

RECORD OF BOARD PROCEEDINGS
(MINUTES)

Fulton, KY, May 21, 2019

The Fulton Independent Board of Education met at the Board of Education Office at 5:45 o'clock P. M. on the 21st day of May, 2019 with the following members present:

- (1) Mrs. Debbie Vaughn, Chair (2) Mrs. Carol Bransford, Vice-Chair (3) Ms. Rea Jones
(4) Mrs. Christy Pettigrew

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

CALL TO ORDER

1. Mrs. Debbie Vaughn, Board Chair, called the Regular Monthly Meeting of Fulton Independent Board of Education to order at 5:45 p.m.

AGENDA AMENDMENT

2. Following the recommendation of Superintendent Miller, the Board amended the agenda by removing action item *G. Executive Session*. This action was taken on a motion by Mrs. Pettigrew and second by Mrs. Bransford.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

ROLL CALL

3. Mrs. Debbie Vaughn, Mrs. Carol Bransford, Ms. Rea Jones, and Mrs. Christy Pettigrew were present for roll call. Mr. Bill Robertson was absent.

SUPERINTENDENT ATTENDANCE

4. Superintendent Miller was present for the May Meeting.

APPROVAL OF AGENDA

5. With a motion by Mrs. Pettigrew and second by Mrs. Bransford, the May 21, 2019, Agenda of the Fulton Independent Board of Education Regular Monthly Meeting was approved as amended.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

APPROVAL OF MINUTES

6. With a motion by Mrs. Bransford and second by Ms. Jones, the Board approved the minutes of the April 18, 2019, Special Called Meeting as presented by the Board Secretary.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

APPROVAL OF CONSENT AGENDA ITEMS

7. With a motion by Ms. Jones and second by Mrs. Bransford, the Board accepted the reports and approved action items listed in the consent agenda as follows:

A. Teachers/Employees of the Month

The following Teachers / Employees of the Month were awarded Certificates of Recognition for March, April and May, respectively:

Brittany Moxley, Carr Elementary ToM and Jennifer Caldwell, Fulton Middle / High School ToM;
Mark Roberson, Carr Elementary EoM and Melissa Trice-Martin, Fulton Middle / High School ToM;
Tammy Crumble, Carr Elementary EoM and Morgan Wade, Fulton Middle / High School ToM.

B. Enrollment Report

Board members were presented with the Enrollment Report indicating a district enrollment of 306 at the close of month 9.

C. Fundraiser Requests

Board members approved the following fundraiser requests submitted on behalf of the High School Football Team:

- A sale of #*BULLDOGNATION* window stickers from Justrite Supplies, May 22 – June 14, 2019;
- A sale of bulldog spirit wear from FanCloth, May 22 – June 14, 2019;
- A sale of plate lunches between June 21 – July 26, 2019;
- The sale of spirit cups from fundraising.com, from July 16 – August 16, 2019;

Money earned will go towards team expenses and the purchase of football equipment.

Additional approved fundraising requests include:

- The sale of plate lunches by the Track Team June 7 – July 12, 2019; proceeds will go towards payment for team uniforms and supplies;
- A Wendy's "Give Back 20%" promotional fundraiser conducted by the HS Boys Basketball Team, from June 1 – June 30, 2019, to raise money for summer camp fees.

D. Food Service Report

Mrs. Ashley Teasley, Food Service Director, submitted the Monthly Food Service Reports, outlining activity in the school cafeterias through April, 2019.

E. FRYSC Activities Update

Tracy Pulley, Family Resource / Youth Services Center Coordinator, submitted a report to Board Members detailing the activities and services she provided during April, 2019.

Attachment A

F. Grant Information

Board members were informed that Head Start Preschool has been awarded an expansion grant which allows Carr Elementary Preschool to go to a full-day program with the addition of a second classroom, and covers the salaries of a second preschool teacher and two instructional assistants. It was also noted that the grant is recurring, with funding continuing on a yearly basis.

G. Superintendent Report

Superintendent Miller provided Board Members with a report of her activities during April, 2019, noting how these activities aligned with the Kentucky NxG Superintendent Effectiveness Standards.

