



Fayette County Board of Education Planning Meeting

Conference Room C
701 East Main Street
Lexington, KY 40502
December 04, 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	Daryl Love
E. READING OF MISSION STATEMENT	Daryl Love
Our mission is to create a collaborative community that ensures all students achieve at high levels and graduate prepared to excel in a global society.	
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: Amy Pavona, Dixie Magnet Elementary	
b. Student Representative: Christian Cobb, Eastside Technical Center	
c. Classified Staff Representative: Sergeant Martin Schafer, Law Enforcement	
2. Student Performance	
a. Performance, Frederick Douglass High School Chorus	
3. Recognitions	
a. Recognition, Aisha Ndayishimiye, STEAM Academy, 2017 Outstanding Youth in Philanthropy Award	

b. Recognition, Anne Boggess, Henry Clay High School, 2017 National Female Youth Leader of the Year	
c. Recognition, Zsombor Gal, Paul Laurence Dunbar, 2017 National Male Youth Leader of the Year	
d. Recognition, Will Andrews, Gus Carlson, Samuel Clark, Breland Finch & Santiago O'Neil, Henry Clay High School, 2017 Outstanding Delegate Award	
e. Recognition, Edythe J. Hayes Football, 2017 City Champions	
f. Recognition, SCAPA at Bluegrass Band, 2017 Mark of Excellence Award	
g. Recognition, Lafayette High School Marching Band, 2017 State Champions	
4. Proclamations	
5. Resolutions	
H. REPORTS, COMMUNICATIONS AND RESOLUTIONS:	
1. Progress Reports	
a. Superintendent's Report	Emmanuel Caulk
1. Charter Schools - Mr. Earl Simms, KDE (Planning)	
2. Academic Services	Kate McAnelly
3. Equity Report	Darryl Thompson
4. Operations & Support	Myron Thompson
2. Remarks by Citizens (persons who have signed up to speak):	
Fayette County Board of Education Policy 01.45 states,	
<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>	
a. There are two opportunities for the public to address the Board:	
At the beginning of the meeting, the public, who have signed up prior to the meeting, is invited to speak on items that are On the Agenda. This is not intended to be a time for debate, however, the Board will take the public's input into consideration when making their final decision this evening. Each speaker will be allowed a maximum of 5 minutes.	
At the end of the meeting, members of the public who have signed up prior to the meeting are invited to address the Board on any topic of District-related concern that is NOT on the official agenda for this meeting (Policy # 01.45). Please know that since these items are not on tonight's agenda, our Board may or may not comment. It is important to know that this is not intended to be a time where issues will be debated. The Chair will determine the amount of time for each speaker, depending upon the lateness of the hour and the number of speakers.	

I. APPROVAL OF ROUTINE MATTERS:**J. APPROVAL OF CONSENT ITEMS:**

1. Award of Bids/Proposals	John White/Myron Thompson
2. Declaration of Surplus	Myron Thompson
3. Post Approval Report Placeholder	Rodney Jackson
4. Special and Other Leaves of Absence	Jennifer Dyar
5. Approval of Proposed Change Order (No. Twenty-seven) to the Contract for the Construction of Frederick Douglass High School BG 14-159	Myron Thompson
6. Approval of the Construction Documents and Advertisement for Bids for the Construction of the New Elementary School at Athens-Boonesboro Road BG 17-185	Myron Thompson

K. APPROVAL OF ACTION ITEMS:(PLANNING)

1. Contract - Davis Demographics	Steve Hill
2. Requests From Principals For Extended Trips	Chiefs of Schools
3. Professional Leave by District Personnel	Jennifer Dyar
4. Job Description - Project AWARE Grant Program Manager (revised)	Jennifer Dyar
5. Job Description - Media Tech (revised)	Jennifer Dyar
6. Job Description - Director of Maintenance (revised)	Jennifer Dyar

L. PLANNING DISCUSSION/INFORMATIONAL ITEMS:

1. Resolution of Board of Education of Fayette County, Kentucky, Relating to the Issuance of Fayette County School District Finance Corporation School Building Refunding Revenue Bonds, Series 2017A	John White
2. Annual Nutrition and Physical Activity Report - Draft	Debbie Boian/Michelle Coker
3. Equity Council Bylaws Amendments (1st Reading)	Darryl D. Thompson
4. Personnel Changes	Jennifer Dyar
5. School Activity Funds Report Placeholder	Rodney Jackson
6. Monthly Financial Reports Placeholder	Rodney Jackson
7. Position Control Document (12/18/17)	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 December 4, 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: 12/18/2017

TOPIC: Award of Bids/Proposals

PREPARED BY: Matt Moore, FCPS Purchasing

Recommended Action on: 12/18/2017

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

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

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

Superintendent Emmanuel Caulk

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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. Bid 61-17 Student Pictures	1. TMSDC 2. Commerce Lexington 3. Economic Engine	Purchasing	4

PLACEHOLDER

1. Bid 61-17 – Student Pictures

BACKGROUND AND RATIONALE:

This is a school picture bid that affords annual quality photos for students and parents to purchase and serves as a fundraising project for individual schools. The established contracts provide for furnishing individual pictures at the most favorable prices and terms possible with schools receiving the “school markup”.

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

Key to Markings

- Recommended Bid Award

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

PROPOSAL:

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

STAFF CONTACT:

Dan Sawyers, Acting Director of Logistical Services and Purchasing

POLICY REFERENCE:

KRS 45A.365

RECOMMENDATION:

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

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

MEETING: Regular

DATE: 12/18/2017

TOPIC: Declaration of Surplus

PREPARED BY: Matt Moore, FCPS Purchasing

**Recommended Action on: 12/18/2017
Action Item for Vote (REGULAR MEETING)**

Superintendent Prior Approval: No

Recommendation/Motion: Declaration of Surplus and intent to sell.

Background/Rationale: Plant Operations has several pieces of equipment that are no longer of use.

Policy: KRS45A.425

Fiscal Impact: Money resulting from sale of items will be returned to the general fund

Attachments(s): Declaration of Surplus

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DECLARATION OF SURPLUS AND INTENT TO SELL

BACKGROUND AND RATIONALE:

Plant Operations has several pieces of cleaning equipment that are no longer of use and Early Childhood has pre-school furniture and items that are no longer of use in the district. The District is presently using online auction through www.publicsurplus.com for disposal. These resources have produced substantially more return than other methods of disposal.

Operations items include:

1. Wide Area Vacuums (4)
2. Battery Burnishers (2)
3. Kaivac Machine
4. Auto Scrubbers (4)
5. Wet Vac
6. Carpet Machines (4)

Early Childhood items include:

1. Pre-school size tables
2. Pre-school size chairs
3. Play sets
4. Other miscellaneous pre-school furniture and items

STAFF CONTACT:

Steve Collins, Operations
Whitney Stevenson, Early Childhood Education

POLICY REFERENCE: KRS 45A.425

RECOMMENDATION: A motion is in order to:

“Approve the declaration of surplus for the listed items, and authorize disposal pursuant to the reference policy.”

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Planning

DATE: 12-4-2017

TOPIC: Post Approval Agenda Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 12-18-2017 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: 12/18/2017

TOPIC: Special and Other Leaves of Absence

PREPARED BY: Jennifer Dyar

**Recommended Action on: 12/18/2017
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 December 18, 2017 Board Agenda

LOA - Certified: 0, Classified: 8

Resign from LOA – Certified: 1, Classified: 1

Return from LOA – Certified: 1, Classified: 2

DWOP Requests: 1

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SPECIAL AND OTHER LEAVE OF ABSENCE

1. CERTIFIED/SALARIED CLASSIFIED PERSONNEL

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

Name	Location	Assignment	Effective Date
BRAY	MARISSA	HENRY CLAY HIGH SCHOOL HS ENGLISH	11/15/2017

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

Name	Location	Assignment	Effective Date
RHODES	MORGAN	MILLCREEK ELEMENTARY ELEM PRESCHOOL INSTRUCTOR	11/6/2017

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
BEATTY	DELORES	BOOKER T WASHINGTON ELEM FS II	9/29/2017
COLE	JOEY	WILLIAM WELLS BROWN ELEMENTARY CUSTODIAN	10/18/2017
HUGHES	DORIS	HENRY CLAY HIGH FOOD SVC FOOD SERVICE ASSISTANT I	10/3/2017
NUKIC	SENADA	LIBERTY FD SVC II	10/3/2017
ROUS	MARY	BUS GARAGE BUS MONITOR	10/11/2017
SMITH	CHRISTY	EDYTHE J HAYES MIDDLE-FOOD SER II	9/25/2017
TURNER	HELEN	BUS GARAGE BUS MONITOR	6/30/2017
WRIGHT	ROBIN	BUS GARAGE BUS MONITOR	10/19/2017

b. 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
MCCANN	MARTHA	BOOKER T WASHINGTON ELEM FS II	10/30/2017
MILLER	GRETCHEN	TATES CREEK HIGH FOOD SERV II	11/6/2017

c. 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
NUKIC	SENADA	LIBERTY FD SVC II	11/3/2017

3. REQUEST FOR DAYS WITHOUT PAY

Name	Location	Effective Dates
JACOBS, AMY	ARLINGTON ELEMENTARY	01/24/2018-02/02/2018

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

MEETING: Regular **DATE:** December 18, 2017

TOPIC: Approval of Proposed Change Order (No. Twenty-seven) 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: 12/18/2017
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed additive Change Order No. Twenty-seven to the contract with D.W. Wilburn, Inc. for the construction of Frederick Douglass High School in the amount of \$4,202.10 (Four Thousand, Two Hundred Two Dollars and Ten Cents), with an equivalent transfer of funds from Object Code 0840 to 0450, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Background/Rationale: The construction of a new 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 correct deficient plans and specs:			
• Provide labor, materials and equipment to install flexible duct, spring isolators, and sound isolation wrap around (3) exhaust hood fans in Kitchen; add:		\$4,202.10	\$0
Total Change Order No. Twenty-seven:		\$4,202.10	
Design consultant fees:			\$0
Total Cost:		\$4,202.10	

A 5% contingency (\$3,102,200) is included in the project's available funds. There have been twenty-six previous change orders on this project. The cost of the current and all changes orders represents a 1.58% increase in the construction cost.

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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	\$989,255.59

Attachments(s): None

On motion by _____, seconded by _____, the Board approved the additive Change Order No. Twenty-seven to the contract with D.W. Wilburn, Inc. for the construction of Frederick Douglass High School in the amount of \$4,202.10 (Four Thousand, Two Hundred Two Dollars and Ten Cents), with an equivalent transfer of funds from Object Code 0840 to 0450, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Melissa Bacon, Board Chair

Emmanuel Caulk, Superintendent



FAYETTE COUNTY PUBLIC SCHOOLS

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

MEETING: Regular

DATE: December 18, 2017

TOPIC: Approval of the Construction Documents and Advertisement for Bids for the Construction of the New Elementary School at Athens-Boonesboro Road BG 17-185

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

Recommended Action on: 12/18/2017
Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: Approve the Construction Documents and Advertisement for the construction of the New Elementary School at Athens-Boonesboro Road, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Background/Rationale: EOP Architects has produced Construction Documents (plans, specifications, bidding requirements, etc.) describing the construction of a new 750-student elementary school to be located on Athens-Boonesboro Road, totaling approximately 80,969 SF to serve 750 students. The program is consistent with recent FCPS elementary school projects and provides new building space that functions and supports current FCPS instructional programs. Plans have been prepared to conform with FCPS instructional program goals. Plans and specifications are being reviewed by Office of Facility Design & Construction staff for compliance with FCPS requirements. Advertisement of the project is scheduled for January 15, 2018. Bids are expected on February 8, 2018, with construction planned to begin April 2018 and to end in August 2019. **The Board's approval of the Construction Documents and advertisement is requested at this time in order to obtain KDE approval and to maintain this schedule.**

Policy: 702 KAR 4:160

Fiscal Impact: N/A

Attachment: None

On motion by _____, seconded by _____, the Board approved Construction Documents and Advertisement for the construction of the New Elementary School at Athens-Boonesboro Road, 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

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Superintendent Emmanuel Caulk



FAYETTE COUNTY PUBLIC SCHOOLS

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

MEETING: Planning

DATE: 12/4/2017

TOPIC: Contract – Davis Demographics

PREPARED BY: Steve Hill

Recommended Action on: 12/18/2017

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to approve a contract with Davis Demographics.

Background/Rationale: Board Policy 01.11 states that contracts with the district with an expenditure amount above \$2,000 must be approved by a vote of the Board. DPP wishes to contract with Davis Demographics, hereafter referred to as “DDP.” DDP provides professional services in demographic analysis, enrollment forecasting, facilities planning, etc. and has the consulting expertise and software necessary to perform such services.

Policy: 01.11

Fiscal Impact: \$32,500.00

Attachments(s): N/A

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

Proposal For

**Demographic
Consulting Services
&
Additional Services**

Prepared by



October 12, 2017

**PROFESSIONAL DEMOGRAPHICS CONSULTING SERVICES
AND OPTIONAL SOFTWARE LICENSE
AGREEMENT**

Fayette County Public Schools

1126 Russell Cave Road
Lexington, KY 40505
(859) 381-4100

and

Davis Demographics & Planning, Inc.

11850 Pierce Street #200, Riverside, CA 92505
TEL: (951)270-5211 FAX: (951)270-5212

This Agreement is made by and between Davis Demographics & Planning, Inc., a California Corporation, (hereinafter referred to as "DDP") and the Fayette County Public School District (hereinafter referred to as "DISTRICT") with reference to the following:

WHEREAS, DISTRICT requires professional services in demographic analysis, enrollment forecasting, facilities planning, committee and public meeting support, geographic information system (GIS) data development and GIS software; and

WHEREAS, DDP has the consulting expertise and software necessary to properly perform such services; and

IN CONSIDERATION of the foregoing, it is agreed between the parties hereto, as follows:

SECTION ONE - SERVICES OF DDP

DDP shall perform consulting services and/or provide licenses to software products as outlined in Appendix A of this Agreement. Additional work not specifically listed under Appendix A and requested by the DISTRICT will be performed at an agreed upon fee through an additional project authorization and shall be governed by the terms of this Agreement.

SECTION TWO - PERIOD OF PERFORMANCE

Performance of consulting services as outlined in Appendix A shall be on an annual basis commencing upon the later date this Agreement is signed by both parties through June 30th, 2018 and consulting services shall continue through June 30th of each subsequent year of a multiple year Agreement. Any software is governed by the terms of the individual software product license included in Appendices B and/or C.

SECTION THREE - OBLIGATIONS OF THE DISTRICT

- A) DISTRICT agrees that its employees will cooperate with DDP in the performance of services under this Agreement and will be available for consultation with DDP at reasonable times.
- B) DISTRICT shall provide, at no cost to DDP, DISTRICT data which are requested DDP and required for providing the services of this Agreement.
- C) DISTRICT shall aid DDP in obtaining data from other public offices or agencies, local business firms, and private citizens whenever such data is necessary for the completion of the work outlined in this Agreement.

SECTION FOUR - LIMITATIONS

- A) DDP understands that time is of the essence in completing the work outlined in this Agreement. However, DISTRICT understands that DDP may be dependent upon the timely delivery of data from the DISTRICT as well as third parties and that all tasks may not be completed in the allotted time as may be specified in this Agreement, but will make all reasonable efforts to complete all tasks.
- B) DISTRICT understands that the work performed by DDP is based upon the best information available to DDP at the time of rendering services. DISTRICT also understands that DDP makes no warranties for these services and DISTRICT hereby agrees.
- C) DISTRICT understands that the mapping databases and associated information licensed from third parties in the performance of this Agreement are detailed and complex products. DDP will make all reasonable efforts to bring these databases and products into compliance for accuracy standards within the industry, however DDP makes no warranties for these third-party data products and DISTRICT hereby agrees.

SECTION FIVE - GENERAL PROVISIONS

This Agreement is a contract for services including the licensing of any optional software. Software licensed as part of this Agreement is/are subject to the software license terms outlined in the Appendices of this Agreement.

All report formats and software application programs remain the property of DDP. The DISTRICT may make as many duplicates of any hardcopy maps and reports as may be deemed necessary for its business use. The performance of the services in this Agreement may require DDP to execute a separate end user license agreement directly with a third party vendor for the use of certain computer mapping data. The cost of such data and/or license is included in this Agreement and shall be used by DDP to provide the services herein. The DISTRICT does not receive automatic access or use of this map data during or after completion of the services unless clearly stated in this Agreement. If map data is made available and transferred to the DISTRICT, it is expressly understood that such data developed by DDP, and/or licensed from, outside data providers is for DISTRICT free unlimited internal use only, and may not be reproduced, distributed or released by the DISTRICT to any third parties without the written consent of DDP and the data providers.

DDP is, and shall at all times be deemed to be an independent contractor, and shall be responsible for determining the sequence, method, details and manner in which it performs those services required under the terms of this Agreement. Nothing herein contained shall be construed as creating a relationship of employer and employee, or principal and agent, between DISTRICT and DDP or any of DDP's agents or employees. DDP assumes exclusively the responsibility for the acts of its employees or agents as they relate to the services to be provided during the course and scope of their employment. DDP, its agents and employees, shall not be entitled to any rights and/or privileges of DISTRICT's employees and shall not be considered in any manner to be DISTRICT's employees.

SECTION SIX - COMPENSATION

Twenty-five percent (25%) of the consulting contract amount is due as a Retainer Fee and will be invoiced by DDP and is payable by the DISTRICT upon execution of this Agreement. This fee is non-refundable indicating a commitment by DDP staff to be available to complete any work outlined or requested as part of the Agreement. Initial hours and expenses incurred will be applied to this Retainer Fee amount. Once the Retainer Fee has been reached, compensation to DDP shall be made at an hourly rate of \$170.00 with a maximum fee for tasks to be completed as outlined in Appendix A. Any software will be invoiced in full upon shipment. DDP shall invoice DISTRICT on a monthly basis at which time such invoices shall be due and payable. DDP reserves the right to charge interest at the rate of 1½% monthly on any unpaid balances beyond 60 days. Professional services tasks outlined in Appendix A and their associated fees are for estimate purposes only within the total scope of the Agreement—task fees are not

individual maximum fees—DDP retains the right to shift fees between the tasks in order to complete the overall scope of work outlined in the Agreement.

Each additional year of this Agreement will be handled in the same manner with the Retainer Fee of 25% of each year's contract amount invoiced and due on July 1st.

Any additional services not specifically outlined in this Agreement shall be invoiced at the hourly fee noted above. Any meetings not specifically outlined in this Agreement shall be invoiced at the hourly fee (inclusive of travel time to and from any meeting) plus any airfare and \$250 per diem travel expenses (for overnight trips or any trips requiring air travel).

