



Daviess County Board of Education
Regular Board Meeting
January 15, 2026 4:30 PM
Charles Broughton, Superintendent
4801 Frederica Street
Owensboro, KY 42301

The Daviess County Board of Education met pursuant to notice for the Board of Education meeting in Owensboro, Kentucky on Thursday, January 15, 2026 at 4:30 p.m. The meeting was held at the Daviess County Board of Education located at 4801 Frederica Street, Owensboro, Kentucky.

Attendance Taken at 4:30 PM

Present Board Members:

Mr. James Morgan
Dr. Tom Payne
Mr. Frank Riney
Mrs. Tammy Rice

Absent Board Members:

Mr. Trey Pippin

1. CALL TO ORDER

James Morgan, Board Chair, called the meeting to order.

2. ROLL CALL

Trey Pippin was absent for the January 15, 2026 Board meeting. All other Board members were present.

3. MOMENT OF SILENCE

The Board observed a moment of silence.

4. PLEDGE OF ALLEGIANCE

Dr. Tom Payne led the Pledge of Allegiance.

5. DCBE MISSION STATEMENT

Tammy Rice read the DCPS Mission Statement.

6. COMMUNICATIONS

6.1 Good News Report

It is our tradition to begin our Board of Education meetings with an item of good news. We are excited for a new year filled with opportunities to provide excellence to our teachers, staff, and students.

Our College and Career Department is gearing up for their busy season with Empower U events and applications going live. Daviess County Public Schools has one of the largest dual credit programs in the Commonwealth of Kentucky which is something to be proud of.

The Engineering Academy which is housed at Apollo, hosted their annual Open House last week, where parents and the public could view projects students have worked on in the first semester of classes this year. This was a great display of robotics, reverse engineering, and computer programming projects. This is one of the great academies within our Empower U program.

The Empower U showcase is set for Tuesday, February 3 at 5:30pm. This event will be at Apollo High School. Students and families can attend, regardless of whether they will attend high school.

This evening will put a focus on our Agriculture, Engineering, Life Sciences, and Early College academies and allow current students to demonstrate projects they are working on and invite potential students and their families to explore the options that meet their needs and interests.

I encourage my fellow board members and all in attendance tonight to attend this event as a demonstration of our support and appreciation to the teachers who are so dedicated to preparing our students for success in life.

Empower U is “Together for Kids” at its finest. Thank you to everyone who is involved in making these meaningful, real-world learning opportunities available for our students.

7. PROPOSED AMENDMENTS TO THE AGENDA

There were no proposed amendments to the agenda.

8. SUPERINTENDENT'S REPORT

8.1 Superintendent's Remarks

Good evening, and welcome to our First Thursday Board Meeting of 2026.

This meeting marks an important milestone for our district. As Mr. Morgan mentioned, we recently opened our new Central Office building this past Monday. This space symbolizes progress, collaboration, and our ongoing commitment to serving students, staff, families, and the community with excellence. The new building represents careful planning, responsible stewardship, and a shared vision for the future of our district. It will act as a hub for collaboration, innovation, and support, ensuring that our schools have the necessary resources and leadership to help every student succeed as we work Together for Kids! As we celebrate this significant achievement, it is particularly fitting to do so during Board Member Appreciation Month.

I want to express my sincere gratitude to our Board of Education members: Mr. James Morgan, Dr. Tom Payne, Mr. Frank Riney, Mrs. Tammy Rice, and Mr. Trey Pippin. It is an honor to work alongside each of you and to have your support!

This project, like many other initiatives in our district, would not have been possible without your support, leadership, and commitment to improving Daviess County Public Schools. You all do an excellent job of balancing the year-to-year needs of our schools and staff, for example, by providing raises and creating a budget that reflects our commitment to students, staff, and the community, while always maintaining a clear vision for the future and placing students at the center of your decisions.

Board service is demanding and often goes unseen. It requires countless hours of preparation and a willingness to make decisions that serve the greater good. Your dedication, integrity, and partnership have helped guide this district forward, and this new Central Office stands as a visible testament to that work.

On behalf of our students, staff, families, and community, thank you for your selflessness, your commitment to service, and your belief in public education. We are grateful for your continued dedication, and we are proud to move forward together for kids in this new space—focused on collaboration, excellence, and improved opportunities for our students and staff.

Mr. Chair, that concludes my remarks. If you don't mind, I would like to move right into the next item on the agenda: a special video of appreciation put together by Dylan Hammons. We hope you enjoy it!

8.2 Daviess County Board of Education Appreciation

A video in honor of Board Appreciation month was played for the Board. The video was created by Dylan Hammons, with the help of some special guests throughout DCPS.

8.3 Sorgho Elementary School Presentation

The presentation by two fifth-grade Sorgho Elementary School students highlighted the many positive experiences and achievements they have had during their time at SES.

9. REPORTS

#93 9.1 Treasurer's Report

Treasurer's Report for the Month Ended December 31, 2025

General Fund Balance – December 1, 2025 \$32,452,959.33

Total Receipts \$21,409,857.04

Total Available for Expenditures \$53,862,816.37

Total Expenditures \$10,399,008.21

General Fund Balance – December 31, 2025 \$43,463,808.16

Order #93 - Motion Passed: Approval of the Treasurer's Report passed with a motion by Mr. Frank Riney and a second by Mrs. Tammy Rice.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

9.2 Instructional Report - Kindergarten Readiness Results

Jana Beth Francis presented an overview of kindergarten readiness and the criteria used to determine readiness through the Brigance Screening. She explained that screening for incoming kindergarten students occurs at the start of the school year, either two weeks prior to school or within the first 30 days of enrollment. The screening assesses five developmental areas: academic/cognitive skills, language development, physical development, self-help skills, and social-emotional development. Mrs. Francis noted that since the COVID-19 pandemic, there has been a significant nationwide decline in kindergarten readiness, including within DCPS.

