

PROCEEDINGS
OF THE BOARD OF EDUCATION
Paducah, Kentucky
REGULAR MEETING
May 12, 2025

A regular meeting of the Board of Education of the Paducah Independent School District was held at the Central Office, Innovation Hub Seminar Room, 500 South 25th Street, Paducah, Kentucky on Monday, May 12, 2025 at 5:00 p.m.

ROLL CALL

Members Present: Mary Hunter Hancock, Janice Howard, Carl LeBuhn, Amina Watkins

Absent: Felix Akojie

Others Present:

Donald Shively, Superintendent

Lisa Chappell, Secretary

Nicholas Holland, Attorney

William Black, Instruction/Assistant Superintendent

Shonda Hollowell, Equity

Angela Copeland, Finance

Troy Brock, DPP

Chad Jezik, Facilities

Dale Weaver, Technology

Allen Treece, Community Schools

Anne Bidwell, Human Resources

Sarah Anthony, Special Programs

Other staff and community members

Dr. LeBuhn called the meeting to order. After the roll call, it was established that a quorum of Board members was present. The student board members led the Pledge of Allegiance.

ORDER NO. 59

APPROVAL OF AGENDA

The agenda was presented. The motion was made by Mrs. Howard and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent and approve the agenda as presented. The roll was called and all members present voted "yes".

RECOGNITIONS AND REPORTS:

Kim Davidson, KMEA First District Elementary School Music Teacher of the Year/2024-2025 – presented by her principals at Morgan Elementary School – Tami Snyder, Vicki Conyer, Mark Fenske.

Troy Brock presented the attendance report and noted that a car will be given away on May 14 in the Road to Excellence attendance campaign.

Paducah Middle School report on student achievement and the Attitude Gap, by Ginger Stewart, Geco Ross, and Wes Newsome.

HEARINGS OF INDIVIDUALS AND GROUPS KJ Wade and Madalynn Dochniak, student board members, expressed their appreciation to the board.

ORDER NO. 60

APPROVAL OF CONSENT AGENDA - The Consent Agenda was presented with a recommendation for each item:

ATTENDANCE REPORT – It was recommended that the Paducah Board of Education accept the attendance reports from Troy Brock, DPP.

NOTIFICATION OF PERSONNEL ACTIONS - It was recommended that the Board receive the notification of personnel actions for certified and support personnel. These actions occurred since April 21, 2025.

I. Classified Personnel Action Since Last Report

A. Terminations

Beach, Shannon	Resignation accepted: Staff Support Secretary, Paducah Tilghman High School.	06/30/25
McKinney, Erica	Termination: School Nutrition Manager, Paducah Middle School.	05/08/25
Snyder, Landon	Resignation accepted: Student Worker, Districtwide.	04/29/25
Wadlington, Allen	Resignation accepted: Instructional Assistant I, Paducah Middle School.	05/02/25

B. Status Change/Reassignments/ Extra Duty Assignments/Transfers

Caison, Frances	Other: Bus Monitor, Paducah Head Start Preschool, move from 135L Fund to 655L Fund.	04/30/25
Clark, Brandi	Other: Bus Monitor, Paducah Head Start Preschool, move from 135L Fund to 655L Fund.	04/30/25
Crank, Penny	Other: Bus Monitor, Paducah Head Start Preschool, move from 135L Fund to 655L Fund.	04/30/25
Cross, Libra	Other: Bus Monitor, Paducah Head Start Preschool, move from 135L Fund to 655L Fund.	04/30/25
Garrett, Michell	Transfer: From School Nutrition Assistant I, Paducah Middle School to School Nutrition Assistant I, Paducah Tilghman High School.	04/28/25
Johnson, Clarence	Other: Bus Monitor, Paducah Head Start Preschool, move from 135L Fund to 655L Fund.	04/30/25
Loving Kia	Transfer: From School Nutrition Assistant I, Paducah Tilghman High School to School Nutrition Assistant I, Paducah Middle School.	04/28/25
Mackey, Mary	Transfer: From School Nutrition Assistant I, McNabb Elementary School to School Nutrition Assistant I, Paducah Head Start Preschool.	04/30/25
Morris, A'lea	Other: Bus Monitor, Paducah Head Start Preschool, move from 135L Fund to 655L Fund.	04/30/25
Shaw, Marlena	Transfer: From School Nutrition Assistant I, Paducah Middle School to School Nutrition Assistant I, McNabb Elementary School.	04/30/25
Travis, Emily	Other: Bus Monitor, Paducah Head Start Preschool, move from 135L Fund to 655L Fund.	04/30/25
Williams, Bruce	Other: Bus Monitor, Paducah Head Start Preschool, move from 135L Fund to 655L Fund.	04/30/25
Williams, Pamela	Other: Bus Monitor, Paducah Head Start Preschool, move from 135L Fund to 655L Fund.	04/30/25
Wood, Antronette	Other: Bus Monitor, Paducah Head Start Preschool, move from 135L Fund to 655L Fund.	04/30/25

