



FAYETTE COUNTY PUBLIC SCHOOLS

Board of Education Special Meeting

Virtual Meeting
March 01, 2021
12:00 p.m.

A. CALL TO ORDER

Tyler Murphy

B. PURPOSE OF MEETING

Tyler Murphy

Pursuant to KRS Chapter 61, notice is hereby given that on February 27, 2021 the Chair of the Fayette County Board of Education called a special meeting of the Board of Education for Monday, March 1, 2021 at 12:00 noon. This meeting will be streamed online at fcps.net/virtualmeeting. This is a special meeting for the purposes of: discussion and action on the 2021 salary schedule for Transportation and a contract for the 2021 family survey and interactive communication tool.

Please be advised, in this state of a proclaimed national emergency and under a similar declaration by the Governor, it is not currently feasible for the Board to “provide meeting room conditions” in the face of COVID-19, a highly contagious virus that spreads between people who are in close contact with one another (within about 6 feet). Under these exceptional circumstances in which the Commonwealth of Kentucky is confronting a worldwide pandemic while nevertheless needing to accomplish critical public business, pursuant to KRS 61.840, the Fayette County Public Schools Board of Education will not provide a primary physical location for public viewing and will proceed pursuant to KRS 61.826 with concessions outlined in the Attorney General’s Opinion OAG 20-05. Thus, the public can access the media via the live stream, but cannot be physically present at the meeting.

C. EXTEND WELCOME TO GUESTS

Tyler Murphy

D. ROLL CALL

Tanya Dailey

E. READING OF MISSION STATEMENT

Christy Morris

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.

F. APPROVAL OF ACTION ITEMS

a. Transportation Salaries

Myron Thompson

b. K12 Insight Contract

Lisa Deffendall

G. MOTION MAKING AGENDA PART OF THE OFFICIAL BOARD MINUTES

H. ADJOURNMENT:

Tyler Murphy

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.



FAYETTE COUNTY PUBLIC SCHOOLS

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Special

DATE: 3/1/2021

TOPIC: Transportation Salaries

PREPARED BY: Myron Thompson

Recommended Action on: 3/1/2021

Action Item for Vote (SPECIAL MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: Approve differential compensation of \$30 per day for hourly staff who complete both AM and PM bus driving duties and differential compensation of \$20 per day for hourly staff who complete both AM and PM bus monitor duties and an hourly rate of \$30 per hour for substitute bus drivers for the remainder of the 2020 – 2021 school year

Background/Rationale: With over 13,000 bus stops, the FCPS Transportation Department transports approximately 19,500 students more than 3.5 million miles annually. Like school districts across the country, for years Fayette County has been experiencing challenges with transportation due to a bus driver shortage which has been exacerbated by COVID-19. To incentivize regular bus drivers and monitors to report to work for both AM and PM shifts, and to encourage substitute bus drivers to accept assignments, an incentive pay structure for employed staff and pay increase for substitute bus drivers is proposed for the remainder of the 2020 – 2021 school year.

Policy: 03.221, 06.0

Fiscal Impact: \$707,720

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

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

Board of Education: Tyler Murphy, Chair • Amy Green, Vice Chair • Tom Jones • Christy Morris • Stephanie Spires

Acting Superintendent Marlene Helm

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APPROVAL OF DAILY PAY DIFFERENTIALS FOR HOURLY BUS DRIVING AND MONITORING DUTIES AND HOURLY PAY INCREASE FOR SUBSTITUTE BUS DRIVERS FOR 2020 – 2021

BACKGROUND AND RATIONALE:

On February 22, 2021 Fayette County Public Schools began the first phase of in-person instruction for A1 schools since March 13, 2020. An estimate of 217, 196 and 186 drivers were needed to support A1 elementary, middle and high schools respectively. Anticipated routing efficiencies have not been realized and now 232 drivers are needed for all A1 schools. Out of 283 bus driver positions, there are approximately 40 vacancies or medical leaves which equates to 14% of allocated positions. By the end of the first week of in-person learning, call-ins increased from 6% (16) to 13% (37). Only 13% (2) of available sub-bus drivers accepted assignments.