She also shared strategies for supporting kindergarten readiness, including enrolling students in DCPS Preschool (for qualified students based on disability or socioeconomic status, as well as tuition-based enrollment), participation in other preschool or community-based programs, and engaging children in meaningful, face-to-face interactions. Additional recommendations included creating a language-rich environment and practicing early learning skills through direct human interaction, such as letter and sound recognition, counting, identifying basic shapes and colors, learning first and last names, developing balance and coordination, following verbal directions, building attention span, and exploring early writing skills through coloring and drawing.

#94 10. CONSENT AGENDA

Order #94 - Motion Passed: Approval of Consent Agenda as Presented passed with a motion by Mr. James Morgan and a second by Mrs. Tammy Rice.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes

Mrs. Tammy Rice Yes
Mr. Trey Pippin Absent

10.1 Consider Approval of New Positions/Reductions/Open Positions/Reclassifications/Eliminated Positions

The Daviess County Board of Education approves all new positions.

Please approve the following new position(s):

None at this time

Please approve the following position(s) to be reactivated:

None at this time

Please approve the following updated job description(s) and class code(s):

0150: Director of Secondary Education

0150: Instructional Technology Coach

0150: Director of Elementary Education & MTSS

Please deactivate the following job description(s) and class code(s):

None at this time

10.2 Consider Approval of Leaves of Absence

Daviess County Board of Education Policy requires employees who are requesting a leave of absence to make a written request.

If approved, some leaves will be unpaid. Specific information is contained on the attached list.

**DAVIESS COUNTY BOARD OF EDUCATION AGENDA ITEM
FOR THE January 15, 2026 BOARD MEETING**

LEAVE OF ABSENCE (EMPLOYEE #/TYPE OF LEAVE)	POSITION & SCHOOL OR DEPARTMENT	EFFECTIVE DATE
#12331 FMLA – DATE REVISION	CUSTODIAN APOLLO HIGH SCHOOL	3/20/2025 - 8/15/20205
#11595 INTERMITTENT FMLA	TEACHER WEST LOUISVILLE ELEMENTARY SCHOOL	12/5/2025 - 12/6/2026
#7056 FMLA	FOOD SERVICE ASSISTANT APOLLO HIGH SCHOOL	11/29/2025 - 2/22/2026
#4235 FMLA – DATE REVISION	BUS DRIVER TRANSPORTATION DEPARTMENT	11/24/2025 - 1/5/2026
#4478 INTERMITTENT FMLA	SECRETARY II CENTRAL OFFICE	12/10/2025 - 2/2/2026
#6863 FMLA – DATE REVISION	CUSTODIAN TAMARACK ELEMENTARY SCHOOL	4/21/2025 - 5/30/2025
#12559 FMLA – DATE REVISION	TEACHER HIGHLAND ELEMENTARY SCHOOL	9/16/2025 - 12/31/2025
#11810 FMLA – DATE REVISION	TEACHER BURNS ELEMENTARY SCHOOL	9/29/2025 - 11/30/2025
#6519 FMLA – DATE REVISION	BUS DRIVER TRANSPORTATION DEPARTMENT	1/28/2025 -5/20/2025
#12188	TEACHER	10/20/2025 - 12/8/2025

FMLA – DATE REVISION	BURNS MIDDLE SCHOOL	
#9037 INTERMITTENT FMLA	CUSTODIAN DAVIESS COUNTY HIGH SCHOOL	9/29/2025 - 12/22/2025
#4684 FMLA – DATE REVISION	LIBRARY MEDIA CLERK APOLLO HIGH SCHOOL	7/3/2025 - 8/14/2025
#11115 FMLA	TEACHER AUDUBON ELEMENTARY SCHOOL	10/16/2025 - 10/28/2025
#10953 FMLA	INSTRUCTIONAL ASSISTANT I HIGHLAND ELEMENTARY SCHOOL	11/17/2025 - 2/17/2026
#10264 FMLA	TEACHER DAVIESS COUNTY HIGH SCHOOL	11/20/2025 - 1/5/2026
#12180 FMLA – DATE REVISION	TEACHER EAST VIEW ELEMENTARY SCHOOL	9/22/2025 - 1/2/2026
#12328 INTERMITTENT FMLA	BUS MONITOR TRANSPORTATION DEPARTMENT	11/24/2025 – 11/24/2026
#13138 FMLA	INSTRUCTIONAL ASSISTANT II COLLEGE VIEW MIDDLE SCHOOL	11/12/2025 – 12/24/2025
#11327 INTERMITTENT FMLA	SPEECH LANGUAGE PATHOLOGIST BURNS MIDDLE SCHOOL	11/1/2025 – 11/1/2026
#12608 FMLA	TEACHER BURNS MIDDLE SCHOOL	12/1/2025 – 1/30/2026
#11666 FMLA	TEACHER DAVIESS COUNTY MIDDLE SCHOOL	12/1/2025 – 12/19/2025
#13537 FMLA	INSTRUCTIONAL ASSISTANT II COUNTRY HEIGHTS ELEMENTARY SCHOOL	12/18/2025 – 1/30/2026
#13591 FMLA	INSTRUCTIONAL ASSISTANT II BURNS MIDDLE SCHOOL	10/16/2025 – 1/21/2026

