



Fayette County Board of Education Planning Meeting

Conference Room C
701 East Main Street
Lexington, KY 40502
November 06, 2017
5:30 PM

A. CALL TO ORDER	Melissa Bacon
1. Roll Call	
B. EXTEND WELCOME TO GUESTS	
C. MOMENT OF SILENCE	
D. PLEDGE OF ALLEGIANCE	Doug Barnett
E. READING OF MISSION STATEMENT	Doug Barnett
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 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. _____	
G. INTRODUCTIONS, RECOGNITIONS, PROCLAMATIONS AND RESOLUTIONS:	
1. Introductions	
a. Teacher Representative: Jason Meenach, Frederick Douglass High School	
b. Student Representative: Carson Kreide, Frederick Douglass High School	
c. Classified Staff Representative: T.C. Johnson: Winburn Middle School	
2. Student Performance	
a. Performance, Morton Middle School Eighth Grade Choir	
3. Recognitions	
a. Recognition, Jessie Clark Middle Volleyball Team, 2017 City Champions	

b. Recognition, Julie Moore, Wellington Elementary, 2017 Outstanding Elementary Science Educator	
c. Recognition, Diann Shuffett Ashcraft, IAKSS, School Psychologist of the Year	
d. Recognition, Morton Middle School, National Green Ribbon School	
e. Recognition, Several Schools, Sustainability + Wellness Scorecard Awards	
f. Recognition, Shana Berryman, Shermane Cowans and Te'Osha Raglin, Frederick Douglass High School, 2017 University Council for Educational Administration Convention Honor	
g. Recognition, 212 Degrees	Lisa Deffendall
4. Acknowledgements	
5. Resolutions	
H. REPORTS, COMMUNICATIONS AND RESOLUTIONS:	
1. Progress Reports	
a. Superintendent's Report (Together Lexington Presentation) (Planning)	Emmanuel Caulk
1. Academic Services	Kate McAnelly
2. Equity Report	Darryl Thompson
3. Operations & Support	Myron Thompson
2. Remarks by Citizens (persons who have signed up to speak):	
<p>Fayette County Board of Education Policy 01.45 states,</p> <p>“...Members of the public may address the Board during the period set aside by the Board without submitting an item for the agenda. No action shall be taken during this portion of the meeting on issues raised by employees or the public unless deemed an emergency by the Board...”</p> <p>Please note: Speakers will not be allowed to make any disparaging or critical remarks about individuals or employees of the District. Critical comments or complaints are processed through the District’s complaint procedures, which afford the individuals to whom comments or complaints are directed, the opportunity for response and due process.</p> <p>a. There are two opportunities for the public to address the Board:</p> <p>At the beginning of the meeting, the public, who have signed up prior to the meeting, is invited to speak on items that are On the Agenda. This is not intended to be a time for debate, however, the Board will take the public's input into consideration when making their final decision this evening. Each speaker will be allowed a maximum of 5 minutes.</p> <p>At the end of the meeting, members of the public who have signed up prior to the meeting are invited to address the Board on any topic of District-related concern that is NOT on the official agenda for this meeting (Policy # 01.45). Please know that since these items are not on tonight's agenda, our Board may or may not comment. It is important to know that this is not intended to be a time where issues will be debated. The Chair will determine</p>	

the amount of time for each speaker, depending upon the lateness of the hour and the number of speakers.

I. APPROVAL OF ROUTINE MATTERS:

J. APPROVAL OF CONSENT ITEMS:

1. Award of Bids/Proposals	John White/Myron Thompson
2. Post Approval Report Placeholder	Rodney Jackson
3. Special and Other Leave of Absence	Jennifer Dyar
4. Shortened School Days - Special Education	Amanda Dennis
5. Approval of Proposed Change Order (No. Twenty-six) to the Contract for the Construction of Frederick Douglass High School BG 14-159	Myron Thompson

K. APPROVAL OF ACTION ITEMS:(PLANNING)

1. Professional Leave by District Personnel	Jennifer Dyar
2. Job Description - Utility Services Supervisor	Jennifer Dyar
3. Job Description - Director of Communications and External Affairs	Jennifer Dyar
4. K12 Insight - Contract	Lisa Deffendall
5. Requests From Principals For Extended Trips	Chiefs of Schools

L. PLANNING DISCUSSION/INFORMATIONAL ITEMS:

1. Policy for Veteran Businesses	Marilyn Clark
2. Grading Scale for Frederick Douglass High School	Randy Peffer/Lester Diaz
3. RFP - Approval for Scholastic School Improvement Review	Schuronda Morton/Michael Dailey
4. Report on 2017 Financial Records Audit	Rodney Jackson
5. School Activity Funds Report Placeholder	Rodney Jackson
6. Monthly Financial Reports Placeholder	Rodney Jackson
7. Personnel Changes	Jennifer Dyar
8. Budget Transfer Report	Julane Mullins
9. Position Control Document	Julane Mullins

M. ORAL COMMUNICATIONS:

1. Public	
NOTICE: Our next item is where members of the public may address the Board on any topic of District-related concern that is NOT on the official agenda for this meeting (Policy # 1.45). Please know that since these items are not on tonight's agenda our Board may or may not comment. It is important to know that this is not intended to be a time where issues will be debated. The Chair will determine the amount of time for each speaker, depending upon the lateness of the hour and the number of speakers.	
2. Board Request Summary	
A motion is in order to approve the following Board requests:	
a. _____	
b. _____	
c. _____	
3. Other Business	
a. Board Discussion of Board Work	
b. Staff	

N. MOTION MAKING AGENDA PART OF THE OFFICIAL BOARD MINUTES:

A motion is in order to: "make the agenda dated November 6, 2017 on which action has been taken at this meeting, a part of the minutes as if copied in the minutes verbatim."

O. 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.

P. 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: Planning

DATE: 11/20/2017

TOPIC: Award of Bids/Proposals

PREPARED BY: Matt Moore, FCPS Purchasing

Recommended Action on: 11/20/2017

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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AWARD OF BIDS/PROPOSALS

PLACEHOLDER

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

BID	MAILING LIST	DEPARTMENT	RESPONSE – NUMBER RECEIVED
1. RFP 58-17 Music Instruments and Supplies Catalog	1. TMSDC 2. Commerce Lexington 3. Economic Engine	Purchasing	
2. RFP 59-17 Teaching Aids – Educational Supplies	1. TMSDC 2. Commerce Lexington 3. Economic Engine	Purchasing	

BID CONTRACT EXTENSIONS	VENDOR	DEPARTMENT	YEAR OF RENEWAL
1. Bid 49-15 Computer Support Furniture	Hurst Business Supply Interior Concepts Corporation KPC Architectural Products	Facility Design & Construction	2
2. Bid 44-16 Office Supplies/Classroom Supplies Catalog Contract	Guy Brown Office Depot Inc Reliable Products and Services John R Green Company School Specialty Hurst Office Supplies Staples Business Advantage Ashland Office Supplies	Purchasing	1
3. Bid 45-16 Science Equipment/Materials/Supplies Catalog Contract	Fisher Scientific Company Frey Scientific Sempco Inc VWR International Carolina Biological Supply Co	Purchasing	1
4. Bid 49-16 Portable Leasing	Modular Space Corporation William Scotsman Innovative Modular Solutions	Maintenance	1
5. Bid 57-16 Grease Trap and Septic Tank Services	LexRooter	Maintenance	1
6. Bid 58-16 Plumbing Services	Ivey Mechanical Company Comfort & Process Solutions	Maintenance	1

PLACEHOLDER

1. RFP 58-17 Music Instruments and Supplies Catalog

BACKGROUND AND RATIONALE:

This RFP provides a multiple award catalog contract used to purchase music instruments and supplies for FCPS. Approval of the contracts will permit FCPS to continue to operate without disruption to the services required to support the educational process.

Vendor: The following bidders received specifications and have bid on the indicated contract:

Key to Markings
Recommended Bid Award

Contract Period: Beginning January 1, 2018 and ending December 31, 2018

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Music Instruments/ Supplies	Last year's expenditure was over \$20,000.00	Schools and departments	Recurring	Immediate contract to provide Music Equipment /supplies for all schools K-12

Funding key: Schools and Departments

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

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
"accept proposal from _____."

PLACEHOLDER

2. RFP 59-17 Teaching Aids – Educational Supplies - Catalog

BACKGROUND AND RATIONALE:

This contract is for schools and departments to purchase teaching aids and educational supplies. This RFP is necessary to ensure the best price for these items and to comply with the KY Model Procurement Code.

Vendor: The following bidders received specifications and have bid on the indicated contract:

Key to Markings

Recommended Bid Award

Company Name

Contract Period: Beginning January 1, 2018 and ending December 31, 2018

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Teaching Aids/Educational Supplies – Catalog Contract	Expected to be over \$20,000	Schools and departments	Recurring	Immediate impact to enable FCPS to purchase educational 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, Acting Director of Logistical Services and Purchasing

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
“accept proposals from _____.”

PLACEHOLDER

APPROVAL FOR BID CONTRACT RENEWAL

1. Bid 49-15 – Computer Support 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. The Department of Facility Design & Construction solicited a sealed bid in 2015 and awarded the contract to three vendors. The contract gives the option to renew for an additional year for up to 3 years. This would be the first renewal.

Vendor: **KPC Architectural Products**
Interior Concepts Corporation
Hurst Business Supply

Contract Term: Beginning January 1, 2018 and ending December 31, 2018

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Furnish deliver & install computer support furniture	Last Fiscal year's expenditure was over \$20,000	General	Recurring	Will furnish and install technology furniture in District schools as required

Funding Key: General

STAFF CONTACT: Bill Wallace, Director of Facility Design and Construction

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
“extend the contract for one year with KPC Architectural Products, Interior Concepts Corporation and Hurst Business Supply.”

PLACEHOLDER

2. Bid 44-16 Classroom Supplies - Office Supplies - Catalog

BACKGROUND AND RATIONALE:

This contract is for schools and departments to purchase office and classroom supplies. The contract was bid out last year and awarded to the top scoring vendors. The contract gives the option to renew for an additional year for up to 5 years. This would be the first renewal.

Vendor: Guy Brown
Office Depot Inc
Reliable Products and Services
John R Green Company
School Specialty
Hurst Office Supplies
Staples Business Advantage
Ashland Office Supplies

Contract Period: Beginning January 1, 2018 and ending December 31, 2018

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Office/ Classroom Supplies – Catalog Contract	Last year's expenditure was approximately \$1,000,000.00	Schools and departments	Recurring	Immediate impact to enable FCPS to purchase library, 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, Acting Director of Logistical Services and Purchasing

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
“extend the contract for one year with Guy Brown, Office Depot Inc, Reliable Products and Services, John R Green Company, School Specialty, Hurst Office Supplies, Staples Business Advantage, Ashland Office Supplies.”

PLACEHOLDER

3. Bid 45-16 Science Equipment, Materials Catalog

BACKGROUND AND RATIONALE:

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

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

Contract Period: Beginning January 1, 2018 and ending December 31, 2018

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Science Equipment/ Materials/ Supplies	Last year's expenditure was approximately \$200,000.00	Schools and departments	Recurring	Immediate contract to provide Science equipment/ materials/supplies for all schools K-12.

Funding key: Schools and Departments

STAFF CONTACT: David Helm, Science Content Specialist

POLICY REFERENCE: KRS 45A.365

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

PLACEHOLDER

4. Bid 49-16 Portables Leasing

BACKGROUND AND RATIONALE:

This bid established a contract with multiple portable leasing companies to provide portable classroom building installation and setup for over-crowding. Pricing was an all inclusive price including the site preparation, utility connection and the building of decks to allow access to the portable. The contract was bid out last year and awarded to the top scoring vendors. The contract gives the option to renew for an additional year for up to 5 years. This would be the first renewal.

Vendors: Williams Scotsman
Innovative Modular Solutions
Modular Space Corporation

Contract Period: January 1, 2018 and ending December 31, 2018.

PROPOSAL:

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

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

STAFF CONTACT: Scott Fitch, Drafting Specialist

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
“extend the contract for one year with Williams Scotsman, Innovative Modular Solutions and Modular Space Corporation.”

PLACEHOLDER

5. 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 last year to establish a contract for these services. The contract gives the option to renew for an additional year for up to 5 years. This would be the first renewal.

Vendor: Lex Rooter

Contract Term: Beginning January 1, 2018 and ending December 31, 2018

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Grease Trap and Septic Tank Services	Last year's expenditure was approximately \$25,000.00	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, Maintenance

POLICY REFERENCE: KRS 45A.365

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

PLACEHOLDER

6. Bid 58-16 Plumbing Services

The Division of Maintenance is responsible for plumbing repairs in the district. This was bid out last year to establish a contract for these services. The contract gives the option to renew for an additional year for up to 5 years. This would be the first renewal.

Vendor: Ivey Mechanical Company
Comfort & Process Solutions

Contract Term: Beginning January 1, 2018 and ending December 31, 2018

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Plumbing Services	Expected to be over \$20,000	920 1 134 0432	Recurring	Improved safety of students and staff.

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

STAFF CONTACT: Doug Botkin, Maintenance

POLICY REFERENCE: KRS 45A.370

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

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Planning

DATE: 11-6-2017

TOPIC: Post Approval Agenda Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 11-20-2017 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: NA

Attachments(s): One attachment

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

MEETING: Regular

DATE: 11/20/2017

TOPIC: Special and Other Leave of Absence

PREPARED BY: Jennifer Dyar

**Recommended Action on: 11/20/2017
Action Item for Vote (REGULAR MEETING)**

Superintendent Prior Approval: No

Recommendation/Motion: N/A

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

Policy: 03.123/03.223

Fiscal Impact: N/A

Attachments(s): Special and Other Leave of Absence for November 20, 2017 Board Agenda

LOA - Certified: 4, Classified: 5
Resign from LOA – Classified: 2
Return from LOA – Certified: 2, Classified: 1
DWOP Requests: 4

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SPECIAL AND OTHER LEAVE OF ABSENCE

1. CERTIFIED/CLASSIFIED SALARIED PERSONNEL

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

Name	Location	Assignment	Effective Date
BRAY	MARISSA HENRY CLAY HIGH SCHOOL	HS ENGLISH	9/26/2017
FIELDS	DAVID WILLIAM WELLS BROWN ELEMENTARY	ELEM INTERMEDIATE INSTRUCTOR	9/27/2017
MEDLEY	SHANON COVENTRY OAK ELEMENTARY	ELEM ART INSTRUCTOR	9/8/2017
THOMSON	JESSICA MAXWELL ELEMENTARY	EXC CHILD LEARNING & BEHAVIOR	8/25/2017

- b. Return from Leave of Absence of Certified/Classified Salaried Personnel - This is to report the return from leave of absence of the following certified/classified salaried personnel:

Name	Location	Assignment	Effective Date
PETRI	ALYSSA GLENDOVER ELEMENTARY	ELEM ESL INSTRUCTOR	9/26/2017
THOMSON	JESSICA MAXWELL ELEMENTARY	EXC CHILD LEARNING & BEHAVIOR	10/9/2017

2. HOURLY CLASSIFIED PERSONNEL

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

Name	Location	Assignment	Effective Date
ABRAMS	LEONARD DIXIE MAGNET ELEMENTARY	FAMILY RESOURCE CENTER COORD	8/25/2017
BECKER	DIANA BUS GARAGE	BUS MONITOR	8/30/2017
HAMPTON	MARY DEEP SPRINGS ELEM FOOD SERV	FOOD SERVICE ASSISTANT II	8/23/2017
ROBEL	DEVIN JESSIE M CLARK MIDDLE	SP ED PARA - LEARNING/BEHAVIOR	9/18/2017
TUNEY JR	WILLIAM BUS GARAGE	BUS DRIVER	8/18/2017

- b. Resignation from Leave of Absence of Classified Hourly Personnel: This is to report the resignation from leave of absence of the following classified hourly personnel:

Name	Location	Assignment	Effective Date
ABRAMS LEONARD	DIXIE MAGNET ELEMENTARY	FAMILY RESOURCE CENTER COORD	9/30/2017
JONES AMELIA	BOOKER T WASHINGTON ELEMENTARY	CUSTODIAN	10/5/2017

c. Return from Leave of Absence of Classified Hourly Personnel: This is to report the return from leave of absence of the following classified hourly personnel:

Name	Location	Assignment	Effective Date
HAMPTON MARY	DEEP SPRINGS ELEM FOOD SERV	FOOD SERVICE ASSISTANT II	9/28/2017

REQUEST FOR DAYS WITHOUT PAY

Name	Location	Assignment	Effective Date
Gayheart, Linda	Paul Laurence Dunbar HS	Spanish Instructor	10/26/2017- 10/27/2017
Hoten, Leigh Anne	Athens-Chilesburg Elem	Primary Instructor	11/27/2017
Leonard, Amy	Cardinal Valley Elem	ESL Instructor	03/15/2018- 03/16/2018
Magedanz, Susan	Paul Laurence Dunbar HS	Exc Child LBD Inst	11/20/2017- 11/21/2017

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Regular

DATE: 11/20/2017

TOPIC: Request for Shortened School Day – Special Education

PREPARED BY: Amanda Dennis, Director of Special Education

Recommended Action on: 10/23/2017

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: “approve the request for a shortened school day for 2 students listed on records maintained by the Director of Special Education.”

Background/Rationale: A shortened school day and/or week is being requested for 2 students with disabilities. This request represents the recommendation of an Admission and Release Committee (ARC) for the student(s) based on data from the current Individual Education Program and a physician’s recommendation. A plan has been developed to address student’s return to a full school day. The ARC will continue to address this possibility with input from the physician.

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

Fiscal Impact: Click here to enter text.

Attachments(s): Click here to enter text.

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Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Regular

DATE: November 20, 2017

TOPIC: Approval of Proposed Change Order (No. Twenty-six) to the Contract for the Construction of Frederick Douglass High School BG 14-159

PREPARED BY: Myron Thompson, Senior Director, Operations & Support @ 381-4165

Recommended Action on: 11/20/2017
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed additive Change Order No. Twenty-six to the contract with D.W. Wilburn, Inc. for the construction of Frederick Douglass High School in the amount of \$7,625.26 (Seven Thousand, Six Hundred Twenty-five Dollars and Twenty-six Cents), with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$150.57 (One Hundred Fifty Dollars and Fifty-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: The construction of a new high school to be located on 65 acres at 2000 Winchester Road (formerly 1970 Winchester Road) is listed as priority 1a.5 on FCPS's 2013 District Facility Plan. Tate Hill Jacobs Architects produced final Construction Documents for bidding describing the construction of a new building totaling approximately 285,790 SF to serve 1,800 students. The 21st Century high school program was developed during a series of Building Committee meetings attended by FCPS instructional and administrative leadership, and refined in small group meetings where teachers provided direction related to collaborative teaching and project-based subject matter. The program is consistent with recent new high school projects across the nation and provides new building space that functions and supports current FCPS enrollment growth. Bids were received on May 7, 2015 and construction began in June, 2015. The Office of Facility Design & Construction, the design consultants and the local building code officials have reviewed the progress of the work. Changes to the original plans and specifications have been necessary in order to satisfy the requirements described below. Approval of these changes allows the work to be completed. The description and cost of these items are summarized as follows:

	Change to DPOs	Change to GC Contract	4.6% A/E FEE
To improve original plans and specs:			
<ul style="list-style-type: none"> Provide labor, materials and equipment to add fire alarm connection to magnetic door holders and ceiling-mounted smoke detectors at corridor door at Administration Suite; add: 		\$3,273.26	\$150.57
To correct deficient plans and specs:			
<ul style="list-style-type: none"> Provide labor, materials and equipment to add exhaust duct extensions in Kiln Room; add: 		\$1,702.00	\$0

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Superintendent Emmanuel Caulk

To resolve unforeseen conflict:

- Provide labor, materials and equipment to investigate potential blockage in hydronic piping; add:

Total Change Order No. Twenty-six:**Design consultant fees:****Total Cost:**

	\$2,650.00	\$0
	\$7,625.26	
		\$150.57
		\$7,775.83

A 5% contingency (\$3,102,200) is included in the project's available funds. There have been twenty-five previous change orders on this project. The cost of the current and all changes orders represents a 1.57% 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	0003610	14159	0840	\$997,031.42

Attachments(s): None

On motion by _____, seconded by _____, the Board approved the additive Change Order No. Twenty-six to the contract with D.W. Wilburn, Inc. for the construction of Frederick Douglass High School in the amount of \$7,625.26 (Seven Thousand, Six Hundred Twenty-five Dollars and Twenty-six Cents), with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$150.57 (One Hundred Fifty Dollars and Fifty-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.

 Melissa Bacon, Board Chair

 Emmanuel Caulk, Superintendent

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

MEETING: Planning

DATE: 11/6/2017

TOPIC: Professional Leave By District Personnel

PREPARED BY: Jennifer Dyar

Recommended Action on: 11/6/2017

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to: “Approval of the professional leave as indicated.”

Background/Rationale: Broad policy and Kentucky law requires board approval for professional leave.

Policy: 03.1911\03.2911

Fiscal Impact: \$59,294.55

Attachments(s): N\A

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PROFESSIONAL LEAVE BY DISTRICT PERSONNEL

1. PROFESSIONAL LEAVE REQUEST RECOMMENDED:

<u>Professional Meeting Location & Dates</u>	<u>Staff Member</u>	<u>School</u>	<u>Substitute</u>	<u>Reimbursement Funding Source</u>	<u>Total Cost</u>
*Getting In touch with Literacy Conference New Orleans, LA September 5-10, 2017 Work Days – 4	Nenna Abrams	Liberty Elem	NO	School Funds	\$1,355.00
*Literacy Symposium Santa Ana Pueblo, NM October 14-19, 2017 Work Days – 5	Jennifer Leahy	IAKSS	NO	McGraw Hill	\$1,959.00
*Solution Tree PLC @Work Des Moines, IA October 22-25, 2017 Work Days – 3	Embry Jacobs	Beaumont Middle School –PD		School-PD	\$1,283.00
*Leadership Institute For School Principals Frankfort, KY October 25-26, 2017 Work Days – 2'	Shamiah Ford	Coventry Oak Elem	NO	KY Chamber Foundation	\$ 606.00
*RTI at Work Institute Solution Tree Inc. Louisville, KY October 25-28, 2017 Work Days – 3	Julie Strange	Wellington Elem	NO	School-PD	\$ 700.00
*KY Reading Association Louisville, KY October 26-28, 2017 Work Days – 2	Kirsten Roberts	Russell Cave Elem	Title I	Title I	\$ 663.00

*Visiting Hillsboro High School to Review IB Program within the Academy Concept Nashville, TN October 29-30, 2017 Work Days – 1	James Schlich	Tates Creek High	NO	School Funds	\$ 440.00
	Delores Minor	Tates Creek High	NO	School Funds	\$ 440.00
	Eugene Blaydes	Tates Creek High	NO	School Funds	\$ 440.00
KY Counseling Association fall Conference Louisville, KY November 1-2, 2017 Work Days – 2	Bonnie Barnes	Henry Clay High	NO	School Funds	\$ 565.00
KY Women Law Enforcement Network Gilbertsville, KY November 7-10, 2017 Work Days – 3	Mary Roller	Law Enforcement	NO	Classified-PD	\$ 832.95
	Alisa Scott	Law Enforcement	NO	Classified-PD	\$ 832.95
OCALICON 2017 Columbus, OH November 14-17, 2017 Work Days – 4	Diann Ashcraft	IAKSS	NO	Special ED	\$1,102.00
Be Somebody Cowboy Ethics Training Casper, WY November 15-17, 2017 Work Days – 3	Brian McIntyre	The Stables	NO	Special ED	\$1,500.00
NCTE Annual Conference St Louis, MO November 16-19, 2017 Work Days – 2	Austen Reilley	Garden Springs Elem	School-PD	School -PD	\$ 300.00
KY Exceptional Children's Conference Louisville, KY November 19-21, 2017 Work Days – 2	Amanda Dennis	IAKSS	NO	Special ED	\$ 619.00

Learning Forward's 2017 Annual Conference Orlando, FL December 3-7, 2017 Work Days - 4	Lori Bowen	IAKSS	NO	CIA	\$2,343.00
	Sabrina Reed	IAKSS	NO	Technology	\$2,343.00
	Daneika Hunt	IAKSS	NO	Technology	\$2,343.00
	Leanna Prater	IAKSS	NO	Technology	\$2,343.00
Getting in Touch with Literacy Conference New Orleans, LA December 5-10, 2017 Work Days – 4	Jasamyn Nichols	Athens-Chilesburg Elem	NO	Special ED	\$1,355.00
Digital Safety & Citizenship Google Event for Education New York, NY December 8-10, 2017 Work Days – 1	Paula Setser Kissick	IAKSS	NO	Technology	\$1,383.00
	Amy Johns	IAKSS	NO	Technology	\$1,383.00
NIAAA National Convention Phoenix, AZ December 8-12, 2017 Work Days – 3	Robert Sayre	IAKSS	NO	Athletic Account	\$1,577.60
School Nutrition Industry Conference New Orleans, LA January 19-23, 2018 Work Days – 3	Michelle Coker	Child Nutrition	NO	Child Nutrition	\$1,688.00
	Wendy Young	Child Nutrition	NO	Child Nutrition	\$1,688.00
	Janus Mankovich	Child Nutrition	NO	Child Nutrition	\$1,688.00
Leadership Institutes for School Principals Frankfort, KY January 24-25, 2018 Work Days – 2	Shamiah Ford	Coventry Oak Elem	NO	KY Chamber Foundation	\$ 606.00
Ron Clark Academy Atlanta, GA January 24-26, 2018 Work Days – 3	Veda Stewart	Booker T Washington Elem	NO	Title II	\$2,090.00
	Sarah Chumley	Booker T Washington Elem	Title II	Title II	\$2,090.00
	Jessica Farris	Booker T Washington Elem	NO	Title II	\$2,090.00
	Jasmine Clark	Booker T. Washington Elem	NO	School	\$2,090.00

National Reading

Recovery Conference
Columbus, OH
February 17-20, 2018
Work Days – 2

Lori Pittman	Sandersville Elem	School-PD	Title I	\$1,170.00
Barbara Viney	Millcreek Elem	Title II	Title II	\$1,430.00
Ebony Hutchinson	Millcreek Elem	NO	Title II	\$1,174.00
Laura McCullough	Millcreek Elem	NO	Title II	\$1,430.00
Emily Snowden	Millcreek Elem	Title II	Title II	\$1,330.00
Allison Wilson	Millcreek Elem	Title II	Title II	\$1,330.00
Karen Rice	Millcreek Elem	Title II	Title II	\$1,430.00
Jane Cohen	Millcreek Elem	Title II	Title II	\$1,430.00
Marva Taylor	B T Washington Elem	NO	School-PD/Employee	\$ 936.65

February 18-20, 2018
Work Days – 2

National Reading
Recovery and K-6
Literacy Conference
Columbus, OH
February 18-20, 2018
Work Days – 2

Leslie Berkley	Cassidy Elem	RTA	Reading Recovery	\$ 658.00
Jill Myers	Cassidy Elem	School-Funds	Title I	\$ 728.00

KY Association of
College Admissions
Counselors Spring
Conference
Bowling Green, KY
March 14-15, 2018
Work Days – 2

Bonnie Barnes	Henry Clay High	NO	Personal funds	\$ 545.00
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NCTM National
Math Conference
Washington, DC
April 25-28, 2018
Work Days – 3

Natalee Feese	IAKSS	NO	Academic Services	\$2,300.00
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PROFESSIONAL LEAVE BY DISTRICT PERSONNEL
ADDITION SINCE PLANNING MEETING

1. PROFESSIONAL LEAVE REQUEST RECOMMENDED:

<u>Professional Meeting Location & Dates</u>	<u>Staff Member</u>	<u>School</u>	<u>Substitute</u>	<u>Reimbursement Funding Source</u>	<u>Total Cost</u>
The New Art and Science of Teaching Orlando, FL September 27-30, 2017 Work Days – 3	Stephanie Urbanek	Meadowthorpe Elem	NO	Title I	\$2,545.00
	Deanna Branham	Meadowthorpe Elem	NO	Title I	\$2,545.00

RATIONALE:

Board policy and Kentucky law requires board approval for professional leave.

POLICY REFERENCE:

03.1911\03.2911

RECOMMENDATION:

A motion is in order to:
"Approval of the professional leave as indicated."

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

MEETING: Planning

DATE: 11/6/2017

TOPIC: Job Description

PREPARED BY: Jennifer Dyar

Recommended Action on: 11/6/2017

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to approve the revised job description of Utility Services Supervisor.

Background/Rationale: This is an update of a current job description of an existing position to better align to current and future duties of the position as well as add the measures of success and world language components.

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

Fiscal Impact: None

Attachments(s): Job Descriptions

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

Board of Education: Melissa Bacon, Chair • Raymond Daniels, Vice Chair • Douglas Barnett • Daryl Love • Stephanie Spires

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

JOB DESCRIPTION

UTILITY SERVICES SUPERVISOR

Class Code: 7631

TITLE: Utility Services Supervisor
Grade 20

REPORTS TO: Director

SUPERVISES:

JOB FUNCTION: Organize, schedule, supervise and participate in a variety of general maintenance and ~~custodial duties~~ related to maintaining and repairing District buildings, facilities and grounds; supervise and evaluate the performance of assigned personnel.

MEASURES OF SUCCESS:

- Work orders are successfully completed by assigned crew within established timelines.
- Audits, reports and inspections are in compliance with local and state regulations.
- Internal customer service survey reflects positive results annually.

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DUTIES AND RESPONSIBILITIES:

- Schedule, assign, supervise and participate in a variety of general maintenance and ~~custodial duties~~ related to maintaining and repairing District buildings, facilities and grounds;
- Schedule, train, assign and supervise crews; select and evaluate assigned personnel.
- Communicate with staff, administrators, vendors and others regarding general maintenance and custodial needs.
- Operate a variety of tools, machinery and equipment and a variety of power and hand tools used in ~~custodial services and~~ grounds maintenance.
- Develop and maintain life cycles for both routine and preventative maintenance of District facilities, vehicles and equipment.
- Write specifications for equipment, vehicles, materials or services. Obtain quotes for same.
- Attend Bid openings when necessary
- Open and secure facilities as assigned.

