



Fayette County Board of Education Planning Meeting

Conference Room C
701 East Main Street
Lexington, KY 40502
January 08, 2018
5:30 PM

A. CALL TO ORDER	Melissa Bacon
1. Roll Call	
2. Election of Board Chair (Planning)	Emmanuel Caulk
3. Election of Vice Chair (Planning)	Melissa Bacon
B. EXTEND WELCOME TO GUESTS	
C. MOMENT OF SILENCE	
D. PLEDGE OF ALLEGIANCE	Stephanie Spires
E. READING OF MISSION STATEMENT	Stephanie Spires
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	
2. Student Performance	
a. Performance, Tates Creek Elementary Chorus	
3. Recognitions	
a. Recognition, School Board Appreciation Month	
b. Recognition, Kevin Jing, Paul Laurence Dunbar, Governor, Kentucky Youth Association	
c. Recognition, Aaron Choate, SCAPA at Lafayette, Finalist in Modern/Contemporary Dance, The National YoungArts Foundation	

d. Recognition, Katherine Copeland, SCAPA at Lafayette, Honorable Mention in Voice, The National YoungArts Foundation	
e. Recognition, Winburn Middle School, First Place, Sixth Grade Showcase	
f. Recognition, Rowan Sturgill, Beaumont Middle, First Place, Sixth Grade Showcase	
g. Recognition, Ryan Naji, Beaumont Middle, Second Place, Sixth Grade Showcase	
h. Recognition, Morton Middle Girls' Basketball, 2017 "A" Team Champions	
i. Recognition, Beaumont Middle Girls' Basketball, 2017 "B" Team Champions	
j. Recognition, Edythe J. Hayes Beta Club, 2017-2018 National Beta School of Distinction	
k. Recognition, Paul Laurence Dunbar Dance Team, First Place, KHSAA Dance Championships	
l. Recognition, Tates Creek Middle, Second Place, Sixth Grade Showcase	
m. Recognition, Lafayette High School Dance Team, Second Place, KHSAA Dance Championships	
n. Recognition, Henry Clay High School Dance Team, Runner-Up, KHSAA Dance Championships	
o. Recognition, SCAPA at Lafayette, First Place, Kentucky Theatre Association State Conference	
p. Recognition, Paul Laurence Dunbar High School Cheerleaders, First and Second Place, KHSAA Competitive Cheer Championships	
q. Recognition, 212 Degrees	Lisa Deffendall
4. Proclamations	
a. National School Counseling Week	Ray Daniels
5. Resolutions	
H. REPORTS, COMMUNICATIONS AND RESOLUTIONS:	
1. Progress Reports	
a. Superintendent's Report	Emmanuel Caulk
1. Academic Services (Comprehensive District Improvement Plan (CDIP)	Schuronda Morton
2. Equity Council Report	Darryl Thompson
3. Operations & Support	Myron Thompson
2. Remarks by Citizens (persons who have signed up to speak):	
Fayette County Board of Education Policy 01.45 states,	
“...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...”	
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 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. Shortened School Days - Special Education	Amanda Dennis
6. Approval of a BG-5 Contract Closeout Form Related to the Contract for the Construction of Garrett Morgan Elementary School (New Elementary at 1150 Passage Mound Way) BG 14-120	Myron Thompson
7. Approval of the BG-1 Project Application and Design Consultant for Installment of Portable Classroom Units at Garrett Morgan Elementary School	Myron Thompson
8. Approval of the BG-1 Project Application and Design Consultant for Replacement of the Athletic Field Artificial Turf and Running Track at Bryan Station High School	Myron Thompson
9. Approval of Proposed Change Order (No. Twenty-nine) to the Contract for the Construction of Frederick Douglass High School BG 14-159	Myron Thompson
10. Approval of Proposed Change Order (No. Twenty-eight) to the Contract for the Construction of Frederick Douglass High School BG 14-159	Myron Thompson

K. APPROVAL OF ACTION ITEMS: (PLANNING)

1. 2018 Legislative Priorities	Lisa Deffendall
2. Comprehensive District Improvement Plan (CDIP)	Schuronda Morton
3. Professional Leaves by District Personnel	Jennifer Dyar
4. Chenoweth Law Office	Shelley Chatfield
5. Equity Council Bylaw Committee, Bylaws Amendments 2018 (2nd Reading)	Darryl D. Thompson
6. Requests From Principals For Extended Trips	Chiefs of Schools
7. Revised Job Description - PBIS Coach SAFE Schools	Jennifer Dyar

L. PLANNING DISCUSSION/INFORMATIONAL ITEMS:

1. Economic Development Update	Marilyn Clark
2. Biannual Construction Report (as of December 31, 2017)	Myron Thompson

3. 2017 Wellness Report	Debbie Boian/Michelle Coker
4. School Activity Funds Report Placeholder	Rodney Jackson
5. Monthly Financial Reports Placeholder	Rodney Jackson
6. Personnel Changes	Jennifer Dyar
7. Position Control Document (1/22/2018)	Julane Mullins

M. ORAL COMMUNICATIONS:	
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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	
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A motion is in order to approve the following Board requests:	
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a. _____	
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b. _____	
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c. _____	
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3. Other Business	
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a. Board Discussion of Board Work	
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b. Staff	
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N. MOTION MAKING AGENDA PART OF THE OFFICIAL BOARD MINUTES:

A motion is in order to: "make the agenda dated January 8, 2018 on which action has been taken at this meeting, a part of the minutes as if copied in the minutes verbatim."

O. CLOSED SESSION:	
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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:	
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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.	
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**Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item**

MEETING: Planning

DATE: 1/22/2018

TOPIC: Award of Bids/Proposals

PREPARED BY: Matt Moore, FCPS Purchasing

Recommended Action on: 1/22/2018

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.

BIDS/PROPOSALS

BID	MAILING ROSTER	DEPARTMENT	RESPONSE – NUMBER RECEIVED
1. RFP 60-17 Water Treatment	1. Economic Engine 2. TMSDC 3. Lexington Commerce	Transportation	
2. Bid 62-17 Engine Oil	1. TMSDC 2. Commerce Lexington 3. Economic Engine	Maintenance	

CONTRACT EXTENSIONS	VENDOR	DEPARTMENT	YEAR OF EXTENSION
1. Bid 02-17 Diesel Fuel	Petroleum Traders	Transportation	1
2. RFP 06-15 Automated Substitute Placement System	Frontline Technologies	Human Resources	2

AWARD OF BIDS/PROPOSALS

PLACEHOLDER

1. RFP 60-17 Water Treatment Services

The Division of Maintenance is responsible for the treatment of water used in the district. This RFP is to establish a yearly contract for a vendor to provide monthly services to maintain and treat the water.

Vendor: The following bidders received specifications and have submitted a proposal on the indicated contract:

Key to Markings
- Recommended Bid Award

Contract Term: Beginning February 1, 2018 and ending June 30, 2018

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Water Treatment Services	\$5,500.00 per month	920 1 134 0432	Recurring	Improved safety of students and staff.

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

STAFF CONTACT: Doug Botkin, Maintenance

POLICY REFERENCE: KRS 45A.370

RECOMMENDATION: A motion is in order to:
“Accept the proposal from _____”.

PLACEHOLDER

1. Bid 62-17 Engine Oil

BACKGROUND AND RATIONALE:

Engine Oil is a product necessary to maintain FCPS's fleet of 250 buses and 120 maintenance, operations, transportation and warehouse vehicles.

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

Key to Markings ### - Recommended Bid Award

<u>Company/Item</u>	<u>Price per Gallon</u>
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Contract Period: Beginning February 1, 2018 and ending July 31, 2018

PROPOSAL:

Item	Amount	Funding Source	Recurring / Nonrecurring	Measurable Expected Impact and Timeline
Engine Oil	Over \$20,000 per fiscal year	901 1 096 0661	Recurring	Will permit FCPS to continue to operate its transportation fleet with the service required to support the educational process.

Funding Key: 901 – Transportation; 1 – General Fund; 096 – Bus Maintenance; 0661 - Transportation

STAFF CONTACTS: Marcus Dobbs, Transportation

POLICY REFERENCE: KRS 45A.365.

RECOMMENDATION: A motion is in order to:
“Accept the bid from _____.”

APPROVAL FOR CONTRACT EXTENSIONS**PLACEHOLDER****1. Bid 02-17 – Diesel Fuel****BACKGROUND AND RATIONALE:**

Diesel fuel for FCPS vehicles is competitively bid annually with the option of extending an additional year at the same pricing upon Board approval. Daily, FCPS consume approximately 1,900 gallons of diesel fuel. Pricing is based on the trade publication, OPIS, as “daily contract average” terminal price for the Lexington, KY region end-of-day report for date of delivery to FCPS’ bus garage above ground tank. The pricing for the current contract is \$.0119 under the daily OPIS average which is the cheapest we have had in several years.

Vendor: Petroleum Traders

Contract Term: Beginning April 1, 2018 and ending March 31, 2019

PROPOSAL:

Item	Amount	Funding Source	Recurring/ Nonrecurring	Measurable Expected Impact and Timeline
Diesel Fuel	This contract’s expenditure during the contract time is approximately \$700,000.00	901–Transportation, 1–General Fund, 091–Director’s Office, 0627–Diesel Fuel	Recurring	Will provide fuel for transporting children to/from school and field trips for the year. Will extend current contract for an additional year.

Funding Key: 901–Transportation, 1–General Fund, 091–Director’s Office, 0627–
Diesel Fuel

STAFF CONTACT: Marcus Dobbs, Director Transportation

POLICY REFERENCE: KRS 45A.365

RECOMMENDATION: A motion is in order to:
“Extend the bid with Riley Oil for one year.”

PLACEHOLDER

2. RFP 06-15 Automated Substitute Placement System

BACKGROUND AND RATIONALE:

The Department of Human Resources sent an RFP for an automated absence management system that will assist in placing substitutes in the district and managing the absences of all employees. This RFP was issued to find a vendor with the software, experience and a reasonable price to implement the type of system that would meet the needs of the district. Frontline Technologies was awarded the contract with the option to extend on a yearly basis. This would be the second extension.

Vendor

Frontline Technologies (Aesop)

Contract Period: Beginning March 1, 2018 and ending February 28, 2019

PROPOSAL:

Item	Amount	Funding Source	Recurring / Nonrecurring	Measurable Expected Impact and Timeline
Automated Substitute Placement System	\$33,380.00	1	Recurring	Will permit FCPS to have a system in place to assist Human Resources in placing substitutes and managing absences for employees.

Funding Key: 1 – General Fund

STAFF CONTACTS: Jennifer Dyar, Human Resources

POLICY REFERENCE: KRS 45A.365.

RECOMMENDATION: A motion is in order to “extend the contract with Frontline Technologies for an additional year until February 28, 2018.”

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

MEETING: Regular

DATE: 1/22/2018

TOPIC: Declaration of Surplus

PREPARED BY: Matt Moore, FCPS Purchasing

Recommended Action on: 1/22/2018

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

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

Background/Rationale: Bryan Station Middle School 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:

Bryan Station Middle School has several pieces of wood working equipment that are no longer of use. 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.

