



Fayette County Board of Education Planning Meeting

Virtual Meeting
November 09, 2020
5:30 PM

A. CALL TO ORDER	Stephanie Spires
1. Roll Call	
B. EXTEND WELCOME TO GUESTS	
C. READING OF MISSION STATEMENT	Daryl Love
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.	
D. APPROVAL OF AGENDA	
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. _____	
E. INTRODUCTIONS, RECOGNITIONS AND PROCLAMATIONS:	
1. Proclamations	
F. REPORTS AND COMMUNICATIONS:	
1. Progress Reports	
a. Superintendent's Report	Emmanuel Caulk
1. Academic Services	
2. Operations & Support	Myron Thompson
G. APPROVAL OF ROUTINE MATTERS:	
H. APPROVAL OF CONSENT ITEMS:	
1. Award of Bids/Proposals	John White/Myron Thompson
2. Post Approval (Placeholder)	Rodney Jackson
3. Special and Other Leave of Absence	Rodney Jackson
4. Approval of a Proposed Change Order (No. Twelve) to the Contract for the Renovation of 1555 Georgetown Road to House the STEAM Academy and the Success Academy BG# 19-163	Myron Thompson
5. Approval of a Proposed Change Order (No. Thirteen) to the Contract for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) BG# 20-060	Myron Thompson

6. Approval of a Proposed Change Order (No. Fourteen) to the Contract for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) BG# 20-060	Myron Thompson
7. Approval of a Proposed Change Order (No. Fifteen) to the Contract for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) BG# 20-060	Myron Thompson
8. Approval of a Proposed Change Order (No. Four) to the Contract for the Construction of the New Tates Creek High School BG# 20-082	Myron Thompson
9. Approval of a Proposed Change Order (No. Six) to the Contract for the Construction of the New Tates Creek High School BG# 20-082	Myron Thompson
10. Approval of a Proposed Change Order (No. Five) to the Contract for the Construction of the New Tates Creek High School BG# 20-082	Myron Thompson
I. APPROVAL OF ACTION ITEMS:	
1. Professional Leave By District Personnel	Jennifer Dyar
2. Certified Evaluation Plan & Classified Evaluations	Jennifer Dyar
3. MOU - Fayette Foundation Board of Directors	Shelley Chatfield
4. CONTRACT - BloomBoard	Kate McAnelly
5. School Security Request	Rodney Jackson
J. PLANNING DISCUSSION/INFORMATIONAL ITEMS:	
1. 2021-2022 Instructional Calendar	Steve Hill
2. FCPS Virtual Learning Academy Grading Scale Waiver	Soraya Matthews
3. Surplus Buses(Placeholder)	Myron Thompson/Marcus Dobbs
4. Monthly Financial (Placeholder)	Rodney Jackson
5. School Activity Funds (Placeholder)	Rodney Jackson
6. Personnel Changes	Jennifer Dyar
7. CARES Act and FEMA Update	Ann Sampson-Grimes
8. Budget Transfer Report	Ann Sampson-Grimes
9. Position Control Document	Ann Sampson-Grimes
K. ORAL COMMUNICATIONS:	
1. Board Request Summary	
A motion is in order to approve the following Board requests:	
a. _____	
b. _____	
c. _____	
2. Other Business	
a. Board Discussion of Board Work	
b. Staff	
L. MOTION MAKING AGENDA PART OF THE OFFICIAL BOARD MINUTES:	
A motion is in order to: "make the agenda dated November 9, 2020 on which action has been taken at this meeting, a part of the minutes as if copied in the minutes verbatim."	
M. CLOSED SESSION:	
1. Reconvene in Open Session	
The Board will reconvene to discuss and, if necessary, take any votes on real property, pending litigation and personnel matters discussed in closed session	
N. 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.

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

MEETING: Regular

DATE: 11/2/2020

TOPIC: Award of Bids/Proposals

PREPARED BY: Matt Moore, Logistical Services & Purchasing

**Recommended Action on: 11/23/2020
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

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Superintendent Emmanuel Caulk

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AWARD OF BIDS/PROPOSALS

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

BIDS/PROPOSALS

BID	MAILING ROSTER	DEPARTMENT	RESPONSE – NUMBER RECEIVED
1. RFP 36-20 Band Specific PPE	1. TSMSDC 2. Commerce Lexington 3. SBA 4. NAVOBA 5. KYPTAC 6. ORVWBC 7. B2Gnow 8. Vendor Registry	Band	9

CONTRACT EXTENSIONS	VENDOR	DEPARTMENT	YEAR OF EXTENSION
1. RFP 45-16 Science Equipment/ Materials/ Supplies Catalog	Carolina Biological Fisher Scientific Company School Specialty (Frey Science) Sempco Wards Science and Sargent Welch	Logistical Services and Purchasing	4
2. RFP 58-17 Music Instruments and Supplies Catalog	Don Wilson Music Hurst Music Doo Wop Shop	Logistical Services and Purchasing	3
3. RFP 59-18 Durable Medical Equipment Products Catalog	Extreme Mobility	Logistical Services and Purchasing	2
4. Bid 38-16 Electric Generators Preventive Maintenance	Precision Generator Testing LLC	Maintenance	4
5. Bid 58-16 Plumbing Service and Repair	Comfort & Process Solutions Ivey Mechanical	Maintenance	4
6. RFP 58-19 Portable Leasing	Vanguard Modular Building Systems William Scotsman Inc	Maintenance	1

1. RFP 36-20 Band Specific PPE

BACKGROUND AND RATIONALE:

In order to prevent the spread of COVID-19 the district put out an RFP for Band specific PPE to be used by FCPS bands. Proposals were evaluated by a committee of 7 band directors familiar with the type of PPE that would work. Proposals were evaluated on price, quality of samples provided, references and the ability to meet delivery schedules. There were 7 proposals that met the requirements of the RFP. After an initial review of the proposals the selection committee re-evaluated the top three which were Demoulin, JW Pepper and Kan. The committee is recommending Demoulin based on the quality of the samples and the experience Demoulin has with band clothing. The committee believes Demoulin is the best value for the district based on evaluations.

Key to Markings

Recommended Award

A – Non-responsive (no samples submitted, did not complete RFP documents)

Vendor	Average Score
American Band Accessories	19.68
Flash Visual Media (BlueStem)	18.21
Demoulin Brothers & Company	46.02 ###
J.W. Pepper & Son Inc	42.18
Kan Heritage Inc MBE	43.42
McCormicks Group LLC	21.48
Taylor Music Inc	33.60
L.P. Productions	A
Music & Arts	A

Contract Term: December 1, 2020 and ending November 30, 2021

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Band Specific PPE	Approximately \$81,119.00	COVID	Nonrecurring	Will provide band PPE to FCPS bands to help prevent the spread of COVID -19

Funding Key: COVID

STAFF CONTACT: Lori Bowen , Director of Instrumental Music Department

POLICY REFERENCE: KRS 45A.370

RECOMMENDATION: A motion is in order to:
“Award contract to Demoulin Brothers & Company.”

APPROVAL FOR CONTRACT EXTENSIONS

1. Bid 45-16 Science Equipment, Materials Catalog

BACKGROUND AND RATIONALE:

This bid provides a multiple award catalog contract used to purchase science equipment, materials and supplies for FCPS. The contract was bid out in 2016 and awarded to the top scoring vendors. The contract gives the option to renew for an additional year for up to 5 years upon Board approval. This would be the fourth renewal.

Vendor:

Fisher Scientific Company
Frey Scientific
Sempco Inc
VWR International
Carolina Biological Supply Co

Contract Period: Beginning January 1, 2021 and ending December 31, 2021

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Science Equipment/ Materials/ Supplies	Last year's expenditure was approximately \$41,000.00	Schools and departments	Recurring	Immediate contract to provide Science equipment/ materials/supplies for all schools K-12.

Funding key: Schools and Departments

STAFF CONTACT: Dan Sawyers, Director of Logistical Services and Purchasing

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
"extend the contract for one year with Fisher Scientific Company
Frey Scientific, Sempco Inc, VWR International, Carolina
Biological Supply Co."

2. RFP 58-17 Music Instruments and Supplies Catalog

BACKGROUND AND RATIONALE:

This RFP provides a multiple award catalog contract used to purchase music instruments and supplies for FCPS. The contract gives the option to renew for an additional year for up to 5 years upon Board approval. This would be the third renewal.

Vendors:

Doo Wop Shop
Hurst Music
Don Wilson Music Co.

Contract Period: January 1, 2021 and ending December 31, 2021

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Music Instruments / Supplies	Last year's expenditure approximately \$95,000.00	Schools and departments	Recurring	Immediate contract to provide Music Equipment /supplies for all schools K-12

Funding key: Schools and Departments

STAFF CONTACT: Dan Sawyers, Director of Logistical Services/Purchasing

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
"Extend the contract for one year with Doo Wop Shop, Hurst Music, Don Wilson Music Co."

3. RFP 59-18 Durable Medical Equipment Products Catalog

BACKGROUND AND RATIONALE:

This contract is for the OT/PT Department to purchase teaching aids and educational supplies. This RFP was sent out in 2018 with only one response by Extreme Mobility. The contract gives the option to renew for an additional year for up to 5 years upon Board approval. This would be the second renewal.

Vendor:
Extreme Mobility

Contract Period: Beginning January 1, 2021 and ending December 31, 2021

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Durable Medical Equipment	Last year was approximately \$50,000.00	Schools and departments	Recurring	Immediate impact to enable FCPS to purchase durable medical equipment as needed and at the best price to prevent a disruption in the educational process.

Funding key: Schools and Departments

STAFF CONTACT: Dan Sawyers, Director of Logistical Services and Purchasing

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
“extend the contract for one year with Extreme Mobility.”

4. Bid 38-16 Electric Generators Preventive Maintenance

BACKGROUND AND RATIONALE:

Each FCPS facility is equipped with emergency power generators and transfer switches. Preventive maintenance ensures that in the event of a power failure, emergency lighting and communication systems will continue to function, thereby protecting the safety of students and staff. This is a contract to establish a preventive maintenance service for all of the district electric generators and includes an option to extend the contract for one year up to a total of five years pending Board approval. This would be the fourth renewal.

Vendor:

Precision Generator Testing LLC

Contract Term: January 1, 2021 and ending December 31, 2021

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Electric Generators Preventive Maintenance	Last year was approximately \$84,000.00	920 1 134 0432	Recurring	Improved safety of students and staff. Improved efficiency of equipment.

Funding Key:

920 – Maintenance, 1 – General Fund, 134 – Maintenance Shop Operations, 0432 – Building Repair/Maintenance

STAFF CONTACT:

Jason Smith, Electrical Foreman, Maintenance

POLICY REFERENCE:

KRS 45A.365

RECOMMENDATION:

A motion is in order to:
“Extend the contract for one year with Precision Generator & Testing”.

5. Bid 58-16 Plumbing Services

BACKGROUND AND RATIONALE:

The Division of Maintenance is responsible for plumbing repairs in the district. This was bid out two years ago to establish a contract for these services. The contract gives the option to renew for an additional one year periods upon Board approval for up to 5 years. This would be the third renewal.

Vendor: Ivey Mechanical Company
Comfort & Process Solutions

Contract Term: Beginning January 1, 2021 and ending December 31, 2021

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Plumbing Services	Expected to be over \$30,000	920 1 134 0432	Recurring	Improved safety of students and staff.

Funding Key: 920 – Maintenance, 1 – General Fund, 134 – Maintenance Shop Operations, 0432 – Building Repair/Maintenance

STAFF CONTACT: Doug Botkin, Acting Director of Maintenance

POLICY REFERENCE: KRS 45A.370

RECOMMENDATION: A motion is in order to:
“Extend the contract for one year with Ivey Mechanical Company and Comfort & Process Solutions.”

6. RFP 58-19 Portables Leasing

BACKGROUND AND RATIONALE:

This RFP is for establishing an approved vendor list for portable leasing companies to provide portable classroom building installation and setup for over-crowding. This was bid out last year to establish a contract for these services. The contract gives the option to renew for additional one year periods upon Board approval for up to 5 years. This would be the first renewal.

Vendor

Vanguard Modular Building Systems
Williams Scotsman

Contract Period: December 1, 2020 and ending November 30, 2021 with optional renewal.

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Portables Leasing	Varies based on lease pricing	920 1 134 0694	Recurring	Will permit the District to continue operation without unacceptable disruption to providing portables to renovated and overcrowded schools

Funding Key: 920 – Maintenance, 1 – General Fund, 134 – Maintenance Shop Operations, 0694 – Electric

STAFF CONTACT: Scott Fitch, Drafting Specialist

POLICY REFERENCE: KRS 45A.370

RECOMMENDATION: A motion is in order to:
“Extend the contract for one year with Williams Scotsman and Vanguard Modular Building Systems”

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

MEETING: Planning

DATE: 11/9/2020

TOPIC: Post Approval Agenda Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 11/23/2020

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): One attachment

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

MEETING: Regular

DATE: 11/23/2020

TOPIC: Special and Other Leaves of Absence

PREPARED BY: Rodney Jackson

**Recommended Action on: 11/23/2020
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 November 23, 2020 Board Agenda

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SPECIAL AND OTHER LEAVES OF ABSENCE

1. CLASSIFIED HOURLY 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
FATEMI AHMAD	WAREHOUSE	WAREHOUSE WORKER	11/30/20-02/08/21

2. REQUEST FOR DAYS WITHOUT PAY

Name	Location	Effective Date
BENTLEY ALANA	JESSIE CLARK MIDDLE	09/16/20-11/25/20
VON SCHLUTTER HANNAH	DIXIE ELEM	12/16/20-12/18/20
HOOVER KATHERINE	DUNBAR HIGH SCHOOL	12/10/20-12/11/20

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Regular

DATE: November 23, 2020

TOPIC: Approval of a Proposed Change Order (No. Twelve) to the Contract for the Renovation of 1555 Georgetown Road to House the STEAM Academy and the Success Academy BG# 19-163

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

Recommended Action on: 11/23/2020
Consent Item

Superintendent Prior Approval: Yes

Recommendation/Motion: Approve the proposed Change Order No. Twelve to the contract with D.W. Wilburn, Inc. for the renovation of 1555 Georgetown Road as the STEAM Academy and the Success Academy, in the amount of \$9,465.66 (Nine Thousand, Four Hundred Sixty-five Dollars and Sixty-six Cents) with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$157.38 (One Hundred Fifty-seven Dollars and Thirty-eight 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 renovation of 1555 Georgetown Road as the STEAM Academy and the Success Academy is listed as priority 1.a.1 on FCPS's 2017 District Facility Plan (April 2019 Finding). Ross Tarrant Architects produced final Construction Documents for bidding describing renovation and reconfiguration of the existing building yielding a final project of approximately 119,981 SF to serve 600 STEAM Academy students and 14,240 SF to serve 80 Success Academy students. Bids were received on June 6, 2019 and construction began in July 2019. 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:

To improvement original plans and specs:

- Provide labor, materials and equipment to provide additional data receptacles in the Shop; add:
- Credit to Owner for services performed by special inspector for retesting storm system and steel welds; deduct:

To comply with building code:

- Provide labor, materials and equipment to provide roof safety railings in 3 locations, per the building inspector; add:

Change to DPOs	Change to GC Contract	5.0% A/E FEE
	\$2,518.00	\$157.38
	(\$2,687.50)	\$0
	\$8,370.16	\$0

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- Provide labor, materials and equipment to provide stainless steel backsplash at the Kitchen hood, per the building inspector; add:

	\$1,265.00	\$0
Total Change Order No. Twelve:	\$9,465.66	
Design consultant fees:		\$157.38

Total Cost: \$9,623.04

A 5% contingency (\$1,105,425) is included in the project's available funds. There have been eleven previous change orders on this project. The cost of the current and all changes orders represents a 2.29% 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	1303603	19163	0840	\$758,180.89

Attachments(s): None

On motion by _____, seconded by _____, the Board approved the Change Order No. Twelve to the contract with D.W. Wilburn, Inc. for the renovation of 1555 Georgetown Road as the STEAM Academy and the Success Academy, in the amount of \$9,465.66 (Nine Thousand, Four Hundred Sixty-five Dollars and Sixty-six Cents) with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$157.38 (One Hundred Fifty-seven Dollars and Thirty-eight 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.

Stephanie Spires, Board Chair

Emmanuel Caulk, Superintendent

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

MEETING: Regular

DATE: November 23, 2020

TOPIC: Approval of a Proposed Change Order (No. Thirteen) to the Contract for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) BG# 20-060

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

Recommended Action on: 11/23/2020
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed Change Order No. Thirteen to the contract with Marrillia Design & Construction for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) in the amount of \$14,359.00 (Fourteen Thousand, Three Hundred Fifty-nine Dollars), and a corresponding transfer of \$852.79 (Eight Hundred Fifty-two Dollars and Seventy-nine 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 Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place as the new Central Office is listed as priority 3.6 on FCPS' 2017 District Facility Plan (Amendment approved by the Kentucky Board of Education on October 2, 2019). Staggs & Fisher Engineers produced final Construction Documents for bidding describing the renovation of the existing building. Bids were received on January 13, 2020, and construction began on February 20, 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	5.35% A/E FEE
To resolve unforeseen conflict:			
<ul style="list-style-type: none"> Provide labor, materials and equipment to repair leak at 4th floor air handler, re-attach all sink overflows and correct slow drainage from sinks; add: 		\$12,752.00	\$852.79
To improve original plans and specs:			
<ul style="list-style-type: none"> Provide labor, materials and equipment to clean and sanitize bird droppings from the front canopy and the ground underneath; add: 		\$1,607.00	\$0
Total Change Order No. Thirteen:		\$14,359.00	
Design consultant fees:			\$852.79
Total Cost:			\$15,211.79

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A 10% contingency (\$511,285) is included in the project's available funds. There have been twelve previous change orders on this project. The cost of the current and all changes orders represents a 4.79% change 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	0003610	20060	0840	\$201,034.27

Attachment(s): None

On motion by _____, seconded by _____, the Board approved proposed Change Order No. Thirteen to the contract with Marrillia Design & Construction for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) in the amount of \$14,359.00 (Fourteen Thousand, Three Hundred Fifty-nine Dollars), and a corresponding transfer of \$852.79 (Eight Hundred Fifty-two Dollars and Seventy-nine 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.

Stephanie Spires, Board Chair

Emmanuel Caulk, Superintendent

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

MEETING: Regular

DATE: November 23, 2020

TOPIC: Approval of a Proposed Change Order (No. Fourteen) to the Contract for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) BG# 20-060

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

Recommended Action on: 11/23/2020
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed Change Order No. Fourteen to the contract with Marrillia Design & Construction for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) in the amount of \$20,125.00 (Twenty-thousand, One Hundred Twenty-five Dollars), and a corresponding transfer of \$1,239.93 (One Thousand, Two Hundred Thirty-nine Dollars and Ninety-three 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 Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place as the new Central Office is listed as priority 3.6 on FCPS' 2017 District Facility Plan (Amendment approved by the Kentucky Board of Education on October 2, 2019). Staggs & Fisher Engineers produced final Construction Documents for bidding describing the renovation of the existing building. Bids were received on January 13, 2020, and construction began on February 20, 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	5.35% A/E FEE
To improve original plans/specs:			
• Provide labor, materials and equipment to revise power and data receptacles in Rooms 125 and 1024 due to revised furniture layouts; add:		\$18,541.00	\$1,239.93
• Provide labor, materials and equipment to add data drops to existing cubicle in Open Office Area 135; add:		\$1,584.00	\$0
Total Change Order No. Fourteen:		\$20,125.00	
Design consultant fees:			\$1,239.93
Total Cost:			\$21,364.93

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A 10% contingency (\$511,285) is included in the project's available funds. There have been thirteen previous change orders on this project. The cost of the current and all changes orders represents a 5.21% change 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	0003610	20060	0840	\$185,823.08

Attachment(s): None

On motion by _____, seconded by _____, the Board approved proposed Change Order No. Fourteen to the contract with Marrillia Design & Construction for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) in the amount of \$20,125.00 (Twenty-thousand, One Hundred Twenty-five Dollars), and a corresponding transfer of \$1,239.93 (One Thousand, Two Hundred Thirty-nine Dollars and Ninety-three 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.

Stephanie Spires, Board Chair

Emmanuel Caulk, Superintendent

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

MEETING: Regular

DATE: November 23, 2020

TOPIC: Approval of a Proposed Change Order (No. Fifteen) to the Contract for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) BG# 20-060

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

Recommended Action on: 11/23/2020
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed Change Order No. Fifteen to the contract with Marrillia Design & Construction for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) in the amount of \$35,287.00 (Thirty-five Thousand, Two Hundred Eighty-seven Dollars), subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Background/Rationale: The Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place as the new Central Office is listed as priority 3.6 on FCPS' 2017 District Facility Plan (Amendment approved by the Kentucky Board of Education on October 2, 2019). Staggs & Fisher Engineers produced final Construction Documents for bidding describing the renovation of the existing building. Bids were received on January 13, 2020, and construction began on February 20, 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	5.35% A/E FEE
To correct deficient plans/specs:			
• Provide labor, materials and equipment to install a cooling tower bypass with automatic control valve; add:		\$28,393.00	\$0
• Provide labor, materials and equipment to remove existing wall covering, chair rail, and wall base and paint wall in 4 th floor Conference Room 497; add:		\$1,506.00	\$0
To improve original plans/specs:			
• Provide labor, materials and equipment to replace the belts and grease the pulleys in the 4 existing air handlers; add:		\$5,388.00	\$0
Total Change Order No. Fifteen:		\$35,287.00	
Design consultant fees:			\$0

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Superintendent Emmanuel Caulk

Total Cost:**\$35,287.00**

A 10% contingency (\$511,285) is included in the project's available funds. There have been fourteen previous change orders on this project. The cost of the current and all changes orders represents a 5.90% change 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	0003610	20060	0840	\$164,458.15

Attachment(s): None

On motion by _____, seconded by _____,
the Board approved proposed Change Order No. Fifteen to the contract with Marrillia Design & Construction for the Disconnecting / Setting Up Utilities and Partial Renovation of 450 Park Place (Central Offices) in the amount of \$35,287.00 (Thirty-five Thousand, Two Hundred Eighty-seven Dollars), subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Stephanie Spires, Board Chair

Emmanuel Caulk, Superintendent

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

MEETING: Regular **DATE:** November 23, 2020

TOPIC: Approval of a Proposed Change Order (No. Four) 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: 11/23/2020
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed additive Change Order No. Four to the contract with D.W. Wilburn, Inc. for the construction of the New Tates Creek High School, in the amount of \$540,444.80 (Five Hundred Forty Thousand, Four Hundred Forty-four Dollars and Eighty Cents), with an equivalent transfer of funds from Object Code 0840 to 0450, 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
To resolve an unforeseen condition:			
• Provide labor, materials and equipment to change geothermal subcontractor to address unforeseen site conditions; add:		\$540,444.80	\$0
Total Change Order No. Four:		\$540,444.80	
Design consultant fees:			\$0
Total Cost:		\$540,444.80	

A 5% contingency (\$3,548,550.00) is included in the project's available funds. There have been three previous change orders on this project. The cost of the current and all changes orders represents a 1.25% increase in the construction cost.

Policy: 702 KAR 4:160

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Superintendent Emmanuel Caulk

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	\$3,044,556.88

Attachment(s): None

On motion by _____, seconded by _____, the Board approved the proposed additive Change Order No. Four to the contract with D.W. Wilburn, Inc. for the construction of the New Tates Creek High School, in the amount of \$540,444.80 (Five Hundred Forty Thousand, Four Hundred Forty-four Dollars and Eighty Cents), with an equivalent transfer of funds from Object Code 0840 to 0450, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Stephanie Spires, Board Chair

Emmanuel Caulk, Superintendent

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

MEETING: Regular

DATE: November 23, 2020

TOPIC: Approval of a Proposed Change Order (No. Six) 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: 11/23/2020
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed additive Change Order No. Six to the contract with D.W. Wilburn, Inc. for the construction of the New Tates Creek High School, in the amount of \$29,417.00 (Twenty-nine Thousand, Four Hundred Seventeen Dollars), with an equivalent transfer of funds from Object Code 0840 to 0450, 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
To improve original plans and specs:			
• Provide labor, materials and equipment to extend backstop netting over first base dugout (baseball) and third base dugout (softball); add:		\$29,417.00	\$0
Total Change Order No. Six:		\$29,417.00	
Design consultant fees:			\$0
Total Cost:		\$29,417.00	

A 5% contingency (\$3,548,550.00) is included in the project's available funds. There have been five previous change orders on this project. The cost of the current and all changes orders represents a 1.30% increase in the construction cost.

Policy: 702 KAR 4:160

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Superintendent Emmanuel Caulk

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	\$2,503,445.08

Attachment(s): None

On motion by _____, seconded by _____, the Board approved the proposed additive Change Order No. Six to the contract with D.W. Wilburn, Inc. for the construction of the New Tates Creek High School, in the amount of \$29,417.00 (Twenty-nine Thousand, Four Hundred Seventeen Dollars), with an equivalent transfer of funds from Object Code 0840 to 0450, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Stephanie Spires, Board Chair

Emmanuel Caulk, Superintendent

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

MEETING: Regular

DATE: November 23, 2020

TOPIC: Approval of a Proposed Change Order (No. Five) 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: 11/23/2020
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed additive Change Order No. Five to the contract with D.W. Wilburn, Inc. for the construction of the New Tates Creek High School, in the amount of \$16,594.00 (Sixteen Thousand, Five Hundred Ninety-four Dollars) and a decrease in the DPOs of \$15,927.00 (Fifteen Thousand, Nine Hundred Twenty-seven Dollars), with an equivalent transfer of funds from Object Code 0840 to 0450, 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
To improve original plans and specs:			
• Provide labor, materials and equipment to add Prebuck system at ICF openings where Stala Frames are being deleted, with a credit to one DPO; add:			
• Atlas Metals (DPO #41508006 / KDE #2)	(\$15,927.00)	\$16,594.00	\$0
Total Change Order No. Five:	(\$15,927.00)	\$16,594.00	
Design consultant fees:			\$0
Total Cost:		\$667.00	

A 5% contingency (\$3,548,550.00) is included in the project's available funds. There have been four previous change orders on this project. The cost of the current and all changes orders represents a 1.26% increase in the construction cost.

