

**RECORD OF BOARD PROCEEDINGS**  
(MINUTES)

Fulton, KY, June 13, 2017

The Fulton Independent Board of Education met at the Board of Education Office at 5:30 o'clock P. M. on the 13th day of June, 2017 with the following members present:

- (1) Mrs. Debbie Vaughn, Chair (2) Mr. Bill Robertson, Vice-Chair (3) Mr. Sam Hancock  
(4) Mrs. Carol Bransford

**REGULAR MONTHLY MEETING OF  
FULTON INDEPENDENT BOARD OF EDUCATION**

**CALL TO ORDER**

1. The Regular Monthly Meeting of Fulton Independent Board of Education was called to order at 5:30 p.m.

**ROLL CALL**

2. Mrs. Debbie Vaughn, Mr. Bill Robertson, Mr. Sam Hancock and Mrs. Carol Bransford were present for roll call.

**SUPERINTENDENT ATTENDANCE**

3. Superintendent Smith was present for the June Meeting.

**APPROVAL OF MINUTES**

4. With a motion by Mr. Hancock and second by Mrs. Bransford, the Minutes of the May 11, 2017, Special Called Meeting were approved as presented by the Board Secretary.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**SPECIAL RECOGNITION**

5. Superintendent Smith presented Mrs. Shirley Nicholson and Tyler Bishop with a plaque from the Board in recognition and appreciation for the service of Mr. Willie Nicholson as school board member.

In addition, Chair Vaughn thanked Mrs. Smith for her service as Superintendent from 2011-2017, and wished her a happy retirement.

**APPROVAL OF CONSENT AGENDA ITEMS**

6. With a motion by Mr. Robertson and second by Mr. Hancock, the Board accepted the reports and approved action items listed in the consent agenda as follows:

**A. Enrollment Report**

Board members were provided with the end-of-year Enrollment Report showing 368 students enrolled in the district at the end of the 2016-2017 school year.

**B. Surplus Property**

Board members declared one desktop computer as surplus, and authorized its sale or disposal.

**C. Food Service Report**

Ms. Vicki Swift, Food Service Director, submitted the Monthly Food Service Reports, outlining activity in the school cafeterias through April, 2017.

**D. Personnel Report**

Superintendent Smith notified the Board of the following personnel actions and provided the 2017-201 Certified and Classified Staff Lists:

*Retirements:* Sherri Mercer, Special Education Teacher  
Geneva Storey, Spanish, Math, Coding Teacher

Attachment A, B

**E. Fund Raiser Requests**

Board members approved the fund raiser request of Mr. Chad Malray, Volleyball Coach, consisting of a sponsorship drive in which letters are sent to businesses requesting sponsorships of \$150.00. In return, the businesses will have their names included on a banner to be hung in the gym during the 2017 volleyball season; sponsors will also be listed on the back of team t-shirts worn by players and coaches. The drive will be conducted June 14 – July 28, 2017.

**F. Grant Information**

There was no grant information presented.

**G. Board Member Travel Request**

Board members approved the travel request of Vice-Chair Bill Robertson, to attend the KSBA Summer Institute, from July 6-8, 2017, in Lexington, KY.

**H. Public Comments**

Board members heard from several parents and community members regarding their concerns about the replacement of football coach, Mike Thomas, for the 2017 football season.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**FULTON INDEPENDENT BOE POLICIES & PROCEDURES UPDATE – First Reading**

7. With the recommendation of Superintendent Smith and KSBA, the Board, on a motion by Mr. Hancock and second by Mrs. Bransford, approved the first reading of the annual FIBoE Policy Updates, with an amendment to FCBoE 03.11 Hiring, omitting the following paragraphs:

Beginning July 1, 2018, individual applicants shall provide a letter from the Cabinet for Health and Family Services stating that there are no findings of substantiated child abuse or neglect on record. In addition, each application or renewal form provided to 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 AND HAVE A LETTER, PROVIDED BY THE INDIVIDUAL, FROM THE CABINET FOR HEALTH AND FAMILY SERVICES STATING THE EMPLOYEE IS CLEAR TO HIRE BASED ON NO FINDINGS OF SUBSTANTIATED CHILD ABUSE OR NEGLECT FOUND THROUGH A BACKGROUND CHECK OF CHILD ABUSE AND NEGLECT RECORDS MAINTAINED BY THE CABINET FOR HEALTH AND FAMILY SERVICES AS A CONDITION OF EMPLOYMENT.

