

Rockcastle County Board of Education

Angela Stallworth-Mink, Chairman ◊ Anna Stevens-Goff, Vice Chairman Larry
Hammond ◊ Misty Lakes ◊ Angela Parsons-Woods

Rockcastle Teaching & Learning Center ◊ 250 Richmond Street, Mt. Vernon, KY 40456

REGULAR BOARD MEETING MINUTES

June 8, 2021 - 6:00 PM

- 1. CALL TO ORDER:**
- A. Silent Prayer**
 - B. Roll Call**
 - C. Reading of Board Team Commitments**

At approximately 6:00 PM, Board Chair Mrs. Mink called the meeting to order. All members were present. Mrs. Lakes read the Board Team Commitments.

2. ADOPT AGENDA/ACTION

Mr. Hammond requested that the agenda be amended to include Item 5N to review and vote on the termination of the Board Attorney, Teresa Combs. Mrs. Woods made a motion to approve the agenda with requested amendment. Ms. Goff made a second. All members present agreed.

- 3. SCHOOL & COMMUNITY SHOWCASE:**
- A. School Showcase – Roundstone Elementary School (Mr. Bishop)**

Roundstone Elementary Principal Chris Bishop introduced two RES students who performed for those in attendance. Incoming 4th grader Lila Sizemore-Rankin played keyboard. Another incoming 4th grader Boaz Bishop played guitar and sang. After the student performances, Mr. Bishop spoke about the growth RES students had made in Reading and Math despite the struggles created by the COVID-19 pandemic. He further discussed Roundstone's summer school plans and RTI for next school year.

B. Superintendent Capstone Project Presentation (Mrs. Ballinger)
Superintendent Ballinger presented her Capstone Presentation which highlighted her first year as Superintendent for Rockcastle County Schools. The presentation covered Strategic Leadership, Instructional Leadership, Cultural Leadership, Human Resource Leadership, Managerial Leadership, Collaborative Leadership and Influential Leadership along with evidence for each.

Dr. Fred Carter commended Mrs. Ballinger for her tremendous work during her first year, especially during the pandemic. He noted her focus on students and recognized her emphasis on teamwork. Dr. Carter noted that Mrs. Ballinger will be honored at a ceremony on July 28th.

Mrs. Ballinger's mentor, Taylora Schlosser, noted that she had thoroughly enjoyed serving as Mrs. Ballinger's mentor. She asserted that she has enjoyed seeing the success of Rockcastle County Schools in the past year, giving credit to Mrs. Ballinger's visionary leadership. She also recognized Mrs. Ballinger's emphasis on teamwork. She expressed admiration for Mrs. Ballinger's willingness to examine strengths and weaknesses and being open to feedback from all stakeholders.

- 4. OPERATIONS/ACTIONS:**
- A. Approve Minutes of the May 11, 2021 Special Board Meeting**
 - B. Approve Minutes of the May 20, 2021 Special Board Meeting**
 - C. Approve Minutes of the May 27, 2021 Special Board Meeting**
 - D. Approve Bills for Payment**
 - E. Approve School Clinic Services Agreement with Rockcastle Regional Hospital and Contractual Agreement for Dr. Callie Shaffer to Provide Consultation and Advisory Services to the School Health Program**
 - F. Approve Contract and Addendum for Therapy Services with Hands on Therapy**
 - G. Approve Contract for Services with Teacher of the Visually Impaired**
 - H. Approve Orientation and Mobility Services Contract**
 - I. Approve Signing of Interconnection Application for Solar at RCHS**
 - J. Approve Guaranteed Energy Savings Contract (GESC) BG-1**
 - K. Approve Draft Contract for GESC**

Mrs. Goff made a motion to approve Operations and Actions. Mrs. Woods made a second. All members present agreed.

5. DISCUSSION/ACTION:

Ms. Goff made a motion to go into closed session to discuss the Superintendent's evaluation and contract amendment. Mrs. Lakes made a second. All members present agreed.

A. Review/Approve Superintendent Evaluation and Contract Amendment

Ms. Goff made a motion to adjourn from closed session. Mrs. Woods made a second. All members present agreed. Mrs. Mink spoke on behalf of the board and asserted that they felt she had "went above and beyond" in her first year as Superintendent. She further explained that Mrs. Ballinger had met all Superintendent standards and had been very accomplished. Mrs. Mink noted that pending confirmation from an attorney (due to it being a first year contract), that the board would like to extend Mrs. Ballinger's contract for two additional years beginning July 1, 2022, also amending her current annual salary to \$112,000. Mr. Hammond requested that the evaluation, contract and salary be separated into three separate votes.

