisville.
- d. Student Technology Leadership Program (STLP) Winners**
The Student Technology Leadership Program (STLP) is a project-based learning program that empowers students in all grade levels to use technology to learn and achieve. The following students earned first place in the second annual STLP Championship:
Will McCloy and Kate Kelly – 1st place in Reel School PSA Video Contest
Tushar Patel – 1st place as a Student Presenter
John Tender – 1st place in the CyberReporter/Editor category
Landon Porter – 1st place in Digital Art
- e. Meadowthorpe Academic Team, Governor’s Cup Winners**
The Meadowthorpe Academic Team comprised of fifteen 4th and 5th graders won the Governor’s Cup Academic Tournament. The team won the overall competition as well as the quick recall category.
- f. Dixie Elementary School: Creative Ticket School of Excellence Award**
The Creative Ticket School Awards Program recognizes schools that have done an outstanding job of making the arts essential to the education of their students. This award was presented to Dixie Elementary.
- g. SCAPA Speech Team**
For the tenth year in a row, a team of students from the School for the Creative and Performing Arts took first place in the annual Kentucky High School Speech League State Junior Division Tournament. A total of 25 sixth, seventh and eighth graders earned the chance to compete in Bowling Green this spring.
- h. eCYBERMISSION Winners, Tates Creek Middle School**
Four sixth graders from Tates Creek Middle School received an “Innovation, Originality and Creativity” award in this year’s national eCYBERMISSION competition. With this award, each team member will receive a \$2,000 U.S. EE savings bond and a certificate of recognition from the U.S. Army.
- i. DUKE TIP Grant Winners**
Fayette County seventh grade students rated among the best in the state and nation in the Duke University Talent Identification Program, widely know as TIP. Students are identified for State Recognition if they score in the top 25 percent of the Talent Search pool and are awarded Grand Recognition for scoring in the top 2 percent.
Yuki Inoue, Beaumont Middle School
Allison Wood, Bryan Station Middle School

Sadik Shahidain and Stephanie Tseng, Lexington Traditional Magnet School
 Todd Montgomery, Morton Middle School
 Michael Moloney, Southern Middle School

j. Tates Creek High School Dance Team, National Dance Champions, EDA Dance National Competition

Eighteen dancers from Tates Creek High School danced their way to the top recently at the EDA Dance Nations held in Myrtle Beach. In order to qualify for the national competition, the team finished at the top of the class at a regional competition in Richmond, Kentucky.

k. Lafayette High School Drama Department, 2008 Fringe Festival Performers

A group of students from Lafayette High School will represent Fayette County overseas next summer as they have been selected by the American High School Theatre Festival to perform at the 2008 Fringe Festival in Edinburgh, Scotland.

l. Fourth Quarter Fred Award

Jerry Hey, a teacher who retired last year, was selected as the fourth quarter Fred Award recipient. In order to continue molding students into life long learners, he came back to finish out the year for a teacher who retired in December.

m. Paul Laurence Dunbar High School Baseball Team: 2007 State Champions

The Paul Laurence Dunbar Baseball Team won the state tournament at Applebee's Park defeating Shelby County 10-1 in front of a record 4,467 fans.

H. Reports and Communications

A. Superintendent's Reports

a. Fayette Education Foundation Annual Report

Steve Byars, Chairman of the Fayette Educational Foundation presented the Foundation's Annual Report. Board members were presented with a written copy of the report. He stated that the complete leadership of the Fayette County Public Schools has never been better than right now and thanked the leadership for what they are doing for the students. The main focus of the Foundation is to narrow the achievement gaps and raise overall student achievement. Schools are recognized for reaching predetermined goals on their CATS tests, closing 80% of their achievement gaps and raising their test scores ten points or more on math and reading. During the 2006-2007 school year Rosa Parks Elementary, Picadome Elementary, Maxwell Elementary and Morton Middle School were recognized and presented \$5,000.00. Through an RFP process, five schools were also awarded 2020 Vision grants totaling \$100,000.

Stu Silberman - Thanked Steve Byars for his leadership and drive for continuing to push the Foundation forward.

Larry Conner – Thanked Steve Byars for phenomenal work and stated that he appreciated the cooperation that we get from the community as a result of the Foundation.

b. Dixie Elementary: Arts and Humanities Update

Stu Silberman - Dixie Elementary had a 22 point gain in achievement in the arts and humanities area.

During the presentation a slide show was shown that showcased some of the programs at Dixie Elementary.

Loraye Jones - Introduced Nanci Barnhart (music teacher), Bob Price (parent and member of SBDM), Beth Rankin (parent and instructional assistant). Dixie Elementary has a strong commitment to the arts which is visible when entering the school building. The more they offer the arts and humanities, the more the students have become involved. Several different types of programs are offered throughout the school year: Intermediate Corral Program (4th and 5th graders), Primary Corral, Piano Keyboarding, Art Club, Saturday Arts and Crafts, field trips that are centered on the arts, Arts Day, Arts Enrichment Program during the 2nd semester and Arts to Go Bags. Very pleased with the 22 point increase in the arts and humanities, which reflects the intentional teaching that is going on in the classrooms, a focus on the core content, carefully teaching children not only to see the arts, but how to interpret the arts and demonstrate their understanding through their writing.

Nanci Barnhart – Arts and enrichment program is a six week academy, three days a week, and features classes in the four arts: music, art, dance and drama. All classes are structured around the Kentucky Core Content. The first year the classes were offered to the 3rd, 4th, and 5th grade students with the 5th grade students having priority since they are the ones tested and have expanded to include the 2nd grade students. A wide variety of classes are offered to the students through the academy. Parents actively supported the academy and taught many of the classes. Teachers and some of their spouses also taught the classes. 5th grade students participate in field trips centered around the arts. The 2020 Vision grant of \$1,000.00 was written to be able to take students on a spring performance trip to the Lexington Philharmonic Orchestra and to the Living Arts and Science Center.

Beth Rankin – Stated that she feels there is something for everyone and not everyone has the opportunity to discover what they love to do in the Arts and Humanities and the staff at Dixie makes it possible for as many students as possible to discover their love. Arts enrichment program has given the students an opportunity to find something within themselves to show expression in a positive way. Shared how her children have become active in the Arts and Humanities through the programs at Dixie.

Bob Price - Spoke, as a parent, on his involvement with workshops held by the Pritchard Committee and the positive impact the Arts Enrichment programs at Dixie Elementary had on his daughter and all of the students. He attended the Parents and Teachers as Art Partners workshop and The Commonwealth Institute for Parent Leadership workshop. Parents and teachers who attended were shown the value of and how to work as one. The workshops' impact on the students at Dixie is great: happiness, safety, learning, preparing the mind to learn, achievement, closing the achievement gaps, double digit score increases and long term viability in the future workforce. He came away from the workshops with a totally different view of the definition of the arts and realizes how art is necessary for students to learn at a higher level. Dixie Elementary is an art, "It's About Kids" is an art and the Prichard Committee is an art.

Loraye Jones – Commitment made by the parents and community has been the glue to being able to put all the components of this program together.

Stu Silberman – Commended Dixie Elementary for their gains and their commitment - Dixie is a school on the move.

Becky Sagan – The six week academy, is it held after school?

Loraye Jones – Yes

Becky Sagan – How did the transportation work?

Loraye Jones – At Dixie there are not many bus riders. With the bus riders we worked individually with their families to allow them to participate. Transportation was not a barrier for students participating.

Becky Sagan – Expressed appreciation that students are learning through seeing the arts and expressing their understanding of the arts through writing – very important.

Amanda Ferguson – Art bags are a great idea – students take them home and participate as a family.

John Price – Sees that Dixie has made learning fun and likes the part in the journal where the parents have comments, which has the whole family involved in the learning process.

Larry Conner – Great program and hope other elementary schools can replicate the program. Great opportunity for kids not only to learn art, music and dance, but there is a lot of culture in the curriculum.

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

2. **Remarks by Citizens** – None

3. **Resolution:**

a. **Regarding the death of Corey John Pollock**

Melissa Bacon read a resolution regarding the death of Corey John Pollock – student.

A motion was made by Melissa Bacon and seconded by John Price, to adopt the resolution regarding the death of Corey John Pollock. The motion carried 5 to 0.

I. Approval of Routine Matters

1. *Approval of Agenda Planning Meeting Minutes of May 7, 2007*
2. *Approval of Regular Board Meeting Minutes of May 21, 2007*

A motion was made by John Price and seconded by Amanda Ferguson, 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. **Monthly Financial Report for the Month of May 2007**
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. **2008-2009 instructional Calendar**
8. **Approval of Cooperative Membership Agreement with Kentucky Educational Development Corporation**
9. **Revisions of Middle and High School Athletic Guidelines**
10. **Declaration of Surplus and Intent to Sell**

06170

11. **Discretionary Grants Awarded, Kentucky Department of Education Enhancing Education Through Technology (3) Grant**
12. **Approval of Development/Installation of the Paul Laurence Dunbar Memorial Garden**
13. **Job Description Update**

K. Approval of Action Items

14. Approval to Execute Contract with IKON Duplicating

Stu Silberman – Contract is for the print shop and was discussed at the Planning Meeting.

A motion was made by Melissa Bacon and seconded by John Price to approve entering into the contract set out above. The motion carried with a vote of 5 to 0.

15. Approval of Revised 2006-2008 District Improvement Plan (DIP) and Job Description

Stu Silberman – Contains changes for the 2020 Vision.

A motion was made by Melissa Bacon and seconded by Becky Sagan, to approve the revision to the 2006-2008 District Improvement Plan (DIP) as presented. The motion carried with a vote of 5 to 0.

16. International Baccalaureate Programme Academic Weights

Stu Silberman - Tates Creek has become an International Baccalaureate program school which is one of the strongest curriculums in the nation. This recommendation is to go along with the Advanced Placement weighting which is already a part of board policy.

Amanda Ferguson – Asked for clarification that this was the same weighting as the Advanced Placement.

Stu Silberman – Yes.

A motion was made by Melissa Bacon and seconded by John Price, to approve academic weighting of credits earned through successful completion of courses in the International Baccalaureate Programme at an equal level to credits earned through Advanced Placement courses, for the purposes of calculating Grade Point Averages and toward requirements for the Commonwealth Diploma. The motion carried with a vote of 5 to 0.

17. Approval of School Activity Fund Budgets

Stu Silberman – These budgets were sent to the Board members for review. Budgets are for each of the school activity funds – budgets where revenue comes through, such as fund raising and after school activities.

A motion was made Melissa Bacon and seconded by Becky Sagan, to approve the tentative school activity fund budgets as presented. The motion carried with a vote of 5 to 0.

18. Proposal for Contracting with a MUNIS Consultant

Stu Silberman – MUNIS is the state wide financial system used in all school districts. Several years ago it was mandated that we use this software package and since then support from KDE has expired. Having a MUNIS consultant would make sure that we are utilizing the system the most efficient way possible and also would allow us to create desk manuals for new people.

Amanda Ferguson – Worthwhile expense which will allow for full utilization of the system and possible elimination of duplication and waste.

Larry Conner – Congratulated Rodney Jackson, his staff and Stu for trying to make MUNIS as beneficial to the district as possible.

A motion was made by John Price and seconded by Melissa Bacon, to authorize execution of a contract with the MUNIS consultant. The motion carried with a vote of 5 to 0.

19. Approval of a BG-1 Project Application for the Cardinal Valley Elementary School Heat Pump Replacement Project

Stu Silberman – Asked that the Board Chairman consider agenda item 19 and 20 at the same time – both are BG-1's. Both projects are covered through our Capital Outlay Program.

Larry Conner – If there is no objection, we will combine K19 and K20.

No objection

A motion was made by Becky Sagan and seconded by Amanda Ferguson, to approve the submittal of the BG-1 Project Application for the Cardinal Valley Heat Pump replacement project and the BG-1 Project Application for the Meadowthorpe Elementary School roof top unit replacement project; subject to the approval of the Kentucky Department of Education; per the provisions of 702 KAR 4:16. The motion carried with a vote of 5 to 0.

20. Approval of a BG-1 Project Application for the Meadowthorpe Elementary School Roof Top Unit Replacement Project

See K19

22. Annual Review of the Statement on Rights and Responsibilities and Student Code of Conduct

Becky Sagan – A committee made up of parents, students, teachers, administrators and community members thoroughly reviewed the Student Code of Conduct. Community input was sought. One very important change is the addition of a section on bullying to make students aware that bullying will not be tolerated. At the beginning of school all principals will go over this section with the students. Ms. Sagan stated that she is very comfortable with the Student Code of Conduct being presented. Every student and staff member will receive a hard copy and will also be available on line.

A motion was made by Melissa Bacon and seconded by Becky Sagan, to waive second reading and adopt the 2007-2008 Statement on Rights and Responsibilities and Student code of Conduct. The motion carried with a vote of 5 to 0.

23. Approval of Agreement for Payment in Lieu of Taxes (Pilot) with Lexington-Fayette Urban County Government and BP Shelbourne, LLC

Stu Silberman – This is a pilot agreement which is a payment in lieu of taxes with LFUCG. Brenda Allen has done an excellent job of putting this together. The district is very well protected in this agreement.

Brenda Allen – This is an industrial revenue bond project used in certain areas of Kentucky. It is a project whereby the property is actually deeded to the city and when this occurs it is exempt from ad valorem property taxes. We would not receive any property taxes from this property. When the property is deeded the parties can enter into an agreement whereby they agree to receive payments in lieu of the taxes. The property will be deeded to Lexington-Fayette Urban County Government and will be exempt from taxes. An agreement has been negotiated whereby the Board will receive 100% of what they would ordinarily receive if this were a taxable property. Under this agreement, dates for notification of payment due have been established, the manner in which the property will be assessed by the PVA has been established, a method whereby they can contest the amount we say is due has been established - the amount would still

be due by the due date with the details being worked out after the fact. It is a thirty year bond which is a thirty year agreement that will afford the Board the full amount of payments in lieu of the taxes in an equivalent amount for the total of the bond.

Stu Silberman – Essentially allows them to move forward with their project, but the Board still receives the full taxes that would have been received. This is a win/win situation. In addition to thanking Brenda Allen for negotiating the agreement, would also like to thank Mayor Jim Newberry and Joe Kelly for working with us. They were very aware of our needs, particularly our facilities needs, and worked very closely with us to make sure that we did not lose any of the tax dollars. At today's rates, over the life of the bond, it is approximately \$32 million for us and will actually go up as the property value increases. We will be getting 100% of the money that we would have received from the taxes, the building can continue, the city is participating and we can help revitalize downtown.

Larry Conner – Assumption is that the method for assessment will be the same as any other commercial development.

Brenda Allen – Correct. It will be established by the PVA under their standard operating procedures.

Amanda Ferguson – Payments are calculated with each new assessment?

Brenda Allen – Yes. Our office will calculate the payment due and notify them.

John Price – Based on our current rates at that particular year?

Brenda Allen – Correct.

John Price – Whatever the PVA says the assessed value is, multiplied by our current rate, with them being billed like a regular property owner?

Stu Silberman – Correct.

A motion was made by John Price and seconded by Amanda Ferguson, to authorize execution of the PILOT Agreement with the Lexington-Fayette Urban County Government and BP Shelbourne, LLC, subject to final approval of the Agreement by the Lexington-Fayette Urban County Council on June 26, 2007. The motion carried with a vote of passed 5 to 0

L. Informational Items

1. Personnel Changes – No discussion

M. Oral Communications

1. **Public Comments** – None
2. **Board Requests**
3. **Other Business**

a. Board

Discussion of Board Work

b. Staff

Brenda Allen asked for clarification that the motion to approve the consent items included the addendum. Larry Conner stated that it did.

N. Motion Making Agenda Part of the Official Board Minutes

A motion was made by John Price and seconded by Melissa Bacon, to make the agenda dated June 25, 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 7:50 p.m. 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 Melissa Bacon 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 Amanda Ferguson and seconded by John Price to approve the evaluation and authorize execution of the contract presented for Brenda Allen to serve as General Counsel for the Board of Education for the 2007-2008 fiscal year. The motion carried with a vote of 5 to 0.

Adjournment

A motion was made by John Price and seconded by Becky Sagan to adjourn the meeting at 10:15 p.m. The motion carried with a vote of 5 to 0.

CHAIR

SECRETARY

**RECORD OF BOARD PROCEEDINGS
(MINUTES)
Special Board Meeting
July 11, 2007**

The Fayette County Board of Education met at Bryan Station High School, 201 Eastin Road, Lexington, KY at 8:00 a.m. on the 11th day of July 2007, with the following members present: **(1) Larry Conner, (2) Becky Sagan, (3) John Price, (4) Melissa Bacon and (5) Amanda Ferguson**

PURPOSE OF MEETING

Pursuant to KRS Chapter 61, notice is hereby given that on June 25, 2007 the Chair of the Fayette County Board of Education called a special meeting for a work session of the Board of Education for **Wednesday, July 11, 2007**, at **8:00 a.m.**, 201 Eastin Road, Lexington, KY. The agenda will include discussion and a work session regarding Board governance procedures, Board and Superintendent working relationship, as it applies to district operations and a closed session to discuss personnel.

The Board members and the Superintendent engaged in a discussion and work session regarding Board governance procedures and Board and Superintendent working relationships, as it applies to district operations.

It was moved by Becky Sagan and seconded by John Price to go into closed session for the superintendent's evaluation at 2:22 pm. The motion carried with a vote of 5 to 0.

It was moved by Melissa Bacon and seconded by Amanda Ferguson to go into open session at 3:57 pm. The motion carried with a vote of 5 to 0.

It was moved by Becky Sagan and seconded by John Price to adjourn the meeting at 3:57p.m. The motion carried with a vote of 5 to 0.

CHAIR

SECRETARY

J.1 AWARD OF BIDS/PROPOSALS

The following is a summary of bids/proposals submitted from the Purchasing Department for approval.

BIDS/PROPOSALS

BID	MAILING ROSTER	DEPARTMENT	RESPONSE – NUMBER RECEIVED
1. Bid 34-07 Pizza Commercially Prepared	<ol style="list-style-type: none"> 1. Pizza Hut 2. Eureka Pizza 3. Papa John's Pizza 4. Domino's Pizza 5. Little Caesar's Pizza 6. Donato's Pizza 7. Lexington Commerce 8. KMBC 	Food Service	1
2. Bid 35-07 Automatic Transmission Fluid/ Engine Oil	<ol style="list-style-type: none"> 1. Elite Petroleum 2. Bulk Plants 3. Riley Oil 4. Stephens Oil 5. BEP Industrial Lubricants 6. Key Oil 7. Lexington Commerce 8. KMBC 	Transportation	5
3. Bid 36-07 Bread, Bakery Products	<ol style="list-style-type: none"> 1. Earthgrains Baking Company 2. Klosterman Baking Company 3. Flowers Baking Company 4. Interstate Brands 5. Lexington Commerce 6. KMBC 	Food Services	3
4. Bid 37-07 Roofing Repair	<ol style="list-style-type: none"> 1. Bri-den Company 2. Insulated Roofing Contractors 3. Pearce-Blackburn Roofers 4. Tri-State Roofing & Sheet Metal 5. UCSC 6. Dominion Services 7. Lexington Contracting 8. Isaac Exterior Specialist Roofing 9. Isaacs Specialty Roof Systems 10. Lexington Commerce 11. KMBC 	Maintenance	2
5. Bid 38-07 Dairy Products	<ol style="list-style-type: none"> 1. Flav-o-rich Dairies 2. H. Meyer Dairy 3. J. W. Haywood & Sons 4. Southern Belle Dairy 5. Deans Milk 6. Lexington Commerce 7. KMBC 	Food Services	4

6. Bid 39-07 Paper Products, School Lunch Supplies	<ol style="list-style-type: none"> 1. All American Poly 2. Central Poly 3. Diversified Distribution 4. Dynapak 5. Gordon Food Service 6. Unipak 7. Interflex 8. Wallace Packaging 9. Restaurant Equipment Sales 10. All Serve Enterprise 11. Preferred Packaging 12. Berkley Square 13. Willow Tree Enterprises 14. Aramsco 15. Pyramid School Products 16. XPEDX 17. Summa Purchasing Group 18. BASIC Supply Co. 19. Worthington Paper Co. 20. Mid American Chemical Supply 21. Ohio Valley Converting 22. Florida Health Services 23. Lexington Commerce 24. KMBC 	Food Services	10
7. Bid 40-07 Concrete Masonry Repair	<ol style="list-style-type: none"> 1. Bill Thompson, Masonry Contractor 2. Gilpin Masonry Construction 3. Hieb Concrete Products 4. Renner & Sons, Stone Contractors 5. Schnell Contractors 6. Marr Company 7. Dominion Services 8. JHT Enterprises 9. Kingdom Construction 10. Joash Inc. 11. Williams Restoration 12. Jarboe Construction 13. Lexington Commerce 14. KMBC 15. Midwest Maintenance Inc. 	Maintenance	2
8. Bid 41-07 Fire Extinguishers & Hood Suppression System Services	<ol style="list-style-type: none"> 1. Collins Fire Protection 2. Fesco 3. Koorsen Fire and Safety 4. Simplex Grinnell 5. Builders Exchange of Louisville 6. Prime Vendor 7. Lexington Commerce 8. KMBC 	Risk Management	3

Extensions/ Additions

BID	MAILING ROSTER	DEPARTMENT	
1. RFP 05-06 Student Athletic Vol. Insurance "Buy-Up"	R.J. Roberts Inc.	Risk Management	

J.1 AWARD OF BIDS/PROPOSALS

1. Bid 34-07 Pizza, Commercially Prepared

BACKGROUND AND RATIONALE:

Commercial Pizza is competitively bid annually in the operation of the National School Lunch program as well as Ala Carte sales.

Vendor: The following bidders received specifications and have bid on the indicated contract:

Key to Markings
Recommended Bid Award

Company

Eureka Pizza

I. Minimum 14" Pizza		<u>Cost Per Pizza</u>	\$4.70 ###
		<u>Cost per Pizza</u>	<u>Each Additional Topping</u>
II. 14" One Topping Pizza			
1-5 Pizzas	\$5.50	\$1.00	###
6 or More	5.50	1.00	###

Contract Period: Beginning August 1, 2007 and ending July 31, 2008

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Commercially Prepared Pizza	Last year's expenditure was approximately \$292,499.00	Food Service Accounts	Recurring	Will provide commercially prepared pizza to schools and administrative departments

Funding key: Food Service Accounts

STAFF CONTACT: Pat Kelley, Food Services

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
 "Accept the low bid from Eureka Pizza."

2. Bid 35-07 Automatic Transmission Fluid/ Engine Oil

BACKGROUND AND RATIONALE:

Transmission Fluid and Engine Oil are products necessary to maintain FCPS's fleet of 250 buses and 120 maintenance, operations, transportation and warehouse vehicles.

Vendor: The following bidders received specifications and have bid on the indicated contract:

**Key to Markings
Recommended Bid Award**

<u>Company/Item</u>	<u>Price Per Gallon</u>
Item 1 <u>Automatic Transmission Fluid</u>	
Bulk Plants, Inc.	NO BID
Elite Petroleum, Inc. (Chevron Multi-Vehicle ATF)	\$10.10
Stephens Oil Company (Kendall Versatrans)	\$10.10 ###*
Key Oil (Conoco Versatrans ATF)	\$11.23
Riley Oil	NO BID

*Awarded by tiebreaker (b). Stephens Oil Company is located in Lexington, KY and Elite Petroleum is located in Danville, KY. As stated in the bid, "**Award of Tie Bids** shall be determined in the following manner.

- a) Certified Minority and Women owned businesses
- b) Local bidders (those with the principle place of business in Fayette County) shall be awarded the bid if all other tie bids are from bidders outside the local area.

Item 2 Engine Oil Synthetic Blend - 15W40

Bulk Plants, Inc.	NO BID
Elite Petroleum, Inc. (Chevron Delo 400LE 15w40)	\$7.29
Stephens Oil Company (Kendall Super-D XA 15w40)	\$7.01 ###
Key Oil (Conoco Guardol ECT Motor Oil 15w40)	\$7.52
Riley Oil	NO BID

Contract Period: August 1, 2007 through October 31, 2007

PROPOSAL:

Item	Amount	Funding Source	Recurring / Nonrecurring	Measurable Expected Impact and Timeline
Automatic Transmission Fluid and Engine Oil	To date expenditure was approximately \$39,475.00	901 1 096 0661	Recurring	Will permit FCPS to continue to operate its transportation fleet with the service required to support the educational process.

Funding Key: 901 – Transportation; 1 – General Fund; 096 – Bus Maintenance; 0661 – Transportation

STAFF CONTACTS: Dan Ousley, Transportation

POLICY REFERENCE: KRS 45A.365.

RECOMMENDATION: A motion is in order to
"Accept the bid from Stephens Oil Company."

3. Bid 36-07 Bread and Bakery Products

BACKGROUND AND RATIONALE:

Bread and Bakery products are used in the operation of the National School Lunch and Breakfast program and are competitively bid annually.

Vendor: The following bidders received specifications and have bid on the indicated contract:

Key To Markings
Recommended Bid Award
A Non-Responsive

Sara Lee/ Earthgrains

A*

*Not all items were bid and as stated on response sheet all items must be bid, partial bids shall be considered non-responsive.

Klosterman Baking Company

1.	Loaf	<u>Bread:</u> White, sandwich loaf, twenty-four (24) ounces, 14" long and 4" x 4" square, sliced 26 slices and 2 heels per loaf.	\$.91	###
2.	Loaf	<u>Bread:</u> Whole Wheat, sandwich loaf, twenty-four (24) ounces, 14" long and 4" x 4" square, sliced 26 slices and 2 heels per loaf.	\$.96	###
3.	Loaf	<u>Bread:</u> White, open top loaf, twenty (20) ounces, sliced 19 slices and 2 heels per loaf.	\$.88	###
4.	Loaf	<u>Bread:</u> Texas Toast, thick sliced sandwich bread, minimum 1.25 oz per slice. State weight of loaf--24 oz. State number of usable slices per loaf--18.	\$.99	###
5.	Package	<u>Buns:</u> Hamburger, 4" diameter, minimum weight 22 oz, 12 per package.	\$.92	###
6.	Package	<u>Buns:</u> Hamburger, 4" diameter, minimum weight 22 oz, 12 per package. 100% Whole Wheat/ Whole Grain	\$1.20	###
7.	Package	<u>Buns:</u> Multigrain, 4" diameter, minimum weight 22 oz, 12 per package.	\$1.20	###
8.	Package	<u>Buns:</u> Hot Dog, 4" - 6" size, minimum weight 18 oz, 12 per package.	\$.92	###
9.	Package	<u>Buns:</u> Hot Dog, footlong, 12" long, minimum weight 16 oz, 6 per package.	\$.93	###
10.	Package	<u>Buns:</u> Split Top Hoagie, 6" size, minimum weight 16 oz, 8 per package.	\$1.08	###
11.	Package	<u>Buns:</u> Split Top Hoagie, 4" size, minimum weight 16 oz, 8 per package.	\$1.08	###
12.	Package	<u>Buns:</u> Split Top Hoagie, 6" size, minimum weight 16 oz, 8 per package. 100% Whole Wheat/ Whole Grain	\$1.32	###
13.	Package	<u>Buns:</u> Sheet Bun, sliced, approximately 2" x 2" size, approximately 1 ounce per bun. State how packed -- 24 per pkg.	\$1.84	###
14.	Package	<u>Buns:</u> Sheet Bun, sliced, approximately 2" x 2" size, approximately 1 ounce per bun. 100% Whole Wheat/ Whole Grain – 24 per pkg.	\$2.20	###
15.	Pound	<u>Bread:</u> Dressing, per pound, bread must be no more than 84 hours old on day of delivery.	\$.66	###
Total Daily Price based on FCPS daily usage estimates			\$1,055.00	###

Flowers Baking Company

No Bid

Contract Period: Beginning August 11, 2007 and ending August 10, 2008

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Bread and Bakery Products	Last year's expenditure was approximately \$179,387.00	Food Service Funds	Recurring	Bid will provide bread and bakery products for the 2007-2008 school year.

Funding Key: **Food Service Funds**

STAFF CONTACT: Pat Kelley, Food Services

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
"Accept the low bid from Klosterman Baking Company."

4. Bid 37-07 Roofing Repair

BACKGROUND AND RATIONALE:

This bid allows for large-scale repair projects within FCPS in order to protect the District's investment in facilities and to provide for the safety of students and staff.

Vendor: The following bidders received specifications and have bid on the indicated contract:

Key to Markings
Recommended Multiple Bid Award

Item #	Items	Qty	Unit	Pearce-Blackburn Roofing		Insulated Roofing Contractors	
				Unit Price	Total Price	Unit Price	Total Price
1.	Shingle Roof						
A.	Master Roofer/ Job Foreman	30	Hrs	\$34.20	\$1,026.00	###	No Bid
B.	Roofing Helper	30	Hrs	\$25.40	\$762.00	###	No Bid
C.	Laborer	30	Hrs	\$25.40	\$762.00	###	No Bid
	Total Price				\$2,550.00	###	
	Built-up Bituminous						
2.	Membranes						
A.	Master Roofer/ Job Foreman	50	Hrs	\$34.20	\$1,710.00	###	No Bid
B.	Roofing Helper	100	Hrs	\$25.40	\$2,540.00	###	No Bid
C.	Laborer	200	Hrs	\$25.40	\$5,080.00	###	No Bid
	Total Price				\$9,330.00	###	
3.	Vulcanized Elastomerics						
A.	Master Roofer/ Job Foreman	10	Hrs	\$34.20	\$342.00	###	No Bid
B.	Roofing Helper	10	Hrs	\$25.40	\$254.00	###	No Bid
C.	Laborer	10	Hrs	\$25.40	\$254.00	###	No Bid
	Total Price				\$850.00	###	
4.	Non-Vulcanized Elastomerics						
A.	Master Roofer/ Job Foreman	10	Hrs	\$34.20	\$342.00	###	No Bid
B.	Roofing Helper	10	Hrs	\$25.40	\$254.00	###	No Bid
C.	Laborer	10	Hrs	\$25.40	\$254.00	###	No Bid
	Total Price				\$850.00	###	
5.	Thermoplastics						
A.	Master Roofer/ Job Foreman	10	Hrs	\$34.20	\$342.00	###	No Bid
B.	Roofing Helper	10	Hrs	\$25.40	\$254.00	###	No Bid
C.	Laborer	10	Hrs	\$25.40	\$254.00	###	No Bid
	Total Price				\$850.00	###	
6.	Modified Bitumen						

A.	Master Roofer/ Job Foreman	30	Hrs	\$34.20	\$1,026.00	###	No Bid	No Bid
B.	Roofing Helper	30	Hrs	\$25.40	\$762.00	###	No Bid	No Bid
C.	Laborer	30	Hrs	\$25.40	\$762.00	###	No Bid	No Bid
	Total Price				\$2,550.00	###		
7.	Urethane/Foam Systems							
	Roofing System with 5yr		Sq.					
A.	"NDL" warranty	20000	Ft.	No Bid	No Bid		2.5	\$50,000.00 ###
	Roofing System with 10yr		Sq.					
B.	"NDL" warranty	50000	Ft.	No Bid	No Bid		2.85	\$142,500.00 ###
	Roofing System with 20yr		Sq.					
C.	"NDL" warranty	200000	Ft.	No Bid	No Bid		3.15	\$630,000.00 ###
	Total Price							\$822,500.00 ###

Contract Period: Beginning August 13, 2007 and ending August 12, 2008

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Roofing Repair	Last year's expenditure was approximately \$449,632.00	920 1 134 0438	Recurring	Annual contract to make repairs to roofs of FCPS and administrative buildings.

Funding key: 920 – Maintenance; 1 – General Fund; 134 – Maintenance; 0438 – Roofing Repairs and Maintenance

STAFF CONTACT: JR Gilbert, Supervisor of Maintenance

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
"Accept low bids from Pearce-Blackburn Roofing and Insulated Roofing Contractors."

5. Bid 38-07 Dairy Products

BACKGROUND AND RATIONALE:

Dairy products are used in the operation of the National School Lunch and Breakfast Program and are competitively bid annually.

Vendor: The following bidders received specifications and have bid on the indicated contract:

**Key to Markings
Recommended Bid Award**

Item #	Items	Southern Belle		Flav-O-Rich Dairies ###	
		Unit Price	Total Price	Unit Price	Total Price
1.	Milk Grade A Whole, 1/2pt	\$0.2285	\$28.56	\$0.2150	\$26.88
2.	Milk Grade A Vitamin D 16oz.	\$0.6200	\$124.00	\$0.6200	\$124.00
3.	Milk Grade A 2% 1/2pt	\$0.2165	\$930.95	\$0.2090	\$898.70
4.	Milk Grade A 2% 16oz	\$0.6000	\$120.00	\$0.6000	\$120.00
5.	Milk Grade A Chocolate 1/2pt	\$0.2155	\$2,586.00	\$0.1990	\$2,388.00
6.	Milk Grade A Chocolate 16oz	\$0.6000	\$120.00	\$0.5700	\$114.00
7.	Milk Grade A Strawberry 1/2pt	\$0.2235	\$201.15	\$0.2150	\$193.50
8.	Milk Grade A Strawberry 16oz	\$0.6000	\$120.00	\$0.8500	\$170.00
9.	Milk Grade A Skim 1/2pt	\$0.2085	\$70.89	\$0.1990	\$67.66
10.	Buttermilk	\$1.7000	\$68.00	\$1.5000	\$60.00
11.	Cottage Cheese 1 lb	\$1.6500	\$8.25	\$1.3900	\$6.95
12.	Cottage Cheese 5 lb	\$7.0000	\$35.00	\$6.9500	\$34.75
13.	Fruit Juice Drink	\$0.1790	\$1,306.70	\$0.1540	\$1,124.20
Total Daily Price			\$5,719.50		\$5,328.64 ###
Optional Items					
14.	Milk 2% 1 gal.	\$3.40		\$3.20	
15.	Yogurt	\$0.50		\$0.48	
16.	Sour Cream 1lb	\$1.30		\$1.08	
17.	Sour Cream 5lb	\$6.00		\$5.15	
18.	Sour Cream "Light"	\$6.00		\$5.00	

J.W. Haywood & Sons Inc. – No Bid
H. Meyer Dairy – No Bid

Contract Term: August 8, 2007 thru August 7, 2008

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Dairy Products	Last year's expenditure was approximately \$731,500.00	Food Service Accounts	Recurring	Will provide Dairy Products to schools for 2007-2008 school year

Funding key: Food Service Accounts

STAFF CONTACT: Pat Kelley, Food Services

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
"accept low bid from Flav-O-Rich Dairies."

Bid 39-07 – Paper Products, School Lunch Supplies

School Lunch Paper Supplies are used in the operation of the National School Lunch and Breakfast programs and are competitively bid annually.

