

**RECORD OF BOARD PROCEEDINGS**  
(MINUTES)

**Fulton, KY, May 19, 2020**

The **Fulton Independent** Board of Education met at **via Video Teleconference** at **5:45** o'clock **P. M.** on the **19th** day of **May, 2020** with the following members present:

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

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

**(In accordance with COVID-19 guidelines the meeting was conducted remotely via Google Meet)**

**CALL TO ORDER**

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

**ROLL CALL**

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

**SUPERINTENDENT ATTENDANCE**

3. Superintendent Miller was present for the May meeting.

**AGENDA AMENDMENT**

4. Following the recommendation of Superintendent Miller, the Board amended the agenda by altering the language for Action Item 17, from ***Approval of 2020-2021 Working Budget*** to ***Approval of 2020-2021 Tentative Budget***. This action was taken on a motion by Mrs. Pettigrew and second by Mr. Robertson.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**AGENDA APPROVAL**

5. With the recommendation of Superintendent Miller, a motion by Mr. Robertson and second by Mrs. Pettigrew, the May 19, 2020, Agenda of the Fulton Independent Board of Education was approved as amended.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**APPROVAL OF MINUTES**

6. With a motion by Mrs. Bransford and second by Mrs. Pettigrew, the Board approved the minutes of the April 21, 2020, Regular Monthly Meeting as presented by the Board Secretary.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**APPROVAL OF CONSENT AGENDA ITEMS**

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

**A. ASAP Moment – Non-Traditional Instruction**

Superintendent Miller provided a photo presentation showing the ways students, parents and teachers conducted NTI Instruction and activities during the COVID-19 shelter-in-place recommendation issued by Gov. Beshear. Some of the photos featured food service staff providing meals, Elementary teachers delivering awards to P-5 students, and High School teachers taking caps, gowns and congratulatory yard signs to graduating Seniors.

**B. FRYSC Activities Update**

Ms. Tracy Pulley, Family Resource / Youth Services Center Coordinator, submitted a report to Board Members detailing the activities and services she provided during April, 2020.

Attachment A

**C. Food Service Report**

Mrs. Ashley Teasley, Food Service Director, submitted the Monthly Food Service Report, outlining activity in the school cafeterias through April, 2020.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**PERSONNEL REPORT**

8. Superintendent Miller informed the Board of the following personnel actions, and the 2020-2021 Certified and Classified Staffing Lists:

*Appointments:* Penny Morgan, Elementary School Secretary

*Resignations:* Joseph Dublin, High School Math Teacher  
 Tammy Malray, Elementary Teacher  
 Erin Henderson, Elementary Teacher  
 Morgan Ferguson, Instructional Assistant

Attachment B

**2020-2021 ACTIVITY ACCOUNT BUDGET APPROVAL**

9. With the recommendation of the Superintendent, a motion by Mr. Robertson and second by Mrs. Bransford, the Board approved the presented Activity Account Budget reflecting estimated receipts and expenditures of school activity funds for the 2020-2021 school year.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**2019-2020 AUDITOR CONTRACT APPROVAL**

10. With the recommendation of Superintendent Miller, a motion by Mrs. Jones and second by Mrs. Pettigrew, the Board chose Alexander Thompson Arnold, PLLC, to conduct the 2019-2020 audit of financial accounts of Fulton Independent School District at a cost of \$16,250.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**BOND OF DEPOSITORY**

11. The Board, following the recommendations of Superintendent Miller and Mrs. Becky Fisette, CFO, chose to accept the Bond of Depository from Citizen’s Bank, which will hold the district’s General Fund, Activity Account, Certificates of Deposit, and various scholarship accounts. First Financial Bank will continue to hold the Mary Hughes Burrow Scholarship Account, and Security Bank will continue to hold the McGee Scholarship Account.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**RECORD OF BOARD PROCEEDINGS**

(MINUTES)

Fulton, KY, May 19, 2020

The Fulton Independent Board of Education met at via Video Teleconference at 5:45 o'clock P. M. on the 19th day of May, 2020 with the following members present:

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

**FINANCIAL REPORTS AND ORDERS OF THE TREASURER**

12. 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 Becky Fisette, Finance Officer, and Kim Farmer, Activity Account Treasurer.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**2020-2021 STUDENT HANDBOOKS & CODE OF CONDUCT – 1<sup>st</sup> Reading**

13. With the recommendation of the Superintendent, a motion by Mrs. Jones and second by Mrs. Bransford, the Board accepted the first reading of the 2020-2021 Student Handbooks and Code of Conduct as presented.

