



Fayette County Board of Education Planning Meeting

Virtual Meeting
December 07, 2020
2 PM

A. CALL TO ORDER	Stephanie Spires
1. Roll Call	
B. EXTEND WELCOME TO GUESTS	
C. READING OF MISSION STATEMENT	Ray Daniels
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. REPORTS AND COMMUNICATIONS:	
1. Progress Reports	
a. Superintendent's Report	Emmanuel Caulk
1. Academic Services	
2. Operations & Support	Myron Thompson
F. APPROVAL OF ROUTINE MATTERS:	
G. APPROVAL OF CONSENT ITEMS:	
1. Award of Bids/Proposals	John White/Myron Thompson
2. Post Approval Placeholder	Rodney Jackson
3. Approval of a BG-4 Contract Closeout Form for the Contract for Construction of the Title IX Improvements / Softball Fieldhouse (Phase 2) at Bryan Station High School BG 15-153	Myron Thompson
4. Approval of a BG-5 Project Closeout Form for the Replacement of the Athletic Field Artificial Turf and Running Track at Henry Clay High School BG 19-108	Myron Thompson
5. Approval of a Proposed Change Order (No. Eight) to the Contract for the Modifications to the Front Entries and Secured Vestibules at Bryan Station High, Henry Clay High, Lafayette and Paul Laurence Dunbar High Schools; Beaumont, Morton, Southern and Winburn Middle	Myron Thompson

Schools; and SCAPA (GROUP A) BG# 19-121	
6. Approval of a Proposed Change Order (No. Three) to the Contract for the Modifications to the Front Entries and Secured Vestibules at Julius Marks, Lansdowne, Southern, Rosa Parks and Veterans Park Elementary Schools; Eastside and Southside Technical Centers; The Learning Center; and Martin Luther King Academy (GROUP C) BG# 19-123	Myron Thompson
H. APPROVAL OF ACTION ITEMS:	
1. Comprehensive District Improvement Plan (CDIP)	Kate McAnelly
2. CONTRACT - Scholastic (R.E.A.L.)	Kate McAnelly
3. CONTRACT - Chenoweth Law Office	Shelley Chatfield
4. Naming the New Fayette County Board of Education Building	Lisa Deffendall
5. Requests From Principals For Extended Field Trips	Chiefs of Schools
I. PLANNING DISCUSSION/INFORMATIONAL ITEMS:	
1. Update on 2020-2021 Calendar	Steve Hill
2. Lafayette High School Grade Scale Change (Placeholder)	Bryne Jacobs/James McMillin
3. 2020 Financial Records Audit (Placeholder)	Rodney Jackson
4. Monthly Financial (Placeholder)	Rodney Jackson
5. School Activity Funds (Placeholder)	Rodney Jackson
6. Personnel Changes	Jennifer Dyar
7. Position Control Document	Ann Sampson-Grimes
J. 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	
K. MOTION MAKING AGENDA PART OF THE OFFICIAL BOARD MINUTES:	
A motion is in order to: "make the agenda dated December 7, 2020 on which action has been taken at this meeting, a part of the minutes as if copied in the minutes verbatim."	
L. 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.	
M. 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: 11/24/2020

TOPIC: Award of Bids/Proposals

PREPARED BY: Matt Moore, Logistical Services & Purchasing

**Recommended Action on: 12/14/2020
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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Board of Education: Stephanie Spires, Chair • Raymond Daniels, Vice Chair • Daryl Love • Christy Morris • Tyler Murphy

Superintendent Emmanuel Caulk

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

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 37-20 Primary Depository & Investment Banking Services	1. TMSDC 2. Commerce Lexington 3. SBA 4. NAVOBA 5. KYPTAC 6. ORVWBC 7. B2Gnow 8. Vendor Registry	Financial Accounting and Benefit Services	3
2. RFP 38-20 School Activity Fund Services	1. TMSDC 2. Commerce Lexington 3. SBA 4. NAVOBA 5. KYPTAC 6. ORVWBC 7. B2Gnow 8. Vendor Registry	Financial Accounting and Benefit Services	1

CONTRACT EXTENSIONS	VENDOR	DEPARTMENT	YEAR OF CONTRACT RENEWAL
1. RFP 50-18 Computer Support and Office Furniture Catalog	KPC Architectural Products RJE Business Interiors Virco Inc Interior Concepts Corporation Hurst Office Suppliers	Logistical Services and Purchasing	2
2. RFP 61-19 Office and Classroom Supplies Catalog	Guy Brown School Specialty Inc Hurst Office Suppliers Action Business Suppliers Office Depot Kerr Workplace Solutions National Office Suppliers	Logistical Services and Purchasing	1

3. Bid 68-19 Student Pictures	Triple Play Productions Strawbridge Studios Holifield Photography Lifetouch National School Studios	Logistical Services and Purchasing	1
4. Bid 57-16 Grease Trap and Septic Tank Services	Lex-Rooter Co.	Maintenance	4
5. RFP 64-18 Human Resources Information System (Applitrack)	Frontline Education	Human Resources	2
6. RFP 65-18 Employee Assistance Program	Inova Employee Assistance	Human Resources	2
7. RFP 76-19 Lobbying Services	Babbage Cofounder	Superintendent Office	1

1. RFP 37-20 Primary Depository & Investment Banking Services

BACKGROUND AND RATIONALE:

State law requires the Board to appoint up to three depositories for District Funds and Board policy requires these services to be competitively bid. Our current agreement for these services expires on June 30, 2021. A Request for Proposals was sent out for these services and three proposals were received. These proposals were reviewed by a committee based on financial cost considerations, electronic banking options, additional banking services, locations and general company information such as references, history, and community involvement. After review the committee is recommending Fifth Third Bank to be awarded the award.

Vendor: The following bidders received specifications and have responded on the indicated quote.

Key to Markings ### - Recommended Bid Award

Bank

U.S. Bank National Association
Fifth Third Bank
J.P. Morgan Chase Bank N.A.

Score

78/100
97/100 ###
87/100

Contract Term: July 1, 2021 to June 30, 2025 with an option to renew for 2 additional years

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Primary Depository	NA	All district fund accounts	Recurring	Provide exemplary service for all District fund accounts and meets the requirements set forth by State law.

STAFF CONTACT:

Rodney Jackson, Director of Financial Accounting and Benefit Services

POLICY REFERENCE:

KRS 160.570

RECOMMENDATION:

A motion is in order to:
“accept the written RFP quote proposal from Fifth Third Bank”

2. RFP 38-20 School Activity Fund Banking Services

BACKGROUND AND RATIONALE:

State law requires the Board to appoint up to three depositories for District Funds and Board policy requires these services to be competitively bid. Our current agreement for these services expires on June 30, 2021. A Request for Proposals was sent out for these services and one proposal was received from Central Bank. U.S. Bank submitted a “no bid”. Central Bank is the current depository used by the district for School Activity Funds and it is recommended to accept their proposal and continue our relationship.

Vendor: The following bidders received specifications and have responded on the indicated quote.

Key to Markings ### - Recommended Bid Award

- Central Bank and Trust Co. ###

Contract Term: July 1, 2021 to June 30, 2023 with an option to renew for 2 additional years

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
School Activity Fund Depository	NA	Individual School Activity Fund Accounts	Recurring	Provide exemplary service on all School Activity fund Accounts and meet the requirements set forth by State law.

STAFF CONTACT:

Rodney Jackson, Director of Financial Accounting and Benefit Services

POLICY REFERENCE:

KRS 160.570

RECOMMENDATION:

A motion is in order to:
“accept the written RFP quote proposal from Central Bank & Trust Co.”

APPROVAL FOR CONTRACT EXTENSIONS

1. RFP 50-18 – Computer Support & Office Furniture

BACKGROUND AND RATIONALE:

The District requires computer support furniture for renovations and new construction of technology classrooms in District schools. Vendors furnish and install appropriate furniture in order to optimize the learning environment of these specialized classroom facilities. Office furniture is also ordered for renovations, new school construction and on an as needed basis throughout the year to replace old and worn out furniture in the district. This RFP was issued to provide an approved vendors list for furniture to use by the district and 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:

KPC Architectural Products WBE
Interior Concepts Corporation
RJE Business Interiors
Virco Inc
Hurst Office Suppliers

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

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Furnish deliver & install computer support furniture & office furniture	Last Fiscal year's expenditure was approximately \$900,000.00	General	Recurring	Will furnish and install technology and office furniture in District schools as required

Funding Key: General

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

POLICY REFERENCE: KRS 45A.370

RECOMMENDATION: A motion is in order to:
"Extend the contract for one year to KPC Architectural Products, Interior Concepts Corporation, RJE Business Interiors, Virco Inc, and Hurst Office Suppliers."

2. RFP 61-19 Office and Classroom Supplies - Catalog

BACKGROUND AND RATIONALE:

This RFP was issued to provide an approved vendors list for office and classroom supplies to be used by the district and the contract gives the option to renew for an additional year for up to 5 years upon Board approval. This would be the first renewal.

Vendor:

Kerr Workplace Solutions
School Specialty
Office Depot
National Office Suppliers
Action Business Suppliers
Hurst Office Suppliers
Guy Brown

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

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Office/ Classroom Supplies – Catalog Contract	Last fiscal year's expenditure was approximately \$796,000.00	Schools and departments	Recurring	Immediate impact to enable FCPS to purchase office and classroom supplies 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/Purchasing

POLICY REFERENCE: KRS 45A.370

RECOMMENDATION: A motion is in order to:
“Extend the contract for one year to Kerr Workplace Solutions, School Specialty, Office Depot, National Office Suppliers, Action Business Suppliers, Hurst Office Suppliers and Guy Brown.”

3. RFP 68-19 – Student Pictures

BACKGROUND AND RATIONALE:

This is a school picture bid that affords annual quality photos for students and parents to purchase and serves as a fundraising project for individual schools. The established contracts provide for furnishing individual pictures at the most favorable prices and terms possible with schools receiving the “school markup”. The contract gives the option to renew for an additional year for up to 5 years upon Board approval. This would be the first renewal.

Vendor:

Holifield Photography
Lifetouch National School Studios
Strawbridge Studio
Triple Play Productions

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

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Student Pictures	Not Applicable	Not Applicable	Recurring	Will allow students and parents to receive quality photography services annually and provide a fundraiser project for schools

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 to Triple Play Productions, Holifield Photography, Lifetouch National School Studios and Strawbridge Studios.”

4. Bid 57-16 Grease Trap and Septic Tank Services

BACKGROUND AND RATIONALE:

The Division of Maintenance is responsible for the grease traps and septic tanks in the district. This was bid out three 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 fourth renewal.

Vendor:

Lex Rooter

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

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Grease Trap and Septic Tank Services	Last fiscal year's expenditure was approximately \$18,000.00	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.365

RECOMMENDATION:

A motion is in order to:
“Extend the contract for one year with Lex Rooter.”

5. RFP 64-18 Human Resources Information System

BACKGROUND AND RATIONALE:

This contract is for Human Resources to have an information system to be used by the district. An RFP was sent out in 2018 with four responses and awarded to Frontline Education. The contract has the option to extend on a yearly basis pending Board Approval. This would be the second extension.

Vendor:

Frontline Education (AppliTrack)

Contract Term: Beginning January 6, 2021 and ending January 5, 2022

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Human Resources Information System	Last fiscal year's expenditure was approximately \$25,000.00	HR Budget	Recurring	Enables work flow for staff to be streamlined and application, recruiting and evaluation process easier with the system..

Funding key: HR Budget

STAFF CONTACT: Jennifer Dyar, Director of Human Resources

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
"extend the contract with Frontline Education for an additional year."

6. RFP 65-18 Employee Assistance Program

BACKGROUND AND RATIONALE:

This contract is for an Employee Assistance Program to be used by district staff. An RFP was sent out in 2018 with six responses and awarded to Inova Employee Assistance. The contract has the option to extend on a yearly basis pending Board Approval. This would be the second extension.

Vendor:

Inova Employee Assistance

Contract Term: Beginning February 1, 2021 and ending January 31, 2022

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Employee Assistance Program	Last fiscal year amount spent: \$74,000.00	HR Budget	Recurring	Immediate impact to enable Employee Assistance Program for district staff.

Funding key: HR Budget

STAFF CONTACT: Jennifer Dyar, Director of Human Resources

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
“extend the contract with Inova Employee Assistance for an additional year.”

7. RFP 76-19 Lobbying Services

BACKGROUND AND RATIONALE:

In December 2019 Fayette County Public Schools issued an RFP seeking lobbying and related services to promote the education policy agenda of the Fayette County Board of Education with the Legislative Branch and Executive Branch of the Commonwealth of Kentucky. Babbage Cofounder was awarded the contract with the option to extend on a yearly basis. This would be the first extension.

Vendor:

Babbage Cofounder

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

PROPOSAL:

Item	Amount	Funding Source	Recurring / Nonrecurring	Measurable Expected Impact and Timeline
Lobbying Services	\$5,000.00 per month	1	Recurring	Will permit FCPS to continue utilizing Babbage Cofounder for lobbying services

Funding Key: 1 – General Fund

STAFF CONTACTS: Lisa Deffendall

POLICY REFERENCE: KRS 45A.370.

RECOMMENDATION: A motion is in order to:
“extend the contract with Babbage Cofounder for an additional year.”

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

MEETING: Planning

DATE: 12/3/2020

TOPIC: Post Approval Agenda Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 12/14/2020

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: December 14, 2020

TOPIC: Approval of a BG-4 Contract Closeout Form for the Contract for Construction of the Title IX Improvements / Softball Fieldhouse (Phase 2) at Bryan Station High School BG 15-153

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

Recommended Action on: 12/14/2020
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Accept the completion of the contract for the construction of a new Softball Fieldhouse (Phase 2) at Bryan Station High School and approve the BG-4 Contract Closeout Form, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Background/Rationale: Bid documents were prepared by the architect, Pearson & Peters Architects, for the construction of a new Softball Fieldhouse (Phase 2) at Bryan Station High School. The contract in the total amount of \$647,900.00 (GC \$530,384.11; DPOs \$117,515.89) with BCD, Inc. was accepted and approved by the Board in a meeting held on June 24, 2019 and construction began in July 2019. The Department of Facility Design & Construction, the design consultants Pearson & Peters Architects, and the local building code officials have reviewed the progress of the work. Minor changes to the original plans and specifications have been necessary in order to: resolve unforeseen existing conflicts found during construction; comply with building code requirements; correct deficiencies in the plans; or to provide improvements over the original specification. The Board has approved four (4) change orders adding the amount of \$10,728.21 to the total construction cost. The adjusted contract amount is \$658,628.21. All work has been satisfactorily completed by the contractor. At this time, a BG-4 Contract Closeout Form is presented for acceptance of the work by the Board.

<u>Item</u>	<u>Amount</u>	<u>Funding Source</u>	<u>Recurring/ Nonrecurring</u>	<u>Measurable Expected Impact and Timeline</u>
BG-4 Contract Closeout Form	\$0	Fund 360	Nonrecurring	Approval of the BG-4 complies with the intent of the requirements of 702 KAR 4:160 and the Kentucky Department of Education, District Facilities Branch.