Mrs. Woods made a motion to approve Superintendent Ballinger's evaluation. Ms. Goff made a second. All members present agreed.

Mrs. Woods made a motion to approve Superintendent Ballinger's contract amendment pending confirmation from an attorney. Mrs. Lakes made a second. Mrs. Mink, Ms. Goff, Mrs. Lakes and Mrs. Woods all agreed. Mr. Hammond voted no.

Mrs. Lakes made a motion to approve an amendment to Superintendent Ballinger's salary at \$112,000. Mrs. Woods made a second. Mrs. Mink, Ms. Goff, Mrs. Lakes and Mrs. Woods all agreed. Mr. Hammond voted no.

Mrs. Woods expressed her appreciation to Mrs. Ballinger for being an "approachable" Superintendent. Mrs. Mink noted that Mrs. Ballinger has a "love for kids" and it shows in her work. Mr. Hammond noted that Mrs. Ballinger had "done a tremendous job during the most challenging year".

Recess to District Financial Corporation Meeting

Ms. Goff made a motion to recess into the District Financial Corporation Meeting.

B. Review/Approve the Resolution Entering into a Contract with Rockcastle County District Finance Corporation (Mrs. Ballinger)

Mr. Hammond made a motion to call the District Financial Corporation Meeting to order. Mrs. Lakes made a second. All members present agreed.

RESOLUTION OF THE BOARD OF EDUCATION OF THE ROCKCASTLE COUNTY, KENTUCKY SCHOOL DISTRICT, CONFIRMING THE ACCEPTANCE OF AN OFFER OF ASSISTANCE FROM THE KENTUCKY SCHOOL FACILITIES CONSTRUCTION COMMISSION; AUTHORIZING AND APPROVING THE EXECUTION OF A LEASE AGREEMENT WITH THE ROCKCASTLE COUNTY SCHOOL DISTRICT FINANCE CORPORATION AND ANY FURTHER NECESSARY INSTRUMENTS; APPROVING CERTAIN ARCHITECTS' PLANS FOR THE CONSTRUCTION OF CERTAIN SCHOOL BUILDING PROJECTS; AUTHORIZING AND APPROVING THE EXECUTION OF A SUPPLEMENT TO THE CONTINUING DISCLOSURE PROCEDURES; AND APPROVING THE PLAN OF FINANCING THE COST OF SAID PROJECTS.

WHEREAS, the School Facilities Construction Commission of the Commonwealth of Kentucky (the "Commission") is an agency and instrumentality of the Commonwealth of Kentucky established for the purpose of assisting the boards of education of any county or independent school district, in a manner which will ensure an equitable distribution of funds based upon unmet need pursuant to the provisions of Sections 157.611 through 157.640 of the Kentucky Revised Statutes ("KRS"), as repealed, amended, and reenacted (the "Act"), and

WHEREAS, the Commission pursuant to the Act and the Regulations of the Commission has determined that the Fleming County School District is an eligible district as certified by the Kentucky Board of Education and as such is entitled to financial assistance from the Commission, and

WHEREAS, the Commission has made an Offer of Assistance to the Board of Education of the Rockcastle County, Kentucky School District (the "Board"), which Offer was accepted by resolution of the Board adopted in a timely manner in accordance with the Regulations of the Commission, and

WHEREAS, said Offer of Assistance set forth the Commission's Agreed Participation and the Board's Contribution, as defined in the Participation Agreement hereinafter referred to in connection with the financing of the Project herein and therein identified, and

WHEREAS, the Commission has by Resolution and the execution of the Participation Agreement authorized the Board to proceed with the issuance of Energy Conservation Revenue Bonds (the "Bonds") pursuant to the provisions of KRS Sections 58.010 through 58.140; 58.600 through 58.615; 45A.345 through 45A.460; 65.940 through 65.956, 160.160(5),

162.120 through 162.300 and 162.385 as repealed, amended, and reenacted (the "Act") for the purpose of financing the construction of the Projects, and

