

RECORD OF BOARD PROCEEDINGS
(MINUTES)

Fulton, KY, August 18, 2020

The **Fulton Independent** Board of Education met at **Board of Education Office** at **5:45** o'clock **P. M.** on the **18th** day of **August, 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**

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, and Mrs. Christy Pettigrew were present for roll call. Mrs. Rea Jones was absent.

SUPERINTENDENT ATTENDANCE

3. Superintendent Miller was present for the August meeting.

AGENDA APPROVAL

4. With the recommendation of Superintendent Miller, a motion by Mrs. Bransford and second by Mrs. Pettigrew, the August 18, 2020, Agenda of the Fulton Independent Board of Education was approved.

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

APPROVAL OF MINUTES

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

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

* Mrs. Jones arrived at 5:48 p.m.

APPROVAL OF CONSENT AGENDA ITEMS

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

A. ASAP Moment – Head Start Preschool Playground

Mrs. Sarah Townsend, Preschool Head Start Director, provided the ASAP Moment with a report on the new Head Start Preschool playground being planned and funded through a grant received by Murray Head Start. The playground will be located at Carr Elementary School and includes a concrete pad for games and drawings, new equipment (swing sets with bucket and belt swings, saddle spinners), a trike path and shed, new fencing and correction of drainage issues, at a cost of \$83,637. There is no cost to Fulton Independent School District. Mrs. Townsend also noted that the playground may also be used by grades K-2, during separate recesses.

B. COVID-19 Contact Flow Chart and Contact Tracing Document

Board Members were presented with a flow chart detailing the responses to be taken if a staff member or student has symptoms of or has been in contact with someone with COVID-19. The Decision Tree was distributed by the Purchase District Health Department and is part of KDE’s guidance for re-opening schools.

Attachment A

C. 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 July, 2020.

Attachment B

D. Food Service Report

Mrs. Ashley Teasley, Food Service Director, submitted the Monthly Food Service Report, outlining food service department activity through July 31, 2020.

E. Non-Resident Student Contracts

Board Members reviewed and approved the 2021-2022 Non-Resident Student Contracts as presented by Mr. Kent Green, DPP, for students living in the Fulton Independent School District but attending elsewhere. The contracts were initially approved by the Board at the July 21, 2020, meeting and have now agreed upon by the Paducah Independent, Mayfield Independent, Hickman, Carlisle, and Graves County School Districts.

F. Surplus Property

Board members declared presented items as surplus and approved the sale or disposal of these items.

Attachment C

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

PERSONNEL REPORT

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

Appointments: Tiffanie Buehler, Kindergarten
 Cayce Batts, Social Worker
 Chris Fiset, Maintenance
 LeAnna Pritchard, Elementary School Secretary

Resignations: Drew Love, High School Math Teacher
 Cierra Cole, Elementary Teacher
 Rachel Jackson, Elementary School Secretary

Transfer: Kattie Davis, from Elementary Teacher to High School Math Teacher

PUBLIC COMMENTS

8. There were no public comments.

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P. M. on the **18th** day of **August, 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

9. With a motion by Mr. Robertson and second by Mrs. Jones, 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 MEAL PRICES

10. With the recommendation of the Superintendent, a motion by Mrs. Bransford and second by Mrs. Jones, the Board approved the 2020-2021 Adult Meal and A La Carte Food Prices as presented by Mrs. Ashley Teasley, Food Service Director. As a participant in the Community Eligibility Option Program, all Fulton Independent students receive free meals, however there is a charge for extra items.

Attachment D

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

FOUR RIVER'S FOUNDATION MOA

11. With the recommendation of the Superintendent, a motion by Mrs. Bransford and second by Mrs. Jones, the Board approved the 2020-2021 Memorandum of Agreement between Fulton Independent School and Four River's Foundation Board for the promotion of literacy, career exploration and career/college preparation. The MOA outlines the roles and responsibilities of the Four River's Foundation and the member school districts.

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

EMERGENCY READING - TITLE IX POLICIES

12. With the recommendation of Superintendent Miller, the Board moved to declare an emergency and pass 2020 Title IX Policy Updates in one reading. The updated policies, submitted by KSBA, reflect new legal requirements in Equal Employment Opportunities, Equal Education Opportunities, sexual harassment of employees and students, and the grievance process. This action was taken on a motion by Mrs. Pettigrew and second by Mrs. Bransford.