Additionally, beginning July 1, 2018, employment shall also be contingent on receipt of a letter from the Cabinet provided by the individual documenting that the individual does not have a substantiated finding of child abuse or neglect in records maintained by the Cabinet. Criminal records checks on persons employed in Head Start programs shall be conducted in conformity with 45 C.F.R. § 1302.90.

Attachment C, D

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(4) Mrs. Carol Bransford

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**GASB 54: AUTHORIZATION TO ASSIGN FUNDS**

8. With the recommendation of the Superintendent, a motion by Mr. Hancock and second by Mrs. Bransford, the Board authorized Mrs. Smith and incoming Superintendent, Mrs. Miller, to commit and assign \$50,000.00 of funds to future construction projects.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**BOND OF DEPOSITORY**

9. Following the recommendation of the Superintendent, the Board accepted the Bond of Depository submitted by Citizen's Bank and voted to retain Citizen's Bank as the school district's depository of funds. Citizen's Bank holds the general fund account, activity account and two scholarship accounts; Heritage Bank and Reelfoot Bank also hold various scholarship accounts. This action was taken on a motion by Mr. Hancock and second by Mr. Robertson.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**COMMUNITY ELIGIBILITY OPTION REVIEW**

10. Board Members reviewed the Community Eligibility Option information submitted by Ms. Vicki Swift, Food Service Director, explaining participation criteria, and approved the Community Eligibility Provision Intent to Participate agreement. This action was taken on the recommendation of Superintendent Smith, a motion by Mr. Robertson and second by Mr. Hancock.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**2017-2018 MEAL PRICES**

11. Board members revisited the issue of whether to increase the price of adult and visitor meals for the 2017-2018 school year, which was tabled at the May 2017, meeting. Following consultation with Ms. Vicki Swift, Food Service Director, the Board chose not to impose increases, but to retain the 2016-2017 meal prices for the upcoming school year. As a CEO school, students are not charged for their meals. This action was taken on the recommendation of the Superintendent, a motion by Mr. Hancock and second by Mr. Robertson.

Attachment E

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**2017-2018 INDIRECT COST**

12. With the recommendation of Superintendent Smith, a motion by Mr. Hancock and second by Mrs. Bransford, the Board voted to charge Indirect Cost to the Food Service Department at a flat fee of \$1000.00 per month for 12 months.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**APPROVAL TO CLOSE 2016-2017 BOOKS AND BALANCE NEGATIVE INTERNAL ACCOUNTS**

13. With the recommendation of the Superintendent, a motion by Mr. Hancock and second by Mr. Robertson, the Board authorized the payment of outstanding bills and instructed the school treasurer to balance negative internal accounts in order to close the books for the 2016-2017 school year.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**BOARD MEMBER LEGISLATIVE CONTACT**

14. Following the recommendation of the Superintendent to appoint a board member to serve as the legislative contact for the district, Mrs. Bransford made a motion to elect Sam Hancock to serve in this capacity for the 2017-2018 school year. Mr. Robertson seconded the motion.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**EMERGENCY CERTIFIED & NON-CERTIFIED EMERGENCY SUBSTITUTE TEACHERS**

15. With the recommendation of the Superintendent, a motion by Mr. Robertson and second by Mr. Hancock, the Board moved to declare an emergency and allow the use of Emergency Certified and Non-Certified Emergency Substitute Teachers for the 2017-2018 school year.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**2017-2018 CERTIFIED AND CLASSIFIED SALARY SCHEDULES**

16. With the recommendation of the Superintendent, a motion by Mr. Robertson and second by Mr. Hancock, the Board approved the 2017-2018 Certified and Classified Salary Schedules as presented.

Attachment F, G

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**2017-2018 EXTRA DUTY SALARY SCHEDULE**

17. With the recommendation of Superintendent Smith, a motion by Mr. Hancock and second by Mr. Robertson, the Board approved the 2017-2018 Extra Duty Salary Schedule as presented. Board members agreed to fund the coaching stipends for new sports added this school year (Wrestling, Middle School Softball, Track, Cross-Country), for one year and review the viability of each team annually. It was requested that the actual cost of the stipends be presented at the July meeting, as they were not included on the presented Extra-Duty Salary Schedule.

Attachment H

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**SUPERINTENDENT'S CONTRACT**

18. On a motion by Mr. Robertson and second by Mr. Hancock, Board members approved the contract entered into with Mrs. DeAnna Miller to serve as superintendent from July 1, 2017 through June 30, 2019.

Attachment I

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**FINANCIAL REPORTS AND ORDERS OF THE TREASURER**

19. With a motion by Mr. Robertson and second by Mrs. Bransford, the Board approved the monthly Financial Statement and Claims, and Activity Account Reports, as presented by Laurie Thorpe, Finance Officer, and Kim Farmer, Activity Account Treasurer.