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JOB DESCRIPTION

UTILITY SERVICES SUPERISOR

• DUTIES AND OTHER RESPONSIBILITIES (CONT.):

- Prepare and maintain a variety of records including logs, work orders, time sheets, employee files, and equipment and supply inventories; evaluate and determine needed supplies and equipment; complete and submit purchase requisitions.

- Inspect facilities to assure compliance with established procedures; meet with employees to discuss issues or concerns.

- Report repair and maintenance needs to proper maintenance personnel and assist District maintenance personnel as assigned.

- Maintain assigned tools and equipment in a clean, orderly and safe working condition.

- Demonstrates the ability to communicate in more than one language or the willingness to learn to communicate in more than one language at a novice level of proficiency.

- Oversee and participate in snow removal activities.

DUTIES AND OTHER RESPONSIBILITIES (CONT.):

- Perform other duties as assigned.

- Maintain regular attendance.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

- Principles and practices of supervision and training.
- Policies and objectives of assigned program and activities.
- ~~Methods, equipment and materials used in general maintenance work.~~
- Knowledge of playground safety and construction.
- ~~Requirements of maintaining school buildings in a safe, clean and orderly condition.~~
- ~~Cleaning materials, disinfectants and equipment used in custodial work.~~
- Interpersonal skills using tact, patience and courtesy.
- Proper methods of storing equipment, materials and supplies.
- Operation and use of hand and power tools and equipment.
- Basic record-keeping techniques.
- Health and safety regulations.
- Basic math.

ABILITY TO:

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JOB DESCRIPTION

UTILITY SERVICES SUPERISOR

- Perform general maintenance and repair on District grounds, buildings and facilities.
- Operate tools and equipment used in general maintenance and custodial work.
- Use specialized cleaning equipment and supplies safely and efficiently.
- Train, supervise and evaluate personnel.
- Determine appropriate action within clearly defined guidelines.
- Observe and report safety hazards and need for maintenance and repair.
- Perform minor maintenance and repair.
- Plan, schedule and assign work.
- Meet schedules and time lines.
- Work independently with little direction.
- Establish and maintain cooperative and effective working relationships with others.
- Observe health and safety regulations.
- Understand and follow oral and written directions.
- Maintain routine records related to employees, and grounds and custodial activities.
- Perform heavy physical labor.
- Communicate effectively both orally and in writing.
- Observe legal and defensive driving practices.

PHYSICAL DEMANDS:

- Work is performed while standing, sitting and/or walking.
- Requires the ability to communicate effectively using speech, vision and hearing.
- Requires the use of hands for simple grasping and fine manipulations.
- Requires bending, squatting, crawling, climbing, reaching.
- Requires the ability to lift, carry, push or pull medium weights, up to 75 pounds
- Requires activities involving being around moving machinery, exposure to marked changes in temperature and humidity, and exposure to dust, fumes and gases.

EDUCATION AND EXPERIENCE:

- High school diploma or G.E.D. Certificate
- Four years custodial, grounds or general maintenance experience, including some experience in a lead capacity preferred.

LICENSES AND OTHER REQUIREMENTS:

- Valid Kentucky Commercial Driver's License.
- Must have or be able to obtain within six months of hire, valid Kentucky Commercial Driver's License Class B, Class A preferred.
- Must have or obtain within one year of hire, NRPA Certified Playground Safety

JOB DESCRIPTION

UTILITY SERVICES SUPERISOR

Inspector Credential.

Revision Date: 07/2011

Revision Date: 07/2012

Revision Date: 12/2014

Revision Date: 10/2017

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

MEETING: Planning

DATE: 11/6/2017

TOPIC: Job Description

PREPARED BY: Jennifer Dyar

Recommended Action on: 11/6/2017

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to approve the revised job description of Director of Communications and External Affairs.

Background/Rationale: This is an update of a previous job description of an existing position to better align to current and future duties of the position as well as add the measures of success and world language components.

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

Fiscal Impact: \$6,415

Attachments(s): Job Descriptions

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

Board of Education: Melissa Bacon, Chair • Raymond Daniels, Vice Chair • Douglas Barnett • Daryl Love • Stephanie Spires

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

JOB DESCRIPTION

State Job #7102

DIRECTOR OF COMMUNICATIONS AND ~~COMMUNITY RELATIONS~~EXTERNAL AFFAIRS

TITLE: Director of Communications and ~~Community Relations~~External Affairs

REPORTS TO: Superintendent or Designee

SUPERVISES: ~~Communications and Community Relations Staff; Switchboard Staff and Printing Staff Assigned Staff~~

JOB FUNCTION: ~~To provide leadership, supervision, and coordination of public information and community affairs, increasing the awareness of the district to the community at large, and ensuring communication programs are designed and implemented to effectively disseminate information internally and to the public. Coordinates the district federal and state legislative programs~~ To plan, develop, organize, and administer all aspects of the school District's public relations program; oversee the activities of the Department of Communications and External Affairs; and facilitate a variety of public information and community relations activities, events, projects, and internal and external communication, including publications, media affairs, government affairs, brand development, marketing and social media..

MEASURES OF SUCCESS:

- Increase in positive perceptions of schools and district as measured on family surveys.
- Growth in followers on social media channels.
- Increased open and click rates on district newsletters.
- Diversification and increase in messaging across various media outlets.
- Improved customer service ratings on internal satisfaction survey.

DUTIES AND RESPONSIBILITIES:

- Provides leadership and supervision for Communications and Community Relations, Switchboard and Printing staffs.
- Implements an effective districtwide strategy to effectively communicate with internal and external audiences, and establish and maintain positive relationships with multiple stakeholders.
- Coordinates public information dissemination, writing or reviewing articles, press releases, reports, scripts, and statements; and advising District administrators on public relations aspects.

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JOB DESCRIPTION

State Job #7102

DIRECTOR OF COMMUNICATIONS AND ~~COMMUNITY RELATIONS~~ EXTERNAL AFFAIRS

- Recommends overall public affairs/public relations policies for the district and provides leadership in the implementation of those policies based on annual and long-range plans recommended by the Superintendent.
- Manages the design, development, planning, coordination, and supervision of a wide range of strategic marketing activities, projects, and studies to effectively communicate the vision, mission, successes and strategic goals of the district.
- Serves as District spokesperson in contacts with the media and a wide variety of public and private organizations.
- Writes or reviews reports and speeches for the Superintendent of Schools.
- Facilitates the planning, design, and coordination of strategic districtwide events and campaigns to increase the exposure of the District's goals and programs to local, State, and national audiences, including public education fairs, neighborhood meetings, public forums, all-employee meetings, family reunion and state of schools address.
- Provides leadership for the design and implementation of internal communications programs for staff
- ~~Provides the Superintendent with information and interpretation of state and federal legislation and current legislation.~~
- ~~Enlists the support and cooperation of legislators in the introduction of legislation, and interprets the district's position on various items of legislation.~~
- ~~Provides the Superintendent with timely reports on the status of pending legislation.~~
- ~~Provides leadership for the design and implementation of communications programs for staff.~~
- ~~Trains staff in the areas of effective communications, consensus building and facilitation.~~
- Provides the leadership for the planning, design, and implementation of effective public information, community relations, and marketing programs for the district, including publications that promote the school district's goals, programs, and services.
- Assumes responsibility for editorial content of district publications.
- ~~Serves as the staff liaison to the Equity Council.~~

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State Job #7102

DIRECTOR OF COMMUNICATIONS AND ~~COMMUNITY RELATIONS~~EXTERNAL AFFAIRS**DUTIES AND RESPONSIBILITIES: (CONT):**

- ~~Provides leadership for the planning, design, and coordination of district-wide events, including public education fairs, neighborhood meetings, public forums, and recognition programs.~~
- ~~Assumes responsibility for the establishment of liaison relationships with community, business, government, media, and national education leaders, and maintains working relationship with community organizations and their officers.~~
- ~~Assumes responsibility for establishing a network with all schools to assist principals and school staff in the areas of communication, community relations, and media relations.~~
- ~~Serves as an advisory to the Superintendent and Board on community relations matters and interprets public opinion trends and developments communication, media relations and external affairs with actual or potential impact on the district. Creates programs to deal with trends and developments.~~
- ~~Serves as an advisor to the Superintendent and Board on media relations matters and maintains working relationships with editorial staffs to local news media.~~
- ~~Serves as the ombudsperson for the district to handle complaints from the public, parents, and staff that have not been resolved through normal channels.~~
- ~~Assumes responsibility for providing coordination for surveys that focus on determining the public's confidence in the Fayette County Public Schools, and works in collaboration with the data research and development areas on survey projects.~~
- Prioritizes, designs, and oversees the production of promotional campaigns and materials in consultation with division management
- Builds and maintains a professional relationship with television, radio, print and electronic media outlets.
- Initiates and maintains communications with the non-English speaking media and the populations they represent.
- Acts as a liaison between school and/or district administrators in gathering and sharing factual information with the media and public-at-large, providing statements, developing press releases, arranging interviews and news conferences for the purpose of ensuring accurate information is disseminated.
- Seeks out and cultivates news and information resources for the development of positive stories.

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State Job #7102

DIRECTOR OF COMMUNICATIONS AND ~~COMMUNITY RELATIONS~~ EXTERNAL AFFAIRS

- Provides for immediate responsiveness to emergencies and crises at all times including receiving and assessing information, cooperating with news media and others, and informing and coordinating appropriate District personnel.
- Assists school and district office administrators with efforts establish and maintain open lines of communication with families and community and in the development of effective communication mechanisms such as brochures, newsletters, and other forms of written materials.
- Establishes a network with all schools to assist principals and school staff in the areas of communication, community relations, and media relations.
- Plans and conducts professional learning opportunities for school and district leaders in the area of communication and marketing.
- Establishes and maintains collaborative relationships with community, business, government, media, and education leaders and other district partners.
- Develop and promote interest among groups supportive of the district's education objectives to expand upon the organization's positive reputation.
- Works with district lobbyist to provide the Superintendent and Fayette County Board of Education with information and interpretation of state legislation and timely reports on the status of pending legislation.
- Works with district lobbyist to support the Superintendent and Fayette County Board of Education in the development of the district's legislative agenda and communication of those priorities to the community and Fayette County delegation.
- In collaboration with the data, research and assessment department, coordinates and conducts focus groups, surveys, and other research methods that focus on determining the public's confidence in the Fayette County Public Schools.
- Keeps abreast of current research, trends, innovations and research in the area of communications and marketing and disseminates information to school and district leaders.
- Maintains active involvement in local, state, and national professional organizations related to communications and public relations.

JOB DESCRIPTION

State Job #7102

DIRECTOR OF COMMUNICATIONS AND ~~COMMUNITY RELATIONS~~ EXTERNAL AFFAIRS

- ~~• Prepares- Manages~~ budgets for the Department of Communications and ~~Community Relations, Switchboard, and the Office of Printing, and External Affairs~~
- ~~Evaluates- Supervises~~ staff assigned to the Department of Communications and ~~Community Relations, Switchboard, and the Office of Printing, and External Affairs~~
- ~~• Supervises and evaluates personnel assigned to the Division.~~
- ~~Assists in the implementation and evaluation of summer school programs for the Division.~~
- ~~• Coordinates extended school services programs.~~
- ~~Demonstrates the ability to communicate in more than one language or the willingness to learn to communicate in more than one language at the novice level of proficiency.~~
- ~~• Works with school staff and community agencies in the preparation of federal and state grants.~~
- ~~• Keeps abreast of current research, trends innovations, impacting programs in the department.~~

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~~DUTIES AND RESPONSIBILITIES (CONT.):~~

- Maintains regular attendance.
- Performs other duties as assigned.

PHYSICAL DEMANDS:

- Work is performed while standing, sitting and/or walking
- Requires the ability to communicate effectively using speech, vision and hearing
- Requires the use of hands for simple grasping and fine manipulations
- Requires bending, squatting, crawling, climbing, reaching
- Requires the ability to lift, carry, push or pull light weights

EDUCATION AND EXPERIENCE:

- Bachelor's Degree in public relations, communications, or related field

JOB DESCRIPTION

State Job #7102

DIRECTOR OF COMMUNICATIONS AND ~~COMMUNITY RELATIONS~~ EXTERNAL AFFAIRS

- Two (2) years of professional experience in a public relations program or department in an educational setting

LICENSES AND OTHER REQUIREMENTS:

- None

Original Date: _____

Revision Date: 11/1994

Revision Date: 01/1995

Revision Date: 02/2001

Revision Date: 07/2012

[Revision Date: 11/2017](#)



FAYETTE COUNTY PUBLIC SCHOOLS

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

MEETING: Planning

DATE: 11/6/2017

TOPIC: Contract – K12 Insight: Solutions for Customer Service and Sustained Stakeholder Engagement (Supervised by Dr. Caulk)

PREPARED BY: Dr. Caulk

Recommended Action on: 11/6/2017

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to approve the contract for K12 Insight.

Background/Rationale: Board Policy 01.11 states that contracts with the district with an expenditure amount above \$20,000 must be approved by a vote of the Board. This month District staff would like to enter into an agreement with K12 Insight (supervised by Dr. Caulk) to provide data compilation, data retention and training sessions district-wide.

Policy: 01.11

Fiscal Impact: \$117,000.00

Attachments(s): N/A

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

Board of Education: Melissa Bacon, Chair • Raymond Daniels, Vice Chair • Douglas Barnett • Daryl Love • Stephanie Spires

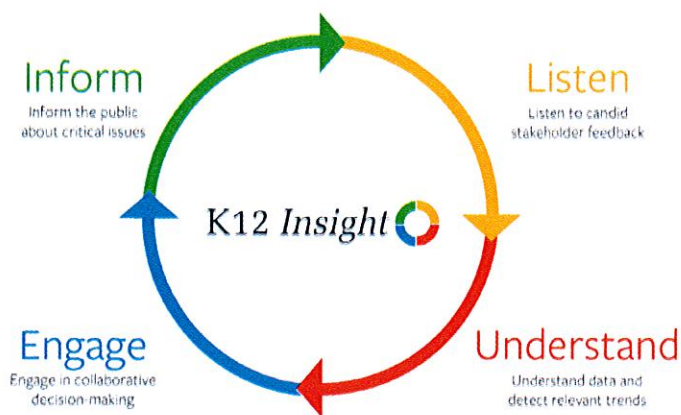
Superintendent Emmanuel Caulk

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

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



K12 SOLUTIONS FOR CUSTOMER SERVICE AND SUSTAINED STAKEHOLDER ENGAGEMENT



Let's Talk!

K12 Insight, LLC

2291 Wood Oak Drive, Suite 300
Herndon, VA 20171

Tory Schulte, Strategic Account Executive

Tel: 703-542-9618

Fax: 703-935-1403

tschulte@k12insight.com


www.k12insight.com

DISTRICT INFORMATION			
Name	Fayette County Public Schools - KY		
Address	701 East Main Street		
City, State Zip	Lexington, KY 40502		
Proposal Date	10/4/2017	Student Enrollment	41,686

DATES AND TERM OF INITIAL CONTRACT			
Term	Start Date	End Date	Total
Year 1	7/1/2017	6/30/2018	\$116,000

The pricing and terms in this proposal are valid for 30 days from proposal date.
National Intergovernmental Purchasing Alliance (National IPA) Contract # R170401

STAKEHOLDER ENGAGEMENT	COST
<input checked="" type="checkbox"/> SUBSCRIPTION TO ENGAGE SURVEY SOFTWARE PLATFORM Six user subscription access licenses to the K12 <i>Insight</i> Engage platform to create and launch surveys, run reports and analytics, collaborate with other users, and download and archive data. Also includes subscription to the YourVoice tool to publish a video, message, and current, past and future engagement initiatives on a district website to create a persistent narrative of transparency and collaborative decision-making. Includes continuous and ongoing phone and online support via a dedicated Engage customer service team and access to dedicated engagement specialists to assist in survey platform management and implementation.	\$7,500 (includes 3 user subscription licenses) PLUS \$300 per additional license
	DISCOUNT (\$3,100)
TOTAL COST FOR ENGAGE SURVEY SOFTWARE PLATFORM	\$5,300

 CUSTOMIZED SURVEY STUDY, REPORTS AND COMMUNICATION CAMPAIGN	
<p>A K12 <i>Insight</i> Service Delivery team will work with FCPS leadership to identify study goals, topics, and reporting requirements to develop and implement each survey study. Base price for each study includes one respondent group, one language translation and a presentation-ready district report. Verbatim theme analysis is included for one open-response question.</p>	<p>\$16,000 per study (base price)</p>
<p>Includes <u>six customized survey studies</u> and <u>one school board presentation</u>.</p>	<p>\$2,000 per school board presentation (One included)</p>
<p>Survey Audience and Topics:</p> <ul style="list-style-type: none"> • School-level Classified Staff Survey (Engagement) • District-level Classified Staff Survey (Engagement) • Family Survey (Program Awareness, Services, and Satisfaction) • High School Student Survey (School Climate and Engagement) • Give 10 Survey (Volunteer Awareness and Involvement) • Internal Customer Satisfaction Survey (District Services) 	<p>Additional survey reports and theme analysis services have been included. Itemized costs for additional reports and analysis are found on page 5.</p>
<p>Customized Survey Design and Administration: The customized study will be developed through a Joint Questionnaire Development (JQD) process. To ensure a high response rate, pre- and post-survey communications are included in each study.</p>	
<p>Regular phone-based sessions (typically every 2-3 weeks) with your team are also included.</p>	
	<p>DISCOUNT (\$29,400)</p>
<p>TOTAL COST FOR CUSTOMIZED SURVEY STUDY, REPORTS AND COMMUNICATION CAMPAIGN AND ONE SCHOOL BOARD PRESENTATION</p>	<p>\$110,700</p>
<p>TOTAL COST FOR STAKEHOLDER ENGAGEMENT (Six Managed Survey Studies, Engage Survey Software Licenses)</p>	<p>\$116,000</p>

YEAR ONE SERVICES: 7/1/2017 to 6/30/2018**Managed Survey Studies**

Quantity	Service	Cost	Unit	Total Cost
6	Customized Survey Study Design, Deployment, District-level Report, and Communication Campaign <ul style="list-style-type: none"> School-level Classified Staff Survey District-level Classified Staff Survey Family Survey High School Student Survey Give 10 Survey Internal Customer Satisfaction Survey 	\$16,000	per study	\$96,000
231	Individual School and Department Reports	\$100	per report	\$23,100
6	Custom School Trend and Comparison Reports	\$300	per report	\$1,800
3	Language Translation (one project)	\$900	each language	\$2,700
1	Communication Campaign	\$5,000	per year	Included
145	Verbatim Theme Analysis for Schools and Departments	\$100	per hour	\$14,500
0	Data Entry for Paper Surveys	\$50	per hour	\$0
1	School Board Presentation	\$2,000	per meeting	\$2,000
	DISCOUNT			(\$29,400)
TOTAL for Managed Study				\$110,700

Engage Survey Software Services

Quantity	Service	Cost	Unit	Total Cost
1	Subscription (Supports up to 3 users)	\$7,500	per year	\$7,500
3	Additional User Licenses	\$300	per user	\$900
1	Training and Support (Unlimited web, phone, and email support)	\$0	per year	Included
	DISCOUNT			(\$3,100)
TOTAL for Engage Survey Software Services				\$5,300

TOTAL COST FOR STAKEHOLDER ENGAGEMENT**(Six Managed Survey Studies, Engage Survey Software Licenses)****\$116,000**

DISTRICT BILLING CONTACT

Name			
Title			
Email			
Phone		Fax	

UPTIME GUARANTEES AND DATA ASSURANCES

See addendum.

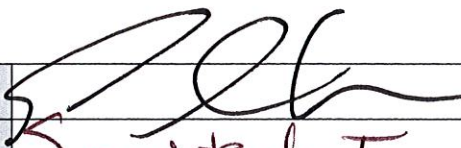
ORDER CONFIRMATION

This Order Form is subject to and governed by the Terms and Condition of Use governing the services which may be accessed at the following URL: <http://www.k12insight.com/terms>. Customer hereby requests K12 *Insight* to provide the Services as described herein. Upon receipt of this Order Form completed and duly signed by an authorized representative of Customer, K12 *Insight* will execute the requested Services. This instrument has been pre-audited in the manner required by all applicable state and local laws.

AUTHORIZED SIGNATURES

Executed for and on behalf of the District by:

District Signature

Name		Date	10/24/17
Title	Superintendent	Email	
Phone	859.381.4154	Fax	

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

Name			Date		
Title					
K12 <i>INSIGHT</i> INTERNAL USE ONLY					
Prepared	Leslie Dutcher 5/25/17	Reviewed	Tory Schulte 10/04/17	Approved	Stephan Knobloch 10/04/17

ADDENDUM – UPTIME GUARANTIES AND LIMITATIONS

1. Guaranteed Uptime Levels. In order to enable Client to do business effectively, Vendor guarantees the following periods of Uptime. Periods of Service Disruption that exceed the Vendor's minimum Uptime guarantee are subject to liquidated damages of not more than \$75 per 15-minute increment of disruption until a remedy is provided, with a maximum cap of 1% of the total monthly cost. "Uptime" is defined as time periods without Service Disruptions, as measured by K12 Insight, on a calendar month basis, calculated to the nearest minute and based on the number of minutes in each respective calendar month of use, e.g., 31 days = 44,640 minutes. "Service Disruption" shall be defined as a continuous disruption to Client's accessibility of Vendor's services, other than due to Vendor's scheduled maintenance, Force Majeure events, and Client's use in violation of the Terms of Service, negligence, or misconduct. Service Disruption will be determined by the Vendor, on a calendar month basis, calculated to the nearest minute and based on the number of minutes in each respective calendar month of use, e.g., 31 days = 44,640 minutes.

<u>Vendor's Service</u>	<u>Uptime Levels</u>
Let's Talk! Web Platform (Administrator platform, and Customer form)	99.5%
Engage Lite Web Platform (Administrator Engage platform, survey participation)	99.5%

2. Bandwidth Disruption. A Bandwidth Disruption that continues for more than 10 minutes during Client's operational hours of 0700 to 1800 Eastern Time will be considered a delay that subjects Vendor to liquidated damages of not more than \$75 per 15-minute increment of disruption, until a remedy is provided, with a maximum cap of 1% of the total monthly cost, per Service being disrupted. "Bandwidth Disruption" is defined as a continuous disruption for more than 10 minutes in Client's ability to upload or download data through Vendor's services because of Vendor's inability to support a minimum bandwidth activity level of 1 MBPS during Client's use of the Services, other than due to Vendor's scheduled maintenance, Force Majeure events, and Client's use in violation of the Terms of Service, negligence, or misconduct. Client must report all Bandwidth Disruptions to Vendor, and Vendor will determine the level of disruption.

3. Significant Data Loss. "Significant Data Loss" will subject Vendor to liquidated damages as follows: (1) no more than \$2500 for the first occurrence; (2) no more than \$7500 for the second occurrence; and (3) no more than \$12,500 for the third and subsequent occurrence. "Significant Data Loss" is defined as the permanent, unrecoverable loss of Client's data (a) entered through permissible use of the Services (per the Terms of Service), and either (b) entered by any member of client staff who has completed a user training in the use of the Services provided by K12 Insight or (c) data entered by a survey participant or customer who is invited to or authorized to enter data into the Services. Vendor shall be given data recovery or restoration attempts for up to 10 business days after Client's written notice to Vendor of the loss. Significant Data Loss shall not include losses due to Force Majeure events, and Client's use in violation of the Terms of Service, negligence, or misconduct.

This Addendum is incorporated by referenced into the Terms of Service, Privacy Policy, and Sales Order Form to which this is attached, which form the applicable terms of this engagement. Any capitalized terms undefined herein remain as defined in the Terms of Services. In the event any terms of this Addendum conflict with the Terms of Service, Privacy Policy, or Sales Order, the terms of this Addendum shall govern.

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

MEETING: Planning

DATE: 11/6/2017

TOPIC: Requests From Principals For Extended Trips

PREPARED BY: Chiefs of Schools

Recommended Action on: 11/6/2017

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): November 6, 2017 Planning Meeting Action Items

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REQUESTS FROM PRINCIPALS FOR EXTENDED TRIPS

	<u>School/Organization</u>	<u>Destination/Purpose</u>	<u>Inclusive Dates</u>
*****	Paul L Dunbar High	Louisville, KY	November 2-5
B	Volleyball Team Sponsor's name: Jennifer Morgan. Additional chaperones 5. Students 16.	Valley High School State Volleyball Tournament	(1 school day)
*****	Rosa Parks Elementary	Louisville Science Center	November 7
A,/	1st Grade Class Sponsor's name: Rachel Creager. Additional chaperones 34. Students 125.	Louisville, KY Students will learn about the Earth's place in the Universe and observe the sun, moon and stars in their predictable patterns and the amount of daylight we have a different times of the year.	(1 school day)
****	Frederick Douglas High	Denver, CO	November 16-19
A,/	UCEA Sponsor's name: Susan McLaughlin-Jones. Additional chaperones 1. Students 3.	Sheraton Downtown Hotel UCEA Conference	(2 school days)
****	Frederick Douglas High	Washington, DC	November 28 - December 1
A,/	Jobs for Americas Graduates Sponsor's name: Laranda Smith. Additional chaperones 1. Students 6.	Omni Shoreham 2017 National Student Leadership Academy	(4 school days)

***	Sandersville Elementary	Carlisle, KY	April 19
/	4th Grade Class	4-H Camp	(2 school days)
	Sponsor's name: Katie Wilkins. Additional chaperones 25. Students 106.	Students will gain broader understanding of life science concepts including ecosystems, forestry, soil, birds, animals and their tracks, wildflowers and plants, and insects. They will participate in a pond study, canoeing, fishing and learn about KY mammals.	

*****	Winburn Middle	Chicago, IL	April 25-27
A, /	8th Grade	Chicago	(3 school days)
	Sponsor's name: Tiffany Carson-Givan. Additional chaperones 11. Students 100.	Students will write reflections about the information learned from the educational centers visited.	

- * Transportation by Parents and/or Sponsor
- ** Transportation by Rental Van/Car
- *** Transportation by Fayette County School Bus
- **** Transportation by Commercial Airlines
- ***** Transportation by Commercial Bus
- A Fayette County School Bus Unavailable
- B Comfort
- / Instructional Extended Trip

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

POLICY REFERENCE: 09.36 (School Related Student Trips)

RECOMMENDATION: A motion is in order to:

"Approve the extended trip requests as listed."

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

MEETING: Planning

DATE: 10/25/2017

TOPIC: Policy for Veteran Owned Businesses

PREPARED BY: Marilyn Clark, Manager Economic Development

**Recommended Action on: 11/20/2017
Discussion Item**

Superintendent Prior Approval: Yes

Recommendation/Motion: Recommend Veteran Owned Businesses be added to the FCPS Economic Inclusion Plan and Recommended Goals.

Background/Rationale: Veterans have served our country. They deserved to receive any services available to help them access opportunities and to develop their businesses. As a part of our Economic Inclusion Plan they will have access to meetings, training, conferences, events, certifications and opportunities offered by Fayette County Schools and other partner agencies in our community. Veteran Owned Businesses will also be a part of our aggregate goals of 11% goods and services, 12% construction and 14% professional services.

Policy: 04.32 Bidding (04BA32)

Fiscal Impact: No fiscal impact.

Attachments(s): See the attached policy written by Kentucky School Boards Association and approved by FCPS Counsel, Shelley Chatfield.

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Bidding

AUTHORITY

Bidding procedures shall conform to the Model Procurement Code, KRS 45A.345 - KRS 45A.460.¹ All contracts or purchases shall be awarded by competitive sealed bidding or competitive negotiation, both of which may include the use of a reverse auction, except as otherwise provided by law.²

All purchases of Kentucky Education Technology System (KETS) components shall adhere to KETS architectural standards and procedures.

The District may purchase supplies and/or equipment outside an established price contract of the federal government (GSA), the State Division of Purchases, a cooperative agency bid approved by the Board, or a District bid if:

1. The supplies and/or equipment meet the specifications of contracts awarded by the Division of Purchases, a federal agency (GSA), a cooperative agency, or a District bid;
2. The supplies and/or equipment are available for purchase at a lower price;
3. The purchase does not exceed \$2,500; and
4. The District's finance or purchasing officer has certified compliance with the first and second requirements.

The Fayette County Public School System (FCPS) promotes the participation of Minority, ~~and~~ Women, ~~and~~ Veterans' Business Enterprises (MBE/WBE/VBE) as vendors and construction contractors. The FCPS Manager of Economic Development and Supplier Diversity~~staff~~ shall annually track and report the inclusion and participation of minority-, ~~and~~ women-, ~~and~~ veterans-owned businesses from all procurement contracts, projects and awards in an effort to reach the ~~District's Board's ten percent (10%) annual~~ MBE/WBE/VBE goal from the District's annual spend.

Prior to purchase of education technology components defined in the master technology plan, the Department of Education must certify that the items to be purchased meet or exceed the specifications of components of the original equipment of manufacturers currently holding Kentucky price contracts.⁴

FEDERAL AWARDS/CONFLICT OF INTEREST

No employee, officer, or agent of the District may participate in the selection, award, or administration of a contract supported by a Federal award if he or she has a real or apparent conflict of interest. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.⁸

The officers, employees, and agents of the District may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts. In determining whether an activity constitutes an impermissible acceptance of a gratuity or item of monetary value, the definition of "gratuity" (covering anything of more than fifty dollars [\$50] value) set forth in KRS 45A.445 shall apply. Violation of these standards may result in disciplinary action including, but not limited to, suspension, dismissal, or removal.

Bidding**ETHICAL STANDARDS**

To avoid conflicts that may arise during the decision-making process for procurement of services and products for the District, employees shall adhere to the ethical standards set out in KRS 45A.455.