WHEREAS, the Board of Education of the Rockcastle County, Kentucky School District (the "Board") desires to implement certain Energy Conservation Measures at the sites of the ECM Projects as provided and permitted by KRS Sections 58.010 through 58.140; 58.600 through 58.615; 45A.345 through 45A.460; 65.940 through 65.956, 160.160(5), 162.120 through 162.300 and 162.385 (the "Act"), and

WHEREAS, the Board will enter into a Guaranteed Energy Savings Contract (the "GES Contract") with CMTA Energy Solutions, Lexington, Kentucky (the "Contractor") whereunder the Contractor is to perform and install the Energy Conservation Measures described in said GES Contract, and

WHEREAS, the Board desires that the consideration due to the Contractor for its performance under the GES Contract be supplied by the Board from the proceeds of Energy Conservation Revenue Bonds to be issued by the Corporation on behalf of the Board pursuant to the Act, and

WHEREAS, the Board is desirous that the Rockcastle County School District Finance Corporation ("Corporation") issue Energy Conservation Revenue Bonds (the "Bonds") in the principal amount of approximately \$4,040,000 pursuant to the provisions of KRS 58.010 through 58.140; 58.600 through 58.615; 45A.345 through 45A.460; 65.940 through 65.956, 160.160(5), 162.120 through 162.300 and 162.385 as repealed, amended, and reenacted (the "School Bond Act") for the purpose of financing the construction of the Projects;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF ROCKCASTLE COUNTY, KENTUCKY SCHOOL DISTRICT AS FOLLOWS:

RESOLVED, that the incorporation of a non-stock, non-profit corporation pursuant to Section 162.385 of the School Bond Act and Chapter 273 and Section 58.180 of the Kentucky Revised Statutes to act as an agency and instrumentality of this Board in financing school building improvements for the Board is hereby authorized, ratified and approved; the Board of Directors of the Corporation, to be known as the "Rockcastle County School District Finance Corporation", shall be the same persons who are at any time the members of the Board of Education of Rockcastle County, Kentucky School District.

RESOLVED FURTHER, that the acceptance of the Offer of Assistance to the Board from the Commission is hereby authorized, ratified and affirmed.

RESOLVED FURTHER, that the Chairperson and Secretary are hereby authorized and instructed to execute a Participation Agreement with the Commission in order to effect the Commission's Offer of Assistance to the Board in the payment of part of the principal and interest requirements of the Bonds, a copy of the form of which Participation Agreement is hereby made a part of the Resolution and the records of the meeting at which this Resolution was adopted.

RESOLVED FURTHER, that the Guaranteed Energy Savings Contract (the "GES Contract") with CMTA Energy Solutions, Lexington, Kentucky (the "Contractor") having previously been considered by the Board, in order to implement the Energy Conservation Measures described in said GES Contract, the Chairman and Secretary are hereby authorized to execute said GES Contract on behalf of the Board and the Secretary of the Board is hereby authorized to execute on a periodic basis "Requisition for Funds" in accordance with the Corporation's Bond Resolution to effect payments due under said GES Contract without further action of the Board.

RESOLVED FURTHER, that the Chairperson and Secretary are hereby authorized and instructed to execute a Deed to and a Lease Agreement with the Corporation with respect to said Project properties, which Deed and Lease Agreement shall be prepared by Bond Counsel and shall contain a description of said properties.

RESOLVED FURTHER, that the Chairperson and Secretary are hereby authorized and instructed to execute all further instruments necessary and desirable in carrying out the plan of financing encompassed in the issuance of said Bonds; including, but not being limited to the execution of an Appointment Agreement with the Bond Registrar/Paying Agent regarding the administration of the registration and payment of said Bonds and a Continuing Disclosure Agreement with the Corporation in order to comply with SEC Rule 15c2-12.

RESOLVED FURTHER, that the public sale said Bonds is hereby authorized, approved, ratified and confirmed, in accordance with the terms of a Bond Resolution to be adopted by the Board of Directors of the Corporation, the form of which has been reviewed by the Board and is hereby approved.

RESOLVED FURTHER, that the Secretary of the Board of Education is hereby authorized and instructed to file a certified copy of this Resolution with the Secretary of the Corporation, with the request that it be brought to the attention of its Board of Directors, and same shall constitute a request and notice on behalf of the Board that the Corporation, acting by and through its Board of Directors, take all action necessary and appropriate (1) for the authorization and sale of said Bonds; (2) that the proceeds of the sale of said Bonds be set apart and held separate from all other funds of the Corporation for the

purpose of constructing the Projects and expenses; and (3) for executing on behalf of said Corporation the proposed Lease Agreement.