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(4) Mrs. Carol Bransford

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**CLOSED SESSION – Personnel KRS 61.810(1)(f)**

20. With the recommendation of Superintendent Smith, a motion by Mr. Hancock and second by Mr. Robertson, the Board moved to go into Closed Session at 7:05 p.m., as authorized by KRS 61.810(1)(f), in order to discuss a personnel issue.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**OPEN SESSION**

21. Open Session was resumed at 8:25 p.m., on a motion by Mr. Robertson and second by Mr. Hancock. No action was taken.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

**ADJOURNMENT**

22. With a motion by Mrs. Bransford and second by Mr. Robertson, the Board meeting was adjourned at 8:27 p.m.

Members voting yes: Mrs. Bransford, Mr. Hancock, Mr. Robertson, Mrs. Vaughn

Chair

Secretary

**FULTON INDEPENDENT SCHOOL**  
**2017-2018 CERTIFIED PERSONNEL**

**CONTINUING CONTRACTS**

Brown, Cynthia  
Buckingham, Barbara  
Caldwell, Jennifer  
Cothran, Jennifer  
Evans, Allison  
Jackson, Jill  
Mays, R.B.  
Malray, Tammy  
Malray, Chad

Osborne, Michelle  
Pledge, Beverly  
Rozzell, Brad  
Thweatt, Kathy  
Townsend, Sarah

**NEW CONTINUING CONTRACTS**

Castleman, Nathan  
Farmer, Daniel

**LIMITED CONTRACTS**

Britton, Lisa  
Chicoine, Amy  
Davison, Lisa  
Dillard, John  
Dublin, Joseph  
Ellegood, Summer  
Fulcher, Stephanie  
Fyffe, Chad  
Fyffe, Colleen  
Hill, Cassidy  
Langford, Sherri  
Lipford, Eric  
Mason, Christopher  
Martin, Melissa  
Martin, Megan  
Moxley, Brittany  
Moxley, Matthew  
Myers, Julio

**NON-RENEWAL OF CONTRACTS**

Gallagher, Megan

**RETIREMENTS**

Tamara Smith  
Sherri Mercer  
Geneva Storey

**FULTON INDEPENDENT SCHOOL  
2017-2018 CLASSIFIED PERSONNEL**

**CLERICAL**

Cash, Kelly  
Farmer, Kim  
Fisette, Becky  
Hastings, Debbie  
Thorpe, Laurie

**INSTRUCTIONAL**

Cabral, Amanda  
Clark, Beth  
Crocker, Lori  
Crumble-Weatherspoon, Tammy  
Kerney, Eric  
Hutcherson, Harold  
Maddox, Monica  
Tibbs, Tracy

**HEALTH SERVICES**

Joyce Lawrence

**PROGRAM COORDINATORS**

Jobe, Kimberly – 21<sup>st</sup> Century Program  
Pulley, Tracy – Family Connection  
Thomas, Michael – Community Education

**RETIREMENTS**

**NON-RENEWAL OF CONTRACTS**

Howe, Shelby

**FOOD SERVICE**

Godfrey, Kathy  
Haley, Judy  
Ray, Patricia  
Tubbs, Kala  
Vicki Swift - Director

**CUSTODIAL**

Adams, Tim  
Fisette, Doug  
Smith, Jimmie

**TRANSPORTATION**

Fisette, Doug  
Dement, Claire

5/15/2017

KSBA Policy Service

2017 Policy Update (#40) Checklist

**District:** Fulton Independent School

To enable KSBA to track and store your District's policies in our policy database, please indicate below what action you have taken on the new/revised policies enclosed for your review. We will forward printed or reproducible copies of the policies when we receive this form and update your online manual if you belong to that service.

Policy Number	Adopt as Written	Adopt with Modification*	Adoption Date	Order Number	Keep Current Policy	Rescind Policy
01.1	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
01.11	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
01.111	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
01.42	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
02.1311	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
02.44	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
02.442	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.11	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.112	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.1161	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.121	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.1211	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.13253	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.18	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.19	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.21	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.2141	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.221	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.2211	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
03.23253	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>



Policy Number	Adopt as Written	Adopt with Modification*	Adoption Date	Order Number	Keep Current Policy	Rescind Policy	Attachment C
04.92	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
06.2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
07.1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
07.12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.113	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.1131	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.133	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.13451	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.13452	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.222	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.232	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08.5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
09.12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
09.121	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
09.122	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
09.1223	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
09.1231	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
09.13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
09.14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	
09.2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Policy Number	Adopt as Written	Adopt with Modification*	Adoption Date	Order Number	Keep Current Policy	Rescind Policy
09.2211	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
09.227	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
09.311	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
09.34	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
09.425	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
09.4294	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
09.4361	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
10.5	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	<input type="checkbox"/>

\*Please attach a copy of the modified policy. DO NOT RETYPE A DRAFT - simply indicate the district-initiated changes by writing in colored ink, circling, highlighting, etc.

