



FAYETTE COUNTY PUBLIC SCHOOLS

## Fayette County Board of Education Planning Meeting

John D. Price Administration Building RM #150

450 Park Place

Lexington, KY 40511

March 10, 2022

5:30 PM

<b>A. CALL TO ORDER</b>		Tyler Murphy
1. Roll Call		Tanya Dailey
<b>B. EXTEND WELCOME TO GUESTS</b>		Tyler Murphy
<b>C. MOMENT OF SILENCE</b>		Tom Jones
<b>D. PLEDGE OF ALLEGIANCE</b>		Tom Jones
<b>E. READING OF MISSION STATEMENT</b>		Tom Jones
Our mission is to create a collaborative community that ensures all students achieve at high levels and graduate prepared to excel in a global society.		
<b>F. APPROVAL OF AGENDA</b>		
Approve the agenda with any changes voiced including the lifting of items from the consent section for discussion.		
1. Addendum:		
a. _____		
b. _____		
2. Deletions:		
a. _____		
b. _____		
<b>G. INTRODUCTIONS &amp; RECOGNITIONS:</b>		
1. Introductions		
2. Student Performance		
a. Performance, Julius Marks Elementary Chorus		
3. Recognitions		
<b>H. REPORTS AND COMMUNICATIONS:</b>		
1. Progress Reports		
a. Superintendent's Report		Demetrus Liggins
1. Fayette County Clerk's Office		Don Blevins, Jr.
2. Operations & Support		Myron Thompson
2. Remarks by Citizens (persons who have signed up to speak):		
<b>Fayette County Board of Education Policy 01.45 states,</b>		

“...Members of the public may address the Board during the period set aside by the Board without submitting an item for the agenda. No action shall be taken during this portion of the meeting on issues raised by employees or the public unless deemed an emergency by the Board...”

Please note: Speakers will not be allowed to make any disparaging or critical remarks about individuals or employees of the District. Critical comments or complaints are processed through the District's complaint procedures, which afford the individuals to whom comments or complaints are directed, the opportunity for response and due process.

**a.** There are two opportunities for the public to address the Board:

At the beginning of the meeting, the public, who have signed up prior to the meeting, is invited to speak on items that are On the Agenda. This is not intended to be a time for debate, however, the Board will take the public's input into consideration when making their final decision this evening. Each speaker will be allowed a maximum of 5 minutes.

**b.** At the end of the meeting, members of the public who have signed up prior to the meeting are invited to address the Board on any topic of District-related concern that is NOT on the official agenda for this meeting (Policy # 01.45). Please know that since these items are not on tonight's agenda, our Board may or may not comment. It is important to know that this is not intended to be a time where issues will be debated. The Chair will determine the amount of time for each speaker, depending upon the lateness of the hour and the number of speakers.

#### **I. ROUTINE MATTERS:**

Minutes from Board meetings

**1.** Minutes of the March 2, 2022 Special Board Meeting

#### **J. CONSENT ITEMS:**

**1.** Award of Bids/Proposals

Myron Thompson/Kyna Koch

**2.** Post Approval Placeholder

Rodney Jackson

**3.** Special and Other Leave of Absence

Rodney Jackson

**4.** Request for Shortened School Day

Amanda Dennis

**5.** Approval of a BG-5 Project Closeout Form for Modifications to the Front Entries and Secured Vestibules at Bryan Station High, Henry Clay High, Lafayette and Paul Laurence Dunbar High Schools; Beaumont, Morton, Southern and Winburn Middle Schools; and SCAPA (GROUP A) BG# 19-121

Myron Thompson

**6.** Approval of a BG-5 Project Closeout Form for Modifications to the Front Entries and Secured Vestibules at Ashland, Harrison, Maxwell, Booker T. Washington, Dixie, Northern and Picadome Elementary Schools; Crawford Middle School; and the FCPS Preschool Center (GROUP B) BG# 19-122

Myron Thompson

**7.** Approval of a BG-5 Project Closeout Form for the Modifications to the Front Entries and Secured Vestibules at Julius Marks, Lansdowne, Southern, Rosa Parks and Veterans Park Elementary Schools; Eastside and Southside Technical Centers; The Learning Center; and Martin Luther King Academy, including Carter G. Woodson preparatory program at Johnson Building (GROUP C) BG# 19-123

Myron Thompson

**8.** Approval of Permanent Communication Line Easements from Lexmark International, Inc., to Serve the 450 Park Place Property BG# 20-060

Myron Thompson

**9.** Approval of a Proposed Change Order (No. Twenty-seven) to the Contract for the Construction of the New Tates Creek High School BG#

Myron Thompson

20-082	
<b>10.</b> Approval of a BG-5 Project Closeout Form for the Installation of a Portable Classroom Multiplex Unit at Jessie Clark Middle School BG# 20-218	Myron Thompson
<b>11.</b> Approval of a BG-5 Project Closeout Form for the Installation of a Portable Classroom Multiplex Unit at Winburn Middle School BG# 20-219	Myron Thompson
<b>12.</b> Approval of the BG-1 Project Application and Design Consultant for the Installation of Portable Classroom Units (2) at Sandersville Elementary School BG# 22-365	Myron Thompson
<b>K. ACTION ITEMS:</b>	
<b>1.</b> Request for Extended Field Trips	Chiefs of Schools
<b>2.</b> Professional Leave by District Personnel	Jennifer Dyar
<b>L. PLANNING DISCUSSION (Action at Regular Meeting):</b>	
<b>1.</b> Tates Creek High School Calendar	Myron Thompson
<b>2.</b> Award of Bids/Proposals (TCHS Asbestos Abatement)	Myron Thompson
<b>3.</b> Henry Clay HVAC	Myron Thompson
<b>4.</b> Memorandum of Understanding with Fayette Education Foundation (Second Read)	Kyna Koch
<b>5.</b> Board Resolution for Continuation of Funding to Fayette Education Foundation (First Read)	Kyna Koch
<b>6.</b> Humana Wellness Services Agreement	Jennifer Dyar
<b>7.</b> Savvas Learning Contract	Mendy Mills
<b>8.</b> Kagan Professional Learning Contract	Mendy Mills
<b>9..</b> Monthly Financial Report (Placeholder)	Rodney Jackson
<b>10.</b> 2022-2023 Schedule of Board Meetings (Action at Regular Meeting)	Demetrus Liggins
<b>M. INFORMATIONAL ITEMS</b>	
<b>1.</b> School Activity Funds Placeholder	Rodney Jackson
<b>2.</b> Personnel Changes	Jennifer Dyar
<b>3.</b> Budget Transfer Report	Ann Sampson-Grimes
<b>4.</b> Position Control Document	Ann Sampson-Grimes
<b>N. ORAL COMMUNICATIONS:</b>	
<b>1.</b> Public	
NOTICE: Our next item is where members of the public may address the Board on any topic of District-related concern that is NOT on the official agenda for this meeting (Policy # 1.45). Please know that since these items are not on tonight's agenda our Board may or may not comment. It is important to know that this is not intended to be a time where issues will be debated. The Chair will determine the amount of time for each speaker, depending upon the lateness of the hour and the number of speakers.	
<b>2.</b> Board Request Summary	
A motion is in order to approve the following Board requests:	
<b>a.</b> _____	
<b>b.</b> _____	
<b>c.</b> _____	
<b>3.</b> Other Business	
<b>a.</b> Board Discussion of Board Work	
<b>b.</b> Staff	

**O. MOTION MAKING AGENDA PART OF THE OFFICIAL BOARD MINUTES:**

A motion is in order to: "make the agenda dated March 2, 2022 on which action has been taken at this meeting, a part of the minutes as if copied in the minutes verbatim."

**P. CLOSED SESSION:**

**1. Reconvene in Open Session**

Any and all matters incidental to and supplementary foregoing may be taken up, considered, and acted upon at the meeting.

**Q. ADJOURNMENT:**

Complete supplemental detail concerning this agenda is available for public review during normal business hours, 8:00 a.m. to 5:00 p.m. at the District Office.



# **RECORD OF BOARD PROCEEDINGS**

## **(MINUTES)**

Fayette County Board of Education Special Meeting  
March 2, 2022

The Fayette County Board of Education met in Room 159 of the John D. Price Administration Building located at 450 Park Place, Lexington, KY 40511 at 5 p.m. on March 2, 2022 with the following members present:

### **Attendance Taken at 5:04 p.m.:**

#### **Present Board Members:**

Ms. Amy Green

Mr. Tom Jones

Ms. Christy Morris

Mr. Tyler Murphy

Ms. Stephanie Aschmann Spires

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### **Administration Present**

Demetrus Liggins, Superintendent

Shelley Chatfield, General Counsel

Schuronda Morton, Acting Senior Director of Leadership

Myron Thompson, Chief Operating Officer

Kyna Koch, Acting Chief Financial Officer

Meocha Williams, Assistant Superintendent Academic Services

### **A. CALL TO ORDER**

Mr. Tyler Murphy called the meeting to order at 5:02 p.m.

### **B. PURPOSE OF MEETING**

Mr. Tyler Murphy provided the purpose of the meeting.

### **C. EXTEND WELCOME TO GUESTS**

Mr. Tyler Murphy extended a welcome to guests at the meeting.

### **D. ROLL CALL**

## **E. READING OF MISSION STATEMENT**

Ms. Amy Green read the Mission Statement.

## **F. APPROVAL OF AGENDA**

**Motion Passed:** *A motion to approve the agenda with any changes voiced including the lifting of items from the consent section for discussion passed with a motion by Ms. Amy Green and a second by Ms. Christy Morris.*

Ms. Amy Green	Yes
Mr. Tom Jones	Yes
Ms. Christy Morris	Yes
Mr. Tyler Murphy	Yes
Ms. Stephanie Aschmann Spires	Absent

## **G. ROUTINE MATTERS:**

**Motion Passed:** *A motion to approve the minutes of the February 28, 2022 regular board meeting passed with a motion by Ms. Christy Morris and a second by Ms. Amy Green.*

Ms. Amy Green	Yes
Mr. Tom Jones	Yes
Ms. Christy Morris	Yes
Mr. Tyler Murphy	Yes
Ms. Stephanie Aschmann Spires	Absent

## **H. ACTION ITEMS:**

### **H.1. Extended Field Trips**

**Motion Passed:** *A motion to approve the requests for extended field trips as listed in the agenda passed with a motion by Ms. Amy Green and a second by Ms. Christy Morris.*

Ms. Amy Green	Yes
Mr. Tom Jones	Yes
Ms. Christy Morris	Yes
Mr. Tyler Murphy	Yes
Ms. Stephanie Aschmann Spires	Absent

### **H.2. Re-Envisioning Virtual Learning Academy**

**Discussion:** Middle School Chief Tracy Bruno and Elementary School Chief Jennifer Hutchison provided details on re-envisioning the Virtual Learning Academy for the 2022-23 school year. Students at the elementary level would transition to in-person learning at their regularly assigned school because the state waiver that allows elementary students to receive virtual instruction expires at the end of this school year. Middle and high school students would have the option of continuing to learn online at The Success Academy, which is another special program in the district.

**Motion Passed:** *The motion to dissolve Virtual Learning Academy and to incorporate a virtual learning option for students in grades 6-12 into an existing A5 program passed with a motion by Ms. Stephanie Aschmann Spires and a second by Ms. Christy Morris.*

Ms. Amy Green	Yes
Mr. Tom Jones	Yes
Ms. Christy Morris	Yes
Mr. Tyler Murphy	Yes
Ms. Stephanie Aschmann Spires	Yes

### **H.3. COVID-19 Protocols**

**Discussion:** Fayette County Public Schools Superintendent Demetrus Liggins reviewed the new COVID-19 guidance from the U.S. Centers for Disease Control and Prevention and the Kentucky Department for Public Health. When community levels are high, schools are advised to continue layered prevention strategies including universal masking for all students and staff in schools and on buses. When community levels are medium or low, schools do not need to implement universal masking in schools or on buses. At all levels of community spread, quarantines are no longer recommended following at-school exposures for asymptomatic people. At this time, the community level in Fayette County is classified as high.

**Motion Passed:** *A motion – pursuant to the authority vested in the Fayette County Board of Education by the KY Legislature in 2021 Special Session SB1 to make determinations regarding the wearing of masks on FCPS properties and at FCPS events – to delegate that authority to the Superintendent with the condition that such determination continue to be based on the guidance and recommendations of public health agencies, passed with a motion by Ms. Christy Morris and a second by Ms. Amy Green.*

Ms. Amy Green	Yes
Mr. Tom Jones	Yes
Ms. Christy Morris	Yes
Mr. Tyler Murphy	Yes
Ms. Stephanie Aschmann Spires	Yes

## **I. DISCUSSION ITEMS**

### **I.1. Five Year Budget Plan**

**Discussion:** Acting Chief Financial Officer Kyna Koch and her team shared information on developing a five-year budget plan. This workshop provided an opportunity for board members to do a deep dive revenue forecasts and possible future expenditures for projected needs such as specialized curriculum and additional staff to work with students identified as gifted and talented, support for students with special needs, expanding the number of professionals and services available for students classified as English language learners, increasing early childhood education opportunities, staffing, technology, facilities, and maintenance.

**J. MOTION MAKING AGENDA PART OF THE OFFICIAL BOARD MINUTES:**

**Motion Passed:** *A motion to make the agenda dated March 2, 2022 on which action had been taken at this meeting a part of the minutes as it copied in the minutes verbatim passed with a motion by Ms. Christy Morris and a second by Ms. Amy Green.*

Ms. Amy Green	Yes
Mr. Tom Jones	Yes
Ms. Christy Morris	Yes
Mr. Tyler Murphy	Yes
Ms. Stephanie Aschmann Spires	Yes

**K. ADJOURNMENT:**

**Motion Passed:** *A motion to adjourn the meeting at 7:47 p.m. passed with a motion by Ms. Stephanie Aschmann Spires and a second by Ms. Christy Morris.*

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Tyler Murphy, Board Chair

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Demetrus Liggins, Superintendent and  
Secretary to the Board



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING: Planning**

**DATE: 2/25/2022**

**TOPIC: Award of Bids/Proposals**

**PREPARED BY: Matt Moore, Logistical Services & Purchasing**

**Recommended Action on: 3/21/2022**

**Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval: No**

**Recommendation/Motion: Approve the award recommendations for the listed bids, proposals and extensions**

**Background/Rationale: A summary of bids/proposals submitted from the Purchasing Department for approval.**

**Policy: KRS 45A.365, KRS 45A.370**

**Fiscal Impact: Included in attachment**

**Attachments(s): Award of Bids/Proposals**

## **AWARD OF BIDS/PROPOSALS**

The following is a summary of bids/proposals submitted from the Purchasing Department for approval.

### **BIDS/PROPOSALS**

<b>BID</b>	<b>MAILING ROSTER</b>	<b>DEPARTMENT</b>	<b>RESPONSE – NUMBER RECEIVED</b>
1. Bid 04-22 Fleet Parts Discount	1. TSMSSDC 2. Commerce Lexington 3. SBA 4. NAVOBA 5. KYPTAC 6. ORVWBC 7. Vendor Registry	Transportation	10
2. Bid 06-22 Brakes	1. TSMSSDC 2. Commerce Lexington 3. SBA 4. NAVOBA 5. KYPTAC 6. ORVWBC 7. Vendor Registry	Transportation	5

## **AWARD OF BIDS/PROPOSALS**

### **1. Bid 04-22 Fleet Parts – Catalog Discount**

#### **BACKGROUND AND RATIONALE:**

FCPS has need for services of professional and specialized automotive repair parts vendor(s) to support the district buses. In addition to various repair parts, specialized vendors are required for bodywork, frame and wheel alignment, special purpose glass and interior work. This bid provides discounts and pricing from vendors to purchase the parts necessary to repair the buses and other district vehicles. Award recommendations are based on the three highest discounts per line item and the lowest unit price per line item.

#### **Key to Markings**

**### Recommended Bid Award (Multiple Award)**

#### **Catalog Discount**

##### **Bidder**

Diesel Power Systems  
Boyd Company  
Bluegrass International  
George J Hust Company  
American Bus & Accessories  
Truck Pro LLC  
Fleet Pride  
Advance/ Carquest  
Clarke Power

##### **Discount**

11%  
15-75% ###  
25-70% ###  
50% ###  
24-50% ###  
35-60% ###  
20-75% ###  
20-65% ###  
0%

##### **Allison Transmission**

TruckPro LLC

c. A2000 PTS Rebuilt Allison Transmission	\$3,199.99
d. 2500 PTS Rebuilt Allison Transmission	\$3,885.71
e. 3000 PTS Rebuilt Allison Transmission	\$4,150.00

Clarke Power

a. AT545 Rebuilt Allison Transmission	\$1,547.05
b. MT643 Rebuilt Allison Transmission	\$2,315.94
d. 2500 PTS Rebuilt Allison Transmission	\$2,750.69
e. 3000 PTS Rebuilt Allison Transmission	\$4,163.60

Fleet Pride

a. AT545 Rebuilt Allison Transmission	\$1447.00 ###
b. MT643 Rebuilt Allison Transmission	\$2,221.00 ###
c. A2000 PTS Rebuilt Allison Transmission	\$2,409.00 ###
d. 2500 PTS Rebuilt Allison Transmission	\$2,409.00 ###
e. 3000 PTS Rebuilt Allison Transmission	\$4,150.00 ###

**Contract Period: April 1, 2022 to March 31, 2023 with optional annual renewal**

**PROPOSAL:**

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Fleet Repair Parts	Estimated Budget: \$350,000.00	901–Transportation, 1–General Fund, 091–Director’s Office, 0663–Parts	Recurring	Will enable the Division of Transportation to make automotive repairs for buses and support vehicles so the District may continue to operate its fleet over the next year.

**Funding key:** 901–Transportation, 1–General Fund, 091–Director’s Office, 0663–Parts

**STAFF CONTACT:** Kim Webb, Director of Transportation

**POLICY REFERENCE:** KRS 45A.365

**RECOMMENDATION:** A motion is in order to:  
“Award contracts to Boyd Company, Bluegrass International, George J Hust Company, American Bus & Accessories, Truck Pro LLC, Fleet Pride and Advance/Carquest.”



## 2. Bid 06-22 Brakes

### **BACKGROUND AND RATIONALE:**

FCPS has need for services of professional and specialized automotive repair parts vendor(s) to support the district buses. In addition to various repair parts, specialized vendors are required for brakes for the buses. This bid provides pricing from vendors to purchase the brakes necessary to repair the buses. Award recommendations are based on the lowest price per line item.

### **Key to Markings**

**### Recommended Bid Award**

**A - item bid is not the brand/model used by Transportation**

### **Brake Shoes**

#### 1. Meritor Brake Shoes 4702QP

Boyd Supply	\$47.99A
Bluegrass International	\$50.87 ###
TruckPro LLC	\$91.99
Fleetpride	\$55.67
Advance Auto/ Carquest	\$45.59A

#### 2. Meritor Brake Shoes 4707QP

Boyd Supply	\$57.00
Bluegrass International	\$48.20 ###
TruckPro LLC	\$68.49
Fleetpride	\$62.57
Advance Auto/ Carquest	\$45.59A

#### 3. Meritor Brake Shoes 4711QP

Boyd Supply	\$57.00A
Bluegrass International	\$115.12
TruckPro LLC	\$115.99
Fleetpride	\$100.60 ###
Advance Auto/ Carquest	\$60.79A

#### 4. Meritor Brake Shoes 4715QP

Boyd Supply	\$52.20A
Bluegrass International	\$73.44
TruckPro LLC	\$105.99
Fleetpride	\$83.06###
Advance Auto/ Carquest	\$55.19A

#### 5. Meritor Brake Shoes 4720QP

Boyd Supply	\$55.98A
Bluegrass International	\$60.98 ###
TruckPro LLC	\$101.99
Fleetpride	\$96.97
Advance Auto/ Carquest	\$48.79A

#### 6. Meritor Brake Shoes 4502QP New

Bluegrass International	\$107.23 ###
TruckPro LLC	\$185.99

Advance Auto/ Carquest	\$48.79A
<b>7. <u>Meritor Brake Shoes 4707QP New</u></b>	
Boyd Supply	\$66.25A
Bluegrass International	\$114.33
TruckPro LLC	\$133.99
Fleetpride	\$113.60 ###
Advance Auto/ Carquest	\$60.79A
<b>8. <u>Meritor Brake Shoes 4711QP New</u></b>	
Boyd Supply	\$101.50A
Bluegrass International	\$143.90 ###
TruckPro LLC	\$123.09A
Fleetpride	\$167.82
Advance Auto/ Carquest	\$71.19A
<b>9. <u>Meritor Brake Shoes 4715QP New</u></b>	
Boyd Supply	\$88.50A
Bluegrass International	\$164.93
TruckPro LLC	\$155.99
Fleetpride	\$154.32 ###
Advance Auto/ Carquest	\$69.59A
<b>10. <u>Meritor Brake Shoes 4720QP New</u></b>	
Boyd Supply	\$76.50A
Bluegrass International	\$164.93 ###
TruckPro LLC	\$175.99
Fleetpride	\$168.99
Advance Auto/ Carquest	\$62.39A
<b><u>Thomas Bus Bendix Brake Pads</u></b>	
<b>11. <u>Bendix BWK070796</u></b>	
Boyd Supply	\$224.50###
Bluegrass International	\$271.80
TruckPro LLC	\$230.34
Fleetpride	\$268.26
Advance Auto/ Carquest	\$185.51A
<b>12. <u>Bendix BWK038574</u></b>	
Boyd Supply	\$325.50
Bluegrass International	\$353.05
TruckPro LLC	\$294.76
Fleetpride	\$346.26
Advance Auto/ Carquest	\$168.70 ###
<b><u>Gunite Brake Drums</u></b>	
<b>13. <u>Gunite 3600AX</u></b>	
Boyd Supply	\$125.50 ###
Bluegrass International	\$163.76
TruckPro LLC	\$179.21
Fleetpride	\$144.50
Advance Auto/ Carquest	\$155.99

14. <u>Gunit 3687X</u>	
Boyd Supply	\$125.50 ###
Bluegrass International	\$197.85
TruckPro LLC	\$180.62
Fleetpride	\$182.26
Advance Auto/ Carquest	\$236.47
15. <u>Gunit 3710X</u>	
Boyd Supply	\$157.60 ###
Bluegrass International	\$158.05
TruckPro LLC	\$229.08
Fleetpride	\$189.91
Advance Auto/ Carquest	\$226.23
16. <u>Gunit 3721X</u>	
Boyd Supply	\$166.50 ###
Bluegrass International	\$187.75
TruckPro LLC	\$259.20
Fleetpride	\$199.95
Advance Auto/ Carquest	\$198.39
17. <u>Gunit 3800X</u>	
Boyd Supply	\$110.50 ###
Bluegrass International	\$196.83
TruckPro LLC	\$195.46
Fleetpride	\$168.95
Advance Auto/ Carquest	\$209.03
18. <u>Gunit 3807X</u>	
Boyd Supply	\$152.50 ###
Bluegrass International	\$248.12
TruckPro LLC	\$222.37
Fleetpride	\$213.68
Advance Auto/ Carquest	\$291.03
19. <u>Gunit 3757X</u>	
Boyd Supply	\$171.50 ###
Bluegrass International	\$248.12
TruckPro LLC	\$246.60
Fleetpride	\$213.32
Advance Auto/ Carquest	\$244.71

**Contract Period: April 1, 2022 to March 31, 2023 with optional annual renewal**

**PROPOSAL:**

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Brakes	Fiscal year amount expected to be over \$30,000	901–Transportation, 1–General Fund, 091–Director’s Office, 0663–Parts	Recurring	Will enable the Division of Transportation to make automotive repairs for buses and support vehicles so the District may continue to operate its fleet over the next year.

**Funding key:** 901–Transportation, 1–General Fund, 091–Director’s Office, 0663–Parts

**STAFF CONTACT:** Kim Webb, Director Transportation

**POLICY REFERENCE:** KRS 45A.365

**RECOMMENDATION:** A motion is in order to:  
“Award contract to Bluegrass International, Advance Stores, FleetPride and Boyd.”



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Planning**

**DATE: 3/10/2022**

**TOPIC: Post Approval Agenda Placeholder**

**PREPARED BY: Rodney Jackson**

**Recommended Action on: 3/21/2022**

**Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval: No**

**Recommendation/Motion:** Upon examination of claims by the Board of Education a motion is in order to: “approve the action of the Chairman and Treasurer in issuing the checks above from the above listed accounts, approve all claims as submitted, direct the Treasurer to make payment accordingly, and enter official copies of all claims as listed into the Official Minutes of the Board of Education.”

**Background/Rationale:** This is a regular board agenda item, which allows for the timely approval and processing of checks and claims in accordance with board policy.

**Policy: 01.11 (General Powers and Duties of the Board)**

**Fiscal Impact: N/A**

**Attachments(s): Post Approval Report**



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Regular**

**DATE: 3/21/2022**

**TOPIC: Special and Other Leaves of Absence**

**PREPARED BY: Rodney Jackson**

**Recommended Action on: 3/21/2022**

**Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval: No**

**Recommendation/Motion: N/A**

**Background/Rationale: This is to report employee leaves of absence and requests for days without pay**

**Policy: 03.123/03.223**

**Fiscal Impact: N/A**

**Attachments(s): Special and Other Leaves of Absence for March 21, 2022 Board Agenda**

## **SPECIAL AND OTHER LEAVES OF ABSENCE**

### **1. CERTIFIED/SALARIED CLASSIFIED PERSONNEL**

- a. Extension of Leave of Absence of Certified/Salaried Classified Personnel - This is to report the extension of leave of absence of the following certified/salaried classified personnel:

Name	Location	Assignment	Effective Date
MCDONALD BY'SHEY	COVENTRY OAK ELEM	PGES COACH - ADMIN	02/03/22 - 05/24/22

### **2. HOURLY CLASSIFIED PERSONNEL**

- a. Extension of Leave of Absence of Classified Hourly Personnel - This is to report the extension of leave of absence of the following classified hourly personnel:

Name	Location	Assignment	Effective Date
HOLLON BRITTANY	COVENTRY OAK ELEM	SPECIAL ED PARA	02/11/22 - 02/25/22
MORTON JIMMY	BUS GARAGE	BUS DRIVER	01/24/22 - 02/21/22
SMITH MARY	RUSSELL CAVE ELEM FS	FOOD SERVICE ASSISTANT II	01/21/22 - 04/21/22



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Regular** **DATE: 3/21/2022**  
**TOPIC: Request for Shortened School Day – Special Education**

**PREPARED BY: Amanda Dennis, Director of Special Education**

**Recommended Action on: 3/21/2022**  
**Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval: Yes**

**Recommendation/Motion: “approve the request for a shortened school day for 7 students listed on records maintained by the Director of Special Education.”**

**Background/Rationale: A shortened school day and/or week is being requested for 7 students with disabilities. These requests represent the recommendation of an Admission and Release Committee (ARC) for the students based on data from the current Individual Education Program and a physician’s recommendation. A plan has been developed to address students’ return to a full school day. The ARC will continue to address this possibility with input from the physician.**

**Policy: Procedures for Exceptional Children, Chapter 8, Placement Decisions, Section 1; 707 KAR 1:350, KRS 158.060 (3)**

**Fiscal Impact: None**

**Attachments(s): N/A**





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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING:** Regular

**DATE:** March 21, 2022

**TOPIC:** Approval of a BG-5 Project Closeout Form for Modifications to the Front Entries and Secured Vestibules at Bryan Station High, Henry Clay High, Lafayette and Paul Laurence Dunbar High Schools; Beaumont, Morton, Southern and Winburn Middle Schools; and SCAPA (GROUP A) BG# 19-121

**PREPARED BY:** Myron Thompson, Chief Operating Officer @ 381-4165

**Recommended Action on:** 3/21/2022  
Consent Item

**Superintendent Prior Approval:** No

**Recommendation/Motion:** Approve the BG-5 Project Closeout Form for the Modifications to the Front Entry and Secured Vestibule at Bryan Station, Henry Clay, Lafayette and Paul Laurence Dunbar High Schools; Beaumont, Morton, Southern and Winburn Middle Schools; and SCAPA (GROUP A), subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

**Background/Rationale:** Bid documents were prepared by the architect, Sherman Carter Barnhart Architects, for the Modifications to the Front Entry and Secured Vestibule at Bryan Station, Henry Clay, Lafayette and Paul Laurence Dunbar High Schools; Beaumont, Morton, Southern and Winburn Middle Schools; and SCAPA (GROUP A). The contract in the total amount of \$1,561,600.00 with E.C. Matthews Company, Inc., was accepted and approved by the Board in a meeting held on June 24, 2019, and construction began in October 2019. The Department of Facility Design & Construction, the design consultants Sherman Carter Barnhart Architects, and the local building code officials have reviewed the progress of the work. Minor changes to the original plans and specifications have been necessary in order to: resolve unforeseen existing conflicts found during construction; comply with building code requirements; correct deficiencies in the plans; or to provide improvements over the original specification. The Board approved the BG-4 in the amount of \$1,579,200.82 at its meeting held August 23, 2021. The residual fund balance will be applied to future debt service or to the next District Facility Plan project. At this time, approval of a BG-5 Project Closeout Form closing out all construction contracts related to this project is requested.

**Policy:** 702 KAR 4:160

**Fiscal Impact:** None

**Attachments(s):** None



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING:** Regular

**DATE:** March 21, 2022

**TOPIC:** Approval of a BG-5 Project Closeout Form for Modifications to the Front Entries and Secured Vestibules at Ashland, Harrison, Maxwell, Booker T. Washington, Dixie, Northern and Picadome Elementary Schools; Crawford Middle School; and the FCPS Preschool Center (GROUP B) BG# 19-122

**PREPARED BY:** Myron Thompson, Chief Operating Officer @ 381-4165

**Recommended Action on:** 3/21/2022  
Consent Item

**Superintendent Prior Approval:** No

**Recommendation/Motion:** Approve the BG-5 Project Closeout Form for the Modifications to the Front Entry and Secured Vestibule at Ashland, Harrison, Maxwell, Booker T. Washington, Dixie, Northern and Picadome Elementary Schools; Crawford Middle School; and the FCPS Preschool Center (GROUP B), subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

**Background/Rationale:** Bid documents were prepared by the architect, Ross Tarrant Architects, for the Modifications to the Front Entry and Secured Vestibule at Ashland, Harrison, Maxwell, Booker T. Washington, Dixie, Northern and Picadome Elementary Schools; Crawford Middle School; and the FCPS Preschool Center (GROUP B). The contract in the total amount of \$1,586,600.00 with E.C. Matthews Company, Inc., was accepted and approved by the Board in a meeting held on June 24, 2019, and construction began in October 2019. The Department of Facility Design & Construction, the design consultants Ross Tarrant Architects, and the local building code officials have reviewed the progress of the work. Minor changes to the original plans and specifications have been necessary in order to: resolve unforeseen existing conflicts found during construction; comply with building code requirements; correct deficiencies in the plans; or to provide improvements over the original specification. The Board approved the BG-4 in the amount of \$1,653,589.54 at its meeting held June 28, 2021. The residual fund balance will be applied to future debt service or to the next District Facility Plan project. At this time, approval of a BG-5 Project Closeout Form closing out all construction contracts related to this project is requested.