Attachment B

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H. Travel Requests

Board members approved the travel request of Superintendent Miller to attend the KASA Conference Planning Committee meeting in Frankfort, KY, June 18, 2019. Travel will be at no cost to the district.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

PERSONNEL REPORT

7. Superintendent Miller informed the Board of the following personnel actions:

Appointments: Maria Jackson, Substitute Custodian
Thomas Mulcahy, Substitute Bus Driver
Kayla Roach, Instructional Assistant (2019-2020)

Resignations: Bridges Holland, Substitute Bus Driver

PUBLIC COMMENTS

8. Mr. Tim Hacker addressed the Board regarding the certifications of teachers within the district. He stated that in researching qualifications, he noticed there were various types of certifications held by Fulton Independent faculty. Dr. Miller addressed the statement by explaining the difference between the relevant certifications staff members possess and under what circumstances they are necessary.

2019-2020 ACTIVITY ACCOUNT BUDGETS

9. With the recommendation of the Superintendent, a motion by Mrs. Bransford and second by Ms. Jones, the Board approved the 2019-2020 Activity Account Budgets as presented.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

CREATION OF ADDITIONAL PRESCHOOL POSITIONS

10. Following the recommendation of Superintendent Miller, the Board moved to create one (1) additional Certified Preschool position and two (2) Classified Preschool Instructional Assistant positions to be filled for the 2019-2020 school year. The addition of these positions is part of the expansion of the program funded through grant monies. This action was taken on a motion by Mrs. Bransford and second by Ms. Jones.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

AUDITOR CONTRACT APPROVAL

11. With the recommendation of the Superintendent, a motion by Mrs. Bransford and second by Mrs. Pettigrew, the Board moved to enter into contract with Alexander, Thompson, Arnold, PLLC, of Union City, TN, to perform the district's annual audit of financial accounts of the 2018-2019 school year at a cost of \$14,750.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

BOND OF DEPOSITORY

12. With the recommendation of the Superintendent, a motion by Mrs. Bransford and second by Mrs. Pettigrew, the Board accepted the Bond of Depository with The Citizens' Bank of Hickman, KY, thereby extending its agreement with the bank to house the General Fund Account, the district's bond accounts, Certificates of Deposit, scholarship accounts, and the School Activity Fund Account for an additional year. The Mary Hughes Burrow Scholarship account will continue to be held by Heritage Bank, with the McGee Scholarship Account being retained by Security Trust (formerly Reelfoot Bank).

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

CAPITAL FUNDS REQUEST

13. With the recommendation of the Superintendent, the Board approved the submission to KDE of a Capital Funds Request in the amount of \$41,529. This amount is intended to fund the purchase of a new boiler at Carr Elementary, pay the architect fee for the District Facilities Plan, and KISTA bus lease. This action was taken on a motion by Ms. Jones and second by Mrs. Pettigrew.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

FINANCIAL REPORTS AND ORDERS OF THE TREASURER

14. With a motion by Mrs. Pettigrew and second by Mrs. Bransford, the Board approved the monthly Financial Statement and Claims, and Activity Account Reports, as presented by Becky Fisette, Finance Officer, and Kim Farmer, Activity Account Treasurer.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

FOUR RIVERS CAREER ACADEMY INTER-LOCAL COOPERATION AGREEMENT

15. Following the recommendation of Superintendent Miller, the Board approved the Four Rivers Career Academy Inter-Local Cooperation Agreement outlining the roles and responsibilities of the partner school districts of Fulton County, Fulton Independent and Hickman County through the 2019-2020 school year. This action was taken on a motion by Mrs. Bransford and second by Ms. Jones.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

2019-2020 STUDENT HANDBOOKS AND CODE OF CONDUCT – First Reading

16. With the recommendation of the Superintendent, a motion by Ms. Jones and second by Mrs. Pettigrew, Board members approved the first reading of the 2019-2020 Student Handbooks and Code of Conduct as presented.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