RESOLVED FURTHER, that pursuant to the provisions of Section 265(b)(3) of the Internal Revenue Code of 1986, as amended, (the "Code") the Board, by the adoption of this Resolution, hereby designates the Bonds as "qualified tax-exempt obligations" within the meaning of the Code and certifies that it does not reasonably anticipate that the total principal amount of qualified tax-exempt obligations which will be issued by the Board (or the Corporation acting on its behalf) during the calendar year ending December 31, 2021 will exceed \$10,000,000.

RESOLVED FURTHER, that pursuant to the amendments to the Code, the Board, by the adoption of this Resolution, certifies that it does not reasonably anticipate that less than 95% of the proceeds of the Refunding Bonds will be used for "local government activities" of the Board and that the aggregate face amount of all tax-exempt bonds issued by the Board (or the Corporation acting on its behalf) during the calendar year ending December 31, 2021 will exceed \$10,000,000.

RESOLVED FURTHER, that the exception for governmental units contained in Section 148(f)(4)(D) of the Code, is available with regard to the Bonds as the principal amount of tax-exempt obligations issued by the Corporation on behalf of the Board will not exceed the aggregate sum of \$15,000,000 for the calendar year ending December 31, 2021 and said Bonds shall therefore be exempt from the rebate requirements of the Code.

RESOLVED FURTHER, that the Contract of Compass Municipal Advisors, LLC, Lexington, Kentucky, for its services as Municipal Advisor is hereby authorized, ratified and approved and the Chairperson and Secretary are hereby authorized to execute said Contract on behalf of the Board. In accordance with Municipal Securities Rulemaking Board Rule G-23 as amended November 28, 2011, said Municipal Advisor shall not provide any underwriting services. Compensation of said Municipal Advisor will be in accordance with the fee schedule approved the Kentucky Department of Education and the Kentucky School Facilities Construction Commission.

RESOLVED FURTHER, that Steptoe & Johnson PLLC is hereby approved to serve as Bond Counsel to the Corporation and the Secretary of the Corporation is authorized to execute an engagement letter with such firm.

RESOLVED FURTHER, that Compass Municipal Advisors, LLC, Lexington, Kentucky, Municipal Advisor for the Board of Education and the Corporation, is hereby directed to prepare an Official Statement on behalf of and in conjunction with the Board of Education and the Board of Directors of the Corporation in regard to the issuance of the Bonds containing all pertinent information with regard thereto to be supplied prospective bidders for said Bonds. Under the Bond Resolution the Municipal Advisor has been authorized to accept the best bid for the Bond on behalf of the Corporation and said authority is hereby ratified and approved by the Board.

RESOLVED FURTHER, that in accordance with the "Disclosure Rules" of the Securities and Exchange Commission, Rule 15c2-12(b)(5), as a result of the aggregate amount of bonds issued by the Corporation (or any other agency acting on behalf of the Board) exceeding \$1,000,000 the Board and the Corporation shall enter into a written agreement for the benefit of all parties who may become Registered or Beneficial Owners of the Bonds whereunder said Corporation and Board will agree to comply with the provisions of the Municipal Securities Disclosure Rules set forth in Securities and Exchange Commission Rule 15c2-12 by filing annual financial statements and material events notices with the Electronic Municipal Market Access (EMMA) System maintained by the Municipal Securities Rule Making Board.

RESOLVED FURTHER, that the Board hereby adopts the Supplement to Continuing Disclosure Procedures presented to the Board and agrees to follow, or cause the Financial Advisor to the Board and Corporation or another third party acting as disclosure agent to follow, said procedures to ensure the timely and complete filing of all financial information, operating data and notices of material events as required by SEC Rule 15c2-12 and the Corporation's Continuing Disclosure Undertakings entered into prior to or after the date of this Resolution.

Passed and approved June 8, 2021.

Upon a vote being taken upon the motion to adopt the above Resolution, the result was as follows:

<u>Yeas</u>	<u>Nays</u>
Angela Stallsworth-Mink, Chairperson	None
Anna Stevens-Goff	
Angela Parsons-Wood	
Misty Lakes	
Larry Hammond	

Thereupon, the Chairperson declared that the motion had been carried and that the Resolution had been adopted.