SECTION SEVEN - TERMINATION

It is understood and agreed that the DISTRICT may terminate this Agreement for the DISTRICT's convenience and without cause by giving DDP written notice at least thirty (30) days before the effective date of such termination. Upon termination, DDP shall:

- 1) Stop work under the Agreement on the date and to the extent specified in the Notice of Termination.
- 2) Transfer title to the DISTRICT (to the extent allowed under Section Five of this Agreement) and deliver, in the manner, at the times and to the extent directed by the DISTRICT, the work in process on the effective date of the Notice of Termination.
- 3) Require Payment

The amount due DDP upon receipt of termination notice shall be payment for all work completed including:

- a) The Retainer Fee (representing commitment of resources/personnel and lost opportunity for profit);
- b) payment at the hourly rate specified in this Agreement for all time spent over the Retainer Fee towards the performance of this Agreement up until the receipt of notice of termination;
- c) payment for all expenses incurred by DDP in the performance of this Agreement, including, but not limited to, mapping and other purchased or licensed data;

SECTION EIGHT – RENEWAL

If agreed to in writing by both parties no less than 30 days prior to the expiration of this Agreement, the Agreement may be renewed for the same period of performance (number of years as originally agreed to), for the same consulting services scope and fee as outlined in Appendix A, and under all of the same terms and conditions. Software licenses are subject to separate renewal as outlined in the software license agreements.

SECTION NINE – NONHIRE OF DDP PERSONNEL

It is hereby mutually agreed that the DISTRICT will not solicit for hire any current or former employee(s) of DDP's staff without the written permission of the President of Davis Demographics for a period of two years after completion of the services outlined in this Agreement, or any ongoing Agreements for services for additional work, whichever is later. In the event the foregoing provision is breached, liquidated damages equal to twenty-four (24) months of the employee's compensation plus any legal expenses associated with the enforcement of this provision shall be paid by the DISTRICT to DDP.

SECTION TEN - CONFIDENTIALITY

All communication and information obtained by DDP from the DISTRICT relating to this Agreement and all information developed by DDP under this Agreement are confidential. Should there be a need for DDP to maintain on its server(s) and/or other data storage media, personnel and/or student information protected by the Family Educational Rights and Privacy Act Regulations 34 CFR Part 99 (FERPA), DDP will take appropriate measures to ensure the security of said information and maintain its confidentiality according to applicable regulations. In addition, DDP acknowledges and agrees that, in the course of its Agreement with the DISTRICT, DDP will receive or have access to personal information. Personal information means information provided to DDP or to which access was provided to DDP by or at the direction of the DISTRICT in the course of DDP's performance under this Agreement that (a) identifies or can be used to identify an individual, including without limitation, names, addresses, or other unique identifiers or (b) can be used to authenticate an individual, including, without limitation identification numbers or other sensitive information. DDP shall comply with this Agreement in its collection, receipt, transmission, storage, disposal, use and disclosure of personal information under its control or in its possession and shall remain liable to the DISTRICT and to any other person whose personal information is under its control or in its possession. In recognition of the foregoing, DDP agrees and covenants that it shall: (a) keep and maintain all personal information in strict confidence using such degree of care as is appropriate to avoid unauthorized access use or disclosure, including but limited to security or data breach, malware intrusion or any other unauthorized access to such personal information; (b) shall not use, sell, rent, transfer or otherwise disclose or make available personal information for the benefit of anyone other than the DISTRICT; (c) at a minimum, DDP shall have in place safeguards for the protection of personal information which shall include limiting access to the DISTRICT information, securing business facilities, data centers, servers, back-up systems and computing equipment with information storage capability, as well as implementing network, database and platform security on computing equipment that are either owned by, used by or in the care or control of DDP.

SECTION ELEVEN - INDEMNIFICATION

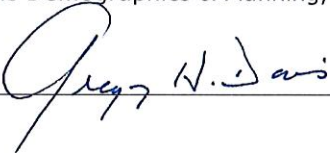
DDP shall defend, indemnify and hold DISTRICT, its officials, officers, employees and agents free and harmless from all liability due to damage to property or injury to persons, including wrongful death, arising out of or incident to any negligent acts, omissions or willful misconduct of DDP arising out of or in connection with DDP's performance of this Agreement, including without limitation the payment of attorney's fees. Further, DDP shall defend at its own expense, including attorney's fees, DISTRICT, its officials, officers, employees, and agents in any legal action based upon such negligent acts, omissions or willful misconduct.

DISTRICT likewise, to the extent allowed by the laws of the Commonwealth of Kentucky, shall defend, indemnify and hold DDP, its officials, officers, employees and agents free and harmless from all liability due to damage to property or injury to persons, including wrongful death, arising out of or incident to any negligent acts, omissions or willful misconduct of the DISTRICT arising out of or in connection with the DISTRICT's performance of this Agreement, including without limitation the payment of attorney's fees. Further, DISTRICT shall defend at its own expense, including attorney's fees, DDP, its officials, officers, employees, and agents in any legal action based upon such negligent acts, omissions or willful misconduct.

This Agreement contains the entire Agreement of the parties with respect to the subject matter hereof, and supersedes all prior negotiations, understandings or agreements, either oral or written. This Agreement may only be modified in writing signed by both parties.

The parties hereto have caused this Agreement to be executed by their duly authorized representatives.

Davis Demographics & Planning, Inc.




Gregory H. Davis

President

October 12, 2017

FEIN: 33-0759263

Fayette County Public School District



Signature

Emmanuel CAVIK
Print Name

Title Superintendent

Date 11/27/17

Appendix A

Consulting Services:

2016/17 Demographic Study:

1. GIS Database Updates

Fayette County continues to update GIS data layers such as streets, parcels, etc...
Davis Demographics will download the most up to date and relevant data available.
Responsible Party: Davis Demographics will download the data

2. Student Population/Address-Matching (Fall 2017/18 data)

Geocode student resident addresses to determine spatial distribution of student population. The geocoded student file is the basis for 10-year student population forecasts.
Responsible Party: FCPS will geocode the 2017/18 student data file to 99.9% match rate and provide geocoded data to Davis Demographics

3. Residential Development Information

Research of new housing units to determine future student populations. Research of new housing types, location, number of units and estimated occupancy is required for student population projection.
Responsible Party: FCPS and Davis Demographics will work with Fayette County and the City of Lexington to gather necessary information.

4. Student Population Projection

Seven year student population projection detailed by attendance area and study area.
DDP will use recent area birth data, student in and out migration patterns, new residential development information and student yields from new housing to provide a 10-year student population forecast.
Responsible Party: Davis Demographics

5. Demographics Report

Provided detail report of methodology, data and analysis for the seven year student population report.
Responsible Party: Davis Demographics

6. Meetings (Committee or Board Presentation)

2 formal meetings via conference call and Go-To-Meeting are included with this proposal. If there are additional meetings required or if a DDP representative is needed to visit the school district, DDP will provide a separate quote for those services.
Responsible Party: FCPS and Davis Demographics

7. Ad Hoc Analysis, data updates or mapping

Davis Demographics will be available as needed to provide ad hoc analysis, data updates, mapping or miscellaneous task.
Responsible Party: FCPS and Davis Demographics

☒ 

Check the box and initial above for single year Consulting Services Agreement

TOTAL FEE ONE YEAR: \$32,500

☐ 

Check the box and initial above for three year Consulting Services Agreement

ANNUAL FEE with 3-YEAR CONTRACT: \$27,500

Appendix A

Software:

SchoolSite Locator Address-to-School Assignment Web Service:

SchoolSite Locator is a DDP-hosted web page/application for district staff and parent use to determine school assignments/options for user-entered addresses. The service web link can be used internally by the DISTRICT or posted on the DISTRICT's web site for public access. Access is through any standard web browser supporting HTML5.

Software features of SchoolSite Locator are highlighted in Appendix B.

SchoolSite Locator

Annual hosting/subscription fee:

\$1,595

☒  

Check the box and initial above, the DISTRICT
wishes to license SchoolSite Locator
subject to the Software License Agreement: Appendix B

Appendix B

SCHOOLSITE LOCATOR™ WEB SERVICES LICENSE AGREEMENT

1. BACKGROUND

SchoolSite Locator™ ("SSL") is a web-based Application and Service that combines a variety of map and other data sources through the Internet for finding addresses and student school assignments based upon school attendance boundaries. The Service is accessible through a mapping web site using data stored on DDP computer servers and potentially, accessing other third party data servers hosting map and aerial image data. The Licensee, by accessing the SSL agrees to the following license provisions. Davis Demographics & Planning, Inc. ("DDP"), reserves the right to immediately terminate this license should the Licensee use the Service for any use not permitted under this License Agreement.

2. LICENSE

Subject to the provisions herein, and upon annual payment of the SSL current hosting fee, DDP grants to the Licensee a nontransferable license to access the SSL, including any applicable data or documentation. Access to the web site and service is obtained through the issuance of a web site Uniform Resource Locator ("URL") link which the Licensee agrees to post only on their internal or external school district web page(s). The URL, or any Licensee web page containing the URL, is not to be directly provided to any third party for posting from any third party web site. This License Agreement will automatically terminate if the Licensee fails to comply with any terms of this agreement.

3. USE LIMITATION

Access to the SSL is to be used for the Licensee's own school district business use. Access to the SSL may not be used to provide outside services, share data with third parties, or provide maps, reports or data as a service bureau.

4. RESERVATION OF OWNERSHIP AND GRANT OF LICENSE

The SSL is proprietary to DDP and contains trade secrets, inclusive of unpublished specifications. All rights, title, ownership in patents, trademarks, copyrights, trade secrets, know-how, and any proprietary rights in the Service remain exclusively with DDP. The SSL is protected by United States copyright law and the Licensee acknowledges that the SSL is proprietary to DDP.

5. ANNUAL HOSTING PERIOD

The annual hosting period is from July 1 to June 30 each year. Renewal invoices shall be sent automatically 30 days prior to the expiration of the annual hosting period. The service is subject to discontinuance if any invoice is not paid within 90 days.

6. MAP DATA UPDATES

The annual subscription fee does not include any map updates—the subscription fee is for hosting and access to the service only. For the initial setup of the service, the Licensee has 20 calendar days from the date of the email notice that SSL is ready to use (including the URL links), to advise DDP of any boundary corrections or other data changes that may be necessary. Once the 20 days has transpired, it is assumed that the GIS data and SSL service is correct and operational. Any notice after such date will require the Licensee to utilize their one data update for the year (see below) and/or may require additional data setup fees. If the Licensee has chosen to utilize the online street data from Esri for address locating purposes, the Licensee understands that DDP has no control over accuracy or timeliness of updates to street and address information (see Section 7 below).

If the Licensee has its own GIS software and is continually maintaining its own GIS data (street, schools and/or boundaries) to be submitted and used in SSL, one data upload submission from the Licensee to DDP is included per year in the annual hosting fee. Data sent to DDP must be in a format according to DDP specifications and changes to all data layers should be sent in one submission. Data not conforming to DDP specifications may require additional fees to make the data usable with SSL. Additional data uploads beyond one submission per year are subject to \$500 per submission which is required for the additional time required for loading and testing the new data.

If the Licensee is not maintaining their own GIS data, DDP may, at the Licensee's request, provide those services for a separate fee. It is suggested that the Licensee maintain an internal list of corrections/changes and submit those to DDP upon which DDP will provide a quote for updating at our current hourly rate. If DDP is maintaining GIS map data for the Licensee under a consulting services contract, automatic updates to the SSL GIS data will be included once a year upon completion of the annual GIS updates (usually in fall).

Services such as aerial photography are updated by third parties and may not be on a regular update schedule. Third party web-based street address data services provided in the Web Map version subscription are generally updated twice per year.

7. THIRD PARTY DATA SOURCES/USE OF DATA RESTRICTIONS

Certain portions of the SSL utilize third party maps, imagery and other data sources owned and licensed by those parties. Licensee's use of such third party data through SSL shall be governed, in addition to the terms and conditions of this Agreement, by the following Use of Data Restrictions:

- a. The Licensee understands that the data products are complex in nature and are not free from defects. The data is not fault-tolerant and are not designed, manufactured, or intended for use with critical safety, emergency response, terrorism prevention or response, or high-risk navigation or location applications.
- b. Certain data provided by third parties are updated periodically by those third parties, in some cases, on an irregular schedule. DDP is not responsible for the completeness, accuracy or timeliness of data updates.

8. SERVICE UPTIME/UPGRADES AND ENHANCEMENTS

From time to time, DDP may upgrade the SSL web site and Service. DDP reserves the right to make any changes it deems necessary or desirable to the SSL. The Licensee will automatically gain access to the new application upgrades and enhancements. During times of upgrade or maintenance, access to SSL may be temporarily unavailable. DDP will attempt to notify all clients prior to any

downtime. Uptime for SSL is generally over 99%, however, the Licensee understands that periodic unavailability may occur due to internet issues and other circumstances beyond DDP control.

9. LIMITED WARRANTY

The SSL is provided "as-is" without warranty of any kind, express or implied, including, but not limited to, the warranties of merchantability or fitness for a particular purpose. Licensee bears all risk as to the quality and performance of SSL and the services provided by the application. The Licensee's sole remedy is a written request to DDP for a refund of the annual license fee which shall be pro-rated on an annual basis based upon the time that SSL was made available to the Licensee (issuance of URL link providing access).

SCHOOLSITE LOCATOR WEB APPLICATION FEATURES

- Address lookup of school assignments.
- Integrated aerial photography.
- Link provided to both English and Spanish language versions of SchoolSite Locator.
- Initial geocoding/address lookup setup choice between Esri online street maps or use of local GIS street/parcel maps.
- Display attendance zones for elementary, middle, and high schools as well as custom zones.
- View Registration information for a school.
- View driving directions from address to school
- View transportation walk/eligibility zones and determine transportation eligibility.
- Determine Board/Trustee representative in area of entered address.
- Measure distances on the map.
- Links to individual school web sites.
- Popup display of school information on the map.
- Customizable list of school information.
- Include DISTRICT requested additional map layers for display which can be turned off or on (depending upon data availability). Additional map layers may include bus stops, transportation regions, parcels w/APNs, site plans, etc.
- Supports custom grade configurations.
- Ability to embed the SchoolSite Locator widget directly into the DISTRICT's homepage for complete integration with existing systems.

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

MEETING: Regular

DATE: 12/4/2017

TOPIC: Requests From Principals For Extended Trips

PREPARED BY: Chiefs of Schools

Recommended Action on: 12/4/2017

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): December 4, 2017 Agenda Items

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

REQUESTS FROM PRINCIPALS FOR EXTENDED TRIPS

	<u>School/Organization</u>	<u>Destination/Purpose</u>	<u>Inclusive Dates</u>
*****	Martin Luther King Academy	Newport, KY	December 8
B,/	Social Studies Class	Newport Aquarium	(1 school day)
	Sponsor's name: Tim Middleton. Additional chaperones 6. Students 18.	Allow students to learn life cycles of sea life.	
*****	Tates Creek Middle	Orlando, FL	April 19-22
B,/	7th & 8th Grade Band	Walt Disney World	(2 school days)
	Sponsor's name: Gay Begley. Additional chaperones 14. Students 90.	Performance and recording at Walt Disney World.	
*****	Garrett Morgan Elementary	Columbus, OH	April 25
A,/	5th Grade Class	COSI	(1 school days)
	Sponsor's name: Stephanie Mobley. Additional chaperones 7. Students 126.	Students will be engaged in experiments and experiences that are directly related to the NGSS. This will give students hands-on experiences that are different from those that could be experienced in the classroom.	
*****	Tates Creek Middle	Atlanta, GA	April 25-27
A,/	8th Grade	Atlanta, GA	(3 school days)
	Sponsor's name: Megan Vogel. Additional chaperones 14. Students 120.	Visit MLK, Jr. Center, CNN Studio, Georgia Aquarium, Coca Cola Museum and College visit.	
*****	Scapa	Cincinnati & Mason, OH	May 19
A,/	Middle School Band	Kings Island	(0 school days)
	Sponsor's name: Robin Barker and Karen Akel. Additional chaperones 3. Students 45.	Music in the Parks Festival	

*****	FDHS, TCHS, BSHS, PLD, HCHS	Thelma, KY	December 5
A,/	Special Education	Carl Perkins Vocational Center	(1 school day)
	Sponsor's name: Lisa Riickert.		
	Additional Chaperones 4. Students 19.		

*****	Leestown Middle	Atlanta, GA	June 12-15
B,/	Kappa League	Atlanta, GA	(0 school days)
	Sponsor's name: Leon		
	Buford-Kelly. Additional chaperones 3. Students 38.		
	College tours		

- * 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: 12/4/2017

TOPIC: Professional Leave By District Personnel

PREPARED BY: Jennifer Dyar

Recommended Action on: 12/4/2017

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

Policy: 03.1911.03.2911

Fiscal Impact: \$55,874.79

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>
*WEB Follow-Up Training Minneapolis, MN September 20-22, 2017 Work Days – 2	Gabriel Brown Jane Morris Stacey Rogers Monica Kiraly	Jessie Clark Middle Jessie Clark Middle Jessie Clark Middle Jessie Clark Middle	NO NO NO NO	School-Funds School-Funds School-Funds School-Funds	\$ 600.00 \$ 600.00 \$ 600.00 \$ 600.00
*National Safety Council Congress & Convention Indianapolis, IN September 24-27, 2017 Work Days – 3	Jeffrey Harris	Rick Management	NO	Department Funds	\$1,123.01
*AP Fall Forum Louisville, KY October 27-28, 2017 Work Days – 1	April Clement Jonathan Brown	Frederick Douglass High Frederick Douglass High	School-PD School-PD	School-PD School-PD	\$ 473.53 \$ 473.53
Getting In touch with Literacy New Orleans, LA December 5-9, 2017 Work Days – 4	Nenna Abrams	Liberty Elem	NO	School-Funds	\$1,355.00
2018 Special Education School Attorneys Conference West Palm Beach, FL January 21-25, 2018 Work Days – 4	Shelley Chatfield	IAKSS	NO	Legal	\$3,917.72
AVAYA Engage 2018 New Orleans, LA January 27, 2018- February 1, 2018	Sandra Nicholson Brooks Barker	IAKSS IAKSS	NO NO	Technology Technology	\$3,050.00 \$3,050.00

Work Days – 4					
Assistive Technology Industry Association Conference Orlando, FL January 31, 2018- February 3, 2018 Work Days – 3	Krista Owens Susan Owens	IAKSS IAKSS	NO NO	Special ED Special ED	\$1,680.00 \$1,655.00
National Reading Recovery Columbus, OH February 17-19, 2018 Work Days – 3	Becky Fritz Robyn Brislin Grace Norton Susan Martin Debbie Hill Michelle Ligon Lisa Dennison	Picadome Elem Picadome Elem Picadome Elem Picadome Elem Lansdowne Elem Liberty Elem Tates Creek Elem	NO NO NO NO Title I NO Title I	Title I Title I Title I Title I Title I Title I Title I	\$1,010.00 \$1,010.00 \$1,075.00 \$1,075.00 \$1,248.00 \$1,360.00 \$1,066.00
February 17-20, 2018 Work Days – 2					
National Association Of Bilingual Education Annual Conference Albuquerque, NM February 27, 2018- March 3, 2018 Work Days – 4	Jessica Sanchez Cynthia Godsey Rose Santiago Darryl Thompson	IAKSS IAKSS IAKSS IAKSS	NO NO NO NO	Equity Equity Equity Equity	\$2,100.00 \$2,100.00 \$2,100.00 \$2,100.00
KY Association of College Admissions Counselors Spring Conference Bowling Green, KY March 14-15, 2018 Work Days – 2	Joshua Edwards	Henry Clay High	NO	Personal Funds	\$ 520.00
ASCD Empower 18 Boston, MA March 23-26, 2018 Work Days – 2	Natasha Al Suud Wendy Jones Heather Brooks Lee Ann Lewellen	Yates Elem William Wells Brown Elem Russell Cave Elem Northern Elem	NO NO NO NO	Title II Title II Title II Title II	\$2,526.00 \$2,526.00 \$2,526.00 \$2,526.00

TESOL 2018 National Conference Chicago, IL March 26, 2018- April 1, 2018 Work Days – 5	Rochelle Brown Elizabeth Lizer Lisa Hillenbrand	IAKSS IAKSS IAKSS	NO NO NO	Title II Title II Title II	\$3,275.00 \$3,275.00 \$3,275.00
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**Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item**

MEETING: Planning

DATE: 12/4/2017

TOPIC: Job Description

PREPARED BY: Jennifer Dyar

Recommended Action on: 12/4/2017

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to approve the revised job description of Project AWARE Grant Program Manager.