Original Contract Amount	\$530,384.11	
Total of Change Orders to Contract	\$11,023.05	
Total GC Contract		\$541,407.16
Original DPO Total	\$117,515.89	
Total of Change Orders to Original DPOs	(\$294.84)	
Total DPOs		\$117,221.05
Total Cost of Construction		\$658,628.21

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Superintendent Emmanuel Caulk

Policy: 702 KAR 4:160

Fiscal Impact: None

Attachments(s): None

On motion by _____, seconded by _____,
the Board accepted the completion of the contract for the construction of a new Softball Fieldhouse (Phase
2) at Bryan Station High School and approved the BG-4 Contract Closeout Form, 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



FAYETTE COUNTY PUBLIC SCHOOLS

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

MEETING: Regular

DATE: December 14, 2020

TOPIC: Approval of a BG-5 Project Closeout Form for the Replacement of the Athletic Field Artificial Turf and Running Track at Henry Clay High School BG 19-108

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

Recommended Action on: 12/14/2020
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the BG-5 Project Closeout Form for the replacement of the athletic field artificial turf and running track at Henry Clay High School, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Background/Rationale: Bid documents were prepared by the architect, Pearson & Peters Architects, for the replacement of the athletic field artificial turf and running track at Henry Clay High School. The contract in the total amount of \$930,060.00 with Vescio's Sportsfields was accepted and approved by the Board in a meeting held on April 22, 2019 and construction began in May 2019. The Department of Facility Design & Construction, the design consultants Pearson & Peters Architects, and the local building code officials have reviewed the progress of the work. Minor changes to the original plans and specifications have been necessary in order to: resolve unforeseen existing conflicts found during construction; comply with building code requirements; correct deficiencies in the plans; or to provide improvements over the original specification. The Board approved the BG-4 in the amount of \$937,829.78 at its meeting held September 28, 2020. The residual fund balance will be applied to future debt service or to the next District Facility Plan project. At this time, a BG-5 Project Closeout Form closing out all construction contracts related to this project is presented for approval.

Policy: 702 KAR 4:160

Fiscal Impact: None

Attachments(s): None

On motion by _____, seconded by _____, the Board accepted the completion of the contract for the replacement of the athletic field artificial turf and running track at Henry Clay High School and approved the BG-4 Contract Closeout Form, 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

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Superintendent Emmanuel Caulk

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

MEETING: Regular

DATE: December 14, 2020

TOPIC: Approval of a Proposed Change Order (No. Eight) to the Contract for the Modifications to the Front Entries and Secured Vestibules at Bryan Station High, Henry Clay High, Lafayette and Paul Laurence Dunbar High Schools; Beaumont, Morton, Southern and Winburn Middle Schools; and SCAPA (GROUP A)
BG# 19-121

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

Recommended Action on: 12/14/2020
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed additive Change Order No. Eight to the contract with E.C. Matthews Company, Inc. for Modifications to the Front Entry and Secured Vestibule at Bryan Station, Henry Clay, Lafayette and Paul Laurence Dunbar High Schools; Beaumont, Morton, Southern and Winburn Middle Schools; and SCAPA (GROUP A), in the amount of \$9,015.82 (Nine Thousand, Fifteen Dollars and Eight-two Cents), with an equivalent transfer of funds from Object Code 0840 to 0450, with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$185.07 (One Hundred Eighty-five Dollars and Seven 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: When these facilities were renovated in the past, FCPS buildings did not include the features of a secured vestibule. As a part of the new Board-approved 10-Point Safety Investment Plan, modifications need to be made to the front entries and secured vestibules to provide a higher level of protection for students and staff. Sherman Carter Barnhart Architects have produced final Construction Documents for bidding describing these modifications. The negotiated bid was approved on June 24, 2019 and construction began in October 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 correct deficient plans/specs:

- Provide labor, materials and equipment to remove and relocate electrical outlet and light switch to install new Law Enforcement office window – Beaumont Middle; add:

Change to DPOs	Change to GC Contract	6.3% A/E FEE
	\$906.57	\$0

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Superintendent Emmanuel Caulk

- Provide labor, materials and equipment to demolish CMU and steel columns – Beaumont Middle and Southern Middle; add:

	\$5,759.20	\$0
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To correct deficient plans/specs:

- Provide labor, materials and equipment to add electrical outlets under check-in counter, move pull stations and infill walk-off mats – Beaumont Middle and Southern Middle; add:

	\$2,350.05	\$185.07
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Total Change Order No. Eight:

	\$9,015.82	
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Design consultant fees:

		\$185.07
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Total Cost:

\$9,200.89

A 5% contingency (\$78,080) is included in the project's available funds. There have been seven previous change orders on this project. The cost of the current and all changes orders represents a 1.41% 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	0003603	19121	0840	\$59,996.01

Attachments(s): None

On motion by _____, seconded by _____, the Board approved the proposed additive Change Order No. Eight to the contract with E.C. Matthews Company, Inc. for Modifications to the Front Entry and Secured Vestibule at Bryan Station, Henry Clay, Lafayette and Paul Laurence Dunbar High Schools; Beaumont, Morton, Southern and Winburn Middle Schools; and SCAPA (GROUP A), in the amount of \$9,015.82 (Nine Thousand, Fifteen Dollars and Eight-two Cents), with an equivalent transfer of funds from Object Code 0840 to 0450, with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$185.07 (One Hundred Eighty-five Dollars and Seven 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
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MEETING: Regular

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TOPIC: Approval of a Proposed Change Order (No. Three) to the Contract for the Modifications to the Front Entries and Secured Vestibules at Julius Marks, Lansdowne, Southern, Rosa Parks and Veterans Park Elementary Schools; Eastside and Southside Technical Centers; The Learning Center; and Martin Luther King Academy (GROUP C) BG# 19-123

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

Recommended Action on: 12/14/2020
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed additive Change Order No. Three to the contract with E.C. Matthews Company, Inc. for Modifications to the Front Entry and Secured Vestibule at Julius Marks, Lansdowne, Southern, Rosa Parks and Veterans Park Elementary Schools; Eastside and Southside Technical Centers; The Learning Center; and Martin Luther King Academy (GROUP C), in the amount of \$2,032.00 (Two Thousand Thirty-two Dollars), and a corresponding transfer of \$165.00 (One Hundred Sixty-five Dollars) for design consultant fees, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Background/Rationale: When these facilities were renovated in the past, FCPS buildings did not include the features of a secured vestibule. As a part of the new Board-approved 10-Point Safety Investment Plan, modifications need to be made to the front entries and secured vestibules to provide a higher level of protection for students and staff. JRA Architects have produced final Construction Documents for bidding describing these modifications. The negotiated bid was approved on June 24, 2019 and construction began in October 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:

	Change to DPOs	Change to GC Contract	6.5% A/E FEE
To resolve unforeseen conflict:			
• Provide labor, materials and equipment to remove supported 6" CMU bulkhead above window frame system and replace with gypsum board and metal stud bulkhead; add:		\$2,032.00	\$165.00
Total Change Order No. Three:		\$2,032.00	
Design consultant fees:			\$165.00
Total Cost:			\$2,197.00

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Superintendent Emmanuel Caulk

A 5% contingency (\$53,940) is included in the project's available funds. There has been two previous change order on this project. The cost of the current and all changes orders represents a 2.44% decrease 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	0003603	19123	0840	\$79,314.00

Attachments(s): None

On motion by _____, seconded by _____, the Board approve the proposed additive Change Order No. Three to the contract with E.C. Matthews Company, Inc. for Modifications to the Front Entry and Secured Vestibule at Julius Marks, Lansdowne, Southern, Rosa Parks and Veterans Park Elementary Schools; Eastside and Southside Technical Centers; The Learning Center; and Martin Luther King Academy (GROUP C), in the amount of \$2,032.00 (Two Thousand Thirty-two Dollars), and a corresponding transfer of \$165.00 (One Hundred Sixty-five Dollars) for design consultant fees, 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: 12/3/2020

TOPIC: Consolidated District Improvement Plan (CDIP)

PREPARED BY: Kate McAnelly

Recommended Action on: 12/3/2020

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to approve the 2020-21 CDIP

Background/Rationale: Annually the District and each school, as a component of the commitment to continuous improvement, engage in high quality and strategic planning. The result is a comprehensive plan reflective of efforts to ensure all students are provided educational opportunities to support achievement at high levels. The plan is developed with broad input from various stakeholders, a thorough analysis of data and a needs assessment. The plan includes updated goals, objectives, strategies and specific action steps to ensure intended outcomes are met. The district plan is in alignment with the district strategic plan.

Policy: 01.111

Fiscal Impact: Fiscal impact is covered within the annual working budget.

Attachments(s): 2020-21 CDIP Plan Document

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Superintendent Emmanuel Caulk

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

Comprehensive District Improvement Plan (CDIP)

Rationale

District improvement efforts are a collaborative process involving multiple stakeholders. Through the improvement planning process, leaders focus on priority needs, district funding, and closing achievement gaps among identified subgroups of students. When implemented with fidelity, the Comprehensive District Improvement Plan (CDIP) cultivates an environment that promotes student growth and achievement.

Operational Definitions

Goal: Long-term three to five year targets based on the six (6) required district goals: proficiency, separate academic indicator, achievement gap closure, graduation rate, growth, and transition readiness. Long-term targets should be informed by The Needs Assessment for Districts.

Objective: Short-term target to be attained by the end of the current academic year. There can be multiple objectives for each goal.

Strategy: An approach to systematically address the process, practice, or condition that the district will focus its efforts upon in order to reach its goals or objectives. There can be multiple strategies for each objective. The strategy can be based upon Kentucky’s six (6) Key Core Work Processes listed below or another established improvement approach (i.e. *Six Sigma, Shipley, Baldrige, etc.*).

Activity: Actionable steps used to deploy the chosen strategy. There can be multiple activities for each strategy.

Key Core Work Processes: A series of processes identified by the Kentucky Department of Education that involve the majority of an organization’s workforce and relate to its core competencies. These are the factors that determine an organization’s success and help it prioritize areas for growth.

- [KCWP 1: Design and Deploy Standards](#)
- [KCWP 2: Design and Deliver Instruction](#)
- [KCWP 3: Design and Deliver Assessment Literacy](#)
- [KCWP 4: Review, Analyze and Apply Data](#)
- [KCWP 5: Design, Align and Deliver Support](#)
- [KCWP 6: Establishing Learning Culture and Environment](#)

Measure of Success: Criteria that shows the impact of the work. The **measures** may be quantitative or qualitative, but are observable in some way.

Progress Monitoring: Process used to assess the implementation of the plan, the rate of improvement, and the effectiveness of the plan. Should include timelines and responsible individuals.

Funding: Local, state, or federal funds/grants used to support (or needed to support) the improvement initiative.

Requirements for Building an Improvement Plan

- There are six (6) required district goals: proficiency, separate academic indicator, achievement gap, graduation rate, growth, and transition readiness.
- The required school goals include the following:
 - For elementary/middle school, these include: proficiency, separate academic indicator, achievement gap, and growth.
 - For high school, these include: proficiency, separate academic indicator, achievement gap, graduation rate, and transition readiness.

Goal: Include long-term three to five year targets based on the six (6) required district level goals. Long-term targets should be informed by The Needs Assessment for Districts.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Include short-term targets to be attained by the end of the current academic year. There can be multiple objectives for each goal.	An approach to systematically address the process, practice, or condition that the district will focus its efforts upon in order to reach its goals or objectives. There can be multiple strategies for each objective. The strategy can be based upon Kentucky’s six (6) Key Core Work Processes listed above or another established improvement approach (i.e. <i>Six Sigma, Shipley, Baldrige, etc.</i>).	Include actionable steps used to deploy the chosen strategy. There can be multiple activities for each strategy.	List the criteria that shows the impact of the work. The measures may be quantitative or qualitative, but are observable in some way.	Discuss the process used to assess the implementation of the plan, the rate of improvement, and the effectiveness of the plan. Should include timelines and responsible individuals. Progress monitoring ensures that plans are being revisited and an opportunity to determine whether the plan is working.	List the funding source(s) used to support (or needed to support) the improvement initiative.

1: Proficiency Goal

Goal 1: By May 2021 increase the combined (reading and math) percentage of students scoring proficient/distinguished from 54.8 % to 59.3% (ES), 56.5% to 61.5% (MS) and 44.7% to 50.0% (HS).

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: By May 2021 increase reading proficiency scores from ES (54.8) to 59.8; MS (61.8) to 66.8; HS (49.3) to 54.3 Objective 2: By May 2021 increase math proficiency scores from ES (53.8) to 58.8; MS (51.2) to 56.2; HS (40.2) to 45.6.	KCWP 1: Design and Deploy Standards: Continue to refine our system to assess, review and revise school curricula to support the assurance that all students have the knowledge, skills and dispositions for future success.	Continue to provide a system for which schools request and receive professional learning opportunities that support district shared curriculum initiatives and address school-specific needs (i.e., evidence-based strategies, strategies to support Culturally Responsive Teaching and Learning (CRTL), and standards deconstruction and formative assessment practices.) <i>Grade Level Assignments, Strong Instruction, High Expectations, Deep Engagement</i>	Professional Learning Request Agendas/Sign In Sheets from CRTL Professional Learning Sessions	Data Collection: Professional Learning Request usage data Data Reported by: Teaching and Learning Directors; Equity Office Report Timeline: March and June	Title II
		Continue to provide professional learning around best practices in literacy and math (i.e. literacy cadre, literacy and math cohorts, math learning walks). <i>Grade-level assignments</i> By the beginning of 3rd grade, design, deploy, support and monitor implementation of a comprehensive framework to ensure all students achieve grade level numeracy and literacy expectations. This framework minimally includes essential skills, measurements, strategies, monitoring of student progress and	Agendas/Sign In Sheets from Professional Learning Sessions PLC Meetings with PDSA Model linked to curriculum K-8 MAP Results Semester Finals in English and Mathematics. Implementation report of standards implementation	Data Collection: Agendas and sign in sheets, MAP Results, Semester Final grades, Standards implementation; walkthrough data Data Reported by: Teaching and Learning Directors, Instructional Specialists, Chief of schools Report Timeline: June and December	

		support for teachers. <i>High expectations</i>	Walkthrough data for implementation of blended learning and CRTL Literacy and Math Framework for K-2		
	KCWP 2: Design and Delivery Instruction: Refining our system to ensure the instructional program is intentional and of the highest quality.	Provide school leaders and teachers through ongoing professional learning experiences on effective implementation of culturally responsive teaching and learning strategies in reading and mathematics. <i>Strong Instruction</i> Develop a districtwide system to ensure consistency of standards implementation in reading and mathematics. (i.e. Guaranteed and viable curriculum implementation.) <i>Grade level assignments</i> Provide ongoing professional learning experiences on effective implementation of blended learning strategies in reading and mathematics with a focus on deep engagement. <i>Deep engagement</i>	PLC Meetings with PDSA Model linked to curriculum K-8 MAP Results Semester Finals in English and Mathematics. Implementation report of standards implementation Walkthrough data for implementation of blended learning and CRTL	Data Collection: Professional learning agendas, sign in sheets, and evaluation Data Reported by: Teaching and Learning Directors Report Timeline: June and December	General Fund Title II Funds
	KCWP 3: Design and Deliver Assessment Literacy: Refine our system to analyze data in order to identify priorities and implement actionable steps that impact instruction/student learning	Strengthen the capacity of school leadership teams to facilitate a process to utilize multiple data points to inform school improvement. <i>High Expectations</i>	PLC Agenda and Minutes that include data analysis	Data Collection: Professional Learning agendas and sign in sheets Data Reported by: Associate Director of Assessment Literacy, School Chiefs Report Timeline: June, January	General Funds