C. Employment

NONE		
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II. Certificated Personnel Action Since Last Report

A. Terminations

Blocker, Aaron	Resignation accepted: Teacher, Paducah Middle School.	06/30/25
Burgett, Lonnie Jay	Resignation accepted: Assistant Principal, Paducah Tilghman High School.	06/30/25
Davidson, Kimberly	Resignation accepted to effect retirement: Teacher, Morgan Elementary School.	10/31/25
Howard, Dylan	Resignation accepted: Kentucky History Program Teacher, Paducah Middle School.	07/01/24
Lambert, Kate	Resignation accepted: Teacher, Paducah Middle School	06/30/25
Newsome, John	Resignation accepted: Assistant Principal, Paducah Middle School.	06/30/25
Thompson, Triska	Resignation accepted: Kentucky History Program Coach, Paducah Middle School.	07/01/24

B. Extra-duty Assignments/Changes in Status/Transfers

Beyer, Jennifer	Additional Assignment: Makerspace Teacher, McNabb, \$30.00 per hour.	01/22/25
Capen, Morgan	Position Change: From Teacher, Paducah Middle School to Teacher, Paducah Tilghman High School.	08/06/25
Donaldson, Shanetha	Other: Step Team Coach, Paducah Middle School, stipend \$1,000.00 for 2024-2025 school year only.	07/01/24
Frazier, Shanice	Other: Step Team Coach, Clark Elementary School, stipend \$1,000.00 for 2024-2025 school year only.	07/01/24
Harris, Jennea	Other: Step Team Coach, Paducah Middle School/Paducah Tilghman High School, stipend \$5,000.00 for 2024-2025 school year only.	07/01/24
Zimmerman, Victor	Position Change: From Teacher, Paducah Middle School to Assistant Principal, McNabb Elementary School, Rank I, with 20 extended days and \$8,500.00 supplement.	07/01/25

C. Employment

Lovelace, Steve	Employment: Substitute Teacher, District Wide, \$95.00 per day.	04/01/25
Spencer, Bethany	Employment: Special Education Teacher-MSD, Morgan Elementary School, Rank III – 0 years of experience.	05/05/25

DISPOSITION OF MINUTES – It was recommended that the minutes be approved for the regular meeting held April 21, 2025 and special meetings held April 22 and April 24, 2025.

BILLS AND REGULAR DISBURSEMENTS - A listing of the disbursements was given to Board members with the agenda. Checks: 208239-208515. It was recommended that the bills and regular disbursements be approved.

TREASURER'S MONTHLY REPORT - The Treasurer's Monthly Report for the period ending April 30, 2025 was presented. It was recommended that the Treasurer's Monthly Report be received.

WORKING BUDGET ADJUSTMENTS - The Working Budget Adjustments for the period ending April 30, 2025 were presented. It was recommended that the Working Budget Adjustments be received.

HEAD START REPORTS – It was recommended that the Paducah Board of Education approve the one time \$1,000.00 stipends as presented by Kristy Lewis, director: PBIS Pyramid Model Team Leader (3 teachers) and LETRS/KDE Preschool Partnership Grant (8 teachers).

BOARD POLICY 09.435 EXPULSION COMMITTEE – It was recommended that the Paducah Board of Education establish a committee that could be used to delegate board authority to conduct student expulsion hearings as outlined in Board Policy 09.435 and KRS 158.15(3)(d)(2). The committee's representation shall be revised as follows:

Board Member appointed by the Board Chair
District Pupil Personnel or superintendent appointment
Director of Student Services or superintendent appointment
Certified staff member from the school-based decision-making council
District Chief of Police or superintendent appointment

STUDENT TRIP - It was recommended that the Paducah Board of Education approve the following trip request: PTHS NJROTC Summer Training / Camp Atterbury Leadership Academy, Indiana June 22-27, 2025.

INDIRECT COSTS – It was recommended that the Paducah Board of Education accept the Indirect Cost Rates for 2025-2026 as follows: Non-Restricted = 15.49% and Restricted = 3.30% as presented by Angela Copeland, Director of Finance.