Policy: 702 KAR 4:160

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Superintendent Emmanuel Caulk

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	\$2,504,112.08

Attachment(s): None

On motion by _____, seconded by _____, the Board approved the proposed additive Change Order No. Five to the contract with D.W. Wilburn, Inc. for the construction of the New Tates Creek High School, in the amount of \$16,594.00 (Sixteen Thousand, Five Hundred Ninety-four Dollars) and a decrease in the DPOs of \$15,927.00 (Fifteen Thousand, Nine Hundred Twenty-seven Dollars), with an equivalent transfer of funds from Object Code 0840 to 0450, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Stephanie Spires, Board Chair

Emmanuel Caulk, Superintendent

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

MEETING: Planning

DATE: 11/9/2020

TOPIC: Professional Leave By District Personnel

PREPARED BY: Jennifer Dyar

Recommended Action on: 11/9/2020

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\03.2911

Fiscal Impact: \$2,556.59

Attachments(s): N/A

Reimbursement Funding Source	Current Agenda	Year-to-Date
Employee Self-Funded	\$0.00	
General Funds	\$2,556.59	
Outside Third-Party Source	\$0.00	
School Funds	\$0.00	
IDEA Grant	\$0.00	
Perkins Grant	\$0.00	
Title I Grant	\$0.00	
Title II Grant	\$0.00	
Title III Grant	\$0.00	
Title IV Grant	\$0.00	
Other Grants	\$2,556.59	

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Superintendent Emmanuel Caulk

701 East Main Street, Lexington, Kentucky 40502 • Phone: 859.381.4100 • www.fcps.net

Mailing Address: 1126 Russell Cave Rd., Lexington, Kentucky 40505

PROFESSIONAL LEAVE BY DISTRICT PERSONNEL
PLANNING MEETING

1 Professional Leave Requests Recommended:

Professional Meeting

Location & Dates

* Kentucky Federal Bureau of
Investigation Re-Trainer
Conference
Nashville, TN
August 22-27, 2020
Work Days - 5
Purpose

Staff Member

Christopher Gatewood

School

IAKSS

Substitute

NO

Reimbursement

Funding Sources

Classified PD

Total Cost

\$1,576.49

Attended the FBI National Academy training in curriculum of leadership.

KASS Annual Conference
Louisville, KY
December 6-8, 2020
Work Days - 2
Purpose

James McMillian

IAKSS

NO

Gen Fund(High School)

\$980.10

Kass Annual conference for 2020

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

MEETING: Planning

DATE: 11/9/2020

TOPIC: Evaluations for 2020-2021

PREPARED BY: Jennifer Dyar

Recommended Action on: 11/9/2020

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to approve revisions to the Certified Evaluation Plan for the 2020-2021 school year and also to waive the requirement that Classified personnel with Job Rights be evaluated this year.

Background/Rationale: Given this year's circumstances with the pandemic, KDE has given districts the opportunity to revise their CEPs. The Certified Evaluation 50/50 Committee has made revisions to the CEP to better support the district's teachers and administrators through the evaluation process during the current school year. Also, we are asking for a waiver to the Classified Personnel evaluation process this year so that those employees with Job Rights would not be required to be evaluated this year.

Policy: 03.18 Evaluation – Personnel, Certified; 03.28 Personnel, Classified

Fiscal Impact: N/A

Attachments(s): Certified Evaluation Plan; Assurances Signature Page; Summary of Revisions

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Fayette County Public Schools Certified Evaluation Plan

2020-21



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Fayette County Public Schools
Certified Evaluation Committee Members

Name	School	Representative
Heather Bell	IAK Support Services	Administrator
Leon Buford-Kelly	Leestown Middle	Administrator
Shamiah Ford	Coventry Oak Elem	Administrator
Carl Hayden	IAK Support Services	Administrator
Felicia Lindsay	Martin Luther King Academy	Administrator
Kate McAnelly	IAK Support Services	Administrator
Marty Mills	Tates Creek High	Administrator
Kevin Payne	Southern Middle	Administrator
Rosa Cubero-Hurley	Maxwell Elementary	Teacher
Sammy Hall	EJ Hayes Middle	Teacher
Jessica Hiler	FCEA	Teacher
Tomma Huguely	LTMS	Teacher
Amanda Hurley	Henry Clay High	Teacher
Kristine Lyon	Bryan Station High	Teacher
John Nord	Southern Elem	Teacher
Lisa Owens	William Wells Brown Elementary	Teacher

For additional information about the Fayette County Public Certified Personnel Evaluation Plan, please contact:

Frank Coffey
Associate Director of Human Resources
701 East Main Street
Lexington, KY 40502-1699
859-381-4244 (office)
859-381-4789 (fax)

ASSURANCES

CERTIFIED SCHOOL CERTIFIED EVALUATION PLAN

The Fayette County Public School District hereby assures the Commissioner of Education that:

This evaluation plan was developed by an evaluation committee composed of an equal number of teachers and administrators (KRS 156.557).

Name:	Title:	Name:	Title:
Heather Bell	Administrator	Rosa Cubero-Hurley	Teacher
Leon Buford-Kelly	Administrator	Sammy Hall	Teacher
Shamiah Ford	Administrator	Jessica Hiler	Teacher
Carl Hayden	Administrator	Tomma Huguely	Teacher
Felicia Lindsay	Administrator	Amanda Hurley	Teacher
Kate McAnelly	Administrator	Kristine Lyon	Teacher
Marty Mills	Administrator	John Nord	Teacher
Kevin Payne	Administrator	Lisa Owens	Teacher

The evaluation criteria and process used to evaluate certified school personnel shall be explained to and discussed with the evaluatee no later than the end of the evaluatee's first thirty (30) calendar days of reporting for employment each school year. (704 KAR 3:370)

All certified school personnel who have not attained continuing service status shall receive an annual summative evaluation and shall incorporate the formative data collected during the Kentucky Teacher Internship Program (if funded). (KRS 156.557)

All certified school personnel who have attained continuing service status shall receive a summative evaluation at least once every three (3) years. (KRS 156.557)

Each evaluator will be trained, tested, and approved in the use of appropriate evaluation techniques (KRS 156.557).

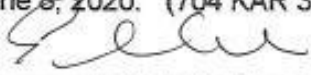
This plan requires a summative evaluation of certified school personnel to be documented in writing and to be included in the evaluatee's official personnel record. (704 KAR 3:370)

The local evaluation plan provides for the right to a hearing as to every appeal, an opportunity to review all documents presented to the evaluation appeals panel, and a right to presence of evaluatee's chosen representative (KRS 156.557).

The evaluation plan process will not discriminate on the basis of age, race, color, national origin, religion, sex, disability, or any other protected characteristic, as required by all applicable federal, state, and local law.

The local board of education shall review, as needed, the district's certified evaluation plan to ensure compliance with KRS 156.557 and this administrative regulation. If a source of evidence is added or removed from the certified evaluation plan or if a decision rule or calculation is changed in the summative rating formula, the revised certified evaluation plan shall be reviewed and approved by the local board of education. If the local board of education determines the changes do not meet the requirements of KRS 156.557, the certified evaluation plan shall be returned to the certified evaluation committee for revision.

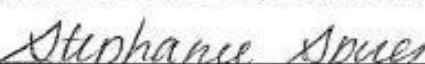
The local board of education approved the evaluation plan as recorded in the minutes of the meeting held on June 8, 2020. (704 KAR 3:370)



Signature of District Superintendent

6/10/2020

Date



Signature of Chairperson, Board of Education

6/10/2020

Date

GLOSSARY OF ROLES AND DEFINITIONS

Roles and Definitions

1. **Calendar Days:** All days of the calendar, including weekends, holidays, etc...
2. **Certified Administrator:** Certified school personnel who devotes the majority of time in a position for which administrative certification is required by EPSB.
3. **Certified School Personnel:** A certified employee, below the level of superintendent, who devotes the majority of time in a position in a district for which certification is required by EPSB.
4. **Conference:** A meeting between the evaluator and the evaluatee for the purposes of providing feedback, analyzing the results of an observation or observations, reviewing other evidence to determine the evaluatee's accomplishments and areas for growth, and leading to the establishment or revision of a professional growth plan.
5. **Corrective Action Plan:** A plan for improvement up to twelve months in duration for:
 - a. Teachers and other professionals who are rated ineffective as their summative rating.
 - b. Principals, Other Building-Level and District-Level Administrators who are rated ineffective as their summative rating.
6. **District-Level Administrator:** Certified Administrators in roles at the district level that could include School Chiefs or district-level Directors.
7. **Evaluatee:** A certified school personnel who is being evaluated.
8. **Evaluator:** The primary evaluator as described in KRS 156.557(5)(c)2.
9. **Evidence:** Sources of information gathered and documented.
10. **Face-to-Face:** In person or virtual meetings.
11. **Formative Evaluation:** Is defined by KRS 156.557(1)(a).
12. **Full Observation:** An observation conducted by a certified observer for the length of a full class period or full lesson.
13. **Instructional Days:** School days when students are present in person or in a virtual learning setting.
14. **Job Category:** A group or class of certified school personnel positions with closely related functions.
15. **Late Hire:** Any employee hired after the first 60 consecutive work days.
16. **Leave of Absence:** Any employee not reporting to work for 60 or more consecutive days.
17. **Mini Observation:** An observation or site visit conducted by a certified observer for 20 – 30 minutes in length.
18. **Multiple Measures of Student Learning:** Assessments and data used to demonstrate student learning.
19. **Non-Traditional Instruction (NTI):** Instructional days in which teachers, other professionals, administrators, and students are participating in virtual learning.
20. **Observation/Work Site Visit:** A data collection process conducted by a certified observer, in person or through video, for the purpose of evaluation, including notes, professional judgments, and artifacts examination made during one or more classroom or worksite visits of any duration.
21. **Observer Calibration Training:** A process of ensuring that certified school personnel who serve as observers of evaluatees have demonstrated proficiency in rating teachers and other professionals for the purposes of evaluation and feedback.
22. **Observer Initial Evaluation Training and Testing:** A required KDE approved training for new evaluators to ensure that certified school personnel who serve as observers of evaluatees have demonstrated proficiency in rating teachers and other professionals for the purposes of evaluation and feedback.
23. **Other Building-Level Administrator:** Certified Administrators in roles that could include Associate Principals, Administrative Deans, Academy Coaches, Professional Growth and Effectiveness Coaches- Admin.

24. **Other Professionals:** Certified school personnel, except for teachers, administrators, assistant principals, or principals.
25. **Performance Criteria:** The areas, skills, or outcomes on which certified school personnel are evaluated.
26. **Performance Measure:** one (1) of four (4) measures defined in the Kentucky Framework for Personnel Evaluation. Measures include planning, environment, instruction, and professionalism.
27. **Performance Rating:** The rating for each performance measure for a teacher, other professional, principal, other building-level or district-level administrator as determined by the local district certified evaluation plan aligned to the Kentucky Framework for Personnel Evaluation. Ratings shall be exemplary, accomplished, developing, and ineffective. The performance ratings are defined as:
- Exemplary:** consistently exceeds expectations for effective performance
 - Accomplished:** consistently meets expectations for effective performance
 - Developing:** inconsistently meets expectations for effective performance
 - Ineffective:** consistently fails to meet expectations for effective performance
28. **Principal:** A certified school personnel who devotes the majority of employed time in the role of principal, for which administrative certification is required by the Education Professional Standards Board pursuant to 16 KAR 3:050.
29. **Professional Growth Plan:** An individualized plan for certified personnel that is focused on improving professional practice and leadership skills, aligned with performance standards and the specific goals and objectives of the school improvement plan or the district improvement plan, built using a variety of sources and types of data that reflect student needs and strengths, evaluatee data, and school and district data, produced in consultation with the evaluator and includes: (a) Goals for enrichment and development that are established by the evaluatee in consultation with the evaluator; (b) Objectives or targets aligned to the goals; (c) An action plan for achieving the objectives or targets and a plan for monitoring progress; (d) A method for evaluating success; and (e) The identification, prioritization, and coordination of presently available school and district resources to accomplish the goals.
30. **Professional Standards for Educational Leaders (PSEL):** The standards by which administrators will be evaluated.
31. **Self-Reflection:** The process by which certified personnel assesses the effectiveness and adequacy of their knowledge and performance for the purpose of identifying areas for professional learning and growth.
32. **Student Surveys:** Surveys that provide data on specific aspects of the instructional environment and professional practice of the teacher or other professional evaluatee.
33. **Summative Evaluation:** Is defined by KRS 156.557(1)(b).
34. **Summative Rating:** The overall rating for certified school personnel below the level of superintendent as determined by the district certified evaluation plan aligned to the Kentucky Framework for Personnel Evaluation.
35. **Teacher:** A certified school personnel who has been assigned the lead responsibility for student learning in a classroom, grade level, subject, or course and holds a teaching certificate under 16 KAR 2:010 or 16 KAR 2:020.
36. **Virtual Learning:** A learning experience that is enhanced through utilizing computers and/or the internet both outside and inside of the school building. It most commonly takes place in an online environment.
37. **Working Days:** A day in the established employee work calendar. Students may or may not be present.

TEACHERS' AND OTHER PROFESSIONALS' EVALUATION PROCESS

Includes, but not limited to:

Classroom Instructors, Special Education Instructors, Interventionists, Child Guidance Specialists, Guidance Counselors, Instructional Specialists/Coaches, Library Media Specialists, Social Workers, Speech Therapists, Certified Mental Health Specialists, and Non-Administrative District Personnel

Evaluation Plan Vision:

The vision for the Certified Evaluation Plan is to have every student taught by effective certified staff. The goal is to create a fair and equitable system to measure effectiveness and act as a catalyst for professional growth. The Kentucky Framework for Teaching and the Specialist Frameworks for Other Professionals are designed to support student achievement and professional practice through the domains of:

Performance Measures: Framework for Teaching/Specialist Frameworks for Other Professionals

Planning
Environment
Instruction
Professionalism

When certified staff fall under multiple frameworks, the evaluator will determine evaluatee's framework within the first 30 days of employment. Best practice for determining the evaluatee's framework would include discussion with the evaluatee.

The frameworks also include themes such as equity, cultural competence, high expectations, developmental appropriateness, accommodation for individual needs, effective technology integration, and student assumption of responsibility. It provides structure for feedback and continuous improvement through individual goals that target professional growth, thus supporting overall school improvement. Evidence documenting professional practice will be situated within one or more of the four domains of the framework. Performance will be rated for each component according to four performance levels: Ineffective, Developing, Accomplished, and Exemplary. The summative rating will be a holistic representation of performance, combining data from multiple sources of evidence across each domain.

The use of professional judgment based on multiple sources of evidence promotes a more holistic and comprehensive analysis of practice, rather than over-reliance on one individual data point or rote calculation of practice based on predetermined formulas. Evaluators will also take into account how educators respond to or apply additional supports and resources designed to promote student learning, as well as their own professional growth and development. Evaluators must use the following categories of evidence in determining overall ratings:

REQUIRED Sources of Evidence

- Self-Reflection/Professional Growth Plan
- Observation(s)/worksite visit(s)
- Multiple Measures of Student Learning

OPTIONAL Sources of Evidence

- ➔ Products of Practice
- ➔ Other Sources, which should yield information related to the evaluatee's practice within the Performance Measures, and may be provided by evaluators and evaluatees, include but are not limited to:
 - team-developed curriculum units
 - lesson plans
 - communication logs
 - timely, targeted feedback from mini or informal observations
 - student surveys
 - student work

- student formative and/or summative course evaluations/feedback
- minutes from PLCs
- minutes from other committee meetings
- teacher reflections and/or self-reflections
- teacher interviews
- teacher committee or team contributions
- parent engagement surveys
- records of student and/or teacher attendance
- video lessons
- engagement in professional organizations
- action research
- other: sources of evidence determined with the collaboration of teacher and administrator that uniquely supports educator practice of effectiveness for the content and grade level.

SOURCES OF EVIDENCE/FRAMEWORK FOR TEACHING ALIGNMENT

FRAMEWORK for TEACHING (FfT)			Performance Measure: Planning					Performance Measure: Environment			Performance Measure: Instruction			Performance Measure: Professionalism										
		Component	1a -Knowledge of content/ pedagogy	1b-Demonstrate knowledge of students	1c- Setting Instructional Outcomes	1d-Demonstrates knowledge of resources	1e-Designing Coherent Instruction	1f- Designing Student Assessment	2a-Creating Env. of Respect & Rapport	2b-Establish Culture of Learning	2c-Maintaing Classroom Procedures	2d-Managing Student Behavior	2e-Organizing Physical Space	3a-Communicating with Students	3b-Questioning & Discussion Techniques	3c-Engaging Students in Learning	3d-Using Assessment in Learning	3e-Demonstrating Flexibility & Responsive	4a-Reflecting On Teaching	4b-Maintaining Accurate Records	4c-Communicating With Families	4d-Participating in Profess. Learning Comm.	4e-Growing & Developing Professionally	4f-Showing Professionalism
REQUIRED SOURCES OF EVIDENCE To Inform Summative Rating	Supervisor Observation	Evidence (pre/post conferences)					Observation												Evidence (pre/post conferences)					
	Self-Reflection/ Professional Growth	Self-Reflection and Professional Growth Plan																						
	Multiple Measures of Student Learning	Multiple Measures of Student Learning																						

Note: Other sources of evidence may be required by evaluators.

Sources of Evidence

Self-Reflection and Professional Growth Plan

All teachers and other professionals participate in Self-Reflection and the Professional Growth Plan each year. Self-reflection should occur prior to initial Professional Growth Plan development. The Professional Growth Plan will address realistic, focused, and measurable professional goals. The plan will connect data from multiple sources including classroom observation feedback, data on student growth and achievement, and professional growth needs identified through self-assessment and reflection. In collaboration with the administrators, teachers will identify explicit goals that will drive the focus of professional growth activities, support, and ongoing reflection. Reflective practices and professional growth planning are continuous processes. The certified staff (1) reflects on his or her current growth needs based on multiple sources of data and identifies an area or areas for focus; (2) collaborates with his or her administrator to develop a professional growth plan and action steps; (3) implements the plan; (4) regularly reflects on the progress and impact of the plan on his or her professional practice; (5) modifies the plan as appropriate; (6) continues implementation and ongoing reflection; and finally, (7) conducts a summative reflection on the degree of goal attainment and the implications for next steps.

Observation/Worksite Visit

The observation/worksite visit process is one source of evidence to determine effectiveness of professional practice. The supervisor observation/worksite visit will provide *documentation* and *feedback* to measure effectiveness. *Only observations conducted by the evaluator will be used to inform a summative rating.* The rationale for observation is to encourage continued professional growth through critical reflection.

Multiple Measures of Student Learning

Multiple measures of student learning is one source of evidence to determine effectiveness of professional practice. These multiple measures are assessments and data that demonstrate student learning. The measures used for the purposes of evaluation will be determined by the evaluator and evaluatee. Measures of student learning could include, but are not limited to: state assessments, MAP, ACT, Career Readiness, ACCESS, TELL, FAST, SuccessMaker, and Imagine Learning.

Certified Evaluation Implementation Timeline for Teachers and Other Professionals

Timeline	Action
First 30 calendar days of reporting for employment	Evaluation Criteria and process shall be explained by the Evaluators.
First 60 instructional days	Evaluatee reflects on his/her current growth needs and collaborates with the Evaluator to complete the initial self-reflection and to develop the PGP. Evaluator must approve these within the first 60 instructional days.
Fall Semester	Evaluator will do observations with pre/post conferences.
Mid-Year Review (recommended) (November-January)	Evaluatee and Evaluator may review progress of Self-Reflection, PGP, and evidence collection and modify plans as appropriate. These recommended mid-year reviews may be completed either electronically or face-to-face.
Spring Semester	Evaluatee continues growth plan implementation and ongoing self-reflection. Evaluator completes observations with pre/post conferences.
By April 15 (non-tenured) /May 15 (tenured)/June 15 (Counselors)	Evaluators and evaluatees complete the summative reflection, PGP, and evaluation implementation. Evaluators submit summative evaluation forms for the official personnel record and provides a copy to the evaluatee, who may include a written response.

Observer Initial Evaluation Training and Testing/Observer Calibration Training

All new administrators serving as evaluators of certified personnel are required to complete the KDE-approved initial certified evaluation training before conducting formative or summative observations. After their initial year of the KDE approved evaluation training, evaluators must obtain a minimum of six hours annually of EILA-approved training for evaluation purposes. To ensure consistency of observations, evaluators must complete the district-determined observer calibration training annually. The training allows observers to develop a deep understanding of how the four Performance Measures of the Kentucky Framework for Teaching (FFT) are applied in observation.

- Only evaluators who have completed the district-determined observation training can conduct formative and summative observations for the purpose of evaluation. In the event that a supervisor has yet to complete the district-determined observation training, the district will provide the following supports:
 - A substitute observer will be assigned by the superintendent or designee from a pool of current and retired district administrators who have been trained to evaluate, ensuring certified staff have access to trained observers. In such cases, the observation data provided by a substitute observer is considered a valid source of evidence only if the supervisor is present in the observation.
 - Additional trainings will be provided by district personnel as needed.
 - Any supervisors who are hired late will be required to complete the district-determined observation training. Additional support/training will be provided by district personnel if needed and a substitute administrator will be assigned for any observations conducted during that time.

Observation/Worksite Visit Model

Tenured Certified Staff			
Formative - Year 1			
Observation Type	Frequency	Observer	Timeline * **
PGP/Self-Reflection Multiple Measures of Student Learning	No classroom observation required	Administrator	Finalize PGP/Self-Reflection prior to May 15th
Formative - Year 2			
PGP/Self-Reflection Multiple Measures of Student Learning	No classroom observation required	Administrator	Finalize PGP/Self-Reflection prior to May 15th
Summative - Year 3			
All observations must be completed by April 30 th			
Full Observation (class period or lesson)	Minimum of 1 time in the Summative year	Administrator	Must be conducted after the evaluation training and prior to April 30 th

Non-Tenured Certified Staff (1 observation minimum)			
All observations must be completed by March 31 st .			
Observation Type	Frequency	Observer	Timeline * **
Full Observation (class period or lesson)	Minimum of 1	Administrator	Must be conducted after the evaluation training and prior to March 31 st

***Late Hires/Leaves of Absence (not reporting to work for 60 or more consecutive school days):** Teachers and Other Professionals in their summative evaluation year must have a minimum of one full observation by March 31st (non-tenured) or April 30th (tenured). Tenured Teachers and Other Professionals in one of their formative evaluation years must complete their PGP/Self-Reflection finalized by May 15th. All other requirements remain the same. Timelines should be adjusted accordingly, documented in writing and signed/dated by evaluatee and evaluator.

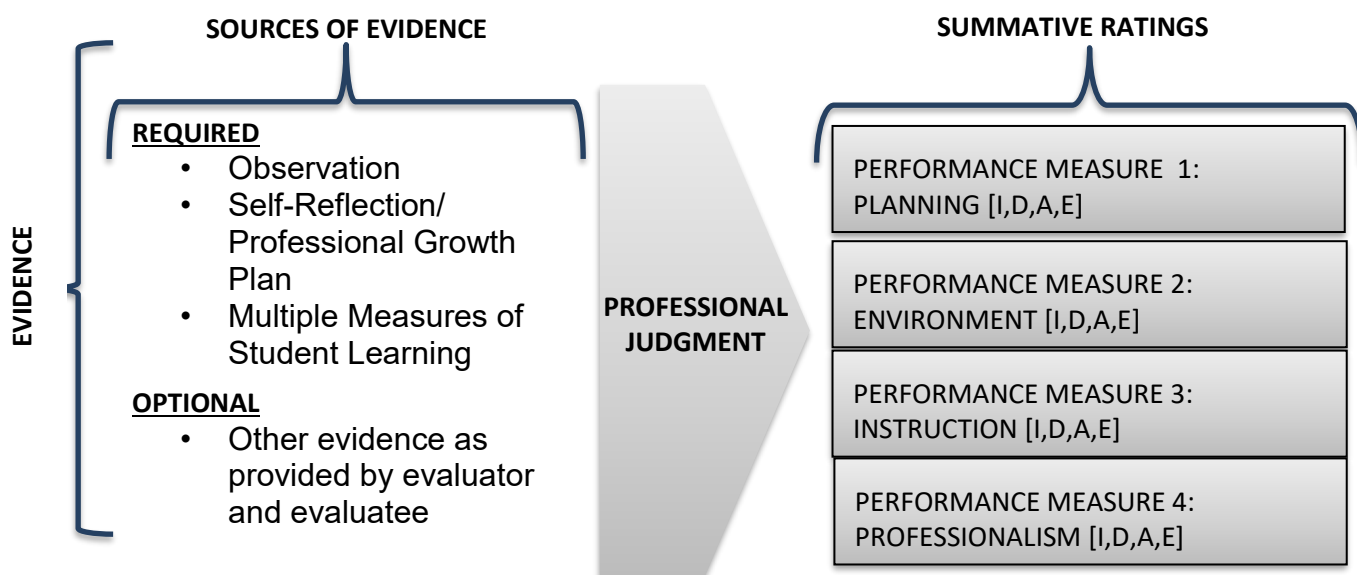
****Instructional Calendar Changes (i.e. snow day)** - Timelines may need to be adjusted if the instructional calendar is changed.

Observation Conferencing Protocols (Tenured and Non-Tenured Certified Staff)

Pre-Conference	Post-Conference
<ul style="list-style-type: none"> Pre-Conference required for each observation within 1-5 instructional days before observation. <ul style="list-style-type: none"> Conference is face-to face OR electronic. Evaluatee submits lesson plans and/or pre-observation form. 	<ul style="list-style-type: none"> Post-Conference required within 5 working days after observation. <ul style="list-style-type: none"> Conference must be face-to-face (in person or virtually). Evaluatee submits lesson plans and/or post-observation form.

Rating the Performance Measures

The Kentucky Framework for Teaching and the Specialist Frameworks for Other Professionals stand as the critical rubrics for providing educators and evaluators with concrete descriptions of practice associated with specific Performance Measures. When certified staff fall under multiple frameworks, the evaluator will determine evaluatee's framework within the first 30 days of employment. Best practice for determining the evaluatee's framework would include discussion with the evaluatee. Supervisors and educators will be engaged in ongoing dialogue throughout the evaluation cycle. The process concludes with the evaluator's analysis of evidence and the final assessment of practice in relation to performance described under each Performance Measure at the culmination of an educator's cycle. Supervisors will provide a summative rating for each Performance Measure based on evidence.



Determining the Summative Rating

Supervisors are responsible for determining the Summative Rating for each school level certified staff at the conclusion of the summative evaluation year. The Summative Rating is determined by the performance ratings given for each Performance Measure. The performance ratings are defined as:

Exemplary: consistently exceeds expectations for effective performance

Accomplished: consistently meets expectations for effective performance

Developing: inconsistently meets expectations for effective performance

Ineffective: consistently fails to meet expectations for effective performance.