Items include:

Band Saw
Drill Press

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

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: 01-08-2018

TOPIC: Post Approval Agenda Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 01-22-2018 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: 01/22/2018

TOPIC: Special and Other Leaves of Absence

PREPARED BY: Jennifer Dyar

**Recommended Action on: 01/22/2018
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 Leaves of Absence for January 22, 2018 Board Agenda

LOA - Certified: 3, Classified: 5

Return from LOA – Classified: 2

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SPECIAL AND OTHER LEAVES OF ABSENCE

1. CERTIFIED/SALARIED CLASSIFIED PERSONNEL

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

Name	Location	Assignment	Effective Date
GUTIERREZ	KOLLETTE	ELEM INTERMEDIATE INSTRUCTOR	10/24/2017
LARGE	BRITTANY	ELEM PRIMARY INSTRUCTOR	10/24/2017
MAYNARD	INES	SCHOOL PSYCHOLOGIST	11/27/2017

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
CARSBY	BARBARA	BUS MONITOR	10/16/2017
COFFEY	LASHANDA	FOOD SERVICE ASSISTANT I	11/2/2017
DEGEARE	JOYCE	FOOD SERVICE ASSISTANT II	11/28/2017
DUCOTE	KAREN	BUS MONITOR	11/1/2017
GILLAM	DEBRA	BUS MONITOR	11/8/2017

- 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
ROUS	MARY	BUS MONITOR	11/15/2017
WRIGHT	ROBIN	BUS MONITOR	11/14/2017

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

MEETING: Regular

DATE: 1/22/2018

TOPIC: Request for Shortened School Day – Special Education

PREPARED BY: Amanda Dennis, Director of Special Education

Recommended Action on: 1/22/2018

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: “approve the request for a shortened school day for 4 students listed on records maintained by the Director of Special Education.”

Background/Rationale: A shortened school day and/or week is being requested for 4 students with disabilities. This request represents the recommendation of an Admission and Release Committee (ARC) for the student(s) based on data from the current Individual Education Program and a physician’s recommendation. A plan has been developed to address student’s return to a full school day. The ARC will continue to address this possibility with input from the physician.

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

Fiscal Impact: Click here to enter text.

Attachments(s): Click here to enter text.

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FAYETTE COUNTY PUBLIC SCHOOLS

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

MEETING: Regular

DATE: January 22, 2018

TOPIC: Approval of a BG-5 Contract Closeout Form Related to the Contract for the Construction of Garrett Morgan Elementary School (New Elementary at 1150 Passage Mound Way) BG 14-120

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

Recommended Action on: 1/22/2018
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the BG-5 Project Closeout Form for the construction of Garrett Morgan Elementary School (New Elementary at 1150 Passage Mound Way), subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Background/Rationale: Bid documents were prepared by the architect, Moody-Nolan Architects, for a contract for construction of Garrett Morgan Elementary School. The contract in the total amount of \$14,980,350.00 (GC--\$9,810,741.61; DPOs--\$5,169,608.39) with Griggs Enterprises was accepted and approved by the Board in a meeting held on February 23, 2015 and construction began in March 2015. The Office of Facility Design & Construction, the design consultants Moody-Nolan Architects, and the local building code officials have reviewed the progress of the work. Minor changes to the original plans and specifications have been necessary in order to: resolve unforeseen existing conflicts found during construction; comply with building code requirements; correct deficiencies in the plans; or to provide improvements over the original specification. The Board approved the BG-4 in the amount of \$15,104,417.83 at its meeting held November 21, 2016. The residual fund balance will be applied to future debt service or to the next District Facility Plan project. At this time the BG-5 Project Closeout Form closing out all construction contracts related to this project is presented for approval.

Policy: 702 KAR 4:160

Fiscal Impact: N/A

Attachment(s): None

On motion by _____, seconded by _____, the Board approved the BG-5 Project Closeout Form for the construction of Garrett Morgan Elementary School (New Elementary at 1150 Passage Mound Way), 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: Regular

DATE: January 22, 2018

TOPIC: Approval of the BG-1 Project Application and Design Consultant for Installment of Portable Classroom Units at Garrett Morgan Elementary School

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

Recommended Action on: 1/22/2018
Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: Approve a BG-1 Project Application for the installment of a portable classroom units (total four classrooms) at Garrett Morgan Elementary School in the amount of \$138,353.00 (One Hundred Thirty-eight Thousand, Three Hundred Fifty-three Dollars) and approve Tate Hill Jacobs Architects as the design consultant, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Background/Rationale: The portable classroom units used at all Kentucky school sites are subjected to the same plan review and approval process that govern manufactured modular housing. The Kentucky Industrialized Building Systems (KIBS) program is operated under the Division of Code Enforcement within the Department of Housing, Buildings and Construction (DHBC) in Frankfort. KDE requires that the BG-1 Project Application review process be followed for portable classroom units to be installed in the school district to serve both over-crowded and school sites under renovation or construction.

Portable classroom units (total four classrooms) are needed due to overcrowding for the 2018-19 school year. The design of the installation requires the involvement of both an architect and engineer to prepare the plans required by the building code to be reviewed by DHBC and to obtain a building permit and certificate of occupancy. Based on their previous experience with FCPS facilities it has been determined that Tate Hill Jacobs Architects is the most qualified to serve as the project design consultant. The project design work will begin immediately. The schedule will be adjusted to allow time to obtain the appropriate approvals and the project will be completed as soon as possible. At this time the Board's approval is requested to allow this project to move forward. A preliminary cost estimate for the work has been completed in order to initiate a BG-1 Project Application as required by KDE.

Based on the rationale above, a BG-1 Project Application is required as follows:

	Initial BG-1 Project Application Budget
Total Construction Cost:	\$130,177.00
Architect/Engineer Fee:	\$1,200.00
Ky. Dept. Housing, Building & Construction Review Fee:	\$467.00
Contingencies:	\$6,509.00
Total Estimated Cost:	\$138,353.00

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Superintendent Emmanuel Caulk

Policy: Board Policy 01.1 – General Powers and Duties of Board

Fiscal Impact:

<u>Fund</u>	<u>Org. Code</u>	<u>Object</u>	<u>Project</u>
General Fund	9201407	0445 / 0450	DEPT

Attachments(s): None

On motion by _____, seconded by _____, the Board approved a BG-1 Project Application for the installment of a portable classroom units (total four classrooms) at Garrett Morgan Elementary School in the amount of \$138,353.00 (One Hundred Thirty-eight Thousand, Three Hundred Fifty-three Dollars) and approve Tate Hill Jacobs Architects as the design consultant, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Melissa Bacon, Board Chair

Emmanuel Caulk, Superintendent



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

MEETING: Regular **DATE:** January 22, 2018

TOPIC: Approval of the BG-1 Project Application and Design Consultant for Replacement of the Athletic Field Artificial Turf and Running Track at Bryan Station High School

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

Recommended Action on: 1/22/2018
Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: Approve a BG-1 Project Application for the replacement of the Athletic Field Artificial Turf and Running Track at Bryan Station High School in the amount of \$1,237,788 (One Million, Two Hundred Thirty-seven Thousand, Seven Hundred Eighty-eight Dollars) and approve Pearson & Peters Architects as the design consultant, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Background/Rationale: The stadium was reconstructed in 2007 as part of the BSHS building replacement project. Due to normal life-cycle and wear-and-tear, the artificial turf field and track is ready for replacement. Pearson & Peters Architects has provided design services for other artificial turf and track replacement projects in projects 2014 and 2017, respectively, and is the most qualified design consultant for this project. The project design work will begin immediately, with an advertisement and bid receipt planned to be completed before March 2018. The project will be scheduled to produce the least conflict with sports activities at the school and to be complete at the earliest possible date. The schedule will allow time to obtain the appropriate approvals. At this time the Board's approval is requested to allow this project to move forward. A preliminary cost estimate for the work as required by KDE to initiate a BG-1 Project Application is described below.

	Initial BG-1 Project Application Budget
Total Construction Cost:	\$1,090,000
Architect/Engineer Fee:	\$91,288
Contingencies:	\$54,500
Surveys, Printing, Etc.:	\$2,000
Total Estimated Cost:	\$1,237,788

Policy: Board Policy 01.1 – General Powers and Duties of Board

Fiscal Impact:

<u>Fund</u>	<u>Org. Code</u>	<u>Object</u>	<u>Project</u>
General Fund	9201407	0450	BOND

AN EQUAL OPPORTUNITY SCHOOL DISTRICT

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

Attachment(s): None

On motion by _____, seconded by _____,
the Board approved a BG-1 Project Application for the replacement of the Athletic Field Artificial Turf and Running Track at Bryan Station High School in the amount of \$1,237,788 (One Million, Two Hundred Thirty-seven Thousand, Seven Hundred Eighty-eight Dollars) and approve Pearson & Peters Architects as the design consultant, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Melissa Bacon, Board Chair

Emmanuel Caulk, Superintendent

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

MEETING: Regular **DATE:** January 22, 2018

TOPIC: Approval of Proposed Change Order (No. Twenty-nine) 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: 1/22/2018
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed additive Change Order No. Twenty-nine to the contract with D.W. Wilburn, Inc. for the construction of Frederick Douglass High School in the amount of \$5,071.50 (Five Thousand, Seventy-one Dollars and Fifty Cents), with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$233.29 (Two Hundred Thirty-three Dollars and Twenty-nine Cents) for design consultant fees from Object Code 0840 to 0346, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Background/Rationale: The construction of a new high school to be located on 65 acres at 2000 Winchester Road (formerly 1970 Winchester Road) is listed as priority 1a.5 on FCPS's 2013 District Facility Plan. Tate Hill Jacobs Architects produced final Construction Documents for bidding describing the construction of a new building totaling approximately 285,790 SF to serve 1,800 students. The 21st Century high school program was developed during a series of Building Committee meetings attended by FCPS instructional and administrative leadership, and refined in small group meetings where teachers provided direction related to collaborative teaching and project-based subject matter. The program is consistent with recent new high school projects across the nation and provides new building space that functions and supports current FCPS enrollment growth. Bids were received on May 7, 2015 and construction began in June, 2015. The Office of Facility Design & Construction, the design consultants and the local building code officials have reviewed the progress of the work. Changes to the original plans and specifications have been necessary in order to satisfy the requirements described below. Approval of these changes allows the work to be completed. The description and cost of these items are summarized as follows:

	Change to DPOs	Change to GC Contract	4.6% A/E FEE
To improve original plans and specs:			
• Provide labor, materials and equipment to install a cooler/freezer domestic backup line in Kitchen; add:		\$3,243.00	\$149.18
• Provide labor, materials and equipment to add water softener bypass piping in Kitchen; add:		\$1,828.50	\$84.11
Total Change Order No. Twenty-nine:		\$5,071.50	
Design consultant fees:			\$233.29
Total Cost:		\$5,304.79	

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A 5% contingency (\$3,102,200) is included in the project's available funds. There have been twenty-eight previous change orders on this project. The cost of the current and all changes orders represents a 1.47% increase in the construction cost.

Policy: 702 KAR 4:160

Fiscal Impact:

<u>Fund</u>	<u>Org. Code</u>	<u>Project Code</u>	<u>Object Code</u>	<u>Balance</u>
Construction 360	0003610	14159	0840	\$1,003,255.59

Attachments(s): None

On motion by _____, seconded by _____, the Board approved the additive Change Order No. Twenty-nine to the contract with D.W. Wilburn, Inc. for the construction of Frederick Douglass High School in the amount of \$5,071.50 (Five Thousand, Seventy-one Dollars and Fifty Cents), with an equivalent transfer of funds from Object Code 0840 to 0450, and a corresponding transfer of \$233.29 (Two Hundred Thirty-three Dollars and Twenty-nine Cents) for design consultant fees from Object Code 0840 to 0346, subject to the approval of the Kentucky Department of Education, District Facilities Branch, per the provisions of 702 KAR 4:160.