DISTRICT TECHNOLOGY PLAN – It was recommended that the Paducah Board of Education accept the final draft of the 2025-2026 District Technology Plan for first reading as presented by Dale Weaver, Director of Information Technologies.

SURPLUS EQUIPMENT – It was recommended that the Paducah Board of Education declare the technology equipment as surplus for proper disposal: (74) 48-port Ethernet Switches

EMERGENCY SUB – It was recommended that the Paducah Board of Education approve the CA-4 Form for Emergency Certification to enable the district to employ substitutes who have a 2.5 cumulative GPA or 3.0 on last 60 hours to teach on a day-to-day basis.

FY25 SBDM STAFFING ALLOCATIONS – It was recommended that the Paducah Board of Education approve the Fiscal Year 2025 School Based Decision Making (SBDM) May 1 allocations. See below.

Staffing Allocation Worksheet for Morgan Elementary School

FY26 Projected Enrollment: 384

Section 1: Required Certified Positions			
Principal	Ratio	Classified	Unclassified
Media Librarian (Specialist)	1.0	22.5	7.5
Total	2.0	22.5	7.5

Section 4: Certified Teachers			
Grade	Ratio	Classified	Unclassified
Primary (K-3)	24	24	11.0
Fourth Grade	28	61	2.0
Fifth Grade	28	61	2.0
Total	80	146	5.0

Additional Certified Staff (Formulas: Specialist - 1200; Other - 1125)			
Assistant Principal/Specialist	2.0	2.0	0.0
Guidance Counselor/Other	1.0	1.0	0.0
Media Librarian/Specialist (included from Section 1)	1.0	1.0	0.0
Discretionary Classified/Other	2.0	2.0	0.0
Total Additional Certified	5.0	5.0	0.0

Note: by DOE approved formula - 3 Specialist & 3 Other

Section 5: Classified Allocations			
Grade	Ratio	Classified	Unclassified
Kindergarten	24	24	2.0
Other (1-250)	351	250	1.0
Classical Support (translators & 0.1% - Certified Staff & 4%)	2.0	2.0	0.0
Total	353	252	3.0

Section 6: SEEK Base Funding			
Prior Year ADA	340.49		
Allocation Per Student	\$100		
Total	\$34,049		

Note: FY26 based on FY25 ADA

Section 7: Additional Certified Staff (not required)			
Academic Dean - Special Education	1.0	1.0	0.0
Additional Classroom Teachers	0.5	0.5	0.0
Total Additional Certified	1.5	1.5	0.0

Note: GTC Allocation

Additional Classified Staff (not required)			
Additional Instructional Assistants	0.5	0.5	0.0
Discretionary Classified/Other	2.5	2.5	0.0
Total Additional Classified	3.0	3.0	0.0

Note: 0.5 FSI, 1A, Social Worker & School Resource Officer

Staffing Allocation Worksheet for Choices Alternative School

FY26 Projected Enrollment: 180

Certified Positions			
Principal	Ratio	Classified	Unclassified
Teacher (K-5, MS, & HS)	3.0	54	18.0
Special Education	1.0	18	6.0
Total	4.0	72	24.0

Classified Allocations			
Grade	Ratio	Classified	Unclassified
Instructional Assistants	1.0	18	6.0
Classical Support	1.0	18	6.0
Total	2.0	36	12.0

Section 6: SEEK Base Funding			
Prior Year ADA	23.51		
Allocation Per Student	\$100		
Total	\$2,351		

Note: FY26 based on FY25 ADA

Total Allocated Staff			
Total Certified	6.0	6.0	0.0
Total Classified	8.0	8.0	0.0
Total Staff Allocated	14.0	14.0	0.0

Staffing Allocation Worksheet for Paducah Middle School

FY26 Projected Enrollment: 629

Section 1: Required Certified Positions			
Principal	Ratio	Classified	Unclassified
Media Librarian (Specialist)	1.0	33.0	9.0
Total	2.0	33.0	9.0

Section 4: Certified Teachers			
Grade	Ratio	Classified	Unclassified
Sixth Grade	29	181	6.0
Seventh Grade	31	223	8.0
Eighth Grade	31	201	7.0
Total	91	405	21.0

Additional Certified Staff (Formulas: Specialist - 1200; Other - 1125)			
Assistant Principal/Specialist	2.0	2.0	0.0
Guidance Counselor/Other	1.0	1.0	0.0
Media Librarian/Specialist (included from Section 1)	1.0	1.0	0.0
Discretionary Classified/Other	6.0	6.0	0.0
Total Additional Certified	11.0	11.0	0.0