\_\_\_\_\_  
Board Chair's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent's Signature

\_\_\_\_\_  
Date

**Please return this completed form to KSBA at your earliest opportunity.  
Please contact your KSBA Consultant IF you need KSBA to completely reprint all policy pages or to order additional new manuals, instead of just getting copies of the updated policies.**

5/12/2017

KSBA Procedure Service  
2017 Procedure Update (#21) Checklist

**District:** Fulton Independent School

To enable KSBA to track and store your District's administrative procedures in our procedure database, please indicate below what decision you have made on the proposed new/revised procedures enclosed for your review. We will forward printed or reproducible copies of the procedures when we receive this form and update your online manual if you belong to that service.

Procedure Number	Adopt as Written	Adopt with Modification*	Date of District/ Board Review	Keep Current Procedure	Delete Procedure
01.111 AP.2	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
02.442 AP.21	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
03.112 AP.22	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
03.12322 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
03.18 AP.22	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
03.19 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
03.221 AP.22	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
04.1 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
06.32 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
07.1 AP.11	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
08.1312 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
08.1312 AP.22	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
09.14 AP.12	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
09.15 AP.21	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
09.221 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
09.227 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>
09.4361 AP.21	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6/13/17	<input type="checkbox"/>	<input type="checkbox"/>

_____	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>

\*Please attach a copy of the modified policy. DO NOT RETYPE A DRAFT - simply indicate the district-initiated changes by writing in colored ink, circling, highlighting, etc.

DeAnna Miller

Superintendent's Signature

07/14/17

Date

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MEAL PRICES FOR 2017-2018 SCHOOL YEAR

FULTON INDEPENDENT SCHOOL

TO THE FULTON INDEPENDENT BOARD OF EDUCATION:

THIS IS HOW THE NSLP AND SBP PROGRAMS DETERMINE HOW MUCH SCHOOLS SHOULD CHARGE FOR MEALS. SINCE WE ARE A FULL CEP SCHOOL, THIS WOULD BE THE CHARGE TO ADULTS AND VISTORS.

LUNCH REIMBURSEMENT IS \$3.18 PLUS .06 CENTS, PLUS, 34 CENTS COMMODITY= \$3.64

I WOULD REQUEST LUNCH PRICE OF \$3.65

BREAKFAST REIMBURSEMENT IS \$2.04 PLUS .34 CENTS COMMODITY= \$2.38

I WOULD REQUEST BREAKFAST PRICE OF \$2.40

MAIN ENTRÉE \$1.50 BREAKFAST

MAIN ENTRÉE \$2.00 LUNCH

VEGETABLE/FRUIT .50 CENTS

CHIPS/POPCORN .50 CENTS

YODOTS \$2.00

DRINKS .50 CENTS

WATER, CARR .30 CENTS, WATER, HIGH SCHOOL \$1.00

MILK .30 CENTS

JUICE, .30 CENTS

RICE KRISPIES TREAT AND 100 CALORIE, POPTARTS .75 CENTS

POTATO .75 CENTS

BREAD .30 CENTS

THANK YOU,

VICKI SWIFT, SFSD

# FULTON INDEPENDENT SCHOOL

## CERTIFIED SALARY SCHEDULE

185

2017-2018

Experience	Rank 1 2017-2018	Rank II 2017-2018	Rank III 2017-2018
0-3	\$ 44,153.91 \$ 238.67	\$ 39,611.90 \$ 214.12	\$35,439.75 \$191.57
4-9	\$ 47,835.45 \$ 258.57	\$ 43,723.68 \$ 236.34	\$39,611.90 \$214.12
10-14	\$ 53,096.41 \$ 287.01	\$ 49,043.13 \$ 265.10	\$44,810.59 \$242.22
15-19	\$ 54,726.77 \$ 295.82	\$ 50,616.89 \$ 273.60	\$46,444.73 \$251.05
20+	\$ 55,511.77 \$ 300.06	\$ 51,341.50 \$ 277.52	\$47,229.72 \$255.30
Rank IV	\$ 31,178.90 \$ 168.53		
Rank V	\$ 29,091.88 \$ 157.25		