For certified, tenured employees in their summative year evaluation cycle, supervisors need to factor in any data and evidence from the two previous formative evaluation cycle years to determine a summative rating for the current year. Evidence is to be documented in the district-approved electronic platform(s) and/or paper forms, which are maintained at the school/department level. The summative form will be submitted to the district for the official personnel file.

For certified, non-tenured employees, each year is a summative evaluation cycle year, so the supervisor would not factor in any data or evidence from previous years to attain the summative rating for the current year.

The evaluator determines the performance rating for each Performance Measure based on evidence that demonstrates the educator's performance that aligns with the framework, district-developed rubrics, and decision rules that establish a common understanding of performance thresholds to which all educators are held. The Summative Rating is then informed by the educator's performance ratings in each of the four Performance Measures using the following decision rules:

CRITERIA FOR DETERMINING A TEACHER'S/OTHER PROFESSIONAL'S SUMMATIVE RATING

IF...	THEN...
Two Performance Measures are rated ACCOMPLISHED and two Performance Measures are rated EXEMPLARY	Summative Rating shall be Exemplary or Accomplished
Two Performance Measures are rated DEVELOPING and two Performance Measures are rated EXEMPLARY	Summative Rating shall be Accomplished
Two Performance Measures are rated DEVELOPING and two Performance Measures are rated ACCOMPLISHED	Summative Rating shall be Accomplished or Developing
Performance Measures 1 OR 4 are rated INEFFECTIVE	Summative Rating shall NOT be Exemplary
Performance Measures 2 OR 3 are rated INEFFECTIVE	Summative Rating shall be Developing or Ineffective **
Performance Measures 2 and 3 are rated INEFFECTIVE	Summative Rating shall be Ineffective **

**An Ineffective Rating indicates a Corrective Action Plan for professional growth is required (see page 21)

PRINCIPALS', OTHER BUILDING-LEVEL ADMINISTRATORS', AND DISTRICT-LEVEL ADMINISTRATORS' EVALUATION PROCESS

Evaluation Plan Vision – Principals, Other Building-Level Administrators, and District-Level Administrators

The vision for the Certified Evaluation Plan for Principals, Other Building-Level Administrators, and District-Level Administrators is to have every school and our district led by effective administrators. The goal is to create a fair and equitable system to measure administrator effectiveness and act as a catalyst for professional growth.

Required and Optional Evidence for Principals, Other Building-Level and District-Level Administrators

REQUIRED Sources of evidence evaluators must use in determining summative ratings:

- Self-Reflection/Professional Growth Plan
- Site-Visits and/or Conferences
- Multiple Measures of Student Learning

Other possible sources

Other Sources, which should yield information related to the evaluatee's practice within the Performance Measures, and may be provided by evaluators and evaluatees, include but are not limited to:

- ➔ Products of Practice
- ➔ Surveys
- ➔ School Score Card
- ➔ Other Sources may include:
 - Agenda and/or Minutes from:
 - SBDM Meetings
 - Faculty Meetings
 - Department/ Grade Level Meetings
 - PLC Meetings
 - Leadership Team Meetings
 - Instructional Round/Walkthrough documentation
 - Principal Performance Timeline
 - Budgets
 - EILA/Professional Learning experience documentation
 - Stakeholder Surveys (Parent/Community, Staff, Students)
 - Professional Organization memberships
 - Parent/Community engagement events documentation
 - School Schedules
 - Other information as identified as evaluatee and/or evaluator

Performance Measures and the Professional Standards for Educational Leaders (PSEL)

Performance Measure	Professional Standards for Educational Leaders (PSEL)
Planning	Mission, Vision and Core Values; Operations and Management; School Improvement
Environment	Equity and Cultural Responsiveness; Community of Care and Support for Students; Professional Community for Teachers and Staff
Instruction	Curriculum, Instruction and Assessment; Professional Capacity of School Personnel
Professionalism	Ethics and Professional Norms; Meaningful Engagement of Families and Community

Sources of Evidence Framework for Principals, Other Building-Level, and District-Level Administrators

Kentucky Principal Standards: Professional Standards for Educational Leaders (PSEL)	Performance Measure: Planning	Performance Measure: Environment	Performance Measure: Instruction	Performance Measure: Professionalism
	<u>Standard 1:</u> Mission, Vision and Core Values <u>Standard 9:</u> Operations and Management <u>Standard 10:</u> School Improvement	<u>Standard 3:</u> Equity and Cultural Responsiveness <u>Standard 5:</u> Community of Care and Support for Students <u>Standard 7:</u> Professional Community for Teachers and Staff	<u>Standard 4:</u> Curriculum, Instruction and Assessment <u>Standard 6:</u> Professional Capacity of School Personnel	<u>Standard 2:</u> Ethics and Professional Norms <u>Standard 8:</u> Meaningful Engagement of Families and Community
Required Sources of Evidence	Self-Reflection and Professional Growth Plan			
	Observations and/or Site Visits (conferences)			
	Multiple Measures of Student Learning			

Sources of Evidence

Self-Reflection and Professional Growth Plan

All building-level and district-level administrators will complete the self-reflection and develop a Professional Growth Plan each year. Self-reflection improves school administrator practice through ongoing, careful consideration of the impact of leadership practice on student growth and achievement. The Professional Growth Plan will be developed within the first 90 work days and address realistic, focused, and measurable professional goals. The Professional Growth Plan should have a minimum of one goal. Additional goals may be required based on need, as identified by the evaluator. The plan may connect data from multiple sources including site-visit conferences, previous evaluations, data on student growth and achievement, and professional growth needs identified through self-assessment and reflection.

Site-Visits for Principals (formal site visits are not required for Other Building-Level or District-Level Administrators)

Site visits are a method by which the superintendent/designee may gain insight into the administrator's practice in relation to the standards. During a site visit, the superintendent or designee will discuss various aspects of the job with the administrator, and will use the administrator's responses to determine issues to explore further with the faculty and staff. The district template will be used during the site visit conferences and the recommended mid-year review to guide and document the reflections and any modifications to the plan.

Multiple Measures of Student Learning

Multiple measures of student learning is one source of evidence to determine effectiveness of professional practice. These multiple measures are assessments and data that demonstrate student learning. The measures used for the purposes of evaluation will be determined by the evaluator and evaluatee. Measures of student learning could include, but are not limited to: state assessments, MAP, ACT, Career Readiness, ACCESS, TELL, FAST, SuccessMaker, and Imagine Learning.

Certified Evaluation Implementation Timeline for Principals, Other Building-Level, and District-Level Administrators:

Timeline * **	Action
First 30 calendar days of reporting for employment	Evaluation criteria and process shall be explained by the Evaluator.
First 90 work days	Administrator Evaluatee reflects on his/her current growth needs and collaborates with the supervising Evaluator to complete the initial self-reflection and to develop the professional growth plan.
Fall semester	<u>For Principals</u>, the Evaluator must complete a minimum of one site visit with a face-to-face conference. Professional growth plan progress and evidence toward Principal performance standards will be reviewed. <u>For Other Building-Level and District-Level Administrators</u>, no formal worksite visit is required since the Evaluator works and collaborates with these administrators on a daily basis. However, the Evaluator must have a minimum of one face-to-face conference with their Other Building-Level or District-Level Administrators. Ongoing Self-Reflection, Professional Growth Plan and evidence toward the Principal performance standards will be reviewed to monitor progress and continued implementation.
Mid-Year Review (<i>recommended</i>) (November-January)	Evaluatee and Evaluator may review progress of Self-Reflection, PGP, and evidence collection and modify plans as appropriate. These recommended mid-year reviews may be completed either electronically or face-to-face.
Spring Semester	<u>For Principals</u>, the Evaluator must complete a minimum of one site visit. Evaluatee continues ongoing self-reflection. <u>For Other Building-Level Administrators</u>, no formal worksite visit is required since the Evaluator works and collaborates with these administrators on a daily basis. However, the Evaluator must have a minimum of one face-to-face conference with their Other Building-Level Administrators. Ongoing Self-Reflection, Professional Growth Plan and evidence toward the Principal performance standards will be reviewed to monitor progress and continued implementation.

	For District-Level Administrators, the Evaluator must complete a minimum of one site visit <u>EITHER</u> in the Fall <u>OR</u> Spring with a face-to-face conference. Ongoing Self-Reflection, Professional Growth Plan and evidence toward the Principal performance standards will be reviewed to monitor progress and continued implementation.
By June 15	Evaluators and evaluatees complete the summative reflection, PGP, and evaluation implementation. Evaluators submit summative evaluation forms for the official personnel record and provides a copy to the evaluatee, who may include a written response.

***Late Hires/Leaves of Absence (not reporting to work for 60 or more consecutive school days):**

Administrators must have a minimum of one site visit. All other requirements remain the same. Timelines should be adjusted accordingly, documented in writing and signed/dated by evaluatee and evaluator.

****Instructional Calendar Changes (i.e. snow day)** - Timelines may need to be adjusted if the instructional calendar is changed.

Observer Initial Evaluation Training and Testing/Observer Calibration Training

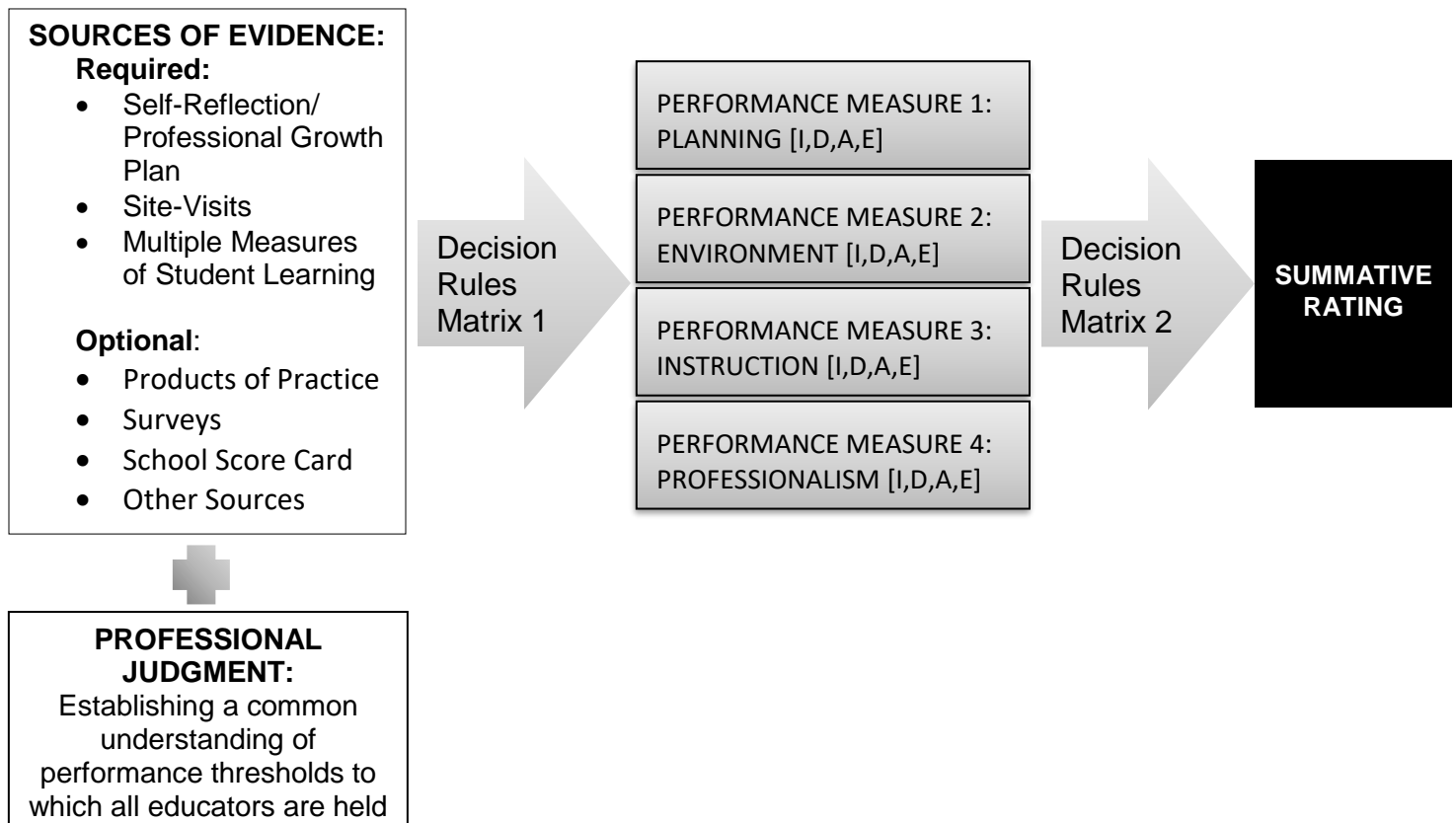
All new administrators serving as evaluators of certified personnel are required to complete the KDE-approved initial certified evaluation training before conducting formative or summative observations. After their initial year of the KDE approved evaluation training, evaluators must obtain a minimum of six hours annually of EILA-approved evaluation training prior to conducting observations for the purpose of evaluation. To ensure consistency of observations, evaluators must complete the district-determined observer calibration training annually. The training allows observers to develop a deep understanding of how the four Performance Measures of the Kentucky Framework for Teaching (FfT) are applied in observation.

- Only supervisors who have completed the district-determined observation training can conduct formative and summative observations for the purpose of evaluation. In the event that a supervisor has yet to complete the district-determined observation training, the district will provide the following supports:
 - A substitute observer will be assigned by the superintendent or designee from a pool of current and retired district administrators who have been trained to evaluate, ensuring certified staff have access to trained observers. In such cases, the observation data provided by a substitute observer is considered a valid source of evidence only if the supervisor is present in the observation.
 - Additional trainings will be provided by district personnel as needed.

Any supervisors who are hired late will be required to complete the district-determined observation training. Additional support/training will be provided by district personnel if needed and a substitute administrator will be assigned for any observations conducted during that time.

Administrator Evaluation Plan Components – Overview and Summative Model

The following graphic outlines the summative rating model for Principals, Other Building-Level Administrators, and District-Level Administrators.



Evaluators will look for trends and patterns in practice across multiple types of evidence and apply their professional judgment based on this evidence when evaluating an administrator. The role of evidence and professional judgment in the determination of ratings on standards and an overall rating is paramount in this process. However, professional judgment must be grounded in the common framework identified: The Kentucky Principal Standards, which are aligned to the PSEL.

The Kentucky Principal Standards (PSEL)

The Performance Standards provide the structure for feedback for continuous improvement through individual goals that target professional growth, thus supporting overall student achievement and school improvement. Evidence supporting an administrator's professional practice will be situated within one or more of the 10 standards. Performance will be rated for each Performance Measure according to the four performance levels: Ineffective, Developing, Accomplished, and Exemplary. It is expected that most administrators will maintain an Accomplished rating but will occasionally have exemplary performance on the Performance Measures at any given time. The summative rating will be a holistic representation of performance, combining data from multiple sources of evidence across each standard.

The use of professional judgment based on multiple sources of evidence promotes a more holistic and comprehensive analysis of practice, rather than over-reliance on one individual data point or rote calculation of practice based on predetermined formulas. Evaluators will also take into account how evaluatees respond to or apply additional supports and resources designed to promote student learning, as well as their own professional growth and development.

Determining the Summative Rating

Superintendent/designee is responsible for determining the Summative Rating for each principal, other building-level administrator, and district-level administrator at the conclusion of their summative evaluation year. The Summative Rating is determined by performance ratings given for each Performance Measure. The performance ratings are defined as:

Exemplary: consistently exceeds expectations for effective performance

Accomplished: consistently meets expectations for effective performance

Developing: inconsistently meets expectations for effective performance

Ineffective: consistently fails to meet expectations for effective performance.

An administrator's Summative Rating is determined by the evaluator based on the ratings on each of the four Performance Measures, using the sources of evidence and professional judgment. Evidence is to be documented in the district-approved electronic platform(s) and/or paper forms, which are maintained at the school/department level. The summative form will be submitted to the district for the official personnel file. Next, the evaluator will use the following decision rules for determining the Summative Rating:

Decision Rules Matrix 1: Determining the Ratings for Each Performance Measure

IF...	THEN...
The Performance Measure has more than one standard and those standards are given the exact same rating	The Performance Measure rating shall be the rating given for those standards.
The Performance Measure has more than one standard and those standards are given different ratings	The Performance Measure rating shall be based on the sources of evidence and the evaluator's professional judgment.

Decision Rules Matrix 2: Determining the Summative Rating using the Performance Measures Ratings

IF...	THEN...
Two Performance Measures are rated ACCOMPLISHED and two Performance Measures are rated EXEMPLARY	Summative Rating shall be Exemplary or Accomplished
Two Performance Measures are rated DEVELOPING and two Performance Measures are rated EXEMPLARY	Summative Rating shall be Accomplished
Two Performance Measures are rated DEVELOPING and two Performance Measures are rated ACCOMPLISHED	Summative Rating shall be Accomplished or Developing
One of the Performance Measures is rated INEFFECTIVE	Summative Rating shall NOT be Exemplary
Two Performance Measures are rated INEFFECTIVE	Summative Rating shall be Developing or Ineffective**
Three or more Performance Measures are rated INEFFECTIVE	Summative Rating shall be Ineffective**

** An Ineffective Rating indicates a Corrective Action Plan for professional growth is required (see page 21)

Corrective Action Plan (CAP)

A corrective action plan, with measureable goals that are tied to the performance measure of concern, may be written at any time during the school year, but shall be written if evaluatee receives an “Ineffective” on the Final Summative Form.

Corrective action plans shall be reviewed continuously until performance is judged to meet the evaluation standards. Review of corrective action plans shall be documented on the corrective action form.

The Corrective Action Plan is a plan developed by the evaluator, at any time during the school year, in collaboration with the evaluatee, when documented unsatisfactory performance is observed, or when an “Ineffective” rating is indicated on any Final Summative Evaluation Standard. Specific assistance and activities are identified in the Corrective Action Plan and progress towards identified goals is monitored. The evaluator and the evaluatee shall specifically identify and list, in writing

- 1** Corrective Action Plan measureable goals and objectives
- 2** Procedures and activities designed to achieve Corrective Action Plan goals and objectives
- 3** Targeted dates for appraising the evaluatee’s improvement towards the identified Corrective Action Plan goals and objectives

Employees who fail to meet the measureable goals identified for them may not be recommended to the Superintendent for rehire. If the Superintendent chooses to not renew the contract, the employee will be notified by May 15th.

A corrective action plan may be developed for two purposes: (1) when improvement is needed to correct one or two critical deficiencies in performance criteria that cannot wait for the formal observation and summative conference; (2) after the formal observation and/or during the summative evaluation conference. When the CAP is developed after the summative conference, no more than 3 specified Performance Measures should be denoted for improvement at any given time. When the evaluatee meets specified areas another area may be added.

NOTE: It is the evaluator’s responsibility to document all actions taken to assist the evaluatee in improving performance towards Corrective Action Plan goals and objectives. If the evaluator and evaluatee cannot agree on the Corrective Action Plan goals and objectives, a third party, non-binding mediation shall be requested by either the evaluator or evaluatee. Such a request shall be made in writing within 5 working days of the initial dispute to the Certified Evaluations Appeals Panel Chair, or designee. If the dispute is not resolved through mediation, the evaluatee may appeal through the district’s Grievance Procedure.

RESPONSIBILITIES for EVALUATION: ALL CERTIFIED PERSONNEL

RESPONSIBILITIES for EVALUATION: All certified personnel

The Fayette County Board of Education will evaluate the superintendent. The superintendent’s evaluation process shall be developed and adopted by the local board of education.

The superintendent or designee will evaluate directors, assistant directors, coordinators, principals, central office administrators, and other district certified personnel.

Principals or designee will evaluate assistant principals, academic deans, instructional coaches, professional growth and effectiveness coaches, guidance counselors, social workers, media specialists, speech therapists, school based resource teachers, classroom teachers, and all other staff assigned to their school. All Final Summative Evaluations shall be completed by the scheduled due dates below.

Due Dates: These are the dates the Final Summative Evaluations are due. The due dates for all certified staff are detailed below.

March 31	All certified employees non-renewed for cause
April 15	All non-tenured certified staff (school and district level) (KTIP--through year 4)
May 15	All tenured certified staff (school and district level)
June 15	All administrative and counseling staff

EVALUATION TRAINING

All Fayette County Evaluators shall be trained, tested and certified according to Kentucky guidelines for the evaluation of certified personnel. Additionally, all administrators who supervise certified staff shall receive training in the implementation of the district’s certified evaluation plan. Furthermore, all evaluators must meet the CEP requirements for evaluating prior to conducting a formative or summative evaluation.

Continued certification as an evaluator shall be contingent upon the completion of a minimum of six hours of evaluation training per year. This training shall be in any one, or combination, of the following skill areas:

- 1 Use of the local evaluation process and instrument;
- 2 Identification of effective teaching/management practices;
- 3 Effective observation and conferencing employee improvement plans;
- 4 Establishing and assisting with certified employee improvement plans;
- 5 Completion of initial or update training for KTIP not to exceed (6) six hours per (2) two-year period.

Hours of training received in the use of the local evaluation process and instruments shall be certified by the local board of education and be subject to review by the State Department of Education. Hours of training received in other skill areas may compose part of the evaluator’s required hours of continued certification. The Fayette County Board of Education has designated the District Professional Development Coordinator responsible for evaluation training and the contact person for the submitted evaluation plan.

CERTIFIED EVALUATION APPEALS PROCESS

How to Appeal Certified Evaluations

- 1** Any certified employee who believes that he or she was not fairly assessed on the Final Summative Evaluation Form may appeal to the chairperson of the Certified Employee Appeals Panel within five (5) working days of the signing and dating of the summative assessment form.
- 2** The Appeals Procedure does not involve contractual status recommendations made to the superintendent or actions by the superintendent regarding contractual status. The jurisdiction of the panel is limited to the review of the summative evaluation, only.
- 3** The certified employee begins the appeal process by completing a Fayette County Public Schools Certified Employee Appeals Form, which is provided by the Office of Professional Development. This form is to be submitted to the Office of Professional Development within five (5) working days of the signing and dating of the Final Summative Evaluation form. Any pertinent documentation the employee wants included for the members of the Panel to review shall be submitted to this same office within five (5) working days of filing the appeal.
- 4** Both the evaluator and the evaluatee shall have the opportunity to review all documentation submitted as evidence to the Appeals Panel, at least five (5) days prior to the scheduled appeals hearing date.
- 5** The members of the Certified Employee Appeals Panel, the certified employee, and the assessor shall be notified of the time and date of the hearing by the chairperson. The hearing must take place within fifteen (15) working days from the date an appeal is filed.
- 6** The appeal shall be heard by panel members from the same school level as the certified employee making the appeal, along with the board appointed chairperson.
 - a) Appeals made by elementary school certified staff shall be heard by a panel consisting of two (2) elementary teachers who were elected to the panel, along with the board appointed chairperson.
 - b) Appeals made by middle school certified staff shall be heard by a panel consisting of two (2) middle school teachers who were elected to the panel, along with the board appointed chairperson
 - c) Appeals made by high school certified staff shall be heard by a panel consisting of two (2) high teachers who were elected to the panel, along with the board appointed chairperson
 - d) Appeals made by district/itinerant certified staff who work with multiple levels shall be heard by a panel consisting of two (2) certified teachers from the same or cross-section of levels who were elected to the panel, along with the board appointed chairperson.
 - e) Alternate panel members from the same school level as the certified employee making the appeal shall serve on the panel in the event the primary panel members are unable to serve
- 7** The certified employee may appeal the substance of, and any procedural issues involved in, the evaluation process. The certified employee and the evaluator have the right to present relevant evidence and expert testimony and to be represented and assisted at the hearing by legal counsel, at their own expense.
 - a) Only documentation, testimony and other evidence that pre-dates the evaluator's signature on the Final Summative Evaluation shall be presented during the appeals hearing
 - b) Documentation, testimony and other evidence that occurred after the evaluator's signature on the Final Summative Evaluation, shall not be presented during the appeals hearing
- 8** The certified employee appealing to the Panel has the burden of proof. The evaluator may respond to any statements made and evidence presented by the certified employee and may present any evidence that supports the Summative Evaluation.
- 9** All hearings will be confidential and will follow these written procedures and the appeals hearing agenda as determined by the Panel.
- 10** Pursuant to KRS 156.557—Standards For Improving Performance of Certified School Personnel, and 704 KAR 3:345—Evaluation Guidelines, any certified employee who feels that the local district is not properly implementing the evaluation plan according to the way it was approved by the Kentucky Department of Education shall have the opportunity to appeal to the Kentucky Board of Education. Its jurisdiction shall be limited to procedural matters already addressed by the local

appeals panel required by KRS 156.557(5). The panel shall have no jurisdiction relative to complaints involving the professional judgmental conclusions of evaluations, and the panel's review shall be limited to the record of proceedings at the local district level.

Procedures for Conducting a Certified Evaluation Appeals Hearing

1. The evaluatee and the evaluator shall both be present at the hearing.
2. The hearing shall be tape recorded by the chairperson of the Panel.
3. An overview of the process and the role of the Panel shall be given at the beginning of the hearing.
4. No additional written documents or exhibits are permitted to be presented at the hearing that were not submitted five working days before the hearing. (Panel members, evaluatee, and evaluator have been supplied with all written documents or exhibits to be considered five working days prior to the hearing day.)
5. Both the certified employee and the evaluator may present relevant evidence and expert testimony and may be represented and assisted at the hearing by a chosen representative including a legal counsel, at their own personal expense.
6. A tentative agenda will be presented to each party for approval at the beginning of the hearing. Each party will be allocated a reasonable amount of time in which to present relevant information and evidence pertinent to the appeal.
7. Panel members may ask questions during or after each presentation for clarification.
8. The certified employee and evaluator may make both opening and closing statements.
9. The certified employee and the evaluator will be dismissed in order for the Panel to deliberate.
10. Recommendations that the Panel may choose are:
 - A. Recommendation that the summative growth assessment should be filed as submitted.
 - B. Recommendation that the summative growth assessment be changed in the manner and for the substantive or procedural reasons stated by the Panel.
 - C. Recommendation that further investigation should be conducted by the Superintendent.
11. The Superintendent, evaluatee and the evaluator shall be notified in writing of the Panel's finding within fifteen working days after the hearing.
12. At the conclusion of the Panel's deliberations, all **written** materials reviewed during the hearing will be collected and destroyed by the chairperson. If the Panel recommends further investigation by the Superintendent, such materials will be destroyed after completion of any additional investigation. The chairperson shall destroy the tape recording one year after the date of the hearing.