Note: by DOE approved formula - 4 Specialist & 7 Other

Section 5: Classified Allocations			
Grade	Ratio	Classified	Unclassified
Other (1-250)	629	250	3.0
Classical Support (translators & 0.1% - Certified Staff & 4%)	4.0	4.0	0.0
Total	633	254	3.0

Section 6: SEEK Base Funding			
Prior Year ADA	591.64		
Allocation Per Student	\$100		
Total	\$59,164		

Note: FY26 based on FY25 ADA

Section 7: Additional Certified Staff (not required)			
Additional Classroom Teachers	1.0	1.0	0.0
Total Additional Certified	1.0	1.0	0.0

Note: GTC & Administrative Substitute

Additional Classified Staff (not required)			
Additional Instructional Assistants	0.3	0.3	0.0
Discretionary Classified/Other	2.0	2.0	0.0
Total Additional Classified	2.3	2.3	0.0

Note: Distinguished Educator, Social Worker, 0.3 FSI, 1A & SRO

Staffing Allocation Worksheet for McNabb Elementary School

FY26 Projected Enrollment: 335

Section 1: Required Certified Positions			
Principal	Ratio	Classified	Unclassified
Media Librarian (Specialist)	1.0	35.0	7.0
Total	2.0	35.0	7.0

Section 4: Certified Teachers			
Grade	Ratio	Classified	Unclassified
Primary (K-3)	24	41	18.0
Fourth Grade	28	104	4.0
Fifth Grade	29	104	4.0
Total	81	249	26.0

Note: Primary Student to Teacher Ratio = 23.4 to 1

Additional Certified Staff (Formulas: Specialist - 1200; Other - 1125)			
Assistant Principal/Specialist	1.0	1.0	0.0
Guidance Counselor/Other	1.0	1.0	0.0
Media Librarian/Specialist (included from Section 1)	1.0	1.0	0.0
Discretionary Classified/Other	5.0	5.0	0.0
Total Additional Certified	8.0	8.0	0.0

Note: by DOE approved formula - 3 Specialist & 5 Other

Section 5: Classified Allocations			
Grade	Ratio	Classified	Unclassified
Kindergarten	24	92	4.0
Other (1-250)	623	250	2.0
Classical Support (translators & 0.1% - Certified Staff & 4%)	4.0	4.0	0.0
Total	641	256	6.0

Section 6: SEEK Base Funding			
Prior Year ADA	592.38		
Allocation Per Student	\$100		
Total	\$59,238		

Note: FY26 based on FY25 ADA

Section 7: Additional Certified Staff (not required)			
Academic Dean	1.0	1.0	0.0
Total Additional Certified	1.0	1.0	0.0

Additional Classified Staff (not required)			
Additional Instructional Assistants	0.7	0.7	0.0
Discretionary Classified/Other	2.0	2.0	0.0
Total Additional Classified	2.7	2.7	0.0

Note: Social Worker, 0.7 FSI, 1A & School Resource Officer

Staffing Allocation Worksheet for Paducah Tighman High School

FY26 Projected Enrollment: 932

Section 1: Required Certified Positions			
Principal	Ratio	Classified	Unclassified
Media Librarian (Specialist)	1.0	51.7	13.0
Total	2.0	51.7	13.0

Section 4: Certified Teachers			
Grade	Ratio	Classified	Unclassified
Ninth Grade	29	214	7.0
Tenth Grade	31	243	8.0
Eleventh Grade	31	243	8.0
Twelfth Grade	31	210	7.0
Total	122	910	29.0

Additional Certified Staff (Formulas: Specialist - 1200; Other - 1125)			
Assistant Principal/Specialist	2.0	2.0	0.0
Guidance Counselor/Other	3.0	3.0	0.0
Media Librarian/Specialist (included from Section 1)	1.0	1.0	0.0
Discretionary Classified/Other	5.0	5.0	0.0
Total Additional Certified	11.0	11.0	0.0

Note: by DOE approved formula - 3 Specialist & 7 Other

Section 5: Classified Allocations			
Grade	Ratio	Classified	Unclassified
Other (1-250)	932	250	2.0
Classical Support (translators & 0.1% - Certified Staff & 4%)	4.0	4.0	0.0
Total	936	254	2.0

Section 6: SEEK Base Funding			
Prior Year ADA	760.23		
Allocation Per Student	\$100		
Total	\$76,023		

Note: FY26 based on FY25 ADA

Section 7: Additional Certified Staff (not required)			
Additional Classroom Teachers	11.7	11.7	0.0
Total Additional Certified	11.7	11.7	0.0

Note: 7 Inactive Teachers, 0.16 Orchestra, 0.2 Multi-School TV, 2 ROTC, JAG, & EL

Additional Classified Staff (not required)			
Additional Instructional Assistants	0.0	0.0	0.0
Discretionary Classified/Other	7.0	7.0	0.0
Total Additional Classified	7.0	7.0	0.0

Note: Registrar, Secretary, 2 Social Workers, Career Planners, SRO, & SRO

SIGNATURE AUTHORIZATION – It was recommended that the Paducah Board of Education authorize Will Black, Assistant Superintendent, to perform executive officer duties at the closing of the sale of 1350 S. 6th Street property tentatively scheduled for June 6, 2025 due to the Superintendent being out of district.