Attachment E

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

COVID-19 EMERGENCY LEAVE RESOLUTION

13. Following the recommendation of the Superintendent, a motion by Mrs. Bransford and second by Mr. Robertson, the Board passed a Resolution Authorizing COVID-19 Related Emergency Leave. The Resolution waives the three day limit on staff emergency days and allows additional COVID-19 related emergency days / leave to be taken. This Resolution is authorized by the Commissioner of Education as approved by the

Secretary of Education and Workforce Development Cabinet, and Governor Beshear through Executive Order in regards to threats to public health due to the Novel Coronavirus pandemic.

Attachment F

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

2020-2021 TAX RATES

14. With a motion by Mr. Robertson and second by Mrs. Vaughn, a proposal to maintain the 2019-2020 tax rates of 74.4 for property and 78. for motor vehicles (with 7.4% of resulting revenues going into the FSPK account) was put forth. The motion was defeated by a 2-3 vote.

Members voting yes: Mr. Robertson, Mrs. Vaughn

Members voting no: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew

With a motion by Mrs. Pettigrew, a second by Mrs. Bransford, and a vote of 3-2, the Board chose to take the compensating tax rate of 74.5 for real estate/personal property, and 78. for motor vehicles (with 7.4% of resulting revenues going into the FSPK account) for the 2020-2021 school year.

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


Members voting no: Mr. Robertson, Mrs. Vaughn

ADJOURNMENT

15. With a motion by Mrs. Bransford and second by Mrs. Pettigrew, the Board meeting was adjourned at 6:18 p.m.

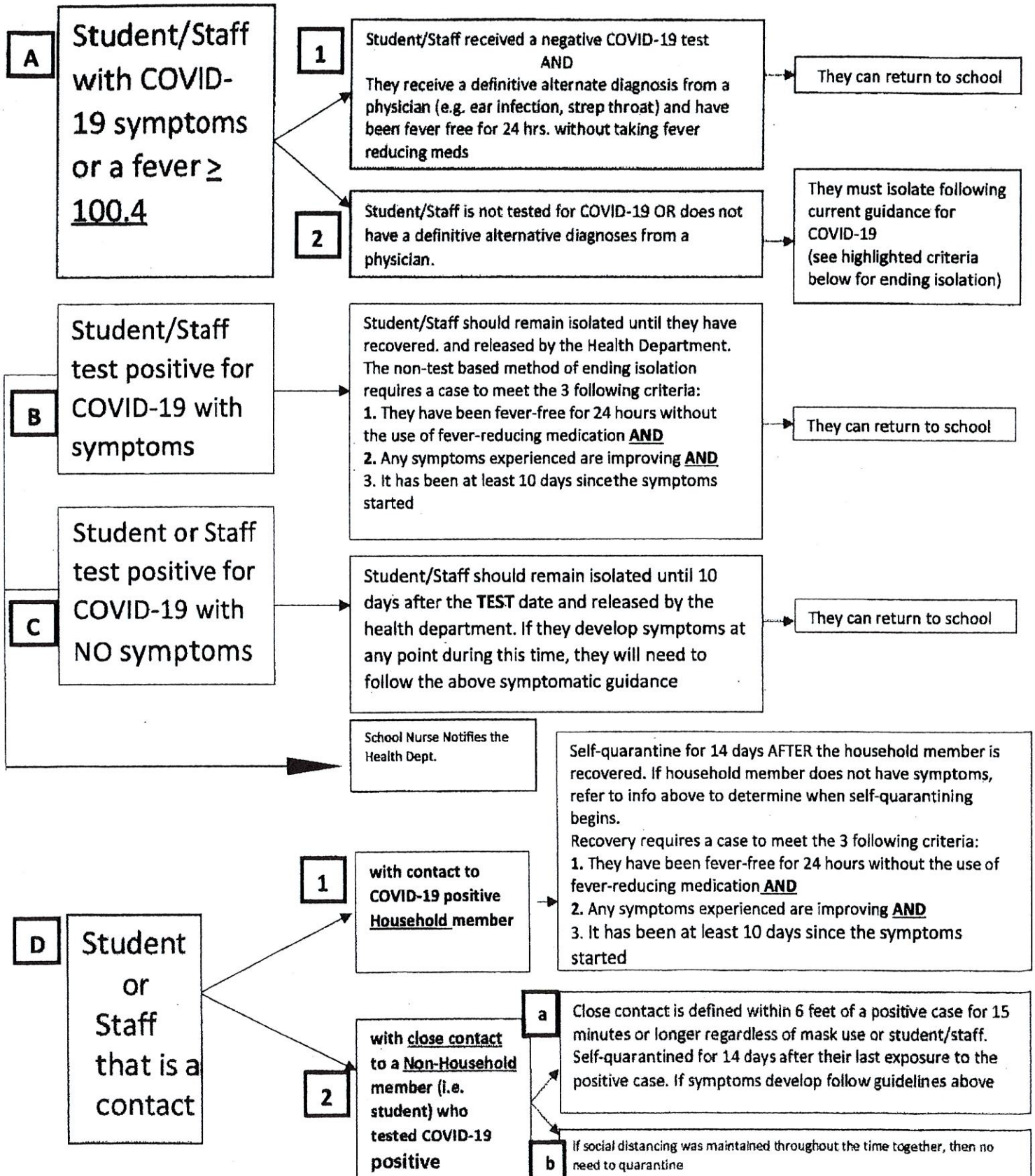
Members voting yes: Mrs. Bransford, Mrs. Jones, Mrs. Pettigrew, Mr. Robertson, Mrs. Vaughn