AVAILABLE DRIVERS						
	EST	2/22/2021	2/23/2021	2/24/2021	2/25/2021	2/26/2021
Positions	283	283	283	283	283	283
Vacancies (Typically 10-15)	-35	-27	-27	-28	-28	-29
Medical Leave (Typically 5-7)	-24	-13	-13	-13	-13	-13
Call-ins (Estimate)	-20	-16	-21	-10	-31	-37
AVAILABLE	204	227	222	232	211	204
Subs (Daily, Part-Time, Ad Hoc)	15	2	2	4	3	2
AVAILABLE	219	229	224	236	214	206
Other Staff (Non-Bus Driver Employees With CDL)	29	28	28	28	28	28
TOTAL AVAILABLE DRIVERS	248	257	252	264	242	234

To stabilize A1 transportation and build towards a return of all District schools for the 2020 – 2021 school year, financial incentives are needed to reduce call ins and incentivize sub-drivers to accept work assignments. Hourly staff who perform both AM and PM driving or bus monitor duties will receive a daily pay shift differential of \$30 for driving duties and \$20 for monitor duties. Substitute bus driver pay will increase from approximately **\$14 per hour to \$30 per hour.**

	#Drivers	6 Hour Daily Shift Bonus	Hour	Days	Pay
Regular	235	30		52	366,600
Other	10	30		52	15,600
Montiors	178	20		52	185,120
					567,320
	#Drivers	Hourly Rate	Hour	Days	Pay
Sub	15	30	6	52	140,400
TOTAL					707,720

PROPOSAL:

<u>Item</u>	<u>Amount</u>	<u>Funding Source</u>	<u>Recurring/ Nonrecurring</u>	<u>Measurable Expected Impact and Timeline</u>
Daily differential pay for both AM and PM bus driving and monitoring duties and pay increase for substitute bus drivers.	\$707,720	General Fund	Non-recurring	Approval will allow for the stabilization of transportation services for the remainder of the 2020 – 2021 school year.

STAFF CONTACT: Myron Q. Thompson, Chief Operating Officer, 859.381.4165

POLICY REFERENCE: 03.221, 06.0

RECOMMENDATION: A motion is in order to:

“Approve differential compensation of \$30 per day for hourly staff who complete both AM and PM bus driving duties and differential compensation of \$20 per day for hourly staff who complete both AM and PM bus monitor duties and an hourly rate of \$30 per hour for substitute bus drivers for the remainder of the 2020 – 2021 school year.”

On a motion by _____, seconded by _____, the Board “approved differential compensation of \$30 per day for hourly staff who complete both AM and PM bus driving duties and differential compensation of \$20 per day for hourly staff who complete both AM and PM bus monitor duties and a hourly rate of \$30 per hour for substitute bus drivers for the remainder of the 2020 – 2021 school year.”

Mr. Tyler Murphy, Board Chair

Dr. Marlene Helm, Acting Superintendent



FAYETTE COUNTY PUBLIC SCHOOLS

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

MEETING: Special

DATE: 3/1/2021

TOPIC: Contract Approval for K12 Insight

PREPARED BY: Lisa Deffendall

Recommended Action on: 3/1/2021

Action Item for Vote (SPECIAL MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to approve a contract with K12 Insight to administer the 2021 Family Survey and implement Let's Talk!

Background/Rationale: Since 2017, Fayette County Public Schools has administered annual surveys of families to collect actionable, qualitative data for leaders at the district and school levels in FCPS. The family survey -- which is available in seven languages -- not only meets survey requirements for our Title I schools, but also provides family engagement and satisfaction information for all of our schools. This survey has been well received by our community, as evidenced by the fact that 12,995 responses were submitted from our 25,978 families in 2019, representing a 50 percent response. Principals have been pleased with the reporting format, which is delivered in a PPT that can be shared directly with the SBDM of each school. Overall district data is delivered to the school board and used by district officials for improvement and communication planning. K12 Insight provides the survey platform as well as reports and analyses that district leaders, principals and school teams can use as part of the FCPS continuous improvement process. As part of our commitment to continuous improvement, the department of communications would like to implement a tool called Let's Talk designed to streamline communication by removing silos, improve collaboration among departments and individuals, and collect data about responsiveness. This tool will allow us to bring social media, phone calls

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and emails together into a single platform to ensure consistent message and regular two-way communication.