	KCWP 4: Review, Analyze and Apply Data: Continue to ensure that teachers have an established system for examining and interpreting all data in their classrooms (e.g., formative, summative, benchmark, and interim assessment data) in order to determine priorities for individual student success.	Implement a district wide analysis protocol to inform instructional decisions and respond to student learning needs. <i>Strong Instruction, High Expectations</i>	Protocol completion PLC Agenda and Minutes Student achievement data specific to protocol.	Data Collection: Walkthrough Tool data; Professional learning agendas and sign in sheets Data Reported by: School Chiefs Report Timeline: March, June, October, December	General Funds
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2: Separate Academic Indicator

<p>Goal 2: By May 2021 will increase the percentage of all students scoring proficient/distinguished in: Science from 31.3% to 37.5 in elementary; 30.9% to 37.2% in middle; and 34.7% to 40.6% in high school. Social Studies from 55.1% to 59.2 % in elementary and 61.0% to 64.5% in middle. Writing from 50.4% to 54.9 % in elementary; 36.4% to 42.2% in middle; and 48.6% to 53.3% in high school.</p>					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
<p>Objective 1: By May 2020 increase all Science proficiency scores from (ES) 31.3% to 37.5%; (MS) 30.9% to 37.2% and (HS) 34.7% to 40.6%</p> <p>Objective 2: By May 2020 increase all Social Studies proficiency scores from (ES) 55.1% to 59.2% and (MS) 61.0% to 64.5%</p> <p>Objective 3: By May 2020 increase all Writing proficiency scores from (ES) 50.4% to 54.9%; (MS) 36.4% to 42.2% and (HS) 48.6% to 53.3%.</p>	<p>KCWP 1: Design and Deploy Standards Revise and deploy an instructional process system that includes monitoring systems to ensure the standards are taught at a high level of fidelity and create grade appropriate standards based- learning targets. <i>What students should know (content/context) and be able to do (skill).</i></p> <p>KCWP 2: Design and Deliver Instruction Teachers design Tier 1 instruction through standards based lesson /units to deliver and assess for mastery</p> <p>KCWP 4: Review, Analyze, and Apply Data District design a data reporting system for analysis of student data to determine standards mastery to inform</p>	<p>Create and hire an Instructional Specialist for Social Studies to provide support for social studies teachers across the district to ensure development of Social Studies curriculum that is aligned vertically to KAS for Social Studies. Curriculum mapping will identify instructional gaps, including planning for the introduction of the standard, development and gradual release phases, and arrival at standards mastery.</p>	<p>Social Studies curriculum documents will indicate that the curriculum is fully aligned to standards.</p>	<p>Data Collection: Curriculum documents posted online and accessed from FCPS Navigator</p> <p>Data Reported by: Secondary Teaching and Learning Director</p> <p>Report Timeline: June and December</p>	<p>General Fund \$90,000 Title II</p>
		<p>Continue support to schools in the implementation of PLCs to review the alignment between standards and learning targets, success criteria and assessment measures.</p>	<p>PLC minutes, agendas indicate that PLCs are conducting reviews, drafting success criteria and analysis of assessment data;</p>	<p>Data Collection: Professional learning agendas, sign in sheets, and evaluation;</p> <p>Data Reported by: Middle School Chief of Schools</p> <p>Report Timeline: June and December</p>	<p>General Fund Title II</p>
		<p>Provide guidance for district and teacher teams to conduct a K-12 analysis of writing standards through grade-level common writing assessments. School leaders will facilitate student work analysis sessions using a common rubric and will share results with district</p>	<p>Professional Learning Agendas will indicate progress of rollout, implementation, and analysis.</p>	<p>Data Collection: Teaching and Learning</p> <p>Data Reported by Teaching and Learning</p>	<p>General Fund Title II</p>

	instructional practice and to report at ELT.	Instructional Specialists. The district Instructional Specialists will facilitate data analysis sessions in Dept. Chair/Content lead meetings to identify trends, patterns, and next steps. The Teaching and Learning Directors and School Chiefs will review data with PGES Coaches and Principals/APs to review next steps.	Self- assessment, common assessment results and data analysis process will inform instructional next steps. Student achievement trend data will indicate progress on improving student achievement	<u>Report Timeline</u> Assessment: December 2021 Data Analysis: by February 2022	
		Continue to support school leaders and teachers with implementation of the FCPS Instructional Process in every classroom (e.g., standards deconstruction, the use of learning intentions, success criteria and formative assessment practices, a process for determining grade appropriate assignments, and strategies that enhance active engagement of students).	Professional learning documentation and data analysis documentation and progress monitoring data will indicate progress implementation of the instructional process.	<u>Data Collection:</u> Chief/School Leader/ Teaching and Learning Directors & Specialists/Assessment Literacy <u>Data Reported by:</u> Assessment Office <u>Report Timeline:</u> June and December	General Fund Tile II
		Provide guidance for district and teacher assessment teams to conduct a standards and item analysis. The district Instructional Specialist will facilitate data analysis sessions in Dept. Chair/Content lead meetings. The Teaching and Learning Directors and School Chiefs will review data with PGES Coaches and Principals/APs to inform next steps.	Professional Learning Agendas will indicate progress of support and analysis. Student achievement trend data will indicate progress on improving student achievement.	<u>Data Collection:</u> Assessment Literacy/ School Chiefs/ Teaching and Learning <u>Data Reported by</u> Assessment Literacy Department on implementation/ Teaching and Learning Department on Achievement Data <u>Report Timeline</u> Science/Writing - March and June	General Fund Title II

3: Growth

Goal 3: By May 2021 will increase the growth indicator score for elementary schools from 64.2% to 74.2%. By May 2021 will increase the growth indicator score for middle schools from 54.2% to 64.2%.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: By May 2021, increase elementary school students’ reading growth indicator score from 64.0% to 69% By May 2021, increase middle school students’ reading growth indicator score from 59.2% to 64.2%	KCWP 1: Design and Deploy Standards Continue to refine our system to assess, review and revise school curricula to support the assurance that all students have the knowledge, skills and dispositions for future success.	Engage instructional staff (e.g., teachers, PGE Coaches, instructional specialists, and building and district administrators) in professional learning on grade level Kentucky Academic Standards for reading.	Common assessment data will show growth for all students in reading.	Data Collection: Agendas and sign in sheets from Kentucky Academic Standards for reading professional learning, walk-through instrument data Data Reported by: Teaching and Learning, Assessment Literacy, School Leadership Report Timeline: March, June, October, December	General Fund Title II
	KCWP 2: Design and Deliver Instruction Teachers design Tier 1 instruction through standards based lesson /units to deliver and assess for mastery	Engage instructional staff in professional learning in the four key resources identified in <i>The Opportunity Myth</i> .	Records indicate professional learning completion.	Data Collection: Agendas and sign in sheets from Kentucky Academic Standards for reading professional learning, walk-through instrument data Data Reported by: Teaching and Learning, Assessment Literacy, School Leadership Report Timeline: March, June, October, December	General Fund Title II
		Utilize assessment results to provide tiered instruction to accelerate measurable learning outcomes in reading for all students.	Assessment data will show growth for all students in reading.	Data Collection: District assessments including; MAP, Imagine Learning, Galileo, FAST data, agendas and sign in sheets from Kentucky Academic Standards for reading professional learning, walk-through instrument data	General Fund Tile II

				Data Reported by: Teaching and Learning, Assessment Literacy, School Leadership Report Timeline: March, June, October, December	
		Implement strategies to ensure English Learners have access to core instruction with language acquisition supports.	ACCESS will show growth in English language acquisition.	Data Collection: ACCESS, MAP, and KPREP Data Reported by: English Learners Department, Assessment Literacy Report Timeline: March, June, October, December	General Fund Title II Title III
		Implement strategies to ensure students with disabilities have access to core instruction in reading.	MAP and common assessment data will show growth for students with disabilities	Data Collection: MAP, common assessment, agendas and sign in sheets from professional learning, walk-through instrument data Data Reported by: Special Education Department, Assessment Literacy, School Leadership Report Timeline: March, June, October, December	General Fund IDEA
		PreK - 8 implementation of Imagine Language & Literacy and Imagine Reading	Imagine Learning, Galileo	Data Collection: Imagine Learning, Galileo Data Reported by: Teaching and Learning, Assessment Literacy, Title I Report Timeline: March, June, October, December	General Fund
Objective 2: By May 2021, increase elementary school students’ math growth	KCWP 1: Design and Deploy Standards	Engage instructional staff in professional learning on the grade	Common assessment data will show growth	Data Collection: Agendas and sign in sheets from Kentucky Academic Standards for mathematics	General Fund Title II

indicator scores from 64.3% to 69.3% By May 2021, increase middle school students’ math growth indicator scores from 49.2% to 54.2%	Continue to refine our system to assess, review and revise school curricula to support the assurance that all students have the knowledge, skills and dispositions for future success.	level Kentucky Academic Standards for mathematics.	for all students in math.	professional learning, walk-through instrument data Data Reported by: Academic Services, Assessment Literacy, School Leadership Report Timeline: March, June, October, December	
	KCWP 2: Design and Deliver Instruction Teachers design Tier 1 instruction through standards based lesson /units to deliver and assess for mastery	Engage instructional staff in professional learning in the four key resources identified in <i>The Opportunity Myth</i> .	Records indicate professional learning completion.	Data Collection: Agendas and sign in sheets from professional learning, walk-through instrument data Data Reported by: Academic Services, Assessment Literacy, School Leadership Report Timeline: March, June, October, December	General Fund Title II
		Use assessment results to provide tiered instruction to accelerate measurable learning outcomes in math for all students.	MAP data will show growth for all students in mathematics.	Data Collection: MAP, Imagine Learning, FAST data Data Reported by: Academic Services, Assessment Literacy, School Leadership Report Timeline: March, June, October, December	General Fund Title II
		Implement strategies to ensure students with disabilities have access to core instruction in mathematics.	MAP and common assessment data will show growth for students with disabilities	Data Collection: MAP, common assessments, agendas and sign in sheets from professional learning, walk-through instrument data Data Reported by: Academic Services, Assessment Literacy, School Leadership	General Fund IDEA

				Report Timeline: March, June, October, December	
		PreK - 8 implementation of Imagine Math and Math Facts	Imagine Learning	Data Collection: Imagine Learning Data Reported by: Teaching and Learning, Assessment Literacy, Title I Report Timeline: March, June, October, December	General Fund

4: Achievement Gap

<p>Goal 4: By May 2021 will increase the percentage of African American students and students with disabilities scoring proficient/distinguished in mathematics:</p> <p>African American - elementary from 30.9 to 37.2, middle from 24.7 to 31.5, high from 13.3 to 21.2</p> <p>Students with Disabilities - elementary from 19.1 to 26.5, middle from 9.2 to 17.5, high from 3.1 to 11.9</p> <p>in reading:</p> <p>African American - elementary from 35.6 to 41.5, middle from 39.6 to 45.1, high from 22.9 to 29.9</p> <p>Students with Disabilities - elementary from 23.7 to 30.6, middle from 15.4 to 23.1, high from 10.6 to 18.7</p>					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
<p>Objective 1: By May 2021, increase elementary school students with disabilities math proficiency score from 19.1% to 26.5%, increase middle school students with disabilities math proficiency score from 9.2% to 17.5%, and to increase high school students with disabilities math proficiency score from 3.1% to 11.9%.</p> <p>By May 2021, increase elementary school African American students math proficiency score from 30.9% to 37.2%, increase middle school African American students math proficiency score from middle from 24.7% to 31.5%, and to increase high school African American students math proficiency score from 13.3% to 21.2%.</p>	<p>KCWP 2: Design and Deliver Instruction</p> <p>Teachers design Tier 1 instruction through standards based lesson and units to deliver and assess for mastery</p>	<p>Provide school leaders and teachers with support around the FCPS Instructional Process (e.g., standards deconstruction, the use of learning intentions, success criteria and formative assessment practices, a process for determining grade appropriate assignments, and strategies that enhance active engagement of students, and beyond the core).</p>	<p>MAP data will show growth in mathematics for African American students and students with disabilities</p> <p>-Records of attendance at professional learning</p> <p>-Walk-through instrument data</p> <p>-Increase in the number of grade level appropriate assignments</p> <p>-AP Course Completion (increase in number of minority students completing an AP course(s))</p> <p>-Galileo demographic and mastery report details</p>	<p>Data Collection:</p> <p>District Walk-through tool data</p> <p>MAP Data</p> <p>Data Reported by:</p> <p>Office of School Leadership</p> <p>Office of Assessment Literacy</p> <p>Report Timeline:</p> <p>March, June, October, December</p>	<p>Title II</p>

		Provide professional learning for leaders on Culturally Responsive Leadership and inclusive practices and policies that includes restorative and supportive disciplinary practices.	-SLI session attendance -DLM attendance -Cadre attendance -Records of attendance at professional learning	<u>Data Collection</u> Professional Learning data Principal Performance Timeline Professional Learning Attendance <u>Data Reported by</u> Office of School Leadership Human Resources <u>Report Timeline</u> March, June, October, December	Title II
		Execute and implement the 4 tenets of the FCPS Equity Statement, clearly define and provide professional learning on Culturally Responsive Teaching & Learning (CRTL) practices to impact outcomes for all students, including unconscious bias, bias, discrimination, prejudice, and racism.	Equity component/session embedded in every DLM/SLI/SSPI/TLC/NT O	<u>Data Collection</u> Equity survey data walkthrough tool CRTL Data (Rubric) <u>Data Reported by</u> Office of School Leadership Office of Equity <u>Report Timeline</u> March, June, October, December	General Fund
	KCWP 6: Establishing Learning Culture and Environment Establish a process to communicate with students in order to address barriers to learning	Address disproportionality of African American, Two or More Races, Hispanic, and students with disabilities discipline data to increase time in class: <ul style="list-style-type: none">● Decrease exclusionary discipline practices- Out of School Suspension(OSS)● Decrease exclusionary discipline practices- In School Suspension(ISS)	PBIS Data will reflect: -African American, Two or More Races, Hispanic, and students with disabilities Out of School (OSS) suspension rates decrease -African American, Two or More Races, Hispanic, and students with disabilities In	<u>Data Collection</u> Monthly PBIS data reports <u>Data Reported by</u> Office of Student Support Services <u>Report Timeline</u> March, June, October, December	Title IV General Fund