OVERNIGHT TRIP REQUESTS

17. With the recommendation of the Superintendent, a motion by Mrs. Bransford and second by Mrs. Pettigrew, the Board approved the following overnight trip requests;

- Mr. Harold Hutcherson, FHS Track Coach, requested permission to allow the track team to travel to Lexington, KY, May 29-30, 2019, in order to compete in the KHSAA State Championship. In addition, it was agreed that the Board would pay for transportation costs, hotel charges and a portion of the meals.
- Mr. John Dillard, FHS Boys Basketball Coach, requested permission to take the team to the Ole Miss Men's Basketball Team Shootout, at the University of Mississippi, Oxford, MS, June 10-11, 2019,

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where team members with participate in training sessions, and compete against teams from other states and at the "Pavilion at Ole Miss".

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

2019-2020 CERTIFIED, CLASSIFIED AND EXTRA-DUTY SALARY SCHEDULES

18. With the recommendation of the Superintendent, a motion by Ms. Jones and second by Mrs. Bransford, the Board approved the presented 2019-2020 Certified, Classified, and Extra-Duty Salary Schedules.

Attachment C, D, E

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

TECHNOLOGY PLAN APPROVAL

19. With the recommendation of Superintendent Miller, a motion by Ms. Jones and second by Mrs. Pettigrew, the Board approved the 2019-2020 Technology Plan as submitted by Ms. Asha Jenkins, Technology Coordinator.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

UPDATED CDIP / TURNAROUND PLAN

20. The Board, following the recommendation of the Superintendent, approved the updated Consolidated District Improvement Plan, which also serves as the Turn-Around Plan for Carr Elementary, a requirement due to CSI status. This action was taken on a motion by Mrs. Bransford and second by Mrs. Pettigrew.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

2019-2020 TENTATIVE BUDGET APPROVAL

21. With the recommendation of Superintendent Miller, a motion by Ms. Jones and second by Mrs. Pettigrew, the Board approved the 2019-2020 Tentative Budget as presented by Mrs. Becky Fisette, Finance Officer.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

CARR ELEMENTARY YEARBOOK CONTRACT

22. Following the recommendation of the Superintendent, and Mrs. Dana Crawford, Assistant Principal, the Board approved the contract with Memory Book Company to produce the 2019-2020 Carr Elementary School yearbook at a cost of \$845.15. This action was taken on a motion by Mrs. Pettigrew and second by Ms. Jones.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

ADJOURNMENT

23. With a motion by Mrs. Bransford and second by Mrs. Pettigrew, the Board meeting was adjourned at 6:30 p.m.

Members voting yes: Mrs. Bransford, Ms. Jones, Mrs. Pettigrew, Mrs. Vaughn

Acting-Chair Carol Bransford

Secretary Kim Lamm

The Family Connection
Fulton Independent's Family Resource / Youth Services Center
April 2019 work

events / speakers

Pinwheel planting (April 16): grades K-5

Awarded a "pinwheel package" from Prevent Child Abuse Kentucky. Gave Carr faculty lapel pins, spoke at morning meeting about child abuse prevention, then met students in front yard where each "planted" a pinwheel. Plus sent home pinwheels and child abuse prevention materials.

egg hunt (April 19): grades K-5

asked parents to donate eggs/candy. Stuffed eggs. With school board member / parent volunteer's help, spread eggs across gym floor for students (too wet outside).

Kindergarten registration (April 25)

Created, copied, distributed flyer. Provided a backpack and Scholastic book for each child (through Four River Counties CECC funding).

clubs / groups

BADD Club: 3 during-lunch meetings (7 BADD members, grades 9-12). Mailed JUUL postcards to 9th-12th grade households. At April 17 meeting club met with new Four Rivers Behavioral Health youth prevention specialist. Hung winning posters from sobriety contest around FHS.

Chess club: 5 after-school sessions (18 students, grades 3-5). April 22 and 29 --- sessions with chess master Josiah Hereford of West Kentucky Chess.

Art club: 1 after-school session (6 students, grades 6-7). Used printing ink, engraving tools, brayers for printing lesson.