### Substitute Pay

RANK	DAILY RATE 2017-2018
Rank I	\$ 85.00
Rank II	\$ 80.00
Rank III	\$ 75.00
Rank IV & V	\$ 69.00

**CLERICAL**

**Finance Officer I-7186 Salaried**

12 Months	240 Days	8 Hours		
Experience			2017-2018 Annual Salary	
0-3 Years			\$	33,312.38
4-9 Years			\$	34,467.84
10-14 Years			\$	36,465.41
15-19 Years			\$	39,128.83
20 + Years			\$	46,159.49

**Administrative & Board Secretary/Account Clerk II -7762/7164**

12	240	8
Months	Days	Hours
<b>Computer Specialist-7534/Registrar - 7885</b>		

Experience	2017-2018 Hourly Rate		2017-2018 Annual Salary	
0-3 Years	\$	13.56	\$	26,035.20
4-9 Years	\$	14.20	\$	27,264.00
10-14 Years	\$	14.78	\$	28,377.60
15-19 Years	\$	16.10	\$	30,912.00
20 + Years	\$	16.60	\$	31,872.00

School Secretary I, High School - 7773

School Secretary II, Elementary School – 7775

9.75      205      8  
Months      Days      Hours

Experience	2017-2018 Hourly Rate	2017-2018 Annual Salary
0-3 Years	\$ 10.27	\$ 16,842.80
4-9 Years	\$ 10.83	\$ 17,761.20
10-14 Years	\$ 11.49	\$ 18,843.60
15-19 Years	\$ 12.55	\$ 20,582.00
20 + Years	\$ 13.62	\$ 22,336.80



## STUDENT SERVICES

### Family Resource/Youth Service Center Coordinator III - 7465

	12 Months	240 Days	8 Hours		
Experience				2017-2018 Hourly Rate	2017-2018 Annual Salary
0-3 Years				\$ 23.19	\$ 44,524.80
4-9 Years				\$ 24.13	\$ 46,329.60
10-14 Years				\$ 24.66	\$ 47,347.20
15-19 Years				\$ 25.10	\$ 48,192.00
20 + Years				\$ 25.52	\$ 48,998.40

**School Nurse - 7263**

(days and hours vary according to need)

Experience	2017-2018 Hourly Rate
0-3 Years	\$ 14.94
4-9 Years	\$ 15.45
10-14 Years	\$ 16.28
15-19 Years	\$ 17.00
20 + Years	\$ 17.51

**Program Assistant I - 7334**

9.25      185      7  
Months      Days      Hours

Experience	2017-2018 Hourly Rate	2017-2018 Annual Salary
0-3 Years	\$ 12.82	\$ 16,601.90
4-9 Years	\$ 13.44	\$ 17,404.80
10-14 Years	\$ 14.10	\$ 18,259.50
15-19 Years	\$ 14.73	\$ 19,075.35
20 + Years	\$ 15.01	\$ 19,437.95

INSTRUCTIONAL

Instructional Assistant 1 - 7320

9.25 months	185 days	7 hours	2017-2018 Hourly Rate	2017-2018 Annual Salary
Experience				
0-3 Years			\$ 8.32	\$ 10,774.40
4-9 Years			\$ 9.08	\$ 11,758.60
10-14 Years			\$ 10.87	\$ 14,076.65
15-19 Years			\$ 11.56	\$ 14,970.20
20 + Years			\$ 12.41	\$ 16,070.95

Emergency Non-Certified Substitute Program \$63.00 Establish FY09

CDA Certified Instructional Assistant 1 - 8320

9.25 months	185 days	7 hours	(HeadStart)	2017-2018 Hourly Rate	2017-2018 Annual Salary
Experience					
0-3 Years				\$ 8.42	\$ 10,903.90
4-9 Years				\$ 9.18	\$ 11,888.10
10-14 Years				\$ 10.97	\$ 14,206.15
15-19 Years				\$ 11.66	\$ 15,099.70
20 + Years				\$ 12.41	\$ 16,070.95

Instructional Monitor 1 - 7317

9.25 months	185 days	7 hours	Special education personal assistant	2017-2018 Hourly Rate	2017-2018 Annual Salary
Experience					
0-3 Years				\$ 9.36	\$ 12,121.20
4-9 Years				\$ 10.53	\$ 13,636.35
10-14 Years				\$ 11.40	\$ 14,763.00
15-19 Years				\$ 11.81	\$ 15,293.95
20 + Years				\$ 12.46	\$ 16,135.70