		<ul style="list-style-type: none">● Increase the use of restorative and supportive disciplinary practices	School Suspension (ISS) decrease -Increase instructional hours gained		
<p>Objective 2: By May 2021, increase elementary school students with disabilities reading proficiency score from 23.7% to 30.6%, increase middle school students with disabilities reading proficiency score from 15.4% to 23.1%, and to increase high school students with disabilities reading proficiency score from 10.6% to 18.7%.</p> <p>By May 2021, increase elementary school African American students reading proficiency score from 35.6% to 41.5%, increase middle school African American students reading proficiency score from 39.6% to 45.1%, and to increase high school African American students reading proficiency score from 22.9% to 29.9%.</p>	<p>KCWP 2: Design and Deliver Instruction Teachers design Tier 1 instruction through standards based lesson /units to deliver and assess for mastery</p>	<p>Provide school leaders and teachers with support around the FCPS Instructional Process (e.g., standards deconstruction, the use of learning intentions, success criteria and formative assessment practices, a process for determining grade appropriate assignments, and strategies that enhance active engagement of students).</p>	<p>-Common assessment and MAP data will show growth in mathematics for African American students and students with disabilities -Records of attendance at professional learning -Walk-through instrument data -Increase the number of grade level appropriate assignments -AP Course Completion (increase in number of minority students completing an AP course(s)) -Galileo demographic and mastery report details</p>	<p>Data Collection: District Walk-through tool data MAP Data</p> <p>Data Reported by: Office of School Leadership Department of Assessment Literacy</p> <p>Report Timeline: March, June, October, December</p>	Title II
		<p>Provide professional learning for leaders on Culturally Responsive Leadership and inclusive practices and policies that includes restorative and supportive disciplinary practices.</p>	<p>-SLI session attendance -DLM attendance -Cadre attendance -Records of attendance at professional learning</p>	<p><u>Data Collection</u> Professional Learning data Principal Performance Timeline Professional Learning Attendance <u>Data Reported by</u> Office of School Leadership Human Resources <u>Report Timeline</u> March, June, October, December</p>	Title II

		Unpack the FCPS Equity Statement, clearly define and provide professional learning on Culturally Responsive Teaching & Learning (CRTL) practices to impact outcomes for all students, including but not limited to unconscious bias, bias, discrimination, prejudice, and racism.	Equity component/session embedded in every DLM/SLI/SSPI/TLC/NT O	<u>Data Collection</u> Equity survey data walkthrough tool CRTL Data (Rubric) <u>Data Reported by</u> Office of School Leadership Office of Equity <u>Report Timeline</u> March, June, October, December	General Fund
	KCWP 6: Establishing Learning Culture and Environment Establish a process to communicate with students in order to address barriers to learning	Address disproportionality of African American, Two or More Races, Hispanic, and students with disabilities discipline data to increase time in class: <ul style="list-style-type: none">● Decrease exclusionary discipline practices- Out of School Suspension(OSS)● Decrease exclusionary discipline practices- In School Suspension(ISS)● Increase the use of restorative and supportive disciplinary practices	PBIS Data will reflect: -African American, Two or More Races, Hispanic, and students with disabilities Out of School (OSS) suspension rates decrease -African American, Two or More Races, Hispanic, and students with disabilities In School Suspension (ISS) decrease -Increase instructional hours gained	<u>Data Collection</u> Monthly PBIS data reports <u>Data Reported by</u> Office of Student Support Services <u>Report Timeline</u> March, June, October, December	Title IV General Fund

5: Transition Readiness

Goal 5: Increase transition readiness districtwide from 59.4% to 63.9 % by May 2021.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: Increase the percent of students who are transition ready from 59.4% to 62.4% by 2021.	KCWP 6: Establishing Learning Culture and Environment Establish a process to communicate with students in order to address barriers to learning KCWP 4: Review, Analyze and Apply Data Increase participation and diversity of students enrolled in AP and Dual Credit courses.	Expand dual credit and AP opportunities and accelerate rigor in partnership with post-secondary institutions to increase student enrollment and student diversity in AP, IB, and Dual credit courses by early identification of students with potential to succeed in these courses.	Increase in AP Offerings and Enrollment Increase in AP Assessed/Success rates Increase in Dual Credit Enrollment and Success rates	Data Collection: ROIS Data Reported by: High School Office Report Timeline: March and June	district funds district assessment budget
	KCWP 4: Review, Analyze and Apply Data Ensure alignment of CTE pathways to post-secondary programs, increase student enrollment in CTE pathways, and provide support for success. KCWP 1: Design and Deploy Standards Establish and monitor a system that ensures the district's CTE pathway courses are evaluated for	Implement and monitor process for assessing school Career Technical Education (CTE) programming that supports transition readiness and includes rigorous standards for CTE instruction, strategic guidance and advising of students toward CTE pathway completion, integration of core academic and CTE curriculum, and alignment to post-secondary requirements and workforce demands. Review CTE programs and functions at the district and schools.	Increase in 12th grade students meeting technical benchmarks for transition readiness Increase in the number of students enrolled in CTE courses district-wide Increase the number of students completing at	Data Collection: TEDs-Industry Certification/EOP Data Reported by: High School Office Report Timeline: March and October	

	effectiveness and alignment to labor market data.		least 1 CTE Pathway		
		Create and hire an Instructional Specialist for Career and Technical education to provide support for CTE teachers across the district to complete vertical curriculum mapping in CTE occurring to identify instructional gaps, including planning for the introduction of the standard, pedagogy, development and gradual release phases, and arrival at standards mastery.	Career and technical education curriculum documents will indicate that curriculum is fully aligned to standards.	Data Collection: PLC Agenda/Documents Data Reported by: High School Office Report Timeline: October and March	General Funds
	KCWP 5: Design, Align and Deliver Support Establish and monitor a system that ensures appropriate academic and behavior interventions are in place that meets the needs of all students.	Continue to effectively utilize placement/assignment of college and career coaches (CCR) within all high schools and district operated A5/A6 programs to support students with guidance, college/career readiness, post-secondary transitions and facilitating the Individual Learning Plan process.	Increase number of students who achieve college and career readiness	Data Collection: ROIS Data Reported by: High School Office Report Timeline: October	district funds
		Continue to support transition readiness by implementing Career Academies and engage additional business partners to support student career readiness and offering before, during, and after school support to ensure successful completion of AP/IB/DC courses.	Increase in students meeting transition readiness benchmarks. Increase in number of business partners working with the Career Academies.	Data Collection: ROIS and SDDR Data Reported by: High School Office Report Timeline: October	Perkins District Perkins Match
	KCWP 4: Review, Analyze and Apply Data District leadership will ensure school personnel use data to	Use an early warning indicator system, RIOS, MTSS structures, FAFSA completion tools, postsecondary success predictive analytics, and the Strategic	Increase in the usage of early warning indicator system and ROIS	Data Collection: ROIS and FAFSA	

	determine students’ needs (e.g., movement through the tiers of intervention, grouping/regrouping, teacher placement, scheduling)?	Data Project’s College Going Success Toolkit to assist in identifying students at risk for remediation, failure, and/or untimely graduation.	<p>Increase the usages of on-time graduation predictive analytics reports</p> <p>Post-secondary student enrollment, persistence and completion</p> <p>Improved on-time high school graduation rates</p> <p>Improved FAFSA completion rates</p>	<p>Data Reported by: High School Office</p> <p>Report Timeline: October</p>	
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6: Graduation Rate

Goal 6: Increase the 4 cohort graduation rate in high schools from 87.9% to 90.1% by 2021.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: Increase the 4 year cohort graduation rate in high schools from 87.9% to 90.1% by 2021.	KCWP 5: Design, Align and Deliver Support Establish and monitor a system that ensures appropriate academic interventions are in place that meets the needs of all students.	Provide academic support for identified at-risk students including alternate schedules/settings, credit recovery, performance-based credits, individualized computer based learning opportunities, and other alternative learning opportunities.	Increased Graduation Rates	Data Collection: ROIS Data Reported by: High School Office Report Timeline: March and October	General Funds
	KCWP 6: Establish Learning Culture and Environment Implement and monitor a process that -Reduces barriers to learning	Support the Career Academy model at 3 high schools that employs small learning communities that allow for early detection to support academics and behavior.	Increased Graduation Rates	Data Collection: SDDR/ROIS Data Reported by: High School Office Report Timeline: October	Perkins General Funds
		Analyze behavior data monthly and progress monitor individual students. Identify students in need of behavior intervention and provide support for individual students. Implement incentive programs to maintain positive recognition and celebrate successes.	Increased Graduation Rates	Collection: ROIS/MTSS Reports Data Reported by: High School Office Report Timeline: March and October	
	KCWP 4: Review, Analyze, and Apply Data School/district leadership ensure teachers use data to determine students’ needs (e.g.,tiers of intervention, grouping, teacher placement, scheduling)	Use the Return on Investment System (ROIS) and the data dashboard to assist in identifying students at risk for remediation, failure, and/or untimely graduation. (Early Warning and Student Success PMOCs)	ROIS and Data Dashboard usage of early warning indicator system & on-time graduation predictive analytics reports; improved on-time HS graduation rates	Data Collection: ROIS Data Reported by: High School Office Report Timeline: March and October	General Funds

Special Considerations for Districts with Targeted Support and Improvement (TSI) Schools

Districts with a school identified for Targeted Support and Improvement (TSI) must monitor and provide support to the school to ensure the successful implementation of the school improvement plan (703 KAR 5:280(11)). The local board of education must review and approve the revised school improvement plan for TSI schools (KRS 160.346(4)(a)) .

Monitoring and Support	
Consider:	Describe the district’s plan for monitoring and supporting the school improvement plan of any school identified for TSI. Include in your response information regarding the process for local board review and approval.
Response:	The school Chief will review the CSIP and offer suggestions on ways to improve it. Once the CSIP is satisfactory, the Chief will approve it. The Chief will conduct monthly site visits to monitor the school’s 30-60-90 day plan and make sure the strategies and activities are being implemented. The district will provide the necessary support to help the school implement the plan.

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

MEETING: Planning

DATE: 12/3/2020

TOPIC: Agreement with Scholastic, Inc.

PREPARED BY: Kate McAnelly

Recommended Action on: 12/3/2020

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to approve the Purchase Agreement for Scholastic, Inc.

Background/Rationale: Scholastic, Inc. will provide Scholastic's REAL, a Read Aloud Mentoring Program including teacher training.

Policy: 01.11

Fiscal Impact: \$284,048.00

Attachments(s): Purchase Agreement

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Superintendent Emmanuel Caulk

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



Scholastic Inc. 557 Broadway, New York, NY 203-797-3846
www.scholastic.com

October 2, 2020

Christian Adair
Student/Family Transitional Support &
Dropout Prevention Specialist
Fayette County School District
701 East Main Street
Lexington, KY 40502

RE: REAL, a Read Aloud Mentoring Program

Dear Christian:

This letter shall serve to confirm that Scholastic Inc. ("Scholastic") and Fayette County School District ("District") have entered into an agreement for the purchase of Scholastic's **REAL**, a Read Aloud Mentoring Program (the "Program"). Subject to the payment of the applicable fees set forth in accordance with Quote #2021-09-03151 dated September 10, 2020, Scholastic hereby grants to District a limited, non-exclusive license to use the Program for its own non-commercial use. Scholastic has agreed that District may post certain digital content from the Program, specifically the Mentor Cards ("Content") on its closed District website intended for its parent and student community through September 30, 2021.

District acknowledges and agrees that: (i) it will not assign, sublicense, transfer, pledge, lease, rent, or otherwise share its rights granted herein; and (ii) all right, title, and interest in and to the Program, including associated intellectual property rights are and shall remain with Scholastic. No permission is granted to use the Scholastic name or any other property of Scholastic except in connection with the use described herein.

Kindly acknowledge your acceptance of the foregoing by signing in the space provided below.

ACCEPTED AND AGREED TO:

Fayette County School District

By:

Name:

Title:

Scholastic Inc.

By:

Name:

Title:

Toni Abrahams

VP of Operations

Scholastic, Inc.'s R.E.A.L. (Read, Excel, Achieve, Lead) Read in Fayette County Public Schools is a school-based literacy initiative devoted to equipping R.E.A.L. Read Mentors with the tools they need by engaging them in small professional learning communities (PLC) lead by teachers and staff to motivate, inspire, build, and enhance students' literacy skills while exploring and creating new ideas and strategies for enhancing literacy-based teaching and learning. This side-by-side collaboration and companionship with teachers and staff creates much needed capacity with over 300 reading mentors who gain job/volunteer embedded professional learning that aligns with literacy-based instructional practices/strategies and standards-based text throughout the year. Over 12,000 students within our elementary school classrooms have annually received a minimum of one (1) hour each month of mentor-lead literacy enrichments to drive measurable outcomes evidenced in both formative and summative assessments.

Reading Mentors read aloud from some of the most engaging grade-level appropriate books that feature main characters and plots that demonstrate creative problem solving and builds intellectual resilience. Nonfiction titles include biographies of inspirational historic and global figures. The reading materials provided by this initiative intentionally seeks to celebrate equity, diversity, and inclusion and also aims to support the essential traits for building strong values and character.

How we have remained nimble:

It is worth mentioning, due to the impacts of the global pandemic caused by the CoronaVirus (COVID-19), we have been able to pivot using innovative approaches to keep the love of reading active and engaging. For this purpose, the program is now *VirtuREAL Read* as a way to ensure our students, even while at home learning remotely/virtually, continue to benefit from a simple idea; Mentors/Volunteers when paired with teachers are able to read virtually via our [F.C.P.S. YouTube Page](#) and our [FCPS REAL Read podcast!](#) #FCPSKYREAL

What does it mean to participate in this program Virtually?

VirtuREAL is watching a video on demand or listening to a podcast just like an audiobook. Instead of being physically in the classroom (due COVID-19) with the mentor reading aloud, students will now listen or watch the reading mentors while at home and follow along reading from their home-based library collection. VirtuReal helps students grow their independent reading skills, keeps them engaged in reading for fun, and allows them to connect and reconnect asynchronously with teachers, staff, and R.E.A.L. Read Mentors and listen anytime, anywhere, and as much as they desire.

Developing a personal library and collection of books is an essential part of the R.E.A.L. Read Initiative and is critical to supporting a student's academic success:

Well over 100,000 books have been distributed to the homes of children through their classroom teachers in partnership with their reading mentors. Students are able to take the REAL Read books home to further increase their access to books which essentially supports their love for reading, motivation to read, and serves as a mitigating tool for reducing the achievement gap. The outcomes are significant: reading practice, inspiration/motivation, overall literacy improvement, improved self-esteem, ongoing and consistent community engagement relationship building, and relevant real-world connections.

How to participate/engage?

Go to www.fcps.net/realread for YouTube and Podcast index. Each episode will have a unique link that can easily be copied and pasted to send to students.