Background/Rationale: This is an update of a previous job description of an existing position to add the measures of success and world language components.

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

Fiscal Impact: N/A

Attachments(s): Job Description

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PROJECT AWARE GRANT PROGRAM MANAGER

TITLE: Project AWARE Grant Program Manager

REPORTS TO: Director of Student Support

SUPERVISES: NA

JOB FUNCTION: Assumes responsibility for daily implementation of grant program requirements and programming, grant program management, and reporting of grant information as required by district, state and federal contacts.

MEASURES OF SUCCESS:

- Increase school personnel, students, families and community partner's knowledge about school interconnected system framework (PBIS and School Mental Health) to assist in removing barriers to learning.as measured by grant evaluation
- Increase the support for schools in development of a comprehensive, multi-tiered system of services to promote safe schools and positive school climate indicated by grant evaluation and district strategic plan.
- Increase equitable youth voice to support culturally appropriate care and mental health supports as indicated in grant evaluation.
- Audits indicate that the grant is implemented in accordance to the guidelines and regulations.
- District, state and federal reports indicate increased number of middle and high school staff members trained in Trauma Informed Care.
- District, state and federal reports indicate increased number of middle and high school staff members trained in Youth Mental Health First Aid.

DUTIES AND RESPONSIBILITIES:

- Work closely with administrative staff to fulfill the grant requirements.
- Monitor/track the status of each program through its program life cycle
- Provide regular status reports on grant implementation in conjunction with grant accountant reports.
- Coordinate/facilitate the grant training requirements
- Implement and provide support for a "train the trainers" model.

PROJECT AWARE GRANT PROGRAM MANAGER

- Responsible to make use of a web-based management system for data from the activity and tracking sheets.
- Prepare &/or coordinate program reports for submission to the granting authority according to grant guideline schedules.
- Assist schools with the development of internal School Based Mental Health (SBMH) services and programs.
- Assist the Grant Accountant in assuring that expenditures support program objectives and that budgets submitted are consistent with original grant application.
- Prepare &/or help coordinate all applicable program reports for sponsored programs and ensure the timely submission thereof.
- Responsible for grant closeout, which includes assisting with assurance that all purchase orders will be paid &/or liquidated within 90 days of grant ending period and assurance that all expenditures (services &/or goods) were received within the grant award period.
- Build, collaborate and sustain a FCPS mental health workgroup that provides tier two and three school based services to our youth and families; The workgroup would include school student support professionals, district leadership and community mental health agency leadership.
- Develop and implement a FCPS Mental Health referral pathway, common referral for mental health services and interconnected system framework.
- 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.
- Perform other duties as assigned.
- Maintain regular attendance.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

PROJECT AWARE GRANT PROGRAM MANAGER

- Knowledge of federal regulations related to sponsored programs at local, state, and federal levels.
- Knowledge of personal computer based applications including word processing, spreadsheets, and databases.
- Knowledge of MUNIS-based budget management systems

ABILITY TO:

- Ability to work with minimal supervision;
- Ability to work as an effective member of the Grants Management Team;
- Ability to communicate effectively orally and in writing;

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, up to 30 pounds.

EDUCATION AND EXPERIENCE:

- Master's degree and EPSB certification in: education, Social Work, School Psychology, mental health, School Guidance/ Counseling, substance abuse or juvenile justice
- Grants management and compliance experience preferred

Original Date: 11/2014

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

MEETING: Planning

DATE: 12/4/2017

TOPIC: Job Description

PREPARED BY: Jennifer Dyar

Recommended Action on: 12/4/2017

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to approve the revised job description of Media Technician.

Background/Rationale: This is an update of an existing position to revise job duties, add the measures of success and world language components to the job description.

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

Fiscal Impact: N/A

Attachments(s): Job Description

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JOB DESCRIPTION

MEDIA TECHNICIAN

Class Code: 7361

TITLE: Media Technician
Grade 14

REPORTS TO: **Coordinator of Media Services**

SUPERVISES:

JOB FUNCTION: ~~Perform a variety of technical duties related to assisting the school media librarian in the preparation and cataloging of library materials in order to expedite their accessibility to libraries and students.~~

Perform a variety of technical duties related to receiving, cataloging, and processing library materials in order to expedite student and staff accessibility to school media librarians and library resources. Assist staff in locating and selecting resources.

MEASURES OF SUCCESS:

- Students and staff locate and access library resources quickly and easily through efficient and accurate processing of materials.
- ~~Students and staff are able to access school media librarians during schools hours as measured by usage reports~~school media librarians are more accessible to students and staff.
- ~~Media services reports indicate library materials are available to students and staff within a 24 hour period of request~~Current library materials are available to students and staff in a timely manner.

DUTIES AND RESPONSIBILITIES:

- Assist faculty, and staff in ~~researching~~ ^{creating} materials for classroom use ~~in the Teacher Resource Center~~; assist ~~staff~~ in locating and selecting materials.
- Process new library materials, including books, periodicals and other materials using the Dewey Decimal classification system.
- Maintain Union Catalog.

JOB DESCRIPTION

MEDIA TECHNICIAN

- Verify/check-in librarian vendor orders for processing.
- Create original MARC records for print and non-print materials; edit existing MARC records.
- Download records from vendor websites; upload and edit vendor orders.
- ~~Maintain KET tapes for archives/process duplicates for libraries.~~
- Follow District-wide and individual school specifications for processing materials.
- Operate a variety of office and media equipment as required by the position.
- 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.
- Perform other duties as assigned.
- Maintain regular attendance.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

- Library technical practices, procedures, and terminology including the Dewey Decimal System, SEARS subject headings, MARC (Machine Readable Cataloging)
- Para cataloging skills
- Media computer skills (Follett Destiny, Alliance Plus, Excel, Microsoft Word, Bartender label program, ~~DOS, TEKDATA, Series M~~)
- Correct English usage, grammar, spelling, punctuation and vocabulary.
- Oral and written communication skills.
- Modern office practices, procedures and equipment.
- Interpersonal skills using tact, patience and courtesy.
- Operation of office equipment including computer equipment.
- Basic arithmetic.
- Library reference materials and sources.
- Record-keeping techniques.

ABILITY TO:

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JOB DESCRIPTION

MEDIA TECHNICIAN

- Ability to work flexible hours
- Operate a variety of office equipment including poster maker machine, laminator, and **Variquest Design Center** ~~Ellie die out machine~~
- Ability to assist teachers in the location and creation of instructional materials
- Apply and explain **Teacher Resource Center** rules, regulations and policies.
- Receive and process media and library materials.
- Maintain a consistently friendly and cooperative manner.
- Operate a variety of standard office equipment including a computer terminal.
- Perform simple grasping and fine manipulations.
- Bend, stoop, squat, reach, crawl, lift, carry, push and pull.
- Maintain records and files using alpha and numeric systems.
- Understand and follow oral and written directions.
- Work independently with little direction.
- Meet schedules and time lines.
- Train and provide work direction to others.
- Communicate effectively both orally and in writing.

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, up to **40** pounds

EDUCATION AND EXPERIENCE:

- High school diploma or G.E.D. Certificate and three years of increasingly responsible library clerical or media-related experience.

LICENSES AND OTHER REQUIREMENTS:

JOB DESCRIPTION

MEDIA TECHNICIAN

Original Date: 01/1999

Revision Date: 07/2007

Revision Date: 07/2011

Revision Date: 07/2012

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

MEETING: Planning

DATE: 12/4/2017

TOPIC: Job Description

PREPARED BY: Jennifer Dyar

Recommended Action on: 12/4/2017

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 Maintenance.

Background/Rationale: This is an update of an existing position to add the measures of success and world language components to the job description.

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

Fiscal Impact: N/A

Attachments(s): Job Description

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

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

Superintendent Emmanuel Caulk

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

DIRECTOR OF MAINTENANCE

Class Code: 7463

TITLE: Director of Maintenance

REPORTS TO: Chief Operating Officer

SUPERVISES: Project Coordinator, structural supervisor, and HVACR and plumbing supervisor, foremen (HVAC, structural and roofing, plumbing, electrical, and electronics); directly responsible for efficient employment maintenance employees.

JOB FUNCTION: Identifies requirements and ensures appropriate action is taken to meet the maintenance needs, including capital projects, of the various buildings and facilities of the school district through a prioritized plan of work, which allows for quick response to critical needs.

MEASURES OF SUCCESS:

- Monthly reports from school dude indicate 80% of man-hours are applied to scheduled work.
- Monthly reports from school dude indicate 80% of work orders in a 30 day period are in "Request" status for less than 5 days
- Monthly reports from school dude indicate 95% of all completed work orders are reviewed and closed within 3 days
- Monthly reports from school dude indicate maintenance work orders requiring rework is less than 3%.

DIRECTOR OF MAINTENANCE

DUTIES AND RESPONSIBILITIES:

1. Identifies current and future maintenance requirements schools and support buildings by coordinating with administrators and engineers, with local/state/federal staffs, tradesmen, technicians, vendors, and other persons in a position to understand maintenance requirements.
2. Identifies requirements for an annual maintenance budget, preparing recommendations for capital and renovation expenditures, scheduling expenditures, coordinating projects with the purchasing office, analyzing variance, initiating corrective action, and anticipating long-term issues.
3. Ensures proper environment and continuous improvement for the educational process by determining work priorities, by scheduling repairs, maintenance and installation of machines, tools, equipment, and systems. Priority of work is based on facility need, the age of facilities and components, and the order in which work requests are received.
4. Supports educational environmental development and improvements by reviewing new products, equipment, systems, and by discussing equipment and systems needs and modifications with engineers and vendors, coordinating activities of technicians, workers and contractors fabricating or modifying structures, equipment or systems.
5. Provides water, heat, steam, electric distribution, gas, sewage removal and conditioned air directing installation or modifications to and maintenance on utility systems building components.
6. Designs, implements and modifies preventive maintenance programs by reviewing maintenance reports and statistics, by reviewing quality control reports, and inspecting operating machines, equipment and systems for conformance with operational standards.
7. Directs maintenance operations by identifying requirements, forecasting resources, providing oversight for minor construction projects, capital improvement projects, and daily repair tasks. Assure timely completion of all tasks by providing direction to supervisors, technicians, engineers, and vendors.

DIRECTOR OF MAINTENANCE

8. Protects district staff and visitors by maintaining a safe, and equitable educational environment.
9. Prepares and approves specifications for contracted purchase of replacement parts and new equipment and systems for all areas of the school district.
10. Maintains maintenance staff job results by coaching, counseling, and disciplining employees and by planning, monitoring and appraising job results. Assures the training, annual evaluation, and discipline of sixty-six maintenance employees.
11. Complies with federal, state and local legal requirements by studying existing and new legislation, by enforcing adherence to requirements, and by advising administration on needed actions.
12. Oversees capital improvement and renovation projects; reviews project specifications; analyzes design, district requirements and performance standards; ensures district goals are met by performing preliminary and final “punch lists” for construction projects.
13. Maintains professional and technical knowledge by attending educational workshops, reviewing professional publications, establishing personal networks and participating in professional societies.
14. 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.
15. Maintains regular attendance.
16. Performs other duties as assigned.

PHYSICAL DEMANDS:

- Work is performed while standing, sitting and/or walking

DIRECTOR OF MAINTENANCE

- 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:

- Must hold a Bachelor's Degree; Master's Degree preferred
- At least four (4) years experience in area of assignment

LICENSES AND OTHER REQUIREMENTS:

- Valid Kentucky driver's license required
- Certification in the maintenance management field preferred.

Original Date:	_____
Revision Date:	June 1995
Revision Date:	February 2001
Revision Date:	July 2012
Revision Date:	November 2017



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

MEETING: Regular

DATE: 12/18/2017

TOPIC: Resolution of Board of Education of Fayette County, Kentucky, Relating to the Issuance of Fayette County School District Finance Corporation School Building Refunding Revenue Bonds, Series 2017A

PREPARED BY: John White

**Recommended Action on: 12/18//2017
Action Item for Vote (REGULAR MEETING)**

Superintendent Prior Approval: No

Recommendation/Motion: Adopt the Resolution relating to the issuance of Fayette County School District Finance Corporation School Building Refunding Revenue Bonds, Series 2017A.

Background/Rationale: A review of district existing bonded indebtedness brought a determination that refunding Series 2011A may result in savings for the District which can positively impact future bonding capacity.

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

Fiscal Impact: Refunding will result in savings to the District of at least 5% of refunded principal, consistent with the Department of Education's requirement for refunding bonds.

Attachments(s): Resolution

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

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

Superintendent Emmanuel Caulk

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

RESOLUTION OF BOARD OF EDUCATION OF
FAYETTE COUNTY, KENTUCKY, RELATING TO THE
ISSUANCE OF FAYETTE COUNTY SCHOOL DISTRICT
FINANCE CORPORATION SCHOOL BUILDING
REFUNDING REVENUE BONDS, SERIES 2017A

WHEREAS, the Fayette County School District Finance Corporation (the "Corporation") previously issued its Fayette County School District Finance Corporation School Building Revenue Bonds, Series 2011A, dated June 14, 2011, in an original principal amount of \$52,175,000 (the "Series 2011A Bonds"), on behalf of the Board of Education of Fayette County, Kentucky (the "Board of Education"), for the purposes of financing the reconstruction, renovation, improvement, and equipping of the Clays Mill, Mary Todd, Millcreek, Cardinal Valley, and Breckinridge Elementary Schools in the Fayette County School District, including buildings, additions, structures, fixtures, equipment, furnishings, appurtenances, improvements, and the sites thereof (collectively, the "Projects"); and

WHEREAS, the Board of Education previously caused title to the Projects, including their sites, to be conveyed to the Corporation in connection with the issuance of the Series 2011A Bonds by the Corporation; and

WHEREAS, the Kentucky School Facilities Construction Commission (the "Commission") entered into a Participation Agreement with the Board of Education with regard to the financing of the Projects in connection with the issuance of the Series 2011A Bonds; and

WHEREAS, in order to advance refund the Series 2011A Bonds maturing on June 1, 2022 through June 1, 2031, in the outstanding principal amount of \$31,035,000 (collectively, the "Refunded Bonds"), and to pay related costs, it has been determined to be necessary to direct the Corporation to issue its School Building Refunding Revenue Bonds, Series 2017A, in the aggregate principal amount of \$33,690,000, subject to change as hereinafter provided (the "Series 2017A Bonds"), all pursuant to and as permitted by Sections 162.120 through 162.300 and 162.385 of the Kentucky Revised Statutes ("KRS"); and

WHEREAS, the Board of Education will take any and all action necessary or desirable to cause the Corporation to call for redemption of the Refunded Bonds on June 1, 2021 at 100% of the face value thereof plus accrued interest thereon; and

WHEREAS, the continued use and occupancy of the Projects by the Board of Education is necessary to provide adequate educational facilities and to promote the general welfare of the school children in the Fayette County School District, and the annual revenues of the Board of Education are sufficient to permit payment from such revenues of the annual rentals for the use and occupancy of the facilities as hereinafter provided to be leased and rented.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF FAYETTE COUNTY, KENTUCKY, AS FOLLOWS:

Section 1. The facts and statements contained in the foregoing preamble of this Resolution, including the terms defined therein, are hereby affirmed and incorporated as a part of this Resolution.

Section 2. It is hereby found and declared to be necessary, advantageous and in the public interest that the Board of Education direct the Corporation to undertake the advance refunding of the Refunded Bonds in order to address the reduction in the interest subsidy and thereby effect debt service savings and to lease the Projects to the Board of Education for the Board's use and occupancy. The sites of the Projects are described in the Contract of Lease and Rent herein approved.

Section 3. The Board of Education hereby directs that the Corporation ratify, approve, and accept the appointment of J.J.B. Hilliard, W.L. Lyons, LLC, as financial advisor, in accordance with the agreement previously made by the Board of Education, and Stoll Keenon Ogden PLLC, as bond counsel, to be paid from the proceeds of the Series 2017A Bonds when the same are received and not from any other funds or resources of the Corporation or the Board of Education (unless necessary to supplement such bond proceeds). All actions previously taken by Board of Education officials with respect to such appointments are approved, ratified, and confirmed.

Section 4. Each of the Chairperson and the Vice Chairperson of the Board of Education is hereby authorized and directed to execute for and on behalf of the Board of Education a Participation Agreement with the Commission in substantially the form submitted herewith (and as adopted as a part hereof), with such changes as the authorized officer of the Board of Education may approve on behalf of the Board of Education, as evidenced by his or her execution of the final instrument. The Board hereby irrevocably pledges and assigns to the Corporation the agreed participation of the Commission allocable to the Series 2017A Bonds under the Participation Agreement for the benefit of the holders of the Series 2017A Bonds.

Section 5. Each of the Chairperson and the Vice Chairperson is hereby authorized and directed to execute for and on behalf of the Board of Education a Contract of Lease and Rent with the Corporation in substantially the form submitted herewith (and adopted as a part hereof), with such changes as the authorized officer of the Board of Education may approve on behalf of the Board of Education, as evidenced by his or her execution of the final instrument.

Section 6. The Secretary has filed a copy of this Resolution and the form of a proposed Resolution of the Corporation's Board of Directors with the Secretary of the Corporation with the direction that they be acted upon at the meeting of the Corporation's Board of Directors held on this date, and such action is approved and affirmed and the same shall constitute a direction and notice on behalf of the Board of Education that the Corporation, acting by and through its Board of Directors, take all action necessary and appropriate: (a) for the issuance, sale, and delivery of School Building Refunding Revenue Bonds, Series 2017A, to be dated as of such date as may be set by the President, Treasurer, or Secretary of the Corporation, in the aggregate

principal amount of \$33,690,000 (subject to any adjustment provided for in the proposed Resolution); (b) for application of the proceeds of sale of the Series 2017A Bonds in accordance with the provisions of the Resolution of the Board of Directors of the Corporation authorizing the Series 2017A Bonds (the "Bond Resolution") for the purposes of advance refunding the Refunded Bonds and paying expenses in connection with the issuance of the Series 2017A Bonds, including the fees and expenses of the financial advisor, bond counsel, and other advisors incurred in connection with the issuance of the Series 2017A Bonds or the interpretation or enforcement of any document or obligation associated therewith; and (c) for executing and delivering on behalf of the Corporation the proposed Contract of Lease and Rent as herein approved.