Carr Student Council: (4 students, grades 4-5). Picked up recycling, planned, held auditions for talent show (30 students attended), made participant goody bags. (show is on May 3)

Mentoring: 1 session (11 students, grades 9-12 / 11 community volunteers). Deep small-group conversations using Youth Café cards.

Girl Power: 2 sessions (7 students, grades 9-12). Deep conversation using Youth Café cards, and a cooking session (French toast competition).

services

clothing - 13 students

school supplies - 7 students

Transit tickets - 4 students

2 home visits (truancy, field trip form)

created, printed, distributed April Dawg Bites newsletters, grades K-12

delivered food bags to 21 students every Friday (Backpack Feeding program)

helped PTO with shirt sale, limousine reservation, advertising Bike-A-Thon

met with new youth advocate at LOTUS (formerly Purchase Area Sexual Assault Center)

about events/programs/services for FISD students and families

drove parent to apply for housing

met with Catholic Charities rep about an August back-to-school "block party" for FISD families

connected local resident with basketball coach for service project

gave car seat to Early Head Start family through Stephanie Veatch (car seat purchased through Community Collaborations for Children)

attended mandatory regional FRYSC Strengthening Families training

connected FHS student, family with Job Corps program

Superintendent Report for May 2019 Board Meeting

Listed below are some of the activities that Superintendent Miller accomplished during March & April 2019. The items are categorized under the Kentucky NxG Superintendent Effectiveness Standards. This list is not inclusive of the daily duties of the Superintendent.

Standard 1: Strategic Leadership

- Met with 9 parents
- Phone call with 16 parents

Standard 2: Instructional Leadership

- Completed 13 walkthroughs of buildings
- Collaborated with Asst. Principal and teachers to hold 5th grade Writing Tutoring classes

Standard 3: Cultural Leadership

- Mailed thank you and congratulations cards

Standard 4: Human Resource Leadership

- Completed Walkthrough Summaries for March & April for discussion with Administrators
- Addressed personnel issue (spoke with KEA rep and KASA attorney)

Standard 5: Managerial Leadership

- Arranged a school audit with Educational Directions (We had estimated that a private agency audit would cost around \$10,000 but Educational Directions is doing our audit AT NO CHARGE!!!)
- Administrator at FHS for the day ☺
- Met with Murray Head Start Preschool Director Cindy Graves and FIS Preschool Director Mrs. Townsend regarding new preschool grant and services for our preschool students
- Recorded checks received and reviewed bank statements
- Contacted KDE to try and get FIS enrolled for Title III funds; submitted grant paperwork

Standard 6: Collaborative Leadership

- Collaborated with WKEC Director Dr. John Settle

- Collaborated with Murray Head Start Preschool Director Cindy Graves
- Contacted Fulton County Superintendent, Fulton City Chief of Police, and Fulton City Manager to try and find a Safety Resource Officer (SRO) for school
- Met with Fulton County Transit to provide Driver Safety program for Seniors

Standard 7: Influential Leadership

- Attended two Rotary meetings
- Participated in State Advisory Meeting for Gifted Education via ZOOM online

Standard 1: Strategic Leadership

SUMMARY: Superintendents create conditions that result in strategically reimagining the district's vision, mission and goals to ensure that every student graduates from high school, is globally competitive in post-secondary education and/or the workforce, and is prepared for life in the 21st century. Superintendents create a community of inquiry that challenges the community to continually repurpose itself by building on the district's core values and beliefs about the preferred future and then developing a vision.

Standard 2: Instructional Leadership

SUMMARY: The superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learning where performance gaps are systematically eliminated over time and every student graduates from high school college-and-career ready.

Standard 3: Cultural Leadership

SUMMARY: The superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools. He/she works to understand the people in the district and community as well as their history and traditions as they move forward to support and achieve district goals. The superintendent must be able to improve the district culture, if needed, to align the work of adults with the district's goals of improving student learning and infusing the work with passion, meaning and purpose.