Vendor: The following bidders received specifications and have bid on the indicated contract:

Key to Markings
Recommended Bid Award

<u>Item</u>	Total Price For Drop Ship to Warehouse	
Item 1 <u>Aluminum Foil, 24" W x 1,000' L, (75 rolls)</u>		
Gordon Food Service	\$7,124.25	###
Diversified Distribution Company	5,082.00	###
Item 2 <u>Food Service Film 18" x 2000' per roll (150 rolls)</u>		
Diversified Distribution Company	1,710.00	###
Gordon Food Service	2,008.50	###
Item 3 <u>Souffle Cups, 2 oz. (150 cases of 5,000)</u>		
Diversified Distribution Company	5,964.00	###
Gordon Food Service	7,659.00	###
<u>Lids to fit 2 oz. Souffle Cups (15 cases of 2,500)</u>		
Diversified Distribution Company	355.95	###
Gordon Food Service	424.35	###
Item 4 <u>Souffle Cups, 4 oz (300 cases of 2,500)</u>		
Diversified Distribution Company	8,961.00	###
Gordon Food Service	12,768.00	###
<u>Lids to fit 4 oz. Souffle Cups (20 cases of 2,500)</u>		
Diversified Distribution Company	628.00	###
Gordon Food Service	751.60	###
Item 5 <u>Souffle Cups, 5-1/2 oz. (100 cases of 2,500)</u>		
Diversified Distribution Company	4,713.00	###

Gordon Food Service	5,035.00	###
<u>Lids to fit 5-1/2 oz. Souffle Cups</u> <u>(10 cases of 2,500)</u>		
Diversified Distribution Company	314.00	###
Gordon Food Service	376.60	###
Item 6 <u>Cold Cups, 12 oz., (50 cases of 1,000)</u>		
Diversified Distribution Company	1,015.00	###
Gordon Food Service	1,190.00	###
<u>Lids to fit 12 oz. Cold Cups</u> <u>(5 cases of 1,000)</u>		
Diversified Distribution Company	98.00	###
Gordon Food Service	110.30	###
Item 7 <u>Cold Cups, 16 oz., (300 cases of 1,000)</u>		
Diversified Distribution Company	9,210.00	###
Gordon Food Service	10,713.00	###
<u>Lids to fit 16 oz. Cold Cups</u> <u>(5 cases of 1,000)</u>		
Diversified Distribution Company	545.00	###
Gordon Food Service	623.50	###
Item 8 <u>Hot Cups, 8 oz., (50 cases of 1,000)</u>		
Diversified Distribution Company	696.00	###
Gordon Food Service	704.00	###
<u>Lids to fit 8 oz. Hot Cups</u> <u>(10 cases of 1,000)</u>		
Diversified Distribution Company	79.10	###
Gordon Food Service	84.00	###
Item 9 <u>Utility Bowls, Foam, 12 oz.</u> <u>(300 cases of 1,000)</u>		
Diversified Distribution Company	4,461.00	###
Gordon Food Service	6,747.00	###
Item 10 <u>Foam Bowls, 5 oz.</u> <u>(800 cases of 1,000)</u>		
Diversified Distribution Company	10,440.00	###
Gordon Food Service	18,032.00	###

Item 11 <u>Clear Plastic Insert Dish, 4 oz.</u> <u>(700 cases of 2,500)</u>		
Diversified Distribution Company	5,310.00	###
Gordon Food Service	5,210.00	###
Item 12 <u>Salad Container and Lid, 32 oz.</u> <u>(175 cases of 250)</u>		
Diversified Distribution Company	6,609.75	###
Gordon Food Service	8,524.25	###
Item 13 <u>Salad Container and Lid, 24 oz.</u> <u>(150 cases of 250)</u>		
Diversified Distribution Company	5,173.50	###
Gordon Food Service	3,319.50	###
Item 14 <u>Foam Plate, 6" (100 cases of 1,000)</u>		
Diversified Distribution Company	1,145.00	###
Gordon Food Service	2,086.00	###
Item 15 <u>Foam Plate, 9" (1,200 cases of 500)</u>		
Diversified Distribution Company	12,740.00	###
Gordon Food Service	25,512.00	###
Item 16 <u>Trays (1,500 cases of 500)</u>		
Diversified Distribution Company	25,530.00	###
Gordon Food Service	37,980.00	###
Item 17 <u>Paper Food Tray, 4 oz.</u> <u>(200 cases of 1,000)</u>		
Diversified Distribution Company	2,078.00	###
Gordon Food Service	3,428.00	###
Item 18 <u>Paper Food Tray, 5 lb.</u> <u>(80 cases of 1,000)</u>		
Diversified Distribution Company	2,304.00	###
Gordon Food Service	5,052.80	###
Item 19 <u>Automatic Tray (100 cases of 250)</u>		
Diversified Distribution Company	2,657.00	###
Item 20 <u>Disposable Cutlery Lunch Kit</u> <u>(800 cases of 500)</u>		

Wallace Packaging	10,800.00	###
Diversified Distribution Company	10,120.00	###
Gordon Food Service	14,768.00	
Item 21 <u>Disposable Forks (700 cases of 1,000)</u>		
Diversified Distribution Company	4,305.00	###
Gordon Food Service	4,935.00	###
Central Poly Corp.	6,720.00	
Item 22 <u>Disposable Knives (75 cases of 1,000)</u>		
Diversified Distribution Company	461.25	###
Gordon Food Service	528.75	###
Central Poly Corp.	720.75	
Item 23 <u>Disposable Teaspoons</u> <u>(700 cases of 1,000)</u>		
Diversified Distribution Company	4,305.00	###
Gordon Food Service	4,935.00	###
Central Poly Corp.	6,727.00	
Item 24 <u>Sandwich Bags, 5-2/3" x 5-1/2"</u> <u>Printed "Cookie" (20 cases of 2,000)</u>		
Diversified Distribution Company	313.60	###
Gordon Food Service	532.00	###
Item 25 <u>Sandwich Bags, 6-1/2" x 7"</u> <u>(125 cases of 2,000)</u>		
Diversified Distribution Company	1,706.25	###
Gordon Food Service	3,417.50	###
Item 26 <u>Sandwich Bags, 6-1/2" x 7"</u> <u>Printed "Hamburger"</u> <u>(25 cases of 2,000)</u>		
Diversified Distribution Company	392.00	###
Gordon Food Service	738.75	###
Item 27 <u>Sandwich Bags, 6-1/2" x 7"</u> <u>Printed "Ham and Cheese"</u> <u>(20 cases of 2,000)</u>		
Diversified Distribution Company	313.60	###
Item 28 <u>Storage Bags, Ziplock, 1 gallon</u> <u>(30 cases of 250)</u>		

Diversified Distribution Company	350.10	###
Gordon Food Service	423.60	###
Item 29 <u>Delicatessen Paper, 500 sheets</u> <u>per box, 12 boxes per case (70 cases)</u>		
Diversified Distribution Company	3,584.00	###
Gordon Food Service	4,839.80	###
Item 30 <u>Dispenser Napkins, Embossed</u> <u>12" x 13" (900 cases of 6,000)</u>		
Diversified Distribution Company	27,855.00	###
Gordon Food Service	23,454.00	###
Item 31 <u>Straws, (275 cases of 12,000)</u>		
Diversified Distribution Company	7,672.50	###
Gordon Food Service	13,057.00	###
Item 32 <u>Plastic Bag-Can Liner</u> <u>33" x 40" long (200 cases of 250)</u>		
Diversified Distribution Company	2,268.00	
Gordon Food Service	4,108.00	
Dynapak Corporation	2,438.00	
Central Poly Corp	2,060.00	###
All American Poly	2,812.00	
Unipak Corporation	1,920.00	###
Item 33 <u>Plastic Bag-Can Liner</u> <u>24" x 22" x 50" long</u> <u>(600 cases of 100)</u>		
Diversified Distribution Company	5,274.00	###
Dynapak Corporation	5,730.00	
Central Poly Corp	9,780.00	
All American Poly	6,873.00	
Unipak Corporation	4,728.00	###
Item 34 <u>Plastic Gloves (100 cases of 1,000)</u>		
Diversified Distribution Company	348.00	###
Gordon Food Service	712.00	###
Item 35 <u>Plastic Apron, 24" x 42"</u> <u>(150 boxes of 100)</u>		
Diversified Distribution Company	387.00	###
Gordon Food Service	579.15	###
Item 36 <u>Disposable Bunn Rack Cover</u> <u>75 cases</u>		

Diversified Distribution Company	997.50	###
Gordon Food Service	1,696.50	###

Item 37 Disposable Bunn Pan Bags
125 cases

Diversified Distribution Company	1,806.25	###
Gordon Food Service	2,452.50	###

Item 38 3 Compartment Foam Hinged Tray
125 cases

Diversified Distribution Company	1,573.75	###
Gordon Food Service	2,040.00	###

AramSCO - No Bid on all items
 Restaurant Equipment Sales - No Bid on all items
 Pyramid School Products - No Bid on all items

Contract Period: Beginning August 1, 2007 and ending January 31, 2008

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Paper Products – School Lunches	Last year's expenditure was approximately \$239,000.00	Food Service Accounts	Recurring	Provides paper lunch supplies to all schools and meets the requirements of model Procurement

Funding Key Food Service Accounts

STAFF CONTACT: Pat Kelley, Food Services

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
 "Accept low bids from Wallace Packaging LLC, Diversified Distribution Company, Central Poly Corp., Unipak Corp. and Gordon Food Service."

8. Bid 40-07 Concrete Masonry Repair

BACKGROUND AND RATIONALE:

FCPS has five (5) million square feet of building space to maintain. Buildings vary in age and need masonry repairs to ensure safe and efficient operations. Award of this bid allows for large scale repairs to FCPS buildings and structures.

Vendor: The following bidders received specifications and have bid on the indicated contract:

Key to Markings
Recommended Bid Award

Marr Company

	Description	Unit Price	x	Historical Average	=	Total Price
1.	Mobilization, Setup, General Conditions, and Clean Up- This includes moving all tools, equipment, and materials to job site needed for job and temporary fencing of staging area agreed upon between contractor and F.C.P.S. Includes temporary restroom facilities, keeping job site clean, removal of all debris and trash from work site, general clean-up before leaving job site. This shall also include following all OSHA guidelines in regard to tools, equipment, and safety regulations. Mobilization, Setup, General Conditions, and Clean Up-	\$50.00	x	1	=	\$50.00
2.	Patch Tuckpointing- shall consist of removal of all mortar that is loose, soft, or cracked wider than 1/16" inch. Removal shall consist of sawing out all defective mortar to a minimum of 3/8" and repointing with new mortar that is of same color and texture as adjacent mortar. All tuckpointing is to be cleaned using "600" cleaner.					
a.	Patch Tuckpointing up to 12' High	\$8.00	x	40000	=	\$320,000.00
b.	Patch Tuckpointing over 12' High	\$11.00	x	60000	=	\$660,000.00
3.	100 % Tuckpointing- shall consist of removal of all mortar. Removal shall consist of sawing out all mortar to a minimum of 3/8" and repointing with new mortar that is of same color and texture as adjacent mortar. All tuckpointing is to be cleaned using "600" cleaner.					
a.	100% Tuckpointing up to 12' High	\$8.00	x	10000	=	\$80,000.00
b.	100% Tuckpointing over 12' High	\$11.00	x	20000	=	\$220,000.00
4.	Demo Brick Veneer w/ Anchors- To include deposal and cleanup of all debris. Demo Brick Veneer w/ Anchors	\$25.00	x	10000	=	\$250,000.00
5.	Installation of New Brick Veneer w/ Anchors-					

Brick shall match adjacent brick as close as possible and must have F.C.P.S. approval before work begins. Anchors used and placement of anchors must meet or exceed industry standards.

a.	Installation of New Brick Veneer w/ Anchors (1 to 1,000 sq. ft.)	<u>\$30.00</u>	x		=	<u>\$15,000.00</u>
b.	Installation of New Brick Veneer w/ Anchors (1,000 or more sq. ft.)	<u>\$25.00</u>	x	10000	=	<u>\$250,000.00</u>

7. **Brick Replacement-**

Brick shall match adjacent brick as close as possible and must have F.C.P.S. approval before work begins. Anchors used and placement of anchors must meet or exceed industry standards.

a.	Brick Replacement 100 to 500 bricks	<u>\$25.00</u>	x	500	=	<u>\$12,500.00</u>
b.	Brick Replacement 500 to 1,000 bricks	<u>\$15.00</u>	x	1000	=	<u>\$15,000.00</u>
c.	Brick Replacement 1,000 or more bricks	<u>\$15.00</u>	x	30,000	=	<u>\$450,000.00</u>

8. **Rebuild Parapet Wall-**

Remove existing limestone caps, demo full wythe parapet wall, Remove and reinstall roofing and sheet metal, rebuild parapet wall and reset limestone caps. Brick shall match adjacent brick as close as possible and must have F.C.P.S. approval before work begins.

	Rebuild Parapet Wall-	<u>\$190.00</u>	x	500	=	<u>\$95,000.00</u>
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9. **Replacement of or Installation of New Thru-Wall Flashing-**

Thru-wall flashing shall consist of the highest quality industry standard and must be approved by F.C.P.S. before installation

a.	Replacement of Thru-Wall Flashing In Existing Wall	<u>\$190.00</u>	x	500	=	<u>\$95,000.00</u>
b.	Installation of Thru-Wall Flashing In New Wall	<u>\$40.00</u>	x	2000	=	<u>\$80,000.00</u>

10. **Replacement of or Installation of New Shelf Angle-**

Shelf angles must meet or exceed industry standards and must be approved by F.C.P.S. before installation

a.	Replacement of Shelf Angle In Existing Wall	<u>\$125.00</u>	x	100	=	<u>\$12,500.00</u>
b.	Installation of Shelf Angle in New Wall	<u>\$50.00</u>	x	500	=	<u>\$25,000.00</u>

11. **Installation of New Anchors in Existing Wall**

Anchors to be used shall be "Helix" Stainless Steel and shall be installed 16" O.C. Vertically and Horizontally and must meet manufacturers requirements for installation.

	Installation of New Anchors in Existing Wall	<u>\$40.00</u>	x	20000	=	<u>\$800,000.00</u>
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12. **Replacement of Caulking in Existing Control Joint**

All caulking is to be removed and backer rod inspected for integrity. Control joint is to be properly cleaned to accept new two-part silicone caulking

	Replacement of Caulking in Existing Control Joint	<u>\$6.00</u>	x	2000	=	<u>\$12,000.00</u>
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13. **Installation of New 1/2" Control Joint- Complete**

To include cutting of 1/2" control joint in brick veneer, installation of backer rod and installation of 2-part silicone caulking a minimum of 1/2" thick

Installation of New 1/2" Control Joint- Complete \$35.00 x 1000 = \$35,000.00

14. **Cleaning and Painting of Existing Metal Lintels**
To include removal of all rust, cleaning, priming, and two finish coats of high quality rust prohibitive paint applied

Cleaning and Painting of Existing Metal Lintels \$10.00 x 1000 = \$10,000.00

15. **Replacement of Caulk Joints-**
All caulking is to be removed and backer rod inspected for integrity. Control joint is to be properly cleaned to accept new two-part silicone caulking a minimum of 1/2" thick

a. **Replacement of Caulk Joints- Vertical and Horizontal-** \$6.00 x 10000 = \$60,000.00

b. **Replacement of Caulk Joints- Site Work** \$6.00 x 2500 = \$15,000.00

16. **Cleaning and Application of Water Repellents-**
Water repellents must meet or exceed a silane based clear penetrating water repellent similar to Chemtrete BSM-40 VOC or Chemcrete PB-VOC as manufactured by DeGussa. It must qualify for a 10 year warranty and be applied using a low pressure sprayer. All brick surfaces must be cleaned using "600" cleaner and inspected by F.C.P.S. before water repellents are applied.

Cleaning and Application of Water Repellents \$1.25 x 150000 = \$187,500.00

Total Price \$3,699,550.00

Schnell Contracting

	Description	Unit Price	x	Historical Average	=	Total Price
1.	Mobilization, Setup, General Conditions, and Clean Up- This includes moving all tools, equipment, and materials to job site needed for job and temporary fencing of staging area agreed upon between contractor and F.C.P.S. Includes temporary restroom facilities, keeping job site clean, removal of all debris and trash from work site, general clean-up before leaving job site. This shall also include following all OSHA guidelines in regard to tools, equipment, and safety regulations. Mobilization, Setup, General Conditions, and Clean Up-	<u>\$3,000.00</u>	x	1	=	<u>\$3,000.00</u>
2.	Patch Tuckpointing- shall consist of removal of all mortar that is loose, soft, or cracked wider than 1/16" inch. Removal shall consist of sawing out all defective mortar to a minimum of 3/8" and repointing with new mortar that is of same color and texture as adjacent mortar.					

All tuckpointing is to be cleaned using "600" cleaner.

a.	Patch Tuckpointing up to 12' High	<u>\$1.00</u>	x	40000	=	<u>\$40,000.00</u>
b.	Patch Tuckpointing over 12' High	<u>\$1.50</u>	x	60000	=	<u>\$90,000.00</u>

3. **100 % Tuckpointing-**
shall consist of removal of all mortar. Removal shall consist of sawing out all mortar to a minimum of 3/8" and repointing with new mortar that is of same color and texture as adjacent mortar. All tuckpointing is to be cleaned using "600" cleaner.

a.	100% Tuckpointing up to 12' High	<u>\$5.00</u>	x	10000	=	<u>\$50,000.00</u>
b.	100% Tuckpointing over 12' High	<u>\$6.00</u>	x	20000	=	<u>\$120,000.00</u>

4. **Demo Brick Veneer w/ Anchors-**
To include deposal and cleanup of all debris.
Demo Brick Veneer w/ Anchors

		<u>\$10.00</u>	x	10000	=	<u>\$100,000.00</u>
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5. **Installation of New Brick Veneer w/ Anchors-**
Brick shall match adjacent brick as close as possible and must have F.C.P.S. approval before work begins. Anchors used and placement of anchors must meet or exceed industry standards.

a.	Installation of New Brick Veneer w/ Anchors (1 to 1,000 sq. ft.)	<u>\$45.00</u>	x	500	=	<u>\$22,500.00</u>
b.	Installation of New Brick Veneer w/ Anchors (1,000 or more sq. ft.)	<u>\$40.00</u>	x	10000	=	<u>\$400,000.00</u>

7. **Brick Replacement-**
Brick shall match adjacent brick as close as possible and must have F.C.P.S. approval before work begins. Anchors used and placement of anchors must meet or exceed industry standards.

a.	Brick Replacement 100 to 500 bricks	<u>\$12.00</u>	x	500	=	<u>\$6,000.00</u>
b.	Brick Replacement 500 to 1,000 bricks	<u>\$10.00</u>	x	1000	=	<u>\$10,000.00</u>
c.	Brick Replacement 1,000 or more bricks	<u>\$5.00</u>	x	30,000	=	<u>\$150,000.00</u>

8. **Rebuild Parapet Wall-**
Remove existing limestone caps, demo full wythe parapet wall, Remove and reinstall roofing and sheet metal, rebuild parapet wall and reset limestone caps. Brick shall match adjacent brick as close as possible and must have F.C.P.S. approval before work begins.

	Rebuild Parapet Wall-	<u>\$60.00</u>	x	500	=	<u>\$30,000.00</u>
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9. **Replacement of or Installation of New Thru-Wall Flashing-**
Thru-wall flashing shall consist of the highest quality industry standard and must be approved by F.C.P.S. before installation

a.	Replacement of Thru-Wall Flashing In Existing Wall	<u>\$60.00</u>	x	500	=	<u>\$30,000.00</u>
b.	Installation of Thru-Wall Flashing In New Wall	<u>\$2.00</u>	x	2000	=	<u>\$4,000.00</u>

10. **Replacement of or Installation of New Shelf Angle-**
Shelf angles must meet or exceed industry standards and must be approved by F.C.P.S. before installation

a.	Replacement of Shelf Angle In Existing Wall	<u>\$60.00</u>	x	100	=	<u>\$6,000.00</u>
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b.	Installation of Shelf Angle in New Wall	<u> \$4.00</u>	x	500	=	<u> \$2,000.00</u>
11.	Installation of New Anchors in Existing Wall Anchors to be used shall be "Helix" Stainless Steel and shall be installed 16" O.C. Vertically and Horizontally and must meet manufacturers requirements for installation. Installation of New Anchors in Existing Wall	<u> \$3.00</u>	x	20000	=	<u> \$60,000.00</u>
12.	Replacement of Caulking in Existing Control Joint All caulking is to be removed and backer rod inspected for integrity. Control joint is to be properly cleaned to accept new two-part silicone caulking Replacement of Caulking in Existing Control Joint	<u> \$8.00</u>	x	2000	=	<u> \$16,000.00</u>
13.	Installation of New 1/2" Control Joint- Complete To include cutting of 1/2" control joint in brick veneer, installation of backer rod and installation of 2-part silicone caulking a minimum of 1/2" thick Installation of New 1/2" Control Joint- Complete	<u> \$30.00</u>	x	1000	=	<u> \$30,000.00</u>
14.	Cleaning and Painting of Existing Metal Lintels To include removal of all rust, cleaning, priming, and two finish coats of high quality rust prohibitive paint applied Cleaning and Painting of Existing Metal Lintels	<u> \$4.00</u>	x	1000	=	<u> \$4,000.00</u>
15.	Replacement of Caulk Joints- All caulking is to be removed and backer rod inspected for integrity. Control joint is to be properly cleaned to accept new two-part silicone caulking a minimum of 1/2" thick					
a.	Replacement of Caulk Joints- Vertical and Horizontal-	<u> \$7.00</u>	x	10000	=	<u> \$70,000.00</u>
b.	Replacement of Caulk Joints- Site Work	<u> \$5.00</u>	x	2500	=	<u> \$12,500.00</u>
16.	Cleaning and Application of Water Repellents- Water repellents must meet or exceed a silane based clear penetrating water repellent similar to Chemcrete BSM-40 VOC or Chemcrete PB-VOC as manufactured by DeGussa. It must qualify for a 10 year warranty and be applied using a low pressure sprayer. All brick surfaces must be cleaned using "600" cleaner and inspected by F.C.P.S. before water repellents are applied. Cleaning and Application of Water Repellents	<u> \$1.00</u>	x	150000	=	<u> \$150,000.00</u>
	Total Price			<u> ###</u>		<u> \$1,406,000.00</u>

Contract Period: Beginning August 13, 2007 and ending August 12, 2008

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Masonry Concrete Repair	Last year's expenditure was approximately \$572,227.00	920 1 134 0430	Recurring	Contract to furnish labor and materials for making masonry repairs to FCPS schools and administrative buildings

Funding key: 920 – Maintenance; 1 – General Fund; 134 – Maintenance Shop; 0430 – General Repairs and Maintenance

STAFF CONTACT: JR Gilbert, Supervisor of Maintenance

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
“Accept low bid from Schnell Contracting.”

9. Bid 41-07 Fire Extinguishers and Hood Suppression Services

BACKGROUND AND RATIONALE:

The Division of Risk Management is responsible for the following state and federal mandates regarding safety regulations and insurance requirements for the protection and safety of FCPS employees, students and buildings. The award of this bid will ensure the continuation of FCPS environmental safety policies.

Vendor: The following bidders received specifications and have bid on the indicated contract:

Key to Markings
Recommended Bid Award

<u>Company</u>	<u>Total Price</u>
<u>Koorsen Fire and Security</u>	
1. Inspection and testing of fire extinguishers	<u>\$11,500.00</u>
2. New and replacement fire extinguishers	
A. Two and one-half gallons pressurized water x 1 =	<u>\$96.70</u>
B. Five pound dry chemical with hose x 35 =	<u>\$1,195.25</u>
C. Five pound CO ₂ x 2 =	<u>\$234.00</u>
D. Ten pound CO ₂ x 1 =	<u>\$167.00</u>
E. Fifteen pound CO ₂ x 1 =	<u>\$196.30</u>
F. Ten pound ABC extinguisher x 20 =	<u>\$914.00</u>
G. Twenty pound service K 6 liter fire extinguisher x 8 =	<u>\$1,251.60</u>
3. Repairing and Recharging Fire Extinguishers	
A. Two and one-half gallons pressurized water x 1 =	<u>\$8.00</u>
B. Five pound dry chemical with hose x 70 =	<u>\$700.00</u>
C. Five pound CO ₂ x 8 =	<u>\$80.00</u>
D. Ten pound CO ₂ x 5 =	<u>\$75.00</u>
E. Fifteen pound CO ₂ x 1 =	<u>\$20.00</u>
F. Ten pound ABC extinguisher x 35 =	<u>\$525.00</u>
4. Inspection and Testing of Hood Systems	<u>\$9,450.00</u>
Total Contract Price	<u>\$26,412.85</u>

Collins Fire Protection

1. Inspection and testing of fire extinguishers				<u>\$3,704.40</u>
2. New and replacement fire extinguishers				
A. Two and one-half gallons pressurized water	x	1	=	<u>\$65.00</u>
C. Five pound dry chemical with hose	x	35	=	<u>\$1,400.00</u>
C. Five pound CO ₂	x	2	=	<u>\$260.00</u>
D. Ten pound CO ₂	x	1	=	<u>\$179.00</u>
E. Fifteen pound CO ₂	x	1	=	<u>\$220.00</u>
F. Ten pound ABC extinguisher	x	20	=	<u>\$1180.00</u>
G. Twenty pound service K 6 liter fire extinguisher	x	8	=	<u>\$1,248.00</u>
3. Repairing and Recharging Fire Extinguishers				
A. Two and one-half gallons pressurized water	x	1	=	<u>\$12.00</u>
B. Five pound dry chemical with hose	x	70	=	<u>\$962.50</u>
C. Five pound CO ₂	x	8	=	<u>\$100.00</u>
D. Ten pound CO ₂	x	5	=	<u>\$90.00</u>
E. Fifteen pound CO ₂	x	1	=	<u>\$23.50</u>
F. Ten pound ABC extinguisher	x	35	=	<u>\$659.75</u>
4. Inspection and Testing of Hood Systems				<u>\$10,473.00</u>
			Total Contract Price	<u>\$20,577.15 ###</u>

Simplex Grinnell

No Bid

Contract Period: Beginning August 1, 2007 and ending July 31, 2008

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Fire Extinguishers	To date expenditure was approximately \$36,780.00	920 134 0433	Recurring	Immediate impact as mandated by state and federal regulations and risk management insurance requirements for the protection and safety of FCPS employees, students and buildings

Funding key: 920 – Maintenance, 1 – General Fund, 134 – Maintenance Shop Operations,
0433 – Equipment Repair and Maintenance

STAFF CONTACT: Kelly Breeding, Supervisor of Safety, Health and Environmental Programs

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
“Accept the low bid from Collins Fire Protection.”

ADDITION TO EXTENSION

STUDENT ATHLETIC INSURANCE “BUY-UP” COVERAGE

BACKGROUND AND RATIONALE:

- Board Policy 09.312 provides in pertinent part that “all students in grades seven through twelve (7–12) trying out for, participating in, or assisting with interscholastic athletics must be covered by school athletic insurance.” The District has traditionally required that all student athletes be covered by a blanket student athletic policy with limits of \$25,000 per injury. This ensures that all middle school athletes will have at least some level of accident insurance; and that all high school athletes will have accident insurance sufficient to bridge the gap created by the \$25,000 deductible in the Kentucky High School Athletic Association’s (“KHSAA’s”) \$5,000,000 high school student athletic insurance policy.
- KHSAA’s \$5,000,000 high school, student athletic insurance policy has historically offered **lifetime benefits** for high school athletes injured in interscholastic sporting events. However, KHSAA’s Board of Control recently voted to limit the KHSAA insurance coverage period to **10 years**. As a result of this change, athletes with catastrophic injuries requiring a lifetime of care will no longer be able to receive KHSAA insurance benefits after 10 years.
- The insurance agency which currently handles the KHSAA insurance offers “buy-up” coverage which can restore lifetime benefits to the KHSAA student athletic insurance. The “buy-up” coverage costs \$1.00 per student athlete. It is the recommendation of the Division of Risk Management and Safety that the District purchase the “buy-up” coverage so that lifetime benefits will remain available to the District’s high school, student athletes.

Vendor: R.J. Roberts, Inc.

Contract Period: Beginning July 1, 2007 and ending June 30, 2008.

PROPOSAL:

ITEM	AMOUNT	FUNDING SOURCE	RECURRING/ NONRECURRING	MEASURABLE EXPECTED IMPACT AND TIMELINE
KHSAA Catastrophic Insurance “Buy-up” Coverage	\$1.00 per student athlete (\$2,387.00 total premium)	922 1 850	Recurring	Board Policy 09.312

STAFF CONTACT: Fred Nelson, Assoc. Director, Risk Management and Safety

POLICY REFERENCE: Board Policy 09.312

RECOMMENDATION: A motion is in order to:

“Approve the purchase of the “buy-up” insurance coverage so that lifetime benefits will remain available to high school, student athletes during the period July 1, 2007 through June 30, 2008.”

On motion by _____, seconded by _____, the Board approved the motion.

Mr. Larry Conner, Chair

Stu Silberman, Superintendent

J.2 ACTIONS FOR POST APPROVAL AND CLAIMS

PLACEHOLDER

Included as an addendum.

J.3 SPECIAL AND OTHER LEAVES OF ABSENCE

Other Leaves of Absence

CERTIFIED/SALARIED CLASSIFIED PERSONNEL

Leave of Absence of Certified/Salaried Classified Personnel - This is to report the leave of absence of the following certified/salaried classified personnel:

Name	Location	Assignment	From (close of day)	Through (close of day)
LAWRENCE, DANA	BRYAN STATION HIGH	MI/HI COUN	08/30/2007	06/30/2008
O'CONNELL, MONICA	JAMES LANE ALLEN ELEMENTARY	PRE TEACH	07/01/2007	06/30/2008
PEARMAN, JULIE	STONEWALL ELEMENTARY	INTERM TEA	07/01/2007	06/30/2008
TUTTLE KENNEY, SHERRY	MORTON MIDDLE	MID TEACH	08/24/2007	06/30/2008
VANOVER, MELINDA	STONEWALL ELEMENTARY	KIND TCHR	08/14/2007	06/30/2008

HOURLY CLASSIFIED PERSONNEL

Leave of Absence of Classified Hourly Personnel - This is to report the leave of absence of the following classified hourly personnel:

Name	Location	Assignment	From (close of day)	Through (close of day)
MCDONALD, BERNICE	BRYAN STATION HIGH	CUSTODIAN	06/07/2007	12/31/2007

Extension of Leave of Absence of Classified Hourly Personnel - This is to report the extension of leave of absence of the following classified hourly personnel:

Name	Location	Assignment	From (close of day)	Through (close of day)
COX, WILLIAM	BRYAN STATION HIGH	LD CUS SR	04/29/2007	07/17/2007

Return from Leave of Absence of Classified Hourly Personnel - This is to report the return from leave of absence of the following classified hourly personnel:

Name	Location	Assignment	Effective Date
DIXON, HEATHER	PAUL LAURENCE DUNBAR HIGH	CUSTODIAN	06/25/2007
HERSEY, ELEANOR	HENRY CLAY HIGH SCHOOL	PARAEDUCATOR FOR SPECIAL ED	08/10/2006
OSBORNE, LAVADA	JESSIE M CLARK MIDDLE	LEAD CUSTODIAL SERVICE WORKER	06/18/2007

REQUEST FOR DAYS WITHOUT PAY

<u>Name</u>	<u>Assignment</u>	<u>Dates</u>
Christianson, Tabatha	Millcreek Elementary	May 29, May 30 (.5)
Trainer, Landon	Tates Creek Elementary	May 23, 24, 25, 29, 30, 31

RATIONALE: Board policy and Kentucky law requires board approval for special leave.

POLICY REFERENCE: 03.123/03.22 (Leaves of Absence)
03.1236/03.2236 (Emergency Leave)

RECOMMENDATION: A motion is in order to:
"Approve the special and other leaves as indicated."

J.4 REQUESTS FROM PRINCIPALS FOR EXTENDED TRIPS

Reason: School principals have requested approval for the following extended trips as stipulated by Board Policy 09.36.

	<u>School/Organization</u>	<u>Destination/Purpose</u>	<u>Inclusive Dates</u>
*	Henry Clay High School Boys' Soccer Team, 25 Pupils Tim Bernardi, 2 Additional Coaches, and 4 Parent Chaperones	Bowling Green, KY Bowling Green High School 2007 Purple Classic	August 31- September 2 (0 school day)
***** A	Lafayette High School Boys' Soccer Team, 50 Pupils Steve Fugmann, Joe Wethington and Brian Hughes, Teachers/ Coaches	Bowling Green, KY Bowling Green High School 2007 Purple Classic	August 31- September 2 (0 school day)
*	Transportation by Parents and/or Sponsor		
**	Transportation by Rental Van/Car		
***	Transportation by Fayette County School Bus		
****	Transportation by Commercial Airlines		
*****	Transportation by Commercial Bus		
A	Fayette County School Bus Unavailable		
B	Comfort		
/	Instructional Extended Trip		

RATIONALE: These trips have been planned to enhance the education of participating students. Some of the trips involve educational projects while some are performance or competition events. All of the trips assist the students in dealing with people and events outside the ordinary realm of home and school. Each extended trip has been pre-planned and will be properly supervised. The itinerary for each trip, in addition to a list of participating students, has been included. Any trip taken during the school day must be educationally justified.

POLICY REFERENCE: 09.36 (School Related Student Trips)

RECOMMENDATION: A motion is in order to:

"Approve the extended trip requests as listed."