Mrs. Goff made a motion to reopen to the regular meeting of the Rockcastle County Board of Education. Mrs. Woods made a second. All members present agreed.

C. Review/Approve Monthly Financial Reports (Mrs. Sweet)
1. Month Ending Balance Sheet
2. Revenue & Expenditures for the Month by Fund

Director of Finance Jenny Sweet presented the monthly financial reports. Ms. Goff made a motion to approve the monthly financial reports. Mrs. Lakes made a second. All members present agreed.

D. Review/Approve Fidelity (Performance) Bond of Treasurer for the 2021-2022 Fiscal Year (Mrs. Sweet)

Mr. Hammond made a motion to approve the Fidelity (Performance) Bond of Treasury for the 2021-2022 Fiscal Year. Mrs. Woods made a second. All members present agreed.

E. Review/Approve Pledge of Collateral for Citizens Bank for the 2021-2022 Fiscal Year (Mrs. Sweet)

Mr. Hammond made a motion to approve the Pledge of Collateral for Citizens Bank for the 2021-2022 Fiscal Year. Mrs. Woods made a second. All members present agreed.

F. Review/Approve Pledge of Collateral for Community Bank for the 2021-2022 Fiscal Year (Mrs. Sweet)

Mrs. Woods made a motion to approve the Pledge of Collateral for Community Trust Bank for the 2021-2022 Fiscal Year. Mrs. Lakes made a second. All members present agreed.

G. Review/Approve Insurance Package for 2021-2022 Fiscal Year (Mrs. Sweet)

Director of Finance Jenny Sweet presented the Insurance Package for the 2021-2022 Fiscal Year noting an increase of approximately \$25,000, for a total of \$199,432. Mr. Hammond made a motion to approve the Insurance Package for the 2021-2022 Fiscal Year. Mrs. Woods made a second. All members present agreed.

H. Review/Approve Commercial Cyber Insurance Policy (Mrs. Sweet)

Director of Finance Jenny Sweet presented the Commercial Cyber Insurance Policy sharing three possible coverage levels at \$1M, \$2M and \$3M. In discussion, board members agreed upon the \$2M policy at a cost of \$9,070.44. Ms. Goff made a motion to approve the \$2M Cyber Insurance Package. Mrs. Lakes made a second. All members present agreed.

I. Review/Approve Indirect Cost Rate for the 2021-2022 Fiscal Year (Mrs. Sweet)

Mr. Hammond made a motion to approve the Indirect Cost Rate for the 2021-2022 Fiscal Year. Mrs. Woods made a second. All members present agreed.

J. Review/Approve Coordinator of Teaching & Learning Position (Mrs. Ballinger)

Mrs. Ballinger presented the Coordinator of Teaching & Learning position, noting that this is not a new position in the district, but a change in title from Director of Instruction. The change will allow for broadening of the job requirements to include Principal certification. The position will soon be vacant due to a retirement at the district level. Mrs. Woods made a motion to approve the Coordinator of Teaching & Learning Position. Mr. Hammond made a second. All members present agreed.

K. Review/Approve Mt. Vernon Elementary Counselor Position (Mrs. Ballinger)

Mrs. Ballinger presented the Mt. Vernon Elementary Counselor Position, noting that this is not a new position. She explained that in the past MVES SBDM had used one of their Teacher positions as a Counselor position. Mrs. Ballinger asserted that in order to meet Senate Bill 1 requirements, having 1 Counselor for every 250 students, that this position needs to be changed to the Counselor title. Mr. Hammond made a motion to approve the Mt. Vernon Elementary Counselor Position. Mrs. Woods made a second. All members present agreed.

L. Review/Approve Rockcastle County Middle School Agriculture Teacher Position (7 Extended Days) (Mrs. Ballinger)

Mrs. Ballinger presented the RCMS Agriculture Teacher Position. This is also not a new position, but a request for the board to approve an additional 7 days for the position contract. The extra days will allow this teacher to attend necessary conferences and professional development and will also allow RCMS to have a certified FFA program. Mrs. Woods made a motion to approve the RCMS Agriculture Teacher Position with 7 Extended Days. Ms. Goff made a second. All members present agreed.