PREFERENCE FOR RESIDENT BIDDERS

For all contracts funded in whole or in part by the District, the Board shall apply the reciprocal preference for resident bidders required by law. Geographical preferences relating to school nutrition service purchases may be utilized only as permitted by applicable federal law.⁸

PRICE REDUCTIONS

Price reductions may be accepted on supplies and/or equipment being offered by the vendor with whom a price agreement has been made if the supplies and/or equipment meet all terms and conditions specified in the price agreement except for price and if the price reduction is offered to all participants in the price agreement. Price reductions may be accepted even if the reduced price requires the purchase of a specified quantity of units different from the quantity stated in the original price agreement.

SMALL PURCHASES

District small purchase procedures may be used for any contract in which the aggregate amount does not exceed \$20,000.00.⁵

ADVERTISEMENT OF BIDS

Adequate public notice of invitations for bids shall be provided through posting via the District's web-based procurement portal and on the Internet or publication in the legal section of the local newspaper.⁶

WAIVER STIPULATION

The Board shall reserve the right to waive defects and informalities in proposals, to reject or accept any proposal, and to award by item, combination of items or lot.

RECORDING OF BIDS

All bids meeting Board specifications shall be recorded in Board minutes. In the event the lowest bid is not accepted, the Board shall record in the minutes the reason for the rejection.⁷

Bidding

REFERENCES:

- ¹KRS 45A.343
- ²KRS 45A.070; KRS 160.290; KRS 45A.380
- ³KRS 160.303; 200 KAR 5:400; KRS 45A.494
- ⁴KRS 156.076
- ⁵KRS 45A.385
- ⁶KRS 45A.365
- ⁷702 KAR 3:135
- ⁸2 C.F.R. 200.318 KRS 160.380; OAG 79-501; OAG 82-170; OAG 82-407
KRS 45A.345; KRS 45A.360; KRS 45A.365; KRS 45A.370
KRS 45A.420; KRS 45A.445; KRS 45A.455
KRS 45A.460; KRS 45A.620
Kentucky Educational Technology Systems (KETS)

RELATED POLICIES:

05.6; 06.4; 07.13

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

MEETING: Planning

DATE: 11/6/2017

TOPIC: Grading Scale

PREPARED BY: Lester Diaz

Recommended Action on: 11/20/2017

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: Motion in order to approve changing the current grading scale at Frederick Douglass High School.

Background/Rationale: During the summer prior to our opening, our administrative team, counselors, and team leaders all met with Dr. Tom Guskey, a grading scholar at the University of Kentucky. Through this discussion and our additional research, we decided to establish a grading policy where the practice of grading reflects what a student knows, understands, and is able to do. During our discussion and research, we determined that a change in the FCPS grading scale (to the 10-point scale) was appropriate because it was more equitable for students and more closely matches what is happening at the post-secondary level. Therefore, we request permission to change the grading scale to reflect what was approved for Bryan Station last year and CGW Academy this year.

Policy: 08.221 AP.1

Fiscal Impact: No

Attachments(s): 0

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

MEETING: Planning

DATE: 11/6/2017

TOPIC: RFP Approval for Scholastic School Improvement Review

PREPARED BY: Schuronda Morton, Michael Dailey, Kate McAnelly

**Recommended Action on: 11/6/2017
Discussion Item**

Superintendent Prior Approval: Yes

Recommendation/Motion: Information Item to be approved for implementation

Background/Rationale: The purpose is to provide systematic support for consistently low performing schools. The district will use an external source to assess the present state of two identified schools, to determine next steps for delivery of support, provide a train the trainer model for district staff, etc.

Policy: N/A

Fiscal Impact: Negotiable/TBD

Attachments(s): Draft RFP

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PURCHASING DEPARTMENT, ROOM 137
1126 RUSSELL CAVE ROAD
LEXINGTON, KY 40505
859.381.3885
www.fcps.net/bids

Request for Proposals Number and Title RFP #-## Scholastic and School Improvement Review and Training (57-17)	Department Department Name
Due Date/Time: Tuesday, _____, 2017 at 2:00:00PM Local Time	Term of Contract October 16, 2017 to September 30, 2018

FCPS now uses Economic Engine for all of our Bids and RFPs. Any notifications, including amendments to bids, post bid award notices and future bid advertisements, will only be made through Economic Engine. Please register as a vendor at <http://fcps.economicengine.com> and keep your profile updated to insure you are up to date on all FCPS Bids.

Firm Name

Address

City/State/Zip

Telephone/Fax

Email

Social Security Number

Employer Identification Number

RFP DOCUMENTS AND A SUCCESSFUL OFFEROR'S RESPONSE CONSTITUTE THE FINAL CONTRACT/AGREEMENT BETWEEN FCPS AND OFFEROR. NO CONTRACT/ AGREEMENT TERMS REQUIRED BY OFFEROR WILL BE CONSIDERED BY FCPS THAT ARE NOT SUBMITTED WITHIN THE RESPONSE. A SUCCESSFUL OFFEROR UNDERSTANDS AND ACCEPTS THIS AS ESSENTIAL TO THE AWARD OF THE RFP. A SUCCESSFUL OFFEROR WHO SUBMITS ANY SUBSEQUENT DOCUMENT FOR FCPS TO ACCEPT/SIGN UNDERSTANDS AND AGREES THAT THIS WILL NOT BE CONSIDERED OR ACCEPTED BY FCPS.

FOLLOWING THE SUBMISSION OF A RESPONSE AND THE AWARD OF THE RFP SHOULD A SUCCESSFUL OFFEROR TAKE THE POSITION THAT AN ADDITIONAL DOCUMENT WITH ADDITIONAL TERMS IS REQUIRED FOR A SUCCESSFUL OFFEROR TO COMPLY WITH TERMS OF THE RFP, THE RFP AWARD SHALL BE CONSIDERED VOID AND OFFEROR MAY BE DEBARRED FROM FUTURE WORK WITH FCPS.

CERTIFICATE MUST BE EXECUTED BY OFFEROR

In compliance with this Request for Proposals, in consideration of the detailed description attached hereto and subject to all conditions thereof, the undersigned agrees, if this proposal is accepted within the time stipulated above, to furnish any or all of the items upon which prices are quoted in accordance with the specifications applying at the price set opposite each item.

Offeror agrees to furnish and deliver all items set forth or otherwise identified in document and on any additional sheets subject to the terms and conditions herein.

Date _____

Company Name: _____

Name _____ Title _____

Signature _____

General Conditions of Bidding

1. The Fayette County Board of Education (Board) is implementing revised procedures as of July 1, 2016 for the submittal of bids and proposals. In all Fayette County Public School (FCPS) bidding procedures, all potential offerors are to engage in specifically defined efforts with the Department of Economic Development to include minority-owned and women-owned business contractors, subcontractors, vendors and suppliers.
2. FCPS Department of Economic Development and Purchasing Department are available to assist and provide a listing, upon request, of certified minority-owned and women-owned business enterprises (MWBE). Offerors may consult the list for inclusion of subcontractors currently participating with the offeror. The list is not all-inclusive and may contain only the names of businesses that have [self registered](#) with the Board and have become approved contractors or vendors by contacting either [Department of Economic Development, Division of Physical Support and Purchasing Department](#) and are MBE certified. The contact person for the Department of Economic Development is Marilyn Clark, 859-381-4000, Marilyn.clark@fayette.kyschools.us. Offerors may use other properly certified MWBE subcontractors as long as proper certification is provided.
3. Prices must be stated in units of quantity as specified and extended in total column for each item and/or lot. Proposal prices must include transportation and delivery/service to the warehouse or building as specified.
4. To receive consideration proposals must be received at 1126 Russell Cave Road, Lexington, KY 40505, Room 137 prior to time designated in this invitation. None shall be accepted thereafter.
5. An officer or member of the bidding firm authorized to legally bind the firm must sign the bid.
6. The Board reserves the right to waive defects and informalities in proposals, reject any or all proposals, and award by item, combination of items or lot.
7. Proposals are effective for sixty (60) days from date of opening unless otherwise specified in conditions of bidding and general specifications.
8. Manufacturer's catalog numbers, trade names, etc., where shown herein are for descriptive purposes to guide the offeror in interpreting the standard of quality, design and performance desired, and should not be construed to exclude proposals based on furnishing other types of materials or service. However, any substitution or departure proposed by offeror must be clearly noted and described. Otherwise it is understood that offeror intends to supply items specifically mentioned in this bid invitation. **FCPS reserves the right to determine if materials offered are the type and quality required.**
9. Samples requested must be furnished free of expense to the Board. If not destroyed or consumed in testing or evaluating, or required in connection with the award, samples will upon

request be returned at offeror's expense. Right is reserved to mutilate or destroy any samples if considered necessary for testing purposes.

10. If awarded an order or contract, offeror agrees to protect, defend and save harmless The Board from suits or demands for payment that may be brought against it for the use of any patented materials, process, article or device that may enter into the manufacture, construction or form a part of the work covered by either order or contract. Offeror further agrees to indemnify and save harmless The Board from suits or actions of every nature and description brought against it for, or on account of injuries or damages received or sustained by any party or parties by, or for any acts of the offeror, his servants or agents.
11. **The Board is not required to pay federal excise taxes or Kentucky Sales and Use Taxes.** Proposals must be priced accordingly and reflect no sales tax to FCPS.
12. Offerors remain liable for applicable taxes on construction and/or furnish-and-install contracts for FCPS. Adjustments and allowances for any applicable taxes shall be provided for in the bid amount. Later adjustments to the Contract Sum shall not be permitted and/or made on this basis by FCPS.
13. Parties to this agreement are solely responsible for costs incurred in fulfilling obligations under this agreement unless otherwise provided in this agreement. No party shall have any claim against the other party for reimbursement of such costs, unless said costs are attributable to enforcing compliance under this agreement or seeking redress from the other party's default under this agreement.
14. If any section, paragraph or clause of this contract is held invalid by any court of competent jurisdiction, the invalidity of said section, paragraph or clause shall not affect any remaining provisions herein.
15. This contract is made under, governed by and construed in accordance with the laws of the Commonwealth of Kentucky.
16. Venue for any legal action filed concerning this contract is Fayette County, Kentucky.
17. Parties shall not discriminate in any of the services performed in connection with this contract on the basis of race, color, national origin, sex, genetic information, disability, religion, age, political affiliation, sexual orientation or gender identity.
18. **K45A.455 PROHIBITS CONFLICTS OF INTEREST, GRATUITIES AND KICKBACKS TO EMPLOYEES OF THE BOARD IN CONNECTION WITH CONTRACTS FOR SUPPLIES OR SERVICES WHETHER DIRECT OR INDIRECT.**
19. **KRS 45A.990 PROVIDES SEVERE PENALTIES FOR VIOLATIONS OF LAWS RELATING TO GRATUITIES OR KICKBACKS TO EMPLOYEES DESIGNED TO SECURE A PUBLIC CONTRACT FOR SUPPLIES OR SERVICES.**

20. This writing, along with the responsive Bid, reflects the entire agreement between the parties. Changes or modifications of this Agreement shall be invalid or nonbinding upon the parties hereto. Nor shall any waiver of any terms or conditions hereof be deemed a waiver of such terms or conditions in the future, unless such change, modification or waiver is in writing and signed by the parties hereto.
21. **This Invitation for Bid, along with Bid submitted, if accepted by the Board shall constitute the entire agreement. In the event of a conflict between the terms of the Invitation for Bid and the Bid, the terms in the Invitation for Bid shall apply. The Board shall NOT CONSIDER contracts or agreements submitted separate from or subsequent to Bid. Any and all terms considered integral to the Bid submitted must be included in or with the Bid document.**
22. Any addendums or updates to the bid will be posted on <http://fcps.economicengine.com>. It is the offeror's responsibility to check the website for any updates.
23. **To be eligible for a bid consideration with FCPS, all companies with nexus in Lexington, Kentucky must be current on all filings and payments of Occupational License and Net Profits Tax for Schools. If it is determined that you are not current on all filings and payments, your bid may be rejected for noncompliance and removed from consideration. For additional information regarding the Occupational License Tax, please visit our website at www.fcps.net/tax.**
24. All responses to this RFP become the exclusive property of FCPS. All proposals received in response to this RFP become a matter of public record and shall be regarded as public records, with the exception of, as required by KRS 61.878(1)(c)(1), those elements in each bid which are defined by the offeror as business or trade secrets and plainly marked as "Confidential," "Trade Secret," or "Proprietary." FCPS shall not in any way be liable or responsible for the disclosure of any such proposal or portions thereof if they are not plainly marked as "Confidential," "Trade Secret," or "Proprietary" or if disclosure is required under Kentucky Revised Statutes Chapter 61. Any proposal which contains language purporting to render all or significant portions of the proposal "Confidential," "Trade Secret," or "Proprietary" may be regarded as non-responsive. Although KRS 61.878(1)(c)(1) recognizes that certain confidential trade secret information may be protected from disclosure, FCPS may not accept or approve that the information that a offeror submits is a trade secret. If a request is made for information marked "Confidential," "Trade Secret," or "Proprietary," and FCPS does not believe that the information is a trade secret, FCPS shall provide the proposer who submitted the information with reasonable notice to allow the proposer to seek protection from disclosure by a court of competent jurisdiction.
25. To meet Kentucky Revised Statutes 45A.430 and 45A.435 purchase orders for construction that are issued that are under \$25,000.00 will not require a bond. Purchase Orders issued that exceed \$25,000.00 will require the contractor to bond. No work shall begin until the offeror has a FCPS issued Purchase Order in hand and has delivered the required Performance and Payment bond to the Department that issued the Purchase Order.

26. The offeror agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. 7401 et seq. The Offeror agrees to report each violation to the USDA and the appropriate EPA Regional Office.
27. The Offeror agrees to comply with all applicable standards, orders or regulations issued pursuant to the Federal Water Pollution Control Act as amended (33 U.S.C. 1251 et seq. The Offeror agrees to report each violation to the USDA and the appropriate EPA Regional Office.

28. Suspension and Debarment

The Offeror understands that a contract award (see 2 CFR 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), “Debarment and Suspension.”

By signing and submitting its bid or proposal, the offeror or proposer certifies as follows:

The certification in this clause is a material of fact relied upon by FCPS. If it is later determined that the offeror or proposer knowingly rendered an erroneous certification, in addition to remedies available to FCPS, the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment. The offeror or proposer agrees to comply with the requirements of 2 CFR 180.220 while this offer is valid and throughout the period of any contract that may arise from this offer. The offeror or proposer further agrees to include a provision requiring such compliance in its lower tier covered transactions.

29. A debriefing may be available for any entity that submitted a proposal or bid in response to a solicitation (“Offeror”). Debriefing shall be requested in writing by the unsuccessful Offeror within ten (10) business days of the FCPS publicly releasing the identity of the purported winner of the competition, by posting the notice of contract award on the FCPS approved procurement website. An unsuccessful Offeror’s written request for a debriefing shall be submitted to the purchasing officer.
30. Purchases by other Kentucky Government Entities:
Any government entity in Kentucky shall have the option of making purchases from a contract executed under this bid when such actions are agreed to by the awarded vendor(s). FCPS will not be responsible for payment of any purchases by another government entity.

Purchases by FCPS Food Service

31. “Domestic Commodity or Product” are defined as an agricultural commodity that is produced in the United States and a food product that is processed in the United States using substantial agricultural commodities that are produced in the United States.

32. “Substantial” means that over 51% of the final processed product consists of agricultural commodities that were grown domestically.
33. Products from Guam, American Samoa, Virgin Islands, Puerto Rico, and the Northern Mariana Islands are allowed under this provision as territories of the United States.
34. The Buy American provision (7 CFR Part 210.21 (d)) is one of the procurement standards SFAs must comply with when purchasing commercial food products served in the school meals programs.
35. Buy American: Schools participating in the federal school meal programs are required to purchase domestic commodities and products for school meals to the maximum extent practicable. Domestic commodity or product means and agricultural commodity that is produced in the US and a food product that is processed in the US substantially (at least 51 percent) using agricultural commodities that are produced in the US.
36. Federal regulations require that all foods purchased for Child Nutrition Program be of domestic origin to the maximum extent practicable. While rare, two (2) exceptions may exist when:
 37. The product is not produced or manufactured in the US in sufficient, reasonable and available quantities of a satisfactory quality, such as bananas or pineapple; and
 38. Competitive proposals reveal the cost of a domestic product is significantly higher than a non-domestic product.
39. All products that are normally purchased by Distributor as non-domestic and proposed as part of this solicitation must be identified with the country of origin. Distributor shall outline their procedures to notify School when products are purchased as non-domestic.
40. Any substitution of a non-domestic product for a domestic product (which was originally part of a solicitation), must be approved, in writing, by the Food Service Director, prior to the delivery of the product to the School. Any non-domestic product delivered to the School, without the prior, written approval of the Food Service Director, will be rejected.
41. Distributor must affirm their willingness to assert their best and reasonable efforts to ensure compliance with this federal rule.

Special Conditions

1. All questions must be submitted through Economic Engine no later than two (2) weeks before the closing time of the RFP listed on the cover page.
2. Proposals must be delivered to FCPS Purchasing Department, 1126 Russell Cave Road, Rm 137, Lexington, KY 40505. Proposals may be returned by United States Postal Service, hand delivered or by any commercial carrier. **It is the company's responsibility** to ensure the proposal arrives at the specified location by the date and time of the closing of proposals. **E-mail, fax or telephone proposals shall not be accepted. There are no exceptions. The FCPS Purchasing Office is closed and does not accept mail, commercial carriers or hand delivered proposals on weekends and Holidays. Regular hours are 7:00AM to 3:30PM Eastern Time.**

Please include with your submission one (1) original proposal and one (1) digital copy on a USB flash Drive of the proposal.

3. Late proposals

Any proposals received after the due date listed on the cover page shall be considered a late proposal. A late proposal shall not be considered for award except under the following conditions only:

- 3.1. It was sent by registered or certified mail not later than the fifth (5th) calendar date prior to the due date specified on the cover; or
 - 3.2. The proposal was sent by mail and it is determined by the Purchasing Department that the late receipt was due solely to the mishandling by FCPS after receipt at the address specified in the solicitation.
 - 3.3. If an emergency or unanticipated event or closing interrupts or suspends normal FCPS business operations so that proposals cannot be received at the FCPS Purchasing Office by the due date stated on the cover page, the due date/time specified will be deemed to be extended to the same time of day specified in the solicitation on the first work day on which normal FCPS business operations resume.
 - 3.4. The official time used for receipt of proposals is the satellite clock located in the conference room 131 where bid openings are regularly held. This clock is connected by satellite to be the official time of the United States as determined by the National Institute of Standards and Technology (NIST) and U. S. Naval Observatory (USNO).
 - 3.5. A late, hand-carried proposal shall not be considered.
4. **There will not be a public bid opening. Results of the RFP will be sent out upon award.**

5. **Contract is effective for 1 year beginning January 1, 2018 and ending December 31, 2018.** Contract may be renewed for four additional one (1)-year terms, up to a total of five (5) years subject to approval of both The Board and successful offeror. Contract prices and discounts shall remain in effect for the entire contract and any agreed upon contract extensions, however additional discounts and/or special pricing are encouraged and may be accepted when consistent with other terms and conditions of the contract. If contract prices are changed during the renewal offeror must provide new pricing and include sufficient reasoning for the price increase at least 60 days prior to the expiration of the contract.
6. **Fuel Surcharges and other similar charges are not permitted**
7. **Past Offeror Performance may be considered in the award of this Contract. Offerors with a record of poor performance with the school district in the last 12 months may be found non-responsible and ineligible for award.**
8. The RFP shall be awarded **to the responsible and responsive offeror(s) as defined in KRS 45A.345, providing the best value. RFP may be awarded to multiple offerors.** In determining the best value the following criteria shall be considered:

POINTS	CRITERIA
100	Proposal Intent and Management
300	Technical Proposal
100	Cost of the Proposal

9. Prices quoted must have decimal point located in the correct position to separate dollars from cents. Bid prices where the decimal point is omitted shall be calculated as dollar amounts.
10. RFP may be awarded based on initial offers/proposals and competitive negotiation may not be used.
11. Erasures or the use of typewriter correction fluid on proposal forms are unacceptable and may result in rejection of the proposal. Prior to submission or openings, errors may be crossed out, corrections entered and initialed by the person signing the proposal.
12. Modifications, additions or changes to the terms and conditions of this solicitation may be cause for rejection of the proposal. Offerors are requested to submit proposals on FCPS official forms. Proposals submitted on company forms may be rejected.
13. Successful offeror shall make provision for supplying PO numbers as part of any invoice issued to FCPS as a result of RFP award.
14. Payments for bid items are normally approved at the regularly scheduled meeting of the Board on the fourth Monday of most months provided bid items and invoices are properly received by the first Monday of the month. However, payments may be made early to take advantage of cash discounts offered provided the taking of such discounts is advantageous to FCPS.

15. Sole proprietors or partnerships must supply Taxpayer Identification Numbers with proposal. Corporations are excluded from this requirement.
16. Successful offerors shall provide two (2) copies for Safety Data Sheet (SDS) on material covered by OSHA Standard 1910.1200 upon request as a condition of purchase.
17. It is the policy of the Board that no asbestos-containing materials are to be purchased by the school system, supplied by any person supplying to the school system, or installed in or on school property by any person performing work for the school system. Furthermore, all products marked “May Contain Mineral Fibers” will be presumed to contain asbestos unless the manufacturer provides written certification or Safety Data Sheet (SDS) that no asbestos fibers are present in the product and identifies the fibers for which the product is marked or the supplier presents valid analysis data from an NVLAP-or AIHA-certified laboratory that the material does not contain asbestos.
18. If there is a conflict between the terms of this document and any document submitted by the offeror the RFP document takes precedence.
19. Offeror agrees to abide by any reasonable request made by FCPS Administration regarding implementation of this contract.
20. FCPS reserves the right to cancel contract if in the staff’s opinion the offeror’s work is unsatisfactory, his ability to meet completion schedules is unsatisfactory or billing is found to be excessive for work performed. Offeror may terminate the contract if FCPS fails to meet the specified payment terms.
21. **Termination for Default**

Either the Purchasing Agent or the Superintendent, as the case may require, may make a written determination that a contractor is in breach of any of the terms and conditions of an existing contract. Said determination shall state that the contractor shall have a period of five (5) working days within which to cure the breach. A copy of said determination shall be filed in the contract file and another copy of said determination shall be forwarded to the contractor in breach of the contract.

Upon receipt of said determination the contractor shall make all good faith efforts to comply with all terms and conditions of the contract and to cure the breach. Alternatively, the contractor may submit a written statement admitting default in breach of the contract. At such time the contract shall be deemed immediately terminated and all rights and obligations there under shall be terminated.

Upon receipt of the contractor’s admission of default and breach or upon the contractor’s failure to cure said breach within five (5) working days of the issuance of the written determination, FCPS shall procure a substitute contractor which shall operate under the

remainder of the existing contract breached by the contractor. The original contractor shall be liable for any and all excess costs incurred in the procurement of the substitute contractor.

22. Termination for Convenience

The Purchasing Agent or the Superintendent may make a written determination at any time that the contract shall be terminated for the convenience of FCPS and shall issue a notice of termination therewith. Said notice of termination shall state the date and time upon which termination shall become effective and the extent to which the contract is terminated. A copy of said determination and notice of termination shall be placed in the contract file and a second copy of said determination shall be forwarded to the contractor.

The contractor shall cease performance of the contract upon the date and time set in the written notice of termination. Within ten (10) working days thereafter, the contractor shall issue an itemized statement of any and all services performed; or goods delivered; or construction completed, and said statement shall be paid by the Board according to the procedure set forth in the existing contract.

The determination made by either the Purchasing Agent or the Superintendent, as the case may require, shall be final and conclusive as to the necessity for termination for convenience. No party to an existing contract shall have the right to appeal from said determination as it shall be final and conclusive.

23. Successor in Interest or Contractor Name Changes

No assignment of this contract without specific, written pre-approval of FCPS. Failure to get this written, pre-approval by FCPS shall VOID the assignment and the contractor on this contract shall remain responsible for continued compliance with terms of this RFP/response.

24. Offeror Initiated Requirements

Requirements that the offeror has or shall need if awarded the contract must be provided as part of the proposal response.

25. Additionally, offeror shall provide documents necessary to initiate a contractual relationship between the offeror and FCPS. Conflicts that exist with the content of this RFP, board policy or regulation and offeror initiated requirements may result in the rejection of the proposal.

26. Consumption of alcohol or drugs or being under the influence of alcohol or drugs, use of tobacco products or possession of firearms while on a job for FCPS by any worker is strictly prohibited. Any contractor, subcontractor or person working for the contractor or subcontractor who violates rules regarding alcohol, drugs, tobacco products or firearms is subject to immediate removal from the job site. Violation of rules is considered a breach of contract between the contractor and FCPS and may lead to the termination of said contract FOR CAUSE by FCPS.

27. FCPS does not discriminate on the basis of sex in the educational programs or activities that it operates, and is required by Title IX of the Education Amendments of 1972 (P.L. 92-318) to not discriminate in such a manner. Further, FCPS does not discriminate on the basis of disabling condition, in treatment, admission or access to, or employment in its programs or activities as required by the Rehabilitation Act of 1973 (P.L. 93-112), as amended, Section 504. Nor does FCPS discriminate on the basis of race, color, national origin, sex, genetic information, disability, religion, age, political affiliation, sexual orientation or gender identity in the education programs or activities it operates.

28. Offeror must furnish all necessary insurance such as:

Workers' Compensation and Employer's Liability
Public Liability \$1,000,000.00 minimum
Property Damage \$1,000,000.00 minimum.

A Certificate of Insurance should be included with proposal or filed with the Purchasing Department within 10 days after notification of award.

CHECKLIST OF ITEMS TO INCLUDE WITH BID SUBMISSION

- _____ Cover page completed
- _____ Name and signature on Page 2
- _____ Taxpayer Identification Number (if not a Corporation)
- _____ Requirements offeror has or shall need if awarded the bid (if required)
- _____ Documents necessary to initiate contractual relationship between offeror and FCPS
(if required)
- _____ Cost Proposal
- _____ Resident Bidder Affidavit if declaring Resident Bidder Status
- _____ Qualified Bidder Affidavit if declaring Qualified Bidder Status (non-profit)
- _____ Supplier Diversity Program Contract Forms
- _____ Documentation of Good Faith Efforts (If applicable)

Does your company allow EFT? Yes _____ No _____

If yes please send a completed EFT Authorization Form to our Accounts Payable Department upon award of bid.

Thank you for providing this information:

1. ☐ Yes I am a certified minority owned business.
 ☐ No
2. ☐ Yes I am a certified woman owned business.
 ☐ No
3. ☐ Yes I am a certified veteran owned business.
 ☐ No

If “no” please submit signed “Pledge of Non-Discrimination” form included in bid packet. If “yes” please include a copy of certification.

TENTATIVE TIMELINE

Date	Event
Nov 15, 2017	Release RFP
Dec 15, 2017	Deadline for RFP questions
Dec 18, 2017	Deadline for FCPS to respond to questions and post responses
Dec 29, 2017	Proposals due
Dec 30-Jan 5, 2018	Evaluation of proposals
Jan 8, 2018	FCPS Board meeting for approval of contract
Jan 15, 2018	Contract start date

DESIRED OUTCOMES

Scholastic and School Improvement Review – Otherwise known as a “Needs Assessment” or “Academic Performance Audit,” the **SSIR** is anchored in (KDE or FCPS standard for identification) and a variety of data, KPREP, MAP, (e.g., demographic, achievement, perceptual, and contextual). The audit is used to (a) identify strengths and challenges; (b) ascertain the potential reasons for a school’s low performance and lack of progress; and (c) make recommendations regarding next steps for the school and district to substantially improve student learning.

SCOPE OF WORK

Fayette County Public Schools (FCPS) is soliciting proposals for the Scholastic and School Improvement Review, (**SSIR**), and Training Process. The expectations of the Scholastic and School Improvement Review and Training Process are to conduct comprehensive reviews with identified consistently low performing schools. The review process will identify and recommend key indicators for comprehensive school improvement with accompanying research based methodologies and strategies to achieve continuous growth and achievement for all students. The methodologies and strategies must be articulated with clear and concise direction for implementation in a comprehensive report. **The report shall be presented to the superintendent with the option for a meeting and presentation with the local board of education and school-based decision-making council(s).**

OBJECTIVE AND SCOPE OF WORK

Contractors (individuals or organizations) are needed to perform the following objectives:

- **Objective 5.1:** External Needs Assessments/Academic Performance Audits (Audits)
- **Objective 5.2:** Comprehensive analysis of student achievement data on state assessments
- **Objective 5.3:** Comprehensive analysis of school and classroom practices
- **Objective 5.4:** Comprehensive analysis of perceptual surveys focused on the *Nine Characteristics of High-Performing Schools* (Shannon & Bylsma, 2007)
- **Objective 5.5:** Implementation of an instructional improvement framework and services aligned with the three (3) instructional frameworks approved for teacher evaluation.

Perspective firms may submit proposals for one (1) or more of the objectives (i.e., Objective 5.1a, Objective, 5.1b, Objective 5.2, Objective 5.3, Objective 5.4, and/or Objective 5.5).

Details for each objective follow.

Objective 5.1

Needs Assessments/Academic Performance Reviews (Audits)

As described below, the two-day Reviews will be conducted on-site at each identified school by a team of educators with expertise and skills in the areas of school improvement and school turnaround, including but not limited to the following: knowledge of effective leadership; standards-aligned curriculum, instruction, assessment; multi-tiered instructional systems; systems change processes; and evidence-based practices and approaches for meeting the needs of all students—including English language learners, students with disabilities, and students from historically underserved groups.

Review Teams

SSIR, (Scholastic and School Improvement Review), teams must include a Team Leader and Team Members selected by the Contractor. Both Team Leaders and Team Members must be experienced educators with expertise in the areas described in the section: SSIR Teams. The Team Leader will coordinate with a district/school representative to make logistical arrangements and schedule a visit or conference call prior to the review, facilitate the on-site work of the team, and complete and finalize the Summary Report (see next section) in concert with the Perspective Firm and FCPS. The Contractor or designated Team Leader must also return to the school to present Review findings.