EXTENDED DISABILITY LEAVE/ LEAVE WITHOUT PAY	POSITION & SCHOOL OR DEPARTMENT	EFFECTIVE DATE
#11925 EXTENDED DISABILITY LEAVE – DATE REVISION	TEACHER MEADOW LANDS ELEMENTARY SCHOOL	11/14/2025 – 11/19/2025
#12331 EXTENDED DISABILITY LEAVE – DATE REVISION	CUSTODIAN APOLLO HIGH SCHOOL	8/15/2025 - 12/11/2025
#10241 EXTENDED DISABILITY LEAVE	FOOD SERVICE MANAGER TAMARACK ELEMENTARY SCHOOL	12/2/2025 – 6/29/2026
#12180 MATERNITY LEAVE	TEACHER EAST VIEW ELEMENTARY SCHOOL	1/5/2026 – 6/30/2026
#13591 EXTENDED DISABILITY LEAVE	INSTRUCTIONAL ASSISTANT II BURNS MIDDLE SCHOOL	1/22/2026 – 2/5/2026

10.3 No Item

10.4 Consider Approval of Out-of-State Overnight Field Trips

- BMS – BMS Cheer requests permission to attend National High School Cheerleading Championship in Orlando, Florida on January 29- February 3, 2025.
- DCHS – DCHS FFA requests permission to participate in the Exploring Agricultural trip to the Houston Livestock Show along with other stops at Texas A&M, Commercial Feed Lot, and Duck Commander

Manufacturing Headquarters Students will be Traveling on Commercial Charter Bus in Houston, TX on March 17-21, 2026.

10.5 Consider Approval of Board Meeting Minutes

Approval of the December 18, 2025 Board meeting minutes.

10.6 Consider Approval of School Fundraisers

Country Heights Elementary School
Tamarack Elementary School
College View Middle School
Daviess County Middle School
Apollo High School
Daviess County High School

10.7 Consider Approval of Early Graduation Requests

- Student #2120147467 a senior at AHS requesting early graduation due to economic hardship. The student is responsible for supporting herself including living costs and groceries. Early graduation would allow her to work full time.

10.8 Consider Approval of Shortened Day/Week for Students with Disabilities

The KDE allows for full funding for students that attend school part time due to the student's disability. A notice of shortened day/week must be submitted to the KDE. This notice must include the students' IEP and Conference Summary that all support a shortened day/shortened week.

The attached list provides a summary of one student being submitted for partial day attendance.

10.9 Consider Approval of District Health and Wellness Report

This annual report is verification that we have an active plan for health and wellness in our district.

11. ACTION ITEMS

#95 11.1 Consider Approval of Bills

Payroll	\$2,930,013.73
General Fund 1	\$2,392,106.15
Special Revenue Fund 2	\$343,374.68
District Activity Fund 21	\$5,276.61
Construction Fund 360	\$2,389,996.81
Food Service Fund 51	\$127,786.75
After School Program Fund 52	\$13,369.86
Warrant Total	\$8,201,924.59

Order #95 - Motion Passed: Consider Approval of Bills passed with a motion by Dr. Tom Payne and a second by Mrs. Tammy Rice.

3 Yeas - 0 Nays - 1 Disqualify

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Disqualify
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

#96 11.2 Consider Approval of 2026-27 Draft Budget

By January 31 of each year the Board is required by law to review expected receipts and expenditures for the upcoming fiscal year. At this point, we do not have definitive information regarding the 2026-27 SEEK

revenue nor the actual local property assessment/potential tax rates. Therefore, this budget represents a continuation of the 2025-26 budgeted revenues and expenses. Following the legislative session, we will update the budget for the 2026-27 tentative SEEK forecast and any related salary adjustments along with a projection for local tax revenues.

The Tentative Working Budget will be presented to the Board at the May 21, 2026 meeting. Fund 2 (Grant Fund) and Fund 360 (Construction Fund) are not required by KDE to be presented in the draft budget.

Order #96 - Motion Passed: Consider Approval of 2026-27 Draft Budget passed with a motion by Mr. Frank Riney and a second by Mrs. Tammy Rice.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

#97 11.3 Consider Approval of Election of Daviess County Board of Education Chairperson

The Board elected Dr. Tom Payne as the Board of Education Chairperson.

Order #97 - Motion Passed: Consider Approval of Election of Daviess County Board of Education Chairperson passed with a motion by Mrs. Tammy Rice and a second by Mr. Frank Riney.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

#98 11.4 Consider Approval of Election of Daviess County Board of Education Vice-Chairperson

The Board elected Mr. Frank Riney as the Board of Education Vice-Chairperson.

Order #98 - Motion Passed: Consider Approval of Election of Daviess County Board of Education Vice-Chairperson passed with a motion by Dr. Tom Payne and a second by Mrs. Tammy Rice.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

#99 11.5 Consider Approval of Appointment of Daviess County Board of Education Secretary

The Board appointed Mr. Charles Broughton as the Board of Education Secretary.

Order #99 - Motion Passed: Consider Approval of Appointment of Daviess County Board of Education Secretary passed with a motion by Mr. Frank Riney and a second by Dr. Tom Payne.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

#100 11.6 Consider Approval of Election of Daviess County Board of Education Treasurer

The Board elected Ms. Sara Harley as the Board of Education Treasurer.