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

Members voting no: Mr. Robertson

**2020-2021 NTI APPLICATION**

14. Following the recommendation of Superintendent Miller, the Board approved the submission of a Non-Traditional Instruction Application for the 2020-2021 school year. If the application is approved by KDE, the district would be allowed ten (10) NTI days for the school year to be used during school closures for events such as COVID-19, snow days, or other emergency situations. This action was taken on a motion by Mrs. Pettigrew and second by Mr. Robertson.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**PHONE SYSTEM CONTRACT**

15. With the recommendation of the Superintendent, a motion by Mrs. Jones and second by Mr. Robertson, the Board approved the installation of a new district-wide phone system and agreed to enter into contract with CBTS Technology Solutions to provide this service at a cost of \$30,779.60.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**2020-2021 CERTIFIED, CLASSIFIED & EXTRA-DUTY SALARY SCHEDULES**

16. With the recommendation of Superintendent Miller, a motion by Mrs. Pettigrew and second by Mrs. Jones, the Board approved the 2020-2021 Certified, Classified & Extra-Duty Salary Schedule as presented by Mrs. Becky Fisette, CFO.

Attachments C, D, E

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**APPROVAL OF 2020-2021 TENTATIVE BUDGET**

17. The Board, following the recommendation of the Superintendent, moved to adopt the 2020-2021 Tentative Budget as presented.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

**ADJOURNMENT**

18. With a motion by Mrs. Jones and second by Mr. Robertson, the Board meeting was adjourned at 6:25 p.m.

Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn

  
Chair

  
Secretary

**The Family Connection, Fulton Independent's FRYSC**  
April 2020 work  
Tracy Pulley, coordinator

**Bd. Order# 20-05-1343**  
**Attachment A**

delivered produce to 40 FISH households

- \$500 donation from Anthem insurance, plus \$500 from FRYSC budget
- produce ordered by Ashley Teasley through USDA food program
- boxes assembled / delivered by FRYSC advisory council members
- Extension Service donated recipe cards, measuring cups for boxes

Delivered Backpack Feeding bags to 20 FISH students

- four Friday deliveries; one included an extra box of food provided by Feeding America

Delivered Scholastic books to 40 households

- books purchased with Four River Counties CECC funds for grades preK-1

Mailed "coronavirus" edition of Dawg Bites to 252 homes

- all students, faculty, school board received a copy

Connected family with Paducah Red Cross office after fire

Mailed voter registration cards with stamped envelope to all eligible juniors/seniors

Delivered food boxes to 7 families in need

Delivered school supplies to 15 students in need

Delivered dental care kits to 18 households

Delivered NTI packets to ten students; returned student work to school

Contacted all seniors about ASAP, Lions Club scholarships

Purchased \$1200 in student wellness materials through Baptist Health School Wellness Initiative

Attended Dinner Table Project, Conscious Discipline online trainings

FULTON INDEPENDENT SCHOOL  
2020-2021 CERTIFIED PERSONNEL

**CONTINUING CONTRACTS**

Brown, Nakia  
Caldwell, Jennifer  
Castleman, Nathan  
Elam, Mancell  
Evans, Allison  
Farmer, Daniel  
Fulcher, Stephanie  
Rozzell, Brad

Thweatt, Kathy  
Tiberi, Sheila  
Townsend, Sarah

**NEW CONTINUING CONTRACTS**

Chicoine, Amy  
Moxley, Brittany  
Moxley, Matthew

**LIMITED CONTRACTS**

Adair, Paige  
Barnes, Shannon  
Boaz, Kristen  
Bryan, Terra  
Cavness, Christi  
Crawford, Dana  
Cole, Cierra  
Dillard, John  
Fields, Summer  
Green, Kent  
Huff, Amie  
Langford, Sherri  
Martin, Melissa  
Nance, Audiene  
Wade, Morgan

**NON-RENEWAL OF CONTRACTS**

Lollar, Chloe  
Mason, Christopher  
Pritchard, LeAnna

**RETIREMENTS**

**FULTON INDEPENDENT SCHOOL  
2020-2021 CLASSIFIED PERSONNEL**

**CLERICAL**

Cash, Kelly  
Farmer, Kim  
Fisette, Becky  
Jenkins, Asha  
Morgan, Penny

**FOOD SERVICE**

Teasley, Ashley - Director  
Large, Jana  
Moran, Kala  
Ray, Patricia  
Pryor, Peggy