Summary Report

Summary Reports for both Identified Schools are intended to provide actionable data and research-based recommendations around turnaround principles and/or meaningful interventions to support these schools to accelerate their action-planning process. A variety of data (e.g., student achievement, perceptual, demographic, contextual) should be utilized in determining Review findings. The Summary Report should explicitly identify the multiple sources of data that were triangulated to develop findings and recommendations.

The Review Team will include the following in the Summary Report:

- A description of the school's unique strengths and challenges
- Recommendations for areas for growth next and steps
- Findings anchored in the turnaround principles and/or meaningful interventions.

Summary Reports should also identify the areas in the school/district systems that may have caused/contributed to the persistent low achievement among all students and/or gaps in achievement for subgroups. These may include, but are not limited to:

- Access to effective core instruction aligned to state standards
- Interventions aligned to state standards
- Effective assessment systems (e.g., benchmark, progress-monitoring),
- Differentiated instruction

- Teacher professional development anchored in evidence-based practices to meet the needs of all students, including students in historically underserved subgroups.

Objective 5.1: School Reviews and Summary Reports

On-site Reviews will be conducted at the Identified Schools to assess the potential reasons for the school's persistent low performance and lack of progress. Areas examined during the review should include, but not be limited to, the following:

- Student demographics;
- Mobility patterns;
- School feeder patterns;
- Disaggregated data showing the performance of different student subgroups on assessments;
- Strategic allocation of resources at the school and district levels;
- *Nine Characteristics of High-Performing Schools* (Effective school leadership; Clear and shared focus on student learning; High standards and expectations for all students; High levels of collaboration and communication; Aligned curriculum, instruction, and assessments to state standards; Frequency of monitoring of learning and teaching; Focused professional development; Supportive learning environment; and High level of family and community involvement);
- Turnaround Principles
- Implementation of a multi-tiered instructional system/framework (e.g., Response to Intervention System/Framework);
- Analysis of delivery of core instruction to all students, the school's instructional model, and implementation of a comprehensive assessment system;
- Access to and support for success in rigorous coursework aligned with college- and career-ready standards;
- Levels of student participation in school activities and extracurricular activities;
- Levels of social emotional learning provided (e.g., Positive Behavioral Interventions and Supports [PBIS]);
- Any unique circumstances or characteristics of the school or district.

Deliverables for Objective 5.2a:

1. **Perspective Firm** delivers the following to the school and FCPS Superintendent/Designee to inform initial school and district planning: Comprehensive data dashboard showing, at a minimum, the following:

- (a) Demographic data
- (b) Student data in reading and mathematics on state assessments disaggregated by subgroup and showing performance vs. improvement as compared to other schools in the district and the state; these data will serve as baseline data.

Contractor provides technical assistance to school/district teams in the effective use of these data in setting instructional and achievement goals and monitoring progress toward those goals.

2. **Perspective Firm** delivers the following to the school and FCPS Superintendent/Designee to inform ongoing school and district planning:

(a) Extended data analysis for the Identified school/district showing gaps within subgroups to determine impact of poverty and ethnicity on performance on state assessments in reading and mathematics, e.g., data showing gaps between low-SES Hispanic students and non-low-SES Hispanic students).

(b) Extended data analysis of the performance of English language learners in the Identified schools, at a minimum, the following data over a number of years: contextual/demographic data (e.g., language spoken at home), performance and improvement. Perspective firm provides technical assistance to school/district teams in the effective use of these data in setting instructional and achievement goals and monitoring progress toward those goals.

Objective 5.2b: Comprehensive Analysis of Student Achievement Data on State Assessments and district common assessments

These data will be used by the school/district in revising and monitoring improvement plans aligned with the selected state/local service delivery models (i.e., Transformation or Turnaround).

Deliverables for Objective 5.2b:

1. Perspective Firm delivers the following to the school and FCPS Assistant Superintendent/Designee to inform ongoing school and district planning: Data dashboard showing, at a minimum, the following:

- (a) demographic data
- (b) student data in reading and mathematics on state assessments disaggregated by subgroup, showing performance vs. improvement as compared to other districts schools and the state.

Perspective Firm provides technical assistance to school/district teams in the effective use of these data in setting instructional and achievement goals and monitoring progress toward those goals.

2. Perspective Firm delivers the following to the school and FCPS Superintendent/Designee to inform ongoing school and district planning.

Objective 5.2c: Custom Data Analysis

The Perspective Firm should be prepared to deliver requested reports in a format, budget, and timeline mutually agreed upon by Firm and Superintendent/Designee.

Objective 5.3

Comprehensive Analysis of School and Classroom Practices

Two (2) sets of data packages will be needed:

- Comprehensive analysis of school and classroom for identified schools' data will be used in Needs Assessments/Academic Performance Reviews described in Objective 5.1a (above) and in school planning and progress monitoring.
- Comprehensive analysis of school and classroom practices should align with data provided to schools/districts in 2016-2017.

Additionally, the Firm should be prepared to provide custom analysis of data to support school & district leadership-generated requests (e.g., to help identify patterns of root causes of persistent low performance in Identified Schools).

Objective 5.3a: Comprehensive Analysis of School and Classroom Practices

These data will be used by the Review Team and by the school/district in developing and monitoring improvement plans aligned with turnaround principles.

Deliverables for Objective 5.3a:

Perspective Firm delivers the following to the school and FCPS Superintendent/Designee to inform initial school and district planning: Comprehensive analysis of school and classroom practices that, at a minimum, include the following:

- (a) Review of district policies and practices that may support or impede improvement efforts at the school level;
- (b) Interviews and focus groups with staff at the school level to identify structures and practices at the school level that may support or impede their improvement efforts, and
- (c) study of classroom practices.

These data will serve as baseline data for Identified Schools and will be used by the Review team. The Firm provides technical assistance to school/district teams in the effective use of these data in setting instructional and achievement goals and monitoring progress toward those goals.

Objective 5.4

Comprehensive Analysis of Perceptual Surveys Focused on the Nine Characteristics of High-Performing Schools (Shannon & Bylsma, 2007)

- Comprehensive analysis of perceptual surveys focused on the *Nine Characteristics of High-Performing Schools* (Shannon & Bylsma, 2007). Data will be used in Needs Assessments/Academic Performance Reviews described in Objective 5.1a (above) and in school planning and progress monitoring.

Additionally, the Firm should be prepared to provide custom analysis of data to support leadership-generated requests.

The Firm delivers the following to the school and FCPS Superintendent/Designee to inform initial school and district planning: Comprehensive analysis of results from the perceptual survey. These data will serve as baseline data for Identified Schools. The Firm provides technical assistance to school/district teams in the effective use of these data in setting instructional and achievement goals and monitoring progress toward those goals.

Objective 5.5

Instructional Improvement Framework and Services

This objective focuses directly on improving instruction at the classroom level.

The Firm should provide:

- (a) An instructional improvement framework,
- (b) Tools and protocols for classroom walkthroughs to support improvement of instruction, and
- (c) Professional learning and technical assistance delivered in a trainer-of-trainer model to district level staff who will work directly with eligible schools and districts.

Professional learning (PL) and technical assistance (TA) delivered by the Firm to district level staff. Firms will prepare them to deliver similarly focused PL/TA to district/school teams to build their capacity for independently and effectively implementing the instructional improvement framework and using the classroom walkthrough tools and protocols to improve instruction.

The framework, tools and protocols, and PL/TA should align with effective schools' research, a continuous improvement process, and the three (3) instructional frameworks and one (1) (or more) leadership framework(s) approved by Kentucky Department of Education for teacher and principal evaluation. The improvement process should focus on collection of data around instructional practice, data-driven decision making, implementation of state standards, and collaboration between teachers to improve academic achievement in their schools. The framework and tools and protocols should be able to be scaled across schools and should be sustained over time.

Desired Model Components:

These include, but are not limited to, the following:

1. Description of a Scholastic and School Improvement Review process,
2. A comprehensive instructional improvement framework/process; the improvement process should support leaders and teachers to ensure all of their students have access to high-quality, standards-aligned instruction.
3. Classroom walkthrough protocols and tools that can be used by district and school leadership teams to collect and analyze data around instructional practice.
 - a. The tool should align to research-based instructional practices including, but not limited to, differentiated instruction, formative assessment practices, and student engagement.
 - b. Users should be able to access the tool through a variety of formats (e.g., paper, web-based, wireless mobile devices).
 - c. District/schools leaders should be able to customize the tool to align with their initiatives and look-fors. The tool should be adaptable to the district's choice of instructional and leadership frameworks for evaluating teachers and principals.
4. Professional learning, technical assistance, and coaching on
 - a. Scholastic and School Improvement Review Process
 - b. implementation of the instructional improvement framework, and
 - c. use of the district classroom walkthrough protocols and tools.

PL/TA is intended to build district and school capacity for training teams to implement the SSIR, the instructional improvement framework, and use the district classroom walkthrough protocols and tools.

At the conclusion of the Firm delivered PL/TA, district staff will be assessed to determine their capacity to deliver similarly focused PL/TA to eligible school/district leadership teams. Only those demonstrating the skills and knowledge essential to effective delivery of PL/TA to school/district leadership teams will be declared eligible to do so.

Deliverables for Objective 5.5:

1. The Firm delivers the following to the FCPS Superintendent/Designee to inform initial school and district planning:
 - a. Complete description, including research basis, of instructional improvement framework and classroom walkthrough tools and protocols that support classroom visits or demonstration classrooms as learning laboratories for teachers and leaders.
 - b. Instructional improvement framework and protocols. *Examples of components for the classroom walkthrough protocol include: setting clear objectives aligned with standards, use of differentiated instruction and formative assessment practices, and strategies to engage students.*
2. Deliver professional learning and coaching focused on implementing research-based instructional strategies in order to improve instructional practice.
 - a. This professional learning and coaching will be delivered to district level school improvement staff who will, in turn, deliver services to eligible schools.
 - b. The professional learning should align with the instructional improvement framework and be able to be locally implemented and supported over time. It should also be accessible in a variety of formats, including paper, web-based, and wireless mobile devices.
3. Provide technical assistance to district level staff
 - a. Support school/district leaders build leadership capacity;
 - b. Provide assistance with the leadership framework(s) approved by The Kentucky Department of Education for principal evaluation.

In summary, the training process will provide comprehensive professional learning with identified district personnel building the capacity to implement a comprehensive Scholastic and School Improvement Review process designed to support and sustain continuous growth and achievement for all schools within FCPS. The training must include necessary instruments, procedures, and practices calibrated to yield consistent results designed for school improvement. The identified firm will support the first implementation of the SSIR process by district personnel ensuring the training, instruments, procedures, and practices yield the consistent results articulated in this proposal.

Phase I: SSIR will be conducted on-site for two (2) eligible schools by a team of educators with expertise and skills in the areas of school improvement and school turnaround, including but not limited to the following: knowledge of effective leadership; standards-aligned curriculum, instruction, assessment; multi-tiered instructional systems; systems change processes; and evidence-based practices and approaches for meeting the needs of all students—including English language learners, students with disabilities, and students from historically underserved groups.

SSIR Teams

SSIR teams must include a Team Leader and Team Members selected by the identified firm. Both Team Leaders and Team Members must be experienced educators with expertise in the areas described in the section above. The Team Leader will coordinate with a district/school representative to make logistical arrangements and schedule a visit or conference call prior to the review, facilitate the on-site work of the team, and complete and finalize the Summary Report in concert with the identified firm and the superintendent of Fayette County Public Schools. The identified firm or designated Team Leader must also return to the school to present **SSIR** findings.

Summary Report

Summary Reports for both Phase I eligible schools are intended to provide actionable data and research-based recommendations around turnaround principles and/or meaningful interventions to support these schools to accelerate their action-planning process. A variety of data (e.g., student achievement, perceptual, demographic, contextual) should be utilized in determining **SSIR** findings. The Summary Report should explicitly identify the multiple sources of data that were triangulated to develop findings and recommendations.

The Review Team will include the following in the Summary Report: description of the school's unique strengths and challenges, recommendations for areas for growth and next steps, findings anchored in the turnaround principles and/or meaningful interventions based on the identification of existing resources to support improvement efforts, and next steps for district leaders to support the school's improvement plan. Summary Reports should also identify the areas in the school that may have caused/contributed to the persistent low achievement among all students and/or gaps in achievement for subgroups. These may include, but are not limited to, access to effective core instruction aligned to state standards, course-taking patterns, appropriate interventions aligned to state standards, effective assessment systems (e.g., benchmark, progress-monitoring), differentiated instruction, and teacher professional development anchored in evidence-based practices to meet the needs of all students, including students in historically underserved subgroups.

Eligible School Reviews and Summary Reports

On-site Reviews will be conducted at eligible schools to assess the potential reasons for the school's persistent low performance and lack of progress. Areas examined during the Review should include, but not be limited to, the following:

- Student demographics;
- Mobility patterns;

- School feeder patterns;
- Disaggregated data showing the performance of different student subgroups on assessments;
- Strategic allocation of resources at the school and district levels;
- ***Nine Characteristics of High-Performing Schools*** (Effective school leadership; Clear and shared focus on student learning; High standards and expectations for all students; High levels of collaboration and communication; Aligned curriculum, instruction, and assessments to state standards; Frequency of monitoring of learning and teaching; Focused professional development; Supportive learning environment; and High level of family and community involvement);
- Turnaround Principles
- Implementation of a multi-tiered instructional system/framework (e.g., Response to Intervention System/Framework);
- Analysis of delivery of core instruction to all students, the school's instructional model, and implementation of a comprehensive assessment system;
- Access to and support for success in rigorous coursework aligned with college- and career-ready standards;
- Levels of student participation in school activities and extracurricular activities;
- Levels of social emotional learning provided (e.g. Positive Behavioral Interventions and Supports [PBIS]);
- Any unique circumstances or characteristics of the school or district;

Objective: Scholastic and School Improvement Reviews and Summary Reports

- On-site **Reviews** will be conducted at **eligible schools** to assess the potential reasons for the school's persistent low performance and lack of progress for the identified student groups (e.g., English language learners, students with disabilities, students from low-income families).
- The **Review** Team will target its analysis to ensure the Summary Report provides actionable data focused on the needs of the identified low-performing subgroup(s) and ways to more effectively address the needs of students in these subgroups. The team will gather and examine a variety of data, including disaggregated student achievement data, demographic data, perceptual data, and contextual data. Perceptual data gathered using School Performance Rubric – External Review and process or a similar tool and process to gather perceptual data around the *Nine Characteristics of High-Performing Schools* (Shannon & Bylsma, 2007).

Desired Qualifications of an SSIR Team:

FCPS expects the **SSIR Team** to include educator(s) with expertise in evidence-based practices and approaches essential to meeting the needs of students in the identified subgroups (e.g., English language learners, students with disabilities). Note: The identified firm may use a different process for Review in eligible schools. FCPS encourages identified firm to be creative in determining how to conduct eligible school Reviews. Regardless of the format, the **SSIR Team** *must* (a) be led by the identified firm or a designated subcontractor from outside the school

district, (b) examine the same sets of data as those outlined below, (c) include Team Members with qualifications; and (d) deliver a Summary Report with the attributes described below.

Areas examined during the Review should include, but not be limited to, the following:

- Student demographics;
- Mobility patterns;
- School feeder patterns;
- Disaggregated data showing the performance of different student groups on assessments;
- Effective school leadership;
- High standards and expectations for all students, including identified subgroups;
- Implementation of a multi-tiered instructional system/framework (e.g., Response to Intervention System/Framework), including the core instruction delivered to students and assessments used to place students in the framework;
- Implementation of evidence-based practices and approaches for meeting the learning needs of identified subgroup(s) of students (e.g., English language learners, students with disabilities);

Analysis of delivery of standards-based core instruction to all students, the school's instructional model; and implementation of a comprehensive assessment system;

- Access to and support for success in rigorous coursework aligned with college- and career-ready standards;
- Strategic allocation of resources at the school and district levels;
- Supportive learning environment (e.g., levels student participation in school activities and extracurricular activities; levels of social emotional learning provided);
- Levels of family and community engagement; and
- Any unique circumstances or characteristics of the school or district.

Based on the unique attributes of the school, the **SSIR Team** may also examine other characteristics of high-performing schools: Clear and shared focus on student learning; High levels of collaboration and communication; Aligned curriculum, instruction, and assessments to state standards; Frequency of monitoring of learning and teaching; and Focused professional development.

Background and District Description

The second-largest school district in the state of Kentucky, Fayette County Public Schools (FCPS) is known throughout the Commonwealth for its high-achieving students, exemplary staff, engaged families, and involved community. Support for the district is evidenced by the fact that we enroll roughly 90 percent of school-aged children who live in Fayette County.

Fayette County students consistently rank at the top on state and nationally recognized measures of academic performance, posting ACT scores, state test scores, and national test scores higher than state averages. Although the district accounts for just 6 percent of the student enrollment in the state, we represent two to three times that percentage of National Merit semi-finalists,

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Governor’s Scholars, and Governor’s School for the Arts participants. Students from our graduating class of 2016 are attending roughly 240 different colleges and universities in 40 states, the District of Columbia, and abroad and garnered \$95.6 million in scholarship offers.

Our district is proud to have six National Blue Ribbon Schools – a trademark of excellence and a symbol of quality noted by everyone from parents to policy-makers. We also have four National Green Ribbon Schools, selected for exemplary efforts to reduce environmental impact and utility costs, promote better health, and ensure effective environmental education, including civics and green career pathways.

District Demographic and Data Profile:

In the past decade, FCPS has blossomed from 34,433 students in 2005 to more than 41,686 in 2016. Thanks to the generous support of our local community, a 5-cent property tax dedicated to construction and renovation has made it possible for our district to completely renovate 22 schools and build four new schools and a new preschool center since 2008. A sixth high school opened in the fall of 2017. Next on the facilities plan is a STEAM high school, an expanded school for the creative and performing arts, a new middle school, two new elementary schools, renovations and additions to 17 more schools including the five high schools and three technical centers.

Growth has brought new challenges for our district. Student enrollment is becoming more diverse as Fayette County’s success attracts people from around the world. The percentage of students of color, students living in poverty, students learning English, and students with disabilities continues to grow, requiring us to make greater investments to meet the needs of our changing student body while still maintaining excellent opportunities for all students.

Identified Schools’ Profile

Arlington Elementary:

Arlington is one of the oldest schools remaining in Fayette County Public Schools. It represents a large piece of local history and still serves the same surrounding community as it did in 1899. Arlington is a community school where a majority of parents and students still walk to school every day. The staff and community share a strong sense of family and hard work. We also house a [Healthy Kids Clinic](#), which provides many services for students during the school day.

Mission Statement:

Arlington exists to provide a positive, welcoming, and safe environment to our school community to ensure our students reach their individual potential.

School Data Profile:

Arlington Elementary School enrollment is approximately 390 students. The school’s demographic data indicates high diversity. The student population breakdown consists of 28% African American, 40% Hispanic, 27% Caucasian, and 5% other. The free and reduced meal

lunch qualifiers equal 90% of the school's student population. English learners make up 27%, while Students with Disabilities are 20% of the population.

Student performance data from the 2016 – 2017 KPREP reveals limited and inconsistent growth and achievement. The percent of students scoring novice in reading (55.8%) and Math (38%) are indicators of the aforementioned growth and achievement statement. Of the students assessed (grades 3-5), 26.2 percent of students scored proficient and distinguished in reading. In mathematics, students scoring proficient and distinguished represent 21.4 percent of the student population assessed.

Booker T. Washington:

Booker T. Washington Elementary is a place where our promise is rising up to meet our potential. Every scholar, staff, and family is totally invested and believes in the power of the educational process. There is a joyful atmosphere that resonates throughout our halls and classrooms that encourages high expectations for all scholars. We truly believe as our namesake, Booker T. Washington believed that "excellence is to do a common thing in an uncommon way". We strive for excellence in all we do!

Mission Statement:

Our mission is to challenge our scholars academically at high levels, develop them socially and uplift them emotionally thereby creating motivated and critical thinkers who are ready to excel at the next level.

Booker T. Washington Elementary School enrollment is approximately 340 students. The school's demographic data indicates high diversity. The student population breakdown consist of 48% African American, 39% Hispanic, 9% Caucasian, and 4% other. The free and reduced meal lunch qualifiers equal 85% of the school's student population. English learners make up 23%, while Students with Disabilities are 13% of the population.

Student performance data from the 2016 – 2017 KPREP reveals limited and inconsistent growth and achievement. The percent of students scoring novice in reading (61.5%) and Math (38.3%) are indicators of the aforementioned growth and achievement statement. Of the students assessed (grades 3-5), 22.7 percent of students scored proficient and distinguished in reading. In mathematics, students scoring proficient and distinguished represent 19.5 percent of the student population assessed.

Deliverables:

December The identified firm delivers a data package to the school and FCPS's

Superintendent/Designee to inform initial school and district planning. Data package includes (a) demographic data, and (b) student achievement data in reading and mathematics on state assessments for 2014, 2015, and 2016, disaggregated by subgroup and showing performance vs. improvement as compared to other schools in the district and the state. The Review Team will

utilize and incorporate these data in its Summary Report.

On-site Review Team visit (or externally facilitated process with internal school/district/community team) and completion of Summary Report. Report will (a) identify the school's unique strengths and challenges, (b) identify the areas in the school/district systems that may have caused/contributed to the gaps in achievement for subgroups, (c) outline recommendations for areas for growth and next steps, (d) address turnaround principles and interventions for sustainable school improvement, (e) identify existing resources to support improvement and turnaround efforts, and (f) describe next steps for district leaders to support the school's improvement/turnaround plan. The Summary Report should explicitly identify the multiple sources of data that were triangulated to develop findings and recommendations. The Summary Report must be finalized in cooperation with FCPS

FCPS assures it will review and return Draft Summary Reports within seven (7) business days of receipt of the Draft by the Superintendent/Designee. The identified firm will edit the Draft for convention and content errors before submitting the document to FCPS and ensure it is appropriate for a variety of audiences (e.g., district administrators, building administrators, leadership teams, community stakeholders) and follows a format and timeline as determined by FCPS.

FORMAT OF PROPOSAL

The proposal shall consist of nine parts: Cover sheet; RFP documents; References; Exceptions; Technical Proposal; Cost Proposal; Added Value; and FCPS Supplier Diversity Program Contract Forms.

One printed copy shall be submitted to FCPS. The paper copy shall be three-hole punched and contained in a single three-ring binder with labeled tabs for each of the parts described below.

One electronic copy of the proposal shall also be submitted on a USB storage device.

Part I is the Cover sheet, which shall serve as the cover page of the Offeror's proposal and shall include a list of which sections of the RFP the offeror is submitting a proposal for. The cover sheet shall also include a cover letter describing a brief history of the offeror's organization.

Part II is the RFP documents that are required to be signed and included with the proposal. Any addenda that may be sent out should be included in this part. This will exclude the Supplier Diversity Program documents.

Part III is a list of references. Please include at least 3 references of similar size projects that have been completed in the last 5 years. References should include the name of the institution, a contact name, phone number and email. References must also include the total amount of the contract and the dates of the contract.

Part IV is a list of any exceptions to the terms, conditions and specifications of the solicitation.

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Part V is the Technical Proposal. Technical proposal shall include all information related to the scope of work including information to clearly show that it meets all conditions required in the solicitation. Also in the technical proposal shall be a point of contact for the contract. Contact information for the point of contact shall be included. Technical Proposal shall also include any information regarding delivery and installation.

Part VI is the Cost Proposal

Part VII is the Added Value. Please submit any information that would be considered added value to your response that is not already discussed in the solicitation

Part VIII is the FCPS Supplier Diversity Program Contract Forms Packet

Subject to **Reciprocal preference for Kentucky resident bidders and Preferences for a Qualified Bidder or the Department of Corrections, Division of Prison Industries (KAR 200 5:410).**

In accordance with KRS 45A.490 to 45A.494, a resident Offeror of the Commonwealth of Kentucky shall be given a preference against a nonresident Offeror. In evaluating bids/proposals, Fayette County Public Schools will apply a reciprocal preference against an Offeror submitting a bid/proposal from a state that grants residency preference equal to the preference given by the state of the nonresident offeror. Residency and non-residency shall be defined in accordance with KRS 45A.494(2) and 45A.494(3), respectively. Any Offeror claiming Kentucky residency status shall submit with its proposal a notarized affidavit affirming that it meets the criteria as set forth in the above referenced statute.

PROPOSAL SCORING GUIDE

PART I – PROPOSAL INTENT AND MANAGEMENT	
The Cover Sheet , which shall serve as the cover page of the Offeror’s proposal and shall include a list of which sections of the RFP the offeror is submitting a proposal for. The cover sheet shall also include a cover letter describing a brief history of the offeror’s organization.	20
Project Team Structure/Internal Controls	20
Staff Qualifications	20
Experience of the Consultant	20
References	20
Part I - Total Points	100
PART II – TECHNICAL PROPOSAL	
Project Approach/Methodology	50
Work Plan	50
Project Schedule	50
Deliverables	50
Outcomes and Performance Measurement	50
Examples of Similar Work and Outcomes	25
Risks	25
Part II – Total Points	300
PART III – COST OF THE PROPOSAL	
Identification of Cost	50
Description of Cost and Expenditures	50
Part III – Total Points	100
Total Points Possible	500

PLEDGE OF NON-DISCRIMINATION

_____, is responding to RFP/BID # _____ issued
Insert Name of Company (hereinafter “Company”)
by the Board of Education of Fayette County, Kentucky, and hereby pledges:

(1) No person shall be excluded from participation in, denied the benefit of, or otherwise discriminated against on the basis of race, color, national origin, sex, genetic information, disability, religion, age, political affiliation, sexual orientation or gender identity in connection with the performance of any contract award by the district on this RFP/BID.

(2) The Company shall provide equal opportunity to all business persons seeking to contract or otherwise interested in contracting with this Company, including various local small business enterprises;

(3) The Company has been made aware of, understands and agrees to make good faith efforts to solicit MBE/WBEs to do business with this Company in the performance of work on any contract awarded on this RFP/BID.

The Company acknowledges that failure to make a good faith effort may have a negative impact on future contract opportunities.

(Authorized Company Representative Signature)

Date

Print Name and Title

RFP / BID #: _____

**REQUIRED AFFIDAVIT FOR BIDDERS, OFFERORS AND CONTRACTORS CLAIMING
RESIDENT BIDDER STATUS**

FOR BIDS AND CONTRACTS IN GENERAL:

The bidder or offeror hereby swears and affirms under penalty of perjury that, in accordance with KRS 45A.494(2), the entity bidding is an individual, partnership, association, corporation, or other business entity that, on the date the contract is first advertised or announced as available for bidding:

1. Is authorized to transact business in the Commonwealth;
2. Has for one year prior to and through the date of advertisement
 - a. Filed Kentucky corporate income taxes;
 - b. Made payments to the Kentucky unemployment insurance fund established in KRS 341.49; and
 - c. Maintained a Kentucky workers' compensation policy in effect.

FCPS reserves the right to request documentation supporting a bidder's claim of resident bidder status. Failure to provide such documentation upon request shall result in disqualification of the bidder or contract termination.

_____ Signature	_____ Printed Name
_____ Title	_____ Date
Company Name _____	
Address _____	

Subscribed and sworn to before me by _____, _____
(Name) (Title)
of _____, this _____ day of _____, 201____.
(Company Name)

Notary Public

My commission expires: _____

(Affix Notary Seal)

RFP/BID #: _____

**REQUIRED AFFIDAVIT FOR BIDDERS, OFFERORS AND CONTRACTORS CLAIMING
QUALIFIED BIDDER STATUS**

FOR BIDS AND CONTRACTS IN GENERAL:

The bidder or offeror swears and affirms under penalty of perjury that the entity bidding, and all subcontractors therein, meets the requirements to be considered a “qualified bidder” in accordance with [200 KAR 5:410\(3\)](#); and will continue to comply with such requirements for the duration of any contract awarded. Please identify below the particular “qualified bidder” status claimed by the bidding entity.

_____ A nonprofit corporation that furthers the purposes of KRS Chapter 163

_____ Per KRS 45A.465(3), a "Qualified nonprofit agency for individuals with severe disabilities" means an organization that:

- (a) Is organized and operated in the interest of individuals with severe disabilities; and
- (b) Complies with any applicable occupational health and safety law of the United States and the Commonwealth; and
- (c) In the manufacture or provision of products or services listed or purchased under KRS 45A.470, during the fiscal year employs individuals with severe disabilities for not less than seventy-five percent (75%) of the man hours of direct labor required for the manufacture or provision of the products or services; and
- (d) Is registered and in good standing as a nonprofit organization with the Secretary of State.

FCPS reserves the right to request documentation supporting a bidder’s claim of qualified bidder status. Failure to provide such documentation upon request may result in disqualification of the bidder or contract termination.

Signature

Printed Name

Title

Date

Company Name

Address

Subscribed and sworn to before me by _____, _____
(Name) (Title)

of _____, this _____ day of _____, 201____.
(Company Name)

Notary Public

My commission expires: _____

(Affix Notary Seal)

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Planning

DATE: 11/6/2017

TOPIC: 2017 Financial Records Audit

PREPARED BY: Rodney Jackson

Recommended Action on: 11/20/2017
Discussion Item

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, 2017 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, 2017. Each audit is expected to accurately reflect the financial position of the district on June 30, 2017 and to include audit suggestions and recommendations for management. The 2017 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: \$49,104,298.48 General Fund ending balance for fiscal year 2017

Attachments(s): One attachment

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

Board of Education: Melissa Bacon, Chair • Raymond Daniels, Vice Chair • Douglas Barnett • Daryl Love • Stephanie Spires

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

REPORT ON 2017 FINANCIAL RECORDS **AUDIT FOR FAYETTE COUNTY PUBLIC SCHOOLS**

Background:

The Kentucky Department of Education annually requires submission of the Annual Financial Report (AFR) following the close of the fiscal year, which is June 30. The State Committee for School District Audits requires 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, 2017.

Each audit is expected to accurately reflect the financial position of the district on June 30, 2017 and to include audit suggestions and recommendations for management. Management responses are included in the report. They become action plans for the successive year(s).

The Board selects the independent audit firm by competitive bidding. Strothman & Company, Louisville, KY conducted the audit. The audit includes all district funds and is inclusive of school activity funds.