Order #100 - Motion Passed: Consider Approval of Election of Daviess County Board of Education Treasurer passed with a motion by Dr. Tom Payne and a second by Mrs. Tammy Rice.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

#101 11.7 Consider Approval of Revised BG-1 for Construction of New Highland Elementary School

Sherman Carter Barnhart has adjusted the square footage of the building. The original estimate of 65,645 was increased to 71,000 after further review of the plans.

Order #101 - Motion Passed: Consider Approval of Revised BG-1 for Construction of New Highland Elementary School passed with a motion by Mrs. Tammy Rice and a second by Dr. Tom Payne.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

#102 11.8 Consider Approval of BG-1 for DCHS and BES Bathroom Renovations

This project will include renovating 8 bathrooms at DCHS, including all new piping to main sewer lines. The project also includes renovating 6 bathrooms at BES, including new tile, fixtures, and partitions. Both renovations are necessary to the aging of current facilities.

Order #102 - Motion Passed: Consider Approval of BG-1 for DCHS and BES Bathroom Renovations passed with a motion by Mrs. Tammy Rice and a second by Dr. Tom Payne.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

12. DISCUSSION ITEMS

12.1 Discussion of Orientation of New Highland Elementary School

The Board discussed two options for the orientation of the new Highland Elementary School building: one with the front entrance facing Calumet Trace and the other facing Hayden Road. After considering the advantages and disadvantages of each option, the Board selected the orientation facing Hayden Road. Factors influencing the decision included parking layout, playground placement, traffic flow, and the overall site footprint. A primary consideration was locating the playground at the rear of the building, away from the parking area. Traffic flow was also a significant factor in the Board's decision.

Board member Frank Riney expressed a preference for constructing the new school at the current Highland Elementary School site, citing concerns related to traffic and ongoing commercial growth along Calumet Trace and Hayden Road.

13. INFORMATION ITEMS

13.1 Personnel Report (written report)

This is a written report of personnel actions taken by the Superintendent since last month's Board of Education Meeting. This report is attached for your information and serves to make these actions a part of the school board minutes.

13.2 Construction Report (Written Report)

January 2026 Construction Report

AHS Phase 4 Renovations

Waiting on resolution of asphalt in parking lot – will be spring before asphalt can be addressed.

Central Office Renovation

Jan 9 – moving in 1st floor occupants / Jan 12 – open to public main lobby.

** Board area is the last area to be completed (before Jan 15).

** Building still has some minor details to complete & touch ups left.

Outside is complete except sign on front of building – still waiting on signage for outdoor.

Landscaping – rock will be completed Jan 10-11.

DCHS Chair Back/Bleacher Replacement

This project started & completed during Christmas Break – Entire structure & chair backs were replaced due to age & availability of materials of old system. A student bleacher section was added on 1 end.

Projects in Planning

Miscellaneous Athletic Projects: Turf Softball Fields AHS-DCHS

Waiting on design drawings.

Initial BG-1 for New Highland Elementary School – Approved

Waiting on schematic drawings & dates set.

DCHS/BES Bathroom Renovation

Providing initial BG1: project to include DCHS 8 complete bathroom renovations including all plumbing to main sewer line - - BES 6 bathrooms (2 sets restructured to combine entrance with handwashing sink shared by boys/girls – 1 set renovation only)

HAIL DAMAGE CLAIM UPDATE

We have completed all flat roof work and working toward getting all metal roof work approved for spring installation. Outside of the main school building, AHS sports facilities were hit the hardest. 80% of that work has been completed. 13/18 of our schools will have a new roof with 20yr warranty as a result of the claim.

13.3 In-State Field Trips (Written Report)

- BMS – BMS Speech Team requests permission to attend the Junior State Speech Competition in Florence, KY on February 27-28, 2026.

13.4 Grant Report (Written Report)

\$ 480.00 – FY26 Teaching Art Together

\$ 2,994.00 – Public Life Foundation – Gap Grant

Cumulative FY26 Grant Total - \$12,801,401.60

#103 14. RECESS FOR DAVIESS COUNTY PUBLIC SCHOOLS FINANCE CORPORATION MEETING

Order #103 - Motion Passed: Recess for Daviess County Public School Finance Corporation Meeting passed with a motion by Dr. Tom Payne and a second by Mrs. Tammy Rice.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

After a brief recess to conduct business for the DCPS Finance Corporation, the Board reconvened to the Regular Board Meeting.

15. PUBLIC COMMENT

There was no public comment.

#104 16. CLOSED SESSION Per KRS 61.810 (1)(b),(1)(c), and (1)(f)**SALE OR ACQUISITION OF PROPERTY:**

In Accordance with KRS 61.810, Section (1)(b), I will entertain a motion for the Board to go into Closed Session to deliberate on the future acquisition or sale of real property.

PROPOSED OR PENDING LITIGATION:

In accordance with KRS 61.810, Section (1)(c), I will entertain a motion for the Board to go into Closed Session for the purpose of discussing proposed or pending litigation.

EMPLOYEE APPOINTMENTS, DISCIPLINE, OR DISMISSAL:

In accordance with KRS 61.810, Section (1)(f), I will entertain a motion to go into Closed Session for the purpose of holding discussions or hearings which might lead to the appointment, discipline, or dismissal of an individual employee.

Order #104 - Motion Passed: Consider Approval to Enter Closed Session per KRS 61.810 (1)(b)(1)(c) passed with a motion by Mrs. Tammy Rice and a second by Mr. Frank Riney.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

#105 17. RETURN TO OPEN SESSION

Order #105 - Motion Passed: Approval to Return to Open Session passed with a motion by Mr. Frank Riney and a second by Mrs. Tammy Rice.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes
Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

#106 18. ADJOURN

Order #106 - Motion Passed: Approval to Adjourn passed with a motion by Dr. Tom Payne and a second by Mrs. Tammy Rice.