Media Technician - 7361

9.25 months	187 days	8 hours
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Computer Technician - 7526

9.25 months	185 days	7 hours	2017-2018 Hourly Rate	7526 2017-2018 Annual Salary	7361 2017-2018 Annual Salary
Experience					
0-3 Years			\$ 9.70	\$ 12,561.50	\$ 14,511.20
4-9 Years			\$ 10.53	\$ 13,636.35	\$ 15,752.88
10-14 Years			\$ 11.40	\$ 14,763.00	\$ 17,054.40
15-19 Years			\$ 11.92	\$ 15,436.40	\$ 17,832.32
20 + Years			\$ 12.68	\$ 16,420.60	\$ 18,969.28

## FOOD SERVICE

### Food Service Director I - 7466 SALARIED

12 Months	240 Days	8 Hours		2017-2018 Annual Salary
Experience				
0-3 Years				\$ 26,745.60
4-9 Years				\$ 29,510.40
10-14 Years				\$ 31,257.60
15-19 Years				\$ 31,910.40
20 + Years				\$ 35,078.40

### Food Service Manager I - 7212

9.25 months	182 days	40 hrs per wk hours		2017-2018 Hourly Rate	2017-2018 Annual Salary
Experience					
0-3 Years				\$ 9.73	\$ 13,806.87
4-9 Years				\$ 11.61	\$ 16,474.59
10-14 Years				\$ 12.78	\$ 18,134.82
15-19 Years				\$ 13.17	\$ 18,688.23
20 + Years				\$ 13.52	\$ 19,184.88

**Food Service Assistant I - 7234**

(months, days and hours vary according to need and assignment)

9.25	181	7.5HRS M-TH;	147 days x 7.5 hrs
		6.5 HRS FRI	34 days x 6.5 hrs

Months	Days	Hours
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**Food Service Account Clerk - 7205**

(months, days, and hours vary according to need)

Experience	2017-2018 Hourly Rate	2017-2018 Annual Salary
0-3 Years	\$ 9.32	\$ 11,463.60
4-9 Years	\$ 10.08	\$ 12,398.40
10-14 Years	\$ 11.50	\$ 14,145.00
15-19 Years	\$ 11.92	\$ 14,661.60
20 + Years	\$ 12.29	\$ 15,116.70
Substitute	\$ 7.25	

# **CUSTODIAL**

## **Custodian - 7609**

	12 Months	200 Days	8 Hours	2017-2018 Hourly Rate	2017-2018 Annual Salary
Experience					
0-3 Years				\$ 9.48	\$ 15,168.00
4-9 Years				\$ 10.57	\$ 16,912.00
10-14 Years				\$ 11.58	\$ 18,528.00
15-19 Years				\$ 12.12	\$ 19,392.00
20 + Years				\$ 12.45	\$ 19,920.00

## **Maintenance 7448 /Custodial 7609**

	12 Months	240 Days	8 Hours	2017-2018 Hourly Rate	2017-2018 Annual Salary
Experience					
0-3 Years				\$ 10.68	\$ 20,505.60
4-9 Years				\$ 11.30	\$ 21,696.00
10-14 Years				\$ 11.91	\$ 22,867.20
15-19 Years				\$ 12.50	\$ 24,000.00
20 + Years				\$ 13.12	\$ 25,190.40

## **TRANSPORTATION**

**Bus Driver - 7941**

**(days and hours vary by assignments)**

**Cocurricular and Extracurricular Trips**

**Driving Rate: \$11.50**

This rate will be the rate paid from beginning until end of trip, including waiting time.