What do you need to participate and get engaged?

We already have the reading mentors/volunteers lined up to read; no recruiting is required on your part. The University of Kentucky Student-Athletes, Male Reading Mentors/Volunteers are regularly posting videos for your asynchronous access. We encourage you to use it as a supplemental resource to your individualized classroom engagement.

R.E.A.L. Read Program Book Titles

Kindergarten	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Always in Trouble	I Lost My Tooth in Africa	Carlos and the Squash Plant	Freedom on the Menu	Grace for President	March On!
Peter's Chair	Manana Iguana	Not Norman	Hewitt Anderson's Great Big Life	Great Scientists: Charles Drew	Nothing Ever Happens on 90th Street
The Hatseller and the Monkeys	Ruby Bridges Goes to School	Grandma's Gift	If I Ran for President	Scraps of Time: Abby Takes a Stand	My Havana
The Low-Down, Bad-Day Blues	Whistle for Willie	Uncle Jed's Barbershop	Make Way for Dyamonde Daniel	Testing the Ice	The Broken Bike Boy and The Queen of 33rd Street
Me and My Dad	Growing Table	Tia Isa Wants a Car & Always in Trouble		Looking Like Me	Becoming Naomi Leon
Happy Birthday, Martin Luther King Jr.	Q is for Duck	My Name is Yoon		If the Shoe Fits	Spiders
The Low-Down Bad-Day Blues	One Tiny Turtle			I, Matthew Henson	
	Beso Kiss			Achoo	

For answers to related questions, please contact Christian.Adair@fayette.kyschools.us

FOR YOUR SCHOOL TO PARTICIPATE “CLICK”

R.E.A.L. Men Read is a simple idea; something meaningful happens when our community volunteers share their love for reading with our students.

R.E.A.L. Read Mentors

What we need from you as a R.E.A.L Read Mentor/Volunteer for the **R.E.A.L. Read Initiative Virtual Edition**:

We are seeking men of color and a diversified group of other reading mentors interested in participating to record themselves reading grade-level appropriate, culturally relevant and responsive, multiculturally inclusive books. The purpose is to enhance and build students’ literacy skills, keep them connected to learning through fun and engaging relationships rooted and aligned to measurable academic outcomes; most importantly, increasing the love of learning in effort to reduce the achievement gaps in historically underperforming students .

We will provide you with the same title books that over 12,000 FCPS students currently have at home.

Your Script

1. Introduction: Greetings, students: My name is Mr./Mrs. _____.
2. My current/past occupation is _____, and my responsibilities for my organization are _____.
3. My favorite subject while in school was/is _____.
4. The name of the book I am reading with you is _____.
5. Share your book cover/title and a few of your favorite pictures from the book before you start to read.
6. Encourage your students/classroom to open their book and begin reading to them (*Read the book*).
7. Thank you for reading with me. I encourage you to continue reading aloud with your siblings, family, and friends at least once per day and (*Improvise and use your own words here...*)
_____.

The Process

Step #1: Email your physical mailing address to: christian.adair@fayette.kyschools.us

Step #2: Receive your books by US Mail.

Step #3: Record yourself reading (**please be animated and fun, using creativity to engage the students**) and then email the recorded video to: christian.adair@fayette.kyschools.us

Step #4: We will upload the pre-recorded readings to the FCPS Youtube Channel, #FCPSReadMenRead for dissemination to participating schools.

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

MEETING: Planning

DATE: 12/3/2020

TOPIC: CONTRACT – Resolution Employing Attorneys

PREPARED BY: Shelley Chatfield

Recommended Action on: 12/3/2020

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: Pursuant to KRS 45A.380, a motion is in order to approve the proposed contract for legal services with Grant R. Chenoweth and Jonathan C. Shaw, based on the determination that competition is not feasible because of the inherent value in maintaining an existing, longstanding relationship between attorney and client, in light of Mr. Chenoweth's familiarity with the District and satisfactory service to the District for more than a decade, and in light of Mr. Chenoweth's and Mr. Shaw's combined experience having represented more than four-dozen public boards of education in Kentucky, and in light of the proposed hourly rate being at or below the prevailing rate in the Lexington area.

Background/Rationale: Board Policy 01.11 states that contracts with the district with an expenditure amount above \$30,000 must be approved by a vote of the Board. This month, District staff would like to enter in to an agreement with Chenoweth Law Office for legal services.

Policy: 01.11

Fiscal Impact: \$30,000+

Attachments(s): Contract

CONTRACT FOR LEGAL SERVICES

This Agreement made, effective the 1st day of January, 2021, between the Fayette County Public Schools, acting by and through its duly authorized Board of Education, referred to as “School District,” and Jonathan C. Shaw / Grant R. Chenoweth, 121 Prosperous Place, Suite 10 Lexington, Kentucky 40502 with a central mailing address of 327 Main Street, Paintsville, Kentucky, referred to as “Attorney.”

The parties agree as follows:

SECTION I: Authority to Employ Attorney.

On _____, 202__, the Board of Education, at a duly held meeting, passed a resolution employing Attorney and other members of his firm at the hourly rate of \$150.00 per hour, and with paralegal rate at \$75.00 per hour, and mileage expense at the applicable rate from time to time as set forth by the United States Government for its employees.

SECTION II: In accordance with the above-referenced resolution, the School District employs Attorney, as legal counsel until such time as the School District determines that the services of Attorney are no longer necessary or desirable. The School District may terminate its relationship with Attorney at any time without prior written notice to Attorney and Attorney may (unless otherwise agreed in writing) terminate his relationship with the School District by providing sixty (60) days written notice in advance of termination to provide the School District with sufficient time to obtain replacement counsel.

SECTION III: Any modification of this agreement or additional obligation assumed by either party in connection with this agreement shall be binding only if in writing and signed by each party

or an authorized representative of each party.

SECTION IV: Attorney shall maintain professional liability insurance with minimum limits of liability in an amount not less than Two Million Dollars (\$2,000,000.00) and shall provide proof of such coverage to the Superintendent.

SECTION V: This agreement constitutes the entire agreement between the parties and any prior understandings or representation of any kind preceding the date of this agreement shall not be binding on either party except to the extent incorporated in this agreement.

This ____ day of January, 2020.

FAYETTE COUNTY SCHOOL DISTRICT

By: _____
_____, Chairperson
Board of Education of Fayette County

ATTORNEY

Jonathan C. Shaw
Grant R. Chenoweth

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

MEETING: Planning

DATE: 12/3/2020

TOPIC: Naming the new Fayette County Board of Education Building

PREPARED BY: Lisa Deffendall

Recommended Action on: 12/3/2020

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is on order to name the new Fayette County Board of Education Building, located at 450 Park Place, the John D. Price Administration Building.

Background/Rationale: On May 20, 2019 the Fayette County Board of Education voted to acquire an office building at 450 Park Place to house the District's central administration offices. As the district is transitioning to the new building, Fayette County Public Schools Superintendent Manny Caulk recommends naming the facility in honor of long-time Fayette County Board of Education Chair John D. Price. A generous and caring man who championed equity and social justice throughout the community, John worked tirelessly for more than 30 years to make Fayette County Public Schools a place of opportunity for children. Trained as a certified public accountant, John opened his accounting office to high school students through Fayette County's Experience Based Career Education, serving as a mentor before he had children of his own. When his daughter entered the Fayette County Public Schools, he became an exemplar of family engagement, serving as a homeroom parent, PTA member, PTA officer, and SBDM member at schools his daughter attended. In 1993, he helped establish the 16th District PTA to unify parent engagement organizations from every school in the district, and later served as its second President. He was later appointed to the FCPS Equity Council. Elected to the Fayette County Board of Education in 2003, John served as chair from 2010 until his death in 2016. John was a statesman in every sense of the word, displaying wisdom, acting with integrity, building

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consensus and taking deliberate action to benefit the students, staff, families and community. A servant leader who put the needs of children first, John devoted countless hours working to create learning environments that would support the achievement of all kids and ensure that every student attends a world-class school, regardless of where they live.

Policy: Policy 05.1: Facilities (Construction and Naming)

Fiscal Impact: none

Attachments(s): Fayette County Board of Education Resolution Regarding the Death of John Donald Price

RESOLUTION REGARDING THE DEATH OF JOHN DONALD PRICE

- WHEREAS,** the members of the Fayette County Board of Education, with very deep regret, learned of the passing of John Donald Price, who had faithfully served on the Fayette County Board of Education since 2003 and had served as school board chairman for more than five years, and
- WHEREAS,** Mr. Price was a statesman in every sense of the word, displaying wisdom, acting with integrity, building consensus and taking deliberate action to benefit the students, staff, families and community served by the Fayette County Public Schools, and
- WHEREAS,** a servant leader who put the needs of children first, Mr. Price was a staunch advocate for our most vulnerable students and fierce champion for equity with an unwavering commitment to ensuring that every student in the Fayette County Public Schools reaches his or her unlimited potential, and
- WHEREAS,** Mr. Price's involvement with the school district started before he ever even had a child of his own, volunteering his time as a mentor with the Experience-Based Career Education program as a young accountant, and
- WHEREAS,** an exemplar of family engagement, Mr. Price served as a homeroom parent, PTA member, PTA officer, and SBDM member at the schools his daughter attended, before helping establish the 16th District PTA and eventually serving as the organization's second president and a member of the district's Equity Council, and
- WHEREAS,** Mr. Price's first priority was student success and he devoted countless hours working to create learning environments that would support the achievement of all kids and ensure that every student is attending a world class school, regardless of where they live, and
- WHEREAS,** a guiding light and peace maker, Mr. Price helped lead the Fayette County Public Schools through challenging times, finding common ground in the midst of sometimes polarizing debates, including budget reductions, school attendance boundary changes and leadership changes, and
- WHEREAS,** Mr. Price's business acumen helped provide clarity to the district's finances as he pushed for needs based funding, efficiencies, and good financial stewardship, never failing to thank the taxpayers of Fayette County for their support of the schools, and

WHEREAS, with confident optimism, Mr. Price believed in the innate goodness of others and had a clear vision of a Fayette County Public Schools where adults set aside their differences for the sake of all children, and

WHEREAS, Mr. Price was a man of faith who handled every situation with grace and worked diligently to pave the way for a better future for our entire community, and

WHEREAS, a passionate advocate for students and teachers, Mr. Price always sought the input of all stakeholders when making decisions and made everyone feel valued and respected, and

WHEREAS, Mr. Price has a unique talent for building consensus and developing partnerships that had positive impacts on our schools, and

WHEREAS, the passing of Mr. Price is a distinct loss to not only his family and fellow school board members who knew and loved him best, but also to the entire Fayette County Public Schools family.

NOW THEREFORE BE IT RESOLVED, that the members of the Fayette County Board of Education hereby express their profound feeling of loss and also their deep appreciation for all that Mr. Price meant to the school system and the community.

BE IT FURTHER RESOLVED, that this resolution be spread on the official minutes of the Board of Education and that a copy thereof be sent to the family of Mr. Price.

**Recommendation: A motion is in order to:
“adopt the Resolution regarding the death of
John Donald Price.”**

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

MEETING: Planning

DATE: 12/3/2020

TOPIC: Request From Principals For Extended Field Trips

PREPARED BY: Chiefs of Schools

Recommended Action on: 12/3/2020

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: Approve the extended trip requests as listed.

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

Policy: 09.36 (School Related Student Trips)

Fiscal Impact: N/A

Attachments(s): December 3, 2020 Agenda Item

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REQUESTS FROM PRINCIPALS FOR EXTENDED TRIPS

<u>School/Organization</u>	<u>Destination/Purpose</u>	<u>Inclusive Dates</u>
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High Schools

***** Frederick Douglass High A Football Team Sponsor's name: Nathan McPeck. Additional chaperones 2. Students 54.	Georgetown, KY Great Crossing High School Football Playoffs	November 27 (0 school days)
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***** Paul L Dunbar High A Football Team Sponsor's name: Wes Johnson. Additional chaperones 6. Students 60.	Henderson County or Louisville, KY Henderson Co High or Louisville Male Football Playoffs. Location determined by previous games winner.	December 4 (0 school days)
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*	Transportation by Parents and/or Sponsor
**	Transportation by Rental Van/Car
***	Transportation by Fayette County School Bus
****	Transportation by Commercial Airlines
*****	Transportation by Commercial Bus
A	Fayette County School Bus Unavailable
B	Comfort
/	Instructional Extended Trip

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

POLICY REFERENCE: 09.36 (School Related Student Trips)

RECOMMENDATION: A motion is in order to:

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

MEETING: Planning

DATE: 12/3/2020

TOPIC: Update on 2020-2021 Calendar

PREPARED BY: Steve Hill

**Recommended Action on: 12/3/2020
Informational Item**

Superintendent Prior Approval: Yes

Recommendation/Motion: Recommending a return to school on January 7, 2021 rather than the originally planned return on January 4, 2021.

Background/Rationale: Delaying the return of school to January 7, 2020 will ensure that our students and staff transition successfully to in-person instruction. The delayed start will permit school staff to finalize all logistical needs in order to safely return. In addition, the district will have more time to evaluate the potential impact of the holiday season on community spread of Covid-19. The January 4th to 6th instructional days will be added at the end of the calendar making the last student instructional day on May 18, 2021.

Policy: KRS 158.070

Fiscal Impact: N/A

Attachments(s): N/A

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Fayette County Public Schools



2020-2021

Late School Calendar

DRAFT

July 20						
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 20						
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					

September 20						
Su	M	Tu	W	Th	F	Sa
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 20						
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 20						
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					

December 20						
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		

January 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	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 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	18	19	20
21	22	23	24	25	26	27
28						

March 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	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 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
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 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	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 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	18	19
20	21	22	23	24	25	26
27	28	29	30			

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
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 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	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Notes

CODE	EVENT	TOTAL
School Days	Student Days	162
Holidays	Students Off	4
Staff Work/Training Days	Students Off	19
Professional Development	Students Off	4
Non School Days	Students Off	19
Snow Make Up Days	Please do not plan events	7

DATE	EVENT
Aug 10-21	Staff Work Days
Aug 24	Staff Opening Day (PD 1 - Mand)
Aug 25	Staff Work Day (Training 1 - Mand)
Aug 26	First Day for Students
Sept 7	Labor Day
October 1-2	Fall Break (PD 2 & 3 Flex)
November 3	Election Day
November 25-27	Thanksgiving
December 21 - January 6	Winter Break
January 18	MLK Day
February 15	President's Day
March 19	KEA Day (Training-3 Flex)
March 29 - April 2	Spring Break
May 18	Last Day for Students
May 19	Staff Closing Day (Training 4-Mand)
May 20	Flex PD 4
May 21, 24,25	Staff Work Day(s)
May 31	Memorial Day

7 Purposed Snow Days (14-15)

March 19, 2021 will only be used as a makeup day if FCPS has missed 3 days prior to March 1, 2021.

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

MEETING: Planning

DATE: 11/16/2020

TOPIC: LHS Proposed Grading Scale

PREPARED BY: Bryne Jacobs

Recommended Action on: 12/14/2020

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: Approve Lafayette's request for grading scale change.