Melissa Bacon, Board Chair

Emmanuel Caulk, Superintendent

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

MEETING: Regular

DATE: January 22, 2018

TOPIC: Approval of Proposed Change Order (No. Twenty-eight) 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: 1/22/2018
Consent Item

Superintendent Prior Approval: No

Recommendation/Motion: Approve the proposed deductive Change Order No. Twenty-eight to the contract with D.W. Wilburn, Inc. for the construction of Frederick Douglass High School in the amount of \$74,975.52 (Seventy-four Thousand, Nine Hundred Seventy-five Dollars and Fifty-two 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:

To improve original plans and specs:

- Provide credit to Owner for unused portions of thirteen (13) material Direct Purchase Orders to close; credit:
 - Advanced Drainage Systems DPO #35508308
 - Anixter DPO #35508310
 - Clay Ingels DPO #35508315
 - Entech, Inc. DPO #35508321
 - Geothermal Supply Co. DPO #35508324
 - J.R.Hoe & Sons DPO #35508330
 - Ken API DPO #35508331
 - Northcoast DPO #35508342
 - Reading Rock DPO #35508346

Change to DPOs	Change to GC Contract	5.1% A/E FEE
	\$0	\$0
(\$951.37)		
(\$0.04)		
(\$12.00)		
(\$2,374.00)		
(\$8.44)		
(\$3.00)		
(\$74.14)		
(\$38.42)		
(\$1,320.00)		

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▪ Plumbers Supply	DPO #35508345	(\$2.99)		
▪ Vulcan Materials Co.	DPO #35508361	(\$41,132.81)		
▪ Vulcan Materials Co.	DPO #35508363	(\$1,946.51)		
▪ Wausau Tile Co.	DPO #35508364	(\$27,111.80)		
Total Change Order No. Twenty-eight:		(\$74,975.52)	\$0	

Design consultant fees:		\$0
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Total Cost:	(\$74,975.52)
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A 5% contingency (\$3,102,200) is included in the project's available funds. There have been twenty-seven previous change orders on this project. The cost of the current and all changes orders represents a 1.46% increase in the construction cost.

Policy: 702 KAR 4:160

Fiscal Impact:

<u>Fund</u>	<u>Org. Code</u>	<u>Project Code</u>	<u>Object Code</u>	<u>Balance</u>
Construction 360	0003610	14159	0840	\$1,003,255.59

Attachments(s): None

On motion by _____, seconded by _____, the Board approved the deductive Change Order No. Twenty-eight to the contract with D.W. Wilburn, Inc. for the construction of Frederick Douglass High School in the amount of \$74,975.52 (Seventy-four Thousand, Nine Hundred Seventy-five Dollars and Fifty-two 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

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

MEETING: Planning

DATE: 1/8/2018

TOPIC: 2018 Legislative Priorities

PREPARED BY: Lisa Deffendall

Recommended Action on: 1/8/2018

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to approve the 2017 Fayette County Board of Education legislative priorities as prepared by Babbage Co-founder.

Background/Rationale: As a public school district, Fayette County Public Schools operates within the statutory framework established by the Kentucky General Assembly, and the related regulatory framework of the Kentucky Department of Education, Education Professional Standards Board, and other Executive Branch departments. Thus, the actions and policy decisions of state government have a significant impact on the operation of the district. FCPS serves roughly 42,000 students each year, employs more than 6,000 employees, and manages a \$487 million budget. As the second largest school district in Kentucky, it is important that the perspectives of the FCPS leadership are effectively shared with decision makers to effectively inform policymaking. Establishing legislative priorities on an annual basis help ensure that the district is able to clearly articulate its stance with those elected to represent our community.

Policy: n/a

Fiscal Impact: n/a

Attachments(s): 2018 FCPS Legislative Priorities

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

MEETING: Planning

DATE: 1/8/2018

TOPIC: Comprehensive District Improvement Plan (CDIP)

PREPARED BY: Schuronda Morton

Recommended Action on: 1/8/2018

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to approve the 2017-19 CDIP.

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

Policy: 01.111

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

Attachments(s): Plan document attached.

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FCPS 17-19 CDIP Goals, Objectives, Strategies, Activities, Measures of Success, Progress Monitoring Date/Notes, and Funding

1: Proficiency

State your Proficiency Goal

Goal 1: Increase the average combined reading and math proficiency rating for all students from 52.7% to 76% for elementary; 54% to 76.7% for middle school; and 50% to 77.6% for high school by the end of 2018-2019, based on state proficiency targets.					
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the average combined reading and math proficiency rating for all students from 52.7% to 71.1% for elementary; 54% to 72.0% for middle school; and 50% to 73.1% for high school by 2017-2018 based on state proficiency targets.	KCWP 1: Design and Deploy Standards: Implement and monitor a system to ensure that all schools deliver guaranteed and viable curriculum	The district will ensure quarterly curriculum meetings to review the alignment between standards, learning targets and assessment measures.	Agendas and minutes from meetings that document next steps and when action steps have been completed.	Quarterly	District Funds
	KCWP 2: Design and Deliver Instruction: Implement a system to support the FCPS Instructional Process, with fidelity, in every school, every classroom, every day utilizing strategies to differentiate instruction for all learners.	The district will monitor ensure that vertical curriculum mapping is occurring to identify instructional gaps, including planning for the introduction of the standard, development and gradual release phases, and arrival at standards mastery.	Agendas and minutes from meetings that document next steps and when action steps have been completed; annual adjustments to curriculum pacing guides, according to SOP.	Quarterly	None
		District teams will implement the established standard operating procedure in targeted schools (i.e., EZ/PZ/ES3) to provide monthly monitoring of classroom practices and instructional alignment for the purpose of providing school leadership teams with feedback and outlining next steps for district specialists to provide support.	Monthly site reports that document when action steps have been completed; Increased evidence of the implementation of instructional process (i.e., best practices, high yield strategies, formative assessment); Monthly Executive Leadership Team (ELT) and Project Management Ownership Chart (PMOC) Reviews	Monthly	District Funds

	KCWP 3: Design and Deliver Assessment Literacy: Establish a system to ensure teachers utilize formative and summative information for increased student achievement.	District and school leaders will participate in on-going, job embedded professional learning on how to use (and guide teachers and staff to use) assessment data to inform instruction (i.e., instructional planning, data analysis, student grouping).	Student results on MAP (Reading and Mathematics), KPREP (Reading, Mathematics and Science), ACT (English, Mathematics, Reading and Science), Common Assessments (reading and mathematics)	Quarterly	District Funds None
	KCWP 4: Review, Analyze and Apply Data: Establish and monitor a system to ensure that student data is collected and analyzed to determine district professional learning needs in curriculum, instruction and assessment.	The district will develop a standard operating procedure and data analysis tools for teachers and school leaders for use with school, team and classroom analysis and provide on-going, job embedded professional learning to support.	Increase in data-informed decision-making in accordance with continuous improvement needs; Monthly ELT PMOC Reviews	Monthly	District funds, Title I/II

2: Gap

State your *Gap* Goal

Goal 2: Increase the average combined reading and math proficiency for all students in the non-duplicated gap group from 38.4% to 67.8% for elementary; 37.4% to 67.9% for middle school and 32.3% to 67.8% for high school , as evidenced by the 2018-2019 School District Report Card.					
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the average combined reading and math proficiency for all students in the non-duplicated gap group from 38.4% to 61.3% for elementary; 37.4% to 61.5% for middle school and 32.3% to 61.4% for high school, as evidenced by 2017-2018 school district report card.	KCWP 1: Design and Deploy Standards. Strengthen the delivery of a guaranteed and viable curriculum with targeted support and professional learning opportunities.	The district will develop and implement processes to provide support for schools not meeting targets/showing improvement for reducing achievement gap two years in a row.	Monthly Executive Leadership Team (ELT) and Project Management Ownership Chart (PMOC) Reviews; Student results on MAP (Reading and Mathematics)	Monthly	\$0
		District and school teams will implement the Sheltered Instruction Observation Protocol (SIOP) model in schools serving large numbers of ELL students.	Monthly ELT PMOC Reviews	Monthly	\$45,000 Title II
		The district will provide support for the implementation of an opt-in Newcomer program for non-English speaking students who score between a 1.0 and 1.9 on the WIDA Access Placement Test (WAPT) for Interrupted Scholars, Refugees.	Full Implementation of an operational Newcomer program in the 2018-2019 school year	Quarterly	\$5,000 Title III
	KCWP 5: Design, Align and Deliver Support: Increase the number of diverse school leaders and teacher candidates to provide intentional, targeted support for all student populations.	The district will increase recruitment efforts targeting highly effective and diverse candidates for principal and leadership vacancies.	Increase in the number of diverse candidates' pool.	Quarterly	\$57,000
		The district will hire additional teachers for special education and place them in select schools, based on data, to support the implementation of a high-quality co- teaching mode (including professional learning, fidelity checks, and coaching) while developing a plan to hire enough teachers to support co- teaching across the district over the next four years.	Increase in growth as measured by MAP of students with IEPs.	Quarterly	\$250,000 district funds
		The district will hire additional teachers of English Language Learners and place them in schools with the highest need, while developing a plan to achieve best practice targets for teacher caseloads across the district over the next four years.	Reduction of Novice performance of EL students.	Quarterly	\$525,000 district funds

3: Graduation rate

State your *Graduation rate* Goal

Goal 3: Increase the Graduation Rate from 84.3 to 92.6 by 2020, as measured by the 4 year cohort graduation rate on the school district report card.						
Objective		Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Improve graduation rate from 84.3 to 90 as measured by the 2017-2018 school district report card.	KCWP 6: <u>Establishing Learning Culture and Environment:</u> Establish a process to support School guidance counselors, CCR Coaches, and other staff members to target students identified as at-risk of dropping out or not completing graduation requirements.	The district will conduct regular reviews of <i>The Persistence to Graduation Report</i> to target students who are at-risk of dropping out or not completing their credits.	Monthly Executive Leadership Team (ELT) and Project Management Ownership Chart (PMOC) Reviews	Monthly	\$0	
		District and school leaders will provide opportunities for students to participate in guidance and ILP planned services specifically to enhance focus on college, scholarship and career exploration.	Monthly ELT PMOC Reviews	Monthly	\$0	
		District and school leaders will target students identified as not progressing toward credit completion, truant, or at-risk of dropping out school with support, resources, connections and options which encourage students to stay engaged in school and graduate on time.	Monthly ELT PMOC Reviews; use of early warning indicator system	Monthly	\$0	
		The district will establish a re-engagement center for students who are need of support to graduate within four years.	Full Implementation of an operational re-engagement center in the 2018-2019 school year	Quarterly	\$750,000	
		The district and school teams will assist in strengthening the use of Positive Behavior Interventions and Supports (PBIS) structures to enhance a positive learning culture and environment.	Monthly ELT PMOC Reviews	Monthly		