J.5 PROFESSIONAL LEAVE BY DISTRICT PERSONNEL

1. PROFESSIONAL LEAVE REQUEST RECOMMENDED:

<u>Professional Meeting Location & Dates</u>	<u>Staff Member</u>	<u>School</u>	<u>Substitute</u>	<u>Reimbursement Funding Source</u>
*KY Society for Technology in Education summer Conference Owenton, KY June 19-21, 2007 Work Days – 0	Jeffrey Jones	IAK-Support Services	NO	Technology
*AP Institute Morehead, KY July 8-13, 2007 Work Days – 0	Stacey Starr	B.S. High	NO	---
*Nashville Auto Diesel Instructors Seminar Nashville, TN July 8-13, 2007 Work Days – 0	Jay O'Hair	Eastside	NO	School
*School Age Space Design Lexington, KY July 9, 2007 Work Days – 0	Tiffaney Lewis	J.R. Ewan	NO	PD-School
KASA Conference Louisville, KY July 18-20, 2007 Work Days – 0	Mark Sellers	MLK	NO	PD-School
*Reading First National Conference St. Louis, MO July 17-20, 2007 Work Days – 0	Lucy Overall Suzanne Shanklin Alison Zelinski Wendy Jones Molly Stewart	Southern Elem Millcreek Millcreek Deep Springs Deep Springs	NO NO NO NO NO	Reading First Reading First Reading First Reading First Reading First
*NCCEP/Gear up Annual Conference San Francisco, CA July 21-25, 2007 Work Days –3	Michael Bayless Domonique Battle	Crawford IAK-Support Services	NO NO	Gear Up Gear Up
*KY School of Alcohol And other Drug studies Highland Heights, KY July 22-25, 2007 Work Days – 3	Deborah Sauber	MLK	NO	FRC

Harry Wong How to Achieve Success in the Classroom Lexington, KY July 23, 2007 Work Days – 0	Janelle Kitchen Kathleen Linder	Linlee Linlee	NO NO	PD-School PD-School
Disruptive Behavior Disorders Lexington, KY July 26, 2007 Work Days – 0	Tiffaney Lewis	J.R. Ewan	NO	PD-School
National Charge Syndrome Conference Costa Mesa, CA July 26-30, 2007 Work Days – 3	Sherri Williams Rachel Baker	IAK-Support Services IAK-Support Services	NO NO	Special Ed Special Ed
Measured Progress Institute Louisville, KY July 29-31, 2007 Work Days – 0	Marty Dixon	B.S. Middle	NO	PD-School
Picture Exchange Communication System Lexington, KY July 30-31, 2007 Work Days – 0	Tonya Painter	Glendover	NO	Special Ed
Math Recovery Training Lexington, KY July 30-August 2, 2007 Work Days –0 September 17-18, 2007 September 17-18, 2007 Work Days – 2	Missi Meiners Shelley Dickson Shelley Dickson Missi Meiners	J.R. Ewan J.R. Ewan J.R. Ewan J.R. Ewan	NO NO Title I Title I	Title I Title I Title I Title I
Math Matters Lexington, KY August 14, 2007 Work Days – 0	Tiffaney Lewis	J.R. Ewan	NO	PD-School
Music and Movement For Preschool Lexington, KY August 16, 2007 Work Days- 0	Tiffaney Lewis	J.R. Ewan	NO	PD-School
Special Education Law And Advocacy Conference Lexington, KY August 22, 2007 Work Days – 1	Laura Knecht	Jessie Clark	NO	Special Ed

Things to Do from A-Z Lexington, KY August 30, 2007 Work Days – 0	Tiffaney Lewis	J.R. Ewan	NO	PD-School
Munis User Conference Boston, MA September 9-12, 2007 Work Days – 3	Sheila Sonka Garry Hoover Melodee Parker Kim Lyon Jennifer Flynn	IAK-Support Services IAK-Support Services IAK-Support Services IAK-Support Services IAK-Support Services	NO NO NO NO NO	Technology Technology PD-District Classified PD PD-District
Planning Parent Activities and Family Fun Nights Lexington, KY September 13, 2007 Work Days – 0	Tiffaney Lewis	J.R. Ewan	NO	PD-School
ABC it's more Than Posters on the Wall Lexington, KY September 27, 2007 Work Days – 0	Tiffaney Lewis	J.R.Ewan	NO	PD-School
It's A Reading Extravaganza Jefferson City, Mo November 9-11, 2007 Work Days – 1	Lynda Short	P.L. Dunbar	PD	---
KY Art Education Association Ft. Mitchell, KY October 19-20, 2007 Work Days – 1	Miles Johnson	Meadowthorpe	NO	PD-School

J.5 PROFESSIONAL LEAVE BY DISTRICT PERSONNEL

ADDITIONS SINCE PLANNING MEETING

1. PROFESSIONAL LEAVE REQUEST RECOMMENDED:

<u>Professional Meeting Location & Dates</u>	<u>Staff Member</u>	<u>School</u>	<u>Substitute</u>	<u>Reimbursement Funding Source</u>
*Sam's Meeting Aurora, KY February 21-22, 2007 Work Days – 2	Louise Dobbins	James L. Allen	NO	---
*KDE Reading Strategies for ALCP Somerset, KY June 26, 2007 Work Days – 0	Tracy Warren	Yates	NO	ALCP
*Adolescent Literacy Coaching Project Coaches Cadre Training Part -2 Louisville, KY July 9-18, 2007 Work Days – 0	Tracy Warren	Yates	NO	ALCP
*National Reading First Conference St. Louis, MO July 17-20, 2007 Work Days – 0	Tammie Franks	Harrison	NO	Reading First
July 17-21, 2007 Work Days – 0	Bonnie Hall	Harrison	NO	Reading First
	Diane Maddox	Millcreek	NO	Reading First
*NCCEP/Gear Up Annual Conference San Francisco, CA July 21-25, 2007 Work Days - 0	Susan Mcvey	B.S. High	NO	Gear Up
*Career & Technical State Conference Louisville, KY July 22-25, 2007 Work Days – 0	Lanisha Evans Wenda Higgins	B.S. High B.S. High	NO NO	Perkins Perkins
The Application of Sensory Integration Principals to Intervention Cincinnati, OH August 1-4, 2007 Work Days – 0	Karen Kobryn	Northern	NO	Special Ed
August 2-4, 2007 Work Days – 0	Courtney Williams	IAK-Support Services	NO	Special Ed

Reflective Writing Lexington, KY August 1-2, 2007 Work Days – 0	Elizabeth Brumley	Yates	NO	PD-School
Facilitator Institute Slade, KY July 8-9, 2007 Work Days - 1	Opal Adams	H.C. High	NO	Special Ed
	Erin Adcock	P.L. Dunbar	NO	Special Ed
	Beth Bates	Beaumont	NO	Special Ed
	Pam Bolt	Meadowthorpe	NO	Special Ed
	Misty Cheetham	B.S. High	NO	Special Ed
	Lori Chiara	Millcreek	NO	Special Ed
	Lisa Cooper	James L. Allen	NO	Special Ed
	Betty Davis	Arlington	NO	Special Ed
	Patty Flanagan	Julius Marks	NO	Special Ed
	Gayle Franklin	Yates	NO	Special Ed
	Terry Goldfarb	Veterans Park	NO	Special Ed
	Russell Harr	Winburn	NO	Special Ed
	Shelley Heinz	Rosa Parks	NO	Special Ed
	Daniel Horn	Edythe J. Hayes	NO	Special Ed
	Melody Howard	MLK Academy	NO	Special Ed
	Reba Johnson	B.T. Washington Acad	NO	Special Ed
	Laura Knecht	Jessie Clark	NO	Special Ed
	Tim Logsdon	Dixie	NO	Special Ed
	Yvette Mebuire	Athens-Chilesburg	NO	Special Ed
	Stephanie Obi	J.R. Ewan	NO	Special Ed
	Pam Peyton	Southern Elem	NO	Special Ed
	Beth Porter	Lansdowne	NO	Special Ed
	Lorena Pratt	Northern	NO	Special Ed
	Dorrisa Risner	Beaumont	NO	Special Ed
	Karen Searle	Stonewall	NO	Special Ed
	Bridget Stanfield	Lafayette	NO	Special Ed
	Ellen Stonecipher	T.C. Elem	NO	Special Ed
	Julia Wald	Henry Clay	NO	Special Ed
	Jennifer Wels	Cardinal Valley	NO	Special Ed
	Jonna Williams	Crawford	NO	Special Ed
	Sheldia Sparks	Russell Cave	NO	Special Ed
Work Days – 2	Rachel Baker	IAK-Support Services	NO	Special Ed
	Kathy Dykes	IAK-Support Services	NO	Special Ed
	Joanna Finney	IAK-Support Services	NO	Special Ed
	Janis Gilbert	IAK-Support Services	NO	Special Ed
	Shirlee Holloway	IAK-Support Services	NO	Special Ed
	Carla Hoover	IAK-Support Services	NO	Special Ed
	Mike Muncy	IAK-Support Services	NO	Special Ed
	Esther Williams	IAK-Support Services	NO	Special Ed
	Sherri Williams	IAK-Support Services	NO	Special Ed
KY School Nutrition Association Executive Board Meeting Louisville, KY September 14, 2007 Work Days – 1	Michelle Coker	Food Services	NO	Food Services
March 14, 2008 Work Days – 1	Michelle Coker	Food Services	NO	Food Services

KY School Nutrition
Association Executive
Board Meeting
Perryville, KY
December 7, 2007
Work Days – 1

Michelle Coker

Food Services

NO

Food Services

J.6 APPROVAL OF LIABILITY INSURANCE PARTICIPATION AGREEMENT

BACKGROUND AND RATIONALE:

- The District currently obtains its general liability, educator’s legal liability, and liability umbrella insurance coverages from the Kentucky School Boards Insurance Trust (KSBIT). The cited coverages have historically been offered and obtained via the execution of a participation agreement between the District and a liability self-insurance fund operated by KSBIT.
- KSBIT recently merged the aforementioned liability fund with a property self-insurance fund also operated by KSBIT. This has resulted in a new, KSBIT “Property and Liability Fund.”
- In order for the District to obtain the cited coverages from KSBIT during FY08, it is necessary for the Board to approve a new Participation Agreement relating to the KSBIT Property and Liability Fund. A copy of the Participation Agreement required by KSBIT is attached.

PROPOSAL:

Item	Amount	Funding Source(s)	Recurring / Nonrecurring	Measurable Expected Impact and Timeline
Participation Agreement	N/A *	N/A	Recurring	Statutory

** Although approval and execution of the Participation Agreement does not itself directly involve the expenditure of District funds, the renewal premium associated with the cited coverages for FY08 is \$360,093.13. This is only \$9.13 more than the premium paid by the District for FY07.*

STAFF CONTACT: Fred Nelson (Assoc. Director, Div. of Risk Management & Safety)

POLICY REFERENCE(S): KRS 45A.380.10

RECOMMENDATION: A motion is in order to:
 “Approve the execution by the Board of the KSBIT Participation Agreement for FY08.”

On motion by _____, seconded by _____,
 the Board approved the execution of the KSBIT Participation Agreement for FY08.

 Mr. Larry C. Conner, Chair

 Stu Silberman, Superintendent

J.7 APPROVAL OF TREASURER AND PUBLIC EMPLOYEE BONDS

BACKGROUND AND RATIONALE:

- Kentucky Revised Statute (KRS) 160.560 specifies that the treasurer of a board of education “shall execute an official bond for the faithful performance of the duties of [his/her] office, to be approved by the local board and the commissioner of education.” See also 702 Kentucky Administrative Regulation (KAR) 3:080. Board Policy 04.4 requires that the Treasurer of the Fayette County Board of Education “shall be bonded in an amount sufficient to meet the requirements of Kentucky Administrative Regulations.”
- 702 KAR 3:080 additionally appears to require the bonding of other district employees who have high-level powers and responsibilities with respect to the disbursement of funds.
- The Kentucky Department of Education (KDE) publishes suggestions concerning the amounts of treasurer and public employee bonds. For the past several years, this Board has bonded its Treasurer in the penal sum of \$3,000,000.
- It is recommended that the Board approve (a) renewal of the current treasurer’s bond in the amount of \$3,000,000 for Board Treasurer Mary Browning and (b) procurement of a public employee bond in the amount of \$3,000,000 for Director of Financial Services Rodney Jackson, with both such bonds to be continued in force throughout the remainders of Ms. Browning’s and Mr. Jackson’s tenures in the aforementioned positions, without the need for annual re-approval(s).

PROPOSAL:

Item	Proposal Amount (Estimated)	Funding Source(s)	Recurring / Nonrecurring	Measurable Expected Impact and Timeline
Treasurer’s Bond	\$2,250	922 1 850	Recurring	Statutory
Public Employee Bond	\$2,250	922 1 850	Recurring	Statutory
Totals	\$4,500	-----	-----	-----

STAFF CONTACTS: Fred Nelson (Assoc. Director, Division of Risk Management & Safety)

POLICY REFERENCE(S): KRS 160.560; 702 KAR 3:080; Board Policy 04.4.

RECOMMENDATION: A motion is in order to:

“Approve renewal of the current treasurer’s bond in the amount of \$3,000,000 for Board Treasurer Mary Browning, and procurement of a public employee bond in the amount of \$3,000,000 for Director of Financial Services Rodney Jackson, with both bonds to continue in force throughout the remainders of Ms. Browning’s and Mr. Jackson’s tenures in the aforementioned positions, without the need for annual re-approval(s).”

On motion by _____, seconded by _____,
the motion was approved.

Mr. Larry Conner, Chair

Stu Silberman, Superintendent

J.8 APPROVAL OF EARLY START CONTRACTS FOR 2007-2008

- 1. FAMILY CARE CENTER**
- 2. HEAD START FULL UTILIZATION AGREEMENT**
- 3. HEAD START PARTNERSHIP AGREEMENT**
- 4. UNIVERSITY OF KENTUCKY**
- 5. LEXINGTON HEARING AND SPEECH**

BACKGROUND AND RATIONALE FOR FAMILY CARE CENTER:

- FCPS collaborates with the Family Care Center to provide a comprehensive preschool program for up to thirty (30) children.
- FCPS provides two teachers and materials, and the Family Care Center provides two assistant teachers, space, transportation, meals and some materials.
- Early Start funding for the Family Care Center includes: \$74,863.00 for salaries and benefits; \$630.00 for Family Literacy/Parent Involvement; and \$400.00 for Instructional supplies.

BACKGROUND AND RATIONALE FOR HEAD START FULL UTILIZATION AGREEMENT:

- The Fayette County Public Schools and the Community Action Council Head Start Program coordinate services to eligible preschool children through State (Kentucky Preschool) and federal (Head Start) funds.
- The agreement is based on the planned growth criteria set by KDE in conjunction with Head Start in January 1994 regarding local school district requirements for full utilization of Head Start in Kentucky.
- Collaboration efforts between Fayette County Public Schools and the Community Action Council include joint enrollment, evaluation of students and blended classrooms.
- Early Start funding for the Johnson and Arlington blended classrooms include: \$72,122.00 for salaries and benefits for two teachers; \$840.00 Family Literacy/Parent Involvement; and \$800.00 for instructional supplies.
- Head Start provides a teacher for both the Johnson and Arlington blended classrooms plus supplies and at least two field trips annually.

BACKGROUND AND RATIONALE FOR EARLY START PARTNERSHIP AGREEMENT WITH HEAD START

- FCPS will partner with Community Action Council / Head Start to provide Early Start services for up to 57 children.
- FCPS will provide 3 classroom teachers and 3 classroom assistants along with materials, transportation (as needed) and meals.
- Community Action Council / Head Start will reimburse FCPS \$806.00 per child annually if those children meet the criteria for both Early Start and Head Start for up to 57 children
- Community Action Council / Head Start will provide a full time Case Manager to help recruit and enroll children into the Early Start program at the Booker T. Washington Academy; the teaching staff will conduct necessary assessments, parent involvement activities and conduct parent education workshops along with appropriate personnel.
- Community Action Council / Head Start will reimburse the FCPS \$319.58 per month for two degreed teachers to work with the children who qualify for services based on Head Start criteria.

BACKGROUND AND RATIONALE FOR UNIVERSITY OF KENTUCKY EARLY CHILDHOOD LAB (UKECL):

- This contract allows the University of Kentucky Early Childhood Lab. to provide a comprehensive preschool program for seventeen (17) children.
- FCPS provides the staff (one .5 teacher and one .5 assistant teacher), instructional materials and transportation and UK provides space, meals and materials, along with college students who are working toward their Interdisciplinary Early Childhood Education (IECE) certification.
- Early Start funding for the UKECL classroom includes: \$34,483.00 for salaries and benefits for one .5 teacher and one .5 assistant teacher; \$357.00 for Family Literacy/Parent Involvement; and \$200.00 for instructional supplies.

BACKGROUND AND RATIONALE FOR LEXINGTON HEARING AND SPEECH CLINIC:

- FCPS will partner with The Lexington Hearing and Speech Clinic to provide Early Start services for up to 10 children.
- This contract allows the Lexington Hearing and Speech Clinic to provide a comprehensive preschool program for up to (ten) 10 children.
- Fayette County Public Schools will reimburse the Lexington Hearing and Speech Clinic for the children who qualify for services based on criteria from both organizations.

<u>Item</u>	<u>Amount</u>	<u>Funding Source</u>	<u>Recurring/ Nonrecurring</u>	<u>Measurable Expected Impact and Timeline</u>
Contract with Family Care Center	\$75,893.00	Early Start Grant	Nonrecurring	All children in the program will make substantial improvement from their pre to their post score on the Creative Curriculum Assessment.
Full Utilization Agreement w/ Head Start	\$73,762.00	Early Start Grant	Nonrecurring	All children in the program will make substantial improvement from their pre to their post score on the Creative Curriculum Assessment.
Contract with the University of Kentucky Early Childhood Lab.	\$35,040.00	Early Start Grant	Nonrecurring	All children in the program will make substantial improvement from their pre to their post score on the AEPS (Assessment, Evaluation Programming System) assessment.
Head Start Partnership Agreement	\$83,778.01	Head Start	Nonrecurring	All children in the program will make substantial improvement from their pre to their post score on the Creative Curriculum Assessment.
Lexington Hearing and Speech Agreement	\$33,270.00		Nonrecurring	All children in the program will make substantial improvement from their pre to their post score on the Creative Curriculum Assessment.

STAFF CONTACT:

Carmen Coleman, Elementary Director, x4169
Mona Baker, Preschool Coordinator, x4709

POLICY REFERENCE:

01.11 (General Powers and Duties of the Board)

RECOMMENDATION:

A motion is in order to:

“Approve the contracts with the Family Care Center, Head Start, Lexington Speech and Hearing Clinic and The University of Kentucky Early Childhood Lab. for the 2007-2008 school year with terms subject to review and approval of Fayette County Public Schools staff and General Counsel.”

J.9 SCHOOL-WIDE FUNDRAISING PROJECT

BACKGROUND:

The Board of Education must approve school-wide fund raising projects as per policy requirement (09.33). A request has been received from the following school pursuant to this policy and the school will be using QSP, a subsidiary of Reader’s Digest, P.O. Box 920, Pleasantville, NY 10572-0920.

1.) Ms. Kelli Miller, Associate Principal at Southern Middle School, has requested the fund-raiser to begin on August 30, 2007 and end on September 21, 2007.

RATIONALE:

The funds from this school-wide fund raising project will be used to supplement and enrich the instructional program through the purchase of audio visual aids, computer software and supplies, and other supplemental materials; to support incentives for discipline and rewards plans; and for campus beautification projects.

PROPOSAL:

<u>Item</u>	<u>Amount</u>	<u>Funding Source</u>	<u>Recurring/ Nonrecurring</u>	<u>Measurable Expected Impact and Timeline</u>
	<u>Fund received by the school for fund-raising</u>		Recurring	To supplement and enrich the instructional program through the purchase of audio visual aids, computer software and supplies and other supplemental materials; to support incentives for discipline and rewards plans; and for campus beautification project. August 30, 2007 to September 21, 2007.

STAFF CONTACT: Michael Ernst, Middle School Director (381-4234)

POLICY REFERENCE: 09.33

RECOMMENDATION: A motion is in order to:
 “Approve this request from the above school for school-wide fundraising project on the dates listed.”

K.10 APPROVAL OF A PROPOSED CHANGE ORDER (No. Seven)
TO THE CONTRACT FOR THE NEW CONSTRUCTION
AT BRYAN STATION HIGH SCHOOL
BG 03 - 415

BACKGROUND AND RATIONALE: Bid documents were prepared for a contract to construct the new Bryan Station High School by the architectural firm of Sherman Carter Barnhart. Bids were received on Wednesday, December 22, 2004, and the Board approved a contract with D.W. Wilburn, Inc. at its regular meeting on January 24, 2005. The project for the new construction at Bryan Station High is more than 95% complete. Change Order No. Five omitted the natural sod football field surface and irrigation system of the base bid in favor of providing synthetic turf with an underground drainage system from Alternate No. One for an additional cost of \$697,258.00 to the contract. Change Order No. Six added a 3,400 SF addition to the Fieldhouse/Concession Building (already in the contract) for \$344,995. The total for both is \$1,042,253.00. The original change order documents added the entire cost to the general contract, when in fact several material items were available for direct purchase by FCPS to save the sales tax. Therefore, \$140,239.39 worth of materials have been purchased via FCPS purchase orders. To correct the documents this amount needs to be subtracted from the contract with D.W. Wilburn, Inc. and added to the total value of all FCPS direct purchases. The net change to the total construction cost is zero dollars. The Department of Physical Support Services recommends the approval of this change order. Approval of this change will allow the progress of the work to continue toward completion without delay.

COST: The description and cost of these items are summarized as follows:

To provide improvements over the original specification:	\$0.00
<ul style="list-style-type: none"> • Correct documents of Change Orders Nos. 5 & 6 to remove material purchases from several vendors from the general contract in favor of issuing FCPS direct purchase for the tax savings for a net change to the construction cost of zero dollars, deduct: 	(\$140,239.39)
Total Change Order No. Seven:	\$0.00
Design consultant fees:	\$0.00
Total Cost:	\$0.00

There have been six previous change orders on this project. The cost of all previous changes orders represents a 3.16% increase in the construction cost.

FUNDING SOURCE & BALANCE:

<u>Fund</u>	<u>Organization Code</u>	<u>Project Code</u>	<u>Object Code</u>	<u>Balance</u>
Construction 360	0343610	03415	0840	\$96,677.66
GOLD Funds				\$350,000.00

STAFF CONTACT: William R. Wallace, AIA, FCPS Staff Architect @ 381-3829

REFERENCE: 702 KAR 4:160

RECOMMENDATION: A motion is in order to:

“Approve the proposed deductive Change Order No. Seven from the contract with D.W. Wilburn, Inc., for the new construction at Bryan Station High School in the amount of \$140,239.39 in favor of purchasing various materials via direct purchase orders for a net construction cost change of zero, subject to the approval of the Kentucky Department of Education, Division of Facilities Management, per the provisions of 702 KAR 4:160.”

On motion by _____, seconded by

_____,
The Board approved the proposed deductive Change Order No. Seven from the contract with D.W. Wilburn, Inc., for the new construction at Bryan Station High School in the amount of \$140,239.39 in favor of purchasing various materials via direct purchase orders for a net construction cost change of zero, subject to the approval of the Kentucky Department of Education, Division of Facilities Management, per the provisions of 702 KAR 4:160.

Mr. Larry C. Conner, Chair

Stuart M. Silberman, Superintendent

K.11 APPROVAL OF A PROPOSED CHANGE ORDER (No. One)
TO THE CONTRACT FOR THE NEW CONSTRUCTION
AT LIBERTY ELEMENTARY SCHOOL
BG 06-045

BACKGROUND AND RATIONALE: The construction of a new 650-student elementary school to replace J.R. Ewan Elementary and to be located on Liberty Road is listed as priority 1b.2 on the FCPS District Facility Plan. A team led by EOP Architects has designed a facility of 71,876 SF based upon FCPS elementary school program standards. The project bid on March 14, 2007. The proposal from D.W. Wilburn, Inc. Corporation of \$11,948,000 was approved at the Board's March meeting and construction began on April 2. The Department of Physical Support Services, the design consultants EOP Architects and the local building code officials have reviewed the progress of the work. Changes to the original plans and specifications have been necessary in order to: resolve unforeseen existing conflicts found during construction; comply with building code requirements; correct deficiencies in the plans; and to provide improvements over the original specification. Approval of these changes allows the progress of the work to continue toward completion.

COST: The description and cost of these items are summarized as follows:

To resolve unforeseen existing conflicts:	+\$35,232.55
<ul style="list-style-type: none"> • Provide the materials and labor to remove wet, unsuitable soils at the site of an old farm pond found to be incapable of providing adequate bearing capacity to support building foundations and replace with engineered fill, add: 	+\$42,932.55
To provide improvements over the original specification:	
<ul style="list-style-type: none"> • Omit the labor to install the plastic laminate cubbies included in the bid plans and specs to be provided by the general contractor in favor of cubbies to be furnished and installed via a KEDC price contract, deduct: 	(\$7,700.00)
<p>Note: An additional sum of approximately \$2,800 will be deducted from the total materials cost per the savings benefit of the KEDC price contract.</p>	
Total Change Order No. One:	+\$35,232.55
Design consultant fees:	+\$2,232.49
Total Cost:	+\$37,465.04

A 5% contingency (\$597,400) is included in the project's available funds. There have been no previous change orders on this project. The cost of this change order represents a 0.31% increase in the construction cost.

FUNDING SOURCE & BALANCE:

<u>Fund</u>	<u>Organization Code</u>	<u>Project Code</u>	<u>Object Code</u>	<u>Balance</u>
Construction 360	0343610	006045	0840	\$597,400

STAFF CONTACT: William R. Wallace, AIA, FCPS Staff Architect @ 381-3829

REFERENCE: 702 KAR 4:160

RECOMMENDATION:

A motion is in order to:

“Approve the proposed additive Change Order No. One to the contract with D.W. Wilburn, Inc., for the new construction at Liberty Elementary School in the amount of \$35,232.55, with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$2,232.49 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.”

On motion by _____, seconded by

_____,
The Board approved the proposed additive Change Order No. One to the contract with D.W. Wilburn, Inc., for the new construction at Liberty Elementary School in the amount of \$35,232.55, with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$2,232.49 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.

Mr. Larry C. Conner, Chair

Stuart M. Silberman, Superintendent

K.12 APPROVAL OF A PROPOSED CHANGE ORDER (No. One)
TO THE CONTRACT FOR THE NEW CONSTRUCTION
AT WILLIAM WELLS BROWN ELEMENTARY SCHOOL
BG 06-035

BACKGROUND AND RATIONALE: The construction of a new 400-student elementary school to replace the Johnson and Russell schools, to be located in the Housing Authority's Bluegrass-Aspendale development is listed as priority 1b.1 on the FCPS District Facility Plan. Also, the Board has entered into an agreement with the Lexington Fayette Urban County Government to enlarge the elementary school facility to provide space for LFUCG-operated community school programs. The elementary school portion of the building is contained in approximately 53,900 SF, while the community school facilities will add more than 15,400 SF. Generally, construction costs are being shared in a 78% to 22% ratio. LFUCG has committed more than \$3 million to the construction project. The project bid on March 7, 2007. The bid from Alliance Corporation of \$12,147,400 was approved at the Board's March meeting and construction began on April 2. The Department of Physical Support Services, the participants at LFUCG, the design consultants Tate Hill Jacobs: Architects and the local building code officials have reviewed the progress of the work. Changes to the original plans and specifications have been necessary in order to: resolve unforeseen existing conflicts found during construction; comply with building code requirements; correct deficiencies in the plans; and to provide improvements over the original specification. Approval of these changes allows the progress of the work to continue toward completion.

COST: The description and cost of these items are summarized as follows:

To resolve unforeseen existing conflicts:	+\$32,260.00
<ul style="list-style-type: none"> • Provide the materials and labor to remove unsuitable soils (and debris from previous construction on the site) found to be incapable of providing adequate bearing capacity to support building foundations and replace with engineered fill, add: 	+\$32,260.00
Total Change Order No. One:	+\$32,260.00
Design consultant fees:	\$1,677.52
Total Cost:	\$33,937.52

A 5% contingency (\$607,370) is included in the project's available funds. There have been no previous change orders on this project. The cost of this change order represents a 0.28% increase in the construction cost.

FUNDING SOURCE & BALANCE:

<u>Fund</u>	<u>Organization Code</u>	<u>Project Code</u>	<u>Object Code</u>	<u>Balance</u>
Construction 360	0343610	006035	0840	\$607,370

STAFF CONTACT: William R. Wallace, AIA, FCPS Staff Architect @ 381-3829

REFERENCE: 702 KAR 4:160

RECOMMENDATION:

A motion is in order to:

“Approve the proposed additive Change Order No. One to the contract with Alliance Corporation, for the new construction at William Wells Brown Elementary School in the amount of \$32,260.00, with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$1,677.52 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.”

On motion by _____, seconded by

_____,
The Board approved the proposed additive Change Order No. One to the contract with Alliance Corporation, for the new construction at William Wells Brown Elementary School in the amount of \$32,260.00, with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$1,677.52 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.

Mr. Larry C. Conner, Chair

Stuart M. Silberman, Superintendent

**K.13 EVALUATION OF SUPERINTENDENT
AND CONTRACT AMENDMENT**

BACKGROUND AND RATIONALE:

A special meeting work session of the Board of Education occurred on Wednesday, July 11, 2007, at 8:00 a.m., at Bryan Station High School, 201 Eastin Road, Lexington, Kentucky. The Board went into closed session to discuss personnel and the evaluation of the Superintendent as per Board policy 2.14.

PROPOSAL:

<u>Item</u>	<u>Amount</u>	<u>Funding Source</u>	<u>Recurring/ Nonrecurring</u>	<u>Measurable Expected Impact and Timeline</u>
	N/A			NA

STAFF CONTACT: Larry Conner, Board Chairperson

POLICY REFERENCE: 02.14 Evaluation

RECOMMENDATION: A motion is in order to:
 "Accept the Superintendent's performance evaluation and amended contract as conducted on July 11, 2007."

L.1 PERSONNEL CHANGES

CERTIFIED/SALARIED CLASSIFIED PERSONNEL

- a. Employment of Certified/Salaried-Classified Personnel(limited contract) - This is to report the employment of the following certified/salaried employees(limited contract):

Name	Location	Assignment	Effective Date
ANDRES, ANNE	SUBSTITUTE TEACHER	CERTIFIED/SUB	08/09/2007
ANDREWS, JESSICA	HENRY CLAY HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
BAKER, CHASITY	HENRY CLAY HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
BRADLEY, CAMILLE	JULIUS MARKS ELEMENTARY	TITLE I INSTRUCTOR	08/09/2007
BROWN, AMY	MILLCREEK ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
BUNCHEER, RACHEL	BOOKER T WASHINGTON ACADEMY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
CALL, NATALIE	MILLCREEK ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
CAMPBELL, MICHAEL	PAUL LAURENCE DUNBAR HIGH	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
CHADWELL, KELLY	SOUTHERN MIDDLE	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
CLAYPOOL, ASHLEY	LANSDOWNE ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
CLAYPOOL, ASHLEY	SUBSTITUTES-POSITIVE REPORTING	EMERGENCY SUBSTITUTE	08/09/2007
COOPER, SHANNON	HENRY CLAY HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
CPREK, CANDICE	HENRY CLAY HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
CROSS-OUTLAND, ANGELA	TATES CREEK HIGH	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
CUNDIFF, WENDY	LINLEE ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
DAVIS, ADAM	HENRY CLAY HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
DAVIS, CARRIE	EASTSIDE CENTER FOR APPLD TECH	LOCAL VOCATIONAL SCHOOL INSTR	07/01/2007
DAVIS, CHRISTOPHER	LAFAYETTE HIGH SCHOOL	HIGH SCH CURRICULUM SPECIALIST	08/09/2007
DINGUS, ALLISON	ROSA PARKS ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
DOYLE, MATTHEW	LEESTOWN MIDDLE	MIDDLE SCHOOL CLASSROOM INSTR	08/09/2007
FEDDOCK, CRYSTAL	PAUL LAURENCE DUNBAR HIGH	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
FIELDS, DOTTIE	RUSSELL CAVE ELEMENTARY	MEDIA LIBRARIAN	07/25/2007
FIGGS, GREG	STUDENT ACHIEVEMENT	INSTRUCTIONAL COORDINATOR	07/01/2007
FINLEY, MEGHAN	PAUL LAURENCE DUNBAR HIGH	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
FLANDERS, LAUREN	SOUTHERN MIDDLE	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
FLORENCE, ABIGAIL	CLAYS MILL ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
FOSTER, TERESA	EDYTHE J HAYES MIDDLE SCHOOL	MIDDLE SCHOOL CLASSROOM INSTR	08/09/2007

GOINS, ERICA	MAXWELL ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
GRACE, KAYLA	MILLCREEK ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
GREENE, LINDSAY	DIXIE MAGNET ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
GRICE, JENNIFER	LAFAYETTE HIGH SCHOOL	HIGH SCHOOL ORCHESTRA INSTR	08/09/2007
GRIESHABER, MELISSA	LANSDOWNE ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
GUTIERREZ, ISIDRO	MAXWELL ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
HARRIS, JILL	SPECIAL EDUCATION	SCHOOL PSYCHOLOGIST	08/09/2007
HEILMAN, AMANDA	PAUL LAURENCE DUNBAR HIGH	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
HETZEL, AMANDA	DIXIE MAGNET ELEMENTARY	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
HOLLAND, HEATHER	LAFAYETTE HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
INGRAM, ANN	ASHLAND ELEMENTARY	GIFTED & TALENTED INSTRUCTOR	08/09/2007
INGRAM, BRITIAN	LEESTOWN MIDDLE	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
ISON, JEFFERY	LAFAYETTE HIGH SCHOOL	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
JAEGER, MOLLY	HENRY CLAY HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
JOHNSON, ERICA	CASSIDY ELEMENTARY	ELEM GENERAL/VOCAL MUSIC INSTR	08/09/2007
JOHNSON, ERICA	SUBSTITUTES-POSITIVE REPORTING	EMERGENCY SUBSTITUTE	08/09/2007
LAPISH, MINDY	HENRY CLAY HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
LEBER, JENNY	LAFAYETTE HIGH SCHOOL	GUIDANCE COUNSELOR-MIDDLE/HIGH	07/25/2007
LOCKHART, NATHAN	TATES CREEK MIDDLE	MIDDLE SCHOOL CLASSROOM INSTR	08/09/2007
LUCKEY, PACITA	SOUTHERN ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
LUTTRELL-UPPENKAMP, VICKI	TATES CREEK MIDDLE	DEAN OF STUDENTS	07/05/2007
LYNCH, AMANDA	HENRY CLAY HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
MCCOY, DAPHNE	MILLCREEK ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
MCNAUGHTON, JACQUELINE	MAXWELL ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
MELTON, ANTONIO	LEESTOWN MIDDLE	GUIDANCE COUNSELOR-MIDDLE/HIGH	07/25/2007
MILLER, AMY	ROSA PARKS ELEMENTARY	PRESCHOOL CLASSROOM INSTRUCTOR	08/09/2007
MORRIS, MELISA	SPECIAL EDUCATION	SCHOOL PSYCHOLOGIST	08/09/2007
MYERS, ELIZABETH	MARY TODD ELEMENTARY	FAMILY RESOURCE CENTER COORD	07/09/2007
PATRICK, JENNIFER	CASSIDY ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
PICKENS, SARA	GARDEN SPRINGS ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
POTTER, JESSICA	SOUTHERN MIDDLE	SPEECH LANGUAGE PATHOLOGIST	08/09/2007
RICHARDSON, KELLIE	LANSDOWNE ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
ROWE, RACHEL	MARY TODD ELEMENTARY	TITLE I INSTRUCTOR	08/09/2007
RUFFING, KARYN	CARDINAL VALLEY ELEMENTARY	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
RUNYAN, RACHEL	JOHNSON ELEMENTARY	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
SAAL, JENNIFER	GLENDOVER ELEMENTARY	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
SHIMANSKY, ANELIA	BRYAN STATION HIGH	HIGH SCHOOL ESL INSTRUCTOR	08/09/2007
SMITH, JACKIE	HENRY CLAY HIGH SCHOOL	GUIDANCE COUNSELOR-MIDDLE/HIGH	07/25/2007
SMITH, JUDY	BRYAN STATION TRADL MIDDLE	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
STACY, MICHAEL	MEADOWTHORPE ELEMENTARY	SCHOOL PRINCIPAL	07/01/2007
STASKO, ASHLEY	LAFAYETTE HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
STEWART, AMANDA	MILLCREEK ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
STOREY, SARAH	LINLEE ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007

SUMNER, JODI	BOOKER T WASHINGTON ACADEMY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
SWART, THOMAS	SPECIAL EDUCATION	HOMEBOUND INSTRUCTOR	08/09/2007
SWET, JAMIE	JULIUS MARKS ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
TALBOTT, LAUREN	MILLCREEK ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
TARENCE, JORDAN	HENRY CLAY HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
TUCKER, MARLA	WINBURN MIDDLE	MIDDLE SCHOOL CLASSROOM INSTR	08/09/2007
VANMETER, DEBBIE	MILLCREEK ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	08/09/2007
WALKER, TAMMIE	LEESTOWN MIDDLE	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
WELLS, LORI	PAUL LAURENCE DUNBAR HIGH	HIGH SCHOOL CLASSROOM INSTR	08/09/2007
WHITT, KELLY	HARRISON ELEMENTARY	EXCEPTIONAL CHILD INSTRUCTOR	08/09/2007
WILBURN, LETITIA	JULIUS MARKS ELEMENTARY	KINDERGARTEN INSTRUCTOR	08/09/2007
WILLIAMS, SARAI	MAXWELL ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	08/09/2007
WINDERS, RYAN	BRYAN STATION HIGH	HIGH SCHOOL ESL INSTRUCTOR	08/09/2007
YOUNG, JESSICA	JESSIE M CLARK MIDDLE	MIDDLE SCHOOL CLASSROOM INSTR	08/09/2007

b. Resignation of Certified/Salaried Classified Personnel - This is to report the resignation of the following certified/
Salaried classified personnel:

Name	Location	Assignment	Effective Date
ABDON, BRANDON	BRYAN STATION HIGH	HIGH SCHOOL CLASSROOM INSTR	06/30/2007
BACK, KELI	PICADOME ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	06/30/2007
BELL, AMY	MILLCREEK ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	06/30/2007
BENTLEY, TERRI	MILLCREEK ELEMENTARY	MEDIA LIBRARIAN	06/30/2007
BLANKENSHIP, WILLIAM	HENRY CLAY HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	06/30/2007
BURRIS, ASHLEY	BEAUMONT MIDDLE SCHOOL	MIDDLE SCHOOL BAND INSTRUCTOR	06/30/2007
BUSSIE, VANESSA	MILLCREEK ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	06/30/2007
CASE, EDEN	DIXIE MAGNET ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	06/30/2007
CASEBOLT, JENNIFER	DIXIE MAGNET ELEMENTARY	TITLE I INSTRUCTOR	06/30/2007
CLARK, DANIELLE	DIXIE MAGNET ELEMENTARY	EXCEPTIONAL CHILD INSTRUCTOR	06/30/2007
COLE, VICTORIA	DIXIE MAGNET ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	06/30/2007
COOK, SUZANNE	MILLCREEK ELEMENTARY	ELEMENTARY CLASSROOM INSTRUCT	06/30/2007
CUBERO-HURLEY, ROSA	MAXWELL ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	06/30/2007
DOBIE, ABIGAIL	BRYAN STATION HIGH	HIGH SCHOOL CLASSROOM INSTR	06/30/2007
FOWLER, WHITNEY	JULIUS MARKS ELEMENTARY	TITLE I INSTRUCTOR	06/30/2007
GAY, WILLIAM	MAINTENANCE SHOP	ASSOC DIR - MAINTENANCE	06/22/2007

GOODENOUGH, AMY	MAXWELL ELEMENTARY	ELEMENTARY CLASSROOM INSTRUCT	06/30/2007
HACKWORTH, MICHAEL	EDYTHE J HAYES MIDDLE SCHOOL	MIDDLE SCHOOL CLASSROOM INSTR	06/30/2007
HANRAHAN, DARA	JULIUS MARKS ELEMENTARY	ELEMENTARY CLASSROOM INSTRUCT	06/30/2007
HISEL, ABIGAIL	PAUL LAURENCE DUNBAR HIGH	HIGH SCHOOL CLASSROOM INSTR	06/30/2007
LEE, MICHELLE	BOOKER T WASHINGTON ACADEMY	INTERMEDIATE CLASSROOM INSTR	06/30/2007
LOGAN, ABEL	SOUTHERN MIDDLE	EXCEPTIONAL CHILD INSTRUCTOR	06/30/2007
MALONE, MYRA	SOUTHERN ELEMENTARY	ELEMENTARY CLASSROOM INSTRUCT	06/30/2007
MAULDIN, KATHRYN	DIXIE MAGNET ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	06/30/2007
MCINTYRE, BRIAN	SPECIAL EDUCATION	EMPLOYMENT TRAINING SPECIALIST	06/30/2007
NASH, MARTHA	TATES CREEK HIGH	HIGH SCHOOL CLASSROOM INSTR	06/30/2007
NICHOLSON, RHONDA	BRYAN STATION HIGH	HIGH SCHOOL CLASSROOM INSTR	06/30/2007
NIEMI, MELISSA	LANSLOWNE ELEMENTARY	EXCEPTIONAL CHILD INSTRUCTOR	06/30/2007
PAYNTER-BANDY, JOAN	MORTON MIDDLE	EXCEPTIONAL CHILD INSTRUCTOR	06/30/2007
PERKINS, STEPHANIE	DEEP SPRINGS ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	06/30/2007
PIATT, CATHERINE	ATHENS CHILESBURG ELEM	PRIMARY CLASSROOM INSTRUCTOR	06/30/2007
PORTER, PETER	ARLINGTON ELEMENTARY	EXCEPTIONAL CHILD INSTRUCTOR	06/30/2007
REYNOLDS, TRACY	BEAUMONT MIDDLE SCHOOL	MIDDLE SCHOOL CLASSROOM INSTR	06/30/2007
SAYLOR, TIFFANY	BOOKER T WASHINGTON ACADEMY	PRIMARY CLASSROOM INSTRUCTOR	06/30/2007
THORNTON, BRADY	PAUL LAURENCE DUNBAR HIGH	HIGH SCHOOL CLASSROOM INSTR	06/30/2007
VAN BERKEL, ANGELA	BRYAN STATION HIGH	HIGH SCHOOL CLASSROOM INSTR	06/30/2007

c. Retirement of Certified/Salaried Classified Personnel - This is to report the retirement of the following certified/salaried classified personnel, effective close of the day indicated:

Name	Location	Assignment	Effective Date
COOPER, JACKLYN	TATES CREEK ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	10/01/2007
HULL, CARY	BRYAN STATION HIGH	HIGH SCHOOL CLASSROOM INSTR	07/01/2007
MERRITT, LINDA	SQUIRES ELEMENTARY	PRIMARY CLASSROOM INSTRUCTOR	10/01/2007
VICTOR, LINDA	HENRY CLAY HIGH SCHOOL	EXCEPTIONAL CHILD INSTRUCTOR	06/01/2007

d. Appointment of Supplementary Duty Assignment - This is to report the appointments of the following employees to the supplementary duty assignment as indicated. Supplementary duty employment will begin effective the beginning of the current school year, or as indicated, and shall terminate at the close of the current school year, unless sooner terminated by the Superintendent or by the employee written notice:

Name	Location	Assignment	Effective Date
BALLARD, CHRISTOPHER	BRYAN STATION HIGH	.25 LUNCH ROOM SUPERVISOR	08/01/2006
CHANDLER, STEPHEN	BRYAN STATION HIGH	.25 LUNCH ROOM SUPERVISOR	08/01/2006
COMBS, BARBARA	CRAWFORD MIDDLE SCHOOL	MID EXTRACURRICULAR ACTIVITY	08/01/2006
DAVIS, DONNA	STUDENT SUPPORT	.5 TECH COORD-SPECIAL PROGRAMS	08/01/2006
FREER, BEN	HENRY CLAY HIGH SCHOOL	DISCRETIONARY COACH - SPRING	02/10/2007
HARRIS, STEPHON	BRYAN STATION HIGH	.5 ASST BOYS BASKETBALL COACH	10/21/2006
MADISON, MICHAEL	LEESTOWN MIDDLE	.25 MIDDLE ZERO HOUR	08/01/2006
MARTIN, DONNA	PAUL LAURENCE DUNBAR HIGH	DISCRETIONARY COACH-SPRING	02/01/2007
MARTIN, MIRANDA	BRYAN STATION HIGH	.5 DISCRETIONARY COACH - YEAR LONG	08/12/2007
MURPHY, DONNA	HENRY CLAY	.5 DISCRETIONARY COACH - SPRING	02/10/2007
NEAL, KATHERINE	STUDENT SUPPORT	.5 TECH COORD-SPECIAL PROGRAMS	08/01/2006
REISLING, BRIANNE	HENRY CLAY	DISCRETIONARY COACH-SPRING	02/10/2007
WALTERS, DAWN	WINBURN MIDDLE	.5 MID CHEERLEAD SPONSOR	02/12/2006

e. Resignation from Leave of Absence - This is to report the resignation of the following certified personnel, effective as indicated:

Name	Location	Assignment	Effective Date
WRIGHT, MELINDA K.	BRYAN STATION HIGH	FRESHMAN ORIENTATION	06/30/2007

f. Non Renewal of Certified/Salaried Classified Personnel - This is to report the non-renewal of the following certified/salaried classified personnel:

Name	Location	Assignment	Effective Date
DARRAGH, WAYNE	LAFAYETTE HIGH SCHOOL	HIGH SCHOOL CLASSROOM INSTR	06/30/2007

g. Pursuant to KRS Chapter 161.000 the Fayette County Public Schools request approval for the issuance of full-time Emergency Certificate for Special Education and other critical need certified teaching areas where it is impossible to secure qualified teachers for the 2007-2008 school year.

h. Return of Leave of Absence of Certified/Salaried Classified Personnel - This is to report the return from leave of absence of certified/salaried classified personnel:

Name	Location	Assignment	Effective Date
BRANHAM, DEANNA	CRAWFORD MIDDLE SCHOOL	EXCEPTIONAL CHILD INSTRUCTOR	06/01/2007
RAYBOULD, MEREDITH	SQUIRES ELEMENTARY	INTERMEDIATE CLASSROOM INSTR	06/01/2007
SHROPSHIRE, SUSAN	BEAUMONT MIDDLE SCHOOL	EXCEPTIONAL CHILD INSTRUCTOR	05/29/2007

- i. Employment of Certified Personnel for Summer School, 2007 - This is to report the employment of the following certified personnel for the 2007 summer school program, effective June 1, 2007 and ending August 6, 2007. Summer school employment will begin for each certified employee on the date indicated on their Summer Contract and shall terminate on the ending date of the program for which the employee applied and was hired, unless sooner terminated by the Superintendent or by the teacher upon ten (10) working days' notice. It is understood and agreed by the employee that summer employment is not guaranteed, but is tentative as summer employment is based upon funding, enrollment of students, and other factors that may change during the course of the summer:

<u>Last Name</u>	<u>First Name</u>	<u>Assignment</u>	<u>Location</u>
ABSHIRE	BARBARA	SUMMER SCHOOL TEACHER	MEADOWTHRP
ADAMS	CHARLES	SUMMER SCHOOL TEACHER	BTW ACAD
ADAMS	JOSEPH	SUMMER SCHOOL TEACHER	LTMS
ALCORN	JAMES	SUMMER SCHOOL TEACHER	ASHLAND
ALTMAN	JUDY	SUMMER SCHOOL TEACHER	SUBSTITUTE
ANDERKIN	LAURA	SUMMER SCHOOL TEACHER	TATES CR H
ANDREWS	JENNIFER	SUMMER SCHOOL TEACHER	MORTON
ARNOLD	JASON	SUMMER SCHOOL TEACHER	PL DUNBAR
AULT	JESSICA	SUMMER SCHOOL TEACHER	JR EWAN
AYERS	CASEY	SUMMER SCHOOL TEACHER	EJH MIDDLE
AZEEM	MONA	SUMMER SCHOOL TEACHER	ROSA PARKS
BANKS	JULIA	SUMMER SCHOOL TEACHER	JULIUS MKS
BARADARAN	LISA	SUMMER SCHOOL TEACHER	SOUTHERN M
BARNES	BONNIE	SUMMER SCHOOL TEACHER	HENRY CLAY
BARR	MARIFAITH	SUMMER SCHOOL TEACHER	BEAUMONT
BARTLETT	JO	SUMMER SCHOOL TEACHER	STONEWALL

BARTON	CATHERINE	SUMMER SCHOOL TEACHER	DEEP SPRGS
BATES	DAVID	SUMMER SCHOOL TEACHER	LAFAYETTE
BECK	LINDA	SUMMER SCHOOL TEACHER	LAFAYETTE
BEGLEY	LINDA	SUMMER SCHOOL TEACHER	BRY STN HI
BEHLER	JASON	SUMMER SCHOOL TEACHER	HENRY CLAY
BERNARDI	TIMOTHY	SUMMER SCHOOL TEACHER	HENRY CLAY
BERSAGLIA	DEBORAH	SUMMER SCHOOL TEACHER	HENRY CLAY
BIERENBAUM	KATIE	SUMMER SCHOOL TEACHER	WINBURN
BISHOP	LANA	SUMMER SCHOOL TEACHER	HENRY CLAY
BLAIR	GINA	SUMMER SCHOOL TEACHER	CRAWFORD
BLAKE	AMY	SUMMER SCHOOL TEACHER	ATH CHILES
BOCK	MELODY	SUMMER SCHOOL TEACHER	HENRY CLAY
BOGGS	LESLEY	SUMMER SCHOOL TEACHER	BRY STN HI
BOTKINS	CAROL	SUMMER SCHOOL TEACHER	JR EWAN
BOUZ	HEIDI	SUMMER SCHOOL TEACHER	DEEP SPRGS
BRADFORD	WILLIAM	SUMMER SCHOOL TEACHER	LAFAYETTE
BRANDON	JUDITH	SUMMER SCHOOL TEACHER	SPECIAL ED
BRANHAM	JACQUELINE	SUMMER SCHOOL TEACHER	JOHNSON
BRODERSON	JOHN	SUMMER SCHOOL TEACHER	WINBURN
BROUGHTON	FLOYD	SUMMER SCHOOL TEACHER	STUD SPPT
BRUCE	JOHN	SUMMER SCHOOL TEACHER	BRY STA MI
BURKLOW	REBECCA	SUMMER SCHOOL TEACHER	CRAWFORD
BURKS	ANITREA	SUMMER SCHOOL TEACHER	DEEP SPRGS
BUSHONG	REBECCA	SUMMER SCHOOL TEACHER	HENRY CLAY

BUTLER	ALEXANDER	SUMMER SCHOOL TEACHER	EJH MIDDLE
CABBLE	JODY	SUMMER SCHOOL TEACHER	HENRY CLAY
CALEBS	CYNTHIA	SUMMER SCHOOL TEACHER	BEAUMONT
CALVERT	JILL	SUMMER SCHOOL TEACHER	LTMS
CAMPBELL	VICKI	SUMMER SCHOOL TEACHER	TATES CR H
CANNON	JENNIE	SUMMER SCHOOL TEACHER	TATES CR M
CANTRELL	JANIE	SUMMER SCHOOL TEACHER	HENRY CLAY
CAUDILL	MELINDA	SUMMER SCHOOL TEACHER	JR EWAN
CHRISTENSEN	NEVA	SUMMER SCHOOL TEACHER	MORTON
CLARK	STACY	SUMMER SCHOOL TEACHER	PL DUNBAR
CLEMENT	EDWARD	SUMMER SCHOOL TEACHER	TATES CR H
CLINES	CHARLES	SUMMER SCHOOL TEACHER	CRAWFORD
COLDIRON	WILLIAM	SUMMER SCHOOL TEACHER	STUD SPPT
COLE	SHANNON	SUMMER SCHOOL TEACHER	TATES CR H
COMBS	CECILIA	SUMMER SCHOOL TEACHER	MARY TODD
COMBS	BARBARA	SUMMER SCHOOL TEACHER	CRAWFORD
CONNER	KAREN	SUMMER SCHOOL TEACHER	WINBURN
CORNETT	MATTHEW	SUMMER SCHOOL TEACHER	LAFAYETTE
CORT	JUNE	SUMMER SCHOOL TEACHER	STUD SPPT
COSTELLO	CAROLYN	SUMMER SCHOOL TEACHER	HENRY CLAY
COWEN	LESLIE	SUMMER SCHOOL TEACHER	JULIUS MKS
CRAFT	TOMMY	SUMMER SCHOOL TEACHER	HENRY CLAY
CROSS	LISA	SUMMER SCHOOL TEACHER	BRY STA MI
CUNNINGHAM	JOY	SUMMER SCHOOL TEACHER	RUSSELL CA

CZAKO	MARGARET	SUMMER SCHOOL TEACHER	CRAWFORD
D'ALESSANDRO	KATHLEEN	SUMMER SCHOOL TEACHER	BEAUMONT
DAVIS	CARLA	SUMMER SCHOOL TEACHER	LAFAYETTE
DAVIS	KAREN	SUMMER SCHOOL TEACHER	SUBSTITUTE
DAVIS	MELISSA	SUMMER SCHOOL TEACHER	BRY STN HI
DAVIS	DONNA	SUMMER SCHOOL TEACHER	STUD SPPT
DAVIS	SCOTTIE	SUMMER SCHOOL TEACHER	LAFAYETTE
DAVIS	STACI	SUMMER SCHOOL TEACHER	SOUTHERN M
DAWSON	REGINA	SUMMER SCHOOL TEACHER	JULIUS MKS
DAY	JUDITH	SUMMER SCHOOL TEACHER	LAFAYETTE
DELONG	MARY	SUMMER SCHOOL TEACHER	GLENDOVER
DIAZ	LESTER	SUMMER SCHOOL TEACHER	LAFAYETTE
DICKSON	MICHELLE	SUMMER SCHOOL TEACHER	JR EWAN
DILLON	JULIE	SUMMER SCHOOL TEACHER	SOUTHERN M
DILLS	REGINA	SUMMER SCHOOL TEACHER	BRY STN HI
DIXON	CRYSTAL	SUMMER SCHOOL TEACHER	MORTON
DIXON	JOHN	SUMMER SCHOOL TEACHER	TATES CR H
DOERR	MARY	SUMMER SCHOOL TEACHER	STUD SPPT
DOSS	JANET	SUMMER SCHOOL TEACHER	JR EWAN
DOUGLAS	KEYSHAWN	SUMMER SCHOOL TEACHER	STUD SPPT
DUNN	CHRISTA	SUMMER SCHOOL TEACHER	LAFAYETTE
DUNN	PAMELA	SUMMER SCHOOL TEACHER	YATES
EDWARDS	JOSHUA	SUMMER SCHOOL TEACHER	HENRY CLAY
EL-AMIN	AHENEWA	SUMMER SCHOOL TEACHER	HENRY CLAY

ELLIS	SUE	SUMMER SCHOOL TEACHER	WINBURN
EMBRY	MELISSA	SUMMER SCHOOL TEACHER	SPECIAL ED
EVANS	LANISHA	SUMMER SCHOOL TEACHER	BRY STN HI
EVANS	LAUREN	SUMMER SCHOOL TEACHER	TATES CR H
FARBER	SHARON	SUMMER SCHOOL TEACHER	LAFAYETTE
FERGUSON	SCOTT	SUMMER SCHOOL TEACHER	STUD SPPT
FETKO	KATHLEEN	SUMMER SCHOOL TEACHER	BRY STN HI
FILCHAK	ELIZABETH	SUMMER SCHOOL TEACHER	TATES CR E
FISH	STACEY	SUMMER SCHOOL TEACHER	EJH MIDDLE
FISHER	BRENDA	SUMMER SCHOOL TEACHER	JR EWAN
FLANAGAN	PATRICIA	SUMMER SCHOOL TEACHER	JULIUS MKS
FLATT	CHARLOTTE	SUMMER SCHOOL TEACHER	MARY TODD
FRANCIS	SARA	SUMMER SCHOOL TEACHER	EJH MIDDLE
FRANKLIN	EMMA	SUMMER SCHOOL TEACHER	YATES
GAY	DEMETRIUS	SUMMER SCHOOL TEACHER	HENRY CLAY
GELFMAN	JENNIFER	SUMMER SCHOOL TEACHER	YATES
GIBERSON	PHYLLIS	SUMMER SCHOOL TEACHER	EJH MIDDLE
GILBERT	JANIS	SUMMER SCHOOL TEACHER	SPECIAL ED
GRAHAM- GREENE	SHERRIE	SUMMER SCHOOL TEACHER	SCAPA BG
GRAVES	MARGARET	SUMMER SCHOOL TEACHER	BRY STN HI
GRAVES	JOHN	SUMMER SCHOOL TEACHER	STUD SPPT
GREER	REBEKAH	SUMMER SCHOOL TEACHER	CLAYS MILL
GREVIOUS	ANN	SUMMER SCHOOL TEACHER	CRAWFORD
GRIFFIN	DIANNE	SUMMER SCHOOL TEACHER	GLENDOVER

GRUNDY	FELICIA	SUMMER SCHOOL TEACHER	GLENDOVER
GRUPE	DALE	SUMMER SCHOOL TEACHER	HENRY CLAY
HADLEY	MEREDITH	SUMMER SCHOOL TEACHER	TATES CR H
HANEY	JESSICA	SUMMER SCHOOL TEACHER	SQUIRES
HANS	AMY	SUMMER SCHOOL TEACHER	JR EWAN
HARRIS	LUTHER	SUMMER SCHOOL TEACHER	STUD SPPT
HATTON	ROBIN	SUMMER SCHOOL TEACHER	STUD SPPT
HAYDEN	CARL	SUMMER SCHOOL TEACHER	LAFAYETTE
HELTON	LUNA	SUMMER SCHOOL TEACHER	TATES CR H
HENDERSON	SARAH	SUMMER SCHOOL TEACHER	CASSIDY
HICKS	KATHERINE	SUMMER SCHOOL TEACHER	CRAWFORD
HILL	CHARMAINE	SUMMER SCHOOL TEACHER	TATES CR H
HILLMAN	MARK	SUMMER SCHOOL TEACHER	SUBSTITUTE
HOSKINS	BRAD	SUMMER SCHOOL TEACHER	LAFAYETTE
HOWARD	MELODY	SUMMER SCHOOL TEACHER	BRECKNRDGE
HOWELL	JASON	SUMMER SCHOOL TEACHER	TATES CR H
HUMBERT	RACHAEL	SUMMER SCHOOL TEACHER	SQUIRES
HUNTER	JESSACA	SUMMER SCHOOL TEACHER	JR EWAN
ISAACS	SAVANNAH	SUMMER SCHOOL TEACHER	RUSSELL CA
JACKSON	KATHY	SUMMER SCHOOL TEACHER	EJH MIDDLE
JACKSON	REBECCA	SUMMER SCHOOL TEACHER	BRY STA MI
JACKSON	SADIE	SUMMER SCHOOL TEACHER	RUSSELL CA
JENKINS	MICHAEL	SUMMER SCHOOL TEACHER	WINBURN
JOHNSON	FAYE	SUMMER SCHOOL TEACHER	GLENDOVER

JOHNSON	KATHRYN	SUMMER SCHOOL TEACHER	HENRY CLAY
JONES	JULIE	SUMMER SCHOOL TEACHER	RUSSELL CA
JONES	WILLIAM	SUMMER SCHOOL TEACHER	STUD SPPT
JONES	TAMARA	SUMMER SCHOOL TEACHER	BRY STN HI
KEAR	LISA	SUMMER SCHOOL TEACHER	JR EWAN
KELLY	DAWN	SUMMER SCHOOL TEACHER	CRAWFORD
KERSEY	SHANNON	SUMMER SCHOOL TEACHER	LAFAYETTE
LAAKER	LORI	SUMMER SCHOOL TEACHER	YATES
LASLEY	JENNIFER	SUMMER SCHOOL TEACHER	WINBURN
LEE	MARY	SUMMER SCHOOL TEACHER	TATES CR M
LEINDECKER	DIANE	SUMMER SCHOOL TEACHER	BRY STN HI
LENTZ	KEVIN	SUMMER SCHOOL TEACHER	HENRY CLAY
LEOPOLD	GREGORY	SUMMER SCHOOL TEACHER	ARLINGTON
LOGSDON	MATTHEW	SUMMER SCHOOL TEACHER	HENRY CLAY
LOGSDON	TIMOTHY	SUMMER SCHOOL TEACHER	DIXIE ELEM
LOVAN	JOEL	SUMMER SCHOOL TEACHER	CRAWFORD
LOWE	MICHELLE	SUMMER SCHOOL TEACHER	STUD SPPT
MAGGARD	ELAINE	SUMMER SCHOOL TEACHER	ROSA PARKS
MARTIN	KAREN	SUMMER SCHOOL TEACHER	MARY TODD
MARTIN	BENJAMIN	SUMMER SCHOOL TEACHER	LAFAYETTE
MARTINEZ	TIFFANY	SUMMER SCHOOL TEACHER	SPECIAL ED
MAY	SUSAN	SUMMER SCHOOL TEACHER	GLENDOVER
MAYNARD	SANDRA	SUMMER SCHOOL TEACHER	PICADOME
MCDONALD	BENJAMIN	SUMMER SCHOOL TEACHER	STUD SPPT

MCDOWELL- SUMO	LARNETTA	SUMMER SCHOOL TEACHER	WINBURN
MCHUGH	SUSAN	SUMMER SCHOOL TEACHER	ROSA PARKS
MCMURRAY	DEBORAH	SUMMER SCHOOL TEACHER	TATES CR H
MCVEY	SUSAN	SUMMER SCHOOL TEACHER	BRY STN HI
MEAUX	DOLORES	SUMMER SCHOOL TEACHER	LAFAYETTE
MEEKINS	LATONYA	SUMMER SCHOOL TEACHER	EJH MIDDLE
MERRITT	DELMA	SUMMER SCHOOL TEACHER	LTMS
MERRITT	TONYA	SUMMER SCHOOL TEACHER	PL DUNBAR
MILLS	MARY-LINDA	SUMMER SCHOOL TEACHER	BRY STN HI
MILLS	ANTHONY	SUMMER SCHOOL TEACHER	TATES CR H
MINER	STEPHANIE	SUMMER SCHOOL TEACHER	ATH CHILES
MITCHELL	JENNIFER	SUMMER SCHOOL TEACHER	SUBSTITUTE
MITSUMORI	NOBUO	SUMMER SCHOOL TEACHER	LAFAYETTE
MONTGOMERY	KATHY	SUMMER SCHOOL TEACHER	LAFAYETTE
MORTON	NAYASHA	SUMMER SCHOOL TEACHER	BRY STN HI
MOSIER	SHELLEY	SUMMER SCHOOL TEACHER	HENRY CLAY
MULLINS	RHONDA	SUMMER SCHOOL TEACHER	LAFAYETTE
MUSE	WAYNE	SUMMER SCHOOL TEACHER	BRY STN HI
NEAL	KATHERINE	SUMMER SCHOOL TEACHER	STUD SPPT
NEWBERRY	LINDA	SUMMER SCHOOL TEACHER	HENRY CLAY
NIEHAUS	DEBORAH	SUMMER SCHOOL TEACHER	BEAUMONT
O'DONOGHUE	JAIME	SUMMER SCHOOL TEACHER	SOUTHERN M
OLIVER	KELLEY	SUMMER SCHOOL TEACHER	LAFAYETTE
ORR	ROSEMARY	SUMMER SCHOOL TEACHER	WINBURN

OWENS	BRETT	SUMMER SCHOOL TEACHER	BRY STN HI
PACK	JENNIFER	SUMMER SCHOOL TEACHER	SOUTHERN M
PAINTER	TONYA	SUMMER SCHOOL TEACHER	GLENDOVER
PARKER	THOMAS	SUMMER SCHOOL TEACHER	CRAWFORD
PARKER- BELLAMY	DAFNEY	SUMMER SCHOOL TEACHER	BRY STN HI
PAUL	DYLAN	SUMMER SCHOOL TEACHER	DEEP SPRGS
PENA RIVERA	CARLOS	SUMMER SCHOOL TEACHER	HENRY CLAY
PERDUE	ALICIA	SUMMER SCHOOL TEACHER	HENRY CLAY
PERKINS	JOANNA	SUMMER SCHOOL TEACHER	SUBSTITUTE
PERRY	LAWRENCE	SUMMER SCHOOL TEACHER	HENRY CLAY
PLUMLEE	STEPHANIE	SUMMER SCHOOL TEACHER	JR EWAN
QUEEN	PAMELA	SUMMER SCHOOL TEACHER	JOHNSON
RAYA	DIANA	SUMMER SCHOOL TEACHER	BRY STN HI
REDMON	TRACY	SUMMER SCHOOL TEACHER	MILLCREEK
REED	ASHLEY	SUMMER SCHOOL TEACHER	LTMS
REED-COOPER	LISA	SUMMER SCHOOL TEACHER	J L ALLEN
RELFORD	YEVETTE	SUMMER SCHOOL TEACHER	WINBURN
REVEL	LORI	SUMMER SCHOOL TEACHER	CRAWFORD
RICE	JIMMIE	SUMMER SCHOOL TEACHER	PL DUNBAR
RICHARD	TARA	SUMMER SCHOOL TEACHER	DEEP SPRGS
RICHARDSON	ROXANNE	SUMMER SCHOOL TEACHER	TATES CR H
ROBINSON	DAPHNE	SUMMER SCHOOL TEACHER	J M CLARK
ROBINSON	CASSIE	SUMMER SCHOOL TEACHER	SUBSTITUTE
ROYSE	CAROL	SUMMER SCHOOL TEACHER	GLENDOVER

SAUBER	STEVEN	SUMMER SCHOOL TEACHER	JULIUS MKS
SCANLON	AMY	SUMMER SCHOOL TEACHER	YATES
SCHNEIDER	KAREN	SUMMER SCHOOL TEACHER	ROSA PARKS
SCHOFF	STEPHANIE	SUMMER SCHOOL TEACHER	LAFAYETTE
SCOTT	MELISSA	SUMMER SCHOOL TEACHER	LAFAYETTE
SHAKIR	SHATHA	SUMMER SCHOOL TEACHER	WINBURN
SHEAR-SMITH	MARIA	SUMMER SCHOOL TEACHER	LAFAYETTE
SHEVLIN	SEAN	SUMMER SCHOOL TEACHER	TATES CR H
SHIRLEY	KAREN	SUMMER SCHOOL TEACHER	MEADOWTHRP
SHOOK	JANELLE	SUMMER SCHOOL TEACHER	SOUTHSIDE
SHORT	CINDY	SUMMER SCHOOL TEACHER	MORTON
SINGLETON	JENNIFER	SUMMER SCHOOL TEACHER	CRAWFORD
SISK	ELNA	SUMMER SCHOOL TEACHER	HARRISON
SMITH	LINDA	SUMMER SCHOOL TEACHER	JR EWAN
SMITH	LESLIE	SUMMER SCHOOL TEACHER	LAFAYETTE
SMITH	MARY	SUMMER SCHOOL TEACHER	TATES CR H
SNYDER	BETTY	SUMMER SCHOOL TEACHER	GLENDOVER
SPENCER	REBECCA	SUMMER SCHOOL TEACHER	HENRY CLAY
STAMPER	JAMIE	SUMMER SCHOOL TEACHER	MEADOWTHRP
STEELE	LORETTA	SUMMER SCHOOL TEACHER	YATES
STEINLE	LEA	SUMMER SCHOOL TEACHER	RUSSELL CA
STEVENS	PAUL	SUMMER SCHOOL TEACHER	BRY STN HI
STRONG	GAIL	SUMMER SCHOOL TEACHER	BEAUMONT
SUTHERLAND	JOY	SUMMER SCHOOL TEACHER	PL DUNBAR

SWART	THOMAS	SUMMER SCHOOL TEACHER	STUD SPPT
SYLVESTER	REBECCA	SUMMER SCHOOL TEACHER	JOHNSON
TAYLOR	SAMANTHIA	SUMMER SCHOOL TEACHER	LTMS
TELECH	KELLY	SUMMER SCHOOL TEACHER	ROSA PARKS
TERRELL	JUDITH	SUMMER SCHOOL TEACHER	SPECIAL ED
TROWEL	MELANIE	SUMMER SCHOOL TEACHER	CRAWFORD
TURK	MICHELLE	SUMMER SCHOOL TEACHER	LAFAYETTE
TYE	KELLI	SUMMER SCHOOL TEACHER	LAFAYETTE
UNGVARY	BARBARA	SUMMER SCHOOL TEACHER	PL DUNBAR
VICTOR	LINDA	SUMMER SCHOOL TEACHER	HENRY CLAY
VOLLAND	LINDSEY	SUMMER SCHOOL TEACHER	JULIUS MKS
WAESPE	CONNIE	SUMMER SCHOOL TEACHER	LAFAYETTE
WALKER	WHITNEY	SUMMER SCHOOL TEACHER	LAFAYETTE
WARD	JENNIFER	SUMMER SCHOOL TEACHER	LTMS
WEAVER	JOHNNY	SUMMER SCHOOL TEACHER	LAFAYETTE
WESLEY	SHARRON	SUMMER SCHOOL TEACHER	HENRY CLAY
WEST	HOLTON	SUMMER SCHOOL TEACHER	TATES CR H
WETENKAMP	DIANE	SUMMER SCHOOL TEACHER	HENRY CLAY
WHITE	ELIZABETH	SUMMER SCHOOL TEACHER	BEAUMONT
WIGGINS	DELOIS	SUMMER SCHOOL TEACHER	EJH MIDDLE
WILLIAMS	NIZIDA	SUMMER SCHOOL TEACHER	BRY STA MI
WILLIAMS	VELMA	SUMMER SCHOOL TEACHER	ARLINGTON
WILLIAMS	JENNIFER	SUMMER SCHOOL TEACHER	JR EWAN
WILLIAMS	JESSICA	SUMMER SCHOOL TEACHER	JR EWAN

WILLIAMSON	DANIEL	SUMMER SCHOOL TEACHER	BRY STN HI
WILSON	LINDA	SUMMER SCHOOL TEACHER	GARDN SPGS
WINBURN	CAROL	SUMMER SCHOOL TEACHER	SOUTHERN M
WOOD	MONYKA	SUMMER SCHOOL TEACHER	WINBURN
WRIGHT	REBECCA	SUMMER SCHOOL TEACHER	DEEP SPRGS
WRIGHT	BETTINA	SUMMER SCHOOL TEACHER	MARY TODD
ZALUSKI	HALEY	SUMMER SCHOOL TEACHER	RUSSELL CA
ZAVITZ	DEBORAH	SUMMER SCHOOL TEACHER	STUD SPPT
ZIMMERMAN	LAURA	SUMMER SCHOOL TEACHER	STUD SPPT
ZOLL	DOROTHY	SUMMER SCHOOL TEACHER	ROSA PARKS

HOURLY CLASSIFIED PERSONNEL

a. Employment of Classified Hourly Personnel - This is to report the employment of the following classified hourly Personnel:

Name	Location	Assignment	Effective Date
BEAMER, WILLIAM	BUS GARAGE	BUS DRIVER	08/08/2007
ELAM, CHERIE	PUPIL PERSONNEL SERVICES	SYSTEMS ANALYST	07/02/2007
HOLCOMB, RACHEL	BUS GARAGE	BUS DRIVER	08/08/2007
HYATT, CAROL	LANSDOWNE ELEMENTARY	PARAEDUCATOR FOR SPECIAL ED	08/10/2007
RUKAVINA, CHRISTINE	ROSA PARKS ELEMENTARY	MICROCOMPUTER RESOURCE TECH	08/10/2007
SEWARD, ARLIS	JESSIE M CLARK MIDDLE	CUSTODIAN	06/12/2007
SLONE, POLLYANNA	FINANCIAL SERVICES	TAX AUDITING SPECIALIST	06/18/2007
WASHINGTON, BARBARA	NORTHERN ELEMENTARY	LUNCHROOM MONITOR	08/13/2007

b. Transfer in Assignment of Classified Hourly Personnel - This is to report the transfer in assignment of the following classified hourly Personnel:

Name	From	To	Effective Date
ADKINS, ANNA	FD SERVICE / FD SR AST	PLD FD SVC / FD SER AS	08/09/2007
ANDERSON, TIA	CLAYS M FD / FD SR AST	FD SERVICE / FD SR AST	08/09/2007
BAIN, PATRICIA	VET PARK / INSTR PARA	VET PARK / PARASPCED	08/10/2007
BAKER, KIMBERLY	SQUIRES / PARASPCED	SQUIRES / EARLY ST	08/10/2007
BAKER, REBECCA	SOUTHEL FD / FD SR AST	RUSCAVE FD / FD SR AST	08/09/2007
BORGEL, DAWN	ATHCHIL FD / FD SR AST	DIXIE FD / FD SR AST	08/09/2007
BRUMFIELD, SHEILA	VET PARK / KIND PARA	VET PARK / PARASPCED	08/10/2007
BUSBY, DIANE	GLENDOVER / INSTR PARA	JULIUS MKS / INSTR PARA	08/10/2007
CHANDLER, ALAN	MILLCREEK / LD CUS SR	MILLCREEK / CUSTODIAN	07/01/2007
CLEVELAND, AUDRA	BTW ACAD / PARASPCED	BTW ACAD / KIND PARA	08/10/2007
COLLINS, KARRICK	J L ALLEN / PARASPCED	J L ALLEN / KIND PARA	08/10/2007
CORNETT, KELLEY	CASSIDY FD / FD SER AS	JULMKS FD / FD SER AS	08/09/2007
COX, CAROLYN	PICAD FD / FD SR AST	CASSIDY FD / FD SER AS	08/09/2007

DAVIS, NANNY	MARYTD FD / FD SR AST	MLK FD SVC / FD SER AS	08/09/2007
FARMER, KIMBERLY	MILLCREEK / PARASPCED	MILLCREEK / INSTR PARA	08/10/2007
FELTNER, NANETTE	SOUTHEL FD / FD SR AST	JLALLEN FD / FD SR AST	08/09/2007
FORKER, DEBORAH	MARY TODD / PARASPCED	MARY TODD / INSTR PARA	08/10/2007
FRENCH, REBEKAH	GARDNSP FD / FD SR AST	STONEW FD / FD SR AST	08/09/2007
GLASPER, SIMEON	SQUIRES FD / FD SR AST	JOHNSON FD / FD SR AST	08/09/2007
GUTZMAN, BRENDA	J M CLARK / PARASPCED	SQUIRES / PARASPCED	08/10/2007
HAGER, BRANNON	HARRISON / CUSTODIAN	HARRISON / INSTR PARA	08/10/2007
HARDISON, SANDRA	GLENDOVER / INSTR PARA	SOUTHERN E / INSTR PARA	08/10/2007
HEFLIN, KIMBERLY	RUSSELL CA / INSTR PARA	JULIUS MKS / KIND PARA	08/10/2007
HICKEY, DONNA	TC EL FD / FD SR AST	PLD FD SVC / FD SR AST	08/09/2007
HOCH, KAREN	MAXWELL / INSTR PARA	PICADOME / KIND PARA	08/10/2007
HODGES, SUSAN	LANSDOWNE / EARLY ST	LANSDOWNE / INSTR PARA	08/10/2007
HOGUE, LEIGH	JULIUS MKS / INSTR PARA	JULIUS MKS / SCH ASST	07/25/2007
HUFFORD, SARA	FD SERVICE / FD SR AST	PICAD FD / FD SR AST	08/09/2007
HUNT, WILLIAM	MILLCREEK / CUSTODIAN	MILLCREEK / LD CUS SR	07/01/2007
JAMES, JODY	PLD FD SVC / FD SER AS	MILLCK FD / FD SR II	08/06/2007
KOZELUH, MELODY	JULIUS MKS / SAFE PARA	JULIUS MKS / INSTR PARA	08/10/2007
KOZLOWSKY, SHELLEY	GARDN SPGS / INSTR PARA	GARDN SPGS / PARASPCED	08/10/2007
LAWSON, RHONDA	LINLEE FD / FD SR AS	PLD FD SVC / FD SER AS	08/09/2007
LUNDBORG, RUTH	YATES / INSTR PARA	YATES / PARASPCED	08/10/2007
MATCHUNY, KATHRYN	TATES CR E / INSTR PARA	TATES CR E / PARASPCED	08/10/2007
MATHERLY, BARBARA	ASHLAND / CUST P/T	ARLINGTON / CUST P/T	08/13/2007
MCHUGH, MAGGIE	BTW ACAD / EARLY ST	BTW ACAD / KIND PARA	08/10/2007
MCKINNEY, MILDRED	HC FD SVC / FD SR AST	LEEST FD / FD SR AST	08/09/2007
MINNIFIELD, CHARLENE	TATES CR M / SAFE PARA	TATES CR M / PARASPCED	08/10/2007
MOORE, DESRA	TC HIGH FD / FD SR AST	ATHCHIL FD / FD SR AST	08/09/2007
MULLINS, MISCHELLE	LEEST FD / FD SR AST	ROSA P FD / FD SR AST	08/09/2007
OWEN, MARY	VET PARK / INSTR PARA	VET PARK / PARASPCED	08/10/2007
RAYAN, AQUILA	RUSSELL CA / INSTR PARA	RUSSELL CA / PARASPCED	08/10/2007
REIMOLD, CONNIE	BTW ACAD / KIND PARA	BTW ACAD / PARASPCED	08/10/2007
REYNOLDS, JONI	LANSDOWNE / PARASPCED	LANSDOWNE / EARLY ST	08/09/2007
RHODES, SANDRA	BUS GARAGE / BUS MONITO	BUS GARAGE / BUS DRIVER	08/08/2007
ROBINSON, ROSLYN	NORTHERN / PARASPCED	NORTHERN / INSTR PARA	08/10/2007
ROLAND, ERIN	VET PARK / KIND PARA	VET PARK / PARASPCED	08/10/2007
SCHENCK, TERRY	MORTON / PARASPCED	LTMS / PARASPCED	08/10/2007
SHACKELFORD, KELLI	BTW ACAD / EARLY ST	BTW ACAD / PARASPCED	08/10/2007
SMITH, MICHAEL	NORTHERN / CUSTODIAN	PHYS/OPER / CUSTODIAN	06/11/2007
SMYTH, TERESA	ROSA P FD / FD SR AST	TC EL FD / FD SR AST	08/09/2007
STEPHAN, MARYELLEN	TATES CR E / INSTR PARA	TATES CR E / PARASPCED	08/10/2007
STEWART, TABITHA	CARDVAL FD / FD SR AST	LINLEE FD / FD SER AS	08/09/2007
TAYLOR, JACK	HARRISON / PARASPCED	HARRISON / INSTR PARA	08/10/2007
TEATER, KATHRYN	BEAUMT FD / FD SR AST	GLEND FD / FD SER AS	08/09/2007
TREADWAY, KYLE	TATES CR M / PARASPCED	TATES CR M / SAFE PARA	08/10/2007
TURLEY, BRENDA	YATES / INSTR PARA	YATES / PARASPCED	08/10/2007
WEBB, BONITA	EJHAYES FD / FD SR AST	CARDVAL FD / FD SR AST	08/09/2007
WELCH, PHYLLIS	ATH CHILES / SAFE PARA	ATH CHILES / INSTR PARA	08/10/2007
WHITED, SHARI	ARLINGTON / SAFE PARA	ARLINGTON / SCH ASST	07/25/2007