Section 7. When the Series 2017A Bonds have been sold, the Chairperson, Vice Chairperson, Treasurer, Secretary, and other appropriate officers of the Board of Education, and each of them, are authorized to take such actions as may be necessary or desirable to carry out the issuance of the Series 2017A Bonds and the advance refunding of the Refunded Bonds. The Board of Education specifically authorizes its officers to take any and all action necessary or desirable to cause the Corporation to carry out the call for redemption of the Refunded Bonds on June 1, 2021. The Board of Education specifically authorizes its officers to take such actions under the terms of the representations, warranties, and covenants contained in the Contract of Lease and Rent, hereinabove approved, as may be required to comply with the provisions of the United States Internal Revenue Code of 1986, as amended, in respect of the exclusion from gross income for federal income tax purposes of interest on the Series 2017A Bonds, and the applicable rules of the Securities and Exchange Commission.

Section 8. It is acknowledged that in connection with the sale of the Series 2017A Bonds a Preliminary Official Statement and a final Official Statement (collectively, the "Official Statement") of the Corporation, as issuer of the Series 2017A Bonds, and the Board of Education will be distributed. The Official Statement and the use thereof in offering and selling the Series 2017A Bonds is hereby approved and the Chairperson or Secretary may execute the same on behalf of the Board of Education. The Preliminary Official Statement is hereby declared to be in a form "deemed final" for purposes of SEC Rule 15c2-12(b)(1), but is subject to amendment, revision, and completion in the final Official Statement.

Section 9. The Board of Education hereby covenants and agrees that it will, before the issuance of the Series 2017A Bonds, execute and deliver a Continuing Disclosure Certificate, as described in the Official Statement, and further will comply with and carry out all of the provisions of the Continuing Disclosure Certificate. However, any failure of the Board of Education to comply with the Continuing Disclosure Certificate shall not be considered an event of default hereunder or under the Contract of Lease and Rent herein approved. Any Bondholder may take such actions as may be necessary and appropriate to obtain specific performance by court order to cause the Board of Education to comply with its obligations under the Continuing Disclosure Certificate.

Section 10. The Treasurer is authorized to establish and transfer each year to the "School Building Fund" in accordance with KRS 160.476 sufficient general fund

moneys to meet the debt service requirement on the Series 2017A Bonds in each year the Contract of Lease and Rent is in effect. Sufficient funds for each year means the difference between the total of all debt service requirements and the sum of the Board of Education's SEEK capital outlay (80%), five cent equivalent tax and the FSPK equalization (if any) for that year.

Section 11. This Resolution shall take effect from and after its passage.

(Signature page immediately follows)

Adopted on December 18, 2017.

Melissa Bacon, Chairperson
Board of Education of
Fayette County, Kentucky

Attest:

Emmanuel Caulk, Secretary
Board of Education of
Fayette County, Kentucky

CERTIFICATION

I, the undersigned, Secretary of the Board of Education of Fayette County, Kentucky, do hereby certify that the foregoing is a true, correct and complete copy of a Resolution duly adopted by the Board of Education at a properly convened regular meeting of the Board of Education held on December 18, 2017, signed by the Chairperson thereof and attested by me as Secretary, as shown by the official records in my possession and under my control.

IN WITNESS WHEREOF, I have executed this Certification this December 18, 2017.

Emmanuel Caulk, Secretary
Board of Education of
Fayette County, Kentucky

STAFF CONTACT: John White, Treasurer, Board of Education

POLICY REFERENCE: 01.11 (General Powers and Duties of the Board)

RECOMMENDATION: A motion is in order to:

“Adopt the resolution of the Board of Education related to issuance of the Fayette County School District Finance Corporation Building Refunding Revenue Bonds, Series 2017A”

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

MEETING: Planning

DATE: 12/4/2017

TOPIC: Annual Nutrition and Physical Activity Report - Draft

PREPARED BY: Debbie Boian and Michelle Coker

**Recommended Action on: 12/18/2017
Informational Item**

Superintendent Prior Approval: No

Recommendation/Motion: Item for Information only

Background/Rationale: Each year the District is required produce an annual Nutrition and Physical Activity Report. KRS 158.856 requires an annual assessment and evaluation of school nutrition in the District and for the Board to hold a Special board meeting and public forum to discuss nutrition and physical activity in schools. Those findings and recommendations will then be submitted to the Board of Education. The Draft Wellness report is being presented for information and will be posted on the District Web site for public inspection and comment until Thursday, December 21, 2017, 6:00 p.m. EST. Once feedback has been obtained, the comments will be used to refine the report which will be formally presented to the Board at the January Plan meeting on January 8, 2018. The required public hearing must take place at a special board meeting or at the next regular board meeting scheduled. It is the recommendation of staff that the hearing take place on Monday, January 22, 2018 at 4:00 p.m. EST prior to the Board Meeting.

Policy: KRS 158.856 and 01.11 Powers and Duties of the Board

Fiscal Impact: None

Attachments(s): Annual Nutrition and Physical Activity Report - Draft

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Our district
purchases produce
from local farmers

Fayette County Public Schools

Wellness Report Card

Nutrition and Physical Activity

Fall 2017



The National School Breakfast and Lunch Program

FCPS Child Nutrition Program is administered through the United States Department of Agriculture (USDA), the Kentucky Department of Education (KDE) and the FCPS Board of Education. Comprehensive regulations must be followed in order to receive federal funding to operate the program.

Daily Selections for School Meals:

- ☺ only whole grain rich breads, crackers, pastas, breading on entrees
- ☺ low fat/low sodium chicken, beef, pork, cheese, vegetarian/other entrees
- ☺ vegetable varieties: dark green, red/orange & legumes
- ☺ variety of local fresh and canned fruits
- ☺ fat-free & 1% milk options
- ☺ limited sodium and fats in meals, zero trans fats
- ☺ age-appropriate calorie ranges with portion controlled serving size
- ☺ water is available for breakfast and lunch

Did you know? It is important for students to get a healthy, balanced diet for proper growth and development but also to focus better in school.

Did you know? Eating breakfast and lunch at school is a great way for your student to get two-thirds of his or her recommended daily nutrients.

Did you know? Students who eat school meals tend to get more 1) milk/dairy, 2) meats, 3) grains, 4) vegetables and 5) fruits in their diets.

Did you know? At lunch students may select minimum of 3 but up to 5 food groups offered. To complete a meal, one of their choices must be a fruit or vegetable.

Did you know? The healthy eating experiences & nutrition education in school will stay with students through adulthood.



Afterschool At-Risk Dinner Meals

The Child Nutrition Program continues to implement the federal USDA Child and Adult Care Food Program (CACFP) **Afterschool At-Risk Dinner Meals** across the district. The school sites increased from 20 last year to 24 this year. 134,341 dinners were served last school year.

School sites that have $\geq 50\%$ free and reduced population are eligible to apply and receive the At-Risk Afterschool Dinner Meals. A dinner meal consist of 5 menu components: protein/meat, grain/bread, vegetable, fruit and dairy. Meal components follow the nutritional guidelines of the USDA National School Breakfast/Lunch program in regards to whole grains, low fat, zero trans fats, reduced sugar and low sodium.

Wellness Report Card Nutrition and Physical Activity Fall 2017

Summer Meal Program

www.fcps.net

The USDA **Summer Meal Program** was established to ensure children continue to receive nutritious meals when school is not in session. The Summer Meal Program provides free meals to kids 18 years and younger in many locations across the county regardless of income, race, sex, religion or nationality. Fayette County is fortunate to have three organizations who provide free summer meals across the county: **FCPS Child Nutrition, God's Pantry, & Employment Solutions.**

Anyone that is interested in knowing more about summer feeding meals and locations please refer to the resources below. Feeding Sites are usually updated toward the end of May.

Call the **National Hunger Hotline** at 1-866-3-HUNGRY or 1-877-8-HAMBRE



Nourishing Students One Meal at a Time

2016-2017 School Year



Summer Feeding Meals 2017

63,283

breakfast

lunch

snack



Smart Snacks in School....is your school following the guidelines?

As of July 1, 2014, School Sites are required to follow the USDA nutrition standards for snack foods and beverages that are sold to students during the school day. These standards, required by the Healthy Hunger-Free Kids Act of 2010, will allow schools to offer healthier snack foods to students, while limiting junk food.

Smart Snacks in School is another step toward improving the health of our students and school environments. This supports the efforts already being made by school food

service staff,
school
administrators,
teachers,
parents and

the school community to instill healthy eating habits in students.



Healthy Schools Program

Window 1

- First window is from midnight the night before until 30 minutes after the last lunch period. While this window is open, no sale of food or beverage may take place except as part of the school breakfast or school lunch program.

Window 2

- Second window opens 30 minutes after the last lunch period ends and closes 30 minutes after the end of the official school day. While this window is open any food that is sold must meet all nutrition standards in the regulations.

Window 3

- Third window opens 30 minutes after the end of the official school day and closes at midnight. During this window, there is no nutrient standards restricting what may be sold.

Wellness Report Card Nutrition and Physical Activity Fall 2017

Fresh Fruit & Vegetable Program

The Fresh Fruit & Vegetable Program (FFVP) offers all students in qualifying schools a free, fresh fruit or vegetable snack two to three times a week. The goal of the program is to improve children's overall diet and to positively impact their future eating habits by offering a variety of fresh fruit and vegetables. In 2016, 459,856 servings of fresh fruits and vegetables were served in 11 school sites.

For more information go to:

www.fns.usda.gov/cnd/ffvp/ffvpdefault.htm



11 Participating Schools 2017-18

Arlington Elementary

Breckinridge Elementary

Cardinal Valley Elementary

Deep Springs Elementary

Harrison Elementary

James Lane Allen Elementary

Mary Todd Elementary

Northern Elementary

Russell Cave Elementary

William Wells Brown Elementary

Yates Elementary

Fayette County Farm to School

The Fayette County Farm to School (F2S) Team is a group of community partners & Fayette County Public Schools staff. The F2S team unites with school cafeterias, the community, and classroom teachers to educate students on the benefits of consuming locally grown food. Teacher and student friendly PowerPoint lessons and materials have been developed to better explain the economic, environmental, and human health benefits of local foods.

This information can be found online: <http://www.sustainability.fcps.net/teacher's-corner> & Facebook



Wellness Report Card Nutrition and Physical Activity Fall 2017

100% Farm to School – 62 schools

Apple Varieties

Blueberries

Broccoli

Butternut Squash

Cucumbers

Hydroponic Lettuce

Green Peppers

Strawberries

Red Watermelon

Yellow Watermelon



Feeding
FCPS Students
Kentucky-grown
food at school!



NutriSlice – MENUS are Online & on App

- ◇ School Menus Online
- ◇ Signup for Monthly Emails
- ◇ Nutritional Content of Foods
- ◇ Access to Allergen Information
- ◇ Rate School Menu Items



Website: <http://fayette.nutrislice.com/>

FCPS School Lunch Heroes



Between preparing healthy meals for FCPS's students, adhering to strict nutrition standards, navigating student food allergies and offering service with a smile, school nutrition professionals are true heroes. Be sure to say "Thank You" to your lunch ladies and meal men.



Chefs in Schools – FCPS District Chef



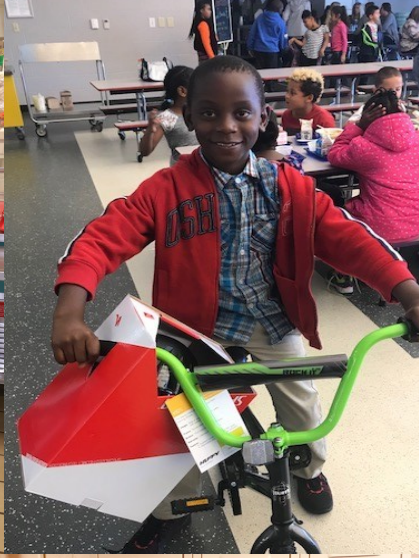
Todd Gorrell (district chef) comes to FCPS Child Nutrition with years of chef experience. He continues to assist our cafeterias by improving how our meals are prepared, while creating new recipes that are student driven.



National School Lunch Week 2017

23

Winners



**Bike & Helmet
Giveaway**

Wellness Report Card Nutrition and Physical Activity Fall 2017

As the Gardens Grows: Inspiring Kids to Dig Healthy Food.



FCPS has 47 gardens district-wide

Gardens engage students by providing a dynamic environment to observe, discover, experiment, nurture and learn. They are living laboratories where interdisciplinary lessons are drawn from real life experiences, encouraging students to become active participants in the learning process.

School gardens improve nutrition knowledge and vegetable preferences, increase fruit and vegetable consumption and have a positive impact on student achievement and behavior.



Healthy Rewards

A number of schools have started providing healthy rewards for their students. Innovative ideas included trips to local parks, extra recess time and classes at a local gym.



FCPS Wellness Summary

Once again, it has been an active year for Health and Wellness initiatives. Another peer to peer professional development activity was held to engage teachers in healthy classroom practices. This year parents were invited to attend. There were over 100 people in attendance. Among the subjects presented were Teaching Mindfulness in the classroom, Beyond Candy Bars: Healthy Fundraising, Active Recess and were treated to healthy eating tips by Iron Chef finalist Dan Wu.

The results of this year's Sustainability Scorecard were announced in October. 28 schools participated in the student-led activity. Awards will be given in November. A number of staff wellness activities have been launched. More details to follow.

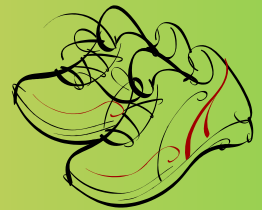


Wellness Initiatives Completed in 2017

- Over 100 people attended the Simple and Sensible Wellness PD event in March. Another event is scheduled for March 2018.
- Partnered with the Health Department to do on-site flu shots, biometric checks and Go365 presentations at many school locations. This fall over 600 flu shots have been given to FCPS staff members.
- Piloted smoking cessation and diabetes prevention programs for staff.
- Sent 3 teachers (one elementary, one middle and one high school) to the Omega Institute this summer to learn Mindfulness Techniques from The Holistic Life Foundation, pioneers of a Mindfulness Instead of Detention program in Baltimore, MD.
- Partnered with the Tweens Coalition to provide mindfulness training for teachers at Bryan Station High, Crawford Middle and Dixie Elementary. Will be collecting student behavior data to see if using mindfulness techniques has an impact on student behavior referrals.

Partnerships

- Humana Vitality and KEDC have awarded a \$2000 grant to train one person in each building as a Go365 Ambassador. The goal being to get every employee to silver status and 50% of teachers registered as SWARM (Students with Active Role Models) participants.
- The Tweens Coalition sponsored a Mindfulness workshop for teachers at Bryan Station High, Crawford Middle and Dixie Elementary. They also help sponsor the Simple and Sensible PD each year.
- The YMCA provides a Free Water Safety Day at the Y for second grade students. This year 5 schools and over 300 students participated. Each student was given a voucher for 8 free swim lessons at the Y. The initiative is designed to introduce water safety, drowning prevention and introduce swimming as exercise to students in underserved areas.
- BodyFit Punch provided rewards classes for students as a healthy alternative. Trainers would either visit schools or students were taken to the gym where they could work with the gyms boxing and fitness equipment.



Wellness Initiatives in Progress

- Began developing a plan to open new health clinics at Winburn, LTMS and Bryan Station High School. Discussion has begun with our FQHC partners at Healthfirst Bluegrass. A District committee will be needed to discuss services provided at these locations.
- A committee of School Level Wellness Coordinators met and recommended a Districtwide Health Curriculum for Middle and High School. The group will begin mapping the curriculum in the spring.
- Professional Development will be offered to Health and PE teachers twice a year. The teachers requested this opportunity to network and share best practices.
- Development of a tool kit for healthy reward toolkit for teachers and administrators.



Wellness Goals for 2018 and Beyond

- Focus on healthy rewards and fundraisers in all schools.
- Fewer employee sick days due to extended illnesses such as the flu, pneumonia as well as other bacterial and viral illnesses.
- Family and community involvement in the health and wellness of students and staff.
- Become a global leader in Sustainability, Wellness and Environmental Education using research based strategies to decrease chronic illness and promote healthy lifestyles.

Kentucky Best Practice Approach



The Local School Wellness Policy (LSWP) is an opportunity to address school learning environments and to best equip districts and schools to equitably address the nutritional and physical activity needs of all students. The LSWP should be aligned to the annual district reporting requirements of KRS 158.856 and KRS 160.345. The Kentucky Department of Education's Division of Program Standards recommends that superintendents ensure that their districts are utilizing a Whole School, Whole Community, Whole Child approach with shareholders in the development and implementation of the LSWP.

Source: KDE Student Success Through Wellness: A Guide to Wellness Policies in Kentucky 2017

Fayette County Public Schools

(859) 381-4000

Physical: 701 East Main St.

Mailing: 1126 Russell Cave Rd

Lexington, KY 40502

Lexington, KY 40505

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Planning

DATE: 12/4/2017

TOPIC: Proposal 1st Read to Adopt/Reject/Recommend comprehensive amendments to Equity Council Committee Bylaws; specifically, Article IV, Membership, A. Composition.

PREPARED BY: Darryl D. Thompson, Equity Officer

Recommended Action on: 12/4/2017
Discussion Item

Superintendent Prior Approval: Yes

Recommendation/Motion: A recommendation is in order to advise the Equity Council Committee (ECC) on the 1st Read of its newly revised Equity Council Bylaws effective January 1, 2018; particularly:

- a. Language to the operating procedures of this body (Bylaws) that ensures there is no conflict of interest created by the appointment of an ECC member by the Fayette County Board of Education or by the election of an ECC member by the sitting members of ECC.
- b. This motion should provide assurances that would not subject a member who joins the ECC by appointment or election from participating personally, professionally, and substantially in meetings, discussions, and recommendations on any "particular matter" that would have a direct and predictable effect on the employee's professional relationship with any staff, peers within schools, and/or offices within and across the district as a result of participation on the ECC.
- c. Consideration should be made in such a matter that would not create questioning of an appointed or elected ECC member to be potentially viewed as impartial due to their active employment status. Moreover, an ECC member should not be forced into a conflict of interest as a result of appointment or election that could be viewed as a professional concern due to circumstances that would raise questions regarding the ECC member's impartiality.

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

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

Superintendent Emmanuel Caulk

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

- d. Adopt/Reject/Recommend for Amendment language contained under ARTICLE IV. MEMBERSHIP: A. COMPOSITION that sets in motion the composition of the ECC effective January 1, 2018 respective to the Options Below:

Article IV., A.: Optional Composition Language Being Considered:

- a.** *Leave the by-laws as they are (with no restrictions of FCPS on the ECC). Please note that there is currently no language contained within the original bylaw draft that include FCPS employees, i.e. principals (administrators), teachers, other certified staff, classified staff, nor district staff.*
- b.** *The role of the ECC is to monitor the work of Fayette County Public Schools and access policies and practices established by the Fayette County Board of Education. Therefore, it is not prudent for a majority of the ECC to be employees and/or staff members of FCPS (at all levels of administration and teaching/support staff). With this, there shall be no more than three (3) voting members of the ECC who are employed by FCPS in any manner. This shall prevent a majority vote from FCPS staff alone for any instance in which the ECC has a quorum.*
- c.** *No FCPS employees would be allowed to be on the ECC as voting members; however, in an effort to create capacity for monitoring and assessing equity issues across the district, all stakeholder constituency groups may actively participate in the collaborative work of the ECC via the ECC subcommittees (See EC "Committee Policy").*

Background/Rationale:

At the November 7, 2017 Regular Meeting of the Equity Council Committee, Darryl D. Thompson, District Liaison to the Equity Council Committee discussed proposed comprehensive edits to the current Equity Council bylaws. He specifically cited areas that have legal implications such as the use of secret ballots and the relative Attorney General's opinion that secret ballots are prohibited by public agencies in open session.