4: Growth

State your Growth Goal

Goal 4: Increase the mean percentage of students achieving the 50 th growth percentile and higher on MAP in reading and mathematics for grades K-8. Reading: Elementary from 61.2% in 2016-2017 to 67.2% in 2018-2019; Middle Schools from 58% in 2016-2017 to 64% in 2018-2019. Mathematics: Elementary from 62.8% in 2016-2017 to 68.8% in 2018-2019; Middle Schools from 58.3% in 2016-2017 to 64.3% in 2018-2019 as evidenced by the 2019 Spring MAP Results.					
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the mean percentage of students achieving the 50 th growth percentile and higher on MAP in reading and mathematics for grades K-8. Reading: Elementary from 61.2% in 2016-2017 to 67.2% in 2018-2019; Middle Schools from 58% in 2016-2017 to 64.2% in 2017-2018; Middle Schools from 58% in 2016-2017 to 61% in 2017-2018. Mathematics: Elementary from 62.8% in 2016-2017 to 65.8% in 2017-2018; Middle Schools from 58.3% in 2016-2017 to 61.3% in 2017-2018, as evidenced by the 2019 Spring MAP Results ensuring equitable delivery of resources of high quality professional staff.	KCWP 5: Design, align, and deliver support: Provide support in all schools for all students, with additional staffing at the highest poverty schools, and to extend the learning day/year for students who have yet to reach proficiency.	The district in partnership with staffing committee, continue to implement a staffing model that reduces class size for the highest poverty schools with 75% or more students receiving free/reduced price meals during 2017-18 school year.	Increase in additional staff members for students in the highest poverty schools.	Monthly	District funds
		District and identified school teams will plan, implement and evaluate the effectiveness of a Summer Learning and More Program for elementary students at Partnership Zone schools for Summer 2018.	Full Implementation of an operational Summer Learning and More Program during the summer of 2018.	Monthly beginning in December	Title I and District funds
		District and identified school teams will plan, implement and evaluate the effectiveness of a Summer Bridge “Transition” program for students entering 6th and 9th grades at PZ schools in Summer 2018 to reduce summer slide.	Full Implementation of an operational Summer Bridge “Transition” Program during the summer of 2018.	Monthly beginning in December	Title I and District funds
		The district and school leads will continue to monitor and support Multi-Tiered Systems of Support structures in all schools.	Strengthen the supports for all students in the academic/behavior areas: Tier 1, 2, and 3.	Quarterly	\$0
		The district and school leaders will analyze MAP reports, identify students scoring below the 50% growth percentile in reading and mathematics, and will develop a course of action for student growth and improvement.	Strengthen the supports for students who are not meeting the 50 th growth percentile on MAP.	Monthly	\$0

5: Transition readiness

State your *Transition readiness* Goal

Goal 5: Increase the percentage of students' college and/or career ready from 50.0% to 77.6% in HS and 54% to 76.7% in MS from 2018-2019, based on Combined Reading-Math Delivery Targets as measured in the District Report Card.					
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Collaborate to increase HS CCR from 50.0% to 73.1% and MS from 54% to 72% by end of 2017-2018 as measured in the District Report Card.	KCWP 4: <u>Review, Analyze and Apply Data</u> Increase participation and diversity of students enrolled in AP/IB courses.	The district and school leaders will assess all 8 th , 9th and 10 th grade students using the PSAT during the 2017-18 school year in order to determine AP/IB potential for all students and increase participation and diversity of students enrolled in Advanced Placement courses during the 2018-19 school year.	Increase participation and diversity of students enrolled in AP/IB courses	Quarterly	\$60,000 district funds
		The district will continue to provide college and career coaches at all high schools to support students with guidance, college/career readiness, post-secondary transitions and utilizing the Individual Learning Plan.	Increase number of students who achieve college and career readiness	Quarterly	\$500,000 district funds
		The district will develop and implement a process to ensure all MS and HS staff, students, and families have access and training to effectively use the Individualized Learning Plan and other Career Cruising program resources.	Monthly Executive Leadership Team (ELT) and Project Management Ownership Chart (PMOC) Reviews	Monthly	\$0
		District and school teams will strengthen Ford Next Generation Partnership with the Lexington Chamber of Commerce and Business Education Network to create career academies and pathways to support students' career readiness.	Monthly ELT PMOC Reviews; Increased number of business partnerships with HS academies and career pathways	Monthly	CCR grant
		District and schools teams will expand dual credit opportunities and accelerate rigor for all students in partnership with post-secondary institutions.	Monthly ELT PMOC Reviews; Increased number of students enrolled in dual credit courses	Monthly	District funds

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

MEETING: Planning

DATE: 1/8/2018

TOPIC: PROFESSIONAL LEAVE BY DISTRICT PERSONNEL

PREPARED BY: Jennifer Dyar

Recommended Action on: 1/8/2018

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.

Policy: 03.1911\03.2911

Fiscal Impact: \$102,919.14

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>
*Young Adult Library Services Association Louisville, KY November 3-5, 2017 Work Days – 3	Amber Tongate	The Learning Center	NO	School –PD	\$ 300.00
*Asia Society Global Cities Education Network Denver, CO November 6-10, 2017 Work Days – 5	Jack Hayes	IAKSS	NO	Asia Society	\$1,130.00
*Softball Coaching Clinic Elizabeth, IN January 5-6, 2018 Work Days – 1	Timothy McCoy	Henry Clay High	School-PD	School- PD	\$ 694.00
*Advanced Accreditation Visit Richmond, KY January 7-9, 2018 Work Days – 2	Kaye McAnelly	IAKSS	NO	Advance ED	\$ 300.00
State Human Capital Alliance Phoenix, AZ January 9-13, 2018 Work Days – 4	Darryl Thompson	IAKSS	NO	Equity	\$1,000.00
KY Women in Education Cohort Conference Louisville, KY	Kate McAnelly	IAKSS	NO	CAD Funds	\$ 267.00

National Writing Projector MS and HS Prompt Development Denver, CO February 23-26, 2018 Work Days – 2	Margaret Henderson	Lansdowne Elem	Title I	Title I	\$1,287.00
	Jennifer Nicholas	Lansdowne Elem	Title I	Title I	\$1,277.00
	Naema Shalash	Lansdowne Elem	Title I	Title I	\$1,287.00
SNA LAC Legislative Action Conference Washington, DC March 3-7, 2018 Work Days – 3	Kevin Lentz	Henry Clay High	School –PD	School –PD	\$1,140.00
	Wendy Turner	Child Nutrition	NO	Child Nutrition	\$2,430.00
	Rhonda Lawson	Child Nutrition	NO	Child Nutrition	\$1,990.00
KY Society for Technology Education Louisville, KY March 7-9, 2018 Work Days – 2	Kelly Herriford	Child Nutrition	NO	Child Nutrition	\$2,040.00
	Regina Darnell	Child Nutrition	NO	Child Nutrition	\$1,990.00
	Dorrene White	Henry Clay High	School –PD	School –PD	\$ 932.46
Shape America Conference Nashville, TN March 20-24, 2018 Work Days – 4	Lisa Hager	Henry Clay High	Staff	School –PD	\$ 510.00
	Darryl Thompson	IAKSS	NO	Equity	\$5,200.00
	Karina Brown	IAKSS	NO	Equity	\$2,600.00
ASCD Boston, MA March 21-26, 2018 Work Days – 4	Scott Flowers	IAKSS	NO	Equity	\$2,600.00
	Lisa Smith	IAKSS	NO	Equity	\$2,600.00
	Jenny Jacobs	Meadowthorpe Elem	Title II	Title II	\$3,275.00
TESOL 2018 National Conference Chicago, IL March 26, 2018- April 1, 2018 Work Days – 5	Holly Hughes	Mary Todd Elem	Title II	Title II	\$3,375.00
	Katherine Hendrie	Stonewall Elem	NO	Title II	\$3,275.00
	Tonya Harman	Breckinridge Elem	Title II	Title II	\$3,275.00
	Ashley Mullins	Paul L Dunbar High	Title II	Title II	\$3,275.00
	Emily Powell	Leestown Middle	Title II	Title II	\$3,275.00

Tyler Connect Munis Conference Boston, MA April 22-25, 2018 Work Days – 3	Jaclyn Fey Rodney Jackson Byron Costner	IAKSS IAKSS IAKSS	NO NO NO	Financial Services Financial Services Financial Services	\$2,594.00 \$2,594.00 \$2,594.00
NCTM 2018 Annual Meeting And Exposition Washington, DC April 25-28, 2018 Work Days – 3	Michelle Dickson	IAKSS	NO	IT/MDC	\$3,005.00
National Council of Teachers of Mathematics Washington, DC April 25-29, 2018 Work Days – 3	Cindy Townsend	Mary Todd Elem	Personal	Personal	\$2,585.00
Audit Meeting and KASBO Conference Louisville, KY May 8-11, 2018 Work Days – 4	Tiffany Williams Rebecca Riley Rodney Jackson Byron Costner Vanessa Mc Call	IAKSS IAKSS IAKSS IAKSS IAKSS	NO NO NO NO NO	Financial Services Financial Services Financial Services Financial Services Financial Services	\$1,139.00 \$1,139.00 \$ 789.00 \$ 917.00 \$ 567.00
May 9-11, 2018 Work Days – 3					
PYCON 2018 Cleveland, OH May 8-13, 2018 Work Days – 4	Gene Butcher III	IAKSS	NO	DRA Funding	\$2,770.00

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

MEETING: Planning

DATE: 1/8/2018

TOPIC: CONTRACT FOR LEGAL SERVICES-Chenoweth Law Office

PREPARED BY: Robert Chenoweth

**Recommended Action on: 1/8/2018
Informational Item**

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to approve a contract with The Chenoweth Law Office to provide legal services.

Background/Rationale: Board Policy 01.11 states that contracts with the district with an expenditure amount above \$20,000 must be approved by a vote of the Board. This month District staff would like to enter into an agreement with Chenoweth Law Office to provide legal services at \$135/hour.

Policy: Policy 01.11

Fiscal Impact: \$20,000+ (\$135/hr)

Attachments(s): N/A

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RESOLUTION EMPLOYING ATTORNEYS

WHEREAS, under the provisions of KRS 160.370, the Superintendent is the executive agent of the Board of Education of the Fayette County Public Schools and the professional adviser to the Board in all matters, and

WHEREAS, the Board of Education, under the provisions of KRS 160.290(1), has general control and management of the Fayette County Public Schools, as well as of all school funds, and

WHEREAS, the Superintendent of the Fayette County Public Schools has requested this Board to authorize him to employ, for legal services as needed, for and on behalf of the Board of Education/Fayette County Public Schools, and for assisting and advising him in relation to his duties and responsibilities, and others employed in the School District as authorized by him, the Chenoweth Law Office; and the Board of Education is the client under this resolution and retains the ultimate right to limit the incurring of liability for professional services.

On motion of _____, and seconded by _____, BE IT RESOLVED:

The Chenoweth Law Office is employed as legal counsel to represent, assist, and advise the Board of Education of the Fayette County Public Schools and Superintendent on behalf of the Board of Education and to render such legal services as may be requested or required on an as needed basis. This resolution is not intended to replace or supplant any other contract, agreement, or resolution by which the Board of Education has determined or will determine to retain or utilize any other legal counsel on an ongoing, periodic, specific, or as needed basis.

The Chenoweth Law Office, located at 114 South Main Street, Lawrenceburg, Kentucky 40342, is to be paid the sum of One Hundred Thirty-five Dollars (\$135.00) per hour for legal services rendered and for travel time, and to be reimbursed for any reasonable expenses incurred. Mileage is to be reimbursed at the rate of Forty-five Cents (\$.45) per mile. Itemized bills for legal services rendered, travel, and expenses incurred are to be submitted periodically by the Chenoweth Law Office for payment by the Board of Education for the Fayette County Public Schools. These bills for legal services and expenses shall not be submitted for a period of less than one (1) month, unless otherwise requested.

This _____ day of _____, 2018.