WILLIAMS, FELIX	BTW ACAD / INSTR PARA	BTW ACAD / PARASPCED	08/10/2007
WILSON, AGNES	HARRISON / CUST P/T	HARRISON / CUSTODIAN	07/01/2007
WOODS, IVAN	BTW ACAD / LD CUS SR	BTW ACAD / CUSTODIAN	07/01/2007
YOUSSEF, LUDMILLA	WINBURN / PARASPCED	CARDNL VAL / PARASPCED	08/10/2007

c. Change in Status of Classified Hourly Personnel - This is to report the change in status of the following classified hourly personnel:

Name	From	To	Effective Date
ADKINS, ANNA	FD SERVICE / FD SR AST / PP	PLD FD SVC / FD SER AS / FP	08/09/2007
BUSBY, DIANE	GLENDOVER / INSTR PARA / PP	JULIUS MKS / INSTR PARA / FP	08/10/2007
COX, CAROLYN	PICAD FD / FD SR AST / PP	CASSIDY FD / FD SER AS / FP	08/09/2007
DAVIS, NANNY	MARYTD FD / FD SR AST / PP	MLK FD SVC / FD SER AS / FP	08/09/2007
DIXON, PEGGY	BTW ACAD / KIND PARA / FP	BTW ACAD / KIND PARA / PP	08/10/2007
GROSSMAN, LEIGH	SQUIRES / INSTR PARA / FP	SQUIRES / INSTR PARA / PP	08/10/2007
HELSEBY, CHRISTINE	GARDN SPGS / KIND PARA / FP	GARDN SPGS / INSTR PARA / PP	08/10/2007
HERRIFORD, KELLY	PLD FD SVC / FD SR AST / PP	PLD FD SVC / FD SER AS / FP	08/09/2007
JONES, NANCY	ATHCHIL FD / FD SR AST / PP	ATHCHIL FD / FD SER AS / FP	08/09/2007
MCHUGH, MAGGIE	BTW ACAD / EARLY ST / FP	BTW ACAD / KIND PARA / PP	08/10/2007
NUGENT, TERESA	NORTHERN / INSTR PARA / PP	NORTHERN / PARASPCED / FP	08/10/2007
PURVIS, DEBORAH	PLD FD SVC / FD SR AST / PP	PLD FD SVC / FD SER AS / FP	08/09/2007
ROBINSON, ROSLYN	NORTHERN / PARASPCED / FP	NORTHERN / INSTR PARA / PP	08/10/2007
RUSKAUP, PATRICIA	GARDN SPGS / INSTR PARA / FP	GARDN SPGS / INSTR PARA / PP	08/10/2007
STEWART, TABITHA	CARDVAL FD / FD SR AST / PP	LINLEE FD / FD SER AS / FP	08/09/2007
TEATER, KATHRYN	BEAUMT FD / FD SR AST / PP	GLEND FD / FD SER AS / FP	08/09/2007
TUCKER, JAMIE	SPECIAL ED / PARASPGRT / FP	SPECIAL ED / PARASPGRT / PP	08/10/2007

d. Resignation of Classified Hourly Personnel - This is to report the resignation of the following classified hourly personnel:

Name	Location	Assignment	Effective Date
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ARTEAGA, EVELYN	MAXWELL ELEMENTARY	PARAEDUCATOR FOR SPECIAL ED	06/30/2007
CLARK, BRAD	MEADOWTHORPE ELEMENTARY	PARAED FOR SP ED	05/31/2007
COLLINS, CATHERINE	JULIUS MARKS ELEMENTARY	KINDERGARTEN PARAEDUCATOR	06/30/2007
FULLER, LES	LAFAYETTE HIGH SCHOOL	CUSTODIAN	06/14/2007
HILL, RANDY	PICADOME ELEMENTARY	LEAD CUSTODIAL SERVICE WORKER	06/07/2007
JOHNSON, DONNA	BRYAN STATION TRADL MIDDLE	CUSTODIAN	05/30/2007
JOHNSON, SARAH	DEEP SPRINGS ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	06/30/2007
MARSH-CREMEANS, ROBIN	TATES CREEK MIDDLE	PARAEDUCATOR FOR SPECIAL ED	06/30/2007
MILLER, THELMA	STONEWALL ELEM FOOD SERV	FOOD SERVICE ASSISTANT I	05/24/2007
MITCHELL, OZON	HENRY CLAY HIGH SCHOOL	PARAEDUCATOR FOR SPECIAL ED	06/30/2007
MULLINS, DANITA	LINLEE ELEMENTARY	PARAEDUCATOR FOR SPECIAL ED	06/30/2007
PARKER, CAROL	DEEP SPRINGS ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	06/30/2007
SAADIQ, RENEE	JULIUS MARKS ELEMENTARY	PARAEDUCATOR FOR SPECIAL ED	06/30/2007
SMITH, JUDY	BRYAN STATION TRADL MIDDLE	MICROCOMPUTER RESOURCE TECH	05/31/2007
TROOP, PENELOPE	ROSA PARKS ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	06/30/2007

e. Retirement of Classified Hourly Personnel - This is to report the retirement of the following classified hourly personnel, effective close of the day indicated:

Name	Location	Assignment	Effective Date
ABERNATHY, PHYLLIS	GLENDOVER ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	07/01/2007
MOWERY, MARY	CLAYS MILL ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	06/01/2007
RIDDLE, JANET	BRECKINRIDGE ELEM FOOD SERV	FOOD SERVICE ASSISTANT I	06/01/2007

f. Termination of Classified Hourly Personnel - This is to report the termination of the following classified hourly personnel, effective close of the day indicated:

Name	Location	Assignment	Effective Date
KIMBALL, WALTER	BUS GARAGE	BUS MONITOR	05/26/2007

g. Recission of Non Renewal of Classified Hourly Personnel - This is to report the recission of non-renewal of the following classified hourly employees:

Name	Location	Assignment	Effective Date
BROCK-CALIGUIRI, DEBRA	MARY TODD ELEMENTARY	PARAEDUCATOR FOR SPECIAL ED	08/10/2007
BYERS, YVONNE	ROSA PARKS ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	08/10/2007
DRUGGAN, JUDY	VETERANS PARK ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	08/10/2007
GROSSI, BRENDA	VETERANS PARK ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	08/10/2007
HELM, TERESA	VETERANS PARK ELEMENTARY	KINDERGARTEN PARAEDUCATOR	08/10/2006
LYNN, SANDRA	VETERANS PARK ELEMENTARY	PARAEDUCATOR FOR SPECIAL ED	08/10/2007
MCNEES, TERRI	VETERANS PARK ELEMENTARY	PARAEDUCATOR FOR SPECIAL ED	08/09/2007
POTTER, REGINA	VETERANS PARK ELEMENTARY	PARAEDUCATOR FOR SPECIAL ED	08/10/2007
THOMPSON, JASON	LEESTOWN MIDDLE	PARAEDUCATOR FOR SPECIAL ED	08/10/2007
WINDING, VIRDIE	VETERANS PARK ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	08/09/2007

h. Employment of Classified Hourly Summer Personnel - This is to report the employment of the following classified hourly summer employees:

Name	Location	Assignment	Effective Date
ABBOTT, CARLOTTA	SPECIAL EDUCATION	SUMMER OCCUPATIONAL THERAPIST	06/18/2007
ALLEN, SANDRA	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
ARNOLD, VIVIAN	BUS GARAGE	SUMMER BUS DRIVER	06/18/2007
ATWOOD, TERESA	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
BAKER, DONNA	SPECIAL EDUCATION	SUMMER EMPLOYMENT TRAINER	06/11/2007
BAKER, KIMBERLY	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
BALDRIDGE, JESSE	BUS GARAGE	SUMMER BUS DRIVER	07/09/2007
BARBOUR, KRYSTAL	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007
BARBOUR, PORCHA	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007
BARRON, JUANITA	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
BARTLETT, BOBBI	BUS GARAGE	SUMMER BUS DRIVER	07/09/2007
BEATTY, CAROLYN	PHYSICAL OPERATIONS PLANT	SUMMER PLANT OPERATIONS	06/18/2007
BECKER, DERRICK	BUS GARAGE	SUMMER BUS DRIVER	06/25/2007
BELL, KATHY	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
BERRY, GINA	ARLINGTON ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
BLEVINS, CHERYL	ARLINGTON ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
BODZIONY, BEVERLY	SPECIAL EDUCATION	SUMMER SLPA	06/11/2007
BOLLMER, YVONNE	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/06/2007

BOSTON, DAVID	BUS GARAGE	SUMMER TRANSP DISPATCHER	06/18/2007
BOWMAN, JO ELLEN	PHYSICAL OPERATIONS PLANT	SUMMER PLANT OPERATIONS	06/11/2007
BOYD, JOTOSHA	BUS GARAGE	SUMMER BUS MONITOR	06/18/2007
BRASHEAR, LAQUIDA	SPECIAL EDUCATION	SUMMER SLPA	06/11/2007
BREWER, JANET	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
BROOKS, BRENDA	ARLINGTON ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
BROWN, MARY	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
BRUCE, CYNTHIA	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
BRUNDAGE, LINZELL	DEEP SPRINGS ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/19/2007
BURNETT, CLARENCE	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007
BURRUSS, CHERYLENE	STUDENT ACHIEVEMENT SERVICES	SUMMER SCHOOL PARAEDUCATOR	06/05/2007
CANTER, PHILLIP	BUS GARAGE	SUMMER BUS DRIVER	07/09/2007
CARROLL, SALLY	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/06/2007
CARTER, TONYA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
CHURCH, ANDREA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
CHURCH, DESIREE	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
COLLINS, DAVID	PRINT SHOP	TEMP PRINTING ASSISTANT	07/02/2007
COLLINS, KARRICK	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
COMBS, SONYA	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
CONLEY, AUBREY	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
CORNETT, CATHY	BEAUMONT MIDDLE SCHOOL	SUMMER SCHOOL PARAEDUCATOR	06/04/2007
CORT, TRACI	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
CUMMINS, STEVE	BUS GARAGE	SUMMER BUS DRIVER	06/18/2007
CURRY, ERIC	JULIA R EWAN ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/25/2007
CURRY, VICKI	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
CUSTARD, SHELIA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
DALTON, CHRISTY	SPECIAL EDUCATION	SUMMER OCCUPATIONAL THERAPIST	06/11/2007
DARNELL, DAVID	LAFAYETTE HIGH SCH FOOD SERV	SUMMER FD SVC WORKER	06/04/2007
DAVIS, DARLENE	BUS GARAGE	SUMMER BUS MONITOR	06/06/2007
DEMUS, KENNETH	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
DENNIS, LISA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
DEVRIEZE, DEBORAH	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
DODGE, DERRIE	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007
DUNCAN, LINDA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
DUNHAM, LYNDA	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
EADS, LISA	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
EDMONDS, MICHELLE	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
EDWARDS, STEPHANIE	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
FARTHING, JOY	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
FERGUSON, DEBRA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
FINCH, ALAN	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
FORKER, DEBORAH	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
FREEMAN, REBECCA	BUS GARAGE	SUMMER BUS DRIVER	05/12/2007
FRYREAR, TANYA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
GARDNER, NATASHA	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
GASSETT, ANDREITIA	BUS GARAGE	SUMMER BUS MONITOR	07/23/2007
GLASS, ROBERT	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
GORDON, MILWARD	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007

GREEN, JAMEKA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
GREENE, LISA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
GRIFFIN, DANA	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/01/2007
GRIFFITHS, DAVID	BUS GARAGE	SUMMER BUS DRIVER	07/09/2007
GROSS, JOSEPH	TATES CREEK HIGH	SUMMER SCHOOL PARAEDUCATOR	06/05/2007
GUMM, LINDA	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
HACKER, LINDA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
HARDIN, CAROL	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007
HARRISON, DAVID	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
HAWKINS, DAVITA	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007
HAZELTON, JULIANNA	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
HENNING, STACY	BUS GARAGE	SUMMER BUS DRIVER	07/16/2007
HENRY, MONICA	BUS GARAGE	SUMMER BUS MONITOR	07/09/2007
HISEL, ROBYN	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
HITCH, ANGELA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
HOLLAND, AMETRIUS	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
HOLLAND, WILLIAM	BUS GARAGE	SUMMER BUS MONITOR	07/09/2007
HOWELL, KIMBERLY	ARLINGTON ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
HUTCHENS, JAYNE	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
HUTCHENS, LINDA	MARTIN LUTHER KING ACADEMY	SUMMER SCHOOL PARAEDUCATOR	06/05/2007
ISAACS, JULIA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
JACKSON, QUINCY	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/01/2007
JAHANSHAH, IZADBAKSH	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
JOHNSON, FELICIA	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
JOHNSON, SARAH	DEEP SPRINGS ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/19/2007
JOHNSON, VERA	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
JOHNSON, WILLIAM	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
JONES, LOWANDA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
KENNOY, PATRICIA	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
KILGORE, MALISSA	JULIA R EWAN ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/25/2007
KOBRYN, KAREN	SPECIAL EDUCATION	SUMMER OCCUPATIONAL THERAPIST	06/11/2007
LAMBERT, ELIZABETH	BUS GARAGE	SUMMER BUS MONITOR	06/18/2007
LAMIRANDE, LISA	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
LANDRUM, LARRY	BUS GARAGE	SUMMER BUS MONITOR	07/09/2007
LAVENS, LISA	JULIA R EWAN ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/25/2007
LAVIZZIO, KATRENA	BUS GARAGE	SUMMER BUS MONITOR	06/18/2007
LAWSON, JONATHAN	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
LAYNE, LISA	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007
LEE, ARNETTA	BUS GARAGE	SUMMER BUS MONITOR	06/19/2007
LEWIS, EMMA	BUS GARAGE	SUMMER BUS MONITOR	07/09/2007
LEWIS, RHONDA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
LEWIS, VALOIS	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007
LIVINGSTON, FRANCINE	BUS GARAGE	SUMMER BUS MONITOR	06/18/2007
MACK, FELICIA	DEEP SPRINGS ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/19/2007
MASON, HELEN	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007
MASON, JAMIE	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
MAYES, STEFANIE	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007
MCCOY, LENA	BUS GARAGE	SUMMER BUS MONITOR	07/09/2007

MCINTOSH, CONNIE	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
MCINTYRE, BRIAN	SPECIAL EDUCATION	SUMMER EMPLOYMENT TRAINER	06/11/2007
MCMAHAN, DONNA	SPECIAL EDUCATION	SUMMER SLPA	06/11/2007
MINNIFIELD, CHARLENE	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
MOORE, JANICE	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
MORRISON, DIANA	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007
NICHOLS, MARY	TATES CREEK MIDDLE	SUMMER SCHOOL PARAEDUCATOR	06/01/2007
O'BRIEN, JAMES	BUS GARAGE	SUMMER BUS DRIVER	07/23/2007
OLIVER, LAFATHIA	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007
OVERSTREET, NECIA	DEEP SPRINGS ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/19/2007
PARKER, CAROL	DEEP SPRINGS ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/19/2007
PARKS, STACEY	BUS GARAGE	SUMMER BUS MONITOR	07/09/2007
PATTON, WILLIS	BUS GARAGE	SUMMER BUS DRIVER	07/09/2007
PORTER, WILMA	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/06/2007
PRESSLEY, DENISE	BUS GARAGE	SUMMER BUS DRIVER	06/06/2007
PRESTON, MARTHA	BUS GARAGE	SUMMER BUS MONITOR	06/23/2007
RAWLINGS, EDWARD	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007
RAWLS, KAMEECA	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
RAYAN, SUFIAN	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007
REARIC, STACEY	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
REED, KIMBERLY	PHYSICAL OPERATIONS PLANT	SUMMER PLANT OPERATIONS	06/11/2007
RHODES, JERMAINE	ARLINGTON ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
RHODES, SANDRA	BUS GARAGE	SUMMER BUS DRIVER	07/23/2007
RICE, CAROLYN	HENRY CLAY HIGH SCHOOL	SUMMER SECRETARY	06/01/2007
RIDGEWAY, TONYA	PHYSICAL OPERATIONS PLANT	SUMMER PLANT OPERATIONS	06/11/2007
RIPBERGER, REGINA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
ROBERTS, JANICE	TATES CREEK MIDDLE	SUMMER SECRETARY	06/01/2007
ROBINSON, WALTON	BUS GARAGE	SUMMER BUS MONITOR	06/18/2007
SALINAS, ELBA	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/06/2007
SAMAAN, MOUSA	BUS GARAGE	SUMMER BUS DRIVER	06/07/2007
SANCHEZ, JESSICA	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/06/2007
SCHIFFER, DIANE	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007
SCHRADER, ROSE	ROSA PARKS ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
SCHROCK, MARILYN	JULIA R EWAN ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/25/2007
SCOTT, ERIKA	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
SCUDDER, MARIA	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007
SHARP, JAVONA	BUS GARAGE	SUMMER BUS DRIVER	06/18/2007
SIMPSON, DORIS	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007
SIMS, ANTOINE	PHYSICAL OPERATIONS PLANT	SUMMER PLANT OPERATIONS	06/11/2007
SLOAN, DELBERT	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
SMITH, JAMES	BUS GARAGE	SUMMER BUS DRIVER	06/18/2007
SMITH, JOHNNIE	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
SMITH, JOSEPH	BUS GARAGE	SUMMER BUS DRIVER	06/18/2007
SPARKS, CAROLYN	LAFAYETTE HIGH SCH FOOD SERV	SUMMER FD SVC WORKER	06/04/2007
SPARKS, NANCY	BUS GARAGE	SUMMER BUS DRIVER	07/09/2007
SPILLER, DORIS	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
SQUIRES, LYNDA	BUS GARAGE	SUMMER BUS DRIVER	06/19/2007
STEWART, JOE	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007

STONE, DEBORAH	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007
STRAUSS, JUDITH	ARLINGTON ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
SWITZER, SETH	TATES CREEK MIDDLE	SUMMER SCHOOL PARAEDUCATOR	06/01/2007
TACKETT, KAREN	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
TAYLOR, ERICIA	BUS GARAGE	SUMMER BUS MONITOR	07/09/2007
THOMAS, KERRI	PHYSICAL OPERATIONS PLANT	SUMMER PLANT OPERATIONS	06/18/2007
THOMPSON, ROBERT	ARLINGTON ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
TOMLIN, TERESA	HARRISON ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
TUDOR, DEBORAH	JULIA R EWAN ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/25/2007
TURNER, RON	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
WAGNER, MARSHA	BUS GARAGE	SUMMER TRANSP DISPATCHER	06/18/2007
WALKER, CAROLINE	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
WALTERS, YVONNE	STUDENT ACHIEVEMENT SERVICES	SUMMER SCHOOL PARAEDUCATOR	06/05/2007
WARFIELD, HELEN	BUS GARAGE	SUMMER BUS MONITOR	07/16/2007
WASHINGTON, DION	BUS GARAGE	SUMMER TRANSP DISPATCHER	06/18/2007
WAYNE, STEPHANIE	BUS GARAGE	SUMMER BUS DRIVER	06/13/2007
WEBB, BONNIE	BUS GARAGE	SUMMER BUS MONITOR	07/23/2007
WEBB, LAKURTIA	STUDENT SUPPORT	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
WEEMS, MARTHA	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
WELLS, SHARON	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007
WHITE, JACQUELINE	SPECIAL EDUCATION	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
WHITE, PHYLLISS	BUS GARAGE	SUMMER BUS MONITOR	06/12/2007
WHITED, SHARI	ARLINGTON ELEMENTARY	SUMMER SCHOOL PARAEDUCATOR	06/11/2007
WILLIS, STACEY	BUS GARAGE	SUMMER BUS MONITOR	06/11/2007
WOODRUM, BEVERLY	BUS GARAGE	SUMMER BUS DRIVER	06/12/2007
WRIGHT, DAVID	BUS GARAGE	SUMMER BUS DRIVER	06/11/2007

i. Employment of Classified Hourly Substitutes - This is to report the employment of the following classified hourly substitutes:

Name	Assignment	Effective Date
BEAMER, WILLIAM	SUB BUS DRIVER	06/27/2007
BEATTY, RESHANTA	SUB PARAEDUCATOR	08/13/2007
PEYTON, PAMELA	SUB SECRETARY	06/11/2007
RHODES, SANDRA	SUB BUS DRIVER	07/20/2007
RICE, MARY	SUB PARAEDUCATOR	05/21/2007
SIMPSON, TRAVIS	SUB SECRETARY	06/04/2007
SPRINGATE, ELIZABETH	SUB SECRETARY	06/04/2007
WILLIAMS, CHERYL	SUB SECRETARY	06/04/2007

L.2 BOARD POLICY REVIEW

BACKGROUND AND RATIONALE:

The Policy Review Committee has continued its review of all policies of the Board of Education. Section 3 has been reviewed by this committee, as well as a few policies from other sections that were brought to the committee for review.

03.1	Certified Personnel
03.11	Hiring
03.1161	Paraprofessionals in Athletics
03.12	Compensation and Benefits
03.1211	Salary Deductions
03.1213	Cafeteria Plan
03.122	Holidays and Vacations
03.1231	Personal Leave
03.12321	Sick Leave Bank
03.1234	Extended Disability Leave
03.1235	Sabbatical Leave
03.1236	Emergency Leave
03.13212	Use of Buildings and Grounds
03.1327	Use of Tobacco
03.1332	Hours of Duty
03.14	Health and Safety
03.15	Personnel Records
03.19	Professional Development
03.22	Compensation and Benefits
03.2211	Salary Deductions
03.2231	Personal Leave
03.22321	Sick Leave Bank
03.2236	Emergency Leave
03.23212	Use of Buildings and Grounds
03.23215	Use of Delivery Systems and Bulletin Boards
03.2327	Use of Tobacco
03.2332	Hours of Duty
03.24	Health and Safety
03.5	Paraeducators
10.4	Advertising in the Schools
10.5	Visitors to the Schools

PROPOSAL:

<u>Item</u>	<u>Amount</u>	<u>Funding Source</u>	<u>Recurring/ Nonrecurring</u>	<u>Measurable Expected Impact and Timeline</u>
Amend Board Policies	n/a	n/a	n/a	To bring Board policies into compliance with current statutes and/or District practice

STAFF CONTACT: Brenda Allen, x4278

POLICY REFERENCE: 01.5 – School Board Policies

RECOMMENDATION: These policies are presented for first reading. Second reading and adoption will be on August 27, 2007.

A motion is in order to:

“Approve the changes as recommended by KSBA, Fayette County Public School Policy Review Committee and staff.”

Certified Personnel

DEFINITIONS

Certified personnel are those employees holding positions for which [a certificate may be issued by the Education Professional Standards Board](#)~~Kentucky teacher certification is required.~~¹

FULL-TIME EMPLOYEES

Certified employees who work 70% or more of a regular work day on a daily basis during the school term shall be regarded as full-time, whether they serve ~~9.5~~ ^{9.5 1/4} months or some amount of extended employment short of 12 months.

PART-TIME EMPLOYEES

Certified employees who work less than 70% of a regular work day shall be regarded as part-time. However, adjunct instructors, who are hired on a year-to-year, [limited contract independent contractor](#) basis, shall be considered part-time employees at any incremental position less than 1.0. ~~In addition, leaves and benefits for adjunct instructors shall be set out in the annual contract.~~

TWELVE-MONTH EMPLOYEES

Twelve-month certified employees are those employees who perform their duties based on the twelve-month work calendar developed by the Superintendent.

REFERENCES:

¹[KRS 161.720\(1\)](#); [KRS 161.020](#)
[KRS 161.030](#)

- CERTIFIED PERSONNEL -**Hiring****SUPERINTENDENT'S RESPONSIBILITIES**

When a vacancy occurs, the Superintendent shall notify the Chief State School Officer thirty (30) days before the position is to be filled.

When a vacancy needs to be filled in less than thirty (30) days to prevent disruption of necessary instructional or support services of the school district, the Superintendent may seek a waiver of the thirty (30) day advance notice requirement from the Chief State School Officer. If the waiver is approved, the appointment shall not be made until the person selected by the Superintendent has been approved by the Chief State School Officer.

The Superintendent shall make all appointments, promotions, and transfers of certified personnel for positions authorized by the Board and, at the first meeting following the actions, shall notify the Board of same. Such notification shall be recorded in the Board minutes. No personnel action shall be effective prior to receipt of written notice of the action by the affected employee from the Superintendent. Certified employees may be appointed by the Superintendent for any school year at any time after February 1 next preceding the beginning of the school year.

QUALIFICATIONS

The Superintendent shall employ only individuals who are certified for the positions they will hold and who possess qualifications established by Board policy, except in the case where no individual applies who is properly certified and/or who meets qualifications set by Board policy.

By the end of the 2005-2006 school year, all teachers of core academic subjects shall be "highly qualified," as defined by state and federal regulation.³

ELIGIBILITY

In determining the eligibility of a particular candidate for appointment to a position, the priority sole concern of the Superintendent shall be to employ that person, who by reasons of preparation, experience and ability to work effectively with students, other staff members, and citizens of the school community, will render the highest possible level of service.

Employees who are terminated and/or non-renewed for cause by the District, or who resign in lieu of termination, shall not be considered for any future employment by the District.

CRIMINAL BACKGROUND CHECK AND TESTING

Applicants, employees, and student teachers assigned within the District shall undergo records checks and testing as required by applicable statutes, regulations, and Board policy.¹

The District shall not employ or permit the assignment of, the following individuals:

1. Those who have been convicted of violent offenses or sex crimes as defined by KRS 17.165;
2. Those who have been convicted of other crimes which bear a reasonable relationship to the position for which the individual is applying, or to which the individual may transfer within the District at a later time as determined by the Superintendent; or
3. Those who materially misrepresent their criminal history, credentials, or any other fact when applying for a position in the District.

Hiring

CRIMINAL BACKGROUND CHECK AND TESTING (CONTINUED)

Each application or renewal form provided applicants for a certified position shall conspicuously state the following: "FOR THIS TYPE OF EMPLOYMENT, STATE LAW REQUIRES A NATIONAL AND STATE CRIMINAL HISTORY BACKGROUND CHECK AS A CONDITION OF EMPLOYMENT".¹

As permitted by [KRS 160.380](#), employment shall be contingent on receipt of records documenting that the individual does not have a conviction for a felony sex crime or as a violent offender as defined in [KRS 17.165](#) or other conviction determined by the Superintendent to bear a reasonable relationship to the ability of the individual to perform the job. Conditional employment shall terminate on receipt of a criminal history background check documenting a record of such convictions.

HIRING OF RETIRED PERSONNEL

Hiring of certified personnel who have previously retired under KTRS shall be in compliance with applicable legal requirements.²

~~Except for cases involving disability retirement, p~~Persons who have previously retired from the District and who subsequently are rehired shall be credited with a maximum of twelve (12) sick leave days at the outset of their new period of employment.

JOB REGISTER

The Superintendent or the Superintendent's designee shall maintain ~~in the at IAKSS Central Office~~ and on the District web site a job register listing all current job openings in the District. The register shall describe the duties and qualifications for each opening, and District employment policies shall be attached to the register. The job register shall be open to public inspection during Central Office business hours.

VACANCIES POSTED

Under procedures developed by the Superintendent, a listing of all District job openings shall be posted ~~in the at IAKSS Central Office, and~~ on the District web site, ~~and in each school building~~ on a timely basis and shall refer interested persons to the ~~Central Office IAKSS~~ job register for additional information.

When a vacancy for a teaching position occurs in the District the Superintendent shall conduct a search to locate minority candidates to be considered for the position.

APPLICATIONS

Under procedures developed by the Superintendent, each application shall be reviewed and each applicant so notified upon initial application. Applications shall be kept on file for ~~three (3) two (2)~~ years. All applications for positions shall be made utilizing written or electronic forms furnished by the Department of Human Resources.

Hiring**RELATIONSHIPS**

The Superintendent shall not employ a relative of a member of the Board ~~unless the relative was initially employed by the District prior to the tenure of the Board member and the member was seated on the Board prior to July 13, 1990.~~

A relative of the Superintendent shall not be employed except as provided by [KRS 160.380](#).

JOB DESCRIPTION

All employees shall receive a copy of their job description and responsibilities.

AFFIRMATIVE ACTION PLAN

All employment practices shall be in keeping with the Board approved Affirmative Action Plan.

REFERENCES:

¹[KRS 160.380](#)

²[KRS 161.605](#); [702 KAR 001:150](#)

³P. L. 107-110 (No Child Left Behind Act of 2001)

34 CFR 200.55-200.56; [KRS 17.160](#), [KRS 17.165](#)

[KRS 156.106](#); [KRS 160.345](#); [KRS 160.390](#); [KRS 161.042](#); [KRS 161.611](#)

[KRS 161.750](#), [KRS 335B.020](#), [KRS 405.435](#), [704 KAR 007:130](#)

[OAG 73-333](#), [OAG 91-10](#), [OAG 91-149](#), [OAG 91-206](#)

[OAG 92-1](#); [OAG 92-59](#), [OAG 92-78](#), [OAG 92-131](#), [OAG 97-6](#)

RELATED POLICIES:

01.11; 02.4244; 03.132

- CERTIFIED PERSONNEL -**Paraprofessionals in Athletics****PREREQUISITES OF EMPLOYMENT**

To be eligible for a paraprofessional position in the athletic program, a person shall hold a provisional or standard teaching certificate or have completed a minimum of sixty-four_ (64) semester hours of college credit.

EMPLOYMENT

The Superintendent shall give preference to the hiring or assignment of certified personnel over nonteaching personnel for high school coaching positions. When unable to staff fully the high school athletic program with qualified personnel, the Superintendent may employ paraprofessionals in accordance with by-laws of the Kentucky High School Athletic Association.

REFERENCES:

Kentucky High School Athletic Association (KHSAA)

[KRS 156.070](#)

[KRS 161.180](#)

[KRS 161.185](#)

- CERTIFIED PERSONNEL -**Compensation and Benefits**

The Board shall annually establish salary schedules and review employee benefits for all certified personnel. ~~Leaves and benefits for adjunct instructors shall be set out in their annual contract.~~

REFERENCES:

[KRS 157.320](#) (12)

[KRS 160.290](#) (1)

[KRS 160.340](#) (2e)

[KRS 160.390](#) (2)

[702 KAR 003:070](#)

- CERTIFIED PERSONNEL -**Salary Deductions****MANDATORY DEDUCTIONS**

Mandatory payroll deductions made by the Board include:

1. State and federal income taxes;
2. Occupational taxes, when applicable;
3. The Teachers' Retirement System of the State of Kentucky;
4. Any deductions required as a result of judicial process, e.g., salary attachments, etc.; and
5. Medicare (FICA) - applicable to personnel newly hired after 3/31/86.

OPTIONAL DEDUCTIONS

Pursuant to the provisions of [KRS 161.158](#), the following optional payroll deductions are authorized by the Board for those employees who choose to participate:

~~1. Board approved health insurance program, provided each vendor or carrier enrolls and maintains at least one hundred (100) Board employees as participants, except that those health insurance vendors who have served at least fifty (50) employees each year since the 1985-86 school year shall be permitted to continue such service as long as this number of participants is maintained;~~

~~2.~~1. Board approved Tax Sheltered Annuity program, including the Kentucky Deferred Compensation Program under IRS Code 457;

~~3.~~2. The Health and Education Federal Credit Union;

~~4.~~3. United Way of the Bluegrass [and Fayette County Education Foundation](#);

~~5.~~4. Board approved dental, disability and term life group insurance plans specified under the Board approved Cafeteria Plan of Employee Benefits. (See Policy 03.1213.)

~~5.~~ [Board-approved voluntary benefits \(i.e., AAA\)](#);

6. Membership dues for professional teachers' organizations which have at least one-hundred (100) eligible members, as verified by a membership list.

7. Such deductions may include a life insurance plan and an income protection plan associated therewith, but excluding teachers' organizations devoted to a particular discipline or disciplines, e.g., organizations for mathematics teachers, English teachers, etc. (For purposes of this policy, a professional teacher organization is one in which all teachers are eligible for membership.)

8. Membership dues in professional administrators' or supervisors' organizations which have at least one-hundred (100) eligible members, as verified by a membership list. Such deductions may include a life insurance plan and an income protection plan associated therewith, but excluding administrators' or supervisors' organizations devoted to a particular discipline or disciplines, e.g., organizations for school business officials, personnel officers, etc. (For purposes of this policy, a professional administrators' or supervisors' organization is defined as a professional organization in which all administrators and supervisors are eligible for membership.)

The above limitations as to groups specified in subsections ~~(4)~~, (7) and (8) above are designed to permit the Board to maintain a practicable control over the number of payroll deductions.

Salary Deductions

No other payroll deductions shall be made unless authorized by the Board.

CHANGES IN DEDUCTIONS

Designated payroll deductions shall remain in effect for ~~each paycheck during~~ the scheduled deduction period until a change or cancellation notice is received in the payroll office. Upon receipt of such notice, the payroll officer will put into effect such changes on the next appropriate scheduled payday, unless contrary to state or federal regulations.

REFERENCES:

[KRS 161.158](#), [KRS 160.291](#), [702 KAR 001:035](#)
[OAG 72-802](#)

RELATED POLICY:

03.1213

- CERTIFIED PERSONNEL -**Cafeteria Plan**

Regular, full-time certified personnel shall be eligible to participate in a cafeteria plan program of benefits which may include all eligible coverages that are considered Section 125 qualified benefits, which are clearly defined by the Internal Revenue Code. The total annual cost of such benefits, including cash, shall not exceed the legal maximum limits of the referenced code per employee in compliance with the plan document and uniform non-discrimination requirements and shall be determined by the Superintendent and is to be deducted from the employee's salary or compensation.

This plan provides for employees to use pre-tax dollars to purchase benefits. Unless there is a change in family status, participants may not revoke or amend a cafeteria plan benefit during the plan year once coverage has commenced.

The Superintendent or his designee shall develop and make available to employees a list of benefits and procedures consistent with the regulations as listed in Section 26 of the Code of Federal Regulations, Part I, 1.125.1. ~~The plan, or any amendments thereto, shall be subject to review and final approval by the Board. The plan may be amended or terminated at any time by the Board.~~

REFERENCE:

26 Code of Federal Regulations, Part I, 1.125.1

-CERTIFIED PERSONNEL-**Holidays and Vacations****HOLIDAYS**

All certified or salaried classified employees shall be paid for four (4) holidays, which shall be designated in the official school calendar.¹

HOLIDAY RESTRICTIONS

Employees who do not work both the day before and the day after a holiday and who are not on paid leave authorized by their supervisor shall not receive pay for the holiday.

VACATIONS

Twelve-month certified and salaried classified employees shall be eligible for twelve (12) days paid vacation annually.