Certified Evaluation Appeals Panel Election Procedures

1. The certified employees shall elect twelve (12) members to serve on the Certified Evaluation Appeals Panel; Two (2) members and two (2) alternates elected by the elementary school certified staff of the district; two (2) members and two (2) alternates elected by the middle school certified staff of the district; and two (2) members and two (2) alternates elected by the high school certified staff of the district.
2. The Appeals Panel Chair and alternate shall be appointed by the Fayette County Board of Education every two years.
3. Each school faculty shall nominate one, and only one certified employee willing to serve as a committee member.
4. Ballots listing the candidates shall be prepared and distributed electronically to all certified staff members.
5. Appeals panel voting shall be conducted online via the district's electronic voting process.
6. The Certified Evaluation Panels Chair shall total the votes and keep electronic tally sheets on file for two years.
7. Each election year, the four candidates from the elementary, middle and high school levels with the largest vote are named as members of the appeals committee.
8. The candidates receiving the first and second largest vote from each level shall be named primary panel members. The candidates receiving the third and fourth largest vote from each level shall be named as alternative panel members. Alternative panel members shall serve on the panel whenever the primary panel members are unable to participate on the panel.
9. Primary and alternate panel members will serve 2-year terms with members being elected every other year. Members may serve more than one term on the Certified Evaluation Appeals Committee.

Fayette County Public Schools
 Certified Evaluation Plan
 2020 – 2021

Summary of Revisions

CEP Section	Suggested Change	Page #
Teachers and Other Professionals – Observation/Site Visit Model	<ul style="list-style-type: none"> Evaluators will not be <u>required</u> to complete a classroom observation for Tenured Formative Years 1 and 2 certified Teachers and Other Professionals (last names F – Z). Evaluators will be required to complete a <u>minimum of one</u> classroom observation for Non-Tenured certified Teachers and Other Professionals. 	11
Teachers and Other Professionals – Late Hires/Leaves of Absence	<ul style="list-style-type: none"> Language changed for Tenured Teachers and Other Professionals in one of their formative evaluation years to remove the observation requirement and added language about the Self-Reflection/Professional Growth Plan still being required by May 15th. 	12
Teachers and Other Professionals – Observation Conferencing Protocols	<ul style="list-style-type: none"> “In-person or virtually” has been added to the Post-Conference cell after “face-to-face”. In the Post-Conference cell, wording was changed from “Conference must be documented in writing and signed by Evaluatee and Evaluator” to “Evaluatee submits lesson plans and/or post-observation form”. 	12

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

MEETING: Planning

DATE: 11/9/2020

TOPIC: Memorandum of Understanding - Fayette Foundation Board of Directors

PREPARED BY: Shelley Chatfield

Recommended Action on: 11/9/2020

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to approve a memorandum of understanding with the Fayette Foundation Board of Directors.

Background/Rationale: Policy 01.11 states that the Board must approve contracts greater than \$30,000.

Policy: 01.11

Fiscal Impact: \$1 million

Attachments(s): MOU

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Superintendent Emmanuel Caulk

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Mailing Address: 1126 Russell Cave Rd., Lexington, Kentucky 40505

**MEMO OF UNDERSTANDING BY AND BETWEEN
THE BOARD OF EDUCATION OF FAYETTE COUNTY
AND
THE FAYETTE FOUNDATION BOARD OF DIRECTORS**

THIS MEMO OF UNDERSTANDING is made and entered into on the ____ day of _____, 2020 by and between the Board of Education of Fayette County ("School Board") and the Fayette Education Foundation Board of Directors ("Foundation").

WITNESSETH:

WHEREAS, the Foundation was formed for the sole purpose of supporting, enhancing, and promoting innovative and supplemental programs and activities for the benefit of students, educators and the schools of the Fayette County Public Schools of Lexington, Kentucky;

WHEREAS, the Foundation shall raise and receive money and other property by gift, device, subscription, dues, and other legal means for its sole purpose;

WHEREAS, the School Board recognizes the purpose of the Foundation to be a benefit to the schools, students, educators, and families of Fayette County;

NOW, THEREFORE, the School Board agrees to provide \$100,000.00 in seed money to the Foundation for the purpose of employing a Director to oversee the Foundation.

The Director will be under the direct supervision of the Foundation. The Foundation will be responsible for the hiring, evaluating, and removal of the Director.

The Foundation 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, gender identity, or disabling condition.

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

Stephanie Spires, Chairperson
Board of Education of Fayette County

Date

Alan Stein, Chairperson
Fayette Foundation Board of Directors

Date

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

MEETING: Planning

DATE: 11/9/2020

TOPIC: Contract with BloomBoard, Inc.

PREPARED BY: Kate McAnelly

Recommended Action on: 11/9/2020

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to approve the contract for BloomBoard.

Background/Rationale: BloomBoard will provide eight Micro-credentials for Foundations of Blended Learning for 46 Ambassadors.

Policy: 01.11

Fiscal Impact: \$110,400.00

Attachments(s): Contract

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Superintendent Emmanuel Caulk

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Mailing Address: 1126 Russell Cave Rd., Lexington, Kentucky 40505

**Payment correspondence:**

accountsreceivable@bloomboard.com

5401 Walnut Street
Suite 200
Pittsburgh, PA 15232

Order Number 00004040
Created Date 10/26/2020
Contract Start Date 11/1/2020
Contract End Date 10/31/2021
Contact Name Kate McAnelly
Account Name Fayette County Public Schools
Opportunity ID Opp#-005296

Prepared By Carter Myers
Email carter.myers@bloomboard.com

Bill To Name Fayette County Public Schools
Bill To Kentucky
United States
Email kate.mcanelly@fayette.kyschools.us

Product	Product Code	Line Item Description	Quantity	Subtotal	Total Price
MT Pathway - Foundations of Blended Learning ME	BBE-FBL	Includes 8 MCs for Foundations of Blended Learning for 46 Ambassadors.	1.00	\$110,400.00	\$110,400.00

Grand Total \$110,400.00

Terms and Conditions

This Sales Order incorporates and is subject to the Terms and Conditions (<https://bloomboard.com/terms/program-terms-and-conditions/>) and any attached Scope of Work or Proposal document, collectively the "Agreement", and constitutes a binding contract entered into by and between BloomBoard, Inc. a Delaware corporation with its principal place of business at 135 University Avenue, Suite 200, Palo Alto, CA 94301 ("BBI") and the entity listed below as the Client ("Client").

This Sales Order is valid for 21 days from the Created Date.

Acceptance of Terms**CLIENT**

Signature: _____

Name: _____

Title: _____

Date: _____

Email address of person responsible for Invoices: _____

BBI

Signature: _____

Name: _____

Title: _____

Date: _____

DocuSigned by:

Sanford Kenyon

E9FE91C81B494B7...

Sanford Kenyon

Chief Executive Officer

10/29/2020

Fayette County Public Schools and BloomBoard

Foundations for Blended Learning Program Proposal

Presented to

Kate McAnelly

Chief Academic Officer

Fayette County Public Schools

Presented by

Carter B. Myers

Director of District Partnerships

cell: 662-801-9256

carter.myers@bloomboard.com

10/26/20

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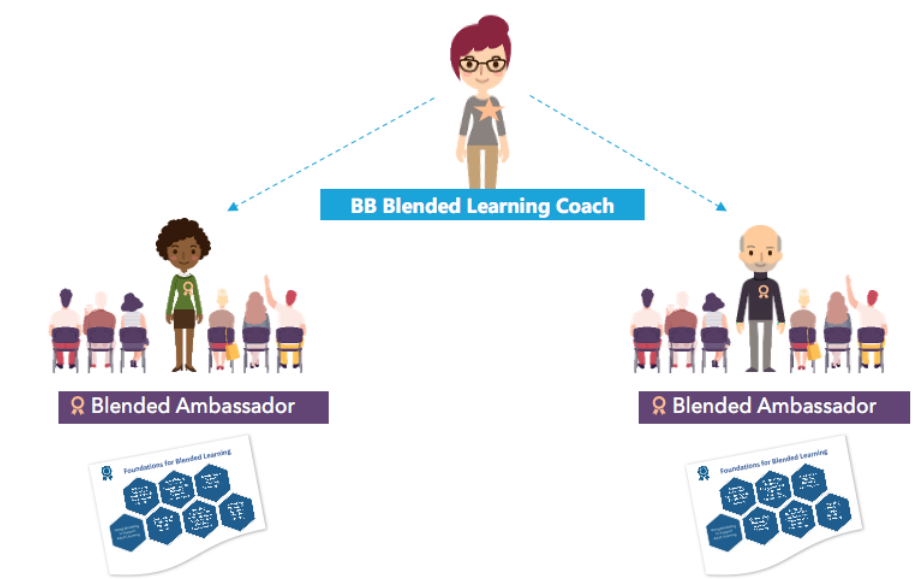
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PROPOSAL SUMMARY

COVID-19 has caused significant changes in education. In response, BloomBoard, Inc. (“BBI”) has developed a new competency-based professional learning program to enable districts and schools to explore and model research-based best practices for online and blended learning instruction for educators and leaders (the “*Foundations for Blended Learning Program*” or the “Program”). BBI delivers the Program using BBI’s online platform (the “BBI Platform”). Fayette County Public Schools (“FCPS”) wishes to implement this Program to prepare the District’s instructional specialists to master the competencies necessary for effective instruction in the post-COVID educational environment. Accordingly, BBI and the FCPS will partner to incorporate the Program into the District’s professional learning schedule, as detailed herein.

To ensure that participants develop the key competencies that are necessary to meaningfully change their practice to a blended approach to instruction, the Program is centered around a *Foundations for Blended Learning* Micro-Endorsement consisting of eight (8) blended learning micro-credentials. Micro-credentials are research-backed and evidence-based competencies around specific pedagogical skill sets which allow for personalized pathways of learning for both educators and administrators based on self-identified goals and/or those recommended by school and district leadership. The Program includes differentiated levels of recommended micro-credential engagement, cohort-based coaching from a blended instruction expert, PLCs, and related support for a select group of educators who will become designated as “Blended Learning Ambassadors”.



The goals of this partnership are as follows:

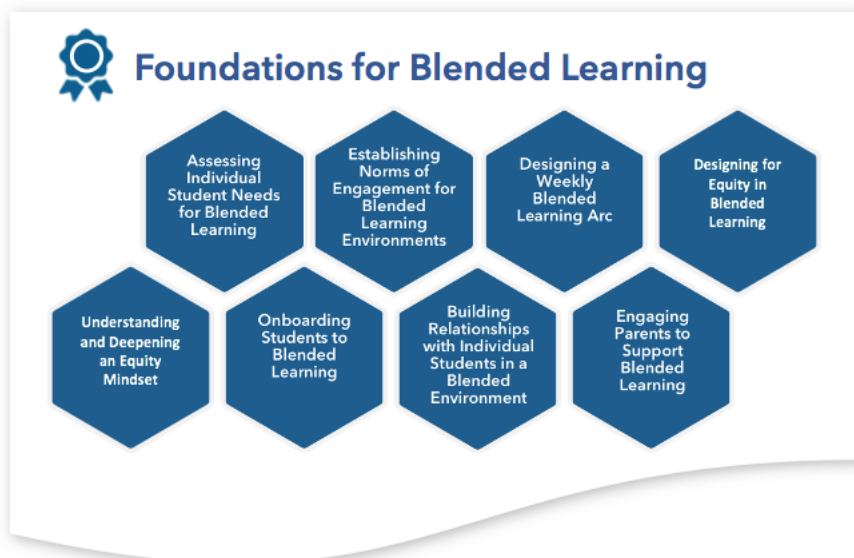
- Create a standardized and scalable, portfolio-based review model leveraging micro-credentials and extension activities, covering the critical blended learning competencies included in the *Foundations for Blended Learning Micro-Endorsement*;
- Empower FCPS to create a sustainable, distributed implementation and delivery model that supports ongoing competency-based professional learning; and

BloomBoard Micro-credential Proposal for Fayette County Public Schools

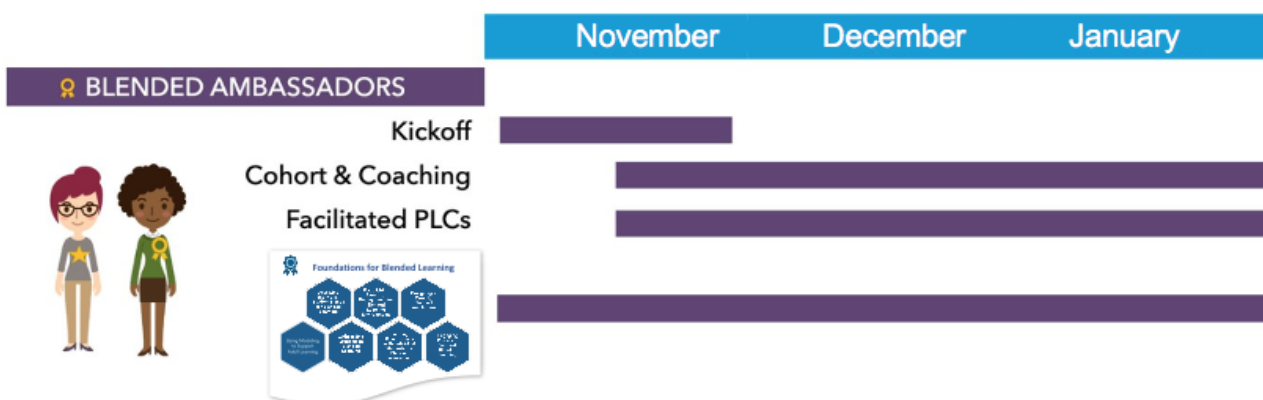
- Ensure high fidelity implementation and accountability across the FCPS system, including for educators, facilitators and micro-credential reviewers.

FOUNDATIONS FOR BLENDED LEARNING PROGRAM

The *Foundations for Blended Learning Micro-Endorsement* contains eight (8) micro-credentials focused on the competencies that are necessary to meaningfully shift educator practice toward a blended approach to instruction, as depicted below:



Program participants will engage in the micro-endorsement program according to the schedule finalized by the District and BBI following contract execution. A sample schedule is depicted below and a more detailed implementation plan is provided in the Appendix:



As depicted, each District engaging in the *Foundations for Blended Learning Program* selects a group of the District's leading instructional specialists to become Blended Learning Ambassadors via earning the *Foundations for Blended Learning Micro-Endorsement*. These Ambassador candidates will receive

BloomBoard Micro-credential Proposal for Fayette County Public Schools

regularly scheduled virtual coaching from a BBI Blended Learning Coach and will collaborate with peers in facilitated online PLCs while building their portfolio of evidence to earn the *Foundations for Blended Learning* micro-credentials. FCPS wishes to designate 46 of the District's instructional specialists as Blended Learning Ambassadors.

FCPS EXPECTATIONS AND DELIVERABLES

Through this partnership, FCPS will operate under the following expectations and is committed to providing the following deliverables:

- FCPS will leverage the BBI Platform as outlined herein for all Blended Ambassador participants, including engagement in curated content, online discussion cohorts and specified micro-credentials.
- FCPS leadership will provide BBI with a lead contact (or contacts), whose responsibilities will include the following:
 - Support Blended Ambassadors with ongoing communication and motivation as they work through the Program,
 - Coordinate with BloomBoard Customer Success team on implementation planning and district alignment.
- Unless otherwise compelled via legal request (e.g. FOIA, etc.), FCPS will keep the terms of this Proposal and all resulting contracts and purchase orders strictly confidential and will not share any structure or pricing information with outside parties without expressed written consent from BBI.

BLOOMBOARD EXPECTATIONS AND DELIVERABLES

Through this partnership, BBI will operate under the following expectations and is committed to providing the following deliverables:

- BBI will provide Blended Ambassador candidates access to BBI Platform licenses to engage in a custom designed learning pathway, specifically and solely for the purposes of enabling engagement in the *Foundations for Blended Learning* Micro-Endorsement, including:
 - Access to curated content (including exemplar-based learning resources and micro-credentials with portfolio-based exercises to drive demonstration of effective practice) associated with the *Foundations for Blended Learning* competencies;
 - Regularly scheduled virtual coaching and facilitation from a blended instruction expert;
 - Access to collaboration functionality through the cohort discussion groups; and
 - Micro-credential submission and review processes for the *Foundations for Blended Learning* micro-credentials.
- BBI's Educator Success Team will support Program participants and district leadership throughout the term of the partnership with specific implementation planning, online check-in meetings, and data review on an as-needed basis.
- BBI will provide on-demand, tier one customer support as needed (i.e. via help desk tickets).

CONSIDERATIONS FOR SUCCESSFUL IMPLEMENTATION

Having now contracted with more than 7,500 schools across 800+ districts in 38 states (with 18 state-level partnerships), BBI has extensive experience managing the critical aspects of the implementation, communication, stakeholder engagement, and educator buy-in processes. As part of our work over the past four years we have developed an implementation framework covering four key Educator Success Principles: Strong Vision, Meaningful Incentives, Strategic Supports, and a Phased Approach. These Principles have been found to greatly increase educator buy-in and participation, reduce resistance, align workloads, and reinforce motivation, all while ensuring quality and rigor.

As part of this partnership, BBI will work closely with FCPS leadership to develop a strategic communication and implementation plan. The goal of this plan will be to generate buy-in across all involved stakeholder groups and create excitement about this new aligned approach to FCPS talent development. This plan will include a timeline of milestones across various communication modalities (including video, in-person workshops, webinars, and written communications), all focused on a coherent theme for meaningful vision setting and expectation alignment.

HIGH LEVEL TIMELINE

Our experienced Onboarding Team follows a proven implementation methodology to ensure that your experience is nothing less than professional. Each implementation commences with a project kick-off meeting to ensure that all team members are provided with a clear understanding of the associated timelines, tasks, deliverables, delivery dates, roles and responsibilities and related project information.

High-Level Project Plan:

- **November 2020:** FCPS and BBI sign all required contracts and other required documentation. BBI will lead the co-development of a strategic implementation plan designed to support FCPS staff in the implementation of the *Foundations for Blended Learning Program*.
- **November 2020:** BBI and FCPS will launch the *Foundations for Blended Learning Program* and kickoff the initial cohort structure, as outlined in detail below.
- **Program Term (November 2020–March 2021):** The BBI Educator Success Team will provide virtual support to Program participants to support the Program implementation process. BBI and FCPS staff will also engage in semi-regular check-in calls, as needed, to discuss product feedback, onboarding logistics, and partnership successes and challenges.
- **January 2021:** BBI and FCPS will conduct a mid-Program check-in to determine Program success, potential course corrections and/or subsequent next steps.
- **March 2021:** The BBI Educator Success Team and FCPS staff will collaborate to review the micro-credential submission data, modify the Program accordingly, and begin to prepare for the next expansion launch.

TECHNICAL CONSIDERATIONS

Technical Considerations:

- **SSO:** The BBI Platform currently supports SSO utilizing SAML2.0

BloomBoard Micro-credential Proposal for Fayette County Public Schools

- **Browser Compatibility:** Chrome and Safari are recommended for full functionality. Due to lack of CSS support, Internet Explorer is not advised.
- **Plugin Software:** No third-party browser plugin software required for full functionality (e.g. Flash, Java, etc.)

PRICING

BBI will provide the *Foundations for Blended Learning Program* to FCPS per the fee options listed below, which will include the following services during the designated Program Term of November 2020 – March 2021:

- Ongoing Technical and User Support Services;
- Service Upgrades to the BBI Platform;
- Ongoing Training and regular feedback sessions for FCPS Team;
- All associated consulting and micro-credential implementation costs;
- Cohort facilitation and coaching; and
- Platform access for the following number of participants:
 - Fees = \$110,400
 - **Blended Learning Ambassadors:** 46 participants

BloomBoard Micro-credential Proposal for Fayette County Public Schools

Appendix

FCPS Recommended PLC and Learning Session Timeline		
PLC	PLC Objectives	Date & Time
Orientation Meeting		<i>Week of 11/16</i>
PLC 1 Pre-Work	Assessing Individual Student Needs <ul style="list-style-type: none"> Review the Portfolio of Evidence (artifacts) in Exercise Complete the Readiness Check 	
Week 1 PLC	Habit: Design Backwards MC Focus: Assessing Individual Student Needs <ul style="list-style-type: none"> Understanding the Portfolio of Evidence Finding Your Path through Engage Begin Artifact 1: Needs Analysis Stay on Track: Begin Artifact 1: Needs Analysis	<i>Week of 11/23</i>
PLC 2 Pre-work	Designing a Weekly Blended Learning Arc <ul style="list-style-type: none"> Review Explore and complete Activity 1 Review the Portfolio of Evidence (artifacts) in Exercise Complete the Readiness Check 	
Week 2 PLC	Habit: Practice and Seek Feedback MC Focus: Designing a Weekly Blended Learning Arc <ul style="list-style-type: none"> Explore: Activity 2 Artifact 1: Learning Arc Schedule - review templates and correlating Engage Activities Stay on Track: <ul style="list-style-type: none"> Continue working on artifacts for Assessing Individual Student Needs Complete your Learning Arc Schedule and get feedback 	<i>Week of 11/30</i>
PLC 3 Pre-work	Designing a Weekly Blended Learning Arc <ul style="list-style-type: none"> Engage: Understanding Three Instructional Models for Independent Work Engage: Is the Software-directed Model Possible for You? 	
Week 3 PLC	Habit: Personalize Your Learning Path MC Focus: Designing a Weekly Blended Learning Arc <ul style="list-style-type: none"> Artifact 2: Instructional Model Plan Engage: Choose Your Learning Pathway Create a schedule for completion of artifacts for Assessing Individual Student Needs and Designing a Weekly Blended Learning Arc Stay on Track: <ul style="list-style-type: none"> Continue working on artifacts for Assessing Individual Student Needs and Designing a Weekly Blended Learning Arc 	<i>Week of 12/7</i>

BloomBoard Micro-credential Proposal for Fayette County Public Schools

Week 4 Pre-work	Designing a Weekly Blended Learning Arc <ul style="list-style-type: none"> Artifact 3: Preview Student Needs Action Plan Template and select your student learning need (Column C and D) Engage: Building a Toolkit to Address Student Needs 	
Week 4 PLC	Habit: (insert) MC Focus: Assessing Individual Student Needs <ul style="list-style-type: none"> Artifact 3: Student Needs Action Plan (Brainstorm in Breakout groups) Stay on Track: <ul style="list-style-type: none"> Continue working on artifacts for Assessing Individual Student Needs and Designing a Weekly Blended Learning Arc 	<i>Week of 12/14</i>
Week 5 Pre-work	Preview (Engage/Exercise) the following MCs: <ul style="list-style-type: none"> Building Relationships with Individual Students Establishing Norms Engaging Parents Onboarding Students 	
Week 5 PLC	Habit: Backward Design MC Focus: Blended Learning Micro-endorsement (ME) <ul style="list-style-type: none"> Charting Your Path through the Blended Learning ME MC Breakouts Stay on Track: <ul style="list-style-type: none"> Continue working on artifacts for Assessing Individual Student Needs and Designing a Weekly Blended Learning Arc 	<i>Week of 12/21</i>
Week 6 - 10	PLC agendas designed to support educators as they develop personalized and differentiated pathways through the micro-endorsement.	<i>TBD</i>
Week 11 -15	PLC agendas designed to support educators as they develop personalized and differentiated pathways through the micro-endorsement and plan for resubmissions is necessary.	<i>Determined w/ Org</i>

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Planning

DATE: 11/9/2020

TOPIC: School Security Request

PREPARED BY: Rodney Jackson

Recommended Action on: 11/9/2020

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to: “Adopt the School Security Request (SSR) Reimbursement as required by the Kentucky Department of Education”

Background/Rationale:

House Bill 352 (2020 budget bill) included funding for a variety of school safety facility upgrades. The budget bill included \$18.2 million for this purpose, with the funds contained in the capital construction allocation assigned to the Kentucky Department of Education (KDE). The \$18.2 million was based on a survey of districts by the Kentucky School Boards Association last year and based on the requirements contained in Senate Bill 1 (2019), which was signed into law on March 11, 2019, under an emergency clause. The School Security Request funds are limited to the six required security devices identified in SB 1 (KRS 158.162(3)(d) and allow districts to recover expenses for those items that have occurred or will occur after the effective date of the legislation of March 11, 2019. To exercise that flexibility, a district must submit a School Security Request (SSR) form. The SSR expenditures as required by KDE must be approved by district board and signed by the superintendent and finance officer for approval.

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PROPOSAL: Approve the SB1 School Security Request (SSR) Reimbursement as required by the Kentucky Department of Education.

<u>Item</u>	<u>Amount</u>	<u>Funding Source</u>	<u>Recurring/ Nonrecurring</u>	<u>Measurable Expected Impact and Timeline</u>
<u>Grants & Awards</u>	<u>\$1,142,621</u>	220-3200-168ES	recurring	These funds are used for school security upgrades for the district

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

Fiscal Impact: N/A

Attachments(s): None

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

MEETING: Planning

DATE: 11/9/2020

TOPIC: 2021-2022 Instructional Calendar

PREPARED BY: Steve Hill

Recommended Action on: 11/23/2020

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: Recommendation to approve the 2021-2022 Fayette County School Instructional Calendar.

Background/Rationale: The calendar committee drafted the 2021-2022 instructional calendar on May 20, 2021. The 2021-2022 school calendar includes the normal 177 days of instruction.