BOARD MEMBER

VOTE

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

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

MEETING: Planning

DATE: 1/8/2018

TOPIC: Equity Council Committee, Bylaws Amendments 2018

PREPARED BY: Darryl D. Thompson, Equity Officer

Recommended Action on: 1/8/2018

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to accept the comprehensive edits/amendments to the Equity Council Committee (ECC) Bylaws presented to the Fayette County Board of Education that were adopted by ECC at two public meetings of the ECC (November 7 & November 14, 2017), excluding language brought forward under Article IV (A), Membership: Composition that, *"The role of the ECC is to monitor the work of Fayette County Public Schools and assess 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."*

Subsequent language to replace the above referenced language in these bylaws shall be that, No actively employed Fayette County Public Schools (FCPS) employee(s), FCPS paraprofessional(s), FCPS substitute(s), or FCPS employee(s) currently on Board-approved leave, nor the relative of any such employee(s) listed above shall serve as a voting member of the Equity Council Committee. Further, no one may serve on the Equity Council Committee who has a conflict of interest as defined by KRS Chapter 45A. The term "relative," as used herein, is defined by FCPS Policies 03.11 and 03.21 and includes "father, mother, brother, sister, spouse, son, daughter, aunt, uncle, son-in-law, and daughter-in-law (including subcategories of in-law, half and step relatives)." This provision does not apply to any collaborative work of the ECC via ECC subcommittees. (See "ECC Committee Policy").

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

Background/Rationale: At the December 4, 2017 Planning Meeting of the Fayette County Board of Education, Darryl Thompson, Equity Officer, and David Cozart, Equity Council Chair, shared an overview of the action/decisions of the Equity Council Committee (ECC) to comprehensively amend the ECC Bylaws with changes effective January 1, 2018.

Particularly, Article IV (A). Membership/Composition that drew great attention due to its focus on the future composition of the ECC that recommended language that, *“The role of the ECC is to monitor the work of Fayette County Public Schools and assess 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.”*

After detailed dialogue, the Board of Education in a 4-1 majority vote charged the District’s legal counsel (Shelley Chatfield) to add additional language to the bylaws (item #C, previously proposed language rejected by the ECC as optional language) that precludes active employees of FCPS and/or their spouses from serving on the Equity Council Committee as sitting, voting members.

The first read for action/decision on the comprehensive ECC Bylaw edits will take place at the public meeting of the Board on Monday, December 18, and the subsequent second read for action/decision will take place on Monday, January 8, 2018.

Policy: Equity Council Bylaws 2018

Fiscal Impact: None

Attachments(s): Final Proposed 2018 Equity Council Bylaws 2014_FCPS Executive Order_11DEC17

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 for making a 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.

No actively employed Fayette County Public Schools (FCPS) employee(s), FCPS paraprofessional(s), FCPS substitute(s), or FCPS employee(s) currently on Board-approved leave, nor the relative of any such employee(s) listed above shall serve as a voting member of the Equity Council Committee. Further, no one may serve on the Equity Council Committee who has a conflict of interest as defined by KRS Chapter 45A. The term “relative,” as used herein, is defined by FCPS Policies 03.11 and 03.21 and includes “father, mother, brother, sister, spouse, son, daughter, aunt, uncle, son-in-law, and daughter-in-law (including subcategories of in-law, half and step relatives).”

This provision does not apply to any collaborative work of the ECC via ECC subcommittees. (See “ECC Committee Policy”)

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. ~~a. 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 collaborate work off the ECC via the ECC subcommittees (See EC “Committee Policy”).~~

B. REQUIREMENTS, SOURCE OF APPOINTMENTS FOR MEMBERSHIP

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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 years, 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's~~ the largest circular/newspaper, on the FCPS website/homepage, and periodically on ~~the~~ FCPS public ~~educational~~ television channel, along with other social media outlets as deemed appropriate as a community outreach initiative:
 - The advertisement shall fully describe the application process, ~~including, but not limited to -a description of the ECC,~~ 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. ~~At the October meeting, m~~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.~~

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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 ~~m~~Members 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.

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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 ~~business~~ 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:

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- 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~~ment~~ 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~~ 30 days from the time of the vacancy or a special election shall

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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 ~~twoone (21)~~ weeks 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 ~~onetwo (12)~~ 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 ~~the~~ 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 ~~list of nominees~~~~separate secret ballot-f~~ 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 ~~guidelines~~~~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.

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- 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:~~

- i. ~~The office of ECC Chair who will serve a one-year term.~~
ii. ~~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.~~

~~2. 3.~~ After the ECC Chair is elected, members of the ECC shall elect an ECC Vice Chair ~~whowillwho 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.

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~~34.~~ 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.

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~~45.~~ 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.~~

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_____ 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

* 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)

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.

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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 ~~ECC~~ to research and determine to be a ~~District-wide~~ inequity/disparity:

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.

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- 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

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(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 receives 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 shall 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 Office of Equity, School Support, School-Community and Community & Government Support Office Engagement for each meeting of the ECC.
2. The minutes shall reflect an accurate record of actions and votes taken at an 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.

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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~~ 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.

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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.

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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 to equity-related matters from 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)

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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:

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- 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 issues, 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 exists:
 - 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.

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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 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.

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

Revisions: November 7, 2017 (Regular Meeting: Adopted Comprehensive Changes except "composition" language under Article IV.

Revisions: November 14, 2017 (Special Called Meeting: Adopted Comprehensive Changes including language under Article IV. Option "B" to be added to comprehensive bylaws pending two favorable readings from FCPS BOE, 11/7 & 11/14, 2017)

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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

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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.
- **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 members 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

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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 (56) 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.~~ ~~2.a~~ Suspension Reduction and Drop Out Prevention Committee

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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:

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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 sign-up 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.

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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-mailed*, 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 _____

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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:



FAYETTE COUNTY PUBLIC SCHOOLS

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

MEETING: Planning

DATE: 1/8/2018

TOPIC: Requests From Principals For Extended Trips

PREPARED BY: Chiefs of Schools

Recommended Action on: 1/8/2018

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): January 8, 2018 Agenda Action 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

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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>
*	Paul L Dunbar High	Louisville, KY	January 21-22, 2018
B,/	Choir	University of Louisville	(1 school day)
	Sponsor's name: Tiffany Marsh. Additional chaperones 2. Students 8.	KMEA/KJHC All-State Chorus	
*	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: 1/8/2018

TOPIC: Job Description

PREPARED BY: Jennifer Dyar

Recommended Action on: 1/8/2018

Action Item for Vote (PLANNING MEETING)

Superintendent Prior Approval: Yes

Recommendation/Motion: A motion is in order to approve the revised job description of Positive Behavioral Interventions and Supports (PBIS) Coach/Safe Schools Specialist.

Background/Rationale: This is an update of an existing position to update 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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DISTRICT POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS (PBIS) COACH /SAFE SCHOOLS SPECIALIST

TITLE: District Positive Behavioral Interventions and Supports (PBIS)
Coach /Safe Schools Specialist

REPORTS TO: Director of Student Support Services

SUPERVISES: N/A

JOB FUNCTION: Provide training and technical assistance to develop, expand and sustain implementation of school-wide Positive Behavioral Interventions and Supports (PBIS) systems in assigned schools and provide Safe School support.

MEASURES OF SUCCESS:

- Safe school reports indicate compliance with all guidelines and regulations.
- Improve learning, culture, and environment as indicated on student, staff and family surveys
- Increase student access and opportunity to instruction as measured by:
 - Increase attendance (ADA/ADM)
 - Decrease percentage of chronically absent
 - Decrease percentage of students with 1 or more suspension
 - Decrease missed instructional time due to in/out of school removal
- Increase in student achievement and growth as measured by:
 - Increase instructional time
 - State Academic Standard expectations
 - District based assessments
 - Curriculum benchmark assessments

DUTIES AND RESPONSIBILITIES:

- Serve as Safe School Specialist and complete/submit end of year report
- Remain abreast of current trend, research and legislation
- Collaborate with the Center for Safe Schools
- Collaborate directly with the district PBIS coordinator to provide guidance and support to schools implementing PBIS.
- Provide coaching to assigned school teams by assisting with data collection, identifying training needs, coordinating and facilitating training, linking school teams to supporting resources, and positively promoting and reinforcing school progress.
- Ensure school wide data collection systems are established and assist in action plan development.

DISTRICT POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS (PBIS) COACH /SAFE SCHOOLS SPECIALIST

- Builds capacity with school personnel to develop skills and strategies to improve the overall safety and effectiveness of the learning environment.
- Develop a strong and current knowledge base of evidence-based practices related to school wide systems of support, classroom management and individual behavior intervention.
- Provide school-based or district trainings in collaboration with various he District personnel and offices and KYCID Area Coordinator.
- Participate in district and school level PBIS team meetings.
- Attend and actively participate in all PBIS coaches' meetings.
- Participate in statewide, regional and national training for PBIS/MTSS as available or appropriate.
- 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.
- Maintain regular attendance.
- Perform other duties as assigned.

DISTRICT POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS (PBIS) COACH /SAFE SCHOOLS SPECIALIST

PHYSICAL DEMANDS:

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

EDUCATION AND EXPERIENCE:

- Experience in teaching, school counseling, school psychology, school social work or as a behavior specialist.
- Systems thinking, school wide behavior and discipline implementation experience
- Safe School experience
- Prior training or experience implementing PBIS systems
- Ability to work collaboratively with various groups and gain consensus related to project implementation and other problem solving

LICENSES AND OTHER REQUIREMENTS:

- Kentucky Teaching Certificate
- Kentucky Certification in any of the following: school counseling, school psychology, school social work or Learning/Behavior Disorders (preferred)

Original Date: 06.2015

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

MEETING: Planning

DATE: 1/8/2018

TOPIC: Economic Development Update

PREPARED BY: Marilyn Clark

**Recommended Action on: January 8, 2018
Informational Item**

Superintendent Prior Approval: Yes

Recommendation/Motion: None

Background/Rational: I want to make the board aware of the steps that have been put into place to increase the participation of minority, women and veteran owned businesses in the construction of the next elementary school. The bid will go out in January.

Policy: N/A

Fiscal Impact: No fiscal impact.

Attachments(s):

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



FAYETTE COUNTY PUBLIC SCHOOLS

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

MEETING: Regular **DATE:** January 22, 2018

TOPIC: Biannual Construction Report (as of December 31, 2018)

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

Recommended Action on: 1/22/2018
Informational Item

Superintendent Prior Approval: No

Recommendation/Motion: N/A

Background/Rationale: A biannual construction report is provided for the Board of Education in July and January of each fiscal year. As you know, the guiding principles for prioritizing construction and maintenance projects from the Board-approved District Facilities Plan are established by Board Policy 05.11 and are determined by considering:

1. Health, safety, and code compliance;
2. Structural integrity of the facility;
3. Support of the educational function; and
4. Enhancement of the structure.

Policy: 01.11 – General Powers and Duties of the Board

Fiscal Impact: None

Attachment(s): Yes

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Superintendent Emmanuel Caulk

BIANNUAL CONSTRUCTION REPORT
(as of December 31, 2017)

DATE: January 22, 2018

TO: Board of Education

FROM: Emmanuel Caulk, Superintendent

PREPARED BY: Myron Thompson, Senior Director, Operations & Support

BACKGROUND INFORMATION:

A biannual construction report is provided for the Board of Education in July and January of each fiscal year. As you know, the guiding principles for prioritizing construction and maintenance projects from the Board-approved District Facilities Plan are established by Board Policy 05.11 and are determined by considering:

1. health, safety, and code compliance;
2. structural integrity of the facility;
3. support of the educational function; and
4. enhancement of the structure.

If you have specific questions, please contact Myron Thompson at 381-4165.