Bylaws Updates and Revisions – Sara Green highlighted several items that needed to be discussed and voted on in the proposed bylaws (**See Options Below**).

Article IV, A. Optional Composition Language Being Considered:

Craig Cammack made a motion to include the option titled "Letter B". Sharon Mofield-Boswell seconded the motion. Craig Cammack, Sara Green, Susan McLaughlin-Jones, and Sharon Mofield-Boswell voted for the motion. Christian Adair, David Cozart, Brian Hodge, and Torrey Woods voted against the motion. **The motion failed.**

Christian Adair made a motion to include the option titled "Letter C". Torrey Woods seconded the motion. Christian Adair, David Cozart, Brian Hodge, and Torrey Woods voted for the motion. Craig Cammack, Sara Green, Susan McLaughlin-Jones, and Sharon Mofield-Boswell voted against the motion. **The motion failed.**

Due to the impasse related to changes in the language specific to membership criteria, a special called meeting was convened for November 14, 2017, 6 PM, EST. At this meeting Craig Cammack made a motion to modify **Article XIII., D. Bylaws Amendment**, to read in the first two sentences as follows: The ECC may suggest amendments to these bylaws as needed. *These bylaws amendments shall be adopted after a first and second reading at two consecutive meetings by majority vote of the Fayette County Board of Education or through Executive Order of the Fayette County Board of Education as deemed necessary by majority vote at any public meeting.* Susan McLaughlin-Jones seconded the motion. The vote was unanimous.

Article IV., A.: Optional Composition Language Being Considered:

a. Leave the by-laws as they are (with no restrictions of FCPS on the ECC). Please note that there is currently no language contained within the original bylaw draft that include FCPS employees, i.e. principals (administrators), teachers, other certified staff, classified staff, nor district staff.

b. The role of the ECC is to monitor the work of Fayette County Public Schools and access policies and practices established by the Fayette County Board of Education. Therefore, it is not prudent for a majority of the ECC to be employees and/or staff members of FCPS (at all levels of administration and teaching/support staff). With this, there shall be no more than three (3) voting members of the ECC who are employed by FCPS in any manner. This shall prevent a majority vote from FCPS staff alone for any instance in which the ECC has a quorum.

c. No FCPS employees would be allowed to be on the ECC as voting members; however, in an effort to create capacity for monitoring and assessing equity issues across the district, all stakeholder constituency groups may actively participate in the collaborative work of the ECC via the ECC subcommittees (See EC “Committee Policy”).

Action/Decision Taken: *Sara Green made a motion to include language in the newly adopted ECC Bylaws under option titled “Letter B”. Craig Cammack seconded the motion. Craig Cammack, Sara Green, Stephanie Hong, Susan McLaughlin-Jones, and Sharon Mofield-Boswell voted for the motion. Christian Adair, David Cozart, and Torrey Woods voted against the motion. **The motion passed.***

Policy: N/A: Equity Council Bylaws: Article IV. Membership, Composition

Fiscal Impact: None

Attachments(s): Equity Council Committee Minutes (11/7 & 11/14), Proposed ECC Bylaws, Standards of Practice Agreement with changes that reflect “gender identity and sexual orientation” in alignment with FCPS Board Policy language that, *the District does not discriminate on the basis of sexual orientation or gender identity.* (03.113)

Fayette County Board of Education Equity Council Committee STANDARDS OF PRACTICE

As elected and appointed members of the Fayette County Board of Education, Equity Council Committee we accept the high honor and trust that has been placed in us to ensure that the students in this district receive the best education available anywhere in the United States of America. In accepting this role, we hold the pursuit of that goal as our sacred duty. To that end, we hereby commit to the following in the conduct of our business. We will:

- Place the interests of students above all others in every decision that we make;
- Uphold all applicable federal and state laws and regulations;
- Abide by the policies of the Fayette County Board of Education, the Equity Council Bylaws, and work with fellow committee members to recommend changes to those policies as needed to improve student learning;
- Maintain an unwavering focus on the achievement of all students regardless of race, class, ethnicity, sexual orientation, gender, gender identity, socio-economic status, special need or English language proficiency;
- Not use our positions for personal or partisan gain;
- Model continuous learning and improvement in our roles as members of the advisory team;
- Support a strategic plan for the district that clearly defines success and accountability for the board, the staff, and our students;
- Focus on the policy work of the Board and monitor progress on the indicators of success in our strategic plan, leaving the day-to-day operation of the district to the superintendent and staff;
- Base our recommendations upon available facts, advise our convictions, avoid bias, and uphold and support the decisions of the Board once a decision is rendered by them;
- Work to build trust between and among Equity Council Committee members, Board members, and the Superintendent by treating everyone with dignity and respect, even in times of disagreement;
- Maintain the confidentiality of potentially privileged information shared in collaboration with subcommittee members and district staff;
- Recognize that authority rests only with decisions made by the Fayette County Board of Education and make no independent commitments or take any independent actions that may compromise the, FCPS Board of Education, Equity Council Committee, nor the work of district staff as a team;
- Refer constituent complaints and concerns to the Equity Council Chair; through the Equity Council Liaison (Superintendent Designee); and, then to the Superintendent;
- Respect the leadership roles of the board chair, Equity Council Committee chair, and superintendent.

We will maintain fidelity to these commitments and will be held accountable by our fellow Equity Council Committee members should any one of us fail to live up to these commitments. Signed:



FAYETTE COUNTY PUBLIC SCHOOLS

ECC BYLAWS

ARTICLE I. MISSION AND THEORY OF ACTION

The mission of the Equity Council Committee is to monitor and analyze equity issues, advise the Fayette County Board of Education and advocate success for ALL students

Theory of Action

If we advocate for equity, diversity, and inclusion for all children and staff, then the measured outcome of success will be equality for All.

ARTICLE II. PURPOSE

The Equity Council Committee (ECC) will review, monitor, and assess policies, practices, and programs, as they relate to equity, in the Fayette County Public Schools. The ECC shall make recommendations to the Fayette County Board of Education regarding:

- policies, practices, and programs, consistent with federal, state and local laws that will enhance student success and assure that all students meet the equity goals established by the Fayette County Board of Education.
- provide recommendations through an equity lens regarding learning culture and environment; standards, curriculum, and assessments that are culturally relevant and inclusive to the learning needs of all students and staff.
- recommend strategies for removing barriers that may inhibit any student from learning or any teacher from teaching.

We accept this responsibility and commit to full collaboration with the Fayette County Board of Education and the community in accomplishing the equity goals as stated in the District Comprehensive Plan, the Blueprint for Student Success: Achieving Educational Equity and Excellence for All, and the District Strategic Plan.

ARTICLE III. GUIDING PRINCIPLES

The ECC fully supports the district's effort and commitment to provide the means for every child to reach his or her maximum potential and to ensure that every child succeeds.

ARTICLE IV. MEMBERSHIP

A. COMPOSITION

This committee shall reflect diversity. Membership shall comprise both elected community-based and appointed community-based representatives for fostering multi-cultural, ethnic, and professional diversity. Community-based Constituent groups are to strive for diversity in their appointment and election processes.

The ECC shall consist of eleven 11 community-based members. Five of the eleven community-based members are to be appointed by each respective district member of the Fayette County Board of Education; the remaining six (6) community-based members are to be elected by a majority of the ECC (for this purpose, a quorum shall be defined as at least six (6) members of the ECC) of the ECC. All

community-based members, whether elected or appointed, shall have expressed an interest and a commitment to serve, and have a proven history or contribution to human rights and equal opportunities, and/or educational equity. (*See Footnotes)

A community-based member should be one who has demonstrated a commitment or contribution to human rights, equal opportunities, and/or educational equity. Upon request, the District Liaison to the ECC will make the list available to the ECC and Fayette County Board of Education when it is necessary to fill a vacancy on the ECC. The District Liaison to the ECC shall also maintain an updated list of current community-based members with sufficient information to allow the Fayette County Board of Education and the ECC to assess areas of need on the Council. The District Liaison to the ECC shall solicit new applicants for appointment and election on an on-going basis.

Optional Composition Language Being Considered:

- a. Leave the by-laws as they are (with no restrictions of FCPS on the ECC). Please note that there is currently no language contained within the original bylaw draft that include FCPS employees, i.e. principals (administrators), teachers, other certified staff, classified staff, nor district staff.
- b. The role of the ECC is to monitor the work of Fayette County Public Schools and access policies and practices established by the Fayette County Board of Education. Therefore, it is not prudent for a majority of the ECC to be employees and/or staff members of FCPS (at all levels of administration and teaching/support staff). With this, there shall be no more than three (3) voting members of the ECC who are employed by FCPS in any manner. This shall prevent a majority vote from FCPS staff alone for any instance in which the ECC has a quorum.
- c. No FCPS employees would be allowed to be on the ECC as voting members; however, in an effort to create capacity for monitoring and assessing equity issues across the district, all stakeholder constituency groups may actively participate in the collaborative work off the ECC via the ECC subcommittees (See EC "Committee Policy").

B. REQUIREMENTS, SOURCE OF APPOINTMENTS FOR MEMBERSHIP

Appointments of Equity Council Committee Community-Based Members:

1. Each respective district member of the Fayette County Board of Education shall appoint one member to the ECC by the regular meeting in December of even numbered year, or within 30 days as a vacancy occurs. Appointments shall be made in consideration of the existing diversity of the community and the diversity makeup of the ECC. Members shall be permitted to serve their complete terms of office even if the Fayette County Board of Education member who appointed them leaves office.
2. Membership is not transferable, and resignations shall be by written notice to the chairperson. The chairperson shall have the vice-chair facilitate the meeting(s) in her/his absence at all meetings.

Election of Equity Council Committee Community-Based Members

1. ECC Community-Based Members shall be elected by the sitting members of the ECC.
2. Within the 1st week of October of each odd numbered year, the Office of Equity, School Support, and Community Engagement shall arrange for an advertisement to appear in the Lexington the largest circular/newspaper, on the FCPS website/homepage, and periodically on FCPS public television channel, along with other social media outlets as deemed appropriate as a community outreach initiative:
 - The advertisement shall fully describe the application process. As a standing committee to the Fayette County Board of Education.
 - Funds shall be sufficiently budgeted annually by the District Liaison to the ECC and supported by the Superintendent to support this initiative.
 - Elections shall take place at the regular meeting in ~~November~~December of each odd numbered year.
 - The District Liaison to the ECC shall maintain an independent on-going list of individuals and organizations who have expressed an interest in an individual member serving on the ECC.
 - The ECC Chair, at the regular meeting in November of each odd numbered year, shall announce to the ECC and to the community, the date in December that membership elections shall be held.
3. Members of the ECC will be afforded an opportunity to nominate an individual from an organization and/or an individual who have acknowledged an interest to serve on the ECC at this same meeting. The ECC Chair or designee will contact nominated organizations and/or individuals.

C. Terms of Office

1. Terms of each community-based member shall be two (2) year re-electable terms. ~~However, the entire committee should not change completely every six (6) or four (4) years.~~ Therefore, any community-based member may be re-elected (or re-appointed) provided they continue to be eligible to represent the constituency/community.
2. Community-based mMembers can serve ~~three (3) two (2) three-year or two-year~~ terms for a maximum total of ~~six (6) four or (4) consecutive years~~. Once a member has reached this limit, they are required a minimum consecutive two-year service break before seeking re-election.

ARTICLE V. COMMUNITY-BASED MEMBERSHIP
SELECTION/ELECTION PROCESS

1. Individuals nominated from organizations or individuals nominated from the community at-large, including sitting members of the ECC seeking reelection must fully complete an application and attach a resume, and additional information about oneself and/or its organization.
2. An applicant should clearly articulate how his/her participation as a future sitting member will advance and support equity, diversity, and inclusion in the Fayette County Public Schools.
3. The application, resume, and additional supporting documents shall not exceed a total of five (5) pages. All completed applications must be received in the Office of Equity, School Support, and Community Engagement no later than the close of business (5:30 PM, EST), the last day of the month of October. Incomplete or late applications will not be considered or presented to the ECC.

Voting Process

- a. The District Liaison to the ECC will report to the ECC at its regular meeting in November the names and complete applications of all applicants.
- b. At the regular meeting in December of odd numbered years, the Office of Equity, School Support, and Community Engagement shall prepare a list of applicants for the election of six (6) newly elected ECC members:
 - i. All sitting ECC members shall nominate an applicant for consideration during the timeline established in Article IV., (B).
 - ii. All sitting ECC members seeking reelection shall follow the guidelines as detailed in Article IV., (B). Therefore, nominations from the floor are strictly prohibited.
 - iii. Once a nomination is seconded, the voting members shall vote in favor or opposition to the approval of the nominated applicant to be a member of the ECC.
 - iv. This vote shall be a roll call vote.
 - v. All sitting members shall vote.
 - vi. The ECC Secretary shall record the results of the roll call vote for each nominated applicant.
 - vii. After the number of open positions have been filled through election via nomination from the pool of applicants, the election shall end.
 - viii. The results of the election shall become a part of the minutes.
 - ix. If the ECC Secretary is an applicant, the ECC Chair shall appoint a designee to record the results of the roll call votes.
 - x. If sitting ECC members are also applicants, they may vote for themselves if they are a nominated applicant. Recusal of voting for oneself is not mandated.

In the event of a tie vote on the nomination of an applicant, the nomination fails for a lack of majority.

- i. Eligible sitting ECC members (See Article IV.) seeking reappoint or election must complete the process per Article V.
- ii. The ECC Secretary shall record the results during this meeting.

D. REMOVAL OF MEMBERS

A member of the ECC may be removed from the ECC for cause, after an opportunity for hearing before the Fayette County Board of Education, by a vote of three members of the Fayette County Board of Education. The ECC may, by majority vote, remove a member who has three absences within a calendar year.

E. FILLING VACANCIES

1. If a member of the ECC resigns or is removed from office, that vacancy shall be replaced by appointment within two (2) months from the time of the vacancy or a special election shall take place by the ECC within two (2) months of the vacancy from the applicant's list maintained in the Office of Equity, School Support, and Community Engagement
2. If no applications are available to choose from, then the ECC shall accept nominations during the two (2) month period. The ECC Chair shall submit an individual name from the nominations received to the ECC for a Special Election.

ARTICLE VI. OFFICERS

A. EQUITY COUNCIL COMMITTEE OFFICERS

1. Officers shall include Chair, Vice Chair, and Secretary.
 - a. At the final meeting in December (regular or special called), the District Liaison to the ECC shall announce that elections will be held at the first meeting in January (either regular or special called) to elect the three ECC Officers.
 - b. Written nominations for officers may be submitted to the Office of Equity, School Support, and Community Engagement no later than three (3) weeks prior to the regular meeting in January.
 - c. ECC members who have been nominated and have acknowledged their willingness to serve shall prepare a brief biographical sketch of no more than 500 words to be submitted to the District Liaison to the ECC no later than one (1) week prior to the January meeting. These biographical sketches shall be distributed by the Office of Equity, School Support, and Community Engagement to all ECC members at least two (2) weeks prior to the January meeting to allow all members sufficient time for review.
 - d. The District Liaison to the ECC shall announce the nominees who have accepted their nomination at start of the first meeting in January. Additional nominations for each officer position may be made from the floor at this time. After nominations are closed, the Office of

Equity, School Support, and Community Engagement shall prepare a separate secret ballot for each officer position that list the nominees.

- e. At the January (regular or special called) meeting, the voting members of the ECC shall elect officers. This process shall follow the voting guideless detailed in Article V. For each position, a voting member may make a nomination for an ECC voting member to serve as an officer. Once the nomination receives a second, the ECC voting members shall take a roll call vote from the ECC Secretary in favor or opposition of the nomination. This shall continue until an individual receives a majority vote in support of the nomination.
- i. The position of ECC Chair will serve a one-year term, and shall be the first officer position elected.
- ii. The ECC Secretary shall record the roll call vote during the meeting. The results of the election shall become a part of the minutes.

~~2. At the January (regular or special called) meeting, prior to the election of officers, the three separate ballots (ECC Chair, ECC Vice Chair, and ECC Secretary) shall be distributed to each ECC member. Each member, using the written ballots, shall cast a vote:~~

- ~~The office of ECC Chair who will serve a one year term.~~
- ~~i. The ECC Secretary shall record the results of the election and report the results during the meeting. The results of the election shall become a part of the minutes. The Chair may be reelected for additional one year term. A member who has been reelected to the ECC under the provisions of Article IV, Section C of these bylaws, shall be eligible for election as ECC Chair.~~

3. After the ECC Chair is elected, members of the ECC shall elect a ECC Vice Chair ~~who will~~ who will serve a one-year term. The ECC Secretary shall record the roll call vote during the meeting. The results of the election shall become a part of the minutes. The ECC Vice Chair may be reelected for additional one-year terms. A member who has been reelected to the ECC under the provisions of Article IV of these bylaws, shall be eligible for election as ECC Vice Chair.

4.. After the ECC Vice Chair is elected, members of the ECC shall elect a Secretary who will serve a one-year term. The ECC Secretary shall record the roll call vote during the meeting. The results of the election shall become a part of the minutes. The results of the election shall become a part of the minutes. The Secretary may be reelected for additional one- year terms. A member who has been reelected to the Council under the provisions of Article IV of these bylaws, shall be eligible for election as Secretary.

5. The Superintendent's office shall provide the ECC with assistance by appointing a District Liaison to the ECC. The District Liaison to the ECC shall be responsible for providing feedback/closure to all action items brought to the ECC, provide regular addendums to

meetings which lists the action taken on all motions or discussion presented at the previous meeting, provide assistance to all ECC members on subcommittee items and act as a district resource to facilitate meeting the needs of the members on issues, work with the Superintendent's office to coordinate joint board and regular meeting dates and provide on-going reports on district items and initiatives relative to equity and student achievement within the district. This person shall serve as the primary referral source to support and facilitate the concerns of the council members.

The Superintendent's office shall provide the ECC with additional secretarial assistance through the Office of Equity, School Support, and Community Engagement. This person shall be responsible for the publication of ECC minutes and provide other clerical supportive duties as requested by the Chair, directed by the District Liaison to the ECC, and as contained in these bylaws.

B. EQUITY COUNCIL COMMITTEE CHAIR

Duties of the Chair include: Conducting ECC meetings; attending regular, special called and planning meetings of the Fayette County Board of Education; compiling and distributing the agenda for ECC meetings; approving the meeting minutes prior to distribution; stating for the record the result of actions/decisions taken by the ECC; coordinating standing committees and ad hoc committees; providing responses to citizens during the communication and public participation, production and participation in drafting and presenting an Annual Report of the Equity Outcomes and carrying out any additional responsibilities as stated in these bylaws.

C. EQUITY COUNCIL COMMITTEE VICE CHAIR

Duties of the Vice Chair shall include: Presiding over ECC meetings in the absence of the Chair, calling a special meeting of the ECC in the event a Chair vacancy occurs, and carrying out any additional responsibilities as stated in these bylaws.

D. EQUITY COUNCIL COMMITTEE SECRETARY

Duties of the ECC Secretary shall include: coordinating with the District Liaison to the ECC to call the monthly roll and review minutes of all ECC meetings, count votes as may be necessary during ECC elections, serving as parliamentarian during ECC meetings and carrying out any additional responsibilities as stated in these bylaws.