Chair


Secretary



Decision Tree for COVID-19 response for Students/Staff



CONFIDENTIAL INFORMATION

FISD Covid 19 Tracing

Record Date	Name	Date Exposed	Scenario A, B, C, D	Nurse Contacted	School Admin Contacted	Initial Day of Quarantine	Covid Test Date	Covid Test Result	Date end of quarantine	Notes

Use one sheet per individual.

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

delivered outdoor game kits to all K-11 (2019-20) FISC families

- kits provided by Purchase Regional InterAgency Council (RIAC)
- pandemic grant intended to improve family health

delivered Super Summer Day Camp bags to 27 students, ages 6-12

--- SSDC is an annual event, usually held at Fulton City Park, in collaboration with Fulton County Extension Service and Fulton Housing Authority

- bags given out since in-person SSDC couldn't be held due to pandemic
- bags included small lanterns, owl pellets for dissection, scratch art, bendy sticks, Dinner Table Project materials, granola bar, recipes

delivered kindergarten readiness materials to 18 students

- materials purchased using Four River Counties CECC funds
- Pulley told each child how excited we are that they are coming to the big school, talked briefly about being ready to see people wearing masks at school, and reviewed materials (backpack filled with learning supplies, writing boards, Scholastic book)

Helped PTO conduct a survey to decide how to spend funds at start of school year

Delivered food to FISC family per mom's request – FRYSC supply, plus Ken-Tenn Food Bank contribution thanks to Ginger Bard

Spoke at Kiwanis Club meeting about FRYSC work

- requested by president Lisa Pritchard

Facilitated conversations with local/regional groups about school supply donations: Western Kentucky Baptist Association, St. Edwards Catholic Church, Kiwanis Club, Reelfoot Rural Ministries

Helped Fulton – Hickman Counties ASAP Council chair make decisions about FY21 budget

Per parent requests, helped register children for FISC bus service, P-EBT cards, Head Start / preschool enrollment appointment

Attended online advocacy training

Notified that BADD Club received a YES (Youth Empowerment Systems) grant to do substance abuse prevention work at FHS for the 2020-21 school year

Used The Family Connection FRYSC Facebook page to inform families about: local food giveaways, Arts For All Kentucky student poster contest, smoking cessation event, Moms MAT-R pregnancy program, West Kentucky Allied Services CDBG / CARES funds, new Adult Learning Center hours, mental health support resources, FISS bus service signup, NTI signup, school supply lists

SURPLUS 20-21

BRAND	PRODUCT	SERIAL NUMBER	TAG NUMBER
DELL	OPTIPEX 760	N/A	11108
DELL	OPTIPEX 760	N/A	10824
DELL	OPTIPEX 760	7TLVPM1	10886
DELL	OPTIPEX 760	N/A	11107
DELL	OPTIPEX 380	N/A	10876
DELL	OPTIPEX 760	HQ89BK1	10810
DELL	OPTIPEX 380	1S3HLM1	10874
DELL	OPTIPEX 760	N/A	11106
DELL	OPTIPEX 380	1S4GLM1	10875
DELL	OPTIPEX 780	B3VK3M1	10858
HP	COMPAQ 7900	MXL0031GNH	11099
DELL	OPTIPEX 760	N/A	10826
HP	COMPAQ 7900	MXL0031GNX	11101
HP	COMPAQ 7900	MXL0031GNN	11103
HP	COMPAQ 7900	MXL0031GNY	11100
HP	COMPAQ 7900	MXL0031GND	11104
DELL	OPTIPEX 760	DFM3CK1	11095
DELL	OPTIPEX 760	CHDKNK1	11109
DELL	OPTIPEX 760	60W0WH1	11097
HP	COMPAQ 7900	MXL0031GNT	11105
DELL	OPTIPEX 380	1S1JLM1	10878
DELL	OPTIPEX 760	9YHZDK1	10841
DELL	OPTIPEX 760	N/A	10842
DELL	OPTIPEX 760	N/A	10847
HP	COMPAQ PRO 6300	2UA3250W9N	10989
DELL	OPTIPEX 760	9YJFDK1	10848
HP	COMPAQ PRO 6300	2UA31614ML	10972
HP	COMPAQ PRO 6300	2UA3250WBB	10975