4 Yeas - 0 Nays

Mr. James Morgan	Yes
Dr. Tom Payne	Yes
Mr. Frank Riney	Yes

Mrs. Tammy Rice	Yes
Mr. Trey Pippin	Absent

James Morgan, Chairperson

Charles Broughton, Superintendent



DAVISS COUNTY BOARD OF EDUCATION AGENDA ITEM

ITEM: 10.2

DATE: January 15, 2026

TOPIC/TITLE: **Consider Approval of Leaves of Absences**

PRESENTER: **Dr. April Devine**

ORIGIN:

- ☐ TOPIC PRESENTED FOR INFORMATION ONLY (No Board Action Required)
☒ ACTION REQUESTED AT THIS MEETING
☒ ITEM IS ON THE CONSENT CALENDAR FOR APPROVAL
☐ ACTION REQUESTED AT FUTURE MEETING: _____ (date)
☐ BOARD REVIEW REQUIRED BY:
☐ STATE OR FEDERAL LAW OR REGULATION
☐ BOARD OF EDUCATION POLICY
☐ OTHER:

PREVIOUS REVIEW, DISCUSSION, OR ACTION:

- ☒ NO PREVIOUS BOARD REVIEW, DISCUSSION, OR ACTION
☐ PREVIOUS REVIEW OR ACTION
☐ DATE:
☐ ACTION:

BACKGROUND INFORMATION:

Daviness County Board of Education policy requires employees who are requesting a leave of absence to make a written request.

SUMMARY OF MAJOR ELEMENT: N/A

IMPACT ON RESOURCES: N/A

TIMETABLE FOR FURTHER REVIEW OR ACTION: N/A

SUPERINTENDENT'S RECOMMENDATION:

Consider approval of leaves of absence as presented

**DAVISS COUNTY BOARD OF EDUCATION AGENDA ITEM
FOR THE January 15, 2026 BOARD MEETING**

LEAVE OF ABSENCE (EMPLOYEE #/TYPE OF LEAVE)	POSITION & SCHOOL OR DEPARTMENT	EFFECTIVE DATE
#12331 FMLA – DATE REVISION	CUSTODIAN APOLLO HIGH SCHOOL	3/20/2025 - 8/15/20205
#11595 INTERMITTENT FMLA	TEACHER WEST LOUISVILLE ELEMENTARY SCHOOL	12/5/2025 - 12/6/2026
#7056 FMLA	FOOD SERVICE ASSISTANT APOLLO HIGH SCHOOL	11/29/2025 - 2/22/2026
#4235 FMLA – DATE REVISION	BUS DRIVER TRANSPORTATION DEPARTMENT	11/24/2025 - 1/5/2026
#4478 INTERMITTENT FMLA	SECRETARY II CENTRAL OFFICE	12/10/2025 - 2/2/2026
#6863 FMLA – DATE REVISION	CUSTODIAN TAMARACK ELEMENTARY SCHOOL	4/21/2025 - 5/30/2025
#12559 FMLA – DATE REVISION	TEACHER HIGHLAND ELEMENTARY SCHOOL	9/16/2025 - 12/31/2025
#11810 FMLA – DATE REVISION	TEACHER BURNS ELEMENTARY SCHOOL	9/29/2025 - 11/30/2025
#6519 FMLA – DATE REVISION	BUS DRIVER TRANSPORTATION DEPARTMENT	1/28/2025 - 5/20/2025
#12188 FMLA – DATE REVISION	TEACHER BURNS MIDDLE SCHOOL	10/20/2025 - 12/8/2025
#9037 INTERMITTENT FMLA	CUSTODIAN DAVISS COUNTY HIGH SCHOOL	9/29/2025 - 12/22/2025
#4684 FMLA – DATE REVISION	LIBRARY MEDIA CLERK APOLLO HIGH SCHOOL	7/3/2025 - 8/14/2025
#11115 FMLA	TEACHER AUDUBON ELEMENTARY SCHOOL	10/16/2025 - 10/28/2025
#10953 FMLA	INSTRUCTIONAL ASSISTANT I HIGHLAND ELEMENTARY SCHOOL	11/17/2025 - 2/17/2026
#10264 FMLA	TEACHER DAVISS COUNTY HIGH SCHOOL	11/20/2025 - 1/5/2026
#12180 FMLA – DATE REVISION	TEACHER EAST VIEW ELEMENTARY SCHOOL	9/22/2025 - 1/2/2026
#12328 INTERMITTENT FMLA	BUS MONITOR TRANSPORTATION DEPARTMENT	11/24/2025 – 11/24/2026
#13138 FMLA	INSTRUCTIONAL ASSISTANT II COLLEGE VIEW MIDDLE SCHOOL	11/12/2025 – 12/24/2025
#11327 INTERMITTENT FMLA	SPEECH LANGUAGE PATHOLOGIST BURNS MIDDLE SCHOOL	11/1/2025 – 11/1/2026
#12608 FMLA	TEACHER BURNS MIDDLE SCHOOL	12/1/2025 – 1/30/2026
#11666 FMLA	TEACHER DAVISS COUNTY MIDDLE SCHOOL	12/1/2025 – 12/19/2025

#13537 FMLA	INSTRUCTIONAL ASSISTANT II COUNTRY HEIGHTS ELEMENTARY SCHOOL	12/18/2025 – 1/30/2026
#13591 FMLA	INSTRUCTIONAL ASSISTANT II BURNS MIDDLE SCHOOL	10/16/2025 – 1/21/2026