The motion was made by Mrs. Hancock and seconded by Ms. Watkins that the Board concur with the recommendations for the items included in the CONSENT AGENDA. The roll was called and all members present voted “Yes.”

ORDER NO 61

APPROVAL OF SRO AGREEMENT - It was recommended that the Paducah Board of Education approve the School Resource Officer Agreement with the City of Paducah for 1 year commencing August 1, 2025.

The motion was made by Mrs. Howard and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 62

APPROVAL OF NEW POSITIONS - It was recommended that the Paducah Board of Education approve the additional After School Club Specialists and the new position of Summer Youth Program Assistant. These are funded by the Community Schools Grant.

The motion was made by Ms. Watkins and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 63

APPROVAL OF NEW POSITION - It was recommended that the Paducah Board of Education approve the new position of Itinerant Tutor. This certified teacher will travel to Merryman House and Fresh Start to provide services after school and during the summer. Pay is \$30/hour paid by the McKinney-Vento Grant. The motion was made by Mrs. Hancock and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 64

APPROVAL OF AGREEMENT - It was recommended that the Paducah Board of Education approve the AIA 141 Design-Build contract with Ascendant Facility Partners totaling \$824,433 to complete the Memorial Stadium Concrete Repairs project BG (25-196).

The motion was made by Mrs. Howard and seconded by Mrs. Hancock that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 65

APPROVAL OF PAYMENT TO CONTRACTORS - It was recommended that the Paducah Board of Education approve the following payments for the Head Start Preschool project (BG 20-236): Summary of Payments No. 39: \$372,667.93

The motion was made by Mrs. Hancock and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 66

APPROVAL OF BG4 CLOSEOUTS (BG 20-236) - It was recommended that the Paducah Board of Education approve the following BG4 Contract Closeouts for the Head Start Preschool project (BG20-236):

BP 010 Central Paving

BP 020 Central Paving

BP 092 Drywall Systems Plus

BP 210 Murtco, Inc.

BP 220 Penn & Son Sheet Metal

The motion was made by Mrs. Howard and seconded by Ms. Watkins that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 67

APPROVAL OF BOND RESOLUTION - It was recommended that the Paducah Board of Education approve the resolution authorizing the issuance of not to exceed \$9 million of Board of Education of Paducah, Kentucky General Obligation Bonds, Series of 2025 and approving all other documents in connection with the issuance of the Bonds. The full resolution was read by Mark Rawlings, from Baird.

The motion was made by Mrs. Hancock and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted “Yes.”

ORDER NO. 68

ACCEPTANCE OF BID FOR KITCHEN UPGRADE - It was recommended that the Paducah Board of Education accept the bid from C&T Design for \$80,748.10 for kitchen upgrades at Paducah Tilghman High School.

The motion was made by Mrs. Hancock and seconded by Mrs. Howard that the Board concur with the recommendation of the superintendent. The roll was called and all members present voted "Yes."

ORDER NO. 69

ACTION TO GO INTO EXECUTIVE SESSION

Dr. LeBuhn announced the need to go into executive session for the discussion of personnel and property. The motion was made by Mrs. Howard and seconded by Mrs. Hancock that the Board go into executive session. The roll was called and all members present voted "Yes." Donald Shively, Will Black, Nicholas Holland, Carl LeBuhn, Mary Hunter Hancock, Janice Howard, and Amina Watkins were present for the entire executive session.

ORDER NO. 70

ACTION TO RETURN TO OPEN SESSION

The motion was made by Mrs. Howard and seconded by Ms. Watkins that the Board return to open session. The roll was called and all members present voted "Yes."

ORDER NO. 71

ACTION TO ADJOURN

The motion was made by Mrs. Hancock and seconded by Mrs. Howard that the meeting be adjourned. The roll was called and all members present voted "Yes." The meeting adjourned at 7:24 p.m.



Chairman



Secretary

The requirements of KRS 61.810, 61.815, 61.820 and 61.823 were complied with relative to the foregoing meeting.