Standard 4: Human Resource Leadership

SUMMARY: The superintendent ensures the district is a professional learning community with processes and systems in place that result in recruitment, induction, support, evaluation, development and retention of a high-performing, diverse staff. The superintendent uses distributed leadership to support learning and teaching, plans professional development, and engages in district leadership succession planning.

Standard 5: Managerial Leadership

SUMMARY: The superintendent ensures that the district has processes and systems in place for budgeting, staffing, problem solving, communicating expectations, and scheduling that organize the work of the district and give priority to student learning and safety. The superintendent must solicit resources (both operating and capital), monitor their use, and assure the inclusion of all stakeholders in decision about resources so as to meet the 21st century needs of the district.

Standard 6: Collaborative Leadership

SUMMARY: The superintendent, in concert with the local board of education, designs structures and processes that result in broad community engagement with support for and ownership of the district vision. Acknowledging that strong schools build strong communities, the superintendent proactively creates, with school and district staff, opportunities for parents, community members, government leaders, and business representatives to participate with their investments of resources, assistance, and goodwill.

Standard 7: Influential Leadership

SUMMARY: The superintendent promotes the success of learning and teaching by understanding, responding to, and influencing the larger political, social, economic, legal, ethical, and cultural context. From this knowledge, the superintendent works with the board of education to define mutual expectations, policies, and goals to ensure the academic success for all students.

FULTON INDEPENDENT SCHOOL

CERTIFIED SALARY SCHEDULE

185

2019-2020

Experience	Rank I 2018-2019	Rank II 2018-2019	Rank III 2018-2019
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 2019-2020
Certified Teacher Ranks I, II, III	\$ 90.00
Emergency Certified Ranks IV, V	\$ 75.00

CLERICAL

Finance Officer II-7185 Salaried

	12 Months	240 Days	8 Hours		2019-2020 Annual Salary
Experience					
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 Months	240 Days	8 Hours		2019-2020 Hourly Rate	2019-2020 Annual Salary
Experience						
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

Computer Specialist-7534/Registrar - 7885

	12 Months	240 Days	8 Hours		2019-2020 Hourly Rate	2019-2020 Annual Salary
Experience						
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	2019-2020 Hourly Rate	2019-2020 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				2019-2020 Hourly Rate	2019-2020 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	2018-2019 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	2018-2019 Hourly Rate	2018-2019 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 I -7320

9.25 months	185 days	7 hours	2019-2020 Hourly Rate	2019-2020 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

Establ FY09

Instructional Assistant I -7320-1 (Bachelor degree)

9.25 months	185 days	7 hours	2019-2020 Hourly Rate	2019-2020 Annual Salary
Experience				
0-3 Years			\$ 8.82	\$ 11,421.90
4-9 Years			\$ 9.58	\$ 12,406.10
10-14 Years			\$ 11.37	\$ 14,724.15
15-19 Years			\$ 12.06	\$ 15,617.70
20 + Years			\$ 12.91	\$ 16,718.45

CDA Certified Instructional Assistant I -8320

9.25 months	185 days	7 hours	(HeadStart)	2019-2020 Hourly Rate	2019-2020 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 I - 7317

9.25 months	185 days	7 hours	Special education personal assistant	2019-2020 Hourly Rate	2019-2020 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

Experience	9.25 months	187 days	8 hours	2019-2020 Hourly Rate	2019-2020 Annual Salary
0-3 Years				\$ 9.70	\$ 14,511.20
4-9 Years				\$ 10.53	\$ 15,752.88
10-14 Years				\$ 11.40	\$ 17,054.40
15-19 Years				\$ 11.92	\$ 17,832.32
20 + Years				\$ 12.68	\$ 18,969.28

FOOD SERVICE

Food Service Director I - 7466

SALARIED

12 200 8
Months Days Hours

Experience	2019-2020 Annual Salary
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

9.25 182 40 hrs per wk

Experience	2019-2020 Hourly Rate	2019-2020 Annual Salary
0-3 Years	\$ 9.73	\$ 14,166.88
4-9 Years	\$ 11.61	\$ 16,904.16
10-14 Years	\$ 12.78	\$ 18,607.68
15-19 Years	\$ 13.17	\$ 19,175.52
20 + Years	\$ 13.52	\$ 19,685.12