Rationale:

The audit disclosed no material instances of noncompliance with the requirements 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".

STAFF CONTACT:

Rodney Jackson, Director of Finance
859-381-4141

POLICY REFERENCE:

01.11 (General Powers and Duties of the Board)

RECOMMENDATION:

A motion is in order to:

"Accept the independent audit report for the Fayette County Public Schools for the fiscal year ending June 30, 2017 as presented."

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

MEETING: Planning

DATE: 11-6-2017

TOPIC: School Activity Funds Report Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 11-20-2017

Informational Item

Superintendent Prior Approval: No

Recommendation/Motion: N/A

Background/Rationale: School Activity Fund Reports for the period ending June 30, 2017. The report details each school's activity fund expenses and receipts for the month and year ending previously noted.

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

Fiscal Impact: N/A

Attachments(s): School Activity Funds Report

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

MEETING: Planning

DATE: 11-6-2017

TOPIC: Monthly Financial Reports Placeholder

PREPARED BY: Rodney Jackson

**Recommended Action on: 11-20-2017
MEETING)**

Action Item for Vote (REGULAR

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: NA

Attachments(s): Four attachments

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

MEETING: Regular **DATE:** 11/20/2017

TOPIC: Personnel Changes

PREPARED BY: Jennifer Dyar

Recommended Action on: 11/20/2017
Informational Item

Superintendent Prior Approval: No

Recommendation/Motion: N/A

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

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

Fiscal Impact: N/A

Attachments(s): Personnel Changes for November 20, 2017 Board Agenda

Personnel Status	CERT / CLASS SAL	CLASS HR	SUB	SUPP
New Hires	18	51	58	470
Retirement	5	2		
Transfers	3	15		
Status	1			
Resignations	2	16		9
Suspension w/o pay		1		

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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	
ADKINS	DONALD	FREDERICK DOUGLASS HS	RET HS HEALTH INST	10/9/2017
BAUER	KRISTINA	WINBURN MIDDLE	MID SOCIAL STUDIES INST	10/18/2017
CLEMENT	EDWARD	FREDERICK DOUGLASS HS	HS ACADEMIC INST	10/9/2017
CORNELIUS	CAROL	JAMES LANE ALLEN EL	RET ELEM INTERVENTION INST	10/3/2017
FRAZIER	NIETTA	WILLIAM WELLS BROWN ELEM	EXC CHILD LBD	10/31/2017
HAMILTON	ANN	MORTON MIDDLE	MID INTERVENTION INST	10/17/2017
JOHNSON	FAYE	CLAYS MILL ELEM	RET ELEM INTERVENTION INST	10/16/2017
JOHNSON	LINDA	JAMES LANE ALLEN EL	RET ELEM INTERVENTION INST	10/3/2017
KILGORE	CHARLES	FREDERICK DOUGLASS HS	HS ADJUNCT INST	9/28/2017
LIGON	MICHELLE	LIBERTY ELEM	ELEM INTERVENTION INST	10/10/2017
MILLER	KELLY	MAXWELL ELEM	ELEM INTERVENTION INST	10/9/2017
MUSSER-STAMM	JERI	LEESTOWN MIDDLE	RET MID INTERVENTION INST	10/16/2017
NIXON	LONNIE	COVENTRY OAK ELEM	ELEM KINDERGARTEN INST	10/16/2017
PENNINGTON	JOYCE	HARRISON ELEM	EXC CHILD LBD	10/20/2017
RICHARDSON	LISA	ROSA PARKS ELEM	ELEM PRIMARY INST	9/29/2017
SEXTON	WHITNEY	GARRETT MORGAN ELEM	ELEM ESL INST	10/2/2017
SMITH	KELLI	WINBURN MIDDLE	MID SCIENCE INST	10/23/2017
WHITE	JACKIE	LEESTOWN MIDDLE	MID HEALTH INST	10/9/2017

- 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	
ALCALA	PABLO	FREDERICK DOUGLASS HS/HS ADJUNCT INSTR	FREDERICK DOUGLASS HS/HS CLASSROOM INSTR	10/11/2017
MOUNTS	CARA	SOUTHERN MIDDLE/INSTR PARA	SOUTHERN MIDDLE/MID SCIENCE INSTR	10/2/2017

STEPHENS SONYA KECSAC PROGRAMS /EXC CHILD LBD

TATES CREEK HIGH/EXC CHILD LBD

10/16/2017

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
	SCAPA/FRED DOUG HS/ART	SCAPA/ART	
BARKER WHITNEY	INSTUCTOR/FP	INSTRUCTOR/PP	10/2/2017

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	
SHEPHERD	SAMANTHA	MEADOWTHORPE ELEMENTARY	ELEM INTERVENTION INSTRUCTOR	9/22/2017
WATTS	TALENA	TATES CREEK HIGH	HS CONSUMER LIFE SCIENCE	10/23/2017

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
BATT CLAIRE	TATES CREEK ELEMENTARY	GIFTED & TALENTED INSTRUCTOR	11/1/2017
FOWLER DANIELLE	CRAWFORD MIDDLE SCHOOL	MID SPANISH INSTRUCTOR	10/1/2017
MARSHALL MYRA	SOUTHERN MIDDLE SCHOOL	MID MATH INSTRUCTOR	11/1/2017
MORMAN KATHY	HENRY CLAY HIGH SCHOOL	HS ENGLISH	10/1/2017
ROSER KAREN	SANDERSVILLE ELEMENTARY	GIFTED & TALENTED INSTRUCTOR	11/1/2017

Amendment to Reported Action - This is to amend the action of October 23, 2017, Board Agenda and amend the retirement of Robert S. Combs, Henry Clay High School/Math Instructor to be effective January 1, 2018.

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	
ANDERS	SCOUT	WELLINGTON ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/3/2017
BAILEY	DANA	SANDERSVILLE ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR	9/15/2017

BARRIOS	RACHEL	WELLINGTON ELEMENTARY	AFTER SCHOOL PROGRAM ASST	9/21/2017
BELSKY	JESSICA	BUS GARAGE	BUS DRIVER	10/2/2017
BEST	ANGELIA	ATHENS CHILESBURG ELEM	INSTRUCTIONAL PARAEDUCATOR	10/3/2017
BRIGHT	BROOKE	PICADOME ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR	10/16/2010
BROOKS	SARAH	LANSDOWNE ELEMENTARY	AFTER SCHOOL PROGRAM ASST	10/10/2017
BROWN	ANDREA	LIBERTY ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/11/2017
BURBERRY	JUDY	MARY TODD ELEM FOOD SERV	FOOD SERVICE ASSISTANT II	10/2/2017
BURKE	REBECCA	SQUIRES ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR	10/10/2017
BURNS	CRYSTAL	FOOD SERVICES	FOOD SERVICE ASSISTANT II	9/18/2017
CARDOZA	FRANK	BUS GARAGE	BUS MONITOR	9/19/2017
CASTLE	STEVE	CRAWFORD MIDDLE SCHOOL	CUSTODIAN	10/12/2017
CLEATON	MARY	MARY TODD ELEMENTARY	KINDERGARTEN PARAEDUCATOR	9/20/2017
COMBS	MICHELLE	LEESTOWN MIDDLE FOOD SERV	FOOD SERVICE ASSISTANT II	9/18/2017
GRAY	DASHANTA	MEADOWTHORPE ELEM FOOD SERV	FOOD SERVICE ASSISTANT II	9/5/2017
GRAZIANO	LEAH	ROSA PARKS ELEMENTARY	AFTER SCHOOL PROGRAM ASST	10/3/2017
HARRINGTON	COURTNEY	MAXWELL ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR	10/9/2017
HILL	DAVID	BUS GARAGE	BUS DRIVER	10/16/2017
HURT	KRISTIE	EDYTHE J HAYES MIDDLE-FOOD SER	FOOD SERVICE ASSISTANT I	9/18/2017
JACKSON	DEONSHA	TLCENTER FOOD SERVICE	FOOD SERVICE ASSISTANT I	9/18/2017
KALLAY	SHEILA	GARRETT MORGAN ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR	9/19/2017
KRAFT	SHELBY	GARDEN SPRINGS ELEMENTARY	AFTER SCHOOL PROGRAM ASST	10/3/2017
KRALL	ANGELA	GARRETT MORGAN ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	9/27/2017
MACKEY	ANJANETTA	COVENTRY OAK ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR	9/18/2017
MAHAN	DAVID	WELLINGTON ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR	10/9/2017
MARSHALL	BRENDA	MEADOWTHORPE ELEM FOOD SERV	FOOD SERVICE ASSISTANT I	10/2/2017
MCCRISTAL	TRASIA	MORTON MIDDLE	SP ED PARA - LEARNING/BEHAVIOR	10/17/2017
MCINTOSH	ELISABETH	GENERAL ADMINISTRATION	LEGAL ADMINISTRATIVE ASST	10/11/2017
MILUM	CYNTHIA	VETERANS PARK ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/2/2017
MOORE	PATRICIA	MEADOWTHORPE ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR	9/25/2017
MORTON	JUSTICE	LIBERTY FD SVC	FOOD SERVICE ASSISTANT II	9/4/2017
MULLINS	MORGAN	FREDERICK DOUGLASS HIGH SCHOOL	SP ED PARA - LEARNING/BEHAVIOR	10/10/2017
NETHERTON	SAVANNAH	GARDEN SPRINGS ELEMENTARY	AFTER SCHOOL PROGRAM ASST	10/3/2017

O'BRIEN	DENNIS	GARDEN SPRINGS ELEMENTARY	CUSTODIAN	9/29/2017
PATTON	RACHEL	CASSIDY ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	9/26/2017
PAYNE	LAURYN	WELLINGTON ELEMENTARY	AFTER SCHOOL PROGRAM ASST	10/9/2017
PAYTON	LINDSEY	STONEWALL ELEMENTARY	KINDERGARTEN PARAEDUCATOR	10/11/2017
RAYAN	SUFIAN	BUS GARAGE	BUS DRIVER	10/16/2017
RHODES	ROY	WELLINGTON ELEMENTARY	AFTER SCHOOL PROGRAM ASST	10/2/2017
RUIZ-DIEGO	CARMEN	MAXWELL ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/10/2017
SHANNON	SHARELLE	BUS GARAGE	BUS DRIVER	9/26/2017
SIMS	RONALD	PICADOME ELEMENTARY	AFTER SCHOOL PROGRAM ASST	10/9/2017
THOMAS	JULIA	VETERANS PARK ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR	9/18/2017
TOMLINSON	MELISSA	LEESTOWN MIDDLE	SCHOOL OFFICE ASSISTANT	10/16/2017
TRENT	MAYME	BRYAN STATION HIGH FOOD SERV	FOOD SERVICE ASSISTANT I	9/18/2017
VANARSDALEN	MADELYN	CLAYS MILL ELEMENTARY	AFTER SCHOOL PROGRAM ASST	9/27/2017
WALLACE	KHADIJAH	FREDERICK DOUGLASS HIGH SCHOOL	SP ED PARA - LEARNING/BEHAVIOR	10/23/2017
WARD	GARY	BUS GARAGE	BUS DRIVER	9/25/2017
WARNER	SHELLIA	TATES CREEK MIDDLE FOOD SERV	FOOD SERVICE ASSISTANT II	9/5/2017
WATKINS	JONNIKA	WELLINGTON ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	10/9/2017

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	
BOND	LONA	BUS GARAGE/BUS MONITOR	GARRETT MORGAN ELEM/INST PARA	10/2/2017
HUDSON	TYLER	CRAWFORD/CUSTODIAN	PAUL LAURENCE DUNBAR/CUSTODIAN	9/15/2017
BASS	RICHARD	BUS GARAGE/BUS MONITOR	BUS GARAGE/BUS DRIVER	10/02/2017
CORNETT	JERRY	BUS GARAGE/BUS MONITOR	BUS GARAGE/BUS DRIVER	10/20/2017
GORE	SUSAN	BUS GARAGE/BUS MONITOR	BUS GARAGE/BUS DRIVER	09/11/2017
JONES	CASONDRA	FINANCIAL SERV/TAX PROCESSING SPC	FINANCIAL SERV/FINANCE ANALYST	10/02/2017
MEULENDYKE	MARTHA	SOUTHERN ELEM FD SERV /FD SERV ASST I	TATES CREEK HIGH FD SERV/FD SERV ASST II	9/18/2017
MYNHIER	CHARLES	MARY TODD ELEM FD SERV/FD SERV ASST I	BRYAN STATION HIGH FD SERV /FD SERV ASST I	9/18/2017
OLIVER	DANNY	FINANCIAL SERV/PAYROLL SPC	FINANCIAL SERV/LEAD PAYROLL SPC	10/16/2017
RANGEL ESCOBAR	ELVA	LEESTOWN/SCHOOL OFFICE ASSISTANT	LEESTOWN MID/REGISTRAR	09/25/2017

RITCHIE	HEATHER	TATES CREEK HIGH FD SERV/FD SERV ASST I	TATES CREEK ELEM FD SERV/FD SERV ASST II	10/2/2017
ROMERO	RAFAEL	BUS GARAGE/BUS MONITOR	BUS GARAGE/BUS DRIVER	10/23/2017
RUIZ RODRIGUEZ	ROBIN	BRYAN STATION HIGH/CUSTODIAN	BUS GARAGE/BUS DRIVER	9/26/2017
SMITH	BOBBY	BUS GARAGE/VEHICLE MECHANIC I	BUS GARAGE/VEHICLE MECHANIC II	10/09/2017
WHISMAN	JESSICA	FD SERV/FD SERV PRGM ASST	FD SERV/FD SERV PRGM ASST II	09/25/2017

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

Name	Location	Assignment	Effective Date	
ABRAMS	LEONARD	DIXIE MAGNET ELEMENTARY	FAMILY RESOURCE CENTER COORD	9/30/2017
BURGE	SAGE	BUS GARAGE	BUS MONITOR	10/30/2017
CASTELLANOS BALDERAS	ANA	NORTHERN ELEMENTARY	KINDERGARTEN PARAEDUCATOR	10/24/2017
DIAZ DELA PENA	JOSE	TATES CREEK MIDDLE	PART-TIME CUSTODIAN	12/16/2016
ELLIS	JEANNE	MORTON MIDDLE	SP ED PARA - LEARNING/BEHAVIOR	9/26/2017
GIBSON	JESSICA	BRYAN STATION HIGH	SCHOOL OFFICE ASSISTANT	10/27/2017
HAMPTON	DIANE	BUS GARAGE	BUS MONITOR	7/1/2017
JONES	AMELIA	BOOKER T WASHINGTON ELEMENTARY	CUSTODIAN	10/5/2017
KOSTURI	PAIGE	BUS GARAGE	BUS MONITOR	8/8/2017
NEAL	FLOYD	BUS GARAGE	BUS DRIVER	9/18/2017
PEARSON	PAUL	FREDERICK DOUGLASS HIGH SCHOOL	CUSTODIAN	10/6/2017
REED	FRANKLIN	BUS GARAGE	BUS MONITOR	9/15/2017
REED	MARY	BUS GARAGE	BUS MONITOR	10/31/2017
RICE	DEBBIE	CARDINAL VALLEY ELEMENTARY	EARLY START PARAEDUCATOR	9/8/2017
RODRIGUEZ	MOHAMED	WINBURN MIDDLE	CUSTODIAN	9/28/2017
TOSCANO	YOAN	MORTON MIDDLE	PART-TIME CUSTODIAN	10/11/2017

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

Name	Location	Assignment	Effective Date
CAISE, REGINALD	BUS GARAGE	BUS DRIVER	10/11/2017, 10/18/2017

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

Name	Location	Assignment	Effective Date
REVO ELIZABETH	DIXIE MAGNET ELEMENTARY	INSTRUCTIONAL PARAEDUCATOR	1/1/2018
STASIAK BETTY	MORTON MIDDLE	MSD/HEALTH AIDE PARAEDUCATOR	12/1/2017

Amendment to Reported Action - This is to amend the action of October 23, 2017, Board Agenda and amend the retirement of Thomas Oak, Jr., Plant Operations/Utility Services Supervisor to be effective November 1, 2017.

Amendment to Reported Action - This is to amend the action of October 23, 2017, Board Agenda and amend the retirement of Lafathia Oliver, Transportation/Bus Driver to be effective October 1, 2017.

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
ADAMS BRENDA	LANSLOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
ADAMS BRENDA	LANSLOWNE ELEMENTARY	ELEM BLDG ASSESSMENT COORD
ADAMS BRENDA	LANSLOWNE ELEMENTARY	ELEM GRADE LEVEL REP
AL-AZZAH MARIAM	TATES CREEK ELEMENTARY	ELEM GRADE LEVEL REP
ALLEN RON	JESSIE M CLARK MIDDLE	MID HEAD BASKETBALL (BOYS)
ALTWIES STACEY	VETERANS PARK ELEMENTARY	ELEM ACADEMIC TEAM COACH
ALTWIES STACEY	VETERANS PARK ELEMENTARY	ELEM SBDM SECRETARY
AMES LINDSAY	TATES CREEK ELEMENTARY	ELEM EXTRACURRICULAR COORD
AMES LINDSAY	TATES CREEK ELEMENTARY	ELEM STLP COORDINATOR
AMES LINDSAY	TATES CREEK ELEMENTARY	ELEM GRADE LEVEL REP
ANDERSON DENISE	LANSLOWNE ELEMENTARY	ELEM SPECIAL AREA SPONSOR
ANDERSON LINDSEY	HENRY CLAY HIGH SCHOOL	HS SWIMMING & DIVING (ASST)
ARBUCKLE RYAN	RUSSELL CAVE ELEMENTARY	ELEM TECHNOLOGY COORD
ARBUCKLE RYAN	RUSSELL CAVE ELEMENTARY	ELEM STLP COORDINATOR
ARMSTRONG MICHELLE	CARDINAL VALLEY ELEMENTARY	ELEM EXTRACURRICULAR COORD
ATEHORTUA EDWIN	JULIUS MARKS ELEMENTARY	ELEM ACADEMIC TEAM COACH

ATINAY	DENISE	SANDERSVILLE ELEMENTARY	ELEM EXTRACURRICULAR COORD
AULT	JESSICA	VETERANS PARK ELEMENTARY	ELEM EXTRACURRICULAR COORD
AULT	JESSICA	VETERANS PARK ELEMENTARY	ELEM STLP COORDINATOR
AULT	JESSICA	VETERANS PARK ELEMENTARY	ELEM WEB MASTER
BABER	KATHERANN	LANSLOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
BABER	KATHERANN	LANSLOWNE ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
BAILEY	BRITTANY	CRAWFORD MIDDLE SCHOOL	MID ASST CHEERLEADING
BAKER	AMY	NORTHERN ELEMENTARY	ELEM GRADE LEVEL REP
BALES	KELLY	TATES CREEK HIGH	HS BOWLING-BOYS & GIRLS COACH
BARBOUR	PENNY	GARDEN SPRINGS ELEMENTARY	ELEM ACADEMIC TEAM COACH
BARLOW	DEBORAH	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
BARLOW	DEBORAH	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
BASSLER	GARY	GLENDOVER ELEMENTARY	ELEM STLP COORDINATOR
BECKHAM	MONIQUE	BRYAN STATION TRADL MIDDLE	MID ACADEMIC TEAM SPONSOR
BECKHAM	MONIQUE	BRYAN STATION TRADL MIDDLE	MID MATH TEAM SPONSOR
BENSON	MARY	RUSSELL CAVE ELEMENTARY	ELEM COMMITTEE CHAIR
BERNHARD	BRADLEY	LAFAYETTE HIGH SCHOOL	HS ACAD COMP ASST SPONSOR
BERSAGLIA	DEBORAH	FREDERICK DOUGLASS HIGH SCHOOL	HS STUDENT COUNCIL SPONSOR
BIEBER	JOAN	ATHENS CHILESBURG ELEM	ELEM BLDG ASSESSMENT COORD
BIEBER	JOAN	ATHENS CHILESBURG ELEM	ELEM STUDENT ASSISTANCE TEAM
BIRDSONG	LINDSAY	TATES CREEK ELEMENTARY	ELEM COMMITTEE CHAIR
BISHOP	JOHNNIE	VETERANS PARK ELEMENTARY	ELEM CURRICULUM SPEC #2
BISHOP	JOHNNIE	VETERANS PARK ELEMENTARY	ELEM EXTRACURRICULAR COORD
BISHOP	JOHNNIE	VETERANS PARK ELEMENTARY	ELEM COMMITTEE CHAIR
BISHOP	JOHNNIE	VETERANS PARK ELEMENTARY	ELEM GRADE LEVEL REP
BISHOP	JOHNNIE	VETERANS PARK ELEMENTARY	ELEM SPECIAL AREA SPONSOR
BIXLER	GRACE	RUSSELL CAVE ELEMENTARY	ELEM ACADEMIC TEAM COACH
BLADES	SARAH	LANSLOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
BLADES	SARAH	LANSLOWNE ELEMENTARY	ELEM SBDM SECRETARY
BOND	RHODORA	FREDERICK DOUGLASS HIGH SCHOOL	HS EXTRACURRICULAR ACTIVITY
BOOKER	ROY	CRAWFORD MIDDLE SCHOOL	MD HEAD BSKTBL (GIRL)-CLAS SAL
BOWMAN	BARRY	HENRY CLAY HIGH SCHOOL	HS ASST BASKETBALL (BOYS)

BOYLE	ADONYA	CARDINAL VALLEY ELEMENTARY	ELEM EXTRACURRICULAR COORD
BOYLE	ADONYA	CARDINAL VALLEY ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
BOYLE	ADONYA	CARDINAL VALLEY ELEMENTARY	ELEM GRADE LEVEL REP
BRADFORD	DANA	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
BRADLEY	BRIANA	NORTHERN ELEMENTARY	ELEM GRADE LEVEL REP
BRADLEY	VANESSA	TATES CREEK ELEMENTARY	ELEM EXTRACURRICULAR COORD
BRANHAM	SARA	TATES CREEK ELEMENTARY	ELEM GRADE LEVEL REP
BRASHEAR	BRENDA	LANDSOWNE ELEMENTARY	ELEM GRADE LEVEL REP
BRASSFIELD	FREDERICK	LANDSOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
BREHM	SHANNON	VETERANS PARK ELEMENTARY	ELEM BLDG ASSESSMENT COORD
BREHM	SHANNON	VETERANS PARK ELEMENTARY	ELEM STUDENT ASSISTANCE TEAM
BREHM	SHANNON	VETERANS PARK ELEMENTARY	ELEM COMMITTEE CHAIR
BROADNAX	KATHLEEN	BRYAN STATION HIGH	HS CROSS COUNTRY
BROOKS	AMBER	DEEP SPRINGS ELEMENTARY	ELEM STLP COORDINATOR
BROOKS	AMBER	DEEP SPRINGS ELEMENTARY	ELEM STUDENT ASSISTANCE TEAM
BROWN	DANIEL	HENRY CLAY HIGH SCHOOL	HS HEAD BASKETBALL (BOYS)
BROWN	ELEANOR	LANDSOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
BROWN	JULIE	ATHENS CHILESBURG ELEM	ELEM PROF DEVELOPMENT CHAIR
BROWN	KELLY	TATES CREEK ELEMENTARY	ELEM GRADE LEVEL REP
BROWN	SARAH	FREDERICK DOUGLASS HIGH SCHOOL	HS DEPARTMENT CHAIR
BROWN	SARAH	FREDERICK DOUGLASS HIGH SCHOOL	HS SCH GRANT MANAGER
BROWN	TAMICHA	BRYAN STATION TRADL MIDDLE	MID ASST CHEERLEADING
BURGESS	MARIAM	DIXIE MAGNET ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
BRUMFIELD	AMANDA	JAMES LANE ALLEN ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
BRUMMETT	CATHERINE	RUSSELL CAVE ELEMENTARY	ELEM EXTRACURRICULAR COORD
BURTON	KARA	LIBERTY ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
BURTON	MALLORIE	TATES CREEK ELEMENTARY	ELEM EXTRACURRICULAR COORD
BYRD	VALERIE	LANDSOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
BYRD	VALERIE	LANDSOWNE ELEMENTARY	ELEM GRADE LEVEL REP
CAHILL	SHERRY	HENRY CLAY HIGH SCHOOL	HS BOWLING-BOYS & GIRLS COACH
CALDWELL	ELISA	MEADOWTHORPE ELEMENTARY	ELEM BLDG ASSESSMENT COORD
CALIA	MELISSA	PICADOME ELEMENTARY	ELEM TRANSPORTATION CAPTAIN

CAMBRON	MEGAN	TATES CREEK ELEMENTARY	ELEM GRADE LEVEL REP
CARRICO	ELIZABETH	CLAYS MILL ELEMENTARY	ELEM EXTRACURRICULAR COORD
CARTER	CORNEL	CARDINAL VALLEY ELEMENTARY	ELEM EXTRACURRICULAR COORD
CARTER	JASON	MEADOWTHORPE ELEMENTARY	ELEM CURRICULUM SPEC
CARTER	JASON	MEADOWTHORPE ELEMENTARY	ELEM TECHNOLOGY COORD
CARVER	KITA	LEESTOWN MIDDLE	MID ACAD EXTRACURR ACT-CLA SAL
CASE	ERIC	BEAUMONT MIDDLE SCHOOL	MID HEAD BASKETBALL (BOYS)
CASE	ERIC	BEAUMONT MIDDLE SCHOOL	MID HEAD BASKETBALL (BOYS)
CASTILLO DIEGUEZ	FRANCISCO	BRYAN STATION TRADL MIDDLE	MID TEAM LEADER (5 PERSON)
CASTRO	LAURA	CARDINAL VALLEY ELEMENTARY	ELEM EXTRACURRICULAR COORD
CAUDELL	HALEY	ATHENS CHILESBURG ELEM	ELEM STLP COORDINATOR
CAUDILL	MELINDA	LIBERTY ELEMENTARY	ELEM STLP COORDINATOR
CAUDILL	MELINDA	LIBERTY ELEMENTARY	ELEM WEB MASTER
CHALK	SCOTT	PAUL LAURENCE DUNBAR HIGH	HS HEAD BASKETBALL (BOYS)
CHAMPE	TERESA	PAUL LAURENCE DUNBAR HIGH	HS DANCE SPONSOR
CHAPMAN	JANELLE	GARDEN SPRINGS ELEMENTARY	ELEM STLP COORDINATOR
CHAPPELL	REBECCA	WINBURN MIDDLE	MID TEAM LEADER (5 PERSON)
CHENAULT	JARVIS	DEEP SPRINGS ELEMENTARY	MID ASST BASKETBALL (BOYS)
CHURCH	ANDREA	JAMES LANE ALLEN ELEMENTARY	ELEM EXTRACURRICULAR COORD
CLARK	CHRISTIAN	TATES CREEK HIGH	HS HEAD SWIMMING & DIVING
CLARK	SARABETH	TATES CREEK HIGH	ALT BLDG ASSESSMENT COORD
CLAUS	MARGARETT	FREDERICK DOUGLASS HIGH SCHOOL	HS CLASS SPONSOR
CLAY	MICHELLE	BRYAN STATION HIGH	HS ACADEMY CHAIR
CLAYCOMB	ALENA	CRAWFORD MIDDLE SCHOOL	MID ASST BASKETBALL (GIRLS)
COCHRAN	SHEILA	ATHENS CHILESBURG ELEM	ELEM EXTRACURRICULAR COORD
COCHRAN	SHEILA	ATHENS CHILESBURG ELEM	ELEM EXTRACURRICULAR COORD
COMBS	KRISTEN	TATES CREEK MIDDLE	MID YEARBOOK SPONSOR
COOK	CATHY	GLENDOVER ELEMENTARY	ELEM ACADEMIC TEAM COACH
COOPER	TAMARA	LIBERTY ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
COPE	ERIN	FREDERICK DOUGLASS HIGH SCHOOL	HS CLASS SPONSOR
CORNETT	NATHAN	MEADOWTHORPE ELEMENTARY	ELEM GRADE LEVEL REP
COX	ALICE	DIXIE MAGNET ELEMENTARY	ELEM EXTRACURRICULAR COORD

COYLE	CLAYTON	BEAUMONT MIDDLE SCHOOL	MID ASST BASKETBALL (BOYS)
CRAIG	MELINDA	LIBERTY ELEMENTARY	ELEM TECHNOLOGY COORD
CREAGER	RACHEL	ROSA PARKS ELEMENTARY	ACADEMIC CHAL COORD-SCH LEVEL
CREAGER	RACHEL	ROSA PARKS ELEMENTARY	ELEM EXTRACURRICULAR COORD
CREELY	KAYLA	ATHENS CHILESBURG ELEM	ELEM ACADEMIC TEAM COACH
CRIPPS	EMILY	LANSLOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
CRIPPS	EMILY	LANSLOWNE ELEMENTARY	ELEM BLDG ASSESSMENT COORD
CRIPPS	EMILY	LANSLOWNE ELEMENTARY	ELEM GRADE LEVEL REP
CRITCHFIELD	ANDREW	HENRY CLAY HIGH SCHOOL	HS HEAD WRESTLING
CRON	AMBER	RUSSELL CAVE ELEMENTARY	ELEM EXTRACURRICULAR COORD
CRON	CARON	ROSA PARKS ELEMENTARY	ELEM CURRICULUM SPEC
CROSS	ETHAN	LANSLOWNE ELEMENTARY	ELEM COMMITTEE CHAIR
CUPP	MELISSA	LANSLOWNE ELEMENTARY	ACADEMIC CHAL COORD-SCH LEVEL
DAMAN	ZACHARY	TATES CREEK HIGH	HS HEAD WRESTLING
DARCE	ELISABETH	CASSIDY ELEMENTARY	ELEM ACADEMIC TEAM COACH
DARGLE	WHITNEY	LANSLOWNE ELEMENTARY	ELEM GRADE LEVEL REP
DARKO	MEGAN	SANDERSVILLE ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
DAUER	LURA	MEADOWTHORPE ELEMENTARY	ELEM GRADE LEVEL REP
DE VRIES	ALLISON	FREDERICK DOUGLASS HIGH SCHOOL	XX-HS SUPERVISORY DUTIES
DEANS	PATRICK	ASHLAND ELEMENTARY	ELEM STLP COORD
DEANS	PATRICK	ASHLAND ELEMENTARY	ELEM WEB MASTER #2
DELUCIA	ASHLEY	TATES CREEK ELEMENTARY	ELEM COMMITTEE CHAIR
DENTON	ALLISON	LAFAYETTE HIGH SCHOOL	HS HEAD BASKETBALL (GIRLS)
DEPAOLA	BEVERLY	ATHENS CHILESBURG ELEM	ELEM ACADEMIC TEAM COACH
DERRICKSON	KELLIE	LANSLOWNE ELEMENTARY	ELEM GRADE LEVEL REP
DEWSNAP	BETHANY	LIBERTY ELEMENTARY	ELEM BLDG ASSESSMENT COORD
DICKERSON	JOSEPH	LAFAYETTE HIGH SCHOOL	HS ASST FOOTBALL
DILLON	CHRISTEN	ATHENS CHILESBURG ELEM	ELEM CURRICULUM SPEC
DIXON	KRISTEN	VETERANS PARK ELEMENTARY	ELEM GRADE LEVEL REP
DOVE	KAREN	GLENDOVER ELEMENTARY	ELEM SBDM SECRETARY
DOWNS	ANDREA	GARDEN SPRINGS ELEMENTARY	ELEM EXTRACURRICULAR COORD
DRAPER	LOGAN	CARDINAL VALLEY ELEMENTARY	ELEM GRADE LEVEL REP