BG-1 PROJECTS COMPLETED
(\$500,000 or more)
(July 2017 – June 2018)
NOTE: added/modified after July 1, 2017

Facility Name	Project Description	Approved Funding	Actual Costs	Board BG-4 Approval	KDE BG-4 Approval
Garrett Morgan Elementary	New Construction	Bond, Restricted, General Fund, Donated Property	\$18,754,311.58	11/21/16	1/18/17
Breckinridge Elementary	Renovation	Bond, Restricted, Residuals (Wm. Wells Brown, Sandersville, Liberty)	\$14,107,748.07	12/12/16	1/10/17
James Lane Allen Elementary	Renovation	Bond, Restricted, General Fund, Residuals (Cassidy)	\$15,262,692.26	12/12/16	3/7/17
Coventry Oak Elementary	New Construction	Bond, General Fund	\$19,140,746.58	5/22/17	8/1/17
Squires Elementary	Renovation	Bond, Restricted, General Fund	\$14,710,792.46	5/22/17	8/1/17
Jessie Clark Middle	Renovation	Bond, Restricted, General Fund	\$21,436,342.80	7/24/17	Pending

BG-1 PROJECTS UNDER DESIGN/CONSTRUCTION

Facility Name	Project Description	Approved Funding and Source		BG-1 Approval Date	Est. Completion Date
Frederick Douglass High	New Construction (in close out)	\$81,511,696.50	Bond, Restricted, SFCC, General Fund, Residuals (Leestown, HCHS Softball, Locust Trace, Millcreek, 1126 Warehouse, Cardinal Valley, Meadowthorpe RTU)	5/26/15	Aug-2017
New Elementary @ Athens-Boonesboro Rd.	New Construction (in progress)	\$21,791,354	SFCC Cash, Capital Outlay, Local FSPK Bond, SFCC Bond Sale, Residuals (Wellington, Clays Mill, Tates Creek Middle, Mary Todd, Breckinridge, Meadowthorpe, Tates Creek Elem)	2/27/17	Aug-2019

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

MEETING: Regular

DATE: 1/22/2018

TOPIC: Annual Nutrition and Physical Activity Report

PREPARED BY: Debbie Boian and Michelle Coker

**Recommended Action on: 1/22/2018
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 was presented for information on November 18, 2017 and was posted on the District Web site for public inspection and comment until Thursday, December 21, 2017, 6:00 p.m. EST. Once feedback was obtained, comments were used to refine the report. There is a required public hearing that must take place at a special board meeting or at the next regular board meeting scheduled. Staff recommended 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

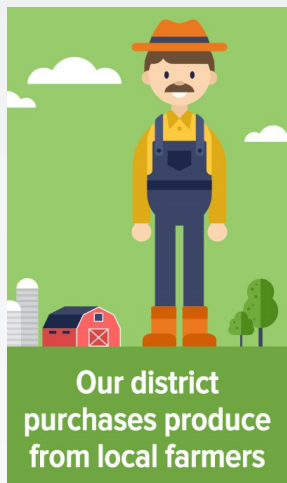
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Fayette County Public Schools

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, breadings 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



Cafeteria



Community



Classroom



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.

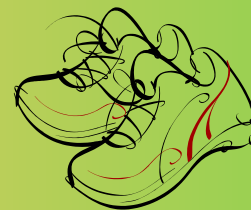


Wellness Initiatives Completed in 2017

- 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



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

Fayette County Public Schools

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Lexington, KY 40505

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

MEETING: Planning

DATE: 01-08-2018

TOPIC: School Activity Funds Report Placeholder

PREPARED BY: Rodney Jackson

Recommended Action on: 01-22-2018

Informational Item

Superintendent Prior Approval: No

Recommendation/Motion: N/A

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

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

Fiscal Impact: N/A

Attachments(s): School Activity Funds Report

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

MEETING: Planning

DATE: 01-08-2018

TOPIC: Monthly Financial Reports Placeholder

PREPARED BY: Rodney Jackson

**Recommended Action on: 01-22-2018
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:** 01/22/2018

TOPIC: Personnel Changes

PREPARED BY: Jennifer Dyar

Recommended Action on: 01/22/2018
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 January 22, 2018 Board Agenda

Personnel Status	CERT / CLASS SAL	CLASS HR	SUB	SUPP
New Hires	3	32	3	169
Retirement	3	5		
Transfers	1	7		
Status	1			
Resignations	6	10		
Adjunct	1			
Suspension w/o pay		4		

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Personnel Changes

1. CERTIFIED/SALARIED CLASSIFIED PERSONNEL

a. Employment of Certified/Salaried Classified Personnel (limited contract) - This is to report the employment of the following certified/salaried employees (limited contract):

Name	Location	Assignment	Effective Date
BUSH	JANELLYN	ELEM PRIMARY INSTRUCTOR	12/4/2017
HATCHETT	MINNETTA	RET ELEM INTERVENTION INSTR	11/15/2017
SMITH	TONYA	HS ESL INSTRUCTOR	12/1/2017

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
ADAMS CHARLES	PROJ AWARE GRNT MNG/STD ACHV	OTHR CTRL OFF/STD ACHV	11/10/2017

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

Name	To	From	Effective Date
STEPHENSON JULIE	SCAPA/SOUTHERN MIDDLE/FP/MID MATH INST/MID SOC STUD INST	SCAPA/MID SOCIAL STUDIES/PP	11/6/2017

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

Name	Location	Assignment	Effective Date
COPELAND	QWASHANDA	HS MATH INSTRUCTOR	12/8/2017
CROSS	ETHAN	ELEM PRIMARY INSTRUCTOR	11/21/2017
GRAHAM	MELISSA	MID SCIENCE INSTRUCTOR	12/1/2017
HIGGINS	ABBEY	MID MULTI POSITION	12/19/2017
INSKO	MINDY	MID MATH INSTRUCTOR	12/14/2017
SPURLOCK	BARBARA	MID SCIENCE INSTRUCTOR	12/19/2017

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

Name	Location	Assignment	Effective Date
CLARK	LEODA	JAMES LANE ALLEN ELEMENTARY	EXC CHILD LEARNING & BEHAVIOR 12/31/2017
PITTS	GENIE	ASHLAND ELEMENTARY	ELEM READING INSTRUCTOR 1/31/2018
SLEET	MICHELE	WILLIAM WELLS BROWN ELEMENTARY	ELEM PRIMARY INSTRUCTOR 1/31/2018

f. Employment of Adjunct Instructor - In accordance with KRS 161.046 and KRS 161.048, this is to report that the Superintendent is requesting the Education Professional Standards Board to issue an adjunct instructor certificate for the following teachers:

Name	Assignment	Location	Effective Date
MURRELL, TRACI	JAG INSTRUCTOR	LTMS	01/03/2018

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
ANTHONY	SABRINA	LIBERTY ELEMENTARY	AFTER SCHOOL PROGRAM ASST 11/16/2017
CHINN	KINDRA	FREDERICK DOUGLASS FOOD SERV	FOOD SERVICE ASSISTANT I 10/30/2017
DAVIS	JENNIFER	LIBERTY ELEMENTARY	SP ED PARA - LEARNING/BEHAVIOR 11/20/2018
DELK	KENDALL	MEADOWTHORPE ELEMENTARY	AFTER SCHOOL PROGRAM ASST 11/30/2017
FIELDS	JEFFREY	ASHLAND ELEMENTARY	PART-TIME CUSTODIAN 11/27/2017
HELTON	JACOB	SOUTHERN MIDDLE	CUSTODIAN 11/20/2017
HENRY	ANTOINE	BRYAN STATION TRADL MIDDLE	CUSTODIAN 11/13/2017
HIGGINBOTHAM	JEROME	JAMES LANE ALLEN ELEMENTARY	INSTRUCTIONAL PARAEUCATOR 11/29/2017
HIGGINS JR	ERIC	HENRY CLAY HIGH SCHOOL	CUSTODIAN 11/28/2017
JETT	TANYA	BRYAN STATION HIGH	SCHOOL OFFICE ASSISTANT 12/4/2017
JOHNSON	ANTHONY	MEADOWTHORPE ELEMENTARY	PART-TIME CUSTODIAN 12/11/2017

LOPEZ RAMIREZ	GUIPSY	NORTHERN ELEMENTARY	SP ED PARA -	11/14/2017
MARTIN	DOUGLAS	FREDERICK DOUGLASS HIGH SCHOOL	LEARNING/BEHAVIOR	
MCCRISTAL	LEE	MARTIN LUTHER KING ACADEMY	CUSTODIAN	11/13/2017
MCCULLOUGH	JAMES	BUS GARAGE	INSTRUCTIONAL PARAEDUCATOR	12/11/2017
MCDOWELL	AJA	LEXINGTON TRAD MAGNET MIDDLE	BUS DRIVER	11/27/2017
MORTON	MICHAEL	BRYAN STATION TRADL MIDDLE	SP ED PARA -	11/28/2017
MUTUAH-KIMWELI	JOYCE	LEESTOWN MIDDLE	LEARNING/BEHAVIOR	12/7/2017
NYLAND	BETTY	BRYAN STATION HIGH FOOD SERV	SP ED PARA -	10/21/2017
ORR	KARA	JAMES LANE ALLEN ELEMENTARY	LEARNING/BEHAVIOR	10/30/2017
REED	MARY	BUS GARAGE	FOOD SERVICE ASSISTANT II	8/14/2017
REYES	KASEY	BUS GARAGE	KINDERGARTEN PARAEDUCATOR	11/27/2017
ROBERSON	CHARITY	FINANCIAL SERVICES	BUS MONITOR	11/13/2017
ROGERS	TRAVIS	TATES CREEK HIGH	BUS DRIVER	11/14/2017
SIFRI	NICOLE	LANSOWNE ELEMENTARY	TAX PROCESSING SPECIALIST	12/1/2017
SILER	TARA	CARDINAL VALLEY ELEMENTARY	CUSTODIAN	11/14/2017
STEVENS	MISTY	FINANCIAL SERVICES	AFTER SCHOOL PROGRAM ASST	12/4/2017
SUAREZ	ALEJANDRO	BUS GARAGE	INSTRUCTIONAL PARAEDUCATOR	11/20/2017
TALBERT	DEREK	MEADOWTHORPE ELEMENTARY	PAYROLL SPECIALIST	11/6/2017
TEVIS	MELISSA	SANDERSVILLE ELEMENTARY	BUS DRIVER	12/4/2017
WILLIAMSON	DANA	FINANCIAL SERVICES	AFTER SCHOOL PROGRAM ASST	11/14/2017
			SP ED PARA -	11/20/2017
			LEARNING/BEHAVIOR	
			TAX AUDITING SPECIALIST	11/20/2017

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
HALE	MAINTENANCE SHOP/MAINTENANCE TECHNICIAN III	DISTRICT WIDE /LEAD MAINTENANCE TECHNICIAN	11/13/2017

MUDDIMAN	JAMES	FREDERICK DOUGLASS HIGH SCHOOL/CUSTODIAN	LEXINGTON TRAD MAGNET MIDDLE /CUSTODIAN	12/4/2017
NORTHERN	JAMES	LEXINGTON TRAD MAGNET MIDDLE /CUSTODIAN	MAINTENANCE SHOP/MAINTENANCE TECHNICIAN II	12/11/2017
REASE	SUSAN	HUMAN RESOURCES/ADMINISTRATIVE ASSISTANT II	FINANCIAL SERVICES/ADMINISTRATIVE ASSISTANT II	12/6/2017
TRIBBLE	BRIAN	FINANCIAL SERVICES/PAYROLL SPECIALIST	MARY TODD ELEMENTARY/SCHOOL ADMIN ASST II - ELEM	11/13/2017