Policy: Policy 08.2, KRS 158.070

Fiscal Impact: N/A

Attachments(s): [Click here to enter text.](#)

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Superintendent Emmanuel Caulk

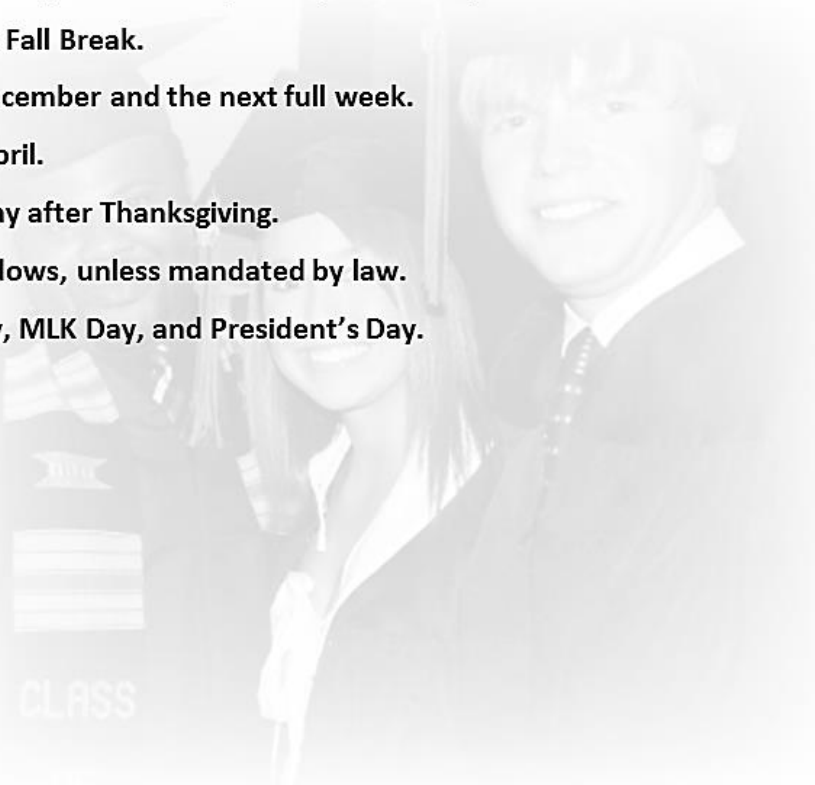
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Calendar Guiding Principles



- First day for students will be the first double digit Wednesday in August, never past the 16th.
- First Thursday and Friday of October will be Fall Break.
- Winter Break will be the last full week in December and the next full week.
- Spring Break will end of the first Friday in April.
- District will be off the day before and the day after Thanksgiving.
- Do not take off any days during testing windows, unless mandated by law.
- Four Holidays: Labor Day, Thanksgiving Day, MLK Day, and President's Day.
- Four Professional Development Days
- Four Staff Training Days
- Election Days: November and May
- **CKEA Day: March**
- 177 Instructional Days
- 189 Work Days
- Purposed Snow Days



Fayette County School District



2021-2022

School Calendar

DRAFT

July 21						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
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25	26	27	28	29	30	31

August 21						
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29	30	31				

September 21						
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October 21						
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31						

November 21						
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28	29	30				

December 21						
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January 22						
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30	31					

February 22						
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March 22						
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April 22						
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May 22						
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29	30	31				

June 22						
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26	27	28	29	30		

July 22						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 22						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Notes

CODE	EVENT	TOTAL
School Days	Student Days	177
Holidays	Students Off	4
Staff Work	Students Off	4
Professional Dev.	Students Off	4
Non School Days	Students Off	21
Snow Make Up Days	Please do not plan events	7

DATE	EVENT
Aug 9	Staff Opening Day (PD 1 - Mandatory)
Aug 10	Staff Work Day (Training 1 - Mandatory)
Aug 11	First Day for Students
Aug 20	Staff Work Day (Training 2 - Mandatory)
September 6	Labor Day
October 7-8	Fall Break (PD 2 & 3 Flex)
November 2	Election Day
November 24-26	Thanksgiving
December 20 - January 3	Winter Break
January 17	MLK Day
February 21	President's Day
March 18	KEA Day (Training 3-Flex)
March 28 - April 1	Spring Break
May 17	Election Day
May 25	Last Day for Students
May 26	Staff Closing Day (Training 4 - Mandatory)
May 27	Flex PD Day (PD 4)
May 30	Memorial Day
7 Purposed Snow Days (2014-2015)	
Approved by Fayette County Board of Ed. 00/00/000	
March 18, 2022 will only be used as a makeup day if FCPS has missed 3 days prior to March 1, 2022.	

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

MEETING: Planning

DATE: 11/9/2020

TOPIC: Board Waiver

PREPARED BY: Soraya Matthews

Recommended Action on: 11/9/2020

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: To approve recommended 10-point grading scale for FCPS Virtual Learning Academy

Background/Rationale: Currently, all high schools have requested and received Board approval to waive the Grading policy and operate on a 10-point (or similar Standards Based grading) grading scale.

Policy: Grading 08.221

Fiscal Impact: None

Attachments(s): None

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Superintendent Emmanuel Caulk

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

MEETING: Planning

DATE: 11/9/2020

TOPIC: Monthly Financial Reports Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 11/23/2020

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): Four attachments

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

MEETING: Planning

DATE: 11/9/2020

TOPIC: School Activity Funds Report Placeholder

PREPARED BY: Rodney Jackson

**Recommended Action on: 11/23/2020
Informational Item**

Superintendent Prior Approval: No

Recommendation/Motion: N/A

Background/Rationale: School Activity Fund Reports for the period ending September 30, 2020. 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

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

MEETING: Planning

DATE: 11/2/2020

TOPIC: Surplus Buses

PREPARED BY: Marcus Dobbs

Recommended Action on: 11/23/2020

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: Approve the declaration of surplus buses and support vehicle, and authorize disposal pursuant to KRS 45A.425.

Background/Rationale: Presently, the Transportation Division has ten (10) buses and one (1) support vehicle that have exceeded their life cycle and are considered surplus due to the cost of maintaining it. Repair is not normally undertaken when the cost of repair exceeds 50% of the replacement value.

Policy: KRS 45A.425

Fiscal Impact: N/A

Attachments(s): Declaration of Surplus and Intent to Sell

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DECLARATION OF SURPLUS AND INTENT TO SELL

BACKGROUND AND RATIONALE:

The Transportation Division has 10 buses and 1 support vehicle that have exceeded their life cycle and are considered surplus due to the cost of maintaining them in a safe operating condition. Repair is not normally undertaken when the cost of repair exceeds 50% of the replacement value of the remaining prorated life of the vehicle. The vehicles listed below have met the age and/or repair criteria for replacement. The District is presently using PublicSurplus (an internet auction) and private party sale for vehicle/equipment disposal and advertises the auction on the FCPS Purchasing and Transportation web pages. Before listing on PublicSurplus or using private party sale, the District has in the past allowed community partners and other school districts to purchase the buses at fair market value. It is our intent to proceed down this path first. The proceeds from the sale of these vehicles will be deposited into the General Fund. The vehicles for disposal are listed below:

<u>Year</u>	<u>Side No.</u>	<u>Make</u>	<u>Mileage</u>	<u>Type of Bus</u>	<u>VIN</u>
2004	454	International	143859	Transit	4DRBGAAN44A974788
2004	474	International	135909	Conventional	4DRBRAAN24A974721
2006	560	International	179473	Transit	4DRBVAAR26A183557
2006	563	International	172146	Transit	4DRBVAAR26A183560
2007	660	International	183890	Transit	4DRBVAAR97A355682
2007	665	International	179582	Transit	4DRBVAAR87A355687
2008	753	International	143592	Special Needs	4DRBUAAL88A522680
2008	762	International	176714	Transit	4DRBVAAR68A520332
2008	764	International	199086	Transit	4DRBVAARX8A520334
2008	769	International	171100	Transit	4DRBVAAR98A520339
1996	T-15	Ford	102189	Truck	1FDKF38F4TEA97899

STAFF CONTACT: Marcus Dobbs, Transportation Division

POLICY REFERENCE: KRS 45A.425

RECOMMENDATION: A motion is in order to: "Approve the declaration of surplus for the listed vehicles, and authorize disposal pursuant to the reference."

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

MEETING: Regular

DATE: 11/23/2020

TOPIC: Personnel Changes

PREPARED BY: Jennifer Dyar

Recommended Action on: 11/23/2020
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 November 23, 2020 Board Agenda

Personnel Status	CERT / CLASS SAL	CLASS HR	SUB	SUPP
New Hire	14	21	10	299
Retirement		2		
Transfer	2	14		
Change in Status	2			
Resignation	3	13		5

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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
BASSLER GARY	VIRTUAL LEARNING ACADEMY	ELEM INTERMEDIATE INSTRUCTOR	10/5/2020
BURCH JAMIE	VIRTUAL LEARNING ACADEMY	ADMINISTRATIVE DEAN	10/12/2020
FIKERT JUSTINA	EDYTHE J HAYES MIDDLE SCHOOL	EXC CHILD LEARNING & BEHAVIOR	10/19/2020
GHAZALEH OLGA	STUDENT ACHIEVEMENT & SUPPORT	PROGRAM SPECIALIST I	9/24/2020
HAEHLEN BRITTANY	VIRTUAL LEARNING ACADEMY	ELEM INTERMEDIATE INSTRUCTOR	10/19/2020
HILANDER KYLIE	ASHLAND ELEMENTARY	ELEM PHYSICAL EDUC INSTRUCTOR	10/19/2020
HODEL WHITNEY	FREDERICK DOUGLASS HIGH SCHOOL	HS ENGLISH INSTRUCTOR	10/21/2020
MOLDEN ALYSSA	MILLCREEK ELEMENTARY	ELEM PRIMARY INSTRUCTOR	10/5/2020
MOSELEY JASON	FREDERICK DOUGLASS HIGH SCHOOL	HS SAFE INSTRUCTOR	10/20/2020
ROARK TAMMY	TATES CREEK HIGH	HS SCIENCE INSTRUCTOR	9/22/2020
SEGEBARTH KRISTEN	RUSSELL CAVE ELEMENTARY	ELEM INTERVENTION INSTRUCTOR	10/21/2020
SHROATS AMANDA	VIRTUAL LEARNING ACADEMY	ELEM KINDERGARTEN INSTRUCTOR	10/5/2020
SIMS JORDAN	LAFAYETTE HIGH SCHOOL	COLLEGE AND CAREER COACH	9/28/2020
WAGGONER WESTIN	VIRTUAL LEARNING ACADEMY	HS SOCIAL STUDIES INSTRUCTOR	9/28/2020

- 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
BARCUS RACHEL	COVENTRY OAK/MEDIA LIBRARIAN	TECHNOLOGY/DW DIGITAL LEARNING COACH	9/28/2020
MCCLELLAN AMBER	GARDEN SPRINGS ELEMENTARY/ELEM PRIMARY INSTRUCTOR	VIRTUAL LEARNING ACADEMY/ELEM PRIMARY INSTRUCTOR	9/21/2020

- c. Change in Status of Certified/Salaried Classified Personnel - This is to report the change in status of the following certified/salaried classified personnel:

Name	From	To	Effective Date
NOAH APRIL	VIRTUAL LEARNING ACADEMY/ELEM INTERMEDIATE INSTRUCTOR PT .6	VIRTUAL LEARNING ACADEMY/ELEM INTERMEDIATE INSTRUCTOR FT .7	8/25/2020

TURNER	JAMIE	DIXIE MAGNET ELEMENTARY/ELEM ESL INSTRUCTOR PT .6	DIXIE MAGNET ELEMENTARY /ELEM ESL INSTRUCTOR FT .7	9/21/2020
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d. Resignation of Certified/Salaried Classified Personnel - This is to report the resignation of the following certified/salaried classified personnel:

Name	Location	Assignment	Effective Date
BUCHANAN WILLIAM	DATA MANAGEMENT	DIRECTOR OF DATA RESEARCH ACCT	10/21/2020
DARGLE WHITNEY	LANSDOWNE ELEMENTARY	ELEM KINDERGARTEN INSTRUCTOR	10/30/2020
MOORE JOANNE	JULIUS MARKS ELEMENTARY	ELEM INTERMEDIATE INSTRUCTOR	10/30/2020

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
BOIAN MARK	FREDERICK DOUGLASS HIGH SCHOOL	INSTRUCTIONAL PARAEDUCATOR	10/26/2020
BURTON EMILY	MAXWELL ELEMENTARY FOOD SERV	LEAD FOOD SERVICE ASSISTANT	10/14/2020
COMBS JANET	TATES CREEK MIDDLE	PART-TIME CUSTODIAN	9/30/2020
COOLBAUGH CAROL	ROSA PARKS ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	9/30/2020
FLECKINSTEIN JACOB	BUS GARAGE	VEHICLE MAINTENANCE ASSISTANT	9/28/2020
FRAZIER NIETTA	SUCCESS ACADEMY	HOME/SCHOOL LIAISON	10/9/2020
FUNK ZOEY	ARLINGTON ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/12/2020
GRAGSTON JENEE	BUS GARAGE	BUS MONITOR	8/10/2020
HESS MICHELE	BRENDA COWAN ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/6/2020
HOLMES DEVIN	BUS GARAGE	VEHICLE MAINTENANCE ASSISTANT	9/28/2020
HOWARD DEREK	PHYSICAL PLANT OPERATIONS	GROUNDWORKER I	10/26/2020
HUFFMAN JEFFREY	TECHNOLOGY	MICROCOMPUTER SPECIALIST	10/5/2020
KANATZER AMANDA	PHYSICAL PLANT OPERATIONS	IAKSS CUSTODIAN	10/5/2020
MATTHEWS MELINDA	NORTHERN ELEMENTARY	SP ED PARA	10/19/2020
RADOS ALETA	LAW ENFORCEMENT	WEEKEND DISPATCHER	10/17/2020
RIVERA-LOZADA LESTER	TECHNOLOGY	MICROCOMPUTER SPECIALIST	10/6/2020
ROBERTS CLAIRE	COVENTRY OAK ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/26/2020
SOWELL DAJOHN	MILLCREEK ELEMENTARY	EARLY START PARAEDUCATOR	9/21/2020
TALBERT EVERETT	BRYAN STATION HIGH	SP ED PARA	9/24/2020
WEATHERS ASA	BUS GARAGE	BUS DRIVER	8/10/2020
WEEMS KELAN	WINBURN MIDDLE	CUSTODIAN	10/5/2020

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
ATINAY	EMMA	MORTON MIDDLE/SP ED PARA	MORTON MIDDLE/INSTRUCTIONAL PARAEDUCATOR
BELSKY	JESSICA	BUS GARAGE/BUS DRIVER	BUS GARAGE/BUS MONITOR
BOWMAN	BARRY	WAREHOUSE SUPERVISOR/LEAD WAREHOUSE WORKER	CENTRAL STORES/WAREHOUSE/WAREHOUSE SUPERVISOR
COMLEY	LISA	PICADOME ELEMENTARY FOOD SERV/FOOD SERVICE ASSISTANT II	PICADOME ELEMENTARY/CUSTODIAN
HAGER	BRANNON	HARRISON/LEAD CUSTODIAL SERVICE WORKER	PHYSICAL PLANT OPERATIONS/IAKSS LEAD CUSTODIAL SERV WRKR
HISEL- CHURCH	PENNY	BRECKINRIDGE ELEM FOOD SERV/FOOD SERVICE MANAGER II	TATES CREEK MIDDLE/FOOD SERVICE MANAGER III
LAWRENCE	CHRISTOPHER	STEAM ACADEMY/SCHOOL OFFICE ASSISTANT	TECHNOLOGY/MICROCOMPUTER SPECIALIST
LINDSAY	AMEALIA	SPECIAL EDUCATION/SP ED PARA	SPECIAL EDUCATION/OCCUPATIONAL THERAPIST
MEDLEY	GWENDOLYN	BUS GARAGE/TRANSP ACCOUNTS PAYABLE CLERK	FOOD SERVICES/PURCHASING TECHNICIAN
MIAO	FANG	SOUTHERN ELEMENTARY/SP ED PARA	ROSA PARKS ELEMENTARY/SP ED PARA
NEWBERG	ANDREA	LAFAYETTE HIGH SCH FOOD SERV/LEAD FOOD SERVICE ASSISTANT	VETERANS PARK ELEM FOOD SERV/FOOD SERVICE MANAGER II
PETTYJOHN	SUSAN	ASHLAND ELEMENTARY/SCHOOL ADMIN ASST II - ELEM	VIRTUAL LEARNING ACADEMY/SCHOOL ACCOUNT SPEC - HIGH
STEVENS	MISTY	FINANCIAL SERVICES/PAYROLL SPECIALIST	FINANCIAL SERVICES/LEAD PAYROLL SPECIALIST
TAYLOR	JOSHUA	WELLINGTON ELEMENTARY/SP ED PARA	BRENDA COWAN ELEMENTARY/SP ED PARA

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

Name	Location	Assignment	Effective Date
ARNETT	CHRISTOPHER	LAW ENFORCEMENT	LAW ENFORCEMENT OFFICER
BUTCAVAGE	LORINE	LEXINGTON TRAD MAGNET MIDDLE	CUSTODIAN

EDWARDS	CHASTITY	STONEWALL ELEM FOOD SERV	FOOD SERVICE ASSISTANT I	10/9/2020
GROSS	STEPHANIE	ROSA PARKS ELEMENTARY	KINDERGARTEN PARAEDUCATOR	9/30/2020
JAMES	NICOLE	GARDEN SPRINGS ELEMENTARY	SP ED PARA	9/23/2020
MAUST	ERIC	YATES ELEMENTARY	SP ED PARA	10/30/2020
MISCHNER	CHELSEE	BEAUMONT MIDDLE SCHOOL	SP ED PARA	10/9/2020
NAVARRETTE	TAYLOR	SPECIAL EDUCATION	SP ED PARA	10/9/2020
PYLES	JOEL	TECHNOLOGY	MICROCOMPUTER SPECIALIST	10/16/2020
ROBINSON	DONEKA	BRYAN STATION HIGH	SP ED PARA	10/9/2020
ROLEY	SAMUEL	BOOKER T WASHINGTON ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	9/25/2020
SMITH	RUSSELL	SOUTHERN ELEMENTARY	CUSTODIAN	11/13/2020
WILLIAMS	HOLLY	LAW ENFORCEMENT	LAW ENFORCEMENT OFFICER	10/9/2020

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

Name	Location	Assignment	Effective Date
BISHOP RETHA	LANSLOWNE ELEMENTARY	KINDERGARTEN PARAEDUCATOR	8/31/2020
KEESEY DOROTHY	MAXWELL ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/31/2020

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
ADKINS CHRISTOPHER	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
ADKINS JACQUELINE	SCAPA AT BLUEGRASS	MID CLUB SPONSOR
ALBORNOZ SHERRINE	LANSLOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
ALEXANDER ANDREW	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST FOOTBALL
ARKWRIGHT ASHLIE	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST

AZOFEIFA	DELVIN	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
BABER	KATHERANN	LANSLOWNE ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
BAIN	CANDACE	LEXINGTON TRAD MAGNET MIDDLE	MID HEAD BASKETBALL (GIRLS)
BAKER	VANESSA	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
BARCUS	RACHEL	COVENTRY OAK ELEMENTARY	ELEM TECHNOLOGY COORD
BARKER	ROBIN	SCAPA AT BLUEGRASS	SCAPA MUSIC SPONSOR
BARKER	WHITNEY	SCAPA AT BLUEGRASS	MID TEAM LEADER (3 PERSON)
BARRETTE	ALICE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
BARTON	SYDNEY	PICADOME ELEMENTARY	ELEM GRADE LEVEL REP
BAUGH	JARRED	HENRY CLAY HIGH SCHOOL	HS GOLF COACH
BAYERLE	SARAH	MAXWELL ELEMENTARY	ELEM GRADE LEVEL REP
BAYNE	CASEY	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
BECKHAM	MONIQUE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
BEERS	JAMES	SCAPA AT BLUEGRASS	MID EXTRA CURR ACT-NON ACAD
BEERS	JAMES	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST

BERSAGLIA	DEBORAH	FREDERICK DOUGLASS HIGH SCHOOL	HS CHEERLDING SPONSOR(ASST)
BESS	CARLOS	LEXINGTON TRAD MAGNET MIDDLE	MID HEAD BASKETBALL (BOYS)
BLADES	SARAH	LEXINGTON TRAD MAGNET MIDDLE	MID ASST BASKETBALL (GIRLS)
BLAIR	SARAH	PICADOME ELEMENTARY	ELEM GRADE LEVEL REP
BLANTON	JUSTIN	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
BOEGLIN	JESSICA	SQUIRES ELEMENTARY	ELEM SBDM SECRETARY
BOLES	ROBERT	WELLINGTON ELEMENTARY	ELEM TECHNOLOGY COORD
BOLINGER	TRACEY	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
BOSWORTH	LAURA	WELLINGTON ELEMENTARY	ELEM EXTRACURRICULAR COORD
BOXX	STEPHANIE	FREDERICK DOUGLASS HIGH SCHOOL	HS YEARBOOK SPONSOR
BRAGG	WAYNE	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST FOOTBALL
BRANHAM	JACQUELINE	WILLIAM WELLS BROWN ELEMENTARY	ELEM CURRICULUM SPEC
BRANHAM	JACQUELINE	WILLIAM WELLS BROWN ELEMENTARY	ELEM GRADE LEVEL REP
BREWER	ADAM	MAXWELL ELEMENTARY	ELEM WEB MASTER
BROADNAX	KATHLEEN	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL

BROMAGEN	HAYLEY	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
BROWNING	LORA	BEAUMONT MIDDLE SCHOOL	MID DISCRETIONARY COACH FALL
BRUBECK	ELIZABETH	COVENTRY OAK ELEMENTARY	ELEM TECHNOLOGY COORD
BURKE	PEYTON	TATES CREEK HIGH	HS ASST FOOTBALL
BURTON	KARA	LIBERTY ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
CAMPBELL	BARTON	HENRY CLAY HIGH SCHOOL	HS ASST SOCCER (BOYS)
CAMPBELL	NANCY	SCAPA AT BLUEGRASS	SCAPA MUSIC SPONSOR
CARMICLE	MARCUS	HENRY CLAY HIGH SCHOOL	HS CROSS COUNTRY
CARPENTER	ARIELLE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
CARTER	KAYLA	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
CARTER	QUENTIN	HARRISON ELEMENTARY	ELEM EXTRACURRICULAR COORD
CASTILLO	BRANDON	EDYTHE J HAYES MIDDLE SCHOOL	MID DISCR COACH (FALL)
CLEMENT	APRIL	FREDERICK DOUGLASS HIGH SCHOOL	HS ZERO HOUR
CLEMENT	APRIL	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
COLEMAN	EMILY	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL

COLEMAN	MICHAEL	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
COLES	VIVIAN	COVENTRY OAK ELEMENTARY	ELEM SBDM SECRETARY
COLLINS	CATHERINE	WELLINGTON ELEMENTARY	ELEM WEB MASTER
COMBS	MELANIE	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
COOPER	TAMARA	LIBERTY ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
COULTER	LISA	BEAUMONT MIDDLE SCHOOL	MID YEARBOOK SPONSOR
COVINGTON	MARY	SCAPA AT BLUEGRASS	MID TECHNOLOGY COORDINATOR
CRAIG	MELINDA	LIBERTY ELEMENTARY	ELEM TECHNOLOGY COORD
CROSS- OUTLAND	ANGELA	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
CRUMP	KEVIN	MORTON MIDDLE	MIDDLE ZERO HOUR
DALTON	BROOKE	ARLINGTON ELEMENTARY	ELEM SBDM SECRETARY
DANGELO	DIEGO	LAFAYETTE HIGH SCHOOL	HS ASST SOCCER (BOYS)
DAVIDSON	TARA	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
DEWSNAP	BETHANY	LIBERTY ELEMENTARY	ELEM BLDG ASSESSMENT COORD
DEWSNAP	BETHANY	LIBERTY ELEMENTARY	ELEM STUDENT ASSISTANCE TEAM

DOBBS	BROOKE	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
DODSON- SNOWDEN	EMILY	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
DONOHUE	KATHERINE	SCAPA AT BLUEGRASS	MID SPEECH TEAM SPONSOR-COMP
EARNHEART	MELANI	WINBURN MIDDLE	MID ACADEMIC TEAM SPONSOR
EARNHEART	MELANI	WINBURN MIDDLE	MID HEAD BASKETBALL (GIRLS)
EDIE	GELANA	LEESTOWN MIDDLE	MID EXTRA CURR ACTIVITY-ACAD
EDIE	GELANA	LEESTOWN MIDDLE	MID SYSTEM PROBLEM SOLVING TM
EGAN	SARAH	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
EL-AMIN	AHENewa	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
ELLER	DEBORAH	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
FESE	NATALEE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
FERGUSON	KERIANN	BEAUMONT MIDDLE SCHOOL	MID ASST VOLLEYBALL
FERRY	TIMOTHY	MILLCREEK ELEMENTARY	ELEM STLP COORDINATOR
FERRY	TIMOTHY	MILLCREEK ELEMENTARY	ELEM TECHNOLOGY COORD
FIELDS	LAURIE	SCAPA AT BLUEGRASS	MID EXTRA CURR ACT-NON ACAD

FIELDS	TIFFANY	LEESTOWN MIDDLE	MID CHEERLEADER SPONSOR
FISHER	KIM	STEAM ACADEMY	MID TEAM LEADER (3 PERSON)
FISTER	MARGARET	SQUIRES ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
FORD	CHLOE	LAFAYETTE HIGH SCHOOL	HS STUDENT COUNCIL SPONSOR #2
FOSTER	KRISTEN	MAXWELL ELEMENTARY	ELEM SBDM SECRETARY
FUGATE	RAECHEL	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
GADBERRY	HEATHER	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
GARR	PAULA	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST
GAY	JARROD	TATES CREEK HIGH	HS DISCR COACH (FALL)
GENTRY	SIDIYYAH	MILLCREEK ELEMENTARY	ELEM WEB MASTER
GILLIAM	JOHN	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST FOOTBALL
GREEN	KIMBERLY	WINBURN MIDDLE	MID CHEERLEADER SPONSOR
GREEN	SHANE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
GREGOIRE	CHERYL	WINBURN MIDDLE	MID ASST BASKETBALL (GIRLS)
GRIEME	KAYLA	JULIUS MARKS ELEMENTARY	ELEM GRADE LEVEL REP

GRIMM	CHRISTOPHER	LAFAYETTE HIGH SCHOOL	HS HEAD SOCCER (BOYS)
GUTIERREZ	KOLLETTE	MAXWELL ELEMENTARY	ELEM GRADE LEVEL REP
HAGER	LISA	HENRY CLAY HIGH SCHOOL	HS ASST ATHLETIC DIRECTOR
HAGGARD	JENICA	GARDEN SPRINGS ELEMENTARY	ELEM WEB MASTER
HAMMER	ADARA	GARDEN SPRINGS ELEMENTARY	ELEM SBDM SECRETARY
HAMPTON	KIRSTIN	TATES CREEK MIDDLE	MID HEAD VOLLEYBALL
HATFIELD	JOHN	TATES CREEK HIGH	HS BLDG ASSESSMENT COORD
HAWKINS	BRANDON	BEAUMONT MIDDLE SCHOOL	MID ASST FOOTBALL
HENDRIX	ALEXANDER	WILLIAM WELLS BROWN ELEMENTARY	ELEM CURRICULUM SPEC
HENDRIX	ALEXANDER	WILLIAM WELLS BROWN ELEMENTARY	ELEM GRADE LEVEL REP
HENSLEY	YVONNE	HARRISON ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
HENSLEY	YVONNE	HARRISON ELEMENTARY	ELEM STLP COORDINATOR
HENSLEY	YVONNE	HARRISON ELEMENTARY	ELEM WEB MASTER
HENSLEY	YVONNE	HARRISON ELEMENTARY	ELEM TECHNOLOGY COORD
HERZOG	BENJAMIN	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL

HICKS	DEEDRA	WINBURN MIDDLE	MID ACADEMIC TEAM SPONSOR
HILEN	ANGELA	MAXWELL ELEMENTARY	ELEM GRADE LEVEL REP
HILL	JAMES	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
HOGUE	LEIGH	JULIUS MARKS ELEMENTARY	ELEM EXTRACURRICULAR SUPV
HORNE	JORDAN	FREDERICK DOUGLASS HIGH SCHOOL	HS VOLLEYBALL (ASST)
HORTON	ANGELA	JULIUS MARKS ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
HORTON	ANGELA	JULIUS MARKS ELEMENTARY	ELEM SBDM SECRETARY
HOVEKAMP	ADAM	JULIUS MARKS ELEMENTARY	ELEM BLDG ASSESSMENT COORD
HOVEKAMP	ADAM	JULIUS MARKS ELEMENTARY	ELEM GRADE LEVEL REP
HOVEKAMP	ADAM	JULIUS MARKS ELEMENTARY	ELEM TECHNOLOGY COORD
HUDDLESTON	HAYLI	FREDERICK DOUGLASS HIGH SCHOOL	HS CHEERLDING SPONSOR(ASST)
INSKO	MINDY	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
JARBOE	MOLLY	BEAUMONT MIDDLE SCHOOL	MID CLUB SPONSOR
JARVIS	GEORGEANNA	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
JOHNSON	QUENTIN	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL

JONAKIN	ANNIE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
JONES	SUSAN	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
JUNKER	LUCIANNE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
KADAMBI	SANGEETA	BEAUMONT MIDDLE SCHOOL	MID SPEECH TEAM SPONSOR-COMP
KEINATH	KATHLEEN	JAMES LANE ALLEN ELEMENTARY	ELEM TECHNOLOGY COORD
KEITH	NICEIA	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
KELLY	TAYLOR	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
KELLY FRISBY	VERONICA	LIBERTY ELEMENTARY	ELEM EXTRACURRICULAR SUPV
KELLY FRISBY	VERONICA	LIBERTY ELEMENTARY	ELEM SBDM SECRETARY
KENNEDY	CRYSTAL	JAMES LANE ALLEN ELEMENTARY	ELEM TECHNOLOGY COORD
KEYS	ASHLEY	WELLINGTON ELEMENTARY	ELEM BLDG ASSESSMENT COORD
KINGSOLVER	CHRISTOPHER	LAFAYETTE HIGH SCHOOL	HS ASST ATHLETIC DIRECTOR
KISSNER	MONICA	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
LAMB	MONICA	WILLIAM WELLS BROWN ELEMENTARY	ELEM CURRICULUM SPEC
LAMB	MONICA	WILLIAM WELLS BROWN ELEMENTARY	ELEM GRADE LEVEL REP

LAMMY	HANNAH	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
LAWSON	JONATHAN	LAFAYETTE HIGH SCHOOL	HS ASST ATHLETIC DIRECTOR
LAWSON	JONATHAN	LAFAYETTE HIGH SCHOOL	HS VOLLEYBALL (ASST)
LAYNE	ADAM	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
LEFF	BRAXTEN	BRYAN STATION TRADL MIDDLE	MID ASST FOOTBALL
LESTER	ANNIE	WELLINGTON ELEMENTARY	ELEM EXTRACURRICULAR COORD
LEWIS	CLARENCE	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST FOOTBALL
LINDSEY	KEITH	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST
LITTLETON	DIANE	PICADOME ELEMENTARY	ELEM GRADE LEVEL REP
LOPEZ	JASMINE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
LUCCHESI	EMILY	BEAUMONT MIDDLE SCHOOL	MID CLUB SPONSOR
LUXON	MARGARET	SCAPA AT BLUEGRASS	MID EXTRA CURR ACT-NON ACAD
LUXON	MARGARET	SCAPA AT BLUEGRASS	MID SYSTEM PROBLEM SOLVING TM
LUXON	MARGARET	SCAPA AT BLUEGRASS	MID BLDG ASSESSMENT COORD
MACK	RONALD	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST FOOTBALL

MACK	RONALD	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST FOOTBALL #2
MACKELL	CHRISTINA	MAXWELL ELEMENTARY	ELEM GRADE LEVEL REP
MACKEY	ERICA	LAFAYETTE HIGH SCHOOL	HS DISCR COACH (FALL)
MANLEY	JORDAN	STEAM ACADEMY	MID INTRAMURAL DIRECTOR
MANLEY	JORDAN	STEAM ACADEMY	MID TEAM LEADER (4 PERSON)
MANOR	CALLIE	LANSDOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
MARSHALL- ALDRIDGE	EVA	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST
MARSHALL- ALDRIDGE	EVA	SCAPA AT BLUEGRASS	MID TEAM LEADER (3 PERSON)
MARTIN	MADISON	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
MASON	JENNIFER	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
MATO	DAVID	MAXWELL ELEMENTARY	ELEM GRADE LEVEL REP
MATO	DAVID	MAXWELL ELEMENTARY	ELEM TECHNOLOGY COORD
MCCLUNG	MELINDA	JAMES LANE ALLEN ELEMENTARY	ELEM BLDG ASSESSMENT COORD
MCCULLOUGH	LAURA	MILLCREEK ELEMENTARY	ELEM CURRICULUM SPEC
MCCULLOUGH	LAURA	MILLCREEK ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR

MCDANIEL	MARK	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
MCQUEARY	SUSAN	PICADOME ELEMENTARY	ELEM GRADE LEVEL REP
MENDOZA	RAFAEL	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
MIRANDA	ANTONIO	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
MITCHELL	JANE	GARRETT MORGAN ELEMENTARY	ELEM STLP COORDINATOR
MLINAR	PAULA	DIXIE MAGNET ELEMENTARY	ELEM ACADEMIC TEAM COACH
MOCK	JENNY	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
MONTALVO BUENO	MARIA	MAXWELL ELEMENTARY	ELEM GRADE LEVEL REP
MOORE	JOANNE	JULIUS MARKS ELEMENTARY	ELEM GRADE LEVEL REP
MOORE	JULIE	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST
MOORE	JULIE	SCAPA AT BLUEGRASS	MID STLP COORDINATOR
MOORE	JULIE	SCAPA AT BLUEGRASS	MID TEAM LEADER (3 PERSON)
MORALES	CAROLINE	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
MORRIS	SHERRI	STEAM ACADEMY	MID TEAM LEADER (3 PERSON)
MULERT	CARRIE	WILLIAM WELLS BROWN ELEMENTARY	ELEM CURRICULUM SPEC

MULERT	CARRIE	WILLIAM WELLS BROWN ELEMENTARY	ELEM GRADE LEVEL REP
MURGO	JACOB	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
NEAL	KRISTI	TATES CREEK HIGH	HS/MID SBDM SECRETARY
NEWSOME	ANGELA	GARDEN SPRINGS ELEMENTARY	ELEM CURRICULUM SPEC
NORTON	CARL	LEXINGTON TRAD MAGNET MIDDLE	MID ASST BASKETBALL (BOYS)
NORTON	GRACE	PICADOME ELEMENTARY	ELEM GRADE LEVEL REP
NORTON	LISA	SQUIRES ELEMENTARY	ELEM BLDG ASSESSMENT COORD
O'BRIEN	JENNIFER	FREDERICK DOUGLASS HIGH SCHOOL	HS SCH GRANT MANAGER
O'BRIEN	JENNIFER	FREDERICK DOUGLASS HIGH SCHOOL	HS ACADEMY CHAIR
ONKST	DEVIN	SCAPA AT BLUEGRASS	MID MATH TEAM SPONSOR
PAIGE	MADISON	LEESTOWN MIDDLE	MID ASST CHEERLEADING
PARKER	JACQUELINE	BRYAN STATION TRADL MIDDLE	MID MATH TEAM SPONSOR
PENA RIVERA	CARLOS	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
PICKENS	SARA	WELLINGTON ELEMENTARY	ELEM SBDM SECRETARY
PING	CHRISTIE	GARRETT MORGAN ELEMENTARY	ELEM STLP COORDINATOR

PINO	DANIELLE	HARRISON ELEMENTARY	ELEM COMMITTEE CHAIR
PLEASANT	CARLA	SCAPA AT BLUEGRASS	MID WEB MASTER
PLEASANT	CARLA	SCAPA AT BLUEGRASS	MID TEAM LEADER (3 PERSON)
PLEASANT	CARLA	SCAPA AT BLUEGRASS	MID TECHNOLOGY COORDINATOR
PRIEST	BARBARA	JULIUS MARKS ELEMENTARY	ELEM EXTRACURRICULAR SUPV
QUEENAN	PATRICK	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
QUEENAN	RYAN	HENRY CLAY HIGH SCHOOL	HS DISCR COACH (FALL)
QUICHOCHO	BRIANA	JULIUS MARKS ELEMENTARY	ELEM GRADE LEVEL REP
RANEY	BRIAN	LAFAYETTE HIGH SCHOOL	HS DISCR COACH (FALL)
RATLIFF	JOSEPH	HENRY CLAY HIGH SCHOOL	HS DISCRE COACH (YEAR-LONG)
RATLIFF	JOSEPH	HENRY CLAY HIGH SCHOOL	HS ASST FOOTBALL
RAY	CARYN	WELLINGTON ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
REAMS	JENNIFER	GARRETT MORGAN ELEMENTARY	ELEM WEB MASTER
REED	MACY	SCAPA AT BLUEGRASS	MID SPEECH TEAM SPONSOR-COMP
REED	MACY	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL

REMLEY	DIANE	LAFAYETTE HIGH SCHOOL	HS DISCR COACH (FALL)
REYNOLDS	NATHAN	LAFAYETTE HIGH SCHOOL	HS ASST SOCCER (BOYS)
RICKERT	CHRISTINE	VIRTUAL LEARNING ACADEMY	ELEM GRADE LEVEL REP
RIDD	ERIC	STEAM ACADEMY	ALT BLDG ASSESSMENT COORD
RIEHL	MEGHAN	SQUIRES ELEMENTARY	ELEM BLDG ASSESSMENT COORD
RITCHIE	DAVID	HENRY CLAY HIGH SCHOOL	HS ASST SOCCER (BOYS)
ROBINSON	BRETT	LAFAYETTE HIGH SCHOOL	HS CROSS COUNTRY
ROBINSON	BRIAN	PICADOME ELEMENTARY	ELEM GRADE LEVEL REP
RODES	EMILY	HENRY CLAY HIGH SCHOOL	HS ASST SOCCER (GIRLS)
ROGERS	DAWN	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
ROGERS	JESSICA	JULIUS MARKS ELEMENTARY	ELEM GRADE LEVEL REP
ROSE	PAUL	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
ROSEN	ASHLEY	STEAM ACADEMY	HS WEB MASTER
ROSEN	ASHLEY	STEAM ACADEMY	ALT TECH COORDINATOR
ROSEVEAR	JO-HANNA	FREDERICK DOUGLASS HIGH SCHOOL	HS SCH GRANT MANAGER

ROSEVEAR	JO-HANNA	FREDERICK DOUGLASS HIGH SCHOOL	HS ACADEMY CHAIR
RUNDELL	MEREDITH	HENRY CLAY HIGH SCHOOL	HS ASST SOCCER (GIRLS)
RUTLEDGE	EVAN	PAUL LAURENCE DUNBAR HIGH	HS ASST FOOTBALL
RYAN	JACOB	HENRY CLAY HIGH SCHOOL	HS ASST FOOTBALL
SANCHEZ-SANCHEZ	ANA	MAXWELL ELEMENTARY	ELEM GRADE LEVEL REP
SANTIAGO	ABIGAIL	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
SARANTAKOS	SHANDRA	SCAPA AT BLUEGRASS	MID PROF DEVELOPMENT CHAIR
SCHWAB	SOPHIE	LAFAYETTE HIGH SCHOOL	HS VOLLEYBALL (ASST)
SCOTT	VINCENT	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
SERGEANT	ERICA	WILLIAM WELLS BROWN ELEMENTARY	ELEM CURRICULUM SPEC
SERGEANT	ERICA	WILLIAM WELLS BROWN ELEMENTARY	ELEM GRADE LEVEL REP
SHADEH	KARLY	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
SHARP	ANGENETTE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
SHAVER	BRITTANY	BEAUMONT MIDDLE SCHOOL	MID ASST BASKETBALL (GIRLS)
SHEROAN	LORI	BEAUMONT MIDDLE SCHOOL	MID CLUB SPONSOR

SHOOK	MEGAN	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
SIZEMORE	MORGAN	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST CHEERLEADING
SLONE	BRANDON	HENRY CLAY HIGH SCHOOL	HS ASST ATHLETIC DIRECTOR
SMITH	KELLI	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
SMITH	RACHEL	MILLCREEK ELEMENTARY	ELEM BLDG ASSESSMENT COORD
SMITH	REGINA	PICADOME ELEMENTARY	ELEM GRADE LEVEL REP
SMITH	RODRIQUEZ	LEXINGTON TRAD MAGNET MIDDLE	MID ASST BASKETBALL (BOYS)
SPAETH	MICHAEL	SCAPA AT BLUEGRASS	MID CLUB SPONSOR
SPAETH	MICHAEL	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST
SPOONAMORE	ANN-MARIE	HENRY CLAY HIGH SCHOOL	HS DISCR COACH (FALL)
STACY	KARA	BEAUMONT MIDDLE SCHOOL	MID DISCRETIONARY COACH FALL
STARK	ANGELA	LAFAYETTE HIGH SCHOOL	HS DISCR COACH (FALL)
STEPHENS	CATHERINE	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
STEPHENS	JACOB	LAFAYETTE HIGH SCHOOL	HS ASST SOCCER (BOYS)
STEPHENSON	JULIE	SCAPA AT BLUEGRASS	MID TEAM LEADER (3 PERSON)

STEWART	AMANDA	WILLIAM WELLS BROWN ELEMENTARY	ELEM BLDG ASSESSMENT COORD
STRANGE	GERALYN	STEAM ACADEMY	HS/MID SBDM SEC-CLAS SAL
SUTHERLAND	CLAY	MORTON MIDDLE	MID MATH TEAM SPONSOR
TALBERT	EVERETT	SOUTHERN MIDDLE	MID ASST FOOTBALL
TELLIS	XA VIAN	HENRY CLAY HIGH SCHOOL	HS ASST SOCCER (BOYS)
THOMAS	BRITTANY	PICADOME ELEMENTARY	ELEM GRADE LEVEL REP
THRASH	LINDSEY	JULIUS MARKS ELEMENTARY	ELEM SPECIAL AREA SPONSOR
THRASH	LINDSEY	JULIUS MARKS ELEMENTARY	ELEM WEB MASTER
TIMMONS	ROBIN	SOUTHERN MIDDLE	MID YEARBOOK SPONSOR
TORO	JULIANNE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
TRISKO	CARLA	MORTON MIDDLE	MIDDLE ZERO HOUR
TROWEL	MELANIE	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
TURNER	BRIAN	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
URBANEJA	HECTOR	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
VACA- POLLARD	SUSANNAH	MAXWELL ELEMENTARY	ELEM GRADE LEVEL REP

VALLEY	LESLIE	STEAM ACADEMY	HS PROF DEVELOPMENT CHAIR
VICE	SAVANNAH	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
WAGGONER	DEBORAH	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
WARD	AUTUMN	STEAM ACADEMY	MID TEAM LEADER (3 PERSON)
WATERBURY	KELLY	SCAPA AT BLUEGRASS	MID EXTRA CURR ACT-NON ACAD
WATERS	TYLER	STEAM ACADEMY	MID TEAM LEADER (3 PERSON)
WATTS	RYAN	LIBERTY ELEMENTARY	ELEM WEB MASTER
WELCH	MAREESA	JULIUS MARKS ELEMENTARY	ELEM GRADE LEVEL REP
WELLS	AMANDA	SCAPA AT BLUEGRASS	SCAPA MUSIC SPONSOR
WESLEY- PORTER	SHARRON	HENRY CLAY HIGH SCHOOL	HS DISCRE COACH (YEAR-LONG)
WEST	AUDREY	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
WESTER	WILLIAM	LAFAYETTE HIGH SCHOOL	HS ASST SOCCER (BOYS)
WHITESIDE	MARK	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
WILKIRSON	ROBERT	SQUIRES ELEMENTARY	ELEM TECHNOLOGY COORD
WILSON	ANTHONY	BEAUMONT MIDDLE SCHOOL	MID HEAD BASKETBALL (GIRLS)

WITT	ADAM	LAFAYETTE HIGH SCHOOL	HS ASST SOCCER (BOYS)
WOLFE	LAUREN	TATES CREEK HIGH	HS TECHNOLOGY COORDINATOR
YATES	AMANDA	WILLIAM WELLS BROWN ELEMENTARY	ELEM WEB MASTER
YATES	AMANDA	WILLIAM WELLS BROWN ELEMENTARY	ELEM TECHNOLOGY COORD
YATES	JORDAN	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
YATES	VICKI	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
YEAGER	JORDAN	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
YEAGER	JORDAN	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
ZHENG	YANHONG	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL

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

Name	Location	Assignment
BARCUS RACHEL	TECHNOLOGY	ELEM TECHNOLOGY COORD
CRAWFORD BENJAMIN	PAUL LAURENCE DUNBAR HIGH	HS ACAD COMPETITION SPONSOR
FULLWOOD SONIA	MORTON MIDDLE	MID MATH TEAM SPONSOR
REAMS JENNIFER	GARRETT MORGAN ELEMENTARY	ELEM STLP COORDINATOR
WOLFE LAUREN	TATES CREEK HIGH	HS STLP COORDINATOR

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
BEATTY LADONNA	SUB BUS MONITOR	9/28/2020
HENDREN MARK	SUB BUS DRIVER	9/21/2020
LABRADA LUIS	SUB BUS MONITOR	9/28/2020
ROGERS LOGAN	SUB BUS DRIVER	9/30/2020
ROGERS LOGAN	SUB BUS MONITOR	9/28/2020
SMITH JAMES	SUB BUS DRIVER	9/28/2020
SMITH GARDERLEENE	SUB BUS MONITOR	9/28/2020

- b. Employment of Emergency Certified Substitute Teacher - In accordance with 16 KAR 2:030, this is to report that the Superintendent is requesting the Education Professional Standards Board to issue one-year Provisional Certificates for Emergency Substitute Teaching as indicated for the following teachers:

Name	Assignment	Effective Date
WHITE SUELLEN	EMERGENCY SUBSTITUTE	10/6/2020

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

Name	Assignment	Effective Date
HEBBELER ANNETTE	SUBSTITUTE TEACHER	10/8/2020
MURPHY CAITLIN	SUBSTITUTE TEACHER	10/6/2020

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

MEETING: Planning

DATE: 11/9/2020

TOPIC: CARES Act and FEMA Update

PREPARED BY: Ann Sampson-Grimes

**Recommended Action on: 11/9/2020
Informational Item**

Superintendent Prior Approval: No

Recommendation/Motion: N/A

Background/Rationale: Provide update regarding CARES Act and FEMA reimbursement.

Policy: N/A

Fiscal Impact: N/A

Attachments(s): N/A

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

Board of Education: Stephanie Spires, Chair • Raymond Daniels, Vice Chair • Daryl Love • Christy Morris • Tyler Murphy

Superintendent Emmanuel Caulk

701 East Main Street, Lexington, Kentucky 40502 • Phone: 859.381.4100 • www.fcps.net

Mailing Address: 1126 Russell Cave Rd., Lexington, Kentucky 40505

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

MEETING: Regular

DATE: 11/23/2020

TOPIC: Budget Transfer Report

PREPARED BY: Ann Sampson-Grimes

Recommended Action on: 11/23/2020

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

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

Board of Education: Stephanie Spires, Chair • Raymond Daniels, Vice Chair • Daryl Love • Christy Morris • Tyler Murphy
Superintendent Emmanuel Caulk

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Budget Transfer Report October 2021

Function	Function name	Effective date	Location	Comments	Amount
Journal 665					
2600	PLANT OPERATIONS F-ASSETS ONLY	10/12/2020	MAINTENANCE SHOP	SONITROL	240,000.00
1000	INSTRUCTIONAL SUPPORT	10/12/2020	DISTRICT WIDE	SONITROL	(240,000.00)
Journal total					0.00
Journal 1501					
2600	PLANT OPERATIONS F-ASSETS ONLY	10/20/2020	MAINTENANCE SHOP	COVID - 50 VICTORY SPRAYERS	39,757.00
2600	PLANT OPERATIONS F-ASSETS ONLY	10/20/2020	MAINTENANCE SHOP	COVID - GLOVES FOR TEACHERS	40,000.00
2600	PLANT OPERATIONS F-ASSETS ONLY	10/20/2020	MAINTENANCE SHOP	COVID - 55 GAL DRUM HAND SANTI	59,000.00
2600	PLANT OPERATIONS F-ASSETS ONLY	10/20/2020	MAINTENANCE SHOP	COVID - DRUM CRADLES	20,000.00
2600	PLANT OPERATIONS F-ASSETS ONLY	10/20/2020	MAINTENANCE SHOP	COVID - SPRAY BOT FOR HAND SAN	7,500.00
1000	INSTRUCTIONAL SUPPORT	10/20/2020	DISTRICT WIDE	COVID - OPERATIONS	(166,257.00)
Journal total					0.00
Journal 1821					
1000	INSTRUCTIONAL SUPPORT	10/27/2020	DISTRICT WIDE	2ND MONTH ADJUSTMENT	(414,084.49)
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	ASHLAND ELEMENTARY	2ND MONTH ADJUSTMENT	(1,185.47)
1000	INSTRUCTIONAL SUPPORT	10/27/2020	WILLIAM WELLS BROWN ELEMENTARY	2ND MONTH ADJUSTMENT	(151.40)
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	WELLINGTON ELEMENTARY	2ND MONTH ADJUSTMENT	(1,534.40)
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	LEXINGTON TRAD MAGNET MIDDLE	2ND MONTH ADJUSTMENT	(2,330.00)
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	PICADOME ELEMENTARY	2ND MONTH ADJUSTMENT	(123.24)
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	ARLINGTON ELEMENTARY	2ND MONTH ADJUSTMENT	904.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	VETERANS PARK ELEMENTARY	2ND MONTH ADJUSTMENT	1,807.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	SCAPA AT BLUEGRASS	2ND MONTH ADJUSTMENT	1,673.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	CRAWFORD MIDDLE SCHOOL	2ND MONTH ADJUSTMENT	13,279.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	BRYAN STATION TRADL MIDDLE	2ND MONTH ADJUSTMENT	15,552.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	EDYTHE J HAYES MIDDLE SCHOOL	2ND MONTH ADJUSTMENT	15,190.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	DEEP SPRINGS ELEMENTARY	2ND MONTH ADJUSTMENT	3,842.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	DIXIE MAGNET ELEMENTARY	2ND MONTH ADJUSTMENT	2,958.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	HENRY CLAY HIGH SCHOOL	2ND MONTH ADJUSTMENT	22,363.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	ROSA PARKS ELEMENTARY	2ND MONTH ADJUSTMENT	1,781.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	THE STABLES	2ND MONTH ADJUSTMENT	2,056.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	BOOKER T WASHINGTON ELEMENTARY	2ND MONTH ADJUSTMENT	3,357.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	LIBERTY ELEMENTARY	2ND MONTH ADJUSTMENT	2,460.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	SANDERSVILLE ELEMENTARY	2ND MONTH ADJUSTMENT	6,709.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	LAFAYETTE HIGH SCHOOL	2ND MONTH ADJUSTMENT	47,915.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	LANSDOWNE ELEMENTARY	2ND MONTH ADJUSTMENT	1,045.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	LEESTOWN MIDDLE	2ND MONTH ADJUSTMENT	22,562.00

Budget Transfer Report
October 2021

2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	BRECKINRIDGE ELEMENTARY	2ND MONTH ADJUSTMENT	1,175.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	MAXWELL ELEMENTARY	2ND MONTH ADJUSTMENT	7,565.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	MORTON MIDDLE	2ND MONTH ADJUSTMENT	5,434.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	NORTHERN ELEMENTARY	2ND MONTH ADJUSTMENT	5,253.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	RUSSELL CAVE ELEMENTARY	2ND MONTH ADJUSTMENT	2,239.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	TATES CREEK ELEMENTARY	2ND MONTH ADJUSTMENT	3,398.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	COVENTRY OAK ELEMENTARY	2ND MONTH ADJUSTMENT	4,379.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	TATES CREEK MIDDLE	2ND MONTH ADJUSTMENT	3,593.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	TATES CREEK HIGH	2ND MONTH ADJUSTMENT	14,216.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	RISE STEM ACADEMY FOR GIRLS	2ND MONTH ADJUSTMENT	13,282.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	FREDERICK DOUGLASS HIGH SCHOOL	2ND MONTH ADJUSTMENT	57,459.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	STEAM ACADEMY	2ND MONTH ADJUSTMENT	3,420.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	BRYAN STATION HIGH	2ND MONTH ADJUSTMENT	43,164.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	JAMES LANE ALLEN ELEMENTARY	2ND MONTH ADJUSTMENT	1,062.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	PAUL LAURENCE DUNBAR HIGH	2ND MONTH ADJUSTMENT	32,931.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	JESSIE M CLARK MIDDLE	2ND MONTH ADJUSTMENT	13,010.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	CARDINAL VALLEY ELEMENTARY	2ND MONTH ADJUSTMENT	6,995.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	WINBURN MIDDLE	2ND MONTH ADJUSTMENT	12,166.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	MILLCREEK ELEMENTARY	2ND MONTH ADJUSTMENT	3,917.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	CARTER G WOODSON ACADEMY	2ND MONTH ADJUSTMENT	5,921.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	BRENDA COWAN ELEMENTARY	2ND MONTH ADJUSTMENT	9,017.00
2400	SCH ADMIN SUPPORT F-ASSET ONLY	10/27/2020	THE LEARNING CENTER	2ND MONTH ADJUSTMENT	4,360.00
Journal total					0.00