**Policy:** 702 KAR 4:160

**Fiscal Impact:** None

**Attachments(s):** None



FAYETTE COUNTY PUBLIC SCHOOLS

**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING:** Regular

**DATE:** March 21, 2022

**TOPIC:** Approval of a BG-5 Project Closeout Form for the Modifications to the Front Entries and Secured Vestibules at Julius Marks, Lansdowne, Southern, Rosa Parks and Veterans Park Elementary Schools; Eastside and Southside Technical Centers; The Learning Center; and Martin Luther King Academy, including Carter G. Woodson preparatory program at Johnson Building (GROUP C) BG# 19-123

**PREPARED BY:** Myron Thompson, Chief Operating Officer @ 381-4165

**Recommended Action on:** 3/21/2022  
Consent Item

**Superintendent Prior Approval:** No

**Recommendation/Motion:** Approve the BG-5 Project Closeout Form for the Modifications to the Front Entry and Secured Vestibule at Julius Marks, Lansdowne, Southern, Rosa Parks and Veterans Park Elementary Schools; Eastside and Southside Technical Centers; The Learning Center; and Martin Luther King Academy, including Carter G. Woodson preparatory program at Johnson Building (GROUP C), subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

**Background/Rationale:** Bid documents were prepared by the architect, JRA Architects, for the Modifications to the Front Entry and Secured Vestibule Julius Marks, Lansdowne, Southern, Rosa Parks and Veterans Park Elementary Schools; Eastside and Southside Technical Centers; The Learning Center; and Martin Luther King Academy, including Carter G. Woodson preparatory program at Johnson Building (GROUP C). The contract in the total amount of \$1,078,800.00 with E.C. Matthews Company, Inc., was accepted and approved by the Board in a meeting held on June 24, 2019, and construction began in October 2019. The Department of Facility Design & Construction, the design consultants JRA Architects, and the local building code officials have reviewed the progress of the work. Minor changes to the original plans and specifications have been necessary in order to: resolve unforeseen existing conflicts found during construction; comply with building code requirements; correct deficiencies in the plans; or to provide improvements over the original specification. The Board has approved the BG-4 in the amount of \$1,237,471.70 at its meeting held February 28, 2022. The residual fund balance will be applied to future debt service or to the next District Facility Plan project. At this time, approval of a BG-5 Project Closeout Form closing out all construction contracts related to this project is requested.

**Policy:** 702 KAR 4:160

**Fiscal Impact:** None

**Attachments(s):** None



FAYETTE COUNTY PUBLIC SCHOOLS

**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING:** Regular

**DATE:** March 21, 2022

**TOPIC:** Approval of Permanent Communication Line Easements from Lexmark International, Inc., to Serve the 450 Park Place Property BG# 20-060

**PREPARED BY:** Myron Thompson, Chief Operating Officer @ 381-4165

**Recommended Action on:** 3/21/2022  
Consent Item

**Superintendent Prior Approval:** No

**Recommendation/Motion:** Authorize the Chair and Superintendent to accept and execute all documents required to finalize a Deed of Easement granted to the Board of Education from Lexmark International, Inc. as described below for the Permanent Communication Line Easements located on property owned by Lexmark International, Inc., for the cost to FCPS of \$1.00 and a reimbursement to Lexmark of its reasonable attorney fees to review the easement.

**Background/Rationale:** As a part of the renovation of 450 Park Place, Lexmark International, Inc., agreed to allow the District to establish an underground fiber conduit route to run through Lexmark's property. This requires the acceptance of a Deed of Easement from Lexmark International, Inc. to the Board for which the Board will pay \$1.00 and a reimbursement to Lexmark of its reasonable attorney fees to review the easement. This Deed of Easement will protect the District's fiber route to the 450 Park Place property should Lexmark sell its property in the future.

**Policy:** 702 KAR 4:160

**Fiscal Impact:** Reimbursement to Lexmark of its reasonable attorney fees to review the easement

**Attachment(s):** None



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING:** Regular

**DATE:** March 21, 2022

**TOPIC:** Approval of a Proposed Change Order (No. Twenty-seven) to the Contract for the Construction of the New Tates Creek High School BG# 20-082

**PREPARED BY:** Myron Thompson, Chief Operating Officer @ 381-4165

**Recommended Action on:** 3/21/2022  
Consent Item

**Superintendent Prior Approval:** No

**Recommendation/Motion:** Approve the proposed additive Change Order No. Twenty-seven to the contract with D.W. Wilburn, Inc. for the construction of the New Tates Creek High School, in the amount of \$10,660.00 (Ten Thousand, Six Hundred Sixty Dollars) with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$490.36 (Four Hundred Ninety Dollars and Thirty-six Cents) for design consultant fees from Object Code 0840 to 0346, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

**Background/Rationale:** The construction of a new Tates Creek High School is listed as priority 1.b.3. on FCPS's 2017 (amended) District Facility Plan. Tate Hill Jacobs produced final Construction Documents for bidding describing the new construction yielding a final project of approximately 304,354 SF (includes auxiliary gym) plus an additional 66,766 SF of shell space and basement, to serve 1,866 students. Bids were received on May 28, 2020, and construction began in July 2020. The Office of Facility Design & Construction, the design consultants and the local building code officials have reviewed the progress of the work. Changes to the original plans and specifications have been necessary in order to satisfy the requirements described below. Approval of these changes allows the work to be completed. The description and cost of these items are summarized as follows:

	Change to DPOs	Change to GC Contract	4.6% A/E FEE
<b>To improve original plans/specs:</b>			
• Provide labor, materials and equipment to add hook-up for range and refrigerator in FMD Classroom D112; add:		\$10,660.00	\$490.36
<b>Total Change Order No. Twenty-seven:</b>		<b>\$10,660.00</b>	
<b>Design consultant fees:</b>			<b>\$490.36</b>
<b>Total Cost:</b>			<b>\$11,150.36</b>

A 5% contingency, plus additional bond revenue funds and \$50,000 general fund, (total \$4,615,478.00) is included in the project's available funds. There have been twenty-six previous change orders on this project. The cost of the current and all changes orders represents a 1.98% increase in the construction cost.

**Policy:** 702 KAR 4:160

**Fiscal Impact:**

<u>Fund</u>	<u>Org. Code</u>	<u>Project Code</u>	<u>Object Code</u>	<u>Balance</u>
Construction 360	1053603	19079	0840	\$3,114,041.00



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING:** Regular

**DATE:** March 21, 2022

**TOPIC:** Approval of a BG-5 Project Closeout Form for the Installation of a Portable Classroom Multiplex Unit at Jessie Clark Middle School BG# 20-218

**PREPARED BY:** Myron Thompson, Chief Operating Officer @ 381-4165

**Recommended Action on:** 3/21/2022  
Consent Item

**Superintendent Prior Approval:** No

**Recommendation/Motion:** Approve the BG-5 Project Closeout Form for the installation of a portable classroom multiplex unit (total 8 classrooms) at Jessie Clark Middle School, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

**Background/Rationale:** Bid documents were prepared by the architect, Tate Hill Jacobs Architects, for the installation of a portable classroom multiplex unit (total 8 classrooms) at Jessie Clark Middle School. The contract in the total amount of \$179,293.00 with Vanguard Modular Building Systems, LLC, was accepted and approved by the Board in a meeting held on June 22, 2020, and installation began in November 2020. The Department of Facility Design & Construction, the design consultants Tate Hill Jacobs Architects, and the local building code officials have reviewed the progress of the work. Minor changes to the original plans and specifications have been necessary in order to: resolve unforeseen existing conflicts found during construction; comply with building code requirements; correct deficiencies in the plans; or to provide improvements over the original specification. The Board approved the BG-4 in the amount of \$180,593.00 at its meeting held January 24, 2022. The residual fund balance will be applied to future debt service or to the next District Facility Plan project. At this time, approval of a BG-5 Project Closeout Form closing out all construction contracts related to this project is requested.

**Policy:** 702 KAR 4:160

**Fiscal Impact:** None

**Attachments(s):** None



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING:** Regular

**DATE:** March 21, 2022

**TOPIC:** Approval of a BG-5 Project Closeout Form for the Installation of a Portable Classroom Multiplex Unit at Winburn Middle School BG# 20-219

**PREPARED BY:** Myron Thompson, Chief Operating Officer @ 381-4165

**Recommended Action on:** 3/21/2022  
Consent Item

**Superintendent Prior Approval:** No

**Recommendation/Motion:** Approve the BG-5 Project Closeout Form for the installation of a portable classroom multiplex unit (total 6 classrooms) at Winburn Middle School, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

**Background/Rationale:** Bid documents were prepared by the architect, Tate Hill Jacobs Architects, for the installation of a portable classroom multiplex unit (total 6 classrooms) at Winburn Middle School. The contract in the total amount of \$165,334.00 with Vanguard Modular Building Systems, LLC, was accepted and approved by the Board in a meeting held on June 22, 2020, and installation began in November 2020. The Department of Facility Design & Construction, the design consultants Tate Hill Jacobs Architects, and the local building code officials have reviewed the progress of the work. Minor changes to the original plans and specifications have been necessary in order to: resolve unforeseen existing conflicts found during construction; comply with building code requirements; correct deficiencies in the plans; or to provide improvements over the original specification. The Board approved the BG-4 in the amount of \$168,409.00 at its meeting held January 24, 2022. The residual fund balance will be applied to future debt service or to the next District Facility Plan project. At this time, approval of a BG-5 Project Closeout Form closing out all construction contracts related to this project is requested.

**Policy:** 702 KAR 4:160

**Fiscal Impact:** None

**Attachments(s):** None





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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING:** Regular

**DATE:** March 21, 2022

**TOPIC:** Approval of the BG-1 Project Application and Design Consultant for the Installation of Portable Classroom Units (2) at Sandersville Elementary School BG# 22-365

**PREPARED BY:** Myron Thompson, Chief Operating Officer @ 381-4165

**Recommended Action on:** 3/21/2022  
Consent Item

**Superintendent Prior Approval:** No

**Recommendation/Motion:** Approve a BG-1 Project Application for the installation of two (2) portable classroom units (4 classrooms) at Sandersville Elementary School in the amount of \$148,200.00 (One Hundred Forty-eight Thousand, Two Hundred Dollars) and approve Tate Hill Jacobs Architects as the design consultant, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

**Background/Rationale:** The portable classroom units used at all Kentucky school sites are subject to the same plan review and approval process that govern manufactured modular housing. The Kentucky Industrialized Building Systems (KIBS) program is operated under the Division of Code Enforcement within the Kentucky Department of Housing, Buildings and Construction (DHBC) in Frankfort. KDE requires that the BG-1 Project Application review process be followed for portable classroom units to be installed in the school district to serve both enrollment growth and school sites under renovation or construction.

Portable classroom units (2 units, 4 classrooms) are needed due to enrollment growth for the 2022-23 school year. The design of the installation requires the involvement of both an architect and engineer to prepare the plans required by the building code to be reviewed by DHBC and to obtain a building permit and certificate of occupancy. Based on their previous experience with FCPS facilities it has been determined that Tate Hill Jacobs Architects is the most qualified to serve as the project design consultant. The project design work will begin immediately. The schedule will be adjusted to allow time to obtain the appropriate approvals and the project will be completed as soon as possible. At this time the Board's approval is requested to allow this project to move forward. A preliminary cost estimate for the work has been completed in order to initiate a BG-1 Project Application as required by KDE.

Based on the rationale above, a BG-1 Project Application is required as follows:

	<b>Initial BG-1 Project Application Budget</b>
Total Construction Cost:	\$127,000.00
Architect/Engineer Fee:	\$2,500.00
Ky. Dept. Housing, Building & Construction Review Fee:	\$1,000.00
Technology/Electrical:	\$5,000.00
Contingencies:	\$12,700.00
<b>Total Estimated Cost:</b>	<b>\$148,200.00</b>

**Policy:** Board Policy 01.1 – General Powers and Duties of Board

**Fiscal Impact:**

**Fund**  
General Fund

**Org. Code**  
9201407

**Object**  
0450

**Project**  
BOND

**Attachments(s):** Initial BG1 Form

# BG1 Project Application Form (Initial)

## (Ref# 19294)

Form Status: Saved

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Project: Sandersville Elementary -- Portables (2 Units)

BG Number: 22-365

District: Fayette County (165)

Status: New

Phase: No Data

Construction Delivery Method

General Contractor

Procurement Standard

Model Procurement

Emergency

No

## Project Type and Description

### Applicable Items

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New Building	No
Addition	No
Major Renovation	No
GESC	No
Roofing	No
HVAC	No
ADA Compliance	No
Life Safety	No
Security	No
Water Bottle Filling Stations	No
Minor Project	No
New Relocatable Classroom	Yes
Classroom Number	4
Classroom Size	768 SF
Equipment / Furnishings Procurement	No
Site Acquisitions	No

### District Facility Plan (DFP)

Compliance with 702 KAR 4:180 and 702 KAR 4:160

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DFP Approval Date 8/1/2021

DFP Priority

Project Not Listed on DFP Yes

Project Not Listed on DFP Description

Delivery and installation of 2 portable classroom units (4 classrooms) due to enrollment growth for 2022-23 school year.

### Inventory

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Facility Name

Sandersville Elementary (B10000498)

## Scope

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Provide a Complete Narrative of the Proposed Project

Delivery and installation of 2 portable classroom units (4 classrooms).

Work Related to Project But Excluded from this BG1 Scope

## Financial Plan

### Probable Costs

Proposed Plan to Finance Application

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Total Construction Cost	\$127,000.00
Construction Contingency	\$12,700.00
Architect / Engineer Fee	\$2,500.00
Construction Manager Fee	
Fiscal Agent Fee	
Bond Discount	
Equipment / Furnishings	
Equipment / Computers	
Technology Network System (KETS)	
Site Acquisition	
Site Survey	
Geotechnical Investigations	
Special Inspections	
Commissioning	
Advertising	
Printing	

### Other Probable Costs

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Title	Amount
Ky HBC Review Fee	\$1,000.00
Technology/Electrical	\$5,000.00
No Data	
Total Project Cost	\$148,200.00

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### Funds Available

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Bond Sale - SFCC	
Bond Requirement - SFCC	
Local FSPK Bond Sale	
Local General Fund Bond Sale	
Cash - SFCC Requirement	
Cash - Building Fund	
Cash - Capital Outlay	
Cash - Investment Earnings	
Cash - General Fund	\$148,200.00
City - County - KYTC Reimbursement	

Residual Funds

BG Number	Fund Source	Amount
No Data	No Data	No Data
Residual Funds Total:		\$0.00

Other Available Funds

Title	Amount
No Data	
No Data	
No Data	
Total Funds Available	\$148,200.00

BG1 Signature Page (Online Form Ref# 19294)

The signing of this financial document certifies the above stated funds are available and designated for this project during this fiscal year.

Superintendent	Date
Finance Officer	Date
Chairman	Date

NOTE: Any district anticipating the financing of this and/or other projects in a combined school revenue Bond should discuss the financing with the Director/Branch Manager, KDE - District Financial



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Planning**

**DATE: 2/25/2022**

**TOPIC: Requests from Principals for Extended Field Trips**

**PREPARED BY: Chiefs of Schools**

**Recommended Action on: 3/10/2022**

**Action Item for Vote (PLANNING MEETING)**

**Superintendent Prior Approval: No**

**Recommendation/Motion: A motion is in order to approve the requests for extended field trips as listed.**

**Background/Rationale: These trips have been planned to enhance the education of participating students. Some of the trips involve educational projects while some are performance or competition events. All of the trips assist the students in dealing with people and event outside the ordinary realm of home and school. Each extended trip has been pre-planned and will be properly supervised. The itinerary for each trip, in addition to a list of participating students, has been included. Any trip taken during the school day must be educationally justified.**

**Policy: 09.36 (School related student trips)**

**Fiscal Impact: N/A**

**Attachments(s): Field trip requests**

## REQUESTS FROM PRINCIPALS FOR EXTENDED TRIPS

### REQUESTS FROM PRINCIPALS FOR EXTENDED TRIPS

#### School/Organization

#### Destination/Purpose

#### Inclusive Dates

#### High Schools

*	Bryan Station High School TSA Sponsor's name: Lynn Schentrup Additional Chaperones: 2 Students: 21	Lexington, KY Marriot Griffin Gate TSA State Conference	4/25-27/2022 (3 School Days)
*	Frederick Douglass High School Baseball Sponsor's name: Eddie Brooks Additional Chaperones: 2 Students: 21	Paintsville, KY Johnson Central High School Baseball Game	4/29-30/2022 (0 School Days)
*****	Locust Trace Vet Assistant Class Sponsor's name: Kathleen Magsam Additional Chaperones: 12 Students: 130	Louisville, KY KY Expo Center Kentuckiana Dog Show	3/17/2022 (1 School Day)
*	Paul L Dunbar High School Academic Team Sponsor's name: Rebecca Goff Chaperones: 1	Louisville, KY Galt House Additional Governors Cup Academic Students: 8 Championship	3/20-21/2022 (1 School Day)
*****	Paul L Dunbar High School Choir Sponsor's name: Tiffany Marsh Additional Chaperones: 2 Students: 30	Louisville, KY U of L School of Music KMEA Sr High All State Choir	5/11/2022 (1 School Day) <b>DATE CHANGE</b>

## Middle Schools

### Elementary Schools

*****	Cassidy Elementary School 4th Grade Sponsor's name: Kristi Miller Additional Chaperones: 16 Students: 94	Louisville, KY Louisville Zoo Students will observe plants and animals to compare the diversity of life in different habitats.	4/28/2022 (1 School Day)
***	Glendover Elementary School 5th Grade Sponsor's name: Catie Furnish Additional Chaperones: 7 Students: 72	Harrodsburg, KY Shaker Village  Students will tour the grounds and participate in activities simulating the roles and jobs the colonists had.	4/21/2022 (1 School Day)
*****	Glendover Elementary School 4th Grade Sponsor's name: Elizabeth Bowers Additional Chaperones: 8 Students: 76	Harrodsburg, KY Ft. Harrod Students will tour fort, temple, and museum	4/28/2022 (1 School Day)
*****	Rosa Parks Elementary 4th Grade  Sponsor's name: Alex Etienne Additional Chaperones: 21 Students: 113	Louisville, KY Louisville Slugger Museum & Science Center Students will tour Science Center and Louisville Slugger Muesum	4/12/2022 (1 School Day)

- \* Transportation by Parents and/or Sponsor
- \*\* Transportation by Rental Van/Car
- \*\*\* Transportation by Fayette County School Bus
- \*\*\*\* Transportation by Commercial Airlines
- \*\*\*\*\*

Transportation by Commercial Bus

A Fayette County School Bus Unavailable



B  
/

Comfort  
Instructional Extended Trip

**RATIONALE:**

These trips have been planned to enhance the education of participating students. Some of the trips involve educational projects while some are performance or competition events. All of the trips assist the students in dealing with people and events outside the ordinary realm of home and school. Each extended trip has been pre-planned and will be properly supervised. The itinerary for each trip, in addition to a list of participating students, has been included. Any trip taken during the school day must be educationally justified.

**POLICY REFERENCE:**

09.36 (School Related Student Trips)

**RECOMMENDATION:**

A motion is in order to: approve the extended field trips as listed.

"Approve the extended trip requests as listed."



FAYETTE COUNTY PUBLIC SCHOOLS

**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Planning**

**DATE: 3/10/2022**

**TOPIC: Professional Leave District Personnel**

**PREPARED BY: Jennifer Dyar**

**Recommended Action on: 3/10/2022**

**Action Item for Vote (PLANNING MEETING)**

**Superintendent Prior Approval: Yes**

**Recommendation/Motion: A motion is in order to approve the professional leave as indicated.**

**Background/Rationale: Board policy and Kentucky law requires board approval.**

**Policy: 03.1911/03.291**

**Fiscal Impact: \$17,534.00**

**Attachments(s): N/A**

<b>Reimbursement Funding Source</b>	<b>Current Agenda</b>	<b>Year-to-Date</b>
Employee Self-Funded	\$ -	\$ 2,899.94
General Fund	\$ 16,744.00	\$ 187,250.61
Outside Third-Party Source	\$ -	\$ 4,186.68
School Funds	\$ 790.00	\$ 54,221.24
IDEA Grant	\$ -	\$ 33,652.72
Perkins Grant	\$ -	\$ 1,412.00
Title I Grant	\$ -	\$ 32,106.80
Title II Grant	\$ -	\$ 357,669.10
Title III Grant	\$ -	\$ 19,462.00
Title IV Grant	\$ -	\$ -
Other	\$ -	\$ 45,676.00
<b>TOTALS</b>	<b>\$ 17,534.00</b>	<b>\$ 738,537.09</b>

**PROFESSIONAL LEAVE BY DISTRICT PERSONNEL**  
**PLANNING MEETING**

**1 Professional Leave Request Recommended:**

**Professional Meeting**

**Location & Dates**

\*Kentucky Speech and  
Language  
Louisville, KY  
February 17-18, 2022

**Purpose**

**Staff Member**

Ann Grevious

**School**

Sandersville Elem

**Substitute**

NO

**Funding Sources**

School

**Total Cost**

\$790.00

To learn more about Speech sound disorders and autism.

Spring 2022 COSA Conference  
San Diego, CA  
March 30-April 3, 2022

Work Days - 3

**Purpose**

Shelley Chatfield

John D Price

NO

Gen Fund/Legal

\$3,112.00

To learn of valuable resources that help school attorneys make the best decisions for their districts.

Council of Greater City Schools  
Conference  
St. Petersburg, FL  
April 10-15, 2022

Work Days - 5

**Purpose**

Jennifer Dyar

John D Price

NO

Gen Fund/Human Resources

\$3,930.00

James McMillin

John D Price

NO

Gen Fund/High School

\$3,930.00

To work and learn from organizations' and large urban districts' best practices.

ISTE Live 22  
New Orleans, LA  
June 25-30, 2022

Work Days- 4

**Purpose**

Mavis Jackson

John D Price

NO

Gen Fund/ High School

\$2,886.00

Jennifer Ward

John D Price

NO

Gen Fund/High School

\$2,886.00

To learn more about the latest updates on technology that will help in the High School office.



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING:** Planning

**DATE:** 3/10/2022

**TOPIC:** Tates Creek High School Calendar

**PREPARED BY:** Myron Thompson

**Recommended Action on:** 3/21/2022

**Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval:** Yes

**Recommendation/Motion:** To approve a calendar adjustment for Tates Creek High School.

**Background/Rationale:** A new facility for Tates Creek High School is being built on its current campus. The school has remained in its existing building which must be torn down this summer to make way for parking and traffic circulation for the entire campus; Tates Creek Elementary, Tates Creek Middle and Tates Creek High School. Before demolition of the old building can begin, it must be vacated and asbestos must be abated. The size of the building is requiring some additional time to accomplish this by June 1, which is when the contractor needs to start their work. The school will have met its statutorily required instructional hours so staff is recommending that TCHS end its school year on May 12<sup>th</sup> for students which is seven (7) instructional days early. This will ensure that the entire Tates Creek campus is not interrupted when school starts in August.

**Policy:** 08.3

**Fiscal Impact:**

**Attachments(s):**



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Planning**

**DATE: 3/10/2022**

**TOPIC: Award of Bids/Proposals (TCHS Asbestos Abatement)**

**PREPARED BY: Myron Thompson, Chief Operating Officer**

**Recommended Action on: 3/21/2022**

**Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval: No**

**Recommendation/Motion:** Award Bid 05-22 for asbestos abatement for Tates Creek High School Phase 2 to Environmental Specialties and Environmental Demolition Group.

**Background/Rationale:** A bid was taken for the second phase of asbestos abatement at the old Tates Creek High School for five different areas. The bid asked for two different types of pricing based on removing pipe joint compound only and removing pipe joint compound along with floor tile mastic. There were six responses to the bid and after review, staff determined that option two which included the floor tile and mastic removal was the best option for the district. Due to the size, scope and time frame for the project, staff decided the best option was to award the bid to more than one bidder in order to get all work done in time for demolition of the old building.

**Policy: KRS 45A.365, KRS 45A.370**

**Fiscal Impact:** Included in attachment

**Attachments(s):** Asbestos Agenda Item

## **AWARD OF BIDS/PROPOSALS**

### **1. Bid 05-22 Asbestos Abatement for Bates Creek High School Phase 2**

#### **BACKGROUND AND RATIONALE:**

A bid was taken for the second phase of asbestos abatement at the old Bates Creek High School in five different areas. The bid asked for two different types of pricing based on removing pipe joint compound only and removing pipe joint compound along with floor tile mastic. There were six responses to the bid and after review, staff determined that option two which included the floor tile and mastic removal was the best option for the district. Due to the size, scope and time frame for the project, staff decided the best option was to award the bid to more than one bidder in order to get all work done in time for demolition of the old building. It is recommended to award the bid to Environmental Specialties and Environmental Demolition Group.

#### **Key to Markings**

**### Recommended Award**

**A withdrew bid**

#### **Area A Option 2**

##### **Vendor**

Sunesis Environmental LLC	<b><u>Total Price</u></b> \$93,700.00
Safeco Environmental	\$89,750.00
Environmental Assurance Company	\$135,229.00
Environmental Demolition Group	\$58,700.00 ###
Environmental Specialties	\$60,000.00
Enviroworx Services Inc	\$162,500.00

#### **Area B Option 2**

##### **Vendor**

Sunesis Environmental LLC	<b><u>Total Price</u></b> \$48,900.00
Safeco Environmental	\$45,500.00
Environmental Assurance Company	\$73,510.00
Environmental Demolition Group	\$64,400.00
Environmental Specialties	\$32,000.00 ###
Enviroworx Services Inc	\$82,000.00

#### **Area C Option 2**

##### **Vendor**

Sunesis Environmental LLC	<b><u>Total Price</u></b> \$86,800.00
Safeco Environmental	\$82,875.00
Environmental Assurance Company	\$124,485.00
Environmental Demolition Group	\$44,100.00
Environmental Specialties	\$56,000.00 ###
Enviroworx Services Inc	\$150,000.00

**Area D Option 2****Vendor**

Sunesis Environmental LLC

Safeco Environmental

Environmental Assurance Company

Environmental Demolition Group

Environmental Specialties

Enviroworx Services Inc

**Total Price**

\$46,000.00

\$42,750.00

\$71,334.00

\$41,600.00

\$31,000.00 ###

\$80,000.00

**Area E Option 2****Vendor**

Sunesis Environmental LLC

Safeco Environmental

Environmental Assurance Company

Environmental Demolition Group

Environmental Specialties

Enviroworx Services Inc

**Total Price**

\$93,700.00

A

\$65,076.00

\$11,000.00 ###

No Bid

\$17,000.00

**PROPOSAL:**

<b>Item</b>	<b>Amount</b>	<b>Funding Source</b>	<b>Recurring/ Nonrecurring</b>	<b>Measurable Expected Impact and Timeline</b>
Asbestos Abatement	\$188,700.00	0450	Nonrecurring	Immediate impact for asbestos abatement at Bates Creek High School

**Funding key:**

0450

**STAFF CONTACT:**

Jeff Harris, Supervisor of Risk Management and Safety

**POLICY REFERENCE:**

KRS 45A.365

**RECOMMENDATION:**

A motion is in order to:

“Award Bid 05-22 for asbestos abatement for Bates Creek High School Phase 2 to Environmental Specialties and Environmental Demolition Group.”



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Planning**

**DATE: 3/10/2022**

**TOPIC: Henry Clay HVAC**

**PREPARED BY: Myron Thompson**

**Recommended Action on: 3/21/2022**

**Superintendent Prior Approval: Yes**

**Recommendation/Motion:** To approve the bid from LAGCO for replacement of HVAC units at Henry Clay High School for a total estimated project cost of \$6,770,772.

**Background/Rationale:** The multi-zone HVAC rooftop system at Henry Clay High School has exceeded its life cycle and the Division of Maintenance has received bids for the installation of new equipment. Four bids were received with varying costs and lead times. The LAGCO bid has lead times of 6-24 weeks and is recommended due to the shorter duration and resulting impact on the school. The general fund budget for this project was \$8,549,288 and the recommended bid has an estimated total project cost of \$6,770,722.

**Policy: 05.2**

**Fiscal Impact:** Estimated \$6,770,772

**Attachments(s):** Agenda Item Henry Clay HVAC Bid Information



## **APPROVAL OF CONTRACTOR FOR HVAC REPLACEMENT AT HENRY CLAY HIGH SCHOOL**

**BACKGROUND:** The Division of Maintenance received bids for the installation of HVAC equipment at Henry Clay High School.

	<b>Lagco</b>	<b>TP Mechanical</b>	<b>Comfort &amp; Process Solutions</b>	<b>Frei Mechanical</b>
FCPS Funds Low Price	\$ 1,470,000.00	\$ 1,387,350.00	\$ 1,500,128.00	\$ 1,784,000.00
Lead Time	25-29 weeks	14-24 weeks	28-34 weeks	24 weeks
FCPS Funds Fastest	\$ 1,513,000.00	\$ 1,387,350.00	\$ 1,631,981.00	\$ 1,784,000.00
Lead Time	6-24 weeks	14-24 weeks	6-24 weeks	24 weeks
ESSER Funds Low Price	\$ 1,560,000.00	\$ 1,454,299.00	\$ 1,592,884.00	\$ 2,053,000.00
Lead Time	25-29 weeks	14-24 weeks	28-34 weeks	24 weeks
ESSER Funds Fastest	\$ 1,603,000.00	\$ 1,454,299.00	\$ 1,539,225.00	\$ 2,053,000.00
Lead Time	6-24 weeks	14-24 weeks	6-24 weeks	24 weeks

The bid package includes purchase and installation of three roof top units and installation of 26 multi-zone HVAC units. Lead-time is a concern and staff is recommending the LAGCO bid, which has lead-times of 6–24 weeks compared to the TP Mechanical bid, which has lead-times of 14-24 weeks. The estimated general fund budget for this project was \$8,549,288 and the total project cost with the LAGCO bid is \$6,770,772.

**PROPOSAL:**

	<b><u>Project Budget</u></b>
Total Construction Cost:	\$5,928,000
Architect/Engineer Fee:	\$250,422
Contingencies:	\$592,300
<b>Total Estimated Cost:</b>	<b>\$6,770,722</b>

**FUNDING SOURCE:**

<b>Fund</b>	<b>Org. Code</b>	<b>Object Code</b>	<b>Project Code</b>
	0011086	0431	CFWD

**STAFF CONTACT:** Myron Thompson, Chief Operating Officer, 381-4165

**REFERENCE:** Board Policy 05.2 Maintenance

**RECOMMENDATION:** A motion is in order to:

“Approve the bid from LAGCO for replacement of HVAC units at Henry Clay High School for a total estimated project cost of \$6,770,722.”

On a motion by \_\_\_\_\_, and seconded by \_\_\_\_\_, the Board approved the bid from LAGCO for replacement of HVAC units at Henry Clay High School for a total estimated project cost of \$6,770,722.

\_\_\_\_\_  
Tyler Murphy, Chair

\_\_\_\_\_  
Demetrus Liggins, Superintendent



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING: Planning**

**DATE: 3/10/2022**

**TOPIC: Memorandum of Understanding with Fayette Education Foundation**

**PREPARED BY: Kyna Koch**

**Recommended Action on: 3/10/2022  
Discussion Item**

**Superintendent Prior Approval: Yes**

**Recommendation/Motion: N/A**

**Background/Rationale:** The Fayette Education Foundation was founded in 2020 to actively seek alternative sources of revenue for the district to enhance and expand the quality of educational programming and to fund special projects and services. The purpose of the attached Memorandum of Understanding (MOU) is to memorialize the nature of the relationship between the Fayette County Board of Education (BOE) and the Fayette Education Foundation (FEF). The MOU addresses the commitment of the BOE and the responsibilities of the Foundation. This MOU contains only minor modifications to the document reviewed by the Board in December, except for the provision to change the termination notice from 30 to 90 days.