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	2019-2020 Hourly Rate	2019-2020 Annual Salary
0-3 Years	\$ 9.32	\$ 12,335.02
4-9 Years	\$ 10.08	\$ 13,340.88
10-14 Years	\$ 11.50	\$ 15,220.25
15-19 Years	\$ 11.92	\$ 15,776.12
20 + Years	\$ 12.29	\$ 16,265.82
Substitute	\$ 7.25	

CUSTODIAL

Custodian - 7609

12 Months	200 Days	8 Hours	2019-2020 Hourly Rate	2019-2020 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	2019-2020 Hourly Rate	2019-2020 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: \$13.75

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

FULTON INDEPENDENT SCHOOL
EXTRA DUTY SCHEDULE

CATEGORY	INDIVIDUAL	2019-2020
Administrative Supplements		
Director of Pupil Personnel	Kent Green	6000.00
Director of Special Education	Sarah Townsend	6000.00
K-12 Principal	Mancell Elam	10000.00
K-12 Assistant Principal	Dana Crawford	4000.00
Athletic Director	Mancell Elam	5500.00
TOTAL		31500.00
Football		
Head Coach Football & Weightlifting	Harold Hutcherson	5500.00
Head Coach Middle School Football	Brad Rozzell	2200.00
Assistant Coach - High School	Matthew Castleman	1387.50
Assistant Coach - Middle School	Kenneth Irvine	1387.50
Assistant Coach	Matthew Moxley	1387.50
Assistant Coach		Volunteer
Assistant Coach		Volunteer
Assistant Coach		Volunteer
Assistant Coach		Volunteer
TOTAL		11862.50
Basketball		
Head Boys HS	John Dillard	5500.00
Head Girls HS	Mark Roberson	5500.00
Head Boys MS	Chris Mason	2200.00
Head Girls MS		2200.00
Assistant Boys HS	Jewel Martin	2200.00
Assistant Girls HS	Melissa Clark	2200.00
Assistant Girls HS	Kenneth Irvine	750.00
Assistant Boys HS	Chris Mason	800.00
Assistant Boys MS		750.00
Assistant Girls MS	Mark Roberson	750.00
Assistant Boys MS	Christy Pettigrew	Volunteer
Assistant Boys HS	Daniel Augustus	Volunteer
TOTAL		22850.00
Cheerleaders		
Head Coach - HS		1800.00
Head Coach - MS	Erin Henderson	1200.00
Asst Coach - HS		0.00
Asst Coach - MS		0.00
Asst Coach - MS		Volunteer
TOTAL		3000.00
Minor Sports		
Head Baseball	Daniel Farmer	5500.00
Head Softball	Melissa Mora	5500.00
Assistant Baseball	Zach Howard	2200.00
Assistant Softball		2200.00
MS Softball	Angela Smith	1000.00
Assistant MS Softball	April Phillips	500.00
Field Preparation Baseball	Daniel Farmer	300.00
Field Preparation Softball	Melissa Mora	300.00
Head Girls Volleyball	Chad Malray	5500.00
Assistant Girls Volleyball		2200.00

1400
1100
700
500

Track Head	Harold Hutcherson		2200.00
Assistant Track	Rea Jones	Volunteer	700.00
Assistant Track			1100.00
Cross Country			2100.00
Wrestling	Matthew Moxley		
TOTAL			31300.00
ACADEMIC			
Head HS Coach Academic Team	Joey Dublin		1400.00
Assistant HS Coach Academic Team			0.00
Head Elementary Academic Team	Paige Adair		1200.00
Play Sponsor			1200.00
Play Sponsor			500.00
Carr Yearbook	Morgan Wade		400.00
Detention/Sat. School 7-12	Melissa Martin		2500.00
Detention/Sat. School K-6	Tammy Malray		2500.00
TOTAL			9700.00
EXTRA CURRICULAR GRAND TOTAL			78712.50

700



3/1