DRUMMOND	DAVID	BRYAN STATION TRADL MIDDLE	MID ASST FOOTBALL
DULANEY	JEREMY	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST ATHLETIC DIRECTOR
DUNCAN	EMILY	RUSSELL CAVE ELEMENTARY	ELEM EXTRACURRICULAR COORD
DUNN	SHANNON	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
DUNN	TONI	HARRISON ELEMENTARY	ELEM EXTRACURRICULAR COORD
DUNSIL	MEGAN	JAMES LANE ALLEN ELEMENTARY	ELEM CURRICULUM SPEC
DUNSIL	MEGAN	JAMES LANE ALLEN ELEMENTARY	ELEM EXTRACURRICULAR COORD
DURRENBERG	KELSEY	GARDEN SPRINGS ELEMENTARY	ELEM EXTRACURRICULAR COORD
EDEN	SHELBY	MEADOWTHORPE ELEMENTARY	ELEM EXTRACURRICULAR COORD
EDEN	SHELBY	MEADOWTHORPE ELEMENTARY	ELEM STLP COORDINATOR
ELAM	PEGGY	MILLCREEK ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
ELLIOT	VALERIE	CARDINAL VALLEY ELEMENTARY	ELEM GRADE LEVEL REP
ELLIS	DANIEL	TATES CREEK HIGH	HS INTRAMURAL DIRECTOR
ELLIS	DANIEL	TATES CREEK HIGH	HS INTRAMURAL DIRECTOR #2
EMERY	MERITT	JULIUS MARKS ELEMENTARY	ELEM EXTRACURRICULAR COORD
EMERY	MERITT	JULIUS MARKS ELEMENTARY	ELEM BLDG ASSESSMENT COORD
EPPLEY	JONATHAN	LEESTOWN MIDDLE	MID CLUB SPONSOR
FAULKNER	LAURA	DIXIE MAGNET ELEMENTARY	ELEM CURRICULUM SPEC
FAULKNER	LAURA	DIXIE MAGNET ELEMENTARY	ELEM BLDG ASSESSMENT COORD
FERGUSON	SCOTT	KECSAC PROGRAMS	HS INT PLANNING FACILITATOR
FIELDS	MARK	GARRETT MORGAN ELEMENTARY	ELEM EXTRACURRICULAR COORD
FIELDS	RAE ANNA	DIXIE MAGNET ELEMENTARY	ELEM EXTRACURRICULAR COORD
FISTER	KAREN	MEADOWTHORPE ELEMENTARY	ELEM ACADEMIC TEAM COACH
FISTER	KAREN	MEADOWTHORPE ELEMENTARY	ELEM GRADE LEVEL REP
FLEMING	BETHANY	GARDEN SPRINGS ELEMENTARY	ELEM EXTRACURRICULAR COORD
FLETCHER	BRANDI	GARDEN SPRINGS ELEMENTARY	ELEM ACADEMIC TEAM COACH
FOSTER	KRISTEN	MAXWELL ELEMENTARY	ELEM SBDM SECRETARY
FRENCH	ALLISON	TATES CREEK MIDDLE	MID TEAM LEADER (2 PERSON)
FRENCH	ALLISON	TATES CREEK MIDDLE	MID TEAM LEADER (2 PERSON) #2
GAY	JARROD	TATES CREEK HIGH	HS HEAD BASKETBALL (BOYS)
GERTON	GREGORY	TATES CREEK HIGH	HS ASST FOOTBALL
GONZALES	ANGELA	LIBERTY ELEMENTARY	ACADEMIC CHAL COORD-SCH LEVEL

GRAY	DENISE	CRAWFORD MIDDLE SCHOOL	MID DANCE TEAM
GRAY	ILEANA	SQUIRES ELEMENTARY	ELEM SBDM SECRETARY
GREENE	JESSICA	FREDERICK DOUGLASS HIGH SCHOOL	HS DRAMA SPONSOR-FALL
GREENE	STEPHEN	FREDERICK DOUGLASS HIGH SCHOOL	HS DRAMA SPONSOR-FALL
GREENE	STEPHEN	FREDERICK DOUGLASS HIGH SCHOOL	HS ZERO HOUR
GREER	SARAH	CARDINAL VALLEY ELEMENTARY	ELEM GRADE LEVEL REP
GRIFFIN	EUGENIA	LANDSLOWNE ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
GRIFFITH	WILLIAM	LAFAYETTE HIGH SCHOOL	HS ACAD COMP ASST SPONSOR
GRIGSBY	KATIE	VETERANS PARK ELEMENTARY	ELEM ACADEMIC TEAM COACH
GRIMES	COURTNEY	THE LEARNING CENTER	HS STLP COORDINATOR
GROSS	SHARLA	KECSAC PROGRAMS	HS INT PLANNING FACILITATOR
GRUPE	LUKE	HENRY CLAY HIGH SCHOOL	HS VOLLEYBALL (ASST)
HADDIX	LINDSEY	LANDSLOWNE ELEMENTARY	ELEM GRADE LEVEL REP
HADLOCK	HEATHER	JULIUS MARKS ELEMENTARY	ELEM EXTRACURRICULAR COORD
HAGGARD	STEPHANIE	DIXIE MAGNET ELEMENTARY	ELEM EXTRACURRICULAR COORD
HAIRSTON	JON	TATES CREEK HIGH	HS ASST FOOTBALL
HALL	BRIAN	BRYAN STATION HIGH	HS HEAD BASKETBALL (GIRLS)
HALL-VOLPENHEIN	CHRISTIE	LANDSLOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
HALL-VOLPENHEIN	CHRISTIE	LANDSLOWNE ELEMENTARY	ELEM COMMITTEE CHAIR
HAMLYN	ANDREA	EDYTHE J HAYES MIDDLE SCHOOL	MID DANCE TEAM
HAMLYN	ANDREA	EDYTHE J HAYES MIDDLE SCHOOL	MID DISCR COACH (WINTER)
HAMLYN	MATTHEW	SANDERSVILLE ELEMENTARY	ELEM TECHNOLOGY COORD
HAMLYN	MATTHEW	SANDERSVILLE ELEMENTARY	ELEM WEB MASTER
HARBUT	TERREN	GARDEN SPRINGS ELEMENTARY	ELEM EXTRACURRICULAR SUPV
HARRIS	SHAKIA	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
HARRIS	STEPHON	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST ATHLETIC DIRECTOR
HARRISON	TERRI	HENRY CLAY HIGH SCHOOL	HS/MID SBDM SECRETARY
HARRISON	TERRI	HENRY CLAY HIGH SCHOOL	HS EXTRACURRICULAR ACTIVITY
HASELL HURT	NICOLE	WILLIAM WELLS BROWN ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
HAUKE	MELISSA	VETERANS PARK ELEMENTARY	ELEM ACADEMIC TEAM COACH
HAUKE	MELISSA	VETERANS PARK ELEMENTARY	ELEM COMMITTEE CHAIR
HAUKE	MELISSA	VETERANS PARK ELEMENTARY	ELEM GRADE LEVEL REP

HELLER	DANIELLE	VETERANS PARK ELEMENTARY	HS DANCE SPONSOR
HELTZEL	AMANDA	JULIUS MARKS ELEMENTARY	ELEM EXTRACURRICULAR COORD
HENDERSON	MARGARET	LANSDOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
HERALD	BENJAMIN	TATES CREEK HIGH	HS BOWLING-BOYS & GIRLS COACH
HETZELL	REBECCA	JULIUS MARKS ELEMENTARY	ELEM EXTRACURRICULAR COORD
HICKMAN	JENNIFER	NORTHERN ELEMENTARY	ELEM GRADE LEVEL REP
HILL	DEBBIE	LANSDOWNE ELEMENTARY	ELEM GRADE LEVEL REP
HINER	SCOTT	RUSSELL CAVE ELEMENTARY	ELEM EXTRACURRICULAR COORD
HINTON	KAYLA	RUSSELL CAVE ELEMENTARY	ELEM EXTRACURRICULAR COORD
HIRE	REGAN	HENRY CLAY HIGH SCHOOL	HS CHEERLDING SPONSOR(ASST)
HIRE	REGAN	HENRY CLAY HIGH SCHOOL	HS CHEERLDING SPONSOR(ASST) #2
HOHENSEE	KENNETH	TATES CREEK MIDDLE	HS BOWLING-BOYS & GIRLS COACH
HOHENSEE	KENNETH	TATES CREEK MIDDLE	HS BOWLING-BOYS & GIRLS COACH
HOLLINGER	JEFF	ROSA PARKS ELEMENTARY	ELEM EXTRACURRICULAR COORD
HOLM-HUDSON	KAREN	MAXWELL ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
HOTEN	LEIGH ANNE	ATHENS CHILESBURG ELEM	ELEM CURRICULUM SPEC
HUFFMAN	MARY	LANSDOWNE ELEMENTARY	ELEM TECHNOLOGY COORD
HUGHES	HANNAH	LANSDOWNE ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
HURLEY	AMANDA	HENRY CLAY HIGH SCHOOL	HS EXTRACURR ACT DUTY #2
HUTCHINSON	CARL	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (BOYS)
ISAACS	ABY	CARDINAL VALLEY ELEMENTARY	ELEM ACADEMIC TEAM COACH
ISAACS	ABY	CARDINAL VALLEY ELEMENTARY	ELEM SBDM SECRETARY
ISAACS	ABY	CARDINAL VALLEY ELEMENTARY	ELEM GRADE LEVEL REP
JAMES	CANDACE	TATES CREEK ELEMENTARY	ELEM EXTRACURRICULAR COORD
JENKINS	MICHAEL	WINBURN MIDDLE	MID INTRAMURAL DIRECTOR
JOHNSON	DANNE	KECSAC PROGRAMS	ALT BLDG ASSESSMENT COORD
JOHNSON	JASON	TATES CREEK HIGH	HS ASST FOOTBALL
JOHNSON	KAREN	DIXIE MAGNET ELEMENTARY	ELEM CURRICULUM SPEC
JOHNSON	LISA	TATES CREEK ELEMENTARY	ELEM CURRICULUM SPEC
JOHNSON JR	TOMMY	BRYAN STATION HIGH	HS HEAD BASKETBALL (BOYS)
JONES	ANTHONY	TATES CREEK HIGH	HS SUPERVISORY DUTIES
JONES	RUBIN	MORTON MIDDLE	MID INTRAMURAL DIRECTOR

JONES	TONI	VETERANS PARK ELEMENTARY	ELEM GRADE LEVEL REP
JONES	ZACHARY	WILLIAM WELLS BROWN ELEMENTARY	ELEM WEB MASTER
KEINATH	STEPHEN	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
KELLY FRISBY	VERONICA	LIBERTY ELEMENTARY	ELEM EXTRACURRICULAR SUPV
KELLY FRISBY	VERONICA	LIBERTY ELEMENTARY	ELEM SBDM SECRETARY
KILBOURNE	SUSANNAH	LAFAYETTE HIGH SCHOOL	HS ZERO HOUR
KING	BENITA	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
KING	KATHRYN	LAFAYETTE HIGH SCHOOL	HS VOLLEYBALL (ASST)
KINSEL	MELINDA	ATHENS CHILESBURG ELEM	ELEM CURRICULUM SPEC
KISER	DEBORAH	JULIUS MARKS ELEMENTARY	ELEM STLP COORDINATOR
KISER	KATHRYN	JULIUS MARKS ELEMENTARY	ELEM ACADEMIC TEAM COACH
KISER	NICOLE	GARDEN SPRINGS ELEMENTARY	ELEM ACAD TM COACH (CLAS SAL)
KISER	NICOLE	GARDEN SPRINGS ELEMENTARY	ELEM PUBLN/YBOOK/COMM-CLAS SAL
KISER	NICOLE	GARDEN SPRINGS ELEMENTARY	ELEM WEB MASTER-CLAS SAL
KISER	NICOLE	GARDEN SPRINGS ELEMENTARY	ELEM PROF DEVEL CHAIR-CLAS SAL
KLAREN	RENEE	CARDINAL VALLEY ELEMENTARY	ELEM GRADE LEVEL REP
LAIRD	MEGAN	NORTHERN ELEMENTARY	ELEM GRADE LEVEL REP
LAKES	LEIGH	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST BASKETBALL (GIRLS)
LAND	DANETTE	BRYAN STATION HIGH	HS BOWLING-BOYS & GIRLS COACH
LANDVERSICHT	KRISTI	ATHENS CHILESBURG ELEM	ELEM EXTRACURRICULAR COORD
LANE	JANICE	GLENDOVER ELEMENTARY	ELEM TECHNOLOGY COORD
LANG	ROBERT	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST FOOTBALL
LAPIERRE	MARIE	JAMES LANE ALLEN ELEMENTARY	ELEM SBDM SECRETARY
LARISON	KRISTIE	NORTHERN ELEMENTARY	ELEM GRADE LEVEL REP
LEHMAN	ELIZABETH	ATHENS CHILESBURG ELEM	ELEM CURRICULUM SPEC
LEONARD	AMY	CARDINAL VALLEY ELEMENTARY	ELEM BLDG ASSESSMENT COORD
LEWIS	CASSIE	SOUTHERN MIDDLE	MID INTRAMURAL DIRECTOR
LI	SHAN SHAN	VETERANS PARK ELEMENTARY	ELEM COMMITTEE CHAIR
LIONBERGER	KYLE	RUSSELL CAVE ELEMENTARY	ELEM EXTRACURRICULAR COORD
LIPSCOMB	ANGELA	ATHENS CHILESBURG ELEM	ELEM SBDM SECRETARY
LITTLE	LINDA	VETERANS PARK ELEMENTARY	ELEM ACADEMIC TEAM COACH
LITTLE	LINDA	VETERANS PARK ELEMENTARY	ELEM CURRICULUM SPEC

LIVINGOOD	AMBER	DIXIE MAGNET ELEMENTARY	ELEM EXTRACURRICULAR COORD
LIVINGOOD	JONATHAN	EDYTHE J HAYES MIDDLE SCHOOL	MID DISCR COACH (WINTER)
LIZER	SARAH	NORTHERN ELEMENTARY	ELEM GRADE LEVEL REP
LLOYD	AMANDA	DIXIE MAGNET ELEMENTARY	ELEM CURRICULUM SPEC
LLOYD	AMANDA	DIXIE MAGNET ELEMENTARY	ELEM BLDG ASSESSMENT COORD
LOCKER	CHELSEY	LEXINGTON TRAD MAGNET MIDDLE	HS/MID SBDM SECRETARY
LOGAN	DEREK	BEAUMONT MIDDLE SCHOOL	MID DISCR COACH (WINTER)
LONG	PAUL	CRAWFORD MIDDLE SCHOOL	MID ACADEMIC TEAM SPONSOR
LONG	PAUL	CRAWFORD MIDDLE SCHOOL	MID MATH TEAM SPONSOR
LOSCH	RACHEL	DIXIE MAGNET ELEMENTARY	ELEM SPECIAL AREA SPONSOR
LOSCHIEDER	EMILY	CARDINAL VALLEY ELEMENTARY	ACADEMIC CHAL COORD-SCH LEVEL
LOSCHIEDER	EMILY	CARDINAL VALLEY ELEMENTARY	ELEM GRADE LEVEL REP
LOWERY	HEATHER	NORTHERN ELEMENTARY	ELEM GRADE LEVEL REP
LYKINS	DAYNA	ATHENS CHILESBURG ELEM	ELEM TECHNOLOGY COORD
LYKINS	DAYNA	ATHENS CHILESBURG ELEM	ELEM WEB MASTER
MANGA	PHILIP	HENRY CLAY HIGH SCHOOL	HS ASST SOCCER (BOYS) #2
MARSHALL	PRESLEY	TATES CREEK HIGH	HS ASST FOOTBAL
MASON	ERICA	PAUL LAURENCE DUNBAR HIGH	HS CHEERLDING SPONSOR(ASST)
MAYFIELD	KRISTA	MEADOWTHORPE ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
MCCLUNG	MELINDA	JAMES LANE ALLEN ELEMENTARY	ELEM BLDG ASSESSMENT COORD
MCINTYRE	WILLIAM	PAUL LAURENCE DUNBAR HIGH	HS DISCRETIONARY COACH WINTER
MCKINNON	ANDREW	THE LEARNING CENTER	HS STLP COORDINATOR
MCPEEK	NATHAN	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST ATHLETIC DIRECTOR
MEAUX	SYDNEY	FREDERICK DOUGLASS HIGH SCHOOL	HS CLASS SPONSOR
MEENACH	JASON	FREDERICK DOUGLASS HIGH SCHOOL	HS DRAMA SPONSOR-FALL
MELTON	ANTONIO	FREDERICK DOUGLASS HIGH SCHOOL	HS DEPARTMENT CHAIR
MERIWETHER	FREDA	GARRETT MORGAN ELEMENTARY	ELEM SBDM SECRETARY
MILLA TORRES	JUAN	LIBERTY ELEMENTARY	ELEM CURRICULUM SPEC
MILLER	JULIE	FREDERICK DOUGLASS HIGH SCHOOL	HS CLASS SPONSOR
MILLER	KAREN	TATES CREEK ELEMENTARY	ELEM EXTRACURRICULAR COORD
MILLS	MICHAEL	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST FOOTBALL
MISIK	ASHLEY	NORTHERN ELEMENTARY	ELEM GRADE LEVEL REP

MITCHELL	SELENA	TATES CREEK HIGH	HS DISCR COACH (FALL)
MITCHELL	STEVEN	HENRY CLAY HIGH SCHOOL	HS ASST FOOTBALL
MOBLEY	MONICA	SANDERSVILLE ELEMENTARY	ELEM BLDG ASSESSMENT COORD
MOBLEY	MONICA	SANDERSVILLE ELEMENTARY	ELEM COMMITTEE CHAIR
MORGAN	JENNIFER	PAUL LAURENCE DUNBAR HIGH	HS HEAD VOLLEYBALL
MORGAN	JOSHUA	LIBERTY ELEMENTARY	ELEM COMMITTEE CHAIR
MORRIS	JANE	JESSIE M CLARK MIDDLE	MID CLUB SPONSOR
MORRIS	MARSHA	LAFAYETTE HIGH SCHOOL	HS/MID SBDM SECRETARY
MULLANNIX	JESSICA	VETERANS PARK ELEMENTARY	ELEM COMMITTEE CHAIR
MUNDY	KENYETTA	TATES CREEK ELEMENTARY	ELEM GRADE LEVEL REP
MURPHY	DONNA	LEXINGTON TRAD MAGNET MIDDLE	MID HEAD BASKETBALL (GIRLS)
NAJI	JAMAL	TATES CREEK HIGH	HS ASST FOOTBALL
NALLY	SUSAN	GARRETT MORGAN ELEMENTARY	ELEM BLDG ASSESSMENT COORD
NEAL	ALLISON	JULIUS MARKS ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
NEAL	ALLISON	JULIUS MARKS ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
NEAL	KATHERINE	KECSAC PROGRAMS	HS STLP COORDINATOR
NEAL	KRISTI	TATES CREEK HIGH	HS/MID SBDM SECRETARY
NEVILL	KAITLYN	MEADOWTHORPE ELEMENTARY	ELEM GRADE LEVEL REP
NEWSOME	ANGELA	GARDEN SPRINGS ELEMENTARY	ELEM CURRICULUM SPEC
NEWTON	PAUL	LEESTOWN MIDDLE	MID DISCR COACH (YEAR-LONG)
NOBLE	WILLIAM	ROSA PARKS ELEMENTARY	DW PRACTICAL LIV CAREER STUDY
NOBLIN	MATTHEW	SANDERSVILLE ELEMENTARY	ELEM COMMITTEE CHAIR
PACK	JASON	EDYTHE J HAYES MIDDLE SCHOOL	MID HEAD BASKETBALL (BOYS)
PALMER	TERESA	GARRETT MORGAN ELEMENTARY	ELEM COMMITTEE CHAIR
PARKER	JORDAN	TATES CREEK HIGH	HS ASST SOCCER (GIRLS)
PARKS	MARTY	HENRY CLAY HIGH SCHOOL	HS ASST FOOTBALL
PARRIS	WILLIAM	SANDERSVILLE ELEMENTARY	ELEM EXTRACURRICULAR COORD
PARRIS	WILLIAM	SANDERSVILLE ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
PAVONA	AMY	DIXIE MAGNET ELEMENTARY	ELEM EXTRACURRICULAR COORD
PEACOCK	AMY	CARDINAL VALLEY ELEMENTARY	ELEM ACADEMIC TEAM COACH
PEACOCK	AMY	CARDINAL VALLEY ELEMENTARY	ELEM GRADE LEVEL REP
PEARMAN	JULIE	VETERANS PARK ELEMENTARY	ELEM GRADE LEVEL REP

PETERS	CRYSTAL	DIXIE MAGNET ELEMENTARY	ELEM SPECIAL AREA SPONSOR
PETERSON	SCOTT	LIBERTY ELEMENTARY	ELEM SPECIAL AREA SPONSOR
PORTER	DANIEL	HENRY CLAY HIGH SCHOOL	HS HEAD SWIMMING & DIVING
PORTER	LADONDA	BEAUMONT MIDDLE SCHOOL	MID INTRAMURAL DIRECTOR
POWELL	SARAH	ATHENS CHILESBURG ELEM	ELEM CURRICULUM SPEC
PRATER	ALLIESHAE	DIXIE MAGNET ELEMENTARY	ELEM CURRICULUM SPEC
PRATER	ALLIESHAE	DIXIE MAGNET ELEMENTARY	ELEM STLP COORDINATOR
PROCTOR	VENECIA	TATES CREEK MIDDLE	MID DISCR COACH(YEAR-LONG)
PROCTOR	VENECIA	TATES CREEK MIDDLE	MID CHEERLEADER SPONSOR
PUNSUCHART	TAI	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST SOCCER (BOYS)
PYERS	COURTNEY	MEADOWTHORPE ELEMENTARY	ELEM ACADEMIC TEAM COACH
RANSOM	SHAWN	FREDERICK DOUGLASS HIGH SCHOOL	HS HEAD BASKETBALL (GIRLS)
RAWLINS	DOROTHY	LIBERTY ELEMENTARY	ELEM ACADEMIC TEAM COACH
RAYBURN	JOSHUA	FREDERICK DOUGLASS HIGH SCHOOL	HS TECHNOLOGY COORDINATOR
REAMS	JENNIFER	GARRETT MORGAN ELEMENTARY	ELEM EXTRACURRICULAR COORD
REAMS	JENNIFER	GARRETT MORGAN ELEMENTARY	ELEM STLP COORDINATOR
REILLEY	AUSTEN	GARDEN SPRINGS ELEMENTARY	ELEM EXTRACURRICULAR COORD
REVELETTE	MARGARET	CARDINAL VALLEY ELEMENTARY	ELEM EXTRACURRICULAR COORD
REYNOLDS	MEREDITH	CARDINAL VALLEY ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
RHODES	JERMAINE	TATES CREEK ELEMENTARY	ELEM EXTRACURRICULAR COORD
RICHTER	NOAH	HENRY CLAY HIGH SCHOOL	HS SWIMMING & DIVING (ASST)
RIGGLE	KIMBERLY	CARDINAL VALLEY ELEMENTARY	ELEM EXTRACURRICULAR COORD
ROBERTS	DUSTIN	CARDINAL VALLEY ELEMENTARY	ELEM ACADEMIC TEAM COACH
ROBERTS	KIRSTEN	RUSSELL CAVE ELEMENTARY	ELEM EXTRACURRICULAR COORD
ROBINSON	MATTHEW	TATES CREEK HIGH	HS ASST FOOTBALL
RODABAUGH	JENNIFER	LANSDOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
RODABAUGH	JENNIFER	LANSDOWNE ELEMENTARY	ELEM STLP COORDINATOR
RODABAUGH	JENNIFER	LANSDOWNE ELEMENTARY	ELEM GRADE LEVEL REP
ROGERS	LIZETTE	DIXIE MAGNET ELEMENTARY	ELEM EXTRACURRICULAR COORD
ROWE	ERIN	VETERANS PARK ELEMENTARY	ELEM GRADE LEVEL REP
SALYERS	KATHRYN	ATHENS CHILESBURG ELEM	ELEM STLP COORDINATOR
SANDERS	ANNA	LANSDOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD

SANFORD	ERIC	HENRY CLAY HIGH SCHOOL	HS HEAD BASKETBALL (GIRLS)
SCHWEITZER	LINDSAY	DIXIE MAGNET ELEMENTARY	ELEM SBDM SECRETARY
SCOTT	ALLISON	CARDINAL VALLEY ELEMENTARY	ELEM GRADE LEVEL REP
SCOTT	SARAH	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
SCOTT	SYDNEY	SANDERSVILLE ELEMENTARY	ACADEMIC CHAL COORD-SCH LEVEL
SEE	LISA	COVENTRY OAK ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
SEPULVEDA	REBECCA	JAMES LANE ALLEN ELEMENTARY	ELEM EXTRACURRICULAR COORD
SEWELL	SAMANTHA	ATHENS CHILESBURG ELEM	ELEM EXTRACURRICULAR COORD
SEWELL	SAMANTHA	ATHENS CHILESBURG ELEM	ELEM TECHNOLOGY COORD
SHALASH	NAEMA	LANSDOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD
SHANNON	SETH	KECSAC PROGRAMS	HS STLP COORDINATOR
SHELL	EMILY	MEADOWTHORPE ELEMENTARY	ELEM WEB MASTER
SHELL	EMILY	MEADOWTHORPE ELEMENTARY	ELEM GRADE LEVEL REP
SILVEY	KRISTI	FREDERICK DOUGLASS HIGH SCHOOL	HS EXTRACURRICULAR ACTIVITY
SIMMONS	AMANDA	GARDEN SPRINGS ELEMENTARY	ELEM EXTRACURRICULAR COORD
SIMS	ALEXANDRA	RUSSELL CAVE ELEMENTARY	ELEM ACADEMIC TEAM COACH
SIRGINNIS	THOMAS	CRAWFORD MIDDLE SCHOOL	MID INTRAMURAL DIRECTOR
SISK	KATHERYN	TATES CREEK ELEMENTARY	ELEM GRADE LEVEL REP
SIZEMORE	MEGHAN	BEAUMONT MIDDLE SCHOOL	MID DANCE TEAM
SIZEMORE	MEGHAN	BEAUMONT MIDDLE SCHOOL	MID DISCR COACH (WINTER)
SLONE	BRITTANY	HARRISON ELEMENTARY	ELEM EXTRACURRICULAR COORD
SMITH	DANNIELLE	RUSSELL CAVE ELEMENTARY	ELEM EXTRACURRICULAR COORD
SMITH	DIANA	TATES CREEK MIDDLE	MID EXTRA CURR ACTIVITY-ACAD
SMITH	DIANA	TATES CREEK MIDDLE	MID SUBJECT AREA REPR
SMITH	KEVIN	HENRY CLAY HIGH SCHOOL	HS EXTRACURR ACT DUTY #2
SMITH	KEVIN	HENRY CLAY HIGH SCHOOL	HS BOWLING-BOYS & GIRLS COACH
SMITH	LORA	MEADOWTHORPE ELEMENTARY	ELEM GRADE LEVEL REP
SNYDER	KAY	GARDEN SPRINGS ELEMENTARY	ELEM EXTRACURRICULAR COORD
SPENCER	DYLAN	HENRY CLAY HIGH SCHOOL	HS ASST SOCCER (GIRLS)
SPITZ	BARBARA	LEXINGTON TRAD MAGNET MIDDLE	MID INTRAMURAL DIRECTOR #2
SPOONAMORE	ANN-MARIE	HENRY CLAY HIGH SCHOOL	HS ASST SOCCER (GIRLS) #2
SPROLES	KATIE	VETERANS PARK ELEMENTARY	ELEM CURRICULUM SPEC