**INSTRUCTIONAL**

Clark, Beth  
Crocker, Lori  
Crumble-Weatherspoon, Tammy  
Cruse, Danielle  
Holliman, Judy  
Hutcherson, Harold  
Maddox, Monica  
Sparkman, Sarah

**CUSTODIAL**

Adams, Tim  
Fisette, Doug  
Smith, Jimmie  
Langford, Steven (Part-Time/Sub)

**TRANSPORTATION**

Fisette, Doug  
Mulcahy, Thomas

**HEALTH SERVICES**

Kendall, Ashley

**PROGRAM COORDINATORS**

Pulley, Tracy – Family Connection  
Dean, Karen – Community Education  
Copeland, Rebecca – 21<sup>st</sup> Century After-School Program Site Director  
Ramsey, Melissa – 21<sup>st</sup> Century After-School Program Student Needs Specialist

**RETIREMENTS**

Hastings, Debbie

**NON-RENEWAL OF CONTRACTS**

None

# FULTON INDEPENDENT SCHOOL

## CERTIFIED SALARY SCHEDULE

185

2020-2021

Experience	Rank I 2020-2021	Rank II 2020-2021	Rank III 2020-2021
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 2020-2021
Certified Teacher Ranks I, II, III	\$ 90.00
Emergency Certified Ranks IV, V	\$ 75.00





**School Secretary I, High School - 7773**

**School Secretary II, Elementary School – 7775**

9.75      205      8  
Months      Days      Hours

Experience	2020-2021 Hourly Rate	2020-2021 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 II-7492**

	12	240	8		
	Months	Days	Hours		
				<b>2020-2021</b>	<b>2020-2021</b>
<b>Experience</b>				<b>Hourly Rate</b>	<b>Annual Salary</b>
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

**21ST CENTURY**

**Program Specialist I - 7332** (Director)

	12	220	8		
	Months	Days	Hours		
				<b>2020-2021</b>	<b>2020-2021</b>
<b>Experience</b>				<b>Hourly Rate</b>	<b>Annual Salary</b>
0-5 Years				\$ 176.00	\$ 38,720.00

**Program Assistant II - 7335**

	12	200	5		
	Months	Days	Hours		
				<b>2020-2021</b>	<b>2020-2021</b>
<b>Experience</b>				<b>Hourly Rate</b>	<b>Annual Salary</b>
0-5 Years				\$ 8.50	\$ 8,500.00

**School Nurse - 7263**

(days and hours vary according to need)

Experience	2020-2021 Hourly Rate
0-3 Years	\$ 14.94
4-9 Years	\$ 15.45
10-14 Years	\$ 16.64
15-19 Years	\$ 17.00
20 + Years	\$ 17.51

**Program Assistant I - 7334**

9.25      185      7  
Months      Days      Hours

Experience	2020-2021 Hourly Rate	2020-2021 Annual Salary
0-3 Years	\$ 10.28	\$ 13,312.60
4-9 Years	\$ 12.32	\$ 15,954.40
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		
Experience				2020-2021 Hourly Rate	2020-2021 Annual Salary
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 II -7318 (Bachelor degree)**

	9.25 months	185 days	7 hours		
Experience				2020-2021 Hourly Rate	2020-2021 Annual Salary
0-3 Years				\$ 9.32	\$ 12,069.40
4-9 Years				\$ 10.08	\$ 13,053.60
10-14 Years				\$ 11.87	\$ 15,371.65
15-19 Years				\$ 12.56	\$ 16,265.20
20 + Years				\$ 13.41	\$ 17,365.95

**CDA Certified Instructional Assistant I -8320**

<b>9.25 months</b>	<b>185 days</b>	<b>7 hours</b>	<b>(HeadStart)</b>	<b>2020-2021 Hourly Rate</b>	<b>2020-2021 Annual Salary</b>
<b>Experience</b>					
<b>0-3 Years</b>				<b>\$ 8.52</b>	<b>\$ 11,033.40</b>
<b>4-9 Years</b>				<b>\$ 9.28</b>	<b>\$ 12,017.60</b>
<b>10-14 Years</b>				<b>\$ 11.07</b>	<b>\$ 14,335.65</b>
<b>15-19 Years</b>				<b>\$ 11.67</b>	<b>\$ 15,112.65</b>
<b>20 + Years</b>				<b>\$ 12.51</b>	<b>\$ 16,200.45</b>