E. EQUITY COUNCIL COMMITTEE MEMBERS

Duties of Council members include: Knowing and adhering to the mission, belief statements, and purposes of the ECC; attending all ECC meetings, regular, committee and special; encouraging and requesting opinions from their constituencies; supporting, promoting, and communicating ECC decisions and seeking information independently and as needed about issues brought before the ECC; and bringing that information to the ECC. Members should notify the Equity Chair and the District Liaison to the ECC in advance if they are unable to attend.

ARTICLE VII. SCHEDULE OF MEETINGS

A. REGULAR MEETINGS

1. The regular monthly meeting date, time and location of the ECC shall be determined at the first annual meeting of a quorum of the body. (The first Tuesday of each month, 6:00 PM EST, Conference Room C, It's About Kids Support Services, 701 East Main Street, Lexington, Kentucky 40502 is the recommended date, time, and location of each public meeting).
2. All standing and/or ad hoc ECC committees are subject to Open Meetings laws. Meetings shall be held in a publicly accessible location, with appropriate notification of meeting date and time. In the event a special meeting (not set on an annual calendar) is called, not only must the notifications take place, but a set agenda must be publicized where no business other than what is on that agenda may be discussed. Notification process for Special Meetings is explained in Article VII.B.1.
3. The District Liaison to the ECC shall provide local news media with the ECC's regular meeting schedule for the year in January and provide notification of the ECC's meeting time and agenda at least one week in advance of each regular meeting.
4. The ECC shall comply with all provisions of the Open Meetings and Open Records laws (KRS Chapter 61).

***Public Comment:**

Members of the public may address the ECC during the period set aside by the ECC 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 ECC.

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

a. There is one opportunity for the public to address the ECC:

At the beginning of the meeting members, of the public who have signed up prior to the meeting are invited to address the ECC on any topic of District-related concern. It is important to know that this is not intended to be a time where issues will be debated. The ECC will take the public's input into consideration and properly redirect the input via the District Liaison to the ECC

Each speaker will be allowed a maximum of 3 minutes.

Fayette County Board of Education

Public Comment Card

- ☐ I wish to address the ECC about an item that was either presented to or appeared on the Fayette County Fayette County Board of Education Agenda:

Agenda Item #: _____

Agenda Topic/Title: _____

- ☐ I wish to speak to the ECC about an item of concern that I wish the CC to research and determine to be a
-District-wide inequity/disparity:

Formatted: Indent: Left: 0.5"

Name: _____ Submission Date: _____

Email Address: _____ Phone: _____

Correspondence Address: _____

B. SPECIAL MEETINGS

1. If the ECC needs to meet between regular meetings, or if the regular meeting is rescheduled, the ECC Chair or a majority of the ECC members may call a special meeting. The following steps must be completed by the ECC Chair when a special meeting is called:
 - a. Written Notice: The ECC Chair shall prepare and sign a written notice that states the date, time, and place of the special meeting and the agenda for each meeting. Only the items on the agenda may be discussed.
 - b. Delivery of Notice: The Chair, in collaboration with the District Liaison to the ECC, shall arrange for the notice to be delivered and received to each ECC member at least 48 hours prior to the time of the meeting, and to any media organization that has requested notice of ECC meetings at least 24 hours prior to the time of the meeting. The delivery can be by hand, FAX machine, Email, or mail.
 - c. The ECC shall comply with all provisions of the Open Meetings and Open Records laws (KRS Chapter 61).



ARTICLE VIII. CONDUCT OF MEETINGS

A. QUORUM

A quorum of the ECC shall be a majority (more than one-half) of the ECC members. No ECC business shall be conducted unless a quorum of ECC members is present as detailed in Article VII, Section B (1).

B. ATTENDANCE AT MEETINGS

All ECC meetings are open to the public and all interested persons can attend, except for those portions that are conducted in closed session.

D. AGENDA

1. Anyone may submit items for inclusion on the agenda to the Chair, in writing, no later than five working days prior to a meeting. The Chair shall not accept items related to pending litigation with the Fayette County Board of Education, or individual personnel matters.
2. The Chair, in consultation with the Superintendent, FCPS Board of Education Chair, and the District Liaison to the ECC shall prepare a preliminary agenda for each regular ECC meeting including items submitted in writing for inclusion by the public, staff, other ECC members and other items he or she believes should be on the agenda. The Chair may declare an item received as not within ECC authority. The District Liaison to the ECC shall provide members with a copy of the preliminary agenda at least one week prior to the meeting.
3. Each agenda may include but not be limited to the following items:
 - A. Setting of the final agenda for the current meeting.
 - B. Review and approval of previous meeting minutes.
 - C. An opportunity during the meeting for persons to address the ECC.
 - D. Full Acknowledgement and Review of Standards of Practice Agreement (Attachment S).
 - E. Committee Reports/Updates.
 - F. Other items submitted.
4. Setting of the agenda shall be conducted prior to each regular ECC meeting by the Superintendent, FCPS Board of Education Chair, ECC Chair, and the ECC Liaison at a standing meeting the last Tuesday of the month preceding the monthly ECC regular meeting.

E. DISCUSSION OF AGENDA ITEMS

1. The ECC shall discuss each agenda item before a decision is made. Each ECC member shall be given an opportunity to express his or her opinion on the item. If, an item under discussion is inappropriate for some legal reason, the Chair shall immediately motion for the item to be tabled. Once the motion received a second, the motion is not debatable and receives an immediate vote.
2. Other persons attending the meeting may be recognized by the Chair and may address the ECC as the Chair calls upon them to speak. If a significant number of persons wish to contribute to the discussion on a particular item, the Chair may set limits on the amount of time each person to speak.
3. Any agenda item may be referred to a standing or ad hoc committee for further study as deemed necessary by the Council.

ARTICLE IX. MINUTES AND OTHER COUNCIL RECORDS

A. MINUTES KEPT AND APPROVED

1. Minutes shall be kept and maintained in the School Community & Government Support Office for each meeting of the ECC.
2. The minutes shall reflect an accurate record of actions and votes taken at a ECC meeting. Minutes shall show the words of the motion and the majority vote or unanimous support.
3. If the action taken was the recommendation of a policy, the entire text of the policy shall be attached to the copy of the minutes.
4. The minutes of the ECC shall not be official until they are reviewed and approved by the ECC.
5. A preliminary copy of the minutes for all ECC meetings will be provided to the members five days in advance of the next meeting.
6. The Equity Liaison will forward an official copy of the minutes to the Superintendent and Fayette County Board of Education.
7. Draft minutes shall be constructed by the District Liaison to the ECC and provided to the ECC Chair for initial review. Once the minutes are reviewed, they will be forwarded to members for approval at the next meeting.

B. EQUITY COUNCIL COMMITTEE RECORDS AVAILABLE FOR PUBLIC INSPECTION

The following are official documents that must be kept on file for public inspection in the Superintendent's office: ECC Bylaws, ECC Policy, minutes, committee minutes, the District Comprehensive Improvement Plan, District Scorecard, Archived ECC Annual Scorecards, ECC and committee membership lists.

C. REQUESTS FOR COUNCIL RECORDS

1. Requests for Council records must be made in writing to the official custodian of records (Superintendent's Office) for FCPS. Requests must include specific documents and dates.
2. Requested ECC records shall be provided in accordance with the Open Records Law.
3. The Superintendent's office shall make or provide copies of requested documents, consistent with the provisions of KRS 61.870, et. seq.

ARTICLE X. REQUESTS FOR PROPOSALS

The ECC may deem it necessary after data-led research and development from time to time to recommend to the Fayette County Board of Education the need to secure services of an outside contractor to accomplish tasks consistent with the mission and purpose of the ECC. Any such Requests for Proposal shall be developed in concert with and have the approval of the Fayette County Board of Education and shall be consistent with the provisions of the Model Procurement Code, KRS Chapter 45A.

ARTICLE XI. ANNUAL REPORTING

The ECC shall produce and present to the Fayette County Board of Education, in a joint retreat/meeting, an annual outcomes/activity, and accomplishments related equity of the past year.

ARTICLE XII. COMMITTEES

A. USE OF COMMITTEES

Committees (Subcommittees) will be used to support and to accomplish tasks of the ECC.

B. COMMITTEES POLICY

The ECC will adopt a committee policy to facilitate the participation and capacity building of interested stakeholders. As required by the Kentucky Open Meetings Act, the policy will include the number of committees, their jurisdiction, their composition, and the process for membership selection. (See Attachment C)

XIII. DECISION-MAKING

A. QUORUM

A majority (more than half) of the members will constitute a quorum. A quorum must be present for the ECC to meet and to take action.

B. CONSENSUS

1. The ECC will operate by consensus decision-making using the following procedures:
 - a. Only decisions that have an immediate deadline or will have very limited impact on the transformation of recommended district policies and practices will be made without a committee recommendation.
 - b. All ECC members who choose to do so will be given a chance for input on issues requiring a consensus decision.
 - c. If ECC inputs and discussions reveal significant concerns or ambiguities related to disparity issue, the ECC's normal practice will be to give or return the issue to a subcommittee for further research and development. Exceptions may be made for urgent timelines or pressing concerns.
2. After ECC input and discussion, any member may make a motion to accept a proposal. If the proposal being considered is in writing, the motion may be made verbally. If the proposal has not been presented in writing or the member making the motion wants to propose one or more amendments, he or she will write down the motion, read it to the council, and hand the written motion to the secretary for inclusion in the minutes.
3. The chair will then ask if there is further discussion.
4. When that discussion is complete, the chair will test for consensus by asking if there is consensus for approval of the motion. Any member who is not willing to support the motion is obligated to say so at this time. Members who support the motion will indicate by word or another verbal or visual acknowledgement that they believe there is now a consensus.
5. If no member states unwillingness to support, the ECC Chair will direct the Secretary to record that consensus has been reached and the motion has passed.

C. CONSENSUS FAILURE

1. ECC voting will be done only when the council must have a decision, consensus has failed, and the following condition exist:

- a. When the council has failed to reach consensus at a second meeting for that purpose.
- 2. At the first meeting where an issue is discussed, if the chair tests for consensus but consensus is not reached, the ECC may postpone further consideration until the next meeting or continue to discuss the issue. After testing for consensus on a proposal three times in one meeting, the chair may direct that the proposal be taken up again at the next meeting unless one of the conditions for voting applies.
- 3. If the council takes up an issue at a second meeting and is still unable to reach consensus, the council will consider alternative steps, including but not limited to:
 - a. Asking a committee to bring the ECC a new proposal on the issue.
 - b. Doing nothing and dropping the issue.
 - c. Voting.

D. BYLAWS AMENDMENT

The ECC may amend these bylaws as needed. These bylaws may be amended after a first and second reading at two consecutive meetings by majority vote of the Fayette Board of Education or through Executive Order of the Fayette County Board of Education as deemed necessary by majority vote at any public meeting

All motions to amend the bylaws of the ECC will be submitted in writing. No decision on a motion to amend the bylaws will be made until after the topic has been on the agenda for two meetings and has had two readings.

Board Adopted 10/25/04

Revisions: 6/22/09

Revisions: 12/4/2012

Revisions: 3/24/2014

Revisions: March 1, 2017

Subsequent Reading: March 13, 2017

* The revisions of Article IV. Membership: A. Composition occurred through executive order of the Fayette County Board of Education at its February 27, 2017 Public meeting by a Majority 5-0 vote due to a consistent failure of a quorum of the ECC members to attend both regular and special called meetings. (see attached Executive Summary of the Fayette County Board of Education)

Equity Council Committee “Committee Policy” (Attachment C)

A. PURPOSE

1. Standing and ad hoc committees are established to gain input from all stakeholders.
2. Standing and ad hoc committees shall serve as an Equity Council Committee (ECC) resource for gathering data and information and making recommendations to the ECC and the Fayette County Board of Education.

Standing committee composition and membership selection

All members of the ECC will serve on at least one standing committee. Each standing committee will seek capacity and representation to include additional community, school, and district subject matter experts (SMEs) to support the work of the committee. Committees will also make every effort to include at least one parent and to provide reasonable representation of the ethnic diversity of our community.

B. APPOINTMENT OF COMMITTEES

1. Ad hoc committees are formed and dissolved by the ECC, or by the Chair with consent from a majority ECC, as needed.
2. Standing committees can be created or dissolved by the Chair with consent from a majority of the ECC, as needed.

C. STANDING COMMITTEES

Standing committees for the ECC shall align with the goals and objectives established by the Fayette County Board of Education, the Comprehensive District Improvement Plan (CDIP), and the priority focus areas of the District Strategic Plan which currently are:

- **Excellent Student Opportunities:** Provide every student in every grade with rigorous curriculum, strong instruction, and aligned assessments in core subjects.

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- **Excellent Staff:** Recruit, retain, equip, and develop every employee to serve students at high levels.
- **Excellent Schools:** Set and uphold high expectations for every student in every school.
- **Excellent Supports:** Provide efficient and effective central supports to every school.
- **Excellent Relationships:** Foster collaborative family, community, and industry partnerships.

D. MEETINGS

1. Each committee shall choose the time, place, agenda, and schedule for their meetings. This will be provided to the District Liaison to the ECC two weeks in advance to comply with the Open Meetings laws (KRS Chapter 61).
2. Committees must comply with all provisions of the Open Meetings and Open Records laws (KRS Chapter 61).

E. MEMBERSHIP & APPOINTMENT OF CHAIR

1. Each committee shall consist of representatives from the ECC. Community and staff members may be added at the discretion of the ECC Chair to assist with particular issues that may arise. Once the committee takes action on the issue the extra member's service will discontinue. The Chair may ask additional community or staff member to serve again at his/her discretion.
2. The Chair of the ECC shall appoint a Chair for each standing and ad hoc committee.

F. DECISION MAKING

Committee decisions shall be made by consensus. In the event that consensus is not possible, a majority of the committee may decide that an issue shall be decided by majority vote.

G. DUTIES/RESPONSIBILITIES

1. Committees shall carry out tasks assigned to them by the ECC.
2. Committees may decide to bring issues of concern or interest to the ECC.
3. Committees may research issues, gather district-wide input, or prepare drafts of ECC recommendations.
4. Committee chairs or their designees will report at each regular ECC meeting, or as requested by the ECC.

5. Committee chairs shall provide the District Liaison to the ECC with written minutes of their meetings no later than 10 days after the meeting occurred.

There will be five (6) ECC standing committees with the following names and jurisdiction:

1. Minority Recruitment & Retention Committee (Excellent Staff)

2. Student Placement/Accommodations Committee (Excellent Student Opportunities):

2.a Suspension Reduction and Drop Out Prevention Committee

3. Assessment Committee (Excellent Supports):

- Review District and school policies and practices on Alignment with State Standards, Enhancing Student Achievement, Student Assignment, and Classroom Assessment. Draft revisions for Board approval/adoption if necessary.
- Disaggregate annual testing data analysis every fall and report to the Equity Council and Board of Education.
- Recommend District priority needs to the Board of Education based on test analysis data.
- Recommend other changes, ideas, and strategies to assigned policies based on annual needs assessments, data gathering, and research into best practice.
- Additional roles/charges as assigned by the Board of Education and Equity Council.

4. School Culture & Student, Family, and Community Engagement Committee (Excellent Relationships)

- Additional roles/charges as assigned by the Board of Education and ECC.

5. Equitable Facilities and Resources: Minority Business Enterprise/Women Business Enterprise Committee (Excellent Schools)

- Additional roles/charges as assigned by the Board of Education and ECC.

Beginning in March, the following steps will be taken to recruit members for next year's committees:

February - March

1. The ECC Chair (or designee) will invite all other stakeholders in writing to sign up for committees via the ECC Website (or attachment to report card, letter home to parents, etc.).
2. Current committee chairs (or their designees) will describe their committees' work at an ECC Meeting.
3. ECC and committee members will individually and actively seek out parents and other interested community members who are representative of the diversity of our community and encourage their active participation on equity council committees.

April

1. The ECC Chair (or designee) will place committee sign-up sheets in a designated place that is convenient to the public and parents. These signup sheets will include the name of each committee, the name of the current chair and a brief description of each committee's

jurisdiction as outlined in the first section of this policy. Parents and community members may also sign up by written letter.

2. The ECC will appoint committee members using the sign-up sheets as a basis. The council may need to assign some people to committees that are not their first choice to give each committee adequate and balanced membership.
3. The ECC Chair will notify committee members of their appointments.
4. At that meeting all committees will:
 - Elect a chair. They will also elect or appoint a secretary who will take minutes for this first meeting and all subsequent meetings and a vice-chair who will take over in the absence of the chair.
 - Receive information from the ECC Chair about the ECC timeline for regular committee reports.
 - Set up a meeting schedule for the rest of the year.
 - Read and discuss this policy and ask the Chair of the ECC any questions regarding their role and duties.
 - If necessary, discuss the active recruitment of parents and community members to serve on their committee.
 - Discuss ongoing and any new charges from the ECC and develop a plan of action that includes a timeline.
 - Discuss the Open Meetings Law.

AD HOC COMMITTEES

As needed, the ECC may also approve ad hoc committees for the following tasks:

1. Analyze Ongoing District and School Improvement Disparities and Inequities.
2. Address other needs as identified by the council. For these ad hoc committees, the Equity Council will identify the specific topic to be addressed in a written charge.

The ECC will invite persons to serve on the ad hoc committee and will also designate a committee member to convene the committee for its first meeting.

Ad hoc committees automatically dissolve at the completion of the assigned task.

Operating rules for all committees

All committees established by the ECC are public agencies subject to Kentucky's Open Meetings Law. To comply with that law, each committee will:

1. Establish a regular meeting schedule at its first meeting of each calendar year and make that schedule available to the public by posting it in a place convenient to the public.
2. Hold meetings that are not on the regular schedule only after following these special meeting procedures:
 - a. The committee chair or a majority of members decide the date, time, place, and agenda.
 - b. Those who make the decision to have the meeting put the date, time, place, and agenda in a written notice, which they will post in a place convenient to the public at least 24 hours before the meeting.

- c. Notice of a special meeting will be hand-delivered, faxed, e-mail*, or sent by US mail to all members of the committee early enough so that they will receive it 24 hours before the meeting. The telephone cannot be used to deliver these notices.
- d. If any media organization has asked for notice of special meetings, those calling the meeting will hand-deliver, fax, e-mail*, or send by US mail copies of the written notice to the agency requesting the notice so that they will receive it 24 hours before the meeting. The telephone cannot be used to deliver these notices.

*To receive e-mail notification, a written request must be on file at the school. This amendment to the Open Meetings Law was passed in the 2008 General Assembly and effective beginning in mid-July 2008.

- 3. Take minutes of the actions and decisions made by the committee at every meeting.
- 4. Review the minutes of each meeting at the next meeting and, after making any needed corrections, approve those minutes.
- 5. Make committee minutes for each meeting available to the council and to any interested party after final approval.
- 6. Ensure that the ECC Chair receives an official copy to be kept with ECC records as required by Kentucky's Archive rules.