Effective with the 2007-08 fiscal year, twelve-month certified and salaried classified employees, whose base salaries are paid from the teachers' salary schedule, shall be eligible for vacation leave as specified.

<u>Years of Experience*</u>	<u>Number of Days</u>
0 - 5 years	12 days
6 - 10 years	13 days
11 - 15 years	14 days
16+ years	15 days

*Based solely upon years of experience credit As determined by the Director of Human Resources at time of employment.

Vacations must be scheduled in advance by the immediate supervisor for staff members under their supervision.

Eighteen (18) days of unused vacation time shall be the maximum carried over to the next fiscal year.

VACATION RESTRICTIONS

Twelve-month employees who have been on duty less than twelve (12) months, shall earn vacation on a prorated basis. Employees who start the first work day of the month shall earn vacation for the entire month. Employees who start after the first work day but prior to the 16th day of the month shall earn one-half (½) vacation leave for the month. Employees who start on the 16th day of the month or after shall not earn vacation for that month.

REFERENCES:

- ¹702 KAR 7:125
- ²KRS 160.291
- KRS 158.070
- KRS 161.540
- KRS 2.110
- KRS 2.190

- CERTIFIED PERSONNEL -**Personal Leave****NUMBER OF DAYS**

Full-time certified employees shall be granted one (1) day of personal leave each school year without loss of pay and without affecting other types of leave granted by law, regulation or Board policy. Twelve-month employees shall receive one and one-half (1 1/2) days of personal leave each year.

Personal leave may be taken in whole-day or half-day increments.

PART-TIME EMPLOYEES

Part-time employees may receive a pro rata part of the one (1) personal leave day. Part-time twelve-month employees may receive a pro rata part of the one and one-half (1 1/2) personal leave day.

APPROVAL

The employee must obtain prior approval from his/her immediate supervisor for the leave date and should give at least two (2) days notice, but no reasons shall be required for the leave.

LIMITED NUMBER

No more than 5% or two (2) persons (whichever is greater) of a school's or division's certified employees may take personal leave on a given day. If requests exceed the limit, those making earliest application will be given preference.

The immediate supervisor is authorized to limit the use of personal leave during emergencies which result in the unavailability of an adequate number of qualified substitute employees.

PROHIBITION

Personal leave shall not be taken on the opening or closing day of school (first or last day of classes for students **and** first and last non-flexible records/conference day for teachers). A request to waive this prohibition to use personal leave on the opening or closing day of school may be granted by the Superintendent on a case-by-case basis.

AFFIDAVIT

Employees taking personal leave must file a personal affidavit no later than five (5) days after their return to work stating that the leave was personal in nature.

CARRY FORWARD

Employees may carry forward ~~up to two (2)~~ unused personal leave days. However, no employee shall have more than three (3) days of unused personal leave at any time. Employees ~~and~~ may elect to convert an increment of two (2) days of unused personal leave these days to sick leave at the end of each school year.

REFERENCE:

[KRS 161.154](#)

- CERTIFIED PERSONNEL -**Sick Leave Bank**

Beginning January 1, 2008, the Sick Leave Bank will no longer accept enrollment of new members into the Bank. The Bank shall remain in existence until all available days/hours have been exhausted. At that time, the Sick Leave Bank will become defunct and employees may participate in the Sick Leave Donation Program (Board Policy 03.1231).

PURPOSE

The Sick Leave Bank shall provide sick leave to contributors to the Bank in the event of a life-threatening or disabling condition or serious injury, provided their available sick leave, emergency leave, carry-over vacation leave, and personal leave have been exhausted.

ADMINISTRATION

The Sick Leave Bank shall be administered by the Sick Leave Bank Committee. This Committee shall be composed of five (5) members appointed by the Board upon recommendation of the Superintendent.

All members of the Committee shall be members of the Sick Leave Bank. Two (2) members shall be non-administrative certified employees, two (2) shall be classified employees, and one (1) shall be an administrator.

Each committee member shall serve a term of two (2) years, with one (1) classified member and one (1) non-administrative certified member being appointed each year.

Newly appointed Committee members shall begin their term on July 1 of the calendar year in which they are appointed.

Members who are present at a meeting of the Committee are deemed to have waived written notice of such meeting. Three (3) members of the Committee must be present for the transaction of business.

Committee decisions shall be made by a majority vote of those present and voting.

MEMBERSHIP

Only employees of the Board of Education who are eligible for sick leave benefits are eligible for membership in the Sick Leave Bank.

ADDITIONAL ASSESSMENTS

The Committee may assess additional days against its members, not to exceed two (2) days in any year. Such assessment shall be made by the Committee. The Committee may assess additional days if the Bank balance falls below the total number of days granted during the previous fiscal year. Any additional assessment will be made only after reasonable notice to current members.

Enrollment in the Sick Leave Bank shall remain in effect for the current and subsequent years. In the event the Sick Leave Bank Committee finds it necessary to assess additional days, members may cancel membership in the Bank by written notification to the Chair of the Sick Leave Bank Committee. Failure to respond to an additional assessment request shall cancel membership in the Bank.

Sick Leave Bank

However, no cancellation shall entitle the member to the return of any sick leave day(s) already deposited in the Bank.

DONATIONS

In the event the Bank has no available days, it shall be dissolved.

Individuals who terminate employment with the District and subsequently are employed by another Kentucky school district are prohibited from recovering any days from the District's Sick Leave Bank.

Contributions to the Bank are irrevocable and there shall be no compensation for contributions in excess of those used by a member.

GRANTING OF DAYS

Sick Leave Bank days may be granted only in instances of a life-threatening or disabling condition of or serious injury to a member, or for the purpose of attending to a member of the immediate family who has a life-threatening or disabling condition or serious injury which requires the member's care.

Immediate family shall mean the member's spouse, children (including step-children), parents and spouse's parents,.

The Committee shall require an applicant to obtain, at his/her own expense, a certificate of condition from a physician verifying the medical condition. Refusal to provide a physician's statement shall result in denial of the pending request for use of sick leave days from the Bank.

Grants of sick leave from the Bank **shall not** be made to any member in the following instances:

1. Elective surgery or cosmetic surgery, unless required as a result of injury or disease;
2. During any period the member is receiving disability benefits;
3. If the School District can provide the employee with duties for which he/she is qualified and which the employee can perform with reasonable accommodation;
4. Bank days shall not be available as a bridge to any leave, retirement, resignation, or termination, whether voluntary or involuntary.

Members of the Bank shall receive benefits from the Sick Leave Bank only for days when they are absent from their positions due to a qualifying condition which would otherwise be an unpaid absence. No benefits shall be paid for those days when an employee would not normally be in regular pay status, e.g., summer school, snow days. In addition, employees **shall not** receive pay from the Sick Leave Bank while receiving any type of pay, e.g., holidays, x-days, vacation days, sick leave, emergency leave, or personal leave days.

MAXIMUM NUMBER OF DAYS

The maximum number of days any participant may receive during any Sick Leave Bank year shall be fifteen (15) days. The lifetime maximum number of days any participant may receive as a result of any one (1) illness or recurring diagnosed illness or accident shall be thirty (30) days. A Sick Leave Bank year is July 1 through June 30.

The Committee shall not grant more days than the total number on deposit in the Bank from all employees at the time of approval of a request.

Sick Leave Bank**APPLICATION**

The form and manner of application for use of leave from the Bank shall be prescribed by the Committee. The Committee shall act either affirmatively or negatively on all completed applications within fifteen (15) work days of receipt of an application. Such time may be extended by agreement between the applicant and the Committee Chair.

APPEAL OF DECISION

Any request for days denied by the Committee may be appealed through the Sick Leave Bank Appeals Procedure.

The appeal shall be initiated with the Sick Leave Bank Appeals Panel, which shall consist of three (3) Bank members appointed by the Board upon recommendation of the Superintendent (one classified, one non-administrative certified, and one administrator). Each Appeals Panel member shall serve a term of two (2) years.

The decision of the Sick Leave Bank Appeals Panel shall be made by a majority vote of the entire Appeals Panel. All employees other than the Superintendent may appeal this decision to the Superintendent. The Superintendent's appeal rights stop at this level.

The Appeals Panel shall elect a Chair every two (2) years.

No individual shall serve on the Appeals Panel within one (1) year of having served on the Committee.

CONFIDENTIALITY

All information submitted to the Committee, Appeals Panel or Superintendent shall remain confidential.

POLICY CHANGES

Sick Leave Bank Policy and Procedures may be changed in accordance with procedures outlined in 03.12321 AP.11.

REFERENCE:

[KRS 161.155](#)

Adopted/Amended: 01/20/1998

Order #: III.V

-CERTIFIED PERSONNEL-**Extended Disability Leave**

This policy shall be applied in a manner consistent with policy 03.113 and the Americans with Disabilities Act (ADA), when those provisions are applicable.

UNPAID LEAVE

Unpaid disability leave shall be granted by the Board, upon written request, for the remainder of the school year, unless at the time of such request, a proceeding has been instituted to terminate the employee's contract under the provisions of [KRS 161.790](#). (In the event such a proceeding is pending, the request for a leave of absence may be deferred by the Superintendent until the conclusion of such proceedings.) Thereafter, leave may be extended by the Board in increments of one (1) semester, not to exceed two (2) consecutive school years.

FMLA

In compliance with the Family and Medical Leave Act of 1993, medical leave shall be granted in accordance with Board Policy 03.12322.

NOTIFICATION OF RETURN

Employees on extended disability leave shall notify the Superintendent in writing of their intent to return to the school system on or before the date prescribed in Policy 03.123. Employees who fail to notify the Superintendent of their return by the date prescribed in Policy 03.123 cannot be guaranteed employment for the following school year.

VERIFICATION

The Superintendent may require the employee to secure a licensed physician's verification of disability.

INVOLUNTARY DISABILITY LEAVE

When, in the opinion of the Superintendent, there is evidence that an employee is no longer able to perform satisfactorily the assigned duties, the Superintendent may require the employee to provide evidence of ability to perform the essential functions of the position in the form of an examination and report by a physician of the Superintendent's choosing. The Board shall bear the cost of this examination.

In an emergency situation, the Superintendent may suspend the employee temporarily, without pay, pending the physician's examination. Upon recommendation of the Superintendent, the Board may place the employee on involuntary disability leave. When the Superintendent's personal health is in question, the Board may place him or her on involuntary disability leave pending the physician's examination.

INVOLUNTARY DISABILITY LEAVE

The employee shall have the right to a hearing on such ~~(continued)~~ involuntary leave and its renewal or extension in accordance with the provisions for hearing and appeal in [KRS 161.790](#).¹

Extended Disability Leave

RETIREMENT DISABILITY

Retirement disability shall be handled in accordance with [KRS 161.662](#).²

REFERENCES:

¹[KRS 161.790](#); [OAG 65-560](#); ²[KRS 161.662](#)
[KRS 161.770](#); [OAG 80-151](#); [OAG 84-43](#)
Consolidated Omnibus Budget Reconciliation Act
Family and Medical Leave Act of 1993
Americans with Disabilities Act of 1990

RELATED POLICIES:

03.111
03.113
03.123
03.12322
03.173

~~-CERTIFIED PERSONNEL-~~**Sabbatical Leave****SABBATICAL LEAVE**

~~On written request and recommendation of the Sabbatical Leave Committee and Superintendent, the Board may grant full-time certified personnel a leave with remuneration. The period of leave shall be for a period not less than eight (8) weeks for a summer term or one (1) semester during a regular school year, or longer than one (1) year and shall be for the purpose of study, travel or other activities which enhance professional growth.~~

~~Leave may be granted for full-time attendance at accredited institutions, travel in conjunction with an organized program of study or research, or other activities deemed acceptable or appropriate by the Board.~~

LIMITATIONS

~~No more than two percent (2%) of the certified employees may be on sabbatical leave at one time. When requests exceed two percent (2%), those submitting the earliest requests meeting all qualifications will be given first consideration.~~

ELIGIBILITY OF CANDIDATES

~~Applicants for sabbatical leave shall be required to meet the following criteria:~~

- ~~1. They shall have attained an education level of at least a Master's Degree/Rank II.~~
- ~~2. They shall have completed at least six (6) years of continuous, full-time professional service in the District immediately prior to filing an application and must be on continuing contract status at the time of making such application. If sabbatical leave is awarded, the recipient must be on continuing contract status at the time he/she enters upon the leave.~~
- ~~In special cases of interrupted service, the Superintendent may approve such an interruption of continuous service, i.e., extended sick leave and other leaves of absence.~~
- ~~3. They shall not have been granted sabbatical leave within the last six (6) years.~~

SABBATICAL LEAVE COMMITTEE

~~As directed by administrative procedures, the Sabbatical Leave Committee shall screen all applications and recommend to the Superintendent those which meet prescribed requirements, are appropriate for leave privileges and appear to offer superior opportunities for professional growth.~~

~~The Sabbatical Leave Committee shall consist of ten (10) members appointed by the Superintendent in the following manner:~~

- ~~1. Three (3) non-administrative members from the elementary schools;~~
- ~~2. Three (3) non-administrative members from the secondary schools, with at least one (1) each from the middle school level and senior high level;~~
- ~~3. Three (3) members representing school building administrative staffs with one (1) each from the elementary level, middle school level and senior high level; and~~
- ~~4. One (1) member from the central office administrative/supervisory staff.~~

Sabbatical Leave

SABBATICAL LEAVE COMMITTEE (CONTINUED)

All committee members shall have attained an educational level of a Master's Degree/Rank II and hold a continuing contract.

TIME OF APPLICATION

Written application for sabbatical leave must be made by February 15 to the Director of Personnel Services for the upcoming summer term, the entire following school year and the first semester of the following school year.

Applications for the second semester of the current school year shall be made by September 15.

OBLIGATIONS OF RECIPIENTS

Employees granted sabbatical leave shall make a commitment to return to the professional staff of the District immediately upon completion of such leave for a period three (3) times the length of the sabbatical leave or two (2) years, whichever period is the longer. Upon failure to do so, the employee shall refund to the Board the salary received during the leave.

OBLIGATIONS OF RECIPIENTS

Within thirty (30) days of returning to duty, employees shall submit a detailed written report of activities pursued during the sabbatical leave, as specified by administrative procedures. Recipients of full year sabbatical leave shall submit a written mid year report to the Superintendent no later than January 15.

Alterations in the original proposal shall require the prior approval of the Superintendent.

SALARY AND BENEFITS

The amount of financial aid shall be a percentage of the employee's salary, excluding supplements, prorated according to the following:

<u>Length of Leave Remuneration</u>	
eight (8) week summer term	90% of salary
one (1) semester	80% of salary
one (1) year	50% of salary

During the period of sabbatical leave, insurance benefits shall be maintained and retirement dues will be withheld in the usual manner. Employees on full year leave shall receive twelve (12) days of sick leave.

During the period of leave, employees shall receive experience credit for salary calculation purposes. In addition, they shall maintain their current contract status and, upon return, be assigned the position occupied at the time leave was granted, excluding supplemental assignments.

Sabbatical Leave

NOTIFICATION OF RETURN

~~Employees on sabbatical leave shall notify the Superintendent in writing of their intent to return to the school system on or before the date prescribed in Policy 03.123. Employees who fail to notify the Superintendent of their return by the date prescribed in Policy 03.123 cannot be guaranteed employment for the following school year.~~

PLACEMENT UPON RETURN

~~Employees returning from sabbatical leave shall be entitled to return to the position they held at the time the leave was granted.~~

REFERENCES:

~~KRS 161.770~~

~~OAG 79-106; OAG 84-43~~

~~OAG 88-29; OAG 91-134~~

- CERTIFIED PERSONNEL -**Emergency Leave****NUMBER OF DAYS**

Full-time certified employees shall be entitled to three (3) days of emergency leave with pay each school year.

Persons employed on a full year contract but scheduled for less than a full work day shall receive the authorized emergency leave days equivalent to their normal work week divided by five (5).

All regular part-time (on a pro-rata basis) employees may be granted up to three (3) days of paid emergency leave each school year.

Emergency leave shall be granted for the following reasons:

ILLNESS/BEREAVEMENT

Illness/death of a relative or personal friend.

DISASTERS

Personal disasters of the magnitude of tornados, fires, floods, etc. This applies only in cases not covered by sick leave.

LEGAL PROCEEDINGS

Appearances as a witness or to produce documents at legal proceedings when the employee's presence is required by subpoena. This is not to include appearances in actions in which the employee is a party and the subpoena is obtained by or on behalf of the employee. This also does not include jury duty. (See Policy 03.1237.)

Court documentation shall accompany the emergency leave request.

TRANSPORTATION PROBLEMS

Weather-related transportation problems which prevent travel from another area to home and/or work station, such as airport closings and flight cancellations. This, however, does not include travel between residence and work station.

ILLNESS OF EMPLOYEE

[Illness of the employee, if all other available leave has been exhausted.](#)

OTHER

Other emergency reasons as approved by the Superintendent or designee where there exists a pressing necessity that requires immediate attention.

REQUEST FOR LEAVE

Emergency leave must be requested through the Superintendent or designee who will determine if the leave requested meets the Board's criteria.

AFFIDAVIT

Persons taking emergency leave must complete an emergency leave card upon their return to work stating the specific reasons for their absence.

Emergency Leave**ACCUMULATION**

Emergency leave days not taken during the school year shall not accumulate.

USE OF SICK LEAVE

Employees may use three (3) days sick leave per school year for emergency leave pursuant to [KRS 161.152](#) and consistent with the above provisions.

ENTITLEMENT TO USE

The entitlement to emergency leave shall not be earned by an employee until after completion of the first day of work during the current year, except when the employee was on duty or on paid leave on the last day of the previous work year and provided the employee returns to work immediately following the use of such leave.

REFERENCES:

[KRS 161.152](#)

[KRS 161.155](#)

[OAG 76-427](#)

[OAG 72-348](#)

RELATED POLICIES:

03.1232, 03.1237

~~-CERTIFIED PERSONNEL-~~**Use of Buildings and Grounds****APPROVAL OF PRINCIPAL**

~~Upon approval of the Principal, school employee groups may conduct meetings in school buildings after school has been dismissed for students. Meetings shall not interfere with or take precedence over normal workday responsibilities, shall be reasonable in length and frequency, and must be scheduled with the Principal, in accordance with Board policy and administrative procedures.~~

MEETINGS WITH REPRESENTATIVES

~~Upon approval of the Principal, duly authorized representatives of employee organizations may meet with individual or small groups of employees after school hours.~~

ADDITIONAL COSTS

~~Any additional costs for custodial services required for such building usage shall be paid by the employee organization.~~

- CERTIFIED PERSONNEL -**Use of Tobacco**

The use of all tobacco products by certified employees is prohibited in buildings, on grounds, in Board-owned vehicles or on field trips of the Fayette County Public Schools. The exception to the prohibition is the use of tobacco on school grounds during athletic events or other school events in areas designated by the Principal. Tobacco products may not be used in any school building at any time.

REFERENCES:

[KRS 438.050](#)

[OAG 81-295](#)

[OAG 91-137](#)

P. L. 107-110 (No Child Left Behind Act of 2001)

RELATED POLICIES:

05.3

05.31

09.4232

10.5

- CERTIFIED PERSONNEL -**Hours of Duty****REGULAR HOURS**

Certified employees shall be prompt in attendance.

Teachers and Family Resource and Youth Services Center coordinators shall be on duty for a minimum of 7½ hours daily, and administrators and twelve-month salaried classified employees, a minimum of 8 hours, based on a schedule prepared annually as directed by school policy or the immediate supervisor. Family Resource and Youth ~~Resource~~ Services Center coordinators shall be on duty for a minimum of 7½ hours daily, except during the summer and winter break when they may be on duty for a minimum of 6 hours daily based on a schedule prepared annually as directed by school policy or the immediate supervisor. ~~FRYSC Coordinators at alternative calendar schools may work the 6-hour minimum day during the summer and winter break and 20 other fall or spring intersession days according a schedule prepared by the immediate supervisor.~~

RECORD AND IN-SERVICE DAYS

~~Teachers shall observe the following schedule on Record and in-service days:~~

<u>Regular Schedule</u>	<u>Inelement Weather</u>
8:00 a.m. to 11:30 a.m.	9:00 a.m. to 12:00 noon
12:30 p.m. to 3:30 p.m.	1:00 p.m. to 4:00 p.m.

TEACHERS' DUTY-FREE LUNCH

Each full-time teacher shall be provided with a duty-free lunch period each day during the regularly scheduled student lunch period.¹

LEAVING SCHOOL GROUNDS

Certified employees shall not leave their job assignment at any time during the school day without the express approval of their immediate supervisor.

REFERENCES:

- ¹[KRS 158.060](#)
- [KRS 160.290](#) (2)
- [OAG 77-718](#)
- [OAG 65-179](#)
- [OAG 55-37](#), 675

- CERTIFIED PERSONNEL -**Health and Safety****SAFETY**

It is the intent of the Board to provide a safe and healthful working environment for all employees. The employee shall report any conditions he/she believes to be unsafe to his/her immediate supervisor, who shall evaluate the situation and take appropriate action.

HAZARD COMMUNICATION/[CHEMICAL LABORATORY HYGIENE](#)

The Superintendent shall develop a District Hazard Communication Plan. The plan shall include:

1. The assignment of a District employee to be responsible for the implementation and coordination of the Hazard Communication Plan;
2. The inventory of all chemicals used at each school and worksite;
3. The identification of each chemical in the inventory that is covered by the OSHA Hazard Communication Standard;
4. Maintenance of a Material Safety Data sheet (MSDS) for each substance on the chemical inventory list for as long as the District uses the substance, plus thirty (30) years;
5. Labeling of all containers of each chemical identified as required by the Hazard Communication Standard;
6. The development of an employee Hazard Communication/[Chemical Laboratory Hygiene](#) Information and Training Program; and
7. The development, implementation and maintenance of a written Hazard Communication/[Chemical Laboratory Hygiene](#) Program.

BLOODBORNE PATHOGEN CONTROL

The Superintendent shall appoint a Compliance Officer who shall develop an Exposure Control Plan to eliminate or minimize District occupational exposure to bloodborne pathogens. The plan shall address:

1. Identification of employees at-risk of occupational exposure and their assigned tasks and procedures which could lead to such exposure;
2. Communication of hazards to employees;
3. Vaccinations of at-risk employees for Hepatitis B at no cost to these employees;
4. Determination of universal precautions to be observed, including adequate engineering controls and housekeeping procedures;
5. Appropriate training of employees;
6. Medical follow-up and counseling for employees after a work-site exposure;

Health and Safety**BLOODBORNE PATHOGEN CONTROL (CONTINUED)**

7. Maintenance of confidential records of each exposure incident; and
8. A schedule for implementing all provisions required by the OSHA standard.
9. Provision of personal protective equipment including an opportunity provided annually for employees who use medical sharps in performance of their duties to identify, evaluate and select engineering and work practice controls to be implemented by the District, as appropriate;
10. Maintenance of a sharps injury log;

The Superintendent or designee shall review and update the Exposure Control Plan at least once each year and when needed to reflect new or modified tasks and procedures that affect occupational exposure or new or revised employee positions with occupational exposure. The review and update shall also address:

1. Changes in technology that eliminate or reduce exposure to bloodborne pathogens; and
2. Annually document that appropriate, commercially available and effective safer medical devices that are designed to eliminate or minimize occupational exposure have been obtained and are now in use.

REFERENCES:

Kentucky Department for Public Health
Center for Disease Control
Kentucky Labor Cabinet
OSHA 29 CFR 1910
1200 Hazard Communication
1030 Bloodborne Pathogens
1410 Chemical Laboratory Hygiene

Further references to pertinent case law, federal statute and Board policy are located in administrative procedures.

RELATED POLICIES:

03.111
03.1234

- CERTIFIED PERSONNEL -**Personnel Records**

One (1) master personnel file, documenting employment history and including information maintained in electronic format, shall be maintained for each employee. This file shall be maintained ~~in the Central Office~~ at IAKSS, including original summative evaluations, and shall be under the custody of the Superintendent or the Superintendent's designee. This file may be inspected by the employee.¹ The Superintendent shall develop procedures to ensure the security of the files.²

The Principal/supervisor may maintain a personnel folder for employees under his/her supervision. These folders may contain:

1. Items used as reference and not forwarded to the master personnel file at IAKSS~~in the Central Office~~,
2. A copy of the employee's summative evaluation and other school-related correspondence to or from the employee, and
3. Other informational items that may or may not be maintained in the ~~Central Office~~ IAKSS master personnel file.

PUBLIC INSPECTION

Those portions of personnel records containing material of a personal nature, the disclosure of which would constitute an invasion of privacy, are not open for public inspection.³

MEDICAL INFORMATION

Medical information shall be maintained separately from an employee's personnel file.

EVALUATIONS

Copies of Ssummative evaluations of certified personnel shall be maintained in the official evaluation file under the custody of the immediate supervisor.

RELEASE OF RECORDS

Written requests for release of records shall be granted or denied in accordance with the CONFIDENTIALITY HANDBOOK.

REFERENCES:

¹[KRS 61.884](#)

²[KRS 61.876](#)

³[KRS 61.878](#)

[KRS 161.151](#); [KRS 61.870](#); [KRS 61.872](#), [KRS 61.874](#); [704 KAR 003:345](#)

[OAG 77-394](#); [OAG 85-109](#), [OAG 86-15](#); [OAG 89-90](#), [OAG 91-161](#); [OAG 91-176](#)

[Kentucky Education Technology System \(KETS\)](#)

State Retention and Disposal Schedule for Boards of Education

Americans with Disabilities Act of 1990 (P.L. 101-336), 42 U.S.C. 12112

RELATED POLICY:

10.11

- CERTIFIED PERSONNEL -**Professional Development****PROGRAM TO BE PROVIDED**

The District shall provide an efficient, systematic and high-quality professional development (PD) program. At the direction of the Superintendent or designee and in conjunction with each school, the PD coordinator shall facilitate the development and implementation of this program for all certified employees. School-wide programs may also include classified staff and parent members of school councils and committees.

The PD program for the District and each school shall be incorporated into the school/District improvement plan. Prior to the implementation of the program, the school PD plan shall be made public, and the District PD plan shall be posted to the District web site.

DISTRICT-WIDE PLAN

The program shall be based on the Board-approved District Improvement Plan and District Strategic Plan for the District, which is designed (1) to help achieve student capacities established by [KRS 158.645](#) and goals established by [KRS 158.6451](#); (2) to support the District's mission, goals and assessed needs; and (3) to increase teachers' understanding of curriculum content and methods of instruction appropriate for each content area based on individual school plans. These plans shall reflect individual needs of schools and be aligned with the school/District improvement plan and teacher growth plans. The District Professional Development Council may recommend areas of focus to the Superintendent for professional development experiences in the District based upon the District's Improvement and Strategic Plans, legal mandates, and local needs assessments. The Superintendent shall determine that the focus areas properly address the mission and goals of the District and meet existing legal requirements before recommending them to the Board for approval.

The Superintendent and Board may require any or all schools, or any or all classifications of personnel, to participate in training established by the District in one (1) or more of the approved areas of focus.

SCHOOL RESPONSIBILITIES

Each school shall coordinate high-quality professional development experiences with the PD coordinator and, when appropriate, with other schools to maximize training opportunities.

The District Professional Development Council or its designee shall review all individual school PD plans to determine that they meet current state and local mandates and directives, and address the identified focus areas approved by the Board.

The District Improvement and Strategic Plans shall be reviewed annually by the District Professional Development Council.

DOCUMENTATION

The school/District PD plan shall include the method for evaluating each professional development experience for its impact on student learning and for improving professional development initiatives.

Professional Development**DOCUMENTATION (CONTINUED)**

Documentation of completed professional development experiences, ~~including a written evaluation,~~ shall be required. Unless an employee is granted leave under an appropriate Board policy, failure to complete and document the required hours of professional development during the academic year shall result in a reduction in salary and may be reflected in the employee's evaluation.

REFERENCES:

[704 KAR 003:035](#)

[704 KAR 003:325](#)

[KRS 156.095](#)

[KRS 156.553](#)

[KRS 160.345](#)

[KRS 158.070](#)

[704 KAR 003:325](#)

RELATED POLICY:

03.1911

- CLASSIFIED PERSONNEL -**Compensation and Benefits**

The Board shall annually establish salary schedules and review employee benefits for all classified personnel.

ELIGIBILITY FOR LEAVE/BENEFITS

In order to qualify for leave, vacation, insurance and retirement benefits, a full-time or part-time permanent classified employee shall work a normal work day as defined by Policy 03.2332 with the expectation of being employed for the full work year, or the remainder thereof. Criteria for qualifying for a particular leave/benefit is set out in the Board policy specific to each leave/benefit.

REFERENCES:

KRS 160.290 (1)

KRS 160.390 (2)

RELATED POLICY:

03.2332

- CLASSIFIED PERSONNEL -**Salary Deductions****MANDATORY DEDUCTIONS**

Mandatory payroll deductions made by the Board include:

1. State and federal income taxes;
2. Occupational taxes, when applicable;
3. Social security, when applicable;
4. County Employees' Retirement System of the State of Kentucky, when applicable;
5. Any deductions required as a result of judicial process, e.g., salary attachments, etc.;
6. Medicare (FICA), when applicable.

OPTIONAL DEDUCTIONS

Pursuant to the provisions of [KRS 161.158](#), the following optional payroll deductions are authorized by the Board for those employees who choose to participate:

- ~~1. Board approved health insurance program, provided each vendor or carrier enrolls and maintains at least one hundred (100) Board employees as participants, except that those health insurance vendors who have served at least fifty (50) employees each year since the 1985-86 school year shall be permitted to continue such service as long as this number of participants is maintained;~~
- 2.1. Board approved Tax Sheltered Annuity program, including the Kentucky Deferred Compensation Program under IRS Code 457;
- 3.2. The Health and Education Federal Credit Union;
- 4.3. United Way of the Bluegrass and Fayette County Education Foundation;
- 5.4. Board approved dental, disability and term life group insurance plans specified under the Board approved Cafeteria Plan of Employee Benefits. (See Policy 03.2212.)
5. Membership dues for professional employee organizations which have at least one-hundred (100) eligible members, as verified by a membership list;
6. Board-approved voluntary benefits (i.e., AAA)The above limitation as to groups specified in subsection (1) above is designed to permit the Board to maintain a practicable control over the number of payroll deductions.

No other payroll deductions shall be made unless authorized by the Board.

CHANGES IN DEDUCTIONS

Designated payroll deductions shall remain in effect for ~~each paycheck during~~ the scheduled deduction period until a change or cancellation notice is received in the payroll office. Upon receipt of such notice, the payroll officer will put into effect such changes on the next appropriate scheduled payday, unless contrary to state or federal regulations.

REFERENCES:

[KRS 161.158](#); [KRS 78.610](#); [702 KAR 001:035](#)
[OAG 72-802](#)

RELATED POLICY:

03.2213

- CLASSIFIED PERSONNEL -**Personal Leave****NUMBER OF DAYS**

Regular full-time or eligible part-time classified employees shall be granted one (1) day of personal leave each school year without loss of pay and without affecting other types of leave granted by law, regulation or Board policy. Twelve-month employees shall receive one and one-half (1 1/2) days of personal leave each year.

PART-TIME EMPLOYEES

Beginning with their second consecutive year of employment with the District, all eligible, regular part-time classified employees may be granted one (1) day of personal leave with pay each school year.

In determining eligibility for personal leave, part-time classified personnel are those who are employed for ten (10) or more hours per week in positions that are established for a full school year in the work calendar for each job classification. Personal leave shall be for the number of hours the employee is normally scheduled to work.

APPROVAL

The employee must obtain prior approval from his/her immediate supervisor for the leave date and should give at least two (2) days notice, but no reasons shall be required for the leave.

LIMITED NUMBER

No more than 5% or one (1) employee (whichever is greater) of a school's or division's classified employees may take personal leave on a given day. If requests exceed the limit, those making earliest application will be given preference.

The immediate supervisor is authorized to limit the use of personal leave during emergencies which result in the unavailability of an adequate number of qualified substitute employees.

PROHIBITIONS

Personal leave shall not be taken on the opening or closing day of school (first or last day of classes for students and first and last non-flexible records/conference day for teachers). A request to waive this prohibition to use personal leave on the opening or closing day of school may be granted by the Superintendent on a case-by-case basis.

AFFIDAVIT

Employees taking personal leave must file a personal affidavit no later than five (5) days after their return to work stating that the leave was personal in nature.

CARRY FORWARD

Employees may carry forward ~~up to two (2)~~ unused personal leave days. However, no employee shall have more than three (3) days of unused personal leave at any time. Employees ~~and~~ may elect to convert an increment of two (2) days of unused personal leave ~~these days~~ to sick leave at the end of each school year.

REFERENCE:

[OAG 77-115](#)

-CLASSIFIED PERSONNEL-

Sick Leave Bank

Beginning January 1, 2008, the Sick Leave Bank will no longer accept enrollment of new members into the Bank. The Bank shall remain in existence until all available days/hours have been exhausted. At that time, the Sick Leave Bank will become defunct and employees may participate in the Sick Leave Donation Program (Board Policy 03.1231).

PURPOSE

The Sick Leave Bank shall provide sick leave to contributors to the Bank in the event of a life-threatening or disabling condition or serious injury, provided their available sick leave, emergency leave, carry-over vacation leave, and personal leave have been exhausted.

ADMINISTRATION

The Sick Leave Bank shall be administered by the Sick Leave Bank Committee. This Committee shall be composed of five (5) members appointed by the Board upon recommendation of the Superintendent.

All members of the Committee shall be members of the Sick Leave Bank. Two (2) members shall be non-administrative certified employees, two (2) shall be classified employees, and one (1) shall be an administrator.

Each committee member shall serve a term of two (2) years, with one (1) classified member and one (1) non-administrative certified member being appointed each year.

Newly appointed Committee members shall begin their term on July 1 of the calendar year in which they are appointed.

Members who are present at a meeting of the Committee are deemed to have waived written notice of such meeting. Three (3) members of the Committee must be present for the transaction of business.

Committee decisions shall be made by a majority vote of those present and voting.

MEMBERSHIP

Only employees of the Board of Education who are eligible for sick leave benefits are eligible for membership in the Sick Leave Bank.

ADDITIONAL ASSESSMENTS

The Committee may assess additional days against its members, not to exceed two (2) days in any year. Such assessment shall be made by the Committee. The Committee may assess additional days if the Bank balance falls below the total number of days granted during the previous fiscal year. Any additional assessment will be made only after reasonable notice to current members.

Enrollment in the Sick Leave Bank shall remain in effect for the current and subsequent years. In the event the Sick Leave Bank Committee finds it necessary to assess additional days, members may cancel membership in the Bank by written notification to the Chair of the Sick Leave Bank Committee. Failure to respond to an additional assessment request shall cancel membership in the Bank.

Sick Leave Bank

However, no cancellation shall entitle the member to the return of any sick leave day(s) already deposited in the Bank.

DONATIONS

In the event the Bank has no available days, it shall be dissolved.

Individuals who terminate employment with the District and subsequently are employed by another Kentucky school district are prohibited from recovering any days from the District's Sick Leave Bank.

Contributions to the Bank are irrevocable and there shall be no compensation for contributions in excess of those used by a member.

GRANTING OF DAYS

Sick Leave Bank days may be granted only in instances of a life-threatening or disabling condition of or serious injury to a member, or for the purpose of attending to a member of the immediate family who has a life-threatening or disabling condition or serious injury which requires the member's care.

Immediate family shall mean the member's spouse, children (including step-children), parents and spouse's parents.

The Committee shall require an applicant to obtain, at his/her own expense, a certificate of condition from a physician verifying the medical condition. Refusal to provide a physician's statement shall result in denial of the pending request for use of sick leave days from the Bank.

Grants of sick leave from the Bank **shall not** be made to any member in the following instances:

1. Elective surgery or cosmetic surgery, unless required as a result of injury or disease;
2. During any period the member is receiving disability benefits.
3. If the School District can provide the employee with duties for which he/she is qualified and which the employee can perform with reasonable accommodation.
4. Bank days shall not be available as a bridge to any leave, retirement, resignation, or termination, whether voluntary or involuntary.

Members of the Bank shall receive benefits from the Sick Leave Bank only for days when they are absent from their positions due to a qualifying condition which would otherwise be an unpaid absence. No benefits shall be paid for those days when an employee would not normally be in regular pay status, e.g., summer school, snow days. In addition, employees **shall not** receive pay from the Sick Leave Bank while receiving any type of pay, e.g., holidays, x-days, vacation days, sick leave, emergency leave, or personal leave days.

MAXIMUM NUMBER OF DAYS

The maximum number of days any participant may receive during any Sick Leave Bank year shall be fifteen (15) days. The lifetime maximum number of days any participant may receive as a result of any one (1) illness or recurring diagnosed illness or accident shall be thirty (30) days. A Sick Leave Bank year is July 1 through June 30.