Policy: 01.11 General Powers and Duties of the Board

Fiscal Impact: \$82,850

Attachments(s): K-12 Solutions for Customer Service and Sustained Stakeholder Engagement Sales Order Form,



K-12 SOLUTIONS FOR CUSTOMER SERVICE
AND
SUSTAINED STAKEHOLDER ENGAGEMENT

SALES ORDER FORM

K12 Insight LLC

2291 Wood Oak Drive, Suite 300
Herndon, VA 20171

Tory Schulte
Regional Account Director

Tel: 703-542-9618
Fax: 703-935-1403

tschulte@k12insight.com
www.k12insight.com

CLIENT INFORMATION			
Name	Fayette County Public Schools - KY		
Address	701 East Main Street		
City, State Zip	Lexington, Kentucky 40502		
Proposal Date	02/27/2021	Student Enrollment	40,000

DATES AND TERM OF INITIAL CONTRACT			
Term	Start Date	End Date	Total
Year 1	03/01/2021	02/28/2022	\$82,850

The pricing and terms in this proposal are as per National IPA Contract [#R170401](#)

MANAGED SURVEY STUDY SERVICES	Standard Price
<input checked="" type="checkbox"/> SURVEY STUDY, REPORTS AND COMMUNICATION CAMPAIGN K12 <i>Insight's</i> Research team will work with District leadership to identify study goals, topics and reporting requirements to develop and implement a study from our catalog of surveys. Each study includes: <ul style="list-style-type: none"> • One respondent group • Real-time interactive data • Verbatim theme analysis for one open-response question • Pre-and post-survey communications templates • One presentation-ready district report 	\$16,000 per study

CUSTOMER EXPERIENCE PLATFORM SERVICES	Standard Price
<input checked="" type="checkbox"/> SUBSCRIPTION TO LET'S TALK! K12 <i>Insight</i> provides Software as a Service to serve as a single, centralized, secure cloud-based repository of all incoming questions, comments, concerns, suggestions, and compliments by any stakeholder in the District. Software customization is offered for multiple languages. Also includes mobile app and customization of Let's Talk! platform to automatically assign ownership of all dialogues from multiple channels and issue alerts to administrators. Administrators will be able to access the Let's Talk! system using a secure login ID and password, allowing them to collaborate with each other and respond to incoming dialogue. Subscription includes: <ul style="list-style-type: none"> • Ongoing implementation and product support from expert implementation specialists • Let's Talk! Virtual Assistant • One phone line for text messaging and phone calls 	\$3.50 per student, per year

YEAR ONE SERVICES: 03/01/2021 to 02/28/2022**Managed Research Study & Let's Talk! Services**

Quantity	Service	Price	Discounted Price	Unit	Cost
1	Managed Research Study	\$16,000	\$15,100	per study	\$15,100
70	School-level Reports	\$100	--	per report	\$7,000
1	Additional Verbatim Theme Analysis	\$750	--	per analysis	\$750
1	Subscription to Let's Talk! Platform	\$3.50	\$1.50	per student	\$60,000
TOTAL for Managed Research Study & Let's Talk! Services					\$82,850

BILLING CONTACT

Name			
Title			
Email			
Phone		Fax	

ORDER CONFIRMATION

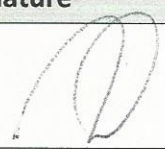
This Sales Order Form is subject to and governed by the Terms of Service (v1.20) located here: www.k12insight.com/terms-of-service/1.20, and any addenda attached. No other terms apply to K12 *Insight's* services, unless attached herein and agreed to. Client has received, read, and understood all terms applicable to K12 *Insight's* services, attached. Where applicable, Client has pre-audited this Order in the manner required by all applicable state and local laws. Client representative below hereby represents to have the authority to engage these services on behalf of Client.

AUTHORIZED SIGNATURES

Executed for and on behalf of the Client by:

Client Signature			
Name		Date	
Title		Email	
Phone		Fax	

For and on behalf of K12 *Insight* LLC, a division of Zarca Interactive, by:

K12 <i>Insight</i> Signature			
			
Name	Adam Dean	Date	2/27/21
Title	VP of Finance		

K12 *INSIGHT* INTERNAL USE ONLY

Prepared	Celia Anderson 02/27/2021	Reviewed	Tory Schulte 02/27/2021	Approved	Krista Coleman 02/27/2021
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