**FULTON INDEPENDENT SCHOOL  
EXTRA DUTY SCHEDULE**

Bd. Order# 17-06-1303  
Attachment H

CATEGORY	INDIVIDUAL	2016-2017
<b>Administrative Supplements</b>		
Supervisor of Instruction/DPP		6000.00
Director of Special Education		6000.00
K-12 Principal		8000.00
Athletic Director		5500.00
<b>TOTAL</b>		<b>25500.00</b>
<b>Football</b>		
Head Coach Football & Weightlifting		5500.00
Head Coach Middle School Football		2750.00
Assistant Coach - High School		1100.00
Assistant Coach - Middle School		
Assistant Coach		1350.00
Assistant Coach		
Assistant Coach	Volunteer	
Assistant Coach	Volunteer	
Assistant Coach	Volunteer	
<b>TOTAL</b>		<b>10700.00</b>
<b>Basketball</b>		
Head Boys HS		5500.00
Head Girls HS		5500.00
Head Boys MS		2200.00
Head Girls MS		2200.00
Assistant Boys HS		2200.00
Assistant Girls HS		2200.00
Assistant Girls HS		800.00
Assistant Boys MS		750.00
Assistant Girls MS		750.00
Assistant Boys HS	Volunteer	
Assistant Boys HS	Volunteer	
Assistant Girls HS	Volunteer	
<b>TOTAL</b>		<b>22100.00</b>
<b>Cheerleaders</b>		
Head Coach - HS		1400.00
Head Coach - MS		700.00
Asst Coach - HS		1100.00
Asst Coach - MS		500.00
Asst Coach - MS	Volunteer	
<b>TOTAL</b>		<b>3700.00</b>
<b>Minor Sports</b>		
Head Baseball		5500.00
Head Softball		5500.00
Assistant Baseball		2200.00
Assistant Softball		2200.00
Assistant Softball		
Assistant Softball	Volunteer	
Assistant Softball	Volunteer	
Field Preparation Baseball		300.00
Field Preparation Softball		300.00
Head Girls Volleyball		5500.00
Assistant Girls Volleyball		2200.00
<b>TOTAL</b>		<b>23700.00</b>



ACADEMIC			Bd. Order# 1303
Head HS Coach Academic Team			1400.00
Assistant HS Coach Academic Team			0.00
Assistant HS Coach Academic Team			
Head MS Coach Academic Team			1200.00
Assistant MS Coach Academic Team			0.00
Yearbook Sponsor			
Public Relations/Media			1100.00
Play Sponsor			1200.00
Play Sponsor			500.00
Carr Yearbook			400.00
Detention/Sat. School 7-12			2500.00
Detention/Sat. School K-6			2500.00
TOTAL			10800.00
EXTRA CURRICULAR GRAND TOTAL			71000.00

Attachment H

## EMPLOYMENT AGREEMENT

### DEANNA MILLER and FULTON INDEPENDENT SCHOOL SYSTEM

THIS CONTRACT, made and entered into this 5th of June, 2017, by and between the **FULTON INDEPENDENT BOARD OF EDUCATION** of Fulton, Kentucky (hereafter call the "Board"), Party of the first Part, and **DEANNA MILLER**, (hereafter call the "Superintendent"), Party of the Second Part.

WITNESSETH:

WHEREAS, this Agreement is made in accordance with the action of the Board as set forth in Resolution of a meeting held the 11<sup>th</sup> of May, 2017, whereby the Board employed said Deanna Miller as Superintendent of the Fulton Independent School System in accordance with the provisions set forth herein; and

WHEREAS, the Parties agree that the Superintendent shall perform the duties of the Superintendent of Schools in and for said district as prescribed by the laws of the State of Kentucky and by the rules and regulations made there under and by the Kentucky Board of Education as well as local Board regulations and all other applicable law as relates to the duties and obligations of a Superintendent of Schools.

NOW, THEREFORE, the Board and Superintendent agree as follows:

1. **Term.** The term of the Employment Agreement shall commence on July 1, 2017, and terminate on June 30, 2019.
2. **Professional Certification and Responsibilities of Superintendent.**
  - a. **Certification.** The Superintendent shall hold a valid Certificate of Administration and Supervision by the State of Kentucky.
  - b. **Duties.** The Superintendent shall perform the duties of Superintendent of the Fulton Independent School District in and for said district as prescribed by the laws of the State of Kentucky and the rules, regulations and policies made hereunder by the Board of Education of said district.
  - c. **Outside Activities.** The Superintendent shall devote her time, attention and energy to the business of the school district. The Superintendent may serve as a paid consultant to other districts or education agencies during non-contract time. The Superintendent may lecture, engage in writing activities and speaking engagements, and engage in other activities which are of a short-term duration at her discretion, so long as such activities do not interfere with her duties as Superintendent.

The Superintendent and Board recognize the advisability and upon occasion, the necessity of the Superintendent to attend seminars, course, or programs conducted or sponsored at the local, state, or national levels. It is understood and agreed that the district will incur necessary travel expenses as set forth in local Board policy. Likewise, the Board shall have ultimate discretion in determining the Superintendent's attendance and the amount of money to defray reasonable and necessary travel and subsistence expenses.

However, if the Superintendent elects to attend any functions, meetings, seminars or programs wherein she is compensated as a lecturer or consultant for such attendance, the time involved with such functions shall be considered as part of her non-contract time and the Board shall not pay the Superintendent's expenses involved with such functions.