Background/Rationale: Lafayette High School is requesting waiver of Board Policy regarding the Districts Grading Scale for Middle and High Schools in Fayette County. The purpose of the change is to be more reflective of post-secondary grading scales at the college level, to align with other High Schools in our district, to ensure our students are competitive for program admissions and scholarships based on GPA, and to support goals to address accountability goals in Gap, Graduation Rate and Transition Ready Areas.

Policy: Grade Scale #08.221

Fiscal Impact: N/A

Attachments(s): 1.) Lafayette Proposed Grading Policy approved August 2, 2020. 2.) Lafayette Proposal to Request Waiver

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GRADING POLICY

SCHOOL: LAFAYETTE HIGH SCHOOL

FUNCTION NUMBER #:

FUNCTION: CURRICULUM

Assignments given to Lafayette students will be described by three major categories.

1. **Category 1** assignments will encompass traditional “daily” work. These assignments will be for the practice, review or assessment of work covered in a single class block. Typical examples include homework checked on a daily basis, work completed in a single class meeting, an open response practice question, practice on demand writing assignment, quiz, and participation points earned in a single class block. ***The assignments in this category should tend to be formative in nature.***
2. **Category 2** assignments will encompass work that assesses or is the culmination of several days of class instruction or preparation. Typical examples include unit test, class presentation or performance (individual or group), lab, project, paper resulting from the full writing process, and quiz or binder/notes check. ***The assignments in this category should tend to be summative in nature.***
3. **Category 3** will be the End of Program Assessments/final exam. Classes that are not subject to a state-mandated EOPs will still participate by designing and administering their own EOP–like final exam. EOP–like final exams will be given in both the fall and spring semesters in all classes.

40% Formative, 45% Summative, 15% EOP/Final Exam

- *Exceptions to the policy will include AP and Dual Credit Courses, which follow their own required procedures in grading and scoring.*

Pending School Board approval to waive Board Policy. Lafayette will use the following 10- point Grade Scale when assigning letter grades.

A	90—100
B	80—89
C	70—79
D	60—69
F	Below 60

Chairperson: Bryne Jacobs

Date Adopted: August 2011

Dates Reviewed or Revised: Annually 8/2020

Lafayette Proposal to Request Waiver of Board Policy Regarding Grade Scale

Lafayette High School is requesting waiver of Board Policy regarding the Districts Grading Scale for Middle and High Schools in Fayette County. The purpose of the change is to be more reflective of post-secondary grading scales at the college level, to align with other High Schools in our district, to ensure our students are competitive for program admissions and scholarships based on GPA, and to support goals to address accountability goals in Gap, Graduation Rate and Transition Ready Areas.

LHS Current Grading Scale:	
92—100	A
83—91	B
74—82	C
65—73	D
Below 64	F

LHS Proposed 10-Point Scale:	
90—100	A
80—89	B
70—79	C
60—69	D
Below 60	F

- To achieve alignment with post-secondary education. The 10-point grading scale would align with those used by the University of Kentucky, Eastern Kentucky University, Western Kentucky University, University of Louisville, and the Kentucky Community and Technical College System, which includes BCTC.
- Our school's growth of our Dual Credit course offering justifies the need to align our grading scale to our partnering Universities.
- The traditional Grade scale creates a disadvantage for Lafayette students earning scholarships and KEES money, which are determined by a student's unweighted GPA. With a 10-point grade scale, Lafayette students would earn a higher GPA, increasing their KEES monies earnings, and places our students on an equitable playing field with the other high schools in our district/state when competing for program admissions and scholarship.
- This Grade Scale would address failure rates school wide and lower our retention rates. It is well documented regarding the effect failing even one class has regarding a student ability to graduate on Cohort. This change would also support our efforts to address the disproportionality of failures amongst our gap sub groups: particularly—African American and Hispanic student groups, Students with disabilities, English Language Learners, and Low SES
- The 10-point scale will lower our retention and support school goals to improve our graduation rates.
- GPA is used to determine eligibility for athletics, and extracurricular activities. Improved GPA allows for more opportunities for our students to engage in these activities and increase our participation numbers. GPA is also used when evaluating student eligibility when registering with the college eligibility clearinghouse organizations such as the NCAA and NAIA.
- Fall Semester of the 2019-2020 SY, there were 1259 grades between 89-91 that received a B for the course.

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Planning

DATE: 12/3/2020

TOPIC: 2020 Financial Records Audit Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 12/14/2020

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to: “Accept the independent audit report for the Fayette County Public Schools for the fiscal year ending June 30, 2020 as presented.”

Background/Rationale: The Kentucky Department of Education and The State Committee for School Districts Audits require all local school Districts to provide an annual independent audit of the financial records and accounts under the Board’s control. The audit covers the entire fiscal year ending June 30, 2020. Each audit is expected to accurately reflect the financial position of the district on June 30, 2020 and to include audit suggestions and recommendations for management. The 2020 fiscal year audit disclosed no material instances of noncompliance with the requirement of the Governmental Accounting Standards Board and the Office of Management and Budget Circular 2CFR 200(F) Audits of State and Local Governments with respect to the items tested. The district received the highest grade possible, which is an “unmodified opinion.”

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

Fiscal Impact: \$63,636,050.82 General Fund ending balance for fiscal year 2020

Attachments(s): None

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

MEETING: Planning

DATE: 12/3/2020

TOPIC: Monthly Financial Reports Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 12/14/2020

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: 12/3/2020

TOPIC: School Activity Funds Report Placeholder

PREPARED BY: Rodney Jackson

**Recommended Action on: 12/14/2020
Informational Item**

Superintendent Prior Approval: No

Recommendation/Motion: N/A

Background/Rationale: School Activity Fund Reports for the period ending October 31, 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: Regular

DATE: 12/14/2020

TOPIC: Personnel Changes

PREPARED BY: Jennifer Dyar

Recommended Action on: 12/14/2020
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 December 14, 2020 Board Agenda

Personnel Status	CERT / CLASS SAL	CLASS HR	SUB	SUPP
New Hire	8	23	12	255
Retirement	7	18		
Transfer	5	9		
Change in Status	1			
Resignation	5	2		7

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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
BEST KERRY	JULIUS MARKS ELEMENTARY	ELEM INTERMEDIATE INSTRUCTOR	10/30/2020
BRIGHT CLINT	SQUIRES ELEMENTARY	ELEM ART INSTRUCTOR	10/30/2020
DE NOBLE MEGAN	SPECIAL EDUCATION	BOARD CERT BEHAVIOR ANALYST	11/16/2020
DEVNEY JOHN	TATES CREEK MIDDLE	MID SCHOOL CLASSROOM INSTRUC	11/2/2020
MILLER EMILY	LANSLOWNE ELEMENTARY	ELEM KINDERGARTEN INSTRUCTOR	10/30/2020
OATLEY CHRISTOPHER	SCAPA AT BLUEGRASS	MID ART INSTRUCTOR	10/26/2020
REDMOND LOURDES	BRYAN STATION HIGH	HS MATH INSTRUCTOR	11/2/2020
VERDUGO SEBASTIAN	NORTHERN ELEMENTARY	ELEM INTERMEDIATE INSTRUCTOR	10/1/2020
PEDRERO			

- 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
HEISE SHERRI	LITERACY ASSESSMENT/ASSOC DIR-ASSESSMENT LITERACY	CURRICULUM AND ASSESSMENT/DIR CURR INSTR & ASSESSMENT	10/5/2020
HILLARD HOLLY	FREDERICK DOUGLASS HIGH SCHOOL/HS ENGLISH INSTRUCTOR	FREDERICK DOUGLASS HIGH SCHOOL/HS PGES COACH - NON ADMIN	10/21/2020
KELLY ANNE	BRECKINRIDGE ELEMENTARY/ELEM PRIMARY INSTRUCTOR	NORTHERN ELEMENTARY/ELEM PRIMARY INSTRUCTOR	10/23/2020
STINSON SHANNON	LITERACY ASSESSMENT/CONTINUOUS IMPROVEMENT SPEC	LITERACY ASSESSMENT/ASSOC DIR-ASSESSMENT LITERACY	10/6/2020
WELCH JUSTIN	DIXIE MAGNET ELEMENTARY/ADMINISTRATIVE DEAN	DIXIE MAGNET ELEMENTARY/PGES COACH - ADMIN	11/2/2020

- 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
ADAMS JENNIFER	VIRTUAL LEARNING ACADEMY FP 1.0/MID LANGUAGE ARTS INSTRUCTOR	VIRTUAL LEARNING ACADEMY PP 0.6/MID LANGUAGE ARTS INSTRUCTOR	10/26/2020

- 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
BARTOSZ REBECCA	EDYTHE J HAYES MIDDLE SCHOOL	EXC CHILD LEARNING & BEHAVIOR	11/13/2020
BERRY TASHARI	YATES ELEMENTARY	ELEM PRIMARY INSTRUCTOR	11/4/2020
BIDDLE AMANDA	LEXINGTON TRAD MAGNET MIDDLE	ACHIEVEMENT & COMPLIANCE COACH	11/6/2020
COLBERT KIMBERLY	SPECIAL EDUCATION	SCHOOL PSYCHOLOGIST	12/18/2020
CUNNINGHAM-AMOS MARILYNN	SCAPA AT BLUEGRASS	RETIRED ADMINISTRATIVE DEAN	11/17/2020

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

Name	Location	Assignment	Effective Date
GUINN MICHELLE	GLENDOVER ELEMENTARY	GIFTED & TALENTED INSTRUCTOR	12/31/2020
CAUDILL KRISTA	DISTINGUISHED EDUCATORS	MEMORANDUM OF AGREEMENT	12/31/2020
MARCUM ANDREA	ARLINGTON ELEMENTARY	ELEM GENERAL/VOCAL MUSIC INSTR	12/31/2020
SETSER-KISSICK PAULA	TECHNOLOGY	DW TECHNOLOGY RESOURCE INSTR	12/31/2020
STICE CARMEN	MARTIN LUTHER KING ACADEMY	HS CLASSROOM INSTRUCTOR	12/31/2020
STONE SHARON	BRECKINRIDGE ELEMENTARY	ELEM PRIMARY INSTRUCTOR	12/31/2020
WLOSINSKI MICHAEL	BEAUMONT MIDDLE SCHOOL	MID TECH ED INSTRUCTOR	10/31/2020

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
BAXTER KATHRYN	GARDEN SPRINGS ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/21/2020

BEATTY	LADONNA	BUS GARAGE	BUS MONITOR	10/26/2020
BELTRAN	MARIA	MAXWELL ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/26/2020
CARTY				
BYBEE	MICHELLE	BUS GARAGE	BUS MONITOR	8/10/2020
CAMPBELL	JOSEPH	BUS GARAGE	TRANSP ACCOUNTS PAYABLE	11/2/2020
			CLERK	
COUSEY	STEPHANIE	BUS GARAGE	BUS MONITOR	10/19/2020
FLECKEN	CAROLYN	GARDEN SPRINGS ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/21/2020
GUYTON	JARRED	MARY TODD ELEMENTARY	SP ED PARA	10/16/2020
HACK	LISA	LAW ENFORCEMENT	LAW ENFORCEMENT OFFICER	11/2/2020
HADLEY-	JORGE	LAW ENFORCEMENT	LAW ENFORCEMENT OFFICER	11/16/2020
REYNA				
HOCKER	SARAH	MAXWELL ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/19/2020
JOHNSON	SAMANTHA	GARDEN SPRINGS ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	11/2/2020
JULESEUS	JESICA	BRYAN STATION HIGH	SP ED PARA	11/19/2020
LEWIS	CLARENCE	FREDERICK DOUGLASS HIGH	SP ED PARA	10/22/2020
		SCHOOL		
LUTHER	BRIANNA	MILLCREEK ELEMENTARY	SP ED PARA	10/19/2020
MAXWELL	CHAITLAND	LAFAYETTE HIGH SCHOOL	SP ED PARA	11/9/2020
MERCHANT	ELISHA	LEXINGTON TRAD MAGNET MIDDLE	SAFE PARAEDUCATOR	11/2/2020
MUHAMMAD	PATRICE	ASHLAND ELEMENTARY	SCHOOL ADMIN ASST II - ELEM	11/9/2020
PALMER	EMILY	HENRY CLAY HIGH SCHOOL	SCHOOL OFFICE ASSISTANT	11/9/2020
RODRIGUEZ	YUNNET	BRYAN STATION HIGH	INSTRUCTIONAL PARAEDUCATOR	11/2/2020
ROGERS	LOGAN	BUS GARAGE	BUS MONITOR	10/5/2020
SMITH	GARDERLEENE	BUS GARAGE	BUS MONITOR	10/5/2020
TRISKO	NICHOLAS	BEAUMONT MIDDLE SCHOOL	SP ED PARA	10/13/2020

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
BAILEY	BROOKE	BRECKINRIDGE ELEM FOOD SERV/FOOD SERVICE ASSISTANT II	YATES ELEMENTARY/FOOD SERVICE MANAGER I 11/9/2020
BROCK	MARK	DEEP SPRINGS ELEMENTARY/CUSTODIAN	DEEP SPRINGS ELEMENTARY/CUSTODIAN 10/28/2020
BROCK	MARK	DEEP SPRINGS ELEMENTARY/CUSTODIAN	HARRISON ELEMENTARY/LEAD CUSTODIAL SERVICE WORKER 10/28/2020
CARLISLE	CONSTANCE	EARLY START/SCHOOL OFFICE ASSISTANT	FINANCIAL SERVICES/INSURANCE SPECIALIST 11/11/2020
CROUCH	ASHLEY	FOOD SERVICES/FOOD SERVICE MANAGER II	BRECKINRIDGE ELEMENTARY/FOOD SERVICE MANAGER II 11/9/2020

DEMIRI	IRFAN	PHYSICAL PLANT OPERATIONS/IAKSS CUSTODIAN	DEEP SPRINGS ELEMENTARY/CUSTODIAN	11/16/2020
FIELDS	JEFFREY	PHYSICAL PLANT OPERATIONS/IAKSS CUSTODIAN	PHYSICAL PLANT OPERATIONS/UTILITY WORKER I	10/26/2020
JOHNSON	JENNIFER	/FOOD SERVICE ASSISTANT I	ROSA PARKS ELEM FOOD SERV/FOOD SERVICE ASSISTANT II	10/26/2020
WRIGHT	SANDRA	ROSA PARKS ELEM FOOD SERV/FOOD SERVICE ASSISTANT I	PICADOME ELEMENTARY FOOD SERV/FOOD SERVICE ASSISTANT I	10/26/2020

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

Name	Location	Assignment	Effective Date
DENNIS	ANDREA	PICADOME ELEMENTARY	SP ED PARA
SNYDER	JASON	STEAM ACADEMY	CUSTODIAN