**Policy: 01.11 General Powers and Duties of the Board**

**Fiscal Impact: None**

**Attachments(s): Memorandum of Understanding with Fayette Education Foundation**

## **MEMORANDUM OF UNDERSTANDING**

The Memorandum of Understanding (“MOU”) is entered into between the Board of Education of Fayette County, Kentucky (“School Board”) and the Board of Directors (“Foundation Board”) of the Fayette Education Foundation Corporation, d/b/a Fayette Education Foundation (the “Foundation”), desiring to memorialize the nature of their relationship, ratify and approve past activities and mutually acknowledge, for the future, the respective obligations and rights of the parties.

A. Public Purposes: The School Board has identified the following educational public purposes for its support of the Foundation:

1. Because of the uncertainty and restrictions inherent in the Kentucky public school finance system, the School Board and the Fayette County Public Schools (“the District”) can benefit from actively seeking alternative sources of revenue to enhance and expand the quality of educational programming or to fund special projects or services.
2. Because strong community support to assist the School Board in maximizing alternative revenue sources requires reciprocal commitment and support from the District.
3. Because the Foundation can and will provide funding for grants to the School Board or its teachers, student scholarships and/or grants to other community partners to provide services to or benefitting the District, its teachers or students.
4. Because the solicitation of additional revenue by the Foundation staff, its Board Members and volunteers will reduce the fundraising burden on the District’s Superintendent, administrators, teachers and staff, leaving them free to focus on the District’s educational mission.
5. Because revenues raised or directed by the Foundation will be used exclusively for the betterment of the District’s educational programs, teachers and students.

B. School Board Commitment: The School Board agrees to continue providing the following to the Foundation, provided the public purposes continue to be met and the controls continue to be implemented. The School Board shall, at its sole discretion, determine the amount of support it provides to the Foundation, monitor such support, and record all contributions and grants in the District’s accounting records.

1. The District Superintendent shall share annually with the Foundation the strategic plan, institutional priorities and projects, and resource requirements for the District, so that the Foundation may present the direction and needs of the District to donor prospects and align its programs and fundraising campaigns to be consistent with the strategic objectives of the District.

2. The District Superintendent will designate a District employee to act as liaison with the Foundation from year to year.
3. The District Superintendent or his/her designee will serve in an ex-officio capacity as a non-voting member of the board of the Foundation.

C. Foundation Responsibilities:

1. The Foundation is a nonprofit education corporation organized in 2020-21 in Fayette County for educational and charitable purposes. The Foundation invests time and resources to generate and improve community support for creating alternative revenue sources that benefit the District, its students and teachers.
2. The Foundation will use its best efforts to solicit, collect, invest and administer funds for the Foundation, which shall be used to enrich the educational environment of the District.
3. The Foundation agrees that, during the term of this MOU, the Foundation shall fund educational program and projects aligned with the School Board's educational philosophy and curriculum.
4. Until the Foundation fully qualifies as a 501c3 exempt public charity and files its first Form 990, the Foundation shall conduct its activities in such a manner to maintain its status as a tax exempt, charitable organization under state and federal laws, and all the Foundation's endowed and invested assets shall be held by Bluegrass Community Foundation as fiduciary.
5. The Foundation shall consult with the District Superintendent before accepting any gift for the benefit of the School Board that contains restrictive terms or conditions.
6. The Foundation shall make periodic reports to the School Board or District Superintendent of its fundraising efforts and grants benefitting the District (which should include its annual Form 990).

D. Miscellaneous:

1. This MOU may be terminated at any time upon the mutual agreement of the School Board and the Foundation, or upon written notice by either party at least 90 days prior to such specified date of termination, absent malfeasance at the Foundation warranting immediate disassociation, in the School Board's sole judgment.
2. If any part of this MOU is held to be void, against public policy or illegal, the balance of this MOU shall continue to be valid and binding.
3. This MOU shall be governed and construed in accordance with the laws of the Commonwealth of Kentucky, including but not limited to the Open Records Act.

Foundation shall cause its applicable records (both in its possession or in its control at BGCF) to be accessible for review by the School Board, its counsel or auditor in the event of any District or State audit or Open Records request. Any dispute arising from, under or pursuant to this MOU shall be brought in the Fayette County, Kentucky, Circuit Court.

4. No delay or omission by either party in exercising any right under this MOU shall operate as a waiver of that or any other right or prevent a similar subsequent act from constituting a violation of this MOU.
5. Neither party to this MOU shall assign the rights or delegate the duties or obligations of this MOU or any portion hereof, without the prior written consent of the other party.

AGREED TO as of \_\_\_\_\_, 2022 by the School Board and by the Board of the Foundation.

Board of Education of Fayette County, Kentucky

By: \_\_\_\_\_  
District Superintendent

Fayette County Public Schools Education Foundation, Inc.

By: \_\_\_\_\_  
Its Board Chair

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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING: Planning**

**DATE: 3/10/2022**

**TOPIC: Board Resolution for Continuation of Funding to Fayette Education Foundation**

**PREPARED BY: Kyna Koch**

**Recommended Action on: 3/10/2022  
Action Item First Read**

**Superintendent Prior Approval: Yes**

**Recommendation/Motion: N/A**

**Background/Rationale: In February, 2021, the Fayette County Board of Education entered into a Memorandum of Understanding with the Fayette Education Foundation, providing \$100,000 in seed money for the employment of a Director to oversee the Foundation. The attached Resolution provides \$100,000 in continued support for the Foundation for administrative overhead and costs of initial fundraising.**

**Policy: 01.11 General Powers and Duties of the Board**

**Fiscal Impact: \$100,000**

**Attachments(s): Board Resolution to Fund the Fayette Education Foundation**

**BOARD RESOLUTION**  
**RE: CONTINUATION OF FUNDING TO FAYETTE COUNTY PUBLIC SCHOOLS**  
**EDUCATION FOUNDATION, INC.**

WHEREAS the Board of Education of Fayette County, Kentucky (the “District”) has established a relationship with the Fayette Education Foundation Corporation d/b/a Fayette Education Foundation (the “FEF”) to assist the District in fundraising and to provide recommendations and oversight for grants made from District charitable endowments to enhance and expand the quality of educational programming, including but not limited to grants to support teachers, students and special projects, and to reduce the fundraising burden on District personnel; and

WHEREAS the District previously provided start-up funding of \$100,000 to the FEF and the FEF has requested an additional \$100,000 to be used for its administrative overhead and costs of initial fundraising; and

WHEREAS contemporaneously with this Resolution, the District will be executing a Memorandum of Understanding (“MOU”) with the FEF setting forth in further detail the purposes and respective commitments and responsibilities of the District and the FEF;

NOW THEREFORE, after proper motion, second and discussion, the school board of the District hereby resolves and does approve (a) the MOU with the FEF, and (b) the issuance of \$100,000 funding for the fiscal year 2021-2022 by the District to the FEF, subject to the terms of the MOU, as a one-time, non-recurring grant.

This Resolution remains in full force and effect, and has not been amended or revoked.

Adopted this \_\_\_\_\_, 2022.

**BOARD OF EDUCATION OF FAYETTE  
COUNTY, KENTUCKY**

By: \_\_\_\_\_  
Chair

ATTEST: \_\_\_\_\_  
Secretary



**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING: Planning**

**DATE: 3/21/2022**

**TOPIC: Humana Wellness Services Agreement**

**PREPARED BY: Jennifer Dyar**

**Recommended Action on: 3/21/2022**

**Action Item for Vote (PLANNING MEETING)**

**Superintendent Prior Approval:**

**Recommendation/Motion: A motion is in order to approve the contract for Humana Wellness Services Employee Assistance Program.**

**Background/Rationale: To enter into a contract with Humana Wellness to provide Employee Assistance Program Services to Fayette County Public School employees.**

**Policy: 01.11 (General Powers and Duties of the Board)**

**Fiscal Impact: \$80,000.00**

**Attachments(s): Humana Wellness Services Agreement**

## HUMANA WELLNESS SERVICES AGREEMENT

This Humana Wellness Services Agreement (hereinafter "**Agreement**") is made by and between Harris, Rothenberg International Inc. d/b/a Humana Wellness, a wholly-owned subsidiary of Humana Inc. (hereinafter "**Humana Wellness**"), and Fayette County Board of Education (hereinafter "**Customer**") both individually and collectively referred to herein as the Party or Parties.

### RECITALS

**WHEREAS**, Customer makes available various health and wellness programs for the benefit of its Covered Persons, as defined below; and

**WHEREAS**, Customer wishes to utilize the Wellness Services, as defined below, provided by Humana Wellness for Covered Persons, as defined below, subject to the terms of this Agreement.

**NOW, THEREFORE**, in consideration of the mutual agreements contained herein and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

#### 1. DEFINITIONS

In addition to the definitions provided throughout this Agreement, the following capitalized terms have the meanings provided below:

1.1 "**Affiliate**" means, when used with reference to a specified Person, any Person that directly or indirectly controls or is controlled by or is under common control with the specified Person. A Person shall be deemed to control an entity if such Person possesses, directly or indirectly, the power to direct or cause the direction of the management and policies of such entity, whether through the ownership of voting securities, by contract or otherwise.

1.2 "**Covered Person**" means an individual natural person residing within the Territory whom Customer designates as eligible to receive Wellness Services under this Agreement.

1.3 "**Humana Wellness Property**" means, collectively: (i) any and all systems, hardware, software, networks, online platforms, online resources, online content, applications, source codes, specifications, templates, modules, devices, equipment, documents, articles, presentations, newsletters, reports, images, videos, audio files, artwork and any and all other materials whether in electronic or hardcopy format or other property owned, licensed, leased, produced, designed, created or used by Humana Wellness or its Affiliates as of the Effective Date or thereafter, whether for purposes of providing the Wellness Services pursuant to this Agreement or for any other purpose; (ii) all Proprietary Information of Humana Wellness or its Affiliates; and (iii) any and all Intellectual Property in any of the foregoing or related thereto.

1.4 "**Intellectual Property**" means all intellectual property rights (including all copyrights, patents, trademarks, trade secrets, industrial designs and know how) and all applications, continuations, extensions, notices, licenses, sublicenses, agreements and registrations thereof in any jurisdiction.

1.5 "**Person**" means a natural person or a corporation, partnership, limited liability company, trust, association or other entity, as the context requires or permits.



## HUMANA WELLNESS SERVICES AGREEMENT

1.6 **"Proprietary Information"** means all information related to the business and operations of a Party, its parent company and its subsidiaries and affiliated companies and its or their clients, members and/or enrollees. Such information may be obtained from any source, whether written or oral, as well as all information contained on a Party's mainframe, networks, LANs and workstations, including all software, middleware, firmware, groupware and licensed internal code, whether owned or licensed currently or in the future, which could be accessed by Customer's personnel by any direct or remote access method. Proprietary Information does not include information that: (a) has been previously published or is now or becomes public knowledge through no fault of the other Party; (b) can be established by documentary evidence to have been in the lawful possession of the other Party at the time of disclosure; (c) can be established by documentary evidence to have been made available to the other Party, without restriction on disclosure, by a third party not under obligation of confidentiality with respect to the disclosed information; (d) can be established by documentary evidence to have been independently developed by the other Party; (e) constitutes know-how which in the ordinary course becomes indistinguishable from the know-how of the other Party; or (f) is in response to a valid order by a court of competent jurisdiction or otherwise required by law (in which case the other Party shall provide prompt written notice to the disclosing Party affording the disclosing Party the opportunity to challenge such order or legal requirement). Humana Wellness's Proprietary Information also includes but is not limited to any information relating to the pricing, software or technical information, hardware, methods, processes, financial data, lists, apparatus, statistics, program, research, development or related information of Humana Wellness, its parent company, its subsidiaries or an Affiliate or its clients, patients, members and/or enrollees concerning past, present or future business activities of said entities.

1.7 **"Territory"** means the United States of America.

### 2. SCOPE OF SERVICES

From time to time the Parties shall execute statements of work describing the services to be provided by Humana Wellness under this Agreement (each a **"Statement of Work"** or collectively, the **"Statements of Work"**). The services described in such Statements of Work shall be collectively referred to as the **"Wellness Services."** The Parties shall be bound by any additional terms and conditions within a Statement of Work. In the event of any conflict between the terms and conditions of this Agreement and the terms and conditions of any Statement of Work, the terms and conditions of the Statement of Works shall govern with respect to Wellness Services under such Statement of Work.

### 3. RESPONSIBILITIES OF CUSTOMER

3.1 **PROVISION OF ELIGIBILITY AND ENROLLMENT DATA AND INFORMATION TO HUMANA WELLNESS.** Customer shall provide Humana Wellness with eligibility data for Covered Persons (hereinafter referred to as an **"Eligibility File"**) in a form specified by Humana Wellness and at a frequency mutually agreed upon by the Parties. The Eligibility File shall contain the necessary information as reasonably required by Humana Wellness to verify the identity of Covered Persons and to administer the Wellness Services. Eligibility information shall be submitted by the Customer to Humana Wellness via secure file transfer protocol (SFTP), secure email or uploaded directly to Humana Wellness's online web portal. Required Eligibility File information includes, but is not limited to, the full name, address, date of birth, and unique identifier for each Covered Persons. Customer shall update its Eligibility File listing of all Covered Persons to serve as notice to Humana Wellness of any additions, changes, deletions or modifications to the list of Covered Persons. Without limiting the generality of the foregoing, Customer shall immediately notify Humana Wellness in writing in the event that (a) Customer desires to make Wellness Services available to any entity or individual located or residing outside of the Territory; or (b) any eligible recipient of Wellness Services as indicated in an Eligibility File ceases to reside within the Territory. Humana Wellness shall be entitled to rely on the accuracy and completeness of the Eligibility File in providing the Wellness Services. Humana Wellness shall promptly implement such updated information in providing the Wellness Services.



## HUMANA WELLNESS SERVICES AGREEMENT

3.2 PROVISION OF OTHER DATA AND INFORMATION TO HUMANA WELLNESS. Customer shall, at no cost to Humana Wellness, provide or arrange for Humana Wellness to have access to relevant claim information and other information pertaining to Covered Persons required by Humana Wellness to provide the Wellness Services under this Agreement, in a format and frequency prescribed by Humana Wellness.

3.3 CUSTOMER COOPERATION. Customer understands and agrees that Wellness Services may be provided, at Humana Wellness's discretion, by Humana Wellness Affiliates, contractors, and vendors. Customer shall cooperate fully with Humana Wellness and Humana Wellness's Affiliates, contractors, and vendors in implementing and fulfilling the obligations under this Agreement, including but not limited to, communicating with, and encouraging participation from, Covered Persons regarding the Wellness Services.

3.4 COMPLIANCE WITH LAWS. Customer is responsible for compliance with all applicable provisions of law addressing Customer's duties with respect to the Wellness Services and its own benefit plan or arrangement which may include Wellness Services. This includes, without limitation, compliance with all legal reporting and disclosure requirements, adoption and approval of all required documents respecting the program and compliance with state escheat and unclaimed or abandoned property laws. Humana Wellness shall not be responsible or ultimately liable for Customer or any other Person or Party's obligation to comply with applicable law. Further, Customer acknowledges that Humana Wellness is a service provider with respect to the Wellness Services provided under this Agreement and that Humana Wellness is not a plan sponsor or plan administrator as the term is defined in ERISA. For the avoidance of doubt, if Customer decides to offer incentives or rewards to Covered Persons above and beyond those rewards and incentives included in the Wellness Services by Humana Wellness, if any, Customer is solely responsible for ensuring any such incentives or rewards it offers to Covered Persons comply with applicable law. In such a case, Humana Wellness makes no representation that Wellness Services are suitable for use in connection with any particular incentives or rewards and assumes no liability for Customer's compliance with applicable law.

3.5 COOPERATION WITH HUMANA WELLNESS. Customer agrees to cooperate with Humana Wellness in complying with state and/or federal laws, rules and regulations and accreditation requirements to which Humana Wellness is or may be subject and not place Humana Wellness in jeopardy of non-compliance by action or inaction.

### 4. RESPONSIBILITIES AND RIGHTS OF HUMANA WELLNESS

4.1 NON-DISCRIMINATION. Humana Wellness agrees to provide Wellness Services to Covered Persons in accordance with the prevailing practices and standards of the industry.

4.2 INSURANCE. Humana Wellness shall carry professional liability insurance coverage in an amount equal to one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) in the aggregate, as well as comprehensive general liability insurance or self-insurance, errors and omissions insurance, and workers compensation insurance where required by law, throughout the Term of this Agreement. Humana Wellness agrees to provide evidence of said insurance coverage to Customer at any time during the Term of this Agreement upon reasonable request by Customer. Humana Wellness shall provide and/or shall require the carrier(s) to provide Customer with at least ten (10) days prior written notice of any non-renewals, cancellations or modifications resulting in a decrease and/or limitation in coverage.

### 5. PRICING; PAYMENT TERMS

5.1 PRICING. Fees for the Wellness Services provided hereunder to Customer ("Fees") shall be as set forth in the Statement(s) of Work.

## HUMANA WELLNESS SERVICES AGREEMENT

5.2 PAYMENT TERMS. Customer shall pay the Fees on a monthly basis. Invoices will be delivered

to Customer by the fifteenth (15<sup>th</sup>) of each calendar month and payments shall be due and payable within thirty (30) days of the invoice date. Fees for any custom development services (if applicable) will be invoiced upon completion of development work and/or as defined in the Statement(s) of Work. Any delinquent payment under this Agreement shall bear interest from the due date until paid at a rate of 0.5% per month or the maximum allowable rate under the law, whichever is less.

### 6. TERM AND TERMINATION

6.1 TERM. The initial term of this Agreement (the "Initial Term") shall be three (3) years, commencing on the Effective Date. This Agreement will automatically renew for additional consecutive one (1) year periods (each a "Renewal Term") on the same terms, conditions and provisions as contained herein, together with any authorized and approved amendments hereto, unless Humana Wellness or Customer provides written notice of non-renewal at least ninety (90) days' prior to the expiration of the then current Initial Term or Renewal Term. This Agreement's Initial Term and any subsequent Renewal Term(s) shall be referred to herein collectively as this Agreement's "Term." Each Statement of Work may have a term that differs from this Agreement, and each Statement of Work may be terminated separately from this Agreement consistent with the termination rights provided in this Agreement or such Statement of Work.

6.2 TERMINATION. This Agreement, including all exhibits and Statements of Work, may be terminated as follows; additional termination rights may be provided for in each Statement of Work:

#### 6.2.1 Termination without Cause.

(a) Notwithstanding anything to the contrary herein, this Agreement may be terminated by Humana Wellness or Customer without cause by providing at least ninety (90) days prior written notice to the other. In the event that either Party terminates this Agreement without cause, Humana Wellness agrees: (i) if requested, to work with Customer in the orderly transition of Covered Persons receiving Wellness Services to alternative programs; and (ii) further, that Customer may begin to transition Covered Persons to alternative programs in the thirty (30) day period prior to the effective date of said without cause termination and payment to Humana Wellness for such Wellness Services will be adjusted accordingly.

(b) Humana Wellness and Customer may terminate this Agreement at any time upon the mutual written agreement of the Parties.

#### 6.2.2 Termination for Cause.

(a) Humana Wellness or Customer may terminate this Agreement at any time upon delivery of a thirty (30) calendar day written notice to the other Party in the event of any fraud or material misrepresentation by the other Party.

(b) Humana Wellness or Customer may terminate this Agreement at any time upon delivery of a thirty (30) calendar day written notice to the other Party in the event of any failure by the other Party to comply in any material respect with any material provision of this Agreement that is not cured in all material respects within the thirty (30) day notice period.

(c) Humana Wellness may immediately terminate this Agreement if Customer is more than forty five (45) days past due on payments owed to Humana Wellness under this Agreement.

(d) This Agreement shall automatically terminate one (1) year after the termination of the last Statement of Work.



## HUMANA WELLNESS SERVICES AGREEMENT

### 6.2.3 Early Termination.

(a) If Customer terminates this Agreement without cause at any time during the initial twelve (12) months of this Agreement, Customer will pay Humana Wellness an early termination fee of three (3) times the Fees for one payment period and any additional shutdown costs associated with the termination, within thirty (30) days of the date of termination provided in Customer's notice to terminate this Agreement.

(b) Following the first twelve (12) months of this Agreement, either Party may terminate this Agreement at any time, without cause, upon at least ninety (90) days' prior written notice to the other Party.

6.3 IMMEDIATE TERMINATION. This Agreement may be terminated immediately and automatically, if either Humana Wellness or Customer applies for or consents to the appointment of a receiver, trustee or liquidator, files a voluntary petition in bankruptcy, admits in writing its inability to pay its debts as they become due, makes a general assignment for the benefit of creditors, files a petition or an answer in any judicial proceedings seeking reorganization or arrangement with creditors or taking advantage of any insolvency law, or if an order, judgment or decree shall be entered against that Party by a court of competent jurisdiction on the application of a creditor of such Party, adjudicating such Party bankrupt or insolvent or approving a petition seeking reorganization of such Party or appointing a receiver, trustee or liquidator of such Party and such order, judgment, decree or proceeding is not dismissed or vacated within a period of sixty (60) consecutive days.

6.4 SURVIVAL OF RIGHTS. Termination of this Agreement shall not alter or impair any rights of either Party accrued under this Agreement through the date of termination.

6.5 DATA TRANSFER. Upon reasonable request by Customer, upon termination of this Agreement (or prior to termination if required by law), Humana Wellness shall transfer all documentation of and/or data related to Wellness Services rendered to Covered Persons under this Agreement that was not otherwise previously provided to Customer as permitted by law and/or under NCQA accreditation requirements.

## 7. INDEMNIFICATION

7.1 INDEMNIFICATION BY HUMANA WELLNESS. Humana Wellness shall indemnify, defend, and hold harmless Customer, its Affiliates and permitted assigns (and all officers, directors, employees and agents thereof) (collectively, the "**Customer Indemnitees**") from and against any and all liabilities, penalties, fines, forfeitures, demands, claims, suits, causes of action, costs, expenses, and/or damages which the Customer Indemnitees may suffer, incur, be responsible for, or payout (either individually or collectively) as a result of claims brought by third parties, governmental entities, or Humana Wellness's employees or representatives -- including but not limited to such claims alleging injuries (including death) to any Person, damage or loss to any property or property rights, or any actual or alleged violation of applicable federal, state or local statutes, ordinances, orders, rules, or regulations of any governmental entity or agency -- caused directly by or directly arising from or out of: (a) Humana Wellness's breach of this Agreement; or (b) any willful, negligent, wrongful, or illegal acts or omissions of Humana Wellness, its employees and/or representatives. Humana Wellness's obligations to defend and indemnify the Customer Indemnitees under this Section shall be reduced by the proportionate extent, if any, that the indemnified claim arises from the negligent act or omission or intentional misconduct of the applicable Customer Indemnitee(s). Humana Wellness's indemnity liability under this Section, including indemnification of attorneys' fees and other defense costs, shall be limited to one million dollars (\$1,000,000) during the Term of this Agreement (the "**Indemnity Cap**").



## HUMANA WELLNESS SERVICES AGREEMENT

*To the extent allowed by law,*

7.2 INDEMNIFICATION BY CUSTOMER. Customer shall indemnify, defend, and hold harmless Humana Wellness, its Affiliates and permitted assigns (and all officers, directors, employees and agents thereof) (collectively, the "Humana Wellness Indemnitees") from and against any and all liabilities, penalties, fines, forfeitures, demands, claims, suits, causes of action, costs, expenses, and/or damages which the Humana Wellness Indemnitees may suffer, incur, be responsible for, or pay out (either individually or collectively) as a result of claims brought by third-parties, governmental entities, or Customer's employees or representatives -- including but not limited to such claims alleging injuries (including death) to any Person, damage or loss to any property or property rights, or any actual or alleged violation of applicable federal, state or local statutes, ordinances, orders, rules, or regulations of any governmental entity or agency -- caused directly by or directly arising from or out of: (a) Customer's breach of this Agreement; or (b) any willful, negligent, wrongful, or illegal acts or omissions of Customer, its employees and/or representatives. Customer's obligations to defend and indemnify the Humana Wellness Indemnitees under this Section shall be reduced by the proportionate extent, if any, that the indemnified claim arises from the negligent act or omission or intentional misconduct of the applicable Humana Wellness Indemnitee(s).

7.3 INDEMNIFICATION COSTS AND ATTORNEYS' FEES. In addition to the foregoing, all indemnities set forth in this Agreement shall include reasonable court costs, attorneys' fees, and expert witness fees, as and when incurred. The indemnifying Party shall have the right to select counsel to defend against the indemnified claim (subject to reasonable and timely review and consent of the indemnified Party, which consent shall take into consideration the requirements of the indemnifying Party's insurance carrier) and, except as provided below, will be the sole judge of the acceptability of any compromise or settlement of the indemnified claim. Notwithstanding the foregoing, the indemnifying Party shall not: (a) settle any indemnified claim which will subject the indemnified Party to any form of temporary or permanent injunctive relief without the indemnified Party's prior written consent (such consent not to be unreasonably withheld, conditioned or delayed) or (b) settle any other indemnified claim without consultation with the indemnified Party.

7.4 INDEMNIFICATION PROCEDURES. If a claim covered by the foregoing indemnities is asserted against either Party, the indemnified Party shall promptly give the indemnifying Party written notice thereof. The indemnified Party shall extend its full cooperation in connection with the defense provided by the indemnifying Party, subject to reimbursement for all reasonable out-of-pocket expenses incurred by the indemnified Party in providing such cooperation. If the indemnifying Party fails to defend a claim within a reasonable time, which time shall not extend beyond the date the indemnified Party is required to file an answer or other responsive pleading to the pending claim, the indemnified Party shall be entitled to assume defense of the claim and the indemnifying Party shall be bound by the results obtained by the indemnified Party with respect to such claim.

## 8. LIMITATION OF LIABILITY

8.1 IN NO EVENT WILL EITHER PARTY BE LIABLE TO THE OTHER PARTY FOR CONSEQUENTIAL, INCIDENTAL, INDIRECT, PUNITIVE OR SPECIAL DAMAGES (INCLUDING LOSS OF PROFITS, DATA, BUSINESS OR GOODWILL), REGARDLESS OF WHETHER SUCH CLAIM OF LIABILITY IS BASED ON BREACH OF CONTRACT, TORT, STRICT LIABILITY, BREACH OF WARRANTIES, FAILURE OF ESSENTIAL PURPOSE OR OTHERWISE, AND EVEN IF ADVISED OF THE LIKELIHOOD OF SUCH DAMAGES.

8.2 To the maximum extent permitted by applicable law, Customer agrees that Humana Wellness's total maximum aggregate cumulative liability (including that of Humana Wellness's Affiliates and subcontractors) to Customer for all past, present and future claims, demands, actions, causes of action, requests, lawsuits, judgment damages, costs, expenses, prejudices or losses (collectively, "Direct Claims") in relation to or arising under this Agreement shall be limited to Customer's actual direct damages and shall not, under any circumstances, exceed, in the aggregate, for all Direct Claims past, present and future, the total amount of compensation paid by Customer to Humana Wellness under this Agreement during the twelve (12) month period immediately preceding the loss. This limitation of liability for Direct Claims shall not be construed so as to limit either Party's rights or obligations of indemnity for third party claims as set forth herein, which rights and obligations shall be governed exclusively by the provisions of Section 7 and the separate Indemnity Cap set forth therein.



## HUMANA WELLNESS SERVICES AGREEMENT

### 9. DISPUTE RESOLUTION

9.1 For all controversies, claims and matters of difference arising out of the business relationship between the Parties, the Parties hereby agree to promptly discuss such controversies, claims and matters of difference in an attempt to come to a mutually agreeable resolution.

9.2 In the event of a dispute between Humana Wellness and Customer which cannot be settled by mutual agreement pursuant to the process described in Section 9.1, including without limitation, a dispute involving the interpretation of any provision of this Agreement or otherwise arising out of the Parties' business relationship (excluding any disputes that are currently the subject of individual or class litigation), the obligations of Humana Wellness or Customer hereunder, or allegations or claims involving violations of state or federal laws or regulations, such dispute shall be resolved by binding arbitration, conducted in accordance with the American Health Lawyers Association Alternative Dispute Resolution Service Rules of Procedure for Arbitration. The arbitration shall be conducted in Louisville, Kentucky. Judgment upon the award rendered in any such arbitration may be entered in any court of competent jurisdiction sitting in Louisville, Kentucky, or an application may be made to such court for judicial acceptance and enforcement of the award, as applicable law may require or allow. The cost of any arbitration proceeding(s) hereunder shall be borne equally by the Parties. Each Party shall be responsible for its own attorneys' fees and such other costs and expenses incurred related to the proceedings. Arbitration proceeding(s) hereunder shall be conducted solely between Humana Wellness and Customer, class-based arbitration shall not be permitted.

### 10. HEALTH CARE REGULATORY COMPLIANCE

10.1 HIPAA COMPLIANCE. If applicable, Humana Wellness shall at all times throughout the Term of this Agreement comply with and provide all Wellness Services hereunder consistent with the following standards as such standards are applicable to Humana Wellness: (a) all requirements of the Health Insurance Portability and Accountability Act of 1996 ("HIPAA") and the Privacy and Security Regulations promulgated thereunder, (b) the Health Information Technology for Economic and Clinical Health Act of 2009 and the regulations promulgated thereunder (collectively, "HITECH Act"), and (c) all state data security and any other laws applicable to the provision of the Wellness Services hereunder. Contemporaneously with the execution of this Agreement, the Parties agree to execute a Business Associate Agreement, if applicable in the form attached to this Agreement.

10.2 PRIVACY RULE COMPLIANCE. Both Parties will comply with all applicable provisions of HIPAA, including the privacy provisions, as such are implemented and revised from time to time. Both Parties further agree that they will: (a) not use or disclose any protected health information or de-identified protected health information (collectively "PHI") obtained or accessible by them as a result of their performance under this Agreement other than as permitted or required by this Agreement or by law; (b) use appropriate safeguards to prevent use or disclosure of such PHI except as permitted by this Agreement; (c) mitigate, to the extent practicable, any harmful effect of a use or disclosure of PHI in violation of the requirements of this Agreement; (d) report any use or disclosure of PHI not provided for in this Agreement of which they become aware; (e) ensure that Humana Wellness's subcontractors to whom they provide PHI, or who have access to PHI, agree to the same restrictions and conditions that apply with respect to such PHI; (f) make available PHI to any individual who has a right of access under local, state and/or federal law or regulation; (g) make available PHI for amendment and incorporate any amendments to PHI; (h) make available the information required to provide an accounting of disclosures; and (i) make its internal practices, books and records relating to the use and disclosure of PHI received or obtained, or created or received, available to the Secretary of the Department of Health and Human Services for determining provider's compliance with federal regulations.



## HUMANA WELLNESS SERVICES AGREEMENT

10.3 TRANSACTION AND SECURITY REGULATIONS COMPLIANCE. Both Parties shall comply with the Transaction Code Set Regulations. Upon the Effective Date, and for so long as any PHI is transmitted between the Parties using electronic media, both Parties shall protect the integrity, privacy and availability of such PHI by implementing appropriate and commercially reasonable administrative procedures, physical safeguards, technical security services and technical security mechanisms with respect to facilities and software and systems, all as required by, and as more specifically set forth in, the Federal Transaction Regulations and the Federal Security Regulations.

10.4 TERMINATION. In addition to other provisions of this Agreement relating to termination rights, the following shall apply:

10.4.1 In the event that either Party materially breaches any of the above provisions, or declines to implement any changes that are legally required to ensure compliance with HIPAA and related laws and regulations, the non-breaching Party may immediately terminate this Agreement with written notice to the breaching Party after providing at least a five (5) calendar day opportunity period to cure the breach.