EXTENDED DISABILITY LEAVE/ LEAVE WITHOUT PAY	POSITION & SCHOOL OR DEPARTMENT	EFFECTIVE DATE
#11925 EXTENDED DISABILITY LEAVE – DATE REVISION	TEACHER MEADOW LANDS ELEMENTARY SCHOOL	11/14/2025 – 11/19/2025
#12331 EXTENDED DISABILITY LEAVE – DATE REVISION	CUSTODIAN APOLLO HIGH SCHOOL	8/15/2025 - 12/11/2025
#10241 EXTENDED DISABILITY LEAVE	FOOD SERVICE MANAGER TAMARACK ELEMENTARY SCHOOL	12/2/2025 – 6/29/2026
#12180 MATERNITY LEAVE	TEACHER EAST VIEW ELEMENTARY SCHOOL	1/5/2026 – 6/30/2026
#13591 EXTENDED DISABILITY LEAVE	INSTRUCTIONAL ASSISTANT II BURNS MIDDLE SCHOOL	1/22/2026 – 2/5/2026



DAVIESS COUNTY BOARD OF EDUCATION AGENDA ITEM

ITEM: 13.1

DATE: January 15, 2026

TOPIC/TITLE: **Personnel Report**

PRESENTER: **Dr. April Devine**

ORIGIN:

- ☒ TOPIC PRESENTED FOR INFORMATION ONLY (No Board Action Required)
☐ ACTION REQUESTED AT THIS MEETING
☐ ITEM IS ON THE CONSENT CALENDAR FOR APPROVAL
☐ ACTION REQUESTED AT FUTURE MEETING: _____ (date)
☐ BOARD REVIEW REQUIRED BY:
 ☐ STATE OR FEDERAL LAW OR REGULATION
 ☐ BOARD OF EDUCATION POLICY
 ☐ OTHER:

PREVIOUS REVIEW, DISCUSSION, OR ACTION:

- ☒ NO PREVIOUS BOARD REVIEW, DISCUSSION, OR ACTION
☐ PREVIOUS REVIEW OR ACTION
 ☐ DATE:
 ☐ ACTION:

BACKGROUND INFORMATION: This is a written report of personnel actions taken by the Superintendent since the last Board of Education Meeting.

SUMMARY OF MAJOR ELEMENT: N/A

IMPACT ON RESOURCES: N/A

TIMETABLE FOR FURTHER REVIEW OR ACTION: N/A

SUPERINTENDENT'S RECOMMENDATION: Information Only

DAVIESS COUNTY PUBLIC SCHOOLS
Report to the Board of Education on **Certified Personnel**
For the **January 15, 2026** Board Meeting

NEW HIRES/TRANSFERS/CHANGES

NAME	POSITION & LOCATION	EFFECTIVE DATE
Chelsey Daugherty	New Hire as a Special Education Teacher (1.0 time - 98 days/year) at Highland Elementary School	12/15/2025
Victoria Coleman	New Hire as a Teacher (1.0 time - 91 days/year) at Deer Park Elementary School	01/05/2026
Courtney Hagan	New Hire as a Teacher (1.0 time - 91 days/year) at Deer Park Elementary School	01/05/2026
Kathryn Kang	New Hire as a Teacher (1.0 time - 91 days) at Highland Elementary School	01/05/2026
Natalle Keown	New Hire as a Teacher (1.0 time - 91 days/year) at Burns Middle School	01/05/2026

RETIREMENTS

None at this time

RESIGNATIONS

NAME	POSITION & LOCATION	EFFECTIVE DATE
Catherine Steele	English Teacher at Daviess County High School	12/19/2025
Casey Barrett	Kindergarten Teacher at Highland Elementary School	12/31/2025

DAVIESS COUNTY PUBLIC SCHOOLS
Report to the Board of Education on **Certified Substitute Personnel**
For the **January 15, 2026** Board Meeting

NON-EMERGENCY CERTIFIED SUBSTITUTES

NAME	EFFECTIVE DATE
Jennifer Ball	1/5/2026
Amber Dunn	1/05/2026
Lillian Chapman	1/5/2026
Victoria Whitmer	12/19/2025
Julia Boling	1/5/2026

****RENEWAL** EMERGENCY CERTIFIED SUBSTITUTES 2025-2026**
BY BOARD APPROVAL #112 on 03/20/25

NAME	EFFECTIVE DATE
Emilee Clark	12/10/2025

CERTIFIED SUBSTITUTE RESIGNATIONS

NAME	EFFECTIVE DATE
Abigail Vogt	12/16/2025

DAVIESS COUNTY PUBLIC SCHOOLS
Report to the Board of Education on **Classified Personnel**
For the **January 15, 2026** Board Meeting