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

Name	Location	Assignment	Effective Date
BARDO	LESLIE	MORTON MIDDLE	SP ED PARA - LEARNING/BEHAVIOR 12/19/2017
HABERMANN	PATRICIA	WELLINGTON FOOD SERVICE	FOOD SERVICE ASSISTANT II 12/15/2017
JOHNSON	JASON	EDYTHE J HAYES MIDDLE SCHOOL	SP ED PARA - LEARNING/BEHAVIOR 12/8/2017
LANE	PATRICIA	LAFAYETTE HIGH SCHOOL	SCHOOL OFFICE ASSISTANT 1/29/2018
LEWIS	TRESA	MILLCREEK ELEMENTARY	SCHOOL OFFICE ASSISTANT 12/30/2017
LITTLE	CODY	BUS GARAGE	BUS MONITOR 11/27/2017
MORRIS	DAYLEN	LAW ENFORCEMENT	LAW ENFORCEMENT OFFICER 12/8/2017
POWELL	HARRY	BUS GARAGE	BUS MONITOR 11/10/2017
RECTOR	EDWARD	LAW ENFORCEMENT	LAW ENFORCEMENT OFFICER 12/29/2017
TAYLOR	JUSTIN	PHYSICAL PLANT OPERATIONS	CUSTODIAN 11/27/2017

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

Name	Location	Assignment	Effective Date
GARFIAS	BENITA	BUS GARAGE	BUS DRIVER 11/08/2017

MCCANN	JOSHUA	BUS GARAGE	BUS DRIVER	11/07/2017, 11/15/2017
RHORER	JACKIE	BUS GARAGE	BUS DRIVER	11/01/2017 (0.5)
SAYRE	GORDON	BUS GARAGE	BUS DRIVER	11/29/2017

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

Name	Location	Assignment	Effective Date	
BAUMGARDNER	LAVONNA	WILLIAM WELLS BROWN ELEMENTARY	KINDERGARTEN PARAEUCATOR	1/1/2018
FARMER	CAROL	BRYAN STATION TRD MID FOOD SER	FOOD SERVICE MANAGER II	12/31/2017
GOINS	PAULA	GLENDOWER ELEMENTARY	KINDERGARTEN PARAEUCATOR	1/31/2018
SMITH	SANDRA	LANSLOWNE ELEM FOOD SERV	FOOD SERVICE ASSISTANT I	11/30/2017
ZIGMUND	CHARLES	BUS GARAGE	BUS MONITOR	12/31/2017

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	
ADKINS	RONALD	SOUTHERN MIDDLE	MID DISCRETIONARY COACH WINTER
ARBUCKLE	RYAN	RUSSELL CAVE ELEMENTARY	ELEM WEB MASTER
ASHER	JODY	EDYTHE J HAYES MIDDLE SCHOOL	MID DISCRETIONARY COACH WINTER
ATINAY	DENISE	SANDERSVILLE ELEMENTARY	ELEM EXTRACURRICULAR COORD
ATINAY	DENISE	SANDERSVILLE ELEMENTARY	ELEM STLP COORDINATOR
BENTLEY	GENA	JULIUS MARKS ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
BOLES	ROBERT	WELLINGTON ELEMENTARY	ELEM STLP COORDINATOR
BOOKER	ROY	CRAWFORD MIDDLE SCHOOL	MID HD BSKTBL (BOYS)(CLAS SAL)
BOSWORTH	LAURA	WELLINGTON ELEMENTARY	ELEM EXTRACURRICULAR COORD
BRIGGS	RYAN	TATES CREEK MIDDLE	MID SPEECH TEAM SPONSOR-COMP
BRIGGS	RYAN	TATES CREEK MIDDLE	BG-SCAPA DRAMA SPONSOR-SPRING
BRUNER	DANIEL	BRYAN STATION HIGH	HS ASST WRESTLING
BUCHANAN	LYNNE	WELLINGTON ELEMENTARY	ELEM GRADE LEVEL REP
BUGG	CHELSE	LAFAYETTE HIGH SCHOOL	HS CLASS SPONSOR

BURSE	DIANNE	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
CANNADA	EMILY	BRYAN STATION HIGH	HS ACADEMY CHAIR
CARTER	JASON	MEADOWTHORPE ELEMENTARY	ELEM COMMITTEE CHAIR
COHN	KACI	BRYAN STATION HIGH	HS ACADEMY CHAIR
COLLINS	CATHERINE	WELLINGTON ELEMENTARY	ELEM WEB MASTER
COVEY	MEREDITH	ATHENS CHILESBERG ELEM	ELEM EXTRACURRICULAR SUPV
CROFT	JOHN	PAUL LAURENCE DUNBEAR HIGH	HS ARCHERY COACH
CULLEN	MARGARET	DIXIE MAGNET ELEMENTARY	ELEM ACADEMIC TEAM COACH
CURRIER	ELIZABETH	SANDERSVILLE ELEMENTARY	ELEM ACADEMIC TEAM COACH
DARKO	MEGAN	SANDERSVILLE ELEMENTARY	ELEM CURRICULUM SPEC
DAVIS	ANTONIO	BRYAN STATION TRADL MIDDLE	MID HD BSKTBL (BOYS)(CLAS SAL)
DELONG	CASEY	HENRY CLAY HIGH SCHOOL	HS ASST WRESTLING
DIXON	MARTHA	CURRICULUM AND ASSESSMENT	DW SPECIAL PROJECT COORD
DONOHUE	KATHERINE	SCAPA AT BLUEGRASS	MID SPEECH TEAM SPONSOR-COMP
DOW	KRISTA	MARY TODD ELEMENTARY	ELEM SBDM SECRETARY
DRURY	TAMMY	MEADOWTHORPE ELEMENTARY	ELEM EXTRACURRICULAR COORD
DRURY	TAMMY	MEADOWTHORPE ELEMENTARY	ELEM EXTRACURRICULAR COORD #2
DULANEY	DEANNE	BRYAN STATION TRADL MIDDLE	MID TEAM LEADER (4 PERSON)
EGAN	SARAH	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
FERRY	TIMOTHY	MILLCREEK ELEMENTARY	ELEM ACADEMIC TEAM COACH
FIELDS	TYRONE	LAFAYETTE HIGH SCHOOL	HS ASST BASKETBALL (BOYS)
FORD	ROBERT	JESSIE M CLARK MIDDLE	MID ASST BASKETBALL (BOYS)
FOXWORTHY-			
DODSON	SANDRA	ROSA PARKS ELEMENTARY	ELEM CURRICULUM SPEC #2
FOXWORTHY-			
DODSON	SANDRA	ROSA PARKS ELEMENTARY	ELEM CURRICULUM SPEC
GASTON	ABIGAIL	SANDERSVILLE ELEMENTARY	ELEM CURRICULUM SPEC
GASTON	ABIGAIL	SANDERSVILLE ELEMENTARY	ELEM EXTRACURRICULAR COORD
GASTON	ABIGAIL	SANDERSVILLE ELEMENTARY	ELEM STLP COORDINATOR
GENTRY	SIDIYYAH	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
GERUGHTY	AUSTIN	MARY TODD ELEMENTARY	ELEM STLP COORDINATOR
GIBSON	EMILY	SQUIRES ELEMENTARY	ELEM ACADEMIC TEAM COACH
GIGER	JAIME	LEXINGTON TRAD MAGNET MIDDLE	MID CLUB SPONSOR

GILLES	JEANA	FREDERICK DOUGLASS HIGH SCHOOL	HS DEPARTMENT CHAIR
GIVENS	RODRIGUEZ	MORTON MIDDLE	MID ASST BASKETBALL (BOYS)
GRAY	ILEANA	SQUIRES ELEMENTARY	ELEM EXTRACURRICULAR SUPV
GREEN	ANTHONY	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)
GREEN	WILLIAM	LAFAYETTE HIGH SCHOOL	HS HEAD WRESTLING
HACKER	DANIEL	BRYAN STATION HIGH	HS HEAD SOCCER (GIRLS)
HARNEY	VIRGINIA	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
HAYDEN	KELLEY	FREDERICK DOUGLASS HIGH SCHOOL	HS DEPARTMENT CHAIR
HEAD	KELLY	WELLINGTON ELEMENTARY	ELEM COMMITTEE CHAIR
HISLE	EMILY	WELLINGTON ELEMENTARY	ELEM COMMITTEE CHAIR
HOGUE	LEIGH	JULIUS MARKS ELEMENTARY	ELEM EXTRACURRICULAR SUPV
HOHENSEE	NANCY	PAUL LAURENCE DUNBAR HIGH	HS DISCRETIONARY COACH WINTER
HOHENSEE	WILLIAM	PAUL LAURENCE DUNBAR HIGH	HS DISCRETIONARY COACH WINTER
HOLDREN	MICHAEL	TATES CREEK HIGH	HS ZERO HOUR
HOVEKAMP	ADAM	JULIUS MARKS ELEMENTARY	ELEM TECHNOLOGY COORD
HUDSON	KERRIE	TATES CREEK MIDDLE	MID ASST VOLLEYBALL
HUDSON	SANDRA	ROSA PARKS ELEMENTARY	ELEM EXTRACURRICULAR SUPV
HUEMMER	MAKAYLA	FREDERICK DOUGLASS HIGH SCHOOL	HS HEAD SWIMMING & DIVING
HUGUELY	TOMMA	LEXINGTON TRAD MAGNET MIDDLE	MID EXTRA CURR ACTIVITY-ACAD
HURLEY	JONATHAN	LAFAYETTE HIGH SCHOOL	HS ASST SOCCER (GIRLS)
JACKSON	ERICA	HENRY CLAY HIGH SCHOOL	HS ASST BASKBLL GIRLS-CL SAL
JACKSON	ERICA	HENRY CLAY HIGH SCHOOL	HS ASST BASKBLL GIRLS-CLSAL #2
JACKSON	JEANNETTE	BRYAN STATION TRADL MIDDLE	MID DANCE TEAM
JACKSON	TIFFANY	BRYAN STATION HIGH	HS CHEERLDING SPONSOR(ASST)
JACOBS	SVITLANA	WELLINGTON ELEMENTARY	ELEM GRADE LEVEL REP
JOHNSON	CANDICE	MEADOWTHORPE ELEMENTARY	ELEM PUBLICATION/YEARBOOK/COMM
JOHNSON	CLAY	TATES CREEK HIGH	HS ASST BASKETBALL (BOYS)
JOHNSON	DANNE	KECSAC PROGRAMS	HS INT PLANNING FACILITATOR
JOHNSON	DANNE	KECSAC PROGRAMS	HS INT PLANNING FACILITATOR #2
JOHNSON	EDDIE	LEESTOWNE MIDDLE	MID HEAD BASKETBALL (BOYS)
JONES	JEREMY	MORTON MIDDLE	MID HEAD BASKETBALL (BOYS)
JONES	TONYA	EASTSIDE CENTER FOR APPLD TECH	HS STLP COORDINATOR