10.4.2 At termination of this Agreement, for any reason, each Party will return or destroy any and all PHI received from the other Party in any form and retain no copies of such information or, if such return or destruction is not feasible, shall notify the other Party of the condition that makes the return or destruction of PHI not feasible and shall extend the protections of this Section 10 to the PHI and limit further uses and disclosures to those purposes that make the return or destruction of the PHI infeasible for so long as the other maintains such PHI. These provisions shall survive the expiration or termination of this Agreement for any purpose.

10.5 AMENDMENT. The Parties agree that if necessary, they shall amend this Section 10 of this Agreement to comply with or effectuate changes to, or the interpretation of, HIPAA, the HITECH Act and the regulations issued under them.

### 11. INTELLECTUAL PROPERTY USE AND OWNERSHIP

11.1 INTELLECTUAL PROPERTY USE. Humana Wellness grants to Customer, and Customer accepts, a non-exclusive, non-transferable, revocable right to access and to use Humana Wellness Property, as applicable to Wellness Services provided under this Agreement. Customer expressly acknowledges that the Humana Wellness Property is provided under license to Customer and that Humana Wellness Property is made available to Customer and Customer's Covered Persons only for the purposes stated in this Agreement and only during the Term of this Agreement. Customer shall take reasonable security measures to prevent unauthorized access to or use of the Humana Wellness Property and shall notify Humana Wellness in the event it identifies any unauthorized access or use.

11.2 RESTRICTIONS ON INTELLECTUAL PROPERTY USE. Customer agrees not to reproduce Humana Wellness Property except as may be required for the sole purpose of accessing or using Humana Wellness Property pursuant to this Agreement. Customer further agrees not to distribute or display Humana Wellness Property, to create derivative works based on Humana Wellness Property, or to access or use the Humana Wellness Property in any manner not expressly permitted under this Agreement. Customer agrees that it will not, directly or indirectly, reverse engineer, decompile, disassemble or otherwise attempt to derive source code or trade secrets from any software or proprietary materials of Humana Wellness and/or its subcontractors, lessors or licensors.

11.3 INTELLECTUAL PROPERTY OWNERSHIP. Each Party shall remain the owner of all Intellectual Property it owns prior to the Effective Date and that which it creates in the performance of its obligations under this Agreement. Humana Wellness and/or its subcontractors, lessors, and licensors are, and shall remain the sole and exclusive owner of their respective Humana Wellness Property and any and all components thereof, whether owned on the Effective Date or acquired thereafter. Upon the expiration or termination of this Agreement or applicable Statement of Work, as the case may be, Customer shall promptly return to Humana Wellness (or at Humana Wellness's request, destroy), all such Humana Wellness Property in its possession or control.

## HUMANA WELLNESS SERVICES AGREEMENT

### 12. NON-SOLICITATION

12.1 Customer agrees that during the Term and for a period of one (1) year from the date of termination of this Agreement (collectively, the “**Restricted Period**”), neither Customer, nor Customer’s employees, officers, directors, agents or other representatives, individually or on behalf of any other Person or entity, directly or indirectly, shall recruit or hire any Person who was an employee of Humana Wellness or its Affiliates with knowledge or training on the Wellness Services at any time during the Restricted Period. A general advertisement or notice of a job listing or opening or other similar general publication of a job search or availability to fill employment positions, including on the internet, shall not be construed as a solicitation or inducement for the purposes of this Section 12.1.

### 13. OTHER PROVISIONS

13.1 AMENDMENTS. This Agreement may be amended at any time by written agreement executed by authorized representatives of both Parties.

13.2 ASSIGNMENT. Neither Party shall assign or transfer this Agreement in whole or in part without the prior written consent of the other Party which shall not be unreasonably conditioned, withheld or delayed. Notwithstanding the forgoing, Humana Wellness may assign this Agreement to a parent, an Affiliate or pursuant to a sale of all or substantially all assets without written consent or notice.

13.3 CONTRACT INTEGRATION. All appendixes and exhibits to this Agreement are hereby incorporated into this Agreement. Additionally, all Statements of Work entered into pursuant to this Agreement are hereby incorporated into this Agreement. This Agreement, including its Statements of Work, appendixes, exhibits, and any amendments, addenda, documents or other data attached hereto or incorporated herein constitutes the entire understanding of the Parties with regard to the matters addressed by this Agreement and supersedes all prior and contemporaneous representations and understandings, whether oral or written, between Humana Wellness and Customer.

13.4 FORCE MAJEURE. No Party to this Agreement shall be deemed to breach its obligations under this Agreement if that Party’s failure to perform under the terms of this Agreement is due to any act of God, acts of the United States of America, any state, territory or political subdivision thereof or any government in which the Wellness Services are performed, riot, war, terrorism, or natural disaster. The Parties agree to take all reasonable steps to preserve their respective performance obligations hereunder.

13.5 HEADINGS. The headings contained in this Agreement are for convenience of reference only and are not intended to have any substantive significance in interpreting this Agreement.

13.6 INDEPENDENT CONTRACTOR STATUS. Notwithstanding anything to the contrary herein, Humana Wellness and Customer are independent Parties contracting with the other solely for the purpose of effecting this Agreement. Nothing contained herein will in any way constitute any association, partnership, or joint venture between the Parties, or be construed to evidence the intention of the Parties to establish any such relationship. Neither Party will have the power to bind the other Party or incur obligations on the other Party’s behalf without the other Party’s prior written consent.



## HUMANA WELLNESS SERVICES AGREEMENT

13.7 NOTICE. All notices, requests, consents and other communications under this Agreement must be in writing and must be directed to the Parties at the addresses listed below, or to such other addresses the Parties may subsequently designate by written notice, and must be: (i) mailed by first class certified mail, return receipt requested; (ii) sent by Federal Express, United States Express Mail or similar overnight delivery or courier service, with signature required; or (iii) delivered (in person, or by a fax or email transmission) with printed confirmation of receipt (in the case of a fax transmission) or reply email confirmation (in the case of an email transmission).

*If to Humana Wellness:* Humana Wellness  
500 W Main Street  
Louisville, KY 40202  
Attention: Senior Leader

*Copy to:* Humana Inc.  
500 West Main Street  
Louisville, KY 40202  
Attention: Law Department

*If to Customer:* Fayette County Board of Education  
Jennifer Dyar, Chief Human Resources Officer  
450 Park Place  
Lexington, KY 40511

13.8 PROMOTIONAL MATERIALS/USE OF NAME. With the exception of Humana Wellness identifying Customer as a client in its marketing materials during the Term of this Agreement, neither Customer nor Humana Wellness may use the other Party's name or any of their service marks in marketing material without the prior written consent of the other Party.

13.9 PUBLIC STATEMENTS. During the Term of this Agreement, neither Party will make any press release or other public announcement concerning this Agreement or the transactions contemplated by this Agreement, without the prior written approval of the other.

13.10 SEVERABILITY. The invalidity, illegality or unenforceability of any provisions of this Agreement, by statute, court or otherwise, shall not affect the validity, legality or enforceability of any other provision of this Agreement, which shall remain in full force and effect.

13.11 SURVIVAL OF TERMS. The provisions of this Agreement concerning complaints, Covered Person and office records, access to information, indemnification, insurance, and where applicable, Proprietary Information shall survive the termination of this Agreement by either Party for any reason. In addition, any other rights that should by their nature survive termination or expiration of this Agreement shall survive such termination or expiration.

## HUMANA WELLNESS SERVICES AGREEMENT

13.12 WAIVER. Waiver, whether express or implied, of any breach of any provision of this Agreement shall not be deemed to be a waiver of any other provision or a waiver of any subsequent or continuing breach of the same provision. Neither failure nor delay on the part of any Party to exercise any right, remedy, power or privilege hereunder nor course of dealing between the Parties shall operate as a waiver thereof, or of the exercise of any other right, remedy, power or privilege.

Furthermore, waiver of one of the remedies available to either Party in the event of a default or breach of this Agreement by other Party shall not at any time be deemed a waiver of a Party's right to elect such remedy(s) at any subsequent time if a condition of default continues or recurs. No course of dealing shall operate as a waiver or modification of any provision of this Agreement or otherwise prejudice such Party's rights, powers and remedies.

13.13 JURISDICTION. This Agreement shall be governed by and interpreted in accordance with applicable federal law and, to the extent such law does not apply, with Kentucky law without regard to the conflicts of law principles thereof.

This Agreement has been executed by the Parties' duly authorized representatives whose signatures appear below to be effective as of 04/01/2022 (the "Effective Date").

**Harris, Rothenberg International Inc.**  
**d/b/a Humana Wellness:**

Fayette County Board of Education

By: *Susan D. Schick*



By: \_\_\_\_\_

Name: Susan D. Schick

Name: \_\_\_\_\_ *Cy*

Title: Senior Vice President, Employer Group

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

## U.S. STATEMENT OF WORK

**Humana Wellness U.S. EAP Services**  
Fayette County Board of Education  
**Effective Date:** 04/01/2022

This Statement of Work No. 1 contains a description of Humana Wellness U.S. EAP Services ("EAP Services"), and additional terms and conditions.

### DEFINITIONS

All defined terms used in this Statement of Work have the same meaning given to them in the Definitions section of the Agreement, unless otherwise specifically defined below.

"Covered Person" for purposes of this Statement of Work, means an individual residing within the U.S. Territory whom Customer deems eligible to receive EAP Services and their household members.

### ELIGIBILITY

For Purposes of EAP Services, Customer is not required to provide an Eligibility File of Covered Persons.

### EAP SERVICES

#### General

EAP Services include:

- Intake, assessment and referral services;
- Face-to-face and/or telephonic sessions are included as defined in **Appendix A\***;
- Making an appropriate referral for further treatment if additional sessions per issue are needed\*;
- Twenty-four (24) hour availability of EAP assessment services and crisis response, via a toll-free telephone line, three hundred sixty-five (365) days a year;
- Follow-up services to Covered Persons utilizing the EAP Services;
- Cross referrals to Work-Life Services (*if included with EAP Services*) when appropriate;
- Review and consultation regarding related benefits;
- Human Resources (HR) and management consultations regarding troubled employees; and
- Extended follow-up services to all employees with substance abuse problems.

**\* If only telephonic assistance is purchased, these services are excluded.**

#### Legal, Mediation, Financial and Identity Theft Services

EAP Services shall also include the following Legal, Mediation, Financial, and Identity Theft Services:

#### Legal

- In office or telephonic consultations with experienced attorneys who are licensed and qualified to practice law in each state, per area of expertise;
- Each Covered Person is entitled to one (1) initial thirty (30) minute office or telephone consultation per separate legal matter at no cost; and
- In the event a Covered Person wishes to retain a participating attorney after the initial consultation, he/she will be provided with a preferred rate reduction of twenty-five percent (25%) from the attorney's normal hourly rate.
- This benefit cannot be used in any adverse action against any employer.



## U.S. STATEMENT OF WORK

### Mediation

Mediation is a process whereby a trained legal professional assists disputing parties with resolving legal issues. Covered Persons receive a thirty (30) minute consultation at no cost. Additional services are available at a twenty-five percent (25%) discounted rate. Mediators do not give legal advice but can offer their opinion regarding settlement solutions. Covered Persons have the option for a qualified mediator to assist them in resolving cases such as:

- Civil matters including: contractual disputes, real estate, landlord/tenant, collections, consumer disputes, and other civil matters;
- Family matters including: divorce, child custody, child support, parenting agreements, family crisis, elder care matters, and many others; and
- Non-Legal matters including: non-legal disputes between neighbors, co-workers, and other emotionally charged issues.
- This benefit cannot be used in any adverse actions against any employer.

### Financial

- Telephone consultations with financial professionals;
- Each Covered Person is entitled to one (1) initial thirty (30) minute telephone consultation per separate financial matter at no cost;
- Financial consultations do not include debt consolidation services.

### Identity Theft

Identity (ID) Theft assists Covered Persons with restoring their identity and good credit following an identity theft incident, as follows:

- Each Covered Person is entitled to sixty (60) minutes of ID counseling with a highly trained Fraud Resolution Specialist™ who conducts seven (7) emergency response activities;
- Each Covered Person is entitled to a free "ID Theft Emergency Response Kit™;" and
- Each Covered Person is counseled on preventative steps necessary to take in an effort to avoid future ID theft losses and damages to a Covered Person's credit score and reputation.

### CONSULTATIONS

- The Customer shall be entitled to unlimited management Consultations with its Account Manager, on issues ranging from program utilization and engagement activities to topical training/seminar consultation.

### WORK-LIFE SERVICES

The Work-Life component of EAP Services helps Covered Persons address common life issues such as healthy eating, day care, and elder care needs and includes consultations, assessments, customized referrals to service providers, care giving resources and other services nationwide, as follows:

- Unlimited telephone consultation, including full exploration of care giving problem, concern or issue;
- The ease, convenience, and flexibility of secure web-based, online resources to reinforce the face-to-face coaching experience;
- Vacancy confirmation, which is when Humana Wellness determines service availability of providers prior to sending referrals to Covered Persons;
- Distribution of educational materials, guides, and handouts to Covered Persons;
- 24 hour availability of service, via a toll-free telephone line, three hundred sixty-five (365) days a year;
- Follow-up services to Covered Persons utilizing the Work-Life Services; and
- Cross referrals to other EAP Services when appropriate.

## U.S. STATEMENT OF WORK

### MANAGER REFERRALS

An employee can be formally referred to the EAP by their manager and/or the Human Resources Department because of performance issues, which may include chronic absenteeism, tardiness, anger management, a positive drug screen, etc. (any such referral is referred to herein as a "Manager Referral"). Manager Referrals are included in the EAP Services as set forth in **Appendix A** of this Statement of Work. Manager Referrals are case-managed by Humana Wellness Management Consultants as follows:

- Consult manager and/or Human Resources about how to discuss the Manager Referral with employee;
- Consult about potential risk management/safety issues; and
- Report employee compliance information.

### EMPLOYEE MANAGEMENT AND ORIENTATIONS

As a means of introducing employees and managers/supervisors to the EAP Services and creating program awareness, a series of employee orientation and supervisor/manager training sessions will be provided to the Customer upon request.

Employee Orientations educate the workforce about the wide nature of concerns addressed by the EAP Services, including the assurance of confidentiality. In addition, Manager Orientations guide managers, and supervisors on how to use the EAP Services as a management tool.

After the initial rollout of the EAP Services, orientations and training sessions will be provided to the Customer as mutually agreed upon by the Parties.

### SEMINARS, TRAINING SERVICES, AND WORKSHOPS

In addition to the already developed one (1) hour workplace seminars, Humana Wellness can create specialized training programs based on the Customer's request. Such programs and additional training services shall be subject to an additional fee for the design/development of such specialized/customized training program. Training can be provided in person or via teleconference or webinar.

In the event the Customer requests seminars or workshops, fees for such seminars and workshops are outlined in **Appendix A**. In the event the Customer requests customized training services, fees for such services shall be mutually agreed upon by the Parties.

### WEBSITE

Covered Persons shall have unlimited access to the EAP website located at [www.humana.com/eap](http://www.humana.com/eap), which includes articles, tip sheets, Click 'n Learns, quizzes, interactive assessments, calculators, search locators and tools, Ask The Expert, teleconferences, online Health and Wellness services, and Tools for Managers.

### Access

Humana Wellness will provide the Customer with a unique company username and password.

### Branding

Customer may add a logo at no additional fee to the EAP website.

### VISIBILITY EVENTS

If requested by the Customer, Humana Wellness will participate in the Customer's open-enrollment meetings and health or wellness fairs to ensure continued visibility of the EAP Services and provide orientation information and educational materials on specific topics as requested by the Customer. Humana Wellness and the Customer will mutually agree on the number of hours provided to the Customer for Visibility Events. Fees associated with health and wellness fairs are outlined in **Appendix A**.



## U.S. STATEMENT OF WORK

### CRITICAL INCIDENT RESPONSE SERVICES

Critical Incident Response Services ("CIRS") are a highly specialized individual and group session services designed to minimize the negative emotional and psychological impact of traumatic events such as organizational change or disruptive natural or man-made events. The goal of the CIRS session is to enhance Covered Persons' ability to transcend workplace trauma and resume focused and productive work activities. Fees associated with CIRS are outlined in **Appendix A**.

CIRS session levels are defined as follows:

- Standard: these are scheduled for an agreed upon number of hours in advance with more than two (2) hours' notice. The charges are "per consultant per hour." If the Customer requests that the consultant stay beyond the scheduled hours and if the consultant is available to stay, the same rates would apply. If not, another counselor can then be scheduled to be onsite if the Customer so desires.
- Immediate: these are classified as immediate when the onsite presence is requested within two (2) hours of the initial call for assistance and are scheduled for an agreed upon number of hours. The charges are "per consultant per hour." If the Customer requests that the consultant stay beyond the scheduled hours and if the consultant is available to stay, the same rates would apply. If not, another counselor can then be scheduled to be onsite if the Customer so desires. A cancellation fee applies for any scheduled CIRS session that is cancelled within twenty-four (24) hours of the scheduled start time.

### FITNESS FOR DUTY EVALUATIONS

Fitness for Duty ("FFD") Evaluations are available when the employer decides that an employee cannot be at work until or unless a qualified professional states that they are safe to be at work and can perform the essential functions of their role. These FFD Evaluations are appropriate for extremely serious employee issues. In these situations, the employee is generally required to undergo the evaluation as a condition of continued employment. An FFD Evaluation is performed by a neutral, independent forensic specialist who has no treatment, financial, or professional relationship with the examinee or the examinee's care givers. These evaluations provide concrete information about an employee's level of functioning and appropriateness for their work environment. An FFD Evaluation can be considered for circumstances such as:

- Threats, expressions or overt violent behavior to self or others;
- Bizarre or highly disruptive behavior impacted performance or the workplace;
- Aggressive or abusive behavior violating company code of conduct; or
- Intoxication or failed drug/alcohol tests (not intended to address acute intoxication).

Humana Wellness will fully case-manage the referral and the FFD Evaluation arrangements and work closely with Human Resources or other designated persons at Customer to resolve the situation. Fees associated with FFD Evaluations are outlined in **Appendix A**.

### REPORTING

Humana Wellness will submit quarterly, semi-annual, and annual utilization reports. Such reports will detail the

categories of presenting problems, the numbers and types of services provided, demographic profiles of all Covered Persons, usage of the EAP website, and Covered Person usage of any other services delivered during the relevant reporting period. The frequency of reports may be changed upon mutual agreement between Humana Wellness and the Customer.

### QUALITY MANAGEMENT

Humana Wellness has implemented several different quality assurance procedures which are available upon request by the Customer.



## U.S. STATEMENT OF WORK

### COMMUNICATIONS

The Customer will receive promotions highlighting the EAP Services on a monthly and quarterly basis. The following promotional materials and activities shall be provided to the Customer as follows:

- Humana Wellness will provide the Customer with professional assistance in planning, promoting, administering, and conducting the EAP Services.
- Humana Wellness will collaborate with the Customer to promote the EAP Services and will develop with the Customer a coordinated Communications Plan to promote the EAP Services.
- Humana Wellness will work with the Customer to develop branded promotional materials including one (1) brochure per eligible plus fifty percent (50%) over the eligible count.
- All such materials shall be provided to the Customer at no cost for the initial roll out/implementation of the EAP Services.
- All promotional activities will be conducted by mutual consent between Humana Wellness and the Customer.

### Customized Promotional Materials

Fees for customized promotional materials shall be mutually agreed upon by the Parties, and will generally be either an hourly rate or a flat fee, depending on the nature of the work to be performed.

### TERMINATION

Effective the date of termination of the Agreement, or the Statement of Work, or the date of termination of the eligibility of a Covered Person, all services provided in this Statement of Work, including access to all remaining eligible EAP sessions, are also terminated.

### HUMANA WELLNESS U.S. EAP SERVICES PRICING AND PAYMENT TERMS

Humana Wellness payment terms are as outlined in the Agreement. Pricing for Humana Wellness U.S. EAP Services are outlined in **Appendix A** as attached to this Statement of Work.

### TERM OF STATEMENT OF WORK

The term of this Statement of Work shall be effective as of 04/01/2022 ending on 03/31/2027 .

### HUMANA WELLNESS EAP SERVICES TIMELINE (NEW CUSTOMERS ONLY)

Timeline for standard implementations are sixty (60) days from the date of the signed Statement of Work. Implementation work will not begin until the Statement of Work is executed.

## U.S. STATEMENT OF WORK

### SIGNATURES

This Statement of Work has been executed by the Parties' duly authorized representatives whose signatures appear below.

\_\_\_\_\_  
*Printed Name of Customer Representative*

\_\_\_\_\_  
*Date*



\_\_\_\_\_  
*Representative's Title*

\_\_\_\_\_  
Fayette County Board of Education

\_\_\_\_\_  
*Company*

\_\_\_\_\_  
*Representative's Signature*

Susan D. Schick

\_\_\_\_\_  
*Printed Name of Humana Wellness Representative*

\_\_\_\_\_  
*Date*

Senior Vice President, Employer Group  
*Representative's Title*

Harris, Rothenberg International Inc. d/b/a Humana  
Wellness

\_\_\_\_\_  
*Company*

\_\_\_\_\_  
*Representative's Signature*

## U.S. STATEMENT OF WORK

### Appendix A – Humana Wellness U.S. EAP Services Pricing

For clarity purposes, per “eligible” below means “Covered Persons” as defined in the Humana Wellness Services Agreement. The EAP program is accessible to employees plus all household dependents, but billing is based on Employee Count.

#### Program Pricing for 6,000 Employees (the “Employee Count”)\*

Humana EAP Services	Fees
4-session EAP	\$1.03 per employee per month (PEPM)
Work-life services	Included
Legal and financial services	Included
Member website	Included
Employee and manager orientations	Included
LifeCoach	Included
Seminars	Twenty (20) Hours Included
<p><i>*Assumptions: Fees are based on the eligible employee count and are valid for no fewer than 20% less than the employee count noted in the above program pricing. Reductions in employee count below this minimum allow Humana the right to re-evaluate fees.</i></p> <p>Our rate is guaranteed for five years with a five-year contract.</p>	
Fee for Service Options	Fees
Seminars	\$400 per hour plus travel charges and additional fees, if applicable
Critical Incident Response (CIR) Services:	Includes the following:
<ul style="list-style-type: none"> <li>Standard</li> <li>Immediate (within two hours)</li> </ul>	<ul style="list-style-type: none"> <li>\$250 per hour* plus travel charges, if applicable</li> <li>\$330 per hour* plus travel charges, if applicable</li> </ul> <p><i>*Minimum of 1.75 (Standard) and 1.5 (Immediate) hours applies</i></p>
Health or Wellness Fairs	\$100 per hour plus travel charges, if applicable
Department of Transportation (DOT) Substance Abuse Professional (SAP) Referrals	\$750 per case but case management is included in our base PEPM rate
Fitness for Duty Evaluations (FFDE)	Full case management of FFDE is included in our base rate. However, we will pass on any costs charged by the Independent Medical Examiner for comprehensive evaluation, which is typically between \$2,000 and \$5,500 per case.
Cancellation fees may apply if fee-for-service options are cancelled without minimum required notice.	
EAP Fee Term	
The EAP monthly fees are valid for the period of time beginning on effective date 04/01/2022 and ending on 03/31/2027	



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING: Regular**

**DATE: 3/10/2022**

**TOPIC: Contract with Savvas Learning**

**PREPARED BY: Mendy Mills**

**Recommended Action on: 3/21/2022  
Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval: Yes**

**Recommendation/Motion: Approve contract with Savaas Learning to provide training on the Sheltered Instruction Observation Protocol (SIOP) for Bryan Station Middle School**

**Background/Rationale: Bryan Station Middle School identified the need for SIOP professional learning as an ATSI school due to the gap between EL students. This professional learning will be funded from School Improvement Funds.**

**Policy: 01.11**

**Fiscal Impact: \$40,000**

**Attachments(s): Savvas Contract**



## CONTRACT

THIS CONTRACT is entered into this 1<sup>st</sup> day of February, 2022, by and between the BOARD OF EDUCATION OF FAYETTE COUNTY, KENTUCKY, 450 Park Place, Lexington, Kentucky 40511 ("Board") and Savvas Learning Company, PO Box 6820, Chandler AZ 85246 ("Second Party").

### A. PARTIES:

The Board of Education of Fayette County, Kentucky, Bryan Station Middle School has established the need to provide professional learning on SIOP Model and has determined that this need cannot be met by existing district staff.

Savvas Learning Company provides professional learning on SIOP Model and has expertise or needed products as described herein.

### B. PURPOSE:

The purpose of this contract is to improve the availability of professional learning on SIOP Model.

NOW, THEREFORE, for and in consideration of the mutual promises set out herein, it is hereby agreed by and between the parties hereto as follows:

1. The Second Party shall provide to the Bryan Station Middle School as an independent contractor, services under the direction of Robin Kirby & Mendy Mills (School Improvement Funds).

2. The second party shall provide 2, 3 day SIOP training sessions for 35 teachers each session the week of May 31<sup>st</sup> and June 6, 2022 and 2, 1 day sessions on using SIOP with newly arrived students on June 13 and 22, 2022.

3. The Board agrees to pay the Second Party for the services/products provided in this contract the amount of \$40000. Additional expenses to be reimbursed are NA, with a total amount of this contract not exceeding \$40,000

4. The Second Party shall provide to the Fayette County Board of Education an invoice for services rendered under this contract and any agreed upon expenses to be reimbursed. Unless otherwise stated, travel and per diem shall be reimbursed based upon the district's current travel policies.

5. The Second Party is not debarred or suspended or otherwise excluded from or ineligible for participation in Federal assistance programs under Executive Order 12549, "Debarment and Suspension."

6. This contract may be re-negotiated based upon, but not limited to, increases in services to participants. Any modifications shall be agreed to in writing and signed by both parties.

7. The staff providing services to the Board herein are employees of the Second Party and shall not represent to anyone that they are employees or agents of the Board.

8. Either party shall have the right to terminate this agreement at any time upon a fourteen (14) day written notice, either personally delivered or served by some form of return receipt mail evidencing delivery, to the other party.

9. Each of the parties agrees to comply with all applicable law concerning the performance of the provisions of this contract.



10. The Second Party certifies that it shall not discriminate in any of the services performed in connection with this contract or in any program or activity it operates on the basis of race, color, national origin, religion, age, creed, political affiliation, marital status, sex, or disabling condition.

11. The Second Party certifies that it has read and will comply with the Family Education Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g; 34 CFR Part 99).

12. Any contractor who is working with students on a regularly scheduled and continuing basis pursuant to a written agreement for the purpose of providing services directly to a student or students as part of a school-sponsored program or activity must submit to a national and state criminal history background check by the Department of Kentucky State Police and the Federal Bureau of Investigation and have a letter, provided by the individual, from the Cabinet for Health and Family Services ("CHFS") stating the contractor is clear to hire based on no finding 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. The required background checks and letter from CHFS must be submitted to the FCPS Human Resources Office prior to the beginning of work. Failure to comply with this statute will be considered a breach of contract and will subject the contract to cancellation without penalty.

13. KRS 45A.455 PROHIBITS CONFLICTS OF INTEREST, GRATUITIES, AND KICKBACKS TO EMPLOYEES OF THE BOARD OF EDUCATION IN CONNECTION WITH CONTRACTS FOR SUPPLIES OR SERVICES WHETHER SUCH GRATUITIES OR KICKBACKS ARE DIRECT OR INDIRECT. KRS 45A.990 PROVIDES SEVERE PENALTIES FOR VIOLATIONS OF THE LAWS RELATING TO GRATUITIES OR KICKBACKS TO EMPLOYEES WHICH ARE DESIGNED TO SECURE A PUBLIC CONTRACT FOR SUPPLIES OR SERVICES.

14. If any section, paragraph, or clause of this contract shall be held invalid by any court of competent jurisdiction, the invalidity of said section, paragraph, or clause shall not affect any remaining provisions herein.

15. This contract is deemed to be made under and shall be governed by and construed in accordance with the laws of the Commonwealth of Kentucky.

16. Venue for any legal action filed concerning this contract shall be Fayette County, Kentucky.

17. This writing reflects the entire agreement between the parties. No change or modification of this Agreement shall be valid or binding upon the parties hereto, nor shall any waiver of any terms or conditions hereof be deemed a waiver of such terms or conditions in the future, unless such change, modification or waiver shall be in writing and signed by the parties hereto.

18. This agreement will be in effect from February 1, 2022, through June 30, 2022, unless terminated by either party as defined in Paragraph 8. The agreement may be renewed annually based upon evaluation of the effectiveness of the agreement in meeting the goals set forth herein and funding availability.

IN WITNESS WHEREOF, the parties have executed this contract the day, month, and year above written.

Principal/Director's Approval

BOARD OF EDUCATION OF FAYETTE COUNTY  
KENTUCKY

Mundy B. Mills

2-1-22

Kyna Koch  
Kyna Koch (Feb 8, 2022 07:25 EST)

Date

02/09/2022

Dr. Demetrus Liggins

Dr. Demetrus Liggins, Superintendent

Date

mcw 3-1-22

***Matt Stricker***

Matt Stricker (Feb 7, 2022 18:40 CST)

02/07/2022

**Savvas Learning Co.**

Date



Mendy Mills

Fayette Co Public Schools  
450 Park Pl  
Lexington, KY 40511-1829  
United States

Quote Number: 176846-2

Quote Creation Date: 02-01-2022

Quote Expiration Date: 09-30-2022

Quote Release: 2

## Bryan's Station MS\_SIOP

## Price Quote Summary

Solution	Base Amount	Total
The SIOP® Model	\$ 40,000.00	\$ 40,000.00
<b>Solution Subtotal</b>	<b>\$ 40,000.00</b>	<b>\$ 40,000.00</b>
	Shipping & Handling	\$ 0.00
	<b>Total</b>	<b>\$ 40,000.00</b>

## Price Quote Detail

ISBN	Description	Price	Charged Qty	Total Charged
<b>The SIOP® Model</b>				
The SIOP® Model Professional Learning - The SIOP® Model Professional Development				
0000000112992	SIOP® TRAINING FOR TEACHERS 3-DAY	\$15,000.00	2	\$30,000.00
0000000119509	USING SIOP® WITH NEWLY ARRIVED STUDENTS - PREPAID	\$5,000.00	2	\$10,000.00
<b>The SIOP® Model Professional Learning - The SIOP® Model Professional Development Subtotal</b>				<b>\$ 40,000.00</b>
<b>The SIOP® Model Subtotal</b>				<b>\$ 40,000.00</b>
<b>Solution Subtotal</b>				<b>\$ 40,000.00</b>
	Shipping and Handling			\$ 0.00
	<b>Total</b>			<b>\$ 40,000.00</b>



## Savvas Learning Company LLC Terms and Conditions

To place your order please submit a copy of this price quote with your Purchase Order, include the Quote Number on your Purchase Order, and include any other required documentation. You may send the order documents using an electronic form or by mail. Please submit your PO and price via one of the following methods:

**e-Form:** <http://support.savvas.com/support/s/contactsupport>

**Mail:** PO Box 6820, Chandler, AZ 85246

Savvas does not accept Credit Card information via postal mail, facsimile, or email. Credit Card information will only be accepted via phone, eCommerce, or OASIS.

For questions regarding your order please call Customer Service: 1-800-848-9500.

**Price quote:** This is a price quote for the customer's convenience only, and not an offer to contract. All quotes are subject to review and final acceptance by an authorized representative of Savvas at its offices. Savvas reserves the right to correct typographical, computational or other errors. Savvas' standard terms are net 30 days unless otherwise specified. All pricing is in US Dollars unless otherwise specified. Pricing calculations use multiple decimal places to determine the most accurate extended pricing but are represented in standard currency format. The breakdown of the fees set forth in this quotation is considered Savvas proprietary information and not subject to disclosure by the customer.