DELL	OPTIPILEX 760	N/A	10845
DELL	OPTIPILEX	GH15RD2	11147

6' x 3' x 3' Wooden Cabinet

ADULT/VISITOR MEAL PRICES FOR 2020-2021 SCHOOL YEAR

Fulton Independent Board of Education:

The following formulas are how meal prices for adults and visitors are determined for the National School Lunch Program and School Breakfast Program:

Lunch Price=

\$3.53 (lunch reimbursement rate) + \$0.07 (severe need) + \$0.2450 (commodity rate) = \$3.845

Breakfast Price=

\$2.26 (breakfast reimbursement rate) + \$0.2450 (commodity rate) = \$2.505

Our current meal prices are \$3.75 for lunch and \$2.45 for breakfast. I would recommend to round to the highest nickel, **lunch price of \$3.85 and a breakfast price of \$2.55 beginning of August 19th, 2020.**

A LA CARTE MEAL PRICES FOR 2020-2021 SCHOOL YEAR

Breakfast Entrée- \$1.00

Poptart- \$1.00

Cereal (when served)- \$0.50

Lunch Entrée- \$1.25

PB&J- \$1.25

Milk- \$0.35

Juice- \$0.40

Vegetable/Fruit- \$0.40

Grain- \$0.40

10 oz Water Bottle- \$0.50

16.9 oz Water Bottle \$0.75

Snack Variety \$0.50-\$0.75

Drink Variety \$0.50-\$2.00

Ashley Teasley, Food Service Director

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA. Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English. To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at http://www.ascr.usda.gov/complaint_filing_usd.html, and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.makere@usda.gov. This institution is an equal opportunity provider.

Summary of Board Policy Revisions
RE: Title IX Sexual Harassment

1. REVISION: Policy 03.113/03.212 – Equal Employment Opportunity
 - a. Revision adds the following statement under Nondiscrimination Heading:
“As required by Title IX, the District does not discriminate on the basis of sex regarding admission to the District or in the educational programs or activities operated by the District. Inquiries regarding Title IX Sexual Harassment may be referred to the District Title IX Coordinator (TIXC), The Assistant Secretary for Civil Rights, or both.”
2. ADDITION: Policy 03.1621 – Title IX Sexual Harassment – Certified Personnel
 - a. New policy mandated by amendments to Title IX regulation defines “Title IX Sexual Harassment” to include serious misconduct; includes other key definitions; requires discussion/implementation of supportive measures whether or not a “formal complaint” is filed; requires grievance procedures; confirms general parent rights to act on behalf of students; addresses conflict of interest standards for multiple required district actors at investigative, decision-making, and appellate stages; and also covers: confidentiality, evidence rules, required employee reporting, and retaliation.
3. ADDITION: Policy 03.2621 – Title IX Sexual Harassment – Classified Personnel
 - a. New policy mandated by amendments to Title IX regulation defines “Title IX Sexual Harassment” to include serious misconduct; includes other key definitions; requires discussion/implementation of supportive measures whether or not a “formal complaint” is filed; requires grievance procedures; confirms general parent rights to act on behalf of students; addresses conflict of interest standards for multiple required district actors at investigative, decision-making, and appellate stages; and also covers: confidentiality, evidence rules, required employee reporting, and retaliation.
4. REVISION: Policy 09.13 – Equal Educational Opportunities
 - a. Revision adds the following statement under Discrimination Prohibited Heading:
“As required by Title IX, the District does not discriminate on the basis of sex regarding admission to the District or in the educational programs or activities operated by the District. Inquiries regarding Title IX Sexual Harassment may be referred to the District Title IX Coordinator (TIXC), The Assistant Secretary for Civil Rights, or both.”
5. ADDITION: Policy 9.428111 – Title IX Sexual Harassment – Students
 - a. New policy mandated by amendments to Title IX regulation defines “Title IX Sexual Harassment” to include serious misconduct; includes other key definitions; requires discussion/implementation of supportive measures whether or not a “formal complaint” is filed; requires grievance procedures; confirms general parent rights to act on behalf of students; addresses conflict of interest standards for multiple required district actors at investigative, decision-making, and appellate stages; and also covers: confidentiality, evidence rules, required employee reporting, and retaliation.