Function Code Listing

1000 - INSTRUCTION

School's Regular Instruction	School's Special Instruction
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2100 - STUDENT SUPPORT SERVICES

Pupil Personnel Services	Occupational Therapists	Audiology
School's Guidance Counseling	Psychologist	Physical Therapists
School Social Workers	Speech Therapists	Special Education Related Services
		Parent Involvement

2200 - INSTRUCTIONAL STAFF SUPPORT SERVICES

Student Achievement	School's Libraries	Elementary Directors
Language Arts Services	Instructional Technology	Middle School Director
School Improvement Services	Media Services	High School Director
Social Studies Services	Educational Television	English as a Second Language
Science Services	Special Education Coordinator	Distinguished Educators
Gifted and Talented Services	Reading Recovery	EBCE
Vocational/Business Services	Health & Fitness	Assessment
Vocational/Career Services	Fine Arts & Music Services	Alternative Programs
Student and Program Assessment	Foreign Language Services	Mathematics Services
At-Risk Programs	Interdisciplinary Studies	Professional Development
		Preschool/Primary Services

2300 DISTRICT ADMINISTRATIVE SUPPORT SERVICES

School Board Activities	Legal Services	Tax Assessment & Collection
Superintendent's Office	Equity/SBDM/Diversity	

2400 - SCHOOL ADMINISTRATIVE SUPPORT SERVICES

PGES Coach	School's Principal Office	Associate Principals
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2500 - BUSINESS SUPPORT SERVICES

Human Resources	Financial Services	Warehouse/Purchasing/Textbook
Accounting Office	Budget and Staffing	Chief Administrative Officer
Risk Management/Insurance	Printing & Duplicating	Administrative Technology

2600 - PLANT OPERATION & MAINTENANCE

Law Enforcement Services	Maintenance Shop Operations	Physical Support Services
School's Building Operations	Plant Operations	Chief Operating Office

2700 STUDENT TRANSPORTATION

Transportation Services

3300 - COMMUNITY SERVICE OPERATIONS

Family & Community Involvement

5200 - FUND TRANSFER

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

MEETING: Regular

DATE: 11/23/2020

TOPIC: Position Control Document

PREPARED BY: Ann Sampson-Grimes

**Recommended Action on: 11/23/2020
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 at IAKSS**

Policy: N/A

Fiscal Impact: N/A

Attachments(s): Position Control Document

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

Board of Education: Stephanie Spires, Chair • Raymond Daniels, Vice Chair • Daryl Love • Christy Morris • Tyler Murphy

Superintendent Emmanuel Caulk

701 East Main Street, Lexington, Kentucky 40502 • Phone: 859.381.4100 • www.fcps.net

Mailing Address: 1126 Russell Cave Rd., Lexington, Kentucky 40505

Fayette County Public Schools
It's About Kids Support Services- Position Control Document

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2020-2021	Calendar	Creation Date
Office of the Superintendent						
1	SCHOOL DISTRICT SUPERINTENDENT	1	General Fund	281,888	245	6/28/2004
353	EXEC ASST TO SUPERINTENDENT	1	General Fund	76,616	256	7/1/2015
307	COMMUNICATIONS SPECIALIST	1	General Fund	109,632	245	6/28/2004
728	COMMUNICATIONS SPECIALIST	1	General Fund	44,227	245	9/1/2020
706	SPECIAL PROJECT INTERN	1	General Fund	55,003	245	7/1/2017
Grants, Research, Accountability & Data						
277	DIR OF DATA, RESEARCH AND ACCOUNTABILITY	1	General Fund			7/1/2015
318	DATA ENGINEER	1	General Fund	102,312	245	6/28/2004
556	DATA SCIENTIST	0.4	General Fund	23,678	228	3/29/2019
555	DATA SCIENTIST	0.4	General Fund	24,397	219	3/29/2019
320	DATA STRATEGIST	1	General Fund	84,316	233	7/1/2016
319	DATA STRATEGIST	1	General Fund	69,546	245	7/1/2016
343	GRANT WRITER	1	General Fund	107,404	245	6/28/2004
342	GRANT WRITER	1	General Fund	101,466	245	6/23/2008
Office of School Leadership						
29	INTERIM SR DIRECTOR OF SCHOOL LEADERSHIP	0.6	General Fund	83,392	245	7/1/2013
15	ATHLETIC DIRECTOR - CERTIFIED	1	General Fund	104,242	245	7/1/2007
21	CHIEF OF SCHOOLS	1	General Fund	134,388	245	7/1/2017
22	CHIEF OF SCHOOLS	1	General Fund	133,944	245	7/1/2017
23	CHIEF OF SCHOOLS	1	General Fund	126,006	245	7/1/2017
24	CHIEF OF SCHOOLS	1	General Fund	119,060	238	7/1/2017
25	CHIEF OF SCHOOLS	1	General Fund			7/1/2017
26	CHIEF OF SCHOOLS	1	General Fund	114,789	245	7/1/2017
27	SCHOOL LEADERSHIP SUPPORT SPECIALIST	1	General Fund			7/1/2017
220	ADMINISTRATIVE ASSISTANT III	1	General Fund	45,036	256	6/28/2004
221	ADMINISTRATIVE ASSISTANT III	1	General Fund	48,824	256	6/28/2004
224	ADMINISTRATIVE ASSISTANT III	1	General Fund	50,975	256	6/28/2004
228	ADMINISTRATIVE ASSISTANT III	1	General Fund	54,436	256	6/28/2004
324	MANAGER OF STRATEGIC PARTNERS	1	General Fund	61,005	217	7/31/2006
359	EBCE/SLC PROGRAM MANAGER	1	General Fund	63,342	189	6/28/2004
901	SCHOOL LEADERSHIP SUPPORT SPECIALIST	1	General Fund	96,231	245	7/1/2018
903	ASST TO DIR OF PUPIL PERS-12MO	1	General Fund	104,603	245	7/15/2015
725	PROGRAM MANAGER	1	General Fund	68,873	228	7/1/2020
904	PRINCIPAL FOR SPECIAL PROJECTS	1	General Fund	133,281	245	7/1/2018
Office of Curriculum, Instruction and Assessment						
44	ASSOCIATE DIRECTOR EARLY START	1	Preschool	110,348	245	6/28/2004
76	PROGRAM SPECIALIST II	1	Preschool/IDEA	75,642	189	6/28/2004
77	PROGRAM SPECIALIST II	1	Preschool/IDEA	73,423	189	6/28/2004
78	PROGRAM SPECIALIST II	1	Preschool/IDEA	49,160	189	6/28/2004
211	ADMINISTRATIVE ASSISTANT II	1	Preschool	43,295	256	6/28/2004
402	DW RESOURCE INSTRUCTOR-9.5 MO	1	Preschool, IDEA	81,311	189	6/28/2004
420	DW EXCEPT CHILD RESOURCE INSTR	0.5	IDEA-Preschool	78,672	209	6/28/2004
459	DW EXCEPT CHILD RESOURCE INSTR	0.5	Preschool	78,672	209	6/28/2004
562	EARLY CHILD FAM/COMM DIST LIAS	1	Preschool	75,248	245	7/1/2015
56	MTSS COACH	1	General Fund	85,959	219	7/1/2016
441	ADMINISTRATIVE ASSISTANT II	1	General Fund	34,079	221	7/1/2018
592	CONTINUOUS IMPROVEMENT SPEC	1	TITLE IV	95,897	219	7/1/2019
593	CONTINUOUS IMPROVEMENT SPEC	1	TITLE IV	77,012	209	7/2/2019
594	CONTINUOUS IMPROVEMENT SPEC	1	TITLE IV	86,187	209	7/3/2019
732	DIR CURR INSTR & ASSESSMENT	0.5	General Fund	57,248	122	6/28/2004
19	DIR CURR INSTR & ASSESSMENT	1	General Fund	118,358	245	6/28/2004
732	DIR CURR INSTR & ASSESSMENT	1	General Fund	124,633	245	6/28/2004
55	INSTRUCTIONAL INNOVATION SPEC	1	General Fund	94,218	219	6/28/2004
222	ADMINISTRATIVE ASSISTANT III	1	General Fund	39,567	256	6/28/2004
328	PROGRAM MANAGER	1	General Fund	100,800	245	7/1/2017
398	INSTRUCTIONAL INNOVATION SPEC	1	Title I, Striving Readers	76,637	204	7/1/2018
403	DW RESOURCE INSTRUCTOR-11 MO	1	General Fund	100,766	219	6/28/2004
408	DW RESOURCE INSTRUCTOR-11 MO	1	General Fund	88,150	219	6/28/2004
721	INSTRUCTIONAL INNOVATION SPEC	2	General Fund	80,390	204	7/1/2020
724	INSTRUCTIONAL INNOVATION SPEC	3	General Fund	70,847	204	7/1/2020
20	SR DIR CURR INSTR & ASSMNT	1	General Fund	174,429	245	7/1/2016
39	SCHOOL BASED INSTR SPECIALIST	1	General Fund	81,057	219	7/1/2017
40	SCHOOL BASED INSTR SPECIALIST	1	General Fund	71,660	219	7/1/2017
41	SCHOOL BASED INSTR SPECIALIST	1	General Fund	85,507	219	7/1/2017
42	SCHOOL BASED INSTR SPECIALIST	1	General Fund	63,289	219	7/1/2017
52	INSTRUCTIONAL INNOVATION SPEC	1	General Fund	107,333	219	7/1/2015
53	INSTRUCTIONAL INNOVATION SPEC	1	General Fund	102,766	219	8/27/2012
351	ADMIN ASST-CHIEF OFFICERS	1	General Fund	65,516	256	1/26/2017
389	SCHOOL BASED INSTR SPECIALIST	1	General Fund	72,733	219	7/1/2017
390	SCHOOL BASED INSTR SPECIALIST	1	General Fund	104,324	219	7/1/2017
391	SCHOOL BASED INSTR SPECIALIST	1	General Fund	97,544	219	7/1/2017
392	SCHOOL BASED INSTR SPECIALIST	1	General Fund	84,910	219	7/1/2017
404	DW RESOURCE INSTRUCTOR-11 MO	1	General Fund	107,333	219	6/28/2004
442	DW CURR AND INSTR COACH	1	General Fund	65,645	209	7/1/2018
448	INSTRUCTIONAL SUPPORT SPEC	1	General Fund	116,290	245	7/1/2010
506	SCHOOL BASED INSTR SPECIALIST	1	General Fund	98,558	219	9/27/2018
507	SCHOOL BASED INSTR SPECIALIST	1	General Fund	65,307	219	9/27/2018
508	SCHOOL BASED INSTRUCTIONAL SPECIALIST	1	General Fund			9/27/2018
509	SCHOOL BASED INSTR SPECIALIST	1	General Fund	75,789	219	9/27/2018
510	SCHOOL BASED INSTR SPECIALIST	1	General Fund	90,150	219	9/27/2018
511	SCHOOL BASED INSTR SPECIALIST	1	General Fund	107,589	219	9/27/2018
577	SCHOOL BASED INSTR SPECIALIST	1	General Fund	74,733	219	7/1/2017
578	SCHOOL BASED INSTR SPECIALIST	1	General Fund	83,657	219	7/1/2017
579	SCHOOL BASED INSTRUCTIONAL SPECIALIST	1	General Fund			7/1/2017
581	ASSOCIATE DIRECTOR OF ASSESSMENT LITERACY	1	General Fund			7/1/2019
17	DIR CURR INSTR & ASSESSMENT	1	General Fund	130,744	245	6/28/2004

Fayette County Public Schools
It's About Kids Support Services- Position Control Document

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2020-2021	Calendar	Creation Date
223	ADMINISTRATIVE ASSISTANT III	1	General Fund	47,084	256	6/28/2004
237	MIGRANT ADVOCATE/RECRUITER	1	Title I -Migrant	49,398	256	12/15/2013
238	MIGRANT ADVOCATE/RECRUITER	1	Title I -Migrant	53,535	256	12/5/2013
239	MIGRANT ADVOCATE/RECRUITER	1	Title I -Migrant	50,811	256	6/28/2004
317	INTERPRET & TRANS SVS LIAISON	1	General Fund	88,369	245	7/1/2015
427	DW RESOURCE INSTRUCTOR-11 MO	1	General Fund	89,473	219	7/1/2013
429	DW RESOURCE INSTRUCTOR-G/T	1	General Fund	77,356	209	7/1/2015
567	INSTR SPEC FOR ENG LEARNERS	1	Title I - Migrant, Title III - LEP	97,810	219	8/23/2004
568	INSTR SPEC FOR ENG LEARNERS	1	Title III - LEP	56,900	219	8/22/2005
625	INSTR SPEC FOR ENG LEARNERS	1	Title III - LEP	79,859	219	6/28/2004
705	INSTR SPEC FOR ENG LEARNERS	1	Title III - LEP	66,605	219	8/22/2005
30	ASSOCIATE DIRECTOR TITLE I	1	Title I	111,077	245	6/28/2004
229	ADMINISTRATIVE ASSISTANT III	1	Title I	54,436	256	6/28/2004
405	DW RESOURCE INSTRUCTOR-11 MO	1	Reading Recovery, Title I	86,759	219	6/28/2004
409	DW RESOURCE INSTRUCTOR-11 MO	1	Title I	91,473	219	7/1/2013
411	DW RESOURCE INSTRUCTOR-11 MO	1	Title I	92,174	219	6/28/2004
412	DW RESOURCE INSTRUCTOR-11 MO	1	Title I	84,910	219	6/28/2004
425	TITLE I INSTRUCTOR	0.8	Title I	67,345	189	5/23/2005
571	DW RESOURCE INSTRUCTOR-11 MO	1	Title I	93,558	219	8/23/2004
609	DW RESOURCE INSTRUCTOR-11 MO	1	Title I	79,859	219	7/1/2019
Special Education						
2	DIRECTOR OF EXCEPTIONAL CHILD	1	General Fund	132,669	245	6/28/2004
6	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	120,835	245	6/28/2004
7	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	107,080	245	7/12/2012
8	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	108,299	245	6/28/2004
16	EXCEPTIONAL CHILD CONSULTANT	1	General Fund	64,516	209	6/28/2004
57	SPEECH LANG RES SPECIALIST	1	General Fund	76,165	209	6/28/2004
51	504 COORDINATOR	1	General Fund	107,805	245	7/1/2016
58	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA	60,404	209	7/1/2012
75	AUDIOLOGIST	1	General Fund	59,186	189	6/28/2004
138	IAKSS SYSTEMS ANALYST	1	General Fund	59,474	256	6/28/2004
157	IAKSS MICROCOMPUTER SPECIALIST	1	IDEA	58,614	256	7/1/2010
218	ADMINISTRATIVE ASSISTANT III	1	General Fund	46,428	256	6/28/2004
234	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	36,618	256	6/28/2004
305	EXCEPTIONAL CHILD NURSE	1	General Fund	70,505	219	7/15/2015
311	SPECIAL ED PARENT LIAISON	1	IDEA	29,393	190	6/28/2004
312	SPECIAL ED PARENT LIAISON	1	IDEA	21,879	190	6/28/2004
355	IAKSS OFFICE ASSISTANT II	1	General Fund	48,312	256	6/28/2004
415	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	93,344	209	6/28/2004
416	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	87,387	209	6/28/2004
417	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	87,278	209	6/28/2004
418	DW EXC CHILD RES SPEC-PSYCHOLO	1	IDEA	73,770	209	7/1/2011
419	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	78,659	209	6/28/2004
421	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	75,989	204	6/28/2004
422	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA-Preschool	66,754	209	6/28/2004
423	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	77,356	209	6/28/2004
424	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	85,387	209	6/28/2004
426	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	89,966	209	6/28/2004
430	ASSOC DIR OF SPEC ED ASSMNT	1	General Fund	90,495	245	6/28/2004
538	BOARD CERT BEHAVIOR ANALYST	1	General Fund - SAFE			10/26/2018
539	BOARD CERT BEHAVIOR ANALYST	1	General Fund - SAFE	96,602	209	10/26/2018
560	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA	56,770	209	7/1/2012
561	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA	55,394	207	7/1/2012
565	BOARD CERT BEHAVIOR ANALYST	1	General Fund - SAFE	96,602	209	10/26/2018
566	BOARD CERT BEHAVIOR ANALYST	1	General Fund - SAFE	78,426	209	10/26/2018
595	ADMINISTRATIVE ASSISTANT II	1	IDEA	38,781	236	6/28/2004
902	PROGRAM DIRECTOR	1	General Fund	112,951	245	6/28/2004
Office of Student Support Services						
47	DIRECTOR OF STUDENT SUPPORT	1	General Fund	124,342	245	6/28/2004
11	OTHER CENTRAL OFFICE POSITIONS	1	ESS/TITLE IV	85,797	245	11/24/2014
31	HOMELESS EDUCATION LIAISON	1	General Fund	72,068	189	7/1/2016
48	DISTRICT PBIS COACH	1	SAFE Schools	62,324	209	7/1/2015
232	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	44,029	256	6/28/2004
383	DISTRICT PBIS COACH	1	TITLE IV	65,645	209	7/1/2018
386	DISTRICT PBIS COACH	1	SAFE Schools	83,444	209	7/1/2015
394	DW PBIS COACH/SAFE SCHOOLS	1	SAFE Schools	86,176	245	6/28/2004
525	DW SCM SPECIALIST	1	General Fund - SAFE	93,421	245	10/3/2018
549	OTHER CENTRAL OFFICE POSITIONS	1	ESS/TITLE IV	98,029	245	7/1/2015
569	DISTRICT PBIS COACH	1	TITLE IV	88,587	209	7/1/2019
583	DISTRICT PBIS COACH	1	General Fund - SAFE	85,387	209	7/1/2019
584	DISTRICT PBIS COACH	1	General Fund - SAFE	85,387	209	7/1/2019
618	PROGRAM SPECIALIST I	1	AMERICORP	45,398	217	9/19/2019
611	ADMINISTRATIVE ASSISTANT III	1	General Fund	56,074	256	6/28/2004
Pupil Personnel						
3	DIRECTOR OF PUPIL PERSONNEL	1	General Fund	110,644	245	6/28/2004
227	ADMINISTRATIVE ASSISTANT III	1	General Fund	55,255	256	6/28/2004
432	ASST TO DIR OF PUPIL PERS-12MO	1	General Fund	104,603	245	7/1/2014
33	ASST TO DIR OF PUPIL PERSONNEL	1	General Fund	90,812	219	6/28/2004
34	ASST TO DIR OF PUPIL PERSONNEL	1	General Fund	81,057	219	6/28/2004
32	ASST TO DIR OF PUPIL PERSONNEL	1	General Fund	90,812	219	7/2/2016
350	OUT-OF-AREA ATTENDANCE SPEC	1	General Fund	41,206	256	6/28/2004
Office of Equity Officer (SBDM & Minority Recruitment)						
323	EQUITY OFFICER	1	General Fund	118,240	245	8/23/2004
497	ADMIN ASST-CHIEF OFFICERS	1	General Fund			6/28/2004
315	DW FAMILY/COMMUNITY LIAISON	1	General Fund	92,040	245	7/1/2012
558	ASSOC DIR-MIN RECRUIT&RETENT	1	General Fund	101,789	245	10/27/2014
43	CRT COACH	1	General Fund	90,680	245	7/1/2017

Fayette County Public Schools
It's About Kids Support Services- Position Control Document

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2020-2021	Calendar	Creation Date
309	DW STDY/FAM TRANS SUP&DRPT PRV	1	General Fund	69,013	245	7/1/2017
310	DW STDY/FAM TRANS SUP&DRPT PRV	1	General Fund	78,876	245	7/1/2012
344	FAMILY/COMMUNITY COORDINATOR	1	General Fund	94,942	245	7/31/2006
707	DW FAMILY/COMMUNITY LIAISON	1	General Fund - SAFE	77,711	245	7/1/2020

Fayette County Public Schools
It's About Kids Support Services- Position Control Document

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2020-2021	Calendar	Creation Date
General Counsel						
330	GENERAL COUNSEL	1	General Fund	143,889	245	7/1/2012
302	COMPLIANCE OFFICER	1	General Fund	80,102	245	7/1/2015
217	LEGAL ADMINISTRATIVE ASST	1	General Fund	45,548	256	7/1/2012
Law Enforcement						
322	CHIEF OF LAW ENFORCEMENT	1	General Fund	83,594	245	6/28/2004
326	LAW ENFORCEMENT LIEUTENANT	1	General Fund	88,198	245	7/1/2017
327	LAW ENFORCEMENT LIEUTENANT	1	General Fund	81,056	245	7/1/2012
387	LAW ENFORCEMENT LIEUTENANT	1	General Fund	76,637	245	7/1/2017
612	ADMINISTRATIVE ASSISTANT III	1	General Fund	42,642	220	6/28/2004
219	ADMINISTRATIVE ASSISTANT III	1	General Fund	40,960	256	6/28/2004
245	DISPATCHER	1	General Fund	48,210	256	6/28/2004
246	DISPATCHER	1	General Fund	38,625	256	6/28/2004
363	WEEKEND DISPATCHER	1	General Fund	18,959	105	6/28/2004
364	WEEKEND DISPATCHER	1	General Fund	9,354	105	6/28/2004
365	WEEKEND DISPATCHER	1	General Fund	20,118	105	6/28/2004
Office of Administrative Services						
278	CHIEF FINANCIAL OFFICER	1	General Fund	142,291	245	7/1/2015
304	MANAGER ECONOMIC DEVELOPMENT	1	General Fund	102,578	245	7/1/2010
341	MANAGER - FINANCIAL SYSTEMS	1	General Fund	103,354	245	6/28/2004
348	MIS USER SUPPORT ANALYST	1	General Fund	103,516	245	9/22/2008
347	MIS USER SUPPORT ANALYST	1	General Fund	96,606	245	6/28/2004
586	MIS USER SUPPORT ANALYST	1	General Fund	93,589	245	6/28/2004
349	MIS USER SUPPORT ANALYST	1	General Fund	97,864	245	7/1/2015
Budget and Financial Planning						
332	DIRECTOR - BUDGET AND STAFFING	1	General Fund	96,242	245	6/28/2004
67	BUDGET ANALYST I	1	General Fund	60,600	256	7/1/2017
68	BUDGET ANALYST III	1	General Fund	76,616	256	6/28/2004
295	STAFFING AND BUDGET SPECIALIST	1	General Fund	92,208	245	7/1/2015
296	STAFFING AND BUDGET SPECIALIST	1	General Fund	93,038	245	7/1/2010
Financial Accounting and Benefits Services						
300	DIRECTOR - FINANCIAL SERVICES	1	General Fund	121,426	245	6/28/2004
63	PAYROLL ACCOUNTING MANAGER	1	General Fund	88,369	245	6/23/2008
64	ACCOUNT SPECIALIST	1	General Fund	33,567	81	6/28/2004
69	PAYROLL SPECIALIST	1	General Fund	40,653	256	6/28/2004
70	PAYROLL SPECIALIST	1	General Fund	40,653	256	6/28/2004
71	PAYROLL SPECIALIST	1	General Fund	36,393	256	6/28/2004
72	INSURANCE SPECIALIST	1	General Fund		156	6/28/2004
192	INSURANCE SPECIALIST	1	General Fund	34,079	256	6/28/2004
193	INSURANCE SPECIALIST	1	General Fund	38,625	154	6/28/2004
194	INSURANCE SPECIALIST	1	General Fund	43,295	256	7/1/2017
279	LEAD PAYROLL SPECIALIST	1	General Fund	35,373	198	9/1/2013
280	FINANCIAL SVCS BOOKKEEPER	1	General Fund	44,380	256	6/28/2004
281	TAX PROCESSING SUPERVISOR	1	General Fund	67,215	256	6/28/2004
282	ACCTS PAYABLE SPECIALIST	1	General Fund	53,821	256	6/28/2004
283	TAX AUDITING SPECIALIST	1	General Fund	49,050	256	6/28/2004
284	TAX AUDITING SPECIALIST	1	General Fund	36,946	256	7/1/2011
285	TAX PROCESSING SPECIALIST	1	General Fund	37,581	256	6/28/2004
286	TAX PROCESSING SPECIALIST	1	General Fund	49,050	256	6/28/2004
287	TAX PROCESSING SPECIALIST	1	General Fund	46,223	256	7/1/2009
291	GRANT ACCOUNTANT	1	General Fund	94,040	245	6/28/2004
292	STDT ACT FUNDS BUDGET ANALYST	1	General Fund	61,133	256	6/28/2004
294	GRANTS PROGRAM COMPLIANCE	1	General Fund	91,038	245	6/23/2008
297	FINANCE ANALYST	1	General Fund	52,756	256	6/28/2004
298	FINANCE ANALYST	1	General Fund	45,711	256	6/28/2004
299	FINANCE ANALYST	1	General Fund	43,500	210	6/28/2004
301	LEAD PAYROLL SPECIALIST	1	General Fund	46,367	256	6/28/2004
337	ASSOCIATE DIRECTOR - FINANCE	1	General Fund	104,279	245	6/28/2004
338	ASSOCIATE DIRECTOR - FINANCE	1	General Fund	102,971	245	6/28/2004
339	ASSOC DIR - TAX COLLECTION	1	General Fund	97,933	245	6/28/2004
434	SCHOOL BUSINESS OFFICE TRAINER	1	General Fund	61,727	256	7/1/2009
573	PAYROLL SPECIALIST	1	General Fund	36,699	228	5/23/2019
574	FINANCE ANALYST	1	General Fund	45,711	256	5/23/2019
575	INSURANCE SPECIALIST	1	General Fund	41,206	256	7/1/2017
576	CONSTRUCTION ACCOUNTING MAN	1	General Fund	45,548	256	7/1/2019
587	PROG MANAGER-AFTER SCHOOL PROG	1	After School Care	58,560	217	6/28/2004
Human Resources						
4	DIR OF DISTRICT PERSONNEL-HR	1	General Fund	130,024	245	6/28/2004
45	ASSC DIR HR TCH LEAD EFFCTVNSS	1	General Fund	119,763	245	6/28/2004
46	ASSC DIR HR TCH LEAD EFFCTVNSS	1	General Fund	104,593	245	6/28/2004
195	PERSONNEL ASSISTANT	1	General Fund	55,153	256	6/28/2004
196	PERSONNEL ASSISTANT	1	General Fund	53,576	256	1/1/2010
199	ADMINISTRATIVE ASSISTANT II	1	General Fund	51,466	256	6/28/2004
201	ADMINISTRATIVE ASSISTANT II	1	General Fund	53,821	256	6/28/2004
203	ADMINISTRATIVE ASSISTANT II	1	General Fund	38,093	256	6/28/2004
206	ADMINISTRATIVE ASSISTANT II	1	General Fund	42,660	256	6/28/2004
207	ADMINISTRATIVE ASSISTANT II	1	General Fund	36,393	256	6/28/2004
208	ADMINISTRATIVE ASSISTANT II	1	General Fund	46,858	256	6/28/2004
209	ADMINISTRATIVE ASSISTANT II	1	General Fund	39,997	256	7/1/2011
212	ADMINISTRATIVE ASSISTANT II	1	General Fund	41,206	256	6/28/2004
213	ADMINISTRATIVE ASSISTANT II	1	General Fund	41,820	256	6/28/2004
216	ADMINISTRATIVE ASSISTANT II	1	General Fund	38,093	256	6/28/2004
225	ADMINISTRATIVE ASSISTANT III	1	General Fund	40,960	256	1/1/2010
290	PROF DEV ACCOUNT SPECIALIST	1	General Fund	54,295	256	6/28/2004
333	ASSOC DIR - HUMAN RESOURCES	1	General Fund	101,634	245	6/28/2004