STANGER	RENAE	GARDEN SPRINGS ELEMENTARY	ELEM EXTRACURRICULAR COORD
STEELE	KIMBERLY	TATES CREEK ELEMENTARY	ELEM EXTRACURRICULAR COORD
STEELE	KIMBERLY	TATES CREEK ELEMENTARY	ELEM BLDG ASSESSMENT COORD
STEELE	KIMBERLY	TATES CREEK ELEMENTARY	ELEM STUDENT ASSISTANCE TEAM
STONE	KEITH	LAFAYETTE HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)
STONER	STEVEN	DIXIE MAGNET ELEMENTARY	ACADEMIC CHAL COORD-SCH LEVEL
STONER	STEVEN	DIXIE MAGNET ELEMENTARY	ELEM WEB MASTER
STRAUB	JACOB	HENRY CLAY HIGH SCHOOL	HS ASST FOOTBALL
STRICKLAND	JORDAN	BRYAN STATION HIGH	HS VOLLEYBALL (ASST)
SUTTON	JILL	LEESTOWN MIDDLE	MID INTRAMURAL DIRECTOR
SWART	THOMAS	KECSAC PROGRAMS	ALT BLDG ASSESSMENT COORD
TASTE	ANTONIO	CRAWFORD MIDDLE SCHOOL	MID ASST FOOTBALL
TAYLOR	ELLEN	ATHENS CHILESBURG ELEM	ELEM CURRICULUM SPEC
THAYER	ANDREA	VETERANS PARK ELEMENTARY	ELEM ACADEMIC TEAM COACH
THOMAS	EMILY	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST SOCCER (GIRLS)
THOMPSON	JORDAN	ATHENS CHILESBURG ELEM	ELEM BLDG ASSESSMENT COORD
TIPTON	CHRISTINA	CARDINAL VALLEY ELEMENTARY	ELEM GRADE LEVEL REP
TOLSON	ASHLEY	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP
TOPLEY	KATHLEEN	EDYTHE J HAYES MIDDLE SCHOOL	MID INTRAMURAL DIRECTOR
TRACY	SARA	LOCUST TRACE TECHNICAL CENTER	HS STLP COORD-CLAS SAL
TRIBBLE	BRIAN	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (BOYS)
TURNER	CHRISTIE	GARRETT MORGAN ELEMENTARY	ELEM TECHNOLOGY COORD
VALENCIA MONFORT	HECTOR	LIBERTY ELEMENTARY	ELEM CURRICULUM SPEC
VANKLEECK	STACEY	LANDSDOWNE ELEMENTARY	ELEM WEB MASTER
VOGEL	MEGAN	TATES CREEK MIDDLE	MID TEAM LEADER (2 PERSON)
VOGEL	MEGAN	TATES CREEK MIDDLE	MID TEAM LEADER (2 PERSON) #2
VOGELPOHL	SARA	MEADOWTHORPE ELEMENTARY	ELEM EXTRACURRICULAR COORD
VON SCHLUTTER	HANNAH	DIXIE MAGNET ELEMENTARY	ELEM EXTRACURRICULAR COORD
VOSS	SAMANTHA	CASSIDY ELEMENTARY	ELEM COMMITTEE CHAIR
WAECHTER	KURT	LANDSDOWNE ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
WALKER	KATHLEEN	TATES CREEK ELEMENTARY	ELEM GRADE LEVEL REP
WALLER	BRANDI	LANDSDOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD

WARD	ARIANNE	TATES CREEK ELEMENTARY	ELEM EXTRACURRICULAR COORD
WARD	BROOKS	CASSIDY ELEMENTARY	ELEM EXTRACURRICULAR COORD
WARD	KELLY	ATHENS CHILESBURG ELEM	ELEM ACADEMIC TEAM COACH
WARD	KELLY	ATHENS CHILESBURG ELEM	ELEM EXTRACURRICULAR COORD
WARREN	SUSAN	DIXIE MAGNET ELEMENTARY	ELEM ACADEMIC TEAM COACH
WATERS	ERIN	VETERANS PARK ELEMENTARY	ELEM ACADEMIC TEAM COACH
WEBSTER	JAMES	TATES CREEK MIDDLE	MID INTRAMURAL DIRECTOR
WEGER	ADAM	BRYAN STATION TRADL MIDDLE	MID CROSS COUNTRY
WEISS	MEGAN	TATES CREEK ELEMENTARY	ELEM GRADE LEVEL REP
WELCH	MAREESA	JULIUS MARKS ELEMENTARY	ELEM EXTRACURRICULAR COORD
WEST	ERICA	TATES CREEK ELEMENTARY	ELEM WEB MASTER
WHITE	ANDREA	JAMES LANE ALLEN ELEMENTARY	ELEM CURRICULUM SPEC
WHITE	ANTHONY	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST BASKETBALL (BOYS)
WIENCEK	NICOLE	JESSIE M CLARK MIDDLE	MID MATH TEAM SPONSOR
WILBURN	BRANDON	BRYAN STATION TRADL MIDDLE	MID INTRAMURAL DIRECTOR
WILKINS	KATHERINE	SANDERSVILLE ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
WILKINSON	PATRICK	BRYAN STATION HIGH	HS HEAD WRESTLING
WILLIAMS	DEVONDA	WILLIAM WELLS BROWN ELEMENTARY	ELEM EXTRACURRICULAR SUPV
WILLIAMS	LISA	BEAUMONT MIDDLE SCHOOL	MID DISCR COACH (WINTER)
WILLIAMS	MOLLY	VETERANS PARK ELEMENTARY	ELEM GRADE LEVEL REP
WILLIAMS	SAMANTHA	SANDERSVILLE ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
WILLIAMS	SAMANTHA	SANDERSVILLE ELEMENTARY	ELEM COMMITTEE CHAIR
WILLIAMS	STEPHANIE	CASSIDY ELEMENTARY	ELEM EXTRACURRICULAR COORD
WILMOT	SUZANNE	JULIUS MARKS ELEMENTARY	ELEM EXTRACURRICULAR COORD
WILSON	ASHLEY	LANSDOWNE ELEMENTARY	ELEM GRADE LEVEL REP
WILSON	DANIELLE	RUSSELL CAVE ELEMENTARY	ELEM EXTRACURRICULAR COORD
WILSON	DANIELLE	RUSSELL CAVE ELEMENTARY	ELEM EXTRACURRICULAR COORD
WILSON	PATRICIA	RUSSELL CAVE ELEMENTARY	ELEM SBDM SECRETARY
WIRTH	MICHAEL	DIXIE MAGNET ELEMENTARY	ELEM ACADEMIC TEAM COACH
WITHROW	TERRESSA	GARRETT MORGAN ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
WITT	ADAM	LAFAYETTE HIGH SCHOOL	HS ASST SOCCER (BOYS)
WRIGHT	JAMIE	NORTHERN ELEMENTARY	ELEM GRADE LEVEL REP

YATES	MATTHEW	MORTON MIDDLE	HS HEAD BASKETBALL (GIRLS)
YEARY	JASON	GARDEN SPRINGS ELEMENTARY	ELEM EXTRACURRICULAR COORD
YINGLING	SHARYL	ROSA PARKS ELEMENTARY	ELEM CURRICULUM SPEC
YOUNG	KURTIS	FREDERICK DOUGLASS HIGH SCHOOL	HS HEAD BASKETBALL (BOYS)
ZEHNDER	SARAH	HENRY CLAY HIGH SCHOOL	HS EXTRACURR ACT DUTY #2
ZEPEDA	MERRY	VETERANS PARK ELEMENTARY	ELEM GRADE LEVEL REP

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

Name		Location	Assignment
COMBS	KRISTEN	TATES CREEK MIDDLE	MID YEARBOOK SPONSOR
CARVER	KITA	LEESTOWN MIDDLE	MID ACAD EXTRACURR ACT -CLAS SAL
FUQUA	SHELLIE	BRYAN STATION HIGH	HS ACADEMY CHAIR
HARRINGTON	RYAN	LEX TRAD MAGNET MIDDLE	MIDDLE ZERO HOUR
JONES	DESHAWN	PAUL LAURENCE DUNBAR HIGH	HS ASST FOOTBALL
RIZK	CAMELLIA	LEX TRAD MAGNET MID	MID TEAM LEADER (4 PERSDON)
ROSEBERRY	CYNTHIA	LEX TRAD MAGNET MID	MID TEAM LEADER (4 PERSDON)
SALLEE	SUSAN	WINBURN MIDDLE	MID SUBJECT AREA REPR
TUCKER	ALLYSON	TATES CREEK HIGH	HS INTRAMURAL DIRECTOR

4. SUBSTITUTE PERSONNEL

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

Name		Assignment	Effective Date
ADAMS	MEGAN	SUB PARAEDUCATOR	10/18/2017
ALDABGH	NIRAN	SUB FOOD SERVICE	10/11/2017
ALLEN	TINA	SUB FOOD SERVICE	10/03/2017
ATINAY	EMMA	SUB PARAEDUCATOR	10/10/2017
BROOKS	BOLEN	SUB PARAEDUCATOR	10/18/2017
BRYANT	INDIA	SUB BUS MONITOR	10/23/2017
BYRD	DAYMARCUS	SUB BUS MONITOR	10/23/2017
CALL	DEBRA	SUB PARAEDUCATOR	10/4/2017
CHEPOTE	MILAGROS	SUB PARAEDUCATOR	10/12/2017

CORDOBA

CLAY	CARRIE	SUB FOOD SERVICE	10/11/2017
CODISPOTI	CHERITH	SUB SECRETARY	10/3/2017
COLEMAN	LISA	SUB PARAEDUCATOR	10/18/2017
COLLINS	RHEACHAL	SUB BUS MONITOR	10/23/2017
COMBS	JACQUELYN	SUB FOOD SERVICE	10/5/2017
COREA	LUCY	SUB BUS MONITOR	10/23/2017
DIXON	KEYORA	SUB BUS MONITOR	10/23/2017
ENGLE	VIRGINIA	SUB FOOD SERVICE	10/05/2017
FINLEY	ANGELA	SUB BUS MONITOR	10/23/2017
FLANNERY	JOSEPH	SUB BUS MONITOR	10/23/2017
GATEWOOD	DAVITA	SUB FOOD SERVICE	10/03/2017
GULLETT	SAVANNAH	SUB PARAEDUCATOR	9/27/2017
HEFFNER	CAROL	SUB BUS MONITOR	10/23/2017
HUDSON	SHADAWN	SUB FOOD SERVICE	10/16/2017
HUGHES	BAILEY	SUB BUS MONITOR	10/23/2017
HUKLE	RANDELL	SUB PARAEDUCATOR	10/6/2017
KOOCHAKI	ANAHITA	SUB FOOD SERVICE	10/5/2017
LINDSEY	RACHEL	SUB PARAEDUCATOR	10/13/2017
LIVINGSTON	JENNIFER	SUB PARAEDUCATOR	10/13/2017
MACK	CHERRI	SUB FOOD SERVICE	10/16/2017
MCCRORY	MICHELLE	SUB PARAEDUCATOR	10/23/2017
MURPHY	VIRGINIA	SUB BUS MONITOR	10/23/2017
RIOS			
ARROYO	JESUS	SUB PARAEDUCATOR	10/4/2017
SHARP	LATEGO	SUB BUS MONITOR	10/23/2017
SMITH	MICHAEL	SUB FOOD SERVICE	10/05/2017
STEFFEY	BRITTANY	SUB PARAEDUCATOR	10/3/2017
STULL	ROBERT	SUB PARAEDUCATOR	10/12/2017
SUAREZ	ALEJANDRO	SUB BUS MONITOR	10/23/2017
VEKARIA	HEENA	SUB PARAEDUCATOR	10/2/2017
WARNER	TERRY	SUB BUS MONITOR	10/23/2017
WASHBURN	JACQUELYN	SUB FOOD SERVICE	10/5/2017
WATTS	ALICIA	SUB PARAEDUCATOR	10/18/2017
WILLIAMSON	DANA	SUB SECRETARY	10/11/2017
YOUNG	DEMONDRE	SUB BUS MONITOR	10/23/2017

- 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
CANTER	KIMBERLY	EMERGENCY SUBSTITUTE	10/5/2017
GOWENS	BETHANY	EMERGENCY SUBSTITUTE	10/4/2017
GRAY	JULIE	EMERGENCY SUBSTITUTE	10/4/2017
HARRISON	EMILY	EMERGENCY SUBSTITUTE	10/3/2017
JONES	RACHAEL	EMERGENCY SUBSTITUTE	10/3/2017
MCNEELY	COURTNEY	EMERGENCY SUBSTITUTE	9/26/2017
OPPENHEIMER	LAUREN	EMERGENCY SUBSTITUTE	10/11/2017
SCOTT	RUKIYA	EMERGENCY SUBSTITUTE	10/3/2017

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

Name		Assignment	Effective Date
CLARKE	LISA	RET SUBSTITUTE TEACHER	10/17/2017
FORD	CALAH	SUBSTITUTE TEACHER	10/4/2017
HENDRIX	DIANA	RET SUBSTITUTE TEACHER	10/18/2017
HOUSLEY	CAITLIN	SUBSTITUTE TEACHER	9/28/2017
HUHN	JENNIFER	SUBSTITUTE TEACHER	9/28/2017
MILEY	ERIN	SUBSTITUTE TEACHER	10/18/2017



FAYETTE COUNTY PUBLIC SCHOOLS

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Regular DATE: 11/20/2017

TOPIC: Budget Transfer Report

PREPARED BY: Julane Mullins

Recommended Action on: 11/20/2017

Informational Item

Superintendent Prior Approval: No

Recommendation/Motion: No motion necessary

Background/Rationale: Budget Transfer report, provided for informational purposes.

Policy: #04.1 Fiscal Management

Fiscal Impact: N/A

Attachments(s): Budget Transfer Report

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

Board of Education: Melissa Bacon, Chair • Raymond Daniels, Vice Chair • Douglas Barnett • Daryl Love • Stephanie Spires
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

Budget Transfer Report

October 2018

Report ID: bu010_BudgTransf
 Report run at: 10/27/2017 9:19:53 AM
 Report run by: FAYETTE\jessica.williams3

Function	Function name	Effective date	Location	Comments	Amount
Journal 419					
2200	INSTRUCT SUPP SERV (FIXED ASST	10/04/2017	IT'S ABOUT KIDS SUPPT SERVICES	EXPENSE MOVED TO 15FC	(132,752.45)
2200	INSTRUCT SUPP SERV (FIXED ASST	10/04/2017	IT'S ABOUT KIDS SUPPT SERVICES	EXPENSE MOVED TO 401B	(20,000.00)
1000	INSTRUCTIONAL SUPPORT	10/04/2017	DISTRICT WIDE	CHANGED CODING FOR ODYSSEYWARE	152,752.45
Journal total					0.00
Journal 1342					
2600	PLANT OPERATIONS F-ASSETS ONLY	10/13/2017	IT'S ABOUT KIDS SUPPT SERVICES	CORRECTION TO ORIG BUDGET	7,705.00
2600	PLANT OPERATIONS F-ASSETS ONLY	10/13/2017	IT'S ABOUT KIDS SUPPT SERVICES	CORRECTION TO ORIG BUDGET	99,405.00
2600	PLANT OPERATIONS F-ASSETS ONLY	10/13/2017	IT'S ABOUT KIDS SUPPT SERVICES	CORRECTION TO ORIG BUDGET	1,000.00
2600	PLANT OPERATIONS F-ASSETS ONLY	10/13/2017	IT'S ABOUT KIDS SUPPT SERVICES	CORRECTION TO ORIG BUDGET	549.00
1000	INSTRUCTIONAL SUPPORT	10/13/2017	DISTRICT WIDE	CORR TO ORIG BUDGET FOR OT	(108,659.00)
Journal total					0.00
Journal 1947					
1000	INSTRUCTIONAL SUPPORT	10/20/2017	DISTRICT WIDE	PD TRAVEL	(100,000.00)
1000	INSTRUCTIONAL SUPPORT	10/20/2017	DISTRICT WIDE	PD TRAVEL	100,000.00
Journal total					0.00

Function Code Listing

1000 - INSTRUCTION

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

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

2200 - INSTRUCTIONAL STAFF SUPPORT SERVICES

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

2300 DISTRICT ADMINISTRATIVE SUPPORT SERVICES

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

2400 - SCHOOL ADMINISTRATIVE SUPPORT SERVICES

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

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

2600 - PLANT OPERATION & MAINTENANCE

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

2700 STUDENT TRANSPORTATION

Transportation Services

3300 - COMMUNITY SERVICE OPERATIONS

Family & Community Involvement

5200 - FUND TRANSFER

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

MEETING: Regular

DATE: 11/20/2017

TOPIC: Position Control

PREPARED BY: Julane Mullins

**Recommended Action on: 11/20/2017
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

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

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2017-2018	Calendar	Creation Date
Office of the Superintendent						
11075001	SCHOOL DISTRICT SUPERINTENDENT	1	General Fund	266,197	245	6/28/2004
11075002	EXEC ASST TO SUPERINTENDENT	1	General Fund	72,192	256	7/1/2015
11075003	SPECIAL PROJECT INTERN	1	General Fund	55,827	245	6/28/2004
11075004	COMMUNICATIONS SPECIALIST	1	General Fund	96,772	245	6/28/2004
Data, Research and Accountabiliti						
12217001	DIRECTOR OF DATA MANAGEMENT	1	General Fund	86,784	245	7/1/2015
12217002	DATA SCIENTIST	1	General Fund	63,655	245	6/28/2004
12217003	DATA ENGINEER	1	General Fund	74,513	245	6/28/2004
12217004	DATA STRATEGIST	1	General Fund	83,939	245	7/1/2016
12217005	DATA STRATEGIST	1	General Fund	54,413	215	7/1/2016
12217006	ADMINISTRATIVE ASSISTANT III	1	General Fund	42,230	256	6/28/2004
12217007	GRANT WRITER	1	General Fund	102,800	245	6/28/2004
12217008	GRANT WRITER	1	General Fund	97,122	245	6/23/2008
Office of School Leadership						
13849001	SR DIRECTOR OF ACADEMIC SVCS	0.6	General Fund	78,873	245	7/1/2013
13862002	CHIEF OF SCHOOLS	1	General Fund	136,028	245	7/1/2017
13862003	CHIEF OF SCHOOLS	1	General Fund	131,150	245	7/1/2017
13862004	CHIEF OF SCHOOLS	1	General Fund	127,932	245	7/1/2017
13862005	CHIEF OF SCHOOLS	1	General Fund	104,114	226	7/1/2017
13862006	CHIEF OF SCHOOLS	1	General Fund	111,731	236	7/1/2017
13862007	CHIEF OF SCHOOLS	1	General Fund	117,722	245	7/1/2017
13862008	SCHOOL LEADERSHIP SUPPT SPEC	1	General Fund	106,010	245	7/1/2017
13862009	SCHOOL LEADERSHIP SUPPT SPEC	1	General Fund	120,995	245	7/1/2017
13862010	SCHOOL LEADERSHIP SUPPT SPEC	1	General Fund	123,023	245	7/1/2017
13862011	ATHLETIC DIRECTOR - CERTIFIED	1	General Fund	97,664	245	7/1/2007
13862012	MANAGER OF STRATEGIC PARTNERS	1	General Fund	94,991	245	7/31/2006
13862013	EBCE/SLC PROGRAM MANAGER	1	General Fund	54,535	189	6/28/2004
13862014	ADMINISTRATIVE ASSISTANT III	1	General Fund	48,824	256	6/28/2004
13862015	INSTRUCTIONAL COORDINATOR	1	General Fund	96,612	245	7/15/2015
13862016	ADMINISTRATIVE ASSISTANT III	1	General Fund	46,428	256	6/28/2004
13862017	ADMINISTRATIVE ASSISTANT III	1	General Fund	52,040	256	6/28/2004
13862019	ADMINISTRATIVE ASSISTANT III	1	General Fund	42,824	256	6/28/2004
13862020	PRINCIPAL MENTOR	1	General Fund	124,279	241	7/1/2017
Office of Curriculum, Instruction and Assessment						
14830001	SR DIR CURR, INSTR & ASSMNT	1	General Fund	167,119	245	7/1/2016
14830002	ADMIN ASST-CHIEF OFFICERS	1	General Fund	61,727	256	1/26/2017
14830003	DIR CURR, INSTR & ASSESSMENT	1	General Fund	124,345	245	6/28/2004
14830004	DIR CURR, INSTR & ASSESSMENT	1	General Fund	107,321	245	6/28/2004
14830005	DIST ASSESSMENT COORDINATOR	1	General Fund	107,805	245	6/28/2004
14830006	DIR CURR, INSTR & ASSESSMENT	1	General Fund	111,775	245	6/28/2004
14830007	ASSOCIATE DIRECTOR EARLY START	1	Preschool	100,656	245	6/28/2004
14830008	ADMINISTRATIVE ASSISTANT II	1	Preschool	41,206	256	6/28/2004
14830009	FAMILY/COMM EARLY CHILD COORD	1	Preschool	92,878	245	7/1/2015
14830010	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA-Preschool	63,564	209	6/28/2004
14830011	PRESCHOOL ADMINISTRATOR	0.5	IDEA-Preschool	36,394	209	6/28/2004
14830012	DW EXCEPT CHILD RESOURCE INSTR	0.5	IDEA-Preschool	36,394	209	6/28/2004
14830013	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA-Preschool	73,414	209	6/28/2004
14830014	PROGRAM SPECIALIST II	1	General Fund/Preschool	69,191	189	6/28/2004
14830015	PROGRAM SPECIALIST II	1	General Fund	72,336	189	6/28/2004
14830016	DW RESOURCE INSTRUCTOR	1	General Fund	77,760	189	6/28/2004
14830017	PROGRAM SPECIALIST II	0.7	Preschool	47,014	189	6/28/2004
14830018	ASSOC DIR FED STATE MAGNET PRG	1	General Fund	122,621	245	7/1/2009
14830019	PROGRAM MANAGER-NEW/INNOV PROG	1	General Fund	83,359	215	7/1/2017
14830020	ADMINISTRATIVE ASSISTANT III	1	General Fund	45,036	256	6/28/2004
14830021	MIGRANT ADVOCATE/RECRUITER	1	Title I, Migrant	50,811	256	12/5/2013
14830022	MIGRANT ADVOCATE/RECRUITER	1	Title I, Migrant	46,961	256	12/15/2013
14830023	MIGRANT ADVOCATE/RECRUITER	1	Title I, Migrant	48,722	256	6/28/2004
14830024	LANGUAGE INTERPRETER	1	General Fund	82,477	245	7/1/2015
14830025	INSTRUCTIONAL INNOVATION SPEC	1	General Fund	97,810	219	7/1/2015
14830026	SCHOOL BASED INSTR FACILITATOR	1	Title II	62,324	209	7/1/2015
14830027	ADMINISTRATIVE ASSISTANT III	1	General Fund	47,084	256	6/28/2004
14830028	INSTRUCTIONAL INNOVATION SPEC	1	Title I/Title II/IDEA	87,634	213	6/28/2004
14830029	DW RESOURCE INSTRUCTOR	1	Title I/Title II/IDEA	97,810	219	6/28/2004
14830030	DW RESOURCE INSTRUCTOR	1	Title I/Title II/IDEA	96,365	219	6/28/2004
14830031	DW RESOURCE INSTRUCTOR	1	Title I/Title II/IDEA	82,273	219	6/28/2004
14830032	INSTRUCTIONAL SUPPORT SPEC	1	Title I/Title II/IDEA	75,886	204	8/27/2012

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

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2017-2018	Calendar	Creation Date
14830033	ASSOCIATE DIRECTOR TITLE I	1	Title I	119,894	245	6/28/2004
14830034	ADMINISTRATIVE ASSISTANT III	1	Title I	52,040	256	6/28/2004
14830035	IAKSS OFFICE ASSISTANT I	1	Title I			6/28/2004
14830036	DW RESOURCE INSTRUCTOR	1	Title I	83,057	219	6/28/2004
14830037	DW RESOURCE INSTRUCTOR	0.5	Reading Recovery	85,507	219	7/1/2013
14830038	DW RESOURCE INSTRUCTOR	1	Title I	73,825	219	6/28/2004
14830039	DW RESOURCE INSTRUCTOR	1	Title I	77,685	202	6/28/2004
14830040	TITLE I INSTRUCTOR	0.8	Title I	63,141	189	5/23/2005
14830041	INSTRUCTIONAL SUPPORT SPEC	1	General Fund	111,212	245	7/1/2010
14830042	DW RESOURCE INSTRUCTOR	1	Title III	92,174	219	8/23/2004
14830043	DW RESOURCE INSTRUCTOR	1	Title III	73,825	219	6/28/2004
14830044	DW RESOURCE INSTRUCTOR	1	Title III	85,861	204	8/22/2005
14830045	DW RESOURCE INSTRUCTOR	1	General Fund	91,454	210	6/28/2004
14830046	DW RESOURCE INSTRUCTOR	1	General Fund	74,515	209	7/1/2013
14830047	GIFTED & TALENTED INSTRUCTOR	0.8	General Fund	65,494	189	7/1/2015
14830048	INSTRUCTIONAL SUPPORT SPEC	1	General Fund	75,886	204	7/1/2017
14830049	SCHOOL BASED INSTR SPECIALIST	1	General Fund	73,221	214	7/1/2017
14830050	SCHOOL BASED INSTR SPECIALIST	1	General Fund	78,036	214	7/1/2017
14830051	SCHOOL BASED INSTR SPECIALIST	1	General Fund	74,059	214	7/1/2017
Office of Student Support Services						
15849001	DIRECTOR OF STUDENT SUPPORT	1	General Fund	116,975	245	6/28/2004
15849002	ADMINISTRATIVE ASSISTANT II	1	General Fund	50,708	256	6/28/2004
15849003	OTHER CENTRAL OFFICE POSITIONS	1	ESS			6/28/2004
15849004	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	42,058	256	6/28/2004
15849005	DW RESOURCE INSTRUCTOR	1	SAFE Schools	109,422	245	6/28/2004
15849006	PROJ AWARE GRANT MANAGER	1	Ky Project Aware	104,665	245	11/24/2014
15849007	DISTRICT PBIS COACH	1	SAFE Schools	67,862	209	7/1/2015
15849008	DISTRICT PBIS COACH	1	SAFE Schools	61,401	209	7/1/2015
15849009	HOMELESS EDUCATION LIAISON	1	General Fund	68,919	189	7/1/2016
Special Education						
16123001	DIRECTOR OF EXCEPTIONAL CHILD	1	General Fund	127,738	245	6/28/2004
16123002	ADMINISTRATIVE ASSISTANT III	1	General Fund	41,595	256	6/28/2004
16123003	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	101,266	245	6/28/2004
16123004	PROGRAM DIRECTOR	1	General Fund	108,364	245	6/28/2004
16123005	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	109,238	245	6/28/2004
16123006	EXCEPTIONAL CHILD COORDINATOR	1	General Fund	99,900	245	7/12/2012
16123007	SCHOOL PSYCHOLOGIST	1	General Fund	118,097	245	6/28/2004
16123008	DW RESOURCE INSTRUCTOR	1	General Fund	86,125	209	6/28/2004
16123009	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	65,645	209	6/28/2004
16123010	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	82,251	209	6/28/2004
16123011	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	87,966	209	6/28/2004
16123012	EXCEPTIONAL CHILD CONSULTANT	1	General Fund	79,694	209	6/28/2004
16123013	EXC CHILD SPEECH LANG RES SPEC	0.4	General Fund	34,666	209	7/1/2016
16123014	EXC CHILD SPEECH LANG RES SPEC	0.6	IDEA	51,200	209	7/1/2016
16123015	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	71,510	209	6/28/2004
16123016	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	79,694	209	6/28/2004
16123017	DW EXCEPT CHILD RESOURCE INSTR	1	General Fund	57,780	209	6/28/2004
16123018	DW EXCEPT CHILD RESOURCE INSTR	1	IDEA	85,387	209	7/1/2011
16123019	DW EXC CHILD RES SPEC-PSYCHOLO	1	IDEA	70,454	209	7/1/2012
16123020	AUDIOLOGIST	1	General Fund	56,602	189	6/28/2004
16123021	MTSS COORDINATOR	1	IDEA	77,013	205	7/1/2015
16123022	MTSS SPECIALIST	1	IDEA	58,872	209	7/1/2015
16123023	MTSS COACH	1	IDEA	71,259	209	7/1/2016
16123024	INSTRUCTIONAL INNOVATION SPEC	1	IDEA	71,697	213	7/1/2017
16123025	INSTRUCTIONAL INNOVATION SPEC	1	IDEA	98,365	219	7/1/2017
16123026	IAKSS OFFICE ASSISTANT II	1	General Fund	46,264	256	6/28/2004
16123027	IAKSS OFFICE ASSISTANT I	1	General Fund	34,191	256	6/28/2004
16123028	STAFF SUPP ADMIN ASST I (12MO)	1	IDEA	49,303	256	6/28/2004
16123029	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	35,041	256	6/28/2004
16123030	SYSTEMS ANALYST	1	General Fund	57,815	256	6/28/2004
16123031	SPECIAL ED PARENT LIAISON	1	IDEA	28,130	190	6/28/2004
16123032	SPECIAL ED PARENT LIAISON	1	IDEA	20,060	183	6/28/2004
16123033	MICROCOMPUTER SPECIALIST	1	IDEA	56,054	256	7/1/2010
16123034	504 COORDINATOR	1	General Fund	105,057	245	6/28/2004
16123035	EXCEPTIONAL CHILD NURSE	1	General Fund	65,139	219	7/15/2015
Office of Equity Officer (SBDM & Minority Recruitment)						
17608001	EQUITY OFFICER	1	General Fund	111,894	245	8/23/2004