NEW HIRES/TRANSFERS/CHANGES

NAME	ACTION, POSITION & LOCATION	EFFECTIVE DATE
Spencer Taylor	Increase as Assistant Baseball Coach/40% to Assistant Baseball Coach/60%/Apollo High School	11/24/2025
John Judd	Increase as Assistant Baseball Coach/40% to Assistant Baseball Coach/60%/Apollo High School	11/24/2025
Phillip Kopczynski	Increase as Assistant Baseball Coach/45% to Assistant Baseball Coach/60%/Apollo High School	11/24/2025
Natalie Cline	Substitute Bus Monitor at Transportation	12/01/2025
Amber Johnson	Decrease as Food Service Assistant I (6.0 hrs/day; 181 days/year) to Food Service Assistant I (5.0 hrs/day; 181 days/year) at Country Heights Elementary School	12/08/2025
Tyler Timmermann	Assistant Baseball Coach/40%/Apollo High School	12/09/2025
Amy Brown	Decrease as Bus Driver (7.25 hrs/day; 181 days/year) to Bus Driver (5.5 hrs/day; 181 days/year) at Transportation	12/15/2025
Donnella Cason	Increase as Bus Monitor - Exceptional Child (6.0 hrs/day; 181 days/year) to Bus Monitor -Exceptional Child (7.0 hrs/day; 181 days/year) at Transportation	12/15/2025
Clara Dunning	Increase as Bus Driver (6.0 hrs/day; 181 days/year) to Bus Driver (6.25 hrs/day; 181 days/year) at Transportation	12/15/2025
Emmett Lindsey	Increase as Bus Driver (6.0 hrs/day; 181 days/year) to Bus Driver (6.5 hrs/day; 181 days/year) at Transportation	12/15/2025
Shana Marx	Increase as Bus Driver (5.5 hrs/day; 181 days/year) to Bus Driver (6.25 hrs/day; 181 days/year) at Transportation	12/15/2025
Robin Owens	Increase as Bus Driver (6.5 hrs/day; 181 days/year) to Bus Driver (6.75 hrs/day; 181 days/year) at Transportation	12/15/2025
Ryan Stanley	Increase as Bus Driver (6.75 hrs/day; 181 days/year) to Bus Driver (7.5 hrs/day; 181 days/year) at Transportation	12/15/2025
Kimberley Welborn	Increase as Bus Driver (7.0 hrs/day; 181 days/year) to Bus Driver (7.25 hrs/day; 181 days/year) at Transportation	12/15/2025
Jacques Williams	Increase as Bus Driver (5.5 hrs/day; 181 days/year) to Bus Driver (7.5 hrs/day; 181 days/year) at Transportation	12/15/2025

DAVIESS COUNTY PUBLIC SCHOOLS
Report to the Board of Education on **Classified Personnel**
For the **January 15, 2026** Board Meeting

Aliyah Howard	Health Services Assistant (7.0 hrs/day; 181 days/year) at Burns Elementary School	12/16/2025
Sydney Schindler	Transfer from Substitute Teacher's Aide to Night Custodian (8 hrs/day; 261 days/year) at Sorgho Elementary School	12/17/2025
James Sparks	Substitute Bus Driver at Transportation	12/17/2025
Dana Phillips	Terminated by Superintendent as Custodian (8.0 hrs/day; 261 days/year) at Southern Oaks Elementary School	12/18/2025
Natalie Cline	Transfer from Substitute Bus Monitor to Full Time Substitute Bus Monitor (5.0 hrs/day; 181 days/year) at Transportation	12/19/2025
Beth Brown	Transfer from Substitute Bus Driver to Full Time Substitute Bus Driver (5.0 hrs/day; 181 days/year) at Transportation	12/19/2025
Darrell Collard	Terminated by Superintendent as Bus Monitor (5.0 hrs/day; 181 days/year) at Transportation	12/22/2025
Fred Baker	Increase as Bus Driver (5.0 hrs/day; 181 days/year) to Bus Driver (5.5 hrs/day; 181 days/year) at Transportation	01/05/2026
Camille Conkright	New Hire as Instructional Assistant II (6.5 hours/day; 81 days/year) at Tamarack Elementary School	01/05/2026
Morgan Day	New Hire as Instructional Assistant II (6.5 hours/day; 81 days/year) at Tamarack Elementary School	01/05/2026
Jessica Early	Increase from Food Service Assistant I (5.0 hrs/day; 181 days/year) to Food Service Assistant I (6.0 hrs/day; 181 days/year) at Deer Park Elementary School	01/05/2026
Cali Franklin	Transfer from Substitute Teacher to Instructional Assistant (7.0 hours/day; 181 days/year) at Burns Middle School	01/05/2026
Pamela Graden	Transfer from Bus Monitor (5.0 hours/day; 181 days/year) to Instructional Assistant II (6.5 hours/day; 181 days/year) at West Louisville Elementary School	01/05/2026
Ashley Harley	Transfer as Food Service Assistant I (6.0 hrs/day; 181 days/year) at Deer Park Elementary School to Food Service Assistant I (6.0 hrs/day; 181 days/year) at Apollo High School	01/05/2026
Jamie Helm	Increase from Food Service Assistant I (5.5 hrs/day; 181 days/year) to Food Service Assistant I (6.0 hrs/day; 181 days/year) at Apollo High School	01/05/2026

DAVIESS COUNTY PUBLIC SCHOOLS
Report to the Board of Education on **Classified Personnel**
For the **January 15, 2026** Board Meeting