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Senior Director of Operations						
346	CHIEF OPERATING OFFICER	1	General Fund	150,148	245	7/1/2005
236	IAKSS RECEPTIONIST	1	General Fund	48,312	256	6/28/2004
313	IAKSS BUILDING MANAGER	1	General Fund	95,661	245	11/21/2005
352	ADMIN ASST-CHIEF OFFICERS	1	General Fund	66,048	256	7/1/2005
433	IAKSS OFFICE ASSISTANT II	1	General Fund	35,185	256	7/1/2015
449	IAKSS CUSTODIAN	0.5	General Fund	18,347	256	1/12/2017
450	IAKSS CUSTODIAN	1	General Fund	31,396	256	6/28/2004
451	IAKSS CUSTODIAN	1	General Fund	31,867	256	6/28/2004
452	IAKSS CUSTODIAN	1	General Fund	30,056	253	6/28/2004
453	IAKSS CUSTODIAN	1	General Fund	29,368	256	6/28/2004
454	IAKSS CUSTODIAL SUPERVISOR	1	General Fund	49,500	256	6/28/2004
455	IAKSS LEAD CUSTODIAL SERV WRKR	1	General Fund	45,056	256	6/28/2004
730	IAKSS CUSTODIAN	1	General Fund			9/14/2020
Technology						
9	DISTRICT TECH COORDINATOR	1	General Fund	110,254	245	6/28/2004
135	SUPV - SYSTEMS INTEGRATION	1	General Fund	99,349	245	6/28/2004
137	LEAD SIS SUPPORT TECH	1	General Fund	87,773	245	6/28/2004
139	MICROCOMPUTER SPECIALIST	1	General Fund	37,254	188	6/28/2004
140	IAKSS SYSTEMS ANALYST	1	General Fund	47,841	124	6/28/2004
141	COMPUTER PROGRAMMER	1	General Fund	66,580	256	6/28/2004
143	DATABASE ADMINISTRATOR	1	General Fund	80,425	256	6/28/2004
144	MICROCOMPUTER SPECIALIST	1	General Fund	34,947	187	5/19/2008
145	DW DIGITAL LEARNING COACH	1	General Fund	58,449	217	6/28/2004
147	MICROCOMPUTER SPECIALIST	1	General Fund	68,731	256	6/28/2004
154	MICROCOMPUTER SPECIALIST	1	General Fund	37,054	183	6/28/2004
156	IAKSS MICROCOMPUTER SPECIALIST	1	General Fund	75,489	256	6/28/2004
158	MICROCOMPUTER SPECIALIST	1	General Fund	74,363	256	6/28/2004
226	ADMINISTRATIVE ASSISTANT III	1	General Fund	52,838	256	6/28/2004
306	COMMUNICATIONS SPECIALIST	1	General Fund	109,125	245	7/1/2009
331	DIRECTOR - TECHNOLOGY	1	General Fund	119,065	245	6/28/2004
354	LEAD WEB APPLICATION DEVELOPER	1	General Fund	94,147	256	6/28/2004
393	DW STEM LEARNING COACH	1	TITLE IV	68,388	209	7/23/2018
397	ADMINISTRATIVE ASSISTANT II	1	General Fund	54,279	256	7/1/2016
487	DW TECHNOLOGY RESOURCE INSTR	1	General Fund	94,796	199	6/28/2004
488	DW TECHNOLOGY RESOURCE INSTR	1	General Fund	63,560	199	6/28/2004
489	TECHNOLOGY RESOURCE INSTRUCTOR	1	General Fund			6/28/2004
490	DW TECHNOLOGY RESOURCE INSTR	1	General Fund	87,564	199	6/28/2004
491	DW TECHNOLOGY RESOURCE INSTR	1	General Fund	72,566	199	6/28/2004
492	TECHNOLOGY RESOURCE INSTRUCTOR	1	General Fund			6/28/2004
493	IAKSS LAN TECHNICIAN	1	General Fund	85,873	256	6/28/2004
494	IAKSS LAN TECHNICIAN	1	General Fund	87,142	256	6/28/2004
495	IAKSS LAN TECHNICIAN	1	General Fund	73,175	256	6/28/2004
496	IAKSS LAN TECHNICIAN	1	General Fund	75,366	256	6/28/2004
522	DW STEM LEARNING COACH	1	TITLE IV	64,516	209	7/23/2018
523	IAKSS SYSTEMS ANALYST	1	TITLE IV	63,447	256	7/1/2018
524	ASSOC DIRECTOR TECH SUPPORT	1	General Fund	88,892	245	10/9/2018
559	SYSTEMS ANALYST	1	General Fund	74,363	256	6/28/2004
629	LAN TECHNICIAN	1	General Fund	83,292	256	6/28/2004
630	LAN TECHNICIAN	1	General Fund	78,029	256	6/28/2004
631	LAN TECHNICIAN	1	General Fund	73,175	256	6/28/2004
632	LAN TECHNICIAN	1	General Fund	78,029	256	6/28/2004
633	LAN TECHNICIAN	1	General Fund	81,551	256	6/28/2004
634	LAN TECHNICIAN	1	General Fund	89,784	256	6/28/2004
731	LEAD SIS SUP TECH	1	TITLE IV			10/19/2020
Media Services						
82	MEDIA TECHNICIAN	1	General Fund	45,752	256	6/28/2004
80	MEDIA TECHNICIAN	1	General Fund	45,056	256	6/28/2004
79	MEDIA TECHNICIAN	1	General Fund	45,752	256	6/28/2004
81	MEDIA TECHNICIAN	1	General Fund	50,319	256	6/28/2004
233	MEDIA TECHNICIAN	1	General Fund	36,127	256	6/28/2004
635	MEDIA TECHNICIAN	1	General Fund			6/28/2004
Educational Television						
83	MEDIA PRODUCER	1	General Fund	87,063	245	6/28/2004
321	EDUCATION TV TECHNICIAN	1	General Fund	69,693	256	6/28/2004
431	EDUCATIONAL TV TECH	1	General Fund			11/15/2016
Office of Facilities Operations Support						
314	DIRECTOR FACILITY DESIGN/CONST	1	General Fund	97,014	245	6/28/2004
288	CONSTRUCTION BUDGET ANALYST	1	General Fund	66,048	256	6/28/2004
136	MAINTENANCE PROJECT COORD	1	General Fund	100,258	245	6/28/2004
289	CONSTRUCTION BUDGET ANALYST	0.5	General Fund	30,677	123	6/23/2008
384	STAFF ARCHITECT	1	General Fund			7/1/2005
230	STAFF SUPPORT ADMIN ASST I	1	General Fund			7/1/2007
Transportation						
335	DIRECTOR - TRANSPORTATION	1	General Fund	117,994	245	6/28/2004
66	PURCHASING TECHNICIAN	1	General Fund	77,349	163	6/28/2004
204	ADMINISTRATIVE ASSISTANT II	1	General Fund	50,708	256	6/28/2004
240	TRANSPORTATION MANAGER	1	General Fund	70,881	256	6/28/2004
241	TRANSPORTATION DATA ASSISTANT	1	General Fund	45,752	256	6/28/2004
242	TRANSPORTATION DATA ASSISTANT	1	General Fund	37,888	256	6/28/2004
243	TRANSPORTATION DATA ASSISTANT	1	General Fund	39,608	256	6/28/2004
244	VEHICLE OPERATION CNTRL ANALYS	1	General Fund	45,752	256	6/28/2004
247	VEHICLE MAINTENANCE SUPERVISOR	1	General Fund	71,439	256	6/28/2004
248	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	45,036	256	6/28/2004
249	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	38,441	256	6/28/2004
250	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	26,387	256	6/28/2004

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251	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	26,387	193	6/28/2004
252	VEHICLE MECHANIC II	1	General Fund	48,722	256	6/28/2004
253	VEHICLE MECHANIC II	1	General Fund	50,811	256	6/28/2004
255	VEHICLE MECHANIC II	1	General Fund	55,050	256	6/28/2004
256	VEHICLE MECHANIC I	1	General Fund	38,867	248	6/28/2004
257	VEHICLE MECHANIC I	1	General Fund	47,002	256	6/28/2004
258	VEHICLE MECHANIC I	1	General Fund	45,711	256	6/28/2004
259	VEHICLE MECHANIC I	1	General Fund	42,783	256	6/28/2004
260	AUTO BODY WORKER II	1	General Fund	45,548	256	6/28/2004
261	VEHICLE UPHOLSTERY/GLASS WORKR	1	General Fund	36,393	112	6/28/2004
262	TRANSPORTATION RECORDS CLERK	1	General Fund	42,230	256	6/28/2004
356	IAKSS OFFICE ASSISTANT II	1	General Fund	43,315	256	6/28/2004
360	ASSOC DIRECTOR TRANSPORTATION	1	General Fund	94,612	245	7/1/2007
361	TRANSP ROUTING SPECIALIST	1	General Fund	72,872	245	4/29/2013
362	SAFETY TRAINING SUPERVISOR	1	General Fund	46,203	256	6/28/2004
366	TRANSPORTATION DISPATCHER	1	General Fund	49,069	220	6/28/2004
367	TRANSPORTATION DISPATCHER	1	General Fund	46,042	220	6/28/2004
368	TRANSPORTATION DISPATCHER	1	General Fund	39,283	220	6/28/2004
369	LEAD BUS DRIVER TRAINER	1	General Fund	46,203	256	6/28/2004
370	LEAD BUS DRIVER TRAINER	1	General Fund	46,838	256	6/28/2004
371	LEAD BUS DRIVER TRAINER	1	General Fund	51,528	256	6/28/2004
372	LEAD BUS DRIVER TRAINER	1	General Fund	46,203	256	6/28/2004
373	LEAD BUS DRIVER TRAINER	1	General Fund	49,910	256	6/28/2004
374	LEAD BUS DRIVER TRAINER	1	General Fund	35,842	203	6/28/2004
375	LEAD BUS DRIVER TRAINER	1	General Fund	54,886	256	6/28/2004
378	BUS DRIVER	277	General Fund		183	6/28/2004
379	BUS MONITOR	215	General Fund		183	6/28/2004
400	VEHICLE MAINTENANCE SUPERVISOR	1	General Fund	68,813	256	6/28/2004
401	VEHICLE MECHANIC I	1	General Fund	47,002	256	6/28/2004
413	TRANSPORTATION DISPATCHER	1	General Fund	40,392	220	6/28/2004
435	LEAD BUS DRIVER TRAINER	1	General Fund	46,203	256	6/28/2004
436	VEHICLE MECHANIC II	1	General Fund	55,050	256	6/28/2004
437	VEHICLE MECHANIC II	1	General Fund	54,272	256	6/28/2004
443	MANAGER OF VEHICLE MAINTENANCE	1	General Fund			6/28/2004
503	CUSTODIAN	0.5	General Fund	29,319	128	6/28/2004
504	CUSTODIAN	0.5	General Fund	22,803	251	10/1/2009
505	CUSTODIAN	0.2	General Fund			6/28/2004
Warehouse						
325	DIRECTOR OF LOGISTICAL SVCS	1	General Fund	97,826	245	6/28/2004
197	PURCHASING TECHNICIAN	1	General Fund	58,470	256	6/28/2004
215	ADMINISTRATIVE ASSISTANT II	1	General Fund	41,820	256	7/1/2018
235	MAIL SPECIALIST	1	General Fund	47,555	256	6/28/2004
264	WAREHOUSE SUPERVISOR	1	General Fund	68,827	256	6/28/2004
265	WAREHOUSE SUPERVISOR	1	General Fund	43,350	184	6/28/2004
266	LEAD WAREHOUSE WORKER		General Fund			6/28/2004
267	WAREHOUSE WORKER II	1	General Fund	48,067	256	6/28/2004
268	WAREHOUSE WORKER II	1	General Fund	40,264	256	6/28/2004
269	WAREHOUSE WORKER II	1	General Fund	44,401	256	6/28/2004
270	WAREHOUSE WORKER II	1	General Fund	39,014	256	6/28/2004
271	WAREHOUSE WORKER II	1	General Fund	39,014	256	6/28/2004
272	WAREHOUSE WORKER II	1	General Fund	39,608	256	6/28/2004
273	WAREHOUSE WORKER II	1	General Fund	39,608	256	6/28/2004
274	WAREHOUSE WORKER II	1	General Fund	36,618	256	6/28/2004
275	WAREHOUSE WORKER II	1	General Fund	42,947	256	6/28/2004
276	WAREHOUSE WORKER II	1	General Fund	33,812	256	6/28/2004
Print Shop						
59	PRINTING SUPERVISOR	1	General Fund	79,647	256	6/28/2004
308	COMMUNICATIONS SPECIALIST	1	General Fund	91,038	245	6/28/2004
60	PRINTING ASSISTANT	1	General Fund	54,279	256	6/28/2004
61	PRINTING ASSISTANT	1	General Fund	46,223	256	6/28/2004
62	PRINTING ASSISTANT	1	General Fund	36,946	256	7/1/2009
Maintenance						
438	DIRECTOR - MAINTENANCE	1	General Fund	97,602	256	6/28/2004
84	DRAFTING SPECIALIST	1	General Fund	62,177	256	6/28/2004
85	HVAC TECHNICIAN	1	General Fund			6/28/2004
86	HVAC TECHNICIAN	1	General Fund			6/28/2004
87	HVAC TECHNICIAN	1	General Fund	56,545	256	6/28/2004
88	HVAC TECHNICIAN	1	General Fund	53,064	256	6/28/2004
89	HVAC TECHNICIAN	1	General Fund	43,930	256	6/28/2004
90	HVAC TECHNICIAN	1	General Fund	44,585	256	6/28/2004
91	ENERGY SYS OPERATOR/DISPATCHER	1	General Fund	52,637	236	6/28/2004
92	MAINTENANCE SUPERVISOR	1	General Fund	97,602	256	6/28/2004
94	LEAD MAINTENANCE TECHNICIAN	1	General Fund	63,119	256	6/28/2004
95	LEAD MAINTENANCE TECHNICIAN	1	General Fund	60,355	256	6/28/2004
96	LEAD MAINTENANCE TECHNICIAN	1	General Fund	56,525	256	6/28/2004
97	LEAD MAINTENANCE TECHNICIAN	1	General Fund	47,534	256	6/28/2004
98	LEAD MAINTENANCE TECHNICIAN	1	General Fund	50,647	256	6/28/2004
99	MAINTENANCE TECHNICIAN IV	1	General Fund	53,064	256	6/28/2004
100	MAINTENANCE TECHNICIAN IV	1	General Fund	50,647	256	6/28/2004
101	MAINTENANCE TECHNICIAN IV	1	General Fund	55,726	256	6/28/2004
102	MAINTENANCE TECHNICIAN IV	1	General Fund	57,405	256	6/28/2004
103	MAINTENANCE TECHNICIAN IV	1	General Fund			6/28/2004
104	MAINTENANCE TECHNICIAN IV	1	General Fund	41,787	256	6/28/2004
105	MAINTENANCE TECHNICIAN IV	1	General Fund			6/28/2004
106	MAINTENANCE TECHNICIAN III	1	General Fund	56,074	256	6/28/2004
107	MAINTENANCE TECHNICIAN III	1	General Fund	54,436	256	6/28/2004
108	MAINTENANCE TECHNICIAN III	1	General Fund	56,567	256	6/28/2004

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110	MAINTENANCE TECHNICIAN III	1	General Fund			6/28/2004
111	MAINTENANCE TECHNICIAN III	1	General Fund	56,074	256	6/28/2004
112	MAINTENANCE TECHNICIAN III	1	General Fund			6/28/2004
113	MAINTENANCE TECHNICIAN III	1	General Fund	44,380	256	6/28/2004
114	MAINTENANCE TECHNICIAN III	1	General Fund	45,732	256	6/28/2004
115	MAINTENANCE TECHNICIAN III	1	General Fund	43,602	256	6/28/2004
116	MAINTENANCE TECHNICIAN III	1	General Fund			6/28/2004
117	MAINTENANCE TECHNICIAN III	1	General Fund	44,380	256	6/28/2004
118	MAINTENANCE TECHNICIAN III	1	General Fund	44,380	256	6/28/2004
120	MAINTENANCE TECHNICIAN III	1	General Fund	45,036	256	6/28/2004
121	MAINTENANCE TECHNICIAN III	1	General Fund	45,036	256	6/28/2004
122	MAINTENANCE TECHNICIAN III	1	General Fund	43,602	256	6/28/2004
123	MAINTENANCE TECHNICIAN II	1	General Fund	35,697	256	6/28/2004
124	MAINTENANCE TECHNICIAN II	1	General Fund	41,206	256	6/28/2004
125	MAINTENANCE TECHNICIAN II	1	General Fund	49,951	256	6/28/2004
126	MAINTENANCE TECHNICIAN II	1	General Fund	38,625	256	6/28/2004
127	MAINTENANCE TECHNICIAN II	1	General Fund	49,050	256	6/28/2004
128	MAINTENANCE TECHNICIAN II	1	General Fund	39,424	256	6/28/2004
129	MAINTENANCE TECHNICIAN II	1	General Fund	48,210	256	6/28/2004
130	MAINTENANCE TECHNICIAN II	1	General Fund	49,050	256	6/28/2004
131	MAINTENANCE TECHNICIAN II	1	General Fund	51,466	256	6/28/2004
132	MAINTENANCE TECHNICIAN II	1	General Fund	53,821	256	6/28/2004
133	MAINTENANCE TECHNICIAN II	1	General Fund	53,821	256	6/28/2004
134	MAINTENANCE TECHNICIAN II	1	General Fund	53,821	256	6/28/2004
205	ADMINISTRATIVE ASSISTANT II	1	General Fund	53,821	256	6/28/2004
329	WORK CONTROL COORDINATOR	1	General Fund	44,687	256	6/28/2004
376	MAINT WAREHOUSE WORKER	1	General Fund	41,820	256	6/28/2004
399	LEAD MAINTENANCE TECHNICIAN	1	General Fund	53,064	256	6/28/2004
439	HVAC TECHNICIAN	1	General Fund			6/28/2004
440	LEAD MAINTENANCE TECHNICIAN	1	General Fund			6/28/2004
444	MAINTENANCE SUPERVISOR	1	General Fund			6/28/2004
445	MAINTENANCE TECHNICIAN II	1	General Fund	36,946	256	6/28/2004
446	MAINTENANCE TECHNICIAN II	1	General Fund	39,424	256	6/28/2004
447	MAINTENANCE TECHNICIAN II	1	General Fund	48,210	256	6/28/2004
456	MAINTENANCE TECHNICIAN IV	1	General Fund			6/28/2004
457	MAINTENANCE TECHNICIAN IV	1	General Fund			6/28/2004
458	MAINTENANCE TECHNICIAN III	1	General Fund			6/28/2004
Operations						
385	DIRECTOR - PLANT OPERATIONS	1	General Fund	111,329	245	6/28/2004
164	CUSTODIAL SERVICES TRAINER	1	General Fund	61,727	256	6/28/2004
165	CUSTODIAL SERVICES TRAINER	1	General Fund	66,008	256	6/28/2004
166	GROUND SUPERVISOR	1	General Fund	65,516	256	6/28/2004
167	LEAD GROUNDS EQUIPMENT MECHANIC	1	General Fund	54,088	256	6/28/2004
168	LEAD GROUNDS WORKER	1	General Fund	45,732	256	6/28/2004
169	LEAD GROUNDS WORKER	1	General Fund	38,994	256	6/28/2004
170	LEAD GROUNDS WORKER	1	General Fund	43,602	256	6/28/2004
171	LEAD GROUNDS WORKER	1	General Fund	40,960	256	6/28/2004
172	GROUND WORKER II	1	General Fund	35,553	256	6/28/2004
173	GROUND WORKER II	1	General Fund	36,127	256	6/28/2004
174	GROUND WORKER II	1	General Fund	34,304	73	6/28/2004
175	GROUND WORKER II	1	General Fund	38,461	256	6/28/2004
176	GROUND WORKER II	1	General Fund	36,127	256	6/28/2004
177	GROUND WORKER II	1	General Fund	47,104	256	6/28/2004
178	GROUND WORKER II	1	General Fund	48,067	256	6/28/2004
179	GROUND WORKER I	1	General Fund	30,392	185	6/28/2004
180	GROUND WORKER I	1	General Fund		256	6/28/2004
181	GROUND WORKER I	1	General Fund	31,826	256	6/28/2004
182	GROUND WORKER I	1	General Fund	30,831	248	9/26/2005
183	UTILITY SERVICES SUPERVISOR	1	General Fund	55,050	256	6/28/2004
184	LEAD UTILITY WORKER	1	General Fund	42,230	256	6/28/2004
185	LEAD UTILITY WORKER	1	General Fund	50,975	256	6/28/2004
186	LEAD UTILITY WORKER	1	General Fund	50,278	256	6/28/2004
187	LEAD UTILITY WORKER	1	General Fund	42,230	256	6/28/2004
188	UTILITY WORKER II	1	General Fund	40,653	256	6/28/2004
189	UTILITY WORKER I	1	General Fund	41,697	256	6/28/2004
190	UTILITY WORKER I	1	General Fund	28,178	173	6/28/2004
191	UTILITY WORKER I	1	General Fund	38,461	256	6/28/2004
210	ADMINISTRATIVE ASSISTANT II	1	General Fund	45,240	256	6/28/2004
254	VEHICLE MECHANIC II	1	General Fund	66,027	256	6/28/2004
460	CUSTODIAL EQUIPMENT MECHANIC	1	General Fund	40,653	256	6/28/2004
461	GROUND EQUIPMENT MECHANIC	1	General Fund	53,821	256	6/28/2004
462	GROUND WORKER II	1	General Fund	37,130	256	6/28/2004
483	IAKSS LEAD CUSTODIAL SERV WRKR	1	General Fund	51,077	256	6/28/2004
484	IAKSS LEAD CUSTODIAL SERV WRKR	1	General Fund		183	1/18/2013
Risk Management						
336	DIRECTOR - RISK MANAGEMENT	1	General Fund	109,155	245	6/28/2004
540	ASSOC DIR OF SAFETY & SECURITY	1	General Fund - SAFE	80,265	245	12/4/2018
406	DW RESOURCE INSTRUCTOR-11 MO	1	General Fund	89,473	219	7/1/2010
74	HEALTH SERVICES COORDINATOR	1	General Fund	92,208	245	7/1/2012
316	SCHOOL ENERGY MANAGER	1	General Fund	69,013	245	7/1/2010
340	SUPV - SAFETY HEALTH ENVIRON	1	General Fund	111,262	245	6/28/2004
293	WORKERS COMP ANALYST	1	General Fund	57,958	256	6/28/2004
Food Service						
334	DIRECTOR - FOOD SERVICE	1	Food Service	119,454	245	6/28/2004
65	ACCOUNT SPECIALIST	1	Food Service	46,223	256	6/28/2004
73	FOOD SERVICE COORDINATOR	1	Food Service	85,776	245	6/28/2004
93	LEAD MAINTENANCE TECHNICIAN	1	Food Service	63,119	256	11/3/2017

Fayette County Public Schools
It's About Kids Support Services- Position Control Document

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2020-2021	Calendar	Creation Date
109	MAINTENANCE TECHNICIAN III	1	Food Service			6/30/2004
119	MAINTENANCE TECHNICIAN III	1	Food Service	46,428	256	6/30/2004
151	IAKSS MICROCOMPUTER SPECIALIST	1	Food Service	63,447	256	9/22/2008
198	PURCHASING TECHNICIAN	1	Food Service		124	7/1/2016
303	FOOD SERVICE BUDGET ANALYST	1	Food Service	42,783	256	6/28/2004
357	IAKSS OFFICE ASSISTANT II	1	Food Service	32,346	256	6/28/2004
463	DISTRICT CHEF	1	Food Service	40,392	220	6/28/2004
475	FOOD SERVICE PROGRAM ASST II	1	Food Service	38,122	220	6/28/2004
476	FOOD SERVICE TRAINER	1	Food Service	36,723	190	6/28/2004
478	FOOD SERVICE SUPERVISOR	1	Food Service	48,488	220	7/1/2006
479	FOOD SERVICE SUPERVISOR	1	Food Service	50,248	220	7/1/2006
480	FOOD SERVICE SUPERVISOR	1	Food Service	46,376	220	7/1/2016
481	FOOD SERVICE SUPERVISOR	1	Food Service	40,814	220	7/1/2006
482	MAINTENANCE TECHNICIAN III	1	Food Service	41,595	256	6/29/2004
613	MAINTENANCE TECHNICIAN I	1	Food Service	40,264	256	7/1/2006
617	MAINTENANCE TECHNICIAN III	1	Food Service	45,732	256	6/30/2004
Deleted Positions - 2020-21						
	MTSS SPECIALIST	1	GENERAL FUND			
	MTSS SPECIALIST	1	GENERAL FUND			
Added Positions - 2020-21						
	COMMUNICATIONS SPECIALIST	1	GENERAL FUND			7/1/2020
	IAKSS CUSTODIAN	1	GENERAL FUND			9/14/2020
	LEAD SIS SUP TECH	1	GENERAL FUND			10/19/2020
	INSTRUCTIONAL INNOVATION SPEC	1	GENERAL FUND			7/1/2020
	INSTRUCTIONAL INNOVATION SPEC	1	GENERAL FUND			7/1/2020