3. **Compensation.** The Board shall pay the Superintendent an initial salary of Ninety-three Thousand Dollars and no cents (\$93,000.00) for the fiscal years 2017 – 2019. Said salary is to be paid in monthly installments of 1/12<sup>th</sup> of the annual salary to be paid on the twenty-fourth (24<sup>th</sup>) day of each month for services rendered during the preceding month; the first such payment to be made on July 24, 2016. When the 24<sup>th</sup> falls on a Saturday or Sunday, payment shall be made on the preceding Friday.

The Superintendent shall receive a percentage increase each year that is the same as certified personnel in the district as reflected in the board-adopted salary schedule. The Board and Superintendent may mutually agree to further adjust the salary of the Superintendent during the term of the Agreement. Any such adjustment of salary made during the term of this Agreement shall be made by official Board action. It is expressly understood, however, that any further increase in salary shall be at the final discretion of the Board.

4. **Other Benefits.**

- a. **Holidays.** It is understood and agreed that each school year from the 1<sup>st</sup> day of July to the 30<sup>th</sup> day of June, during the term of the Agreement, shall consist of two hundred forty (240) contract days, which are calculated by subtracting non-contracting days and weekends from a three hundred sixty-five (365) day year. The Superintendent may observe the following paid legal holidays:
- |               |                  |                  |
|---------------|------------------|------------------|
| New Years Day | Independence Day | Thanksgiving Day |
| Memorial Day  | Labor Day        | Christmas Day    |
- b. **Sick and Personal Days.** The Superintendent shall have ten (10) sick days and three (3) personal days annually pursuant to board policy. Unused personal days shall be converted to sick days at the end of the school year. Unused sick days may accumulate without limit.
- c. **Health Insurance.** It is acknowledged that the Superintendent shall participate in the State Health Insurance Plan on the same basis as any other employee of the Fulton Independent School System. The Board will furnish parent-plus coverage for the Superintendent for health, dental and vision insurance. For the purposes of this contract, "parent-plus" is defined as candidate and eligible children.
- d. **Expenses.** The Board shall pay or reimburse the Superintendent for all reasonable expenses, pursuant to current Board policies, approved by the Board and incurred by the Superintendent in the continuing performance of her duties under the Employment Agreement.
- e. **Professional and Civic Dues.** The Board recognizes the mutual benefits derived by the Superintendent's membership in certain professional and civic organizations. The Board agrees to pay these dues upon receipt of invoices, provided, however, that the Board determines that such dues are reasonable.
- f. **Retirement Benefits.** The Superintendent shall have the same retirement benefits as provided for Superintendents under the Kentucky Teachers Retirement System.
- g. **Bonus.** The Superintendent is eligible for bonuses under this contract. The Superintendent shall receive 5% of any grant written by the Superintendent and awarded to Fulton Independent School District under the condition that the grant either directly or indirectly covers the cost of the bonus. The determination of this condition shall be made upon the annual submission of grant awards by the Superintendent, verified by the Finance Officer and returned written response by each Board member agreeing to such bonus. This bonus agreement applies to all grant funds awarded to Fulton Independent School District on or after July 1, 2017. The Fulton Independent School Board retains final authority by majority vote to overturn any allocation or award decision made by the panel.

The Superintendent shall receive a bonus in the amount of 10% of the base salary of \$93,000.00 in any year Fulton Independent School finishes in the top 50 for college and career readiness in the state of KY.

5. **Annual Evaluations.** The Board shall devote a portion or all of one or more meetings, during the term of this Agreement, to an evaluation of the Superintendent's performance and to discussion of the working relationship between the Superintendent and the Board. Such discussion shall be conducted in compliance with KRS156.557(4)(a)(b)(c)(d) at a Board meeting in February of each year. All aspects of these discussions shall be treated confidentially by the Board. In addition, the Board and Superintendent shall communicate their views with respect to renewal of the Superintendent's contract within ten (10) days following the evaluation in February 2019.
6. **Termination of Employment Agreement.** This Employment Agreement may be terminated by the following:
- a. Mutual agreement by the Parties
  - b. Disability of the Superintendent
  - c. Death of the Superintendent
  - d. Discharge for cause as provided by law
7. **Severability.** Should any phrase, term or condition of this agreement be declared unlawful or unenforceable by final, binding decision of a COURT OF LAW, it shall not invalidate the remainder of this agreement, and the instrument shall be read, enforced and construed as if written without the offending language.

WITNESS OUR HANDS the day and date first above written.

Party of the First Part:

FULTON INDEPENDENT BOARD OF EDUCATION

BY Debbie Vaughn  
Debbie Vaughn, Chairman

Party of the Second Part:

BY Deanna Miller  
Deanna Miller, Superintendent