Olivia Hoover	Library Media Clerk (7.0 hrs/day; 195 days/year) at Apollo High School	01/05/2026
Tiffany Horn	Transfer from Night Custodian (8.0 hrs/day; 191 days/year) to Day Custodian (8.0 hrs/day; 191 days/year) at Apollo High School	01/05/2026
Sheila Love	Transfer from to Instructional Assistant II (6.5 hours/day; 181 days/year) at Deer Park Elementary School to Instructional Assistant II (6.5 hours/day; 181 days/year) at Country Heights Elementary School	01/05/2026
Joshua Murphy	Transfer from Utility Worker I - Full Time Substitute Day Custodian (8.0 hrs/day; 200 days/year) at Maintenance to Utility Worker I - Head Day Custodian (8.0 hrs/day; 261 days/year) at Central Office	01/05/2026
Hallie Nichols	Transferring from Instructional Assistant II (6.5 hours/day; 181 days/year) at Tamarack Elementary to Instructional Assistant II at Central Office (7.0 hours/day; 181 days/year)	01/05/2026
Lindsey Ostria	New Hire as Permanent District Substitute (7.0 hours/day; 177 days/year) at Tamarack Elementary School	01/05/2026
Brigette Sorrels	Custodian (7.5 hrs/day; 191 days/year) at Apollo High School	01/05/2026
Debra Spalding	Transfer from Food Service Assistant I (4.0 hrs/day; 181 days/year) at Sorgho Elementary School to Release Time Aide - Lunchroom Monitor (3.0 hrs/day; 181 days/year) at Southern Oaks Elementary School	01/05/2026
Brittany Wagoner	Release Time Aide - Lunchroom Monitor (3.0 hrs/day; 181 days/year) at Meadow Lands Elementary School	01/05/2026
Gordon Ward	Transfer from Substitute Teacher to Instructional Assistant II (7.0 hours/day; 181 days/year) at College View Middle School	01/05/2026
Ryan Jones	Rehire as Custodian (8.0 hrs/day; 191 days/year) at East View Elementary School	01/05/2026
Kimberly Mills	Terminated by Superintendent as Food Service Assistant I (6.0 hrs/day; 181 days/year) at Daviess County High School	01/05/2026
Dianne Carden	Terminated by Superintendent as Custodian (8.0 hrs/day; 261 days/year) at Central Office	01/05/2026
Jour dian Lamar	Substitute Bus Driver at Transportation	01/09/2026

DAVIESS COUNTY PUBLIC SCHOOLS
Report to the Board of Education on **Classified Personnel**
For the **January 15, 2026** Board Meeting

RETIREMENTS

None at this time

RESIGNATIONS

NAME	POSITION & LOCATION	EFFECTIVE DATE
Shelia Robinson	Lunchroom Monitor (3.0 hrs/day; 181 days/year) at Meadow Lands Elementary School	12/05/2025
Jessica Stewart	Food Service Assistant I (6.0 hrs/day; 181 days/year) at Audubon Elementary School	12/15/2025
Kirk Liebert	Assistant Baseball Coach/15%/Daviness County High School	12/15/2025
Christopher Israel	Head Boys Soccer Coach/100%/Daviness County Middle School	12/17/2025
Morgan Turner	Instructional Assistant at Burns Elementary School	12/19/2025
Sherri Pate	Food Service Assistant I (6.0 hrs/day; 181 days/year) at Apollo High School	12/19/2025
Payton Victoria Whitmer	Permanent District Substitute at West Louisville Elementary School	12/19/2025
Haylee Eubanks	Secretary II (7.5 hrs/day; 261 days/year) at Central Office	01/05/2026
Holly Winkler	Bus Monitor (2.0 hrs/day; 181 days/year) and Bus Monitor - Exceptional Children (6.0 hrs/day; 181 days/year) at Transportation	01/09/2026
Tricia Canary	Custodian (4.0 hrs/day; 191 days/year) at Burns Elementary School	01/13/2026
Brittany Newman	Instructional Assistant II at West Louisville Elementary School	01/15/2026

DAVIESS COUNTY PUBLIC SCHOOLS
 Report to the Board of Education on **Classified Substitute Personnel**
 For the **January 15, 2025** Board Meeting

NEW HIRES/TRANSFERS/CHANGES

NAME	ACTION, POSITION & LOCATION	EFFECTIVE DATE
Sharon Kassinger	Substitute Food Service Assistant	12/10/2025
Bailey Shown	After School Aide at Meadow Lands Elementary	12/12/2025
Joanna Krampe	Substitute Instructional Assistant & Lunch Monitor	12/16/2025
Adalyn Smith	After School Aide at Highland Elementary	1/5/2026
Dilynn Hunnicutt	Substitute Food Service Assistant	1/5/2026
Alexis Bates	After School Aide at Meadow Lands Elementary	1/5/2026
Ruth Stewart	Substitute Food Service Assistant/Lunchroom Monitor	1/5/2026

RESIGNATIONS

NAME	POSITION & LOCATION	EFFECTIVE DATE
Caitlyn Roberts	After School Program at Audubon Elementary	1/1/2026
Jenna Lawson	After School Program at Deer Park Elementary	1/1/2026
Savannah Mallory	After School Program at Deer Park Elementary	1/1/2026
Madison Taylor	After School Program at Burns Elementary	1/1/2026
James Over	Substitute Food Service Assistant	12/4/2025
Christina Beyke	After School Program at Meadow Lands Elementary	1/1/2026
Alyssa Obryan	After School Program at Meadow Lands Elementary	1/1/2026
Charles Smith	After School Program at Sorgho Elementary	1/1/2026
Claire Bean	After School Program at Tamarack Elementary	1/1/2026
Madelyn Bennett	After School Program at Highland Elementary	1/1/2026
Hannah Wimsatt	After School Program at Highland Elementary	1/1/2026
Abriel Snowden	After School Program at Highland Elementary	1/1/2026

DAVIESS COUNTY PUBLIC SCHOOLS
Report to the Board of Education on **Classified Substitute Personnel**
For the **January 15, 2025** Board Meeting

Jade Hagan	After School Program at Highland Elementary	1/1/2026
Sydney Schindler	Substitute Instructional Assistant	12/17/2025