M. Review/Approve Rockcastle County Schools Trauma Plan (Mr. Reppert)

Director of Student Services Marcus Reppert presented the district's Trauma Plan, explaining that the purpose of the

document is to create plans that are committed to creating trauma-informed, resilience-building and culturally competent environments district wide and in all of our schools where students, faculty, staff, and families feel physically and psychologically safe. He added that this is a fluid document that will be updated and changed frequently. Ms. Goff made a motion to approve the Rockcastle County Schools Trauma Plan. Mrs. Woods made a second. All members present agreed.

N. Review/Approve Termination of Board Attorney, Teresa Combs

The Termination of Board Attorney Teresa Combs was tabled until a later meeting date.

6. DISCUSSION/REVIEW:

A. Review Superintendent's Personnel Action Report (Mrs. Ballinger) (Appendix A)

Superintendent Ballinger shared current personnel actions with the Board.

B. Review First Reading of the KSBA 2021-2022 Policy & Procedure Updates (Mrs. Ballinger)

The First Reading of the KSBA 2021-2022 Policy & Procedures updates were made available to Board Members in Google Drive for review.

C. Review First Reading of the 2021-2022 Employee Handbook (Mrs. Ballinger)

The First Reading of the 2021-2022 Employee Handbook updates were made available to Board Members in Google Drive for review.

D. Review First Reading of the 2021-2022 School Year Coaches Handbook (Mrs. Ballinger)

The First Reading of the 2021-2022 Coaches Handbook updates were made available to Board Members in Google Drive for review.

7. DEPARTMENT REPORTS

Department reports were shared via Google Drive.

8. SUPERINTENDENT COMMUNICATION

Superintendent Ballinger extended thanks to the board for allowing her to continue serving as Superintendent of Rockcastle County Schools.

9. BOARD COMMENTS

Mrs. Lakes shared her appreciation to all the stakeholders that made graduation a success.
Mrs. Goff commended Mrs. Ballinger on her capstone presentation.
Mrs. Mink recognized the parents and staff present from Roundstone Elementary School.

10. ADJOURNMENT

Mrs. Woods made a motion to adjourn at 11:01 PM. Mrs. Goff made a second. Meeting adjourned.

Angela Stallsworth-Mink, Board Chair

Carrie Ballinger, Secretary

SUPERINTENDENT'S PERSONNEL ACTIONS REPORT

May 11, 2021 – June 8, 2021

Appointments are subject to valid certification and other State requirements. All salaries/wages are in compliance with the current Board-approved salary schedule. Upon receipt of all required documentation, including SBDM approval and Principal recommendation, the Superintendent will send an official letter of employment to each individual. Employee assignments listed below are based on current projections and are subject to alteration as permitted by law.

Full Time Certified Employees

Name	Effective Date	Position
Sarah Hasty	8/13/2021	Academic Interventionist – BES
Stephanie Hurst	8/13/2021	Academic Interventionist - RES
Katie Thacker	8/13/2021	Academic Interventionist - MVES

Full Time Classified Employees

Name	Effective Date	Position

Resignation

Name	Effective Date	Position
Marie Dowell	5/21/2021	Custodian – RCMS
Lisa Hayes	5/28/2021	Instructional Assistant - BES
Virginia Johnson	5/28/2021	Assistant Cheerleading Coach – RCHS
Dustin Reynolds	5/28/2021	Assistant Boys Basketball Coach – RCMS
Melissa Renner	9/1/2021	Archery Head Coach – RCHS
Nick Williams	4/30/2021	Head Boys Golf Coach - RCHS

Retirement

Name	Effective Date	Position
James Mattingly	7/1/2021	Teacher – RCMS
Darrell Allen	7/1/2021	Vehicle Maintenance Manager – Bus Garage
Jack Weaver	7/1/2021	Bus Driver
Kathy Weaver	7/1/2021	Bus Monitor

Certified Substitutes

Names	Effective Date	Position

Classified Substitutes

Names	Effective Date	Position
Rylee DeLeon	5/17/2021	Substitute Custodian – Lawn Care

Contract Modification (Employee Request)

Names	Effective Date	Position
Jenni Ellis	7/1/2021	Reduced to 240 day contract. (employee request)
Traci Rowe	7/1/2021	Reduced to 240 day contract. (employee request)