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

Name	Location	Assignment	Effective Date
CAISE	PAULA	HENRY CLAY HIGH SCHOOL	FAMILY RESOURCE CENTER COORD
DIXON	DENNIS	BUS GARAGE	BUS DRIVER
EMERSON	WILLIAM	WILLIAM WELLS BROWN ELEMENTARY	PROM ACAD-INSTRUCTIONAL PARA
FLOYD	WILLIAM	BUS GARAGE	BUS DRIVER
FOWLER	CHARLES	VETERANS PARK ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR
GILLISPIE	BARBARA	ATHENS CHILESBURG ELEM	INSTRUCTIONAL PARAEDUCATOR
HALL	MARTHA	PICADOME ELEMENTARY FOOD SERV	FOOD SERVICE ASSISTANT II
HARRIS	GREG	PAUL LAURENCE DUNBAR FOOD SERV	FOOD SERVICE ASSISTANT I
PABIAN	KARIN	ADMINISTRATIVE SERVICES	MIS USER SUPPORT ANALYST
PADGETT	RUFUS	BUS GARAGE	BUS DRIVER
PARKS	DEBORAH	GARDEN SPRINGS ELEMENTARY	SP ED PARA
PEAKE	JANA	BRYAN STATION HIGH FOOD SERV	FOOD SERVICE ASSISTANT II
ROWE	JANE	PAUL LAURENCE DUNBAR FOOD SERV	FOOD SERVICE ASSISTANT I
SCHIMMEL	SUSAN	PAUL LAURENCE DUNBAR HIGH	LEAD CUSTODIAL SERVICE WORKER
SMOTHERS	VALERIE	BUS GARAGE	BUS MONITOR
STINETORF	KIMBERLY	GLENDOVER ELEMENTARY	KINDERGARTEN PARAEDUCATOR
WELCH	EILEEN	LAW ENFORCEMENT	LAW ENFORCEMENT OFFICER

WILHITE

ALETHA

BUS GARAGE

BUS MONITOR

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
AHERN MOLLY	TATES CREEK HIGH	ALT BLDG ASSESSMENT COORD
ALBERT LINSEY	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
ALCALA PABLO	FREDERICK DOUGLASS HIGH SCHOOL	HS STLP COORDINATOR
ANDERSON MOLLY	BRECKINRIDGE ELEMENTARY	ELEM GRADE LEVEL REP
ARBUCKLE RYAN	RUSSELL CAVE ELEMENTARY	ELEM WEB MASTER
ARBUCKLE RYAN	RUSSELL CAVE ELEMENTARY	ELEM TECHNOLOGY COORD
ATKINS TABITHA	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
AULT JESSICA	VETERANS PARK ELEMENTARY	ELEM EXTRACURRICULAR COORD
BABB KATHERINE	FREDERICK DOUGLASS HIGH SCHOOL	HS INT PLANNING FACILITATOR
BAER ALEXIS	TATES CREEK MIDDLE	MID ASST BASKETBALL (GIRLS)
BAIRD SARA	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
BALES KELLY	TATES CREEK HIGH	HS BOWLING-BOYS & GIRLS COACH
BALLENGER EMILY	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
BANKS REBECCA	FREDERICK DOUGLASS HIGH SCHOOL	HS CLASS SPONSOR
BARNES JACOB	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (BOYS)
BARNES JACOB	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (BOYS) #2
BAUER BEVERLY	CLAYS MILL ELEMENTARY	ELEM GRADE LEVEL REP
BAXTER JEFFERY	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
BEELER ATTIA	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL

BENTLEY- CROVO	SHARESSA	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
BERSAGLIA	DEBORAH	FREDERICK DOUGLASS HIGH SCHOOL	HS STUDENT COUNCIL SPONSOR
BIDDLE	AMANDA	EDYTHE J HAYES MIDDLE SCHOOL	MID PROF DEVELOPMENT CHAIR
BIDDLE	AMANDA	LEXINGTON TRAD MAGNET MIDDLE	MID SUBJECT AREA REPR
BLAIR- SPARKS	CATHERINE	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
BLAND	JORDAN	EDYTHE J HAYES MIDDLE SCHOOL	MID DISCRETIONARY COACH FALL
BLANTON	JUSTIN	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
BOIAN	MARK	FREDERICK DOUGLASS HIGH SCHOOL	HS TECHNOLOGY COORDINATOR
BORDAS	JOHN	TATES CREEK HIGH	HS ASST BASKETBALL (BOYS)
BORDAS	BRITNEY	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
BRAMBLE	TIMOTHY	FREDERICK DOUGLASS HIGH SCHOOL	HS CLASS SPONSOR
BRANHAM	SARA	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
BREWER	ADAM	MAXWELL ELEMENTARY	ELEM ACADEMIC TEAM COACH
BREWER	ADAM	MAXWELL ELEMENTARY	ELEM STLP COORDINATOR
BRIGGS	RYAN	LEESTOWN MIDDLE	MID DRAMA SPONSOR-PRODUCTION
BROWN	SCOTT	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
BROWN	KIMBERLY	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
BROWN	TAMICHA	CRAWFORD MIDDLE SCHOOL	MID CHEERLEADER SPONSOR
BROWN	JORDAN	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (BOYS)
BRUMFIELD	AMANDA	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
BRUMFIELD	AMANDA	JAMES LANE ALLEN ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
BRUMLEY- SHELTON	ANGELA	LAFAYETTE HIGH SCHOOL	HS ARCHERY COACH
BUCKLER	ELIZABETH	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
BURKETT	HANNAH	FREDERICK DOUGLASS HIGH SCHOOL	HS CLASS SPONSOR
BYALL	HEATHER	ROSA PARKS ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR

CARRICO	ELIZABETH	CLAYS MILL ELEMENTARY	ELEM GRADE LEVEL REP
CARTER	SHAWNICA	LEESTOWN MIDDLE	MID ASST BASKETBALL (BOYS)
CARTER	SHAWNICA	LEESTOWN MIDDLE	MID ASST BASKETBALL (GIRLS)
CARTER	AMETRIUS	LEESTOWN MIDDLE	MID ASST BASKETBALL (GIRLS)
CARTER	AMETRIUS	LEESTOWN MIDDLE	MID ASST BASKETBALL (BOYS)
CARTER	OLIVIA	BRECKINRIDGE ELEMENTARY	ELEM GRADE LEVEL REP
CARTIER	KATHLEEN	PAUL LAURENCE DUNBAR HIGH	HS ARCHERY COACH
CASE	KEVIN	PAUL LAURENCE DUNBAR HIGH	HS HEAD WRESTLING
CHALK	SCOTT	PAUL LAURENCE DUNBAR HIGH	HS HEAD BASKETBALL (BOYS)
CHASTAIN	TAYLOR	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
CLARK	CHRISTIAN	PAUL LAURENCE DUNBAR HIGH	HS SWIMMING & DIVING (ASST)
CLAYTON	NAOMI	PAUL LAURENCE DUNBAR HIGH	HS SWIMMING & DIVING (ASST)
COATES	MICHELLE	WINBURN MIDDLE	MID TECHNOLOGY COORDINATOR
COLEMAN	KIAUNA	CLAYS MILL ELEMENTARY	ELEM GRADE LEVEL REP #2
CONTINO	MORGAN	TATES CREEK HIGH	HS HEAD SWIMMING & DIVING
COPE	ERIN	FREDERICK DOUGLASS HIGH SCHOOL	HS STUDENT COUNCIL SPONSOR
COSGROVE	KATELYN	FREDERICK DOUGLASS HIGH SCHOOL	HS VOLLEYBALL (ASST)
CROSS- OUTLAND	ANGELA	TATES CREEK MIDDLE	HS STLP COORDINATOR
DAILEY	DANIELLE	FREDERICK DOUGLASS HIGH SCHOOL	HS INT PLANNING FACILITATOR
DARKO	MEGAN	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
DAULTON	BRANDON	FREDERICK DOUGLASS HIGH SCHOOL	HS SWIMMING & DIVING (ASST)
DEEP	VALERIE	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
DEEP	VALERIE	SANDERSVILLE ELEMENTARY	ELEM SBDM SECRETARY
DENNY	RACHEL	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
DENTON	ALLISON	LAFAYETTE HIGH SCHOOL	HS HEAD BASKETBALL (GIRLS)

DRAKE	BENJAMIN	LEESTOWN MIDDLE	MID CLUB SPONSOR
DRUMMOND	DAWN	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
DRUMMOND	DAVID	TATES CREEK MIDDLE	MID ASST FOOTBALL
DUNCAN	SUSAN	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
DUNSIL	MEGAN	JAMES LANE ALLEN ELEMENTARY	ELEM SPECIAL AREA SPONSOR
EDIE	GELANA	LEESTOWN MIDDLE	MID STLP COORDINATOR
ERNST	JESSICA	BRECKINRIDGE ELEMENTARY	ELEM GRADE LEVEL REP
EVANS	MARK	JESSIE M CLARK MIDDLE	MID CROSS COUNTRY
EVANS	RAVEN	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
EVANS	KYLE	BRECKINRIDGE ELEMENTARY	ELEM TECHN COORD-CLAS SAL
EVANS	CHRISTOPHER	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
FATHERGILL	DANIEL	LAFAYETTE HIGH SCHOOL	HS SWIMMING & DIVING (ASST)
FEHR	KRISTI	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
FIELDS	KELLY	FREDERICK DOUGLASS HIGH SCHOOL	HS ARCHERY COACH
FISHER	PAYTON	BEAUMONT MIDDLE SCHOOL	MID YEARBOOK SPONSOR
FORTNEY CHAMORRO	EMILY	CASSIDY ELEMENTARY	ELEM TECHNOLOGY COORD
FREEMAN	SYDNEY	PAUL LAURENCE DUNBAR HIGH	HS DISCR COACH (FALL)
FRENCH	ALLISON	LEESTOWN MIDDLE	MID STLP COORDINATOR
GAY	JARROD	TATES CREEK HIGH	HS HEAD BASKETBALL (BOYS)
GILL	WRENSEY	TATES CREEK HIGH	HS BOWLING-BOYS & GIRLS COACH
GIVENS	JARON	LAFAYETTE HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)
GRAVES	MICHAEL	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)
GREEN	WILLIAM	LAFAYETTE HIGH SCHOOL	HS HEAD WRESTLING
GREENE	STEPHEN	FREDERICK DOUGLASS HIGH SCHOOL	HS TECHNOLOGY COORDINATOR
GRIMES	COURTNEY	THE LEARNING CENTER	HS STLP COORDINATOR

GRIMES	COURTNEY	THE LEARNING CENTER	ALT TECH COORDINATOR
GROSS	ALBERT	TATES CREEK HIGH	HS DISCR COACH (WINTER)
HAHN	MADELINE	BRECKINRIDGE ELEMENTARY	ELEM GRADE LEVEL REP
HAMLIN	WILLIAM	SUCCESS ACADEMY	ALT BLDG ASSESSMENT COORD
HAMLYN	MATTHEW	SANDERSVILLE ELEMENTARY	ELEM WEB MASTER
HAMLYN	MATTHEW	SANDERSVILLE ELEMENTARY	ELEM TECHNOLOGY COORD
HARBUT	MONICA	THE LEARNING CENTER	HS ZERO HOUR
HARRINGTON	JULIA MARIA	CLAYS MILL ELEMENTARY	ELEM GRADE LEVEL REP #2
HARRIS	JAMIE	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
HEEMAN	ASHLEE	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
HELTZEL	AMANDA	MAXWELL ELEMENTARY	ELEM EXTRACURRICULAR COORD
HIGGINS JR	ERIC	LAFAYETTE HIGH SCHOOL	HS ASST FOOTBALL
HINTON	NATIERA	SOUTHERN MIDDLE	MID ASST BASKETBALL (GIRLS)
HOEHLER	NATALIE	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
HOLLINGER	JEFF	ROSA PARKS ELEMENTARY	ELEM SBDM SECRETARY
HOLLINGER	JEFF	ROSA PARKS ELEMENTARY	ELEM STLP COORDINATOR
HOLLINGER	KATHLEEN	ROSA PARKS ELEMENTARY	ELEM WEB MASTER
HOLLINGER	KATHLEEN	ROSA PARKS ELEMENTARY	ELEM TECHNOLOGY COORD
HOSKINS	LINDSEY	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)
HUEMMER	MAKAYLA	FREDERICK DOUGLASS HIGH SCHOOL	HS HEAD SWIMMING & DIVING
HURT	LISA	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
ISON	KAYE	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
JARRELL	CYNQUESHA	SOUTHERN MIDDLE	MID DANCE TEAM
JENNINGS	SCOTT	FREDERICK DOUGLASS HIGH SCHOOL	HS ARCHERY COACH
JOHNSON	EDDIE	LEESTOWN MIDDLE	MID HEAD BASKETBALL (BOYS)

JOHNSON	EDDIE	LEESTOWN MIDDLE	MID HEAD BASKETBALL (GIRLS)
JOHNSON	CLAY	TATES CREEK HIGH	HS ASST BASKETBALL (BOYS)
KEINATH	STEPHEN	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
KENDALL	JESSICA	BRECKINRIDGE ELEMENTARY	ELEM GRADE LEVEL REP
KENDRICK	LISA	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
KENNEDY	BRYAN	THE LEARNING CENTER	HS SUPERVISORY DUTIES
KINGSOLVER	CHRISTOPHER	DISTRICT WIDE	MID ASST BASKETBALL (BOYS)
KIRK	KATHLEEN	ASHLAND ELEMENTARY	ELEM STLP COORDINATOR
KISSNER	TYLER	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (GIRLS)
LAYNE	ASHLEY	BRECKINRIDGE ELEMENTARY	ELEM EXTRACURRICULAR COORD
LAYNE	ASHLEY	BRECKINRIDGE ELEMENTARY	ELEM GRADE LEVEL REP
LEACH	CRYSTAL	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (GIRLS)
LETCHER	STACEY	LAFAYETTE HIGH SCHOOL	HS DISCR COACH (FALL)
MACKEY	KATELYN	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
MALONEY	SARA	BEAUMONT MIDDLE SCHOOL	MID DISCRETIONARY COACH WINTER
MALONEY	SARA	BEAUMONT MIDDLE SCHOOL	MID DANCE TEAM
MARCINEK	MELINDA	BRECKINRIDGE ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
MARCINEK	MELINDA	BRECKINRIDGE ELEMENTARY	ELEM BLDG ASSESSMENT COORD
MARCINEK	MELINDA	BRECKINRIDGE ELEMENTARY	ELEM WEB MASTER
MATO	DAVID	MAXWELL ELEMENTARY	ELEM STLP COORDINATOR
MATTHEWS	RACHEL	MAXWELL ELEMENTARY	ELEM ACADEMIC TEAM COACH
MAUL	ERICH	LAFAYETTE HIGH SCHOOL	HS ARCHERY COACH
MCCOY	DAPHNE	WINBURN MIDDLE	MID STLP COORDINATOR
MCDOWELL	JULIA	SQUIRES ELEMENTARY	ELEM TECHNOLOGY COORD
MCKINNON	ANDREW	THE LEARNING CENTER	HS SUPERVISORY DUTIES
MCLAUGHLIN	SUSAN	LAFAYETTE HIGH SCHOOL	HS ACAD COMPETITION SPONSOR