Date Adopted: _____

Date Reviewed or Revised: _____ Equity Council Chair's Initials _____

Date Reviewed or Revised: _____ FCPS Board Approval _____

Fayette County Board of Education Equity Council Committee STANDARDS OF PRACTICE

As elected and appointed members of the Fayette County Board of Education, Equity Council Committee we accept the high honor and trust that has been placed in us to ensure that the students in this district receive the best education available anywhere in the United States of America. In accepting this role, we hold the pursuit of that goal as our sacred duty. To that end, we hereby commit to the following in the conduct of our business. We will:

- Place the interests of students above all others in every decision that we make;
- Uphold all applicable federal and state laws and regulations;
- Abide by the policies of the Fayette County Board of Education, the Equity Council Bylaws, and work with fellow committee members to recommend changes to those policies as needed to improve student learning;
- Maintain an unwavering focus on the achievement of all students regardless of race, class, ethnicity, gender, socio-economic status, special need or English language proficiency;
- Not use our positions for personal or partisan gain;
- Model continuous learning and improvement in our roles as members of the advisory team;
- Support a strategic plan for the district that clearly defines success and accountability for the board, the staff, and our students;
- Focus on the policy work of the Board and monitor progress on the indicators of success in our strategic plan, leaving the day-to-day operation of the district to the superintendent and staff;
- Base our recommendations upon available facts, advise our convictions, avoid bias, and uphold and support the decisions of the Board once a decision is rendered by them;
- Work to build trust between and among Equity Council Committee members, Board members, and the Superintendent by treating everyone with dignity and respect, even in times of disagreement;
- Maintain the confidentiality of potentially privileged information shared in collaboration with subcommittee members and district staff;
- Recognize that authority rests only with decisions made by the Fayette County Board of Education and make no independent commitments or take any independent actions that may compromise the, FCPS Board of Education, Equity Council Committee, nor the work of district staff as a team;
- Refer constituent complaints and concerns to the Equity Council Chair; through the Equity Council Liaison (Superintendent Designee); and, then to the Superintendent;
- Respect the leadership roles of the board chair, Equity Council Committee chair, and superintendent.

We will maintain fidelity to these commitments and will be held accountable by our fellow Equity Council Committee members should any one of us fail to live up to these commitments. Signed:

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

MEETING: Regular **DATE:** 12/18/2017

TOPIC: Personnel Changes

PREPARED BY: Jennifer Dyar

Recommended Action on: 12/18/2017
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 December 18, 2017 Board Agenda

Personnel Status	CERT / CLASS SAL	CLASS HR	SUB	SUPP
New Hires	3	53	29	132
Retirement	6	7		
Transfers	1	5		
Resignations	6	14		5
Suspensions w/o Pay		1		
Terminations		2		

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

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

Superintendent Emmanuel Caulk

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

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
DILLINGHAM	ELLA	SOUTHERN MIDDLE	RET MID MATH INSTRUCTOR 11/6/2017
ESTES	STACEY	MEADOWTHORPE ELEMENTARY	ELEM INTERVENTION INSTRUCTOR 11/6/2017
YOUNG	ANDREA	ROSA PARKS ELEMENTARY	ELEM INTERVENTION INSTRUCTOR 11/01/2017

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
MAYFIELD	KRISTA	MEADOWTHORPE ELEMENTARY/ELEM INTERVENTION INSTRUCTOR	MARY TODD ELEMENTARY/ELEM CURRICULUM INSTRUCTOR 11/1/2017
WRIGHT	JULIE	SCH IMPROVEMENT & INNOVATION/SCHOOL LEADERSHIP SUPPT SPEC	SCH IMPROVEMENT & INNOVATION/INTERIM CHIEF OF SCHOOLS 11/01/2017

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

Name	Location	Assignment	Effective Date
ADAMS	AMANDA	MORTON MIDDLE	MID HEALTH INSTRUCTOR 12/19/2017
BARBOUR	AMBER	MORTON MIDDLE	EXC CHILD FUNCTIONAL MENTAL 10/27/2017
CANNADA	EMILY	BRYAN STATION HIGH	HS SOCIAL STUDIES INSTRUCTOR 12/19/2017
LEEPER	KATHERYN	JULIUS MARKS ELEMENTARY	SPEECH THERAPIST 12/19/2017
POWELL	CHELSEA	TATES CREEK HIGH	HS ARTS & HUMANITIES 10/17/2017
WEBB	BRITTANY	BRYAN STATION HIGH	HS MATH INSTRUCTOR 11/10/2017

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

Name	Location	Assignment	Effective Date
AKER	JENNY	CLAYS MILL ELEMENTARY	EXCEPTIONAL CHILD INSTRUCTOR 11/1/2017
HATFIELD	JANICE	STUDENT ACHIEVEMENT & SUPPORT	DW RESOURCE INSTRUCTOR 12/1/2017
HINKEL	MONICA	LANSOWNE ELEMENTARY	ELEM TECHNOLOGY INSTRUCTOR 1/1/2018
LANSDEN	DONNA	STONEWALL ELEMENTARY	ELEM KINDERGARTEN INSTRUCTOR 12/1/2017
RANDALL	VERONICA	LEXINGTON TRAD MAGNET MIDDLE	MID SPANISH INSTRUCTOR 12/1/2017
RIEHL	JUDITH	JESSIE M CLARK MIDDLE	MID SCHOOL CLASSROOM INSTRUC 1/1/2018

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
ACUNA GARCIA	BRIGGETHE	HENRY CLAY HIGH FOOD SVC	FOOD SERVICE ASSISTANT I 10/16/2017
ALBERT	KYLE	DEEP SPRINGS ELEMENTARY	EXTENDED SCHOOL SVCS WORKER 11/1/2017
ALLEN	PARTHENIA	BUS GARAGE	BUS MONITOR 10/30/2017
ALVARADO ROJAS	LEOPOLDO	FREDERICK DOUGLASS HIGH SCHOOL	CUSTODIAN 10/26/2017
ASH	ECHO	DEEP SPRINGS ELEM FOOD SERV	FOOD SERVICE ASSISTANT I 10/24/2017
BALLARD	CANDACE	BUS GARAGE	BUS MONITOR 10/30/2017
BOWLIN	BRITTANY	BUS GARAGE	BUS MONITOR 10/30/2017
BROWN	LATASHA	WINBURN MIDDLE FOOD SERV	FOOD SERVICE ASSISTANT I 10/16/2017
BURNS	CRYSTAL	PAUL LAURENCE DUNBAR FOOD SERV	FOOD SERVICE ASSISTANT II 10/16/2017
CHRISTIAN	THERESA	BUS GARAGE	BUS MONITOR 10/30/2017
CORNETT	CORTASIA	BUS GARAGE	BUS MONITOR 10/30/2017
CREECH	RANDY	BRYAN STATION HIGH	CUSTODIAN 11/6/2017
DAVIS	JILL		AFTER SCHOOL PROGRAM ASST 10/23/2017
DAVIS	JILL	BRECKINRIDGE ELEM FOOD SERV	AFTER SCHOOL PROGRAM ASST 10/23/2017
DEBLOOIS	ANNEMIEKE	NORTHERN ELEMENTARY FOOD SERV	FOOD SERVICE ASSISTANT I 10/16/2017
EDWARDS	SHARRON	BUS GARAGE	BUS MONITOR 10/30/2017
ELLIS	DANIEL	SCAPA AT BLUEGRASS	SCHOOL OFFICE ASSISTANT 11/6/2017

ELY	HOLLY	VETERANS PARK ELEMENTARY	AFTER SCHOOL PROGRAM ASST	10/30/2017
ETHERINGTON	VANESSA	BUS GARAGE	BUS MONITOR	10/30/2017
GIVENS	STEVEN	BUS GARAGE	BUS MONITOR	10/30/2017
HARTLINE	KELSEY	LIBERTY ELEMENTARY	INSTRUCTIONAL PARAEUCATOR	10/17/2017
HATTON	RODNEY	PHYSICAL PLANT OPERATIONS	CUSTODIAN	11/17/2017
HOWARD	LUVSHENDA	BUS GARAGE	BUS MONITOR	10/30/2017
HOWELL	ADAM	PICADOME ELEMENTARY	AFTER SCHOOL PROGRAM ASST	10/25/2017
JACKSON	MICOLA	LAFAYETTE HIGH SCH FOOD SERV	FOOD SERVICE ASSISTANT I	10/16/2017
JACKSON	KEARRA	THE LEARNING CENTER	FOOD SERVICE ASSISTANT I	10/30/2017
KANIEWSKI	ANITA	BUS GARAGE	BUS MONITOR	10/30/2017
KIRKLAND-MEREDITH	VANEESA	MARY TODD ELEMENTARY	INSTRUCTIONAL PARAEUCATOR	11/1/2017
LITTLE	CODY	BUS GARAGE	BUS MONITOR	10/30/2017
MARSH	ROBIN	BRYAN STATION HIGH	SP ED PARA - LEARNING/BEHAVIOR	10/31/2017
MASON	TABITHA	FREDERICK DOUGLASS FOOD SERV	FOOD SERVICE ASSISTANT II	10/2/2017
MILLER	GERALD	LAW ENFORCEMENT	LAW ENFORCEMENT OFFICER	11/6/2017
MILLER	CLARENCE	PHYSICAL PLANT OPERATIONS	CUSTODIAN	11/8/2017
MOBLEY	KIMBERLY	BUS GARAGE	BUS MONITOR	10/30/2017
NORTHCUTT	SUZANNE	SANDERSVILLE FD SVC	FOOD SERVICE ASSISTANT I	10/16/2017
NORTHCUTT	MONTY	BUS GARAGE	BUS MONITOR	10/30/2017
O'HAIR	DYLAN	HARRISON ELEMENTARY	AFTER SCHOOL PROGRAM ASST	11/6/2017
PAINTER	WILLIAM	DIXIE MAGNET ELEMENTARY	AFTER SCHOOL PROGRAM ASST	11/6/2017
PENNINGTON	DEBORAH	TATES CREEK MIDDLE FOOD SERV	FOOD SERVICE ASSISTANT I	10/16/2017
FLOWMAN	NANCY	GARDEN SPRINGS ELEM FOOD SERV	FOOD SERVICE ASSISTANT I	10/16/2017
PURNELL	VERA	BEAUMONT MIDDLE SCHL FOOD SERV	FOOD SERVICE ASSISTANT I	10/16/2017
REED	CHERRELLE	BRYAN STATION TRADL MIDDLE	CUSTODIAN	11/6/2017
ROBERTSON	DESTREE	BUS GARAGE	BUS MONITOR	10/30/2017
ROLEY	SAMUEL	MILLCREEK ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR	10/26/2017
RONEY	NICOLE	LAFAYETTE HIGH SCH FOOD SERV	FOOD SERVICE ASSISTANT I	10/16/2017
SHORT	SEIKA	LIBERTY ELEMENTARY	AFTER SCHOOL PROGRAM ASST	11/6/2017
STOKES	DEBBIE	BUS GARAGE	BUS MONITOR	10/30/2017
THOMPSON	PATRICE	BUS GARAGE	BUS MONITOR	10/30/2017
WAGNER	BRITTANY	JULIUS MARKS ELEMENTARY	SAFE PARAEUCATOR	10/25/2017

WATTS	ALICIA	ROSA PARKS ELEMENTARY	AFTER SCHOOL PROGRAM ASST	10/25/2017
WHITFIELD	DARYL	TATES CREEK MIDDLE	EXTENDED SCHOOL SVCS WORKER	10/9/2017
WRIGHT	MARY	BUS GARAGE	BUS MONITOR	10/30/2017

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
BOLANOS	ASHTIN	BRYAN STATION TRADL MIDDLE/SP ED PARA - LEARNING/BEHAVIOR	10/30/2017
GREGG	MICHAEL	BUS GARAGE/BUS MONITOR	11/06/2017
JACKSON	ANDREW	BUS GARAGE/BUS DRIVER	10/30/2017
RODRIGUEZ DUBOY	MAYELIN	CARDINAL VALLEY ELEM FOOD SERV/FOOD SERVICE ASSISTANT II	11/6/2017
SMITH	SANDRA	PAUL LAURENCE DUNBAR FOOD SERV/FOOD SERVICE ASSISTANT I	10/2/2017

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

Name	Location	Assignment	Effective Date
ARNETT	BURLIE	BRYAN STATION TRADL MIDDLE CUSTODIAN	11/6/2017
BRISCOE	DARRICK	GARDEN SPRINGS ELEMENTARY SP ED PARA - LEARNING/BEHAVIOR	12/5/2017
CARVER	KITA	LEESTOWN MIDDLE FAMILY RESOURCE CENTER COORD	10/13/2017
GONZALEZ PEREZ	JUDITH	BRYAN STATION HIGH CUSTODIAN	10/23/2017
HELTON	SHAUN	SANDERSVILLE ELEMENTARY CUSTODIAN	11/7/2017
KIRKLAND	LANCE	BUS GARAGE BUS MONITOR	11/17/2017
KRAFT	SHELBY	GARDEN SPRINGS ELEMENTARY AFTER SCHOOL PROGRAM ASST	10/13/2017
LIGHTBOURNE	RICHARD	BUS GARAGE BUS MONITOR	10/17/2017
MARSHALL	BRENDA	MEADOWTHORPE ELEM FOOD SERV FOOD SERVICE ASSISTANT I	10/12/2017
MOODY	LUKE	LIBERTY ELEMENTARY SP ED PARA - LEARNING/BEHAVIOR	11/10/2017
MULDER	KENDRA	ARLINGTON ELEMENTARY INSTRUCTIONAL PARAEUDUCATOR	11/14/2017
SHELTON-PATTON	ANGELA	BUS GARAGE BUS MONITOR	11/30/2017

TURLEY	RHONDA	MARY TODD ELEMENTARY	SCHOOL ADMIN ASST II - ELEM	10/23/2017
WARREN	JESSE	BRECKINRIDGE ELEMENTARY	SAFE PARAEDUCATOR	10/27/2017

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

Name	Location	Assignment	Effective Date
WITHROW, SHERRI	BUS GARAGE	BUS MONITOR	10/18/2017

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

Name	Location	Assignment	Effective Date
HILL, CYNTHIA	BUS GARAGE	BUS DRIVER	10/23/2017
JONES, ANGELA	BRYAN STATION TRADL MID	CUSTODIAN	10/23/2017

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

Name	Location	Assignment	Effective Date
DEBORDE	JACK	LEAD CUSTODIAL SERVICE WORKER	1/1/2018
HARRISON	TERRI	SCHOOL ADMIN ASST II - HIGH	1/1/2018
PRICE	KEALOHA	SCHOOL ADMIN ASST II - ELEM	1/1/2018
REDMON	DEBRA	ADMINISTRATIVE ASSISTANT II	12/1/2017
RICE	FREDIA	FOOD SERVICE MANAGER II	1/1/2018
SMITH	JOSEPH	BUS DRIVER	1/1/2018
SNAPP	PAUL	CUSTODIAN	12/1/2017

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	GEORGE	MID ASST BASKETBALL (BOYS)
	WINBURN MIDDLE	

ADAMS	TYLER	BRYAN STATION HIGH	HS HEAD SWIMMING & DIVING
AGUILAR CABELLO	DANNA	CARDINAL VALLEY ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
ANDERSON	LINDSEY	HENRY CLAY HIGH SCHOOL	HS SWIMMING & DIVING (ASST)
ARKWRIGHT	ASHLIE	SCAPA AT BLUEGRASS	MID TEAM LEADER (3 PERSON)
ARKWRIGHT	ASHLIE	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST
BARKER	ROBIN	SCAPA AT BLUEGRASS	MID TEAM LEADER (3 PERSON)
BARKER	ROBIN	SCAPA AT BLUEGRASS	SCAPA MUSIC SPONSOR
BEERS	JAMES	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST
BEERS	JAMES	SCAPA AT BLUEGRASS	MID EXTRA CURR ACT-NON ACAD
BYARS	JUAN	SUBSTITUTES-POSITIVE REPORTING	HS ASST BASKETBALL (GIRLS)
CAMPBELL	NANCY	SCAPA AT BLUEGRASS	SCAPA MUSIC SPONSOR
CARTER	AMETRIUS	LEESTOWN MIDDLE	MID ASST BASKETBALL (BOYS)
CARTER	AMETRIUS	LEESTOWN MIDDLE	MID ASST BASKETBALL (GIRLS)
CARTER	AMETRIUS	LEESTOWN MIDDLE	MID ASST BASKETBALL (BOYS)
CARTER	AMETRIUS	LEESTOWN MIDDLE	MID ASST BASKETBALL (GIRLS)
CARTIER	KATHLEEN	PAUL LAURENCE DUNBAR HIGH	HS ARCHERY COACH
CASE	KEVIN	PAUL LAURENCE DUNBAR HIGH	HS HEAD WRESTLING
CHURCH	ANDREA	JAMES LANE ALLEN ELEMENTARY	ACADEMIC CHAL COORD-SCH LEVEL
CLARK	CHRISTIAN	TATES CREEK HIGH	HS HEAD SWIMMING & DIVING
CLEMENT	APRIL	FREDERICK DOUGLASS HIGH SCHOOL	HS YEARBOOK SPONSOR
COVINGTON	MARY	SCAPA AT BLUEGRASS	MID TECHNOLOGY COORDINATOR
CRUMBIE	SONYA	CARDINAL VALLEY ELEMENTARY	ELEM STLP COORD
CRUMBIE	SONYA	CARDINAL VALLEY ELEMENTARY	ELEM TECHNOLOGY COORD
DANIELS	ERIK	SUBSTITUTES-POSITIVE REPORTING	HS ASST BASKETBALL (GIRLS)
DISMUKE	MARSHALL	SUBSTITUTES-POSITIVE REPORTING	MID ASST BASKETBALL (BOYS)
DOBSON	RITA	HARRISON ELEMENTARY	ELEM TECHNOLOGY COORD
FIELDS	LAURIE	LAFAYETTE HIGH SCHOOL	MID TEAM LEADER (3 PERSON)
FIELDS	LAURIE	LAFAYETTE HIGH SCHOOL	MID EXTRA CURR ACT-NON ACAD
FISCHER	ASHLEY	NORTHERN ELEMENTARY	ELEM BLDG ASSESSMENT COORD
FREEMAN	KATHLEEN	ARLINGTON ELEMENTARY	HS SWIMMING & DIVING (ASST)
GARR	PAULA	SCAPA AT BLUEGRASS	MID TEAM LEADER (3 PERSON)
GARR	PAULA	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST

GOLONKA	ALEXANDER	TATES CREEK HIGH	HS ASST BASKETBALL (BOYS)
HAGER	LISA	HENRY CLAY HIGH SCHOOL	HS DISCR COACH (WINTER)
HAGGARD	JENICA	GARDEN SPRINGS ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
HAMMONS	ROBERT	LANDSDOWNE ELEMENTARY	ELEM EXTRACURR SUPV-CLAS SAL
HARLAMERT	HENRY	PAUL LAURENCE DUNBAR HIGH	HS ARCHERY COACH
HARMAN	JOSEPH	MARY TODD ELEMENTARY	ACADEMIC CHAL COORD-SCH LEVEL
HARRINGTON	COURTNEY	MAXWELL ELEMENTARY	ACADEMIC CHAL COORD-CLAS HRLY
HARRIS	STEPHON	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST BASKETBALL (BOYS)
HAYS	JULIE	SCAPA AT BLUEGRASS	MID TECHNOLOGY COORDINATOR
HAYS	JULIE	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST
HEADLEY	GARRETT	HENRY CLAY HIGH SCHOOL	HS ASST WRESTLING
HEADLEY	GARRISON	HENRY CLAY HIGH SCHOOL	HS ASST SOCCER (BOYS)
HEADLEY	GARRISON	HENRY CLAY HIGH SCHOOL	HS ASST WRESTLING
HEDGES	KASEY	TATES CREEK HIGH	HS ASST WRESTLING
HELTON	BRYAN	BRYAN STATION HIGH	HS ARCHERY COACH
HENLEIN	NICOLE	HENRY CLAY HIGH SCHOOL	HS DANCE SPONSOR (NON EMP)
HERNANDEZ	VIRGINIA	BOOKER T WASHINGTON ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
HOVEKAMP	ADAM	JULIUS MARKS ELEMENTARY	ELEM TECHNOLOGY COORD
HYATT	CAROL	LANDSDOWNE ELEMENTARY	ELEM GRADE LEVEL REP
JOHNSON	BETH	TATES CREEK ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
JONES	MORGAN	CARDINAL VALLEY ELEMENTARY	ELEM WEB MASTER
KEITH	NICEIA	MILLCREEK ELEMENTARY	ELEM TECHN COORD-CLAS SAL
KISER	KATHRYN	JULIUS MARKS ELEMENTARY	DW ACAD CHALLENGE COORD
KISER	NICOLE	GARDEN SPRINGS ELEMENTARY	ELEM TECHN COORD-CLAS SAL
LABRILLAZO	ALBERTA	SCAPA AT BLUEGRASS	BG SCAPA SPONSOR-FALL
LAND	JAMES	BRYAN STATION HIGH	HS DISCRETIONARY COACH WINTER
LARISON	KRISTIE	NORTHERN ELEMENTARY	ELEM EXTRACURRICULAR COORD
LAWLESS	BRIAN	PAUL LAURENCE DUNBAR HIGH	HS ASST SOCCER (BOYS)
LEE	HEARIE	TATES CREEK HIGH	HS ASST BASKETBALL (BOYS)
LOSCHEIDER	EMILY	CARDINAL VALLEY ELEMENTARY	DW ACAD CHALLENGE COORD
LUXON	MARGARET	SCAPA AT BLUEGRASS	MID BLDG ASSESSMENT COORD
LUXON	MARGARET	SCAPA AT BLUEGRASS	MID EXTRA CURR ACT-NON ACAD

LUXON	MARGARET	SCAPA AT BLUEGRASS	MID SYSTEM PROBLEM SOLVING TM
MARSHALL-ALDRIDGE	EVA	SCAPA AT BLUEGRASS	SCAPA CURRICULUM SPECIALIST
MCCLLELLIN	STACIE	ARLINGTON ELEMENTARY	ELEM ACADEMIC TEAM COACH
MCHUGH-BRANTLEY	MAGGIE	NORTHERN ELEMENTARY	ELEM EXTRACURRICULAR COORD
MENDENHALL	MICHAEL	LAFAYETTE HIGH SCHOOL	HS HEAD BASKETBALL (BOYS)
MIRES	HOPE	ARLINGTON ELEMENTARY	ELEM ACADEMIC TEAM COACH
MOBERLEY	WILLIAM	PICADOME ELEMENTARY	ELEM TECHNOLOGY COORD
MOBERLEY	WILLIAM	PICADOME ELEMENTARY	ELEM STLP COORDINATOR
MOBERLEY	WILLIAM	PICADOME ELEMENTARY	ELEM WEB MASTER
NEUER	MORGAN	HENRY CLAY HIGH SCHOOL	HS SWIMMING & DIVING (ASST)
NORMAN	ROBERT	TATES CREEK HIGH	HS ASST FOOTBALL
ONKST	DEVIN	SCAPA AT BLUEGRASS	MID MATH TEAM SPONSOR
ONKST	DEVIN	SCAPA AT BLUEGRASS	MID STLP COORDINATOR
PALUMBO	JAMES	PAUL LAURENCE DUNBAR HIGH	HS SWIMMING & DIVING (ASST)
PARRIGIN	RHONDA	SQUIRES ELEMENTARY	DW ACAD CHALLENGE COORD
PLEASANT	CARLA	SCAPA AT BLUEGRASS	MID WEB MASTER
PLEASANTS	WILLIAM	PAUL LAURENCE DUNBAR HIGH	HS HEAD SWIMMING & DIVING
PLOTTS	TERESA	SOUTHERN MIDDLE	MID ASST VOLLEYBALL
POFF	JAMES	MARY TODD ELEMENTARY	ELEM STLP COORDINATOR
PORTER	DANIEL	HENRY CLAY HIGH SCHOOL	HS HEAD SWIMMING & DIVING
REED	MACY	SCAPA AT BLUEGRASS	MID SPEECH TEAM SPONSOR-COMP
REED	MACY	SCAPA AT BLUEGRASS	MID YEARBOOK SPONSOR
RICHTER	NOAH	HENRY CLAY HIGH SCHOOL	HS SWIMMING & DIVING (ASST)
RIDD	ERIC	STEAM ACADEMY	HS BLDG ASSESSMENT COORD
ROBERTS	ANTHONY	LEESTOWN MIDDLE	MID ASST BASKETBALL (BOYS)
ROSEN	ASHLEY	STEAM ACADEMY	HS STLP COORDINATOR
ROWE	SAVANA	GARDEN SPRINGS ELEMENTARY	ELEM STLP COORD
ROWE	SAVANA	GARDEN SPRINGS ELEMENTARY	ELEM TECHNOLOGY COORD
SAMUDRE	EMILY	SCAPA AT BLUEGRASS	MID EXTRA CURR ACT-NON ACAD
SARANTAKOS	SHANDRA	SCAPA AT BLUEGRASS	MID PROF DEVELOPMENT CHAIR
SAUBER	STEVEN	JULIUS MARKS ELEMENTARY	ELEM EXTRACURRICULAR COORD
SCACCIA	TRACY	JAMES LANE ALLEN ELEMENTARY	ELEM GRADE LEVEL REP

SHEARER	MARK	SOUTHERN MIDDLE	MID ASST BASKETBALL (BOYS)
SHOCKEY	MARIA	STEAM ACADEMY	HS STLP COORDINATOR
SINCLAIR	NORMAN	PAUL LAURENCE DUNBAR HIGH	HS ASST WRESTLING
SMITH	KEVIN	HENRY CLAY HIGH SCHOOL	HS EXTRACURR ACT DUTY #2
SMITH	KEVIN	HENRY CLAY HIGH SCHOOL	HS BOWLING-BOYS & GIRLS COACH
SMITH	MICHELLE	TATES CREEK HIGH	HS ASST BASKETBALL (GIRLS)
SPAETH	MICHAEL	SCAPA AT BLUEGRASS	MID STLP COORDINATOR
SPOONAMORE	ANN-MARIE	HENRY CLAY HIGH SCHOOL	HS DISCR COACH (WINTER)
STRATMAN	JOHN	CRAWFORD MIDDLE SCHOOL	HS SWIMMING & DIVING (ASST)
STRATMAN	JOHN	CRAWFORD MIDDLE SCHOOL	HS SWIMMING & DIVING (ASST)
TEATER	SCOTTY	TATES CREEK HIGH	HS ASST WRESTLING
THOMAS	ERIC	BRYAN STATION HIGH	HS ASST BASKETBALL (GIRLS)
THOMPSON	ZACHARY	TATES CREEK HIGH	HS ASST WRESTLING
THORPE	VIRGINIA	NORTHERN ELEMENTARY	ELEM BLDG ASSESSMENT COORD
TICHENOR	DONTE	THE LEARNING CENTER	HS ZERO HOUR
TRIBBLE	BRIAN	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (BOYS)
VACA-POLLARD	KIMBERLY	NORTHERN ELEMENTARY	ELEM EXTRACURRICULAR COORD
VARBLE	JENNIFER	HENRY CLAY HIGH SCHOOL	HS ARCHERY COACH
VETTRAINO	LAURA	TATES CREEK ELEMENTARY	ELEM SBDM SECRETARY
VETTRAINO	LAURA	TATES CREEK ELEMENTARY	ELEM SPECIAL AREA SPONSOR-CLAS
VIRES	ANTHONY	TATES CREEK ELEMENTARY	ELEM ACADEMIC TEAM COACH
VIRES	CLARA	TATES CREEK ELEMENTARY	ELEM ACADEMIC TEAM COACH
WATERBURY	KELLY	SCAPA AT BLUEGRASS	MID TEAM LEADER (3 PERSON)
WATERBURY	KELLY	SCAPA AT BLUEGRASS	MID EXTRA CURR ACT-NON ACAD
WEATHERS	DAVID	TATES CREEK MIDDLE	MID ASST FOOTBALL
WELLS	AMANDA	SCAPA AT BLUEGRASS	SCAPA MUSIC SPONSOR
WHARTON	KELSEY	NORTHERN ELEMENTARY	ELEM ACADEMIC TEAM COACH
WHARTON	KELSEY	NORTHERN ELEMENTARY	ELEM ACADEMIC TEAM COACH
WHITE	ELIZABETH	TATES CREEK HIGH	HS ARCHERY COACH
WILKINSON	PATRICK	BRYAN STATION HIGH	HS HEAD WRESTLING
WILLIAMS	LINDSEY	NORTHERN ELEMENTARY	ELEM ACADEMIC TEAM COACH
WINN	DERRICK	TATES CREEK HIGH	HS ASST BASKETBALL (GIRLS)

WITHROW	BRYAN	JESSIE M CLARK MIDDLE	MID INTRAMURAL DIRECTOR #2
WITHROW	BRYAN	DISTRICT WIDE	MID INTRAMURAL DIRECTOR #3
YOUNG	KURTIS	FREDERICK DOUGLASS HIGH SCHOOL	HS HEAD BASKETBALL (BOYS)

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

Name	Location	Assignment
CARVER	KITA	MID ACAD EXTRACURR ACTIVITY- CLASS
JONES	DESHAWN	SAL
KING	KATHRYN	HAS ASST FOOTBALL
MARSHALL	PRESLEY	HAS VOLLEYBALL ASST
SMITH	DIANA	HS ASST FOOTBALL
	TATES CREEK MID	MIKD EXTRA CURR ACTIVITY -ACAD

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
COUCH	SUB FOOD SERVICE	10/25/2017
BAKER	SUB FOOD SERVICE	10/25/2017
PENMAN	SUB FOOD SERVICE	10/31/2017
HOLMAN	SUB FOOD SERVICE	11/1/2017
MEES	SUB FOOD SERVICE	11/3/2017
BLAKEY	SUB PARAEDUCATOR	10/30/2017
BOICE	SUB PARAEDUCATOR	10/30/2017
HOGGARD	SUB PARAEDUCATOR	10/26/2017
KENDRICK	SUB PARAEDUCATOR	11/10/2017
LEWIS	SUB PARAEDUCATOR	11/6/2017
MARRA	SUB PARAEDUCATOR	11/6/2017
MULBERRY	SUB PARAEDUCATOR	10/31/2017
PAVEY	SUB PARAEDUCATOR	10/31/2017
SHALASH	SUB PARAEDUCATOR	10/31/2017

SHAPIRO	DANIEL	SUB PARAEDUCATOR	10/31/2017
TIETZ	LENORA	SUB PARAEDUCATOR	10/31/2017
TRISKO	NICHOLAS	SUB PARAEDUCATOR	10/24/2017
YOST	LINDA	SUB PARAEDUCATOR	10/24/2017
WINN	ALEXANDRA	SUB PARAEDUCATOR	10/24/2017

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
MANTHEI	KELSEY EMERGENCY SUBSTITUTE	11/10/2017
KERKHOFF	KELLI EMERGENCY SUBSTITUTE	11/9/2017
MARTINEZ-SANCHEZ	JESUS EMERGENCY SUBSTITUTE	10/27/2017

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

Name	Assignment	Effective Date
BACON	ALYSSA SUBSTITUTE TEACHER	11/2/2017
BELL	SUSAN RET SUBSTITUTE TEACHER	10/27/2017
CAMERON	KELLIE SUBSTITUTE TEACHER	11/3/2017
COWAN	KARA SUBSTITUTE TEACHER	10/31/2017
METRY	NORAH RET SUBSTITUTE TEACHER	11/3/2017
MORBLEY	CLARICE RET SUBSTITUTE TEACHER	11/2/2017
SQUIRES	JOYCE RET SUBSTITUTE TEACHER	10/27/2017

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

MEETING: Planning

DATE: 12-4-2017

TOPIC: School Activity Funds Report Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 12-18-2017

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

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

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

MEETING: Planning

DATE: 12-4-2017

TOPIC: Monthly Financial Reports Placeholder

PREPARED BY: Rodney Jackson

**Recommended Action on: 12-18-2017
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: 12/18/17

TOPIC: Position Control

PREPARED BY: Julane Mullins

**Recommended Action on: 12/18/2017
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

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

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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 Accountability						
12217001	DIRECTOR OF DATA, RESEARCH AND ACCOUNTABILITY	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	133,700	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	114,516	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	124,015	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

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14830032	INSTRUCTIONAL SUPPORT SPEC	1	Title I/Title II/IDEA	78,179	204	8/27/2012
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	INSTRUCTIONAL COORDINATOR	1	Title I	98,616	245	7/1/2017
14830036	IAKSS OFFICE ASSISTANT I	1	Title I			6/28/2004
14830037	DW RESOURCE INSTRUCTOR	1	Title I	83,057	219	6/28/2004
14830038	DW RESOURCE INSTRUCTOR	0.5	Reading Recovery	85,507	219	7/1/2013
14830039	DW RESOURCE INSTRUCTOR	1	Title I	73,825	219	6/28/2004
14830040	DW RESOURCE INSTRUCTOR	1	Title I	78,088	202	6/28/2004
14830041	TITLE I INSTRUCTOR	0.8	Title I	63,141	189	5/23/2005
14830042	INSTRUCTIONAL SUPPORT SPEC	1	General Fund	111,212	245	7/1/2010
14830043	DW RESOURCE INSTRUCTOR	1	Title III	92,174	219	8/23/2004
14830044	DW RESOURCE INSTRUCTOR	1	Title III	73,825	219	6/28/2004
14830045	DW RESOURCE INSTRUCTOR	1	Title III	85,861	204	8/22/2005
14830046	DW RESOURCE INSTRUCTOR	1	General Fund	91,454	210	6/28/2004
14830047	DW RESOURCE INSTRUCTOR	1	General Fund	74,515	209	7/1/2013
14830048	GIFTED & TALENTED INSTRUCTOR	0.8	General Fund	65,494	189	7/1/2015
14830049	INSTRUCTIONAL SUPPORT SPEC	1	General Fund	78,179	204	7/1/2017
14830050	SCHOOL BASED INSTR SPECIALIST	1	General Fund	73,221	214	7/1/2017
14830051	SCHOOL BASED INSTR SPECIALIST	1	General Fund	78,036	214	7/1/2017
14830052	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	DISTRICT ESS COORDINATOR	1	ESS	108,645	245	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		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

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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
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	STDY-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	STDY-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	31,206	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	38,441	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

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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
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	66,807	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	18,445	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	18,918	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	29,365	256	6/28/2004
26080030	PAYROLL SPECIALIST	1	General Fund	22,310	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	18,445	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

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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
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

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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
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		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

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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
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		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

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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
35922002	HEALTH SERVICES COORDINATOR	1	General Fund	86,059	245	7/1/2012
35922003	SUPV - SAFETY HEALTH ENVIRON	1	General Fund	104,569	245	6/28/2004
35922004	WORKERS COMP ANALYST	1	General Fund	53,576	256	6/28/2004
35922005	CONSTRUCTION BUDGET ANALYST	1	General Fund	60,928	256	6/23/2008
35922006	DW RESOURCE INSTRUCTOR	1	General Fund	78,080	219	7/1/2010
35922007	SCHOOL ENERGY MANAGER	1	General Fund	65,563	245	7/1/2010
Food Service						
46923001	DIRECTOR - FOOD SERVICE	1	Food Service	114,621	245	6/28/2004
46923002	IAKSS OFFICE ASSISTANT II	1	Food Service	30,787	256	6/28/2004
46923003	ACCOUNT SPECIALIST	1	Food Service	35,684	211	6/28/2004
46923004	DISTRICT CHEF	1	Food Service	32,923	190	6/28/2004
46923005	FOOD SERVICE BUDGET ANALYST	1	Food Service	57,631	256	6/28/2004
46923006	FOOD SERVICE PROGRAM ASST II	1	Food Service	29,246	175	6/28/2004
46923007	FOOD SERVICE COORDINATOR	1	Food Service	80,060	245	6/28/2004
46923008	FOOD SERVICE SUPERVISOR	1	Food Service	48,488	220	7/1/2006
46923009	FOOD SERVICE SUPERVISOR	1	Food Service	47,115	220	7/1/2006
46923010	FOOD SERVICE SUPERVISOR	1	Food Service	39,635	220	7/1/2006
46923011	PURCHASING TECHNICIAN	1	Food Service	58,470	256	7/1/2016
46923012	FOOD SERVICE SUPERVISOR	1	Food Service	44,827	220	7/1/2016
46923013	MICROCOMPUTER SPECIALIST	1	Food Service	59,474	256	9/22/2008
46923014	MAINTENANCE TECHNICIAN III	1	Food Service	42,230	256	6/29/2004
46923015	MAINTENANCE TECHNICIAN III	1	Food Service		256	6/30/2004
46923016	LEAD MAINTENANCE TECH	1	Food Service	37,391		11/3/2017
46923017	MAINTENANCE TECHNICIAN III	1	Food Service	44,380	256	6/30/2004
Deleted Positions - 2017-2018						
	MTSS COACH	1	IDEA			
	COMPUTER PROGRAMMER	1	General Fund			
	BUDGET ANALYST	1	General Fund			
	IAKSS OFFICE ASSISTANT III	0.5	General Fund			
	DATA ENTRY ASSISTANT	1	General Fund			
	SCHOOL DIRECTORS (5 POSITIONS)	5	General Fund			
Added Positions - 2017-18						
	PK-2 LITERACY SPECIALIST	1	IDEA			7/1/2017
	PK-2 MATH SPECIALIST	1	IDEA			7/1/2017
	SCHOOL BASED INSTRUCTIONAL SPECIALIST (4 POSITIONS)	4	General Fund			7/1/2017
	IAKSS PROGRAM MANAGER	1	General Fund			7/1/2017
	LEAD WEB APPLICATION DEVELOPER	1	General Fund			7/1/2017
	BUDGET ANALYST III	1	General Fund			7/1/2017
	IAKSS CULTURALLY RESPONSIVE TEACHING COACH	1	General Fund			7/1/2017
	DISTRICT CHEF	1	Food Service			7/1/2017
	PRINTING ASSISTANT	1	General Fund			7/1/2017
	STUDENT FAMILY SUPPORT AND DROPOUT PREVENTION SPECIALIST	1	KENAN TRUST			7/1/2017
	LAW ENFORCEMENT LIEUTENANT (2 POSITIONS)	2	General Fund			7/1/2017
	CHIEF OF SCHOOLS (6 POSITIONS)	6	General Fund			7/1/2017
	SCHOOL LEADERSHIP SUPPORT SPECIALISTS (3 POSITIONS)	3	General Fund			7/1/2017
	BUS DRIVERS	3.5	General Fund			7/1/2017
	LEAD MAINTENANCE TECH	1	Food Service			11/3/2017
	FOOD SERVICE TRAINER	1	Food Service			11/3/2017
	INSTRUCTIONAL COORDINATOR	1	TITLE I			7/1/2017