Sick Leave Bank

The Committee shall not grant more days than the total number on deposit in the Bank from all employees at the time of approval of a request.

APPLICATION

The form and manner of application for use of leave from the Bank shall be prescribed by the Committee. The Committee shall act either affirmatively or negatively on all completed applications within fifteen (15) work days of receipt of an application. Such time may be extended by agreement between the applicant and the Committee Chair.

APPEAL OF DECISION

Any request for days denied by the Committee may be appealed through the Sick Leave Bank Appeals Procedure.

The appeal shall be initiated with the Sick Leave Bank Appeals Panel, which shall consist of three (3) Bank members appointed by the Board upon recommendation of the Superintendent (one classified, one non-administrative certified, and one administrator). Each Appeals Panel member shall serve a term of two (2) years.

The decision of the Sick Leave Bank Appeals Panel shall be made by a majority vote of the entire Appeals Panel. All employees other than the Superintendent may appeal this decision to the Superintendent.

The Appeals Panel shall elect a Chair every two (2) years.

No individual shall serve on the Appeals Panel within one (1) year of having served on the Committee.

CONFIDENTIALITY

All information submitted to the Committee, Appeals Panel or Superintendent shall remain confidential.

POLICY CHANGES

Sick Leave Bank Policy and Procedures may be changed in accordance with procedures outlined in 03.22321 AP.11.

REFERENCE:

[KRS 161.155](#)

Adopted/Amended: 01/20/1998

Order #: III.F

- CLASSIFIED PERSONNEL -**Emergency Leave****NUMBER OF DAYS**

Regular full-time classified employees shall be entitled to three (3) days of emergency leave with pay each school year.

PART-TIME EMPLOYEES

Beginning with their second consecutive year of employment with the District, all eligible, regular part-time classified employees may be granted up to three (3) days of emergency leave with pay each school year.

In determining eligibility for emergency leave, part-time classified personnel are those who are employed for ten (10) or more hours per week in positions that are established for a full school year in the work calendar for each job classification. Each day of emergency leave shall be for the number of hours the employee is normally scheduled to work per week divided by five (5).

Emergency leave shall be granted for the following reasons:

ILLNESS/BEREAVEMENT

Illness or death of a relative or personal friend.

DISASTERS

Personal disasters of the magnitude of tornados, fires, floods, etc. This applies only in cases not covered by sick leave.

LEGAL PROCEEDINGS

Appearances as a witness or to produce documents at legal proceedings when the employee's presence is required by subpoena. This is not to include appearances in actions in which the employee is a party and the subpoena is obtained by or on behalf of the employee. This also does not include jury duty. (See Policy 03.2237.)

Court documentation shall accompany the emergency leave request.

TRANSPORTATION PROBLEMS

Weather-related transportation problems which prevent travel from another area to home and/or work station, such as airport closings and flight cancellations. This, however, shall not include travel between residence and work station.

ILLNESS OF EMPLOYEE

Illness of the employee, if all other available leave has been exhausted.

OTHER

Other emergency reasons as approved by the Superintendent or designee where there exists a pressing necessity that requires immediate attention.

Emergency Leave**REQUEST FOR LEAVE**

Emergency leave must be requested through the Superintendent or designee on the appropriate form.

AFFIDAVIT

Persons taking emergency leave must complete an emergency leave card upon their return to work stating the specific reasons for their absence.

ACCUMULATION

Emergency leave days not taken during the school year shall not accumulate.

USE OF SICK LEAVE

Employees may use three (3) sick leave days per school year for emergency leave pursuant to [KRS 161.152](#) and consistent with the above provisions.

ENTITLEMENT TO USE

The entitlement to emergency leave shall not be earned by an employee until after completion of the first day of work during the current year, except when the employee was on duty or on paid leave on the last day of the previous work year and_ provided the employee returns to work immediately following the use of such leave.

REFERENCES:

[KRS 161.152](#)

[KRS 161.155](#)

[OAG 76-427](#)

[OAG 72-348](#)

RELATED POLICIES:

03.2232

03.2237

~~-CLASSIFIED PERSONNEL-~~

Use of Buildings and Grounds

APPROVAL OF PRINCIPAL

~~Upon approval of the Principal, school employee groups may conduct meetings in school buildings after school has been dismissed for students. Meetings shall not interfere with or take precedence over normal workday responsibilities, shall be reasonable in length and frequency, and must be scheduled with the Principal, in accordance with Board policy and administrative procedures.~~

MEETINGS WITH REPRESENTATIVES

~~Upon approval of the Principal, duly authorized representatives of employee organizations may meet with individual or small groups of employees after school hours.~~

ADDITIONAL COSTS

~~Any additional costs for custodial services required for such building usage shall be paid by the employee organization.~~

- CLASSIFIED PERSONNEL -

Use of Delivery Systems and Bulletin Boards

USE OF INTERNAL DELIVERY SERVICE

The purpose of the internal delivery service is to distribute those items pertaining to the current conduct of official school business. Items pertaining to the current conduct of official school business are defined as those items dealing directly with the operation of the Fayette County Public Schools and those items dealing directly with the conduct of an employee's official duties.

School employee organizations are permitted to use the internal delivery service for the distribution of those items pertaining to the conduct of official school business. All such items shall be in accord with Board policies and administrative procedures.

The distribution of items by organizations other than school groups or employee organizations shall not be made without prior approval of the Superintendent or his designee. If approval is granted, principals and/or department heads shall receive a copy of the item.

[Anything sent or received through the internal delivery system is subject to inspection by the designee of the Superintendent.](#)

PACKAGING AND IDENTIFICATION

Items approved by the Superintendent or his designee and items from employee organizations shall be identified as to the recipient(s), packaged by school(s) or department(s), and shall be dated and bear official identification of the sending organization.

PERSONAL MAIL

Personal mail shall not be distributed by the internal delivery service. Individual employees may place such mail in another employee's mailbox at any time.

USE OF BULLETIN BOARDS

Employee organizations shall have the right to post notices of activities and matters of organization concern on employee bulletin boards. A file copy of the posted material shall be provided to the Principal, the Principal's designee or the department supervisor.

Material endorsing or opposing a candidate for public office shall not be posted.

REFERENCE:

Regents of the University of California v. Public Employment Relations Board, 485 U.S. 99 L.Ed.2d 664, 108 S. Ct. 1404 (1988).

RELATED POLICY:

03.2324

- CLASSIFIED PERSONNEL -**Use of Tobacco**

The use of all tobacco products by classified employees is prohibited in buildings, on grounds, in Board-owned vehicles or on field trips of the Fayette County Public Schools. The exception to the prohibition is the use of tobacco on school grounds during athletic events or other school events in areas designated by the Principal. Tobacco products may not be used in any school building at any time.

REFERENCES:

[KRS 438.050](#)

[OAG 81-295](#)

[OAG 91-137](#)

P. L. 107-110 (No Child Left Behind Act of 2001)

RELATED POLICIES:

05.3

05.31

09.4232

10.5

- CLASSIFIED PERSONNEL -**Hours of Duty****REGULAR HOURS**

Classified personnel shall be prompt in attendance. They shall follow work schedules prepared by their immediate supervisor. Each hourly classified employee who does not punch a time clock is required to keep a daily record of time on duty.

No classified employee shall leave the school grounds or other assigned post during duty hours without the express approval of their immediate supervisor.

MINIMUM WORK DAY/WEEK

The minimum work day/week for a full-time employee within each job classification is as follows:

Technology	8 hours per day or 40 hours per week
Food service	6 hours per day or 30 hours per week
Warehouse	8 hours per day or 40 hours per week
Law Enforcement	8 hours per day or 40 hours per week
Maintenance	8 hours per day or 40 hours per week
Plant operation	8 hours per day or 40 hours per week
Secretarial/Clerical	7 hours per day or 35 hours per week
Paraeducator/ <u>Instructional Assistants</u>	6 <u>7</u> hours per day or 35 <u>30</u> hours per week
Transportation	6 hours per day or 30 hours per week
Automotive Maintenance	8 hours per day or 40 hours per week

A combination of two (2) or more regular part-time positions from different job classifications totaling the highest number of hours for the full-time requirements of the classifications being combined shall be defined as full-time employment.

A regular work day may not be confirmed for more than eight (8) hours without prior written authorization by the Superintendent.

CONFIRMATION OF EMPLOYMENT

At the beginning of each year, each employee shall receive a "Confirmation of Employment" form.

Prior to any change in hourly rate, status or number of confirmed hours, an employee shall receive sign a new confirmation of employment. The confirmation shall become effective on the first work day of the following month. This does not apply to the work schedule or authorized over-scheduled or overtime hours as assigned by the supervisor.

Hours of Duty**OVERTIME**

Hourly employees required to work in excess of forty (40) hours per week will be paid at the rate of 1 1/2 times the regular rate for all hours beyond 40 as provided by the Fair Labor Standards Act for overtime work. Scheduled holidays, approved leaves, sick days, X days, etc., are not included in calculating overtime pay. Overtime work must be authorized by the immediate supervisor before it is performed.

No hourly paid employee may volunteer as an unpaid worker for any job-related activity.

REFERENCES:

[KRS 160.290](#) (2); Fair Labor Standards Act

Garcia v. San Antonio Metropolitan Transit Authority, 105 S.Ct. 1005 (1985).

- CLASSIFIED PERSONNEL -**Health and Safety****SAFETY**

It is the intent of the Board to provide a safe and healthful working environment for all employees. The employee shall report any conditions he/she believes to be unsafe to his/her immediate supervisor, who shall evaluate the situation and take appropriate action.

HAZARD COMMUNICATION/[CHEMICAL LABORATORY HYGIENE](#)

The Superintendent shall develop a District Hazard Communication Plan. The plan shall include:

1. The assignment of a District employee to be responsible for the implementation and coordination of the Hazard Communication Plan;
2. The inventory of all chemicals used at each school and worksite;
3. The identification of each chemical in the inventory that is covered by the OSHA Hazard Communication Standard;
4. Maintenance of a Material Safety Data Sheet (MSDS) for each substance on the chemical inventory list for as long as the District uses the substance, plus thirty (30) years;
5. Labeling of all containers of each chemical identified as required by the Hazard Communication Standard;
6. The development of an employee Hazard Communication/[Chemical Laboratory Hygiene](#) Information and Training Program; and
7. The development, implementation and maintenance of a written Hazard Communication/[Chemical Laboratory Hygiene](#) Program.

BLOODBORNE PATHOGEN CONTROL

The Superintendent shall appoint a Compliance Officer who shall develop an Exposure Control Plan to eliminate or minimize District occupational exposure to bloodborne pathogens. The plan shall address:

1. Identification of employees at-risk of occupational exposure and their assigned tasks and procedures which could lead to such exposure;
2. Communication of hazards to employees;
3. Vaccinations of at-risk employees for Hepatitis B at no cost to these employees;
4. Determination of universal precautions to be observed, including adequate engineering controls and housekeeping procedures;
5. Appropriate training of employees;

Health and Safety**BLOODBORNE PATHOGEN CONTROL (CONTINUED)**

6. Provision of personal protective equipment including an opportunity provided annually for employees who use medical sharps in performance of their duties to identify, evaluate and select engineering and work practice controls to be implemented by the District, as appropriate;
7. Maintenance of a sharps injury log;
8. Medical follow-up and counseling for employees after a work-site exposure;
9. Maintenance of confidential records of each exposure incident; and
10. A schedule for implementing all provisions required by the OSHA standard.

The Superintendent or designee shall review and update the Exposure Control Plan at least once each year and when needed to reflect new or modified tasks and procedures that affect occupational exposure or new or revised employee positions with occupational exposure. The review and update shall also address:

1. Changes in technology that eliminate or reduce exposure to bloodborne pathogens; and
2. Annual documentation that appropriate, commercially available and effective safer medical devices that are designed to eliminate or minimize occupational exposure have been obtained and are now in use.

REFERENCES:

Kentucky Department for Public Health
Center for Disease Control
Kentucky Labor Cabinet
OSHA 29 CFR 1910
1200 [Hazard Communication](#)
1030 [Bloodborne Pathogens](#)
[1410 Chemical Laboratory Hygiene](#)

Further references to pertinent case law, federal statute and Board policy are located in administrative procedures.

RELATED POLICIES:

03.211
03.2234

Paraeducators~~Paraprofessionals~~

SUPERINTENDENT MAY EMPLOY

The Superintendent may employ paraeducators ~~paraprofessionals~~ for supplementary instructional and non-instructional duties in the education program in positions authorized by the Board.¹

DEFINITION

As used in this policy and in relation to required training and qualifications for instructional personnel, the term Paraeducator ~~“paraprofessional”~~ ~~is interchangeable with the term “paraeducator,”~~ which means an adult school employee who works under the direction of the professional administrative and teaching staff in performing, within the limitations of training and competency, certain instructional and non-instructional functions in the school program.²

EDUCATIONAL REQUIREMENTS

All ~~paraprofessionals~~ paraeducators shall satisfy educational requirements specified by federal law.²

SUPERVISION

~~Paraprofessionals~~ Paraeducators shall be under the direct supervision of certified teachers.^{1&2}
Each ~~paraprofessional~~ Paraeducator shall have a job description that limits assigned duties to the scope of the individual's competencies.

EVALUATION

The Superintendent shall develop and implement procedures for an annual evaluation and professional development of ~~paraprofessionals~~ paraeducators. Evaluation results shall be a factor in future employment decisions.

REFERENCES:

¹[KRS 161.044](#); [OAG 76-555](#); [OAG 86-43](#)

²P. L. 107-110 (No Child Left Behind Act of 2001); [KRS 161.010](#)
34 CFR 200.58-200.59

Kentucky High School Athletic Association (KHSAA)

[KRS 17.160](#); [KRS 17.165](#)

[KRS 156.095](#); [KRS 160.380](#); [KRS 161.180](#)

[OAG 73-206](#)

RELATED POLICIES:

- 03.21 (Hiring)
- 03.232 (Job Description)
- 03.28 (Evaluation)
- 03.6

Advertising in the Schools

DEFINITIONS

Commercial advertising - Includes any communication describing a business or service other than the legal name of the business.

Advertising materials - Include coupons, buy-one/get-one-free offers, descriptive brochures or printed materials, discounts or any other promotional items that do not benefit the holder without cost.

COMMERCIAL ADVERTISING

Commercial advertising to promote products or services in the facilities or on the grounds of school property may be allowed only with prior written approval of the Principal/site administrator, who shall forward a copy of each approval/denial to the appropriate school director.

In considering each request, the Principal/site administrator shall determine if the advertisement deducts from the use of instructional time and is age-appropriate for students. Such determination shall follow review standards that prohibit language or depictions that:

- Contain profanity or obscenity;
- Are political advertisements;
- Promote violence or substances or activities illegal for minors; and/or
- Contain racial, ethnic, religious, sexual or handicap slurs, or any gang-associated affiliation.

Placement of commercial advertisements on school property, such as banners and signage, shall be in keeping with Policy 05.11 and accompanying procedures.

Funds received for approved projects involving advertising on school property shall be deposited to the school's internal account or may be retained by a school-related booster group that is sponsoring the activity as a fund-raising event.

EXCEPTION

Nothing herein shall be construed to prevent advertising in publications which are published by student organizations, PTA/PTO, booster club, or other parent groups. However, a personal message from a parent, other individual or group offering best wishes, congratulations, etc., to a student, student group or school shall be limited to a pre-determined set of statement options, for District-sponsored or school-related group sponsored publications.

SOLICITATIONS

Salesmen, representatives, or agents shall not solicit or contact pupils, teachers, or other employees in the school buildings or on school grounds without prior approval. (Please refer to Policy 10.5.)

Advertising in the Schools**EXCEPTIONS FOR BENEFIT MATERIALS**

Provided they are approved by the Department of Human Resources, Office of Associated Employee Services, materials that promote Board-sponsored employee benefits and educate employees concerning them may be distributed in school facilities and on the grounds of school property, and advertised in the Fayette County Public Schools' newsletter. If building rules permit, materials may be placed in employees' work site mailboxes. District staff shall not be permitted to distribute materials for any benefits vendor, except for materials delivered by United States Mail.

FUND-RAISING PROGRAMS

Sales representatives promoting fund-raising projects shall complete a form provided by the Superintendent's designee. Copies of the form with attached brochures will then be forwarded to Principals for inclusion in a fund-raising program file. Should a Principal or school group become interested in a fund-raising program, the sales representative will be contacted.

REFERENCE:

[KRS 158.190](#)

RELATED POLICIES:

04.312
05.11
09.33
10.5

Visitors to the Schools

PARENTS

Communications between home and school must be an integral part of the educational process if students are to achieve the greatest educational success. Therefore, parents are expected and encouraged to visit their child's school, under the following guidelines:

1. Visits must not interrupt the instructional program for students, i.e., teaching, testing, etc.
2. They should be scheduled in advance with the teacher and/or Principal.
3. They must be reasonable in length and frequency.
4. Visits should be related to the need(s) of the child.

LOCAL CITIZENS/GUESTS

Professional educators and others who have legitimate educational interests pertaining to the District's public school program are encouraged to visit the schools. To ensure that school personnel are aware of the presence of visitors, all visitors must report immediately to the Principal's office upon entering the school and identify themselves as well as declare their purposes for visiting.

Professional educators and citizens who are from other communities who wish to observe the schools in operation are welcome. Arrangements for such visits must be made in advance with the Superintendent.

RESTRICTIONS

Guests or visitors of students are not allowed at school without permission from the Principal. In addition, no salespersons or peddlers shall come onto school property without prior approval of the Superintendent/designee.

Visitors shall not enter classrooms without the prior consent of the Principal. Except for District employees, the Principal's prior approval also is required for access to students for the purpose of conducting an interview or survey. Such activities that disclose protected information shall comply with the Protection of Pupil Rights Amendment (PPRA).

CONDUCT

All visitors to the schools must conduct themselves so as not to interfere with the daily operation of the school program. (Please refer to Policy 10.21.)

TOBACCO PRODUCTS PROHIBITED

The use of all tobacco products by visitors is prohibited in buildings, on grounds or on field trips of the Fayette County Public Schools. The exception to the prohibition is the outside use of tobacco at athletic events or other school events [in areas designated by the Principal](#). Tobacco products may not be used in any school building at any time.

Visitors to the Schools

REFERENCES:

[KRS 160.380](#), [KRS 438.050](#)

[OAG 81-295](#)

[OAG 91-137](#)

P. L. 107-110 (No Child Left Behind Act of 2001)

20 U.S.C. 123h (Protection of Pupil Rights Amendment)

RELATED POLICIES:

03.1327

03.2327

05.3

05.31

09.14

09.3211

09.4232

10.21

10.4

L.3 UPDATE #30 **BOARD POLICY REVISIONS**

BACKGROUND:

Policy changes are recommended to reflect new/revised legal requirements, as well as “best practice” recommendations from KSBA. At the top of each policy is the legal and/or recommended rationale for the proposed change. In the body of the policy, additional or new language is underlined. Language with ~~strike through~~ is recommended for deletion.

01.61	Records Management
01.821	Board Member Expense Reimbursement
02.411	SBDM Qualifications
02.412	Voting
02.421	Election of School Council Members
02.423	School Council Meetings
02.4242	School Budget and Purchasing
02.4243	School Purchasing
03.13251	Drug-Free/Alcohol-Free Schools
03.2	Classified Personnel
03.23251	Drug-Free/Alcohol-Free Schools
03.2711	Nonrenewal of Contract
08.2323	Access to Electronic Media
09.111	Transfers and Withdrawals
09.123	Absences and Excuses
09.425	Assault and Threats of Violence
09.4294	Driver’s License Revocation

PROPOSAL:

<u>Item</u>	<u>Amount</u>	<u>Funding Source</u>	<u>Recurring/ Nonrecurring</u>	<u>Measurable Expected Impact and Timeline</u>
Amend Board Policies	n/a	n/a	n/a	To bring Board policies into compliance with current statutes and/or District practice

STAFF CONTACT:

Brenda Allen, x4278

POLICY REFERENCE:

01.5 – School Board Policies

RECOMMENDATION:

These policies are presented for first reading. Second reading and adoption will be on August 27, 2007.

A motion is in order to:

“Approve the changes as recommended by KSBA, Fayette County Public School Policy Review Committee and staff.”

LEGAL: RECENT AMENDMENTS TO FEDERAL LITIGATION RULES SUPPORT ADDING THE SUGGESTED LANGUAGE TO CLARIFY THAT THE SUPERINTENDENT SHOULD PLACE A LITIGATION “HOLD” ON THE DISPOSAL OR DESTRUCTION OF ANY RECORD RELATED TO PENDING OR ANTICIPATED LITIGATION AFTER CONSULTATION WITH THE BOARD ATTORNEY.
FINANCIAL IMPLICATIONS: NONE

POWERS AND DUTIES OF THE BOARD OF EDUCATION

01.61

Records Management

RECORDS OFFICER

The Superintendent shall designate a Records Officer who shall inventory, analyze and schedule disposition of District records, as well as maintain a destruction record, noting the authorization for said destruction and the amount of records to be destroyed. Each year, the Records Officer shall provide a copy of this record to the Board (Superintendent) and to the Director of the Division of Archives and Records.¹

An inventory of all public records kept by the District shall be taken, these records to include those made or received by the District in connection with the transaction of school business. Records shall refer to those documents specified in KRS 171.410 and in the State Retention and Disposal Schedule for Boards of Education.

SUPERINTENDENT'S RESPONSIBILITIES

Pursuant to statutory requirements, the Superintendent shall establish procedures to safeguard against the unlawful destruction, removal or loss of records.² The Superintendent shall notify the Department of Libraries and Archives of any actual, impending or threatened unlawful disposition of records and shall initiate action through the Attorney General for recovery of such records.³

RETENTION AND DISPOSAL OF RECORDS

The District shall follow the State Retention and Disposal Schedule for Boards of Education in its management of school records. If a record in question is not listed in this schedule, a written request for disposal of records must be submitted by the Superintendent to the Division of Archives and Records and the request must be approved in writing by the State Librarian.⁴

For record and archival purposes, the Superintendent shall place on permanent file one (1) copy of each Board policy that is rescinded or amended in any manner.

When there is a question whether a particular record or group of records should be destroyed, the state archives and records commission shall have exclusive authority to make this decision.⁵

LITIGATION

After consultation with the Board Attorney as deemed appropriate, the Superintendent should direct that records relevant to pending or threatened litigation, administrative proceedings, or investigations shall not be destroyed even if the retention period for such records has passed.

Records Management

REFERENCES:

¹725 KAR 1:010

²KRS 171.710

³KRS 171.720

⁴725 KAR 1:030; KRS 171.420; KRS 171.570

⁵KRS 171.670; KRS 171.410; KRS 171.660; 725 KAR 1:020

State Retention and Disposal Schedule for Boards of Education

FCPS Confidentiality Handbook

RELATED POLICY:

01.5

LEGAL: THE 2007 GENERAL ASSEMBLY AMENDED KRS 160.280 TO INCREASE THE AMOUNT OF PER DIEM ALLOWED FOR BOARD MEMBERS FROM \$2000 TO \$3000 PER YEAR AND TO ADDRESS DEDUCTION OPTIONS. THE BOARD HAS THE DISCRETION TO PERMIT OPTIONAL DEDUCTIONS TO BE MADE FOR A REQUESTING BOARD MEMBER OR TO CHOOSE NOT TO PERMIT OPTIONAL DEDUCTIONS.

FINANCIAL IMPLICATIONS: INCREASED COST TO DISTRICT FOR PAYMENT TO BOARD MEMBERS

POWERS AND DUTIES OF THE BOARD OF EDUCATION

01.821

Board Member Expense Reimbursement

PER DIEM

Board members shall receive a per diem of seventy-five dollars (\$75) per regular or special Board meeting or training session attended as required by law, not to exceed ~~\$2,000~~\$3,000 per year per member.

IN-DISTRICT EXPENSES

Members shall be reimbursed for actual expenses incurred within the District while attending to Board business, not to exceed ~~\$2,000~~\$3,000 per year per member.

Actual mileage shall be reimbursed at the same rate as that for employees of the District.

DEDUCTIONS

At the request of a Board member, deductions from per diem and expense reimbursement may be made for, but not be limited to, membership dues, health insurance purchases, scholarship funds, and contributions to a political action committee.

OUT-OF-DISTRICT TRAVEL

Members of the Board shall be reimbursed for actual and necessary expenditures incurred outside the District. Board members shall obtain Board approval prior to incurring out-of-district expenses. Reimbursement shall be documented by receipts. Advancements for anticipated expenses shall not be made.

Expenses for personal entertainment shall not be reimbursed.

CREDIT CARDS

Board members shall not be issued District credit cards.

SPOUSE'S TRAVEL

All travel expenses of spouses shall be paid by the Board member at the time the expense is incurred. There shall be no reimbursement of such expenditures.

REFERENCES:

KRS 160.280

OAG 76-329; OAG 80-395; OAG 85-53; OAG 92-136

RELATED POLICY:

01.4

RECOMMENDED: THIS POLICY IS NO LONGER NEEDED AND CAN BE RESCINDED.
FINANCIAL IMPLICATIONS: NONE
THIS CHANGE IS NOT REQUIRED BY LAW.

ADMINISTRATION

02.411

SBDM Qualifications

PETITION

~~Teachers of a school who wish to enter into School-Based Decision Making (SBDM) shall present a written petition to the Principal or Head Teacher, signed by a minimum of twenty-five (25%) percent of the teachers, indicating their desire for a vote on the matter. SBDM petitions should be circulated before the last thirty (30) work days of the school year in order to provide for completion of the time lines set out in Policies 02.412 and 02.421.~~

"TEACHER" DEFINED

~~For the purpose of policies relating to SBDM, "teacher" is defined as any person for whom certification is required as a basis of employment who is assigned to the school, except the Principal, Assistant Principal, or Head Teacher. Itinerant teachers, including home bound and hospital bound, shall vote at their designated home school and may serve on the council of their home school.~~

DEFINITION OF SCHOOL

~~According to KRS 160.345, "school" means an elementary or secondary educational institution that is under the administrative control of a principal or head teacher and is not a program or part of another school. The term "school" does not include District-operated schools that are:~~

- ~~1. Exclusively vocational technical, special education, or preschool programs;~~
- ~~2. Instructional programs operated in institutions or schools outside of the District; or~~
- ~~3. Alternative schools designed to provide services to at-risk populations with unique needs.~~

~~In the Fayette County Public Schools, the following entities are schools:~~

ELEMENTARY SCHOOLS

~~Arlington, Ashland, Athens Chilesburg, B.T. Washington Academy, Breckinridge, Cardinal Valley, Cassidy, Clays Mill, Deep Springs, Dixie, Garden Springs, Glendover, Harrison, James Lane Allen, Johnson, J.R. Ewan, Julius Marks, Landsowne, Linlee, Mary Todd, Maxwell, Meadowthorpe, Millcreek, Northern, Picadome, Rosa Parks, Miami at Russell, Russell Cave, Southern, Squires, Stonewall, Tates Creek, Veterans Park, Yates~~

MIDDLE SCHOOLS

~~Beaumont, Bryan Station, Crawford, E. J. Hayes, Jessie Clark, Leestown, Lexington Traditional, SCAPA, Southern, Tates Creek, Winburn~~

HIGH SCHOOLS

~~Bryan Station, Henry Clay, Lafayette, Paul L. Dunbar, Tates Creek~~

REFERENCE:

KRS 160.345

RECOMMENDED: THIS POLICY IS NO LONGER NEEDED AND CAN BE RESCINDED.
FINANCIAL IMPLICATIONS: NONE
THIS CHANGE IS NOT REQUIRED BY LAW.

ADMINISTRATION

02.412

Voting

SCHEDULING

~~On receiving a petition signed by twenty five (25%) percent of the faculty, the school Principal shall set the date, time and place of a meeting for the purpose of voting on entering into SBDM. This meeting shall be held not less than ten (10) and not more than fifteen (15) school days from the Principal's receipt of the petition.~~

NOTICE

~~Written notice of the meeting shall be given by the Principal to all faculty members assigned to the school at least five (5) school days in advance of the meeting.~~

MEETING

~~The Principal shall chair the meeting at which the vote is taken. Voting shall be by secret ballot. Ballots shall offer faculty members the opportunity to vote for or against entering into SBDM. The Principal and one (1) teacher chosen by the faculty shall count the ballots and announce the results at the conclusion of the meeting. The Principal shall forward written results of the vote to the Superintendent within five (5) school days after the meeting.~~

~~When two thirds (2/3) of the faculty vote affirmatively for SBDM, the school shall enter into SBDM. Elections to select teacher and parent representatives for the school council shall be organized as specified in Board Policy 02.421.~~

RELATED POLICY:

~~02.421~~

RECOMMENDED: THESE CHANGES ARE RECOMMENDED TO CLARIFY ROLES AND RESPONSIBILITIES OF THE PRINCIPAL, TEACHERS AND PARENTS IN COUNCIL ELECTIONS AND TO PROVIDE DIRECTION WHEN A NEW SCHOOL IS OPENED OR SCHOOLS ARE CONSOLIDATED. IN SUCH SITUATIONS, THE SUPERINTENDENT MAY WISH TO FORM ADVISORY COMMITTEES TO MAKE CURRICULUM AND INSTRUCTIONAL MATERIALS RELATED RECOMMENDATIONS UNTIL SUCH TIME AS A COUNCIL IS FORMED.

FINANCIAL IMPLICATIONS: NONE

THIS CHANGE IS NOT REQUIRED BY LAW.

ADMINISTRATION

02.421

Election of School Council Members

PETITION AND GUIDELINES

~~Following a two thirds (2/3) vote in favor of SBDM, the Principal shall give appropriate notice of elections of teacher and parent members to the school council. Elections shall be not less than twenty (20) nor more than thirty (30) school days from the vote of the faculty authorizing SBDM.~~ The following are guidelines to reflect the Board's recommended process for electing teacher and parent members to the school council:

Election of Teacher Members

Recommended:

Teachers assigned to a school shall organize the election to select teacher council members. Teachers may request the Principal to provide administrative assistance in preparing for the election.

Written notice of the meeting to elect teacher council members shall be given by the Principal to all faculty members assigned to the school at least five (5) school days in advance of the meeting.

Teachers may nominate themselves or another teacher. ~~Nominations shall be made in writing to the Principal no later than five (5) school days before the election. The Principal~~ A written ballot shall prepare a ballot containing the names of all qualified teachers nominated shall be prepared and kept on file with other council records. The teachers attending the meeting shall choose a chairperson to chair the meeting to elect teacher members to the council. For the purpose of electing teacher council members, a Principal or Assistant Principal may not vote or serve as a teacher council member. Voting shall be by the method selected by the teachers.

Itinerant teachers may vote at all schools to which they are assigned and may serve on the council of any of those schools.

The teacher(s) chosen by the faculty shall count the ballots and announce the results at the conclusion of the meeting.

Required by Law:

Kentucky law requires that teacher candidates be employees of the District and currently assigned to the school where they are elected as council member. Election shall be by majority vote of all teachers assigned to the school. Individual council positions will be filled as majority votes occur. Voting shall continue until all teacher members are elected.

Kentucky law prohibits teachers elected to a council from being involuntarily transferred during their term of office.

Election of School Council Members

Election of Parent Members

Parents of students assigned to a school shall organize the election to select parent council members. They may request the Principal to provide administrative assistance required to conduct the election.

Required by Law:

The president of the parent-teacher organization shall organize and oversee the election of parent council members.

Kentucky law requires that parent council members be a parent, stepparent, or foster parent of a student to be enrolled in the school during the parent's term of council service. Parent shall also mean a person who has legal custody of a student pursuant to a court order and with whom the student resides. Parent council member shall not be an employee of the school in which that parent serves, nor shall the parent representative be an employee or relative of an employee in the District administrative offices. A parent representative shall not be a local Board member or Board member's spouse. Relative shall mean father, mother, brother, sister, wife, son, daughter, aunt, uncle, son-in-law or daughter-in-law.

SCHOOLS WITHOUT PARENT TEACHER ORGANIZATION

If the school does not have a parent teacher organization, the **Principal-parents** shall form a group of parents to set the date and time for an election of parent council members and shall provide notice of this meeting to parents.

MINORITY REPRESENTATIVES

If the council formed under the elections described above does not have a minority member, and the school has eight percent (8%) or greater enrollment of minority students, the Principal shall be responsible for carrying out the following:

1. The Principal shall organize a special election no sooner than ten (10) and no later than twenty (20) calendar days following the elections described above to elect a minority parent to the council by ballot. The Principal shall notify all parents of the date, time, and location of the election. The notice shall call for nominations of minority parents for the ballot. The election shall be conducted using the same procedures as the election of the two (2) other parent members of the council.
2. The Principal shall call a meeting of all teachers in the building within seven (7) days following the initial election of parent and teacher council members. The teachers shall select one (1) minority teacher to serve as a teacher member on the council. If no minority teacher chooses to serve on the council, then the additional teacher council position shall go unfilled.

However, if there are no minority teachers who are assigned to the school, an additional teacher member shall be elected by a majority of all teachers. Procedures for election of the teacher representative shall be the same as the procedures for election of the other three (3) teacher members of the council.

Election of School Council Members

TERMS

Terms of school council members shall be for one (1) year. A school council, once elected, may adopt a policy setting different terms of office for parent and teacher members subsequently elected. Annual elections for the following year's terms shall be held on a date set by the school council.

Term limitations shall not apply for a minority teacher member who is the only minority on faculty.

COUNCIL ELECTIONS FOR NEW OR CONSOLIDATED SCHOOLS

When a new school is opened or schools are consolidated, these guidelines shall be followed:

- If a school is scheduled for closing, there is no need to hold council elections for the upcoming school year.
- Council members of a school being consolidated with another school may not carry over a term of office to the newly consolidated school's council, but may stand for election if otherwise qualified.
- Following the opening of a new or consolidated school, elections shall be held to form a council.

CONFLICT OF INTEREST

Council members shall not have a conflict of interest pursuant to KRS Chapter 45A, except the salary paid to District employees.

REMOVAL OF COUNCIL MEMBERS

On recommendation of the Commissioner of Education and pursuant to statutory requirements, the Board may remove a council member for cause by a vote of four-fifths (4/5) of the Board's membership.

VACANCIES

Council vacancies shall be filled at a special called election, for which councils are encouraged to follow the recommended guidelines set forth in this policy. A vacancy is created when a teacher is no longer assigned to the school, a parent no longer has a child enrolled in the school or a member of the council has been removed pursuant to statutory requirements.

Any parent or teacher representative elected to fill a vacancy shall serve only the remaining term of the council position he has been selected to fill.

REFERENCES:

OAG 91-148; OAG 91-192; OAG 91-206
OAG 92-88; OAG 93-49; OAG 94-41
KRS 156.132; KRS 160.345; KRS 160.347
701 KAR 5:100

RECOMMENDED: THESE CHANGES ARE RECOMMENDED TO CLARIFY THAT THE COUNCIL IS SUBJECT TO BOTH OPEN MEETING AND OPEN RECORD LAWS.

FINANCIAL IMPLICATIONS: NONE

THIS CHANGE IS NOT REQUIRED BY LAW.

ADMINISTRATION

02.423

School Council Meetings

SCHEDULE

The first meeting of the council shall be called by the Principal; thereafter, the council shall set its own meeting schedule. The Board encourages councils to schedule meetings to begin no earlier than 5:00 p.m. to facilitate parent participation. At this meeting, the council shall adopt a schedule of regular meetings for the fiscal year, identifying the date, time and place of each meeting. Any change to this schedule shall be a special-called meeting.¹

All meetings of the council, and any committees or subcommittees thereof, shall be held at specified times and places which are convenient to the public. The schedule of regular meetings shall be made available to the public.²

PUBLIC MEETINGS

All meetings of a quorum of the members of the council at which any public business is discussed or at which any action is taken are to be public meetings, open to the public at all times, except as provided in KRS 61.810.³

OPEN MEETING AND OPEN RECORD REQUIREMENTS

All meetings of the council and its official committees are open to the public and subject to open meetings laws. Council records are also subject to open records law and the State Retention and Disposal Schedule for Boards of Education.

CHAIR OPEN RECORDS

The Principal shall be the Chair of the council and shall be responsible for securing minutes that record the council's actions. Minutes shall be approved by the council, kept in a permanent file along with other council records, and open to public inspection. A copy of the minutes of each council meeting shall be forwarded by the Principal to the Superintendent's designee.