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

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2017-2018	Calendar	Creation Date
17608002	CRT COACH	1	General Fund	73,563	215	7/1/2017
17608003	ADMIN ASST-CHIEF OFFICERS	1	General Fund	48,722	256	6/28/2004
17608004	FAMILY/COMMUNITY COORDINATOR	1	General Fund	90,860	245	7/31/2006
17608005	STDT-FAM TRANS SUP&DRPT PREV	1	Kenan Trust	60,211	225	7/1/2017
17608006	FAMILY/COMMUNITY LIAISON	1	General Fund	88,780	245	7/1/2012
17608007	ASSOC DIR-RECRUIT & RETENTION	1	General Fund			10/27/2014
17608008	STDT-FAM TRANS SUP&DRPT PREV	1	General Fund	72,872	245	7/1/2012
17608009	ADMINISTRATIVE ASSISTANT II	1	General Fund			7/1/2012
Educational Television						
18100001	EDUCATION TV TECHNICIAN	1	General Fund	41,508	256	11/15/2016
18100002	MEDIA PRODUCER	1	General Fund	71,367	225	6/28/2004
18100003	EDUCATION TV TECHNICIAN	1	General Fund	66,662	256	6/28/2004
Legal Services						
19075001	CHIEF ADMINISTRATION OFFICER	1	General Fund	137,036	245	7/1/2012
19075002	LEGAL ADMINISTRATIVE ASST	1	General Fund	26,437	184	7/1/2012
19075003	COMPLIANCE OFFICER	1	General Fund	74,849	245	7/1/2015
Pupil Personnel						
20029001	DIRECTOR OF PUPIL PERSONNEL	1	General Fund	103,645	245	6/28/2004
20029002	ASST TO DIR OF PUPIL PERSONNEL	1	General Fund	103,117	245	7/1/2014
20029003	ASST TO DIR OF PUPIL PERSONNEL	1	General Fund	74,932	219	6/28/2004
20029004	ASST TO DIR OF PUPIL PERSONNEL	1	General Fund	84,759	219	6/28/2004
20029005	ATTENDANCE SPEC - HIGH SCHOOL	1	General Fund	28,255	188	7/1/2016
20029006	ASST TO DIR OF PUPIL PERSONNEL	1	General Fund	84,759	219	7/2/2016
20029007	ADMINISTRATIVE ASSISTANT III	1	General Fund	52,838	256	6/28/2004
20029008	OUT-OF-AREA ATTENDANCE SPEC	1	General Fund	34,998	256	6/28/2004
20849009	INSTRUCTIONAL COORDINATOR	1	General Fund	121,583	245	6/28/2004
Human Resources						
21099001	DIR OF DISTRICT PERSONNEL-HR	1	General Fund	124,863	245	6/28/2004
21099002	ADMINISTRATIVE ASSISTANT III	1	General Fund	50,278	256	1/1/2010
21099003	PERSONNEL ASSISTANT	1	General Fund	48,005	256	1/1/2010
21099004	ASSC DIR HR TCH LEAD EFFCTVNSS	1	General Fund	114,587	245	6/28/2004
21099005	ASSOC DIR - HUMAN RESOURCES	1	General Fund	95,146	245	6/28/2004
21099006	ADMINISTRATIVE ASSISTANT II	1	General Fund	49,050	256	6/28/2004
21099007	PERSONNEL ASSISTANT	1	General Fund	49,480	256	6/28/2004
21099008	ADMINISTRATIVE ASSISTANT II	1	General Fund	38,093	256	6/28/2004
21099009	ADMINISTRATIVE ASSISTANT II	1	General Fund	44,687	256	6/28/2004
21099010	ADMINISTRATIVE ASSISTANT II	1	General Fund	48,210	256	6/28/2004
21099011	ADMINISTRATIVE ASSISTANT II	1	General Fund	50,708	256	6/28/2004
21099012	ADMINISTRATIVE ASSISTANT II	1	General Fund	37,581	256	6/28/2004
21099013	ADMINISTRATIVE ASSISTANT II	1	General Fund	45,240	256	6/28/2004
21099014	ADMINISTRATIVE ASSISTANT II	1	General Fund	38,625	256	6/28/2004
21099015	ADMINISTRATIVE ASSISTANT II	1	General Fund	50,708	256	6/28/2004
21099016	ASSC DIR HR TCH LEAD EFFCTVNSS	1	General Fund	100,068	245	6/28/2004
21099017	PROF DEV ACCOUNT SPECIALIST	1	General Fund/PD Grant	51,182	256	6/28/2004
21099018	ADMINISTRATIVE ASSISTANT II	1	General Fund	35,144	256	7/1/2011
Law Enforcement						
22089001	DIRECTOR - LAW ENFORCEMENT	1	General Fund	104,418	245	6/28/2004
22089002	LAW ENFORCEMENT LIEUTENANT	1	General Fund			7/1/2012
22089003	LAW ENFORCEMENT LIEUTENANT	1	General Fund			7/1/2017
22089004	LAW ENFORCEMENT LIEUTENANT	1	General Fund			7/1/2017
22089005	ADMINISTRATIVE ASSISTANT III	1	General Fund	37,868	256	6/28/2004
22089006	ADMINISTRATIVE ASSISTANT II	1	General Fund	38,607	220	6/28/2004
22089007	DISPATCHER	1	General Fund	51,182	256	6/28/2004
22089008	DISPATCHER	1	General Fund	46,223	256	6/28/2004
22089009	WEEKEND DISPATCHER	1	General Fund	19,219	105	6/28/2004
22089010	WEEKEND DISPATCHER	1	General Fund	15,154	105	6/28/2004
22089011	WEEKEND DISPATCHER	1	General Fund	14,070	105	6/28/2004
Senior Director of Operations						
23105001	SENIOR DIRECTOR OF OPERATIONS	1	General Fund	143,936	245	7/1/2005
23105002	ADMIN ASST-CHIEF OFFICERS	1	General Fund	50,203	206	7/1/2005
23105003	COMMUNICATIONS SPECIALIST	1	General Fund	87,063	245	11/21/2005
23105004	CUSTODIAN	0.5	General Fund	18,115	256	1/12/2017
23105005	IAKSS RECEPTIONIST	1	General Fund	46,264	256	6/28/2004
23105006	IAKSS OFFICE ASSISTANT III	1	General Fund	48,067	256	7/1/2015
23105007	CUSTODIAL SUPERVISOR	1	General Fund	47,084	256	6/28/2004

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23105008	LEAD CUSTODIAL SERVICE WORKER	1	General Fund	42,947	256	6/28/2004
23105009	CUSTODIAN	1	General Fund	24,125	248	6/28/2004
23105010	CUSTODIAN	1	General Fund	28,856	256	6/28/2004
23105011	CUSTODIAN	1	General Fund	30,413	256	6/28/2004
23105012	CUSTODIAN	1	General Fund	29,942	256	6/28/2004
Office of Administrative Services						
24110001	SR DIR OF ADMINISTRATIVE SVCS	1	General Fund	124,625	221	7/1/2015
24110002	MANAGER ECONOMIC DEVELOPMENT	1	General Fund	91,380	245	7/1/2010
24110003	MANAGER - FINANCIAL SYSTEMS	1	General Fund	67,217	215	6/28/2004
24110004	MIS USER SUPPORT ANALYST	1	General Fund	97,178	245	9/22/2008
24110005	MIS USER SUPPORT ANALYST	1	General Fund	91,038	245	6/28/2004
24110006	COMPUTER PROGRAMMER	1	General Fund	85,392	256	6/28/2004
24110007	MIS USER SUPPORT ANALYST	1	General Fund	93,589	245	7/1/2015
Budget and Staffing						
25894001	DIRECTOR - BUDGET AND STAFFING	1	General Fund	109,043	245	6/28/2004
25894002	BUDGET ANALYST III	1	General Fund	73,792	256	6/28/2004
25894003	BUDGET ANALYST I	1	General Fund	41,442	221	7/1/2017
25894004	STAFFING AND BUDGET SPECIALIST	1	General Fund	80,060	245	7/1/2015
25894005	STAFFING AND BUDGET SPECIALIST	1	General Fund	89,063	245	7/1/2010
Financial Services						
26080001	DIRECTOR - FINANCIAL SERVICES	1	General Fund	115,502	245	6/28/2004
26080002	FINANCE ANALYST	1	General Fund	30,529	191	6/28/2004
26080003	ASSOCIATE DIRECTOR - FINANCE	1	General Fund	96,487	245	6/28/2004
26080004	ASSOCIATE DIRECTOR - FINANCE	1	General Fund	99,192	245	6/28/2004
26080005	ADMINISTRATIVE ASSISTANT II	1	General Fund	51,182	256	6/28/2004
26080006	GRANT ACCOUNTANT	1	General Fund	87,086	245	6/28/2004
26080007	FINANCE ANALYST	1	General Fund	37,382	220	6/28/2004
26080008	GRANT ANALYST	1	General Fund	53,576	256	6/28/2004
26080009	GRANTS PROGRAM COMPLIANCE	1	General Fund	76,402	215	6/23/2008
26080010	FINANCE ANALYST	1	General Fund	50,258	256	6/28/2004
26080011	SCHOOL BUSINESS OFFICE TRAINER	1	General Fund	57,037	256	7/1/2009
26080012	STDT ACT FUNDS BUDGET ANALYST	1	General Fund	57,631	256	6/28/2004
26080013	TAX AUDITING SPECIALIST	1	General Fund	27,330	196	7/1/2011
26080014	ACCTS PAYABLE SPECIALIST	1	General Fund	50,708	256	6/28/2004
26080015	ACCOUNT SPECIALIST	1	General Fund	38,625	256	6/28/2004
26080016	ACCOUNT SPECIALIST	1	General Fund	37,581	256	6/28/2004
26080017	INSURANCE SPECIALIST	1	General Fund	36,946	256	6/28/2004
26080018	INSURANCE SPECIALIST	1	General Fund	36,393	256	6/28/2004
26080019	INSURANCE SPECIALIST	1	General Fund	36,946	256	7/1/2017
26080020	ASSOC DIR - TAX COLLECTION	1	General Fund	92,026	245	6/28/2004
26080021	TAX PROCESSING SUPERVISOR	1	General Fund	64,287	256	6/28/2004
26080022	TAX AUDITING SPECIALIST	1	General Fund	46,858	256	6/28/2004
26080023	PAYROLL ACCOUNTING MANAGER	1	General Fund	48,480	215	6/28/2004
26080024	TAX PROCESSING SPECIALIST	1	General Fund	43,950	256	6/28/2004
26080025	TAX PROCESSING SPECIALIST	1	General Fund	41,206	256	7/1/2009
26080026	TAX PROCESSING SPECIALIST	1	General Fund		256	6/28/2004
26080027	TAX PROCESSING SPECIALIST	1	General Fund	38,093	256	6/28/2004
26080028	PAYROLL ACCOUNTING MANAGER	1	General Fund	48,480	215	6/23/2008
26080029	LEAD PAYROLL SPECIALIST	1	General Fund	36,946	256	6/28/2004
26080030	PAYROLL SPECIALIST	1	General Fund	38,847	256	6/28/2004
26080031	PAYROLL SPECIALIST	1	General Fund	38,625	256	6/28/2004
26080032	PAYROLL SPECIALIST	1	General Fund	49,951	256	6/28/2004
26080033	PAYROLL SPECIALIST	1	General Fund		256	9/1/2013
Technology						
27100001	DIRECTOR - TECHNOLOGY	1	General Fund	114,211	245	6/28/2004
27100002	ADMINISTRATIVE ASSISTANT II	1	General Fund	47,555	256	7/1/2016
27100003	ADMINISTRATIVE ASSISTANT III	1	General Fund	52,040	256	6/28/2004
27100004	LEAD WEB APPLICATION DEVELOPER	1	General Fund	90,112	256	6/28/2004
27100005	COMPUTER PROGRAMMER	1	General Fund	63,345	256	6/28/2004
27100006	DATA COMMUNICATIONS SPECIALIST	1	General Fund	95,178	245	6/28/2004
27100007	VOICE/DATA COMMUNICATION SPECL	1	General Fund	72,192	256	5/19/2008
27100008	SUPV - SYSTEMS INTEGRATION	1	General Fund	95,132	245	6/28/2004
27100009	LAN TECHNICIAN	1	General Fund	83,292	256	6/28/2004
27100010	SYSTEMS ANALYST	1	General Fund	53,371	256	6/28/2004
27100011	DATABASE ADMINISTRATOR	1	General Fund	76,943	256	6/28/2004
27100012	USER SUPPORT MANAGER	1	General Fund	107,805	245	6/28/2004
27100013	MICROCOMPUTER SPECIALIST	1	General Fund	72,192	256	6/28/2004

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27100014	DISTRICT TECH COORDINATOR	1	General Fund	105,743	245	6/28/2004
27100015	TECHNOLOGY RESOURCE INSTRUCTOR	1	General Fund	88,877	199	6/28/2004
27100016	TECHNOLOGY RESOURCE INSTRUCTOR	1	General Fund	79,451	199	6/28/2004
27100017	TECHNOLOGY RESOURCE INSTRUCTOR	1	General Fund	84,466	199	6/28/2004
27100018	MICROCOMPUTER SPECIALIST	1	General Fund	59,474	256	6/28/2004
27100019	TECHNOLOGY RESOURCE INSTRUCTOR	1	General Fund	77,156	199	6/28/2004
27100020	TECHNOLOGY RESOURCE INSTRUCTOR	1	General Fund	67,083	199	6/28/2004
27100021	LAN TECHNICIAN	1	General Fund	81,551	256	6/28/2004
27100022	COMMUNICATIONS SPECIALIST	1	General Fund	102,312	245	7/1/2009
27100023	LAN TECHNICIAN	1	General Fund	80,425	256	6/28/2004
27100024	LAN TECHNICIAN	1	General Fund	84,603	256	6/28/2004
Media Services						
28100001	CENTRAL MEDIA LIBRARIAN	1	General Fund	111,422	245	6/28/2004
28100002	MEDIA TECHNICIAN	1	General Fund	43,622	256	6/28/2004
28100003	MEDIA TECHNICIAN	1	General Fund	42,947	256	6/28/2004
28100004	MEDIA TECHNICIAN	1	General Fund	43,622	256	6/28/2004
28100005	MEDIA TECHNICIAN	1	General Fund	48,845	256	6/28/2004
28100006	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	49,303	256	6/28/2004
Office of Facilities Operations Support						
29086001	STAFF ARCHITECT	1	General Fund			7/1/2005
29086002	DIRECTOR FACILITY DESIGN/CONST	1	General Fund	110,157	245	6/28/2004
29086003	MAINTENANCE PROJECT COORD	1	General Fund	94,834	245	6/28/2004
29086004	CONSTRUCTION BUDGET ANALYST	1	General Fund	62,259	256	6/28/2004
29086005	STAFF SUPP ADMIN ASST I (12MO)	1	General Fund	45,752	256	7/1/2007
Transportation						
30901001	DIRECTOR - TRANSPORTATION	1	General Fund	113,416	245	6/28/2004
30901002	TRANSPORTATION RECORDS CLERK	1	General Fund	40,202	256	6/28/2004
30901003	ADMINISTRATIVE ASSISTANT II	1	General Fund	48,210	256	6/28/2004
30901004	LEAD BUS DRIVER TRAINER	1	General Fund	38,994	256	6/28/2004
30901005	LEAD BUS DRIVER TRAINER	1	General Fund	45,036	256	6/28/2004
30901006	TRANSPORTATION DATA ASSISTANT	1	General Fund	37,888	256	6/28/2004
30901007	TRANSPORTATION DATA ASSISTANT	1	General Fund	36,618	256	6/28/2004
30901008	TRANSPORTATION DATA ASSISTANT	1	General Fund	43,622	256	6/28/2004
30901009	TRANSPORTATION DISPATCHER	1	General Fund	41,430	220	6/28/2004
30901010	TRANSPORTATION DISPATCHER	1	General Fund	43,578	220	6/28/2004
30901011	TRANSPORTATION MANAGER	1	General Fund	64,287	256	6/28/2004
30901012	VEHICLE MAINTENANCE SUPERVISOR	1	General Fund	60,011	256	6/28/2004
30901013	AUTO BODY WORKER II	1	General Fund	39,977	256	6/28/2004
30901014	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	39,608	256	6/28/2004
30901015	VEHICLE MECHANIC I	1	General Fund	45,240	256	6/28/2004
30901016	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	35,041	256	6/28/2004
30901017	VEHICLE MECHANIC I	1	General Fund	45,240	256	6/28/2004
30901018	VEHICLE MECHANIC II	1	General Fund	54,088	256	6/28/2004
30901019	VEHICLE UPHOLSTERY/GLASS WORKR	1	General Fund	47,104	256	6/28/2004
30901020	LEAD BUS DRIVER TRAINER	1	General Fund	43,602	256	6/28/2004
30901021	LEAD BUS DRIVER TRAINER	1	General Fund	45,036	256	6/28/2004
30901022	LEAD BUS DRIVER TRAINER	1	General Fund	46,428	256	6/28/2004
30901023	TRANSP ACCOUNTS PAYABLE CLERK	1	General Fund	41,595	256	6/28/2004
30901024	TRANSPORTATION DISPATCHER	1	General Fund	38,878	220	6/28/2004
30901025	TRANSPORTATION DISPATCHER	1	General Fund	31,685	210	6/28/2004
30901026	TRANSP ROUTING SPECIALIST	1	General Fund	69,647	245	4/29/2013
30901027	MANAGER OF VEHICLE MAINTENANCE	1	General Fund	76,952	245	6/28/2004
30901028	VEHICLE MAINTENANCE SUPERVISOR	1	General Fund	60,072	256	6/28/2004
30901029	SAFETY TRAINING SUPERVISOR	1	General Fund	38,994	256	6/28/2004
30901030	IAKSS OFFICE ASSISTANT II	1	General Fund	41,226	256	6/28/2004
30901031	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	33,812	256	6/28/2004
30901032	VEHICLE MECHANIC I	1	General Fund	42,660	256	6/28/2004
30901033	VEHICLE MECHANIC I	1	General Fund		256	6/28/2004
30901034	VEHICLE MECHANIC I	1	General Fund	43,295	256	6/28/2004
30901035	VEHICLE MAINTENANCE ASSISTANT	1	General Fund	37,130	256	6/28/2004
30901036	VEHICLE MECHANIC II	1	General Fund	48,189	256	6/28/2004
30901037	VEHICLE MECHANIC II	1	General Fund	29,924	186	6/28/2004
30901038	VEHICLE MECHANIC II	1	General Fund	49,910	256	6/28/2004
30901039	VEHICLE MECHANIC II	1	General Fund	43,274	256	6/28/2004
30901040	VEHICLE OPERATION CNTRL ANALYS	1	General Fund	43,622	256	6/28/2004
30901041	ASSOC DIRECTOR TRANSPORTATION	1	General Fund	90,446	245	7/1/2007
30901042	LEAD BUS DRIVER TRAINER	1	General Fund	42,230	256	6/28/2004

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30901043	LEAD BUS DRIVER TRAINER	1	General Fund	38,994	256	6/28/2004
30901044	LEAD BUS DRIVER TRAINER	1	General Fund	53,331	256	6/28/2004
30901045	CUSTODIAN	0.3	General Fund	15,146	247	6/28/2004
30901046	CUSTODIAN	0.3	General Fund			6/28/2004
30901047	CUSTODIAN	0.3	General Fund	14,869	247	10/1/2009
30901048	BUS MONITOR	215	General Fund			6/28/2004
30901049	BUS DRIVER	266	General Fund			6/28/2004
Warehouse						
31910001	DIRECTOR - WAREHOUSE	1	General Fund	91,069	245	6/28/2004
31910002	PURCHASING TECHNICIAN	1	General Fund	55,665	256	6/28/2004
31910003	ASSOCIATE DIRECTOR - LOGISTICS	1	General Fund			6/28/2004
31910004	MAIL SPECIALIST	1	General Fund	45,240	256	6/28/2004
31910005	WAREHOUSE SUPERVISOR	1	General Fund	64,895	256	6/28/2004
31910006	WAREHOUSE SUPERVISOR	1	General Fund	58,470	256	6/28/2004
31910007	WAREHOUSE WORKER II	1	General Fund	29,082	256	6/28/2004
31910008	LEAD WAREHOUSE WORKER	1	General Fund	50,234	256	6/28/2004
31910009	WAREHOUSE WORKER II	1	General Fund	45,752	256	6/28/2004
31910010	WAREHOUSE WORKER II	1	General Fund	37,888	256	6/28/2004
31910011	WAREHOUSE WORKER II	1	General Fund	42,271	256	6/28/2004
31910012	WAREHOUSE WORKER II	1	General Fund	41,001	256	6/28/2004
31910013	WAREHOUSE WORKER II	1	General Fund	37,888	256	6/28/2004
31910014	WAREHOUSE WORKER II	1	General Fund	37,130	256	6/28/2004
31910015	WAREHOUSE WORKER II	1	General Fund	37,130	256	6/28/2004
31910016	WAREHOUSE WORKER II	1	General Fund	38,461	256	6/28/2004
31910017	WAREHOUSE WORKER II	1	General Fund	35,041	256	6/28/2004
Print Shop						
32910001	PRINTING SUPERVISOR	1	General Fund	75,039	256	6/28/2004
32910002	PRINTING ASSISTANT	1	General Fund	51,166	256	6/28/2004
32910003	PRINTING ASSISTANT	1	General Fund	43,950	256	6/28/2004
32910004	PRINTING ASSISTANT	1	General Fund		256	7/1/2009
32910005	COMMUNICATIONS SPECIALIST	1	General Fund	87,063	245	6/28/2004
Maintenance						
33920001	DIRECTOR - MAINTENANCE	1	General Fund	117,155	245	6/28/2004
33920002	ADMINISTRATIVE ASSISTANT II	1	General Fund	50,708	256	6/28/2004
33920003	WORK CONTROL COORDINATOR	1	General Fund	49,951	256	6/28/2004
33920004	DRAFTING SPECIALIST	1	General Fund	59,453	256	6/28/2004
33920005	MAINT WAREHOUSE WORKER	1	General Fund	39,997	256	6/28/2004
33920006	MAINTENANCE SUPERVISOR	1	General Fund		256	6/28/2004
33920007	LEAD MAINTENANCE TECHNICIAN	1	General Fund		256	6/28/2004
33920008	MAINTENANCE TECHNICIAN II	1	General Fund	47,555	256	6/28/2004
33920009	MAINTENANCE TECHNICIAN II	1	General Fund	50,708	256	6/28/2004
33920010	MAINTENANCE TECHNICIAN II	1	General Fund	51,182	256	6/28/2004
33920011	MAINTENANCE TECHNICIAN II	1	General Fund	50,708	256	6/28/2004
33920012	MAINTENANCE TECHNICIAN II	1	General Fund	45,240	256	6/28/2004
33920013	MAINTENANCE TECHNICIAN II	1	General Fund	39,424	256	6/28/2004
33920014	MAINTENANCE TECHNICIAN II	1	General Fund	49,050	256	6/28/2004
33920015	MAINTENANCE TECHNICIAN III	1	General Fund	40,960	256	6/28/2004
33920016	LEAD MAINTENANCE TECHNICIAN	1	General Fund	50,647	256	6/28/2004
33920017	MAINTENANCE TECHNICIAN II	1	General Fund	50,708	256	6/28/2004
33920018	MAINTENANCE TECHNICIAN II	1	General Fund	38,625	256	6/28/2004
33920019	MAINTENANCE TECHNICIAN II	1	General Fund	35,697	256	6/28/2004
33920020	MAINTENANCE TECHNICIAN II	1	General Fund	46,858	256	6/28/2004
33920021	MAINTENANCE TECHNICIAN II	1	General Fund			6/28/2004
33920022	MAINTENANCE TECHNICIAN II	1	General Fund			6/28/2004
33920023	MAINTENANCE TECHNICIAN III	1	General Fund	42,824	256	6/28/2004
33920024	MAINTENANCE TECHNICIAN III	1	General Fund	41,595	256	6/28/2004
33920025	MAINTENANCE SUPERVISOR	1	General Fund	91,990	256	6/28/2004
33920026	LEAD MAINTENANCE TECHNICIAN	1	General Fund	57,426	256	6/28/2004
33920027	HVAC TECHNICIAN	1	General Fund	50,647	256	6/28/2004
33920028	HVAC TECHNICIAN	1	General Fund	54,088	256	6/28/2004
33920029	HVAC TECHNICIAN	1	General Fund	54,088	256	6/28/2004
33920030	HVAC TECHNICIAN	1	General Fund	41,800	256	6/28/2004
33920031	ENERGY SYS OPERATOR/DISPATCHER	1	General Fund	51,999	256	6/28/2004
33920032	HVAC TECHNICIAN	1	General Fund	42,619	256	6/28/2004
33920033	HVAC TECHNICIAN	1	General Fund	52,224	256	6/28/2004
33920034	HVAC TECHNICIAN	1	General Fund			6/28/2004
33920035	LEAD MAINTENANCE TECHNICIAN	1	General Fund	60,011	256	6/28/2004

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33920036	MAINTENANCE TECHNICIAN III	1	General Fund	53,331	256	6/28/2004
33920037	MAINTENANCE TECHNICIAN III	1	General Fund	42,230	256	6/28/2004
33920038	MAINTENANCE TECHNICIAN III	1	Food Service	52,838	256	6/28/2004
33920039	MAINTENANCE TECHNICIAN III	1	General Fund	50,278	256	6/28/2004
33920040	MAINTENANCE TECHNICIAN III	1	General Fund	39,567	256	6/28/2004
33920041	MAINTENANCE TECHNICIAN III	1	General Fund			6/28/2004
33920042	MAINTENANCE TECHNICIAN III	1	General Fund	45,036	256	6/28/2004
33920043	MAINTENANCE TECHNICIAN III	1	General Fund	42,230	256	6/28/2004
33920044	MAINTENANCE TECHNICIAN III	1	General Fund	43,602	256	6/28/2004
33920045	LEAD MAINTENANCE TECHNICIAN	1	General Fund	48,189	256	6/28/2004
33920046	MAINTENANCE TECHNICIAN III	1	General Fund	49,500	256	6/28/2004
33920047	LEAD MAINTENANCE TECHNICIAN	1	General Fund	54,088	256	6/28/2004
33920048	MAINTENANCE TECHNICIAN III	1	General Fund	52,838	256	6/28/2004
33920049	MAINTENANCE TECHNICIAN III	1	General Fund	42,230	256	6/28/2004
33920050	LEAD MAINTENANCE TECHNICIAN	1	General Fund	59,453	256	6/28/2004
33920051	MAINTENANCE TECHNICIAN II	1	General Fund	46,858	256	6/28/2004
33920052	MAINTENANCE TECHNICIAN II	1	General Fund	50,708	256	6/28/2004
33920053	MAINTENANCE TECHNICIAN IV	1	General Fund	54,886	256	6/28/2004
33920054	MAINTENANCE TECHNICIAN IV	1	General Fund	55,398	256	6/28/2004
33920055	MAINTENANCE TECHNICIAN IV	1	General Fund	53,064	256	6/28/2004
33920056	MAINTENANCE TECHNICIAN IV	1	General Fund	50,647	256	6/28/2004
33920057	MAINTENANCE TECHNICIAN IV	1	General Fund	55,398	256	6/28/2004
33920058	MAINTENANCE TECHNICIAN IV	1	General Fund	54,886	256	6/28/2004
33920059	MAINTENANCE TECHNICIAN IV	1	General Fund	48,189	256	6/28/2004
33920060	MAINTENANCE TECHNICIAN IV	1	General Fund			6/28/2004
33920061	MAINTENANCE TECHNICIAN IV	1	General Fund			6/28/2004
33920062	MAINTENANCE TECHNICIAN III	1	General Fund	49,500	256	6/28/2004
Operations						
34921001	DIRECTOR - PLANT OPERATIONS	1	General Fund	118,176	245	6/28/2004
34921002	ADMINISTRATIVE ASSISTANT II	1	General Fund	43,295	256	6/28/2004
34921003	CUSTODIAL SERVICES TRAINER	1	General Fund	62,220	256	6/28/2004
34921004	CUSTODIAL SERVICES TRAINER	1	General Fund	56,197	256	6/28/2004
34921005	CUSTODIAL EQUIPMENT MECHANIC	1	General Fund	38,625	256	6/28/2004
34921006	LEAD CUSTODIAL SERVICE WORKER	1	General Fund	39,608	256	1/18/2013
34921007	CUSTODIAN	1	General Fund	41,144	256	6/28/2004
34921008	VEHICLE MECHANIC II	1	General Fund	55,398	256	6/28/2004
34921009	LEAD CUSTODIAL SERVICE WORKER	1	General Fund	48,845	256	6/28/2004
34921010	GROUNDS SUPERVISOR	1	General Fund	61,727	256	6/28/2004
34921011	LEAD GROUNDS EQUIPMENT MECHANIC	1	General Fund	51,528	256	6/28/2004
34921012	GROUNDS EQUIPMENT MECHANIC	1	General Fund	47,555	256	6/28/2004
34921013	LEAD GROUNDS WORKER	1	General Fund	48,026	256	6/28/2004
34921014	LEAD GROUNDS WORKER	1	General Fund	41,595	256	6/28/2004
34921015	LEAD GROUNDS WORKER	1	General Fund	45,732	256	6/28/2004
34921016	GROUNDS WORKER I	1	General Fund	29,340	256	9/26/2005
34921017	GROUNDS WORKER I	1	General Fund	32,358	256	6/28/2004
34921018	GROUNDS WORKER II	1	General Fund	33,321	256	6/28/2004
34921019	GROUNDS WORKER II	1	General Fund	32,081	231	6/28/2004
34921020	GROUNDS WORKER II	1	General Fund	45,752	256	6/28/2004
34921021	GROUNDS WORKER II	1	General Fund	34,304	256	6/28/2004
34921022	GROUNDS WORKER II	1	General Fund	45,056	256	6/28/2004
34921023	GROUNDS WORKER II	1	General Fund	35,553	256	6/28/2004
34921024	LEAD GROUNDS WORKER	1	General Fund	38,994	256	6/28/2004
34921025	GROUNDS WORKER II	1	General Fund	33,812	256	6/28/2004
34921026	GROUNDS WORKER I	1	General Fund	30,583	246	6/28/2004
34921027	GROUNDS WORKER I	1	General Fund	31,334	256	6/28/2004
34921028	GROUNDS WORKER II	1	General Fund	36,618	256	6/28/2004
34921029	UTILITY SERVICES SUPERVISOR	1	General Fund	62,307	256	6/28/2004
34921030	LEAD UTILITY WORKER	1	General Fund	48,824	256	6/28/2004
34921031	LEAD UTILITY WORKER	1	General Fund	48,026	256	6/28/2004
34921032	LEAD UTILITY WORKER	1	General Fund	40,960	256	6/28/2004
34921033	LEAD UTILITY WORKER	1	General Fund	40,202	256	6/28/2004
34921034	UTILITY WORKER II	1	General Fund	38,625	256	6/28/2004
34921035	UTILITY WORKER I	1	General Fund	39,608	256	6/28/2004
34921036	UTILITY WORKER I	1	General Fund	39,608	256	6/28/2004
34921037	UTILITY WORKER I	1	General Fund	36,618	256	6/28/2004
Risk Management						
35922001	DIRECTOR - RISK MANAGEMENT	1	General Fund	98,338	245	6/28/2004