MCSPADDEN	ALYSSA	CLAYS MILL ELEMENTARY	ELEM CURRICULUM SPEC
MEENACH	JASON	FREDERICK DOUGLASS HIGH SCHOOL	HS DRAMA SPONSOR-FALL
MENDENHALL	MICHAEL	LAFAYETTE HIGH SCHOOL	HS HEAD BASKETBALL (BOYS)
MILBURN	NICOLE	BRECKINRIDGE ELEMENTARY	ELEM GRADE LEVEL REP
MILES	KATHERINE	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
MILLER	KRISTI	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
MIRILOVICH	TASHA	LAFAYETTE HIGH SCHOOL	HS DISCR COACH (FALL)
MOBERLY	DARYL	FREDERICK DOUGLASS HIGH SCHOOL	HS HEAD BASKETBALL (GIRLS)
MOBLEY	MONICA	SANDERSVILLE ELEMENTARY	ELEM COMMITTEE CHAIR
MOBLEY	MONICA	SANDERSVILLE ELEMENTARY	ELEM BLDG ASSESSMENT COORD
MOORE	LESLIE	ASHLAND ELEMENTARY	ELEM SBDM SECRETARY
MOORE	JOANNE	JULIUS MARKS ELEMENTARY	ELEM GRADE LEVEL REP
MOORE	TERRELL	TATES CREEK HIGH	HS ASST WRESTLING
MOORE	KEVIN	PAUL LAURENCE DUNBAR HIGH	HS DISCRETIONARY COACH WINTER
MOSELEY	JASON	FREDERICK DOUGLASS HIGH SCHOOL	HS HEAD BASKETBALL (BOYS)
MOSS	LAUREN	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST BASKETBALL (GIRLS) #2
MOSS	LAUREN	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST BASKETBALL (GIRLS)
MULDER	WILLIAM	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST ATHLETIC DIRECTOR
MYERS	JILL	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
NAYLOR	NICOLE	DISTRICT WIDE	ELEM SBDM SECRETARY
NAYLOR	NICOLE	DISTRICT WIDE	ELEM WEB MASTER
NELSON	JENNIFER	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
NEUER	MORGAN	PAUL LAURENCE DUNBAR HIGH	HS SWIMMING & DIVING (ASST)
NOBLE	MONICA	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
NORMAN	ROBERT	TATES CREEK HIGH	HS ASST FOOTBALL
NORTON	CARL	LEXINGTON TRAD MAGNET MIDDLE	MID ASST BASKETBALL (BOYS) #2

OAKLEY	JOY	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
O'BRIEN	CARLA	WINBURN MIDDLE	MID TECHNOLOGY COORDINATOR
OVERSTREET	ALICIA	SUCCESS ACADEMY	ALT TECH COORDINATOR-CLAS SAL
PACK	JASON	EDYTHE J HAYES MIDDLE SCHOOL	MID HEAD BASKETBALL (BOYS)
PATRICK	LINDSEY	MARY TODD ELEMENTARY	ELEM WEB MASTER
PATRICK	LINDSEY	MARY TODD ELEMENTARY	ELEM TECHNOLOGY COORD
PATTON	JEREMY	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (BOYS)
PAWLEY	RACHAEL	FREDERICK DOUGLASS HIGH SCHOOL	HS CLASS SPONSOR
PERKINS	JAN	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST ATHLETIC DIRECTOR
PIERCEY	DONALD	STONEWALL ELEMENTARY	ELEM WEB MASTER
PIERCEY	DONALD	STONEWALL ELEMENTARY	ELEM TECHNOLOGY COORD
PING	CHRISTIE	GARRETT MORGAN ELEMENTARY	ELEM TECHNOLOGY COORD
PITTMAN	LORI	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
PLEASANTS	WILLIAM	PAUL LAURENCE DUNBAR HIGH	HS HEAD SWIMMING & DIVING
POFF	JAMES	MARY TODD ELEMENTARY	ELEM TECHNOLOGY COORD
POLLOCK	LISA	SQUIRES ELEMENTARY	ELEM STLP COORDINATOR
POLLOCK	LISA	SQUIRES ELEMENTARY	ELEM WEB MASTER
PRINCE	JENNIFER	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
QUINTANA	MARISSA	LEXINGTON TRAD MAGNET MIDDLE	MID ASST VOLLEYBALL
QUINTANA	MIA	BRECKINRIDGE ELEMENTARY	ELEM GRADE LEVEL REP
RATLIFF	RYAN	SOUTHERN MIDDLE	MID ASST BASKETBALL (BOYS)
RATLIFF	RYAN	SOUTHERN MIDDLE	MID ASST BASKETBALL (GIRLS)
RAY	JESSICA	FREDERICK DOUGLASS HIGH SCHOOL	HS ARCHERY COACH
REARIC	LUKE	TATES CREEK HIGH	HS ASST WRESTLING
REED	THOMAS	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST ATHLETIC DIRECTOR
RICHMOND	BRIDGETTE	HENRY CLAY HIGH SCHOOL	HS ACAD COMP ASST SPONSOR

ROSCOE	LYNSEY	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
ROWE	BRYONY	FREDERICK DOUGLASS HIGH SCHOOL	HS INT PLANNING FACILITATOR
RUNYON	NICHOLAS	PAUL LAURENCE DUNBAR HIGH	HS HEAD BSKTBL (GIRL)-CLAS SAL
SAGESER	LYDIA	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
SALYERS	KATHRYN	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
SAPP	CHRISTOPHER	PAUL LAURENCE DUNBAR HIGH	HS BOWLING-BOYS & GIRLS COACH
SCHENNING	MARGOT	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
SCOTT	SARAH	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
SEE	LISA	COVENTRY OAK ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
SHAFER	PAUL	LAFAYETTE HIGH SCHOOL	HS BOWLING-BOYS & GIRLS COACH
SHAFER	SANDRA	LAFAYETTE HIGH SCHOOL	HS BOWLING-BOYS & GIRLS COACH
SHEARER	MARK	SOUTHERN MIDDLE	MID HEAD BASKETBALL (BOYS)
SHELTON	BEN	LAFAYETTE HIGH SCHOOL	HS ARCHERY COACH
SHELTON	JENNIFER	BRECKINRIDGE ELEMENTARY	ELEM BLDG ASSESSMENT COORD
SIMS	PARIS	SUCCESS ACADEMY	ALT TECH COORDINATOR-CLAS SAL
SINCLAIR	NORMAN	PAUL LAURENCE DUNBAR HIGH	HS ASST WRESTLING
SIRRINE	ERIKA	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
SMITH	THOMAS	SOUTHERN MIDDLE	MID ACADEMIC TEAM SPONSOR
SMITH	TYLER	TATES CREEK HIGH	HS ASST BASKETBALL (BOYS)
SMITH	AMANDA	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
SNODGRASS	KIMBERLY	VIRTUAL LEARNING ACADEMY	MIDDLE ZERO HOUR-FALL
SNOW	ERICA	FREDERICK DOUGLASS HIGH SCHOOL	HS CLASS SPONSOR
SPRINKLE	GEOFFREY	LEESTOWN MIDDLE	MID CLUB SPONSOR
STONE	KEITH	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (GIRLS)
SUMNEY	DIANE	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
TAYLOR	RONETTA	LAFAYETTE HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)

TAYLOR	BRYAN	PAUL LAURENCE DUNBAR HIGH	HS ARCHERY COACH
TEATER	SCOTTY	TATES CREEK HIGH	HS HEAD WRESTLING
TEETER	KIMBERLY	BRECKINRIDGE ELEMENTARY	ELEM GRADE LEVEL REP
THACKER	JOSEPH	PAUL LAURENCE DUNBAR HIGH	HS ASST FOOTBALL
THEIS	KATHERINE	CLAYS MILL ELEMENTARY	ELEM SPECIAL AREA SPONSOR
THEIS	KATHERINE	CLAYS MILL ELEMENTARY	ELEM BLDG ASSESSMENT COORD
THOMAS	ISHMAEL	SOUTHERN MIDDLE	MID ASST BASKETBALL (BOYS)
THOMAS	ISHMAEL	SOUTHERN MIDDLE	MID HEAD BASKETBALL (GIRLS)
THOMPSON	DUSTIN	LAFAYETTE HIGH SCHOOL	HS ASST WRESTLING
TOWLE	PERCY	FREDERICK DOUGLASS HIGH SCHOOL	HS HEAD WRESTLING
VASQUEZ	ANGEL	LAFAYETTE HIGH SCHOOL	HS ASST WRESTLING
VOGEL	MEGAN	LEESTOWN MIDDLE	MID MATH TEAM SPONSOR
VONDERHAAR	LAUREN	TATES CREEK MIDDLE	MID ASST VOLLEYBALL
WARD	AUTUMN	VIRTUAL LEARNING ACADEMY	HS ZERO HOUR-FALL
WASHBISH	JAMES	LAFAYETTE HIGH SCHOOL	HS HEAD SWIMMING & DIVING
WEDDINGTON	ESTHER	SANDERSVILLE ELEMENTARY	ELEM GRADE LEVEL REP
WELLS	MARGARET	THE LEARNING CENTER	HS SUPERVISORY DUTIES
WELLS	MARGARET	THE LEARNING CENTER	HS SUPERVISORY DUTIES #2
WHITE	ELIZABETH	TATES CREEK HIGH	HS ARCHERY COACH
WHITE	KATHERINE	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
WHITE	ANTHONY	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST BASKETBALL (BOYS)
WHITE	BENJAMIN	TATES CREEK HIGH	HS ARCHERY COACH
WHITT	SANDRA	JESSIE M CLARK MIDDLE	MID CROSS COUNTRY
WILKINSON	ADAM	LAFAYETTE HIGH SCHOOL	HS ASST BASKETBALL (BOYS)
WILLIAMS	SAMANTHA	SANDERSVILLE ELEMENTARY	ELEM COMMITTEE CHAIR

WILLS	JEDRICK	LAFAYETTE HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)
WILSON	ANTHONY	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (GIRLS)
WILSON	SHAYTARA	TATES CREEK HIGH	HS ASST BASKETBALL (GIRLS)
WOOD	ELIZABETH	CASSIDY ELEMENTARY	ELEM GRADE LEVEL REP
WORLEY	ASHLEY	BEAUMONT MIDDLE SCHOOL	ELEM STLP COORDINATOR
WRIGHT	MELISSA	ROSA PARKS ELEMENTARY	ELEM CURRICULUM SPEC
YATES	MATTHEW	TATES CREEK HIGH	HS HEAD BASKETBALL (GIRLS)

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

Name		Location	Assignment
BIDDLE	AMANDA	LEXINGTON TRAD MAGNET MIDDLE	MID PROF DEVELOPMENT CHAIR
BIDDLE	AMANDA	LEXINGTON TRAD MAGNET MIDDLE	MID SUBJECT AREA REPR
BRUMLEY-SHELTON	ANGELA	LAFAYETTE HIGH SCHOOL	HS ARCHERY COACH
FRENCH	ALLISON	LEESTOWN MIDDLE	MID SUBJECT AREA REPR
FRENCH	ALLISON	LEESTOWN MIDDLE	MID STLP COORDINATOR
GREEN	KIMBERLY	WINBURN MIDDLE	MID CHEERLEADER SPONSOR
MATTINGLY	LEIGH	LEXINGTON TRAD MAGNET MIDDLE	MID BLDG ASSESSMENT COORD
MOORE	JOANNE	JULIUS MARKS ELEMENTARY	ELEM GRADE LEVEL REP

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
CAMPBELL	COURTNEY	SUB BUS MONITOR	11/10/2020
CRANMER	WADE	SUB BUS MONITOR	11/10/2020
DUNN	AMELIA	SUB BUS MONITOR	11/10/2020

HENDREN	MARK	SUB BUS DRIVER	10/22/2020
HENDREN	MARK	SUB BUS DRIVER	10/22/2020
MILLER	KIMBERLY	SUB BUS DRIVER	11/10/2020
RUMER	DAVID	SUB BUS MONITOR	11/10/2020

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
CENTERS ADAM	EMERGENCY SUBSTITUTE	11/13/2020
GOODAN CAITLIN	EMERGENCY SUBSTITUTE	11/12/2020
NETHERS NICHOLAS	EMERGENCY SUBSTITUTE	10/26/2020

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

Name	Assignment	Effective Date
BREEDEN PATRICIA	RET SUBSTITUTE TEACHER	10/26/2020
LEWIS BONNIE	SUBSTITUTE TEACHER	11/12/2020

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

MEETING: Regular

DATE: 12/14/2020

TOPIC: Position Control Document

PREPARED BY: Ann Sampson-Grimes

**Recommended Action on: 12/14/2020
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	7/1/2017
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						
20	SR DIR CURR INSTR & ASSMNT	1	General Fund	174,429	245	7/1/2016
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
581	ASSOCIATE DIRECTOR OF ASSESSMENT LITERACY	1	General Fund			7/1/2019
441	ADMINISTRATIVE ASSISTANT II	1	General Fund	34,079	221	7/1/2018
592	ASSOC DIR-ASSESSMENT LITERACY	1	TITLE IV	95,897	217	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
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
17	DIR CURR INSTR & ASSESSMENT	1	General Fund	130,744	245	6/28/2004

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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

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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
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
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	STDY 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

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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
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						
331	DIRECTOR - TECHNOLOGY	1	General Fund	119,065	245	6/28/2004
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
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

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Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2020-2021	Calendar	Creation Date
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		General Fund	30,677		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
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

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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
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'S SUPERVISOR	1	General Fund	65,516	256	6/28/2004
167	LEAD GROUND'S EQUIPMENT MECHANIC	1	General Fund	54,088	256	6/28/2004
168	LEAD GROUND'S WORKER	1	General Fund	45,732	256	6/28/2004
169	LEAD GROUND'S WORKER	1	General Fund	38,994	256	6/28/2004
170	LEAD GROUND'S WORKER	1	General Fund	43,602	256	6/28/2004
171	LEAD GROUND'S WORKER	1	General Fund	40,960	256	6/28/2004
172	GROUND'S WORKER II	1	General Fund	35,553	256	6/28/2004
173	GROUND'S WORKER II	1	General Fund	36,127	256	6/28/2004
174	GROUND'S WORKER II	1	General Fund	34,304	73	6/28/2004
175	GROUND'S WORKER II	1	General Fund	38,461	256	6/28/2004
176	GROUND'S WORKER II	1	General Fund	36,127	256	6/28/2004
177	GROUND'S WORKER II	1	General Fund	47,104	256	6/28/2004
178	GROUND'S WORKER II	1	General Fund	48,067	256	6/28/2004
179	GROUND'S WORKER I	1	General Fund	30,392	185	6/28/2004
180	GROUND'S WORKER I	1	General Fund		256	6/28/2004
181	GROUND'S WORKER I	1	General Fund	31,826	256	6/28/2004
182	GROUND'S 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

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