These additions do not replace current policies 03.162 Harassment/Discrimination – Certified Personnel; 03.262 Harassment/Discrimination – Classified Personnel; or 09.42811 – Harassment/Discrimination – Students. They specifically define sexual harassment based on USDOE regulation published on May 19, 2020 for the purposes of Title IX.

**A Resolution of the Fulton Independent Board of Education
RESOLUTION AUTHORIZING COVID-19 RELATED EMERGENCY LEAVE**

WHEREAS, on March 6, 2020, the Governor issued Executive Order 2020-215, declaring a state of emergency throughout Kentucky pursuant to his power under the Kentucky Constitution and KRS Chapter 39A regarding the threats to public health presented by the Novel Coronavirus (COVID-19) pandemic; and

WHEREAS, by memorandum dated July 21, 2020 from the Commissioner of Education as approved by the Secretary of the Education and Workforce Development Cabinet, the three day limit on the number of emergency days set forth in KRS 161.152 was suspended; and

WHEREAS, on August 6, 2020, the Kentucky Board of Education ("KBE") passed that certain emergency regulation (702 KAR 1:190E) authorizing additional COVID-19 related emergency leave beyond that permitted under KRS 161.152;

NOW, THEREFORE: Be it resolved by the Fulton Independent Board of Education:

On a Motion of Carol Bransford, seconded by Bill Robertson, the Board hereby **RESOLVES AND ORDERS** as follows:

COVID-19 Paid Emergency Leave

On and after the effective date of the above referenced emergency regulation, full-time and part-time employees **may use up to two weeks (10 work days) (NOTE: This number is suggested but is not mandatory.) of emergency leave (COVID-19 Paid Emergency Leave "CPEL")** without loss of salary **upon approval of the superintendent/designee** for the following reasons and subject to the following conditions:

1. How Long will CPEL be available? Availability of CPEL shall expire upon the end of the 2020 – 2021 school year or upon rescission or other termination of the state of emergency declared by the Governor due to the COVID-19 pandemic via Executive Order described above. CPEL does not accumulate or carry over beyond the earlier of: the expiration of 2020-2021 school year or the termination of the above referenced Executive Order.

2. What are the qualifying reasons for the use of CPEL? (NOTE: The emergency regulation contemplates that reasons are to be related to the COVID-19 emergency. The following are suggestions but are not mandated by regulation. The District may wish to omit some reasons or include others.)

The employee is **unable to work (or telework)** due to a need for leave because:

- a) The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
- b) The employee has been advised by a health care provider to self-quarantine because of COVID-19;
- c) The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis.
- d) The employee is caring for an individual subject to or advised to quarantine as described above;
- e) The employee is caring for a son or daughter whose school or place of care is closed, or childcare provider is unavailable due to COVID-19 precautions;
- f) The employee is subject to an order or recommendation to quarantine based on a travel advisory issued by a state or federal health agency. Paid leave for this purpose may be denied if Superintendent/designee determines that an employee travelled to another jurisdiction for the purpose of availing themselves of this paid benefit rather than for legitimate, family, educational, professional , or recreational purposes ; or
- g) Such other COVID-19 related reasons of an emergency or extraordinary nature as approved by the Superintendent or designee.

To the extent permitted by the emergency regulation authorized by the Kentucky Board of Education, the Superintendent may require written documentation from the employee verifying the need for emergency leave. In extraordinary situations, such as hospitalization or multiple COVID-19 events, the Superintendent is authorized to approve additional emergency leave in her sole discretion.

3. What is the interplay of CPEL with existing emergency leave? CPEL shall be in addition to days of emergency leave already authorized in District policy. The current board policies call for three (3) emergency days which are deducted from employees' sick days. The current policies are

- a) Policy 03.1236 for certified staff
- b) Policy 03.2236 for classified staff

Any emergency days taken after the CPEL is exhausted will allow the employee their current rate of pay through the extent of their accumulated sick days. After these days are exhausted, emergency days will be granted as non-payment of salary days for employees.

4. What is the interplay of CPEL with Federal Emergency Family Medical Leave (EFML) and Emergency Paid Sick Leave (EPSL) under the Emergency Family Medical Leave Expansion Act and the Emergency Paid Sick Leave Act? When an employee qualifies for and takes EFML and after the first two weeks of such leave, the employee may elect to use available CPEL for which s/he also qualifies which will run concurrently with EFML in order to receive full salary. Upon exhaustion of available CPEL, payment to the qualifying employee shall revert to the amount required under EFML federal regulation.

Adopted by the Board this day of August 18, 2020.

Attested by , Chair of the Board.