KEINATH	KATHLEEN	JAMES LANE ALLEN ELEMENTARY	ELEM TECHNOLOGY COORD
KENDRICK	SHOMARI	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)
KENNEDY	CRYSTAL	JAMES LANE ALLEN ELEMENTARY	ELEM TECHNOLOGY COORD
KEYSER	DEBRA	WELLINGTON ELEMENTARY	ELEM COMMITTEE CHAIR
KING	BENITA	LAFAYETTE HIGH SCHOOL	HS VOLLEYBALL (ASST)
KINLEY	ROBERT	JESSIE CLARK MIDDLE	MID ASST BASKETBALL (BOYS)
KISLING	AMIE	LAFAYETTE HIGH SCHOOL	HS DRAMA SPONSOR-SPRING 2
KISSNER	TYLER	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (GIRLS)
LANGSTON	CHRISTOPHER	LAFAYETTE HIGH SCHOOL	HS HEAD VOLLEYBALL
LEACH	CRYSTAL	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (GIRLS)
LESTER	ANNIE	WELLINGTON ELEMENTARY	ELEM EXTRACURRICULAR COORD
LOBAITO	CHERYL	SANDERSVILLE ELEMENTARY	ELEM CURRICULUM SPEC
LONG	ELIZABETH	WELLINGTON ELEMENTARY	ELEM COMMITTEE CHAIR
LOPEZ	JASMINE	SOUTHERN MIDDLE	MID YEARBOOK SPONSOR
LUCAS	ANDREA	WELLINGTON ELEMENTARY	ELEM EXTRACURRICULAR COORD
MACKEY	KATELYN	SANDERSVILLE ELEMENTARY	ELEM SBDM SECRETARY
MALONEY	SARA	BEAUMONT MIDDLE SCHOOL	MID DISCRETIONARY COACH FALL
MANLEY	TRAVIS	EASTSIDE CENTER FOR APPLD TECH	VOCATIONAL ACADEMIC COACH
MANLEY	TRAVIS	EASTSIDE CENTER FOR APPLD TECH	ALT TECH COORDINATOR
MARTIN	KAREN	MARY TODD ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
MARTIN	VALERIE	SANDERSVILLE ELEMENTARY	ELEM CURRICULUM SPEC
MASTER	MEGAN	SANDERSVILLE ELEMENTARY	ELEM CURRICULUM SPEC
MATTHEWS	RACHEL	WELLINGTON ELEMENTARY	ELEM EXTRACURRICULAR COORD
MCCLANAHAN	JENNIFER	LAFAYETTE HIGH SCHOOL	HS CLASS SPONSOR
MCDOWELL	SAMANTHA	SANDERSVILLE ELEMENTARY	ELEM ACADEMIC TEAM COACH
MCFARLAND	BRITTANY	MARY TODD ELEMENTARY	ELEM ACADEMIC TEAM COACH
MOBERLY	DARYL	SOUTHERN MIDDLE	MID HEAD BASKETBALL (BOYS)
MOBLEY	MONICA	SANDERSVILLE ELEMENTARY	ELEM COMMITTEE CHAIR #2
MONTGOMERY	CASSANDRA	MORTON MIDDLE	MID DANCE TEAM
MOORE	JULIE	WELLINGTON ELEMENTARY	ELEM STLP COORDINATOR
NOBLIN	MATTHEW	SANDERSVILLE ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
PALUMBO	JAMES	PAUL LAURENCE DUNBAR HIGH	HS SWIMMING & DIVING (ASST)

PARRIGIN	RHONDA	SQUIRES ELEMENTARY	ACADEMIC CHAL COORD-SCH LEVEL
PARRIGIN	RHONDA	SQUIRES ELEMENTARY	ELEM ACADEMIC TEAM COACH
PATRICK	LINDSEY	MARY TODD ELEMENTARY	ELEM WEB MASTER
PATTON	JEREMY	PAUL LAURENCE DUNBAR HIGH	HS ASST BASKETBALL (BOYS)
PAUL	DYLAN	SANDERSVILLE ELEMENTARY	ELEM EXTRACURRICULAR COORD
PERKINS	JAN	FREDERICK DOUGLASS HIGH SCHOOL	HS DEPARTMENT CHAIR
PETERS	JESSE	LAFAYETTE HIGH SCHOOL	HS ARCHERY COACH
PICKENS	SARA	WELLINGTON ELEMENTARY	ELEM EXTRACURRICULAR COORD
PICKENS	SARA	WELLINGTON ELEMENTARY	ELEM SBDM SECRETARY
QUIJANO	EMIL JAKE	HENRY CLAY HIGH SCHOOL	HS SWIMMING & DIVING (ASST)
RANDOLPH	ALISON	JULIUS MARKS ELEMENTARY	ELEM SBDM SECRETARY
RANDOLPH	ALISON	JULIUS MARKS ELEMENTARY	ELEM TRANSPORTATION CAPTAIN
RAUCH	MICHELLE	EASTSIDE CENTER FOR APPLD TECH	HS STLP COORDINATOR
RAUCH	MICHELLE	EASTSIDE CENTER FOR APPLD TECH	HS WEB MASTER
RAUCH	MICHELLE	EASTSIDE CENTER FOR APPLD TECH	VOCATIONAL ACADEMIC COACH
RAY	CARYN	WELLINGTON ELEMENTARY	ELEM PROF DEVELOPMENT CHAIR
RAY	DEAN	FREDERICK DOUGLASS HIGH SCHOOL	HS ARCHERY COACH
READNOWER- PHILLIPS	BRITTANY	WELLINGTON ELEMENTARY	ELEM GRADE LEVEL REP
REED	SABRINA	CURRICULUM AND ASSESSMENT	DW SPECIAL PROJECT COORD
REMLEY	DIANE	LAFAYETTE HIGH SCHOOL	HS DEPARTMENT CHAIR-2ND POS
RICHMOND	JONATHAN	HENRY CLAY HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)
RICHTER	NOAH	FREDERICK DOUGLASS HIGH SCHOOL	HS SWIMMING & DIVING (ASST) #2
RICHTER	NOAH	TATES CREEK HIGH	HS SWIMMING & DIVING (ASST) #3
ROBINSON	RHETT	FREDERICK DOUGLASS HIGH SCHOOL	HS GOLF COACH
ROGERS	DEBORA	WELLINGTON ELEMENTARY	ELEM BLDG ASSESSMENT COORD
ROOT	JESSICA	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
ROSS	RAYMOND	TATES CREEK MIDDLE	MID HEAD BASKETBALL (BOYS)
RUNYON	NICHOLAS	PAUL LAURENCE DUNBAR HIGH	HS HEAD BSKTBL (GIRL)-CLAS SAL
SCOTT	SYDNEY	SANDERSVILLE ELEMENTARY	DW ACAD CHALLENGE COORD
SEREY	JULIE	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
SMALLEY	BRANDON	EDYTHE J HAYES MIDDLE SCHOO	MID DISCRETIONARY COACH WINTER
SMITH	DALE	EDYTHE J HAYES MIDDLE SCHOOL	MID DISCRETIONARY COACH WINTER

SMITH	DALE	EDYTHE J HAYES MIDDLE SCHOOL	MID ASST BASKETBALL (GIRLS)
SPANGLER	ANASTASIA	FREDERICK DOUGLASS HIGH SCHOOL	HS DISCRE COACH (YEAR-LONG)
STACY	KARA	EASTSIDE CENTER FOR APPLD TECH	VOCATIONAL ACADEMIC COACH
STEELE	CATHERINE	WELLINGTON ELEMENTARY	ELEM EXTRACURRICULAR COORD
SUTHERLAND	CLAY	LAFAYETTE HIGH SCHOOL	HS HEAD SWIMMING & DIVING
TAYLOR	BRYAN	PAUL LAURENCE DUNBAR HIGH	HS DISCRETIONARY COACH WINTER
TAYLOR	RONETTA	LAFAYETTE HIGH SCHOOL	HS ASST BASKETBALL (GIRLS)
TIPTON	ANNA	WELLINGTON ELEMENTARY	ELEM EXTRACURRICULAR COORD
TRUSTY	TIMOTHY	EASTSIDE CENTER FOR APPLD TECH	VOCATIONAL ACADEMIC COACH
TUDURI	DAVID	FREDERICK DOUGLASS HIGH SCHOOL	HS ASST WRESTLING
TURNER	REBECCA	ROSA PARKS ELEMENTARY	ELEM CURRICULUM SPEC
VANDYKE	HEATHER	WELLINGTON ELEMENTARY	ELEM GRADE LEVEL REP
VARBLE	DAREN	HENRY CLAY HIGH SCHOOL	HS DISCRETIONARY COACH WINTER
VERDOW	SHANNON	MARY TODD ELEMENTARY	ELEM BLDG ASSESSMENT COORD
VINCENT	TRENTON	FREDERICK DOUGLASS HIGH SCHOOL	HS DEPARTMENT CHAIR
WAESPE	CONNIE	LAFAYETTE HIGH SCHOOL	HS DEPARTMENT CHAIR #3
WALLER	BRANDI	LANSLOWNE ELEMENTARY	ELEM EXTRACURRICULAR COORD #2
WEBB	JENIE	KECSAC PROGRAMS	HS INT PLANNING FACILITATOR
WEBB	JENIE	KECSAC PROGRAMS	HS INT PLANNING FACILITATOR #2
WHITE	CHRIS	SOUTHERN MIDDLE	MID ASST BASKETBALL (BOYS)
WILKINS	KATHERINE	SANDERSVILLE ELEMENTARY	ELEM SBDM SECRETARY
WILLIS	SHIRCUN	LEESTOWN MIDDLE	MID ASST FOOTBALL
WILSON	TRASCI	WINBURN MIDDLE	MID DISCR COACH (YEAR-LONG)
WITHROW	BRYAN	JESSIE M CLARK MIDDLE	MID ASST VOLLEYBALL
WITT	COLLIER	LAFAYETTE HIGH SCHOOL	HS SWIMMING & DIVING (ASST)
WITT	KRISTEN	MILLCREEK ELEMENTARY	ELEM GRADE LEVEL REP
YATES	AMANDA	WILLIAM WELLS BROWN ELEMENTARY	ELEM STLP COORDINATOR
YBAROLA	HOLLY	LAFAYETTE HIGH SCHOOL	HS EXTRACURRICULAR ACTIVITY

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
BEACH	SUB FOOD SERVICE	11/30/2017
DENTON	SUB FOOD SERVICE	11/30/2017
SEYBOLD	SUB FOOD SERVICE	11/14/2017

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

MEETING: Regular

DATE: 1/22/18

TOPIC: Position Control

PREPARED BY: Julane Mullins

**Recommended Action on: 1/22/2018
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

Superintendent Emmanuel Caulk

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

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

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

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 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	84,787	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	125,266	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	60,785	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	63,396	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	89,234	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	83,873	219	6/28/2004

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

Position Control Number	MUNIS Job Description	FTE	Fund Source	Salary 2017-2018	Calendar	Creation Date
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	-	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		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	74,508	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	35,144	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	FINANCIAL SERVICES BOOKKEEPER	1	General Fund	21,020	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	22,310	256	6/28/2004
26080027	TAX PROCESSING SPECIALIST	1	General Fund		256	6/28/2004
26080028	PAYROLL ACCOUNTING MANAGER	1	General Fund	68,195	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	23,213	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	-	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	-	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	-	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	20,349		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	-	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	29,197	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 TRAINER	1	Food Service	25,872	190	6/28/2004
46923008	FOOD SERVICE COORDINATOR	1	Food Service	80,060	245	6/28/2004
46923009	FOOD SERVICE SUPERVISOR	1	Food Service	48,488	220	7/1/2006
46923010	FOOD SERVICE SUPERVISOR	1	Food Service	47,115	220	7/1/2006
46923011	FOOD SERVICE SUPERVISOR	1	Food Service	39,635	220	7/1/2006
46923012	PURCHASING TECHNICIAN	1	Food Service	58,470	256	7/1/2016
46923013	FOOD SERVICE SUPERVISOR	1	Food Service	44,827	220	7/1/2016
46923014	MICROCOMPUTER SPECIALIST	1	Food Service	59,474	256	9/22/2008
46923015	MAINTENANCE TECHNICIAN III	1	Food Service	42,230	256	6/29/2004
46923016	MAINTENANCE TECHNICIAN III	1	Food Service		256	6/30/2004
46923017	LEAD MAINTENANCE TECH	1	Food Service	37,391		11/3/2017
46923018	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