**Shipping & handling** charges (where applicable) are shown on the quote. S&H rates quoted are for standard ground transportation and may not reflect account contracted rates. If expedited shipping is requested, actual charges may be higher. For orders picked up at the Savvas warehouse by the customer or a third party carrier contracted by the customer, a 2% handling charge will be applied to shippable items. The 2% charge will show up on the customer proposal and invoice as a S&H charge.

**Taxes:** All pricing in this quote is exclusive of any applicable sales, use or other similar taxes or duties. The customer is responsible for any such taxes or duties that may apply; if the customer is tax exempt, evidence of such tax exemption must be provided. Estimated tax may be provided solely for customer convenience. The amount indicated is only an estimate and is intended to be helpful for budgeting purposes. The actual amount of sales tax assessed at the time of invoicing may be more or less.

**Platforms:** Savvas, and any third party for which Savvas serves as the sales agent or distributor, reserve the right to change and/or update technology platforms, including possible edition updates to customers during the term of access. Customers will be notified of any change prior to the beginning of the new school year.

**Return Policy:** If you are not entirely satisfied with any of our products, then you may, within six months from the date of purchase, return all materials still in new, unused, salable condition for a full refund, credit, or replacement. All returned materials must be shipped back to Savvas within 30 days of receiving the Return Materials Authorization. All materials sold in a set or a package must be returned complete as originally sold. Materials that were provided gratis must be returned proportionate to the purchased items being returned for refund or credit.

**Consumable Worktexts:** Subsequent year consumable worktexts will ship each year on the order date of the original order for the duration of their license. Worktexts will ship to the location listed on the original order. Quantities for each grade level and title will remain consistent each year. Changes to quantities of titles previously ordered, shipping location changes, or any other changes to consumable worktext shipments must be made 4 weeks prior to the original order date. Changes should be made using the e-form: <https://worktext-subscriptions.savvas.com/>.

**Annual subscriptions for iLit and Successmaker:** Products automatically renew on the anniversary date of the original purchase and will be invoiced accordingly unless otherwise specified. If you wish to cancel, please let us know in writing prior to the date of renewal by completing the customer service request form which you can access here: <https://support.savvas.com/support/s/customer-service-support-form>.

**Technical support services** are included with purchase of Savvas digital products eform: <https://support.savvas.com/support/s/k12-curriculum-support-form> phone: 1-800-848-9500

**Professional Services:** All paid services must be scheduled and delivered within twelve (12) months of the order date of those services. Any unused services expire at the end of such twelve (12) month period, unless otherwise specified in contract terms. MySavvasTraining, which provides online access to on-demand tutorials and interactive webinar sessions, is included with purchase of products (mySavvasTraining.com).



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING: Planning**

**DATE: 2/10/2022**

**TOPIC: Contract for Kagan Professional Learning**

**PREPARED BY: Mendy Mills**

**Recommended Action on: 3/21/2022**

**Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval: Yes**

**Recommendation/Motion: Recommend approving the contract with Kagan Professional Development to provide training and coaching not to exceed \$200,000 in multiple schools in Fayette County.**

**Background/Rationale: Several schools will be using Title I, Title II, School Improvement Funds, or ESSER Funds for professional learning from Kagan Professional Development on cooperative learning and student engagement strategies. We are recommending one contract to cover all trainings through out the 2022-23 school year.**

**Policy: NA**

**Fiscal Impact: \$200,000**

**Attachments(s): Attached is the contract for Kagan Professional Development that includes the fee structure for training and coaching sessions.**



## CONTRACT

**THIS CONTRACT** is entered into this **23rd** day of **February, 2022**, by and between the **BOARD OF EDUCATION OF FAYETTE COUNTY, KENTUCKY**, 450 Park Place, Lexington, Kentucky 40511 ("Board") and **Kagan Professional Development 981 Calle Amanecer, San Clemente, CA 92673** ("Second Party").

### **A. PARTIES:**

The Board of Education of Fayette County, Kentucky, **Fayette County Public Schools** has established the need to **provide professional development and coaching for Cooperative Learning to enhance student engagement** and has determined that this need cannot be met by existing district staff.

**Kagan Professional Development** provides **professional development and coaching for Cooperative Learning to enhance student engagement** and has expertise or needed products as described herein.

### **B. PURPOSE:**

The purpose of this contract is to improve the availability of **professional development and coaching for Cooperative Learning**.

**NOW, THEREFORE**, for and in consideration of the mutual promises set out herein, it is hereby agreed by and between the parties hereto as follows:

1. The Second Party shall provide to the **Fayette County Public Schools** as an independent contractor, services under the direction of **Academic Services**.
2. The second party shall provide **multiple professional development sessions and coaching days at schools that include, but not limited to Bryan Station Middle School, Crawford Middle, Athens-Chilesburg, Edyth J. Hayes, Beaumont Middle, Garrett Morgan, William Wells Brown**.
3. The Board agrees to pay the Second Party for the services/products provided in this contract the amount of **not to exceed \$200,000**. Additional expenses to be reimbursed are **NA**, with a total amount of this contract not exceeding **\$200,000**. **Kagan fee structure is attached to this contract. Payments will be made toward fulfillment of this contract after each separate professional learning session is completed.**
4. The Second Party shall provide to the Fayette County Board of Education an invoice for services rendered under this contract and any agreed upon expenses to be reimbursed. Unless otherwise stated, travel and per diem shall be reimbursed based upon the district's current travel policies.
5. The Second Party is not debarred or suspended or otherwise excluded from or ineligible for participation in Federal assistance programs under Executive Order 12549, "Debarment and Suspension."
6. This contract may be re-negotiated based upon, but not limited to, increases in services to participants. Any modifications shall be agreed to in writing and signed by both parties.
7. The staff providing services to the Board herein are employees of the Second Party and shall not represent to anyone that they are employees or agents of the Board.
8. Either party shall have the right to terminate this agreement at any time upon a fourteen (14) day written notice, either personally delivered or served by some form of return receipt mail evidencing delivery, to the other party.



9. Each of the parties agrees to comply with all applicable law concerning the performance of the provisions of this contract.

10. The Second Party certifies that it shall not discriminate in any of the services performed in connection with this contract or in any program or activity it operates on the basis of race, color, national origin, religion, age, creed, political affiliation, marital status, sex, or disabling condition.

11. The Second Party certifies that it has read and will comply with the Family Education Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g; 34 CFR Part 99).

12. Any contractor who is working with students on a regularly scheduled and continuing basis pursuant to a written agreement for the purpose of providing services directly to a student or students as part of a school-sponsored program or activity must submit to a national and state criminal history background check by the Department of Kentucky State Police and the Federal Bureau of Investigation and have a letter, provided by the individual, from the Cabinet for Health and Family Services ("CHFS") stating the contractor is clear to hire based on no finding 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. The required background checks and letter from CHFS must be submitted to the FCPS Human Resources Office prior to the beginning of work. Failure to comply with this statute will be considered a breach of contract and will subject the contract to cancellation without penalty.

13. KRS 45A.455 PROHIBITS CONFLICTS OF INTEREST, GRATUITIES, AND KICKBACKS TO EMPLOYEES OF THE BOARD OF EDUCATION IN CONNECTION WITH CONTRACTS FOR SUPPLIES OR SERVICES WHETHER SUCH GRATUITIES OR KICKBACKS ARE DIRECT OR INDIRECT. KRS 45A.990 PROVIDES SEVERE PENALTIES FOR VIOLATIONS OF THE LAWS RELATING TO GRATUITIES OR KICKBACKS TO EMPLOYEES WHICH ARE DESIGNED TO SECURE A PUBLIC CONTRACT FOR SUPPLIES OR SERVICES.

14. If any section, paragraph, or clause of this contract shall be held invalid by any court of competent jurisdiction, the invalidity of said section, paragraph, or clause shall not affect any remaining provisions herein.

15. This contract is deemed to be made under and shall be governed by and construed in accordance with the laws of the Commonwealth of Kentucky.

16. Venue for any legal action filed concerning this contract shall be Fayette County, Kentucky.

17. This writing reflects the entire agreement between the parties. No change or modification of this Agreement shall be valid or binding upon the parties hereto, nor shall any waiver of any terms or conditions hereof be deemed a waiver of such terms or conditions in the future, unless such change, modification or waiver shall be in writing and signed by the parties hereto.

18. This agreement will be in effect from June 1, 2022, through June 30, 2023, unless terminated by either party as defined in Paragraph 8. The agreement may be renewed annually based upon evaluation of the effectiveness of the agreement in meeting the goals set forth herein and funding availability.

IN WITNESS WHEREOF, the parties have executed this contract the day, month, and year above written.

**Principal/Director's Approval**

Meocha C. Williams  
Meocha C. Williams (Feb 24, 2022 08:24 EST)

02/24/2022

**BOARD OF EDUCATION OF FAYETTE COUNTY  
KENTUCKY**

Kyna Koch  
Kyna Koch (Feb 25, 2022 09:32 EST)

02/25/2022

MBM

Date

Dr. Demetrus Liggins, Superintendent

Date

Ann Rotlisberger

AR

2-23-22

**Kagan Professional Development**

Date





## Kagan Professional Development Fee Structure

Effective January 1, 2022

School Workshops		
Participants	Single-School Fee (per day)	Two-School Fee (save \$500 per school per day)
30 or Fewer	3499	2999
31 to 60	3799	3299
61 or More	3999	3499
<b>Additional Fees</b>		
<ul style="list-style-type: none"><li>• <b>Course Materials:</b> Fee applies for all workshops requiring course materials. See Course Materials below.</li><li>• <b>Travel Fee:</b> A one-time \$750 fee applies for each workshop. Fee covers all flights, lodging, meals, cabs, rental car, parking, and incidentals for the duration of the trainer visit. (Non-sequential visits incur additional fees.) Schools sharing a workshop may split the Travel Fee.</li></ul>		
<b>Important Notes</b>		
<ul style="list-style-type: none"><li>• <b>Outside Participant Fees:</b> Any participants outside the host school(s) must call Kagan to register and must pay a per-participant fee.</li><li>• <b>Marketing Bonus:</b> Schools may earn a bonus for opening up the workshop to participants outside the school.</li></ul>		
<b>Course Materials Fees</b>		
<i>A one-time Course Materials Fee applies for all workshops, not included in the workshop fee above. The fee covers all materials, including additional workbooks for subsequent training days, up to 5 days of training on the same workshop topic. (Add sales tax, if applicable.)</i>		
<ul style="list-style-type: none"><li>• <b>Cooperative Learning</b> \$44 per participant. Includes book, workbook(s), action plan(s), and software. <i>Regular price \$112. Save \$68 per participant.</i></li><li>• <b>Brain-Friendly Teaching, Win-Win Discipline, Little Ones, High-Risk, Social-Emotional Learning, and Multiple Intelligences</b> \$39 per participant. Includes book and workbook(s). <i>Regular price \$79. Save \$40 per participant.</i></li><li>• <b>Accelerating Achievement, High-Risk, Growth Mindset, Stretch &amp; Review, Building Classroom Community, Thinking Skills, and Subject-Specific workshops</b> \$10 per participant. Includes workbook.</li></ul>		

Coaching & Lesson Planning	
Coaching	<b>2499 (per day)</b> Your Kagan Trainer can coach approximately 16 to 20 teachers per day.
Lesson Planning	<b>2499 (per day)</b> Your Kagan Trainer can conduct approximately 4 to 6 lesson planning sessions per day.
<b>Additional Fees</b>	
<ul style="list-style-type: none"><li>• <b>Travel Fee:</b> A one-time \$750 fee applies for each trainer visit. Fee covers all flights, lodging, meals, cabs, rental car, parking, and incidentals for the duration of the trainer visit. (Non-sequential visits incur additional fees.)</li></ul>	

School Improvement Plans
In order to support full implementation and systemic change in a school, Kagan offers cooperative learning training, administrator training, and Kagan classroom coaching. Contact Kagan's Partnership Team to discuss your professional development planning needs.

**Kagan Structures onDemand** is Kagan's web-based platform to enhance skills with Kagan Structures. Schools qualify for substantial site-license discounts after training with Kagan. Ask your Kagan Partnership Team rep about discount pricing.



## Kagan Professional Development

### *Promotional Offers for First-Time, Single School Clients*

*Valid as of January 1, 2019*

Coaching Package Discount	
<b>Save \$500</b>	<p>Save \$500 off one day of Kagan Coaching when coaching is booked as part of your initial day of training.</p> <ul style="list-style-type: none"><li>• Coaching must be booked at the same time as your training.</li><li>• Coaching is redeemable within 6 months from initial workshop.</li><li>• Discount is for single schools only. Does not apply for multi-school workshops.</li><li>• Trainer travel expenses apply.</li></ul>
2-Day or More Workshop Package Discount	
<b>Save \$1,000 or 50% Off Coaching</b>	<p>Save \$1,000 on two or more days of training or receive 50% off one day of Kagan Coaching when the first two or more days of training are booked at the same time.</p> <ul style="list-style-type: none"><li>• Additional training days must be booked at the same time as Day 1.</li><li>• The next day of training must occur within 3 months of the previous day.</li><li>• Trainer travel expenses apply when training days are non-consecutive.</li><li>• Discount is for single schools only. Does not apply for multi-school workshops.</li></ul>
5-Day Institute Package Discount	
<b>Save \$3,000 or Free Coaching</b>	<p>Save \$3,000 on your 5-Day Institute or receive one day of Free Kagan Coaching when all 5 days are booked at the same time.</p> <ul style="list-style-type: none"><li>• All 5 days must be booked at the same time.</li><li>• The next day of training must occur within 3 months of the previous day.</li><li>• Trainer travel expenses apply when training days are non-consecutive.</li><li>• Discount is for single schools only. Does not apply for multi-school workshops.</li></ul>
onDemand Package Discount	
<b>Save \$1,000</b>	<p>Save \$1,000 on your school's Kagan Structures onDemand site license when you subscribe to onDemand at the same time as your initial training. Ask for onDemand discounted pricing for first-time clients.</p> <ul style="list-style-type: none"><li>• Initial training must be at least two days of training, or one day of training and one day of coaching.</li><li>• onDemand site license must be booked at the same time as initial training.</li><li>• onDemand subscription is for 1-year and may be activated upon the completion of initial training.</li><li>• Applies to Site Licenses only, not to Individual Subscriptions or Staff Development License.</li></ul>

The onDemand Package Discount may be combined with other offers. No other offers may be combined.





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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING:** Planning

**DATE:** 2/10/2022

**TOPIC:** Contract for Kagan Professional Learning

**PREPARED BY:** Mendy Mills

**Recommended Action on:** 3/21/2022

**Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval:** Yes

**Recommendation/Motion:** Recommend approving the contract with Kagan Professional Development to provide training and coaching not to exceed \$200,000 in multiple schools in Fayette County.

**Background/Rationale:** Several schools will be using Title I, Title II, School Improvement Funds, or ESSER Funds for professional learning from Kagan Professional Development on cooperative learning and student engagement strategies. We are recommending one contract to cover all trainings through out the 2022-23 school year.

**Policy:** NA

**Fiscal Impact:** \$200,000

**Attachments(s):** Attached is the contract for Kagan Professional Development that includes the fee structure for training and coaching sessions.



## CONTRACT

THIS CONTRACT is entered into this 23rd day of February, 2022, by and between the BOARD OF EDUCATION OF FAYETTE COUNTY, KENTUCKY, 450 Park Place, Lexington, Kentucky 40511 ("Board") and Kagan Professional Development 981 Calle Amanecer, San Clemente, CA 92673 ("Second Party").

### A. PARTIES:

The Board of Education of Fayette County, Kentucky, Fayette County Public Schools has established the need to provide professional development and coaching for Cooperative Learning to enhance student engagement and has determined that this need cannot be met by existing district staff.

Kagan Professional Development provides professional development and coaching for Cooperative Learning to enhance student engagement and has expertise or needed products as described herein.

### B. PURPOSE:

The purpose of this contract is to improve the availability of professional development and coaching for Cooperative Learning.

NOW, THEREFORE, for and in consideration of the mutual promises set out herein, it is hereby agreed by and between the parties hereto as follows:

1. The Second Party shall provide to the Fayette County Public Schools as an independent contractor, services under the direction of Academic Services.
2. The second party shall provide multiple professional development sessions and coaching days at schools that include, but not limited to Bryan Station Middle School, Crawford Middle, Athens-Chilesburg, Edyth J. Hayes, Beaumont Middle, Garrett Morgan, William Wells Brown.
3. The Board agrees to pay the Second Party for the services/products provided in this contract the amount of not to exceed \$200,000. Additional expenses to be reimbursed are NA, with a total amount of this contract not exceeding \$200,000. Kagan fee structure is attached to this contract. Payments will be made toward fulfillment of this contract after each separate professional learning session is completed.
4. The Second Party shall provide to the Fayette County Board of Education an invoice for services rendered under this contract and any agreed upon expenses to be reimbursed. Unless otherwise stated, travel and per diem shall be reimbursed based upon the district's current travel policies.
5. The Second Party is not debarred or suspended or otherwise excluded from or ineligible for participation in Federal assistance programs under Executive Order 12549, "Debarment and Suspension."
6. This contract may be re-negotiated based upon, but not limited to, increases in services to participants. Any modifications shall be agreed to in writing and signed by both parties.
7. The staff providing services to the Board herein are employees of the Second Party and shall not represent to anyone that they are employees or agents of the Board.
8. Either party shall have the right to terminate this agreement at any time upon a fourteen (14) day written notice, either personally delivered or served by some form of return receipt mail evidencing delivery, to the other party.



9. Each of the parties agrees to comply with all applicable law concerning the performance of the provisions of this contract.

10. The Second Party certifies that it shall not discriminate in any of the services performed in connection with this contract or in any program or activity it operates on the basis of race, color, national origin, religion, age, creed, political affiliation, marital status, sex, or disabling condition.

11. The Second Party certifies that it has read and will comply with the Family Education Rights and Privacy Act ("FERPA"), 20 U.S.C. § 1232g; 34 CFR Part 99).

12. Any contractor who is working with students on a regularly scheduled and continuing basis pursuant to a written agreement for the purpose of providing services directly to a student or students as part of a school-sponsored program or activity must submit to a national and state criminal history background check by the Department of Kentucky State Police and the Federal Bureau of Investigation and have a letter, provided by the individual, from the Cabinet for Health and Family Services ("CHFS") stating the contractor is clear to hire based on no finding 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. The required background checks and letter from CHFS must be submitted to the FCPS Human Resources Office prior to the beginning of work. Failure to comply with this statute will be considered a breach of contract and will subject the contract to cancellation without penalty.

13. KRS 45A.455 PROHIBITS CONFLICTS OF INTEREST, GRATUITIES, AND KICKBACKS TO EMPLOYEES OF THE BOARD OF EDUCATION IN CONNECTION WITH CONTRACTS FOR SUPPLIES OR SERVICES WHETHER SUCH GRATUITIES OR KICKBACKS ARE DIRECT OR INDIRECT. KRS 45A.990 PROVIDES SEVERE PENALTIES FOR VIOLATIONS OF THE LAWS RELATING TO GRATUITIES OR KICKBACKS TO EMPLOYEES WHICH ARE DESIGNED TO SECURE A PUBLIC CONTRACT FOR SUPPLIES OR SERVICES.

14. If any section, paragraph, or clause of this contract shall be held invalid by any court of competent jurisdiction, the invalidity of said section, paragraph, or clause shall not affect any remaining provisions herein.

15. This contract is deemed to be made under and shall be governed by and construed in accordance with the laws of the Commonwealth of Kentucky.

16. Venue for any legal action filed concerning this contract shall be Fayette County, Kentucky.

17. This writing reflects the entire agreement between the parties. No change or modification of this Agreement shall be valid or binding upon the parties hereto, nor shall any waiver of any terms or conditions hereof be deemed a waiver of such terms or conditions in the future, unless such change, modification or waiver shall be in writing and signed by the parties hereto.

18. This agreement will be in effect from June 1, 2022, through June 30, 2023, unless terminated by either party as defined in Paragraph 8. The agreement may be renewed annually based upon evaluation of the effectiveness of the agreement in meeting the goals set forth herein and funding availability.

IN WITNESS WHEREOF, the parties have executed this contract the day, month, and year above written.

**Principal/Director's Approval**

Meocha C. Williams  
Meocha C. Williams (Feb 24, 2022 08:24 EST)

02/24/2022

**BOARD OF EDUCATION OF FAYETTE COUNTY  
KENTUCKY**

Kyna Koch  
Kyna Koch (Feb 25, 2022 09:32 EST)

02/25/2022

MBM

Date

Dr. Demetrus Liggins, Superintendent

Date

Ann Rottisberger

AR

2-23-22

3/2

**Kagan Professional Development**

Date





## Kagan Professional Development Fee Structure

Effective January 1, 2022

School Workshops		
Participants	Single-School Fee (per day)	Two-School Fee (save \$500 per school per day)
30 or Fewer	3499	2999
31 to 60	3799	3299
61 or More	3999	3499
<b>Additional Fees</b>		
<ul style="list-style-type: none"> <li>• <b>Course Materials:</b> Fee applies for all workshops requiring course materials. See Course Materials below.</li> <li>• <b>Travel Fee:</b> A one-time \$750 fee applies for each workshop. Fee covers all flights, lodging, meals, cabs, rental car, parking, and incidentals for the duration of the trainer visit. (Non-sequential visits incur additional fees.) Schools sharing a workshop may split the Travel Fee.</li> </ul>		
<b>Important Notes</b>		
<ul style="list-style-type: none"> <li>• <b>Outside Participant Fees:</b> Any participants outside the host school(s) must call Kagan to register and must pay a per-participant fee.</li> <li>• <b>Marketing Bonus:</b> Schools may earn a bonus for opening up the workshop to participants outside the school.</li> </ul>		
<b>Course Materials Fees</b>		
<i>A one-time Course Materials Fee applies for all workshops, not included in the workshop fee above. The fee covers all materials, including additional workbooks for subsequent training days, up to 5 days of training on the same workshop topic. (Add sales tax, if applicable.)</i> <ul style="list-style-type: none"> <li>• <b>Cooperative Learning</b> \$44 per participant. Includes book, workbook(s), action plan(s), and software. <i>Regular price \$112. Save \$68 per participant.</i></li> <li>• <b>Brain-Friendly Teaching, Win-Win Discipline, Little Ones, High-Risk, Social-Emotional Learning, and Multiple Intelligences</b> \$39 per participant. Includes book and workbook(s). <i>Regular price \$79. Save \$40 per participant.</i></li> <li>• <b>Accelerating Achievement, High-Risk, Growth Mindset, Stretch &amp; Review, Building Classroom Community, Thinking Skills, and Subject-Specific workshops</b> \$10 per participant. Includes workbook.</li> </ul>		

Coaching & Lesson Planning	
Coaching	2499 (per day) Your Kagan Trainer can coach approximately 16 to 20 teachers per day.
Lesson Planning	2499 (per day) Your Kagan Trainer can conduct approximately 4 to 6 lesson planning sessions per day.
<b>Additional Fees</b>	
<ul style="list-style-type: none"> <li>• <b>Travel Fee:</b> A one-time \$750 fee applies for each trainer visit. Fee covers all flights, lodging, meals, cabs, rental car, parking, and incidentals for the duration of the trainer visit. (Non-sequential visits incur additional fees.)</li> </ul>	

School Improvement Plans
In order to support full implementation and systemic change in a school, Kagan offers cooperative learning training, administrator training, and Kagan classroom coaching. Contact Kagan's Partnership Team to discuss your professional development planning needs.

**Kagan Structures onDemand** is Kagan's web-based platform to enhance skills with Kagan Structures. Schools qualify for substantial site-license discounts after training with Kagan. Ask your Kagan Partnership Team rep about discount pricing.





## Kagan Professional Development

### *Promotional Offers for First-Time, Single School Clients*

*Valid as of January 1, 2019*

Coaching Package Discount	
<b>Save \$500</b>	<p>Save \$500 off one day of Kagan Coaching when coaching is booked as part of your initial day of training.</p> <ul style="list-style-type: none"><li>• Coaching must be booked at the same time as your training</li><li>• Coaching is redeemable within 6 months from initial workshop.</li><li>• Discount is for single schools only. Does not apply for multi-school workshops.</li><li>• Trainer travel expenses apply.</li></ul>
2-Day or More Workshop Package Discount	
<b>Save \$1,000 or 50% Off Coaching</b>	<p>Save \$1,000 on two or more days of training or receive 50% off one day of Kagan Coaching when the first two or more days of training are booked at the same time.</p> <ul style="list-style-type: none"><li>• Additional training days must be booked at the same time as Day 1.</li><li>• The next day of training must occur within 3 months of the previous day.</li><li>• Trainer travel expenses apply when training days are non-consecutive.</li><li>• Discount is for single schools only. Does not apply for multi-school workshops.</li></ul>
5-Day Institute Package Discount	
<b>Save \$3,000 or Free Coaching</b>	<p>Save \$3,000 on your 5-Day Institute or receive one day of Free Kagan Coaching when all 5 days are booked at the same time.</p> <ul style="list-style-type: none"><li>• All 5 days must be booked at the same time.</li><li>• The next day of training must occur within 3 months of the previous day.</li><li>• Trainer travel expenses apply when training days are non-consecutive.</li><li>• Discount is for single schools only. Does not apply for multi-school workshops.</li></ul>
onDemand Package Discount	
<b>Save \$1,000</b>	<p>Save \$1,000 on your school's Kagan Structures onDemand site license when you subscribe to onDemand at the same time as your initial training. Ask for onDemand discounted pricing for first-time clients.</p> <ul style="list-style-type: none"><li>• Initial training must be at least two days of training, or one day of training and one day of coaching</li><li>• onDemand site license must be booked at the same time as initial training.</li><li>• onDemand subscription is for 1-year and may be activated upon the completion of initial training</li><li>• Applies to Site Licenses only, not to Individual Subscriptions or Staff Development License</li></ul>

The onDemand Package Discount may be combined with other offers. No other offers may be combined.



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Planning**

**DATE: 3/10/2022**

**TOPIC: Monthly Financial Reports Placeholder**

**PREPARED BY: Rodney Jackson**

**Recommended Action on: 3/21/2022**

**Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval: No**

**Recommendation/Motion:** A motion is in order to: “Accept the Monthly Treasurer’s Report of Revenue/Expense reports as presented to the Board.”

**Background/Rationale:** Our goal is to report monthly the financial status of the district to our community, board and staff, in an easy to understand format. We invite suggestions for improving these reports.

**Policy: 01.11 (General Powers and Duties of the Board)**

**Fiscal Impact: N/A**

**Attachments(s): Agenda Item Financial Summary, Monthly New Board Report, Monthly Financial Report, Monthly Balance Sheet, Safety Tax Financial Report, ESSER I, ESSER II, ARP ESSER III**



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING: Planning**

**DATE: 3/10/2022**

**TOPIC: 2022-2023 Schedule of Regular Board Meetings**

**PREPARED BY: Tanya Dailey**

**Recommended Action on: 3/21/2022**

**Action Item for Vote (REGULAR MEETING)**

**Superintendent Prior Approval: No**

**Recommendation/Motion: A motion is in order for approval of the Schedule of Regular Board of Education meetings dates for 2022-2023.**

**Background/Rationale: Each year the Board approves the Schedule of Regular/Planning Board of Education meetings dates for the District**

**Policy: N/A**

**Fiscal Impact: None**

**Attachments(s): Calendar**





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FAYETTE COUNTY PUBLIC SCHOOLS

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**SCHEDULE OF THE FAYETTE COUNTY BOARD OF EDUCATION**  
**REGULAR AND AGENDA PLANNING MEETING DATES**  
**JULY 1, 2022– JUNE 30, 2023**

<b><u>TIME</u></b>	<b><u>DATE</u></b>	<b><u>MEETING</u></b>
5:30 p.m.	July 11, 2022	Agenda Planning Meeting
6:00 p.m.	July 25, 2022	Regular Meeting
5:30 p.m.	July 28, 2022	Placeholder Meeting
5:30 p.m.	August 8, 2022	Placeholder Meeting
5:30 p.m.	August 15, 2022	Agenda Planning Meeting
6:00 p.m.	August 29, 2022	Regular Meeting
5:30 p.m.	September 12, 2022	Agenda Planning Meeting
6:00 p.m.	September 26, 2022	Regular Meeting
5:30 p.m.	September 29, 2022	Placeholder Meeting
5:30 p.m.	October 10, 2022	Agenda Planning Meeting
6:00 p.m.	October 24, 2022	Regular Meeting
5:30 p.m.	October 27, 2022	Placeholder Meeting
5:30 p.m.	November 14, 2022	Agenda Planning Meeting
5:30 p.m.	November 17, 2022	Placeholder Meeting
6:00 p.m.	November 28, 2022	Regular Meeting
5:30 p.m.	December 5, 2022	Agenda Planning Meeting
5:30 p.m.	December 8, 2022	Placeholder Meeting
6:00 p.m.	December 15, 2022 (Thursday)	Regular Meeting
5:30 p.m.	January 9, 2023	Agenda Planning Meeting
6:00 p.m.	January 23, 2023	Regular Meeting
5:30 p.m.	January 26, 2023	Placeholder Meeting
5:30 p.m.	February 13, 2023	Agenda Planning Meeting
5:30 p.m.	February 16, 2023	Placeholder Meeting
6:00 p.m.	February 27, 2023	Regular Meeting
5:30 p.m.	March 13, 2023	Agenda Planning Meeting
6:00 p.m.	March 27, 2023	Regular Meeting
5:30 p.m.	March 30, 2023	Placeholder Meeting
5:30 p.m.	April 10, 2023	Agenda Planning Meeting
6:00 p.m.	April 24, 2023	Regular Meeting
5:30 p.m.	April 27, 2023	Placeholder Meeting
5:30 p.m.	May 8, 2023	Agenda Planning Meeting
6:00 p.m.	May 22, 2023	Regular Meeting

5:30 p.m.	May 25, 2023	Placeholder Meeting
5:30 p.m.	June 12, 2023	Agenda Planning Meeting
6:00 p.m.	June 26, 2023	Regular Meeting
5:30 p.m.	June 29, 2023	Placeholder Meeting

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\* Placeholder meetings will be utilized when deemed necessary by the Superintendent or Board

All meetings will be held at **John D. Price Administration Building**  
450 Park Place Lexington, KY 40511.



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Planning**

**DATE: 3/10/2022**

**TOPIC: School Activity Funds Report Placeholder**

**PREPARED BY: Rodney Jackson**

**Recommended Action on: 3/21/2022**  
**Informational Item**

**Superintendent Prior Approval: No**

**Recommendation/Motion: N/A**

**Background/Rationale:** School Activity Funds Report for the period ending January 31, 2022. The report details each school's activity fund expenses and receipts for the month and year ending previously noted.

**Policy: 01.11 (General Powers and Duties of the Board)**

**Fiscal Impact: N/A**

**Attachments(s): School Activity Funds Report**

**Executive Summary  
Fayette County Public Schools Board Meeting  
Agenda Item**

**MEETING:** Regular

**DATE:** 3/21/2022

**TOPIC:** Personnel Changes

**PREPARED BY:** Jennifer Dyar

**Recommended Action on:** 3/21/2022  
Informational Item

**Superintendent Prior Approval:** No

**Recommendation/Motion:** N/A

**Background/Rationale:** This is to report the employment and personnel changes for Certified, Classified Salaried, Classified Hourly, Supplemental and Substitute personnel.