REFERENCES:

¹92-OMD-1677

²KRS 61.820; OAG 78-274, OAG 78-614

³KRS 61.810

KRS 61.805; KRS 61.810; KRS 61.815

KRS 61.820; KRS 61.823; KRS 61.826

KRS 61.835; KRS 61.840; KRS 61.846

KRS 61.848; KRS 61.840; KRS 61.850

KRS 61.870; KRS 61.872; KRS 61.874

KRS 61.876; KRS 61.884

State Retention and Disposal Schedule for Boards of Education

RELATED POLICIES:

01.43, 01.44, 10.11

RECOMMENDED: THIS POLICY NOW INCLUDES PURCHASING LANGUAGE RELOCATED FROM POLICY 02.4243.

FINANCIAL IMPLICATIONS: NONE
THIS CHANGE IS NOT REQUIRED BY LAW.

ADMINISTRATION

02.4242

School Budget and Purchasing

BOARD ALLOCATIONS

Through the budgeting process, the Board shall appropriate to each school an amount of funds equal to or greater than ~~the that specified by a~~ formula prescribed in 702 KAR 3:246: School Council Allocation Formula.

An amount for professional development shall be allocated as required by Kentucky Administrative Regulation.

The Board shall allocate Section 7 funds according to the options provided in 702 KAR 3:246. Notice of the Section 7 allocation shall be provided in accordance with that regulation. Funding for supplemental District-wide itinerant and categorical positions shall be provided as approved by the Board. Additional funds to support special, alternative, and magnet programs and schools may be provided as determined by the Board.

SCHOOL RESPONSIBILITY

Priorities requiring funding beyond the allocations made to councils through Sections 4, 5, and 6 of 702 KAR 3:246 shall be submitted to the appropriate School Director. The school shall, in expending allocated funds, comply with all state and Board budgeting, purchasing and reporting laws, regulations, policies, procedures, audits, and Accounting Procedures for School Activity Funds published by the Kentucky Department of Education.

The Board allocation is the total financial resource available to that school in those budget categories for the fiscal year. The school shall not expend or commit to expend any funds in excess of those allocated to the school. Should this occur, the employee(s) responsible shall be subject to appropriate disciplinary action, and the Superintendent may require the school/council to present, for Board approval, a plan to reimburse the District for the amount spent in excess of the allocation.

To ensure that funds are spent on student programs and services in a timely manner, all 702 KAR 3:246 Section 6 funds managed by the school, but not expended by the end of the fiscal year, that are over 10% of the previous year's allocation shall revert to the District general fund, unless the school council has received Board approval to escrow the funds to be used at a future date for an approved project. By the date designated by the Superintendent/designee each year, the council shall include with its request a description of how the funds to be carried forward will be spent to improve student achievement. All funds allocated/provided through Sections 4, 5, 7, 8, and 9 shall be expended during the fiscal year or revert to the District general fund unless an exception is specified at the time the funds are allocated or is subsequently approved by the Board.

BOARD APPROPRIATION

The council shall determine, within available resources, the instructional resources, travel, equipment, and student support services to be provided in the school.

School Budget and Purchasing**PURCHASING**

In order to comply with state accounting and bidding requirements, all purchases of goods and services shall be made in conformity with Board policy.

EXPENDITURE OF FUNDS

In schools where SBDM has been implemented, the school council shall determine the expenditure of funds allocated to the school. In a school not operating under SBDM, the school improvement council shall make recommendations to the Principal concerning expenditure of these funds.

REFERENCES:

702 KAR 3:246; School Council Allocation Formula
704 KAR 3:510; KRS 160.345
OAG 91-10; OAG 91-206; OAG 92-59

RELATED POLICIES:

02.4243
04.1; 04.312

RECOMMENDED: THIS POLICY IS NO LONGER NEEDED AND CAN BE RESCINDED. PROVISIONS HAVE BEEN MOVED TO THE 02.4242 POLICY AREA.

FINANCIAL IMPLICATIONS: NONE

THIS CHANGE IS NOT REQUIRED BY LAW.

ADMINISTRATION

02.4243

School Purchasing

PURCHASING

~~In order to comply with state accounting and bidding requirements, all purchases of goods and services shall be made in conformity with Board policy and the Model Procurement Code. All purchases shall comply with Board Policy 04.32 and its procedures, including the small purchase procedures.~~

REFERENCES:

~~School Council Allocation~~

~~702 KAR 3:246~~

~~KRS 160.345~~

RELATED POLICIES:

~~02.4242; 04.31~~

~~08.232; 08.233~~

RECOMMENDED: THESE CHANGES ARE PROPOSED IN RESPONSE TO DISTRICT CONCERNS ABOUT HUFFING AND SUBSTANCE ABUSE INCIDENTS OTHER THAN THOSE INVOLVING ALCOHOL AND CONTROLLED SUBSTANCES.

FINANCIAL IMPLICATIONS: NONE

THIS CHANGE IS NOT REQUIRED BY LAW.

PERSONNEL

03.13251

- CERTIFIED PERSONNEL -

Drug-Free/Alcohol-Free Schools

DRUGS, ALCOHOL ILLEGAL AND/OR OTHER PROHIBITED CONTROLLED SUBSTANCES

On or in the workplace or in the performance of duties, District employees shall not manufacture, distribute, dispense, be under the influence of, purchase, possess, use, or attempt to purchase or obtain, sell or transfer any of the following: alcohol or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled or intoxicating substance as defined by federal regulation.

1. Alcoholic beverages;
2. Controlled substances, prohibited drugs and substances, and drug paraphernalia; and
3. Substances that "look like" a controlled substance. In instances involving look-alike substances, there must be evidence of the employee's intent to pass off the item as a controlled substance.

In addition, employees shall not possess prescription drugs for the purpose of sale or distribution.

DEFINITIONS

"Under the influence" shall refer to an employee exhibiting noticeable behaviors, physical appearance, or odors consistent with use of alcohol, drugs, or other intoxicating substances.

"Controlled substance" shall mean any substance or immediate precursor listed in Chapter 218A of the Kentucky Revised Statutes or any other substance ~~which may be~~ added by the Kentucky Cabinet for Health and Human Services under regulations pursuant to KRS 218A.020.

Prohibited drugs include, but are not limited to, any substance that an individual may not sell, possess, use, distribute or purchase under Federal or Kentucky law.

Prohibited substances include:

1. All prescription drugs obtained without authorization, and
2. All prohibited substances however taken or used, including but not limited to, inhaling, ingesting, and/or injecting. These include, but are not limited to, prescribed and over-the-counter drugs and prohibited volatile substances as defined in KRS 217.900 that are used or intended for use for an abusive and/or intoxicating purpose.

AUTHORIZED DRUGS

Employees who personally use or who are designated to administer to a student a drug authorized by and administered in accordance with a prescription from a health professional shall not be considered in violation of this policy.

Drug-Free/Alcohol-Free Schools

WORKPLACE DEFINED

Workplace shall mean the site for the performance of work done for the District including any place where work on a District program, project or activity is performed, including, but not limited to, a school building or other school premises and any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities. "Workplace" shall also include school-sponsored or school-approved activities, events or functions which are held off school property and in which students are under District jurisdiction including, but not limited to, field trips and athletic events.

SUSPENSION/TERMINATION/NON-RENEWAL

Any employee who violates the terms of this policy ~~the District's drug-free/alcohol-free policies~~ may be suspended, non-renewed or terminated. In addition, violations may result in notification of appropriate legal officials.

ALTERNATIVE

As an alternative, the superintendent may choose that an employee who violates the terms of the District's drug-free/alcohol-free workplace policies shall satisfactorily participate in a Board-approved drug/alcohol abuse assistance or rehabilitation program. If the employee fails to satisfactorily participate in such a program, the employee may be suspended, non-renewed or terminated.

REPORTING

Employees of the District shall promptly make a report to [FCPS Law Enforcement](#), the local police department, sheriff, or Kentucky State Police, by telephone or otherwise, if they know or have reasonable cause to believe that conduct has occurred which constitutes the use, possession, or sale of controlled substances on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event.

ALCOHOL/DRUG TESTING

If a supervisor has reason to believe an employee is under the influence of or impaired by alcohol or drugs in the workplace, the supervisor may require the employee to undergo alcohol testing by a portable breathalyzer test administered by a FCPS Law Enforcement Officer and/or blood/urine test administered by a medical facility of the District's choice. Refusal to submit to either such testing may be grounds for disciplinary action, including termination of employment. If test results confirm the employee was under the influence of alcohol or illegal drugs in the workplace, the employee shall be subject to disciplinary action including termination, or may be referred to a treatment program of the District's choice.

NOTIFICATION BY EMPLOYEE

Any employee convicted of a workplace violation of criminal drug statutes shall, within five (5) working days, provide notification of the conviction to the Superintendent.

Drug-Free/Alcohol-Free Schools**POST-DISCIPLINE DRUG TESTING**

Following determination by an administrative or judicial proceeding that s/he engaged in misconduct involving the illegal use of controlled substances, a teacher who has been reprimanded or disciplined for misconduct involving illegal use of controlled substances shall submit to random or periodic drug testing in accordance with applicable Kentucky Administrative Regulation for a period not to exceed twelve (12) months from the date of such reprimand or disciplinary action.

AWARENESS PROGRAM

The Superintendent shall establish a drug-free/alcohol-free awareness program for all employees which shall include notice of the following:

1. The dangers of drug/alcohol/substance abuse in the schools;
2. The District's policies and related procedures on drug-free/alcohol-free schools;
3. The requirement for mandatory compliance with the District's established standards of conduct, including those that prohibit use of alcohol, drugs and other controlled and prohibited substances;
4. Information about available drug/alcohol counseling programs and available rehabilitation/employee assistance programs; and
5. Penalties that may be imposed upon employees for ~~drug/alcohol abuse~~ violations of this policy.

REFERENCES:

KRS 160.290; KRS 160.380; KRS 161.120; KRS 161.175; KRS 161.790; KRS 217.900; 16 KAR 1:030
34 CFR Part 85
P. L. 101-226 (Improving America's Schools Act of 1994 (Title IV): Safe and Drug-Free Schools and Communities)

RELATED POLICIES:

03.1325; 08.1345; 09.2241

LEGAL: ACCORDING TO THE COUNTY EMPLOYEES' RETIREMENT SYSTEM (CERS), DISTRICTS MAY HIRE SUBSTITUTE EMPLOYEES ON A PROBATIONARY BASIS WITHOUT PAYING RETIREMENT CONTRIBUTIONS, BUT MUST AUTHORIZE THAT PRACTICE IN POLICY.
FINANCIAL IMPLICATIONS: MAY AFFECT AMOUNT BUDGETED FOR THIS PURPOSE

PERSONNEL

03.2

-CLASSIFIED PERSONNEL-

Classified Personnel

DEFINITION

Classified personnel are all those employees who hold positions not requiring teacher certification.¹

SUBSTITUTE EMPLOYEES

Solely for purposes of the County Employees Retirement System, substitute employees shall serve a probationary period not to exceed twelve (12) months during which they shall not participate in CERS.

REFERENCES:

¹KRS 161.011 (1)

KRS 78.510

KRS 78.615

702 KAR 1:035

RELATED POLICY:

03.273

RECOMMENDED: THESE CHANGES ARE PROPOSED IN RESPONSE TO DISTRICT CONCERNS ABOUT HUFFING AND SUBSTANCE ABUSE INCIDENTS OTHER THAN THOSE INVOLVING ALCOHOL AND CONTROLLED SUBSTANCES.

FINANCIAL IMPLICATIONS: NONE

THIS CHANGE IS NOT REQUIRED BY LAW.

PERSONNEL

03.23251

- CLASSIFIED PERSONNEL -

Drug-Free/Alcohol-Free Schools

DRUGS, ALCOHOL ILLEGAL AND/OR OTHER PROHIBITED CONTROLLED SUBSTANCES

On or in the workplace or in the performance of duties, District employees shall not manufacture, distribute, dispense, be under the influence of, purchase, possess, use, or attempt to purchase or obtain, sell or transfer any of the following; alcohol or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled or intoxicating substance as defined by federal regulation.

1. Alcoholic beverages;
2. Controlled substances, prohibited drugs and substances, and drug paraphernalia; and
3. Substances that "look like" a controlled substance. In instances involving look-alike substances, there must be evidence of the employee's intent to pass off the item as a controlled substance.

In addition, employees shall not possess prescription drugs for the purpose of sale or distribution.

DEFINITIONS

"Under the influence" shall refer to an employee exhibiting noticeable behaviors, physical appearance, or odors consistent with use of alcohol, drugs, or other intoxicating substances.

"Controlled substance" shall mean any substance or immediate precursor listed in Chapter 218A of the Kentucky Revised Statutes or any other substance ~~which may be~~ added by the Kentucky Cabinet for Health and Human Services under regulations pursuant to KRS 218A.020.

"Prohibited drugs" include, but are not limited to, any substance that an individual may not sell, possess, use, distribute or purchase under Federal or Kentucky law.

"Prohibited substances" include:

1. All prescription drugs obtained without authorization, and
2. All prohibited substances however taken or used, including but not limited to, inhaling, ingesting, and/or injecting. These include, but are not limited to, prescribed and over-the-counter drugs and prohibited volatile substances as defined in KRS 217.900 that are used or intended for use for an abusive and/or intoxicating purpose.

AUTHORIZED DRUGS

Employees who personally use or who are designated to administer to a student a drug authorized by and administered in accordance with a prescription from a health professional shall not be considered in violation of this policy.

Drug-Free/Alcohol-Free Schools

WORKPLACE DEFINED

Workplace shall mean the site for the performance of work done for the District including any place where work on a District program, project or activity is performed, including, but not limited to, a school building or other school premises and any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities. "Workplace" shall also include school-sponsored or school-approved activities, events or functions which are held off school property and in which students are under District jurisdiction including, but not limited to, field trips and athletic events.

SUSPENSION/TERMINATION/NON-RENEWAL

Any employee who violates the terms of this policy ~~the District's drug-free/alcohol-free policies~~ may be suspended, non-renewed or terminated. In addition, violations may result in notification of appropriate legal officials.

ALTERNATIVE

As an alternative, the Superintendent may choose that an employee who violates the terms of the District's drug-free/alcohol-free workplace policies shall satisfactorily participate in a Board-approved drug/alcohol abuse assistance or rehabilitation program. If the employee fails to satisfactorily participate in such a program, the employee may be suspended, non-renewed or terminated.

REPORTING

Employees of the District shall promptly make a report to **FCPS Law Enforcement**, the local police department, sheriff, or Kentucky State Police, by telephone or otherwise, if they know or have reasonable cause to believe that conduct has occurred which constitutes the use, possession, or sale of controlled substances on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event.

ALCOHOL/DRUG TESTING

If a supervisor has reason to believe an employee is under the influence of or impaired by alcohol or drugs in the workplace, the supervisor may require the employee to undergo alcohol testing by a portable breathalyzer test administered by a FCPS Law Enforcement Officer and/or blood/urine test administered by a medical facility of the District's choice. Refusal to submit to either such testing may be grounds for disciplinary action, including termination of employment. If test results confirm the employee was under the influence of alcohol or illegal drugs in the workplace, the employee shall be subject to disciplinary action including termination, or may be referred to a treatment program of the District's choice.

NOTIFICATION BY EMPLOYEE

Any employee convicted of a workplace violation of criminal drug statutes shall, within five (5) working days, provide notification of the conviction to the Superintendent.

Drug-Free/Alcohol-Free Schools

AWARENESS PROGRAM

The Superintendent shall establish a drug-free/alcohol-free awareness program for all employees which shall include notice of the following:

1. The dangers of drug/alcohol/substance abuse in the schools;
2. The District's policies and related procedures on drug-free/alcohol-free schools;
3. The requirement for mandatory compliance with the District's established standards of conduct, including those that prohibit use of alcohol, drugs and other controlled and prohibited substances;
4. Information about available drug/alcohol counseling programs and available rehabilitation/employee assistance programs; and
5. Penalties that may be imposed upon employees for ~~drug/alcohol abuse~~ violations of this policy.

REFERENCES:

KRS 160.290; KRS 217.900

34 CFR Part 85

P. L. 101-226 (Improving America's Schools Act of 1994 (Title IV): Safe and Drug-Free Schools and Communities)

RELATED POLICIES:

03.2325; 08.1345; 09.2241

LEGAL: CHANGES MARKED REFLECT THAT CLASSIFIED EMPLOYEES WITH FOUR (4) OR MORE YEARS OF CONTINUOUS ACTIVE SERVICE MAY BE NONRENEWED BASED ON CAUSES LISTED BELOW AND SET OUT IN POLICY 03.27. THIS LANGUAGE COMPLIES WITH KRS 161.011.
FINANCIAL IMPLICATIONS: NONE ANTICIPATED

PERSONNEL

03.2711

- CLASSIFIED PERSONNEL -

Nonrenewal of Contract

Nonrenewal of contracts for classified personnel shall be made in compliance with the requirements of KRS 161.011, with written notice being mailed or provided to the employee by the Superintendent no later than April 30. For a reduction in force declared by the Superintendent please see Policy 03.271.

BASIS FOR NONRENEWAL (LESS THAN FOUR YEARS OF SERVICE)

The Superintendent may nonrenew the contracts of classified employees with less than four (4) years of continuous active service in the District for any legal reason.

BASIS FOR NONRENEWAL (FOUR OR MORE YEARS OF SERVICE)

Classified employees with more than four (4) or more years of continuous active service in the District may be nonrenewed for the following reasons:

1. Incompetency (for cause, not eligible for rehire),
2. Neglect of duty (for cause, not eligible for rehire),
3. Insubordination (for cause, not eligible for rehire),
4. Inefficiency (for cause, not eligible for rehire),
5. Misconduct (for cause, not eligible for rehire),
6. Immorality (for cause, not eligible for rehire),
7. A position becomes obsolete or redundant (eligible for placement in similar position for which employee qualified, if available),
8. Reorganization or changes made to improve delivery of services (eligible for placement in similar position for which employee qualified, if available),
9. Other grounds contained in Board policy, including, but not limited to, causes for action set forth in Board policy 03.27.
10. Loss of, or reduction in, funding, and/or
11. Council decision related to staffing needs at the school (eligible for placement in similar position for which employee qualified, if available).

REFERENCE:

KRS 161.011

RELATED POLICIES:

03.27

03.271

RECOMMENDED: THESE CHANGES WERE DEVELOPED BY A WORK GROUP REPRESENTING THE KENTUCKY CENTER FOR SCHOOL SAFETY, THE KENTUCKY DEPARTMENT OF EDUCATION, THE KENTUCKY ATTORNEY GENERAL'S OFFICE AND KSBA IN RESPONSE TO GROWING CONCERNS ABOUT INAPPROPRIATE USE OF TECHNOLOGY RESOURCES.

FINANCIAL IMPLICATIONS: NONE

THIS CHANGE IS NOT REQUIRED BY LAW.

CURRICULUM AND INSTRUCTION

08.2323

Access to Electronic Media

(Acceptable Use Policy)

The Board supports ~~the right of students, employees and community members to have~~ reasonable access to various information formats for students, employees and the community and believes it is incumbent upon users to utilize this privilege in an appropriate and responsible manner.

SAFETY PROCEDURES AND GUIDELINES

The Superintendent shall develop and implement appropriate procedures to provide guidance for access to electronic media. Guidelines shall address teacher supervision of student computer use and other user's use, ethical use of electronic media (including, but not limited to, the Internet, e-mail and other District technological resources), and issues of privacy versus administrative review of electronic files and communications. In addition, guidelines shall prohibit utilization of networks for prohibited or illegal activities, the intentional spreading of embedded messages, or the use of other programs with the potential of damaging or destroying programs or data.

Student education is the most effective way to ensure use of the Internet and other electronic resources. Accordingly, all students will successfully complete an age appropriate iSAFE course on Internet safety each year. In the event that iSAFE is not available, the school may substitute a similar course.

Additional Internet safety measures shall be implemented that effectively address the following:

- Controlling access by minors to inappropriate matter on the Internet and World Wide Web;
- Safety and security of minors when they are using electronic mail, chat rooms, and other forms of direct electronic communications;
- Preventing unauthorized access, including "hacking" and other unlawful activities by minors online;
- Unauthorized disclosure, use and dissemination of personal information regarding minors; and
- Restricting minor's access to materials harmful to them.

The District shall provide reasonable public notice of, and at least one (1) meeting to address and communicate, its Internet safety measures.

Specific expectations for appropriate Internet use shall be reflected in the District's code of acceptable behavior and discipline including appropriate orientation for staff and students.

Access to Electronic Media

(Acceptable Use Policy)

PERMISSION/AGREEMENT FORM

A written parental request shall be required prior to the student being granted independent access to electronic media involving District technological resources.

The required permission/agreement form, which shall specify acceptable uses, rules of on-line behavior, access privileges and penalties for policy/procedural violations, must be signed by the parent or legal guardian of minor students (those under 18 years of age) and also by the student. This document shall be kept on file as a legal, binding document. In order to modify or rescind the agreement, the student's parent/guardian (or the student who is at least 18 years old) must provide the Superintendent or designee with a written request.

RESPONDING TO CONCERNS

School officials shall apply the same criterion of educational suitability used to review other educational resources when questions arise concerning access to specific databases or other electronic media.

AUDIT OF USE

Users with network access shall not utilize District resources to establish electronic mail accounts through third party providers or any other nonstandard electronic mail system.

The Superintendent/designee shall establish a process to determine whether the District's education technology is being used for purposes prohibited by law or for accessing sexually explicit materials. The process shall include, but not be limited to:

1. Utilizing technology that meets requirements of Kentucky Administrative Regulations and that blocks or filters Internet access for both minors and adults to certain visual depictions that are obscene, child pornography, or, with respect to computers with Internet access by minors, harmful to minors;
2. Maintaining and securing a usage log; and
3. Monitoring online activities of users.

PENALTIES

Violations of this policy or refusal to sign required acceptable use documents may result in loss of access to school or District on-line communications. Additional penalties may be imposed against staff, including possible termination of employment. Additional penalties may be imposed against students according to individual schools' acceptable use policies, school rules, or the Student Code of Conduct. Teachers and other staff who supervise students shall report violations to the Principal.

Access to Electronic Media

(Acceptable Use Policy)

RESPONSIBILITY FOR DAMAGES

Students or staff members who deface a District web site or otherwise make unauthorized changes to a web site shall be subject to disciplinary action, up to and including expulsion and termination, as appropriate.

REFERENCES:

KRS 156.675
Kentucky Education Technology System (KETS)
47 U.S.C. § 254; 701 KAR 5:120

RELATED POLICIES:

02.4241
03.1325/03.2325
08.1353; 08.2322
09.14; 09.421; 09.422; 09.425; 09.426

LEGAL: THE 2007 GENERAL ASSEMBLY AMENDED KRS 159.170 TO REQUIRE THAT DISTRICTS NOTIFY THE KENTUCKY DEPARTMENT OF EDUCATION (KDE) WHEN A NEW STUDENT ENROLLS. KDE WILL FORWARD INFORMATION FOR THE NEWLY ENROLLED STUDENT ONCE THE DISTRICT MAKES THE NOTIFICATION.
FINANCIAL IMPLICATIONS: NONE

STUDENTS

09.111

Transfers and Withdrawals

When a pupil of compulsory school age withdraws from school, the Principal's designee shall ascertain the reason.¹

CHANGE OF RESIDENCE

If the child has withdrawn because of residence, the next residence shall be ascertained. The District shall notify the Kentucky Department of Education when a new student enrolls.¹

~~NOTIFICATION TO OTHER DISTRICT~~

~~In the event the child has moved to another district, the Superintendent's office (Director of Pupil Personnel) shall forward a card showing the essential facts regarding the child and a certified copy of the student's records to the Superintendent (or Director of Pupil Personnel) of the district to which the child has moved.~~⁴

MISSING CHILDREN

The Director of Pupil Personnel shall notify the Justice Cabinet of any request for the records of a student who has been flagged as missing.¹

PERMISSION REQUIRED FOR WITHDRAWAL

Before an unmarried student between the ages of sixteen (16) and eighteen (18) may withdraw from school and terminate his/her education prior to graduation, s/he shall comply with the requirements of KRS 159.010.

A written permission for withdrawal shall be required from the parent before the unmarried student may withdraw.

No written permission for withdrawal shall be required after the student's eighteenth (18th) birthday.²

For further information concerning dropout provisions, refer to the Statement on Rights and Responsibilities and Student Code of Conduct.

ENROLLMENT OF TRANSFER STUDENTS

Students in good standing may transfer into the District without Board approval. All others shall require approval of the Board.

FOLLOW-UP BY DISTRICT PERSONNEL

Within three (3) months of the date of a student's withdrawal from school, District personnel designated by the Superintendent shall contact each student between the ages of sixteen (16) and eighteen (18) who has withdrawn from school to encourage reenrollment in a regular, alternative, or GED preparation program. If the student does not reenroll at that time, personnel shall make at least one (1) more attempt toward reenrollment of the student before the beginning of the next school year.²

Transfers and Withdrawals

REFERENCES:

¹KRS 159.170; KRS 158.032; KRS 159.020

²KRS 159.010

RELATED POLICY:

09.122

LEGAL: THE 2007 KENTUCKY GENERAL ASSEMBLY AMENDED KRS 159.150 TO REQUIRE STUDENT ATTENDANCE RECORDS TO BE CUMULATIVE AND TO TRANSFER WHEN A STUDENT MOVES FROM ONE KENTUCKY SCHOOL DISTRICT TO ANOTHER KENTUCKY SCHOOL DISTRICT.
FINANCIAL IMPLICATIONS: NONE ANTICIPATED

STUDENTS

09.123

Absences and Excuses

Pupils are required to attend regularly and punctually the school in which they are enrolled.

TRUANCY DEFINED

Any student who has attained the age of six (6), but has not reached his/her eighteenth (18th) birthday, who has been absent from school without valid excuse for three (3) days or more, or is habitually tardy, is a truant.

Any student enrolled in a public school who has attained the age of eighteen (18) years, but has not reached his/her twenty-first (21st) birthday, who has been absent from school without valid excuse for three (3) days or more, or who is habitually tardy without valid excuse, is a truant.

Any student who has been reported as a truant two (2) or more times is an habitual truant. Habitual truancy is defined as having six (6) unexcused absences.

For the purposes of establishing a student's status as a truant, a student's attendance record is cumulative for an entire school year. When students transfer from one Kentucky district to another, attendance information from the previous district shall become part of their official attendance record for that school year.

TARDINESS

A student who is absent for sixty (60) minutes or less of the regularly scheduled school day without a valid excuse is tardy.

A student is considered tardy if he or she arrives after the designated school start time or leaves before the end of the instructional day. Students must be checked in or out of school by a parent, guardian, or authorized adult. Late arrivals or early dismissals will be counted as an absence or tardy according to the arrival/departure time.

The process for determining whether tardiness to school is excused or unexcused is identical to that for excused and unexcused absences.

EXCUSED ABSENCES

An excused absence or tardiness is one for which work may be made up, such as:

1. Death or severe illness in the pupil's immediate family;
2. Illness of the pupil;

After a total of ten (10) cumulative full-day absences due to illness, students are required to present a written statement from a medical professional (doctor, dentist, psychologist, etc.) for each additional absence for the school year in order to be excused.

After a total of ten (10) cumulative tardies due to illness, students are required to present a written statement from a medical professional (doctor, dentist, psychologist, etc.) for each additional tardy for the school year in order to be excused.

3. Religious holidays and practices approved at least three (3) school days in advance with the Principal;

Absences and Excuses**EXCUSED ABSENCES (CONTINUED)**

4. Medical and dental appointments (times and dates shall be verified by the physician's signed statement);
Students will be excused only for the length of time of a scheduled doctor's appointment and a reasonable amount of travel time. Doctor's excuses shall state the date(s) and/or number of days for which the student will be excused.
5. Family emergencies requiring immediate attention are limited to three (3) cumulative absent events* per school year. Additional absent events must have the approval of the Principal to be excused.
6. One (1) day for attendance at the Kentucky State Fair per Kentucky State Law;
7. Documented military leave,
8. One (1) day prior to departure of parent/guardian called to active military duty,
9. One (1) day upon the return of parent/guardian from active military duty, or
10. Three (3) visits to colleges or universities approved at least three (3) school days in advance by the Principal and restricted to seniors. Documentation from the college visited will be required;
11. Court appearance requiring the student's attendance. Students will be excused only for the length of time of the scheduled court appearance; or
12. Up to ten (10) school days to pursue an educational enhancement opportunity determined by the Principal to be of significant educational value. This opportunity may include, but not be limited to, participation in an educational foreign exchange program or an intensive instructional, experiential, or performance program in one (1) of the core curriculum subjects of English, science, mathematics, social studies, foreign language, and the arts.
Unless the Principal determines there are extenuating circumstances, requests for date(s) falling within State or District testing periods shall not be granted.
The Principal's determination may be appealed to the Superintendent/designee whose decision may then be appealed to the Board through its grievance policy.
Students receiving an excused absence under this section shall have the opportunity to make up school work missed and shall not have their class grades adversely affected for lack of class attendance or class participation due to the excused absence.
13. Other valid reasons as determined by the Principal.

***An absent event is defined as being tardy or absent for any percentage of the school day.**

UNEXCUSED ABSENCES

All other absences shall be considered unexcused; and no make-up work shall be allowed for unexcused absences. However, for students with unexcused absences with reasons other than suspension from school, make-up work may be permitted if the Principal (after consultation with the teacher) approves the make-up work.

Absences and Excuses**NOTES REQUIRED**

Within three (3) days of students' return to school, they shall present notes signed by their parents/guardians or medial professional to designated school personnel. If notes are not received within three (3) days, the absence shall be deemed unexcused.

MAKE-UP WORK

It is the students' or parents' responsibility to contact the school for make-up work. Students shall be allowed the same number of days to complete make-up work, as they were absent, plus one (1).

Although pupils are not entitled, in general, to make up work missed for absences because of suspension from school, it is the goal of the District that every pupil succeed academically and that failures in any subject be avoided. Accordingly, students having absences because of suspensions from school are allowed to do the following:

1. Take major tests (e.g., finals or unit tests) for credit upon returning from a suspension;
2. Have homework checked for accuracy without credit; and
3. Hand in major projects or term papers, without loss of credit.

If a student is excusably absent for only one (1) day, he or she may secure a make-up assignment when he or she returns to school. (Parents who feel they have special circumstances may request assignments on the first day of absence.)

If a student is excusably absent for more than one (1) day and there is a desire to secure make-up assignments before the student returns to school, a request for assignments may be made by calling the Principal's office or the counseling office within one (1) hour of the beginning of the school day on the day the student's parents wish to pick up the assignments. Personnel will endeavor to have the assignments available for pick up by the end of the school day.

If there is a special need, a message for a teacher to call the parent may be left with the Principal or counselor.

REFERENCES:

KRS 36.396, KRS 38.470; KRS 40.366
KRS 158.070, KRS 158.183, KRS 158.293, KRS 158.294
KRS 159.035, KRS 159.140, KRS 159.150, KRS 159.180
702 KAR 7:125, OAG 76-566, OAG 79-68, OAG 79-539, OAG 91-79, OAG 96-28

RELATED POLICIES:

[09.111](#); 09.122; 09.4281

RECOMMENDED: THIS CHANGE WAS DEVELOPED BY A WORK GROUP REPRESENTING THE KENTUCKY CENTER FOR SCHOOL SAFETY, THE KENTUCKY DEPARTMENT OF EDUCATION, THE KENTUCKY ATTORNEY GENERAL'S OFFICE AND KSBA IN RESPONSE TO GROWING CONCERNS ABOUT INAPPROPRIATE USE OF TECHNOLOGY RESOURCES.

FINANCIAL IMPLICATIONS: NONE
THIS CHANGE IS NOT REQUIRED BY LAW.

STUDENTS

09.425

Assault and Threats of Violence

For purposes of this policy, a "threat" shall refer to a communication made by any means, including, but not limited to, electronic and/or online methods.

PUPILS

Any pupil who threatens, assaults, batters or abuses another pupil shall be subject to appropriate disciplinary action, including suspension or expulsion.¹

SCHOOL PERSONNEL

Any pupil who threatens, assaults, batters or physically or verbally abuses a teacher or other school personnel shall be subject to appropriate disciplinary action¹ up to and including expulsion from school and/or legal action.

REMOVAL OF STUDENTS

School administrators, teachers, or other school personnel may immediately remove or cause to be removed threatening or violent students from a classroom setting or from the District's transportation system pending any further disciplinary action that may occur. Threatening or violent behavior shall include, but not be limited to:

1. Verbal or written statements or gestures by students indicating intent to harm themselves, others or property.
2. Physical attack by students so as to intentionally inflict harm to themselves, others or property.

The Principal shall be notified immediately of such removal.

Removal of students from a bus shall be made in compliance with 702 KAR 5:080.

Each school shall designate the site(s) to which employees may remove students from a classroom setting and the employee(s) who will supervise the student at the site.

When teachers or other personnel remove a student, they shall complete and submit a form to document the removal and the causes as soon as practicable. The Principal shall review the removal as soon as possible to determine if further disciplinary action is warranted or if the student is to be returned to the classroom.

REPORT TO LAW ENFORCEMENT AGENCY

When they have reasonable belief that a violation has taken place, principals shall immediately report to law enforcement officials when an act has occurred on school property or at a school-sponsored function that involves assault resulting in serious physical injury, a sexual offense, kidnapping or each instance of assault involving the use of a weapon.

Assault and Threats of Violence**NOTIFICATION**

Any District employee assigned to work directly with, or who comes in contact with, a student with a documented history of weapons violation and/or physical abuse of a school employee or of carrying a concealed weapon on school property or at a school function, shall be notified in writing of the student's history by the Principal or designee, guidance counselor or other school official who has knowledge of the student's behavior prior to the assignment or contact.

REFERENCES:

¹KRS 158.150
KRS 156.026; KRS 158.154; KRS 160.290
KRS 161.155; KRS 161.190; KRS 161.195
KRS 508.025; KRS 508.075; KRS 508.078; [702 KAR 5:080](#)

RELATED POLICIES:

03.123; 03.223; 05.48; 06.34

LEGAL: THE 2007 GENERAL ASSEMBLY AMENDED KRS 159.051 AND KRS 186.470, GIVING DISTRICTS THE OPTION TO PURSUE REVOCATION OF THE DRIVER'S LICENSE FOR STUDENTS WHO ARE ACADEMICALLY DEFICIENT, DROP OUT OF SCHOOL OR ACCUMULATE NINE (9) OR MORE UNEXCUSED ABSENCES IN THE PRECEDING SEMESTER. PARENTAL CONSENT TO RELEASE INFORMATION AS PART OF THE REVOCATION PROCESS WILL BE OBTAINED AS PART OF THE PROCESS OF APPLYING FOR A LICENSE.
FINANCIAL IMPLICATIONS: NONE ANTICIPATED

STUDENTS

09.4294

Driver's License Revocation

Students who are sixteen (16) or seventeen (17) years old who becomes academically deficient or deficient in attendance shall be reported to the Transportation Cabinet for driver's license, permit or driving privilege revocation.¹

ACADEMIC AND ATTENDANCE DEFICIENCIES

Academic and attendance deficiencies for students age sixteen (16) or seventeen (17) enrolled in regular, alternative, part-time, and special education programs shall be defined as follows:

1. They shall be deemed academically deficient if they have not received passing grades in at least four (4) courses, or the equivalent of four (4) courses, taken in the preceding semester.
2. They shall be deemed deficient in attendance when they drop out of school or accumulate nine (9) unexcused absences for the preceding semester. Suspensions shall be considered unexcused absences.

REINSTATEMENT OF DRIVING PRIVILEGE

Students whose driving permits are revoked, but later meet the statutory standards for reinstatement, must then apply to the Director of Pupil Personnel to have their standing confirmed. The District shall make the required report to the appropriate agency.

REFERENCES:

¹KRS 159.051, KRS 186.470
704 KAR 7:050
704 KAR 7:100
Student Discipline Guidelines
OAG 77-419

RELATED POLICIES:

08.221
09.123

Board Mission Statement

*In active partnership with all stakeholders,
the mission of the Fayette County
Board of Education
is to responsibly provide resources
and set policies
that enable every student to achieve
his or her greatest potential.*

It is About Kids!

Spanish	Es Acerca de los Niños!
Japanese	<u>子供のことですよ！</u>
Arabic	كل هذا من أجل الأطفال
Ki-Swahili	Kwanza Shangilia Watoto !
French	Il S'agit des Enfants!
German	Es Handelt Sich um die Kinder!
Italian	Si Tratta dei Bambini!
Russian	Eto a Detyakh!
Bulgarian	Vsichko za Detsata!
Lingala	Ezali po na Bana!