**FOOD SERVICE**

**Food Service Director I - 7466 SALARIED**

	12 Months	200 Days	8 Hours		2020-2021 Annual Salary
<b>Experience</b>					
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		2020-2021 Hourly Rate	2020-2021 Annual Salary
<b>Experience</b>						
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

Months      Days      Hours

**Food Service Account Clerk - 7205**

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

9.25      181

Experience	2020-2021 Hourly Rate	2020-2021 Annual Salary
0-3 Years	\$ 11.50	\$ 15,194.95
4-9 Years	\$ 11.92	\$ 15,749.90
10-14 Years	\$ 12.29	\$ 16,238.78
15-19 Years	\$ 12.55	\$ 16,582.32
20 + Years	\$ 12.91	\$ 17,057.98
Substitute	\$ 7.25	



**CUSTODIAL**

**Custodian - 7609**

	12 Months	210 Days	8 Hours	2020-2021 Hourly Rate	2020-2021 Annual Salary
Experience					
0-3 Years				\$ 9.48	\$ 15,926.40
4-9 Years				\$ 10.57	\$ 17,757.60
10-14 Years				\$ 11.58	\$ 19,454.40
15-19 Years				\$ 12.12	\$ 20,361.60
20 + Years				\$ 12.45	\$ 20,916.00

**Maintenance 7448 /Custodial 7609**

	12 Months	240 Days	8 Hours	2020-2021 Hourly Rate	2020-2021 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**

<b>CATEGORY</b>	<b>INDIVIDUAL</b>	<b>2020-2021</b>
<b>Administrative Supplements</b>		
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
K-12 Interventionist	Dana Crawford	8000.00
Certified Finance Officer	Becky Fisette	6000.00
Athletic Director	Mancell Elam	5500.00
<b>TOTAL</b>		<b>45500.00</b>
<b>Football</b>		
Head Coach Football & Weightlifting	Harold Hutcherson	5500.00
Head Coach Middle School Football		2200.00
Assistant Coach - High School	Kenneth Irvine	1387.50
Assistant Coach - Middle School	Bryant Mathias	1387.50
Assistant Coach - High School	O'Shea King	1387.50
Assistant Coach	Brad Rozzell	Volunteer
Assistant Coach	Emmanual Pettigrew	Volunteer
Assistant Coach		Volunteer
<b>TOTAL</b>		<b>11862.50</b>
<b>Basketball</b>		
Head Boys HS	John Dillard	5500.00
Head Girls HS	Melissa Clark	5500.00
Head Boys MS		2200.00
Head Girls MS		2200.00
Assistant Boys HS	Jewel Martin	2200.00
Assistant Girls HS	Kenneth Irvine	2200.00
Assistant Girls HS	Charlotte Johnson	750.00
Assistant Boys HS		800.00
Assistant Boys MS		750.00
Assistant Girls MS	Melissa Clark	750.00
Assistant Boys MS	Christy Pettigrew	Volunteer
Assistant Boys HS	Darius Johnson	Volunteer
<b>TOTAL</b>		<b>22850.00</b>
<b>Cheerleaders</b>		
Head Coach - HS		1400.00
Head Coach - MS		1100.00
Asst Coach - HS		700.00
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	Melissa Clark	5500.00
Assistant Baseball	Zach Howard	2200.00
Assistant Softball	Kenneth Irvine	2200.00
MS Softball		1000.00
Assistant MS Softball		500.00
Field Preparation Baseball		300.00
Field Preparation Softball		300.00
Head Girls Volleyball	Amy Chicoine	5500.00
Assistant Girls Volleyball	Daniel Farmer	2200.00

Track Head	Harold Hutcherson		2200.00
Assistant Track	Rea Jones	Volunteer	700.00
Assistant Track			1100.00
Cross Country			
TOTAL			29200.00
<b>ACADEMIC</b>			
Head HS Coach Academic Team	Morgan Wade		1400.00
Head MS Coach Academic Team			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
TOTAL			7200.00
<b>EXTRA CURRICULAR GRAND TOTAL</b>			<b>74812.50</b>

700