**Policy:** 03.11/03.131/03.1311/03.1312/03.1313/03.17/03.171/03.173/03.174/03.175/03.21/03.231/03.2311/03.2312/03.2313/03.2711/03.273/03.2141/03.4/03.5

**Fiscal Impact:** N/A

**Attachments(s):** Personnel Changes for March 21, 2022 Board Agenda

Personnel Status	CERT / CLASS SAL	CLASS HR	SUB	SUPP
New Hires	16	43	99	96
Transfers	14	20		
Retirements	1	1		
Resignations	4	25		10

## Personnel Changes

### 1. CERTIFIED/SALARIED CLASSIFIED PERSONNEL

- a. Employment of Certified/Salaried-Classified Personnel (limited contract) - This is to report the employment of the following certified/salaried employees (limited contract):

Name	Location	Assignment	Effective Date	
ABEL	SHELBY	MARY TODD ELEMENTARY	ELEM INTERVENTION INSTRUCTOR	1/27/2022
BATHIANY	HALEY	WELLINGTON ELEMENTARY	ELEM INTERVENTION INSTRUCTOR	2/3/2022
BELL	DESHA	MILLCREEK ELEMENTARY	EXC CHILD LEARNING & BEHAVIOR	1/31/2022
BRIGGS	ALISA	SCAPA AT BLUEGRASS	MID ART INSTRUCTOR	1/14/2022
CANN	CHERISH	SOUTHERN MIDDLE	SAFE PARAEDUCATOR/SAFE INSTRUCTOR	1/18/2022
CLARKE	JENNY	PAUL LAURENCE DUNBAR HIGH	HS MATH INSTRUCTOR	1/26/2022
GRAY	ADRIAN	STUDENT ACHIEVEMENT & SUPPORT	DW MENTAL HEALTH SPECIALIST	1/31/2022
HOVEKAMP	ADAM	MILLCREEK ELEMENTARY	SCHOOL SOCIAL WORKER	1/19/2022
ISHMAEL	KARINDA	FREDERICK DOUGLASS HIGH SCHOOL	LOCAL VOCATIONAL SCHOOL INSTR	2/4/2022
JACKSON	KOR'EE	LANSLOWNE ELEMENTARY	ELEM ORCHESTRA INSTRUCTOR	1/19/2022
JONES	COLLIN	VIRTUAL LEARNING ACADEMY	EXC CHILD LEARNING & BEHAVIOR	2/7/2022
LYNCH	DEVIN	LEXINGTON TRAD MAGNET MIDDLE	MID MATH INSTRUCTOR	2/7/2022
MCFARLAND	BRITTANY	MARY TODD ELEMENTARY	ELEM INTERVENTION INSTRUCTOR	1/13/2022
MOON	KAYLA	VETERANS PARK	GUIDANCE SPECIALIST	1/14/2022
MULLINS	KAILEE	COVENTRY OAK ELEMENTARY	ELEM PRIMARY INSTRUCTOR	1/14/2022
PICKLE	GARY	TATES CREEK MIDDLE	MID LANGUAGE ARTS INSTRUCTOR	1/19/2022
SMITH	REBECCA	COVENTRY OAK ELEMENTARY	ELEM INTERMEDIATE INSTRUCTOR	1/14/2022
WARD	MORGAN	WELLINGTON ELEMENTARY	FAMILY RESOURCE CENTER COORD	1/24/2022
WHITE	JAMIE	CRAWFORD MIDDLE SCHOOL	MID MATH INSTRUCTOR	2/14/2022

- b. Transfer in Assignment of Certified/Salaried Classified Personnel - This is to report the transfer in assignment of the following certified/salaried classified personnel:

Name	From	To	Effective Date	
DAVIS	MELISSA	FREDERICK DOUGLASS HIGH SCHOOL/HS MULTI POSITION	CARTER G WOODSON ELEMENTARY/MEDIA LIBRARIAN	1/18/2022
GAINES	SARAH	CENTRAL STORES/WAREHOUSE/ADMINISTRATIVE ASSISTANT II	ADMINISTRATIVE SERVICES/MANAGER ECONOMIC DEVELOPMENT	1/5/2022

GANN	JULIE	FEDERAL, STATE & MAGNET PROG/DW RESOURCE INSTRUCTOR-11 MO	FEDERAL, STATE & MAGNET PROG/COOR GIFT & TALENTED EDUCATION	7/1/2021
GILLIAM	JASON	LEESTOWN MIDDLE/COUNSELOR - MIDDLE/HIGH	LITERACY ASSESSMENT/MTSS SPECIALIST	2/7/2022
GREENE	JESSICA	RISE STEM ACADEMY FOR GIRLS/RISE ADMINISTRATIVE DEAN	DISTINGUISHED EDUCATORS/MEMORANDUM OF AGREEMENT	1/10/2022
HENDERSON	MICHAEL	SUBSTITUTES-POSITIVE REPORTING/RET SUBSTITUTE TEACHER	FREDERICK DOUGLASS HIGH SCHOOL/PGES COACH - ADMIN	1/27/2022
KINCHELOE	CHERRY	STUDENT ACHIEVEMENT & SUPPORT/DW MENTAL HEALTH SPECIALIST	YATES ELEMENTARY/GUIDANCE SPEC- ELEM SOC WORKER	2/1/2022
LIECHTY	ADAM	SPECIAL EDUCATION/ASSOC DIR OF SPEC ED ASSMNT	SPECIAL EDUCATION/DIRECTOR OF EXCEPTIONAL CHILD	1/26/2022
MASHNI	AMANDA	PICADOME ELEMENTARY/SP ED PARA	SQUIRES ELEMENTARY/EXC CHILD LEARNING & BEHAVIOR	1/31/2022
MCCULLOUGH	LAURA	MILLCREEK ELEMENTARY/ELEM PGES COACH - NON ADMIN	MILLCREEK ELEMENTARY/PGES COACH - ADMIN	1/4/2022
ROGERS	JASON	FREDERICK DOUGLASS HIGH SCHOOL/SP ED PARA	BRECKINRIDGE ELEMENTARY/EXC CHILD LEARNING & BEHAVIOR	1/31/2022
RUDZINSKI	LISA	EASTSIDE CENTER FOR APPLD TECH/LOCAL VOCATIONAL SCHOOL INSTR	EASTSIDE CENTER FOR APPLD TECH/ADMINISTRATIVE DEAN	2/3/2022
SCULLY	MIRANDA	COMMUNITY RELATIONS/EQUITY OFFICER	COMMUNITY RELATIONS/DIR FAMILY & COMM ENGAGEMENT	1/1/2022
SHUMARD	BRIAN	CLAYS MILL ELEMENTARY/SP ED PARA	CARTER G WOODSON ELEMENTARY/ELEM PRIMARY INSTRUCTOR	1/27/2022

c. Resignation of Certified/Salaried Classified Personnel - This is to report the resignation of the following certified/salaried classified personnel:

Name	Location	Assignment	Effective Date
ADAMS DENISE	MARTIN LUTHER KING ACADEMY	RET HS ACADEMIC INSTRUCTOR	1/21/2022



HEADLEY	SHANNON	VETERANS PARK ELEMENTARY	GUIDANCE SPEC-ELEM COUNSELOR	2/11/2022
HELSEBY	LAURA	SOUTHERN MIDDLE	MID READING INSTRUCTOR	2/16/2022
JARVIS	GEORGEANNA	TATES CREEK HIGH	HS CONSUMER LIFE SCIENCE	1/7/2022

d. Retirement of Certified/Salaried Classified Personnel - This is to report the retirement of the following certified/salaried classified personnel:

Name	Location	Assignment	Effective Date
ADAMS CHARLES	STUDENT ACHIEVEMENT & SUPPORT	CHIEF STUD SUPPORT SVC OFFICER	7/31/2022

**2. HOURLY CLASSIFIED PERSONNEL**

a. Employment of Classified Hourly Personnel - This is to report the employment of the following classified hourly personnel:

Name	Location	Assignment	Effective Date
ARTEAGA GIRALDO	CARMEN	MAXWELL ELEMENTARY	2/9/2022
ASHLEY	BRIONNA	BRYAN STATION TRADL MIDDLE	1/24/2022
BELL	EUGENE	ASHLAND ELEMENTARY	1/31/2022
BLANK	BENJAMIN	LAW ENFORCEMENT	1/31/2022
BROWN	TAYLER	BUS GARAGE	1/18/2022
BURGESS	KYRA	BUS GARAGE	1/18/2022
CARR	CONNIE	HUMAN RESOURCES	1/24/2022
CHEEK	ALEXIS	NORTHERN ELEMENTARY	2/3/2022
CLARK	STEVE	PAUL LAURENCE DUNBAR HIGH	1/4/2022
CLEM	RANDY	BRYAN STATION HIGH	1/19/2022
COMMODORE	TERRENCE	SOUTHERN MIDDLE	2/8/2022
COVERT	SANDRA	SOUTHERN MIDDLE	1/10/2022
ESTES	JESSICA	VIRTUAL LEARNING ACADEMY	1/21/2022
FEREDE	TEODROS	BUS GARAGE	1/18/2022
GANDLA	SWAPNA	BRENDA COWAN ELEMENTARY	1/26/2022
GIPSON	DEMETRIA	BUS GARAGE	1/18/2022
GONZALEZ	MIGUEL	BUS GARAGE	1/18/2022
GREEN	CAMRI	COVENTRY OAK ELEMENTARY	2/9/2022
HAYES	MIKKITA	BUS GARAGE	1/18/2022
HUGHES	CARROLL	TATES CREEK HIGH	1/19/2022
INGLES	JODY	MILLCREEK ELEMENTARY	1/18/2022
IRVIN	DOUGLAS	BUS GARAGE	1/18/2022
ISAAC	THOMAS	BUS GARAGE	1/18/2022

JOHN	SAMWELE	LAFAYETTE HIGH SCHOOL	HOME/SCHOOL LIAISON	2/14/2022
LEWIS	TIMOTHY	MAINTENANCE SHOP	HVAC TECHNICIAN	2/14/2022
LINVILLE	GARY	BUS GARAGE	BUS MONITOR	1/18/2022
LUND	ROBIN	VETERANS PARK ELEM FOOD SERV	FOOD SERVICE MANAGER I	1/26/2022
MADDEN	RONALD	BUS GARAGE	BUS DRIVER	1/18/2022
MCCOY	CODY	LAW ENFORCEMENT	DISPATCHER	1/24/2022
MCDONALD	ABBIGAIL	PAUL LAURENCE DUNBAR FOOD SERV	FOOD SERVICE ASSISTANT I	2/21/2022
MILES	EBONY	SOUTHERN ELEMENTARY	SP ED PARA	12/6/2021
MONROE	RACHAEL	CARDINAL VALLEY ELEMENTARY	KINDERGARTEN PARAEDUCATOR	1/5/2022
MOSLEY	JOSHUA	HENRY CLAY HIGH SCHOOL	CUSTODIAN	2/1/2022
MUYUMBA	FELICIEN	TATES CREEK HIGH	SP ED PARA	1/24/2022
NETHERS	NICHOLAS	BRECKINRIDGE ELEMENTARY	SP ED PARA	1/11/2022
ODELL	CHONG	BUS GARAGE	BUS MONITOR	1/18/2022
PARKER	BEVERLY	BEAUMONT MIDDLE SCHL FOOD SERV	FOOD SERVICE ASSISTANT I	2/21/2022
PILKINGTON	COLIN	GLENDOVER ELEMENTARY	CUSTODIAN	1/27/2022
RAMSEY	HANNAH	CLAYS MILL ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	2/9/2022
RICHARDS	KATHERINE	PICADOME ELEMENTARY	SP ED PARA	1/27/2022
SIMPSON	MONICA	YATES ELEMENTARY	SCHOOL ADMIN ASST II - ELEM	1/27/2022
STRONG	BREANNA	BUS GARAGE	BUS DRIVER	1/18/2022
WILBURN	GINGER	FREDERICK DOUGLASS HIGH SCHOOL	ATTENDANCE SPEC - HIGH SCHOOL	2/14/2022

b. Transfer in Assignment of Classified Hourly Personnel - This is to report the transfer in assignment of the following classified hourly personnel:

Name	From	To	Effective Date
AUSTIN	KARISSA	HUMAN RESOURCES/ADMINISTRATIVE ASSISTANT II	2/7/2022
BEMBURY	ELLA	BUS GARAGE/BUS MONITOR	1/19/2022
COVARRUBIAS	ANDREA	TATES CREEK MIDDLE/SP ED PARA	2/1/2022
CRAIG	CHIQUITA	PHYSICAL PLANT OPERATIONS/CUSTODIAN	1/31/2022
DEAN	KENNETH	BUS GARAGE/BUS MONITOR	1/21/2022
ELLIOTT	LE'ANDREA	FREDERICK DOUGLASS FOOD SERV/FOOD SERVICE ASSISTANT II	1/24/2022
ELVEUS	FRITZNEL	CARDINAL VALLEY ELEMENTARY/SCHOOL OFFICE ASSISTANT	2/7/2022
FISHER	BEVERLY	BUS GARAGE/BUS DRIVER	12/20/2021
		TRAINING CENTER	

GAINES	SARAH	CENTRAL STORES/WAREHOUSE/ADMINISTRATIVE ASSISTANT II	ADMINISTRATIVE SERVICES/MANAGER ECONOMIC DEVELOPMENT	1/5/2022
GAINES	SARAH	CENTRAL STORES/WAREHOUSE/ADMINISTRATIVE ASSISTANT II	ADMINISTRATIVE SERVICES/MANAGER ECONOMIC DEVELOPMENT	1/5/2022
HENRY	MCKENZIE	PHYSICAL PLANT OPERATIONS/IAKSS CUSTODIAN	STEAM ACADEMY/LEAD CUSTODIAL SERVICE WORKER	1/31/2022
HERNANDEZ ALFARO	JOCELYN	BOOKER T WASHINGTON ELEMENTARY/SCHOOL OFFICE ASSISTANT	BOOKER T WASHINGTON ELEMENTARY/SCHOOL ADMIN ASST II - ELEM	1/31/2022
JACKSON	ANDRIA	SCH IMPROVEMENT & INNOVATION/ADMINISTRATIVE ASSISTANT II	GENERAL ADMINISTRATION/ADMIN ASST-CHIEF OFFICERS	2/1/2022
KANATZER	AMANDA	BUS GARAGE/BUS MONITOR	BUS GARAGE/BUS DRIVER	1/13/2022
LESZCZYNSKI	BEATRIZ	BOOKER T WASHINGTON ELEMENTARY/CUSTODIAN	RISE STEM ACADEMY FOR GIRLS/CUSTODIAN	1/31/2022
NEWBERG	ANDREA	VETERANS PARK ELEM FOOD SERV/FOOD SERVICE MANAGER II	CLAYS MILL ELEM FOOD SERV/FOOD SERVICE MANAGER I	1/4/2022
NSHIMIYIMANA	ERIC	BUS GARAGE/BUS MONITOR	BUS GARAGE/BUS DRIVER	1/20/2022
PURDY	JOSEPH	PHYSICAL PLANT OPERATIONS/IAKSS LEAD CUSTODIAL SERV WRKR	CLAYS MILL ELEMENTARY/LEAD CUSTODIAL SERVICE WORKER	1/31/2022
ROGERS	RICHARD	BUS GARAGE/BUS MONITOR	BUS GARAGE/BUS DRIVER	11/9/2021
SWEAT	MARK	BUS GARAGE/BUS MONITOR	BUS GARAGE/BUS DRIVER	12/1/2021

c. Resignation of Classified Hourly Personnel - This is to report the resignation of the following classified hourly personnel:

Name	Location	Assignment	Effective Date	
ATENCIO	DOMINIQUE	JESSIE M CLARK MIDDLE	SP ED PARA	2/2/2022
DAWSON	ANGEL	LANSDOWNE ELEM FOOD SERV	FOOD SERVICE ASSISTANT I	2/23/2022
FEREDE	TEODROS	BUS GARAGE	BUS DRIVER	1/25/2022
GUTIERREZ LOPEZ	JANNERY	FREDERICK DOUGLASS HIGH SCHOOL	ATTENDANCE SPEC - HIGH SCHOOL	2/11/2022
HELSEBY	BENJAMIN	LAW ENFORCEMENT	LAW ENFORCEMENT OFFICER	2/25/2022
HUGHES	DARIUS	GARRETT MORGAN ELEMENTARY	SP ED PARA	1/28/2022
ISAAC	THOMAS	BUS GARAGE	BUS DRIVER	1/21/2022
JOY	CALEB	LAFAYETTE HIGH SCHOOL	SP ED PARA	2/21/2022
LITMER	JACLYN	BRECKINRIDGE ELEMENTARY	SCHOOL ADMIN ASST II - ELEM	2/11/2022
MACKEY	KAYLEE	LAFAYETTE HIGH SCHOOL	SP ED PARA	1/21/2022
MAYO	ANGELA	BRENDA COWAN ELEM FOOD SERVICE	FOOD SERVICE ASSISTANT I	1/31/2022

MCDOWELL	AJA	TATES CREEK HIGH	INSTRUCTIONAL PARAEDUCATOR	2/22/2022
MULDER	ERICA	LIBERTY FD SVC	FOOD SERVICE ASSISTANT I	1/5/2022
OAKS	MICHAEL	PHYSICAL PLANT OPERATIONS	IAKSS CUSTODIAN	2/25/2022
PAUCAR	JULISSA	WINBURN MIDDLE	LEAD CUSTODIAL SERVICE WORKER	2/18/2022
REDMOND	BONITA	HENRY CLAY HIGH FOOD SVC	FOOD SERVICE ASSISTANT I	2/18/2022
SAYLOR	ASHLEY	BEAUMONT MIDDLE SCHOOL	SP ED PARA	2/4/2022
SMITH	PEGGY	TATES CREEK HIGH FOOD SERV	FOOD SERVICE ASSISTANT II	1/15/2022
STEVENS	DARREL	SQUIRES ELEMENTARY	PART-TIME CUSTODIAN	1/28/2022
STRONG	BREANNA	BUS GARAGE	BUS DRIVER	1/21/2022
THACKER	KIRSTIE	PAUL LAURENCE DUNBAR HIGH	INSTRUCTIONAL PARAEDUCATOR	2/22/2022
UPRETI	BUDHI	MILLCREEK ELEMENTARY	CUSTODIAN	2/8/2022
WILLIAMS	QUINTON	MARY TODD ELEMENTARY	SP ED PARA	2/2/2022
WILSON	JESSICA	JESSIE M CLARK MIDDLE	CUSTODIAN	2/11/2022
WRIGHT	SANDRA	PICADOME ELEMENTARY FOOD SERV	FOOD SERVICE ASSISTANT I	1/31/2022

d. Retirement of Classified Hourly Personnel - This is to report the retirement of the following classified hourly personnel:

Name	Location	Assignment	Effective Date
WILFORD ALLEN	LAW ENFORCEMENT	LAW ENFORCEMENT OFFICER	3/31/2022

### 3. SUPPLEMENTARY DUTY ASSIGNMENTS

a. This is to report the appointments of the following employees to the supplementary duty assignment as indicated. Supplementary duty employment is for the current school year and shall terminate at the close of the current school year, unless sooner terminated by the Superintendent or by the employee written notice:

Name	Location	Assignment
ABEL	SHELBY	PAUL LAURENCE DUNBAR HIGH
ALCIUS	NASTASSIA	HENRY CLAY HIGH SCHOOL
ANTIGUA	ORLANDO	FREDERICK DOUGLASS HIGH SCHOOL
BERSAGLIA	DEBORAH	FREDERICK DOUGLASS HIGH SCHOOL
BERSAGLIA	DEBORAH	FREDERICK DOUGLASS HIGH SCHOOL

BLADES	SARAH	LEXINGTON TRAD MAGNET MIDDLE	MID EXTRA CURR ACT #2-NON ACAD
BODENHAMER	PAUL	YATES ELEMENTARY	ELEM TECHNOLOGY COORD
BOGGS	SCOTT	LAFAYETTE HIGH SCHOOL	HS BASEBALL ASST COACH
BREWER	ADAM	MAXWELL ELEMENTARY	ELEM EXTRACURRICULAR COORD
BROOKSHIRE	GRAYSON	PAUL LAURENCE DUNBAR HIGH	HS TRACK AND FIELD (HEAD)
BROWN	DANIEL	HENRY CLAY HIGH SCHOOL	HS BASS FISHING COACH
BUSKIRK	MADELINE	COVENTRY OAK ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
BYALL	HEATHER	ROSA PARKS ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
CABBLE	JODY	HENRY CLAY HIGH SCHOOL	HS DISCR COACH (SPRING)
CARTER	AMETRIUS	LEESTOWN MIDDLE	MID ASST BASKETBALL (BOYS)
CHAMORRO COBO	RAUL	MAXWELL ELEMENTARY	ELEM EXTRACURRICULAR COORD
CHANDLER	WALTER	PAUL LAURENCE DUNBAR HIGH	HS TENNIS COACH
COFFEY	WILLIAM	LAFAYETTE HIGH SCHOOL	HS SOFTBALL (ASST) #2
COUGHLIN	SEAN	PAUL LAURENCE DUNBAR HIGH	HS BASEBALL ASST COACH
COWAN	CASSANDRA	JESSIE M CLARK MIDDLE	MID ASST BASKETBALL (BOYS)
COWDEN	ANTHONY	WINBURN MIDDLE	MID TEAM LEADER (5 PERSON)
COX	MATTHEW	HENRY CLAY HIGH SCHOOL	HS BASEBALL ASST COACH
CRON	CARON	ROSA PARKS ELEMENTARY	ELEM CURRICULUM SPEC
DAVIS	MELISSA	CARTER G WOODSON ELEMENTARY	HS ACADEMY CHAIR
DAVIS	MELISSA	CARTER G WOODSON ELEMENTARY	HS YEARBOOK SPONSOR

DAVIS	LEE	BEAUMONT MIDDLE SCHOOL	MID HEAD TRACK & FIELD (GIRLS)
DEATON	STEVEN	PAUL LAURENCE DUNBAR HIGH	HS BASEBALL COACH
DURHAM	MOLLY	TATES CREEK HIGH	HS ACADEMY CHAIR
EMERY	JUSTIN	MORTON MIDDLE	MID ASST BASKETBALL (BOYS)
EMMONS	JARED	LAFAYETTE HIGH SCHOOL	HS BASEBALL ASST COACH
ETIENNE	DAVID	ROSA PARKS ELEMENTARY	ELEM CURRICULUM SPEC
GEDDES	MARY	St STUDENT ACHIEVEMENT	MS/HS HEALTH/PE CONTENT LEADER
GEDDES	MARY	TATES CREEK HIGH	ACADEMY CHAIR
GERKEN	STEPHEN	SOUTHERN MIDDLE	MID HEAD TRACK & FIELD (BOYS)
GILLIAM	JASON	LEESTOWN MIDDLE	MID BLDG ASSESSMENT COORD
GILLIAM	JASON	LITERACY ASSESSMENT	MID BLDG ASSESSMENT COORD
HALL	JONATHAN	BEAUMONT MIDDLE SCHOOL	MID EXTRA CURR ACTIVITY-ACAD
HALL	JONATHAN	BEAUMONT MIDDLE SCHOOL	MID HEAD TRACK & FIELD (BOYS)
HAMMONS	KEVIN	LAFAYETTE HIGH SCHOOL	HS BASEBALL ASST COACH
HELTZEL	AMANDA	MAXWELL ELEMENTARY	ELEM EXTRACURRICULAR COORD
HELTZEL	AMANDA	MAXWELL ELEMENTARY	ELEM EXTRACURRICULAR COORD #2
HERRING	ANN	HENRY CLAY HIGH SCHOOL	HS TENNIS COACH
HERRING	JOHN	HENRY CLAY HIGH SCHOOL	HS TENNIS COACH
HEUER	MEGAN	PAUL LAURENCE DUNBAR HIGH	HS SWIMMING & DIVING (ASST)
HILL	DANIEL	STUDENT ACHIEVEMENT	ELEM HEALTH/PE CONTENT LEADER



HODGE	MARY	YATES ELEMENTARY	ELEM EXTRACURRICULAR COORD
HOLLAND	BREA	FREDERICK DOUGLASS HIGH SCHOOL	HS LACROSSE ASST GIRLS
HOLLINGER	KATHLEEN	ROSA PARKS ELEMENTARY	ELEM WEB MASTER
HOVATER	GILLIAN	SOUTHERN MIDDLE	MID LACROSSE (HEAD) BOYS
HULSEY	SAMANTHA	LAFAYETTE HIGH SCHOOL	HS TRACK & FIELD (ASST)
HYDE	PHILLIP	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST BASKETBALL (BOYS)
JACK	JAMES	SOUTHERN MIDDLE	MID HEAD TRACK & FIELD (GIRLS)
KEITH	NICEIA	YATES ELEMENTARY	ELEM COMMITTEE CHAIR
KEITH	NICEIA	YATES ELEMENTARY	ELEM STLP COORDINATOR
KREBS	EMILY	HENRY CLAY HIGH SCHOOL	HS SWIMMING & DIVING (ASST)
MARCINEK	MELINDA	BRECKINRIDGE ELEMENTARY	ELEM EXTRACURRICULAR COORD
MASDEN	TERRY	SOUTHERN MIDDLE	MID LACROSSE ASST BOYS
MATO	MARIA	MAXWELL ELEMENTARY	ELEM EXTRACURRICULAR COORD
MATTHEWS	RACHEL	MAXWELL ELEMENTARY	ELEM ACADEMIC TEAM COACH
MCCOWN	JULIE	TATES CREEK HIGH	HS SOCIAL STUDIES CONTENT LE
MCCULLEY	BRIANNA	HENRY CLAY HIGH SCHOOL	HS LACROSSE (HEAD) GIRLS
MCCULLOUGH	LARRY	FREDERICK DOUGLASS HIGH SCHOOL	HS HEAD SOFTBALL
MCGUIRE	JEREMY	CRAWFORD MIDDLE SCHOOL	MID YEARBOOK SPONSOR
MILEY	JUSTIN	HENRY CLAY HIGH SCHOOL	HS ASST BASKETBALL (BOYS)
MULLINS	ASHLEY	DISTRICT WIDE	HS ZERO HOUR-SPRING

NEAL	ALLISON	CRAWFORD MIDDLE SCHOOL	MIDDLE ZERO HOUR-SPRING
NOBLE	WILLIAM	STUDENT ACHIEVEMENT	ELEM HEALTH/PE CONTENT LEADER
NOTTINGHAM	LYNDSAY	GLENDOVER ELEMENTARY	DW SPECIAL PROJECT COORD
NOTTINGHAM	LYNDSAY	TECHNOLOGY	DW SPECIAL PROJECT COORD
OWENS	MAY	YATES ELEMENTARY	ELEM BLDG ASSESSMENT COORD
PEARSON	BRIAN	JESSIE M CLARK MIDDLE	MID LACROSSE ASST BOYS
PERKINS	JAN	FREDERICK DOUGLASS HIGH SCHOOL	HS ACADEMY CHAIR
PORTER	LADONDA	STUDENT ACHIEVEMENT	MS/HS HEALTH/PE CONTENT LEADER
PUSATERI	CLAYTON	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST WRESTLING
PUSATERI	CLAYTON	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST WRESTLING #2
ROE	JENNIFER	CRAWFORD MIDDLE SCHOOL	MIDDLE ZERO HOUR-SPRING
SHANKS	SHELBY	PAUL LAURENCE DUNBAR HIGH	HS HEAD SOFTBALL
SIMPSON	SAMANTHA	CRAWFORD MIDDLE SCHOOL	MIDDLE ZERO HOUR-SPRING
SMITH	SCOTTIE	BRYAN STATION HIGH	HS ASST BASKETBALL (GIRLS) #2
SMITH	TONYA	DISTRICT WIDE	HS ZERO HOUR-SPRING
STACY	DANIEL	SOUTHERN MIDDLE	MID ASST TRACK & FIELD (BOYS)
SYKES	ALESHIA	PAUL LAURENCE DUNBAR HIGH	HS LACROSSE (HEAD) GIRLS
TARRENCE	JORDAN	HENRY CLAY HIGH SCHOOL	HS BASEBALL COACH
TAYLOR	ANTHONY	LEESTOWN MIDDLE	MID ASST BASKETBALL (BOYS)
THOMPSON	MACKENZIE	CRAWFORD MIDDLE SCHOOL	MIDDLE ZERO HOUR-SPRING

TILLERY	BAILEY	ROSA PARKS ELEMENTARY	ELEM EXTRACURRICULAR COORD
TIMMONS	ROBIN	SOUTHERN MIDDLE	MID ASST TRACK & FIELD (GIRLS)
TISDALE	WILLIAM	TATES CREEK MIDDLE	MID ASST BASKETBALL (BOYS) #2
TISDALE	WILLIAM	TATES CREEK MIDDLE	MID ASST BASKETBALL (BOYS)
VON HELLENS	ERIC	LAFAYETTE HIGH SCHOOL	HS TRACK & FIELD (ASST)
WELLS	TAYLOR	YATES ELEMENTARY	ELEM TECHNOLOGY COORD
WHITLEY	BLAKE	PAUL LAURENCE DUNBAR HIGH	HS LACROSSE (HEAD) BOYS
WILSON	BRAXTON	JESSIE M CLARK MIDDLE	MID ASST FOOTBALL
YATES	JORDAN	TATES CREEK HIGH	HS ACADEMY CHAIR
YOUNG	ANDREA	ROSA PARKS ELEMENTARY	ELEM BLDG ASSESSMENT COORD
ZEITZ	HARPER	HENRY CLAY HIGH SCHOOL	HS LACROSSE ASST GIRLS

b. Resignation from Supplemental Duty Assignment - This is to report the resignation of the following supplemental duty employment:

Name	Location	Assignment
ALCIUS NASTASSIA	HENRY CLAY HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)
COWAN CASSANDRA	JESSIE M CLARK MIDDLE	MID ASST BASKETBALL (BOYS)
DAVIS MELISSA	CARTER G WOODSON ELEMENTARY	HS ACADEMY CHAIR
DAVIS MELISSA	CARTER G WOODSON ELEMENTARY	HS YEARBOOK SPONSOR
DURHAM MOLLY	TATES CREEK HIGH	HS ACADEMY CHAIR
GILLIAM JASON	LEESTOWN MIDDLE	MID BLDG ASSESSMENT COORD

HODGE	MARY	YATES ELEMENTARY	ELEM EXTRACURRICULAR COORD
NOTTINGHAM	LYNDSAY	GLENDOVER ELEMENTARY	DW SPECIAL PROJECT COORD
OWENS	MAY	YATES ELEMENTARY	ELEM BLDG ASSESSMENT COORD
YATES	JORDAN	TATES CREEK HIGH	HS ACADEMY CHAIR

#### 4. SUBSTITUTE PERSONNEL

- a. Employment of Classified Hourly Substitutes - This is to report the employment of the following classified hourly substitutes:

Name	Assignment	Effective Date
ADAMS ISABELLE	SUB PARAEDUCATOR	1/21/2022
BAKER DIONNE	SUB PARAEDUCATOR	1/24/2022
BAKER LAUREN	SUB PARAEDUCATOR	2/9/2022
BALLINGER-SMITH KAITLYN	SUB PARAEDUCATOR	1/19/2022
BARNETT ELIJAH	SUB PARAEDUCATOR	1/19/2022
BERUTTI NIAV	SUB PARAEDUCATOR	1/31/2022
BOGGS BETHANY	SUB PARAEDUCATOR	2/9/2022
BREEN REBECCA	SUB PARAEDUCATOR	2/1/2022
BROWN JASMINE	SUB PARAEDUCATOR	2/8/2022
BRUBECK ELIZABETH	SUB PARAEDUCATOR	1/24/2022
CANFIELD MATHEW	SUB PARAEDUCATOR	1/18/2022
CARROLL KENNA	SUB PARAEDUCATOR	1/31/2022
CHADWELL WILLIAM	SUB PARAEDUCATOR	1/24/2022
CRAFT HANNAH	SUB PARAEDUCATOR	1/27/2022
CRAVENS TRAVIS	SUB FOOD SERVICE	2/8/2022
DAVIS DARLENE	SUB PARAEDUCATOR	2/1/2022
DAY PAMELA	SUB FOOD SERVICE	2/8/2022
DE WITT KATHRYN	SUB PARAEDUCATOR	1/24/2022
DICKSON MICHAEL	SUB PARAEDUCATOR	1/28/2022
EDRINGTON RANDY	SUB BUS MONITOR	1/26/2022
ELAM PEGGY	SUB SECRETARY	1/19/2022
ELKINS HARRISON	SUB PARAEDUCATOR	1/24/2022
FAISSAL LOUAY	SUB PARAEDUCATOR	2/2/2022

FISTER	STEPHANIE	SUB PARAEDUCATOR	2/2/2022
GAINES	MORGAN	SUB PARAEDUCATOR	1/27/2022
GALLENSTEIN	DALTON	SUB PARAEDUCATOR	1/21/2022
GARCIA	JASMIN	SUB PARAEDUCATOR	1/27/2022
GARDNER	CIARA	SUB PARAEDUCATOR	1/24/2022
GENTRY	YVONNE	SUB FOOD SERVICE	2/1/2022
GERKEN	BENJAMIN	SUB PARAEDUCATOR	1/24/2022
GOGGIN	ANNA	SUB PARAEDUCATOR	1/28/2022
GRAGSTON	JENEE	SUB BUS MONITOR	10/26/2021
GRAVELY	ISAIAH	SUB PARAEDUCATOR	2/1/2022
HAYDEN	MEGAN	SUB PARAEDUCATOR	1/19/2022
HERMES- BURESH	TERESA	SUB FOOD SERVICE	2/8/2022
HOLLAND	MELISSA	SUB PARAEDUCATOR	2/1/2022
HOWARD	ANTHONY	SUB FOOD SERVICE	1/21/2022
JOHNSON	ALEXANDRIA	SUB PARAEDUCATOR	1/24/2022
JOHNSTON	WHITNEY	SUB PARAEDUCATOR	2/2/2022
JONES	TROY	SUB PARAEDUCATOR	1/19/2022
KALINYUK	OLGA	SUB PARAEDUCATOR	1/24/2022
KIM	SEAN	SUB BUS MONITOR	1/26/2022
KIRKLAND	ADRIAN	SUB PARAEDUCATOR	1/24/2022
KOVACH	LINDSEY	SUB PARAEDUCATOR	1/27/2022
KRIFT	ALLISON	SUB PARAEDUCATOR	1/18/2022
LYMAN	DIVYA	SUB PARAEDUCATOR	1/26/2022
LYVERS	STACY	SUB FOOD SERVICE	1/31/2022
MAGGIOLO	JENNA	SUB PARAEDUCATOR	2/9/2022
MCCONNELL	MACKENZIE	SUB PARAEDUCATOR	1/27/2022
MCINTYRE	MASON	SUB PARAEDUCATOR	2/1/2022
MCKINLEY	MARY	SUB PARAEDUCATOR	1/27/2022
MELTON	HANNAH	SUB PARAEDUCATOR	1/18/2022
MITCHELL	LASHANDA	SUB FOOD SERVICE	1/20/2022
MUFF	ADELINE	SUB PARAEDUCATOR	1/24/2022
MURPHY	LAUREN	SUB PARAEDUCATOR	1/27/2022
NEUMAN	EMILY	SUB PARAEDUCATOR	2/11/2022
NICHOLAS	ELIZABETH	SUB PARAEDUCATOR	1/24/2022
O'BRYAN	ROBIN	SUB PARAEDUCATOR	1/26/2022
PAGE	LINDSAY	SUB PARAEDUCATOR	1/25/2022



PARKER	ROBYN	SUB FOOD SERVICE	2/8/2022
PATAK	ASHLEY	SUB PARAEDUCATOR	2/1/2022
PFUELB	AMANDA	SUB PARAEDUCATOR	1/28/2022
PLAXICO	EMMA	SUB PARAEDUCATOR	2/7/2022
POWELL	PHILIP	SUB PARAEDUCATOR	2/1/2022
REAGUER	TAYLOR	SUB PARAEDUCATOR	2/9/2022
REDDING	LAUREN	SUB PARAEDUCATOR	1/27/2022
ROBERTS	RACHEL	SUB PARAEDUCATOR	1/19/2022
ROBLEDO	ADREANNA	SUB PARAEDUCATOR	2/10/2022
RUSSELL	SCOTT	SUB BUS MONITOR	1/26/2022
RUSO	MARIANA	SUB PARAEDUCATOR	1/25/2022
SAMUELS	JEMMEIA	SUB PARAEDUCATOR	1/27/2022
SAVAGE	MADELINE	SUB PARAEDUCATOR	2/1/2022
SMITH	JACOB	SUB PARAEDUCATOR	2/10/2022
SMITH	LAINA	SUB PARAEDUCATOR	1/18/2022
STEWART	ANTHONY	SUB PARAEDUCATOR	2/8/2022
STOCHHAM	MADIGAN	SUB PARAEDUCATOR	1/21/2022
STONE	AMANDA	SUB FOOD SERVICE	1/31/2022
STREET	MALEAH	SUB PARAEDUCATOR	1/18/2022
THOMAS	ROBERT	SUB BUS DRIVER	11/13/2021
TIMBERLAKE	MADISON	SUB PARAEDUCATOR	1/27/2022
VAUGHN	CYNTORIA	CLERICAL SUBSTITUTE	1/31/2022
VINCK	KYRA	SUB PARAEDUCATOR	2/2/2022
VOGES	BRENNA	SUB PARAEDUCATOR	1/27/2022
WARSH	SHERRYLL	SUB BUS MONITOR	1/26/2022
WELCH	JULIET	SUB PARAEDUCATOR	1/27/2022
WIDAMAN	LAUREN	SUB PARAEDUCATOR	1/19/2022
WILSON	BRADFORD	SUB BUS MONITOR	1/31/2022
YELVINGTON	AMANDA	SUB PARAEDUCATOR	2/1/2022

b. Employment of Certified Substitutes - This is to report the employment of the following certified substitutes:

Name	Assignment	Effective Date
CALDWELL SARA	SUBSTITUTE TEACHER	1/10/2022
COYLE MELODY	RET SUBSTITUTE TEACHER	2/9/2022
CROWE AMANDA	SUBSTITUTE TEACHER	1/31/2022
HARKINS SHAWN	SUBSTITUTE TEACHER	1/21/2022
KRESGE MARY	SUBSTITUTE TEACHER	2/7/2022

LAWSON	LISA	RET SUBSTITUTE TEACHER	1/27/2022
LEINDECKER	DIANE	RET SUBSTITUTE TEACHER	2/9/2022
OCONNOR	HOLLY	SUBSTITUTE TEACHER	2/1/2022
RASO	ROBERTO	SUBSTITUTE TEACHER	1/31/2022
WADE	LAUREN	SUBSTITUTE TEACHER	1/18/2022
WHITE	DORRENE	RET SUBSTITUTE TEACHER	1/24/2022



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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Regular**

**DATE: 3/21/2022**

**TOPIC: Budget Transfer Report**

**PREPARED BY: Ann Sampson-Grimes**

**Recommended Action on: 3/21/2022**  
**Informational Item**

**Superintendent Prior Approval: No**

**Recommendation/Motion: No motion necessary**

**Background/Rationale: Budget Transfer Report, provided for informational purposes**

**Policy: #04.1 Fiscal Management**

**Fiscal Impact: N/A**

**Attachments(s): Budget Transfer Report**

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FAYETTE COUNTY PUBLIC SCHOOLS

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**Executive Summary**  
**Fayette County Public Schools Board Meeting**  
**Agenda Item**

**MEETING: Regular**

**DATE: 3/21/2022**

**TOPIC: Position Control Document**

**PREPARED BY: Ann Sampson-Grimes**

**Recommended Action on: 3/21/2022**  
**Informational Item**

**Superintendent Prior Approval: No**

**Recommendation/Motion: No motion necessary**

**Background/Rationale: Provided for informational purposes as requested by the Board. Contains certified/classified positions with salaries.**

**Policy: N/A**

**Fiscal Impact: N/A**

**Attachments(s): Position Control Document**



**Fayette County Public Schools  
Position Control Document**

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2021-2022	Calendar	Creation Date
<b>Office of the Superintendent</b>						
1	SCHOOL DISTRICT SUPERINTENDENT	1	General Fund	304,396	229	6/28/2004
353	EXEC ASST TO SUPERINTENDENT	1	General Fund	78,152	256	7/1/2015
816	ADMIN ASST-CHIEF OFFICERS		General Fund			7/1/2015
307	EXEC COMMUNICATIONS OFFICER	1	General Fund	115,269	245	6/28/2004
706	SPECIAL PROJECT INTERN		General Fund			7/1/2017
<b>General Counsel</b>						
330	GENERAL COUNSEL	1	General Fund	165,766	245	7/1/2012
217	LEGAL ADMINISTRATIVE ASST	1	General Fund	47,247	256	7/1/2012
822	PARALEGAL		General Fund			2/7/2022
823	ASSOCIATE GENERAL COUNSEL		General Fund			2/7/2022
302	COMPLIANCE OFFICER	1	General Fund	61,714	218	7/1/2015
782	COMPLIANCE OFFICER	1	General Fund	67,944	218	7/12/2021
<b>Law Enforcement</b>						
322	CHIEF OF LAW ENFORCEMENT	1	General Fund	86,425	245	6/28/2004
612	ADMINISTRATIVE ASSISTANT III	1	General Fund	43,498	220	6/28/2004
245	DISPATCHER	1	General Fund	50,033	256	6/28/2004
246	DISPATCHER	1	General Fund	15,042	109	6/28/2004
326	LAW ENFORCEMENT LIEUTENANT	1	General Fund	91,241	245	7/1/2017
327	LAW ENFORCEMENT LIEUTENANT	1	General Fund	83,847	245	7/1/2012
387	LAW ENFORCEMENT LIEUTENANT	1	General Fund	79,271	245	7/1/2017
219	LAW ENFORCEMENT ADMIN ASST III	1	General Fund	34,033	184	6/28/2004
791	DISPATCHER	1	General Fund - SAFE	36,763	174	8/31/2021
365	WEEKEND DISPATCHER	1	General Fund	11,771	88	6/28/2004
364	WEEKEND DISPATCHER	1	General Fund	4,815	104	6/28/2004
363	WEEKEND DISPATCHER	1	General Fund	8,250	58	6/28/2004
<b>Office of Assistant Superintendent for Academic Services</b>						
803	ASSISTANT SUPERINTENDENT FOR ACAD SVC	1	General Fund	70,450	214	7/1/2016
762	ADMINISTRATIVE ASSISTANT II	1	Title II/Title IV	39,585	212	7/12/2021
20	SR DIR CURR INSTR & ASSMNT	1	General Fund	177,918	245	7/1/2016
43	CRT COACH	1	General Fund	93,881	245	7/1/2017
<b>Teaching and Learning</b>						
19	DIR OF TEACHING AND LEARNING	1	General Fund	123,505	245	6/28/2004
222	ADMINISTRATIVE ASSISTANT III	1	General Fund	43,684	256	6/28/2004
39	SCHOOL BASED INSTR SPECIALIST	1	General Fund	83,918	219	7/1/2017
42	SCHOOL BASED INSTR SPECIALIST	1	General Fund	89,185	219	7/1/2017
510	SCHOOL BASED INSTR SPECIALIST	1	General Fund	93,262	219	9/27/2018
507	SCHOOL BASED INSTR SPECIALIST	1	General Fund	67,758	219	9/27/2018
511	SCHOOL BASED INSTR SPECIALIST	1	General Fund	109,541	219	9/27/2018
41	SCHOOL BASED INSTR SPECIALIST	1	General Fund	88,453	219	7/1/2017
40	SCHOOL BASED INSTR SPECIALIST	1	General Fund	71,106	204	7/1/2017
577	SCHOOL BASED INSTR SPECIALIST	1	General Fund	77,302	219	7/1/2017
637	SCHOOL BASED INSTR SPECIALIST	1	General Fund	86,431	219	7/1/2017
506	SCHOOL BASED INSTR SPECIALIST	1	General Fund	90,918	219	9/27/2018
509	SCHOOL BASED INSTR SPECIALIST	1	General Fund	78,465	219	9/27/2018
578	SCHOOL BASED INSTR SPECIALIST	1	General Fund	65,807	209	7/1/2017
53	INSTRUCTIONAL INNOVATION SPEC	1	General Fund	106,324	219	8/27/2012
52	INSTRUCTIONAL INNOVATION SPEC	1	General Fund	106,411	219	7/1/2015
721	INSTRUCTIONAL INNOVATION SPEC	1	General Fund	89,913	219	7/1/2020
408	DW RESOURCE INSTRUCTOR-11 MO	1	General Fund	74,264	204	6/28/2004
398	INSTRUCTIONAL INNOVATION SPEC	1	Title II, Striving Readers	87,866	219	7/1/2018
732	DIR OF TEACHING AND LEARNING	1	General Fund	134,949	245	6/28/2004
328	PROGRAM MANAGER	1	General Fund	104,358	245	7/1/2017
404	DW RESOURCE INSTRUCTOR-11 MO	1	General Fund	106,411	219	6/28/2004
442	DW CURR AND INSTR COACH - ELEM IMMERSION FOCUS	1	General Fund	68,089	209	7/1/2018
448	WORLD LANGUAGE SPECIALIST	1	General Fund	120,396	245	7/1/2010
55	INSTRUCTIONAL INNOVATION SPEC	1	General Fund	97,544	219	6/28/2004
723	INSTRUCTIONAL INNOVATION SPEC	1	General Fund	77,578	219	7/2/2020
403	DW RESOURCE INSTRUCTOR-11 MO	1	General Fund	104,324	219	6/28/2004
390	SCHOOL BASED INSTR SPECIALIST	1	General Fund	106,411	219	7/1/2017
391	SCHOOL BASED INSTR SPECIALIST	1	General Fund	82,678	219	7/1/2017
392	SCHOOL BASED INSTR SPECIALIST	1	General Fund	87,910	219	7/1/2017
389	SCHOOL BASED INSTR SPECIALIST	1	General Fund	75,302	219	7/1/2017
724	INSTRUCTIONAL INNOVATION SPEC	1	General Fund	81,456	219	7/1/2020
742	DW CURR AND INSTR COACH	1	TITLE II/My Teaching Learning	88,314	199	6/15/2021
<b>Early Childhood Education</b>						
44	ASSOCIATE DIRECTOR EARLY START	1	Preschool	114,110	245	6/28/2004
211	ADMINISTRATIVE ASSISTANT II	1	Preschool	44,831	256	6/28/2004
562	EARLY CHILD FAM/COMM DIST LIAS	1	Preschool	80,593	245	7/1/2015
459	DW EXCEPT CHILD RESOURCE INSTR	0.5	Preschool	40,706	209	6/28/2004
402	DW RESOURCE INSTRUCTOR	1	Preschool, IDEA	84,182	189	6/28/2004
420	PRESCHOOL ADMINISTRATOR	0.5	IDEA-Preschool	40,706	209	6/28/2004
77	PROGRAM SPECIALIST II	1	Preschool/IDEA	76,015	189	6/28/2004
76	PROGRAM SPECIALIST II	1	Preschool/IDEA	78,312	189	6/28/2004
78	PROGRAM SPECIALIST II	0.7	Preschool/IDEA	51,648	189	6/28/2004
<b>English Learners &amp; Gifted and Talented Services</b>						
17	DIR CURR INSTR & ASSESSMENT	1	General Fund	135,308	245	6/28/2004
223	ADMINISTRATIVE ASSISTANT III	1	General Fund	57,201	256	6/28/2004
625	INSTR SPEC FOR ENG LEARNERS	1	Title III - LEP	82,678	219	6/28/2004
705	INSTR SPEC FOR ENG LEARNERS	1	Title III - LEP	68,967	219	8/22/2005
567	INSTR SPEC FOR ENG LEARNERS	1	Title I - Migrant, Title III - LEP	101,262	219	8/23/2004
568	INSTR SPEC FOR ENG LEARNERS	1	Title III - LEP	58,635	204	8/22/2005
427	COORDINATOR GT & TALENTED EDUCATION	1	General Fund	94,229	219	7/1/2013
429	DW RESOURCE INSTRUCTOR-G/T	1	General Fund	83,918	219	7/1/2015
239	MIGRANT ADVOCATE/RECRUITER	1	Title I -Migrant	53,002	256	6/28/2004
237	MIGRANT ADVOCATE/RECRUITER	1	Title I -Migrant	55,357	256	12/15/2013
238	MIGRANT ADVOCATE/RECRUITER	1	Title I -Migrant	58,184	256	12/15/2013
317	INTERPRET & TRANS SVS LIAISON	1	General Fund	91,486	245	7/1/2015
759	ADMINISTRATIVE ASSISTANT II		General Fund			7/12/2021

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<b>Special Education</b>						
2	DIRECTOR OF EXCEPTIONAL CHILD	1	General Fund	137,051	245	6/28/2004
51	604 COORDINATOR	1	General Fund	111,610	245	7/1/2016
595	ADMINISTRATIVE ASSISTANT II	1	IDEA	38,851	256	6/28/2004
218	ADMINISTRATIVE ASSISTANT III	1	General Fund	57,201	256	6/28/2004
430	DIRECTOR OF EXCEPTIONAL CHILD	1	General Fund	97,530	245	6/28/2004
75	AUDIOLOGIST	1	General Fund	61,389	189	6/28/2004
539	BOARD CERT BEHAVIOR ANALYST	1	General Fund - SAFE	100,012	209	10/26/2018
566	BOARD CERT BEHAVIOR ANALYST	1	General Fund - SAFE	81,195	209	10/26/2018
538	BOARD CERT BEHAVIOR ANALYST	1	General Fund - SAFE	84,904	209	10/26/2018
565	BOARD CERT BEHAVIOR ANALYST	1	General Fund - SAFE	88,782	209	10/26/2018
418	DW EXC CHILD RES SPEC-PSYCHOLO	1	IDEA	78,373	209	7/1/2011
415	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	96,638	209	6/28/2004
426	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	94,646	209	6/28/2004
417	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	90,358	209	6/28/2004
419	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	81,434	209	6/28/2004
421	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	78,903	209	6/28/2004
58	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA	65,818	209	7/1/2012
422	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA-Preschool	69,223	209	6/28/2004
423	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	80,086	209	6/28/2004
416	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	57,048	209	6/28/2004
424	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	88,399	209	6/28/2004
560	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA	58,936	209	7/1/2012
561	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA	58,936	209	7/1/2012
16	EXCEPTIONAL CHILD CONSULTANT	1	General Fund	69,756	209	6/28/2004
6	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	125,587	245	6/28/2004
7	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	110,750	245	7/12/2012
8	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	112,253	245	6/28/2004
305	EXCEPTIONAL CHILD NURSE	1	Medicaid	59,745	219	7/15/2015
157	IAKSS MICROCOMPUTER SPECIALIST	1	IDEA	60,662	256	7/1/2010
355	IAKSS OFFICE ASSISTANT II	1	General Fund	50,012	256	6/28/2004
138	IAKSS SYSTEMS ANALYST	1	General Fund	61,829	256	6/28/2004
311	SPECIAL ED PARENT LIAISON	0.7	IDEA	21,542	130	6/28/2004
312	SPECIAL ED PARENT LIAISON	1	IDEA	22,583	190	6/28/2004
57	SPEECH LANG RES SPECIALIST	1	General Fund	78,690	209	6/28/2004
234	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	50,565	256	6/28/2004
<b>CFO - Deputy Superintendent</b>						
278	CHIEF FINANCIAL OFFICER	1	General Fund	133,896	245	7/1/2015
304	MANAGER ECONOMIC DEVELOPMENT	1	General Fund	47,197	213	7/1/2010
<b>Office of Student Support Services</b>						
47	CHIEF STUD SUPPORT SVC OFFICER	1	General Fund	133,621	245	6/28/2004
611	ADMINISTRATIVE ASSISTANT III	1	General Fund	43,898	234	6/28/2004
618	ADMINISTRATIVE ASSISTANT III	1	AMERICORP	39,368	234	9/19/2019
758	ASSOC DIR STUDT SUPP, MH, SEL	1	General Fund - SAFE	97,142	219	7/1/2015
386	DISTRICT PBIS COACH	1	SAFE Schools	88,518	209	7/1/2015
584	DISTRICT PBIS COACH	1	General Fund - SAFE	88,399	209	7/1/2019
569	DISTRICT PBIS COACH	1	TITLE IV	91,714	209	7/1/2019
48	DISTRICT PBIS COACH	1	SAFE Schools	64,664	209	7/1/2015
747	DISTRICT PBIS COACH	1	General Fund - SAFE	91,714	209	6/23/2021
383	DISTRICT PBIS COACH	1	TITLE IV	68,089	209	7/1/2018
583	DISTRICT PBIS COACH	1	General Fund - SAFE	88,399	209	7/1/2019
11	DW ESS COORDINATOR	1	ESS	91,701	245	11/24/2014
801	DW MENTAL HEALTH COORDINATOR	1	TITLE IV	68,342	218	7/1/2021
394	DW PBIS COACH/SAFE SCHOOLS	1	SAFE Schools	93,881	245	6/28/2004
525	DW SCM SPECIALIST	1	General Fund - SAFE	96,717	245	10/3/2018
735	PROGRAM MANAGER	1	Grant - Stop School Violence	81,771	245	1/13/2021
796	PROGRAM MANAGER	1	GF - OFFICE OF THE COURTS	64,175	217	6/23/2021
797	PROGRAM MANAGER	1	SAFE Schools	34,972	203	9/23/2021
719	PROGRAM SPECIALIST III	1	ESS	81,146	245	9/19/2019
232	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	45,588	256	6/28/2004
<b>Chief Public Engagement Officer</b>						
324	CHIEF PUB ENGAGEMENT OFFICER	1	General Fund	89,762	245	7/31/2006
817	ADMINISTRATIVE ASSISTANT III	1	General Fund			6/28/2004
323	DIR FAMILY & COMM ENGAGEMENT	1	General Fund	113,441	245	8/23/2004
707	DW FAMILY/COMMUNITY LIAISON	1	General Fund	80,453	245	7/1/2020
315	DW FAMILY/COMMUNITY LIAISON	1	General Fund	29,213	213	7/1/2012
306	COMMUNICATIONS SPECIALIST	1	General Fund	111,307	245	7/1/2009
728	COMMUNICATIONS SPECIALIST	1	General Fund	60,884	245	9/1/2020
83	MEDIA PRODUCER	1	General Fund	90,136	245	6/28/2004
321	EDUCATION TV TECHNICIAN	1	General Fund	72,499	256	6/28/2004
431	EDUCATION TV TECHNICIAN	1	General Fund	45,237	219	11/15/2016
59	PRINTING SUPERVISOR	1	General Fund	81,244	256	6/28/2004
60	PRINTING ASSISTANT	1	General Fund	55,374	256	6/28/2004
308	COMMUNICATIONS SPECIALIST	1	General Fund	95,644	245	6/28/2004
61	PRINTING ASSISTANT	1	General Fund	54,907	256	6/28/2004
62	PRINTING ASSISTANT	1	General Fund	38,339	256	7/1/2009
<b>Chief School Improvement Officer</b>						
737	CHIEF SCHOOL IMPVMENT OFFICER	1	General Fund	107,599	245	7/1/2018
739	ADMINISTRATIVE ASSISTANT III	1	General Fund	39,772	256	5/11/2021
581	ASSOC DIR-ASSESSMENT LITERACY	1	General Fund	115,018	245	7/1/2019
441	ADMINISTRATIVE ASSISTANT II	1	General Fund	35,328	256	7/1/2018
56	MTSS SPECIALIST	1	General Fund	74,941	209	7/1/2016
54	MTSS SPECIALIST	1	General Fund			1/7/2022
593	CONTINUOUS IMPROVEMENT SPEC	1	TITLE IV	78,903	209	7/2/2019
594	CONTINUOUS IMPROVEMENT SPEC	1	TITLE IV	88,399	209	7/3/2019
318	DATA ENGINEER	1	General Fund	105,923	245	6/28/2004
740	DATA ENGINEER	1	General Fund			6/28/2004
806	PROGRAM MANAGER	1	General Fund			6/28/2004
320	DATA STRATEGIST	1	General Fund	94,052	245	7/1/2016
319	DATA STRATEGIST	1	General Fund	72,662	245	7/1/2016

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<b>Financial Accounting and Benefits Services</b>						
300	EXEC DIR FIN ACCT & BENEFITS	1	General Fund	132,923	245	6/28/2004
64	ACCOUNT SPECIALIST	1	General Fund	46,141	256	6/28/2004
283	ACCOUNT SPECIALIST	1	General Fund	35,727	194	6/28/2004
282	ACCTS PAYABLE SPECIALIST	1	General Fund	54,907	256	6/28/2004
339	ASSOC DIR - TAX COLLECTION	1	General Fund	101,201	245	6/28/2004
338	ASSOCIATE DIRECTOR - FINANCE	1	General Fund	106,420	245	6/28/2004
337	ASSOCIATE DIRECTOR - FINANCE	1	General Fund	109,359	245	6/28/2004
576	CONSTRUCTION ACCOUNTING MAN	1	General Fund	51,139	256	7/1/2019
297	FINANCE ANALYST	1	General Fund	57,364	256	6/28/2004
299	FINANCE ANALYST	1	General Fund	50,463	256	6/28/2004
574	FINANCE ANALYST	1	General Fund	61,809	256	5/23/2019
298	FINANCE ANALYST	1	General Fund	56,259	256	6/28/2004
280	FINANCIAL SVCS BOOKKEEPER	1	General Fund	48,026	256	6/28/2004
291	GRANT ACCOUNTANT	1	General Fund	97,289	245	6/28/2004
294	GRANTS PROGRAM COMPLIANCE	1	General Fund	95,644	245	6/23/2008
72	INSURANCE SPECIALIST	1	General Fund	52,490	256	6/28/2004
573	INSURANCE SPECIALIST	1	General Fund	54,907	256	5/23/2019
192	INSURANCE SPECIALIST	1	General Fund	35,328	256	6/28/2004
194	INSURANCE SPECIALIST	1	General Fund	49,172	256	7/1/2017
193	INSURANCE SPECIALIST	1	General Fund	25,782	140	6/28/2004
301	LEAD PAYROLL SPECIALIST	1	General Fund	51,261	256	6/28/2004
279	LEAD PAYROLL SPECIALIST	1	General Fund	57,364	256	9/1/2013
63	PAYROLL ACCOUNTING MANAGER	1	General Fund	93,486	245	6/23/2008
69	PAYROLL SPECIALIST	1	General Fund	35,181	239	6/28/2004
575	PAYROLL SPECIALIST	1	General Fund	54,907	256	7/1/2017
71	PAYROLL SPECIALIST	1	General Fund	41,472	256	6/28/2004
70	PAYROLL SPECIALIST	1	General Fund	44,014	239	6/28/2004
587	PROG MANAGER-AFTER SCHOOL PROG	1	After School Care	82,886	245	6/28/2004
434	SCHOOL BUSINESS OFFICE TRAINER	1	General Fund	63,898	256	7/1/2009
292	STDT ACT FUNDS BUDGET ANALYST	1	General Fund	62,352	256	6/28/2004
284	TAX AUDITING SPECIALIST	1	General Fund	44,155	256	7/1/2011
286	TAX PROCESSING SPECIALIST	1	General Fund	51,732	256	6/28/2004
287	TAX PROCESSING SPECIALIST	1	General Fund	44,831	256	7/1/2009
285	TAX PROCESSING SPECIALIST	1	General Fund	45,588	256	6/28/2004
281	TAX PROCESSING SUPERVISOR	1	General Fund	69,591	256	6/28/2004
<b>Budget and Financial Planning</b>						
332	DIRECTOR - BUDGET AND STAFFING	1	General Fund	99,439	245	6/28/2004
67	BUDGET ANALYST I		General Fund			7/1/2017
68	BUDGET ANALYST III	1	General Fund	78,152	256	6/28/2004
296	STAFFING AND BUDGET SPECIALIST	1	General Fund	97,644	245	7/1/2010
295	STAFFING AND BUDGET SPECIALIST	1	General Fund	97,461	245	7/1/2015
800	STAFFING AND BUDGET SPECIALIST	1	General Fund	55,101	217	10/21/2021
<b>Grants Programming</b>						
780	DIR OF GRANT PROGRAM	1	General Fund	100,591	235	6/28/2021
741	ADMINISTRATIVE ASSISTANT III	1	General Fund	38,999	214	6/9/2021
750	SCHOOL LEADERSHIP SUPPT SPEC	1	General Fund	115,287	245	6/30/2021
793	PROGRAM MANAGER	1	ESSER	62,482	217	9/16/2021
795	ADMINISTRATIVE ASSISTANT II		ESSER			9/23/2021
342	GRANT WRITER	1	General Fund	106,502	245	6/23/2008
343	GRANT WRITER	1	General Fund	111,125	245	6/28/2004
30	ASSOCIATE DIRECTOR TITLE I	1	Title I	115,908	245	6/28/2004
405	DW RESOURCE INSTRUCTOR-11 MO	1	Reading Recovery, Title I	91,913	219	6/28/2004
409	DW RESOURCE INSTRUCTOR-11 MO	1	Title I	94,629	219	7/1/2013
425	TITLE I INSTRUCTOR	0.8	Title I	68,693	151	5/23/2005
571	DW RESOURCE INSTRUCTOR-11 MO	1	Title I	100,292	219	8/23/2004
609	DW RESOURCE INSTRUCTOR-11 MO	1	Title I	82,678	219	7/1/2019
411	DW RESOURCE INSTRUCTOR-11 MO		Title I			6/28/2004
412	DW RESOURCE INSTRUCTOR-11 MO		Title I			6/28/2004
229	ADMINISTRATIVE ASSISTANT III	1	Title I	57,201	256	6/28/2004
<b>Pupil Personnel</b>						
3	DIRECTOR OF PUPIL PERSONNEL	1	General Fund	114,411	245	6/28/2004
227	ADMINISTRATIVE ASSISTANT III	1	General Fund	57,201	256	6/28/2004
790	PROGRAM MANAGER	1	General Fund	45,523	216	9/2/2021
350	OUT-OF-AREA ATTENDANCE SPEC	1	General Fund	18,697	119	6/28/2004
32	ASST TO DIR OF PUPIL PERSONNEL	1	General Fund	94,018	219	7/2/2016
34	ASST TO DIR OF PUPIL PERSONNEL	1	General Fund	83,918	219	6/28/2004
33	ASST TO DIR OF PUPIL PERSONNEL	1	General Fund	96,989	219	6/28/2004
432	ASST TO DIR OF PUPIL PERS-12MO	1	General Fund	108,249	245	7/1/2014
310	DW STDY/FAM TRANS SUP&DRPT PRV	1	General Fund	81,661	245	7/1/2012
309	DW STDY/FAM TRANS SUP&DRPT PRV	1	General Fund	71,700	245	7/1/2017
31	HOMELESS EDUCATION LIAISON	1	General Fund	74,611	189	7/1/2016
<b>Technology</b>						
331	DIRECTOR - TECHNOLOGY	1	General Fund	123,059	245	6/28/2004
397	ADMINISTRATIVE ASSISTANT II	1	General Fund	55,374	256	7/1/2016
226	ADMINISTRATIVE ASSISTANT III	1	General Fund	54,702	256	6/28/2004
524	ASSOC DIRECTOR TECH SUPPORT	1	General Fund	95,635	245	10/9/2018
141	COMPUTER PROGRAMMER	1	General Fund	68,956	256	6/28/2004
143	DATABASE ADMINISTRATOR	1	General Fund	83,190	256	6/28/2004
9	DISTRICT TECH COORDINATOR	1	General Fund	114,273	245	6/28/2004
490	DW DIGITAL LEARNING COACH	1	General Fund	95,210	209	6/28/2004
489	DW DIGITAL LEARNING COACH	1	General Fund	81,288	209	6/28/2004
488	DW DIGITAL LEARNING COACH	1	General Fund	69,223	209	6/28/2004
729	DW DIGITAL LEARNING COACH	1	General Fund	69,223	209	6/28/2004
491	DW DIGITAL LEARNING COACH	1	General Fund	78,903	209	6/28/2004
487	DW DIGITAL LEARNING COACH	1	General Fund	98,088	209	6/28/2004
769	DW DIGITAL LEARNING COACH	1	General Fund	52,342	199	10/19/2020
393	DW STEM LEARNING COACH	1	TITLE IV	70,800	209	7/23/2018
522	DW STEM LEARNING COACH	1	TITLE IV	71,959	209	7/23/2018
493	IAKSS LAN TECHNICIAN	1	General Fund	43,270	137	6/28/2004
495	IAKSS LAN TECHNICIAN	1	General Fund	76,882	256	6/28/2004
496	IAKSS LAN TECHNICIAN	1	General Fund	78,479	256	6/28/2004

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494	IAKSS LAN TECHNICIAN	1	General Fund	64,614	256	6/28/2004
147	IAKSS MICROCOMPUTER SPECIALIST	1	General Fund	71,086	256	6/28/2004
156	IAKSS MICROCOMPUTER SPECIALIST	1	General Fund	78,152	256	6/28/2004
158	IAKSS MICROCOMPUTER SPECIALIST	1	General Fund	78,152	256	6/28/2004
154	IAKSS MICROCOMPUTER SPECIALIST	1	General Fund	65,679	256	6/28/2004
144	IAKSS MICROCOMPUTER SPECIALIST	1	General Fund	58,040	256	5/19/2008
139	IAKSS MICROCOMPUTER SPECIALIST	1	General Fund	41,105	199	6/28/2004
523	IAKSS SYSTEMS ANALYST	1	TITLE IV	71,086	256	7/1/2018
140	IAKSS SYSTEMS ANALYST		General Fund			6/28/2004
634	LAN TECHNICIAN	1	General Fund	91,587	256	6/28/2004
629	LAN TECHNICIAN	1	General Fund	88,883	256	6/28/2004
633	LAN TECHNICIAN	1	General Fund	87,593	256	6/28/2004
632	LAN TECHNICIAN	1	General Fund	82,043	256	6/28/2004
630	LAN TECHNICIAN	1	General Fund	82,043	256	6/28/2004
631	LAN TECHNICIAN	1	General Fund	78,479	256	6/28/2004
731	LEAD SIS SUPPORT TECH	1	TITLE IV	94,052	245	10/19/2020
137	LEAD SIS SUPPORT TECH	1	General Fund	94,007	245	6/28/2004
354	LEAD WEB APPLICATION DEVELOPER	1	General Fund	97,464	256	6/28/2004
135	SUPV - SYSTEMS INTEGRATION	1	General Fund	104,122	245	6/28/2004
559	SYSTEMS ANALYST	1	General Fund	77,005	256	6/28/2004
79	MEDIA TECHNICIAN	1	General Fund	47,370	256	6/28/2004
81	MEDIA TECHNICIAN	1	General Fund	52,101	256	6/28/2004
80	MEDIA TECHNICIAN	1	General Fund	46,674	256	6/28/2004
82	MEDIA TECHNICIAN	1	General Fund	47,370	256	6/28/2004
233	MEDIA TECHNICIAN	1	General Fund	37,356	256	6/28/2004
635	MEDIA TECHNICIAN		General Fund			6/28/2004
<b>Munis Support</b>						
341	MANAGER - FINANCIAL SYSTEMS		General Fund			6/28/2004
348	MIS USER SUPPORT ANALYST	1	General Fund	105,547	245	9/22/2008
349	MIS USER SUPPORT ANALYST	1	General Fund	102,816	245	7/1/2015
586	MIS USER SUPPORT ANALYST	1	General Fund	96,890	245	6/28/2004
347	MIS USER SUPPORT ANALYST	1	General Fund	78,492	245	6/28/2004
<b>Office of School Leadership</b>						
29	INTERIM SR DIRECTOR OF SCHOOL LEADERSHIP	0.6	General Fund	103,847	245	7/1/2013
351	ADMIN ASST-CHIEF OFFICERS	1	General Fund	66,826	256	1/26/2017
21	CHIEF OF SCHOOLS	1	General Fund	126,649	243	7/1/2017
22	CHIEF OF SCHOOLS	0.8	General Fund	61,425	171	7/1/2017
23	CHIEF OF SCHOOLS	1	General Fund	130,080	245	7/1/2017
749	CHIEF OF SCHOOLS	1	General Fund	127,509	245	6/23/2021
221	ADMINISTRATIVE ASSISTANT III	1	General Fund	54,702	256	6/28/2004
228	ADMINISTRATIVE ASSISTANT III	1	General Fund	57,201	256	6/28/2004
24	CHIEF OF SCHOOLS	1	General Fund	126,742	245	7/1/2017
224	ADMINISTRATIVE ASSISTANT III	1	General Fund	53,084	256	6/28/2004
905	SCHOOL PRINCIPAL-INTERIM	1	General Fund	118,742	245	5/20/2021
26	CHIEF OF SCHOOLS	1	General Fund	121,436	245	7/1/2017
220	ADMINISTRATIVE ASSISTANT III	1	General Fund	37,959	229	6/28/2004
904	PRINCIPAL FOR SPECIAL PROJECTS	1	General Fund	137,672	245	7/1/2018
748	ADMINISTRATIVE ASSISTANT III	1	General Fund	46,653	256	6/21/2021
15	ATHLETIC DIRECTOR - CERTIFIED	1	General Fund	107,784	245	7/1/2007
359	EBCE/SLC PROGRAM MANAGER	1	General Fund	61,947	189	6/28/2004
	STRATEGIC PARTNERIP MANAGER		General Fund	0		6/28/2004
725	PROGRAM MANAGER	1	General Fund	79,265	245	7/1/2020
<b>Human Resources</b>						
4	CHIEF HUMAN RESOURCES OFFICER	1	General Fund	150,155	245	6/28/2004
196	PERSONNEL ASSISTANT	1	General Fund	59,986	256	1/1/2010
195	PERSONNEL ASSISTANT	1	General Fund	60,887	256	6/28/2004
201	ADMINISTRATIVE ASSISTANT II	1	General Fund	54,907	256	6/28/2004
752	RECRUIT & RETENTION SPEC	1	General Fund	75,706	234	4/26/2021
45	ASSC DIR HR TCH LEAD EFFCTVNSS	1	General Fund	123,884	245	6/28/2004
290	PROF DEV ACCOUNT SPECIALIST	1	General Fund	55,389	256	6/28/2004
225	ADMINISTRATIVE ASSISTANT III	1	General Fund	47,350	256	1/1/2010
46	DIRECTOR HR CERTIFIED PERSONNEL	1	General Fund	109,680	245	6/28/2004
203	ADMINISTRATIVE ASSISTANT II	1	General Fund	44,155	256	6/28/2004
213	ADMINISTRATIVE ASSISTANT II	1	General Fund	54,907	256	6/28/2004
216	ADMINISTRATIVE ASSISTANT II	1	General Fund	46,141	256	6/28/2004
209	ADMINISTRATIVE ASSISTANT II	1	General Fund	41,472	256	7/1/2011
333	DIRECTOR HR CLASSIFIED PERSONNEL	1	General Fund	105,096	245	6/28/2004
208	ADMINISTRATIVE ASSISTANT II	1	General Fund	52,490	256	6/28/2004
761	ADMINISTRATIVE ASSISTANT II	1	General Fund	20,937	109	7/12/2021
212	ADMINISTRATIVE ASSISTANT II	1	General Fund	51,732	256	6/28/2004
207	ADMINISTRATIVE ASSISTANT II	1	General Fund	34,252	218	6/28/2004
199	ADMINISTRATIVE ASSISTANT II	1	General Fund	53,289	256	6/28/2004
760	ADMINISTRATIVE ASSISTANT II	1	General Fund	37,593	229	7/12/2021
206	ADMINISTRATIVE ASSISTANT II	1	General Fund	29,441	194	6/28/2004
558	ASSOC DIR-MIN RECRUIT&RETENT	1	General Fund	105,279	245	10/27/2014
763	DATA ENGINEER	1	General Fund	46,711	218	7/12/2021
824	DIRECTOR OF HR	1	General Fund			2/7/2022
820	PERSONNEL SPECIALIST	1	General Fund			2/8/2022
821	PERSONNEL SPECIALIST	1	General Fund			2/8/2022

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<b>Senior Director of Operations</b>						
346	CHIEF OPERATING OFFICER	1	General Fund	154,739	245	7/1/2005
454	IAKSS CUSTODIAL SUPERVISOR	1	General Fund	51,282	256	6/28/2004
352	ADMIN ASST-CHIEF OFFICERS	1	General Fund	67,370	256	7/1/2005
236	IAKSS RECEPTIONIST	1	General Fund	50,012	256	6/28/2004
455	IAKSS LEAD CUSTODIAL SERV WRKR	1	General Fund	46,674	256	6/28/2004
313	IAKSS BUILDING MANAGER	1	General Fund	100,360	245	11/21/2005
235	MAIL SPECIALIST	1	General Fund	49,172	256	9/1/2013
450	IAKSS CUSTODIAN	1	General Fund	32,502	256	6/28/2004
730	IAKSS CUSTODIAN	1	General Fund	29,962	256	9/14/2020
451	IAKSS CUSTODIAN	1	General Fund	34,099	256	6/28/2004
453	IAKSS CUSTODIAN	1	General Fund	37,417	256	6/28/2004
794	IAKSS LEAD CUSTODIAL SERV WRKR	1	General Fund	28,204	184	8/15/2021
702	IAKSS OFFICE ASSISTANT II	1	General Fund	7,408	61	7/1/2015
452	CUSTODIAN		General Fund			6/28/2004
<b>Food Service</b>						
334	DIRECTOR - FOOD SERVICE	1	Food Service	123,456	245	6/28/2004
65	ACCOUNT SPECIALIST	1	Food Service	53,289	256	6/28/2004
73	FOOD SERVICE COORDINATOR	1	Food Service	88,804	245	6/28/2004
93	LEAD MAINTENANCE TECHNICIAN	1	Food Service	64,389	256	11/3/2017
109	MAINTENANCE TECHNICIAN III		Food Service			6/30/2004
119	MAINTENANCE TECHNICIAN III	1	Food Service	48,026	256	6/30/2004
151	IAKSS MICROCOMPUTER SPECIALIST	1	Food Service	65,679	256	9/22/2008
198	PURCHASING TECHNICIAN	1	Food Service	65,577	256	7/1/2016
303	FOOD SERVICE BUDGET ANALYST	1	Food Service	57,364	256	6/28/2004
357	IAKSS OFFICE ASSISTANT II	1	Food Service	46,162	256	6/28/2004
463	DISTRICT CHEF	1	Food Service	51,550	220	6/28/2004
475	FOOD SERVICE PROGRAM ASST II	1	Food Service	47,661	220	6/28/2004
476	FOOD SERVICE TRAINER	1	Food Service	45,874	190	6/28/2004
478	FOOD SERVICE SUPERVISOR	1	Food Service	51,251	220	7/1/2006
479	FOOD SERVICE SUPERVISOR	1	Food Service	59,805	220	7/1/2006
480	FOOD SERVICE SUPERVISOR	1	Food Service	59,805	220	7/1/2016
481	FOOD SERVICE SUPERVISOR	1	Food Service	51,251	220	7/1/2006
482	MAINTENANCE TECHNICIAN III	1	Food Service	50,483	256	6/29/2004
613	MAINTENANCE TECHNICIAN I	1	Food Service	42,537	256	7/1/2006
617	MAINTENANCE TECHNICIAN III	1	Food Service	48,026	256	6/30/2004
<b>Operations</b>						
385	DIRECTOR - PLANT OPERATIONS	1	General Fund	115,085	245	6/28/2004
210	ADMINISTRATIVE ASSISTANT II	1	General Fund	54,907	256	6/28/2004
460	CUSTODIAL EQUIPMENT MECHANIC	1	General Fund	42,660	256	6/28/2004
164	CUSTODIAL SERVICES TRAINER	1	General Fund	66,826	256	6/28/2004
165	CUSTODIAL SERVICES TRAINER	1	General Fund	55,357	256	6/28/2004
461	GROUNDSS EQUIPMENT MECHANIC	1	General Fund	54,907	256	6/28/2004
166	GROUNDSS SUPERVISOR	1	General Fund	66,826	256	6/28/2004
179	GROUNDSS WORKER I	1	General Fund	34,651	234	6/28/2004
182	GROUNDSS WORKER I	1	General Fund	13,318	94	9/26/2005
181	GROUNDSS WORKER I	1	General Fund	37,908	256	6/28/2004
180	GROUNDSS WORKER I	1	General Fund	15,078	94	6/28/2004
178	GROUNDSS WORKER II	1	General Fund	52,879	256	6/28/2004
177	GROUNDSS WORKER II	1	General Fund	50,565	256	6/28/2004
175	GROUNDSS WORKER II	1	General Fund	40,407	256	6/28/2004
172	GROUNDSS WORKER II	1	General Fund	37,868	256	6/28/2004
462	GROUNDSS WORKER II	1	General Fund	42,537	256	6/28/2004
174	GROUNDSS WORKER II	1	General Fund	36,270	256	6/28/2004
176	GROUNDSS WORKER II	1	General Fund	13,318	94	6/28/2004
173	GROUNDSS WORKER II		General Fund			6/28/2004
484	IAKSS LEAD CUSTODIAL SERV WRKR	1	General Fund	44,503	256	1/18/2013
483	IAKSS LEAD CUSTODIAL SERV WRKR	2	General Fund	59,106	340	6/28/2004
167	LEAD GROUNDSS EQUIPMENT MECHANIC	1	General Fund	59,433	256	6/28/2004
168	LEAD GROUNDSS WORKER	1	General Fund	24,222	137	6/28/2004
170	LEAD GROUNDSS WORKER	1	General Fund	56,361	256	6/28/2004
171	LEAD GROUNDSS WORKER	1	General Fund	43,684	256	6/28/2004
169	LEAD GROUNDSS WORKER	1	General Fund	45,937	256	6/28/2004
186	LEAD UTILITY WORKER	1	General Fund	54,702	256	6/28/2004
185	LEAD UTILITY WORKER	1	General Fund	57,201	256	6/28/2004
184	LEAD UTILITY WORKER	1	General Fund	36,550	191	6/28/2004
187	LEAD UTILITY WORKER	1	General Fund	45,937	256	6/28/2004
183	UTILITY SERVICES SUPERVISOR	1	General Fund	62,956	256	6/28/2004
190	UTILITY WORKER I	1	General Fund	39,793	256	6/28/2004
191	UTILITY WORKER I	1	General Fund	41,062	256	6/28/2004
189	UTILITY WORKER I	1	General Fund	23,639	162	6/28/2004
188	UTILITY WORKER II	1	General Fund	50,033	256	6/28/2004
254	VEHICLE MECHANIC II		General Fund			6/28/2004
<b>Maintenance</b>						
438	DIRECTOR - MAINTENANCE	1	General Fund	98,428	245	6/28/2004
205	ADMINISTRATIVE ASSISTANT II	1	General Fund	54,907	256	6/28/2004
84	DRAFTING SPECIALIST		General Fund			6/28/2004
91	ENERGY SYS OPERATOR/DISPATCHER	1	General Fund	59,126	256	6/28/2004
87	HVAC TECHNICIAN	1	General Fund	58,552	256	6/28/2004
88	HVAC TECHNICIAN		General Fund			6/28/2004
90	HVAC TECHNICIAN	1	General Fund	46,100	256	6/28/2004
89	HVAC TECHNICIAN	1	General Fund	45,486	256	6/28/2004
85	HVAC TECHNICIAN		General Fund			6/28/2004
86	HVAC TECHNICIAN		General Fund			6/28/2004
439	HVAC TECHNICIAN		General Fund			6/28/2004
94	LEAD MAINTENANCE TECHNICIAN	1	General Fund	64,389	256	6/28/2004
95	LEAD MAINTENANCE TECHNICIAN	1	General Fund	62,484	256	6/28/2004
96	LEAD MAINTENANCE TECHNICIAN	1	General Fund	64,389	256	6/28/2004
399	LEAD MAINTENANCE TECHNICIAN	1	General Fund	63,427	256	6/28/2004
97	LEAD MAINTENANCE TECHNICIAN	1	General Fund	50,913	256	6/28/2004
98	LEAD MAINTENANCE TECHNICIAN	1	General Fund	64,389	256	6/28/2004
440	LEAD MAINTENANCE TECHNICIAN		General Fund			6/28/2004
376	MAINT WAREHOUSE WORKER	1	General Fund	49,172	256	6/28/2004



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92	MAINTENANCE SUPERVISOR		General Fund			6/28/2004
444	MAINTENANCE SUPERVISOR		General Fund			6/28/2004
132	MAINTENANCE TECHNICIAN II	1	General Fund	54,907	256	6/28/2004
133	MAINTENANCE TECHNICIAN II	1	General Fund	54,907	256	6/28/2004
131	MAINTENANCE TECHNICIAN II	1	General Fund	53,289	256	6/28/2004
130	MAINTENANCE TECHNICIAN II	1	General Fund	50,954	256	6/28/2004
129	MAINTENANCE TECHNICIAN II	1	General Fund	54,907	256	6/28/2004
447	MAINTENANCE TECHNICIAN II	1	General Fund	51,732	256	6/28/2004
125	MAINTENANCE TECHNICIAN II	1	General Fund	51,732	256	6/28/2004
127	MAINTENANCE TECHNICIAN II	1	General Fund	50,954	256	6/28/2004
126	MAINTENANCE TECHNICIAN II	1	General Fund	41,472	256	6/28/2004
124	MAINTENANCE TECHNICIAN II	1	General Fund	42,660	256	6/28/2004
445	MAINTENANCE TECHNICIAN II	1	General Fund	41,472	256	6/28/2004
128	MAINTENANCE TECHNICIAN II	1	General Fund	41,472	256	6/28/2004
446	MAINTENANCE TECHNICIAN II	1	General Fund - SAFE	44,831	256	6/28/2004
123	MAINTENANCE TECHNICIAN II	1	General Fund	37,130	256	6/28/2004
101	MAINTENANCE TECHNICIAN IV	1	General Fund	59,433	256	6/28/2004
102	MAINTENANCE TECHNICIAN IV	1	General Fund	59,433	256	6/28/2004
100	MAINTENANCE TECHNICIAN IV	1	General Fund	52,552	256	6/28/2004
99	MAINTENANCE TECHNICIAN IV	1	General Fund	59,433	256	6/28/2004
105	MAINTENANCE TECHNICIAN IV	1	General Fund	54,129	256	6/28/2004
104	MAINTENANCE TECHNICIAN IV	1	General Fund	47,780	256	6/28/2004
134	MAINTENANCE TECHNICIAN II		General Fund			6/28/2004
107	MAINTENANCE TECHNICIAN III	1	General Fund	56,361	256	6/28/2004
106	MAINTENANCE TECHNICIAN III	1	General Fund	57,201	256	6/28/2004
111	MAINTENANCE TECHNICIAN III	1	General Fund	57,201	256	6/28/2004
115	MAINTENANCE TECHNICIAN III	1	General Fund	45,261	256	6/28/2004
113	MAINTENANCE TECHNICIAN III	1	General Fund	48,988	256	6/28/2004
120	MAINTENANCE TECHNICIAN III	1	General Fund	57,201	256	6/28/2004
117	MAINTENANCE TECHNICIAN III	1	General Fund	48,988	256	6/28/2004
118	MAINTENANCE TECHNICIAN III	1	General Fund	56,361	256	6/28/2004
121	MAINTENANCE TECHNICIAN III	1	General Fund	46,653	256	6/28/2004
122	MAINTENANCE TECHNICIAN III	1	General Fund	47,350	256	6/28/2004
108	MAINTENANCE TECHNICIAN III		General Fund			6/28/2004
110	MAINTENANCE TECHNICIAN III		General Fund			6/28/2004
112	MAINTENANCE TECHNICIAN III		General Fund			6/28/2004
114	MAINTENANCE TECHNICIAN III		General Fund			6/28/2004
116	MAINTENANCE TECHNICIAN III		General Fund			6/28/2004
458	MAINTENANCE TECHNICIAN III		General Fund			6/28/2004
103	MAINTENANCE TECHNICIAN IV		General Fund			6/28/2004
456	MAINTENANCE TECHNICIAN IV		General Fund			6/28/2004
457	MAINTENANCE TECHNICIAN IV		General Fund			6/28/2004
329	WORK CONTROL COORDINATOR	1	General Fund	54,907	256	6/28/2004
<b>Risk Management</b>						
336	DIRECTOR - RISK MANAGEMENT	1	General Fund	114,333	245	6/28/2004
74	HEALTH SERVICES COORDINATOR	1	General Fund	100,084	245	7/1/2012
289	RISK MANAGEMENT SPECIALIST	1	General Fund	61,809	256	6/23/2008
293	WORKERS COMP ANALYST	1	General Fund	61,809	256	6/28/2004
316	SCHOOL ENERGY MANAGER	1	General Fund	73,700	245	7/1/2010
340	SUPV - SAFETY HEALTH ENVIRON	1	General Fund	113,488	245	6/28/2004
406	DW RESOURCE INSTRUCTOR-11 MO	1	General Fund	92,629	219	7/1/2010
540	ASSOC DIR OF SAFETY & SECURITY	1	General Fund - SAFE	70,095	219	12/4/2018
<b>Transportation</b>						
335	DIRECTOR - TRANSPORTATION	1	General Fund	104,098	245	6/28/2004
204	ADMINISTRATIVE ASSISTANT III	1	General Fund	54,702	256	6/28/2004
360	ASSOC DIRECTOR TRANSPORTATION	1	General Fund	70,434	245	7/1/2007
260	AUTO BODY WORKER II	1	General Fund	47,247	256	6/28/2004
378	BUS DRIVER	277	General Fund			6/28/2004
379	BUS MONITOR	218	General Fund			6/28/2004
503	CUSTODIAN	0.5	General Fund	18,298	128	6/28/2004
504	CUSTODIAN	0.5	General Fund	14,198	251	10/1/2009
505	CUSTODIAN	0.2	General Fund			6/28/2004
356	IAKSS OFFICE ASSISTANT II	1	General Fund	44,851	256	6/28/2004
435	LEAD BUS DRIVER TRAINER	1	General Fund	53,268	256	6/28/2004
375	LEAD BUS DRIVER TRAINER	1	General Fund	56,873	256	6/28/2004
373	LEAD BUS DRIVER TRAINER	1	General Fund	51,651	256	6/28/2004
369	LEAD BUS DRIVER TRAINER	1	General Fund	47,780	256	6/28/2004
372	LEAD BUS DRIVER TRAINER	1	General Fund	54,129	256	6/28/2004
371	LEAD BUS DRIVER TRAINER	1	General Fund	64,389	256	6/28/2004
374	LEAD BUS DRIVER TRAINER	1	General Fund	56,873	256	6/28/2004
370	LEAD BUS DRIVER TRAINER		General Fund			6/28/2004
443	MANAGER OF VEHICLE MAINTENANCE		General Fund			6/28/2004
362	SAFETY TRAINING SUPERVISOR	1	General Fund	47,780	256	6/28/2004
787	TRANS DATA ASST W CDL	1	General Fund	53,268	256	6/28/2004
788	TRANS DATA ASST W CDL	1	General Fund	46,100	256	6/28/2004
792	TRANS DATA ASST W CDL	1	General Fund	33,800	206	6/28/2004
66	TRANSP ACCOUNTS PAYABLE CLERK	1	General Fund	48,988	256	6/28/2004
361	TRANSP ROUTING SPECIALIST	1	General Fund	75,489	245	4/29/2013
366	TRANSPORTATION DISPATCHER	1	General Fund	50,811	220	6/28/2004
367	TRANSPORTATION DISPATCHER	1	General Fund	47,661	220	6/28/2004
413	TRANSPORTATION DISPATCHER	1	General Fund	42,082	220	6/28/2004
368	TRANSPORTATION DISPATCHER	1	General Fund	40,638	220	6/28/2004
240	TRANSPORTATION MANAGER	1	General Fund	72,294	256	6/28/2004
262	TRANSPORTATION RECORDS CLERK	1	General Fund	45,486	256	6/28/2004
789	VEH OPER CNTRL ANALYS W CDL	1	General Fund	53,268	256	6/28/2004
249	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	39,772	256	6/28/2004
250	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	40,366	256	6/28/2004
248	VEHICLE MAINTENANCE ASSISTANT		General Fund			6/28/2004
251	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	24,698	149	6/28/2004
400	VEHICLE MAINTENANCE SUPERVISOR	1	General Fund	71,229	256	6/28/2004
247	VEHICLE MAINTENANCE SUPERVISOR	1	General Fund	72,294	256	6/28/2004
257	VEHICLE MECHANIC I	1	General Fund	48,968	256	6/28/2004
258	VEHICLE MECHANIC I	1	General Fund	59,126	256	6/28/2004



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259	VEHICLE MECHANIC I	1	General Fund	44,360	256	6/28/2004
256	VEHICLE MECHANIC I	1	General Fund	43,028	256	6/28/2004
401	VEHICLE MECHANIC I		General Fund			6/28/2004
255	VEHICLE MECHANIC II	1	General Fund	57,324	256	6/28/2004
437	VEHICLE MECHANIC II	1	General Fund	63,898	256	6/28/2004
436	VEHICLE MECHANIC II	1	General Fund	54,600	256	6/28/2004
252	VEHICLE MECHANIC II	1	General Fund	50,381	256	6/28/2004
253	VEHICLE MECHANIC II	1	General Fund	53,002	256	6/28/2004
804	ROUTING CLERK	1	General Fund			12/7/2021
261	VEHICLE UPHOLSTERY/GLASS WORKR	1	General Fund	40,796	256	6/28/2004
<b>Office of Facilities Operations Support</b>						
314	DIRECTOR FACILITY DESIGN/CONST	1	General Fund	100,266	245	6/28/2004
136	MAINTENANCE PROJECT COORD	1	General Fund	103,903	245	6/28/2004
288	CONSTRUCTION BUDGET ANALYST	1	General Fund	67,370	256	6/28/2004
384	STAFF ARCHITECT		General Fund			7/1/2005
798	ARCHITECTURE PROJECT MANAGER	1	General Fund	35,762	137	7/12/2021
<b>Warehouse</b>						
325	DIRECTOR OF LOGISTICAL SVCS	1	General Fund	101,149	245	6/28/2004
275	WAREHOUSE WORKER II	1	General Fund	50,565	256	6/28/2004
264	WAREHOUSE SUPERVISOR	1	General Fund	70,212	256	6/28/2004
274	WAREHOUSE WORKER II	1	General Fund	41,062	256	6/28/2004
265	WAREHOUSE SUPERVISOR	1	General Fund	62,362	256	6/28/2004
267	WAREHOUSE WORKER II	1	General Fund	49,828	256	6/28/2004
197	PURCHASING TECHNICIAN	1	General Fund	60,559	256	6/28/2004
269	WAREHOUSE WORKER II	1	General Fund		256	6/28/2004
268	WAREHOUSE WORKER II	1	General Fund	41,820	256	6/28/2004
271	WAREHOUSE WORKER II	1	General Fund	51,323	256	6/28/2004
270	WAREHOUSE WORKER II	1	General Fund	40,407	256	6/28/2004
272	WAREHOUSE WORKER II	1	General Fund	41,062	256	6/28/2004
273	WAREHOUSE WORKER II	1	General Fund	41,062	256	6/28/2004
215	ADMINISTRATIVE ASSISTANT II		General Fund			7/1/2018
276	WAREHOUSE WORKER II	1	General Fund	35,000	256	6/28/2004
266	WAREHOUSE WORKER II	1	General Fund	46,674	256	6/28/2004
<b>Deleted Positions - 2021-22</b>						
230	STAFF SUPPORT ADMIN ASST I		General Fund			
	DIR OF DATA, RESEARCH AND ACCOUNTABILITY		General Fund			
	CHIEF OF SCHOOLS		General Fund			
	SCHOOL LEADERSHIP SUPPT SPEC		General Fund			
	ADMIN ASST-CHIEF OFFICERS		General Fund			
	ADMINISTRATIVE ASSISTANT		General Fund			
<b>Added Positions - 2021-22</b>						
	School Principal (Interim)	1	General Fund			5/20/2021
	Administrative Assistant III (Interim)	1	General Fund			6/9/2021
	PBIS Coach	1	General Fund - SAFE			6/14/2021
	DW CURR AND INSTR COACH	1	TITLE II/My Teaching Learning			6/15/2021
	Administrative Assistant III	1	General Fund			6/21/2021
	PROGRAM MANAGER-NEW/INNOV PROG	1	GF - SAFE/OFFICE OF THE COURTS			6/23/2021
	CHIEF OF SCHOOLS	1	General Fund			6/23/2021
	Director of Grant Programs (Interim)	1	General Fund			6/28/2021
	SCHOOL LEADERSHIP SUPPT SPEC	1	General Fund			6/30/2021
	Associate Director of Student Mental Health	1	General Fund - SAFE			7/12/2021
	Architecture Project Manager	1	General Fund			7/12/2021
	Compliance Officer	1	General Fund			7/12/2021
	Administrative Assistant II	1	GENERAL FUND			7/12/2021
	Administrative Assistant II	1	GENERAL FUND			7/12/2021
	Data Engineer	1	GENERAL FUND			7/12/2021
	Administrative Assistant II	1	TITLE II/TITLE IV			7/12/2021
	Administrative Assistant II	1	GENERAL FUND			7/12/2021
	.5 LEAD CUSTODIAN	0.5	GENERAL FUND			8/15/2021
	Dispatcher	1	General Fund - SAFE			8/31/2021
	PROGRAM MANAGER	1	General Fund			9/2/2021
	GRANT PROGRAM MANAGER (INTERIM)	1	ESSER			9/16/2021
	Administrative Assistant II (Interim)	1	ESSER			9/23/2021
	PROGRAM MANAGER	1	SAFE SCHOOLS			9/23/2021
	PROGRAM MANAGER	1	SAFE SCHOOLS			9/23/2021
	STAFFING AND BUDGET SPECIALIST	1	General Fund			10/21/2021
	Routing Clerk	1	General Fund			12/7/2021
	MTSS Specialist	1	General Fund			1/7/2022
	ADMINISTRATIVE ASSISTANT III - 7765	1	General Fund			1/25/2022
	ADMIN ASST-CHIEF OFFICERS - 8765	1	General Fund			1/28/2022
	PARALEGAL	1	General Fund			2/7/2022
	ASSOCIATE GENERAL COUNSEL	1	General Fund			2/7/2022
	DIRECTOR OF HR	1	General Fund			1/28/2022
	PERSONNEL SPECIALIST	1	General Fund			1/28/2022
	PERSONNEL SPECIALIST	1	General Fund			1/28/2022